



Teacher Vacancy Survey Report

Report prepared by
Office of Accountability, Accreditation, and Program Approval
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The purpose of this survey was to determine Nebraska teacher shortages in the fall of 2018 and what the district/system did to address those shortages. The survey conducted by the Nebraska Department of Education (NDE) and disseminated to all Nebraska PK-12 public school districts, Educational Service Units (ESU), and nonpublic school systems, determined the following:

- The number of district/systems that could not find fully qualified personnel*;
- The number of teacher positions for which district/systems could not find fully qualified personnel;
- The endorsement areas of those positions;
- The reasons why individuals in the applicant pool were not sufficient/appropriate for the positions; and
- What district/systems did to address the positions not filled with fully qualified personnel.

PROCEDURES

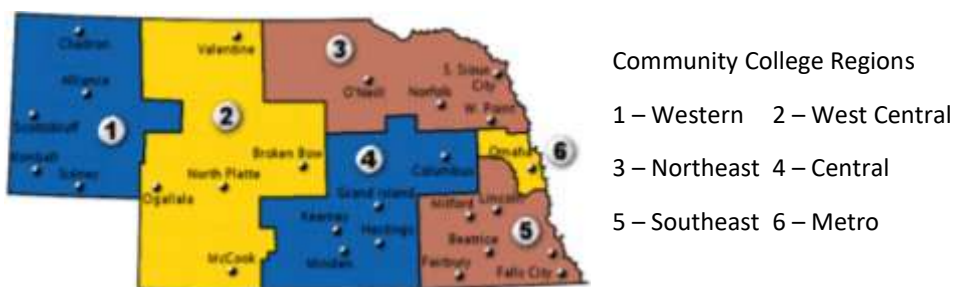
The Teacher Vacancy Survey, which is administered online through the NDE Portal, was opened to all Nebraska PK-12 public school districts, nonpublic school systems, and ESUs in October 2018. Announcements in the NDE Bulletin (a weekly e-bulletin for NDE Portal users), email and fax reminders were utilized to encourage participation.

The survey asked districts/systems to report the following information:

- The number of positions the district/system needed to fill at the beginning of the 2018-19 school year;
- The number of those positions that were not filled with fully qualified personnel;
- The full time equivalency (FTE) and endorsement area of each unfilled** position;
- Reason for not being able to fill the position with a fully qualified teacher; and
- How the district/system solved the dilemma for the position.

NDE gathered the following information using data available from NDE databases:

- Community College Region in which district/system is located
- Size of PK-12 school enrollment



For purposes of this report, public districts, ESUs and nonpublic systems data are combined into total counts as **District/Systems** (coded in orange, Table #a); ESUs are combined with the public school data as **Districts** (coded in aqua, Table #b) while the nonpublic data are shown as **Systems** (coded in purple, Table #c).

* **Fully qualified** is defined as “an individual who holds a regular Nebraska teaching certificate, the appropriate endorsement for the assigned class, and the professional attributes sought by the school district.”

****Unfilled** refers to a position that was filled by someone other than a fully qualified teacher or a position that was left vacant.

RESULTS

Response Rate

All 451 district/systems (public districts and ESUs, and nonpublic systems) in Nebraska had the opportunity to respond to the survey. The overall response rate was good (73%) with 327 completing the survey. The district rate (public/ESU) was 214 of 261 responding for an 82% response rate, while the system rate (nonpublic) was 113 of 190 responding for a 59% response rate. There was an increase in participation by systems this year. Tables 1a (district/systems), 1b (districts), and 1c (systems) report the distribution and the return sample by Community College Region (region). Tables 2a-c show the return sample by size of district/system.

District/Systems with Unfilled Positions

Unfilled positions are those positions for which fully qualified personnel were not hired, including positions that were left vacant***. Overall, there were 114 district/systems reporting unfilled positions, or 35% of the returned sample. Tables 3a (district/systems), 3b (districts), and 3c (systems) report the distribution of those district/systems by region. Tables 4a-c report the distribution of district/systems with unfilled positions by size of district/system. Of the district/systems reporting unfilled positions, over one-half (61%) have **less than 500** students. While 65% of nonpublic systems reporting unfilled positions have **less than 250** students.

Unfilled Positions

There were 302 unfilled positions reported. Tables 3a-c identify the percentage of unfilled positions by region. Table 4a-c identify the percentage of unfilled positions by district/system size. Of the 302 unfilled positions, 81 positions (27%) were in district/systems with **less than 500** students. Overall 36 of the unfilled positions (12%) were reported with a solution of 'not filled' (vacant).

Tables 3a-c and 4a-c show the number of vacant positions in each region or size as well as the percent of unfilled positions left vacant. From this, you can see the Metro region had the largest number of unfilled positions and the Western region had the most difficulty actually filling open positions. While the largest schools (>10,000) had the most unfilled positions, the smallest schools (<100) had a higher percentage of positions left vacant.

Unfilled Positions by Endorsement Area

Tables 5a-c and 6a-c indicate the number of unfilled positions by endorsement area, by region and district/system size, respectively. The endorsement areas of Special Education (73 positions; 24%), Language Arts (20 positions; 7%), Speech Language Pathology (19 positions; 6%), Science (17 positions; 6%), and Mathematics (15 positions; 5%) topped the list of unfilled positions. Additional areas of need include, Health and/or Physical Education, Industrial Technology/Skilled and Technical Science, School Counselor, and World Languages. We are seeing an increase in the Elementary Education field as well.

*****Vacant** refers to a position that was not filled at all.

Reasons for Unfilled Positions

District/systems were allowed multiple reasons for an unfilled position. Of the 114 district/systems reporting unfilled positions, the main reasons given were divided between “No Applicants” (31%), “No applicants who were fully qualified based on endorsement area” (25%) and “Preferred a specific non-fully qualified applicant over fully-qualified applicant” (24%). Nonpublic systems had a larger portion of “Qualified applicant refused offer for position” than did the districts (12% compared to 5%). Tables 7a-c, 8a-c and 9a-c report the percentage of reasons for unfilled positions by region, district/system size and endorsement area respectively.

Solutions for Unfilled Positions

The most frequently reported solutions for unfilled positions include: “Hired a person who holds a provisional permit” (28%); “Hired a person who holds a provisional endorsement in the content area” and “Hired a person who holds a transitional permit” (both 13%). Tables 10a-c report the number of solutions by endorsement area. Nonpublic systems had a larger portion of solutions of “Used Substitute Teachers” than did the districts (16% compared to 8%).

Trend Analysis

Of the top 10 unfilled positions by endorsement area, six are the same for districts and systems – Health and/or Physical Education, Industrial Technology/Skilled and Technical Science, Language Arts, Math, School Counselor, and World Languages. Public districts and ESUs show Special Education, Language Arts, and Speech-Language Pathology as their top three areas of need again this year. Nonpublic systems show World Languages, School Counselor, and Art as their top three areas of need. Special Education, Math, and Industrial Technology/Skilled and Technical Science reported the highest number of positions left vacant in the top 10 unfilled endorsement areas.

Of the 19 endorsement shortage areas, six have been designated shortage areas each year for the last 15 years: Language Arts, Math, Sciences, Special Education, Speech Language Pathology, and World Language. In addition to these, 11 others have been designated shortage areas each of the last five years: Agricultural Education; Art; Business, Marketing and Information Technology (BMIT); Early Childhood Education; English as a Second Language; Family and Consumer Science; Health and/or Physical Education; Industrial Technology/Skilled and Technical Science; School Counselor; School Library; and School Psychologist.

Comments were provided by 89 different districts/systems and of the 14 areas mentioned that were hardest to fill; nine were in the list of 18 shortage areas. Also mentioned on the list were the “Specialty Areas” that include School Counselor, School Library and School Psychologist. Comments indicated that the overall applicant pool continues to be smaller with less qualified candidates applying.

NDE reports show there were 29,301 FTE in Nebraska schools in 2018-19, the 302 unfilled FTE reported represent 1% of that total. The 36 Vacant FTE reported represents less than 0.1% of that total.

Table 1 Original Return Sample by Region

Table 1a. District/Systems (Public, ESU, and Nonpublic)

Region	Original Population		Return Sample		Percentage Return for Region
	No. of Districts/Systems	%	No. of Districts/Systems	%	
Central	107	23.73%	83	25.38%	77.57%
Metro	85	18.85%	53	16.21%	62.35%
Northeast	82	18.18%	63	19.27%	76.83%
Southeast	102	22.62%	72	22.02%	70.59%
West Central	42	9.31%	34	10.40%	80.95%
Western	33	7.32%	22	6.73%	66.67%
Total	451	100.00%	327	100.00%	72.51%

Table 1b. Districts (Public and ESU)

Region	Original Population		Return Sample		Percentage Return for Region
	No. of Districts	%	No. of Districts	%	
Central	73	27.97%	60	28.04%	82.19%
Metro	21	8.05%	16	7.48%	76.19%
Northeast	54	20.69%	48	22.43%	88.89%
Southeast	53	20.31%	44	20.56%	83.02%
West Central	36	13.79%	29	13.55%	80.56%
Western	24	9.20%	17	7.94%	70.83%
Total	261	100.00%	214	100.00%	81.99%

Table 1c. Systems (Nonpublic)

Region	Original Population		Return Sample		Percentage Return for Region
	No. of Systems	%	No. of Systems	%	
Central	34	17.89%	23	20.35%	67.65%
Metro	64	33.68%	37	32.74%	57.81%
Northeast	28	14.74%	15	13.27%	53.57%
Southeast	49	25.79%	28	24.78%	57.14%
West Central	6	3.16%	5	4.42%	83.33%
Western	9	4.74%	5	4.42%	55.56%
Total	190	100.00%	113	100.00%	59.47%

Table 2 Original and Return Sample by District/System Size

Table 2a. District/Systems (Public, ESU, and Nonpublic)

Size	Original Population		Return Sample		Percentage Return by Size
	No. of Districts/Systems	%	No. of Districts/Systems	%	
<100	118	26.16%	72	22.02%	61.02%
101-250	124	27.49%	89	27.22%	71.77%
251-500	112	24.83%	87	26.61%	77.68%
501-1000	57	12.64%	46	14.07%	80.70%
1001-2500	20	4.43%	14	4.28%	70.00%
2501-5000	10	2.22%	10	3.06%	100.00%
5001-10,000	6	1.33%	6	1.83%	100.00%
>10,000	4	0.89%	3	0.92%	75.00%
Total	451	100.00%	327	100.00%	72.51%

Table 2b. Districts (Public and ESU)

Size	Original Population		Return Sample		Percentage Return by Size
	No. of Districts	%	No. of Districts	%	
<100	25	9.58%	17	7.94%	68.00%
101-250	76	29.12%	62	28.97%	81.58%
251-500	79	30.27%	65	30.37%	82.28%
501-1000	43	16.48%	38	17.76%	88.37%
1001-2500	18	6.90%	13	6.07%	72.22%
2501-5000	10	3.83%	10	4.67%	100.00%
5001-10,000	6	2.30%	6	2.80%	100.00%
>10,000	4	1.53%	3	1.40%	75.00%
Total	261	100.00%	214	100.00%	81.99%

Table 2c. Systems (Nonpublic)

Size	Original Population		Return Sample		Percentage Return by Size
	No. of Systems	%	No. of Systems	%	
<100	93	48.95%	55	48.67%	59.14%
101-250	48	25.26%	27	23.89%	56.25%
251-500	33	17.37%	22	19.47%	66.67%
501-1000	14	7.37%	8	7.08%	57.14%
1001-2500	2	1.05%	1	0.88%	50.00%
2501-5000					
5001-10,000					
>10,000					
Total	190	100.00%	113	100.00%	59.47%

**Unfilled refers to a position that was filled by someone other than a fully qualified teacher or a position that was left vacant.

***Vacant refers to a position that was not filled at all

Table 3 Unfilled Positions and Number of Unfilled Positions by Region

Table 3a. District/Systems (Public, ESU, and Nonpublic)

Region	Districts/Systems with Unfilled** Positions		Number of Unfilled** Positions		Vacant***	
	No. of Districts/Systems	%	No. of Unfilled	%	No. Vacant	% Unfilled left Vacant for Region
Central	30	26.32%	49.01	16.22%	4.20	8.57%
Metro	18	15.79%	103.60	34.28%	12.00	11.58%
Northeast	20	17.54%	32.15	10.64%	4.00	12.44%
Southeast	19	16.67%	74.95	24.80%	11.00	14.68%
West Central	13	11.40%	20.00	6.62%	1.00	5.00%
Western	14	12.28%	22.50	7.45%	4.00	17.78%
Total	114	100.00%	302.21	100.00%	36.20	

Table 3b. Districts (Public and ESU)

Region	Districts with Unfilled** Positions		Number of Unfilled** Positions		Vacant***	
	No. of Districts	%	No. of Unfilled	%	No. Vacant	% Unfilled left Vacant for Region
Central	24	25.53%	40.75	14.97%	4.20	10.31%
Metro	11	11.70%	92.00	33.80%	8.00	8.70%
Northeast	18	19.15%	30.15	11.08%	4.00	13.27%
Southeast	17	18.09%	71.20	26.16%	11.00	15.45%
West Central	11	11.70%	17.00	6.25%	1.00	5.88%
Western	13	13.83%	21.10	7.75%	4.00	18.96%
Total	94	100.00%	272.20	100.00%	32.20	

Table 3c. Systems (Nonpublic)

Region	Systems with Unfilled** Positions		Number of Unfilled** Positions		Vacant***	
	No. of Systems	%	No. of Unfilled	%	No. Vacant	% Unfilled left Vacant for Region
Central	6	30.00%	8.26	27.52%		
Metro	7	35.00%	11.60	38.65%	4.00	34.48%
Northeast	2	10.00%	2.00	6.66%		
Southeast	2	10.00%	3.75	12.50%		
West Central	2	10.00%	3.00	10.00%		
Western	1	5.00%	1.40	4.67%		
Total	20	100.00%	30.01	100.00%	4.00	

**Unfilled refers to a position that was filled by someone other than a fully qualified teacher or a position that was left vacant.

***Vacant refers to a position that was not filled at all

Table 4 Unfilled Positions by District/System Size

Table 4a. District/Systems with Unfilled Positions and Unfilled Positions by District/System Size

Size	Districts/Systems with Unfilled** Positions		Number of Unfilled** Positions		Vacant***	
	No. of Districts/Systems	%	No. of Unfilled	%	No. Vacant	% Unfilled left Vacant for Size
< 100	10	8.77%	15.50	5.13%	8.50	54.84%
101 – 250	31	27.19%	34.68	11.48%	2.00	5.77%
251 – 500	29	25.44%	30.65	10.14%	2.20	7.18%
501 – 1,000	18	15.79%	25.58	8.46%	2.00	7.82%
1,001 – 2,500	7	6.14%	13.00	4.30%		
2,501 – 5,000	10	8.77%	39.10	12.94%	5.00	12.79%
5,001 – 10,000	6	5.26%	33.00	10.92%	3.00	9.09%
> 10,000	3	2.63%	110.70	36.63%	13.50	12.20%
Total	114	100.00%	302.21	100.00%	36.20	11.98%

Table 4b. Districts with Unfilled Positions and Unfilled Positions by District Size

Size	Districts with Unfilled** Positions		Number of Unfilled** Positions		Vacant***	
	No. of Districts	%	No. of Unfilled	%	No. Vacant	% Unfilled left Vacant for Size
< 100	5	5.32%	7.50	2.76%	4.50	60.00%
101 – 250	23	24.47%	22.27	8.18%	2.00	8.98%
251 – 500	25	26.60%	26.05	9.57%	2.20	8.45%
501 – 1,000	16	17.02%	22.58	8.30%	2.00	8.86%
1,001 – 2,500	6	6.38%	11.00	4.04%	5.00	45.45%
2,501 – 5,000	10	10.64%	39.10	14.36%	3.00	7.67%
5,001 – 10,000	6	6.38%	33.00	12.12%	13.50	40.91%
> 10,000	3	3.19%	110.70	40.67%		
Total	94	100.00%	272.20	100.00%	32.20	

**Unfilled refers to a position that was filled by someone other than a fully qualified teacher or a position that was left vacant.

***Vacant refers to a position that was not filled at all

Table 4c. Systems with Unfilled Positions and Unfilled Positions by System Size

Size	Systems with Unfilled** Positions		Number of Unfilled** Positions		Vacant***	
	No. of Systems	%	No. of Unfilled	%	No. Vacant	% Unfilled left Vacant for Size
< 100	5	25.00%	8.00	26.66%	4.00	50.00%
101 – 250	8	40.00%	12.41	41.35%		0.00%
251 – 500	4	20.00%	4.60	15.33%		0.00%
501 – 1,000	2	10.00%	3.00	10.00%		0.00%
1,001 – 2,500	1	5.00%	2.00	6.66%		0.00%
2,501 – 5,000						
5,001 – 10,000						
> 10,000						
Total	20	100.00%	30.01	100.00%	4.00	

*These are totaled in the main group above them.

**Unfilled refers to a position that was filled by someone other than a fully qualified teacher or a position that was left vacant.

***Vacant refers to a position that was not filled at all.

Table 5 Unfilled Positions by Endorsement Area and Region

Table 5a. District/Systems by Endorsement Area and Region

Endorsement Area	District/System Region						Unfilled**		Vacant***
	Central	Metro	Northeast	Southeast	W Central	Western	Total	%	
Agriculture Education	2.00		2.00	1.00			5.00	1.65%	
Art	0.50	1.25	1.50	0.50		1.40	5.15	1.70%	
BMIT	1.00	1.00	1.00	1.00	1.00	2.00	7.00	2.32%	
Early Childhood Education	2.00			2.00			4.00	1.32%	1.00
Elementary Education	2.00	16.00	2.00	11.00	3.00		34.00	11.25%	4.00
English As A Second Language	1.00	0.50		2.00			3.50	1.16%	
Family and Consumer Sci	1.00	1.25	3.00		0.50	2.00	7.75	2.56%	
Health and/or Physical Ed	0.25	1.10		7.00		3.00	11.35	3.76%	
Industrial Tech/Skilled and Technical Sciences	5.33	4.00		1.00		3.00	13.33	4.41%	3.00
Language Arts	1.00	6.00		7.20	2.00	4.00	20.20	6.68%	1.00
*English Language Arts	1.00	4.00		7.00	2.00	4.00	18.00	5.96%	1.00
*Journalism				0.20			0.20	0.07%	
*Speech/Theatre		2.00					2.00	0.66%	
Mathematics	3.00	4.00		1.70	4.00	2.00	14.70	4.86%	3.00
Middle Level	1.00	1.00		4.00			6.00	1.99%	1.00
Music/Instrumental/Vocal		1.50	1.00	1.00			3.50	1.16%	
Other	3.00	4.50	1.00	0.50		1.00	10.00	3.31%	2.00
School Counselor	3.00	2.00	3.50	1.80	3.00	1.00	14.30	4.73%	1.00
School Library	1.50		1.50	1.00	2.00		6.00	1.99%	
School Psychologist		2.00	1.00	5.00			8.00	2.65%	2.00
Sciences	3.63	6.50	3.75	2.00	1.00		16.88	5.59%	2.00
*Biology	0.50	0.50		1.00			2.00	0.66%	
*Chemistry	0.13	1.00					1.13	0.37%	
*Earth & Space	1.00						1.00	0.33%	
*Physics	0.13						0.13	0.04%	
*Science	1.87	5.00	3.75	1.00	1.00		12.62	4.18%	2.00
Social Studies/Social Sci	2.20	0.50	1.00	1.00	1.00		5.70	1.89%	0.20
Special Education	13.60	33.50	5.00	18.50	1.00	1.60	73.20	24.22%	14.00
*Behavior Intervention	3.00	4.00		1.00			8.00	2.65%	2.00
*Deaf or Hard of Hearing				1.00			1.00	0.33%	0.50
*Early Childhood Special Ed	1.00	6.00	1.00	2.00			10.00	3.31%	4.00
*Functional Academic Skills		1.00		1.00	1.00		3.00	0.99%	1.00
*Inclusion /Collaboration	1.00		2.00				3.00	0.99%	1.00
*School Transition		1.00				0.60	1.60	0.53%	
*Special Education Generalist	8.60	20.00	2.00	13.50		1.00	45.10	14.92%	5.50
*Visual Impairment		1.50					1.50	0.50%	
Speech-Language Path	1.00	10.00	3.50	3.00	1.00		18.50	6.12%	2.00
World Languages	1.00	7.00	1.40	2.75	0.50	1.50	14.15	4.68%	
*French		1.00					1.00	0.33%	
*Latin		1.00					1.00	0.33%	
*Spanish	1.00	4.00	1.40	2.75	0.50	1.50	11.15	3.69%	
*Other World Language		1.00					1.00	0.33%	
TOTAL	49.01	103.60	32.15	74.95	20.00	22.50	302.21	100%	36.20

*These are totaled in the main group above them.

**Unfilled refers to a position that was filled by someone other than a fully qualified teacher or a position that was left vacant.

***Vacant refers to a position that was not filled at all.

Table 5b. Unfilled Positions in Districts by Endorsement Area and Region

Endorsement Area	District Region						Total Unfilled**	Vacant ***
	Central	Metro	Northeast	Southeast	W Central	Western		
Agriculture Education	2.00		2.00	1.00			5.00	
Art		1.00	1.50			1.00	3.50	
BMIT	1.00	1.00		1.00	1.00	2.00	6.00	
Early Childhood Education	1.00			2.00			3.00	1.00
Elementary Education		11.00	2.00	10.00	1.00		24.00	
English As A Second Language	1.00	0.50		2.00			3.50	
Family and Consumer Sci	1.00	1.00	3.00		0.50	2.00	7.50	
Health and/or Physical Ed	0.25	1.00		7.00		2.00	10.25	
Industrial Tech/Skilled and Technical Sciences	5.33	3.00		1.00		3.00	12.33	3.00
Language Arts	1.00	6.00		6.00	2.00	4.00	19.00	1.00
*English Language Arts	1.00	4.00		6.00	2.00	4.00	17.00	1.00
*Journalism								
*Speech/Theatre		2.00					2.00	
Mathematics	2.00	4.00		1.70	4.00	2.00	13.70	3.00
Middle Level	1.00			4.00			5.00	1.00
Music/Instrumental/Vocal		1.50	1.00	1.00			3.50	
Other	2.00	4.00	1.00	0.50		1.00	8.50	2.00
School Counselor	3.00	1.00	3.50	1.50	2.00	1.00	12.00	1.00
School Library			1.50	1.00	2.00		4.50	
School Psychologist		2.00	1.00	5.00			8.00	2.00
Sciences	3.37	6.00	3.75	2.00	1.00		16.12	2.00
*Biology	0.50			1.00			1.50	
*Chemistry		1.00					1.00	
*Earth & Space	1.00						1.00	
*Physics								
*Science	1.87	5.00	3.75	1.00	1.00		12.62	2.00
Social Studies/Social Sci	1.20	0.50	1.00	1.00	1.00		4.70	0.20
Special Education	13.60	33.50	5.00	18.50	1.00	1.60	73.20	14.00
*Behavior Intervention	3.00	4.00		1.00			8.00	2.00
*Deaf or Hard of Hearing				1.00			1.00	0.50
*Early Childhood Special Ed	1.00	6.00	1.00	2.00			10.00	4.00
*Functional Academic Skills		1.00		1.00	1.00		3.00	1.00
*Inclusion /Collaboration	1.00		2.00				3.00	1.00
*School Transition		1.00				0.60	1.60	
*Special Education Generalist	8.60	20.00	2.00	13.50		1.00	45.10	5.50
*Visual Impairment		1.50					1.50	
Speech-Language Path	1.00	10.00	3.50	3.00	1.00		18.50	2.00
World Languages	1.00	5.00	0.40	2.00	0.50	1.50	10.40	
*French								
*Latin								
*Spanish	1.00	4.00	0.40	2.00	0.50	1.50	9.40	
*Other World Language		1.00					1.00	
TOTAL	40.75	92.00	30.15	71.20	17.00	21.10	272.20	32.20

*These are totaled in the main group above them.

**Unfilled refers to a position that was filled by someone other than a fully qualified teacher or a position that was left vacant.

***Vacant refers to a position that was not filled at all.

Table 5c. Unfilled Positions in Systems by Endorsement Area and Region

Endorsement Area	System Region						Total Unfilled**	Vacant ***
	Central	Metro	Northeast	Southeast	W Central	Western		
Agriculture Education								
Art	0.50	0.25		0.50		0.40	1.65	
BMIT			1.00				1.00	
Early Childhood Education	1.00						1.00	
Elementary Education	2.00	5.00		1.00	2.00		10.00	4.00
English As A Second Language								
Family and Consumer Sci		0.25					0.25	
Health and/or Physical Ed		0.10				1.00	1.10	
Industrial Tech/Skilled and Technical Sciences		1.00					1.00	
Language Arts				1.20			1.20	
*English Language Arts				1.00			1.00	
*Journalism				0.20			0.20	
*Speech/Theatre								
Mathematics	1.00						1.00	
Middle Level		1.00					1.00	
Music/Instrumental/Vocal								
Other	1.00	0.50					1.50	
School Counselor		1.00		0.30	1.00		2.30	
School Library	1.50						1.50	
School Psychologist								
Sciences	0.26	0.50					0.76	
*Biology		0.50					0.50	
*Chemistry	0.13						0.13	
*Earth & Space								
*Physics	0.13						0.13	
*Science								
Social Studies/Social Sci	1.00						1.00	
Special Education								
*Behavior Intervention								
*Deaf or Hard of Hearing								
*Early Childhood Special Ed								
*Functional Academic Skills								
*Inclusion /Collaboration								
*School Transition								
*Special Education Generalist								
*Visual Impairment								
Speech-Language Path								
World Languages		2.00	1.00	0.75			3.75	
*French		1.00					1.00	
*Latin		1.00					1.00	
*Spanish			1.00	0.75			1.75	
*Other World Language								
TOTAL	8.26	11.60	2.00	3.75	3.00	1.40	30.01	4.00

*These are totaled in the main group above them.

**Unfilled refers to a position that was filled by someone other than a fully qualified teacher or a position that was left vacant.

***Vacant refers to a position that was not filled at all.

Table 6 Unfilled Positions by Endorsement Area and Size

Table 6a. Endorsement Area and District/System Size

Endorsement Area	District/System Size							Total Unfilled**	
	<=100	101-250	251-500	500-1,000	1,001-2,500	2,501-5,000	5,001-10,000		>10,000
Agriculture Education			1.00	3.00		1.00			5.00
Art		1.40	1.25	0.50		1.00		1.00	5.15
BMIT		2.00		1.00	1.00	1.00		2.00	7.00
Early Childhood Education	1.00		1.00	1.00				1.00	4.00
Elementary Education	7.00	3.00		3.00		3.00	3.00	15.00	34.00
English As A Second Language		1.00				1.50		1.00	3.50
Family and Consumer Sci		3.00	1.75	1.00	1.00			1.00	7.75
Health and/or Physical Ed		1.00	0.10	2.25		1.00	1.00	6.00	11.35
Industrial Tech/Skilled and Technical Science				1.33	4.00	3.00	4.00	1.00	13.33
Language Arts		5.20	2.00	2.00		2.00	4.00	5.00	20.20
*English Language Arts		5.00	2.00	2.00		2.00	2.00	5.00	18.00
*Journalism		0.20							0.20
*Speech/Theatre							2.00		2.00
Mathematics		2.00	1.00	2.00	1.00	2.00	3.00	3.70	14.70
Middle Level		1.00	3.00					2.00	6.00
Music/Instrumental/Vocal		1.00	1.00			0.50		1.00	3.50
Other	0.50	1.00	0.50	1.00	1.00	1.00	3.00	2.00	10.00
School Counselor		1.80	4.50	3.00	2.00		1.00	2.00	14.30
School Library		1.00	2.00	1.00		2.00			6.00
School Psychologist	1.00					2.00		5.00	8.00
Sciences		3.13	4.75			3.00	1.00	5.00	16.88
*Biology			2.00						2.00
*Chemistry		0.13					1.00		1.13
*Earth & Space			1.00						1.00
*Physics		0.13							0.13
*Science		2.87	1.75			3.00		5.00	12.62
Social Studies/Social Sci	1.00	2.00	1.20	0.50				1.00	5.70
Special Education	3.00	2.00	4.60	1.00	1.00	10.60	10.00	41.00	73.20
*Behavior Intervention			1.00			2.00	1.00	4.00	8.00
*Deaf or Hard of Hearing								1.00	1.00
*Early Childhood Special Ed	1.00					2.00		7.00	10.00
*Functional Academic Skills						1.00	1.00	1.00	3.00
*Inclusion /Collaboration			1.00			2.00			3.00
*School Transition			0.60			1.00			1.60
*Special Education Generalist	2.00	2.00	2.00	1.00	1.00	2.60	8.00	26.50	45.10
*Visual Impairment								1.50	1.50
Speech-Language Path	2.00		1.00			4.50	1.00	10.00	18.50
World Languages		3.15		2.00	2.00		2.00	5.00	14.15
*French				1.00					1.00
*Latin					1.00				1.00
*Spanish		3.15		1.00	1.00		1.00	5.00	11.15
*Other World Language							1.00		1.00
TOTAL	15.50	34.68	30.65	25.58	13.00	39.10	33.00	110.70	302.21

*These are totaled in the main group above them.

**Unfilled refers to a position that was filled by someone other than a fully qualified teacher or a position that was left vacant.

Table 6b. Number of Unfilled Positions by Endorsement Area and District Size

Endorsement Area	District Size							Total Unfilled**	
	<=100	101-250	251-500	500-1,000	1,001-2,500	2,501-5,000	5,001-10,000		>10,000
Agriculture Education			1.00	3.00		1.00			5.00
Art			1.00	0.50		1.00		1.00	3.50
BMIT		1.00		1.00	1.00	1.00		2.00	6.00
Early Childhood Education			1.00	1.00				1.00	3.00
Elementary Education		1.00		2.00		3.00	3.00	15.00	24.00
English As A Second Language		1.00				1.50		1.00	3.50
Family and Consumer Sci		3.00	1.50	1.00	1.00			1.00	7.50
Health and/or Physical Ed				2.25		1.00	1.00	6.00	10.25
Industrial Tech/Skilled and Technical Science				1.33	3.00	3.00	4.00	1.00	12.33
Language Arts		4.00	2.00	2.00		2.00	4.00	5.00	19.00
*English Language Arts		4.00	2.00	2.00		2.00	2.00	5.00	17.00
*Journalism									
*Speech/Theatre							2.00		2.00
Mathematics		2.00		2.00	1.00	2.00	3.00	3.70	13.70
Middle Level			3.00					2.00	5.00
Music/Instrumental/Vocal		1.00	1.00			0.50		1.00	3.50
Other	0.50			1.00	1.00	1.00	3.00	2.00	8.50
School Counselor		1.50	3.50	2.00	2.00		1.00	2.00	12.00
School Library		0.50	1.00	1.00		2.00			4.50
School Psychologist	1.00					2.00		5.00	8.00
Sciences		2.87	4.25			3.00	1.00	5.00	16.12
*Biology			1.50						1.50
*Chemistry							1.00		1.00
*Earth & Space			1.00						1.00
*Physics									
*Science		2.87	1.75			3.00		5.00	12.62
Social Studies/Social Sci	1.00	1.00	1.20	0.50				1.00	4.70
Special Education	3.00	2.00	4.60	1.00	1.00	10.60	10.00	41.00	73.20
*Behavior Intervention			1.00			2.00	1.00	4.00	8.00
*Deaf or Hard of Hearing								1.00	1.00
*Early Childhood Special Ed	1.00					2.00		7.00	10.00
*Functional Academic Skills						1.00	1.00	1.00	3.00
*Inclusion /Collaboration			1.00			2.00			3.00
*School Transition			0.60			1.00			1.60
*Special Education Generalist	2.00	2.00	2.00	1.00	1.00	2.60	8.00	26.50	45.10
*Visual Impairment								1.50	1.50
Speech-Language Path	2.00		1.00			4.50	1.00	10.00	18.50
World Languages		1.40		1.00	1.00		2.00	5.00	10.40
*French									
*Latin									
*Spanish		1.40		1.00	1.00		1.00	5.00	9.40
*Other World Language							1.00		1.00
TOTAL	7.50	22.27	26.05	22.58	11.00	39.10	33.00	110.70	272.20

*These are totaled in the main group above them.

**Unfilled refers to a position that was filled by someone other than a fully qualified teacher or a position that was left vacant.

Table 6c. Number of Unfilled Positions by Endorsement Area and System Size

Endorsement Area	System Size							Total Unfilled**	
	<=100	101-250	251-500	500-1,000	1,001-2,500	2,501-5,000	5,001-10,000		>10,000
Agriculture Education									
Art		1.40	0.25						1.65
BMIT		1.00							1.00
Early Childhood Education	1.00								1.00
Elementary Education	7.00	2.00		1.00					10.00
English As A Second Language									
Family and Consumer Sci			0.25						0.25
Health and/or Physical Ed		1.00	0.10						1.10
Industrial Tech/Skilled and Technical Science					1.00				1.00
Language Arts		1.20	1.00						2.20
*English Language Arts		1.00							1.00
*Journalism		0.20							0.20
*Speech/Theatre			1.00						1.00
Mathematics									
Middle Level		1.00							1.00
Music/Instrumental/Vocal									
Other		1.00	0.50						1.50
School Counselor		0.30	1.00	1.00					2.30
School Library		0.50	1.00						1.50
School Psychologist									
Sciences		0.26	0.50						0.76
*Biology			0.50						0.50
*Chemistry		0.13							0.13
*Earth & Space									
*Physics		0.13							0.13
*Science									
Social Studies/Social Sci		1.00							1.00
Special Education									
*Behavior Intervention									
*Deaf or Hard of Hearing									
*Early Childhood Special Ed									
*Functional Academic Skills									
*Inclusion /Collaboration									
*School Transition									
*Special Education Generalist									
*Visual Impairment									
Speech-Language Path									
World Languages		1.75		1.00	1.00				3.75
*French				1.00					1.00
*Latin					1.00				1.00
*Spanish		1.75							1.75
*Other World Language									
TOTAL	8.00	12.41	4.60	3.00	2.00				30.01

Multiple reasons were allowed for an unfilled position

Table 7 Reasons for Unfilled Positions by Region

Reasons:

- No Applicants
- No fully-qualified applicants based on endorsement area
- No fully-qualified applicants based on professional attributes
- Preferred a specific non-fully qualified applicant over fully-qualified applicant(s)
- Qualified applicant refused offer for position
- Other

Table 7a. District/System – 287 reasons

Region	District/System Reasons											
	No applicants		No fully qualified - Endorsement		No fully qualified - Attributes		Preferred Applicant		Qualified refused		Other	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Central	16	18.2%	23	32.4%	10	37.0%	11	15.9%	6	33.3%	2	14.3%
Metro	25	28.4%	16	22.5%	4	14.8%	30	43.5%	7	38.9%	3	7.7%
Northeast	9	10.2%	14	19.7%	2	7.4%	4	5.8%	1	5.6%	2	23.1%
Southeast	19	21.6%	10	14.1%	7	25.9%	15	21.7%	1	5.6%	3	38.5%
West Central	10	11.4%	3	4.2%			5	7.2%	1	5.6%	3	7.7%
Western	9	10.2%	5	7.0%	4	14.8%	4	5.8%	2	11.1%	1	
TOTAL RESPONSES	88	31%	71	25%	27	9%	69	24%	18	6%	14	5%

Table 7b. District – 244 reasons

Region	District Reasons											
	No applicants		No fully qualified - Endorsement		No fully qualified - Attributes		Preferred Applicant		Qualified refused		Other	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Central	15	20.5%	19	28.8%	9	36.0%	6	10.2%	6	46.2%	1	12.5%
Metro	17	23.3%	16	24.2%	3	12.0%	27	45.8%	2	15.4%	2	25.0%
Northeast	8	11.0%	13	19.7%	2	8.0%	4	6.8%	1	7.7%	2	25.0%
Southeast	15	20.5%	10	15.2%	7	28.0%	14	23.7%	1	7.7%	1	12.5%
West Central	9	12.3%	3	4.5%			5	8.5%	1	7.7%	2	25.0%
Western	9	12.3%	5	7.6%	4	16.0%	3	5.1%	2	15.4%		
TOTAL RESPONSES	73	30%	66	27%	25	10%	59	24%	13	5%	8	3%

Multiple reasons were allowed for an unfilled position

Table 7c. System Reasons for Unfilled Positions by Region – 43 reasons

Region	System Reasons											
	No applicants		No fully qualified - Endorsement		No fully qualified - Attributes		Preferred Applicant		Qualified refused		Other	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Central	1	6.7%	4	80.0%	1	50.0%	5	50.0%			1	16.7%
Metro	8	53.3%			1	50.0%	3	30.0%	5	100.0%	1	16.7%
Northeast	1	6.7%	1	20.0%								
Southeast	4	26.7%					1	10.0%			2	33.3%
West Central	1	6.7%									1	16.7%
Western							1	10.0%			1	16.7%
TOTAL RESPONSES	15	35%	5	12%	2	5%	10	23%	5	12%	6	14%

Multiple reasons were allowed for an unfilled position

Table 8 Reasons for Unfilled Positions

Table 8a. District/System Size – 287 Reasons

Region	District/System Reasons											
	No applicants		No fully qualified - Endorsement		No fully qualified - Attributes		Preferred Applicant		Qualified refused offer		Other	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
<100	6	6.8%	3	4.2%	2	7.4%	0	0.0%	1	5.6%	2	14.3%
101-250	19	21.6%	8	11.3%	3	11.1%	23	33.3%	1	5.6%	1	7.1%
251-500	6	6.8%	2	2.8%	4	14.8%	3	4.3%	0	0.0%	0	0.0%
501-1000	15	17.0%	14	19.7%	1	3.7%	11	15.9%	4	22.2%	4	28.6%
1001-2500	13	14.8%	14	19.7%	3	11.1%	5	7.2%	1	5.6%	3	21.4%
2501-5000	17	19.3%	15	21.1%	3	11.1%	5	7.2%	7	38.9%	1	7.1%
5001-10,000	0	0.0%	8	11.3%	7	25.9%	12	17.4%	3	16.7%	1	7.1%
>10,000	12	13.6%	7	9.9%	4	14.8%	10	14.5%	1	5.6%	2	14.3%
TOTAL RESPONSES	88	30.7%	71	24.7%	27	9.4%	69	24.0%	18	6.3%	14	4.9%

Table 8b. District Size – 244 Reasons

Region	District Reasons											
	No applicants		No fully qualified - Endorsement		No fully qualified - Attributes		Preferred Applicant		Qualified refused offer		Other	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
<100	4	5.5%	3	4.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
101-250	10	13.7%	11	16.7%	1	4.0%	4	6.8%	4	30.8%	0	0.0%
251-500	11	15.1%	13	19.7%	3	12.0%	5	8.5%	3	23.1%	1	12.5%
501-1000	11	15.1%	7	10.6%	4	16.0%	8	13.6%	1	7.7%	2	25.0%
1001-2500	5	6.8%	2	3.0%	4	16.0%	2	3.4%	0	0.0%	0	0.0%
2501-5000	13	17.8%	14	21.2%	3	12.0%	5	8.5%	1	7.7%	3	37.5%
5001-10,000	0	0.0%	8	12.1%	7	28.0%	12	20.3%	3	23.1%	1	12.5%
>10,000	19	26.0%	8	12.1%	3	12.0%	23	39.0%	1	7.7%	1	12.5%
TOTAL RESPONSES	73	100.0%	66	100.0%	25	100.0%	59	100.0%	13	100.0%	8	100.0%

Multiple reasons were allowed for an unfilled position

Table 8c. Reasons for Unfilled Positions by System Size – 43 Reasons

Region	System Reasons											
	No applicants		No fully qualified - Endorsement		No fully qualified - Attributes		Preferred Applicant		Qualified refused offer		Other	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
<100	2	13.3%	0	0.0%	2	100.0%	0	0.0%	1	20.0%	2	33.3%
101-250	5	33.3%	3	60.0%	0	0.0%	7	70.0%	0	0.0%	4	66.7%
251-500	6	40.0%	2	40.0%	0	0.0%	0	0.0%	4	80.0%	0	0.0%
501-1000	1	6.7%	0	0.0%	0	0.0%	2	20.0%	0	0.0%	0	0.0%
1001-2500	1	6.7%	0	0.0%	0	0.0%	1	10.0%	0	0.0%	0	0.0%
2501-5000	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
5001-10,000	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
>10,000	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
TOTAL RESPONSES	15	34.9%	5	11.6%	2	4.7%	10	23.3%	5	11.6%	6	14.0%

Multiple reasons were allowed for an unfilled position

Table 9 Reasons for Unfilled Positions by Endorsement Area

Table 9a. District/System

Endorsement Area	District/System Reason						Total Unfilled**
	No Applicants	No Fully Qualified - Endorsement	No Fully Qualified - Attributes	Preferred Applicant	Qualified Refused	Other	
Agriculture Education	3.00	3.00			1.00	1.00	5.00
Art	4.00	3.00		1.00	1.00	1.00	5.15
BMIT	1.00	1.00	1.00	3.00	1.00		7.00
Early Childhood Education	3.00	1.00	2.00				4.00
Elementary Education	2.00		1.00	17.00	1.00	4.00	34.00
English As A Second Language		3.00		1.00			3.50
Family and Consumer Sci	5.00	5.00		1.00	1.00		7.75
Health and/or Physical Ed	2.00		2.00	5.00			11.35
Industrial Tech/Skilled and Technical Sciences Education	7.00	3.00	2.00	1.00			13.33
Language Arts	4.00	6.00	2.00	6.00	1.00		20.20
*English Language Arts	3.00	6.00	2.00	5.00	1.00		18.00
*Journalism	1.00						0.20
*Speech/Theatre				1.00			2.00
Mathematics	5.00	5.00	3.00	2.00	2.00	1.00	14.70
Middle Level	1.00	1.00		1.00	1.00	1.00	6.00
Music/Instrumental/Vocal	1.00	2.00	1.00	1.00	1.00		3.50
Other	4.00	2.00	3.00	3.00	2.00		10.00
School Counselor	6.00	7.00	1.00	7.00		1.00	14.30
School Library	1.00	4.00		1.00			6.00
School Psychologist	4.00	2.00			1.00		8.00
Sciences	4.00	4.00	1.00	6.00	3.00	2.00	16.88
*Biology	1.00	1.00		1.00	1.00	1.00	2.00
*Chemistry				2.00			1.13
*Earth & Space		1.00					1.00
*Physics				1.00			0.13
*Science	3.00	2.00	1.00	2.00	2.00	1.00	12.62
Social Studies/Social Sci		2.00		4.00		1.00	5.70
Special Education	15.00	12.00	6.00	5.00	2.00	1.00	73.20
*Behavior Intervention	2.00	2.00		1.00			8.00
*Deaf or Hard of Hearing	1.00						1.00
*Early Childhood Special Ed	2.00	4.00	1.00				10.00
*Functional Academic Skills	1.00	1.00	1.00			1.00	3.00
*Inclusion /Collaboration	1.00						3.00
*School Transition				1.00	1.00		1.60
*Special Education Generalist	7.00	5.00	4.00	3.00	1.00		45.10
*Visual Impairment	1.00						1.50
Speech-Language Path	5.00	2.00	1.00	1.00		1.00	18.50
World Languages	11.00	3.00	1.00	3.00			14.15
*French	1.00						1.00
*Latin				1.00			1.00
*Spanish	10.00	3.00	1.00	1.00			11.15
*Other World Language				1.00			1.00
287 TOTAL RESPONSES	88.00	71.00	27.00	69.00	18.00	14.00	302.21
	31%	25%	9%	24%	6%	5%	

*These are totaled in the main group above them.

**Unfilled refers to a position that was filled by someone other than a fully qualified teacher or a position that was left vacant.

Table 9b. District Reasons for Unfilled Positions by Endorsement Area

Endorsement Area	District Reason						Total Unfilled**
	No Applicants	No Fully Qualified - Endorsement	No Fully Qualified - Attributes	Preferred Applicant	Qualified Refused	Other	
Agriculture Education	3.00	3.00			1.00	1.00	5.00
Art	2.00	2.00		1.00			3.50
BMIT	1.00		1.00	3.00	1.00		6.00
Early Childhood Education	2.00	1.00	1.00				3.00
Elementary Education	1.00			15.00		1.00	24.00
English As A Second Language		3.00		1.00			3.50
Family and Consumer Sci	4.00	5.00		1.00			7.50
Health and/or Physical Ed	1.00		2.00	4.00			10.25
Industrial Tech/Skilled and Technical Sciences Education	6.00	3.00	2.00	1.00			12.33
Language Arts	3.00	6.00	2.00	5.00	1.00		19.00
*English Language Arts	3.00	6.00	2.00	4.00	1.00		17.00
*Journalism							
*Speech/Theatre				1.00			2.00
Mathematics	5.00	4.00	3.00	2.00	2.00	1.00	13.70
Middle Level	1.00	1.00		1.00	1.00		5.00
Music/Instrumental/Vocal	1.00	2.00	1.00	1.00	1.00		3.50
Other	2.00	2.00	3.00	2.00	1.00		8.50
School Counselor	5.00	7.00	1.00	6.00			12.00
School Library	1.00	2.00		1.00			4.50
School Psychologist	4.00	2.00			1.00		8.00
Sciences	3.00	4.00	1.00	4.00	2.00	2.00	16.12
*Biology		1.00		1.00		1.00	1.50
*Chemistry				1.00			1.00
*Earth & Space		1.00					1.00
*Physics							
*Science	3.00	2.00	1.00	2.00	2.00	1.00	12.62
Social Studies/Social Sci		2.00		3.00		1.00	4.70
Special Education	16.00	12.00	6.00	5.00	2.00	1.00	73.20
*Behavior Intervention	2.00	2.00		1.00			8.00
*Deaf or Hard of Hearing	2.00						1.00
*Early Childhood Special Ed	2.00	4.00	1.00				10.00
*Functional Academic Skills	1.00	1.00	1.00			1.00	3.00
*Inclusion /Collaboration	1.00						3.00
*School Transition				1.00	1.00		1.60
*Special Education Generalist	7.00	5.00	4.00	3.00	1.00		45.10
*Visual Impairment	1.00						1.50
Speech-Language Path	5.00	2.00	1.00	1.00		1.00	18.50
World Languages	7.00	3.00	1.00	2.00			10.40
*French							
*Latin							
*Spanish	7.00	3.00	1.00	1.00			9.40
*Other World Language				1.00			1.00
244 TOTAL RESPONSES	73.00	66.00	25.00	59.00	13.00	8.00	272.20
	30%	27%	10%	24%	5%	3%	

*These are totaled in the main group above them.

**Unfilled refers to a position that was filled by someone other than a fully qualified teacher or a position that was left vacant.

Table 9c. System Reasons for Unfilled Positions by Endorsement Area

Endorsement Area	System Reason						Total Unfilled**
	No Applicants	No Fully Qualified - Endorsement	No Fully Qualified - Attributes	Preferred Applicant	Qualified Refused	Other	
Agriculture Education							
Art	2.00	1.00			1.00	1.00	1.65
BMIT		1.00					1.00
Early Childhood Education	1.00		1.00				1.00
Elementary Education	1.00		1.00	2.00	1.00	3.00	10.00
English As A Second Language							
Family and Consumer Sci	1.00				1.00		0.25
Health and/or Physical Ed	1.00			1.00			1.10
Industrial Tech/Skilled and Technical Sciences Education	1.00						1.00
Language Arts	1.00			1.00			1.20
*English Language Arts				1.00			1.00
*Journalism	1.00						0.20
*Speech/Theatre							
Mathematics		1.00					1.00
Middle Level						1.00	1.00
Music/Instrumental/Vocal							
Other	1.00			1.00	1.00		1.50
School Counselor	1.00			1.00		1.00	2.30
School Library		2.00					1.50
School Psychologist							
Sciences	1.00			2.00	1.00		0.76
*Biology	1.00				1.00		0.50
*Chemistry				1.00			0.13
*Earth & Space							
*Physics				1.00			0.13
*Science							
Social Studies/Social Sci				1.00			1.00
Special Education							
*Behavior Intervention							
*Deaf or Hard of Hearing							
*Early Childhood Special Ed							
*Functional Academic Skills							
*Inclusion /Collaboration							
*School Transition							
*Special Education Generalist							
*Visual Impairment							
Speech-Language Path							
World Languages	4.00			1.00			3.75
*French	1.00						1.00
*Latin				1.00			1.00
*Spanish	3.00						1.75
*Other World Language							
43 TOTAL RESPONSES	15.00	5.00	2.00	10.00	5.00	6.00	30.01
	35%	12%	5%	23%	12%	14%	

*These are totaled in the main group above them.

**Unfilled refers to a position that was filled by someone other than a fully qualified teacher or a position that was left vacant.

Table 10 Solutions for Unfilled Positions by Endorsement Area

Table 10a. District/System Solutions for Unfilled Positions by Endorsement Area

Solutions

- | | | | |
|---|--|----|--|
| 1 | Hired a person who holds a provisional endorsement in the content area | 7 | Used existing staff appropriately endorsed in the content area |
| 2 | Hired a person who holds a provisional permit | 8 | Used existing staff NOT appropriately endorsed in the content area |
| 3 | Hired a person who holds a transitional permit | 9 | Used substitute teachers |
| 4 | Hired a person who holds a career education teaching permit | 10 | Position was not filled |
| 5 | Hired a person NOT appropriately endorsed in the content area | 11 | Other |
| 6 | Used distance education or a collaborative arrangement | | |

Endorsement Area	District/System Solutions										
	1	2	3	4	5	6	7	8	9	10	11
Agriculture Education			2.00						3.00		
Art		1.00	2.50		0.50		0.50		0.65		
BMIT		1.00	5.00		1.00						
Early Childhood Education	2.00									1.00	1.00
Elementary Education	4.00	20.50			1.00				3.50	4.00	1.00
English As A Second Language	1.00	2.00			0.50						
Family and Consumer Sciences	0.50	0.50	1.00	1.00	3.50			1.00	0.25		
Health and/or Physical Education	1.00	7.00	1.00		2.25		0.10				
Industrial Tech/ Skilled and Technical Sci Ed			2.00	4.33	2.00		1.00	1.00		3.00	
Language Arts	1.00	7.00	5.00		6.00			0.20		1.00	
*English Language Arts	1.00	5.00	5.00		6.00					1.00	
*Journalism								0.20			
*Speech/Theatre		2.00									
Mathematics		3.70	3.00		2.00		1.00	1.00	1.00	3.00	
Middle Level		3.00	1.00		1.00					1.00	
Music/Instrumental/Vocal		2.00			0.50						1.00
Other		2.00	4.00						0.50	2.50	1.00
School Counselor	5.50	3.00	1.00		2.00			1.30		0.50	1.00
School Library	1.00				2.00			2.00			1.00
School Psychologist		4.00	1.00							2.00	1.00
Sciences		2.75	4.00		4.63	1.00			1.50	2.00	1.00
*Biology					1.50				0.50		
*Chemistry		1.00			0.13						
*Earth & Space					1.00						
*Physics					0.13						
*Science		1.75	4.00		1.87	1.00			1.00	2.00	1.00
Social Studies/Social Science	1.00	2.00	1.50							0.20	1.00
Special Education	18.60	16.00	1.00		6.60				16.00	13.50	1.50
*Behavior Intervention	1.00	1.00			2.00				2.00	2.00	
*Deaf or Hard of Hearing	1.00										
*Early Childhood Special Ed		3.00			1.00				2.00	4.00	
*Functional Academic Skills	2.00									1.00	
*Inclusion /Collaboration		1.00			1.00					1.00	
*School Transition			1.00		0.60						
*Special Education Generalist	14.60	11.00			2.00				12.00	5.50	
*Visual Impairment											1.50
Speech-Language Pathology	1.00	2.00				3.50				2.00	10.00
World Languages	1.40	4.00	5.50		0.50	1.50	1.00	0.25			
*French			1.00								
*Latin		1.00									
*Spanish	1.40	2.00	4.50		0.50	1.50	1.00	0.25			
*Other World Language		1.00									
302.21 TOTAL UNFILLED	38.00	83.45	40.50	5.33	35.98	6.00	3.60	6.75	26.40	35.70	20.50
	13%	28%	13%	2%	12%	2%	1%	2%	9%	12%	7%

*These are totaled in the main group above them.

Table 10b. District Solutions for Unfilled Positions by Endorsement Area

Solutions

- | | | | |
|---|--|----|--|
| 1 | Hired a person who holds a provisional endorsement in the content area | 7 | Used existing staff appropriately endorsed in the content area |
| 2 | Hired a person who holds a provisional permit | 8 | Used existing staff NOT appropriately endorsed in the content area |
| 3 | Hired a person who holds a transitional permit | 9 | Used substitute teachers |
| 4 | Hired a person who holds a career education teaching permit | 10 | Position was not filled |
| 5 | Hired a person NOT appropriately endorsed in the content area | 11 | Other |
| 6 | Used distance education or a collaborative arrangement | | |

Endorsement Area	District Solutions										
	1	2	3	4	5	6	7	8	9	10	11
Agriculture Education			2.00						3.00		
Art		1.00	2.00				0.50				
BMIT		1.00	5.00								
Early Childhood Education	2.00									1.00	
Elementary Education	3.00	17.50			1.00				1.50		1.00
English As A Second Language	1.00	2.00			0.50						
Family and Consumer Sciences	0.50	0.50	1.00	1.00	3.50			1.00			
Health and/or Physical Education	1.00	6.00	1.00		2.25						
Industrial Tech/ Skilled and Technical Sci Ed			2.00	3.33	2.00		1.00	1.00		3.00	
Language Arts	1.00	7.00	4.00		6.00					1.00	
*English Language Arts	1.00	5.00	4.00		6.00					1.00	
*Journalism											
*Speech/Theatre		2.00									
Mathematics		3.70	3.00		2.00		1.00	1.00		3.00	
Middle Level		2.00	1.00		1.00					1.00	
Music/Instrumental/Vocal		2.00			0.50						1.00
Other		2.00	3.00							2.50	1.00
School Counselor	5.50	3.00			2.00			1.00		0.50	
School Library	1.00				1.50			1.00			1.00
School Psychologist		4.00	1.00							2.00	1.00
Sciences		2.75	4.00		4.37	1.00			1.00	2.00	1.00
*Biology					1.50						
*Chemistry		1.00									
*Earth & Space					1.00						
*Physics											
*Science		1.75	4.00		1.87	1.00			1.00	2.00	1.00
Social Studies/Social Science	1.00	2.00	0.50							0.20	1.00
Special Education	18.60	16.00	1.00		6.60				16.00	13.50	1.50
*Behavior Intervention	1.00	1.00			2.00				2.00	2.00	
*Deaf or Hard of Hearing	1.00										
*Early Childhood Special Ed		3.00			1.00				2.00	4.00	
*Functional Academic Skills	2.00									1.00	
*Inclusion /Collaboration		1.00			1.00					1.00	
*School Transition			1.00		0.60						
*Special Education Generalist	14.60	11.00			2.00				12.00	5.50	
*Visual Impairment											1.50
Speech-Language Pathology	1.00	2.00				3.50				2.00	10.00
World Languages	1.40	3.00	4.50			0.50	1.00				
*French											
*Latin											
*Spanish	1.40	2.00	4.50			0.50	1.00				
*Other World Language		1.00									
272.20 TOTAL UNFILLED	37.00	77.45	35.00	4.33	33.22	5.00	3.50	5.00	21.50	31.70	18.50
	14%	28%	13%	2%	12%	2%	1%	2%	8%	12%	7%

*These are totaled in the main group above them.

Table 10c. System Solutions for Unfilled Positions by Endorsement Area

Solutions

- | | | | |
|---|--|----|--|
| 1 | Hired a person who holds a provisional endorsement in the content area | 7 | Used existing staff appropriately endorsed in the content area |
| 2 | Hired a person who holds a provisional permit | 8 | Used existing staff NOT appropriately endorsed in the content area |
| 3 | Hired a person who holds a transitional permit | 9 | Used substitute teachers |
| 4 | Hired a person who holds a career education teaching permit | 10 | Position was not filled |
| 5 | Hired a person NOT appropriately endorsed in the content area | 11 | Other |
| 6 | Used distance education or a collaborative arrangement | | |

Endorsement Area	System Solutions										
	1	2	3	4	5	6	7	8	9	10	11
Agriculture Education											
Art			0.50		0.50				0.65		
BMIT					1.00						
Early Childhood Education											1.00
Elementary Education	1.00	3.00							2.00	4.00	
English As A Second Language											
Family and Consumer Sciences									0.25		
Health and/or Physical Education		1.00					0.10				
Industrial Tech/ Skilled and Technical Sci Ed				1.00							
Language Arts			1.00					0.20			
*English Language Arts			1.00								
*Journalism								0.20			
*Speech/Theatre											
Mathematics									1.00		
Middle Level		1.00									
Music/Instrumental/Vocal											
Other			1.00						0.50		
School Counselor			1.00					0.30			1.00
School Library					0.50			1.00			
School Psychologist											
Sciences					0.26				0.50		
*Biology									0.50		
*Chemistry					0.13						
*Earth & Space											
*Physics					0.13						
*Science											
Social Studies/Social Science			1.00								
Special Education											
*Behavior Intervention											
*Deaf or Hard of Hearing											
*Early Childhood Special Ed											
*Functional Academic Skills											
*Inclusion /Collaboration											
*School Transition											
*Special Education Generalist											
*Visual Impairment											
Speech-Language Pathology											
World Languages		1.00	1.00		0.50	1.00		0.25			
*French			1.00								
*Latin		1.00									
*Spanish					0.50	1.00		0.25			
*Other World Language											
30.01 TOTAL UNFILLED	1.00	6.00	5.50	1.00	2.76	1.00	0.10	1.75	4.90	4.00	2.00
	3%	20%	18%	3%	9%	3%	0%	6%	16%	13%	7%

*These are totaled in the main group above them.

Table 11 Shortage Areas for 2019-2020

The Nebraska Department of Education will propose the shortage areas below to the US Department of Education in 2019 as shortage areas for federal loan forgiveness in 2019-2020. The Nebraska Excellence in Teaching Act will use these as shortage areas for 2019-2020 applications.

Endorsement Area	Total Unfilled** FTE	Percentage Unfilled** FTE to Total Teaching FTE in NE
Special Education Behavior Intervention, Deaf or Hard of Hearing, Early Childhood Special Ed, Early Intervention, Functional Academic Skills, Inclusion/Collaboration, School Transition, Special Ed General, Visual Impairment	73	0.19%
Language Arts English Language Arts, Journalism, Language Arts, Reading & Writing, Speech/Theatre	20	0.05%
Speech-Language Pathology	19	0.05%
Sciences Biology, Chemistry, Earth & Space, Physics, Science	17	0.04%
Mathematics	15	0.04%
School Counselor	14	0.04%
World Languages American Sign Language, Any language other than English, not including computer languages	14	0.04%
Industrial Technology/Skilled and Technical Science	13	0.03%
Health and/or Physical Education	11	0.03%
School Psychologist	8	0.02%
Family and Consumer Science	8	0.02%
Business, Marketing and Information Technology (BMIT)	7	0.02%
School Library	6	0.02%
Art	5	0.01%
Agriculture Education	5	0.01%
Early Childhood Education	4	0.01%
English As A Second Language/English Language Learners*	4	0.01%
Music/Instrumental/Vocal	4	0.01%
Bilingual*	0	0.00%
Total	247	0.63%

With 29,301 FTE available in Nebraska schools 247 Unfilled FTE represents 1% of the total.

**Unfilled refers to FTE that was filled by someone other than a fully qualified teacher or was left vacant.

*ESL/ELL and Bilingual are traditional shortage areas for federal consideration so Nebraska recognizes them as well.