



NEBRASKA DEPARTMENT ^{OF} EDUCATION

Teacher Vacancy Survey Report

Report prepared by
Adult Program Services
Nebraska Department of Education
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Overview

The purpose of this survey was to determine Nebraska teacher shortages in the fall of 2013 by endorsement area and region of the state and what was done to address those shortages. The survey was disseminated by the Nebraska Department of Education (NDE) to all Nebraska PK-12 public school districts. The survey was designed to establish:

- 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 (**unfilled** positions);
- The endorsement areas of those **unfilled** positions;
- The reasons why the applicant pool was not sufficient; and
- What districts did to address the **unfilled** positions.

Definitions

Fully qualified teacher is defined 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. *For the purposes of this survey, those individuals holding Provisional, Substitute, Transitional, Temporary, Dual Credit or Career Education certificates are not considered "fully-qualified teachers".*

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

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 2013. 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 2013-2014 school year;
- The number of those positions that were unfilled;
- 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 (99.6%) with 248 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. Vacant positions were not filled at all. Fifty-three districts, or 21% of the returned sample, reported a total of 121 unfilled positions, of which, 12 were left vacant. 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 (28 positions; 23%), School Counselor (11 positions; 9%), World Language (10 positions; 9%), Speech Language Pathology (8 positions; 7%), Language Arts, Industrial Technology/Skilled and Technical Science, and School Library (7 positions each; 6%) topped the list of unfilled positions. Additional areas of need include Mathematics; Science; School Psychologist; Health and Physical Education; Business, Marketing and Information Technology; Early Childhood Education; Agriculture Education; ESL/ELL; Art; and Music (ranging from 6 positions; 5%, down to 1 position; 1%).

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 53 districts reporting unfilled positions, reasons given were “No applicants who were fully qualified” (73%), “No applicants” (21%), and “Qualified applicant refused offer for position” (7%).

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” (25%); “Hired a person who holds a provisional or temporary certificate” (21%); “Hired a person who holds a transitional certificate” (14%), and “Position was not filled” (11%). Of the 11 districts selecting “Other” as the solution, 6 utilized substitute teachers, and 5 hired teachers out of their endorsed in the area.

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

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	28.74%	100%
Metro	18	7.23%	18	7.29%	100%
Northeast	54	21.69%	54	21.77%	100%
Southeast	49	19.68%	49	19.84%	100%
West Central	34	13.65%	33	13.36%	97%
Western	23	9.24%	23	9.31%	100%
Total	249	100%	248	100%	99.6%

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

Region	Districts with Unfilled Positions**		Number of Unfilled Positions**	
	No.	%	No.	%
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%
Total	53	100%	121.2	100%

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

District Size	Districts with Unfilled Positions**		Number of Unfilled Positions**	
	No.	%	No.	%
101 – 250	11	20.75%	16.0	13.20%
251 – 500	13	24.53%	17.7	14.60%
501 – 1,000	12	22.64%	18.5	15.26%
1,001 – 2,500	5	9.43%	4.63	3.82%
2,501 – 5,000	6	11.32%	20.0	16.50%
5,000 – 10,000	2	3.77%	6.3	5.20%
> 10,000	4	7.55%	38.1	31.43%
Total	53	100%	121.2	100%

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

Table 4. Number of Unfilled Positions by Endorsement Area and Region

Endorsement Area	Region						Total	
	Central	Metro	Northeast	Southeast	West Central	Western	Unfilled**	Vacant***
Agriculture Education	1	0	1	0	0	0	2 (1.65%)	
Art	0	0	0	1	0.5	0	1.5 (1.24%)	
Business, Marketing or Information Technology (BMIT)	0	0	2	1	0	0	3 (2.47%)	1
Early Childhood Education	2	0	0	0.5	0	0	2.5 (2.06%)	
Elementary Education	1	0	2	5.3	0	1	9.3 (7.67%)	
English As A Second Language/English Language Learners	2	0	0	0	0	0	2 (1.65%)	
Family and Consumer Science	0	0.63	0	0	0	0	0.63 (0.52%)	
Health and/or Physical Education	1	1	0	0	0	1	3 (2.47%)	1
Industrial Technology/Skilled and Technical Science	1	2	2	1	0	1	7 (5.77%)	2
Language Arts	1	0	1	3.5	0	2	7.5 (6.19%)	
*English	1	0	0	2.7	0	0	3.7 (3.05%)	
*Language Arts	0	0	1	0	0	2	3 (2.47%)	
*Reading & Writing	0	0	0	0.8	0	0	0.8 (0.66%)	
Mathematics	1	1	1.2	1	0	2	6.2 (5.11%)	1
Music/Instrumental/Vocal	0	0	1	0	0	0	1 (0.82%)	1
Other	0	1	0	0	0	0	1 (0.82%)	
School Counselor	2	4	3	1.5	0.5	0	11 (9.07%)	1
School Library	4	0	0.5	2.5	0	0	7 (5.77%)	
School Psychologist	0	1	1	2	0	0	4 (3.30%)	
Science	0	1	2	1	1	0	5 (4.12%)	
*Biology	0	0.5	1	0	0	0	1.5 (1.24%)	
*Physics	0	0.5	0	0	0	0	0.5 (0.41%)	
*Science	0	0	1	1	1	0	3 (2.47%)	
Special Education	9.3	7	7	5	0	0	28.3 (23.34%)	1
*Behaviorally Disordered	0	1	1	1	0	0	3 (2.47%)	
*Learning Disabilities	1	0	5	2	0	0	8 (6.60%)	1
*Mild/Moderate Disabilities	8.3	6	1	3	0	0	18.3 (15.10%)	
Speech-Language Pathology	0	5	1	2	0	0	8 (6.60%)	
World Languages	1	3	1	2.3	1	2	10.3 (8.50%)	4
*Dakota	0	0	1	0	0	0	1 (0.82%)	1
*French	0	2	0	0.3	0	0	2.3 (1.90%)	
*Spanish	1	1	0	2	1	2	7 (5.77%)	3
TOTAL	26.3	26.63	25.7	30.6	3	9	121.2	12

*These are totaled in the main group above them

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

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

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	1	0	1	0	0	0	0	2 (1.65%)
Art	0	0	1.5	0	0	0	0	0	1.5 (1.24%)
Business, Marketing or Information Technology (BMIT)	0	1	1.5	0	0	0	0	0.5	3 (2.47%)
Early Childhood Education	0	0	0.5	0	0	2	0	0	2.5 (2.06%)
Elementary Education	0	0	0	1	1	2	0	5.3	9.3 (7.67%)
English As A Second Language/English Language Learners	0	0	1	1	0	0	0	0	2 (1.65%)
Family and Consumer Science	0	0	0	0	0.63	0	0	0	0.63 (0.52%)
Health and/or Physical Education	0	0	0	1	0	1	0	1	3 (2.47%)
Industrial Technology/Skilled and Technical Science	0	1	0	1	1	1	1	2	7 (5.77%)
Language Arts	0	0	1	2.5	0	1	0	3	7.5 (6.19%)
*English	0	0	0	1.5	0	0	0	2.2	3.7 (3.05%)
*Language Arts	0	0	1	1	0	1	0	0	3 (2.47%)
*Reading & Writing	0	0	0	0	0	0	0	0.8	0.8 (0.66%)
Mathematics	0	1	1.2	1	0	1	0	2	6.2 (5.11%)
Music/Instrumental/Vocal	0	1	0	0	0	0	0	0	1 (0.82%)
Other	0	1.5	0	0	0	0	1	0.5	1 (0.82%)
School Counselor	0	2	3	2	0	0	0	4	11 (9.07%)
School Library	0	3	2	2	0	0	0	0	7 (5.77%)
School Psychologist	0	0	0	1	0	1	0	2	4 (3.30%)
Science	0	2	0	0	0	1	0	2	5 (4.12%)
*Biology	0	0	0	0	0	1	0	0.5	1.5 (1.24%)
*Physics	0	0	0	0	0	0	0	0.5	0.5 (0.41%)
*Science	0	2	0	0	0	0	0	1	3 (2.47%)
Special Education	0	1	3	5	1	6	3.3	9	28.3 (23.34%)
*Behaviorally Disordered	0	1	0	0	1	0	0	1	3 (2.47%)
*Learning Disabilities	0	0	3	1	0	4	0	0	8 (6.60%)
*Mild/Moderate Disabilities	0	1	0	4	0	2	3.3	8	18.3 (15.10%)
Speech-Language Pathology	0	1	0	0	1	2	0	4	8 (6.60%)
World Languages	0	1	3	0	0	2	1	3.3	10.3 (8.50%)
*Dakota	0	1	0	0	0	0	0	0	1 (0.82%)
*French	0	0	0	0	0	1	0	1.3	2.3 (1.90%)
*Spanish	0	0	3	0	0	1	1	2	7 (5.77%)
TOTAL	0	16	17.7	18.5	4.63	20	6.3	38.1	121.2

*These are totaled in the main group above them

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

Table 6. Reasons for Unfilled Positions by Region – 106 responses

Region	Reasons			Number of Districts	Total Unfilled**
	No applicants	No applicants who were fully qualified	Qualified applicant refused offer		
Central	2 9.09%	19 24.68%	0 0.00%	12 22.64%	26.3 21.69%
Metro	7 31.82%	11 14.29%	0 0.00%	7 13.21%	26.63 21.97%
Northeast	6 27.27%	16 20.78%	2 28.57%	9 16.98%	25.7 21.20%
Southeast	6 27.27%	22 28.57%	1 14.29%	15 28.30%	30.3 25.24%
West Central	1 4.55%	3 3.90%	1 14.29%	4 7.55%	3 2.47%
Western	0 0.00%	6 7.79%	3 42.86%	6 11.32%	9 7.42%
TOTAL	22 20.75%	77 72.64%	7 6.60%	53	121.23

Multiple reasons were allowed for an unfilled position.

Table 7. Reasons for Unfilled Positions by District Size – 106 responses

District Size	Reasons			Number of Districts	Total Unfilled**
	No applicants	No applicants who were fully qualified	Qualified applicant refused offer		
101-250	8 36.36%	10 12.99%	1 14.29%	11 20.75%	19 17.92%
251-500	4 18.18%	14 18.18%	2 28.57%	13 24.53%	20 18.87%
501-1,000	2 9.09%	13 16.88%	3 42.86%	12 22.64%	18 16.98%
1,001-2,500	0 0.00%	4 5.19%	1 14.29%	5 9.43%	5 4.72%
2,501-5,000	2 9.09%	14 18.18%	0 0.00%	6 11.32%	16 15.09%
5001-10,000	0 0.00%	4 5.19%	0 0.00%	2 3.77%	4 3.77%
>10,000	6 27.27%	18 23.38%	0 0.00%	4 7.55%	24 22.64%
TOTAL	22 20.75%	77 72.64%	7 6.60%	53	106

Multiple reasons were allowed for an unfilled position.

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

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	1	2 (1.65%)
Art	0	2	0	1.5 (1.24%)
Business, Marketing or Information Technology (BMIT)	2	2	0	3 (2.47%)
Early Childhood Education	0	2	0	2.5 (2.06%)
Elementary Education	1	2	1	9.3 (7.67%)
English As A Second Language/English Language Learners	0	2	0	2 (1.65%)
Family and Consumer Science	0	1	0	0.63 (0.52%)
Health and/or Physical Education	1	2	0	3 (2.47%)
Industrial Technology/Skilled and Technical Science	1	4	1	7 (5.77%)
Language Arts	0	6	1	7.5 (6.19%)
*English	0	3	0	3.7 (3.05%)
*Language Arts	0	2	1	3 (2.47%)
*Reading & Writing	0	1	0	0.8 (0.66%)
Mathematics	1	6	0	6.2 (5.11%)
Music/Instrumental/Vocal	1	0	0	1 (0.82%)
Other	0	1	0	1 (0.82%)
School Counselor	5	5	0	11 (9.07%)
School Library	3	5	0	7 (5.77%)
School Psychologist	0	4	0	4 (3.3%)
Science	0	5	1	5 (4.12%)
*Biology	0	2	0	1.5 (1.24%)
*Physics	0	1	0	0.5 (0.41%)
*Science	0	2	1	3 (2.47%)
Special Education	1	16	1	29.3 (24.17%)
*Behaviorally Disordered	0	3	0	3 (2.47%)
*Learning Disabilities	0	5	1	8 (6.6%)
*Mild/Moderate Disabilities	1	8	0	18.3 (15.1%)
Speech-Language Pathology	3	3	0	8 (6.6%)
World Languages	3	8	1	10.3 (8.5%)
*Dakota	1	0	0	1 (0.82%)
*French	0	3	0	2.3 (1.9%)
*Spanish	2	5	1	7 (5.77%)
TOTAL	26	112	11	121.2

Multiple reasons were allowed for an unfilled position.

* These are totaled in the main group above them

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Table 9. Solutions for Unfilled Positions by Endorsement Area**

Solutions

- 1 Hired a person who holds a provisional endorsement
- 2 Hired a person who holds a provisional or temporary certificate
- 3 Hired a person who holds a transitional certificate
- 4 Hired a person who holds a career education certificate
- 5 Utilized existing staff appropriately endorsed in the content area
- 6 Utilized existing staff not appropriately endorsed in the content area
- 7 Utilized distance education or a collaborative arrangement with another entity
- 8 Position was not filled (Open Position)
- 9 Other

Endorsement Area	Solutions								
	1	2	3	4	5	6	7	8	9
Agriculture Education	0	0	2	0	0	0	0	0	0
Art	0	0	2	0	0	0	0	0	0
Business, Marketing or Information Technology (BMIT)	1	1	1	0	0	0	0	1	0
Early Childhood Education	2	0	0	0	1	0	0	0	0
Elementary Education	2	2	0	0	0	0	0	0	0
English As A Second Language/English Language Learners	0	0	0	0	0	0	0	0	2
Family and Consumer Science	1	0	0	0	0	0	0	0	0
Health and/or Physical Education	0	2	0	0	0	0	0	1	1
Industrial Technology/Skilled and Technical Science	0	1	1	1	0	0	0	2	2
Language Arts	2	4	1	0	0	0	0	0	0
*English	2	1	0	0	0	0	0	0	0
*Language Arts	0	2	1	0	0	0	0	0	0
*Reading & Writing	0	1	0	0	0	0	0	0	0
Mathematics	0	2	1	0	0	1	0	1	3
Music/Instrumental/Vocal	0	0	0	0	0	0	0	1	0
Other	0	1	0	0	0	0	0	0	0
School Counselor	2	0	0	0	0	6	0	1	1
School Library	3	1	0	0	0	4	0	0	1
School Psychologist	1	2	0	0	1	0	0	0	0
Science	0	1	4	1	0	0	0	0	0
*Biology	0	0	2	0	0	0	0	0	0
*Physics	0	0	1	0	0	0	0	0	0
*Science	0	1	1	1	0	0	0	0	0
Special Education	12	4	0	0	1	0	0	1	0
*Behaviorally Disordered	2	1	0	0	0	0	0	0	0
*Learning Disabilities	4	0	0	0	1	0	0	1	0
*Mild/Moderate Disabilities	6	3	0	0	0	0	0	0	0
Speech-Language Pathology	1	0	0	0	1	0	3	0	0
World Languages	1	2	3	0	0	0	2	4	1
*Dakota	0	0	0	0	0	0	0	1	0
*French	0	1	2	0	0	0	0	0	0
*Spanish	1	1	1	0	0	0	2	3	1
111 TOTAL RESPONSES	28	23	15	2	4	11	5	12	11
	25%	21%	14%	2%	4%	10%	5%	11%	10%

Multiple solutions were allowed for an unfilled position.

*These are totaled in the main group above them

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