Teacher Vacancy Survey Report

Report prepared by
Adult Program Services
Nebraska Department of Education
January 2017

The purpose of this survey was to determine Nebraska teacher shortages in the fall of 2016 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.

They were asked to report the following information:

- The number of positions the district/system needed to fill at the beginning of the 2016-2017 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 450 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 (89%) with 403 completing the survey. The district rate (public/ESU) was 252 of 262 responding for a 96% response rate, while the system rate (nonpublic) was 151 of 188 responding for a 80% response rate. There was an 8% 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 112 district/systems reporting unfilled positions, or 28% 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 (56%) have **less than 500** students. No nonpublic systems reporting unfilled positions have greater than 1,000 students.

Unfilled** Positions
There were a total of 232 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 232 unfilled positions, 88 positions (38%) were in district/systems with **less than 500** students. Of the 232 unfilled positions, 47 positions (20%) 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 Northeast and West Central regions had more difficulty actually filling open positions. While the largest schools (>10,000) had the most unfilled positions, the 2501-5000 student schools had more difficulty filling their 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 (55 positions; 23%), Speech Language Pathology (27 positions; 11%), Language Arts (19 positions; 8%), and Mathematics (13 positions; 6%) topped the list of unfilled positions. Additional areas of need include Industrial Technology, and Science (5% each), World Languages, School Counselor, School Psychologist, and BMIT (4% each).

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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 112 district/systems reporting unfilled positions, the main reason given was "*No applicants who were fully qualified* based on endorsement area*" (36%). Nonpublic systems had a larger portion of "*Qualified applicant refused offer for position*" than did the districts (19% compared to 8%). While the districts had a larger number of "*No applicants*" than the nonpublic systems (29% compared to 8%). 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 transitional certificate*" (22%); "*Hired a person who holds a provisional endorsement*" (19%); and "*Hired a person who holds a provisional or temporary certificate*" (19%). Tables 10a, 10b, and 10c report the number of solutions by endorsement area. Of the "*Other solution*" responses (7%), the majority are utilizing a person who holds a conditional permit (36%), utilizing contract or distance education opportunities (14%), or hired a retired teacher (14%).

Trend Analysis

Of the top 10 unfilled** positions by endorsement area, only three are the same for all district and systems – Language Arts, Mathematics and Science. Public districts and ESUs show Special Education, Speech-Language Pathology, and Language Arts as their top three areas of need. Nonpublic systems show World Languages, Industrial Technology, and BMIT as their top three areas of need following Language Arts.

Of the 18 endorsement shortage areas, six have been designated shortage areas each year for the last 14 years; Language Arts, Science, Special Education, World Language, Math, and Speech Language Pathology. In addition to these, five others have been designated shortage areas in, at least, each of the last five years; Early Childhood Education, BMIT, Family and Consumer Science, School Counselor, and School Psychologist.

Comments were provided by 125 different districts/systems and of the 20 areas mentioned that were hardest to fill, the top 5 were: English Language Arts, Music, Science Special Education, and World Languages. Comments indicated that the overall applicant pool was smaller than in the past, and there were less qualified candidates applying.

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*****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	107	23.78%	94	23.33%	87.85%
Metro	85	18.89%	72	17.87%	84.71%
Northeast	83	18.44%	76	18.86%	91.57%
Southeast	103	22.89%	93	23.08%	90.29%
West Central	41	9.11%	41	10.17%	100.00%
Western	31	6.89%	27	6.70%	87.10%
Total	450	100.00%	403	100.00%	89.56%

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	27.38%	94.52%
Metro	21	8.02%	19	7.54%	90.48%
Northeast	55	20.99%	54	21.43%	98.18%
Southeast	53	20.23%	52	20.63%	98.11%
West Central	36	13.74%	36	14.29%	100.00%
Western	24	9.16%	22	8.73%	91.67%
Total	262	100.00%	252	100.00%	96.18%

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	34	18.09%	25	16.56%	73.53%
Metro	64	34.04%	53	35.10%	82.81%
Northeast	28	14.89%	22	14.57%	78.57%
Southeast	50	26.60%	41	27.15%	82.00%
West Central	5	2.66%	5	3.31%	100.00%
Western	7	3.72%	5	3.31%	71.43%
Total	188	100.00%	151	100.00%	80.32%

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

Size	Original Population		Return Sample		Percentage Return
	No. of Districts/Systems	%	No. of Districts/Systems	%	
<100	101	22.44%	75	18.61%	74.26%
101-250	123	27.33%	112	27.79%	91.06%
251-500	123	27.33%	118	29.28%	95.93%
501-1000	62	13.78%	58	14.39%	93.55%
1001-2500	22	4.89%	21	5.21%	95.45%
2501-5000	10	2.22%	10	2.48%	100.00%
5001-10,000	4	0.89%	4	0.99%	100.00%
>10,000	5	1.11%	5	1.24%	100.00%
Total	450	100.00%	403	100.00%	89.56%

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

Size	Original Population		Return Sample		Percentage Return
	No. of Districts	%	No. of Districts	%	
<100	23	8.78%	18	7.14%	78.26%
101-250	66	25.19%	65	25.79%	98.48%
251-500	87	33.21%	84	33.33%	96.55%
501-1000	47	17.94%	46	18.25%	97.87%
1001-2500	20	7.63%	20	7.94%	100.00%
2501-5000	10	3.82%	10	3.97%	100.00%
5001-10,000	4	1.53%	4	1.59%	100.00%
>10,000	5	1.91%	5	1.98%	100.00%
Total	262	100.00%	252	100.00%	96.18%

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

Size	Original Population		Return Sample		Percentage Return
	No. of Systems	%	No. of Systems	%	
<100	78	41.49%	57	37.75%	73.08%
101-250	57	30.32%	47	31.13%	82.46%
251-500	36	19.15%	34	22.52%	94.44%
501-1000	15	7.98%	12	7.95%	80.00%
1001-2500	2	1.06%	1	0.66%	50.00%
2501-5000					
5001-10,000					
>10,000					
Total	188	100.00%	151	100.00%	80.32%

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	30	26.79%	45.35	19.53%	2.20	6.62%
Metro	16	14.29%	65.40	28.16%	24.00	10.70%
Northeast	25	22.32%	45.62	19.64%	11.62	13.15%
Southeast	17	15.18%	41.87	18.03%	4.40	7.17%
West Central	12	10.71%	15.50	6.67%	3.00	12.90%
Western	12	10.71%	18.50	7.97%	2.00	10.81%
Total	112	100.00%	232.24	100.00%	47.22	

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	24.00	27.27%	39.95	19.40%	2.00	5.01%
Metro	8.00	9.09%	55.40	26.90%	24.00	12.64%
Northeast	21.00	23.86%	41.62	20.21%	10.62	12.01%
Southeast	12.00	13.64%	35.97	17.47%	4.40	8.34%
West Central	11.00	12.50%	14.50	7.04%	3.00	13.79%
Western	12.00	13.64%	18.50	8.98%	2.00	10.81%
Total	88	100.00%	205.94	100.00%	46.02	

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	6	25.00%	5.40	20.53%	0.20	18.52%
Metro	8	33.33%	10.00	38.02%		0.00%
Northeast	4	16.67%	4.00	15.21%	1.00	25.00%
Southeast	5	20.83%	5.90	22.43%		0.00%
West Central	1	4.17%	1.00	3.80%		0.00%
Western						
Total	24	100.00%	26.30	100.00%	1.20	

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

District Size	Districts/Systems with Unfilled** Positions		Number of Unfilled** Positions		Vacant***	
	No.	%	No.	%	No.	%
< 100	17	15.18%	25.90	11.15%	5.00	19.31%
101 – 250	28	25.00%	33.19	14.29%	4.20	12.65%
251 – 500	25	22.32%	29.00	12.49%	1.00	3.45%
501 – 1,000	18	16.07%	27.05	11.65%	1.00	3.70%
1,001 – 2,500	9	8.04%	15.75	6.78%		0.00%
2,501 – 5,000	9	8.04%	30.40	13.09%	10.00	32.89%
5,001 – 10,000	2	1.79%	8.05	3.47%		0.00%
> 10,000	4	3.57%	62.90	27.08%	26.00	41.34%
Total	112	100.00%	232.24	100.00%	47.20	20.32%

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	11	12.50%	19.20	9.32%	5	26.04%
101 – 250	22	25.00%	28.99	14.08%	3	9.90%
251 – 500	17	19.32%	20.00	9.71%	1	5.00%
501 – 1,000	14	15.91%	20.65	10.03%	1	3.63%
1,001 – 2,500	9	10.23%	15.75	7.65%	0	0.00%
2,501 – 5,000	9	10.23%	30.40	14.76%	10	32.89%
5,001 – 10,000	2	2.27%	8.05	3.91%	0	0.00%
> 10,000	4	4.55%	62.90	30.54%	26	41.97%
Total	88	100.00%	205.94	100.00%	46.02	

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

District Size	Systems with Unfilled** Positions		Number of Unfilled** Positions		Vacant***	
	No.	%	No.	%	No.	%
< 100	6	25.00%	6.70	25.48%		0.00%
101 – 250	6	25.00%	4.20	15.97%	1.20	28.57%
251 – 500	8	33.33%	9.00	34.22%		0.00%
501 – 1,000	4	16.67%	6.40	24.33%		0.00%
1,001 – 2,500						
2,501 – 5,000						
5,001 – 10,000						
> 10,000						
Total	24	100.00%	26.30	100.00%	1.20	

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 in District/Systems by Endorsement Area and Region

Endorsement Area	District/System Region						Unfilled**		Vacant***
	Central	Metro	Northeast	Southeast	WestCentral	Western	Total	%	
Agriculture Education	4.5	0	1.5	0	1	1	8.00	3%	
Art	0	0	1.87	0.9	0	0	2.77	1%	0.87
Bilingual	0	0	1	0	0	0			
BMIT	3.15	1.5	1	2	2	0	9.65	4%	1.00
Early Childhood Education	0.45	2	2	2	0	0	6.45	3%	
Elementary Education	0	0	5	11	2	0	18.00	8%	
English As A Second Language/English Language Learners	1	1	0	1	0	0	3.00	1%	1.00
Family and Consumer Science	3	1	1.5	1.25	0	0	6.75	3%	
Health and/or Physical Ed	1.1	1	0	2	0	0	4.10	2%	
Industrial Technology/Skilled and Technical Science	3.5	3	2	0	0	2	10.50	5%	3.00
Language Arts	8.05	1.50	2.25	2.62	0.00	5.00	19.42	8%	1.75
*English Language Arts	8	0.5	1.75	2.62	0	5	17.87	8%	1.75
*Reading & Writing	0	0	0.5	0	0	0	0.50	0%	
*Journalism	0.05	1	0	0	0	0	1.05	0%	
Mathematics	3	3	3	1	0	3	13.00	6%	2.00
Music/Instrumental/Vocal	0.6	0	0	0	0	0	0.60	0%	0.20
Other (Careers)	0	0.5	0	0	0	0	0.50	0%	
School Counselor	3	2	1	3	1	0	10.00	4%	1.00
School Library	0	2	0.5	0.5	0.5	0	3.50	2%	1.00
School Psychologist	0	5	2	3	0	0	10.00	4%	3.00
Science	3.00	3.50	2.00	0.00	0.00	2.00	10.50	5%	1.00
*Biology	1	0	0	0	0	1	2.00	1%	
*Chemistry	1	1	0	0	0	0	2.00	1%	
*Science	1	2.5	2	0	0	1	6.50	3%	1.00
Social Studies/Social Sci	0	1	1	0	0	0	2.00	1%	
Special Education	9.00	21.00	10.00	8.50	2.00	4.50	55.00	24%	16.00
*Behavior Intervention	0	5	0	1	0	0	6.00	3%	
*Early Childhood Sped	0	0	0	1	0	0	1.00	0%	
*Early Intervention	1	0	0	0	0	0	1.00	0%	
*Functional Academic Skills	2	1	0	0	0	0	3.00	1%	
*Inclusion /Collaboration	0	0	6	2	0	0	8.00	3%	6.00
*Special Ed General	6	15	4	2	2	4.5	33.50	14%	8.00
*Visual Impairment	0	0	0	2.5	0	0	2.50	1%	2.00
Speech-Language Pathology	2	11	5	3.1	6	0	27.10	12%	15.40
World Languages	0.00	5.40	3.00	0.00	1.00	1.00	10.40	4%	0.00
*French	0	0.9	0	0	0	0	0.90	0%	
*German	0	1	0	0	0	0	1.00	0%	
*Spanish	0	3.5	2	0	1	1	7.50	3%	
*Other	0	0	1	0	0	0	1.00	0%	
TOTAL	**45.35**	**65.40**	**45.62**	**41.87**	**15.50**	**18.50**	**232.24**	**100%**	**47.22**

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

Endorsement Area	District Region						Total Unfilled**	Vacant ***
	Central	Metro	Northeast	Southeast	WestCentral	Western		
Agriculture Education	4.50	0.00	1.50	0.00	1.00	1.00	8.00	0.00
Art	0.00	0.00	1.87	0.00	0.00	0.00	1.87	0.87
Bilingual	0.00	0.00	1.00	0.00	0.00	0.00	1.00	0.00
BMIT	3.00	1.50	1.00	0.00	2.00	0.00	7.50	1.00
Early Childhood Education	0.00	1.00	2.00	2.00	0.00	0.00	5.00	0.00
Elementary Education	0.00	0.00	3.00	9.00	1.00	0.00	13.00	0.00
English As A Second Language/English Language Learners	1.00	1.00	0.00	1.00	0.00	0.00	3.00	1.00
Family and Consumer Science	3.00	1.00	1.50	1.25	0.00	0.00	6.75	0.00
Health and/or Physical Ed	1.00	1.00	0.00	1.00	0.00	0.00	3.00	0.00
Industrial Technology/Skilled and Technical Science	3.00	1.00	2.00	0.00	0.00	2.00	8.00	3.00
Language Arts	6.05	0.00	1.25	2.62	0.00	5.00	14.92	1.75
*English Language Arts	6.00	0.00	0.75	2.62	0.00	5.00	14.37	1.75
*Reading & Writing	0.00	0.00	0.50	0.00	0.00	0.00	0.50	0.00
*Journalism	0.05	0.00	0.00	0.00	0.00	0.00	0.05	0.00
Mathematics	1.00	3.00	3.00	1.00	0.00	3.00	11.00	2.00
Music/Instrumental/Vocal	0.40	0.00	0.00	0.00	0.00	0.00	0.40	0.00
Other (Careers)	0.00	0.50	0.00	0.00	0.00	0.00	0.50	0.00
School Counselor	3.00	2.00	1.00	3.00	1.00	0.00	10.00	1.00
School Library	0.00	1.00	0.50	0.50	0.50	0.00	2.50	1.00
School Psychologist	0.00	5.00	2.00	3.00	0.00	0.00	10.00	3.00
Science	3.00	3.00	1.00	0.00	0.00	2.00	9.00	0.00
*Biology	1.00	0.00	0.00	0.00	0.00	1.00	2.00	0.00
*Chemistry	1.00	1.00	0.00	0.00	0.00	0.00	2.00	0.00
*Science	1.00	2.00	1.00	0.00	0.00	1.00	5.00	0.00
Social Studies/Social Sci	0.00	1.00	1.00	0.00	0.00	0.00	2.00	0.00
Special Education	9.00	21.00	10.00	8.50	2.00	4.50	55.00	16.00
*Behavior Intervention	0.00	5.00	0.00	1.00	0.00	0.00	6.00	0.00
*Early Childhood Sped	0.00	0.00	0.00	1.00	0.00	0.00	1.00	0.00
*Early Intervention	1.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00
*Functional Academic Skills	2.00	1.00	0.00	0.00	0.00	0.00	3.00	0.00
*Inclusion /Collaboration	0.00	0.00	6.00	2.00	0.00	0.00	8.00	6.00
*Special Ed General	6.00	15.00	4.00	2.00	2.00	4.50	33.50	8.00
*Visual Impairment	0.00	0.00	0.00	2.50	0.00	0.00	2.50	2.00
Speech-Language Pathology	2.00	11.00	5.00	3.10	6.00	0.00	27.10	15.40
World Languages	0.00	1.40	3.00	0.00	1.00	1.00	6.40	0.00
*French	0.00	0.40	0.00	0.00	0.00	0.00	0.40	0.00
*German	0.00	1.00	0.00	0.00	0.00	0.00	1.00	0.00
*Spanish	0.00	0.00	2.00	0.00	1.00	1.00	4.00	0.00
*Other	0.00	0.00	1.00	0.00	0.00	0.00	1.00	0.00
TOTAL	**39.95**	**55.40**	**40.62**	**35.97**	**14.50**	**18.50**	**205.94**	**46.02**

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

Endorsement Area	System Region						Total Unfilled**	Vacant ***
	Central	Metro	Northeast	Southeast	WestCentral	Western		
Agriculture Education							0.00	
Art	0	0	0	0.9	0	0	0.90	
Bilingual							0.00	
BMIT	0.15	0	0	2	0	0	2.15	
Early Childhood Education	0.45	1	0	0	0	0	1.45	
Elementary Education	0	0	2	2	1	0	5.00	
English As A Second Language/English Language Learners							0.00	
Family and Consumer Science							0.00	
Health and/or Physical Ed	0.1	0	0	1	0	0	1.10	
Industrial Technology/Skilled and Technical Science	0.5	2	0	0	0	0	2.50	
Language Arts	2.00	1.50	1.00	0.00	0.00	0.00	4.50	0.00
*English Language Arts	2	0.5	1	0	0	0	3.50	
*Reading & Writing	0	1	0	0	0	0	1.00	
*Journalism							0.00	
Mathematics	2	0	0	0	0	0	2.00	
Music/Instrumental/Vocal	0.2	0	0	0	0	0	0.20	0.20
Other (Careers)							0.00	
School Counselor							0.00	
School Library	0	1	0	0	0	0	1.00	
School Psychologist							0.00	
Science	0.00	0.50	1.00	0.00	0.00	0.00	1.50	1.00
*Biology							0.00	
*Chemistry							0.00	
*Science	0	0.5	1	0	0	0	1.50	1.00
Social Studies/Social Sci							0.00	
Special Education	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
*Behavior Intervention							0.00	
*Early Childhood Sped							0.00	
*Early Intervention							0.00	
*Functional Academic Skills							0.00	
*Inclusion /Collaboration							0.00	
*Special Ed General							0.00	
*Visual Impairment							0.00	
Speech-Language Pathology							0.00	
World Languages	0.00	4.00	0.00	0.00	0.00	0.00	4.00	0.00
*French	0	0.5	0	0	0	0	0.50	
*German							0.00	
*Spanish	0	3.5	0	0	0	0	3.50	
*Other							0.00	
TOTAL	5.40	10.00	4.00	5.90	1.00	0.00	26.30	1.20

*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	0	3	1	0.5	1	1	1.5	0	8.00
Art	1	0.87	0.5	0.4	0	0	0	0	2.77
Bilingual	0	0	1	0	0	0	0	0	1.00
BMIT	1.15	1	2	2	1	1	1.5	0	9.65
Early Childhood Education	1.45	1	0	1	1	0	0	2	6.45
Elementary Education	5	1	1	2	0	2	0	7	18.00
English As A Second Language/English Language Learners	0	0	0	0	0	1	0	2	3.00
Family and Consumer Science	0	2.5	1	1	0.75	0	1	0.5	6.75
Health and/or Physical Ed	0.1	0.5	0	0.5	0	1	0	1	3.10
Industrial Technology/Skilled and Technical Science	0	1.5	1	3	1	3	0	1	10.50
Language Arts	1	5.12	6.5	2.75	0	2	1.05	1	19.42
*English Language Arts	1	4.62	6.5	1.75	0	2	1	1	17.87
*Reading & Writing	0	0	0	1	0	0	0.05	0	1.05
*Journalism	0	0.5	0	0	0	0	0	0	0.50
Mathematics	0	1	4	1	1	3	1	2	13.00
Music/Instrumental/Vocal	0	0.2	0	0.4	0	0	0	0	0.60
Other (Careers)	0	0	0	0.5	0	0	1	0	1.50
School Counselor	0	4	1	1	1	0	0	3	10.00
School Library	0.5	0.5	1.5	0	0	0	0	1	3.50
School Psychologist	4	0	0	0	0	1	0	5	10.00
Science	0	4	0	1.5	1	1	0	3	10.50
*Biology	0	0	0	0	1	1	0	0	2.00
*Chemistry	0	1	0	0	0	0	0	1	2.00
*Science	0	3	0	1.5	0	0	0	2	6.50
Social Studies/Social Sci	0	1	0	0	0	0	0	1	2.00
Special Education	2	5	3.5	6.5	7	9	1	21	55.00
*Behavior Intervention	0	0	0	1	0	0	0	5	6.00
*Early Childhood Sped	0	0	0	0	0	0	0	1	1.00
*Early Intervention	0	0	0	0	0	0	1	0	1.00
*Functional Academic Skills	0	1	1	0	1	0	0	0	3.00
*Inclusion /Collaboration	0	0	0	1	1	6	0	0	8.00
*Special Ed General	0	4	2.5	4	5	3	0	15	33.50
*Visual Impairment	2	0	0	0.5	0	0	0	0	2.50
Speech-Language Pathology	9.7	0	0	0	1	5	0	11.4	27.10
World Languages	0	1	5	3	0	0.4	0	1	10.40
*French	0	0	0.5	0	0	0.4	0	0	0.90
*German	0	0	0	0	0	0	0	1	1.00
*Spanish	0	1	3.5	3	0	0	0	0	7.50
*Other	0	0	1	0	0	0	0	0	1.00
TOTAL	25.90	33.19	29.00	27.05	15.75	30.40	8.05	62.90	232.24

*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	0.00	3.00	1.00	0.50	1.00	1.00	1.50	0.00	8.00
Art	1.00	0.87	0.00	0.00	0.00	0.00	0.00	0.00	1.87
Bilingual	0.00	0.00	1.00	0.00	0.00	0.00	0.00	0.00	1.00
BMIT	1.00	0.00	2.00	1.00	1.00	1.00	1.50	0.00	7.50
Early Childhood Education	0.00	1.00	0.00	1.00	1.00	0.00	0.00	2.00	5.00
Elementary Education	1.00	1.00	0.00	2.00	0.00	2.00	0.00	7.00	13.00
English As A Second Language/English Language Learners	0.00	0.00	0.00	0.00	0.00	1.00	0.00	2.00	3.00
Family and Consumer Science	0.00	2.50	1.00	1.00	0.75	0.00	1.00	0.50	6.75
Health and/or Physical Ed	0.00	0.00	0.00	0.00	0.00	1.00	1.00	1.00	3.00
Industrial Technology/Skilled and Technical Science	0.00	1.00	0.00	2.00	1.00	3.00	0.00	1.00	8.00
Language Arts	0.00	4.12	5.00	1.75	0.00	2.00	1.05	1.00	14.92
*English Language Arts	0.00	3.62	5.00	1.75	0.00	2.00	1.00	1.00	14.37
*Reading & Writing	0.00	0.50	0.00	0.00	0.00	0.00	0.00	0.00	0.50
*Journalism	0.00	0.00	0.00	0.00	0.00	0.00	0.05	0.00	0.05
Mathematics	0.00	1.00	2.00	1.00	1.00	3.00	1.00	2.00	11.00
Music/Instrumental/Vocal	0.00	0.00	0.00	0.40	0.00	0.00	0.00	0.00	0.40
Other (Careers)	0.00	0.00	0.00	0.50	0.00	0.00	0.00	0.00	0.50
School Counselor	0.00	4.00	1.00	1.00	1.00	0.00	0.00	3.00	10.00
School Library	0.50	0.50	0.50	0.00	0.00	0.00	0.00	1.00	2.50
School Psychologist	4.00	0.00	0.00	0.00	0.00	1.00	0.00	5.00	10.00
Science	0.00	3.00	0.00	1.00	1.00	1.00	0.00	3.00	9.00
*Biology	0.00	0.00	0.00	0.00	1.00	1.00	0.00	0.00	2.00
*Chemistry	0.00	1.00	0.00	0.00	0.00	0.00	0.00	1.00	2.00
*Science	0.00	2.00	0.00	1.00	0.00	0.00	0.00	2.00	5.00
Social Studies/Social Sci	0.00	1.00	0.00	0.00	0.00	0.00	0.00	1.00	2.00
Special Education	2.00	5.00	3.50	6.50	7.00	9.00	1.00	21.00	55.00
*Behavior Intervention	0.00	0.00	0.00	1.00	0.00	0.00	0.00	5.00	6.00
*Early Childhood Sped	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	1.00
*Early Intervention	0.00	0.00	0.00	0.00	0.00	0.00	1.00	0.00	1.00
*Functional Academic Skills	0.00	1.00	1.00	0.00	1.00	0.00	0.00	0.00	3.00
*Inclusion /Collaboration	0.00	0.00	0.00	1.00	1.00	6.00	0.00	0.00	8.00
*Special Ed General	0.00	4.00	2.50	4.00	5.00	3.00	0.00	15.00	33.50
*Visual Impairment	2.00	0.00	0.00	0.50	0.00	0.00	0.00	0.00	2.50
Speech-Language Pathology	9.70	0.00	0.00	0.00	1.00	5.00	0.00	11.40	27.10
World Languages	0.00	1.00	3.00	1.00	0.00	0.40	0.00	1.00	6.40
*French	0.00	0.00	0.00	0.00	0.00	0.40	0.00	0.00	0.40
*German	0.00	0.00	0.00	0.00	0.00	0.00	0.00	1.00	1.00
*Spanish	0.00	1.00	2.00	1.00	0.00	0.00	0.00	0.00	4.00
*Other	0.00	0.00	1.00	0.00	0.00	0.00	0.00	0.00	1.00
TOTAL	19.20	28.99	20.00	20.65	15.75	30.40	8.05	62.90	205.94

*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									0.00
Art	0	0	0.5	0.4	0	0	0	0	0.90
Bilingual									0.00
BMIT	0.15	1	0	1	0	0	0	0	2.15
Early Childhood Education	1.45	0	0	0	0	0	0	0	1.45
Elementary Education	4	0	1	0	0	0	0	0	5.00
English As A Second Language/English Language Learners									0.00
Family and Consumer Science									0.00
Health and/or Physical Ed	0.1	0.5	0	0.5	0	0	0	0	1.10
Industrial Technology/Skilled and Technical Science	0	0.5	1	1	0	0	0	0	2.50
Language Arts	1	1	1.5	1	0	0	0	0	4.50
*English Language Arts	1	1	1.5	0	0	0	0	0	3.50
*Reading & Writing	0	0	0	1	0	0	0	0	1.00
*Journalism									0.00
Mathematics	0	0	2	0	0	0	0	0	2.00
Music/Instrumental/Vocal	0	0.2	0	0	0	0	0	0	0.20
Other (Careers)									0.00
School Counselor									0.00
School Library	0	0	1	0	0	0	0	0	1.00
School Psychologist									0.00
Science	0	1	0	0.5	0	0	0	0	1.50
*Biology									0.00
*Chemistry									0.00
*Science	0	1	0	0.5	0	0	0	0	1.50
Social Studies/Social Sci									0.00
Special Education	0	0	0	0	0	0	0	0	0.00
*Behavior Intervention									0.00
*Early Childhood Sped									0.00
*Early Intervention									0.00
*Functional Academic Skills									0.00
*Inclusion /Collaboration									0.00
*Special Ed General									0.00
*Visual Impairment									0.00
Speech-Language Pathology									0.00
World Languages	0	0	2	2	0	0	0	0	4.00
*French	0	0	0.5	0	0	0	0	0	0.50
*German									0.00
*Spanish	0	0	1.5	2	0	0	0	0	3.50
*Other									0.00
TOTAL	6.70	4.20	9.00	6.40	0.00	0.00	0.00	0.00	26.30

*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 – 214 responses

Region	District/System Reasons											
	No applicants		No fully qualified - Endorsement		No fully qualified - Attributes		Preferred Applicant		Qualified refused		Other	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Central	14	25.9%	18	23.7%	4	20.0%	10	30.3%	6	28.6%	1	10.0%
Metro	11	20.4%	13	17.1%	5	25.0%	6	18.2%	3	14.3%	3	7.7%
Northeast	9	16.7%	16	21.1%	6	30.0%	5	15.2%	7	33.3%	1	23.1%
Southeast	8	14.8%	15	19.7%	2	10.0%	9	27.3%	3	14.3%	5	38.5%
West Central	5	9.3%	6	7.9%	0	0.0%	2	6.1%	0	0.0%	0	7.7%
Western	7	13.0%	8	10.5%	3	15.0%	1	3.0%	2	9.5%	0	0.0%
TOTAL RESPONSES	54	25%	76	36%	20	9%	33	15%	21	10%	10	5%

Table 7b. District Reasons for Unfilled Positions by Region – 178 responses

Region	District Reasons											
	No applicants		No fully qualified - Endorsement		No fully qualified - Attributes		Preferred Applicant		Qualified refused		Other	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Central	13	25.5%	16	25.4%	4	21.1%	6	25.0%	4	28.6%	1	14.3%
Metro	11	21.6%	7	11.1%	5	26.3%	4	16.7%	1	7.1%	1	14.3%
Northeast	8	15.7%	15	23.8%	6	31.6%	4	16.7%	6	42.9%	1	14.3%
Southeast	7	13.7%	12	19.0%	1	5.3%	7	29.2%	1	7.1%	4	57.1%
West Central	5	9.8%	5	7.9%	0	0.0%	2	8.3%	0	0.0%	0	0.0%
Western	7	13.7%	8	12.7%	3	15.8%	1	4.2%	2	14.3%	0	0.0%
TOTAL RESPONSES	51	29%	63	35%	19	11%	24	13%	14	8%	7	4%

Multiple reasons were allowed for an unfilled position

Table 7c. System Reasons for Unfilled Positions by Region – 36 responses

Region	No applicants		No fully qualified - Endorsement		No fully qualified - Attributes		Preferred Applicant		Qualified refused		Other	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Central	1	33.3%	2	15.4%	0	0.0%	4	44.4%	2	28.6%	0	0.0%
Metro	0	0.0%	6	46.2%	0	0.0%	2	22.2%	2	28.6%	2	66.7%
Northeast	1	33.3%	1	7.7%	0	0.0%	1	11.1%	1	14.3%	0	0.0%
Southeast	1	33.3%	3	23.1%	1	100.0%	2	22.2%	2	28.6%	1	33.3%
West Central	0	0.0%	1	7.7%	0	0.0%	0	0.0%		0.0%	0	0.0%
Western		0.0%		0.0%		0.0%		0.0%		0.0%		0.0%
TOTAL RESPONSES	3	8%	13	36%	1	3%	9	25%	7	19%	3	8%

Multiple reasons were allowed for an unfilled position

Table 8a. Reasons for Unfilled Positions by District/System Size – 214 responses

	District/System Reasons											
	No applicants		No fully qualified - Endorsement		No fully qualified - Attributes		Preferred Applicant		Qualified refused offer		Other	
Region	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
<100	8	14.8%	7	9.2%	0	0.0%	4	12.1%	1	4.8%	3	30.0%
101-250	13	24.1%	16	21.1%	2	10.0%	8	24.2%	4	19.0%	0	0.0%
251-500	5	9.3%	15	19.7%	4	20.0%	3	9.1%	5	23.8%	2	20.0%
501-1000	5	9.3%	7	9.2%	3	15.0%	9	27.3%	5	23.8%	2	20.0%
1001-2500	4	7.4%	10	13.2%	0	0.0%	1	3.0%	1	4.8%	0	0.0%
2501-5000	4	7.4%	9	11.8%	6	30.0%	4	12.1%	5	23.8%	1	10.0%
5001-10,000	2	3.7%	6	7.9%	0	0.0%	1	3.0%	0	0.0%	0	0.0%
>10,000	13	24.1%	6	7.9%	5	25.0%	3	9.1%	0	0.0%	2	20.0%
TOTAL RESPONSES	54	25.2%	76	35.5%	20	9.3%	33	15.4%	21	9.8%	10	4.7%

Table 8b. Reasons for Unfilled Positions by District Size – 178 responses

	District Reasons											
	No applicants		No fully qualified - Endorsement		No fully qualified - Attributes		Preferred Applicant		Qualified refused offer		Other	
Region	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
<100	7	13.7%	4	6.3%	0	0.0%	1	4.2%	1	7.1%	2	28.6%
101-250	12	23.5%	13	20.6%	1	5.3%	6	25.0%	2	14.3%	0	0.0%
251-500	5	9.8%	9	14.3%	4	21.1%	1	4.2%	2	14.3%	2	28.6%
501-1000	4	7.8%	6	9.5%	3	15.8%	7	29.2%	3	21.4%	0	0.0%
1001-2500	4	7.8%	10	15.9%	0	0.0%	1	4.2%	1	7.1%	0	0.0%
2501-5000	4	7.8%	9	14.3%	6	31.6%	4	16.7%	5	35.7%	1	14.3%
5001-10,000	2	3.9%	6	9.5%	0	0.0%	1	4.2%	0	0.0%	0	0.0%
>10,000	13	25.5%	6	9.5%	5	26.3%	3	12.5%	0	0.0%	2	28.6%
TOTAL RESPONSES	51	100.0%	63	100.0%	19	100.0%	24	100.0%	14	100.0%	7	100.0%

Multiple reasons were allowed for an unfilled position

Table 8c. Reasons for Unfilled Positions by System Size – 36 responses

Region	No applicants		No fully qualified - Endorsement		No fully qualified - Attributes		Preferred Applicant		Qualified refused offer		Other	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
<100	1	33.3%	3	23.1%	0	0.0%	3	33.3%	0	0.0%	1	33.3%
101-250	1	33.3%	3	23.1%	1	100.0%	2	22.2%	2	28.6%	0	0.0%
251-500	0	0.0%	6	46.2%	0	0.0%	2	22.2%	3	42.9%	0	0.0%
501-1000	1	33.3%	1	7.7%	0	0.0%	2	22.2%	2	28.6%	2	66.7%
1001-2500												
2501-5000												
5001-10,000												
>10,000												
TOTAL RESPONSES	3	8.3%	13	36.1%	1	2.8%	9	25.0%	7	19.4%	3	8.3%

Multiple reasons were allowed for an unfilled position

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

Endorsement Area	District/System Reason						
	No Applicants	No Fully Qualified - Endorsement	No Fully Qualified - Attributes	Preferred Applicant	Qualified Refused	Other	Total Unfilled**
Agriculture Education	3	3	0	1	1	0	8
Art	1	3	0	0	0	0	2.77
Bilingual	0	0	1	0	0	0	1
BMIT	1	7	1	2	1	0	9.65
Early Childhood Education	0	4	0	2	1	0	6.45
Elementary Education	1	2	1	6	0	1	18
English As A Second Language/English Language Learners	0	1	2	0	0	1	3
Family and Consumer Science	4	5	0	0	0	0	6.75
Health and/or Physical Ed	1	3	0	3	1	0	4.1
Industrial Technology/Skilled and Technical Science	5	3	1	0	1	1	10.5
Language Arts	6.00	7.00	2.00	5.00	2.00	1.00	19.42
*English Language Arts	4	7	2	5	2	0	17.87
*Reading & Writing	1	0	0	0	0	1	1.05
*Journalism	1	0	0	0	0	0	0.5
Mathematics	3	4	2	3	3	0	13
Music/Instrumental/Vocal	0	2	0	0	0	0	0.6
Other (Careers)	0	0	0	1	0	0	0.5
School Counselor	3	4	1	1	0	0	10
School Library	2	3	0	0	1	0	3.5
School Psychologist	4	2	0	0	0	2	10
Science	1.00	4.00	3.00	1.00	2.00	1.00	10.50
*Biology	1	1	0	0	0	0	2
*Chemistry	0	1	1	0	0	0	2
*Science	0	2	2	1	2	1	6.5
Social Studies/Social Sci	0	0	1	1	0	0	2
Special Education	8.00	12.00	3.00	5.00	5.00	2.00	55.00
*Behavior Intervention	2	0	0	1	0	0	6
*Early Childhood Sped	1	0	0	0	0	0	1
*Early Intervention	0	1	0	0	0	0	1
*Functional Academic Skills	1	1	1	0	1	0	3
*Inclusion /Collaboration	0	3	0	1	1	0	8
*Special Ed General	3	7	2	2	3	2	33.5
*Visual Impairment	1	0	0	1	0	0	2.5
Speech-Language Pathology	7	3	1	0	2	0	27.1
World Languages	4.00	4.00	1.00	2.00	1.00	1.00	10.40
*French	1	1	0	0	1	0	0.9
*German	1	0	0	0	0	0	1
*Spanish	2	3	1	2	0	0	7.5
*Other	0	0	0	0	0	1	1
TOTAL	**54.00**	**76.00**	**20.00**	**33.00**	**21.00**	**10.00**	**232.24**

*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.

Endorsement Area	District Reason						
	No Applicants	No Fully Qualified - Endorsement	No Fully Qualified - Attributes	Preferred Applicant	Qualified Refused	Other	Total Unfilled**
Agriculture Education	3.00	3.00	0.00	1.00	1.00	0.00	8.00
Art	1.00	1.00	0.00	0.00	0.00	0.00	1.87
Bilingual	0.00	0.00	1.00	0.00	0.00	0.00	1.00
BMIT	1.00	7.00	0.00	0.00	0.00	0.00	7.50
Early Childhood Education	0.00	3.00	0.00	1.00	1.00	0.00	5.00
Elementary Education	0.00	1.00	1.00	5.00	0.00	0.00	13.00
English As A Second Language/English Language Learners	0.00	1.00	2.00	0.00	0.00	1.00	3.00
Family and Consumer Science	4.00	5.00	0.00	0.00	0.00	0.00	6.75
Health and/or Physical Ed	0.00	2.00	0.00	1.00	0.00	0.00	3.00
Industrial Technology/Skilled and Technical Science	4.00	2.00	1.00	0.00	0.00	1.00	8.00
Language Arts	6.00	4.00	2.00	5.00	1.00	0.00	14.92
*English Language Arts	4.00	4.00	2.00	5.00	1.00	0.00	14.37
*Reading & Writing	1.00	0.00	0.00	0.00	0.00	0.00	0.50
*Journalism	1.00	0.00	0.00	0.00	0.00	0.00	0.05
Mathematics	3.00	4.00	2.00	2.00	2.00	0.00	11.00
Music/Instrumental/Vocal	0.00	1.00	0.00	0.00	0.00	0.00	0.40
Other (Careers)	0.00	0.00	0.00	1.00	0.00	0.00	0.50
School Counselor	3.00	4.00	1.00	1.00	0.00	0.00	10.00
School Library	2.00	3.00	0.00	0.00	0.00	0.00	2.50
School Psychologist	4.00	2.00	0.00	0.00	0.00	2.00	10.00
Science	1.00	4.00	3.00	1.00	1.00	0.00	9.00
*Biology	1.00	1.00	0.00	0.00	0.00	0.00	2.00
*Chemistry	0.00	1.00	1.00	0.00	0.00	0.00	2.00
*Science	0.00	2.00	2.00	1.00	1.00	0.00	5.00
Social Studies/Social Sci	0.00	0.00	1.00	1.00	0.00	0.00	2.00
Special Education	8.00	12.00	3.00	5.00	5.00	2.00	55.00
*Behavior Intervention	2.00	0.00	0.00	1.00	0.00	0.00	6.00
*Early Childhood Sped	1.00	0.00	0.00	0.00	0.00	0.00	1.00
*Early Intervention	0.00	1.00	0.00	0.00	0.00	0.00	1.00
*Functional Academic Skills	1.00	1.00	1.00	0.00	1.00	0.00	3.00
*Inclusion /Collaboration	0.00	3.00	0.00	1.00	1.00	0.00	8.00
*Special Ed General	3.00	7.00	2.00	2.00	3.00	2.00	33.50
*Visual Impairment	1.00	0.00	0.00	1.00	0.00	0.00	2.50
Speech-Language Pathology	7.00	3.00	1.00	0.00	2.00	0.00	27.10
World Languages	4.00	1.00	1.00	0.00	1.00	1.00	6.40
*French	1.00	0.00	0.00	0.00	1.00	0.00	0.40
*German	1.00	0.00	0.00	0.00	0.00	0.00	1.00
*Spanish	2.00	1.00	1.00	0.00	0.00	0.00	4.00
*Other	0.00	0.00	0.00	0.00	0.00	1.00	1.00
TOTAL	51.00	63.00	19.00	24.00	14.00	7.00	205.94

*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	0	2	0	0	0	0	0.9
Bilingual							
BMIT	0	0	1	2	1	0	2.15
Early Childhood Education	0	1	0	1	0	0	1.45
Elementary Education	1	1	0	1	0	1	5
English As A Second Language/English Language Learners							
Family and Consumer Science							
Health and/or Physical Ed	1	1	0	2	1	0	1.1
Industrial Technology/Skilled and Technical Science	1	1	0	0	1	0	2.5
Language Arts	0.00	3.00	0.00	0.00	1.00	1.00	4.50
*English Language Arts	0	3	0	0	1	0	3.5
*Reading & Writing	0	0	0	0	0	1	1
*Journalism							
Mathematics	0	0	0	1	1	0	2
Music/Instrumental/Vocal	0	1	0	0	0	0	0.2
Other (Careers)							
School Counselor							
School Library	0	0	0	0	1	0	1
School Psychologist							
Science	0.00	0.00	0.00	0.00	1.00	1.00	1.50
*Biology							
*Chemistry							
*Science	0	0	0	0	1	1	1.5
Social Studies/Social Sci							
Special Education	0.00	0.00	0.00	0.00	0.00	0.00	0.00
*Behavior Intervention							
*Early Childhood Sped							
*Early Intervention							
*Functional Academic Skills							
*Inclusion /Collaboration							
*Special Ed General							
*Visual Impairment							
Speech-Language Pathology							
World Languages	0.00	3.00	0.00	2.00	0.00	0.00	4.00
*French	0	1	0	0	0	0	0.5
*German							
*Spanish	0	2	0	2	0	0	3.5
*Other							
TOTAL	3.00	13.00	1.00	9.00	7.00	3.00	26.30

*These are totaled in s\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
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 Hired a person NOT appropriately endorsed in the content area
9 Position was not filled
10 Other

Endorsement Area	District/System Solutions									
	1	2	3	4	5	6	7	8	9	10
Agriculture Education	0	2	5	1	0	0	0	0	0	0
Art	0	0	2	0	0	0	0	0	1	0
Bilingual	0	0	0	0	0	0	1	0	0	0
BMIT	2	1	5	1	0	1	0	0	1	0
Early Childhood Education	0	3	0	0	0	2	0	0	0	0
Elementary Education	5	2	1	0	1	0	0	0	0	2
English As A Second Language/English Language Learners	0	1	0	0	1	0	0	0	1	1
Family and Consumer Science	2	1	3	1	0	1	0	0	0	0
Health and/or Physical Ed	0	1	2	1	0	1	0	0	0	0
Industrial Tech/Skilled and Tech Sci	0	1	0	3	1	0	1	0	3	1
Language Arts	2	7	5	0	0	0	0	0	2	0
*English Language Arts	2	5	5	0	0	0	0	0	2	0
*Reading & Writing	0	2	0	0	0	0	0	0	0	0
*Journalism	0	0	0	0	0	0	0	0	0	0
Mathematics	2	0	4	0	2	0	0	0	1	0
Music/Instrumental/Vocal	0	0	1	0	0	0	0	0	1	0
Other (Careers)	0	0	0	1	0	0	0	0	0	0
School Counselor	2	1	0	0	1	1	0	0	1	0
School Library	3	0	1	0	0	0	0	0	1	0
School Psychologist	1	1	0	0	0	0	2	0	2	3
Science	0	3	5	0	1	1	0	0	1	0
*Biology	0	0	1	0	0	0	0	0	0	0
*Chemistry	0	0	2	0	0	0	0	0	0	0
*Science	0	3	2	0	1	1	0	0	1	0
Social Studies/Social Sci	0	1	1	0	0	0	0	0	0	0
Special Education	12	5	0	0	3	2	0	0	4	1
*Behavior Intervention	1	1	0	0	0	1	0	0	0	0
*Early Childhood Sped	0	1	0	0	0	0	0	0	0	0
*Early Intervention	0	1	0	0	0	0	0	0	0	0
*Functional Academic Skills	2	0	0	0	0	0	0	0	0	0
*Inclusion /Collaboration	1	0	0	0	0	0	0	0	1	0
*Special Ed General	7	2	0	0	3	1	0	0	2	1
*Visual Impairment	1	0	0	0	0	0	0	0	1	0
Speech-Language Pathology	1	1	0	0	1	0	3	0	4	3
World Languages	2	2	4	0	0	0	2	0	0	1
*French	0	1	1	0	0	0	0	0	0	0
*German	0	0	0	0	0	0	0	0	0	0
*Spanish	2	1	3	0	0	0	2	0	0	0
*Other	0	0	0	0	0	0	0	0	0	1
178 TOTAL RESPONSES	34	33	39	8	11	9	9	0	23	12
	19%	19%	22%	4%	6%	5%	5%	0%	13%	7%

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

Solutions

1. Hired a person who holds a provisional endorsement in the content area
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. Hired a person NOT appropriately endorsed in the content area
9. Position was not filled
10. Other

Endorsement Area	District Solutions									
	1	2	3	4	5	6	7	8	9	10
Agriculture Education	0	2	5	1	0	0	0	0	0	0
Art	0	0	1	0	0	0	0	0	1	0
Bilingual	0	0	0	0	0	0	1	0	0	0
BMIT	1	1	4	1	0	0	0	0	1	0
Early Childhood Education	0	3	0	0	0	0	0	0	0	0
Elementary Education	3	2	1	0	0	0	0	0	0	1
English As A Second Language/English Language Learners	0	1	0	0	1	0	0	0	1	1
Family and Consumer Science	2	1	3	1	0	1	0	0	0	0
Health and/or Physical Ed	0	1	1	0	0	0	0	0	0	0
Industrial Tech/Skilled and Tech Sci	0	1	0	2	1	0	0	0	3	1
Language Arts	2	5	4	0	0	0	0	0	2	0
*English Language Arts	2	4	4	0	0	0	0	0	2	0
*Reading & Writing	0	1	0	0	0	0	0	0	0	0
*Journalism	0	0	0	0	0	0	0	0	0	0
Mathematics	2	0	3	0	1	0	0	0	1	0
Music/Instrumental/Vocal	0	0	1	0	0	0	0	0	0	0
Other (Careers)	0	0	0	1	0	0	0	0	0	0
School Counselor	2	1	0	0	1	1	0	0	1	0
School Library	2	0	1	0	0	0	0	0	1	0
School Psychologist	1	1	0	0	0	0	2	0	2	3
Science	0	2	5	0	0	0	0	0	0	0
*Biology	0	0	1	0	0	0	0	0	0	0
*Chemistry	0	0	2	0	0	0	0	0	0	0
*Science	0	2	2	0	0	0	0	0	0	0
Social Studies/Social Sci	0	1	1	0	0	0	0	0	0	0
Special Education	12	5	0	0	3	2	0	0	4	1
*Behavior Intervention	1	1	0	0	0	1	0	0	0	0
*Early Childhood Sped	0	1	0	0	0	0	0	0	0	0
*Early Intervention	0	1	0	0	0	0	0	0	0	0
*Functional Academic Skills	2	0	0	0	0	0	0	0	0	0
*Inclusion /Collaboration	1	0	0	0	0	0	0	0	1	0
*Special Ed General	7	2	0	0	3	1	0	0	2	1
*Visual Impairment	1	0	0	0	0	0	0	0	1	0
Speech-Language Pathology	1	1	0	0	1	0	3	0	4	3
World Languages	1	1	1	0	0	0	2	0	0	1
*French	0	1	0	0	0	0	0	0	0	0
*German	0	0	0	0	0	0	0	0	0	0
*Spanish	1	0	1	0	0	0	2	0	0	0
*Other	0	0	0	0	0	0	0	0	0	1
155 TOTAL RESPONSES	28	31	36	6	8	4	10	0	20	12
	18%	20%	23%	4%	5%	3%	6%	0%	13%	8%

†Furthur 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
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. Hired a person NOT appropriately endorsed in the content area
9. Position was not filled
10. Other

	System Solutions									
Endorsement Area	**1**	**2**	**3**	**4**	**5**	**6**	**7**	**8**	**9**	**10**
Agriculture Education										
Art	0	0	1	0	0	0	0	0	0	0
Bilingual										
BMIT	1	0	1	0	0	1	0	0	0	0
Early Childhood Education	0	0	0	0	0	2	0	0	0	0
Elementary Education	2	0	0	0	1	0	0	0	0	1
English As A Second Language/English Language Learners										
Family and Consumer Science										
Health and/or Physical Ed	0	0	1	0	0	1	0	0	0	0
Industrial Tech/Skilled and Tech Sci	0	0	0	1	0	0	1	0	0	0
Language Arts	0	2	1	0	0	0	0	0	0	0
*English Language Arts	0	1	1	0	0	0	0	0	0	0
*Reading & Writing	0	1	0	0	0	0	0	0	0	0
*Journalism										
Mathematics	0	0	1	0	1	0	0	0	0	0
Music/Instrumental/Vocal	0	0	0	0	0	0	0	0	1	0
Other (Careers)										
School Counselor										
School Library	1	0	0	0	0	0	0	0	0	0
School Psychologist										
Science	0	1	0	0	1	1	0	0	1	0
*Biology										
*Chemistry										
*Science	0	1	0	0	1	1	0	0	1	0
Social Studies/Social Sci										
Special Education	0	0	0	0	0	0	0	0	0	0
*Behavior Intervention										
*Early Childhood Sped										
*Early Intervention										
*Functional Academic Skills										
*Inclusion /Collaboration										
*Special Ed General										
*Visual Impairment										
Speech-Language Pathology										
World Languages	1	1	3	0	0	0	0	0	0	0
*French	0	0	1	0	0	0	0	0	0	0
*German										
*Spanish	1	1	2	0	0	0	0	0	0	0
*Other										
30 TOTAL RESPONSES	**5**	**4**	**8**	**1**	**3**	**5**	**1**	**0**	**2**	**1**
	17%	13%	27%	3%	10%	17%	3%	0%	7%	3%

*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 2017 as shortage areas for federal loan forgiveness in 2018-2019. These will be used for the Nebraska Excellence in Teaching Act as shortage areas for 2017-2018.

Shortage Areas for Nebraska 2017-2018 School Year, PROPOSED Federal 2018-2019 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
School Counselor	World Languages - including:
School Library	American Sign Language
School Psychologist	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.