

## 2024 Shortage Areas

The Educator Workforce Programs are designed to address areas of educator shortage. The establishing legislation defines “shortage area” as an endorsement or geographic area with a shortage of certificated employees. The areas are defined by the Washington Professional Educator Standards Board (PESB), in consultation with the Office of the Superintendent of Public Instruction, using quantitative and qualitative measures. \*

### Instructions:

Applicants to the Educator Workforce Programs should refer to the table below for a list of statewide shortage areas.

If you do not see your endorsement area listed, you may still qualify for consideration if you provide compelling evidence of a unique local shortage through the Administrator Letter of Support submitted with your application. A letter template is available in the Resources section at [wsac.wa.gov/teachers](https://wsac.wa.gov/teachers).

<b>Shortage Area</b>	
<b>Special Education (inclusive of Early Childhood Special Education)</b>	<b>Mathematics (inclusive of middle level math)</b>
<b>Elementary Education (inclusive of early childhood education)</b>	<b>Spanish</b>
<b>CTE – Health Science</b>	<b>Reading</b>
<b>CTE - STEM (Science, Technology, Engineering, Mathematics)</b>	<b>Computer Science</b>
<b>Early Childhood Education</b>	<b>ELL/Bilingual Education</b>

Source: PESB, January 2024

\**Methodology:* PESB calculates teacher shortage by adding the number of teachers teaching out-of-endorsement in a content area to the number of teachers with conditional certificates in that same content area. That sum is divided by the total teacher FTE in that geographical area. A full technical definition of this shortage calculation will be available on the [PESB website](https://www.pesb.wa.gov/).