

## 2012-2013 Teacher Vacancy Survey Report Summary

The 2012-2013 Teacher Vacancy Survey was conducted in the fall of 2012 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 2012-2013 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 2110 positions were reported as available in 2012-2013. A total of 74 positions not filled, or not filled with fully qualified teachers were reported: 20 positions (28%) were in school districts with less than 500 students and 39 positions (52%) were in districts with over 2500 students. The endorsement areas with the largest number of unfilled positions were:

Special Education	26.9%	Early Childhood	3.5%
Speech-Language Pathology	11.4%	School Librarian	3.4%
Science	8.1%	World Language-Spanish	3.2%
Mathematics	6.1%	Business, Marketing & Information Technology	2.7%
Social Science	5.7%	School Psychologist	2.7%
Language Arts	4.2%	Music-Instrumental/Vocal	2.4%
School Counselor	3.9%	Family & Consumer Science	2.2%

There were 41 school districts (17% of the completed surveys) with positions not filled with fully qualified teachers at the beginning of the 2012-2013 school year.

Region	Districts with Unfilled Positions		Unfilled Positions	
	Number	Percentage	Number	Percentage
Central	9	22.0%	9	12.1%
Metro	4	9.8%	21	28.2%
Northeast	6	14.6%	8	10.1%
Southeast	7	17.1%	18	24.1%
West Central	7	17.1%	9	12.1%
Western	8	19.5%	10	13.4%
<b>Total</b>	<b>41</b>	<b>100.0%</b>	<b>74</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: “No fully qualified applicants” (78%); “Qualified applicant refused offer for the position” (16%); and “No applicants” (6%).

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” (26%); “Hired a person with a provisional or temporary certificate” (22%); and “Hired a person who holds a transitional certificate” (20%).

The full report can be found at:

<http://www.education.ne.gov/EducatorPrep/Reports/TeacherVacancyReportFor2012-13.pdf>

The 5 Year Comparison report can be found at:

<http://www.education.ne.gov/EducatorPrep/Reports/TeacherShortageCompare2008-2013.pdf>