

## 2010-2011 Teacher Vacancy Survey Report Summary

The 2010-2011 Teacher Vacancy Survey was conducted in the fall of 2010 by the Nebraska Department of Education. The survey of all 251 K-12 school districts in the state requested the following information:

- The number of districts that could not find fully qualified teachers (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”);
- The number of teacher positions for which districts could not find fully qualified teachers at the beginning of the 2010-2011 school year;
- The endorsement areas of the positions not filled with fully qualified teachers;
- The reasons why the individuals in the applicant pool were not sufficient/appropriate for the positions; and
- What the district did to address the positions not filled with fully qualified teachers.

The response rate was very high this year (98.4%) with 247 school districts completing the survey. Based upon the high response rate, the completed surveys are regionally representative of K-12 school districts in the state.

A total of 1885 positions were reported as available in 2010-2011. A total of 62 positions not filled, or not filled with fully qualified teachers were reported: 24 positions (38%) were in school districts with less than 500 students and 26 positions (42%) were in districts with over 2500 students. The endorsement areas with the largest number of unfilled positions were:

Special Education	22.0%	Agricultural Education	7.2%
Speech-Language Pathology	17.6%	Mathematics	5.6%
World Language-Spanish	10.4%	School Librarian	5.0%
Language Arts	8.0%	Science	4.8%

There were 41 school districts (16.6% of the completed surveys) with positions not filled with fully qualified teachers at the beginning of the 2010-2011 school year.

Region	Districts with Unfilled Positions		Unfilled Positions	
	Number	Percentage	Number	Percentage
Central	10	24.4%	15	24.1%
Metro	3	7.3%	8	12.8%
Northeast	7	17.1%	14	22.5%
Southeast	8	19.5%	9	14.4%
West Central	8	19.5%	7	11.8%
Western	5	12.2%	9	14.4%
<b>Total</b>	<b>41</b>	<b>100.0%</b>	<b>62</b>	<b>100.0%</b>

Schools districts were allowed to identify multiple reasons for positions not filled with fully qualified teachers. The top reasons were: 1) no fully qualified applicants (60%); 2) no applicants (12%); 3) qualified applicant refused offer for the position (7%). Also cited were “Other Reasons” (22%), see full report for more information.

The survey offered solutions for school districts to choose from when identifying how it solved the dilemma of positions not filled with fully qualified teachers. The three most reported solutions were:

- 1) Hired a person with a provisional endorsement;
- 2) Hired a person with a provisional or temporary certificate; and
- 3) Hired a person with a transitional certificate.

