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 2014 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, Educational Service Units (ESU),and nonpublic school systems, determined the following:

- The number of district/systems that could not find fully qualified* teachers;
- The number of teacher positions for which district/systems 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 district/systems did to address the positions not filled with fully qualified* teachers.

Procedures

The Teacher Vacancy Survey, which is administered online through the NDE Portal, was opened to all Nebraska PK-12 public school districts, nonpublic school systems, and ESUs in October 2014. Announcements in the NDE Bulletin (a weekly e-bulletin for NDE Portal users), email and fax reminders were utilized to encourage participation. This is the first year that the nonpublic school systems and ESUs have been included in the collection of data.

They were asked to report the following information:

- The number of positions the district/system needed to fill at the beginning of the 2014-2015 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/system solved the dilemma for the position.

The following information was gathered using data available from NDE databases:

- Community College Region in which district/system is located
- Size of PK-12 school enrollment

For purposes of this report, the ESU data has been combined with the public school data (districts-coded in blue, #Table b) while the nonpublic data (systems-coded in yellow, #Table c) is combined with them into the total counts (district/systems-coded in green, #Table a).

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* Fully qualified 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.*"

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

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

Results

<u>Response Rate</u>
All 456 district/systems (public districts and ESUs, and nonpublic systems) in Nebraska were notified and asked to respond to the survey. The overall response rate was good (79.8%) with 364 completing the survey. The district rate (public/ESU) was 249 of 261 responding for a 95.4% response rate, while the system rate (nonpublic) was 115 of 195 responding for a 58.9% response rate. While the system rate seems low, this was the first year for participation and we anticipate that the rate will increase in future surveys. Tables 1a (district/systems), 1b (districts), and 1c (systems) report the distribution and the return sample by Community College Region (region).

<u>District/systems with Unfilled** Positions</u>
Unfilled** positions are those positions for which fully qualified* personnel were not hired, including positions that were not filled at all. Overall, there were 83 district/systems reporting unfilled positions, or 22.8% of the returned sample. Tables 2a (district/systems), 2b (districts), and 2c (systems) report the distribution of those district/systems by region. Tables 3a (district/systems), 3b (districts), and 3c (systems) report the distribution of district/systems with unfilled positions by size of district/system. Of the district/systems reporting unfilled positions, a little over one-half (60%) have **less than 500** students. No nonpublic systems reporting unfilled positions have greater than 1,000 students.

Table 2a contains a set of columns showing the number of vacant*** positions in each region as well as the percent those vacancies are for the number of unfilled positions. From this you can see that, although, the Metro region had the largest number of unfilled positions, the Western region had more difficulty actually filling open positions.

<u>Unfilled** Positions</u>
There were a total of 166 unfilled** positions. Tables 2a, 2b, and 2c identify the percentage of unfilled positions by region. Table 3a, 3b, and 3c identify the percentage of unfilled positions by district/system size. Of the 166 unfilled positions, 63 positions (37%) were in district/systems with **less than 500** students. Of the 166 unfilled positions, 14 positions were reported as '**not filled**'.

<u>Unfilled** Positions by Endorsement Area</u>
Tables 4a, 4b, 4c, 5a, 5b, and 5c indicate the number of unfilled positions by endorsement area, by region and district/system size, respectively. The endorsement areas of Special Education (42 positions; 25%), World Language (17 positions; 10%), Language Arts (12 positions; 7%), and School Library (9 positions; 6%) topped the list of unfilled positions. Additional areas of need include School Counselor, Industrial Technology/Skilled and Technical Science (8 positions, 5% each), Speech-Language Pathology, and School Psychologist (7 positions, 4% each).

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

<u>Reasons for Unfilled** Positions</u>

District/systems were provided with and allowed multiple reasons for an unfilled position. Of the 83 district/systems reporting unfilled positions, reasons given were "No applicants who were fully qualified*" (75%). Nonpublic systems had a larger portion of "Qualified applicant refused offer for position" than did the districts (23% compared to 12%). While the districts had a larger number of "No applicants" than the nonpublic systems (14% compared to 5%). Tables 6a, 6b, 6c, 7a, 7b, 7c, 8a, 8b, and 8c report the percentage of reasons for unfilled positions by region, district/system size and endorsement area respectively.

<u>Solutions for Unfilled** Positions</u>

The most frequently reported solutions for unfilled positions include: "Hired a person who holds a provisional endorsement" (25%); "Hired a person who holds a provisional or temporary certificate" (24%); and "Hired a person who holds a transitional certificate" (15%). Tables 9a, 9b, and 9c report the number of solutions by endorsement area. Of the "Other solution" responses (12%), the majority hired a substitute teacher to fill the positon (68%).

<u>Trend Analysis</u>

Of the top 10 unfilled positions by endorsement area, four are the same for all district/systems – Special Education, World Languages, Language Arts, and School Counselor. Nonpublic systems also show Early Childhood Education and Science as additional areas of need.

Of the 20 endorsement shortage areas, three have been designated shortage areas each year for the last 14 years; Science, Special Education, and World Language. In addition to these, three others have been designated shortage areas in at least each of the last five years; Language Arts, Mathematics, and Speech Language Pathology.

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

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

Table 1a. Number of District/systems (Public, ESU, and Nonpublic) in Original and Return Sample by Region

Region	Original Population		Return Sample		Percentage Return
	No. of District/systems	%	No. of District/systems	%	
Central	110	24.12%	92	25.27%	83.64%
Metro	85	18.64%	58	15.93%	68.24%
Northeast	84	18.42%	66	18.13%	78.57%
Southeast	104	22.81%	83	22.80%	79.81%
West Central	43	9.43%	37	10.16%	86.05%
Western	30	6.58%	28	7.69%	93.33%
Total	456	100%	364	100%	79.82%

Table 1b. Number of Districts (Public and ESU) in Original and Return Sample by Region

Region	Original Population		Return Sample		Percentage Return
	No. of Districts	%	No. of Districts	%	
Central	73	27.97%	69	27.71%	94.52%
Metro	21	8.05%	21	8.43%	100.00%
Northeast	55	21.07%	52	20.88%	94.55%
Southeast	53	20.31%	51	20.48%	96.23%
West Central	36	13.79%	34	13.65%	94.44%
Western	23	8.81%	22	8.84%	95.65%
Total	261	100%	249	100%	95.40%

Table 1c. Number of Systems (Nonpublic) in Original and Return Sample by Region

Region	Original Population		Return Sample		Percentage Return
	No. of Systems	%	No. of Systems	%	
Central	37	18.97%	23	20.00%	62.16%
Metro	64	32.82%	37	32.17%	57.81%
Northeast	29	14.87%	14	12.17%	48.28%
Southeast	51	26.15%	32	27.83%	62.75%
West Central	7	3.59%	3	2.61%	42.86%
Western	7	3.59%	6	5.22%	85.71%
Total	195	100%	115	100%	58.97%

Table 2a. Number of District/systems with Unfilled Positions and Number of Unfilled Positions by Region

Region	District/systems with Unfilled** Positions		Number of Unfilled** Positions		Vacant***	
	No.	%	No.	%	No.	% Unfilled for Region
Central	27	32.53%	33.90	20.46%	1.5	4.42%
Metro	14	16.87%	53.00	31.99%	3.0	5.66%
Northeast	14	16.87%	21.50	12.98%		
Southeast	9	10.84%	31.55	19.04%	4.0	12.68%
West Central	10	12.05%	14.25	8.60%	1.0	7.02%
Western	9	10.84%	11.50	6.94%	3.0	26.09%
Total	**83**	**100%**	**165.70**	**100%**	**12.5**	

Table 2b. 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	23	33.82%	28.40	19.49%
Metro	8	11.76%	46.00	31.57%
Northeast	12	17.65%	17.50	12.01%
Southeast	8	11.76%	29.55	20.28%
West Central	9	13.24%	13.25	9.09%
Western	8	11.76%	11.00	7.55%
Total	**68**	**100%**	**145.70**	**100%**

Table 2c. Number of Systems with Unfilled Positions and Number of Unfilled Positions by Region

Region	Systems with Unfilled** Positions		Number of Unfilled** Positions	
	No.	%	No.	%
Central	4	26.67%	5.50	27.50%
Metro	6	40.00%	7.00	35.00%
Northeast	2	13.33%	4.00	20.00%
Southeast	1	6.67%	2.00	10.00%
West Central	1	6.67%	1.00	5.00%
Western	1	6.67%	0.50	2.50%
Total	**15**	**100%**	**20.00**	**100%**

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

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

Table 3a. Number of District/systems with Unfilled Positions and Number of Unfilled Positions by District Size

District Size	District/systems with Unfilled** Positions		Number of Unfilled** Positions	
	No.	%	No.	%
< 100	10	12.05%	14.50	8.75%
101 – 250	19	22.89%	22.00	13.28%
251 – 500	21	25.30%	26.25	15.84%
501 – 1,000	12	14.46%	15.50	9.35%
1,001 – 2,500	7	8.43%	9.65	5.82%
2,501 – 5,000	7	8.43%	20.50	12.37%
5,001 – 10,000	3	3.61%	3.50	2.11%
> 10,000	4	4.82%	53.80	32.47%
Total	83	100%	165.70	100%

Table 3b. 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.	%
< 100	6	8.82%	10.50	7.21%
101 – 250	15	22.06%	16.00	10.98%
251 – 500	16	23.53%	20.25	13.90%
501 – 1,000	10	14.71%	11.50	7.89%
1,001 – 2,500	7	10.29%	9.65	6.62%
2,501 – 5,000	7	10.29%	20.50	14.07%
5,001 – 10,000	3	4.41%	3.50	2.40%
> 10,000	4	5.88%	53.80	36.93%
Total	68	100%	145.70	100%

Table 3c. Number of Systems with Unfilled Positions and Number of Unfilled Positions by System Size

System Size	Systems with Unfilled** Positions		Number of Unfilled** Positions	
	No.	%	No.	%
< 100	4	26.67%	4.00	20.00%
101 – 250	4	26.67%	6.00	30.00%
251 – 500	5	33.33%	6.00	30.00%
501 – 1,000	2	13.33%	4.00	20.00%
1,001 – 2,500				
2,501 – 5,000				
5,001 – 10,000				
> 10,000				
Total	15	100%	20.00	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 4a. Number of Unfilled Positions in District/systems by Endorsement Area and Region

Endorsement Area	Region						Total	
	Central	Metro	Northeast	Southeast	West Central	Western	Unfilled**	Vacant***
Agriculture Education	2.00	0.00	0.00	0.00	1.00	0.00	3.00	
Art	1.50	0.00	1.00	0.00	0.00	0.00	2.50	
Bilingual	1.00	0.00	0.00	0.00	0.00	0.00	1.00	
Business Marketing or Information Technology (BMIT)	1.50	1.00	0.00	2.00	0.00	0.00	4.50	
Early Childhood Education	1.40	2.00	1.00	1.00	0.00	0.00	5.40	
†Elementary Education	1.00	4.00	1.00	2.00	0.00	3.00	11.00	
English As A Second Language/English Language Learners	0.00	0.00	0.00	0.00	0.00	1.00	1.00	
Family and Consumer Science	1.00	2.00	1.50	0.80	0.00	0.00	5.30	
Health and/or Physical Education	0.00	1.00	0.00	0.00	0.00	1.00	2.00	
Industrial Technology/Skilled and Technical Science	4.00	0.00	1.00	0.00	0.00	3.00	8.00	3.00
Language Arts	1.00	4.00	3.00	1.00	3.00	0.00	12.00	1.00
*English Language Arts	1.00	1.00	3.00	1.00	3.00	0.00	9.00	
*Reading & Writing	0.00	2.00	0.00	0.00	0.00	0.00	2.00	1.00
*Theater	0.00	1.00	0.00	0.00	0.00	0.00	1.00	
Mathematics	1.00	3.00	0.00	0.00	1.00	0.00	5.00	
Middle Grades	1.00	0.00	0.00	1.00	0.00	0.00	2.00	
Music/Instrumental/Vocal	0.00	1.00	0.00	0.40	1.00	0.50	2.90	
Other	0.00	3.00	0.00	0.50	0.00	0.00	3.50	
School Counselor	1.50	2.00	1.00	2.00	1.75	0.00	8.25	2.00
School Library	3.50	3.00	1.50	1.30	0.00	0.00	9.30	
School Psychologist	2.50	1.00	1.00	2.00	0.00	0.00	6.50	1.50
Science	1.00	1.00	2.00	0.40	1.00	0.00	5.40	
*Biology	0.00	1.00	0.00	0.40	1.00	0.00	2.40	
*Science	1.00	0.00	2.00	0.00	0.00	0.00	3.00	
Social Studies/Social Science	1.00	1.00	0.00	0.00	0.00	0.00	2.00	
Special Education	3.00	21.00	4.00	11.30	0.50	2.00	41.80	3.00
*Behaviorally Disordered	0.00	6.00	0.00	4.80	0.00	0.00	10.80	
*Early Childhood	0.00	3.00	0.00	0.00	0.00	0.00	3.00	
*Learning Disabilities	1.00	1.00	0.00	2.50	0.00	0.00	4.50	
*Severe/Multiple Disabilities	0.00	1.00	0.00	1.00	0.00	0.00	2.00	
*Special Education	2.00	10.00	4.00	0.00	0.50	2.00	18.50	
*Visual Impairment	0.00	0.00	0.00	3.00	0.00	0.00	3.00	3.00
Speech-Language Pathology	0.00	1.00	1.00	2.75	2.00	0.00	6.75	1.00
World Languages	5.00	2.00	2.50	3.10	3.00	1.00	16.60	1.00
*French	0.00	1.00	0.00	0.00	0.00	0.00	1.00	
*Spanish	5.00	1.00	2.50	3.10	3.00	1.00	15.60	1.00
TOTAL	33.90	53.00	21.50	31.55	14.25	11.50	165.70	12.50

†Furthur study of the Elementary Ed vacancies indicated reasons other than shortages.
*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.
***Vacant refers to a position that was not filled at all.

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

Endorsement Area	Central	Metro	Northeast	Southeast	West Central	Western	Total Unfilled**	Vacant***
			Region				Total	
Agriculture Education	2.00	0.00	0.00	0.00	1.00	0.00	3.00	0.00
Art	1.00	0.00	1.00	0.00	0.00	0.00	2.00	0.00
Bilingual	1.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00
Business Marketing or Information Technology (BMIT)	1.50	1.00	0.00	1.00	0.00	0.00	3.50	0.00
Early Childhood Education	1.40	1.00	1.00	1.00	0.00	0.00	4.40	0.00
†Elementary Education	0.00	3.00	1.00	2.00	0.00	3.00	9.00	0.00
English As A Second Language/English Language Learners	0.00	0.00	0.00	0.00	0.00	1.00	1.00	0.00
Family and Consumer Science	1.00	2.00	1.50	0.80	0.00	0.00	5.30	0.00
Health and/or Physical Education	0.00	1.00	0.00	0.00	0.00	1.00	2.00	0.00
Industrial Technology/Skilled and Technical Science	4.00	0.00	1.00	0.00	0.00	3.00	8.00	3.00
Language Arts	0.00	2.00	2.00	1.00	2.00	0.00	7.00	1.00
*English Language Arts	0.00	0.00	2.00	1.00	2.00	0.00	5.00	0.00
*Reading & Writing	0.00	2.00	0.00	0.00	0.00	0.00	2.00	1.00
*Theater	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Mathematics	1.00	3.00	0.00	0.00	1.00	0.00	5.00	0.00
Middle Grades	1.00	0.00	0.00	1.00	0.00	0.00	2.00	0.00
Music/Instrumental/Vocal	0.00	0.00	0.00	0.40	1.00	0.00	1.40	0.00
Other	0.00	3.00	0.00	0.50	0.00	0.00	3.50	0.00
School Counselor	0.50	2.00	1.00	1.00	1.75	0.00	6.25	2.00
School Library	3.50	3.00	1.50	1.30	0.00	0.00	9.30	0.00
School Psychologist	2.50	1.00	1.00	2.00	0.00	0.00	6.50	1.50
Science	1.00	1.00	0.00	0.40	1.00	0.00	3.40	0.00
*Biology	0.00	1.00	0.00	0.40	1.00	0.00	2.40	0.00
*Science	1.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00
Social Studies/Social Science	1.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00
Special Education	3.00	20.00	4.00	11.30	0.50	2.00	40.80	3.00
*Behaviorally Disordered	0.00	6.00	0.00	4.80	0.00	0.00	10.80	0.00
*Early Childhood	0.00	3.00	0.00	0.00	0.00	0.00	3.00	0.00
*Learning Disabilities	1.00	0.00	0.00	2.50	0.00	0.00	3.50	0.00
*Severe/Multiple Disabilities	0.00	1.00	0.00	1.00	0.00	0.00	2.00	0.00
*Special Education	2.00	10.00	4.00	0.00	0.50	2.00	18.50	0.00
*Visual Impairment	0.00	0.00	0.00	3.00	0.00	0.00	3.00	3.00
Speech-Language Pathology	0.00	1.00	1.00	2.75	2.00	0.00	6.75	1.00
World Languages	3.00	2.00	1.50	3.10	3.00	1.00	13.60	1.00
*French	0.00	1.00	0.00	0.00	0.00	0.00	1.00	0.00
*Spanish	3.00	1.00	1.50	3.10	3.00	1.00	12.60	1.00
TOTAL	28.40	46.00	17.50	29.55	13.25	11.00	145.70	12.50

†Furthur study of the Elementary Ed vacancies indicated reasons other than shortages.
*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.
***Vacant** refers to a position that was not filled at all.

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

Endorsement Area	Region						Total	
	Central	Metro	Northeast	Southeast	West Central	Western	Unfilled**	Vacant***
Agriculture Education								
Art	0.50	0.00	0.00	0.00	0.00	0.00	0.50	
Bilingual								
Business Marketing or Information Technology (BMIT)	0.00	0.00	0.00	1.00	0.00	0.00	1.00	
Early Childhood Education	0.00	1.00	0.00	0.00	0.00	0.00	1.00	
†Elementary Education	1.00	1.00	0.00	0.00	0.00	0.00	2.00	
English As A Second Language/English Language Learners								
Family and Consumer Science								
Health and/or Physical Education								
Industrial Technology/Skilled and Technical Science								
Language Arts	1.00	2.00	1.00	0.00	1.00	0.00	5.00	
*English Language Arts	1.00	1.00	1.00	0.00	1.00	0.00	4.00	
*Reading & Writing								
*Theater	0.00	1.00	0.00	0.00	0.00	0.00	1.00	
Mathematics								
Middle Grades								
Music/Instrumental/Vocal	0.00	1.00	0.00	0.00	0.00	0.50	1.50	
Other								
School Counselor	1.00	0.00	0.00	1.00	0.00	0.00	2.00	
School Library								
School Psychologist								
Science	0.00	0.00	2.00	0.00	0.00	0.00	2.00	
*Biology								
*Science	0.00	0.00	2.00	0.00	0.00	0.00	2.00	
Social Studies/Social Science	0.00	1.00	0.00	0.00	0.00	0.00	1.00	
Special Education	0.00	1.00	0.00	0.00	0.00	0.00	1.00	
*Behaviorally Disordered								
*Early Childhood								
*Learning Disabilities								
*Severe/Multiple Disabilities	0.00	1.00	0.00	0.00	0.00	0.00	1.00	
*Special Education								
*Visual Impairment								
Speech-Language Pathology								
World Languages	2.00	0.00	1.00	0.00	0.00	0.00	3.00	
*French								
*Spanish	2.00	0.00	1.00	0.00	0.00	0.00	3.00	
TOTAL	5.50	7.00	4.00	2.00	1.00	0.50	20.00	0.00

†Furthur study of the Elementary Ed vacancies indicated reasons other than shortages.
*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.
Vacant refers to a position that was not filled at all.

Table 5a. Number of Unfilled Positions by Endorsement Area and District/System Size

Endorsement Area	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	0.00	3.00	0.00	0.00	0.00	0.00	0.00	0.00	3.00
Art	0.00	1.50	1.00	0.00	0.00	0.00	0.00	0.00	2.50
Bilingual	0.00	0.00	0.00	0.00	0.00	1.00	0.00	0.00	1.00
Business Marketing or Information Technology (BMIT)	0.00	0.00	0.00	2.00	0.00	0.50	0.00	2.00	4.50
Early Childhood Education	1.50	0.00	1.00	0.50	0.40	2.00	0.00	0.00	5.40
†Elementary Education	1.00	1.00	0.00	3.00	0.00	1.00	0.00	5.00	11.00
English As A Second Language/English Language Learners	0.00	0.00	0.00	1.00	0.00	0.00	0.00	0.00	1.00
Family and Consumer Science	0.00	0.50	2.00	0.00	0.00	0.00	0.00	2.80	5.30
Health and/or Physical Education	0.00	0.00	0.00	1.00	0.00	0.00	0.00	1.00	2.00
Industrial Technology/Skilled and Technical Science	0.00	1.00	1.00	0.00	4.00	1.00	1.00	0.00	8.00
Language Arts	1.00	1.00	5.00	1.00	0.00	1.00	0.00	3.00	12.00
*English Language Arts	1.00	1.00	4.00	1.00	0.00	1.00	0.00	1.00	9.00
*Reading & Writing	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.00	2.00
*Theater	0.00	0.00	1.00	0.00	0.00	0.00	0.00	0.00	1.00
Mathematics	0.00	0.00	2.00	0.00	0.00	0.00	0.00	3.00	5.00
Middle Grades	0.00	0.00	1.00	0.00	0.00	0.00	0.00	1.00	2.00
Music/Instrumental/Vocal	0.00	0.50	2.00	0.00	0.00	0.00	0.00	0.40	2.90
Other	0.00	0.50	0.00	0.00	0.00	0.00	0.00	3.00	3.50
School Counselor	1.00	0.00	3.25	1.00	1.00	1.00	0.00	1.00	8.25
School Library	0.00	4.00	1.50	0.00	0.00	1.00	0.00	2.80	9.30
School Psychologist	2.00	0.00	0.00	0.00	0.00	2.00	0.50	2.00	6.50
Science	0.00	2.00	0.00	2.00	0.00	0.00	0.00	1.40	5.40
*Biology	0.00	0.00	0.00	1.00	0.00	0.00	0.00	1.40	2.40
*Science	0.00	2.00	0.00	1.00	0.00	0.00	0.00	0.00	3.00
Social Studies/Social Science	1.00	0.00	0.00	1.00	0.00	0.00	0.00	0.00	2.00
Special Education	5.00	1.50	1.00	3.00	0.50	7.00	1.00	22.80	41.80
*Behaviorally Disordered	1.00	0.00	0.00	0.00	0.00	0.00	0.00	9.80	10.80
*Early Childhood	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.00	3.00
*Learning Disabilities	0.00	0.00	0.00	1.00	0.50	0.00	1.00	2.00	4.50
*Severe/Multiple Disabilities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.00	2.00
*Special Education	1.00	1.50	1.00	2.00	0.00	7.00	0.00	6.00	18.50
*Visual Impairment	3.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.00
Speech-Language Pathology	2.00	0.00	0.00	0.00	1.75	2.00	0.00	1.00	6.75
World Languages	0.00	5.50	5.50	0.00	2.00	1.00	1.00	1.60	16.60
*French	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	1.00
*Spanish	0.00	5.50	5.50	0.00	2.00	1.00	1.00	0.60	15.60
TOTAL	14.50	22.00	26.25	15.50	9.65	20.50	3.50	53.80	165.70

†Furthur study of the Elementary Ed vacancies indicated reasons other than shortages.
*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 5b. 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	0.00	3.00	0.00	0.00	0.00	0.00	0.00	0.00	3.00
Art	0.00	1.00	1.00	0.00	0.00	0.00	0.00	0.00	2.00
Bilingual	0.00	0.00	0.00	0.00	0.00	1.00	0.00	0.00	1.00
Business Marketing or Information Technology (BMIT)	0.00	0.00	0.00	1.00	0.00	0.50	0.00	2.00	3.50
Early Childhood Education	0.50	0.00	1.00	0.50	0.40	2.00	0.00	0.00	4.40
†Elementary Education	0.00	1.00	0.00	2.00	0.00	1.00	0.00	5.00	9.00
English As A Second Language/English Language Learners	0.00	0.00	0.00	1.00	0.00	0.00	0.00	0.00	1.00
Family and Consumer Science	0.00	0.50	2.00	0.00	0.00	0.00	0.00	2.80	5.30
Health and/or Physical Education	0.00	0.00	0.00	1.00	0.00	0.00	0.00	1.00	2.00
Industrial Technology/Skilled and Technical Science	0.00	1.00	1.00	0.00	4.00	1.00	1.00	0.00	8.00
Language Arts	0.00	0.00	2.00	1.00	0.00	1.00	0.00	3.00	7.00
*English Language Arts	0.00	0.00	2.00	1.00	0.00	1.00	0.00	1.00	5.00
*Reading & Writing	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.00	2.00
*Theater	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Mathematics	0.00	0.00	2.00	0.00	0.00	0.00	0.00	3.00	5.00
Middle Grades	0.00	0.00	1.00	0.00	0.00	0.00	0.00	1.00	2.00
Music/Instrumental/Vocal	0.00	0.00	1.00	0.00	0.00	0.00	0.00	0.40	1.40
Other	0.00	0.50	0.00	0.00	0.00	0.00	0.00	3.00	3.50
School Counselor	1.00	0.00	2.25	0.00	1.00	1.00	0.00	1.00	6.25
School Library	0.00	4.00	1.50	0.00	0.00	1.00	0.00	2.80	9.30
School Psychologist	2.00	0.00	0.00	0.00	0.00	2.00	0.50	2.00	6.50
Science	0.00	0.00	0.00	2.00	0.00	0.00	0.00	1.40	3.40
*Biology	0.00	0.00	0.00	1.00	0.00	0.00	0.00	1.40	2.40
*Science	0.00	0.00	0.00	1.00	0.00	0.00	0.00	0.00	1.00
Social Studies/Social Science	0.00	0.00	0.00	1.00	0.00	0.00	0.00	0.00	1.00
Special Education	5.00	1.50	1.00	2.00	0.50	7.00	1.00	22.80	40.80
*Behaviorally Disordered	1.00	0.00	0.00	0.00	0.00	0.00	0.00	9.80	10.80
*Early Childhood	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.00	3.00
*Learning Disabilities	0.00	0.00	0.00	0.00	0.50	0.00	1.00	2.00	3.50
*Severe/Multiple Disabilities	0.00	0.00	0.00	0.00	0.00	0.00	0.00	2.00	2.00
*Special Education	1.00	1.50	1.00	2.00	0.00	7.00	0.00	6.00	18.50
*Visual Impairment	3.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.00
Speech-Language Pathology	2.00	0.00	0.00	0.00	1.75	2.00	0.00	1.00	6.75
World Languages	0.00	3.50	4.50	0.00	2.00	1.00	1.00	1.60	13.60
*French	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	1.00
*Spanish	0.00	3.50	4.50	0.00	2.00	1.00	1.00	0.60	12.60
TOTAL	10.50	16.00	20.25	11.50	9.65	20.50	3.50	53.80	145.70

†Furthur study of the Elementary Ed vacancies indicated reasons other than shortages.
*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 5c. Number of Unfilled Positions by Endorsement Area and System Size

Endorsement Area	System 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									
Art	0.00	0.50	0.00	0.00	0.00	0.00	0.00	0.00	0.50
Bilingual									
Business Marketing or Information Technology (BMIT)	0.00	0.00	0.00	1.00	0.00	0.00	0.00	0.00	1.00
Early Childhood Education	1.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00
†Elementary Education	1.00	0.00	0.00	1.00	0.00	0.00	0.00	0.00	2.00
English As A Second Language/English Language Learners									
Family and Consumer Science									
Health and/or Physical Education									
Industrial Technology/Skilled and Technical Science									
Language Arts	1.00	1.00	3.00	0.00	0.00	0.00	0.00	0.00	5.00
*English Language Arts	1.00	1.00	2.00	0.00	0.00	0.00	0.00	0.00	4.00
*Reading & Writing									
*Theater	0.00	0.00	1.00	0.00	0.00	0.00	0.00	0.00	1.00
Mathematics									
Middle Grades									
Music/Instrumental/Vocal	0.00	0.50	1.00	0.00	0.00	0.00	0.00	0.00	1.50
Other									
School Counselor	0.00	0.00	1.00	1.00	0.00	0.00	0.00	0.00	2.00
School Library									
School Psychologist									
Science	0.00	2.00	0.00	0.00	0.00	0.00	0.00	0.00	2.00
*Biology									
*Science	0.00	2.00	0.00	0.00	0.00	0.00	0.00	0.00	2.00
Social Studies/Social Science	1.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00
Special Education	0.00	0.00	0.00	1.00	0.00	0.00	0.00	0.00	1.00
*Behaviorally Disordered									
*Early Childhood									
*Learning Disabilities									
*Severe/Multiple Disabilities	0.00	0.00	0.00	1.00	0.00	0.00	0.00	0.00	1.00
*Special Education									
*Visual Impairment									
Speech-Language Pathology									
World Languages	0.00	2.00	1.00	0.00	0.00	0.00	0.00	0.00	3.00
*French									
*Spanish	0.00	2.00	1.00	0.00	0.00	0.00	0.00	0.00	3.00
TOTAL	4.00	6.00	6.00	4.00	0.00	0.00	0.00	0.00	20.00

†Furthur study of the Elementary Ed vacancies indicated reasons other than shortages.

*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 6a. District/System Reasons for Unfilled Positions by Region – 153 responses

Region		No applicants		No applicants who were fully qualified		Qualified applicant refused offer		Number of District/systems		Total Unfilled**	
			Reasons								
Central		4	21.1%	27	23.7%	7	35.0%	26	32.5%	33.9	20.4%
Metro		2	10.5%	34	29.8%	1	5.0%	13	16.3%	53	31.9%
Northeast		2	10.5%	17	14.9%	4	20.0%	13	16.3%	21.5	13.0%
Southeast		3	15.8%	21	18.4%	3	15.0%	9	11.3%	31.85	19.2%
West Central		6	31.6%	8	7.0%	1	5.0%	10	12.5%	14.25	8.6%
Western		2	10.5%	7	6.1%	4	20.0%	9	11.3%	11.5	6.9%
TOTAL		**19**	12.4%	**114**	74.5%	**20**	13.1%	**80**		**166**	

Table 6b. District Reasons for Unfilled Positions by Region – 131 responses

Region		No applicants		No applicants who were fully qualified		Qualified applicant refused offer		Number of Districts		Total Unfilled**	
			Reasons								
Central		4	3.1%	21	16.0%	6	4.6%	23	34.3%	28.4	19.4%
Metro		1	0.8%	29	22.1%	0	0.0%	8	11.9%	46.4	31.7%
Northeast		2	1.5%	14	10.7%	3	2.3%	11	16.4%	17.5	12.0%
Southeast		3	2.3%	20	15.3%	2	1.5%	8	11.9%	29.85	20.4%
West Central		6	4.6%	8	6.1%	0	0.0%	9	13.4%	13.25	9.1%
Western		2	1.5%	6	4.6%	4	3.1%	8	11.9%	11	7.5%
TOTAL		**18**	13.7%	**98**	74.8%	**15**	11.5%	**67**		**146.4**	

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 6c. System Reasons for Unfilled Positions by Region – 22 responses

Region	No applicants		No applicants who were fully qualified		Qualified applicant refused offer		Number of Systems		Total Unfilled**	
					Reasons					
Central	0		6		1		4		5.5	
		0.0%		27.3%		4.5%		26.7%		27.5%
Metro	1		5		1		6		7	
		4.5%		22.7%		4.5%		40.0%		35.0%
Northeast	0		3		1		2		4	
		0.0%		13.6%		4.5%		13.3%		20.0%
Southeast	0		1		1		1		2	
		0.0%		4.5%		4.5%		6.7%		10.0%
West Central	0		0		1		1		1	
		0.0%		0.0%		4.5%		6.7%		5.0%
Western	0		1		0		1		0.5	
		0.0%		4.5%		0.0%		6.7%		2.5%
TOTAL	**1**		**16**		**5**		**15**		**20**	
		4.5%		72.7%		22.7%					

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 7a. Reasons for Unfilled Positions by District/System Size – 153 responses

District/system Size	Reasons			Number of District/systems	Total Unfilled**
	No applicants	No applicants who were fully qualified	Qualified applicant refused offer		
< 100	4 / 21.1%	9 / 7.9%	1 / 5.0%	10 / 12.0%	14.5 / 8.7%
101-250	6 / 31.6%	16 / 14.0%	5 / 25.0%	19 / 22.9%	22 / 13.2%
251-500	4 / 21.1%	20 / 17.5%	4 / 20.0%	21 / 25.3%	26.25 / 15.8%
501-1,000	1 / 5.3%	13 / 11.4%	2 / 10.0%	12 / 14.5%	15.5 / 9.3%
1,001-2,500	2 / 10.5%	6 / 5.3%	3 / 15.0%	7 / 8.4%	9.95 / 6.0%
2,501-5,000	1 / 5.3%	15 / 13.2%	2 / 10.0%	7 / 8.4%	20.9 / 12.6%
5,001-10,000	0 / 0.0%	1 / 0.9%	3 / 15.0%	3 / 3.6%	3.5 / 2.1%
> 10,000	1 / 5.3%	34 / 29.8%	0 / 0.0%	4 / 4.8%	53.8 / 32.3%
TOTAL	19 / 12.4%	114 / 74.5%	20 / 13.1%	83	166.4

Table 7b. Reasons for Unfilled Positions by District Size – 131 responses

District Size	Reasons			Number of Districts	Total Unfilled**
	No applicants	No applicants who were fully qualified	Qualified applicant refused offer		
< 100	3 / 2.3%	6 / 4.6%	0 / 0.0%	6 / 8.8%	10.5 / 7.2%
101-250	6 / 4.6%	10 / 7.6%	4 / 3.1%	15 / 22.1%	16 / 10.9%
251-500	4 / 3.1%	16 / 12.2%	2 / 1.5%	16 / 23.5%	20.25 / 13.8%
501-1,000	1 / 0.8%	10 / 7.6%	1 / 0.8%	10 / 14.7%	11.5 / 7.9%
1,001-2,500	2 / 1.5%	6 / 4.6%	3 / 2.3%	7 / 10.3%	9.95 / 6.8%
2,501-5,000	1 / 0.8%	15 / 11.5%	2 / 1.5%	7 / 10.3%	20.9 / 14.3%
5,001-10,000	0 / 0.0%	1 / 0.8%	3 / 2.3%	3 / 4.4%	3.5 / 2.4%
> 10,000	1 / 0.8%	34 / 26.0%	0 / 0.0%	4 / 5.9%	53.8 / 36.7%
TOTAL	18 / 13.7%	98 / 74.8%	15 / 11.5%	68	146.4

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 7c. Reasons for Unfilled Positions by System Size – 22 responses

System Size	No applicants		No applicants who were fully qualified		Qualified applicant refused offer		Number of Systems		Total Unfilled**	
			Reasons							
< 100	1	4.5%	3	13.6%	1	4.5%	4	26.7%	4	20.0%
101-250	0	0.0%	6	27.3%	1	4.5%	4	26.7%	6	30.0%
251-500	0	0.0%	4	18.2%	2	9.1%	5	33.3%	6	30.0%
501-1,000	0	0.0%	3	13.6%	1	4.5%	2	13.3%	4	20.0%
1,001-2,500		0.0%		0.0%		0.0%		0.0%		0.0%
2,501-5,000		0.0%		0.0%		0.0%		0.0%		0.0%
5,001-10,000		0.0%		0.0%		0.0%		0.0%		0.0%
> 10,000		0.0%		0.0%		0.0%		0.0%		0.0%
TOTAL	**1**	4.5%	**16**	72.7%	**5**	22.7%	**15**		**20**	

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 8a. District/System 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	2	1	0	3
Art	1	3	0	2.5
Bilingual	0	1	0	1
Business Marketing or Information Technology (BMIT)	0	5	0	4.5
Early Childhood Education	1	6	0	5.4
†Elementary Education	0	7	1	11
English As A Second Language/English Language Learners	0	1	0	1
Family and Consumer Science	0	6	0	5.3
Health and/or Physical Education	**0**	**2**	**0**	**2**
Industrial Technology/Skilled and Technical Science	2	2	4	8
Language Arts	0	8	4	12
*English Language Arts	0	6	4	9
*Reading & Writing	0	1	0	2
*Theater	0	1	0	1
Mathematics	0	4	0	5
Middle Grades	0	2	0	2
Music/Instrumental/Vocal	1	3	0	2.9
Other	0	1	1	3.5
School Counselor	0	8	1	8.25
School Library	1	8	1	9.3
School Psychologist	0	4	2	6.5
Science	0	5	1	5.4
*Biology	0	3	0	2.4
*Science	0	2	1	3
Social Studies/Social Science	1	1	0	2
Special Education	1	21	3	41.8
*Behaviorally Disordered	0	4	0	10.8
*Early Childhood	0	2	0	3
*Learning Disabilities	0	3	1	4.5
*Severe/Multiple Disabilities	0	2	0	2
*Special Education	0	10	2	18.5
*Visual Impairment	1	0	0	3
Speech-Language Pathology	3	3	0	6.75
World Languages	6	11	2	16.6
*French	1	1	0	1
*Spanish	5	10	2	15.6
TOTAL	**19**	**113**	**20**	**165.7**

†Furthur study of the Elementary Ed vacancies indicated reasons other than shortages.
*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 8b. District 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	2	1	0	3
Art	1	2	0	2
Bilingual	0	1	0	1
Business Marketing or Information Technology (BMIT)	0	4	0	3.5
Early Childhood Education	1	5	0	4.4
†Elementary Education	0	5	1	9
English As A Second Language/English Language Learners	0	1	0	1
Family and Consumer Science	0	6	0	5.3
Health and/or Physical Education	**0**	**2**	**0**	2
Industrial Technology/Skilled and Technical Science	2	2	4	8
Language Arts	0	5	1	7
*English Language Arts	0	4	1	5
*Reading & Writing	0	1	0	2
*Theater	0	0	0	0
Mathematics	0	4	0	5
Middle Grades	0	2	0	2
Music/Instrumental/Vocal	1	1	0	1.4
Other	0	1	1	3.5
School Counselor	0	7	0	6.25
School Library	1	8	1	9.3
School Psychologist	0	4	2	6.5
Science	0	4	0	3.4
*Biology	0	3	0	2.4
*Science	0	1	0	1
Social Studies/Social Science	0	1	0	1
Special Education	1	20	3	40.8
*Behaviorally Disordered	0	4	0	10.8
*Early Childhood	0	2	0	3
*Learning Disabilities	0	2	1	3.5
*Severe/Multiple Disabilities	0	2	0	2
*Special Education	0	10	2	18.5
*Visual Impairment	1	0	0	3
Speech-Language Pathology	3	3	0	6.75
World Languages	6	8	2	13.6
*French	1	1	0	1
*Spanish	5	7	2	12.6
TOTAL	**18**	**97**	**15**	**145.7**

†Furthur study of the Elementary Ed vacancies indicated reasons other than shortages.
*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 8c. System 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				
Art				
Bilingual	0	1	0	0.5
Business Marketing or Information Technology (BMIT)	0	1	0	1
Early Childhood Education	0	1	0	1
†Elementary Education	0	2	0	2
English As A Second Language/English Language Learners				
Family and Consumer Science				
Health and/or Physical Education				
Industrial Technology/Skilled and Technical Science				
Language Arts	0	3	3	5
*English Language Arts	0	2	3	4
*Reading & Writing				
*Theater	0	1	0	1
Mathematics				
Middle Grades				
Music/Instrumental/Vocal	0	2	0	1.5
Other				
School Counselor	0	1	1	2
School Library				
School Psychologist				
Science	0	1	1	2
*Biology				
*Science	0	1	1	2
Social Studies/Social Science	1	0	0	1
Special Education	0	1	0	1
*Behaviorally Disordered				
*Early Childhood				
*Learning Disabilities	0	1	0	1
*Severe/Multiple Disabilities				
*Special Education				
*Visual Impairment				
Speech-Language Pathology				
World Languages	0	3	0	3
*French				
*Spanish	0	3	0	3
TOTAL	**1**	**16**	**5**	**20**

†Furthur study of the Elementary Ed vacancies indicated reasons other than shortages.
*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 9a. District/System 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	2	1	0	0	0	0	0	0	0
Art	0	1	1	0	0	1	1	0	0
Bilingual	1	0	0	0	0	0	0	0	0
BMIT	1	1	2	0	0	1	0	0	1
Early Childhood Education	1	4	0	1	1	0	0	0	0
†Elementary Education	4	2	0	0	2	0	0	1	1
ESL/ELL	0	0	0	0	0	1	0	0	0
Family and Consumer Science	0	2	3	0	0	0	0	0	1
Health and/or Physical Education	1	0	0	0	0	0	0	0	1
Industrial Technology/Skilled and Tech Sci	0	0	1	2	0	1	1	3	0
Language Arts	2	4	3	1	0	0	0	1	2
*English Language Arts	2	3	3	1	0	0	0	0	1
*Reading & Writing	0	0	0	0	0	0	0	1	1
*Theater	0	1	0	0	0	0	0	0	0
Mathematics	1	1	0	0	0	0	0	0	2
Middle Grades	0	2	0	0	0	0	0	0	0
Music/Instrumental/Vocal	0	2	1	0	1	0	0	0	0
Other	0	0	0	0	0	0	1	0	1
School Counselor	4	1	0	0	0	2	0	2	0
School Library	4	2	0	0	0	1	1	0	2
School Psychologist	2	1	0	0	0	0	1	2	0
Science	0	1	4	1	0	0	0	0	0
*Biology	0	1	2	0	0	0	0	0	0
*Science	0	0	2	1	0	0	0	0	0
Social Studies/Social Science	0	1	0	0	0	1	0	0	0
Special Education	12	4	0	0	1	1	0	1	5
*Behaviorally Disordered	2	1	0	0	0	0	0	0	1
*Early Childhood	1	0	0	0	0	0	0	0	1
*Learning Disabilities	3	1	0	0	0	0	0	0	0
*Severe/Multiple Disabilities	0	1	0	0	0	0	0	0	1
*Special Education	6	1	0	0	1	1	0	0	2
*Visual Impairment	0	0	0	0	0	0	0	1	0
Speech-Language Pathology	1	2	0	0	1	0	0	1	2
World Languages	3	5	8	0	0	0	1	1	1
*French	0	0	1	0	0	0	0	0	0
*Spanish	3	5	7	0	0	0	1	1	1
156 TOTAL RESPONSES	39	37	23	5	6	9	6	12	19
	25%	24%	15%	3%	4%	6%	4%	8%	12%

†Furthur study of the Elementary Ed vacancies indicated reasons other than shortages.
*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 9b. District 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	2	1	0	0	0	0	0	0	0
Art	0	1	1	0	0	0	1	0	0
Bilingual	1	0	0	0	0	0	0	0	0
BMIT	1	1	1	0	0	0	0	0	1
Early Childhood Education	1	4	0	0	1	0	0	0	0
†Elementary Education	4	2	0	0	1	0	0	1	0
ESL/ELL	0	0	0	0	0	1	0	0	0
Family and Consumer Science	0	2	3	0	0	0	0	0	1
Health and/or Physical Education	1	0	0	0	0	0	0	0	1
Industrial Technology/Skilled and Tech Sci	0	0	1	2	0	1	1	3	0
Language Arts	2	1	2	0	0	0	0	1	2
*English Language Arts	2	1	2	0	0	0	0	0	1
*Reading & Writing	0	0	0	0	0	0	0	1	1
*Theater	0	0	0	0	0	0	0	0	0
Mathematics	1	1	0	0	0	0	0	0	2
Middle Grades	0	2	0	0	0	0	0	0	0
Music/Instrumental/Vocal	0	1	0	0	1	0	0	0	0
Other	0	0	0	0	0	0	1	0	1
School Counselor	3	0	0	0	0	2	0	2	0
School Library	4	2	0	0	0	1	1	0	2
School Psychologist	2	1	0	0	0	0	1	2	0
Science	0	1	3	0	0	0	0	0	0
*Biology	0	1	2	0	0	0	0	0	0
*Science	0	0	1	0	0	0	0	0	0
Social Studies/Social Science	0	1	0	0	0	0	0	0	0
Special Education	11	4	0	0	1	1	0	1	5
*Behaviorally Disordered	2	1	0	0	0	0	0	0	1
*Early Childhood	1	0	0	0	0	0	0	0	1
*Learning Disabilities	2	1	0	0	0	0	0	0	0
*Severe/Multiple Disabilities	0	1	0	0	0	0	0	0	1
*Special Education	6	1	0	0	1	1	0	0	2
*Visual Impairment	0	0	0	0	0	0	0	1	0
Speech-Language Pathology	1	2	0	0	1	0	0	1	2
World Languages	2	5	6	0	0	0	1	1	1
*French	0	0	1	0	0	0	0	0	0
*Spanish	2	5	5	0	0	0	1	1	1
134 TOTAL RESPONSES	36	32	17	2	5	6	6	12	18
	27%	24%	13%	1%	4%	4%	4%	9%	13%

†Furthur study of the Elementary Ed vacancies indicated reasons other than shortages.
*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 9c. System 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									
Art	0	0	0	0	0	1	0	0	0
Bilingual	0	0	1	0	0	1	0	0	0
BMIT	0	0	0	1	0	0	0	0	0
Early Childhood Education									
†Elementary Education	0	0	0	0	1	0	0	0	1
ESL/ELL									
Family and Consumer Science									
Health and/or Physical Education									
Industrial Technology/Skilled and Tech Sci									
Language Arts	0	3	1	1	0	0	0	0	0
*English Language Arts	0	2	1	1	0	0	0	0	0
*Reading & Writing									
*Theater	0	1	0	0	0	0	0	0	0
Mathematics									
Middle Grades									
Music/Instrumental/Vocal	0	1	1	0	0	0	0	0	0
Other									
School Counselor	1	1	0	0	0	0	0	0	0
School Library									
School Psychologist									
Science	0	0	1	1	0	0	0	0	0
*Biology									
*Science	0	0	1	1	0	0	0	0	0
Social Studies/Social Science	0	0	0	0	0	1	0	0	0
Special Education	1	0	0	0	0	0	0	0	0
*Behaviorally Disordered									
*Early Childhood									
*Learning Disabilities	1	0	0	0	0	0	0	0	0
*Severe/Multiple Disabilities									
*Special Education									
*Visual Impairment									
Speech-Language Pathology									
World Languages	1	0	2	0	0	0	0	0	0
*French									
*Spanish	1	0	2	0	0	0	0	0	0
22 TOTAL RESPONSES	**3** 14%	**5** 23%	**6** 27%	**3** 14%	**1** 5%	**3** 14%	**0** 0%	**0** 0%	**1** 5%

†Furthur study of the Elementary Ed vacancies indicated reasons other than shortages.
*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.

The shortage areas below will be proposed to the US Department of Education in the fall of 2015 as shortage areas for federal loan forgiveness in 2016-17. These will be used for the Nebraska Excellence in Teaching Act as shortage areas for 2015-16.

Shortage Areas for Nebraska 2015-2016 School Year, **PROPOSED** Federal 2016-17 School Year	
Agriculture Education	School Library
Art	School Psychologist
*Bilingual	Science - Including:
Business Marketing or Information Technology (BMIT)	Biology
Early Childhood Education	Chemistry
*ESL/ELL	Earth/Space Science
Family and Consumer Science	Physics
Health and/or Physical Education	Special Education - Including:
Industrial Technology/Skilled and Technical Science	Behaviorally Disordered
Language Arts - Including:	Deaf or Hard of Hearing
English	Early Childhood
Journalism	Learning Disabilities
Language Arts	Mild/Moderate Disabilities
Reading & Writing	Severe/Multiple Disabilities
Speech/Theater	Visual Impairment
Mathematics	Speech-Language Pathology
Middle Grades	World Language - Including:
Music/Instrumental/Vocal	American Sign Language
School Counselor	Any language other than English, not including computer languages

*Bilingual and ESL/ELL are traditional shortage areas for the federal programs so are included in the Nebraska list as well.