



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 2010 by endorsement area and region of the state and what was done to address those shortages. The survey, conducted by the Nebraska Department of Education (NDE) and disseminated to all Nebraska K-12 school districts, determined the following:

- 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 K-12 school districts in October 2010. Announcements in the NDE Bulletin (a weekly e-bulletin for NDE Portal users) and email, fax, and telephone 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 2010-2011 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 K-12 school enrollment

Results

Response Rate

All 251 K-12 school districts in Nebraska were notified and asked to respond to the survey. The response rate was *high (98.4%) with 247 districts completing the survey*. Table 1 reports the distribution of K-12 districts and of the return sample by regions (i.e. Community College Region).

Districts with Unfilled Positions

Unfilled positions are those positions for which fully qualified personnel were not hired, including positions that were not filled at all. There were 41 districts reporting unfilled positions, or 16.6% of the returned sample. Table 2 presents the distribution of those districts by region. Table 3 presents the distribution of districts with unfilled positions by size of district. Of the districts reporting unfilled positions, over one-half (54%) have less than 500 students, and almost one-quarter (22%) have over 2500 students.

Unfilled Positions

There were a total of 62 unfilled positions. Table 2 identifies the percentages of unfilled positions by region. Table 3 identifies the percentages of unfilled positions by district size. Of the 62 unfilled positions, 24 positions (38%) were in districts with less than 500 students and 26 positions (42%) were in districts with over 2500 students. Of the 62 unfilled positions, 8 positions were reported as 'not filled'.

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 (13 positions; 22%), Speech-Language Pathology (11 positions; 18%), and World Language-Spanish (6.5 positions; 10%) topped the list of unfilled positions. Additional areas of need include Language Arts (5 positions; 8%), Agriculture Education (4.5 positions; 7%), Mathematics (3.5 positions; 6%), School Librarian, Science (3 positions; 5% each), and Early Childhood, Elementary Education, Industrial Technology/Skilled and Technical Science, and School Psychologist (2 positions; 3% each).

Reasons for Unfilled Positions

Districts were provided with and allowed multiple reasons for an unfilled position. Of the 41 districts reporting, reasons given varied from no applicants who were fully qualified (58%), no applicants (11%), qualified applicant refused offer for position (6%) and those responding with "Other Reason" (21%). Tables 6-8 present the percentages of reasons for unfilled positions by region, district size and endorsement area respectively.

Solutions for Unfilled Positions

The three most frequently reported solutions include: hired a person who holds a provisional endorsement (22%); hired a person who holds a provisional or temporary certificate (22%); and "Other Reason" (22%). Table 9 depicts the number of solutions by endorsement area.

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	72	28.69	71	28.74	98.6%
Metro	19	7.57	19	7.69	100%
Northeast	54	21.51	54	21.86	100%
Southeast	49	19.52	48	19.43	97.9%
West Central	34	13.55	32	12.96	94.1%
Western	23	9.16	23	9.31	100%
Total	251	100	247	99.99	98.4%

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

Region	Districts with Unfilled Positions		Total Unfilled	
	No.	%	No.	%
Central	10	24.39	15	24.05
Metro	3	7.32	8	12.82
Northeast	7	17.07	14	22.44
Southeast	8	19.51	9	14.43
West Central	8	19.51	7.38	11.83
Western	5	12.20	9	14.43
Total	41	100	62.38	100

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

District Size	Districts with Unfilled Positions		Total Unfilled	
	No.	%	No.	%
101 – 250	12	29.27	13.38	21.45
251 – 500	10	24.39	10.5	16.83
501 – 1,000	5	12.20	5.5	8.82
1,001 – 2,500	5	12.20	7	11.22
2,501 – 5,000	6	14.62	17	27.25
> 10,000	3	7.32	9	14.43
Total	41	100	62.38	100

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	1.5	0	2	0	0	1	4.50 (7.21%)
Art	1	0	0	0	0	0	1.00 (1.60%)
BMIT (Business, Marketing and Information Technology)	0	0	0	0	0.25	0.5	0.75 (1.20%)
Early Childhood	1	0	0	0.5	0.5	0	2.00 (3.21%)
Elementary Education	0	0	1	1	0	0	2.00 (3.21%)
ESL/ELL	0	0	0	0	0	1	1.00 (1.60%)
Family and Consumer Science	0	0	0	0	1	0	1.00 (1.60%)
Industrial Technology/ Skilled and Technical Science	0	0	1	0	0	1	2.00 (3.21%)
Language Arts	0	1	0	1	2	1	5.00 (8.02%)
Mathematics	0	0	1	0.5	2	0	3.50 (5.61%)
Music/Instrumental/Vocal	0	0	0	0	0	1	1.00 (1.60%)
School Library	1.5	0	0	1	0.63	0	3.13 (5.02%)
School Psychologist	2	0	0	0	0	0	2.00 (3.21%)
Science	0	1	1	0	0	1	3.00 (4.81%)
Special Education	4	1	5	2	0	1	13.00 (22.00%)
Behaviorally Disordered	0	1	0	0	0	0	1.00 (1.60%)
Learning Disabilities	1	0	1	1	0	1	4.00 (6.41%)
Mild/Moderate	3	0	4	1	0	0	8.00 (12.82%)
Speech-Language Pathology	3	5	1	2	0	0	11.00 (17.63%)
World Language-Spanish	1	0	2	1	1	1.5	6.50 (10.42%)
TOTAL	15	8	14	9	7.38	9	62.38

Table 5. 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	0	2	1	0	0.5	1	0	0	4.50 (7.21%)
Art	0	1	0	0	0	0	0	0	1.00 (1.60%)
BMIT	0	0.75	0	0	0	0	0	0	0.75 (1.20%)
Early Childhood	0	0.5	0.5	0	0	1	0	0	2.00 (3.21%)
Elementary Education	0	0	0	0	0	1	0	1	2.00 (3.21%)
ESL/ELL	0	0	0	0	1	0	0	0	1.00 (1.60%)
Family and Consumer Science	0	1	0	0	0	0	0	0	1.00 (1.60%)
Industrial Technology/ Skilled and Technical Science	0	1	1	0	0	0	0	0	2.00 (3.21%)
Language Arts	0	3	1	0	0	0	0	1	5.00 (8.02%)
Mathematics	0	1	1	0.5	0	1	0	0	3.50 (5.61%)
Music/Instrumental/Vocal	0	0	1	0	0	0	0	0	1.00 (1.60%)
School Librarian	0	0.63	0	1	0.5	1	0	0	3.13 (5.02%)
School Psychologist	0	0	0	0	0	2	0	0	2.00 (3.21%)
Science	0	0	0	1	0	2	0	0	3.00 (4.81%)
Special Education	0	0	3	2	1	5	0	2	13.00 (22.00%)
Behaviorally Disordered	0	0	0	0	0	0	0	1	1.00 (1.60%)
Learning Disabilities	0	0	2	0	1	0	0	1	4.00 (6.41%)
Mild/Moderate	0	0	1	2	0	5	0	0	8.00 (12.82%)
Speech-Language Pathology	0	0	0	0	3	3	0	5	11.00 (17.63%)
World Language-Spanish	0	2.5	2	1	1	0	0	0	6.50 (10.42%)
TOTAL	0	13.38	10.5	5.5	7	17	0	9	62.38

Table 6. Reasons for Unfilled Positions by Region

Region	Reasons**				Number of Districts	Total Unfilled
	No applicants	No applicants who were fully qualified	Qualified applicant refused offer	Other		
Central	2 28.6%	7 19.4%	1 25.0%	4 38.8%	10 24.39%	15.00 24.05%
Metro	1 14.3%	2 5.6%	0	1 7.7%	3 7.32%	8.00 12.82%
Northeast	1 14.3%	6 19.4%	0 25.0%	4 15.4%	7 17.07%	14.00 22.44%
Southeast	1 14.3%	7 22.2%	1	2 15.4%	8 19.51%	9.00 14.43%
West Central	0	8 22.2%	0	2 15.4%	8 19.51%	7.38 11.83%
Western	2 28.6%	6 16.7%	2 50.0%	0	5 12.20%	9.00 14.43%
TOTAL	7 11.2%	36 57.7%	4 6.4%	13 20.8%	41	62.38

** Multiple reasons were allowed for an unfilled position.

Table 7. Reasons for Unfilled Positions by District Size

District Size	Reasons**				Number of Districts	Total Unfilled
	No applicants	No applicants who were fully qualified	Qualified applicant refused offer	Other		
101-250	0	12 33.3%	0	5 38.5%	12 29.27%	13.38 21.45%
251-500	0	7 19.4%	1 25.0%	3 23.1%	10 24.39%	10.50 16.83%
501-1,000	0	4 11.1%	1 25.0%	1 7.7%	5 12.20%	5.50 8.82%
1,001-2,500	3 42.9%	3 8.3%	2 50.0%	1 7.7%	5 12.20%	7.00 11.22%
2,501-5,000	3 42.9%	6 16.7%	0	3 23.1%	6 14.63%	17.00 27.25%
>10,000	1 14.3%	4 11.1%	0	0	3 7.32%	9.00 14.43%
TOTAL	7	36	4	13	41	62.38

** Multiple reasons were allowed for an unfilled position.

Table 8. Reasons for Unfilled Positions by Endorsement Area

Endorsement Area	No applicants	No applicants who were fully qualified	Qualified applicant refused offer	Other	Total Unfilled
Agriculture Education	1	2	0	2	4.50 (7.21%)
Art	0	0	0	1	1.00 (1.60%)
BMIT	0	2	0	0	0.75 (1.20%)
Early Childhood	0	3	0	0	2.00 (3.21%)
Elementary Education	0	1	0	1	2.00 (3.21%)
ESL/ELL	0	1	0	0	1.00 (1.60%)
Family and Consumer Science	0	1	0	0	1.00 (1.60%)
Industrial Technology/ Skilled and Technical Science	0	2	0	0	2.00 (3.21%)
Language Arts	0	2	0	3	5.00 (8.02%)
Mathematics	0	4	0	0	3.50 (5.61%)
Music/Instrumental/Vocal	0	0	1	0	1.00 (1.60%)
School Librarian	0	5	0	0	3.13 (5.02%)
School Psychologist	1	0	0	0	2.00 (3.21%)
Science	0	0	1	2	3.00 (4.81%)
Special Education	1	7	0	2	13.00 (22.00%)
Behaviorally Disordered	0	1	0	0	1.00 (1.60%)
Learning Disabilities	1	3	0	0	4.00 (6.41%)
Mild/Moderate	0	3	0	2	8.00 (12.82%)
Speech-Language Pathology	3	2	2	0	11.00 (17.63%)
World Language-Spanish	1	4	0	2	6.50 (10.42%)
TOTAL	7	36	4	13	

** Multiple reasons were allowed for an unfilled position.

Table 9. Solutions for Unfilled Positions by Endorsement Area

Endorsement Area	Hired a person who holds a provisional endorsement	Hired a person who holds a provisional or temporary certificate	Hired a person who holds a transitional certificate	Utilized existing staff appropriately endorsed in the endorsement area	Utilized existing staff not appropriately endorsed in the endorsement area	Position was not filled	Other
Agriculture Education	1	1	2	0	0	1	0
Art	0	0	0	0	0	0	1
BMIT	0	1	1	0	0	0	0
Early Childhood	1	1	1	0	0	0	0
Elementary Education	0	1	0	0	0	0	1
ESL/ELL	1	0	0	0	0	0	0
Family and Consumer Science	0	0	0	0	0	0	1
Industrial Technology/ Skilled and Technical Science	1	0	0	0	0	0	1
Language Arts	0	2	2	0	0	0	1
Mathematics	2	0	0	1	0	0	1
Music/Instrumental/Vocal	0	0	0	0	0	1	0
School Librarian	1	1	1	1	0	0	2
School Psychologist	0	0	0	0	0	1	0
Science	0	1	0	0	0	0	2
Special Education	6	3	0	0	0	1	2
Behaviorally Disordered	1	0	0	0	0	0	0
Learning Disabilities	2	0	0	0	0	1	1
Mild/Moderate	3	3	0	0	0	0	1
Speech-Language Pathology	0	0	1	0	0	4	2
World Language-Spanish	1	3	3	0	1	0	0
TOTAL	14 21.8%	14 21.8%	11 17.1%	2 3.1%	1 1.5%	8 12.5%	14 21.8%

** Multiple solutions were allowed for an unfilled position. A total of 64 solutions were reported.