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Licenses by Area	
Elementary Education K–6 Teacher	32994
K–12 Area Teacher	31841
Secondary School Teacher	20038
Building Administrator K–12	16383
English for Speakers of Other Languages	11041
Special Education Instructional Specialist	9035
Elementary/Secondary Counselor	6385
Library Media Specialist	4091
Career & Professional Permits (CTE)	1819
School Speech-Language Pathologist	1012

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State Subject Shortage Area List 2025-26



- Used for teacher incentive programs and to monitor workforce needs.
- Organized into 3 tiers based on need.
- High-need subjects are those that need to replace 20% or more of certified teachers annually.

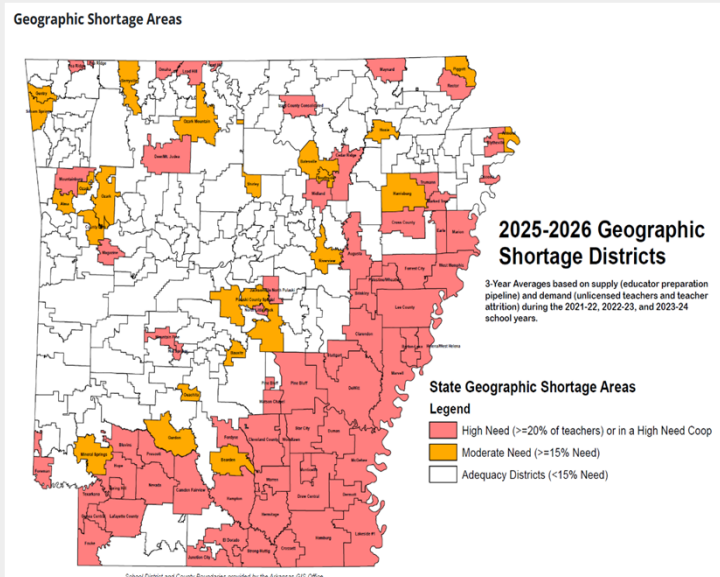
High ($\geq 20\%$ need)	Moderate ($\geq 15\%$)	Low ($< 15\%$)
Secondary Science*	Middle School Science*	Physical Education and Health
Foreign Language*	Middle School ELA	Elementary
Secondary Mathematics*	Secondary English Language Arts	Library Media Specialist
	Middle School Social Studies	Counselor
	Middle School Math*	
	Fine Arts	
	Special Education*	
	Career and Technical	
	Secondary Social Studies	

*National high-need field as designated by the USDOE.

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Geographic Shortage Areas

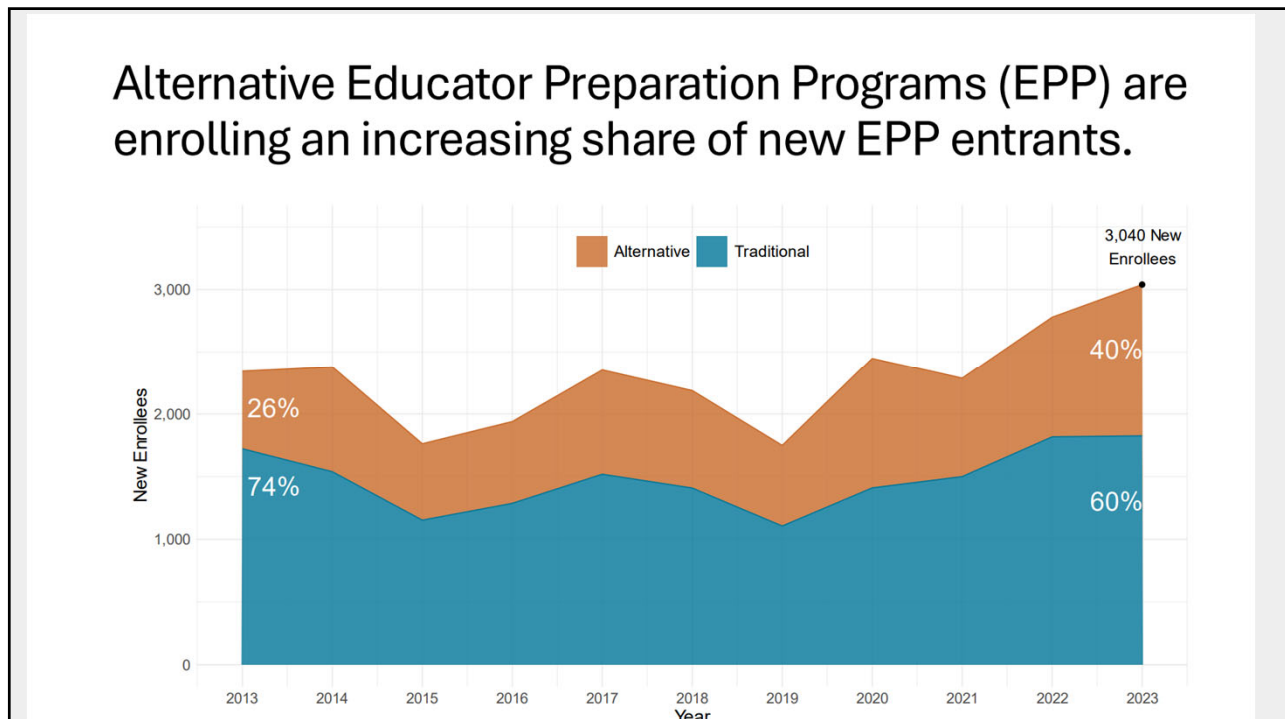
High-need districts need to replace 20% or more certified teachers annually or are in a co-op region with 20% need.



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Financial Support for Educators



Arkansas Teacher Academy Scholarship:

- Offers up to \$6,000 per semester for undergraduate studies to aspiring teachers or graduate studies for current teachers.
- Goal is to increase teacher recruitment and subsequent employment in Arkansas public schools.
- Recipients agree to a year of employment in an Arkansas K-12 public school for each year of funding.

State Teacher Education Program (STEP):

- A loan repayment program designed for current Arkansas educators teaching in high-need subject or teacher shortage areas.

Teacher Opportunity Program (TOP):

- Offers up to 6 hours of tuition reimbursement to teachers and administrators seeking a higher degree or additional licensure.

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Teacher Licensure Events



Held annually throughout the State for prospective candidates interested in joining the profession.

- Highlight multiple pathways to licensure.
- Assist prospects with understanding scholarship opportunities.
- Connect aspiring educators with pathways to teacher licensure, representatives from universities, Master of Arts in Teaching programs, and ArPEP.

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Grow Your Own Programs

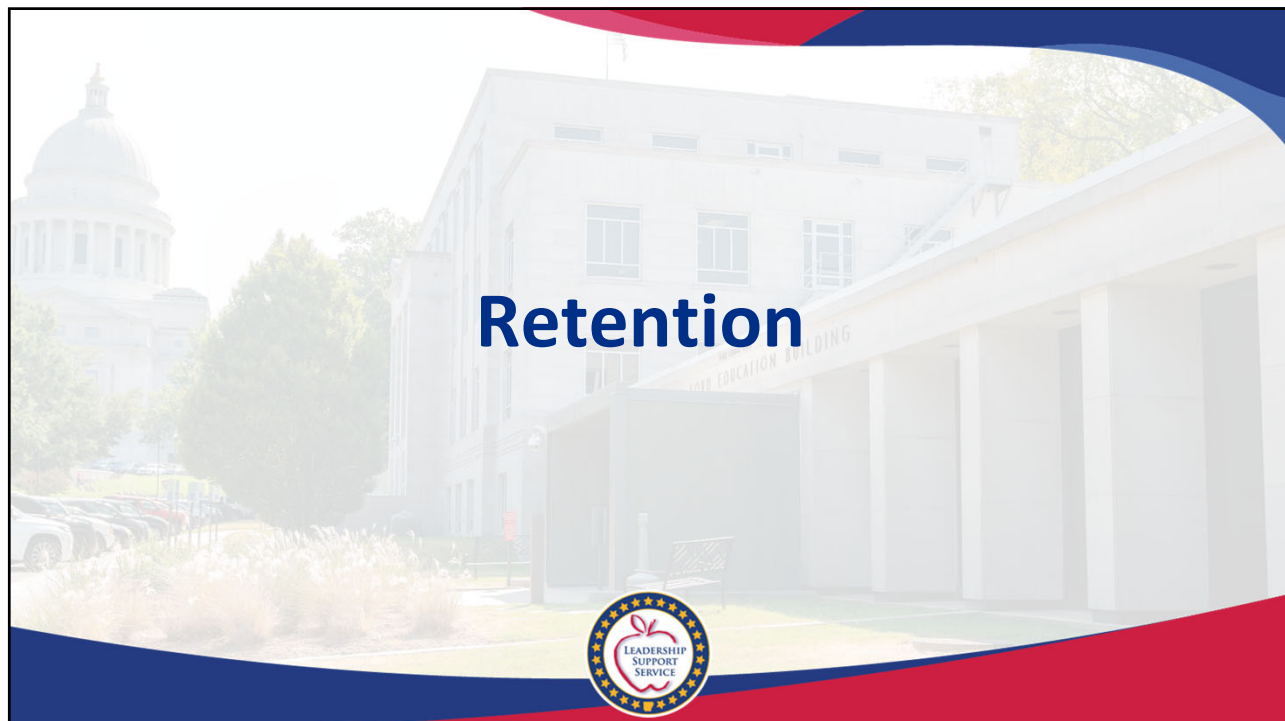


Arkansas is strengthening the teacher pipeline through the **Grow Your Own Initiative**, providing multiple entry points into the profession. By investing in **local talent** and removing barriers to licensure, the Grow Your Own Initiative empowers school districts to develop the next generation of educators who are deeply connected to Arkansas communities.

- **Registered Apprenticeship:** Allows aspiring K-12 educators to earn a salary while completing coursework and on-the-job training, reducing barriers to entering the profession, in partnership with the Office of Skills Development. *Currently, 38 K-12 apprentices in 16 districts across the state.*
- **Special Education Registered Apprenticeship:** A specialized track preparing Paraprofessionals, who hold a non-education bachelor's degree, to meet the critical demand for certified Special Education teachers across the state. *Currently, 23 Special Education apprentices in 10 districts across the state.*
- **Certified Teaching Assistant (CTA):** High school students can earn an industry-recognized credential that signifies a student has successfully passed the ETS Parapro Assessment and completed at least nine (9) hours of college coursework required for a degree leading to educator licensure.

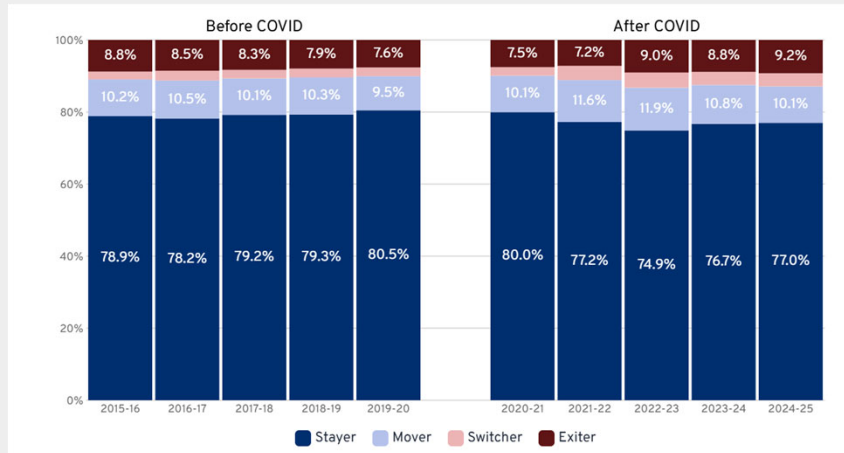


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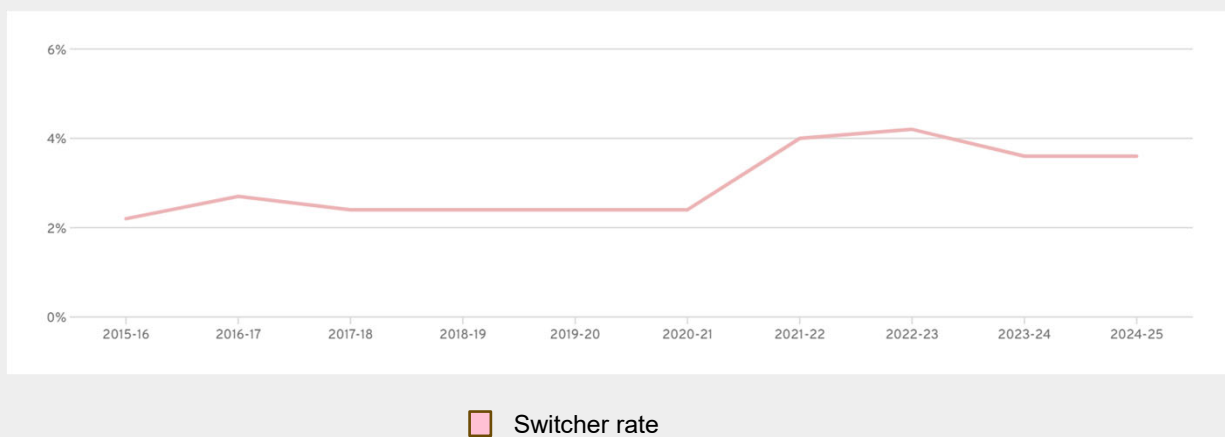
Arkansas teacher retention is still below pre-pandemic rates



- **Stayers** remained in the same school(s);
- **Movers** transferred to a different school or district;
- **Switchers** moved to a non-teaching role within Arkansas public schools;
- **Exiters** left the Arkansas public school system entirely.

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The Rate of Switchers Continues to be Elevated Compared to Pre-pandemic Years



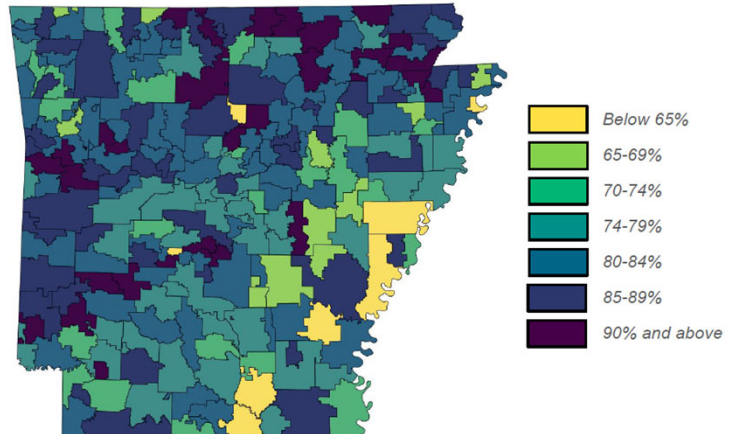
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Retention Rates by District



- % Retention rates ranged widely across districts from **55% to 95%**
- Yellow represents retention rates below **65%.**

2024-25 Retention Rates by District



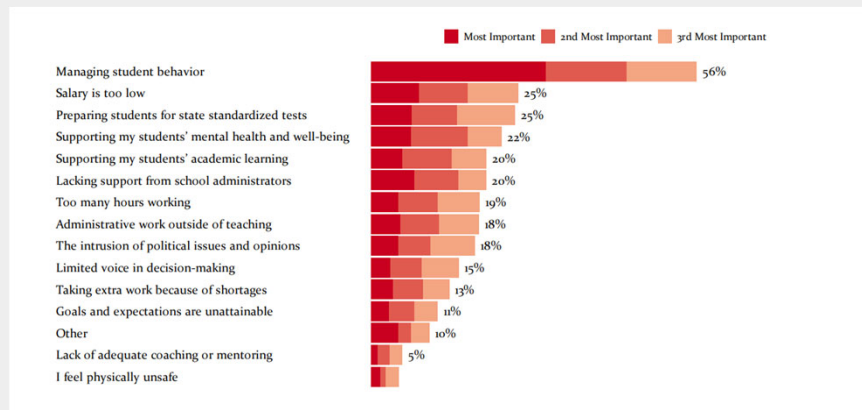
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Well-being and Working Conditions Survey



- 86% of Arkansas teachers report being satisfied being an educator.
- Teachers report managing student behavior as their primary source of stress.

Sources of Teachers' Job-Related Stress



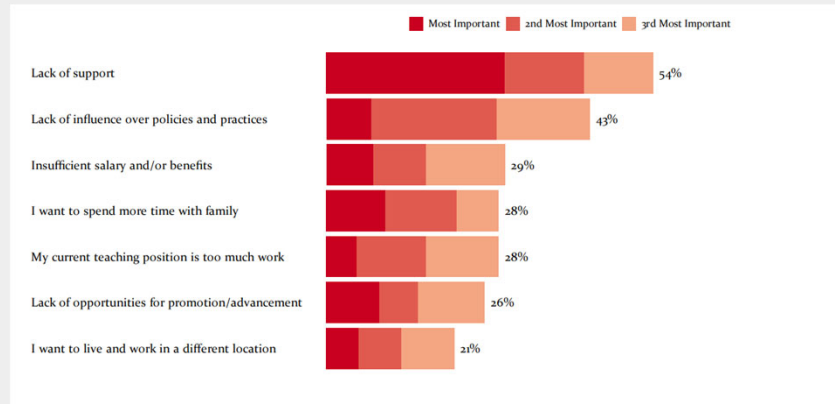
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Well-being and Working Conditions Survey



13% of teachers reported they plan to leave their current school due to feeling unsupported, lacking influence over school policies, and insufficient planning.

Reported Reasons to Leave Current School



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Key Policies Supporting Educator Workforce



- Significant salary increases under the LEARNS Act
- Merit pay for those who work in geographic and subject shortage areas
- Teacher apprenticeship programs
- Science of Reading Audits for educator prep programs leading to Elementary and Special Education licensure
- Yearlong residencies for teacher preparation programs
- Annual ratings based on observations for all teachers every year in the Educator Effectiveness System

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Supporting Teachers with Mentorship



Teacher mentoring in Arkansas supports teacher retention, student success, and school culture. Each novice teacher is paired with a support teacher or mentor who provides guidance, along with classroom management and instructional strategies support.



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Educator Career Continuum



Arkansas' Educator Career Continuum offers classroom teachers meaningful paths to advance without leaving the classroom. The **Lead Professional Educator** and **Master Professional Educator** designations, which recognize instructional leadership, deepen influence, and incentivize excellence.

Lead Professional Designation

- Intended for exemplary teachers who mentor and support colleagues from within the classroom
- Holding Lead status is required for teachers who mentor **aspiring teacher permit holders, state-registered apprentices, or yearlong supervised residents**

Master Professional Designation

- Recognizes educators who demonstrate advanced pedagogical skill and content expertise
- Teachers with Master status are also expected to serve as mentors to novice educators and support high-priority student groups.

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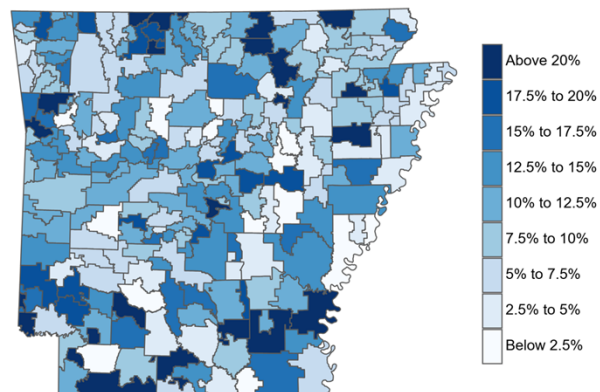
Arkansas Merit Teacher Incentive Fund



2024-2025

- Awarded to teachers who demonstrated **outstanding growth** in student performance, work in **shortage areas**, and/or **mentor** year-long residents
- Over **4,200 teachers** received bonuses (an increase of 1,300 teachers from 2024)
- Over 800 teachers receiving >\$5,000
- Over 70 teachers receiving \$10,000
- **Average bonus ≈ \$3,300**

Percentage of Teachers Receiving a Bonus



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Milken Educator Award



Inspiring excellence in education

- Established 1987, Lowell Milken
- **\$25,000 Award** for top educators
- Honors **early-to-mid-career professionals**
- Recognizes **achievement + future promise**



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Arkansas Teacher of the Year



An ambassador for education

- Selected from **District Teachers of the Year**
- Released from classroom duties for a year to **work with ADE to elevate the profession**
- Develops **professional development** and provides **technical assistance** to Arkansas teachers and students.
- Makes appropriate **public appearances** across the state.
- Represents Arkansas in the **National Teacher of the Year** competition.



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Questions?