

**Department of Planning and Budget
2026 General Assembly Session
State Fiscal Impact Statement**

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ORIGINAL

Bill Number: HB613

Patron: Cohen

Bill Title: Department of Education; division superintendents; Teacher Recruitment and Retention Mentorship Pilot Program established; administration; report.

Bill Summary: Directs the Department of Education (the Department), in coordination with the Virginia Association of School Superintendents, to establish and administer the Teacher Recruitment and Retention Mentorship Pilot Program (the Program) for the purpose of supporting division superintendents of school divisions with high teacher vacancy rates in improving teacher recruitment and retention in such school division by coordinating the establishment of mentorships whereby a division superintendent of a low vacancy-rate school division is connected with a division superintendent of a high vacancy-rate school division to provide mentorship in developing and implementing plans, strategies, and best practices for improving teacher vacancy rates in the high vacancy-rate school division. The bill directs the Department, in coordination with the Virginia Association of School Superintendents, to implement policies and procedures for the establishment and administration of the Program, including policies for coordinating such mentorships, encouraging participation of division superintendents in the Program, and for Program oversight. The bill directs each division superintendent mentorship pair participating in the Program to annually submit to the Department a report on their activities for the preceding school year and any recommendations relating to improving the effectiveness of mentorships under the Program. Finally, the bill directs the Department to submit to the Governor and the Chairs of the House Committee on Education and the Senate Committee on Education and Health by November 1 of each year a report on the activities of the Program for the preceding school year. The bill has an expiration date of July 1, 2029.

Budget Amendment Necessary: No

Items Impacted: 124

Explanation: This bill establishes a pilot program with such funds as may be appropriated for such purposes; therefore a budget amendment is necessary only if funds are provided for grants. Any actual impact for grant awards would depend on the amount appropriated. The Department of Education can absorb any impact to administer the program if funded.

Fiscal Summary: See below.

Fiscal Analysis: This bill establishes the Teacher Recruitment and Retention Mentorship Pilot Program, which would be administered by the Department of Education (DOE) in coordination with the Virginia Association of School Superintendents. The bill directs that any funds appropriated for this purpose should be used to support mentorships between superintendents in developing and implementing plans, strategies, and best practices for improving teacher vacancy rates in high vacancy rate school divisions. DOE estimates that in order to support an effective program, at least \$50,000 may be needed to support a research-based model, identify participants who are likely to be successful and want to participate and to measure its effectiveness. Any additional cost to support these activities or to contract with an entity to administer the program would

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depend on the amount appropriated. Any impact to local school divisions to participate in this program is indeterminate.

Other: None