



Teacher Vacancy Survey Report

Report prepared by
Office of Coordinated School and District Support
Nebraska Department of Education
December 2023

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The purpose of this survey was to determine Nebraska teacher shortages in the fall of 2023 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

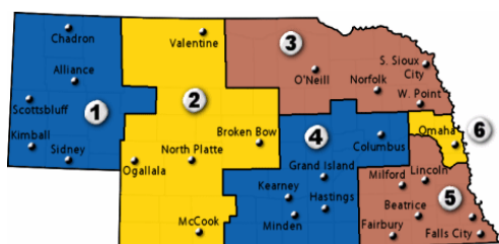
The Teacher Vacancy Survey, which is administered online through the NDE Portal, was opened to all Nebraska PK-12 public school districts, nonpublic school systems, and ESUs in October 2023. Announcements in the NDE Bulletin (a weekly e-bulletin for NDE Portal users), phone calls, and email reminders 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 2023-24 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 average (71.10%) with 310 completing the survey. The district rate (public/ESU) was 239 of 261 responding for a 91.57% response rate, while the system rate (nonpublic) was 71 of 175 responding for an 40.57% response rate. There was a decrease 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 176 districts/systems reporting unfilled positions, or 56.77% 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 66% have **less than 500** students, while over one half (61.54%) of nonpublic systems reporting unfilled positions have **less than 250** students.

Unfilled Positions

There were 908.18 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 908.18 unfilled positions, 186.78 positions (20.57%) were in districts/systems with **less than 500** students. Overall, 128 of the unfilled positions (24.00%) were reported with a solution of '**not filled**' (vacant).

Tables 3a-c and 4a-c show the number of unfilled 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 (209.6 positions; 23.08%), Elementary Education (109.5 positions; 12.06%), Career Education (75.25 positions; 8.29%), Language Arts (74.5 positions; 8.20%), Mathematics (66.8 positions; 7.36%), Speech Language Pathology (54.8 positions; 6.03%), and Science (49.5 positions; 5.45%) topped the list of unfilled positions. Additional areas of need include Music Instrumental/Vocal, Early Childhood Education Areas, Art, Health and/or Physical Education, 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 176 districts/systems reporting unfilled positions, the main reasons given were divided between “No applicants” (57%) and “No fully qualified applicants based on endorsement area” (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: “Position was not filled” (24%); “Hired a person NOT appropriately endorsed in the content area” (13%); “Hired a person who holds a provisional permit” (12%); and “Hired a person who holds a transitional permit” (10%). Tables 10a-c report the number of solutions by endorsement area. Nonpublic systems indicated a higher rate of the solution: “Used substitute teachers” (22% compared to 7%); whereas public systems indicated a higher rate of the solution: “Position was not filled” (25% compared to 10%).

Trend Analysis

Of the top 10 unfilled positions by endorsement area, several are the same for districts and systems – Special Education, Elementary Education, Career Education Areas, Mathematics, and Science. Public districts and ESUs show Special Education, Elementary Education, Language Arts, and Career Education Areas as their top four areas of need this year. Nonpublic systems show Elementary Education, Health and/or Physical Education, World Language, and Science as their top four areas of need. Special Education, Elementary Education, and Mathematics 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	208.60	23.99%	76.1	Elementary Education	16.00	41.21%	6
Elementary Education	93.50	10.76%	55	Health and/or Physical Education	5.00	12.88%	0
Language Arts	74.00	8.51%	35	World Language	4.00	10.30%	0
Career Education Areas	73.25	8.43%	21	Science	3.00	7.73%	0
Mathematics	64.80	7.45%	47.6	Music Instrumental/Vocal	2.50	6.44%	0
Speech Language Pathology	54.80	6.30%	15.8	Career Education Areas	2.00	5.15%	0
Science	46.50	5.35%	29	Mathematics	2.00	5.15%	0
Early Childhood Education Areas	35.00	4.03%	2	Social Studies/Social Science	1.00	2.58%	0
Art	30.00	3.45%	13	Middle Level - Include under content area	1.00	2.58%	0
School Counselor	29.75	3.42%	1	Special Education	1.00	2.58%	0

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 138 different districts/systems. Two-thirds of the districts overall (66%) referenced that the overall applicant pool continues to get smaller, along with fewer qualified candidates applying. In addition, just over 20% of the comments from districts identified a key struggle with finding quality applicants within the teacher pool or they described the difficulty of recruiting and hiring teachers to rural areas in Nebraska.

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%	78	25.16%	74.29%
Metro	83	19.04%	41	13.23%	49.40%
Northeast	80	18.35%	70	22.58%	87.50%
Southeast	97	22.25%	65	20.97%	67.01%
West Central	42	9.63%	33	10.65%	78.57%
Western	29	6.65%	23	7.42%	79.31%
Total	436	100.00%	310	100.00%	71.10%

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%	67	28.03%	91.78%
Metro	21	8.05%	19	7.95%	90.48%
Northeast	54	20.69%	51	21.34%	94.44%
Southeast	53	20.31%	49	20.50%	92.45%
West Central	36	13.79%	31	12.97%	86.11%
Western	24	9.20%	22	9.21%	91.67%
Total	261	100.00%	239	100.00%	91.57%

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%	11	15.49%	34.38%
Metro	62	35.43%	22	30.99%	35.48%
Northeast	26	14.86%	19	26.76%	73.08%
Southeast	44	25.14%	16	22.54%	36.36%
West Central	6	3.43%	2	2.82%	33.33%
Western	5	2.86%	1	1.41%	20.00%
Total	175	100.00%	71	100.00%	40.57%

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	94	21.56%	35	11.29%	37.23%
101-250	119	27.29%	90	29.03%	75.63%
251-500	118	27.06%	91	29.35%	77.12%
501-1000	61	13.99%	53	17.10%	86.89%
1001-2500	24	5.50%	23	7.42%	95.83%
2501-5000	9	2.06%	7	2.26%	77.78%
5001-10,000	5	1.15%	5	1.61%	100.00%
>10,000	6	1.38%	6	1.94%	100.00%
Total	436	100.00%	310	100.00%	71.10%

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%	12	5.02%	57.14%
101-250	72	27.59%	67	28.03%	93.06%
251-500	78	29.89%	73	30.54%	93.59%
501-1000	47	18.01%	46	19.25%	97.87%
1001-2500	23	8.81%	23	9.62%	100.00%
2501-5000	9	3.45%	7	2.93%	77.78%
5001-10,000	5	1.92%	5	2.09%	100.00%
>10,000	6	2.30%	6	2.51%	100.00%
Total	261	100.00%	239	100.00%	91.57%

Table 2c. Systems (Nonpublic)

Size	Original Population		Return Sample		Percentage Return for Size
	No. Of Districts/Systems	%	No. Of Districts/Systems	%	
<100	73	41.71%	23	32.39%	31.51%
101-250	47	26.86%	23	32.39%	48.94%
251-500	40	22.86%	18	25.35%	45.00%
501-1000	14	8.00%	7	9.86%	50.00%
1001-2500	1	0.57%		0.00%	0.00%
Total	175	100.00%	71	100.00%	40.57%

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	48	27.27%	100.50	11.07%	34.75	34.58%
Metro	23	13.07%	407.83	44.91%	143.83	35.27%
Northeast	36	20.45%	110.70	12.19%	61.00	55.10%
Southeast	31	17.61%	204.65	22.53%	95.20	46.52%
West Central	20	11.36%	42.00	4.62%	10.00	23.81%
Western	18	10.23%	42.50	4.68%	17.00	40.00%
Total	176	100.00%	908.18	100.00%	361.78	39.84%

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	40	26.67%	93.50	10.76%	34.75	37.17%
Metro	16	10.67%	398.00	45.78%	143.50	36.06%
Northeast	30	20.00%	94.70	10.89%	55.00	58.08%
Southeast	27	18.00%	199.65	22.97%	95.20	47.68%
West Central	19	12.67%	41.00	4.72%	10.00	24.39%
Western	18	12.00%	42.50	4.89%	17.00	40.00%
Total	150	100.00%	869.35	100.00%	355.45	40.89%

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	8	30.77%	7.00	18.03%	0.00	0.00%
Metro	7	26.92%	9.83	25.32%	0.33	3.36%
Northeast	6	23.08%	16.00	41.21%	6.00	37.50%
Southeast	4	15.38%	5.00	12.88%	0.00	0.00%
Western	1	3.85%	1.00	2.58%	0.00	0.00%
Total	26	100.00%	38.83	100.00%	6.33	16.30%

****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	12	6.82%	28.00	3.08%	17.00	60.71%
101-250	50	28.41%	66.58	7.33%	6.33	9.51%
251-500	53	30.11%	92.20	10.15%	25.25	27.39%
501-1000	26	14.77%	55.75	6.14%	12.00	21.52%
1001-2500	17	9.66%	68.00	7.49%	35.00	51.47%
2501-5000	7	3.98%	68.50	7.54%	49.50	72.26%
5001-10,000	5	2.84%	27.00	2.97%	7.00	25.93%
>10,000	6	3.41%	502.15	55.29%	209.70	41.76%
Total	176	100.00%	908.18	100.00%	361.78	39.84%

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	7	4.67%	21.50	2.47%	14.00	65.12%
101-250	39	26.00%	52.25	6.01%	6.00	11.48%
251-500	44	29.33%	77.20	8.88%	22.25	28.82%
501-1000	25	16.67%	52.75	6.07%	12.00	22.75%
1001-2500	17	11.33%	68.00	7.82%	35.00	51.47%
2501-5000	7	4.67%	68.50	7.88%	49.50	72.26%
5001-10,000	5	3.33%	27.00	3.11%	7.00	25.93%
>10,000	6	4.00%	502.15	57.76%	209.70	41.76%
Total	150	100.00%	869.35	100.00%	355.45	40.89%

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	5	19.23%	6.50	16.74%	3.00	46.15%
101-250	11	42.31%	14.33	36.90%	0.33	2.30%
251-500	9	34.62%	15.00	38.63%	3.00	20.00%
501-1000	1	3.85%	3.00	7.73%	0.00	0.00%
Total	26	100.00%	38.83	100.00%	6.33	16.30%

****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	2	16.33	0.5	10.5	1		30.33	3.34%	13.33
Bilingual				1			1	0.11%	0
Career Education Areas	14.5	16	10	21	11	2.75	75.25	8.29%	21
Agricultural Education	3		1	1	4	1	10	1.10%	2
BMIT	3	9	3	7	4	1.25	27.25	3.00%	8
Family & Consumer Science Occupational	5.5	5	1	5	1		17.5	1.93%	5
Skilled & Technical Sciences Education	3	2	5	8	2	0.5	20.5	2.26%	6
Early Childhood Education Areas	5	17	4	7	1	1	35	3.85%	2
Early Childhood Ed – PK-Grade 3	3	2	1	4	1	1	12	1.32%	1
Early Childhood Inclusive - Birth-Gr. 3	1		2	2			5	0.55%	1
Special Ed Early Childhood Ed – Birth-K		15	1	1			17	1.87%	0
Special Ed Early Intervention – Birth-PK	1						1	0.11%	0
Elementary Education	14	27	21	35	6.5	6	109.5	12.06%	61
ESL/ELL	3.5	12	1	1.6			18.1	1.99%	10.5
Health and/or Physical Education	2.5	12.5	1	11.5	1	1	29.5	3.25%	11.5
Language Arts	4.75	37	11	11	5	5.75	74.5	8.20%	35
English Language Arts	4.75	31	10	10	5	3.75	64.5	7.10%	33
Reading & Writing		6				1	7	0.77%	0
Secondary English			1			1	2	0.22%	2
Speech/Theatre				1			1	0.11%	0
Mathematics	8	35	7.2	9.6	2	5	66.8	7.36%	47.6
Middle Level - Include under content area			1	3			4	0.44%	0
Music Instrumental/Vocal	5.25	11	3	3	4.5	0.5	27.25	3.00%	2.25
Other	1	5	2	8.1		1	17.1	1.88%	5
School Counselor	3		2.5	22.25	1	1	29.75	3.28%	1
School Library	2	7.5	0.5	2.5	1		13.5	1.49%	0
School Psychologist	1	3.5	10	6.2			20.7	2.28%	17.2
Science	9	26	3	6.5	3	2	49.5	5.45%	29
Biology	2	1			2		5	0.55%	3
Chemistry	0.5						0.5	0.06%	0
Earth and Space				1.5			1.5	0.17%	0
Physics	1						1	0.11%	1
Science	5.5	25	3	5	1	2	41.5	4.57%	25
Social Studies/Science	2	6	3	3	2		16	1.76%	9
Special Education	15.5	133	18	29.1	2	12	209.6	23.08%	76.1
Behavior Intervention		3	4	2			9	0.99%	8
Deaf or Hard of Hearing		1	1				2	0.22%	1
Functional Academic Skills	3	16		3			22	2.42%	6
Inclusion and Collaboration	2	4	1			1	8	0.88%	4
Secondary Transition	1			1			2	0.22%	1
Special Ed Generalist	9.5	108	12	23.1	2	11	165.6	18.23%	55.1
Visual Impairment		1					1	0.11%	1
Speech Language Pathology	5	37	5	7.8			54.8	6.03%	15.8
World Language	2.5	6	7	5	1	4.5	26	2.86%	4.5
Spanish	2.5	3	7	5	1	4.5	23	2.53%	3
Other		3					3	0.33%	1.5
	100.5	407.83	110.7	204.65	42	42.5	908.18	100.00%	361.78

**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		2	16	0.5	10.5	1		30	3.45%	13
Bilingual					1			1	0.12%	0
Career Education Areas		14.5	16	10	19	11	2.75	73.25	8.43%	21
	Agricultural Education	3		1	1	4	1	10	1.15%	2
	BMIT	3	9	3	5	4	1.25	25.25	2.90%	8
	Family & Consumer Science Occupational	5.5	5	1	5	1		17.5	2.01%	5
	Skilled & Technical Sciences Education	3	2	5	8	2	0.5	20.5	2.36%	6
Early Childhood Education Areas		5	17	4	7	1	1	35	4.03%	2
	Early Childhood Ed - PK-Grade 3	3	2	1	4	1	1	12	1.38%	1
	Early Childhood Inclusive - Birth-Gr. 3	1		2	2			5	0.58%	1
	Special Ed Early Childhood Ed – Birth-K		15	1	1			17	1.96%	0
	Special Ed Early Intervention - Birth-PK	1						1	0.12%	0
Elementary Education		10	24	13	35	5.5	6	93.5	10.76%	55
ESL/ELL		3.5	12	1	1.6			18.1	2.08%	10.5
Health and/or Physical Education		2	10		10.5	1	1	24.5	2.82%	11.5
Language Arts		4.25	37	11	11	5	5.75	74	8.51%	35
	English Language Arts	4.25	31	10	10	5	3.75	64	7.36%	33
	Reading & Writing		6				1	7	0.81%	0
	Secondary English			1			1	2	0.23%	2
	Speech/Theatre				1			1	0.12%	0
Mathematics		8	34	6.2	9.6	2	5	64.8	7.45%	47.6
Middle Level - Include under content area					3			3	0.35%	0
Music Instrumental/Vocal		3.25	11	3	2.5	4.5	0.5	24.75	2.85%	2.25
Other		1	5	2	8.1		1	17.1	1.97%	5
School Counselor		3		2.5	22.25	1	1	29.75	3.42%	1
School Library		2	7.5	0.5	2	1		13	1.50%	0
School Psychologist		1	3.5	10	6.2			20.7	2.38%	17.2
Science		9	25	2	5.5	3	2	46.5	5.35%	29
	Biology	2	1			2		5	0.58%	3
	Chemistry	0.5						0.5	0.06%	0
	Earth and Space				1.5			1.5	0.17%	0
	Physics	1						1	0.12%	1
	Science	5.5	24	2	4	1	2	38.5	4.43%	25
Social Studies/Science		2	6	2	3	2		15	1.73%	9
Special Education		15.5	133	17	29.1	2	12	208.6	23.99%	76.1
	Behavior Intervention		3	4	2			9	1.04%	8
	Deaf or Hard of Hearing		1	1				2	0.23%	1
	Functional Academic Skills	3	16		3			22	2.53%	6
	Inclusion and Collaboration	2	4	1			1	8	0.92%	4
	Secondary Transition	1			1			2	0.23%	1
	Special Ed Generalist	9.5	108	11	23.1	2	11	164.6	18.93%	55.1
	Visual Impairment		1					1	0.12%	1
Speech Language Pathology		5	37	5	7.8			54.8	6.30%	15.8
World Language		2.5	4	5	5	1	4.5	22	2.53%	4.5
	Spanish	2.5	1	5	5	1	4.5	19	2.19%	3
	Other		3					3	0.35%	1.5
		93.5	398	94.7	199.65	41	42.5	869.35	100.00%	355.45

**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 5c. Unfilled Positions in Systems by Endorsement Area and Region

Endorsement Area		System Region					Unfilled**		Vacant ***
		Central	Metro	Northeast	Southeast	West Central	Total	%	
Art			0.33				0.33	0.85%	0.33
Career Education Areas					2		2	5.15%	0
	BMIT				2		2	5.15%	0
Elementary Education		4	3	8		1	16	41.21%	6
Health and/or Physical Education		0.5	2.5	1	1		5	12.88%	0
Language Arts		0.5					0.5	1.29%	0
	English Language Arts	0.5					0.5	1.29%	0
Mathematics			1	1			2	5.15%	0
Middle Level - Include under content area				1			1	2.58%	0
Music Instrumental/Vocal		2			0.5		2.5	6.44%	0
School Library					0.5		0.5	1.29%	0
Science			1	1	1		3	7.73%	0
Social Studies/Social Science				1			1	2.58%	0
Special Education				1			1	2.58%	0
	Special Education Generalist			1			1	2.58%	0
World Language			2	2			4	10.30%	0
	Spanish		2	2			4	10.30%	0
		7	9.83	16	5	1	38.83	100.00%	6.33

**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		1	0.83	1	2		2	1	22.5	30.33	3.34%
Bilingual			1							1	0.11%
Career Education Areas		1	13.5	13.75	5	9	5	5	23	75.25	8.29%
	Agricultural Education		4	3	2	1				10	1.10%
	BMIT	1	3	4.25	1	3	2	3	10	27.25	3.00%
	Family & Consumer Science Occupational		5.5	1		2	1	2	6	17.5	1.93%
	Skilled & Technical Sciences Education		1	5.5	2	3	2		7	20.5	2.26%
Early Childhood Education Areas			1	3	7	2	2		20	35	3.85%
	Early Childhood Ed – PK-Grade 3		1	1	4	1			5	12	1.32%
	Early Childhood Inclusive - Birth-Gr. 3			1	2	1	1			5	0.55%
	Special Ed Early Childhood Ed - Birth-K				1		1		15	17	1.87%
	Special Ed Early Intervention - Birth-PK			1						1	0.11%
Elementary Education		6.5	10	13	6	17	13	2	42	109.5	12.06%
ESL/ELL			2		1		1.5	3	10.6	18.1	1.99%
Health and/or Physical Education		1	4	1	3		1	2	17.5	29.5	3.25%
Language Arts		1.5	6.75	8	6.25	6	3	2	41	74.5	8.20%
	English Language Arts	1.5	5.75	7	5.25	5	3	2	35	64.5	7.10%
	Reading & Writing				1				6	7	0.77%
	Secondary English		1	1						2	0.22%
	Speech/Theatre					1				1	0.11%
Mathematics			5	3.2	5	5	5	1	42.6	66.8	7.36%
Middle Level - Include under content area				1	1	2				4	0.44%
Music Instrumental/Vocal		2	6.5	5.25				1	12.5	27.25	3.00%
Other				2	2	2	1		10.1	17.1	1.88%
School Counselor			3	4.5			1		21.25	29.75	3.28%
School Library			2	2	3		0.5	1	5	13.5	1.49%
School Psychologist		10					1		9.7	20.7	2.28%
Science			4.5	6.5	0.5	4	4	1	29	49.5	5.45%
	Biology			2			2		1	5	0.55%
	Chemistry			0.5						0.5	0.06%
	Earth and Space		0.5			1				1.5	0.17%
	Physics			1						1	0.11%
	Science		4	3	0.5	3	2	1	28	41.5	4.57%
Social Studies/Science			3	2	1	1			9	16	1.76%
Special Education		3	2.5	19	8	14	15	7	141.1	209.6	23.08%
	Behavior Intervention	1			2	1	3		2	9	0.99%
	Deaf or Hard of Hearing	1							1	2	0.22%
	Functional Academic Skills			1		4			17	22	2.42%
	Inclusion and Collaboration			2	1		1	3	1	8	0.88%
	Secondary Transition			1	1					2	0.22%
	Special Education Generalist	1	2.5	15	4	9	11	3	120.1	165.6	18.23%
	Visual Impairment							1		1	0.11%
Speech Language Pathology		2			1	1	10		40.8	54.8	6.03%
World Language			1	7	4	5	3.5	1	4.5	26	2.86%
	Other						1.5		1.5	3	0.33%
	Spanish		1	7	4	5	2	1	3	23	2.53%
		28	66.58	92.2	55.75	68	68.5	27	502.15	908.18	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 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		1	0.5	1	2		2	1	22.5	30	3.45%
Bilingual			1							1	0.12%
Career Education Areas		1	12.5	12.75	5	9	5	5	23	73.25	8.43%
	Agricultural Education		4	3	2	1				10	1.15%
	BMIT	1	2	3.25	1	3	2	3	10	25.25	2.90%
	Family & Consumer Science Occupational		5.5	1		2	1	2	6	17.5	2.01%
	Skilled & Technical Sciences Education		1	5.5	2	3	2		7	20.5	2.36%
Early Childhood Education Areas			1	3	7	2	2		20	35	4.03%
	Early Childhood Ed – PK-Grade 3		1	1	4	1			5	12	1.38%
	Early Childhood Inclusive - Birth-Gr. 3			1	2	1	1			5	0.58%
	Special Ed Early Childhood Ed - Birth-K				1		1		15	17	1.96%
	Special Ed Early Intervention - Birth-PK			1						1	0.12%
Elementary Education		0.5	6	7	6	17	13	2	42	93.5	10.76%
ESL/ELL			2		1		1.5	3	10.6	18.1	2.08%
Health and/or Physical Education		1			3		1	2	17.5	24.5	2.82%
Language Arts		1	6.75	8	6.25	6	3	2	41	74	8.51%
	English Language Arts	1	5.75	7	5.25	5	3	2	35	64	7.36%
	Reading & Writing				1				6	7	0.81%
	Secondary English		1	1						2	0.23%
	Speech/Theatre					1				1	0.12%
Mathematics			4	2.2	5	5	5	1	42.6	64.8	7.45%
Middle Level - Include under content area				1		2				3	0.35%
Music Instrumental/Vocal		2	5	4.25				1	12.5	24.75	2.85%
Other				2	2	2	1		10.1	17.1	1.97%
School Counselor			3	4.5			1		21.25	29.75	3.42%
School Library			1.5	2	3		0.5	1	5	13	1.50%
School Psychologist		10					1		9.7	20.7	2.38%
Science			2.5	5.5	0.5	4	4	1	29	46.5	5.35%
	Biology			2			2		1	5	0.58%
	Chemistry			0.5						0.5	0.06%
	Earth and Space		0.5			1				1.5	0.17%
	Physics			1						1	0.12%
	Science		2	2	0.5	3	2	1	28	38.5	4.43%
Social Studies/Science			3	2		1			9	15	1.73%
Special Education		3	2.5	18	8	14	15	7	141.1	208.6	23.99%
	Behavior Intervention	1			2	1	3		2	9	1.04%
	Deaf or Hard of Hearing	1							1	2	0.23%
	Functional Academic Skills			1		4			17	22	2.53%
	Inclusion and Collaboration			2	1		1	3	1	8	0.92%
	Secondary Transition			1	1					2	0.23%
	Special Education Generalist	1	2.5	14	4	9	11	3	120.1	164.6	18.93%
	Visual Impairment							1		1	0.12%
Speech Language Pathology		2			1	1	10		40.8	54.8	6.30%
World Language			1	4	3	5	3.5	1	4.5	22	2.53%
	Other						1.5		1.5	3	0.35%
	Spanish		1	4	3	5	2	1	3	19	2.19%
		21.5	52.25	77.2	52.75	68	68.5	27	502.15	869.35	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	Total	%
Art			0.33			0.33	0.85%
Career Education Areas			1	1		2	5.15%
	BMIT		1	1		2	5.15%
Elementary Education		6	4	6		16	41.21%
Health and/or Physical Education			4	1		5	12.88%
Language Arts		0.5				0.5	1.29%
	English Language Arts	0.5				0.5	1.29%
Mathematics			1	1		2	5.15%
Middle Level - Include under content area					1	1	2.58%
Music Instrumental/Vocal			1.5	1		2.5	6.44%
School Library			0.5			0.5	1.29%
Science			2	1		3	7.73%
Social Studies/Social Science					1	1	2.58%
Special Education				1		1	2.58%
	Special Education Generalist			1		1	2.58%
World Language				3	1	4	10.30%
	Spanish			3	1	4	10.30%
		6.5	14.33	15	3	38.83	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 – 526 reasons

Region	District/System Reasons											
	No Applicants	%	No Fully qualified Endorsement	%	No fully qualified Attributes	%	Preferred Applicant	%	Qualified refused	%	Other	%
Central	54	18.1%	24	27.3%	5	23.8%	5	11.9%	6	13.0%	15	48.4%
Metro	59	19.8%	22	25.0%	4	19.0%	28	66.7%	31	67.4%	9	29.0%
Northeast	68	22.8%	9	10.2%	2	9.5%	1	2.4%	5	10.9%	4	12.9%
Southeast	59	19.8%	14	15.9%	7	33.3%	5	11.9%	2	4.3%	1	3.2%
West Central	28	9.4%	10	11.4%	3	14.3%	2	4.8%	2	4.3%	1	3.2%
Western	30	10.1%	9	10.2%	0	0.0%	1	2.4%	0	0.0%	1	3.2%
Total	298	57%	88	17%	21	4%	42	8%	46	9%	31	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	18.3%	21	27.6%	3	15.8%	4	10.0%	6	13.6%	13	52.0%
Metro	57	20.5%	16	21.1%	4	21.1%	28	70.0%	30	68.2%	6	24.0%
Northeast	57	20.5%	7	9.2%	2	10.5%	1	2.5%	4	9.1%	3	12.0%
Southeast	55	19.8%	13	17.1%	7	36.8%	4	10.0%	2	4.5%	1	4.0%
West Central	28	10.1%	10	13.2%	3	15.8%	2	5.0%	2	4.5%	1	4.0%
Western	30	10.8%	9	11.8%	0	0.0%	1	2.5%	0	0.0%	1	4.0%
Total	278	58%	76	16%	19	4%	40	8%	44	9%	25	5%

Table 7c. System – 44 reasons

Region	System Reasons											
	No Applicants	%	No Fully qualified Endorsement	%	No fully qualified Attributes	%	Preferred Applicant	%	Qualified refused	%	Other	%
Central	3	15.0%	3	25.0%	2	100.0%	1	50.0%	0	0.0%	2	33.3%
Metro	2	10.0%	6	50.0%	0	0.0%	0	0.0%	1	50.0%	3	50.0%
Northeast	11	55.0%	2	16.7%	0	0.0%	0	0.0%	1	50.0%	1	16.7%
Southeast	4	20.0%	1	8.3%	0	0.0%	1	50.0%	0	0.0%	0	0.0%
West Central	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	20	45%	12	27%	2	5%	2	5%	2	5%	6	14%

Multiple reasons were allowed for an unfilled position.

Table 8 Reasons for Unfilled Positions by Size

Table 8a. District/System Size – 526 Reasons

Size	District/System Reasons											
	No Applicants	%	No Fully qualified Endorsement	%	No fully qualified Attributes	%	Preferred Applicant	%	Qualified refused	%	Other	%
<100	15	5.0%	3	3.4%	0	0.0%	0	0.0%	0	0.0%	2	6.5%
101-250	44	14.8%	18	20.5%	3	14.3%	4	9.5%	2	4.3%	8	25.8%
251-500	56	18.8%	24	27.3%	3	14.3%	4	9.5%	7	15.2%	8	25.8%
501-1000	32	10.7%	16	18.2%	4	19.0%	3	7.1%	3	6.5%	4	12.9%
1001-2500	40	13.4%	11	12.5%	5	23.8%	2	4.8%	2	4.3%	2	6.5%
2501-5000	33	11.1%	4	4.5%	3	14.3%	1	2.4%	4	8.7%	2	6.5%
5001-10,000	10	3.4%	11	12.5%	1	4.8%	7	16.7%	1	2.2%	1	3.2%
>10,000	68	22.8%	1	1.1%	2	9.5%	21	50.0%	27	58.7%	4	12.9%
Total	298	57%	88	17%	21	4%	42	8%	46	9%	31	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	12	4.3%	2	2.6%	0	0.0%	0	0.0%	0	0.0%	1	4.0%
101-250	37	13.3%	13	17.1%	3	15.8%	3	7.5%	1	2.3%	3	12.0%
251-500	49	17.6%	18	23.7%	1	5.3%	3	7.5%	6	13.6%	8	32.0%
501-1000	29	10.4%	16	21.1%	4	21.1%	3	7.5%	3	6.8%	4	16.0%
1001-2500	40	14.4%	11	14.5%	5	26.3%	2	5.0%	2	4.5%	2	8.0%
2501-5000	33	11.9%	4	5.3%	3	15.8%	1	2.5%	4	9.1%	2	8.0%
5001-10,000	10	3.6%	11	14.5%	1	5.3%	7	17.5%	1	2.3%	1	4.0%
>10,000	68	24.5%	1	1.3%	2	10.5%	21	52.5%	27	61.4%	4	16.0%
Total	278	58%	76	16%	19	4%	40	8%	44	9%	25	5%

Table 8c. System Size – 44 Reasons

Size	District Reasons											
	No Applicants	%	No Fully qualified Endorsement	%	No fully qualified Attributes	%	Preferred Applicant	%	Qualified refused	%	Other	%
<100	3	15.0%	1	8.3%	0	0.0%	0	0.0%	0	0.0%	1	16.7%
101-250	7	35.0%	5	41.7%	0	0.0%	1	50.0%	1	50.0%	5	83.3%
251-500	7	35.0%	6	50.0%	2	100.0%	1	50.0%	1	50.0%	0	0.0%
501-1000	3	15.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
1001-2500	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	20	45%	12	27%	2	5%	2	5%	2	5%	6	14%

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	6	2		2	2	1	30.33
Bilingual	1						1.00
Career Education Areas	46	16	2	2	3	4	75.25
Agricultural Education	6	2	1			1	10
BMIT	18	3		2	1	1	27.25
Family & Consumer Science	7	7	1		1	2	17.5
Occupational	15	4			1		20.5
Skilled & Technical Sciences Education							
Early Childhood Education Areas	9	7	2		4	1	35.00
Early Childhood Ed - PK-Grade 3	4	2			3	1	12
Early Childhood Inclusive - Birth-Gr. 3	2	3	1				5
Special Ed Early Childhood Ed - Birth-K	3	1	1		1		17
Special Ed Early Intervention Specialist - Birth-PK		1					1
Elementary Education	30	9	4	12	7	7	109.50
ESL/ELL	4	4			1	1	18.10
Health and/or Physical Education	4	5		8	3	2	29.50
Language Arts	28	9	3	4	3	2	74.50
English Language Arts	23	9	3	4	2	2	64.5
Reading & Writing	2				1		7
Secondary English	2						2
Speech/Theatre	1						1
Mathematics	16	7		1	2	2	66.80
Middle Level - Include under content area	1			2			4.00
Music Instrumental/Vocal	16	4	1	1	3	2	27.25
Other	10	1	2		2		17.10
School Counselor	6	3					29.75
School Library	7	8			1		13.50
School Psychologist	5			1	1		20.70
Science	16	4	1	2	2	1	49.50
Biology	1	1		1	1		5
Chemistry	1						0.5
Earth and Space	1			1			1.5
Physics	1						1
Science	12	3	1		1	1	41.5
Social Studies/Science	5	1	2	1	1	1	16.00
Special Education	58	6	3	6	5	5	209.60
Behavior Intervention	5	1		1		1	9
Deaf or Hard of Hearing	2				1		2
Functional Academic Skills	7			1	2		22
Inclusion and Collaboration	5	2				1	8
Secondary Transition	1					1	2
Special Education Generalist	37	3	3	4	2	2	165.6
Visual Impairment	1						1
Speech Language Pathology	8				2	1	54.80
World Language	22	2	1		4	1	26.00
Other	3				1		3
Spanish	19	2	1		3	1	23
Total	298	88	21	42	46	31	908.18
526	57%	17%	4%	8%	9%	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		6	2		2	2		30.00
Bilingual		1						1.00
Career Education Areas		45	16	2	1	3	4	73.25
	Agricultural Education	6	2	1			1	10
	BMIT	17	3		1	1	1	25.25
	Family & Consumer Science Occupational	7	7	1		1	2	17.5
	Skilled & Technical Sciences Education	15	4			1		20.5
Early Childhood Education Areas		9	7	2		4	1	35.00
	Early Childhood Ed - PK-Grade 3	4	2			3	1	12
	Early Childhood Inclusive - Birth-Gr. 3	2	3	1				5
	Special Ed Early Childhood Ed - Birth-K	3	1	1		1		17
	Special Ed Early Intervention - Birth-PK		1					1
Elementary Education		23	6	3	12	6	6	93.50
ESL/ELL		4	4			1	1	18.10
Health and/or Physical Education		4	2		7	3		24.50
Language Arts		27	8	3	4	3	2	74.00
	English Language Arts	22	8	3	4	2	2	64
	Reading & Writing	2				1		7
	Secondary English	2						2
	Speech/Theatre	1						1
Mathematics		15	6		1	2	1	64.80
Middle Level - Include under content area					2			3.00
Music Instrumental/Vocal		14	3		1	3	1	24.75
Other		10	1	2		2		17.10
School Counselor		6	3					29.75
School Library		6	8			1		13.00
School Psychologist		5			1	1		20.70
Science		15	2	1	2	2	1	46.50
	Biology	1	1		1	1		5
	Chemistry	1						0.5
	Earth and Space	1			1			1.5
	Physics	1						1
	Science	11	1	1		1	1	38.5
Social Studies/Science		4	1	2	1	1	1	15.00
Special Education		57	6	3	6	5	5	208.60
	Behavior Intervention	5	1		1		1	9
	Deaf or Hard of Hearing	2				1		2
	Functional Academic Skills	7			1	2		22
	Inclusion and Collaboration	5	2				1	8
	Secondary Transition	1					1	2
	Special Education Generalist	36	3	3	4	2	2	164.6
	Visual Impairment	1						1
Speech Language Pathology		8				2	1	54.80
World Language		19	1	1		3	1	22.00
	Other	3				1		3
	Spanish	16	1	1		2	1	19
Total		278	76	19	40	44	25	869.35
482		58%	16%	4%	8%	9%	5%	

****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							1	0.33
Career Education Areas		1			1			2.00
	BMIT	1			1			2
Elementary Education		7	3	1		1	1	16.00
Health and/or Physical Education			3		1		2	5.00
Language Arts		1	1					0.50
	English Language Arts	1	1					0.5
Mathematics		1	1				1	2.00
Middle Level - Include under content area		1						1.00
Music Instrumental/Vocal		2	1	1			1	2.50
School Library		1						0.50
Science		1	2					3.00
Social Studies/Science		1						1.00
Special Education		1						1.00
	Special Education Generalist	1						1
World Language		3	1			1		4.00
	Spanish	3	1			1		4
Total		20	12	2	2	2	6	38.83
44		45%	27%	5%	5%	5%	14%	

****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

- | | | | |
|---|--|----|--|
| 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		1		1		5		1	1	1	2	2
Bilingual							1					
Career Education Areas		4	7	18	5	11	4	2	2	2	13	3
	Agricultural Education		1	4		2	2	1			2	1
	BMIT	1	1	11	1	1	2		1	1	4	1
	Family & Consumer Science Occupational	2	2	3		4			1	1	3	1
	Skilled & Technical Sciences Education	1	3		4	4		1			4	
Early Childhood Education Areas		5	2			4		3		4	2	
	Early Childhood Ed - PK-Grade 3	2	1			2		2		2	1	
	Early Childhood Inclusive - Birth-Gr. 3	2								2	1	
	Special Ed Early Childhood Ed - Birth-K	1	1			1		1				
	Special Ed Early Intervention - Birth-PK					1						
Elementary Education		5	20	1		7		6	1	10	15	3
ESL/ELL			1	2		2		1			2	3
Health and/or Physical Education		1	2	4		4		1	1	3	2	4
Language Arts		3	4	8		5		4	5	6	9	1
	English Language Arts	3	4	8		4		3	5	5	7	1
	Reading & Writing					1		1				
	Secondary English										2	
	Speech/Theatre									1		
Mathematics		2	3	4		8		3	2	3	8	1
Middle Level - Include under content area			1			1			1	1		
Music Instrumental/Vocal		3	1	1		3		5	1	3	3	1
Other		3	1	2	1	1		3			4	1
School Counselor		3	1	2		2	1		2		1	
School Library		3				5		1	3			
School Psychologist		2	1	1		1		1			4	
Science		1	3	3	1	3	1	4		4	6	3
	Biology		1	1							2	
	Chemistry						1					
	Earth and Space		1							1		
	Physics										1	
	Science	1	1	2	1	3		4		3	3	3
Social Studies/Science		2	2			2		2	1	1	2	
Special Education		6	11	2		4	2	9		6	44	6
	Behavior Intervention	1	1								7	
	Deaf or Hard of Hearing							1			1	
	Functional Academic Skills		1	1				2		1	4	
	Inclusion and Collaboration	1				1		1			4	1
	Secondary Transition	1									1	
	Special Education Generalist	3	9	1		3	2	5		5	26	5
	Visual Impairment										1	
Speech Language Pathology		1					2	1			6	2
World Language		1	4	4		2	8			1	5	1
	Other										2	1
	Spanish	1	4	4		2	8			1	3	
Total		46	64	53	7	70	19	47	20	45	128	31
530		9%	12%	10%	1%	13%	4%	9%	4%	8%	24%	6%

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

- | | | | |
|---|--|----|--|
| 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 Solution										
		1	2	3	4	5	6	7	8	9	10	11
Art		1		1		5		1	1	1	1	2
Bilingual							1					
Career Education Areas		4	7	17	5	11	3	2	1	2	13	3
	Agricultural Education		1	4		2	2	1			2	1
	BMIT	1	1	10	1	1	1			1	4	1
	Family & Consumer Science	2	2	3		4			1	1	3	1
	Occupational											
	Skilled & Technical Sciences Education	1	3		4	4		1			4	
Early Childhood Education Areas		5	2			4		3		4	2	
	Early Childhood Ed - PK-Grade 3	2	1			2		2		2	1	
	Early Childhood Inclusive - Birth-Gr. 3	2								2	1	
	Special Ed Early Childhood Ed - Birth-K	1	1			1		1				
	Special Ed Early Intervention - Birth-PK					1						
Elementary Education		5	20	1		4		2	1	6	12	3
ESL/ELL			1	2		2		1			2	3
Health and/or Physical Education		1	1	4		4		1		1	2	2
Language Arts		3	4	8		5		4	5	5	9	1
	English Language Arts	3	4	8		4		3	5	4	7	1
	Reading & Writing					1		1				
	Secondary English										2	
	Speech/Theatre									1		
Mathematics		2	3	4		7		3	2	2	8	1
Middle Level - Include under content area			1						1	1		
Music Instrumental/Vocal		2		1		3		5	1	2	3	1
Other		3	1	2	1	1		3			4	1
School Counselor		3	1	2		2	1		2		1	
School Library		3				5		1	2			
School Psychologist		2	1	1		1		1			4	
Science		1	3	2		2	1	4		4	6	3
	Biology		1	1							2	
	Chemistry						1					
	Earth and Space		1							1		
	Physics										1	
	Science	1	1	1		2		4		3	3	3
Social Studies/Science		2	2			2		1	1	1	2	
Special Education		6	11	2		4	2	8		6	44	6
	Behavior Intervention	1	1								7	
	Deaf or Hard of Hearing							1			1	
	Functional Academic Skills		1	1				2		1	4	
	Inclusion and Collaboration	1				1		1			4	1
	Secondary Transition	1									1	
	Special Education Generalist	3	9	1		3	2	4		5	26	5
	Visual Impairment										1	
Speech Language Pathology		1					2	1			6	2
World Language		1	3	2		2	7			1	5	1
	Other										2	1
	Spanish	1	3	2		2	7			1	3	
Total		45	61	49	6	64	17	41	17	36	124	29
489		9%	12%	10%	1%	13%	3%	8%	3%	7%	25%	6%

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

- | | | | |
|---|--|----|--|
| 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 Solution										
		1	2	3	4	5	6	7	8	9	10	11
Art											1	
Career Education Areas				1			1		1			
	BMIT			1			1		1			
Elementary Education						3		4		4	3	
Health and/or Physical Education			1						1	2		2
Language Arts										1		
	English Language Arts									1		
Mathematics						1				1		
Middle Level - Include under content area						1						
Music Instrumental/Vocal		1	1							1		
School Library									1			
Science				1	1	1						
Social Studies/Social Science								1				
Special Education								1				
	Special Education Generalist							1				
World Language			1	2			1					
	Spanish		1	2			1					
Total		1	3	4	1	6	2	6	3	9	4	2
41		2%	7%	10%	2%	15%	5%	15%	7%	22%	10%	5%

Table 11 Shortage Areas for 2024-2025

The Nebraska Department of Education will propose the shortage areas below to the US Department of Education in 2023 as shortage areas for federal loan forgiveness in 2024-2025. The Nebraska Excellence in Teaching Act will use these as shortage areas for 2024-2025 applications.

Endorsement Area	Total Unfilled** FTE	Percentage Unfilled** FTE to Total Teaching FTE in NE
Art	30.33	0.11%
Bilingual	1.00	0.00%
Career Education Areas	75.25	0.27%
Early Childhood Education Areas	35.00	0.13%
Elementary Education	109.50	0.40%
ESL/ELL *	18.10	0.07%
Health and/or Physical Education	29.50	0.11%
Language Arts	74.50	0.27%
Mathematics	66.80	0.24%
Music Instrumental/Vocal	27.25	0.10%
School Counselor	29.75	0.11%
School Library	13.50	0.05%
School Psychologist	20.70	0.07%
Science	49.50	0.18%
Social Studies/Social Science	16.00	0.06%
Special Education	209.60	0.76%
Speech Language Pathology	54.80	0.20%
World Language	26.00	0.09%
Total	887.08	3.22%

With 27,688.2 FTE available in Nebraska schools, 887.08 Unfilled ** FTE represents 3.20% of the total (excluding Other and Middle Level – include under content area). The 361.78 Vacant*** FTE represents 1.31% 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.