



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 2015 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 2015. 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 second 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 2015-2016 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 aqua, #Table b) while the nonpublic data (systems-coded in yellow, #Table c) is combined with them into the total counts (district/systems-coded in orange, #Table a).

* 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

Response Rate

All 454 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 (87%) with 393 completing the survey. The district rate (public/ESU) was 251 of 262 responding for a 96% response rate, while the system rate (nonpublic) was 142 of 192 responding for a 74% response rate. There was a 15% increase in participation by the nonpublic systems this year and we anticipate that will continue to grow. Tables 1a (district/systems), 1b (districts), and 1c (systems) report the distribution and the return sample by Community College Region (region). Tables 2a, 2b and 2c show the return sample by size of district/system.

District/Systems with Unfilled** Positions

Unfilled** positions are those positions for which fully qualified* personnel were not hired, including positions that were left vacant***. Overall, there were 87 district/systems reporting unfilled positions, or 22% of the returned sample. Tables 3a (district/systems), 3b (districts), and 3c (systems) report the distribution of those district/systems by region. Tables 4a, 4b, and 4c 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 (63%) have **less than 500** students. No nonpublic systems reporting unfilled positions have greater than 1,000 students.

Unfilled** Positions

There were a total of 172 unfilled** positions. Tables 3a, 3b, and 3c identify the percentage of unfilled positions by region. Table 4a, 4b, and 4c identify the percentage of unfilled positions by district/system size. Of the 172 unfilled positions, 62 positions (36%) were in district/systems with **less than 500** students. Of the 172 unfilled positions, 13 positions (8%) were reported as '**not filled**' (vacant***).

Tables 3a, 3b, 3c, 4a, 4b, and 4c contain a set of columns showing the number of vacant*** positions in each region or size 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 Southeast region had more difficulty actually filling open positions.

Unfilled** Positions by Endorsement Area

Tables 5a, 5b, 5c, 6a, 6b, and 6c indicate the number of unfilled positions by endorsement area, by region and district/system size, respectively. The endorsement areas of Special Education (40 positions; 23%), Speech Language Pathology (17 positions; 10%), Family and Consumer Science (13 positions; 8%), and Science (13 positions; 8%) topped the list of unfilled positions. Additional areas of need include Early Childhood Education, School Counselor, School Psychologist (6% each), and Language Arts (5%).

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

Reasons for Unfilled** Positions

District/systems were provided with and allowed multiple reasons for an unfilled position. Of the 87 district/systems reporting unfilled positions, the main reason given was “No applicants who were fully qualified based on endorsement area*” (38%). Nonpublic systems had a larger portion of “Qualified applicant refused offer for position” than did the districts (19% compared to 7%). While the districts had a larger number of “No applicants” than the nonpublic systems (23% compared to 6%). Tables 7a, 7b, 7c, 8a, 8b, 8c, 9a, 9b, and 9c report the percentage of reasons for unfilled positions by region, district/system size and endorsement area respectively.

Solutions for Unfilled** Positions

The most frequently reported solutions for unfilled positions include: “Hired a person who holds a provisional or temporary certificate” (24%); “Hired a person who holds a provisional endorsement” (22%); and “Hired a person who holds a transitional certificate” (15%). Tables 10a, 10b, and 10c report the number of solutions by endorsement area. Of the “Other solution” responses (17%), the majority are utilizing a substitute teacher to fill the position (68%), or utilizing contract or distance education opportunities (21%).

Trend Analysis

Of the top 10 unfilled positions by endorsement area, only two are the same for all district and systems – Early Childhood Education and Science. Public districts and ESUs show Special Education, Speech-Language Pathology, and Family and Consumer Science as their top three areas of need. Nonpublic systems show Math, Music and World Languages as their top three areas of need following Science.

Of the 19 endorsement shortage areas, four have been designated shortage areas each year for the last 14 years; Language Arts, Science, Special Education, and World Language. In addition to these, five others have been designated shortage areas in at least each of the last five years; Family and Consumer Science, Mathematics, Music, School Psychologist and Speech Language Pathology.

Comments were provided by 118 different districts/systems and of the 18 areas mentioned that were hardest to fill, the top 5 were: Math, Special Education and Early Childhood Special Education, Science, English Language Arts, and Family and Consumer Science. Comments indicated that there was an adequate supply of quality Social Science and Elementary Education applicants. However, additional comments indicated the Elementary Education applicant pool was smaller than in the past.

* 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.

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 Districts/Systems	%	No. of Districts/Systems	%	
Central	108	23.79%	90	22.90%	83.33%
Metro	86	18.94%	71	18.07%	82.56%
Northeast	83	18.28%	75	19.08%	90.36%
Southeast	103	22.69%	90	22.90%	87.38%
West Central	43	9.47%	39	9.92%	90.70%
Western	31	6.83%	28	7.12%	90.32%
Total	454	100.00%	393	100.00%	86.56%

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	27.86%	69	27.49%	94.52%
Metro	21	8.02%	20	7.97%	95.24%
Northeast	55	20.99%	55	21.91%	100.00%
Southeast	53	20.23%	50	19.92%	94.34%
West Central	36	13.74%	34	13.55%	94.44%
Western	24	9.16%	23	9.16%	95.83%
Total	262	100.00%	251	100.00%	95.80%

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	35	18.23%	21	14.79%	60.00%
Metro	65	33.85%	51	35.92%	78.46%
Northeast	28	14.58%	20	14.08%	71.43%
Southeast	50	26.04%	40	28.17%	80.00%
West Central	7	3.65%	5	3.52%	71.43%
Western	7	3.65%	5	3.52%	71.43%
Total	192	100.00%	142	100.00%	73.96%

Table 2a. Number of District/Systems (Public, ESU, and Nonpublic) in Original and Return Sample by District/System Size

District/System Size	Original Population		Return Sample		Percentage Return
	No. of Districts/Systems	%	No. of Districts/Systems	%	
<100	104	22.91%	71	18.07%	68.27%
101-250	123	27.09%	109	27.74%	88.62%
251-500	123	27.09%	116	29.52%	94.31%
501-1000	63	13.88%	59	15.01%	93.65%
1001-2500	22	4.85%	20	5.09%	90.91%
2501-5000	10	2.20%	9	2.29%	90.00%
5001-10,000	4	0.88%	4	1.02%	100.00%
>10,000	5	1.10%	5	1.27%	100.00%
Total	454	100.00%	393	100.00%	86.56%

Table 2b. Number of Districts (Public and ESU) in Original and Return Sample by District Size

District Size	Original Population		Return Sample		Percentage Return
	No. of Districts	%	No. of Districts	%	
<100	23	8.78%	17	6.77%	73.91%
101-250	66	25.19%	65	25.90%	98.48%
251-500	87	33.21%	85	33.86%	97.70%
501-1000	47	17.94%	47	18.73%	100.00%
1001-2500	20	7.63%	19	7.57%	95.00%
2501-5000	10	3.82%	9	3.59%	90.00%
5001-10,000	4	1.53%	4	1.59%	100.00%
>10,000	5	1.91%	5	1.99%	100.00%
Total	262	100.00%	251	100.00%	95.80%

Table 2c. Number of Systems (Nonpublic) in Original and Return Sample by System Size

System Size	Original Population		Return Sample		Percentage Return
	No. of Systems	%	No. of Systems	%	
<100	81	42.19%	54	38.03%	66.67%
101-250	57	29.69%	44	30.99%	77.19%
251-500	36	18.75%	31	21.83%	86.11%
501-1000	16	8.33%	12	8.45%	75.00%
1001-2500	2	1.04%	1	0.70%	50.00%
2501-5000					
5001-10,000					
>10,000					
Total	192	100.00%	142	100.00%	73.96%

**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 Region

Region	Districts/Systems with Unfilled** Positions		Number of Unfilled** Positions		Vacant***	
	No. of Districts/Systems	%	No. of Unfilled	%	No. Vacant	% Unfilled for Region
Central	19	21.84%	28.51	16.62%	2.73	9.58%
Metro	12	13.79%	52.00	30.32%	1.50	2.88%
Northeast	20	22.99%	27.50	16.03%		
Southeast	15	17.24%	40.00	23.32%	7.00	17.50%
West Central	8	9.20%	8.00	4.66%		
Western	13	14.94%	15.50	9.04%	2.00	12.90%
Total	87	100.00%	171.51	100.00%	13.23	

Table 3b. Number of Districts with Unfilled Positions and Number of Unfilled Positions by Region

Region	Districts with Unfilled** Positions		Number of Unfilled** Positions		Vacant***	
	No. of Districts	%	No. of Unfilled	%	No. Vacant	% Unfilled for Region
Central	17	22.37%	27.31	17.11%	2.73	10.00%
Metro	7	9.21%	48.00	30.07%	1.00	2.08%
Northeast	18	23.68%	25.50	15.98%		
Southeast	13	17.11%	35.30	22.12%	7.00	19.83%
West Central	8	10.53%	8.00	5.01%		
Western	13	17.11%	15.50	9.71%	2.00	12.90%
Total	76	100.00%	159.61	100.00%	12.73	

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

Region	Systems with Unfilled** Positions		Number of Unfilled** Positions		Vacant***	
	No. of Systems	%	No. of Unfilled	%	No. Vacant	% Unfilled for Region
Central	2	18.18%	1.20	10.08%		
Metro	5	45.45%	4.00	33.61%	0.50	12.50%
Northeast	2	18.18%	2.00	16.81%		
Southeast	2	18.18%	4.70	39.50%		
West Central						
Western						
Total	11	100.00%	11.90	100.00%	0.50	

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

Table 4a. Number of District/Systems with Unfilled Positions and Number of Unfilled Positions by District/System Size

District/System Size	Districts/Systems with Unfilled** Positions		Number of Unfilled** Positions		Vacant***	
	No.	%	No.	%	No.	%
< 100	8	9.20%	7.70	4.49%	1.00	12.99%
101 – 250	27	31.03%	30.45	17.75%	1.50	4.93%
251 – 500	20	22.99%	23.73	13.84%	0.73	3.08%
501 – 1,000	17	19.54%	23.85	13.91%	1.00	4.19%
1,001 – 2,500	6	6.90%	9.35	5.45%	1.00	10.70%
2,501 – 5,000	4	4.60%	5.00	2.92%	1.00	20.00%
5,001 – 10,000	1	1.15%	7.13	4.16%		
> 10,000	4	4.60%	64.30	37.49%	7.00	10.89%
Total	87	100.00%	171.51	100.00%	13.23	

Table 4b. Number of Districts with Unfilled Positions and Number of Unfilled Positions by District Size

District Size	Districts with Unfilled** Positions		Number of Unfilled** Positions		Vacant***	
	No.	%	No.	%	No.	%
< 100	5	6.58%	6.00	3.76%	1.00	16.67%
101 – 250	21	27.63%	22.25	13.94%	1.00	4.49%
251 – 500	19	25.00%	22.73	14.24%	0.73	3.21%
501 – 1,000	16	21.05%	22.85	14.32%	1.00	4.38%
1,001 – 2,500	6	7.89%	9.35	5.86%	1.00	10.70%
2,501 – 5,000	4	5.26%	5.00	3.13%	1.00	20.00%
5,001 – 10,000	1	1.32%	7.13	4.47%		
> 10,000	4	5.26%	64.30	40.29%	7.00	10.89%
Total	76	100.00%	159.61	100.00%	12.73	

Table 4c. Number of Systems with Unfilled Positions and Number of Unfilled Positions by System Size

System Size	Systems with Unfilled** Positions		Number of Unfilled** Positions		Vacant***	
	No.	%	No.	%	No.	%
< 100	3	27.27%	1.70	14.29%		
101 – 250	6	54.55%	8.20	68.91%	0.50	6.10%
251 – 500	1	9.09%	1.00	8.40%		
501 – 1,000	1	9.09%	1.00	8.40%		
1,001 – 2,500						
2,501 – 5,000						
5,001 – 10,000						
> 10,000						
Total	11	100.00%	11.90	100.00%	0.50	

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

Table 5a. Number of Unfilled Positions in District/Systems by Endorsement Area and Region

Endorsement Area	District/System Region						Unfilled**		Vacant***
	Central	Metro	Northeast	Southeast	West Central	Western	Total	%	
Agriculture Education	2.00		1.00		2.00		5.00	3%	1.00
Art			1.50		1.00		2.50	1%	
Business Marketing or Information Technology (BMIT)	0.10		2.00				2.10	1%	
Early Childhood Education	3.00	2.50	4.00	1.00		1.00	11.50	7%	
Elementary Education				5.00		1.00	6.00	3%	
English As A Second Language /English Language Learners		0.50					0.50	0%	0.50
Family and Consumer Science	4.23	2.00	3.00	3.80			13.03	8%	0.73
Health and/or Physical Education	1.35		0.75	1.00	1.00		4.10	2%	
High Ability Education		1.00					1.00	1%	
Industrial Technology/Skilled and Technical Science		1.00	0.25	3.00		1.00	5.25	3%	1.00
Language Arts	1.50		2.00	2.50		2.00	8.00	5%	
*English Language Arts	1.50		2.00	2.00		2.00	7.50	4%	
*Reading & Writing				0.50			0.50	0%	
Mathematics	0.50	1.00	1.00	2.00		1.00	5.50	3%	
Music/Instrumental/Vocal	1.35			1.00	2.00		4.35	3%	
School Counselor	3.00	2.00	3.00	0.50	1.00	1.00	10.50	6%	
School Library	2.00	1.00	0.50	1.50			5.00	3%	
School Psychologist	0.50	6.00	1.00	2.00			9.50	6%	
Science	2.00	3.00	3.00	1.00	1.00	3.00	13.00	8%	
*Biology		1.00	1.00		1.00		3.00	2%	
*Chemistry	1.00					1.00	2.00	1%	
*Earth & Space	1.00						1.00	1%	
*Physics		1.00					1.00	1%	
*Science		1.00	2.00	1.00		2.00	6.00	3%	
Social Studies/Social Science				1.00		1.00	2.00	1%	
Special Education	3.98	20.00	1.00	13.00		2.00	39.98	23%	9.00
*Adaptive PE	0.33						0.33	0%	
*Behavior Intervention				2.00			2.00	1%	
*Deaf or Hard of Hearing				2.00			2.00	1%	
*Early Childhood Sped	0.35	3.00					3.35	2%	
*Functional Academic Skills	3.30			1.00			4.30	3%	1.00
*Inclusion /Collaboration		2.00					2.00	1%	1.00
*School Transition		1.00					1.00	1%	
*Special Ed General		14.00	1.00	8.00		2.00	25.00	15%	7.00
Speech-Language Pathology	3.00	11.00	2.00			1.00	17.00	10%	1.00
World Languages		1.00	1.50	1.70		1.50	5.70	3%	
*French				0.80			0.80	0%	
*Latin				0.70			0.70	0%	
*Spanish		1.00	1.50	0.20		1.50	4.20	2%	
TOTAL	28.51	52.00	27.50	40.00	8.00	15.50	171.51	100%	13.23

†Further 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 5b. Number of Unfilled Positions in Districts by Endorsement Area and Region

Endorsement Area	District Region						Total Unfilled**	Vacant ***
	Central	Metro	Northeast	Southeast	West Central	Western		
Agriculture Education	2.00		1.00		2.00		5.00	1.00
Art			1.50		1.00		2.50	
Business Marketing or Information Technology (BMIT)			2.00				2.00	
Early Childhood Education	3.00	2.00	4.00	1.00		1.00	11.00	
Elementary Education				5.00		1.00	6.00	
English As A Second Language /English Language Learners								
Family and Consumer Science	4.23	2.00	3.00	3.80			13.03	0.73
Health and/or Physical Education	1.25		0.75	1.00	1.00		4.00	
High Ability Education		1.00					1.00	
Industrial Technology/Skilled and Technical Science		1.00	0.25	3.00		1.00	5.25	1.00
Language Arts	1.50		2.00	2.50		2.00	8.00	
*English Language Arts	1.50		2.00	2.00		2.00	7.50	
*Reading & Writing				0.50			0.50	
Mathematics	0.50	1.00	1.00			1.00	3.50	
Music/Instrumental/Vocal	0.35				2.00		2.35	
School Counselor	3.00	2.00	3.00	0.50	1.00	1.00	10.50	
School Library	2.00		0.50	1.50			4.00	
School Psychologist	0.50	6.00	1.00	2.00			9.50	
Science	2.00	2.00	1.00	1.00	1.00	3.00	10.00	
*Biology		1.00			1.00		2.00	
*Chemistry	1.00					1.00	2.00	
*Earth & Space	1.00						1.00	
*Physics							0.00	
*Science		1.00	1.00	1.00		2.00	5.00	
Social Studies/Social Science						1.00	1.00	
Special Education	3.98	20.00	1.00	13.00		2.00	39.98	9.00
*Adaptive PE	0.33						0.33	
*Behavior Intervention				2.00			2.00	
*Deaf or Hard of Hearing				2.00			2.00	
*Early Childhood Sped	0.35	3.00					3.35	
*Functional Academic Skills	3.30			1.00			4.30	1.00
*Inclusion /Collaboration		2.00					2.00	1.00
*School Transition		1.00					1.00	
*Special Ed General		14.00	1.00	8.00		2.00	25.00	7.00
Speech-Language Pathology	3.00	11.00	2.00			1.00	17.00	1.00
World Languages			1.50	1.00		1.50	4.00	
*French				0.80			0.80	
*Latin							0.00	
*Spanish			1.50	0.20		1.50	3.20	
TOTAL	27.31	48.00	25.50	35.30	8.00	15.50	159.61	12.73

†Further 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 5c. Number of Unfilled Positions in Systems by Endorsement Area and Region

Endorsement Area	System Region						Total Unfilled**	Vacant ***
	Central	Metro	Northeast	Southeast	West Central	Western		
Agriculture Education								
Art								
Business Marketing or Information Technology (BMIT)	0.10						0.10	
Early Childhood Education		0.50					0.50	
Elementary Education								
English As A Second Language /English Language Learners		0.50					0.50	0.50
Family and Consumer Science								
Health and/or Physical Education	0.10						0.10	
High Ability Education								
Industrial Technology/Skilled and Technical Science								
Language Arts								
*English Language Arts								
*Reading & Writing								
Mathematics				2.00			2.00	
Music/Instrumental/Vocal	1.00			1.00			2.00	
School Counselor								
School Library		1.00					1.00	
School Psychologist								
Science		1.00	2.00				3.00	
*Biology			1.00				1.00	
*Chemistry								
*Earth & Space								
*Physics		1.00					1.00	
*Science			1.00				1.00	
Social Studies/Social Science				1.00			1.00	
Special Education								
*Adaptive PE								
*Behavior Intervention								
*Deaf or Hard of Hearing								
*Early Childhood Sped								
*Functional Academic Skills								
*Inclusion /Collaboration								
*School Transition								
*Special Ed General								
Speech-Language Pathology								
World Languages		1.00		0.70			1.70	
*French								
*Latin				0.70			0.70	
*Spanish		1.00					1.00	
TOTAL	1.20	4.00	2.00	4.70	0.00	0.00	11.90	0.50

*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 6a. Number of Unfilled Positions by Endorsement Area and District/System Size

Endorsement Area	District/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		3.00		2.00					5.00
Art		2.50							2.50
Business Marketing or Information Technology (BMIT)	0.10	2.00							2.10
Early Childhood Education	0.50	1.00	3.00	3.00	1.00		1.00	2.00	11.50
Elementary Education				1.00				5.00	6.00
English As A Second Language/English Language Learners		0.50							0.50
Family and Consumer Science		1.50	2.73	3.00	1.00	1.00		3.80	13.03
Health and/or Physical Education	0.10	1.25	1.00	0.75				1.00	4.10
High Ability Education								1.00	1.00
Industrial Technology/Skilled and Technical Science		1.00	1.00	2.25	1.00				5.25
Language Arts	0.00	2.50	4.00					1.50	8.00
*English Language Arts		2.50	4.00					1.00	7.50
*Reading & Writing								0.50	0.50
Mathematics		2.00	1.50	1.00				1.00	5.50
Music/Instrumental/Vocal	1.00	2.00	1.00	0.35					4.35
School Counselor	1.00	2.50	2.00	2.00		1.00		2.00	10.50
School Library		1.50		1.50			2.00		5.00
School Psychologist	1.00			1.00			0.50	7.00	9.50
Science		5.00	4.00	1.00	1.00	1.00		1.00	13.00
*Biology		2.00			1.00				3.00
*Chemistry			1.00	1.00					2.00
*Earth & Space						1.00			1.00
*Physics			1.00						1.00
*Science		3.00	2.00					1.00	6.00
Social Studies/Social Science		1.00	1.00						2.00
Special Education	1.00		1.00	2.00	5.35		3.63	27.00	39.98
*Adaptive PE							0.33		0.33
*Behavior Intervention					1.00			1.00	2.00
*Deaf or Hard of Hearing					1.00			1.00	2.00
*Early Childhood Sped					0.35			3.00	3.35
*Functional Academic Skills							3.30	1.00	4.30
*Inclusion /Collaboration	1.00			1.00					2.00
*School Transition								1.00	1.00
*Special Ed General			1.00	1.00	3.00			20.00	25.00
Speech-Language Pathology	3.00			1.00		2.00		11.00	17.00
World Languages		1.20	1.50	2.00				1.00	5.70
*French								0.80	0.80
*Latin		0.70							0.70
*Spanish		0.50	1.50	2.00				0.20	4.20
TOTAL	7.70	30.45	23.73	23.85	9.35	5.00	7.13	64.30	171.51

†Further 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 6b. 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		3.00		2.00					5.00
Art		2.50							2.50
Business Marketing or Information Technology (BMIT)		2.00							2.00
Early Childhood Education		1.00	3.00	3.00	1.00		1.00	2.00	11.00
Elementary Education				1.00				5.00	6.00
English As A Second Language/English Language Learners									0.00
Family and Consumer Science		1.50	2.73	3.00	1.00	1.00		3.80	13.03
Health and/or Physical Education		1.25	1.00	0.75				1.00	4.00
High Ability Education								1.00	1.00
Industrial Technology/Skilled and Technical Science		1.00	1.00	2.25	1.00				5.25
Language Arts		2.50	4.00					1.50	8.00
*English Language Arts		2.50	4.00					1.00	7.50
*Reading & Writing								0.50	0.50
Mathematics			1.50	1.00				1.00	3.50
Music/Instrumental/Vocal		1.00	1.00	0.35					2.35
School Counselor	1.00	2.50	2.00	2.00		1.00		2.00	10.50
School Library		0.50		1.50			2.00		4.00
School Psychologist	1.00			1.00			0.50	7.00	9.50
Science		3.00	3.00	1.00	1.00	1.00		1.00	10.00
*Biology		1.00			1.00				2.00
*Chemistry			1.00	1.00					2.00
*Earth & Space						1.00			1.00
*Physics									0.00
*Science		2.00	2.00					1.00	5.00
Social Studies/Social Science			1.00						1.00
Special Education	1.00		1.00	2.00	5.35		3.63	27.00	39.98
*Adaptive PE							0.33		0.33
*Behavior Intervention					1.00			1.00	2.00
*Deaf or Hard of Hearing					1.00			1.00	2.00
*Early Childhood Sped					0.35			3.00	3.35
*Functional Academic Skills							3.30	1.00	4.30
*Inclusion /Collaboration	1.00			1.00					2.00
*School Transition								1.00	1.00
*Special Ed General			1.00	1.00	3.00			20.00	25.00
Speech-Language Pathology	3.00			1.00		2.00		11.00	17.00
World Languages		0.50	1.50	1.00				1.00	4.00
*French								0.80	0.80
*Latin									0.00
*Spanish		0.50	1.50	1.00				0.20	3.20
TOTAL	6.00	22.25	22.73	22.85	9.35	5.00	7.13	64.30	159.61

†Further 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 6c. 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									
Business Marketing or Information Technology (BMIT)	0.10								0.10
Early Childhood Education	0.50								0.50
Elementary Education									
English As A Second Language/English Language Learners		0.50							0.50
Family and Consumer Science									
Health and/or Physical Education	0.10								0.10
High Ability Education									
Industrial Technology/Skilled and Technical Science									
Language Arts									
*English Language Arts									
*Reading & Writing									
Mathematics		2.00							2.00
Music/Instrumental/Vocal	1.00	1.00							2.00
School Counselor									
School Library		1.00							1.00
School Psychologist									
Science		2.00	1.00						3.00
*Biology		1.00							1.00
*Chemistry									
*Earth & Space									
*Physics									
*Science		1.00	1.00						2.00
Social Studies/Social Science		1.00							1.00
Special Education									
*Adaptive PE									
*Behavior Intervention									
*Deaf or Hard of Hearing									
*Early Childhood Sped									
*Functional Academic Skills									
*Inclusion /Collaboration									
*School Transition									
*Special Ed General									
Speech-Language Pathology									
World Languages		0.70		1.00					1.70
*French									
*Latin		0.70							0.70
*Spanish				1.00					1.00
TOTAL	1.70	8.20	1.00	1.00	0.00	0.00	0.00	0.00	11.90

*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.

Reasons:

No Applicants

No fully-qualified applicants based on endorsement area

No fully-qualified applicants based on professional attributes

Preferred a specific non-fully qualified applicant over fully-qualified applicant(s)

Qualified applicant refused offer for position

Other

Table 7a. District/System Reasons for Unfilled Positions by Region – 156 responses

Region	District/System Reasons											
	No applicants		No fully qualified - Endorsement		No fully qualified - Attributes		Preferred Applicant		Qualified refused offer		Other	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Central	7	21.2%	10	16.9%	5	8.5%	10	16.9%	3	23.1%		
Metro	2	6.1%	14	23.7%	5	8.5%	1	1.7%	1	7.7%	1	7.7%
Northeast	10	30.3%	14	23.7%			3	5.1%	3	23.1%	3	23.1%
Southeast	8	24.2%	11	18.6%	6	10.2%	2	3.4%	3	23.1%	5	38.5%
West Central	2	6.1%	3	5.1%	1	1.7%			3	23.1%	1	7.7%
Western	4	12.1%	7	11.9%	3	5.1%	5	8.5%				
TOTAL RESPONSES	33	21%	59	38%	20	13%	21	13%	13	8%	10	6%

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 7b. District Reasons for Unfilled Positions by Region – 140 responses

Region	District Reasons											
	No applicants		No fully qualified - Endorsement		No fully qualified - Attributes		Preferred Applicant		Qualified refused offer		Other	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Central	7	21.9%	10	18.9%	5	27.8%	8	44.4%	2	20.0%		
Metro	2	6.3%	13	24.5%	3	16.7%	1	5.6%				
Northeast	10	31.3%	12	22.6%			2	11.1%	2	20.0%	3	33.3%
Southeast	7	21.9%	8	15.1%	6	33.3%	2	11.1%	3	30.0%	5	55.6%
West Central	2	6.3%	3	5.7%	1	5.6%			3	30.0%	1	11.1%
Western	4	12.5%	7	13.2%	3	16.7%	5	27.8%				
TOTAL RESPONSES	32	23%	53	38%	18	13%	18	13%	10	7%	9	6%

Table 7c. System Reasons for Unfilled Positions by Region – 16 responses

Region	System Reasons											
	No applicants		No fully qualified - Endorsement		No fully qualified - Attributes		Preferred Applicant		Qualified refused offer		Other	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Central							2	66.7%	1	33.3%		
Metro			1	16.7%	2	100.0%			1	33.3%	1	100.0%
Northeast			2	33.3%			1	33.3%	1	33.3%		
Southeast	1	100.0%	3	50.0%								
West Central												
Western												
TOTAL RESPONSES	1	6%	6	38%	2	13%	3	19%	3	19%	1	6%

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. Reasons for Unfilled Positions by District/System Size – 156 responses

Region	District/System Reasons											
	No applicants		No fully qualified - Endorsement		No fully qualified - Attributes		Preferred Applicant		Qualified refused offer		Other	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
<100	4	12.1%	1	1.7%	0	0.0%	3	14.3%	1	7.7%	1	10.0%
101-250	6	18.2%	13	22.0%	5	25.0%	7	33.3%	5	38.5%	2	20.0%
251-500	7	21.2%	10	16.9%	1	5.0%	3	14.3%	1	7.7%	3	30.0%
501-1000	9	27.3%	13	22.0%	4	20.0%	3	14.3%	2	15.4%	0	0.0%
1001-2500	2	6.1%	6	10.2%	0	0.0%	2	9.5%	2	15.4%	0	0.0%
2501-5000	1	3.0%	3	5.1%	1	5.0%	0	0.0%	1	7.7%	2	20.0%
5001-10,000	0	0.0%	1	1.7%	1	5.0%	3	14.3%	0	0.0%	0	0.0%
>10,000	4	12.1%	12	20.3%	8	40.0%	0	0.0%	1	7.7%	2	20.0%
TOTAL RESPONSES	33	21.2%	59	37.8%	20	12.8%	21	13.5%	13	8.3%	10	6.4%

Table 8b. Reasons for Unfilled Positions by District Size – 140 responses

Region	District Reasons											
	No applicants		No fully qualified - Endorsement		No fully qualified - Attributes		Preferred Applicant		Qualified refused offer		Other	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
<100	4	12.5%	1	1.9%	0	0.0%	1	5.6%	0	0.0%	0	0.0%
101-250	5	15.6%	7	13.2%	4	22.2%	6	33.3%	4	40.0%	2	22.2%
251-500	7	21.9%	10	18.9%	0	0.0%	3	16.7%	1	10.0%	3	33.3%
501-1000	9	28.1%	13	24.5%	4	22.2%	3	16.7%	1	10.0%	0	0.0%
1001-2500	2	6.3%	6	11.3%	0	0.0%	2	11.1%	2	20.0%	0	0.0%
2501-5000	1	3.1%	3	5.7%	1	5.6%	0	0.0%	1	10.0%	2	22.2%
5001-10,000	0	0.0%	1	1.9%	1	5.6%	3	16.7%	0	0.0%	0	0.0%
>10,000	4	12.5%	12	22.6%	8	44.4%	0	0.0%	1	10.0%	2	22.2%
TOTAL RESPONSES	32	22.9%	53	37.9%	18	12.9%	18	12.9%	10	7.1%	9	6.4%

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 8c. Reasons for Unfilled Positions by System Size – 16 responses

Region	System Reasons											
	No applicants		No fully qualified - Endorsement		No fully qualified - Attributes		Preferred Applicant		Qualified refused offer		Other	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
<100	0	0.0%	0	0.0%	0	0.0%	2	66.7%	1	33.3%	1	100.0%
101-250	1	100.0%	6	100.0%	1	50.0%	1	33.3%	1	33.3%	0	0.0%
251-500	0	0.0%	0	0.0%	1	50.0%	0	0.0%	0	0.0%	0	0.0%
501-1000	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	33.3%	0	0.0%
1001-2500		0.0%		0.0%		0.0%		0.0%		0.0%		0.0%
2501-5000		0.0%		0.0%		0.0%		0.0%		0.0%		0.0%
5001-10,000		0.0%		0.0%		0.0%		0.0%		0.0%		0.0%
>10,000		0.0%		0.0%		0.0%		0.0%		0.0%		0.0%
TOTAL RESPONSES	1	6.3%	6	37.5%	2	12.5%	3	18.8%	3	18.8%	1	6.3%

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 9a. District/System Reasons for Unfilled Positions by Endorsement Area

Endorsement Area	District/System Reason						Total Unfilled**
	No Applicants	No Fully Qualified - Endorsement	No Fully Qualified - Attributes	Preferred Applicant	Qualified Refused	Other	
Agriculture Education		2	1	1	1		5
Art	2				1		2.5
Business Marketing or Information Technology (BMIT)		1		2			2.1
Early Childhood Education	2	5	1	2	1	1	11.5
Elementary Education		1	1			1	6
English As A Second Language /English Language Learners			1				0.5
Family and Consumer Science	5	7			1	1	13.03
Health and/or Physical Education		2	1	3			4.1
High Ability Education		1					1
Industrial Technology/Skilled and Technical Science	3	3					5.25
Language Arts	1	2	2	2	1	2	8
*English Language Arts	1	2	2	2	1	1	7.5
*Reading & Writing						1	0.5
Mathematics	1	3			1		5.5
Music/Instrumental/Vocal	1	3			1	1	4.35
School Counselor	1	3	1	3		1	10.5
School Library		4		1			5
School Psychologist	3	2	3				9.5
Science	1	8	4	2	3	1	13
*Biology		2	1	1	1		3
*Chemistry	1	1	1				2
*Earth & Space		1	1				1
*Physics			1				1
*Science		4		1	2	1	6
Social Studies/Social Science		2					2
Special Education	3	6	5	5	2		39.98
*Adaptive PE				1			0.33
*Behavior Intervention		1	1		1		2
*Deaf or Hard of Hearing		1	1				2
*Early Childhood Sped		2					3.35
*Functional Academic Skills			1	1			4.3
*Inclusion /Collaboration	1			1			2
*School Transition		1					1
*Special Ed General	2	1	2	2	1		25
Speech-Language Pathology	4	2				1	17
World Languages	5	2			1		5.7
*French	1						0.8
*Latin	1						0.7
*Spanish	3	2			1		4.2
TOTAL	32	59	20	21	13	9	171.51

†Further 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 Reasons for Unfilled Positions by Endorsement Area

Endorsement Area	District Reason						Total Unfilled**
	No Applicants	No Fully Qualified - Endorsement	No Fully Qualified - Attributes	Preferred Applicant	Qualified Refused	Other	
Agriculture Education		2	1	1	1		5
Art	2				1		2.5
Business Marketing or Information Technology (BMIT)		1		1			2
Early Childhood Education	2	5	1	2	1		11
Elementary Education		1	1			1	6
English As A Second Language /English Language Learners							0
Family and Consumer Science	5	7			1	1	13.03
Health and/or Physical Education		2	1	2			4
High Ability Education		1					1
Industrial Technology/Skilled and Technical Science	3	3					5.25
Language Arts	1	2	2	2	1	2	8
*English Language Arts	1	2	2	2	1	1	7.5
*Reading & Writing						1	0.5
Mathematics	1	2			1		3.5
Music/Instrumental/Vocal	1	2				1	2.35
School Counselor	1	3	1	3		1	10.5
School Library		3		1			4
School Psychologist	3	2	3				9.5
Science	1	6	3	1	2	1	10
*Biology		1	1		1		2
*Chemistry	1	1	1				2
*Earth & Space		1	1				1
*Physics							
*Science		3		1	1	1	5
Social Studies/Social Science		1					1
Special Education	3	6	5	5	2		38.98
*Adaptive PE				1			0.33
*Behavior Intervention		1	1		1		2
*Deaf or Hard of Hearing		1	1				2
*Early Childhood Sped		2					3.35
*Functional Academic Skills			1	1			4.3
*Inclusion /Collaboration				1			2
*School Transition		1					1
*Special Ed General	3	1	2	2	1		25
Speech-Language Pathology	4	2				1	17
World Languages	4	2					4
*French	1						0.8
*Latin							
*Spanish	3	2					3.2
TOTAL	31	53	18	18	10	8	159.61

†Further 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 Reasons for Unfilled Positions by Endorsement Area

Endorsement Area	System Reason						Total Unfilled**
	No Applicants	No Fully Qualified - Endorsement	No Fully Qualified - Attributes	Preferred Applicant	Qualified Refused	Other	
Agriculture Education							
Art							
Business Marketing or Information Technology (BMIT)				1			0.1
Early Childhood Education						1	0.5
Elementary Education							
English As A Second Language /English Language Learners			1				0.5
Family and Consumer Science							
Health and/or Physical Education				1			0.1
High Ability Education							
Industrial Technology/Skilled and Technical Science							
Language Arts							
*English Language Arts							
*Reading & Writing							
Mathematics		1					2
Music/Instrumental/Vocal		1			1		2
School Counselor							
School Library		1					1
School Psychologist							
Science		2	1	1	1		3
*Biology		1		1			1
*Chemistry							
*Earth & Space							
*Physics			1				1
*Science		1			1		1
Social Studies/Social Science		1					1
Special Education							
*Adaptive PE							
*Behavior Intervention							
*Deaf or Hard of Hearing							
*Early Childhood Sped							
*Functional Academic Skills							
*Inclusion /Collaboration							
*School Transition							
*Special Ed General							
Speech-Language Pathology							
World Languages	1				1		1.7
*French							
*Latin	1						0.7
*Spanish					1	1	1
TOTAL	1	6	2	3	3	1	11.9

*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 10a. District/System Solutions for Unfilled Positions by Endorsement Area**

Solutions

- | | | | |
|---|--|----|--|
| 1 | Hired a person who holds a provisional endorsement in the content area | 6 | Utilized existing staff NOT appropriately endorsed in the content area |
| 2 | Hired a person who holds a provisional or temporary certificate | 7 | Utilized distance education or a collaborative arrangement with another entity |
| 3 | Hired a person who holds a transitional certificate | 8 | Hired a person NOT appropriately endorsed in the content area |
| 4 | Hired a person who holds a career education certificate | 9 | Position was not filled |
| 5 | Utilized existing staff appropriately endorsed in the content area | 10 | Other |

Endorsement Area	District/System Solutions									
	1	2	3	4	5	6	7	8	9	10
Agriculture Education		2	2						1	
Art					1		2			
Business Marketing or Information Technology (BMIT)		1	1				1			1
Early Childhood Education	4	3			1					1
†Elementary Education	1	1								
English As A Second Language /English Language Learners									1	
Family and Consumer Science	1	2	3		1	2			1	2
Health and/or Physical Education	1	1	1							1
High Ability Education										1
Industrial Technology/Skilled and Technical Science				1					1	1
Language Arts	2	2	1	1	1	1				
*English Language Arts	2	1	1	1	1	1				
*Reading & Writing		1								
Mathematics	2			1						1
Music/Instrumental/Vocal	2			1						1
School Counselor	2	1	1			1				1
School Library	1	1				1				1
School Psychologist	2	1			2		2			1
Science	2	1	5		1	2				1
*Biology	1		1							
*Chemistry		1								
*Earth & Space			1							
*Physics			1							
*Science	1		2		1	2				1
Social Studies/Social Science										
Special Education	3	7			1	1			4	3
*Adaptive PE										
*Behavior Intervention		2								
*Deaf or Hard of Hearing		1				1				
*Early Childhood Sped	1									1
*Functional Academic Skills	1								1	
*Inclusion /Collaboration		1							1	
*School Transition										1
*Special Ed General	1	3			1				2	1
Speech-Language Pathology					1		2		1	2
World Languages		2	2				3			
*French		1								
*Latin			1							
*Spanish		1	1				3			
104 TOTAL RESPONSES	23	25	16	4	9	8	10		9	18
	22%	24%	15%	4%	9%	8%	10%		9%	17%

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

*These are totaled in the main group above them.

Table 10b. District Solutions for Unfilled Positions by Endorsement Area**

Solutions

- | | | | |
|---|--|----|--|
| 1 | Hired a person who holds a provisional endorsement in the content area | 6 | Utilized existing staff NOT appropriately endorsed in the content area |
| 2 | Hired a person who holds a provisional or temporary certificate | 7 | Utilized distance education or a collaborative arrangement with another entity |
| 3 | Hired a person who holds a transitional certificate | 8 | Hired a person NOT appropriately endorsed in the content area |
| 4 | Hired a person who holds a career education certificate | 9 | Position was not filled |
| 5 | Utilized existing staff appropriately endorsed in the content area | 10 | Other |

Endorsement Area	District Solutions									
	1	2	3	4	5	6	7	8	9	10
Agriculture Education		2	2						1	
Art					1		2			
Business Marketing or Information Technology (BMIT)		1	1				1			
Early Childhood Education	4	3								1
†Elementary Education	1	1								
English As A Second Language /English Language Learners										
Family and Consumer Science	1	2	3		1	2			1	2
Health and/or Physical Education	1	1	1							
High Ability Education										1
Industrial Technology/Skilled and Technical Science				1					1	1
Language Arts	2	2	1	1	1	1				
*English Language Arts	2	1	1	1	1	1				
*Reading & Writing		1								
Mathematics	1			1						1
Music/Instrumental/Vocal	1									1
School Counselor	2	1	1			1				1
School Library	1					1				1
School Psychologist	2	1			2		2			1
Science	2	1	4			1				1
*Biology	1		1							
*Chemistry		1								
*Earth & Space			1							
*Physics										
*Science	1		2			1				1
Social Studies/Social Science										
Special Education	3	7			1	1			4	3
*Adaptive PE										
*Behavior Intervention		2								
*Deaf or Hard of Hearing		1				1				
*Early Childhood Sped	1									1
*Functional Academic Skills	1								1	
*Inclusion /Collaboration		1							1	
*School Transition										1
*Special Ed General	1	3			1				2	1
Speech-Language Pathology					1		2		1	2
World Languages		2					3			
*French		1								
*Latin										
*Spanish		1					3			
90 TOTAL RESPONSES	21	24	13	3	7	7	10		8	16
	23%	26%	14%	3%	8%	8%	11%		9%	17%

†Further study of the Elementary Ed vacancies indicated reasons other than shortages.
 *These are totaled in the main group above them.

Table 10c. System Solutions for Unfilled Positions by Endorsement Area**

Solutions

- | | | | |
|---|--|----|--|
| 1 | Hired a person who holds a provisional endorsement in the content area | 6 | Utilized existing staff NOT appropriately endorsed in the content area |
| 2 | Hired a person who holds a provisional or temporary certificate | 7 | Utilized distance education or a collaborative arrangement with another entity |
| 3 | Hired a person who holds a transitional certificate | 8 | Hired a person NOT appropriately endorsed in the content area |
| 4 | Hired a person who holds a career education certificate | 9 | Position was not filled |
| 5 | Utilized existing staff appropriately endorsed in the content area | 10 | Other |

Endorsement Area	System Solutions									
	1	2	3	4	5	6	7	8	9	10
Agriculture Education										
Art										
Business Marketing or Information Technology (BMIT)										1
Early Childhood Education					1					
Elementary Education										
English As A Second Language /English Language Learners									1	
Family and Consumer Science										
Health and/or Physical Education										1
High Ability Education										
Industrial Technology/Skilled and Technical Science										
Language Arts										
*English Language Arts										
*Reading & Writing										
Mathematics	1									
Music/Instrumental/Vocal	1			1						
School Counselor										
School Library		1								
School Psychologist										
Science			1		1	1				
*Biology										
*Chemistry										
*Earth & Space										
*Physics			1							
*Science					1	1				
Social Studies/Social Science										
Special Education										
*Adaptive PE										
*Behavior Intervention										
*Deaf or Hard of Hearing										
*Early Childhood Sped										
*Functional Academic Skills										
*Inclusion /Collaboration										
*School Transition										
*Special Ed General										
Speech-Language Pathology										
World Languages			2							
*French										
*Latin			1							
*Spanish			1							
11 TOTAL RESPONSES	2	1	3	1	2	1			1	2
	18%	9%	27%	9%	18%	9%			9%	18%

*These are totaled in the main group above them.

The shortage areas below will be proposed to the US Department of Education in the fall of 2016 as shortage areas for federal loan forgiveness in 2017-2018. These will be used for the Nebraska Excellence in Teaching Act as shortage areas for 2016-2017.

Shortage Areas for Nebraska 2016-2017 School Year, PROPOSED Federal 2017-2018 School Year	
Agriculture Education	Science - Including:
Art	Biology
*Bilingual	Chemistry
Business Marketing or Information Technology (BMIT)	Earth/Space Science
Early Childhood Education	Physics
*English as a Second Language/English Language Learners	Special Education - Including:
Family and Consumer Science	Behavior Intervention
Health and/or Physical Education	Deaf or Hard of Hearing
Industrial Technology/Skilled and Technical Science	Early Childhood
Language Arts - Including:	Early Intervention
English	Functional Academic Skills
Journalism	Inclusion and Collaboration
Language Arts	Secondary Transition Specialist
Reading & Writing	Special Education General
Speech/Theater	Visual Impairment
Mathematics	Speech-Language Pathology
Music/Instrumental/Vocal	World Language - Including:
School Counselor	American Sign Language
School Library	Any language other than English, not including computer languages
School Psychologist	

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