NEBRASKA DEPARTMENT OF EDUCATION

Teacher Vacancy Survey Report

Report prepared by
Adult Program Services
Nebraska Department of Education
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The purpose of this survey was to determine Nebraska teacher shortages in the fall of 2012 by endorsement area and region of the state and what was done to address those shortages. The survey was disseminated by the Nebraska Department of Education (NDE) to all Nebraska PK-12 public school districts. The survey was designed to establish:

- The number of districts that could not find fully qualified teachers*;
- The number of teacher positions for which districts 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 did to address the positions not filled with fully qualified teachers.

  * Fully qualified teacher 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*."

Procedures

The Teacher Vacancy Survey, which is administered online through the NDE Portal, was opened to all Nebraska public PK-12 school districts in October 2012. Announcements in the NDE Bulletin (a weekly e-bulletin for NDE Portal users), email and fax reminders were utilized to encourage participation.

School districts were asked to report the following information:

- The number of positions the district needed to fill at the beginning of the 2012-2013 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 solved the dilemma for the position.

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

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

Results

Response Rate
All 249 PK-12 public school districts in Nebraska were notified and asked to respond to the survey. The response rate was high (98.4%) with 245 districts completing the survey. Table 1 reports the distribution of PK-12 districts and of the return sample by regions (i.e. Community College Region).

Unfilled Positions
Unfilled positions are those positions for which fully qualified personnel were not hired, including positions that were not filled at all. Forty-one districts, or 17% of the returned sample, reported a total of 74 unfilled positions. Table 2 presents the distribution of those districts and positions by region. Table 3 presents the distribution by size of district.

Unfilled Endorsement Areas
Tables 4 and 5 indicate the numbers of unfilled positions by endorsement area, by region and district size, respectively. The endorsement areas of Special Education (20 positions; 27%), Speech-Language Pathology (8 positions; 11%), Science (6 positions; 8%) and Mathematics (5 positions; 6%) topped the list of unfilled positions. Additional areas of need include Social Science (4 positions; 5%), Language Arts, School Counselor, Early Childhood (3 positions each; 4%) and Business Marketing and Information Technology (BMIT), School Librarian, School Psychologist, World Language-Spanish, and Family and Consumer Science, (2 positions each; 3%).

Reasons for Unfilled Positions
Tables 6, 7 and 8 present the percentages of reasons for unfilled positions by region, district size and endorsement area respectively. Districts were provided with and allowed multiple reasons for an unfilled position. Of the 41 districts reporting unfilled positions, reasons given were "No applicants who were fully qualified" (78%), "Qualified applicant refused offer for position" (16%), and "No applicants" (6%).

Solutions for Unfilled Positions
Table 9 depicts the number of solutions by endorsement area. The most frequently reported solutions include: "Hired a person who holds a provisional endorsement" (26%); "Hired a person who holds a provisional or temporary certificate" (22%); and "Hired a person who holds a transitional certificate" (20%).

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Table 1. Number of Districts in Original and Return Sample by Region

Region	Original Population		Return Sample		Percentage Return
	No. of Districts	%	No. of Districts	%	
Central	71	28.51%	70	28.57%	98.6%
Metro	18	7.23%	18	7.35%	100.0%
Northeast	54	21.69%	52	21.22%	96.3%
Southeast	49	19.68%	48	19.59%	98.0%
West Central	34	13.65%	34	13.88%	100.0%
Western	23	9.24%	23	9.39%	100.0%
Total	**249**	**100%**	**245**	**100%**	**98.4%**

Table 2. Number of Districts with Unfilled Positions and Number of Unfilled Positions by Region

Region	Districts with Unfilled Positions		Unfilled Positions	
	No.	%	No.	%
Central	9	21.95%	9.00	12.10%
Metro	4	9.76%	21.00	28.23%
Northeast	6	14.63%	7.50	10.08%
Southeast	7	17.07%	17.90	24.06%
West Central	7	17.07%	9.00	12.10%
Western	8	19.51%	10.00	13.44%
Total	**41**	**100%**	**74.40**	**100%**

Table 3. Number of Districts with Unfilled Positions and Number of Unfilled Positions by District Size

District Size	Districts with Unfilled Positions		Unfilled Positions	
	No.	%	No.	%
101 – 250	14	34.15%	14.00	18.82%
251 – 500	7	17.07%	6.60	8.87%
501 – 1,000	8	19.51%	11.40	15.32%
1,001 – 2,500	3	7.32%	3.60	4.84%
2,501 – 5,000	5	12.20%	7.00	9.41%
5,000 – 10,000	1	2.44%	1.00	1.34%
> 10,000	3	7.32%	30.80	41.40%
Total	**41**	100.00%	**74.40**	100.00%

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Table 4. Number of Unfilled Positions by Endorsement Area and Region

Endorsement Area	Region						Total Unfilled
	Central	Metro	Northeast	Southeast	West Central	Western	
Agriculture Education	1	0	0	0	0	0	1.00 (1.34%)
Art	0	0	0.5	0	0	0	0.50 (0.67%)
BMIT	0	0	0	0	1.5	0.5	2.00 (2.69%)
Early Childhood	1	0	0	1.6	0	0	2.60 (3.49%)
Educational Audiologist	0	0	1	0	0	0	1.00 (1.34%)
Elementary Education	0	0	0	3.8	0	0	3.80 (5.11%)
ESL/ELL	0	0	0	1	0	0	1.00 (1.34%)
Family and Consumer Science	0	0	0	1.6	0	0	1.60 (2.15%)
Health and/or PE	0	1	0	0	0	0	1.00 (1.34%)
Industrial Technology/Skilled and Technical Science	0	0	1	0	0	0	1.00 (1.34%)
Language Arts	0	0	0.1	1	0	2	3.10 (4.17%)
Mathematics	0	1	0	0	1.5	2	4.50 (6.05%)
Middle Grades	0	0	0	0	1	0	1.00 (1.34%)
Music/Instrumental/Vocal	1	0	0	0.8	0	0	1.80 (2.42%)
School Counselor	0	1	0	0.9	1	0	2.90 (3.90%)
School Library	1	0	0	0	0	1.5	2.50 (3.36%)
School Psychologist	1	0	0	1	0	0	2.00 (2.69%)
Science	2	1	0	1	2	0	6.00 (8.06%)
Social Science	0	0	0	1.2	1	2	4.20 (5.65%)
Special Education	2	13	2	2	1	0	20.00 (26.88%)
Behaviorally Disordered*	2	1	0	1	0	0	4.00 (5.38%)
Early Childhood*	0	2	0	0	0	0	2.00 (2.69%)
Learning Disabilities*	0	4	0	0	0	0	4.00 (5.38%)
Mild/Moderate Disabilities*	0	2	2	1	1	0	6.00 (8.06%)
Severe/Multiple Disabilities*	0	4	0	0	0	0	4.00 (5.38%)
Speech-Language Pathology	0	4	2.5	1	0	1	8.50 (11.42%)
World Languages-Spanish	0	0	0.4	1	0	1	2.40 (3.23%)
TOTAL	**9.00**	**21.00**	**7.50**	**17.90**	**9.00**	**10.00**	**74.40 (100%)**

*These are totaled in the main group above them

Table 5. Number of Unfilled Positions by Endorsement Area and District Size

Endorsement Area	<=100	101-250	251-500	500-1,000	1,001-2,500	2,501-5,000	5,001-10,000	>10,000	Total Unfilled
					District Size				
Agriculture Education	0	0	0	0	0	1	0	0	1.00 (1.34%)
Art	0	0.5	0	0	0	0	0	0	0.50 (0.67%)
BMIT	0	0.5	0.5	1	0	0	0	0	2.00 (2.69%)
Early Childhood	0	1	0	0	0.6	0	0	1	2.60 (3.49%)
Educational Audiologist	0	0	0	1	0	0	0	0	1.00 (1.34%)
Elementary Education	0	0	0	0	0	0	0	3.8	3.80 (5.11%)
ESL/ELL	0	0	0	0	0	0	0	1	1.00 (1.34%)
Family and Consumer Science	0	0	0.6	0	0	0	0	1	1.60 (2.15%)
Health and/or PE	0	0	0	0	0	1	0	0	1.00 (1.34%)
Industrial Technology/Skilled and Technical Science	0	0	1	0	0	0	0	0	1.00 (1.34%)
Language Arts	0	0.1	0	0	2	0	0	1	3.10 (4.17%)
Mathematics	0	1	0.5	0	0	2	0	1	4.50 (6.05%)
Middle Grades	0	0	1	0	0	0	0	0	1.00 (1.34%)
Music/Instrumental/Vocal	0	1	0	0	0	0	0	0.8	1.80 (2.42%)
School Counselor	0	1	0	0.9	0	0	0	1	2.90 (3.90%)
School Library	0	2.5	0	0	0	0	0	0	2.50 (3.36%)
School Psychologist	0	0	0	2	0	0	0	0	2.00 (2.69%)
Science	0	2	1	2	0	1	0	0	6.00 (8.06%)
Social Science	0	1	1	1	0	0	0	1.2	4.20 (5.65%)
Special Education	0	3	0	2	0	0	1	14	20.00 (26.88%)
Behaviorally Disordered*	0	0	0	1	0	0	1	2	4.00 (5.38%)
Early Childhood*	0	0	0	0	0	0	0	2	2.00 (2.69%)
Learning Disabilities*	0	0	0	0	0	0	0	4	4.00 (5.38%)
Mild/Moderate Disabilities*	0	3	0	1	0	0	0	2	6.00 (8.06%)
Severe/Multiple Disabilities*	0	0	0	0	0	0	0	4	4.00 (5.38%)
Speech-Language Pathology	0	0	1	0.5	1	1	0	5	8.50 (11.42%)
World Languages-Spanish	0	0.4	0	1	0	1	0	0	2.40 (3.23%)
TOTAL	**0.00**	**14.00**	**6.60**	**11.40**	**3.60**	**7.00**	**1.00**	**30.80**	**44.80 (100%)**

*These are totaled in the main group above them

Table 6. Reasons for Unfilled Positions by Region – 67 responses

Region		Reasons**		Number of Districts	Total Unfilled
	No applicants	No applicants who were fully qualified	Qualified applicant refused offer		
Central	1.0	7.0	1.0	9.0	9.0
	25.00%	13.46%	9.09%	21.95%	12.10%
Metro	1.0	10.0	0.0	4.0	21.0
	25.00%	19.23%	0.00%	9.76%	28.23%
Northeast	0.0	7.0	2.0	6.0	7.5
	0.00%	13.46%	18.18%	14.63%	10.08%
Southeast	0.0	13.0	5.0	7.0	17.9
	0.00%	25.00%	45.45%	17.07%	24.06%
West Central	1.0	9.0	1.0	7.0	9.0
	25.00%	17.31%	9.09%	17.07%	12.10%
Western	1.0	6.0	2.0	8.0	10.0
	25.00%	11.54%	18.18%	19.51%	13.44%
TOTAL	**4**	**52**	**11**	**41**	**74.40**
	5.97%	**77.61%**	**16.42%**		

** Multiple reasons were allowed for an unfilled position.

Table 7. Reasons for Unfilled Positions by District Size – 67 responses

District Size		Reasons**		Number of Districts	Total Unfilled
	No applicants	No applicants who were fully qualified	Qualified applicant refused offer		
101-250	0	13	3	14	14.00
	0.00%	25.00%	27.27%	34.15%	18.82%
251-500	1	8	0	7	6.60
	25.00%	15.38%	0.00%	17.07%	8.87%
501-1,000	1	10	1	8	11.40
	25.00%	19.23%	9.09%	19.51%	15.32%
1,001-2,500	1	1	1	3	3.60
	25.00%	1.92%	9.09%	7.32%	4.84%
2,501-5,000	0	4	2	5	7.00
	0.00%	7.69%	18.18%	12.20%	9.41%
5001-10,000	0	1	0	1	1.00
	0.00%	1.92%	0.00%	2.44%	1.34%
>10,000	1	15	4	3	30.80
	25.00%	28.85%	36.36%	7.32%	41.40%
TOTAL	**4**	**52**	**11**	**41**	**74.40**
	5.97%	**77.61%**	**16.42%**		

** Multiple reasons were allowed for an unfilled position.

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Table 8. Reasons for Unfilled Positions by Endorsement Area

Endorsement Area	No applicants	No applicants who were fully qualified	Qualified applicant refused offer	Total Unfilled
Agriculture Education	0	1	0	1.00 (1.34%)
Art	0	1	0	0.50 (0.67%)
BMIT	0	2	1	2.00 (2.69%)
Early Childhood	0	2	1	2.60 (3.49%)
Educational Audiologist	0	1	0	1.00 (1.34%)
Elementary Education	0	1	0	3.80 (5.11%)
ESL/ELL	0	1	1	1.00 (1.34%)
Family and Consumer Science	0	2	0	1.60 (2.15%)
Health and/or PE	0	1	0	1.00 (1.34%)
Industrial Technology/Skilled and Technical Science	0	1	0	1.00 (1.34%)
Language Arts	0	2	1	3.10 (4.17%)
Mathematics	0	3	1	4.50 (6.05%)
Middle Grades	1	1	0	1.00 (1.34%)
Music/Instrumental/Vocal	0	1	2	1.80 (2.42%)
School Counselor	0	3	0	2.90 (3.90%)
School Library	0	3	0	2.50 (3.36%)
School Psychologist	0	2	0	2.00 (2.69%)
Science	0	6	0	6.00 (8.06%)
Social Science	0	3	1	4.20 (5.65%)
Special Education	1	9	1	20.00 (26.88%)
Behaviorally Disordered*	1	3	0	4.00 (5.38%)
Early Childhood*	0	1	0	2.00 (2.69%)
Learning Disabilities*	0	1	0	4.00 (5.38%)
Mild/Moderate Disabilities*	0	3	1	6.00 (8.06%)
Severe/Multiple Disabilities*	0	1	0	4.00 (5.38%)
Speech-Language Pathology	2	3	2	8.50 (11.42%)
World Languages-Spanish	0	3	0	2.40 (3.23%)
TOTAL	**4.00**	**52.00**	**11.00**	**74.40 (100%)**

** Multiple reasons were allowed for an unfilled position.

 * These are totaled in the main group above them

Table 9. Solutions for Unfilled Positions by Endorsement Area

Solutions

1 Hired a person who holds a provisional endorsement

2 Hired a person who holds a provisional or temporary certificate

3 Hired a person who holds a transitional certificate

4 Utilized existing staff appropriately endorsed in the content area

5 Utilized existing staff not appropriately endorsed in the content area

6 Utilized distance education or a collaborative arrangement with another entity

7 Position was not filled

8 Other

Endorsement Area	SOLUTION**							
	1	**2**	**3**	**4**	**5**	**6**	**7**	**8**
Agriculture Education	0	0	1	0	0	0	0	0
Art	0	0	1	0	0	0	0	0
BMIT	2	0	1	0	0	0	0	0
Early Childhood	2	1	0	0	0	0	0	0
Educational Audiologist	0	0	0	0	0	1	0	0
Elementary Education	0	1	0	0	0	0	0	0
ESL/ELL	0	1	0	0	0	0	0	0
Family and Consumer Science	0	1	1	0	0	0	0	0
Health and/or PE	1	0	0	0	0	0	0	0
Industrial Technology/Skilled and Technical Science	0	0	0	0	0	0	0	1
Language Arts	0	1	1	0	2	0	0	0
Mathematics	1	1	1	0	0	0	0	1
Middle Grades	0	0	0	0	0	0	0	1
Music/Instrumental/Vocal	0	1	0	0	0	0	0	1
School Counselor	2	1	0	0	0	0	0	0
School Library	0	1	0	0	0	0	0	2
School Psychologist	2	0	0	0	0	0	0	0
Science	0	0	5	0	0	0	0	1
Social Science	0	2	2	0	0	0	0	0
Special Education	8	2	0	1	0	0	2	0
Behaviorally Disordered*	3	1	0	0	0	0	0	0
Early Childhood*	0	0	0	1	0	0	1	0
Learning Disabilities*	1	0	0	0	0	0	1	0
Mild/Moderate Disabilities*	3	1	0	0	0	0	0	0
Severe/Multiple Disabilities*	1	0	0	0	0	0	0	0
Speech-Language Pathology	1	2	0	1	0	3	1	0
World Languages-Spanish	0	1	2	0	0	0	0	0
TOTAL	**19** **25.54%**	**16** **21.51%**	**15** **20.16%**	**2** **2.69%**	**2** **2.69%**	**4** **5.38%**	**3** **4.03%**	**7** **9.41%**

** Multiple solutions were allowed for an unfilled position.

*These are totaled in the main group above them

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