



Teacher Vacancy Survey Report

Report prepared by
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Nebraska Department of Education
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The purpose of this survey was to determine Nebraska teacher shortages in the fall of 2019 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 districts/systems that could not find fully qualified personnel*;
- The number of teacher positions for which districts/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 districts/systems did to address the positions not filled with fully qualified personnel.

PROCEDURES

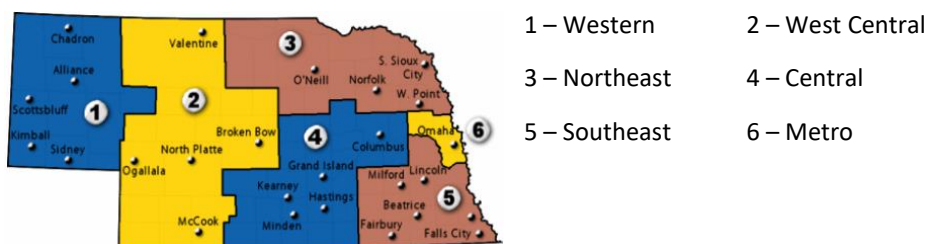
The Teacher Vacancy Survey, which is administered online through the NDE Portal, was opened to all Nebraska PK-12 public school districts, nonpublic school systems, and ESUs in October 2018. Announcements in the NDE Bulletin (a weekly e-bulletin for NDE Portal users), email and fax reminders were utilized 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 2019-20 school year;
- The number of those positions 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 Community College Regions



For purposes of this report, public districts, ESUs, and nonpublic systems data are combined into total counts as **Districts/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 443 districts/systems (public districts and ESUs, and nonpublic systems) in Nebraska had the opportunity to respond to the survey. The overall response rate was fair (78%) with 344 completing the survey. The district rate (public/ESU) was 233 of 261 responding for an 89% response rate, while the system rate (nonpublic) was 111 of 182 responding for a 61% response rate. There was an increase in participation by public districts, ESUs, and nonpublic systems this year. Tables 1a (districts/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.

Districts/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 118 districts/systems reporting unfilled positions, or 34% of the returned sample. Tables 3a (districts/systems), 3b (districts), and 3c (systems) report the distribution of those districts/systems by region. Tables 4a-c report the distribution of districts/systems with unfilled positions by size of district/system. Of the districts/systems reporting unfilled positions, almost three-fourths (70%) have **less than 500** students. While over one-half (64%) of nonpublic systems reporting unfilled positions have **less than 250** students.

Unfilled Positions

There were 321 unfilled positions reported. Tables 3a-c identify the percentage of unfilled positions by region. Tables 4a-c identify the percentage of unfilled positions by district/system size. Of the 321 unfilled positions, 110 positions (34%) were in districts/systems with **less than 500** students. Overall, 62 of the unfilled positions (19%) 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. The Metro region had the largest number of unfilled positions and the Central 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 more 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 (56 positions; 17%), Career Education Areas (30 positions; 9%), Language Arts (24 positions; 7%), Science (20 positions; 6%), Mathematics (19 positions; 6%) and World Languages (19 positions; 6%) topped the list of unfilled positions. Additional areas of need include School Psychologist, Speech Language Pathology, and School Counselor. The Elementary Education field has also shown an increase in need this year.

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

Reasons for Unfilled Positions

Districts/systems were provided with and allowed multiple reasons for an unfilled position. Of the 118 districts/systems reporting unfilled positions, the main reasons given were divided between “No applicants who were fully qualified based on endorsement area” (29%), “No applicants” (25%) and “Preferred a specific non-fully qualified applicant over fully-qualified applicant” (22%). 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” (16%); “Hired a person not appropriately endorsed in the content area” (12%); and “Position was not filled.” Tables 10a-c report the number of solutions by endorsement area. Nonpublic systems indicated a higher rate of the solution: “Utilized existing staff not appropriately endorsed in the content area” (17% compared to 6%). Whereas, public systems indicated a higher rate of the solution: “Hired a person who holds a provisional permit” (16% compared to 10%).

Trend Analysis

Of the top 10 unfilled positions by endorsement area, several are the same for districts and systems – Language Arts, World Language, Mathematics, Career Education Areas, Music/Instrumental/Vocal, School Counselor, and Science. Public districts and ESUs show Special Education, Career Education Areas, and Language Arts as their top three areas of need again this year. Nonpublic systems show Language Arts, World Languages, and Mathematics as their top three areas of need. Special Education, School Psychologist, and Speech Language Pathologist reported the highest number of positions left vacant in the top 10 unfilled endorsement areas.

Top 10 Shortage Areas						
Public				Non-Public		
Endorsement Area	Unfilled**		Vacant ***	Endorsement Area	Unfilled**	
	Total	%			Total	%
Special Education	56	17.43%	22	Language Arts	4.5	21%
Career Education Areas	29.81	9.28%	1.5	World Language	2.62	12%
Language Arts	23.55	7.33%	3.05	Mathematics	2.2	10%
Science	20.2	6.29%	5	Health and/or Physical Education	2.1	10%
Mathematics	19.7	6.13%	2	Career Education Areas	2	9%
World Language	18.82	5.86%	5.5	Early Childhood Education Areas	2	9%
School Psychologist	17.15	5.34%	9	Music Instrumental/Vocal	2	9%
Speech Language Pathology	14	4.36%	8	School Counselor	1.5	7%
School Counselor	13.5	4.20%	1	Science	1.2	6%
Music Instrumental/Vocal	12	3.73%	0.5	Art	0.4	2%

Represents common shortage areas

Of the 17 endorsement shortage areas, six have been designated shortage areas each year for the last 15 years: Language Arts, Math, Science, Special Education, Speech Language Pathology, and World Language. In addition to these, 9 others have been designated shortage areas each of the last five years: Career Education Areas; Art; Early Childhood Education; English as a Second Language; Health and/or Physical Education; School Counselor; School Library; School Psychologist; and Music/Instrumental/Vocal.

Comments were provided by 117 different districts/systems and of the 18 areas mentioned that were hardest to fill, 14 were in the list of the 17 shortage areas. Comments indicated that the overall applicant pool continues to be smaller with less qualified candidates applying. There is increasing concern about the dwindling number of elementary education applicants. In addition, nearly 9% of the comments referenced the difficulty of certification in Nebraska including concerns about challenges for out-of-state applicants and the Praxis requirement.

Table 1 Original Return Sample by Region

Table 1a. Districts/systems (Public, ESU, and Nonpublic)

Region	Original Population		Return Sample		Percentage Return for Region
	No. of Districts/Systems	%	No. of Districts/Systems	%	
Central	105	23.70%	87	25.29%	82.86%
Metro	83	18.74%	51	14.83%	61.45%
Northeast	81	18.28%	67	19.48%	82.72%
Southeast	99	22.35%	78	22.67%	78.79%
West Central	42	9.48%	35	10.17%	83.33%
Western	33	7.45%	26	7.56%	78.79%
Total	443	100.00%	344	100.00%	77.65%

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%	66	28.33%	90.41%
Metro	21	8.05%	17	7.30%	80.95%
Northeast	54	20.69%	49	21.03%	90.74%
Southeast	53	20.31%	50	21.46%	94.34%
West Central	36	13.79%	31	13.30%	86.11%
Western	24	9.20%	20	8.58%	83.33%
Total	261	100.00%	233	100.00%	89.27%

Table 1c. Systems (Nonpublic)

Region	Original Population		Return Sample		Percentage Return for Region
	No. of Systems	%	No. of Systems	%	
Central	32	17.58%	21	18.92%	65.63%
Metro	62	34.07%	34	30.63%	54.84%
Northeast	27	14.84%	18	16.22%	66.67%
Southeast	46	25.27%	28	25.23%	60.87%
West Central	6	3.30%	4	3.60%	66.67%
Western	9	4.95%	6	5.41%	66.67%
Total	182	100.00%	111	100.00%	60.99%

Table 2 Original and Return Sample by District/System Size

Table 2a. Districts/systems (Public, ESU, and Nonpublic)

Size	Original Population		Return Sample		Percentage Return by Size
	No. of Districts/Systems	%	No. of Districts/Systems	%	
<100	122	27.54%	80	23.26%	65.57%
101-250	112	25.28%	91	26.45%	81.25%
251-500	116	26.19%	95	27.62%	81.90%
501-1000	54	12.19%	44	12.79%	81.48%
1001-2500	20	4.51%	16	4.65%	80.00%
2501-5000	9	2.03%	9	2.62%	100.00%
5001-10,000	6	1.35%	5	1.45%	83.33%
>10,000	4	0.90%	4	1.16%	100.00%
Total	443	100.00%	344	100.00%	77.65%

Table 2b. Districts (Public and ESU)

Size	Original Population		Return Sample		Percentage Return by Size
	No. of Districts	%	No. of Districts	%	
<100	35	13.41%	31	13.30%	88.57%
101-250	68	26.05%	62	26.61%	91.18%
251-500	80	30.65%	72	30.90%	90.00%
501-1000	41	15.71%	36	15.45%	87.80%
1001-2500	18	6.90%	14	6.01%	77.78%
2501-5000	9	3.45%	9	3.86%	100.00%
5001-10,000	6	2.30%	5	2.15%	83.33%
>10,000	4	1.53%	4	1.72%	100.00%
Total	261	100.00%	233	100.00%	89.27%

Table 2c. Systems (Nonpublic)

Size	Original Population		Return Sample		Percentage Return by Size
	No. of Systems	%	No. of Systems	%	
<100	87	47.80%	49	44.14%	56.32%
101-250	44	24.18%	29	26.13%	65.91%
251-500	36	19.78%	23	20.72%	63.89%
501-1000	13	7.14%	8	7.21%	61.54%
1001-2500	2	1.10%	2	1.80%	100.00%
2501-5000					
5001-10,000					
>10,000					
Total	182	100.00%	111	100.00%	60.99%

****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. Districts/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	33	27.97%	69.00	21.47%	18.65	27.03%
Metro	17	14.41%	107.54	33.46%	13.00	12.09%
Northeast	23	19.49%	38.15	11.87%	9.50	24.90%
Southeast	19	16.10%	61.52	19.14%	16.00	26.01%
West Central	13	11.02%	16.00	4.98%	2.00	12.50%
Western	13	11.02%	29.15	9.07%	3.00	10.29%
Total	118	100.00%	321.36	100.00%	62.15	

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	27	28.13%	62.40	20.81%	18.55	29.73%
Metro	11	11.46%	102.54	34.20%	10.50	10.24%
Northeast	19	19.79%	33.15	11.06%	8.50	25.64%
Southeast	15	15.63%	58.00	19.34%	16.00	27.59%
West Central	12	12.50%	15.00	5.00%	2.00	13.33%
Western	12	12.50%	28.75	9.59%	3.00	10.43%
Total	96	100.00%	299.84	100.00%	58.55	

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	27.27%	6.60	30.67%	0.10	1.52%
Metro	6	27.27%	5.00	23.23%	2.50	50.00%
Northeast	4	18.18%	5.00	23.23%	1.00	20.00%
Southeast	4	18.18%	3.52	16.36%		0.00%
West Central	1	4.55%	1.00	4.65%		0.00%
Western	1	4.55%	0.40	1.86%		0.00%
Total	22	100.00%	21.52	100.00%	3.60	

**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. Districts/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	17	14.41%	31.35	9.76%	14.10	44.98%
101 – 250	35	29.66%	36.00	11.20%	3.50	9.72%
251 – 500	31	26.27%	42.65	13.27%	3.50	8.21%
501 – 1,000	16	13.56%	25.04	7.79%	4.00	15.97%
1,001 – 2,500	4	3.39%	6.12	1.90%	2.00	32.68%
2,501 – 5,000	6	5.08%	20.65	6.43%	1.00	4.84%
5,001 – 10,000	5	4.24%	57.05	17.75%	20.05	35.14%
> 10,000	4	3.39%	102.50	31.90%	14.00	13.66%
Total	118	100.00%	321.36	100.00%	62.15	19.34%

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	13	13.54%	28.25	9.42%	13.00	46.02%
101 – 250	25	26.04%	27.20	9.07%	2.50	9.19%
251 – 500	25	26.04%	34.65	11.56%	2.50	7.22%
501 – 1,000	15	15.63%	24.54	8.18%	3.50	14.26%
1,001 – 2,500	3	3.13%	5.00	1.67%	2.00	40.00%
2,501 – 5,000	6	6.25%	20.65	6.89%	1.00	4.84%
5,001 – 10,000	5	5.21%	57.05	19.03%	20.05	35.14%
> 10,000	4	4.17%	102.50	34.18%	14.00	13.66%
Total	96	100.00%	299.84	100.00%	58.55	

**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	4	18.18%	3.10	14.41%	1.10	35.48%
101 – 250	10	45.45%	8.80	40.89%	1.00	11.36%
251 – 500	6	27.27%	8.00	37.17%	1.00	12.50%
501 – 1,000	1	4.55%	0.50	2.32%	0.50	100.00%
1,001 – 2,500	1	4.55%	1.12	5.20%	0.00	0.00%
2,501 – 5,000						
5,001 – 10,000						
> 10,000						
Total	22	100.00%	21.52	100.00%	3.60	

*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. Districts/systems by Endorsement Area and Region

Endorsement Area	District/System Region						Unfilled**		Vacant ***
	Central	Metro	Northeast	Southeast	W Central	Western	Total	%	
Art	1	1	1		1	0.4	4.4	1.37%	
Career Education Areas	8.5	7.66	4.15	4	3.5	2	29.81	9.28%	1.5
*Agricultural Education	2		0.15		1		3.15	0.98%	1
*BMIT	2.5	5	1			1	9.5	2.96%	
*Family and Consumer Sciences	2	1	1	1	0.5		5.5	1.71%	
*Skilled & Technical Sciences Education	2	1.66	2	3	2	1	11.66	3.63%	0.5
Early Childhood Education Areas	0	2	2	4	0	1	9	2.80%	3
*Early Childhood Ed - PK-Grade 3			1	2		1	4	1.24%	
*Early Childhood Inclusive - Birth-Grade 3			1				1	0.31%	
*Special Ed Early Childhood Ed - Birth-K		2		2			4	1.24%	3
Elementary Education	4	17	4	16	1		42	13.07%	1
ESL/ELL		4.5		1			5.5	1.71%	
Health and/or Physical Education	1.1	0.44	3	4.5		2	11.04	3.44%	0.6
High Ability Education		1					1	0.31%	
Language Arts	7.05	4.5	3	3	2	4	23.55	7.33%	3.05
*English Language Arts	6	3.5	3	3	2	4	21.5	6.69%	3
*Reading	0.05						0.05	0.02%	0.05
*Secondary English	1						1	0.31%	
*Theater Arts		1					1	0.31%	
Mathematics	4.5	11		2.2		2	19.7	6.13%	2
Middle Level - Include under content area	1			2		0.75	3.75	1.17%	
Music Instrumental/Vocal	1	2.5	4	1.5	2	1	12	3.73%	0.5
Other	2	1					3	0.93%	
Psychology	0.5						0.5	0.16%	
School Counselor	3	4	0.5	2	2	2	13.5	4.20%	1
School Library	3.5		1.5	3			8	2.49%	
School Psychologist	1.65	6.5	5	3		1	17.15	5.34%	9
Science	12	3	1	2.2	0	2	20.2	6.29%	5
*Biology	2	1				2	5	1.56%	1
*Chemistry	5			0.1			5.1	1.59%	4
*Earth & Space	1						1	0.31%	
*Physics				0.1			0.1	0.03%	
*Science	4	2	1	2			9	2.80%	
Social Studies/Social Science	3	4.44				1	8.44	2.63%	
Special Education	9	28	2	9	3	5	56	17.43%	22
*Behavior Intervention	1	2					3	0.93%	1
*Functional Academic Skills	1			1			2	0.62%	
*Inclusion and Collaboration						1	1	0.31%	
*Secondary Transition						1	1	0.31%	
*Special Education Generalist	7	26	2	8	3	2	48	14.94%	21
*Visual Impairment						1	1	0.31%	
Speech Language Pathology	2	3	3	3		3	14	4.36%	8
World Language	4.2	6	4	1.12	1.5	2	18.82	5.86%	5.5
*French		1		0.12			1.12	0.35%	
*Spanish	4.2	5	4	1	1.5	2	17.7	5.51%	5.5
	69.00	107.54	38.15	61.52	16.00	29.15	321.36	100%	62.15

*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		
Art	1	1	1	0	1	0	4	0
Career Education Areas	7.5	6.66	4.15	4	3.5	2	27.81	1.5
*Agricultural Education	2	0	0.15	0	1	0	3.15	1
*BMIT	1.5	4	1	0	0	1	7.5	0
*Family and Consumer Sciences	2	1	1	1	0.5	0	5.5	0
*Skilled & Technical Sciences Education	2	1.66	2	3	2	1	11.66	0.5
Early Childhood Education Areas	0	1	2	3	0	1	7	2
*Early Childhood Ed - PK-Grade 3	0	0	1	1	0	1	3	0
*Early Childhood Inclusive - Birth-Grade 3	0	0	1	0	0	0	1	0
*Special Ed Early Childhood Ed - Birth-K	0	1	0	2	0	0	3	2
Elementary Education	4	17	4	15	1	0	41	1
ESL/ELL	0	4.5	0	1	0	0	5.5	0
Health and/or Physical Education	1	0.44	1	4.5	0	2	8.94	0.5
High Ability Education	0	1	0	0	0	0	1	0
Language Arts	5.05	4	3	2	1	4	19.05	3.05
*English Language Arts	5	3	3	2	1	4	18	3
*Reading	0.05	0	0	0	0	0	0.05	0.05
*Secondary English	0	0	0	0	0	0	0	0
*Theater Arts	0	1	0	0	0	0	1	0
Mathematics	3.5	10	0	2	0	2	17.5	1
Middle Level - Include under content area	1	0	0	2	0	0.75	3.75	0
Music Instrumental/Vocal	1	1.5	3	1.5	2	1	10	0.5
Other	2	1	0	0	0	0	3	0
Psychology	0.5	0	0	0	0	0	0.5	0
School Counselor	2	3.5	0.5	2	2	2	12	0.5
School Library	3.5	0	1.5	3	0	0	8	0
School Psychologist	1.65	6.5	5	3	0	1	17.15	9
Science	11	3	1	2	0	2	19	5
*Biology	1	1	0	0	0	2	4	1
*Chemistry	5	0	0	0	0	0	5	4
*Earth & Space	1	0	0	0	0	0	1	0
*Physics	0	0	0	0	0	0	0	0
*Science	4	2	1	2	0	0	9	0
Social Studies/Social Science	3	4.44	0	0	0	1	8.44	0
Special Education	9	28	2	9	3	5	56	22
*Behavior Intervention	1	2	0	0	0	0	3	1
*Functional Academic Skills	1	0	0	1	0	0	2	0
*Inclusion and Collaboration	0	0	0	0	0	1	1	0
*Secondary Transition	0	0	0	0	0	1	1	0
*Special Education Generalist	7	26	2	8	3	2	48	21
*Visual Impairment	0	0	0	0	0	1	1	0
Speech Language Pathology	2	3	3	3	0	3	14	8
World Language	3.7	6	2	1	1.5	2	16.2	4.5
*French	0	1	0	0	0	0	1	0
*Spanish	3.7	5	2	1	1.5	2	15.2	4.5
TOTAL	62.40	102.54	33.15	58.00	15.00	28.75	357.70	58.55

*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		
Art						0.4	0.4	
Career Education Areas	1	1	0	0	0	0	2	0
*Agricultural Education							0	
*BMIT	1	1					2	
*Family and Consumer Sciences							0	
*Skilled & Technical Sciences Education							0	
Early Childhood Education Areas	0	1	0	1	0	0	2	1
*Early Childhood Ed - PK-Grade 3				1			1	
*Early Childhood Inclusive - Birth-Grade 3							0	
*Special Ed Early Childhood Ed - Birth-K		1					1	1
Elementary Education				1			1	
ESL/ELL							0	
Health and/or Physical Education	0.1		2				2.1	0.1
High Ability Education							0	
Language Arts	2	0.5	0	1	1	0	4.5	0
*English Language Arts	1	0.5		1	1		3.5	
*Reading							0	
*Secondary English	1						1	
*Theater Arts							0	
Mathematics	1	1		0.2			2.2	1
Middle Level - Include under content area							0	
Music Instrumental/Vocal		1	1				2	
Other							0	
Psychology							0	
School Counselor	1	0.5					1.5	0.5
School Library							0	
School Psychologist							0	
Science	1	0	0	0.2	0	0	1.2	0
*Biology	1						1	
*Chemistry				0.1			0.1	
*Earth & Space							0	
*Physics				0.1			0.1	
*Science							0	
Social Studies/Social Science							0	
Special Education	0	0	0	0	0	0	0	0
*Behavior Intervention							0	
*Functional Academic Skills							0	
*Inclusion and Collaboration							0	
*Secondary Transition							0	
*Special Education Generalist							0	
*Visual Impairment							0	
Speech Language Pathology							0	
World Language	0.5	0	2	0.12	0	0	2.62	1
*French				0.12			0.12	
*Spanish	0.5		2				2.5	1
TOTAL	6.60	5.00	5.00	3.52	1.00	0.40	21.52	3.60

*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	
Art		1.4	1	1			1		4.4
Career Education Areas	4.5	4	8.15	3.16	0	2	6	2	29.81
*Agricultural Education	1		0.15	1			1		3.15
*BMIT	1		3				4.5	1	9.5
*Family and Consumer Sciences	1.5	4	1			1			7.5
*Skilled & Technical Sciences Education	1		4	2.16		1	0.5	1	9.66
Early Childhood Education Areas	1	1	1	2	0	1	0	3	9
*Early Childhood Ed - PK-Grade 3		1	1	2					4
*Early Childhood Inclusive - Birth-Grade 3						1			1
*Special Ed Early Childhood Ed - Birth-K	1							3	4
Elementary Education		1	1			6	7	27	42
ESL/ELL				1				4.5	5.5
Health and/or Physical Education	2.1	2		0.94		1	1	4	11.04
High Ability Education								1	1
Language Arts	4	5.5	2	3	2	1	2.05	4	23.55
*English Language Arts	3	5.5	2	3	2		2	4	21.5
*Reading							0.05		0.05
*Secondary English	1								1
*Theater Arts						1			1
Mathematics	1	0.2	4	1	1	1	1.5	10	19.7
Middle Level - Include under content area	0.75	2		1					3.75
Music Instrumental/Vocal		3	5.5				2	1.5	12
Other			1				1	1	3
Psychology							0.5		0.5
School Counselor	1	2.5	4	1.5	1		2	1.5	13.5
School Library		2.5	3.5	1			1		8
School Psychologist	6		1	1		3.65	4.5	1	17.15
Science	0	2.2	6	1	0	0	6	5	20.2
*Biology		1	3					1	5
*Chemistry		1.1					4		5.1
*Earth & Space			1						1
*Physics		0.1							0.1
*Science			2	1			2	4	9
Social Studies/Social Science			1	1.44			4	2	8.44
Special Education	4	2	1	3	0	4	13	29	56
*Behavior Intervention	1							2	3
*Functional Academic Skills							1	1	2
*Inclusion and Collaboration						1			1
*Secondary Transition	1								1
*Special Education Generalist	1	2	1	3		3	12	26	48
*Visual Impairment	1								1
Speech Language Pathology	7			2	2	1	1	1	14
World Language	0	6.7	2.5	1	0.12	0	3.5	5	18.82
*French					0.12			1	1.12
*Spanish		6.7	2.5	1			3.5	4	17.7
104 TOTAL RESPONSES	31.35	36	42.65	25.04	6.12	20.65	57.05	102.5	321.36

*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	
Art	0	1	1	1	0	0	1	0	4
Career Education Areas	4.5	4	6.15	3.16	0	2	6	2	27.81
*Agricultural Education	1	0	0.15	1	0	0	1	0	3.15
*BMIT	1	0	1	0	0	0	4.5	1	7.5
*Family and Consumer Sciences	1.5	2	1	0	0	1	0	0	5.5
*Skilled & Technical Sciences Education	1	2	4	2.16	0	1	0.5	1	11.66
Early Childhood Education Areas	0	0	1	2	0	1	0	3	7
*Early Childhood Ed - PK-Grade 3	0	0	1	2	0	0	0	0	3
*Early Childhood Inclusive - Birth-Grade 3	0	0	0	0	0	1	0	0	1
*Special Ed Early Childhood Ed - Birth-K	0	0	0	0	0	0	0	3	3
Elementary Education	0	1	0	0	0	6	7	27	41
ESL/ELL	0	0	0	1	0	0	0	4.5	5.5
Health and/or Physical Education	2	0	0	0.94	0	1	1	4	8.94
High Ability Education	0	0	0	0	0	0	0	1	1
Language Arts	3	4	1	3	1	1	2.05	4	19.05
*English Language Arts	3	4	1	3	1	0	2	4	18
*Reading	0	0	0	0	0	0	0.05	0	0.05
*Secondary English	0	0	0	0	0	0	0	0	0
*Theater Arts	0	0	0	0	0	1	0	0	1
Mathematics	0	0	3	1	1	1	1.5	10	17.5
Middle Level - Include under content area	0.75	2	0	1	0	0	0	0	3.75
Music Instrumental/Vocal	0	2	4.5	0	0	0	2	1.5	10
Other	0	0	1	0	0	0	1	1	3
Psychology	0	0	0	0	0	0	0.5	0	0.5
School Counselor	1	2.5	3	1	1	0	2	1.5	12
School Library	0	2.5	3.5	1	0	0	1	0	8
School Psychologist	6	0	1	1	0	3.65	4.5	1	17.15
Science	0	2	5	1	0	0	6	5	19
*Biology	0	1	2	0	0	0	0	1	4
*Chemistry	0	1	0	0	0	0	4	0	5
*Earth & Space	0	0	1	0	0	0	0	0	1
*Physics	0	0	0	0	0	0	0	0	0
*Science	0	0	2	1	0	0	2	4	9
Social Studies/Social Science	0	0	1	1.44	0	0	4	2	8.44
Special Education	4	2	1	3	0	4	13	29	56
*Behavior Intervention	1	0	0	0	0	0	0	2	3
*Functional Academic Skills	0	0	0	0	0	0	1	1	2
*Inclusion and Collaboration	0	0	0	0	0	1	0	0	1
*Secondary Transition	1	0	0	0	0	0	0	0	1
*Special Education Generalist	1	2	1	3	0	3	12	26	48
*Visual Impairment	1	0	0	0	0	0	0	0	1
Speech Language Pathology	7	0	0	2	2	1	1	1	14
World Language	0	4.2	2.5	1	0	0	3.5	5	16.2
*French	0	0	0	0	0	0	0	1	1
*Spanish	0	4.2	2.5	1	0	0	3.5	4	15.2
90 TOTAL RESPONSES	28.25	27.2	34.65	24.54	5	20.65	57.05	102.5	402.4

*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	
Art		0.4							0.4
Career Education Areas	0	0	2	0	0	0	0	0	2
*Agricultural Education									0
*BMIT			2						2
*Family and Consumer Sciences									0
*Skilled & Technical Sciences Education									0
Early Childhood Education Areas	1	1	0	0	0	0	0	0	2
*Early Childhood Ed - PK-Grade 3		1							1
*Early Childhood Inclusive - Birth-Grade 3									0
*Special Ed Early Childhood Ed - Birth-K	1								1
Elementary Education			1						1
ESL/ELL									0
Health and/or Physical Education	0.1	2							2.1
High Ability Education									0
Language Arts	1	1.5	1	0	1	0	0	0	4.5
*English Language Arts		1.5	1		1				3.5
*Reading									0
*Secondary English	1								1
*Theater Arts									0
Mathematics	1	0.2	1						2.2
Middle Level - Include under content area									0
Music Instrumental/Vocal		1	1						2
Other									0
Psychology									0
School Counselor			1	0.5					1.5
School Library									0
School Psychologist									0
Science	0	0.2	1	0	0	0	0	0	1.2
*Biology			1						1
*Chemistry		0.1							0.1
*Earth & Space									0
*Physics		0.1							0.1
*Science									0
Social Studies/Social Science									0
Special Education	0	0	0	0	0	0	0	0	0
*Behavior Intervention									0
*Functional Academic Skills									0
*Inclusion and Collaboration									0
*Secondary Transition									0
*Special Education Generalist									0
*Visual Impairment									0
Speech Language Pathology									0
World Language	0	2.5	0	0	0.12	0	0	0	2.62
*French					0.12				0.12
*Spanish		2.5							2.5
11 TOTAL RESPONSES	3.1	8.8	8	0.5	1.12	0	0	0	21.52

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 – 301 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	23	30.7%	31	36.0%	4	14.3%	8	12.3%	5	18.5%	1	5.0%
Metro	5	6.7%	19	22.1%	16	57.1%	32	49.2%	11	40.7%	12	7.7%
Northeast	14	18.7%	7	8.1%	3	10.7%	6	9.2%	3	11.1%	3	23.1%
Southeast	16	21.3%	10	11.6%	2	7.1%	14	21.5%	4	14.8%		38.5%
West Central	6	8.0%	6	7.0%	1	3.6%	2	3.1%	1	3.7%	2	7.7%
Western	11	14.7%	13	15.1%	2	7.1%	3	4.6%	3	11.1%	2	0.0%
TOTAL RESPONSES	75	25%	86	29%	28	9%	65	22%	27	9%	20	7%

Table 7b. District – 269 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	21	31.3%	29	38.7%	1	4.3%	7	11.5%	4	16.7%	1	5.3%
Metro	4	6.0%	16	21.3%	15	65.2%	31	50.8%	10	41.7%	11	57.9%
Northeast	11	16.4%	6	8.0%	3	13.0%	6	9.8%	2	8.3%	3	15.8%
Southeast	16	23.9%	5	6.7%	1	4.3%	12	19.7%	4	16.7%	0	0.0%
West Central	5	7.5%	6	8.0%	1	4.3%	2	3.3%	1	4.2%	2	10.5%
Western	10	14.9%	13	17.3%	2	8.7%	3	4.9%	3	12.5%	2	10.5%
TOTAL RESPONSES	67	100%	75	100%	23	100%	61	100%	24	100%	19	100%

Multiple reasons were allowed for an unfilled position

Table 7c. System Reasons for Unfilled Positions by Region – 32 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	2	25.0%	2	18.2%	3	60.0%	1	25.0%	1	33.3%	0.0%	
Metro	1	12.5%	3	27.3%	1	20.0%	1	25.0%	1	33.3%	1	100.0%
Northeast	3	37.5%	1	9.1%	0.0%		0.0%		1	33.3%	0.0%	
Southeast	0.0%		5	45.5%	1	20.0%	2	50.0%	0.0%		0.0%	
West Central	1	12.5%	0.0%		0.0%		0.0%		0.0%		0.0%	
Western	1	12.5%	0.0%		0.0%		0.0%		0.0%		0.0%	
TOTAL RESPONSES	8	25%	11	34%	5	16%	4	13%	3	9%	1	3%

Multiple reasons were allowed for an unfilled position

Table 8 Reasons for Unfilled Positions by Size

Table 8a. District/System Size –301 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	10	13.3%	11	12.8%	1	3.6%	3	4.6%	5	18.5%	2	10.0%
101-250	17	22.7%	13	15.1%	2	7.1%	5	7.7%	3	11.1%	4	20.0%
251-500	17	22.7%	16	18.6%	7	25.0%	8	12.3%	3	11.1%	2	10.0%
501-1000	9	12.0%	8	9.3%	2	7.1%	6	9.2%	3	11.1%	3	15.0%
1001-2500	2	2.7%	3	3.5%		0.0%		0.0%		0.0%	2	10.0%
2501-5000	3	4.0%	4	4.7%	1	3.6%	8	12.3%	3	11.1%		0.0%
5001-10,000	8	10.7%	22	25.6%	4	14.3%	10	15.4%		0.0%	6	30.0%
>10,000	9	12.0%	9	10.5%	11	39.3%	25	38.5%	10	37.0%	1	5.0%
TOTAL RESPONSES	75	24.9%	86	28.6%	28	9.3%	65	21.6%	27	9.0%	20	6.6%

Table 8b. District Size – 269 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	8	11.9%	9	12.0%	1	4.3%	3	4.9%	3	12.5%	2	10.5%
101-250	11	16.4%	9	12.0%	0	0.0%	4	6.6%	2	8.3%	4	21.1%
251-500	17	25.4%	14	18.7%	4	17.4%	5	8.2%	3	12.5%	1	5.3%
501-1000	9	13.4%	7	9.3%	2	8.7%	6	9.8%	3	12.5%	3	15.8%
1001-2500	2	3.0%	1	1.3%	0	0.0%	0	0.0%	0	0.0%	2	10.5%
2501-5000	3	4.5%	4	5.3%	1	4.3%	8	13.1%	3	12.5%	0	0.0%
5001-10,000	8	11.9%	22	29.3%	4	17.4%	10	16.4%	0	0.0%	6	31.6%
>10,000	9	13.4%	9	12.0%	11	47.8%	25	41.0%	10	41.7%	1	5.3%
TOTAL RESPONSES	67	100.0%	75	100.0%	23	100.0%	61	100.0%	24	100.0%	19	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	25.0%	2	18.2%	0.0%		0.0%		2	66.7%	0.0%	
101-250	6	75.0%	4	36.4%	2	40.0%	1	25.0%	1	33.3%	0.0%	
251-500	0.0%		2	18.2%	3	60.0%	3	75.0%	0.0%		1	100.0%
501-1000	0.0%		1	9.1%	0.0%		0.0%		0.0%		0.0%	
1001-2500	0.0%		2	18.2%	0.0%		0.0%		0.0%		0.0%	
2501-5000	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%	
>10,000	0.0%		0.0%		0.0%		0.0%		0.0%		0.0%	
TOTAL RESPONSES	8	25.0%	11	34.4%	5	15.6%	4	12.5%	3	9.4%	1	3.1%

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	
Art	1	2		2			4.4
Career Education Areas	11	13	6	7	2	0	29.81
*Agricultural Education	1	3	1				3.15
*BMIT	2	3	3	3			9.5
*Family and Consumer Sciences	1	4		2			7.5
*Skilled & Technical Sciences Education	7	3	2	2	2		9.66
Early Childhood Education Areas	2	4	2	2	3	0	9
*Early Childhood Ed - PK-Grade 3		2	1	1	1		4
*Early Childhood Inclusive - Birth-Grade 3				1			1
*Special Ed Early Childhood Ed - Birth-K	2	2	1		2		4
Elementary Education	1	2	1	9	1	2	42
ESL/ELL	1	2	1	2	1		5.5
Health and/or Physical Education	4	1	1	3	2	1	11.04
High Ability Education						1	1
Language Arts	8	4	3	5	3	2	23.55
*English Language Arts	7	4	3	5	1	2	21.5
*Reading	1						0.05
*Secondary English					1		1
*Theater Arts					1		1
Mathematics	1	5	1	3	4	1	19.7
Middle Level - Include under content area		2		2			3.75
Music Instrumental/Vocal	6	2		4	1	2	12
Other		3	1		1		3
Psychology	1	1					0.5
School Counselor	2	6		6		1	13.5
School Library	3	5		2			8
School Psychologist	4	2	1	2	1	3	17.15
Science	7	9	4	2	1	0	20.2
*Biology	3	2	2				5
*Chemistry	1	3					5.1
*Earth & Space	1						1
*Physics		1					0.1
*Science	2	3	2	2	1		9
Social Studies/Social Science		3	1	3		1	8.44
Special Education	9	10	5	5	5	3	56
*Behavior Intervention	1	1	1		1		3
*Functional Academic Skills		1		2			2
*Inclusion and Collaboration	1						1
*Secondary Transition						1	1
*Special Education Generalist	6	7	4	3	4	2	48
*Visual Impairment	1	1					1
Speech Language Pathology	6	2		2	1	1	14
World Language	8	8	1	4	1	2	18.82
*French		1		1			1.12
*Spanish	8	7	1	3	1	2	17.7
301 TOTAL RESPONSES	75 25%	86 29%	28 9%	65 22%	27 9%	20 7%	321.36

*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	
Art	0	2	0	2	0	0	0
Career Education Areas	11	13	5	6	2	0	0
*Agricultural Education	1	3	1	0	0	0	0
*BMIT	2	3	2	2	0	0	0
*Family and Consumer Sciences	1	4	0	2	0	0	0
*Skilled & Technical Sciences Education	7	3	2	2	2	0	0
Early Childhood Education Areas	1	3	1	1	2	0	0
*Early Childhood Ed - PK-Grade 3	0	2	0	0	1	0	0
*Early Childhood Inclusive - Birth-Grade 3	0	0	0	1	0	0	0
*Special Ed Early Childhood Ed - Birth-K	1	1	1	0	1	0	0
Elementary Education	1	2	1	8	1	2	0
ESL/ELL	1	2	1	2	1	0	0
Health and/or Physical Education	2	1	1	3	1	1	0
High Ability Education	0	0	0	0	0	1	0
Language Arts	7	3	1	5	2	2	0
*English Language Arts	6	3	1	5	1	2	0
*Reading	1	0	0	0	0	0	0
*Secondary English	0	0	0	0	0	0	0
*Theater Arts	0	0	0	0	1	0	0
Mathematics	1	2	1	3	4	1	0
Middle Level - Include under content area	0	2	0	2	0	0	0
Music Instrumental/Vocal	5	2	0	4	1	1	0
Other	0	3	1	0	1	0	0
Psychology	1	1	0	0	0	0	0
School Counselor	2	5	0	5	0	1	0
School Library	3	5	0	2	0	0	0
School Psychologist	4	2	1	2	1	3	0
Science	7	6	3	2	1	0	0
*Biology	3	1	1	0	0	0	0
*Chemistry	1	2	0	0	0	0	0
*Earth & Space	1	0	0	0	0	0	0
*Physics	0	0	0	0	0	0	0
*Science	2	3	2	2	1	0	0
Social Studies/Social Science	0	3	1	3	0	1	0
Special Education	9	10	5	5	5	3	0
*Behavior Intervention	1	1	1	0	1	0	0
*Functional Academic Skills	0	1	0	2	0	0	0
*Inclusion and Collaboration	1	0	0	0	0	0	0
*Secondary Transition	0	0	0	0	0	1	0
*Special Education Generalist	6	7	4	3	4	2	0
*Visual Impairment	1	1	0	0	0	0	0
Speech Language Pathology	6	2	0	2	1	1	0
World Language	6	6	1	4	1	2	0
*French	0	0	0	1	0	0	0
*Spanish	6	6	1	3	1	2	0
269 TOTAL RESPONSES	67 25%	75 28%	23 9%	61 23%	24 9%	19 7%	0

*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	
Art	1						
Career Education Areas	0	0	1	1	0	0	
*Agricultural Education							
*BMIT			1	1			
*Family and Consumer Sciences							
*Skilled & Technical Sciences Education							
Early Childhood Education Areas	1	1	1	1	1	0	
*Early Childhood Ed - PK-Grade 3			1	1			
*Early Childhood Inclusive - Birth-Grade 3							
*Special Ed Early Childhood Ed - Birth-K	1	1			1		
Elementary Education				1			
ESL/ELL							
Health and/or Physical Education	2				1		
High Ability Education							
Language Arts	1	1	2	0	1	0	
*English Language Arts	1	1	2				
*Reading							
*Secondary English					1		
*Theater Arts							
Mathematics		3					
Middle Level - Include under content area							
Music Instrumental/Vocal	1					1	
Other							
Psychology							
School Counselor		1		1			
School Library							
School Psychologist							
Science	0	3	1	0	0	0	
*Biology		1	1				
*Chemistry		1					
*Earth & Space							
*Physics		1					
*Science							
Social Studies/Social Science							
Special Education	0	0	0	0	0	0	
*Behavior Intervention							
*Functional Academic Skills							
*Inclusion and Collaboration							
*Secondary Transition							
*Special Education Generalist							
*Visual Impairment							
Speech Language Pathology							
World Language	2	2	0	0	0	0	
*French		1					
*Spanish	2	1					
32 TOTAL RESPONSES	8 25%	11 34%	5 16%	4 13%	3 9%	1 3%	0

*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
Art			3						2		
Career Education Areas	3	6	7	5	6	0	0	2	1	2	1
*Agricultural Education			1	2						1	
*BMIT	2	3	4						1		
*Family and Consumer Sciences	1	1		1	2			1			
*Skilled & Technical Sciences Education		2	2	2	4			1		1	1
Early Childhood Education Areas	0	2	0	0	2	0	0	1	1	2	0
*Early Childhood Ed - PK-Grade 3		1			2			1			
*Early Childhood Inclusive - Birth-Grade 3		1									
*Special Ed Early Childhood Ed - Birth-K									1	2	
Elementary Education	1	5			1				2	1	3
ESL/ELL		1						1	1		1
Health and/or Physical Education	1	2	1		2		1			2	1
High Ability Education						1					
Language Arts	2	1	7	0	7	0	3	1	1	3	1
*English Language Arts	2	1	7		5		3	1	1	2	1
*Reading										1	
*Secondary English					1						
*Theater Arts					1						
Mathematics	1	5			1			3	1	2	1
Middle Level - Include under content area			2		2						
Music Instrumental/Vocal		4	2				1	4		1	2
Other				1	1				1		
Psychology		1									
School Counselor	3	3			3			1		2	2
School Library	3	1			5						
School Psychologist	1	3				1				6	2
Science	2	2	5	0	3	0	0	2	1	2	1
*Biology	1				2					1	
*Chemistry			2					1		1	
*Earth & Space			1								
*Physics								1			
*Science	1	2	2		1				1		1
Social Studies/Social Science		2	2		2						1
Special Education	6	8	1	1	1	0	0	1	2	7	4
*Behavior Intervention									1	1	
*Functional Academic Skills		1			1						
*Inclusion and Collaboration	1										
*Secondary Transition		1									
*Special Education Generalist	5	6	1	1				1	1	6	3
*Visual Impairment											1
Speech Language Pathology		3				3				5	1
World Language	1	2	1	0	2	6	0	3	2	5	1
*French			1					1			
*Spanish	1	2			2	6		2	2	5	1
# TOTAL UNFILLED	24	51	31	7	38	11	5	19	15	40	22
	7%	16%	10%	2%	12%	3%	2%	6%	5%	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
Art	0	0	3	0	0	0	0	0	1	0	0
Career Education Areas	3	5	6	5	6	0	0	2	1	2	1
*Agricultural Education	0	0	1	2	0	0	0	0	0	1	0
*BMIT	2	2	3	0	0	0	0	0	1	0	0
*Family and Consumer Sciences	1	1	0	1	2	0	0	1	0	0	0
*Skilled & Technical Sciences Education	0	2	2	2	4	0	0	1	0	1	1
Early Childhood Education Areas	0	1	0	0	2	0	0	1	1	1	0
*Early Childhood Ed - PK-Grade 3	0	0	0	0	2	0	0	1	0	0	0
*Early Childhood Inclusive - Birth-Grade 3	0	1	0	0	0	0	0	0	0	0	0
*Special Ed Early Childhood Ed - Birth-K	0	0	0	0	0	0	0	0	1	1	0
Elementary Education	1	5	0	0	0	0	0	0	2	1	3
ESL/ELL	0	1	0	0	0	0	0	1	1	0	1
Health and/or Physical Education	1	2	1	0	1	0	0	0	0	1	1
High Ability Education	0	0	0	0	0	1	0	0	0	0	0
Language Arts	2	1	5	0	4	0	3	1	1	3	1
*English Language Arts	2	1	5	0	3	0	3	1	1	2	1
*Reading	0	0	0	0	0	0	0	0	0	1	0
*Secondary English	0	0	0	0	0	0	0	0	0	0	0
*Theater Arts	0	0	0	0	1	0	0	0	0	0	0
Mathematics	0	5	0	0	1	0	0	2	1	1	1
Middle Level - Include under content area	0	0	2	0	2	0	0	0	0	0	0
Music Instrumental/Vocal	0	3	2	0	0	0	1	3	0	1	2
Other	0	0	0	1	1	0	0	0	1	0	0
Psychology	0	1	0	0	0	0	0	0	0	0	0
School Counselor	3	3	0	0	3	0	0	1	0	1	1
School Library	3	1	0	0	5	0	0	0	0	0	0
School Psychologist	1	3	0	0	0	1	0	0	0	6	2
Science	1	2	5	0	3	0	0	0	1	2	1
*Biology	0	0	0	0	2	0	0	0	0	1	0
*Chemistry	0	0	2	0	0	0	0	0	0	1	0
*Earth & Space	0	0	1	0	0	0	0	0	0	0	0
*Physics	0	0	0	0	0	0	0	0	0	0	0
*Science	1	2	2	0	1	0	0	0	1	0	1
Social Studies/Social Science	0	2	2	0	2	0	0	0	0	0	1
Special Education	6	8	1	1	1	0	0	1	2	7	4
*Behavior Intervention	0	0	0	0	0	0	0	0	1	1	0
*Functional Academic Skills	0	1	0	0	1	0	0	0	0	0	0
*Inclusion and Collaboration	1	0	0	0	0	0	0	0	0	0	0
*Secondary Transition	0	1	0	0	0	0	0	0	0	0	0
*Special Education Generalist	5	6	1	1	0	0	0	1	1	6	3
*Visual Impairment	0	0	0	0	0	0	0	0	0	0	1
Speech Language Pathology	0	3	0	0	0	3	0	0	0	5	1
World Language	1	2	1	0	2	4	0	2	1	4	1
*French	0	0	1	0	0	0	0	0	0	0	0
*Spanish	1	2	0	0	2	4	0	2	1	4	1
# TOTAL UNFILLED	22	48	28	7	33	9	4	14	13	35	21
	9%	21%	12%	3%	14%	4%	2%	6%	6%	15%	9%

*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
Art									1		
Career Education Areas	0	1	1	0	0	0	0	0	0	0	0
*Agricultural Education											
*BMIT		1	1								
*Family and Consumer Sciences											
*Skilled & Technical Sciences Education											
Early Childhood Education Areas	0	1	0	0	0	0	0	0	0	1	0
*Early Childhood Ed - PK-Grade 3		1									
*Early Childhood Inclusive - Birth-Grade 3											
*Special Ed Early Childhood Ed - Birth-K										1	
Elementary Education					1						
ESL/ELL											
Health and/or Physical Education					1		1			1	
High Ability Education											
Language Arts	0	0	2	0	3	0	0	0	0	0	0
*English Language Arts			2		2						
*Reading											
*Secondary English					1						
*Theater Arts											
Mathematics	1							1		1	
Middle Level - Include under content area											
Music Instrumental/Vocal		1						1			
Other											
Psychology											
School Counselor										1	1
School Library											
School Psychologist											
Science	1	0	0	0	0	0	0	2	0	0	0
*Biology	1										
*Chemistry								1			
*Earth & Space											
*Physics								1			
*Science											
Social Studies/Social Science											
Special Education	0	0	0	0	0	0	0	0	0	0	0
*Behavior Intervention											
*Functional Academic Skills											
*Inclusion and Collaboration											
*Secondary Transition											
*Special Education Generalist											
*Visual Impairment											
Speech Language Pathology											
World Language	0	0	0	0	0	2	0	1	1	1	0
*French								1			
*Spanish						2			1	1	
# TOTAL UNFILLED	2 7%	3 10%	3 10%	0 0%	5 17%	2 7%	1 3%	5 17%	2 7%	5 17%	1 3%

*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	56.00	17.26%
Career Education Areas Agriculture; Business, Marketing and Information Technology, Family and Consumer Sciences, Skilled and Technical Science	29.81	9.19%
Language Arts English Language Arts, Journalism, Language Arts, Reading & Writing, Speech/Theatre	23.55	7.26%
Sciences Biology, Chemistry, Earth & Space, Physics, Science	20.20	6.22%
Mathematics	19.70	6.07%
World Languages American Sign Language, Any language other than English, not including computer languages	18.82	5.80%
School Psychologist	17.15	5.28%
Speech-Language Pathology	17.15	5.28%
School Counselor	13.50	4.16%
Music/Instrumental/Vocal	12.00	3.70%
Health and/or Physical Education	11.04	3.40%
Early Childhood Education	9.00	2.77%
School Library	8.00	2.47%
English As A Second Language/English Language Learners*	5.50	1.69%
Art	4.40	1.36%
High Ability Education	1.00	0.31%
Bilingual*	0.00	0.00%
Total	324.51	100.00%

With 29,368 FTE available in Nebraska schools, 321 Unfilled ** FTE represents 1% of the total. The 62 Vacant*** FTE represents 0.2% of the total.

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

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

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