

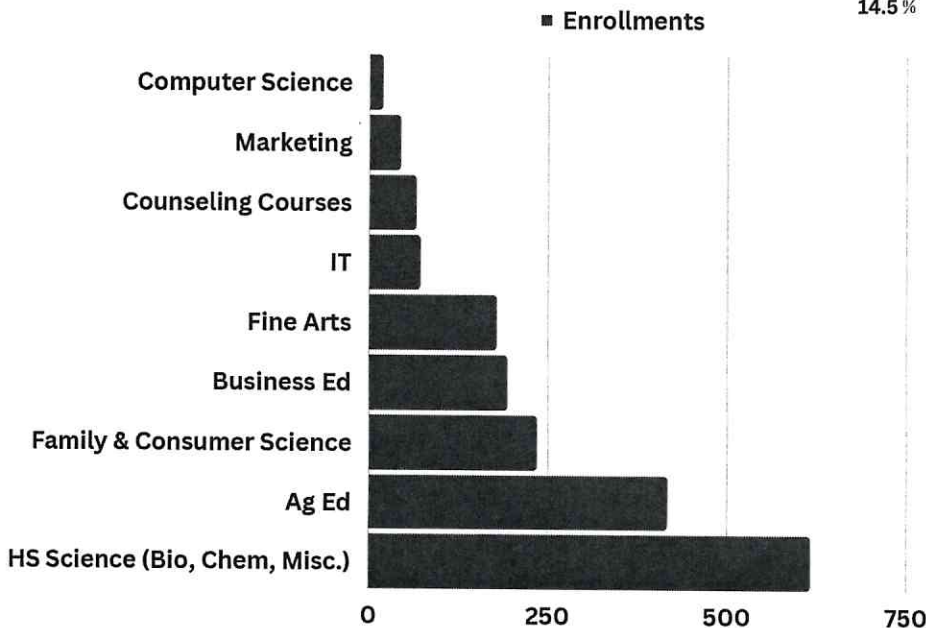
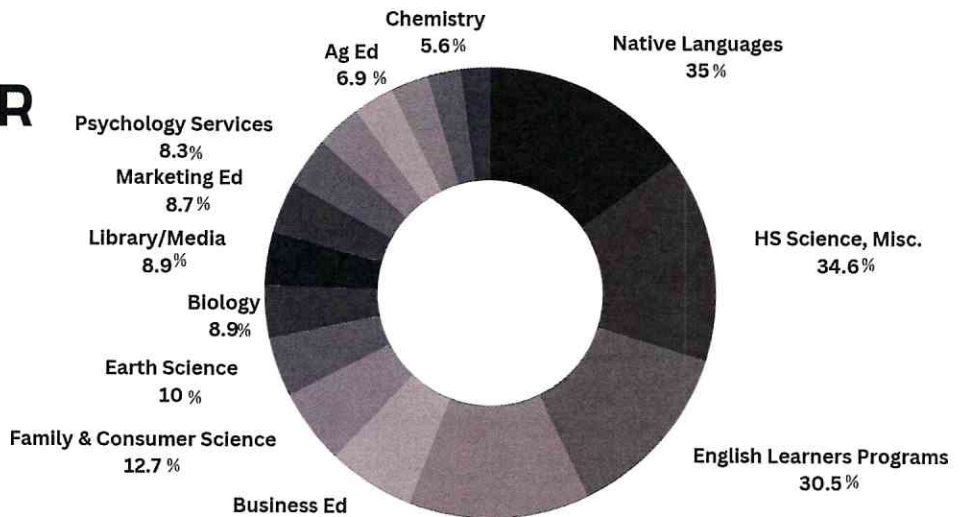
FILLING A CRITICAL NEED

OVERVIEW

The North Dakota Center for Distance Education (NDCDE) has always played a key role in supporting North Dakota schools, especially during the pandemic. From 2020 through 2021, NDCDE enrollment grew by an average of 79% at the peak of the fall semester. Today, NDCDE continues to fill critical needs in North Dakota, with enrollments trending at a 21% increase compared to fall 2019. NDCDE is helping North Dakota school districts address teacher shortages by delivering courses in **11 of the 16** highest-need areas identified by DPI as part of the 21-22 Teacher Shortage Report.

% OF VACANCIES IN HIGHEST TEACHER SHORTAGE AREAS

In 2021-22, DPI found these to be the areas with the highest teacher vacancies.

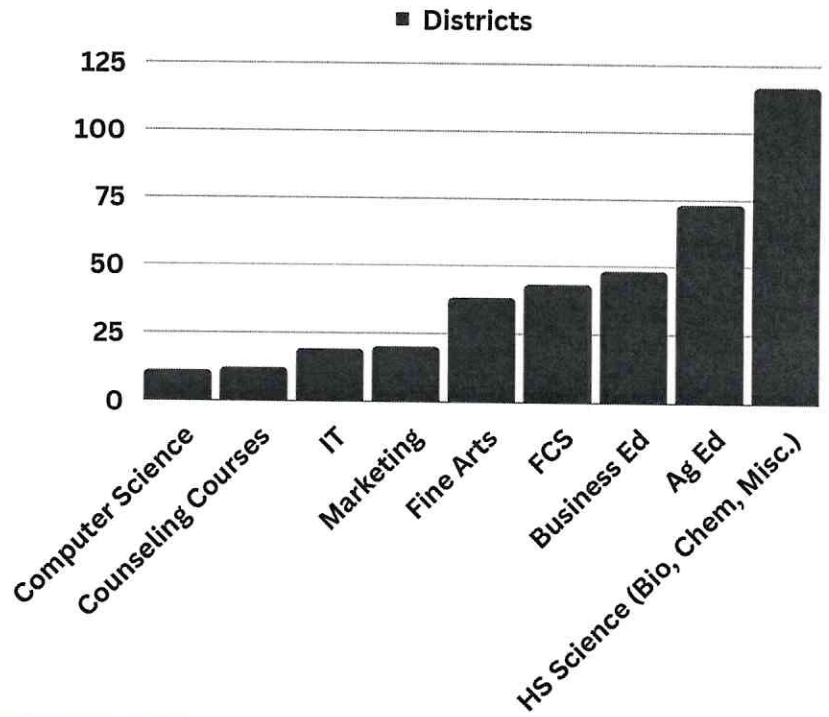


NDCDE ENROLLMENTS IN HIGHEST TEACHER SHORTAGE AREAS

NDCDE served **1835 students** in critical shortage areas in 2021-22.

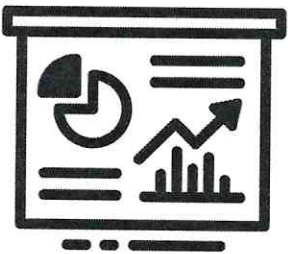
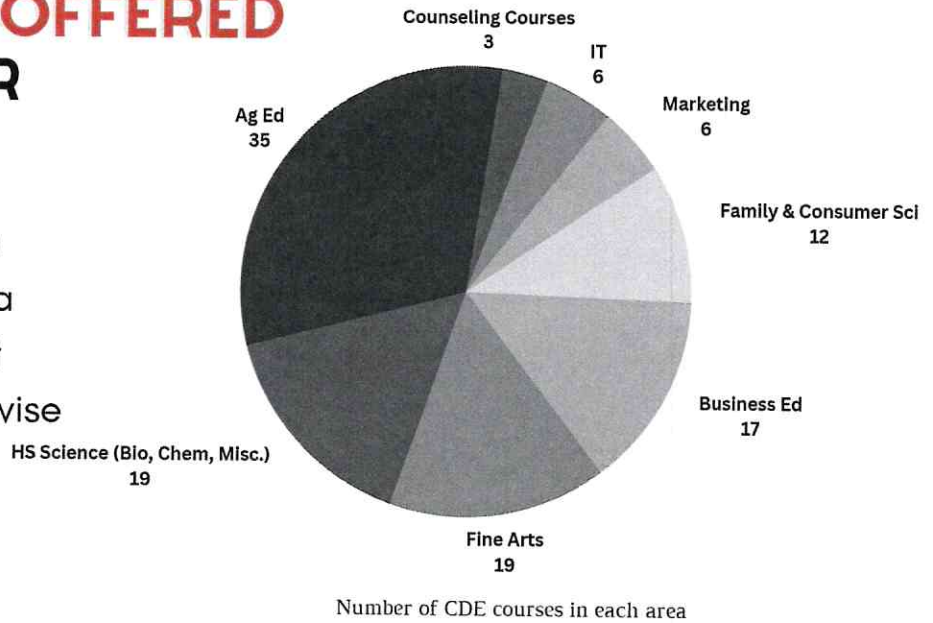
NUMBER OF DISTRICTS USING NDCDE IN HIGHEST TEACHER SHORTAGE AREAS

NDCDE served **109** unique ND school districts in critical shortage areas in 2021-22. The **median district size** served was **297** students.



NDCDE COURSES OFFERED IN HIGHEST TEACHER SHORTAGE AREAS

NDCDE gives students choices in critical shortage areas, offering a menu of courses in many content areas where students may otherwise have one or no options.



CRITICAL NEED DATA GUIDING NDCDE'S PLANNING

NDCDE is using DPI's data on critical teacher shortage areas to guide our exploration of new courses to add to our curriculum. Watch our [news page](#) for announcements on the release of new NDCDE courses.

WANT TO LEARN MORE?

👤 Dr. Alyssa Martin, Director 📞 701-630-1234 ✉️ alyssa.martin@k12.nd.us 🌐 <https://www.cde.nd.gov/>

FTE REQUEST, 23-25		
Position	Justification	Cost (rounded to the nearest 1,000)
1. Elementary teacher	<p>In 2020, CDE began offering a full K-5 program in response to the pandemic. While enrollments have decreased as students have returned to bricks and mortar school, in Fall 2022, CDE had over 160 enrollments in the elementary program and projects this same number this spring. Our average full-time teacher is assigned 300 enrollments per year, with this workload reduced when the teacher has curricular review responsibilities. CDE hired a full-time temporary teacher who has served as the primary instructor for the K-5 program, built the curriculum, evaluated it, and refined it. We are requesting that this position be moved from a temporary to a regular position.</p>	\$165,000 (salary and benefits)
2. Part-time high school teacher, part-time teacher mentor	<p>While CDE relies heavily on adjuncts to support our enrollments, CDE has confirmed through its research that student outcomes are improved when a permanent CDE teacher instructs a course. CDE projects that its enrollments will remain 20% higher than prior to the pandemic. This position will be used to help support our enrollment growth and increase the quality of our delivery. This position will teach part-time and oversee teacher professional development as CDE moves to standards-based learning. This method requires extensive professional development for a teacher to initially understand it, then implement it, and finally use it to guide growth. CDE will seek a teacher mentor well-versed in standards-based learning to help our teachers navigate through this transition.</p>	\$192,000 (salary and benefits)
3. Split the technology director position into two FTEs	<p>CDE's technology director is retiring after 29 years. The director oversees all CDE technology infrastructure and three FTEs. The director also managed the development of our business and enrollment system, helping spearhead an effort to ensure all our systems were well-integrated enough for students to receive access to our courses within no more than 24 hours of enrolling and allowing schools/families to pay for these courses on demand. Managing these systems alone requires an FTE. The remaining technology director duties, which include budget management, staff oversight, IT procurement, short and long-term planning on the software and systems needed to sustain quality services, systems integration, network management, and cybersecurity oversight, also constitute another full FTE position.</p>	New technology staff FTE (director salary already included in the CDE budget): \$156,000 (salary and benefits)
Recruiting and onboarding 3 FTEs (well below state estimate of 50% of annual salary per FTE)		\$30,000
Total cost over 23-25:		\$543,000