

**VIRGINIA'S CRITERIA FOR "HARD-TO-STAFF" SCHOOLS**

A school must meet at least four of the eight criteria listed below to be designated as hard-to-staff.

1. Accredited with warning;
2. Average daily attendance is 2.00 percentage points below the statewide average;
3. Percent of special education students exceeds 150 percent of the statewide average;
4. Percent of limited English proficient students exceeds 150 percent of the statewide average;
5. Percent of the teachers with provisional licenses exceeds 150 percent of the statewide average;
6. Percentage of the special education teachers with conditional licenses exceeds 150 percent of the statewide average;
7. Percent of inexperienced teachers hired to total teachers exceeds 150 percent of the statewide average;  
and
8. School has one or more inexperienced teachers in a critical shortage area.