



## **Teacher Vacancy Survey Report**

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The purpose of this survey was to determine Nebraska teacher shortages in the fall of 2017 and what the district/system did 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 personnel.

## 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 2017. Announcements in the NDE Bulletin (a weekly e-bulletin for NDE Portal users), email and fax reminders were utilized to encourage participation.

The survey asked districts/systems to report the following information:

- The number of positions the district/system needed to fill at the beginning of the 2017-18 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.

NDE gathered the following information 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, public districts, ESUs and nonpublic systems data are combined into total counts as **District/Systems** (coded in orange, #Table a); ESUs are combined with the public school data as **Districts** (coded in aqua, #Table b) while the nonpublic data are shown as **Systems** (coded in purple, #Table c).

\* **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.

## RESULTS

### Response Rate

All 471 district/systems (public districts and ESUs, and nonpublic systems) in Nebraska had the opportunity to respond to the survey. The overall response rate was fair (70%) with 330 completing the survey. The district rate (public/ESU) was 230 of 262 responding for an 88% response rate, while the system rate (nonpublic) was 100 of 209 responding for a 48% response rate. There was a decrease in participation by all districts/systems this year. We believe that was due to a new placement of the survey inside the Data Collection Portal. Tables 1a (district/systems), 1b (districts), and 1c (systems) report the distribution and the return sample by Community College Region (region). Tables 2a-c 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 101 district/systems reporting unfilled positions, or 31% of the returned sample. Tables 3a (district/systems), 3b (districts), and 3c (systems) report the distribution of those district/systems by region. Tables 4a-c report the distribution of district/systems with unfilled positions by size of district/system. Of the district/systems reporting unfilled positions, over one-half (60%) have **less than 500** students. No nonpublic systems reporting unfilled positions have greater than 1,000 students.

### Unfilled Positions

There were 258 unfilled positions reported. Tables 3a-c identify the percentage of unfilled positions by region. Table 4a-c identify the percentage of unfilled positions by district/system size. Of the 258 unfilled positions, 97 positions (38%) were in district/systems with **less than 500** students and 41 positions (16%) were reported as '**not filled**' (vacant).

Tables 3a-c and 4a-c 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 the Southwest region had the largest number of unfilled positions and had the most difficulty actually filling open positions. While the largest schools (>10,000) had the most unfilled positions, the 1001-2500 student schools had more difficulty filling their positions.

### Unfilled Positions by Endorsement Area

Tables 5a-c and 6a-c indicate the number of unfilled positions by endorsement area, by region and district/system size, respectively. The endorsement areas of Special Education (42 positions; 16%), Language Arts (21 positions; 8%), Speech Language Pathology (19 positions; 7%), School Counselor, Science, and World Languages (13 positions; 5% each) topped the list of unfilled positions. Elementary Education was high on the list (32 positions, 12%) however, of those 32 positions, 12 were filled with a not fully-qualified applicant that the district preferred over a fully-qualified applicant. Many of these preferred applicants were individuals with a provisional permit. Additional areas of need include School Psychologist, BMIT, Music, Early Childhood, and Industrial Technology (4% each).

\*\*\***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 101 district/systems reporting unfilled positions, the main reasons given were divided between “No Applicants” (29%) and “Preferred a specific non-fully qualified applicant over fully-qualified applicant” (23%). Nonpublic systems had a larger portion of “No applicants who were fully qualified\* based on endorsement area” than did the districts (35% compared to 17%). Tables 7a-c, 8a-c and 9a-c 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 permit” (26%); “Hired a person who holds a provisional endorsement in the content area” (16%); and “Position was not filled” (16%). Tables 10a-c report the number of solutions by endorsement area. Nonpublic systems had a larger portion of solutions of “Hired a person not appropriately endorsed in the content area” than did the districts (26% compared to 10%).

### Trend Analysis

Of the top 10 unfilled positions by endorsement area, only three are the same for districts and systems – BMIT, Music, and Science. Public districts and ESUs show Special Education, Language Arts, and Speech-Language Pathology as their top three areas of need. Nonpublic systems show World Languages, Early Childhood Education, and Health and/or Physical Education as their top three areas of need. School Psychologist, Special Education, and Music reported the highest percentage of positions left vacant in the top 10 unfilled endorsement areas.

Of the 19 endorsement shortage areas, five have been designated shortage areas each year for the last 15 years Language Arts, Science, Special Education, Speech Language Pathology, and World Language. In addition to these, 11 others have been designated shortage areas each of the last five years; Agricultural Education, Art, BMIT, Early Childhood Education, Family and Consumer Science, Health and/or Physical Education, Industrial Technology, Math, School Counselor, School Library, and School Psychologist.

Comments were provided by 38 different districts/systems and of the 15 areas mentioned that were hardest to fill, the top 5 were Special Education, World Language, Science, Music and the specialty areas of School Counselor, Psychologist and Library. Comments indicated that the overall applicant pool continues to be smaller with less qualified candidates applying. This year Elementary Education was also mentioned as having fewer applicants, which has not typically been the case in Nebraska.

**Table 1 Original Return Sample by Region**

**Table 1a. District/Systems (Public, ESU, and Nonpublic)**

Region	Original Population		Return Sample		Percentage Return
	No. of Districts/Systems	%	No. of Districts/Systems	%	
Central	109	23.14%	81	24.55%	74.31%
Metro	96	20.38%	57	17.27%	59.38%
Northeast	83	17.62%	62	18.79%	74.70%
Southeast	108	22.93%	69	20.91%	63.89%
West Central	42	8.92%	34	10.30%	80.95%
Western	33	7.01%	27	8.18%	81.82%
<b>Total</b>	<b>471</b>	<b>100.00%</b>	<b>330</b>	<b>100.00%</b>	<b>70.06%</b>

**Table 1b. Districts (Public and ESU)**

Region	Original Population		Return Sample		Percentage Return
	No. of Districts	%	No. of Districts	%	
Central	73	27.86%	65	28.26%	89.04%
Metro	22	8.40%	18	7.83%	81.82%
Northeast	54	20.61%	49	21.30%	90.74%
Southeast	53	20.23%	45	19.57%	84.91%
West Central	36	13.74%	31	13.48%	86.11%
Western	24	9.16%	22	9.57%	91.67%
<b>Total</b>	<b>262</b>	<b>100.00%</b>	<b>230</b>	<b>100.00%</b>	<b>87.79%</b>

**Table 1c. Systems (Nonpublic)**

Region	Original Population		Return Sample		Percentage Return
	No. of Systems	%	No. of Systems	%	
Central	36	17.22%	16	16.00%	44.44%
Metro	74	35.41%	39	39.00%	52.70%
Northeast	29	13.88%	13	13.00%	44.83%
Southeast	55	26.32%	24	24.00%	43.64%
West Central	6	2.87%	3	3.00%	50.00%
Western	9	4.31%	5	5.00%	55.56%
<b>Total</b>	<b>209</b>	<b>100.00%</b>	<b>100</b>	<b>100.00%</b>	<b>47.85%</b>

**Table 2 Original and Return Sample by District/System Size**

**Table 2a. District/Systems (Public, ESU, and Nonpublic)**

Size	Original Population		Return Sample		Percentage Return
	No. of Districts/Systems	%	No. of Districts/Systems	%	
<100	120	25.48%	52	15.76%	43.33%
101-250	124	26.33%	85	25.76%	68.55%
251-500	123	26.11%	107	32.42%	86.99%
501-1000	63	13.38%	51	15.45%	80.95%
1001-2500	22	4.67%	16	4.85%	72.73%
2501-5000	10	2.12%	10	3.03%	100.00%
5001-10,000	4	0.85%	4	1.21%	100.00%
>10,000	5	1.06%	5	1.52%	100.00%
<b>Total</b>	<b>471</b>	<b>100.00%</b>	<b>330</b>	<b>100.00%</b>	<b>70.06%</b>

**Table 2b. Districts (Public and ESU)**

Size	Original Population		Return Sample		Percentage Return
	No. of Districts	%	No. of Districts	%	
<100	23	8.78%	18	7.83%	78.26%
101-250	66	25.19%	56	24.35%	84.85%
251-500	87	33.21%	79	34.35%	90.80%
501-1000	47	17.94%	43	18.70%	91.49%
1001-2500	20	7.63%	15	6.52%	75.00%
2501-5000	10	3.82%	10	4.35%	100.00%
5001-10,000	4	1.53%	4	1.74%	100.00%
>10,000	5	1.91%	5	2.17%	100.00%
<b>Total</b>	<b>262</b>	<b>100.00%</b>	<b>230</b>	<b>100.00%</b>	<b>87.79%</b>

**Table 2c. Systems (Nonpublic)**

Size	Original Population		Return Sample		Percentage Return
	No. of Systems	%	No. of Systems	%	
<100	97	46.41%	34	34.00%	35.05%
101-250	58	27.75%	29	29.00%	50.00%
251-500	36	17.22%	28	28.00%	77.78%
501-1000	16	7.66%	8	8.00%	50.00%
1001-2500	2	0.96%	1	1.00%	50.00%
2501-5000					
5001-10,000					
>10,000					
<b>Total</b>	<b>209</b>	<b>100.00%</b>	<b>100</b>	<b>100.00%</b>	<b>47.85%</b>

**Table 3 Unfilled Positions and Number of Unfilled Positions by Region**

**Table 3a. District/Systems (Public, ESU, and Nonpublic)**

Region	Districts/Systems with Unfilled** Positions		Number of Unfilled** Positions		Vacant***	
	No. of Districts/Systems	%	No. of Unfilled	%	No. Vacant	% Unfilled for Region
Central	26	25.74%	56.25	21.77%	8.90	15.82%
Metro	16	15.84%	53.50	20.70%	5.00	9.35%
Northeast	19	18.81%	26.87	10.40%	5.12	19.05%
Southeast	18	17.82%	69.28	26.81%	15.50	22.37%
West Central	13	12.87%	30.50	11.80%	3.00	9.84%
Western	9	8.91%	22.00	8.51%	3.00	13.64%
<b>Total</b>	<b>101</b>	<b>100.00%</b>	<b>258.40</b>	<b>100.00%</b>	<b>40.52</b>	

**Table 3b. Districts (Public and ESU)**

Region	Districts with Unfilled** Positions		Number of Unfilled** Positions		Vacant***	
	No. of Districts	%	No. of Unfilled	%	No. Vacant	% Unfilled for Region
Central	22.00	26.51%	52.25	21.87%	8.90	17.03%
Metro	8.00	9.64%	44.00	18.42%	3.00	6.82%
Northeast	17.00	20.48%	24.37	10.20%	2.87	11.78%
Southeast	14.00	16.87%	65.78	27.53%	15.50	23.56%
West Central	13.00	15.66%	30.50	12.77%	3.00	9.84%
Western	9.00	10.84%	22.00	9.21%	3.00	13.64%
<b>Total</b>	<b>83</b>	<b>100.00%</b>	<b>238.90</b>	<b>100.00%</b>	<b>36.27</b>	

**Table 3c. Systems (Nonpublic)**

Region	Systems with Unfilled** Positions		Number of Unfilled** Positions		Vacant***	
	No. of Systems	%	No. of Unfilled	%	No. Vacant	% Unfilled for Region
Central	4	22.22%	4.00	20.51%		
Metro	8	44.44%	9.50	48.72%	2.00	21.05%
Northeast	2	11.11%	2.50	12.82%	2.25	90.00%
Southeast	4	22.22%	3.50	17.95%		
West Central						
Western						
<b>Total</b>	<b>18</b>	<b>100.00%</b>	<b>19.50</b>	<b>100.00%</b>	<b>4.25</b>	

\*\*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 4 Unfilled Positions by District/System Size**

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

District Size	Districts/Systems with Unfilled** Positions		Number of Unfilled** Positions		Vacant***	
	No.	%	No.	%	No.	%
< 100	12	11.88%	15	5.80%	2	13.33%
101 – 250	25	24.75%	48	18.52%	5	10.70%
251 – 500	24	23.76%	35	13.44%	2	5.76%
501 – 1,000	18	17.82%	20	7.60%	3	12.74%
1,001 – 2,500	6	5.94%	13	5.03%	4	30.77%
2,501 – 5,000	9	8.91%	29	11.38%	7	23.47%
5,001 – 10,000	3	2.97%	17	6.58%	4	23.53%
> 10,000	4	3.96%	82	31.65%	14	17.12%
<b>Total</b>	<b>101</b>	<b>100.00%</b>	<b>258.40</b>	<b>100.00%</b>	<b>40.52</b>	

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

District Size	Districts with Unfilled** Positions		Number of Unfilled** Positions		Vacant***	
	No.	%	No.	%	No.	%
< 100	9	10.84%	12	5.02%	2	16.67%
101 – 250	18	21.69%	41	17.31%	3	6.94%
251 – 500	18	21.69%	27	11.19%		
501 – 1,000	16	19.28%	18	7.38%	3	14.18%
1,001 – 2,500	6	7.23%	13	5.44%	4	30.77%
2,501 – 5,000	9	10.84%	29	12.31%	7	23.47%
5,001 – 10,000	3	3.61%	17	7.12%	4	23.53%
> 10,000	4	4.82%	82	34.23%	14	17.12%
<b>Total</b>	<b>83</b>	<b>100.00%</b>	<b>238.90</b>	<b>100.00%</b>	<b>36.27</b>	

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

District Size	Systems with Unfilled** Positions		Number of Unfilled** Positions		Vacant***	
	No.	%	No.	%	No.	%
< 100	3	16.67%	3.00	15.38%		
101 – 250	7	38.89%	6.50	33.33%	2.25	34.62%
251 – 500	6	33.33%	8.00	41.03%	2.00	25.00%
501 – 1,000	2	11.11%	2.00	10.26%		
1,001 – 2,500						
2,501 – 5,000						
5,001 – 10,000						
> 10,000						
<b>Total</b>	<b>18</b>	<b>100.00%</b>	<b>19.50</b>	<b>100.00%</b>	<b>4.25</b>	

\*\*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 5 Unfilled Positions by Endorsement Area and Region**

**Table 5a. District/Systems by Endorsement Area and Region**

Endorsement	Region						Unfilled **		Vacant ***
	Central	Metro	Northeast	Southeast	West Central	Western	Total	%	
Agriculture Education	4.00		2.00		1.00		7.00	2.71%	
Art	1.00	0.50	1.00				2.50	0.97%	0.87
Bilingual							0.00	0.00%	
BMIT	2.00						2.00	0.77%	
Early Childhood Education	6.50	1.00			1.00	1.00	9.50	3.68%	1.00
Audiologist	0.25	2.00	1.00	2.00	1.00	3.00	9.25	3.58%	
Elementary Education	2.00	6.00		15.00	6.00	3.00	32.00	12.38%	2.00
English as a Second Language/ English Language Learners	0.50	3.50	3.00				7.00	2.71%	
Family and Consumer Science	2.00	1.00	2.00	2.83		1.00	8.83	3.42%	
Health and/or Physical Education	2.00	2.00		2.00			5.00	1.93%	1.00
Industrial Technology/Skilled and Technical Science	3.00	1.00		2.00	1.00	2.00	9.00	3.48%	1.00
Language Arts	8.00	1.00	0.00	6.80	2.00	3.00	20.80	8.05%	2.00
*English Language Arts	8.00			3.80	1.00	3.00	15.80	6.11%	2.00
*Journalism				1.00			1.00	0.39%	
*Reading & Writing				2.00			2.00	0.77%	
*Speech/Theatre		1.00			1.00		2.00	0.77%	
Mathematics		2.00	1.50		1.00	2.00	6.50	2.52%	
Middle Level			0.99	0.75	1.00		2.74	1.06%	
Music/Instrumental/ Vocal	1.00		3.50	4.00	1.00		9.50	3.68%	2.50
Other	1.00		0.13	2.00			3.13	1.21%	1.90
School Counselor	2.00	2.00	1.00	3.00	4.50		12.50	4.84%	2.00
School Library	2.00	1.50	1.00	0.50		3.00	8.00	3.10%	
School Psychologist	3.00	2.00		4.40	1.00		10.40	4.02%	5.00
Science	2.00	5.00	0.50	2.00	2.00	1.00	12.50	4.84%	1.00
*Biology			0.50				0.50	0.19%	
*Chemistry		2.00			1.00		3.00	1.16%	
*Earth & Space						1.00	1.00	0.39%	1.00
*Physics									
*Science	2.00	3.00		2.00	1.00		8.00	3.10%	
Social Studies/Social Science	2.00			1.00	1.00	2.00	6.00	2.32%	
Special Education	4.00	16.00	3.00	15.00	4.00	0.00	42.00	16.25%	14.50
*Behavior Intervention			2.00	1.00			3.00	1.16%	2.00
*Deaf or Hard of Hearing				5.00			5.00	1.93%	4.00
*Early Childhood Sped		6.00		5.00	1.00		12.00	4.64%	2.00
*Early Intervention									
*Functional Academic Skills	1.00			1.00			2.00	0.77%	0.50
*Inclusion /Collaboration	1.00	3.00					4.00	1.55%	
*School Transition		2.00					2.00	0.77%	1.00
*Special Ed General	2.00	5.00	1.00	3.00	3.00		14.00	5.42%	5.00
*Visual Impairment									
Speech-Language Pathology	5.50	3.00	3.50	5.00	1.00	1.00	19.00	7.35%	4.00
World Languages	2.50	4.00	2.75	1.00	2.00	0.00	12.25	4.74%	1.75
*Spanish	2.50	3.00	2.75	1.00	2.00		11.25	4.35%	1.75
*Other		1.00					1.00	0.39%	
<b>TOTAL</b>	<b>56.25</b>	<b>53.50</b>	<b>26.87</b>	<b>69.28</b>	<b>30.50</b>	<b>22.00</b>	<b>258.40</b>	<b>1.00</b>	<b>40.52</b>

\*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. 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	4.00		2.00		1.00		7.00	
Art	1.00	0.50	1.00				2.50	0.87
Bilingual								
BMIT	2.00						2.00	
Early Childhood Education	5.00	1.00			1.00	1.00	8.00	1.00
Audiologist	0.25		1.00	2.00	1.00	3.00	7.25	
Elementary Education	2.00	6.00		12.00	6.00	3.00	29.00	2.00
English as a Second Language/ English Language Learners	0.50	3.50	3.00				7.00	
Family and Consumer Science	2.00	1.00	2.00	2.83		1.00	8.83	
Health and/or Physical Education	2.00			2.00			4.00	
Industrial Technology/Skilled and Technical Science	3.00	1.00		2.00	1.00	2.00	9.00	1.00
Language Arts	8.00	1.00		6.80	2.00	3.00	20.80	2.00
*English Language Arts	8.00			3.80	1.00	3.00	15.80	2.00
*Journalism				1.00			1.00	
*Reading & Writing				2.00			2.00	
*Speech/Theatre		1.00			1.00		2.00	
Mathematics		2.00	1.50		1.00	2.00	6.50	
Middle Level			0.99	0.75	1.00		2.74	
Music/Instrumental/ Vocal	1.00		2.00	4.00	1.00		8.00	1.00
Other	1.00		0.13	2.00			3.13	1.90
School Counselor	2.00	2.00	1.00	3.00	4.50		12.50	2.00
School Library	1.00	1.00	1.00			3.00	6.00	
School Psychologist	3.00	2.00		4.40	1.00		10.40	5.00
Science	2.00	3.00	0.50	2.00	2.00	1.00	10.50	1.00
*Biology			0.50				0.50	
*Chemistry		2.00			1.00		3.00	
*Earth & Space						1.00	1.00	1.00
*Physics								
*Science	2.00	1.00		2.00	1.00		6.00	
Social Studies/Social Science	1.00			1.00	1.00	2.00	5.00	
Special Education	4.00	16.00	3.00	15.00	4.00		42.00	14.50
*Behavior Intervention			2.00	1.00			3.00	2.00
*Deaf or Hard of Hearing				5.00			5.00	4.00
*Early Childhood Sped		6.00		5.00	1.00		12.00	2.00
*Early Intervention								
*Functional Academic Skills	1.00			1.00			2.00	0.50
*Inclusion /Collaboration	1.00	3.00					4.00	
*School Transition		2.00					2.00	1.00
*Special Ed General	2.00	5.00	1.00	3.00	3.00		14.00	5.00
*Visual Impairment								
Speech-Language Pathology	5.50	3.00	3.50	5.00	1.00	1.00	19.00	4.00
World Languages	2.00	1.00	1.75	1.00	2.00		7.75	
*Spanish	2.00	1.00	1.75	1.00	2.00		7.75	
*Other								
<b>TOTAL</b>	<b>52.25</b>	<b>44.00</b>	<b>24.37</b>	<b>65.78</b>	<b>30.50</b>	<b>22.00</b>	<b>238.90</b>	<b>36.27</b>

\*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. 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								
Bilingual								
BMIT								
Early Childhood Education	1.50						1.50	
Audiologist		2.00					2.00	
Elementary Education				3.00			3.00	
English as a Second Language/ English Language Learners								
Family and Consumer Science								
Health and/or Physical Education		2.00					2.00	1.00
Industrial Technology/Skilled and Technical Science								
Language Arts								
*English Language Arts								
*Journalism								
*Reading & Writing								
*Speech/Theatre								
Mathematics								
Middle Level								
Music/Instrumental/ Vocal			1.50				1.50	1.50
Other								
School Counselor								
School Library	1.00	0.50		0.50			2.00	
School Psychologist								
Science		2.00					2.00	
*Biology								
*Chemistry								
*Earth & Space								
*Physics								
*Science		2.00					2.00	
Social Studies/Social Science	1.00						1.00	
Special Education								
*Behavior Intervention								
*Deaf or Hard of Hearing								
*Early Childhood Sped								
*Early Intervention								
*Functional Academic Skills								
*Inclusion /Collaboration								
*School Transition								
*Special Ed General								
*Visual Impairment								
Speech-Language Pathology								
World Languages	0.50	3.00	1.00				4.50	1.75
*Spanish	0.50	2.00	1.00				3.50	1.75
*Other		1.00					1.00	
<b>TOTAL</b>	<b>4.00</b>	<b>9.50</b>	<b>2.50</b>	<b>3.50</b>			<b>19.50</b>	<b>4.25</b>

\*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 6 Unfilled Positions by Endorsement Area and Size**

**Table 6a. Endorsement Area and District/System Size**

Endorsement Area	District Size								Unfilled **
	<=100	101-250	251-500	500-1,000	1,001-2,500	2,501-5,000	5,001-10,000	>10,000	Total
Agriculture Education		4.00	1.00	2.00					7.00
Art			1.00			0.50	1.00		2.50
Bilingual									
BMIT							2.00		2.00
Early Childhood Education		0.50	4.00	2.00		1.00	2.00		9.50
Audiologist	1.00	0.25	6.00	1.00				1.00	9.25
Elementary Education	2.00	9.00	1.00			3.00		17.00	32.00
English as a Second Language/ English Language Learners			0.50			3.50		3.00	7.00
Family and Consumer Science		1.00	1.00	3.00	1.00			2.83	8.83
Health and/or Physical Education		1.00	1.00		1.00		2.00	1.00	6.00
Industrial Technology/Skilled and Technical Science		2.00		1.00	1.00	3.00		2.00	9.00
Language Arts		6.00	1.00	1.00	2.00	1.00	5.00	4.80	20.80
*English Language Arts		5.00	1.00	1.00		1.00	5.00	2.80	15.80
*Journalism					1.00				1.00
*Reading & Writing					1.00			1.00	2.00
*Speech/Theatre		1.00						1.00	2.00
Mathematics		1.00		0.50		3.00		2.00	6.50
Middle Level			1.99					0.75	2.74
Music/Instrumental/ Vocal	1.00	1.50	4.00		1.00			2.00	9.50
Other				1.13	2.00				3.13
School Counselor	1.00	3.50	1.00	2.00		1.00		4.00	12.50
School Library		4.50	1.50	1.00				1.00	8.00
School Psychologist	3.00					2.00		5.40	10.40
Science		5.00	2.50		2.00			3.00	12.50
*Biology			0.50						0.50
*Chemistry		1.00						2.00	3.00
*Earth & Space					1.00				1.00
*Physics									
*Science		4.00	2.00		1.00			1.00	8.00
Social Studies/Social Science		1.00	2.00		1.00		1.00	1.00	6.00
Special Education	4.00	4.00	1.00	2.00	2.00	4.00	3.00	22.00	42.00
*Behavior Intervention					1.00	2.00			3.00
*Deaf or Hard of Hearing	2.00							3.00	5.00
*Early Childhood Sped		1.00					1.00	10.00	12.00
*Early Intervention									
*Functional Academic Skills				1.00		1.00			2.00
*Inclusion /Collaboration						1.00		3.00	4.00
*School Transition	2.00								2.00
*Special Ed General		3.00	1.00	1.00	1.00		2.00	6.00	14.00
*Visual Impairment									
Speech-Language Pathology	3.00	1.60				6.40	1.00	7.00	19.00
World Languages		3.00	3.25	3.00		1.00		2.00	12.25
*Spanish		3.00	3.25	2.00		1.00		2.00	11.25
*Other				1.00					1.00
<b>TOTAL</b>	<b>15.00</b>	<b>48.85</b>	<b>33.74</b>	<b>19.63</b>	<b>13.00</b>	<b>29.40</b>	<b>17.00</b>	<b>81.78</b>	<b>258.40</b>

\*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							Unfilled **	
	<=100	101-250	251-500	500-1,000	1,001-2,500	2,501-5,000	5,001-10,000	>10,000	Total
Agriculture Education		4.00	1.00	2.00					7.00
Art			1.00			0.50	1.00		2.50
Bilingual									
BMIT							2.00		2.00
Early Childhood Education			3.00	2.00		1.00	2.00		8.00
Audiologist		0.25	5.00	1.00				1.00	7.25
Elementary Education		8.00	1.00			3.00		17.00	29.00
English as a Second Language/ English Language Learners			0.50			3.50		3.00	7.00
Family and Consumer Science		1.00	1.00	3.00	1.00			2.83	8.83
Health and/or Physical Education					1.00		2.00	1.00	4.00
Industrial Technology/Skilled and Technical Science		2.00		1.00	1.00	3.00		2.00	9.00
Language Arts		6.00	1.00	1.00	2.00	1.00	5.00	4.80	20.80
*English Language Arts		5.00	1.00	1.00		1.00	5.00	2.80	15.80
*Journalism					1.00				1.00
*Reading & Writing					1.00			1.00	2.00
*Speech/Theatre		1.00						1.00	2.00
Mathematics		1.00		0.50		3.00		2.00	6.50
Middle Level			1.99					0.75	2.74
Music/Instrumental/ Vocal	1.00		4.00		1.00			2.00	8.00
Other				1.13	2.00				3.13
School Counselor	1.00	3.50	1.00	2.00		1.00		4.00	12.50
School Library		3.00	1.00	1.00				1.00	6.00
School Psychologist	3.00					2.00		5.40	10.40
Science		4.00	1.50		2.00			3.00	10.50
*Biology			0.50						0.50
*Chemistry		1.00						2.00	3.00
*Earth & Space					1.00				1.00
*Physics									
*Science		3.00	1.00		1.00			1.00	6.00
Social Studies/Social Science		1.00	1.00		1.00		1.00	1.00	5.00
Special Education	4.00	4.00	1.00	2.00	2.00	4.00	3.00	22.00	42.00
*Behavior Intervention					1.00	2.00			3.00
*Deaf or Hard of Hearing	2.00							3.00	5.00
*Early Childhood Sped		1.00					1.00	10.00	12.00
*Early Intervention									
*Functional Academic Skills				1.00		1.00			2.00
*Inclusion /Collaboration						1.00		3.00	4.00
*School Transition	2.00								2.00
*Special Ed General		3.00	1.00	1.00	1.00		2.00	6.00	14.00
*Visual Impairment									
Speech-Language Pathology	3.00	1.60				6.40	1.00	7.00	19.00
World Languages		2.00	1.75	1.00		1.00		2.00	7.75
*Spanish		2.00	1.75	1.00		1.00		2.00	7.75
*Other									
<b>TOTAL</b>	<b>12.00</b>	<b>41.35</b>	<b>26.74</b>	<b>17.63</b>	<b>13.00</b>	<b>29.40</b>	<b>17.00</b>	<b>81.78</b>	<b>238.90</b>

\*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	District Size							Unfilled **	
	<=100	101-250	251-500	500-1,000	1,001-2,500	2,501-5,000	5,001-10,000	>10,000	Total
Agriculture Education									
Art									
Bilingual									
BMIT									
Early Childhood Education		0.50	1.00						1.50
Audiologist	1.00		1.00						2.00
Elementary Education	2.00	1.00							3.00
English as a Second Language/ English Language Learners									
Family and Consumer Science									
Health and/or Physical Education		1.00	1.00						2.00
Industrial Technology/Skilled and Technical Science									
Language Arts									
*English Language Arts									
*Journalism									
*Reading & Writing									
*Speech/Theatre									
Mathematics									
Middle Level									
Music/Instrumental/ Vocal		1.50							1.50
Other									
School Counselor									
School Library		1.50	0.50						2.00
School Psychologist									
Science		1.00	1.00						2.00
*Biology									
*Chemistry									
*Earth & Space									
*Physics									
*Science		1.00	1.00						2.00
Social Studies/Social Science			1.00						1.00
Special Education									
*Behavior Intervention									
*Deaf or Hard of Hearing									
*Early Childhood Sped									
*Early Intervention									
*Functional Academic Skills									
*Inclusion /Collaboration									
*School Transition									
*Special Ed General									
*Visual Impairment									
Speech-Language Pathology									
World Languages		1.00	1.50	2.00					4.50
*Spanish		1.00	1.50	1.00					3.50
*Other				1.00					1.00
<b>TOTAL</b>	<b>3.00</b>	<b>7.50</b>	<b>7.00</b>	<b>2.00</b>					<b>19.50</b>

\*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 7 Reasons for Unfilled Positions by Region**

**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 – 247 reasons**

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	19.7%	19	40.4%	13	44.8%	11	19.6%	5	23.8%	3	13.0%
Metro	15	21.1%	7	14.9%	3	10.3%	15	26.8%	2	9.5%	2	8.7%
Northeast	11	15.5%	9	19.1%	5	17.2%	2	3.6%	3	14.3%	5	21.7%
Southeast	15	21.1%	3	6.4%	5	17.2%	9	16.1%	5	23.8%	9	39.1%
West Central	7	9.9%	7	14.9%	0	0.0%	16	28.6%	2	9.5%	1	4.3%
Western	9	12.7%	2	4.3%	3	10.3%	3	5.4%	4	19.0%	3	13.0%
<b>TOTAL RESPONSES</b>	<b>71</b>	<b>29%</b>	<b>47</b>	<b>19%</b>	<b>29</b>	<b>12%</b>	<b>56</b>	<b>23%</b>	<b>21</b>	<b>9%</b>	<b>23</b>	<b>9%</b>

**Table 7b. District – 224 reasons**

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	19.4%	17	43.6%	13	46.4%	9	16.7%	5	29.4%	3	15.8%
Metro	14	20.9%	2	5.1%	2	7.1%	15	27.8%				
Northeast	9	13.4%	9	23.1%	5	17.9%	2	3.7%	3	17.6%	4	21.1%
Southeast	15	22.4%	2	5.1%	5	17.9%	9	16.7%	3	17.6%	8	42.1%
West Central	7	10.4%	7	17.9%			16	29.6%	2	11.8%	1	5.3%
Western	9	13.4%	2	5.1%	3	10.7%	3	5.6%	4	23.5%	3	15.8%
<b>TOTAL RESPONSES</b>	<b>67</b>	<b>30%</b>	<b>39</b>	<b>17%</b>	<b>28</b>	<b>13%</b>	<b>54</b>	<b>24%</b>	<b>17</b>	<b>8%</b>	<b>19</b>	<b>8%</b>

Multiple reasons were allowed for an unfilled position



**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 7c. System Reasons for Unfilled Positions by Region – 23 reasons**

Region	System Reasons											
	No applicants		No fully qualified - Endorsement		No fully qualified - Attributes		Preferred Applicant		Qualified refused		Other	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Central</b>	1	25.0%	2	25.0%			2	100.0%				
<b>Metro</b>	1	25.0%	5	62.5%	1	100.0%			2	50.0%	2	50.0%
<b>Northeast</b>	2	50.0%									1	25.0%
<b>Southeast</b>			1	12.5%					2	50.0%	1	25.0%
<b>West Central</b>												
<b>Western</b>												
<b>TOTAL RESPONSES</b>	<b>4</b>	<b>17%</b>	<b>8</b>	<b>35%</b>	<b>1</b>	<b>4%</b>	<b>2</b>	<b>9%</b>	<b>4</b>	<b>17%</b>	<b>4</b>	<b>17%</b>

Multiple reasons were allowed for an unfilled position

**Table 8 Reasons for Unfilled Positions**

**Table 8a. District/System Size**

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	6	9.5%			2	7.7%	1	1.9%	4	26.7%	1	5.3%
101-250	17	27.0%	13	33.3%	1	3.8%	18	34.0%	4	26.7%	3	15.8%
251-500	7	11.1%	14	35.9%	7	26.9%	11	20.8%	3	20.0%	2	10.5%
501-1000	4	6.3%	6	15.4%	2	7.7%	3	5.7%	3	20.0%	6	31.6%
1001-2500	1	1.6%					3	5.7%	2	13.3%	7	36.8%
2501-5000	13	20.6%	8	20.5%	6	23.1%			3	20.0%	3	15.8%
5001-10,000	1	1.6%	5	12.8%	7	26.9%	2	3.8%	1	6.7%		
>10,000	22	34.9%	1	2.6%	4	15.4%	18	34.0%	1	6.7%	1	5.3%
<b>TOTAL RESPONSES</b>	<b>71</b>	<b>28.7%</b>	<b>47</b>	<b>19.0%</b>	<b>29</b>	<b>11.7%</b>	<b>56</b>	<b>22.7%</b>	<b>21</b>	<b>8.5%</b>	<b>23</b>	<b>9.3%</b>

**Table 8b. District Size**

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	6	9.0%			2	7.1%	1	1.9%	2	11.8%		
101-250	15	22.4%	9	23.1%			18	33.3%	3	17.6%	2	10.5%
251-500	5	7.5%	11	28.2%	7	25.0%	9	16.7%	2	11.8%	1	5.3%
501-1000	4	6.0%	5	12.8%	2	7.1%	3	5.6%	3	17.6%	5	26.3%
1001-2500	1	1.5%					3	5.6%	2	11.8%	7	36.8%
2501-5000	13	19.4%	8	20.5%	6	21.4%			3	17.6%	3	15.8%
5001-10,000	1	1.5%	5	12.8%	7	25.0%	2	3.7%	1	5.9%		
>10,000	22	32.8%	1	2.6%	4	14.3%	18	33.3%	1	5.9%	1	5.3%
<b>TOTAL RESPONSES</b>	<b>67</b>	<b>29.9%</b>	<b>39</b>	<b>17.4%</b>	<b>28</b>	<b>12.5%</b>	<b>54</b>	<b>24.1%</b>	<b>17</b>	<b>7.6%</b>	<b>19</b>	<b>8.5%</b>

Multiple reasons were allowed for an unfilled position

**Table 8c. Reasons for Unfilled Positions by System Size**

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									2	50.0%	1	25.0%
101-250	2	50.0%	4	50.0%	1	100.0%			1	25.0%	1	25.0%
251-500	2	50.0%	3	37.5%			2	100.0%	1	25.0%	1	25.0%
501-1000			1	12.5%							1	25.0%
1001-2500												
2501-5000												
5001-10,000												
>10,000												
<b>TOTAL RESPONSES</b>	<b>4</b>	<b>17.4%</b>	<b>8</b>	<b>34.8%</b>	<b>1</b>	<b>4.3%</b>	<b>2</b>	<b>8.7%</b>	<b>4</b>	<b>17.4%</b>	<b>4</b>	<b>17.4%</b>

Multiple reasons were allowed for an unfilled position

**Table 9 Reasons for Unfilled Positions by Endorsement Area**

**Table 9a. District/System**

Endorsement Area	District/System Reason						Total Unfilled**
	No Applicants	No Fully Qualified - Endorsement	No Fully Qualified - Attributes	Qualified Refused	Preferred Applicant	Other	
Agriculture Education	3	3	1	1			7.00
Art	1		2				2.50
Bilingual							
BMIT		1	1				2.00
Early Childhood Education		3	2		6		9.50
Audiologist		2	3	3	2	2	9.25
Elementary Education	2	2	1	1	12	2	32.00
English as a Second Language/ English Language Learners	4					1	7.00
Family and Consumer Science	4	1	1	1	1	1	8.83
Health and/or Physical Education	1	2	2		1	1	6.00
Industrial Technology/Skilled and Technical Science	4	4	1	1		1	9.00
Language Arts	7	3	1	1	5	1	20.80
*English Language Arts	6	3	1		2		15.80
*Journalism				1			1.00
*Reading & Writing	1				1	1	2.00
*Speech/Theatre					2		2.00
Mathematics	3				2	1	6.50
Middle Level		1			2		2.74
Music/Instrumental/ Vocal	4	2			3	2	9.50
Other		2	1			2	3.13
School Counselor	4	3		1	3	2	12.50
School Library		5		3	1		8.00
School Psychologist	4		1	1	1		10.40
Science	6	3		1	4	1	12.50
*Biology	1						0.50
*Chemistry					3		3.00
*Earth & Space	1						1.00
*Physics							
*Science	4	3		1	1	1	8.00
Social Studies/Social Science			2	1	4		6.00
Special Education	12	5	7	4	5	3	42.00
*Behavior Intervention	2	1	1	1		1	3.00
*Deaf or Hard of Hearing	3					1	5.00
*Early Childhood Sped	2	2		1	1		12.00
*Early Intervention							
*Functional Academic Skills		1	1	1		1	2.00
*Inclusion /Collaboration	1	1	1				4.00
*School Transition			1				2.00
*Special Ed General	4		3	1	4		14.00
*Visual Impairment							
Speech-Language Pathology	8	1	2	1	2	1	19.00
World Languages	4	4	1	1	2	2	12.25
*Spanish	4	4	1	1	2	1	11.25
*Other						1	1.00
<b>TOTAL</b>	<b>71</b>	<b>47</b>	<b>29</b>	<b>21</b>	<b>56</b>	<b>23</b>	<b>258.40</b>

\*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/System Reason						Total Unfilled**
	No Applicants	No Fully Qualified - Endorsement	No Fully Qualified - Attributes	Qualified Refused	Preferred Applicant	Other	
Agriculture Education	3	3	1	1			7.00
Art	1		2				2.50
Bilingual							
BMIT		1	1				2.00
Early Childhood Education		2	2		5		8.00
Audiologist		1	3	1	2	2	7.25
Elementary Education	2	1	1		12	1	29.00
English as a Second Language/ English Language Learners	4					1	7.00
Family and Consumer Science	4	1	1	1	1	1	8.83
Health and/or Physical Education	1	2	1		1		4.00
Industrial Technology/Skilled and Technical Science	4	4	1	1		1	9.00
Language Arts	7	3	1	1	5	1	20.80
*English Language Arts	6	3	1		2		15.80
*Journalism				1			1.00
*Reading & Writing	1				1	1	2.00
*Speech/Theatre					2		2.00
Mathematics	3				2	1	6.50
Middle Level		1			2		2.74
Music/Instrumental/ Vocal	3	2			3	1	8.00
Other		2	1			2	3.13
School Counselor	4	3		1	3	2	12.50
School Library		3		2	1		6.00
School Psychologist	4		1	1	1		10.40
Science	6	1		1	4	1	10.50
*Biology	1						0.50
*Chemistry					3		3.00
*Earth & Space	1						1.00
*Physics							
*Science	4	1		1	1	1	6.00
Social Studies/Social Science			2	1	3		5.00
Special Education	12	5	7	4	5	3	42.00
*Behavior Intervention	2	1	1	1		1	3.00
*Deaf or Hard of Hearing	3					1	5.00
*Early Childhood Sped	2	2		1	1		12.00
*Early Intervention							
*Functional Academic Skills		1	1	1		1	2.00
*Inclusion /Collaboration	1	1	1				4.00
*School Transition			1				2.00
*Special Ed General	4		3	1	4		14.00
*Visual Impairment							
Speech-Language Pathology	8	1	2	1	2	1	19.00
World Languages	1	3	1	1	2	1	7.75
*Spanish	1	3	1	1	2	1	7.75
*Other							
<b>TOTAL</b>	<b>67</b>	<b>39</b>	<b>28</b>	<b>17</b>	<b>54</b>	<b>19</b>	<b>238.90</b>

\*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	District/System Reason						Total Unfilled**
	No Applicants	No Fully Qualified - Endorsement	No Fully Qualified - Attributes	Qualified Refused	Preferred Applicant	Other	
Agriculture Education							
Art							
Bilingual							
BMIT							
Early Childhood Education		1			1		1.50
Audiologist		1		2			2.00
Elementary Education		1		1		1	3.00
English as a Second Language/ English Language Learners							
Family and Consumer Science							
Health and/or Physical Education			1			1	2.00
Industrial Technology/Skilled and Technical Science							
Language Arts							
*English Language Arts							
*Journalism							
*Reading & Writing							
*Speech/Theatre							
Mathematics							
Middle Level							
Music/Instrumental/ Vocal	1					1	1.50
Other							
School Counselor							
School Library		2		1			2.00
School Psychologist							
Science		2					2.00
*Biology							
*Chemistry							
*Earth & Space							
*Physics							
*Science		2					2.00
Social Studies/Social Science					1		1.00
Special Education							
*Behavior Intervention							
*Deaf or Hard of Hearing							
*Early Childhood Sped							
*Early Intervention							
*Functional Academic Skills							
*Inclusion /Collaboration							
*School Transition							
*Special Ed General							
*Visual Impairment							
Speech-Language Pathology							
World Languages	3	1				1	4.50
*Spanish	3	1					3.50
*Other						1	1.00
<b>TOTAL</b>	<b>4</b>	<b>8</b>	<b>1</b>	<b>4</b>	<b>2</b>	<b>4</b>	<b>19.50</b>

\*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 10 Solutions for Unfilled Positions by Endorsement Area

### 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 | 7  | Used existing staff appropriately endorsed in the content area     |
| 2 | Hired a person who holds a provisional permit                          | 8  | Used existing staff NOT appropriately endorsed in the content area |
| 3 | Hired a person who holds a transitional permit                         | 9  | Used substitute teachers   |
| 4 | Hired a person who holds a career education teaching permit            | 10 | Position was not filled  |
| 5 | Hired a person NOT appropriately endorsed in the content area          | 11 | Other  |
| 6 | Used distance education or a collaborative arrangement                 |    |  |

Endorsement Area	District/System Solutions by FTE										
	1	2	3	4	5	6	7	8	9	10	11
Agriculture Education	3.00	1.00	2.00					1.00			
Art	1.50					0.13				0.87	
Bilingual											
BMIT	1.00	1.00									
Early Childhood Education		1.00	3.00		4.50					1.00	
Audiologist	1.00	1.25			2.00			1.00			4.00
Elementary Education	2.00	23.00	1.00		2.00					2.00	1.00
English as a Second Language/ English Language Learners	3.00				0.50			0.50	2.00		1.00
Family and Consumer Science		1.83	2.00		2.00	1.00		1.00	1.00		
Health and/or Physical Education	1.00	2.00			1.00					1.00	
Industrial Technology/Skilled and Technical Science	1.00	1.00	1.00	1.00	2.00				2.00	1.00	
Language Arts	5.00	9.80	1.00		2.00					2.00	
*English Language Arts	5.00	5.80	1.00		2.00					2.00	
*Journalism		1.00									
*Reading & Writing		1.00									
*Speech/Theatre		2.00									
Mathematics	2.00		2.00		1.50				1.00		
Middle Level		1.75					0.99				
Music/Instrumental/ Vocal	2.00	2.00	1.00					1.00		2.50	1.00
Other	1.00		1.00	1.00	2.00			1.13		1.90	2.00
School Counselor	4.00	3.00			1.50			1.00		2.00	
School Library	2.00	1.00			2.50			0.50			1.00
School Psychologist	1.00	1.40				1.00	1.00			5.00	1.00
Science		1.00	7.00	0.50	1.00			1.00	1.00	1.00	
*Biology				0.50							
*Chemistry			3.00								
*Earth & Space										1.00	
*Physics											
*Science		1.00	4.00		1.00			1.00	1.00		
Social Studies/Social Science		3.00	2.00								
Special Education	7.00	6.00	3.00		3.00		2.50		6.00	14.50	
*Behavior Intervention								1.00		2.00	
*Deaf or Hard of Hearing								1.00		4.00	
*Early Childhood Sped	2.00	4.00			1.00				3.00	2.00	
*Early Intervention											
*Functional Academic Skills	1.00							0.50		0.50	
*Inclusion /Collaboration	2.00		1.00		1.00						
*School Transition	1.00									1.00	
*Special Ed General	1.00	2.00	2.00		1.00				3.00	5.00	
*Visual Impairment											
Speech-Language Pathology		5.00			1.00	5.50	1.00			4.00	1.60
World Languages	3.75	2.00	1.00	1.00	1.00	1.25	0.50			1.75	
*Spanish	2.75	2.00	1.00	1.00	1.00	1.25	0.50			1.75	
*Other	1.00						0.00				
<b>258.4 TOTAL UNFILLED</b>	<b>41.25</b>	<b>68.03</b>	<b>27.00</b>	<b>3.50</b>	<b>29.50</b>	<b>8.88</b>	<b>5.99</b>	<b>8.13</b>	<b>13.00</b>	<b>40.52</b>	<b>12.60</b>
	16%	26%	10%	1%	11%	3%	2%	3%	5%	16%	5%

\*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 | 7  | Used existing staff appropriately endorsed in the content area     |
| 2 | Hired a person who holds a provisional permit                          | 8  | Used existing staff NOT appropriately endorsed in the content area |
| 3 | Hired a person who holds a transitional permit                         | 9  | Used substitute teachers   |
| 4 | Hired a person who holds a career education teaching permit            | 10 | Position was not filled  |
| 5 | Hired a person NOT appropriately endorsed in the content area          | 11 | Other  |
| 6 | Used distance education or a collaborative arrangement                 |    |  |

Endorsement Area	District Solutions by FTE										
	1	2	3	4	5	6	7	8	9	10	11
Agriculture Education	3	1	2					1			
Art	1.5					0.13				0.87	
Bilingual											
BMIT	1	1									
Early Childhood Education		1	2		4					1	
Audiologist	1	1.25			1			1			3
Elementary Education	2	21	1		1					2	1
English as a Second Language/ English Language Learners	3				0.5			0.5	2		1
Family and Consumer Science		1.83	2		2	1		1	1		
Health and/or Physical Education	1	1			1						
Industrial Technology/Skilled and Technical Science	1	1	1	1	2				2	1	
Language Arts	5	9.8	1		2					2	
*English Language Arts	5	5.8	1		2					2	
*Journalism		1									
*Reading & Writing		1									
*Speech/Theatre		2									
Mathematics	2		2		1.5				1		
Middle Level		1.75						0.99			
Music/Instrumental/ Vocal	2	2	1					1		1	1
Other	1		1	1	2			1.13		1.9	2
School Counselor	4	3			1.5			1		2	
School Library	2	1			2						
School Psychologist	1	1.4				1	1			5	1
Science			7	0.5				1	1	1	
*Biology				0.5							
*Chemistry			3								
*Earth & Space										1	
*Physics											
*Science			4					1	1		
Social Studies/Social Science		3	1								
Special Education	7	6	3		3		2.5		6	14.5	
*Behavior Intervention								1		2	
*Deaf or Hard of Hearing								1		4	
*Early Childhood Sped	2	4			1				3	2	
*Early Intervention											
*Functional Academic Skills	1							0.5		0.5	
*Inclusion /Collaboration	2		1		1						
*School Transition	1									1	
*Special Ed General	1	2	2		1				3	5	
*Visual Impairment											
Speech-Language Pathology		5			1	5.5	1			4	1.6
World Languages	2.75	2	1	1		1	0				
*Spanish	2.75	2	1	1		1	0				
*Other							0				
<b>238.9 TOTAL UNFILLED</b>	<b>40.25</b>	<b>64.03</b>	<b>25.00</b>	<b>3.50</b>	<b>24.50</b>	<b>8.63</b>	<b>5.49</b>	<b>7.63</b>	<b>13.00</b>	<b>36.27</b>	<b>10.60</b>
	17%	27%	11%	1%	10%	4%	2%	3%	5%	15%	4%

\*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 | 7  | Used existing staff appropriately endorsed in the content area     |
| 2 | Hired a person who holds a provisional permit                          | 8  | Used existing staff NOT appropriately endorsed in the content area |
| 3 | Hired a person who holds a transitional permit                         | 9  | Used substitute teachers   |
| 4 | Hired a person who holds a career education teaching permit            | 10 | Position was not filled  |
| 5 | Hired a person NOT appropriately endorsed in the content area          | 11 | Other  |
| 6 | Used distance education or a collaborative arrangement                 |    |  |

Endorsement Area	System Solutions										
	1	2	3	4	5	6	7	8	9	10	11
Agriculture Education											
Art											
Bilingual											
BMIT											
Early Childhood Education			1		0.5						
Audiologist					1						1
Elementary Education		2			1						
English as a Second Language/ English Language Learners											
Family and Consumer Science											
Health and/or Physical Education		1								1	
Industrial Technology/Skilled and Technical Science											
Language Arts											
*English Language Arts											
*Journalism											
*Reading & Writing											
*Speech/Theatre											
Mathematics											
Middle Level											
Music/Instrumental/ Vocal										1.5	
Other											
School Counselor											
School Library					0.5			0.5			1
School Psychologist											
Science		1			1						
*Biology											
*Chemistry											
*Earth & Space											
*Physics											
*Science		1			1						
Social Studies/Social Science			1								
Special Education											
*Behavior Intervention											
*Deaf or Hard of Hearing											
*Early Childhood Sped											
*Early Intervention											
*Functional Academic Skills											
*Inclusion /Collaboration											
*School Transition											
*Special Ed General											
*Visual Impairment											
Speech-Language Pathology											
World Languages	1				1	0	1			2	
*Spanish					1	0.25	0.5			1.75	
*Other	1										
<b>19.5 TOTAL UNFILLED</b>	<b>1.00</b>	<b>4.00</b>	<b>2.00</b>		<b>5.00</b>	<b>0.25</b>	<b>0.50</b>	<b>0.50</b>		<b>4.25</b>	<b>2.00</b>
	5%	21%	10%		26%	1%	3%	3%		22%	10%

\*These are totaled in the main group above them.

The Nebraska Department of Education will propose the shortage areas below to the US Department of Education in the fall of 2018 as shortage areas for federal loan forgiveness in 2019-2020. The Nebraska Excellence in Teaching Act will use these as shortage areas for 2018-2019 applications.

<b>Shortage Areas for Nebraska 2018-2019 School Year PROPOSED Federal 2019-2020 School Year</b>	
Agriculture Education	Science - including:
Art	*Biology
Bilingual*	*Chemistry
BMIT	*Earth & Space
Early Childhood Education	*Physics
English As A Second Language/English Language Learners*	*Science
Family and Consumer Science	Special Education - including:
Health and/or Physical Education	*Behavior Intervention
Industrial Technology/Skilled and Technical Science	*Deaf or Hard of Hearing
Language Arts - including:	*Early Childhood Sped
*English Language Arts	*Early Intervention
*Journalism	*Functional Academic Skills
*Language Arts	*Inclusion /Collaboration
*Reading & Writing	*School Transition
*Speech/Theatre	*Special Ed General
Mathematics	*Visual Impairment
Music/Instrumental/ Vocal	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.