



Teacher Vacancy Survey Report

Report prepared by
Office of Coordinated School and District Support
Nebraska Department of Education
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The purpose of this survey was to determine Nebraska teacher shortages in the fall of 2022 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 districts/systems that could not find fully qualified personnel*;
- The number of teacher positions for which districts/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 districts/systems did to address the positions not filled with fully qualified personnel.

PROCEDURES

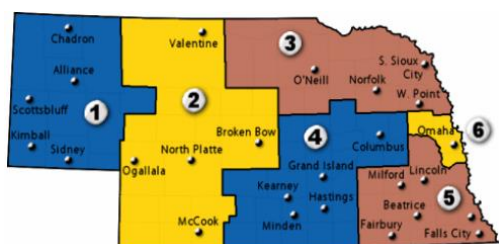
The Teacher Vacancy Survey, which is administered online through the NDE Portal, was opened to all Nebraska PK-12 public school districts, nonpublic school systems, and ESUs in October 2022. Announcements in the NDE Bulletin (a weekly e-bulletin for NDE Portal users), phone calls, and email reminders 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 2022-23 school year;
- The number of those positions 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



- | | |
|---------------|------------------|
| 1 – Western | 2 – West Central |
| 3 – Northeast | 4 – Central |
| 5 – Southeast | 6 – Metro |

For purposes of this report, public districts, ESUs, and nonpublic systems’ data are combined into total counts as **Districts/systems** (coded in orange, Table #a); ESUs are combined with the public-school data as **Districts** (coded in green, Table #b), while the nonpublic data are shown as **Systems** (coded in yellow, 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 436 districts/systems (public districts and ESUs, and nonpublic systems) in Nebraska had the opportunity to respond to the survey. The overall response rate was good (92%) with 402 completing the survey. The district rate (public/ESU) was 258 of 261 responding for a 99% response rate, while the system rate (nonpublic) was 144 of 175 responding for an 82% response rate. There was an increase in participation by public districts, ESUs, and nonpublic systems this year. Tables 1a (districts/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.

Districts/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 196 districts/systems reporting unfilled positions, or 48.75% of the returned sample. Tables 3a (districts/systems), 3b (districts), and 3c (systems) report the distribution of those districts/systems by region. Tables 4a-c report the distribution of districts/systems with unfilled positions by size of district/system. Of the districts/systems reporting unfilled positions, almost 72% have **less than 500** students, while over one half (83.67%) of nonpublic systems reporting unfilled positions have **less than 250** students.

Unfilled Positions

There were 768.70 unfilled positions reported. Tables 3a-c identify the percentage of unfilled positions by region. Tables 4a-c identify the percentage of unfilled positions by district/system size. Of the 768.70 unfilled positions, 227.05 positions (29.53%) were in districts/systems with **less than 500** students. Overall, 208.45 of the unfilled positions (27.12%) were reported with a solution of 'not filled' (vacant).

Tables 3a-c and 4a-c show the number of vacant positions in each region or size, as well as the percent of unfilled positions left vacant. The Metro region had the largest number of unfilled positions and the most difficulty filling open positions. The largest schools (>10,000) had the most unfilled positions and more positions left vacant.

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 (143.4 positions; 18.65%), Elementary Education (117.9 positions; 15.34%), Career Education (70.85 positions; 9.22%), Language Arts (54.1 positions; 7.04%), Science (48.97 positions; 6.37%), Mathematics (46.93 positions; 6.11%), and Speech Language Pathology (45 positions; 5.85%) topped the list of unfilled positions. Additional areas of need include Music Instrumental/Vocal, Early Childhood Education Areas, Art, World Language, and School Counselor.

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

Reasons for Unfilled Positions

Districts/systems were provided with and allowed multiple reasons for an unfilled position. Of the 196 districts/systems reporting unfilled positions, the main reasons given were divided between “No applicants” (46%) and “No fully qualified applicants based on endorsement area” (20%). 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: “Position was not filled” (17%); “Hired a person NOT appropriately endorsed in the content area” (15%); “Hired a person who holds a transitional permit” (13%); and “Used substitute teachers” (11%). Tables 10a-c report the number of solutions by endorsement area. Nonpublic systems indicated a higher rate of the solution: “Used substitute teachers” (18% compared to 9%); whereas public systems indicated a higher rate of the solution: “Position was not filled” (19% compared to 7%).

Trend Analysis

Of the top 10 unfilled positions by endorsement area, several are the same for districts and systems – Language Arts, Elementary Education, Music Instrumental/Vocal, Mathematics, Career Education Areas, and Science. Public districts and ESUs show Special Education, Elementary Education, Career Education Areas, and Language Arts as their top four areas of need this year. Nonpublic systems show Elementary Education, Science, Mathematics, and Music Instrumental/Vocal as their top four areas of need. Special Education, Speech Language Pathology, and Elementary Education reported the highest number of positions left vacant in the top 10 unfilled endorsement areas.

Top 10 Shortage Areas							
Public				Non-Public			
Endorsement Area	Unfilled**		Vacant	Endorsement Area	Unfilled**		Vacant
	Total	%	***		Total	%	***
Special Education	143.40	20.66%	47.4	Elementary Education	13.50	18.07%	0
Elementary Education	104.40	15.04%	22.5	Science	9.67	12.95%	0
Career Education Areas	68.00	9.80%	12	Mathematics	7.08	9.48%	1
Language Arts	49.10	7.07%	2	Music Instrumental/Vocal	5.90	7.90%	0.5
Speech Language Pathology	45.00	6.48%	34	World Language	5.85	7.83%	1
Mathematics	39.85	5.74%	17.6	Art	5.75	7.70%	0
Science	39.30	5.66%	8	Health and/or Physical Education	5.25	7.03%	0
Early Childhood Education Areas	27.00	3.89%	14	Language Arts	5.00	6.69%	0
Music Instrumental/Vocal	26.90	3.88%	5.4	Social Studies/Social Science	3.25	4.35%	0
School Counselor	20.05	2.89%	1.3	Career Education Areas	2.85	3.82%	0.25

Represents Common Shortage Areas

Of the 17 endorsement shortage areas, six have been designated shortage areas each year for the last 15 years: Language Arts, Mathematics, Science, Special Education, Speech Language Pathology, and World Language. In addition to these, 8 others have been designated shortage areas each of the last five years: Career Education Areas; Art; Early Childhood Education; Health and/or Physical Education; School Counselor; School Library; School Psychologist; and Music/Instrumental/Vocal.

Comments were provided by 156 different districts/systems. Over half of the comments (52%) referenced that the overall applicant pool continues to get smaller, along with less qualified candidates applying. In addition, 20% of the comments referenced the difficulty of certification in Nebraska including concerns about challenges for out-of-state applicants and the Praxis requirement.

Table 1 Original and Return Sample by Region

Table 1a. Districts/systems (Public, ESU, and Nonpublic)

Region	Original Population		Return Sample		Percentage Return for Region
	No. Of Districts/Systems	%	No. Of Districts/Systems	%	
Central	105	24.08%	99	24.63%	94.29%
Metro	83	19.04%	67	16.67%	80.72%
Northeast	80	18.35%	78	19.40%	97.50%
Southeast	97	22.25%	89	22.14%	91.75%
West Central	42	9.63%	41	10.20%	97.62%
Western	29	6.65%	28	6.97%	96.55%
Total	436	100.00%	402	100.00%	92.20%

Table 1b. Districts (Public and ESU)

Region	Original Population		Return Sample		Percentage Return for Region
	No. Of Districts/Systems	%	No. Of Districts/Systems	%	
Central	73	27.97%	72	27.91%	98.63%
Metro	21	8.05%	21	8.14%	100.00%
Northeast	54	20.69%	54	20.93%	100.00%
Southeast	53	20.31%	52	20.16%	98.11%
West Central	36	13.79%	35	13.57%	97.22%
Western	24	9.20%	24	9.30%	100.00%
Total	261	100.00%	258	100.00%	98.85%

Table 1c. Systems (Nonpublic)

Region	Original Population		Return Sample		Percentage Return for Region
	No. Of Districts/Systems	%	No. Of Districts/Systems	%	
Central	32	18.29%	27	18.75%	84.38%
Metro	62	35.43%	46	31.94%	74.19%
Northeast	26	14.86%	24	16.67%	92.31%
Southeast	44	25.14%	37	25.69%	84.09%
West Central	6	3.43%	6	4.17%	100.00%
Western	5	2.86%	4	2.78%	80.00%
Total	175	100.00%	144	100.00%	82.29%

Table 2 Original and Return Sample by District/System Size

Table 2a. Districts/systems (Public, ESU, and Nonpublic)

Size	Original Population		Return Sample		Percentage Return for Size
	No. Of Districts/Systems	%	No. Of Districts/Systems	%	
<100	133	30.50%	112	27.86%	84.21%
101-250	101	23.17%	97	24.13%	96.04%
251-500	100	22.94%	96	23.88%	96.00%
501-1000	58	13.30%	55	13.68%	94.83%
1001-2500	24	5.50%	24	5.97%	100.00%
2501-5000	9	2.06%	7	1.74%	77.78%
5001-10,000	6	1.38%	6	1.49%	100.00%
>10,000	5	1.15%	5	1.24%	100.00%
Total	436	100.00%	402	100.00%	92.20%

Table 2b. Districts (Public and ESU)

Size	Original Population		Return Sample		Percentage Return for Size
	No. Of Districts/Systems	%	No. Of Districts/Systems	%	
<100	21	8.05%	20	7.75%	95.24%
101-250	70	26.82%	70	27.13%	100.00%
251-500	80	30.65%	80	31.01%	100.00%
501-1000	47	18.01%	47	18.22%	100.00%
1001-2500	23	8.81%	23	8.91%	100.00%
2501-5000	9	3.45%	7	2.71%	77.78%
5001-10,000	6	2.30%	6	2.33%	100.00%
>10,000	5	1.92%	5	1.94%	100.00%
Total	261	100.00%	258	100.00%	98.85%

Table 2c. Systems (Nonpublic)

Size	Original Population		Return Sample		Percentage Return for Size
	No. Of Districts/Systems	%	No. Of Districts/Systems	%	
<100	112	64.00%	92	63.89%	82.14%
101-250	31	17.71%	27	18.75%	87.10%
251-500	20	11.43%	16	11.11%	80.00%
501-1000	11	6.29%	8	5.56%	72.73%
1001-2500	1	0.57%	1	0.69%	100.00%
Total	175	100.00%	144	100.00%	82.29%

Table 3 Unfilled Positions by Region

Table 3a. Districts/systems (Public, ESU, and Nonpublic)

Region	Districts/Systems with Unfilled ** Positions		Number of Unfilled ** Positions		Vacant ***	
	No. Of Districts/Systems	%	No. Of Unfilled	%	Number Vacant	% Unfilled left vacant for region
Central	51	26.02%	104.50	13.59%	20.00	19.14%
Metro	29	14.80%	309.35	40.24%	59.00	19.07%
Northeast	38	19.39%	91.35	11.88%	34.50	37.77%
Southeast	36	18.37%	168.50	21.92%	71.55	42.46%
West Central	25	12.76%	44.90	5.84%	7.40	16.48%
Western	17	8.67%	50.10	6.52%	16.00	31.94%
Total	196	100.00%	768.70	100.00%	208.45	27.12%

Table 3b. Districts (Public and ESU)

Region	Districts/Systems with Unfilled ** Positions		Number of Unfilled ** Positions		Vacant ***	
	No. Of Districts/Systems	%	No. Of Unfilled	%	Number Vacant	% Unfilled left vacant for region
Central	41	27.89%	87.80	12.65%	20.00	22.78%
Metro	13	8.84%	281.60	40.58%	56.00	19.89%
Northeast	28	19.05%	76.50	11.02%	32.50	42.48%
Southeast	25	17.01%	155.10	22.35%	70.80	45.65%
West Central	25	17.01%	44.90	6.47%	7.40	16.48%
Western	15	10.20%	48.10	6.93%	16.00	33.26%
Total	147	100.00%	694.00	100.00%	202.70	29.21%

Table 3c. Systems (Nonpublic)

Region	Districts/Systems with Unfilled ** Positions		Number of Unfilled ** Positions		Vacant ***	
	No. Of Districts/Systems	%	No. Of Unfilled	%	Number Vacant	% Unfilled left vacant for region
Central	10	20.41%	16.70	22.36%	0.00	0.00%
Metro	16	32.65%	27.75	37.15%	3.00	10.81%
Northeast	10	20.41%	14.85	19.88%	2.00	13.47%
Southeast	11	22.45%	13.40	17.94%	0.75	5.60%
Western	2	4.08%	2.00	2.68%	0.00	0.00%
Total	49	100.00%	74.70	100.00%	5.75	7.70%

**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. Districts/systems (Public, ESU, and Nonpublic)

Size	Districts/Systems with Unfilled ** Positions		Number of Unfilled ** Positions		Vacant ***	
	No. Of Districts/Systems	%	No. Of Unfilled	%	Number Vacant	% Unfilled left vacant for Size
<100	39	19.90%	72.87	9.48%	25.00	34.31%
101-250	54	27.55%	70.98	9.23%	9.50	13.38%
251-500	48	24.49%	83.20	10.82%	12.70	15.26%
501-1000	24	12.24%	60.20	7.83%	17.00	28.24%
1001-2500	14	7.14%	41.25	5.37%	11.25	27.27%
2501-5000	7	3.57%	50.50	6.57%	16.50	32.67%
5001-10,000	5	2.55%	25.50	3.32%	9.00	35.29%
>10,000	5	2.55%	364.20	47.38%	107.50	29.52%
Total	196	100.00%	768.70	100.00%	208.45	27.12%

Table 4b. Districts (Public and ESU)

Size	Districts/Systems with Unfilled ** Positions		Number of Unfilled ** Positions		Vacant ***	
	No. Of Districts/Systems	%	No. Of Unfilled	%	Number Vacant	% Unfilled left vacant for Size
<100	11	7.48%	28.62	4.12%	22.00	76.87%
101-250	41	27.89%	57.08	8.22%	9.00	15.77%
251-500	42	28.57%	73.90	10.65%	11.70	15.83%
501-1000	23	15.65%	56.20	8.10%	16.00	28.47%
1001-2500	13	8.84%	38.00	5.48%	11.00	28.95%
2501-5000	7	4.76%	50.50	7.28%	16.50	32.67%
5001-10,000	5	3.40%	25.50	3.67%	9.00	35.29%
>10,000	5	3.40%	364.20	52.48%	107.50	29.52%
Total	147	100.00%	694.00	100.00%	202.70	29.21%

Table 4c. Systems (Nonpublic)

Size	Districts/Systems with Unfilled ** Positions		Number of Unfilled ** Positions		Vacant ***	
	No. Of Districts/Systems	%	No. Of Unfilled	%	Number Vacant	% Unfilled left vacant for Size
<100	28	57.14%	44.25	59.24%	3.00	6.78%
101-250	13	26.53%	13.90	18.61%	0.50	3.60%
251-500	6	12.24%	9.30	12.45%	1.00	10.75%
501-1000	1	2.04%	4.00	5.35%	1.00	25.00%
1001-2500	1	2.04%	3.25	4.35%	0.25	7.69%
Total	49	100.00%	74.70	100.00%	5.75	7.70%

****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 Area	District/System Region						Unfilled**		Vacant ***	
	Central	Metro	Northeast	Southeast	West Central	Western	Total	%		
Art	1.75	8.7	3	5.5	2	0.6	21.55	2.80%	2	
Career Education Areas	18.9	13.5	14	11.2	9.25	4	70.85	9.22%	12.25	
	Agricultural Education	7.9		2.5	1	1	2	14.4	1.87%	3
	BMIT	4	5	3	4	4.25	1	21.25	2.76%	2
	Family & Consumer Science Occupational	2	3.5	4.5	1.95	4		15.95	2.07%	2
	Skilled & Technical Sciences Education	5	5	4	4.25		1	19.25	2.50%	5.25
Early Childhood Education Areas	8		4.6	4	1	11	28.6	3.72%	14	
	Early Childhood Ed - PK- Grade 3	8		3.6	2	1	11	25.6	3.33%	14
	Early Childhood Inclusive - Birth-Grade 3			1	1			2	0.26%	0
	Special Ed Early Childhood Ed - Birth-K				1			1	0.13%	0
Elementary Education	12.5	59.9	10	23.5	4	8	117.9	15.34%	22.5	
ESL/ELL	1		1	2	1		5	0.65%	1	
Health and/or Physical Education	2.75	5	1	8.5	1.62	2	20.87	2.71%	0	
Language Arts	7	28	4.5	7.6	4	3	54.1	7.04%	2	
	English Language Arts	6	25	4.5	6.6	3	3	48.1	6.26%	2
	Journalism & Media Education					1		1	0.13%	0
	Reading & Writing		3		1			4	0.52%	0
	Secondary English	1						1	0.13%	0
Mathematics	8.5	14.25	6.5	12.93	3.75	1	46.93	6.11%	18.6	
Middle Level - Include under content area	1			6.5	0.88		8.38	1.09%	1	
Music Instrumental/Vocal	5	6.25	6.25	8.4	6.4	0.5	32.8	4.27%	5.9	
Other		27	1	3.5			31.5	4.10%	25	
School Counselor	2	2	1	14.05	1	1	21.05	2.74%	2.3	
School Library	3.5	4	4		0.6	1	13.1	1.70%	0	
School Psychologist	3	5	3	6.5			17.5	2.28%	7	
Science	8.5	19	2.5	10.17	3.8	5	48.97	6.37%	8	
	Biology	2	2		2	1	3	10	1.30%	1
	Chemistry		1		1.17	0.43		2.6	0.34%	0
	Earth and Space	0.25		1				1.25	0.16%	0
	Physics	0.25	1					1.25	0.16%	0
	Science	6	15	1.5	7	2.37	2	33.87	4.41%	7
Social Studies/Social Science	1.5	6	4	2.75	2	2	18.25	2.37%	1	
Special Education	13	77	13	31.4	2	7	143.4	18.65%	47.4	
	Behavior Intervention		4	3	1		1	9	1.17%	7
	Deaf or Hard of Hearing		3					3	0.39%	0
	Functional Academic Skills	1		1				2	0.26%	0
	Inclusion and Collaboration	1	1	1	2	1	2	8	1.04%	3
	Special Education Generalist	11	67	8	27.4	1	4	118.4	15.40%	36.4
	Visual Impairment		2		1			3	0.39%	1
Speech Language Pathology	4	25	7	8		1	45	5.85%	34	
World Language	2.1	7.75	5	2	1.6	3	21.45	2.79%	3.5	
	Spanish	2.1	6	5	2	1.6	2	18.7	2.43%	3.5
	Other		1.75				1	2.75	0.36%	0
	104.5	309.35	91.35	168.5	44.9	50.1	768.7	100.00%	208.45	

**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						Unfilled**		Vacant ***	
	Central	Metro	Northeast	Southeast	West Central	Western	Total	%		
Art	1	6.2	2	4	2	0.6	15.8	2.28%	2	
Career Education Areas	16.3	13.5	14	10.95	9.25	4	68	9.80%	12	
	Agricultural Education	7.3		2.5	1	1	2	13.8	1.99%	3
	BMIT	2	5	3	4	4.25	1	19.25	2.77%	2
	Family & Consumer Science Occupational	2	3.5	4.5	1.95	4		15.95	2.30%	2
	Skilled & Technical Sciences Education	5	5	4	4		1	19	2.74%	5
Early Childhood Education Areas	7		4	4	1	11	27	3.89%	14	
	Early Childhood Ed - PK-Grade 3	7		3	2	1	11	24	3.46%	14
	Early Childhood Inclusive - Birth-Grade 3			1	1			2	0.29%	0
	Special Ed Early Childhood Ed - Birth-K				1			1	0.14%	0
Elementary Education	11	55.9	4	23.5	4	6	104.4	15.04%	22.5	
ESL/ELL	1		1	2	1		5	0.72%	1	
Health and/or Physical Education	1	3	1	7	1.62	2	15.62	2.25%	0	
Language Arts	6	24	4.5	7.6	4	3	49.1	7.07%	2	
	English Language Arts	5	21	4.5	6.6	3	3	43.1	6.21%	2
	Journalism & Media Education					1		1	0.14%	0
	Reading & Writing		3		1			4	0.58%	0
	Secondary English	1						1	0.14%	0
Mathematics	6.5	10	6	12.6	3.75	1	39.85	5.74%	17.6	
Middle Level - Include under content area				5.5	0.88		6.38	0.92%	1	
Music Instrumental/Vocal	4	6	5	5	6.4	0.5	26.9	3.88%	5.4	
Other		26	1	2			29	4.16%	24	
School Counselor	2	2		14.05	1	1	20.05	2.89%	1.3	
School Library	2.5	3	3.5		0.6	1	10.6	1.53%	0	
School Psychologist	3	5	3	6.5			17.5	2.52%	7	
Science	7	15	1.5	7	3.8	5	39.3	5.66%	8	
	Biology	1	1		1	1	3	7	1.01%	1
	Chemistry					0.43		0.43	0.06%	0
	Earth and Space Science	6	14	0.5	6	2.37	2	30.87	4.45%	7
Social Studies/Social Science	1	4	4	2	2	2	15	2.16%	1	
Special Education	13	77	13	31.4	2	7	143.4	20.66%	47.4	
	Behavior Intervention		4	3	1		1	9	1.30%	7
	Deaf or Hard of Hearing		3					3	0.43%	0
	Functional Academic Skills	1		1				2	0.29%	0
	Inclusion and Collaboration	1	1	1	2	1	2	8	1.15%	3
	Special Education Generalist	11	67	8	27.4	1	4	118.4	17.06%	36.4
	Visual Impairment		2		1			3	0.43%	1
Speech Language Pathology	4	25	7	8		1	45	6.48%	34	
World Language	1	6	2	2	1.6	3	15.6	2.25%	2.5	
	Spanish	1	5	2	2	1.6	2	13.6	1.96%	2.5
	Other		1				1	2	0.28%	0
87.8 281.6 76.5 155.1 44.9 48.1 694 100.00% 202.7										

**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					Unfilled**		Vacant ***
	Central	Metro	Northeast	Southeast	Western	Total	%	
Art	0.75	2.5	1	1.5		5.75	7.70%	0
Career Education Areas	2.6			0.25		2.85	3.82%	0.25
Agricultural Education	0.6					0.6	0.80%	0
BMIT	2					2	2.68%	0
Skilled & Technical Sciences Education				0.25		0.25	0.33%	0.25
Early Childhood Education Areas	1		0.6			1.6	2.14%	0
Early Childhood Ed - PK-Grade 3	1		0.6			1.6	2.14%	0
Elementary Education	1.5	4	6		2	13.5	18.07%	0
Health and/or Physical Education	1.75	2		1.5		5.25	7.03%	0
Language Arts	1	4				5	6.69%	0
English Language Arts	1	4				5	6.69%	0
Mathematics	2	4.25	0.5	0.33		7.08	9.48%	1
Middle Level - Include under content area	1			1		2	2.68%	0
Music Instrumental/Vocal	1	0.25	1.25	3.4		5.9	7.90%	0.5
Other		1		1.5		2.5	3.35%	1
School Counselor			1			1	1.34%	1
School Library	1	1	0.5			2.5	3.35%	0
Science	1.5	4	1	3.17		9.67	12.95%	0
Biology	1	1		1		3	4.02%	0
Chemistry		1		1.17		2.17	2.90%	0
Earth and Space	0.25					0.25	0.33%	0
Physics	0.25	1				1.25	1.67%	0
Science		1	1	1		3	4.02%	0
Social Studies/Social Science	0.5	2		0.75		3.25	4.35%	0
World Language	1.1	1.75	3			5.85	7.83%	1
French		0.75				0.75	1.00%	0
Spanish	1.1	1	3			5.1	6.83%	1
	16.7	27.75	14.85	13.4	2	74.7	100.00%	5.75

**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/System Size								Unfilled**	
	<100	101-250	251-500	501-1000	1001-2500	2501-5000	5001-10,000	>10,000	Total	%
Art	4.45	2.6	3.3	1.2		1	1	8	21.55	2.80%
Career Education Areas	1.6	14.05	17	13	6.25	5	1.5	12.45	70.85	9.22%
Agricultural Education	0.6	4.3	4	4	1		0.5		14.4	1.87%
BMIT	1	3.25	8	1	2			6	21.25	2.76%
Family & Consumer Science Occupational		4.5	2	5			1	3.45	15.95	2.07%
Skilled & Technical Sciences Education		2	3	3	3.25	5		3	19.25	2.50%
Early Childhood Education Areas	11.6	1	1	5	6	1		3	28.6	3.72%
Early Childhood Ed - PK-Grade 3	11.6	1	1	4	6	1		1	25.6	3.33%
Early Childhood Inclusive - Birth-Grade 3				1				1	2	0.26%
Special Ed Early Childhood Ed - Birth-K								1	1	0.13%
Elementary Education	10	8.5	3	3	7	4	7	75.4	117.9	15.34%
ESL/ELL				1		1	1	2	5	0.65%
Health and/or Physical Education	3.37	1.5	5		1	4		6	20.87	2.71%
Language Arts	4	3.5	10	5	1	1	1	28.6	54.1	7.04%
English Language Arts	4	3.5	9	5		1	1	24.6	48.1	6.26%
Journalism & Media Education					1				1	0.13%
Reading & Writing								4	4	0.52%
Secondary English			1						1	0.13%
Mathematics	2.25	6.25	6.5	6	4.33	3	5	13.6	46.93	6.11%
Middle Level - Include under content area	1	1.88	1					4.5	8.38	1.09%
Music Instrumental/Vocal	4.25	7.15	5.9	4	1.5	3		7	32.8	4.27%
Other	2	1	0.5					28	31.5	4.29%
School Counselor	1	1	2.3	2		2		12.75	21.05	2.74%
School Library	1	3	5.1			1		3	13.1	1.70%
School Psychologist	4	1		1	1	2		8.5	17.5	2.28%
Science	7.5	4.3	8	2	3.17	2	4	18	48.97	6.37%
Biology	2	1	3	1	2			1	10	1.30%
Chemistry	1	0.43			1.17				2.6	0.34%
Earth and Space	0.25					1			1.25	0.16%
Physics	1.25								1.25	0.16%
Science	3	2.87	5	1		1	4	17	33.87	4.41%
Social Studies/Science	1	4.75	1.5	4	1		1	5	18.25	2.37%
Special Education	3	7	8	7	6	14	4	94.4	143.4	18.65%
Behavior Intervention		2			1	3		3	9	1.17%
Deaf or Hard of Hearing								3	3	0.39%
Functional Academic Skills	1					1			2	0.26%
Inclusion and Collaboration		1		2	3	1		1	8	1.04%
Special Education Generalist	1	4	8	5	2	9	4	85.4	118.4	15.40%
Visual Impairment	1							2	3	0.39%
Speech Language Pathology	6		3	1	1	6		28	45	5.85%
World Language	4.85	2.5	1.6	4	2	0.5		6	21.45	2.79%
Other	.75				1			1	2.75	0.36%
Spanish	4.1	2.5	1.6	4	1	0.5		5	18.7	2.43%
	72.87	70.9	83.2	60.2	41.25	50.5	25.5	364.2	768.7	100.0%

**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	501-1000	1001-2500	2501-5000	5001-10,000	>10,000	Total	%
Art	2	2.6		1.2		1	1	8	15.8	2.28%
Career Education Areas		14.05	16	13	6	5	1.5	12.45	68	9.80%
Agricultural Education		4.3	4	4	1		0.5		13.8	1.99%
BMIT		3.25	7	1	2			6	19.25	2.77%
Family & Consumer Science Occupational		4.5	2	5			1	3.45	15.95	2.30%
Skilled & Technical Sciences Education		2	3	3	3	5		3	19	2.74%
Early Childhood Education Areas	10	1	1	5	6	1		3	27	3.89%
Early Childhood Ed - PK-Grade 3	10	1	1	4	6	1		1	24	3.46%
Early Childhood Inclusive - Birth-Grade 3				1				1	2	0.29%
Special Ed Early Childhood Ed - Birth-K								1	1	0.14%
Elementary Education		6	3	2	7	4	7	75.4	104.4	15.04%
ESL/ELL				1		1	1	2	5	0.72%
Health and/or Physical Education	0.62		4		1	4		6	15.62	2.25%
Language Arts		3.5	10	4	1	1	1	28.6	49.1	7.07%
English Language Arts		3.5	9	4		1	1	24.6	43.1	6.21%
Journalism & Media Education					1				1	0.14%
Reading & Writing								4	4	0.58%
Secondary English			1						1	0.14%
Mathematics		4.75	4.5	5	4	3	5	13.6	39.85	5.74%
Middle Level - Include under content area		0.88	1					4.5	6.38	0.92%
Music Instrumental/Vocal	1	6	5.9	4		3		7	26.9	3.88%
Other	1							28	29	4.25%
School Counselor		1	2.3	2		2		12.75	20.05	2.89%
School Library		1.5	5.1			1		3	10.6	1.53%
School Psychologist	4	1		1	1	2		8.5	17.5	2.52%
Science	1	3.3	7	2	2	2	4	18	39.3	5.66%
Biology		1	2	1	2			1	7	1.01%
Chemistry		0.43							0.43	0.06%
Earth and Space						1			1	0.14%
Science	1	1.87	5	1		1	4	17	30.87	4.45%
Social Studies/Science		3	1	4	1		1	5	15	2.16%
Special Education	3	7	8	7	6	14	4	94.4	143.4	20.66%
Behavior Intervention		2			1	3		3	9	1.30%
Deaf or Hard of Hearing								3	3	0.43%
Functional Academic Skills	1					1			2	0.29%
Inclusion and Collaboration		1		2	3	1		1	8	1.15%
Special Education Generalist	1	4	8	5	2	9	4	85.4	118.4	17.06%
Visual Impairment	1							2	3	0.43%
Speech Language Pathology	6		3	1	1	6		28	45	6.48%
World Language		1.5	1.6	4	2	0.5		6	15.6	2.25%
Other					1			1	2	0.28%
Spanish		1.5	1.6	4	1	0.5		5	13.6	1.96%
	28.62	57.08	73.9	56.2	38	50.5	25.5	364.2	694	100.00%

**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					Unfilled**		
	<100	101-250	251-500	501-1000	1001-2500	Total	%	
Art	2.45		3.3			5.75	7.70%	
Career Education Areas	1.6		1		0.25	2.85	3.82%	
	Agricultural Education	0.6				0.6	0.80%	
	BMIT	1		1		2	2.68%	
	Skilled & Technical Sciences Education					0.25	0.33%	
Early Childhood Education Areas	1.6					1.6	2.14%	
	Early Childhood Ed - PK-Grade 3	1.6				1.6	2.14%	
Elementary Education	10	2.5		1		13.5	18.07%	
Health and/or Physical Education	2.75	1.5	1			5.25	7.03%	
Language Arts	4			1		5	6.69%	
	English Language Arts	4			1	5	6.69%	
Mathematics	2.25	1.5	2	1	0.33	7.08	9.48%	
Middle Level - Include under content area	1	1				2	2.68%	
Music Instrumental/Vocal	3.25	1.15			1.5	5.9	7.90%	
Other	1	1	0.5			2.5	4.69%	
School Counselor	1					1	1.34%	
School Library	1	1.5				2.5	3.35%	
Science	6.5	1	1		1.17	9.67	12.95%	
	Biology	2		1		3	4.02%	
	Chemistry	1				1.17	2.17	2.90%
	Earth and Space	0.25				0.25	0.33%	
	Physics	1.25				1.25	1.67%	
	Science	2	1			3	4.02%	
Social Studies/Social Science	1	1.75	0.5			3.25	4.35%	
World Language	4.85	1				5.85	7.83%	
	French	0.75				0.75	1.00%	
	Spanish	4.1	1			5.1	6.83%	
	44.25	13.9	9.3	4	3.25	74.7	100.00%	

**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 – 583 reasons

Region	District/System Reasons											
	No Applicants	%	No Fully qualified Endorsement	%	No fully qualified Attributes	%	Preferred Applicant	%	Qualified refused	%	Other	%
Central	63	23.3%	17	14.5%	7	14.0%	4	7.7%	13	22.8%	11	29.7%
Metro	36	13.3%	47	40.2%	34	68.0%	26	50.0%	28	49.1%	6	16.2%
Northeast	53	19.6%	20	17.1%	4	8.0%	3	5.8%	3	5.3%	11	29.7%
Southeast	56	20.7%	14	12.0%	2	4.0%	11	21.2%	8	14.0%	6	16.2%
West Central	32	11.9%	15	12.8%	3	6.0%	2	3.8%	4	7.0%	1	2.7%
Western	30	11.1%	4	3.4%	0	0.0%	6	11.5%	1	1.8%	2	5.4%
Total	270	46%	117	20%	50	9%	52	9%	57	10%	37	6%

Table 7b. District – 482 reasons

Region	District Reasons											
	No Applicants	%	No Fully qualified Endorsement	%	No fully qualified Attributes	%	Preferred Applicant	%	Qualified refused	%	Other	%
Central	51	22.6%	10	10.5%	5	11.4%	4	9.5%	12	25.5%	10	35.7%
Metro	24	10.6%	39	41.1%	32	72.7%	22	52.4%	24	51.1%	0	0.0%
Northeast	41	18.1%	18	18.9%	4	9.1%	1	2.4%	3	6.4%	10	35.7%
Southeast	49	21.7%	9	9.5%	0	0.0%	8	19.0%	3	6.4%	5	17.9%
West Central	32	14.2%	15	15.8%	3	6.8%	2	4.8%	4	8.5%	1	3.6%
Western	29	12.8%	4	4.2%	0	0.0%	5	11.9%	1	2.1%	2	7.1%
Total	226	47%	95	20%	44	9%	42	9%	47	10%	28	6%

Table 7c. System – 101 reasons

Region	System Reasons											
	No Applicants	%	No Fully qualified Endorsement	%	No fully qualified Attributes	%	Preferred Applicant	%	Qualified refused	%	Other	%
Central	12	27.3%	7	31.8%	2	33.3%	0	0.0%	1	10.0%	1	11.1%
Metro	12	27.3%	8	36.4%	2	33.3%	4	40.0%	4	40.0%	6	66.7%
Northeast	12	27.3%	2	9.1%	0	0.0%	2	20.0%	0	0.0%	1	11.1%
Southeast	7	15.9%	5	22.7%	2	33.3%	3	30.0%	5	50.0%	1	11.1%
Western	1	2.3%	0	0.0%	0	0.0%	1	10.0%	0	0.0%	0	0.0%
Total	44	44%	22	22%	6	6%	10	10%	10	10%	9	9%

Multiple reasons were allowed for an unfilled position.

Table 8 Reasons for Unfilled Positions by Size

Table 8a. District/System Size – 583 Reasons

Size	District/System Reasons											
	No Applicants	%	No Fully qualified Endorsement	%	No fully qualified Attributes	%	Preferred Applicant	%	Qualified refused	%	Other	%
<100	40	14.8%	17	14.5%	4	8.0%	5	9.6%	4	7.0%	7	18.9%
101-250	48	17.8%	23	19.7%	0	0.0%	4	7.7%	5	8.8%	6	16.2%
251-500	57	21.1%	15	12.8%	6	12.0%	9	17.3%	6	10.5%	13	35.1%
501-1000	36	13.3%	10	8.5%	6	12.0%	6	11.5%	5	8.8%	4	10.8%
1001-2500	25	9.3%	6	5.1%	0	0.0%	3	5.8%	7	12.3%	2	5.4%
2501-5000	21	7.8%	10	8.5%	4	8.0%	6	11.5%	0	0.0%	4	10.8%
5001-10,000	8	3.0%	1	0.9%	2	4.0%	1	1.9%	6	10.5%	1	2.7%
>10,000	35	13.0%	35	29.9%	28	56.0%	18	34.6%	24	42.1%	0	0.0%
Total	270	46%	117	20%	50	9%	52	9%	57	10%	37	6%

Table 8b. District Size – 482 Reasons

Size	District Reasons											
	No Applicants	%	No Fully qualified Endorsement	%	No fully qualified Attributes	%	Preferred Applicant	%	Qualified refused	%	Other	%
<100	14	6.2%	5	5.3%	3	6.8%	0	0.0%	2	4.3%	2	7.1%
101-250	38	16.8%	19	20.0%	0	0.0%	2	4.8%	3	6.4%	3	10.7%
251-500	54	23.9%	11	11.6%	2	4.5%	6	14.3%	3	6.4%	12	42.9%
501-1000	33	14.6%	10	10.5%	5	11.4%	6	14.3%	5	10.6%	4	14.3%
1001-2500	23	10.2%	4	4.2%	0	0.0%	3	7.1%	4	8.5%	2	7.1%
2501-5000	21	9.3%	10	10.5%	4	9.1%	6	14.3%	0	0.0%	4	14.3%
5001-10,000	8	3.5%	1	1.1%	2	4.5%	1	2.4%	6	12.8%	1	3.6%
>10,000	35	15.5%	35	36.8%	28	63.6%	18	42.9%	24	51.1%	0	0.0%
Total	226	47%	95	20%	44	9%	42	9%	47	10%	28	6%

Table 8c. System Size – 101 Reasons

Size	District Reasons											
	No Applicants	%	No Fully qualified Endorsement	%	No fully qualified Attributes	%	Preferred Applicant	%	Qualified refused	%	Other	%
<100	26	59.1%	12	54.5%	1	16.7%	5	50.0%	2	20.0%	5	55.6%
101-250	10	22.7%	4	18.2%	0	0.0%	2	20.0%	2	20.0%	3	33.3%
251-500	3	6.8%	4	18.2%	4	66.7%	3	30.0%	3	30.0%	1	11.1%
501-1000	3	6.8%	0	0.0%	1	16.7%	0	0.0%	0	0.0%	0	0.0%
1001-2500	2	4.5%	2	9.1%	0	0.0%	0	0.0%	3	30.0%	0	0.0%
Total	44	44%	22	22%	6	6%	10	10%	10	10%	9	9%

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 FTE
	No Applicants	No Fully qualified - Endorsement	No fully qualified - Attributes	Preferred Applicant	Qualified refused	Other	
Art	9	6	3	3	3	2	21.55
Career Education Areas	46	21	5	3	7	3	70.85
Agricultural Education	12	1		1	1	3	14.4
BMIT	11	8	1		1		21.25
Family & Consumer Science Occupational	11	6	1	1	1		15.95
Skilled & Technical Sciences Education	12	6	3	1	4		19.25
Early Childhood Education Areas	12	3	1		1	1	28.60
Early Childhood Ed - PK-Grade 3	10	2	1		1	1	25.6
Early Childhood Inclusive - Birth-Grade 3	1	1					2
Special Ed Early Childhood Ed - Birth-K	1						1
Elementary Education	17	3	2	12	4	6	117.90
ESL/ELL	2	1	1		2		5.00
Health and/or Physical Education	7	1	3	3	2	3	20.87
Language Arts	19	10	5	4	4	2	54.10
English Language Arts	17	8	3	3	3	1	48.1
Journalism & Media Education	1	1					1
Reading & Writing	1	1	1		1		4
Secondary English			1	1		1	1
Mathematics	25	6	3	3	3	3	46.93
Middle Level - Include under content area	3	1		1	1		8.38
Music Instrumental/Vocal	19	5	1	5	5	5	32.80
Other	6	5	3		3	1	33.00
School Counselor	6	1	1	1		1	21.05
School Library	3	11	2		2		13.10
School Psychologist	10	1		1			17.50
Science	15	17	3	7	6	1	48.97
Biology	7	2		2	1		10
Chemistry		3					2.6
Earth and Space		2					1.25
Physics		2					1.25
Science	8	8	3	5	5	1	33.87
Social Studies/Science	7	1	4	4	2	4	18.25
Special Education	33	17	9	5	8	4	143.40
Behavior Intervention	6	2	2		1		9
Deaf or Hard of Hearing		1	1		1		3
Functional Academic Skills		1	1				2
Inclusion and Collaboration	7	1	1	1	1		8
Special Education Generalist	19	10	3	4	4	4	118.4
Visual Impairment	1	2	1		1		3
Speech Language Pathology	12	3	2		2	1	45.00
World Language	19	4	2		2		21.45
Other	2				1		2.75
Spanish	17	4	2		1		18.7
Total	270	117	50	52	57	37	768.7
	583	46%	20%	9%	9%	10%	6%

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

Table 9b. District Reasons for Unfilled Positions by Endorsement Area

Endorsement Area	District Reason						Total FTE
	No Applicants	No Fully qualified - Endorsement	No fully qualified - Attributes	Preferred Applicant	Qualified refused	Other	
Art	5	4	2	1	2		15.80
Career Education Areas	43	21	5	3	6	3	68.00
Agricultural Education	12	1		1	1	3	13.8
BMIT	9	8	1		1		19.25
Family & Consumer Science Occupational	11	6	1	1	1		15.95
Skilled & Technical Sciences Education	11	6	3	1	3		19
Early Childhood Education Areas	10	3	1		1	1	27.00
Early Childhood Ed - PK-Grade 3	8	2	1		1	1	24
Early Childhood Inclusive - Birth-Grade 3	1	1					2
Special Ed Early Childhood Ed - Birth-K	1						1
Elementary Education	11	2	1	11	3	4	104.40
ESL/ELL	2	1	1		2		5.00
Health and/or Physical Education	5		1	3	1	2	15.62
Language Arts	15	9	5	4	4	2	49.10
English Language Arts	13	7	3	3	3	1	43.1
Journalism & Media Education	1	1					1
Reading & Writing	1	1	1		1		4
Secondary English			1	1		1	1
Mathematics	20	2	2	2	2	3	39.85
Middle Level - Include under content area	2	1			1		6.38
Music Instrumental/Vocal	15	4	1	3	3	4	26.90
Other	4	4	3		3		29.50
School Counselor	5	1	1	1		1	20.05
School Library	2	9	2		2		10.60
School Psychologist	10	1		1			17.50
Science	13	9	3	5	4	1	39.30
Biology	6	1		1			7
Chemistry		1					0.43
Earth and Space		1					1
Science	7	6	3	4	4	1	30.87
Social Studies/Science	6	1	3	3	1	2	15.00
Special Education	33	17	9	5	8	4	143.40
Behavior Intervention	6	2	2		1		9
Deaf or Hard of Hearing		1	1		1		3
Functional Academic Skills		1	1				2
Inclusion and Collaboration	7	1	1	1	1		8
Special Education Generalist	19	10	3	4	4	4	118.4
Visual Impairment	1	2	1		1		3
Speech Language Pathology	12	3	2		2	1	45.00
World Language	13	3	2		2		15.60
Other	1				1		2
Spanish	12	3	2		1		13.6
Total	226	95	44	42	47	28	694
	482	47%	20%	9%	9%	10%	6%

**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 FTE
	No Applicants	No Fully qualified - Endorsement	No fully qualified - Attributes	Preferred Applicant	Qualified refused	Other	
Art	4	2	1	2	1	2	5.75
Career Education Areas	3				1		2.85
	BMIT	2					2
	Skilled & Technical Sciences Education	1			1		0.25
Early Childhood Education Areas	2						1.60
	Early Childhood Ed - PK-Grade 3	2					1.6
Elementary Education	6	1	1	1	1	2	13.50
Health and/or Physical Education	2	1	2		1	1	5.25
Language Arts	4	1					5.00
	English Language Arts	4	1				5
Mathematics	5	4	1	1	1		7.08
Middle Level - Include under content area	1			1			2.00
Music Instrumental/Vocal	4	1		2	2	1	5.90
Other	2	1				1	3.50
School Counselor	1						1.00
School Library	1	2					2.50
Science	2	8		2	2		9.67
	Biology	1	1		1	1	3
	Chemistry		2				2.17
	Earth and Space		1				0.25
	Physics		2				1.25
	Science	1	2		1	1	3
Social Studies/Science	1		1	1	1	2	3.25
World Language	6	1					5.85
	French	1					0.75
	Spanish	5	1				5.1
Total	44	22	6	10	10	9	74.7
101	44%	22%	6%	10%	10%	9%	

****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/Systems Solutions										
	1	2	3	4	5	6	7	8	9	10	11
Art		4	4		5		1	1	3	2	1
Career Education Areas	5	5	9	14	19	1	2	2	2	12	1
Agricultural Education	1	1		5	4	1		1		3	1
BMIT	2	1	6	2	6		1			1	
Family & Consumer Science Occupational	2	2	2	2	6			1		2	
Skilled & Technical Sciences Education		1	1	5	3		1		2	6	
Early Childhood Education Areas	2	1	1		1		2	2	4	3	3
Early Childhood Ed - PK-Grade 3	1	1			1		2	2	4	3	2
Early Childhood Inclusive - Birth-Grade 3	1										1
Special Ed Early Childhood Ed - Birth-K			1								
Elementary Education	5	8	3		2		7	1	11	3	6
ESL/ELL			1				1		1	1	1
Health and/or Physical Education	3	2	4		1			2	5		3
Language Arts	3	2	10		6	2	4	2	6	2	
English Language Arts	3	2	7		6	2	3	2	6	2	
Journalism & Media Education			1								
Reading & Writing			1				1				
Secondary English			1								
Mathematics	1	2	2		7		8	5	7	8	2
Middle Level - Include under content area	1	1	1		1		1	1		1	
Music Instrumental/Vocal		4	7		4	2	4	1	4	7	4
Other			1		3		2		1	4	2
School Counselor	1	1	3					1		3	1
School Library	2	1	1		5		3		1		1
School Psychologist		1	1			2	1		1	7	1
Science		6	7		14		4	5	2	3	2
Biology		2	4		2			1		1	
Chemistry		1			2						
Earth and Space			1		1						
Physics					2						
Science		3	2		7		4	4	2	2	2
Social Studies/Science	5	2	2		5		1		1	1	1
Special Education	6	3	6		2	1	7	3	7	19	6
Behavior Intervention	1						1			5	
Deaf or Hard of Hearing							1				
Functional Academic Skills								1	1		
Inclusion and Collaboration	2						1		1	3	1
Special Education Generalist	3	3	6		2	1	3	2	5	10	5
Visual Impairment							1			1	
Speech Language Pathology	2		1		1	4				7	3
World Language		2	3		1	12	1		1	4	
Other		1	2								
Spanish		1	1		1	12	1		1	4	
Total	36	45	67	14	77	24	49	26	57	87	38
520	7%	9%	13%	3%	15%	5%	9%	5%	11%	17%	7%

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

Endorsement Area		District Solution										
		1	2	3	4	5	6	7	8	9	10	11
Art			3	2		2		1	1	1	2	
Career Education Areas		5	5	7	14	19		2	2	2	11	1
	Agricultural Education	1	1		5	4			1		3	1
	BMIT	2	1	4	2	6		1			1	
	Family & Consumer Science Occupational	2	2	2	2	6			1		2	
	Skilled & Technical Sciences Education		1	1	5	3		1		2	5	
Early Childhood Education Areas		2	1	1				1	1	4	3	3
	Early Childhood Ed - PK-Grade 3	1	1					1	1	4	3	2
	Early Childhood Inclusive - Birth-Grade 3	1										1
	Special Ed Early Childhood Ed - Birth-K			1								
Elementary Education	5	7	3		2		2		7	3	5	
ESL/ELL			1				1		1	1	1	
Health and/or Physical Education	2	1	4		1			1	2		1	
Language Arts		3	2	9		6	1	2	2	4	2	
	English Language Arts	3	2	6		6	1	1	2	4	2	
	Journalism & Media Education			1								
	Reading & Writing			1				1				
	Secondary English			1								
Mathematics	1	1	2		5		6	5	4	7	2	
Middle Level - Include under content area	1		1		1					1		
Music Instrumental/Vocal		4	5		3		3		3	6	3	
Other			1		2		2		1	2	1	
School Counselor	1	1	3					1		2	1	
School Library	2	1	1		4		2				1	
School Psychologist		1	1			2	1		1	7	1	
Science			4	7		9		3	3	1	3	1
	Biology		1	4		1					1	
	Chemistry					1						
	Earth and Space			1								
	Science		3	2		7		3	3	1	2	1
Social Studies/Science	4	2			4		1		1	1		
Special Education		6	3	6		2	1	7	3	7	19	6
	Behavior Intervention	1						1			5	
	Deaf or Hard of Hearing							1				
	Functional Academic Skills								1	1		
	Inclusion and Collaboration	2						1		1	3	1
	Special Education Generalist	3	3	6		2	1	3	2	5	10	5
	Visual Impairment							1			1	
Speech Language Pathology	2		1		1	4				7	3	
World Language			2	1		1	7	1		1	3	
	Other		1	1								
	Spanish		1			1	7	1		1	3	
Total		34	38	56	14	62	15	35	19	40	80	30
423		8%	9%	13%	3%	15%	4%	8%	4%	9%	19%	7%

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

Endorsement Area		System Solution									
		1	2	3	5	6	7	8	9	10	11
Art			1	2	3				2		1
Career Education Areas				2		1				1	
	Agricultural Education					1					
	BMIT			2							
	Skilled & Technical Sciences Education									1	
Early Childhood Education Areas					1		1	1			
	Early Childhood Ed - PK-Grade 3				1		1	1			
Elementary Education			1				5	1	4		1
Health and/or Physical Education		1	1					1	3		2
Language Arts				1		1	2		2		
	English Language Arts			1		1	2		2		
Mathematics			1		2		2		3	1	
Middle Level - Include under content area			1				1	1			
Music Instrumental/Vocal				2	1	2	1	1	1	1	1
Other					1					2	1
School Counselor										1	
School Library					1		1		1		
Science			2		5		1	2	1		1
	Biology		1		1			1			
	Chemistry		1		1						
	Earth and Space				1						
	Physics				2						
	Science						1	1	1		1
Social Studies/Social Science		1		2	1						1
World Language				2		5				1	
	French			1							
	Spanish			1		5				1	
Total		2	7	11	15	9	14	7	17	7	8
97		2%	7%	11%	15%	9%	14%	7%	18%	7%	8%

Table 11 Shortage Areas for 2023-2024

The Nebraska Department of Education will propose the shortage areas below to the US Department of Education in 2022 as shortage areas for federal loan forgiveness in 2023-2024. The Nebraska Excellence in Teaching Act will use these as shortage areas for 2023-2024 applications.

Endorsement Area	Total Unfilled** FTE	Percentage Unfilled** FTE to Total Teaching FTE in NE
Art	21.55	0.08%
Career Education Areas	70.85	0.27%
Early Childhood Education Areas	28.60	0.11%
Elementary Education	117.90	0.45%
ESL/ELL*	5.00	0.02%
Health and/or Physical Education	20.87	0.08%
Language Arts	54.10	0.20%
Mathematics	46.93	0.18%
Music Instrumental/Vocal	32.80	0.12%
School Counselor	21.05	0.08%
School Library	13.10	0.05%
School Psychologist	17.50	0.07%
Science	48.97	0.19%
Social Studies/Social Science	18.25	0.07%
Special Education	143.40	0.54%
Speech Language Pathology	45.00	0.17%
World Language	21.45	0.08%
Total	727.32	2.75%

With 26,437.65 FTE available in Nebraska schools, 727.32 Unfilled ** FTE represents 2.75% of the total (excluding Other and Middle Level – include under content area). The 208.45 Vacant*** FTE represents 0.79% of the total.

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

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

*ESL/ELL are traditional shortage areas for federal consideration so Nebraska recognizes them as well.