

## 2013-2014 Teacher Vacancy Survey Report Summary

The 2013-2014 Teacher Vacancy Survey was conducted in the fall of 2013 by the Nebraska Department of Education. The survey of all 249 PK-12 public school districts in the state requested the following information:

- The number of districts that could not find fully qualified teachers\* to fill teacher positions;
- The endorsement areas of the positions that were unfilled\*\*;
- The reasons why the applicant pool was not sufficient; and
- What the district did to address the unfilled positions.

The response rate was very high this year (99.6%) with 248 school districts completing the survey. Based upon the high response rate, the completed surveys are regionally representative of PK-12 public school districts in the state. The endorsement areas with the largest number of unfilled positions were:

Endorsement Area	Unfilled**		Vacant***	Endorsement Area	Unfilled**		Vacant***
	%	#	#		%	#	#
Special Education	24.2%	29	1	School Psychologist	3.3%	4	
School Counselor	9.1%	11	1	Business, Marketing or Information Technology	2.5%	3	1
World Language	8.5%	10	4	Health and/or Physical Education	2.5%	3	1
Speech-Language Pathology	6.6%	8		Early Childhood Education	2.1%	3	
Language Arts	6.2%	8		Agriculture Education	1.6%	2	
Industrial Tech/Skilled and Technical Science	5.8%	7	2	English as Second Language/English Language Learners	1.6%	2	
School Library	5.8%	7		Art	1.2%	2	
Mathematics	5.1%	6	1	Music/Instrumental/Vocal	1.0%	1	1
Science	4.1%	5		Family and Consumer Science	1.0%	1	

A total of 2451 positions were reported as available in 2013-2014. A total 121 positions were reported as unfilled, 12 of which were left vacant. Of those 121 positions, 33 positions (28%) were in school districts with less than 500 students and 64 positions (53%) were in districts with over 2500 students.

**\*Fully qualified teacher**, for the purposes of this survey, is as an individual who holds an Initial, Standard, or Professional, Nebraska teaching certificate with 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.

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

i.e. in Special Education of the 29 unfilled positions, 28 have teachers and 1 was not filled.

## 2013-2014 Teacher Vacancy Survey Report Summary Continued

There were 53 school districts (21% of the completed surveys) with unfilled positions at the beginning of the 2013-2014 school year.

Region	Districts with Unfilled** Positions		Number of Unfilled** Positions	
	Number	Percentage	Number	Percentage
Central	12	22.6%	26.3	21.7%
Metro	7	13.2%	26.6	22.0%
Northeast	9	17.0%	25.7	21.2%
Southeast	15	28.3%	30.6	25.2%
West Central	4	7.6%	3.0	2.5%
Western	6	11.3%	9.0	7.4%
<b>Total</b>	<b>53</b>	<b>100.0%</b>	<b>121.2</b>	<b>100.0%</b>

Schools districts were allowed to identify multiple reasons for unfilled\*\* positions. The top reasons were: “No fully qualified applicants” (73%); “No applicants” (21%); and “Qualified applicant refused offer for the position” (7%).

The survey offered solutions for school districts to choose from when identifying how it solved the dilemma of unfilled\*\* positions. The three most reported solutions were: “Hired a person with a provisional endorsement” (25%); “Hired a person with a provisional or temporary certificate” (21%); and “Hired a person who holds a transitional certificate” (14%).

The full report can be found at:

<http://www.education.ne.gov/EducatorPrep/TeacherShortage/2013-14Reports/1314TeacherShortageReport.pdf>

The 5 Year Comparison report can be found at:

<http://www.education.ne.gov/EducatorPrep/TeacherShortage/2013-14Reports/0914TeacherShortageCompare.pdf>

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