

2011-2012 Teacher Vacancy Survey Report Summary

The 2011-2012 Teacher Vacancy Survey was conducted in the fall of 2011 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 (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 2011-2012 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 245 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.

A total of 1920 positions were reported as available in 2011-2012. A total of 45 positions not filled, or not filled with fully qualified teachers were reported: 9 positions (21%) were in school districts with less than 500 students and 22 positions (48%) were in districts with over 2500 students. The endorsement areas with the largest number of unfilled positions were:

Special Education	25.7%	Language Arts	4.7%
School Library	16.7%	Mathematics	4.5%
Science	8.9%	School Psychologist	4.5%
Speech-Language Pathology	8.9%	Family and Consumer Science	3.4%
World Languages	7.6%	Music/Instrumental/Vocal	2.7%

There were 30 school districts (12% of the completed surveys) with positions not filled with fully qualified teachers at the beginning of the 2011-2012 school year.

Region	Districts with Unfilled Positions		Unfilled Positions	
	Number	Percentage	Number	Percentage
Central	6	20.0%	6	13.4%
Metro	6	20.0%	13	29.0%
Northeast	3	10.0%	2	3.6%
Southeast	4	13.3%	10	23.3%
West Central	6	20.0%	6	14.0%
Western	5	16.7%	8	16.7%
Total	30	100%	45	100%

Schools districts were allowed to identify multiple reasons for positions not filled with fully qualified teachers. The top reasons were: “No fully qualified applicants” (58%); “No applicants” (21%); and “Qualified applicant refused offer for the position” (3%).

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: “Hired a person with a provisional endorsement” (30%); “Hired a person with a provisional or temporary certificate” (30%); and “Position was not filled” (20%).

The full report can be found at:

<http://www.education.ne.gov/EducatorPrep/Reports/TeacherVacancyReportFor2011-12.pdf>

The 5 Year Comparison report can be found at:

<http://www.education.ne.gov/EducatorPrep/Reports/TeacherShortageCompare2007-2012.pdf>