



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 2011 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 PK-12 public 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 public PK-12 school districts in October 2011. 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 2011-2012 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. Thirty districts, or 12% of the returned sample, reported a total of 45 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 (12 positions; 26%), School Librarian (8 positions; 17%), Science (4 positions; 9%) and Speech-Language Pathology (4 positions; 9%) topped the list of unfilled positions. Additional areas of need include World Languages (3 positions; 8%), Language Arts, Mathematics, and School Psychologist (2 positions; 5% each), Family and Consumer Science, and Music (1 position; 3% each).

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 30 districts reporting unfilled positions, reasons given were “No applicants who were fully qualified” (58%), “No applicants” (21%), and “Qualified applicant refused offer for position” (3%).

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

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%	71	28.98%	100.0%
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%	22	8.98%	95.7%
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	6	20.00%	6.00	13.39%
Metro	6	20.00%	13.00	29.02%
Northeast	3	10.00%	1.60	3.57%
Southeast	4	13.33%	10.45	23.33%
West Central	6	20.00%	6.25	13.95%
Western	5	16.67%	7.50	16.74%
Total	30	100%	44.80	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	8	26.67%	4.85	10.83%
251 – 500	5	16.67%	4.50	10.04%
501 – 1,000	7	23.33%	8.75	19.53%
1,001 – 2,500	2	6.67%	5.00	11.16%
2,501 – 5,000	4	13.33%	7.00	15.63%
> 10,000	4	13.33%	14.70	32.81%
Total	30	100%	44.80	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	0	0	0	0	1	0	1.00 (2.23%)
BMIT (Business, Marketing and Information Technology)	0.5	0	0	0	0	0	0.50 (1.12%)
Elementary Education	0	0	0	1	0	0	1.00 (2.23%)
Family and Consumer Science	0.5	1	0	0	0	0	1.50 (3.35%)
Health and Physical Education	0	0	0	0.25	0.75	0	1.00 (2.23%)
Industrial Technology/ Skilled and Technical Science	0	0	0	0.6	0	0	0.60 (1.34%)
Language Arts	0	0	0.1	0	0	2	2.10 (4.69%)
Mathematics	0	1	0	1	0	0	2.00 (4.46%)
Music/Instrumental/Vocal	0	0	0	1.2	0	0	1.20 (2.68%)
School Library	2	2	1.5	0	2	0	7.50 (16.74%)
School Psychologist	1	1	0	0	0	0	2.00 (4.46%)
Science	0	2	0	0	0	2	4.00 (8.93%)
Social Science	0	1	0	0	0	0	1.00 (2.23%)
Special Education	0.5	3	0	3	2.5	2.5	11.5 (25.67%)
Behaviorally Disordered*	0.5	1	0	0	0	0	1.50 (3.35%)
Learning Disabilities*	0	1	0	0	2.5	0.5	4.00 (8.93%)
Mild/Moderate*	0	0	0	3	0	2	5.00 (11.16%)
Visual Impairment*	0	1	0	0	0	0	1.00 (2.23%)
Speech-Language Pathology	1	1	0	1	0	1	4.00 (8.93%)
Theatre/Drama	0	0	0	0.5	0	0	0.50 (1.12%)
World Languages	0.5	1	0	1.9	0	0	3.40 (7.59%)
French*	0	0	0	0.9	0	0	0.90 (2.01%)
Spanish*	0.5	0	0	0	0	0	0.50 (1.12%)
Other*	0	1	0	1	0	0	2.00 (4.46%)
TOTAL	6.00	13.00	1.60	10.45	6.25	7.50	44.8 (100%)

*These are totaled in the main group above them

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	0	0	0	1	0	0	0	1.00 (2.23%)
BMIT	0	0.5	0	0	0	0	0	0	0.50 (1.12%)
Elementary Education	0	0	0	0	0	0	0	1	1.00 (2.23%)
Family and Consumer Science	0	0	0.5	0	0	0	0	1	1.50 (3.35%)
Health and Physical Education	0	0.75	0	0.25	0	0	0	0	1.00 (2.23%)
Industrial Technology/ Skilled and Technical Science	0	0	0	0	0	0	0	0.6	0.60 (1.34%)
Language Arts	0	0.1	0	0	2	0	0	0	2.10 (4.69%)
Mathematics	0	0	1	1	0	0	0	0	2.00 (4.46%)
Music/Instrumental/Vocal	0	0	0	0	0	0	0	1.2	1.20 (2.68%)
School Library	0	3	1.5	1	0	1	0	1	7.50 (16.74%)
School Psychologist	0	0	0	1	0	1	0	0	2.00 (4.46%)
Science	0	0	0	2	0	1	0	1	4.00 (8.93%)
Social Science	0	0	0	0	0	1	0	0	1.00 (2.23%)
Special Education	0	0.5	0.5	2	2	0.5	0	6	11.50 (25.67%)
Behaviorally Disordered*	0	0	0	0	0	0.5	0	1	1.50 (3.35%)
Learning Disabilities*	0	0.5	0.5	1	1	0	0	1	4.00 (8.93%)
Mild/Moderate*	0	0	0	1	1	0	0	3	5.00 (11.16%)
Visual Impairment*	0	0	0	0	0	0	0	1	1.00 (2.23%)
Speech-Language Pathology	0	0	0	1	0	2	0	1	4.00 (8.93%)
Theatre/Drama	0	0	0	0.5	0	0	0	0	0.50 (1.12%)
World Languages	0	0	1	0	0	0.5	0	1.9	3.40 (7.59%)
French*	0	0	0	0	0	0	0	0.9	0.90 (2.01%)
Spanish*	0	0	0	0	0	0.5	0	0	0.50 (1.12%)
Other*	0	0	1	0	0	0	0	1	2.00 (4.46%)
TOTAL	0	4.85	4.50	8.75	5.00	7.00	0	14.70	44.80 (100%)

*These are totaled in the main group above them

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		
Central	3 23.08%	4 11.11%	1 50.00%	6 20.00%	6.00 13.39%
Metro	5 38.46%	9 25.00%	0 0.00%	6 20.00%	13.00 29.02%
Northeast	1 7.69%	2 5.56%	0 0.00%	3 10.00%	1.60 3.57%
Southeast	0 0.00%	10 27.78%	0 0.00%	4 13.33%	10.45 23.33%
West Central	1 7.69%	8 22.22%	0 0.00%	6 20.00%	6.25 13.95%
Western	3 23.08%	3 8.33%	1 50.00%	5 16.67%	7.50 16.74%
TOTAL	13 20.97%	36 58.06%	2 3.23%	30	44.80

** 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		
101-250 (A)	2 15.38%	6 16.67%	1 50.00%	8 26.67%	4.85 10.83%
251-500 (B)	1 7.69%	5 13.89%	0 0.00%	5 16.67%	4.50 10.04%
501-1,000 (C)	4 30.77%	5 13.89%	1 50.00%	7 23.33%	8.75 19.53%
1,001-2,500 (D)	2 15.38%	2 5.56%	0 0.00%	2 6.67%	5.00 11.16%
2,501-5,000 (E)	1 7.69%	7 19.44%	0 0.00%	4 13.33%	7.00 15.63%
>10,000 (F)	3 23.08%	11 30.56%	0 0.00%	4 13.33%	14.70 32.81%
TOTAL	13 25.49%	36 70.59%	2 3.92%	30	44.80

** 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	Total Unfilled
Agriculture Education	0	1	0	1.00 (2.23%)
BMIT	0	1	0	0.50 (1.12%)
Elementary Education	0	1	0	1.00 (2.23%)
Family and Consumer Science	2	0	0	1.50 (3.35%)
Health and Physical Education	1	2	0	1.00 (2.23%)
Industrial Technology/ Skilled and Technical Science	0	1	0	0.60 (1.34%)
Language Arts	2	0	0	2.10 (4.69%)
Mathematics	1	1	0	2.00 (4.46%)
Music/Instrumental/Vocal	0	1	0	1.20 (2.68%)
School Library	0	8	1	7.50 (16.74%)
School Psychologist	1	1	0	2.00 (4.46%)
Science	2	3	0	4.00 (8.93%)
Social Science	0	1	0	1.00 (2.23%)
Special Education	2	8	1	11.5 (25.67%)
Behaviorally Disordered*	1	1	0	1.50 (3.35%)
Learning Disabilities*	0	4	1	4.00 (8.93%)
Mild/Moderate*	1	2	0	5.00 (11.16%)
Visual Impairment*	0	1	0	1.00 (2.23%)
Speech-Language Pathology	2	2	0	4.00 (8.93%)
Theatre/Drama	0	1	0	0.50 (1.12%)
World Languages	0	4	0	3.40 (7.59%)
French*	0	1	0	0.90 (2.01%)
Spanish*	0	1	0	0.50 (1.12%)
Other*	0	2	0	2.00 (4.46%)
TOTAL	13	36	2	44.8 (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 | 5 Utilized existing staff not appropriately endorsed in the content area |
| 2 Hired a person who holds a provisional or temporary certificate | 6 Utilized distance education or a collaborative arrangement with another entity |
| 3 Hired a person who holds a transitional certificate | 7 Position was not filled |
| 4 Utilized existing staff appropriately endorsed in the content area | 8 Other |

Endorsement Area	SOLUTION**							
	1	2	3	4	5	6	7	8
Agriculture Education	0	1	0	0	0	0	0	0
BMIT	0	0	1	0	0	0	0	0
Elementary Education	0	1	0	0	0	0	0	0
Family and Consumer Science	0	0	0	0	0	0	2	1
Health and Physical Education	0	1	0	0	1	0	0	1
Industrial Technology/Skilled and Technical Science	0	1	0	0	0	0	0	0
Language Arts	0	1	0	1	0	0	1	0
Mathematics	1	0	0	0	0	0	1	0
Music/Instrumental/Vocal	0	1	0	0	0	0	0	0
School Library	4	5	0	0	0	0	1	0
School Psychologist	1	0	0	0	0	1	0	0
Science	1	0	1	0	0	0	2	1
Social Science	1	0	0	0	0	0	0	0
Special Education	6	2	0	0	1	0	2	0
Behaviorally Disordered*	1	0	0	0	1	0	0	0
Learning Disabilities*	3	1	0	0	0	0	1	0
Mild/Moderate*	1	1	0	0	0	0	1	0
Visual Impairment*	1	0	0	0	0	0	0	0
Speech-Language Pathology	1	0	0	0	0	0	2	1
Theatre/Drama	0	1	0	0	0	0	0	0
World Languages	1	2	0	0	0	1	0	0
French*	0	1	0	0	0	0	0	0
Spanish*	0	1	0	0	0	0	0	0
Other*	1	0	0	0	0	1	0	0
TOTAL	16	16	2	1	2	2	11	4
	29.63%	29.63%	3.70%	1.85%	3.70%	3.70%	20.37%	7.41%

** Multiple solutions were allowed for an unfilled position.

*These are totaled in the main group above them