



**NEBRASKA**  
DEPARTMENT OF EDUCATION

## **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 2024 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

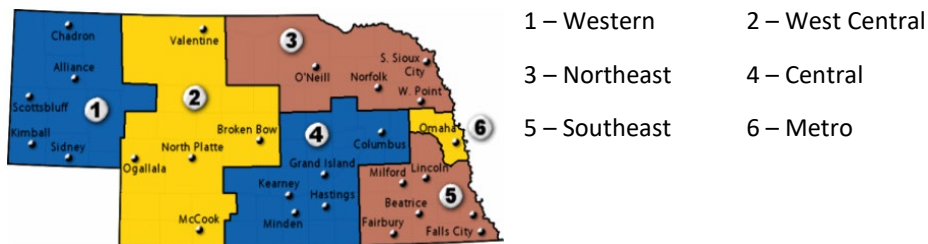
The Teacher Vacancy Survey, which is administered online through the NDE Portal, was opened to all Nebraska PK-12 public school districts, Educational Service Units (ESU), and nonpublic school systems, in October 2024. Announcements in the NDE Bulletin (a weekly e-bulletin for NDE Portal users), phone 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 2024-25 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;
- The reason for not being able to fill the position with a fully qualified teacher; and
- How the district/system solved the dilemma for the position.

NDE gathered the following information using data available from NDE databases:

- Community College Region in which district/system is located
- Size of PK-12 school enrollment



For purposes of this report, public districts, ESUs, and nonpublic systems’ data are combined into total counts as **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.

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

## 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 255 of 262 responding for a 97.33% response rate, while the system rate (nonpublic) was 55 of 174 responding for an 31.61% response rate. Participation by public districts, ESUs, and nonpublic systems remained steady 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 153 districts/systems reporting unfilled positions, or 49.35% 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 60% have **less than 500** students, while one half (50%) of nonpublic systems reporting unfilled positions have **less than 250** students.

### Unfilled Positions

There were 669.35 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 669.35 unfilled positions, 167.95 positions (25.09%) were in districts/systems with **less than 500** students. Overall, 200.65 of the unfilled positions (29.98%) 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 (149.5 positions; 22.34%), Elementary Education (68 positions; 10.16%), Career Education (57.3 positions; 8.56%), Language Arts (51.5 positions; 7.69%), Early Childhood Education Areas (45.5 positions; 6.80%), Mathematics (44 positions; 6.57%), and Speech Language Pathology (42.4 positions; 6.33%) topped the list of unfilled positions. Additional areas of need include School Counselor, Science, School Psychologist, and Music Instrumental/Vocal.

### Reasons for Unfilled Positions

Districts/systems were provided with and allowed multiple reasons for an unfilled position. Of the 153 districts/systems reporting unfilled positions, the main reasons given were divided between “No applicants” (63%) and “No fully qualified applicants based on endorsement area” (15%). 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” (22%); “Used substitute teachers” (18%); “Hired a person NOT appropriately endorsed in the content area” (11%); “Hired a person who holds a provisional permit in the content area” (10%); and “Hired a person who holds a provisional 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” (36% compared to 17%); whereas public and nonpublic systems indicated a similar rate of the solution: “Position was not filled” (22% and 25% respectively).

### Trend Analysis

Of the top 10 unfilled positions by endorsement area, several are the same for districts and systems – Elementary Education, Career Education Areas, Language Arts, Mathematics, School Counselor, 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, Language Arts, Music Instrumental/Vocal, and Mathematics 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	149.50	23.20%	50.50	Elementary Education	7.00	28.00%	0.00
Elementary Education	61.00	9.47%	25.00	Language Arts	3.00	12.00%	1.00
Career Education Areas	55.30	8.58%	9.00	Music Instrumental/Vocal	2.60	10.40%	0.50
Language Arts	48.50	7.53%	3.00	Mathematics	2.00	8.00%	0.00
Early Childhood Education Areas	45.50	7.06%	10.00	Career Education Areas	2.00	8.00%	2.00
Speech Language Pathology	42.40	6.58%	17.40	Art	1.40	5.60%	0.00
Mathematics	42.00	6.52%	20.00	Social Studies/Social Science	1.00	4.00%	0.00
School Counselor	31.00	4.81%	0.00	Science	1.00	4.00%	0.00
Science	29.50	4.58%	8.00	School Counselor	1.00	4.00%	1.00
School Psychologist	28.10	4.36%	14.00	Other and Middle Level – include under content area	4.00	16.00%	2.00

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 53 unique districts/systems. Over two-thirds of the comments stated that the overall applicant pool continues to get smaller, along with fewer fully qualified candidates applying. In addition, just over 10% of the comments from respondents identified a key struggle with finding quality applicants within the teacher pool or they described the difficulty of recruiting and hiring full-time 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	108	24.77%	79	25.48%	73.15%
Metro	82	18.81%	45	14.52%	54.88%
Northeast	78	17.89%	60	19.35%	76.92%
Southeast	97	22.25%	66	21.29%	68.04%
West Central	42	9.63%	34	10.97%	80.95%
Western	29	6.65%	26	8.39%	89.66%
<b>Total</b>	<b>436</b>	<b>100.00%</b>	<b>310</b>	<b>100.00%</b>	<b>Avg. 73.93%</b>

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

Region	Original Population		Return Sample		Percentage Return for Region
	No. Of Districts	%	No. Of Districts	%	
Central	74	28.24%	73	28.63%	98.65%
Metro	21	8.02%	19	7.45%	90.48%
Northeast	54	20.61%	53	20.78%	98.15%
Southeast	53	20.23%	53	20.78%	100.00%
West Central	36	13.74%	33	12.94%	91.67%
Western	24	9.16%	24	9.41%	100.00%
<b>Total</b>	<b>262</b>	<b>100.00%</b>	<b>255</b>	<b>100.00%</b>	<b>Avg. 96.49%</b>

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

Region	Original Population		Return Sample		Percentage Return for Region
	No. Of Systems	%	No. Of Systems	%	
Central	34	19.54%	6	10.91%	17.65%
Metro	61	35.06%	26	47.27%	42.62%
Northeast	24	13.79%	7	12.73%	29.17%
Southeast	44	25.29%	13	23.64%	29.55%
West Central	6	3.45%	1	1.82%	16.67%
Western	5	2.87%	2	3.64%	40.00%
<b>Total</b>	<b>174</b>	<b>100.00%</b>	<b>55</b>	<b>100.00%</b>	<b>Avg. 29.27%</b>

**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	95	21.79%	30	9.68%	31.58%
101-250	117	26.83%	88	28.39%	75.21%
251-500	116	26.61%	94	30.32%	81.03%
501-1000	61	13.99%	53	17.10%	86.89%
1001-2500	27	6.19%	25	8.06%	92.59%
2501-5000	9	2.06%	9	2.90%	100.00%
5001-10,000	6	1.38%	6	1.94%	100.00%
>10,000	5	1.15%	5	1.61%	100.00%
<b>Total</b>	<b>436</b>	<b>100.00%</b>	<b>310</b>	<b>100.00%</b>	<b>Avg. 83.41%</b>

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

Size	Original Population		Return Sample		Percentage Return for Size
	No. Of Districts	%	No. Of Districts	%	
<100	21	8.02%	18	7.06%	85.71%
101-250	72	27.48%	69	27.06%	95.83%
251-500	79	30.15%	79	30.98%	100.00%
501-1000	45	17.18%	45	17.65%	100.00%
1001-2500	25	9.54%	24	9.41%	96.00%
2501-5000	9	3.44%	9	3.53%	100.00%
5001-10,000	6	2.29%	6	2.35%	100.00%
>10,000	5	1.91%	5	1.96%	100.00%
<b>Total</b>	<b>262</b>	<b>100.00%</b>	<b>255</b>	<b>100.00%</b>	<b>Avg. 97.19%</b>

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

Size	Original Population		Return Sample		Percentage Return for Size
	No. Of Systems	%	No. Of Systems	%	
<100	74	42.53%	12	21.82%	16.22%
101-250	45	25.86%	19	34.55%	42.22%
251-500	37	21.26%	15	27.27%	40.54%
501-1000	16	9.20%	8	14.55%	50.00%
1001-2500	2	1.15%	1	1.82%	50.00%
<b>Total</b>	<b>174</b>	<b>100.00%</b>	<b>55</b>	<b>100.00%</b>	<b>Avg. 39.80%</b>



### 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	36	23.53%	84.50	12.62%	35.00	41.42%
Metro	25	16.34%	238.50	35.63%	17.50	7.34%
Northeast	27	17.65%	67.60	10.10%	24.40	36.09%
Southeast	27	17.65%	196.00	29.28%	105.75	53.95%
West Central	21	13.73%	35.50	5.30%	9.00	25.35%
Western	17	11.11%	47.25	7.06%	9.00	19.05%
<b>Total</b>	<b>153</b>	<b>100.00%</b>	<b>669.35</b>	<b>100.00%</b>	<b>200.65</b>	<b>Avg. 30.53%</b>

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

Region	Districts with Unfilled** Positions		Number of Unfilled** Positions		Vacant***	
	No. Of Districts	%	No. Of Unfilled	%	Number Vacant	% Unfilled Left Vacant for Region
Central	35	25.93%	84.00	13.04%	35.00	41.67%
Metro	14	10.37%	218.50	33.91%	12.50	5.72%
Northeast	26	19.26%	66.60	10.34%	24.40	36.64%
Southeast	23	17.04%	193.50	30.03%	104.25	53.88%
West Central	21	15.56%	35.50	5.51%	9.00	25.35%
Western	16	11.85%	46.25	7.18%	9.00	19.46%
<b>Total</b>	<b>135</b>	<b>100.00%</b>	<b>644.35</b>	<b>100.00%</b>	<b>194.15</b>	<b>Avg. 30.45%</b>

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

Region	Systems with Unfilled** Positions		Number of Unfilled** Positions		Vacant***	
	No. Of Systems	%	No. Of Unfilled	%	Number Vacant	% Unfilled Left Vacant for Region
Central	1	5.56%	0.50	2.00%	0.00	0.00%
Metro	11	61.11%	20.00	80.00%	5.00	25.00%
Northeast	1	5.56%	1.00	4.00%	0.00	0.00%
Southeast	4	22.22%	2.50	10.00%	1.50	60.00%
Western	1	5.56%	1.00	4.00%	0.00	0.00%
<b>Total</b>	<b>18</b>	<b>100.00%</b>	<b>25.00</b>	<b>100.00%</b>	<b>6.50</b>	<b>Avg. 17.00%</b>

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

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

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

**Table 4a. 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	15	9.80%	39.50	5.90%	13.90	35.19%
101-250	41	26.80%	62.25	9.30%	10.50	16.87%
251-500	38	24.84%	66.20	9.89%	9.25	13.97%
501-1000	24	15.69%	46.00	6.87%	10.50	22.83%
1001-2500	16	10.46%	44.50	6.65%	15.00	33.71%
2501-5000	9	5.88%	59.50	8.89%	36.00	60.50%
5001-10,000	5	3.27%	23.50	3.51%	6.00	25.53%
>10,000	5	3.27%	327.90	48.99%	99.50	30.34%
<b>Total</b>	153	100.00%	669.35	100.00%	200.65	Avg. 29.87%

**Table 4b. Districts (Public and ESU)**

Size	Districts with Unfilled** Positions		Number of Unfilled** Positions		Vacant***	
	No. Of Districts	%	No. Of Unfilled	%	Number Vacant	% Unfilled Left Vacant for Size
<100	12	8.89%	35.50	5.51%	10.40	29.30%
101-250	35	25.93%	56.85	8.82%	9.50	16.71%
251-500	32	23.70%	54.60	8.47%	7.25	13.28%
501-1000	21	15.56%	42.00	6.52%	10.50	25.00%
1001-2500	16	11.85%	44.50	6.91%	15.00	33.71%
2501-5000	9	6.67%	59.50	9.23%	36.00	60.50%
5001-10,000	5	3.70%	23.50	3.65%	6.00	25.53%
>10,000	5	3.70%	327.90	50.89%	99.50	30.34%
<b>Total</b>	135	100.00%	644.35	100.00%	194.15	Avg. 29.30%

**Table 4c. Systems (Nonpublic)**

Size	Systems with Unfilled** Positions		Number of Unfilled** Positions		Vacant***	
	No. Of Systems	%	No. Of Unfilled	%	Number Vacant	% Unfilled Left Vacant for Size
<100	3	16.67%	4.00	16.00%	3.50	87.50%
101-250	6	33.33%	5.40	21.60%	1.00	18.52%
251-500	6	33.33%	11.60	46.40%	2.00	17.24%
501-1000	3	16.67%	4.00	16.00%	0.00	0.00%
<b>Total</b>	18	100.00%	25.00	100.00%	6.50	Avg. 30.81%

\*\*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. Unfilled Positions in Districts/Systems by Endorsement Area and Region**

Endorsement Area	District/System Region						Unfilled**		Vacant***	
	Central	Metro	Northeast	Southeast	West Central	Western	Total	%		
Art		3		6.4	1	1	11.4	1.70%	6	
Career Education Areas		5	16	6	21.8	3.5	5	57.3	8.56%	11
	Agricultural Education	3		2	3	2	3	13	1.94%	0
	BMIT	1	8	1	7.8	0.5	1	19.3	2.88%	1
	Family & Consumer Science Occupational	1	3	2	6	1		13	1.94%	6
	Skilled & Technical Sciences Education		5	1	5		1	12	1.79%	4
Early Childhood Education Areas		5	9	2.5	13		16	45.5	6.80%	10
	Early Childhood Ed – PK-Grade 3	2		1.5	9		11	23.5	3.51%	7
	Early Childhood Inclusive - Birth-Gr. 3	1		1	2		4	8	1.20%	1
	Special Ed Early Childhood Ed – Birth-K	2			1		1	4	0.60%	1
	Special Ed Early Intervention – Birth-PK		9		1			10	1.49%	1
Elementary Education	3	19	7	30	5	4	68	10.16%	25	
ESL/ELL	1	6		2			9	1.34%	1	
Health and/or Physical Education		2	1	11.5	1	1	16.5	2.47%	11	
Language Arts		8	19.5	2	15	5	2	51.5	7.69%	4
	English Language Arts	8	13.5	2	14.5	5	2	45	6.72%	4
	Journalism & Media		1					1	0.15%	0
	Reading & Writing		4		0.5			4.5	0.67%	0
	Speech/Theatre		1					1	0.15%	0
Mathematics	6	13	7	12	4	2	44	6.57%	20	
Middle Level - Include under content area	4	5		1			10	1.49%	2	
Music Instrumental/Vocal	8	2.5	6	3.95	2	2.25	24.7	3.69%	6.25	
Other	3	4	2	3.6		2	14.6	2.18%	3	
School Counselor	3	4	5	18	1	1	32	4.78%	1	
School Library		4	1	2	1.5	1	9.5	1.42%	0	
School Psychologist	4	7	7.1	8	2		28.1	4.20%	14	
Science		6	10	2	11.5		1	30.5	4.56%	8
	Biology				1.5		1	2.5	0.37%	0.5
	Chemistry	1		1	1			3	0.45%	0
	Science	5	10	1	9			25	3.73%	7.5
Social Studies/Science		4		1	1		6	0.90%	0	
Special Education		18.5	81	11	26	6	7	149.5	22.34%	50.5
	Behavior Intervention	2	2		1			5	0.75%	2
	Functional Academic Skills	2	1	2	1	2		8	1.20%	4
	Inclusion and Collaboration	1	4	2			1	8	1.20%	4
	Secondary Transition		1			1		2	0.30%	2
	Special Ed Generalist	13.5	73	7	24	3	6	126.5	18.90%	38.5
Speech Language Pathology	7	23	6.4	3	1	2	42.4	6.33%	17.4	
World Language		3	6.5	1.6	6.25	1.5		18.85	2.82%	10.5
	Spanish	3	4	1.6	5.25	1.5		15.35	2.29%	9
	Other		2.5		1			3.5	0.52%	1.5
	84.5	238.5	67.6	196	35.5	47.25	669.35	100.00%	200.65	

\*\*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 Public and ESU by Endorsement Area and Region**

Endorsement Area	District Region						Unfilled**		Vacant ***	
	Central	Metro	Northeast	Southeast	West Central	Western	Total	%		
Art		2		6	1	1	10	1.55%	6	
Career Education Areas		5	15	6	20.8	3.5	5	55.3	8.58%	9
	Agricultural Education	3		2	3	2	3	13	2.02%	0
	BMIT	1	8	1	6.8	0.5	1	18.3	2.84%	0
	Family & Consumer Science Occupational	1	3	2	6	1		13	2.02%	6
	Skilled & Technical Sciences Education		4	1	5		1	11	1.71%	3
Early Childhood Education Areas		5	9	2.5	13		16	45.5	7.06%	10
	Early Childhood Ed - PK-Grade 3	2		1.5	9		11	23.5	3.65%	7
	Early Childhood Inclusive - Birth-Gr. 3	1		1	2		4	8	1.24%	1
	Special Ed Early Childhood Ed – Birth-K	2			1		1	4	0.62%	1
	Special Ed Early Intervention - Birth-PK		9		1			10	1.55%	1
Elementary Education	3	12	7	30	5	4	61	9.47%	25	
ESL/ELL	1	6		2			9	1.40%	1	
Health and/or Physical Education		2	1	11.5	1	1	16.5	2.56%	11	
Language Arts		8	16.5	2	15	5	2	48.5	7.53%	3
	English Language Arts	8	11.5	2	14.5	5	2	43	6.67%	3
	Journalism & Media		1					1	0.16%	0
	Reading & Writing		4		0.5			4.5	0.70%	0
Mathematics	6	12	7	12	4	1	42	6.52%	20	
Middle Level - Include under content area	4	2		1			7	1.09%	0	
Music Instrumental/Vocal	7.5	2.5	5	2.85	2	2.25	22.1	3.43%	5.75	
Other	3	3	2	3.6		2	13.6	2.11%	3	
School Counselor	3	3	5	18	1	1	31	4.81%	0	
School Library		4	1	2	1.5	1	9.5	1.47%	0	
School Psychologist	4	7	7.1	8	2		28.1	4.36%	14	
Science		6	9	2	11.5		1	29.5	4.58%	8
	Biology				1.5		1	2.5	0.39%	0.5
	Chemistry	1		1	1			3	0.47%	0
	Science	5	9	1	9			24	3.72%	7.5
Social Studies/Science		3		1	1		5	0.78%	0	
Special Education		18.5	81	11	26	6	7	149.5	23.20%	50.5
	Behavior Intervention	2	2		1			5	0.78%	2
	Functional Academic Skills	2	1	2	1	2		8	1.24%	4
	Inclusion and Collaboration	1	4	2			1	8	1.24%	4
	Secondary Transition		1			1		2	0.31%	2
	Special Ed Generalist	13.5	73	7	24	3	6	126.5	19.63%	38.5
Speech Language Pathology	7	23	6.4	3	1	2	42.4	6.58%	17.4	
World Language		3	6.5	1.6	6.25	1.5		18.85	2.93%	10.5
	Spanish	3	4	1.6	5.25	1.5		15.35	2.38%	9
	Other		2.5		1			3.5	0.55%	1.5
		84	218.5	66.6	193.5	35.5	46.25	644.35	100.00%	194.15

\*\*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 Nonpublic by Endorsement Area and Region**

Endorsement Area	System Region					Unfilled**		Vacant ***
	Central	Metro	Northeast	Southeast	Western	Total	%	
Art		1		0.4		1.4	5.60%	0
Career Education Areas		1		1		2	8.00%	2
	BMIT			1		1	4.00%	1
	Skilled & Technical Sciences Education		1			1	4.00%	1
Elementary Education		7				7	28.00%	0
Language Arts		3				3	12.00%	1
	English Language Arts		2			2	8.00%	1
	Speech/Theatre		1			1	4.00%	0
Mathematics		1			1	2	8.00%	0
Middle Level - Include under content area		3				3	12.00%	2
Music Instrumental/Vocal	0.5		1	1.1		2.6	10.40%	0.5
Other		1				1	4.00%	0
School Counselor		1				1	4.00%	1
Science		1				1	4.00%	0
	Science		1			1	4.00%	0
Social Studies/Social Science		1				1	4.00%	0
	0.5	20	1	2.5	1	25	100.00%	6.5

\*\*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. Unfilled Positions in Districts/Systems by Endorsement Area and 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	1.4	1				8	11.4	1.70%
Career Education Areas	1	10.5	10	2	6	2		25.8	57.3	8.56%
Agricultural Education	1	3	4	2	2	1			13	1.94%
BMIT		5.5	1		1			11.8	19.3	2.88%
Family & Consumer Science Occupational		1	3			1		8	13	1.94%
Skilled & Technical Sciences Education		1	2		3			6	12	1.79%
Early Childhood Education Areas	12	4	2.5	3	3	5		16	45.5	6.80%
Early Childhood Ed – PK-Grade 3	11	1	2.5	3				6	23.5	3.51%
Early Childhood Inclusive - Birth-Gr. 3		3			2	3			8	1.20%
Special Ed Early Childhood Ed - Birth-K	1					2		1	4	0.60%
Special Ed Early Intervention - Birth-PK					1			9	10	1.49%
Elementary Education		10	11	6	7	4	2	28	68	10.16%
ESL/ELL			1				1	7	9	1.34%
Health and/or Physical Education	1		2	0.5				13	16.5	2.47%
Language Arts	1	6	7	4	5	3	4.5	21	51.5	7.69%
English Language Arts	1	6	6	4	4.5	3	3.5	17	45	6.72%
Journalism & Media							1		1	0.15%
Reading & Writing					0.5			4	4.5	0.67%
Speech/Theatre			1						1	0.15%
Mathematics	1	2	4	4	2	9	2	20	44	6.57%
Middle Level - Include under content area	2	3	1		1	2	1		10	1.49%
Music Instrumental/Vocal	3	6.5	6.7	3	2	0.5		3	24.7	3.69%
Other			2	3		3	1	5.6	14.6	2.18%
School Counselor		5	5	4			1	17	32	4.78%
School Library		2.5		1	2			4	9.5	1.42%
School Psychologist	10.1	2		1		4	1	10	28.1	4.20%
Science	1	2	6	1	1.5	2	2	15	30.5	4.56%
Biology	1		0.5		1				2.5	0.37%
Chemistry			2	1					3	0.45%
Science		2	3.5		0.5	2	2	15	25	3.73%
Social Studies/Science			2					4	6	0.90%
Special Education	1	7	3	6.5	10	18	7	97	149.5	22.34%
Behavior Intervention		2				1	1	1	5	0.75%
Functional Academic Skills			1	2		3		2	8	1.20%
Inclusion and Collaboration		1		2		1	2	2	8	1.20%
Secondary Transition		1						1	2	0.30%
Special Education Generalist	1	3	2	2.5	10	13	4	91	126.5	18.90%
Speech Language Pathology	6.4		1	1	3	7		24	42.4	6.33%
World Language		0.75	0.6	5	2		1	9.5	18.85	2.82%
Other								3.5	3.5	0.52%
Spanish		0.75	0.6	5	2		1	6	15.35	2.29%
	39.5	62.25	66.2	46	44.5	59.5	23.5	327.9	669.35	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 6b. Unfilled Positions in Public and ESU 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		1				8	10	1.55%
Career Education Areas	1	9.5	9	2	6	2		25.8	55.3	8.58%
Agricultural Education	1	3	4	2	2	1			13	2.02%
BMIT		4.5	1		1			11.8	18.3	2.84%
Family & Consumer Science Occupational		1	3			1		8	13	2.02%
Skilled & Technical Sciences Education		1	1		3			6	11	1.71%
Early Childhood Education Areas	12	4	2.5	3	3	5		16	45.5	7.06%
Early Childhood Ed – PK-Grade 3	11	1	2.5	3				6	23.5	3.65%
Early Childhood Inclusive - Birth-Gr. 3		3			2	3			8	1.24%
Special Ed Early Childhood Ed - Birth-K	1					2		1	4	0.62%
Special Ed Early Intervention - Birth-PK					1			9	10	1.55%
Elementary Education		8	8	4	7	4	2	28	61	9.47%
ESL/ELL			1				1	7	9	1.40%
Health and/or Physical Education	1		2	0.5				13	16.5	2.56%
Language Arts		6	5	4	5	3	4.5	21	48.5	7.53%
English Language Arts		6	5	4	4.5	3	3.5	17	43	6.67%
Journalism & Media							1		1	0.16%
Reading & Writing					0.5			4	4.5	0.70%
Mathematics	1	1	3	4	2	9	2	20	42	6.52%
Middle Level - Include under content area		2	1		1	2	1		7	1.09%
Music Instrumental/Vocal	2	6.1	6.5	2	2	0.5		3	22.1	3.43%
Other			2	2		3	1	5.6	13.6	2.11%
School Counselor		5	4	4			1	17	31	4.81%
School Library		2.5		1	2			4	9.5	1.47%
School Psychologist	10.1	2		1		4	1	10	28.1	4.36%
Science	1	2	5	1	1.5	2	2	15	29.5	4.58%
Biology	1		0.5		1				2.5	0.39%
Chemistry			2	1					3	0.47%
Science		2	2.5		0.5	2	2	15	24	3.72%
Social Studies/Science			1					4	5	0.78%
Special Education	1	7	3	6.5	10	18	7	97	149.5	23.20%
Behavior Intervention		2				1	1	1	5	0.78%
Functional Academic Skills			1	2		3		2	8	1.24%
Inclusion and Collaboration		1		2		1	2	2	8	1.24%
Secondary Transition		1						1	2	0.31%
Special Education Generalist	1	3	2	2.5	10	13	4	91	126.5	19.63%
Speech Language Pathology	6.4		1	1	3	7		24	42.4	6.58%
World Language		0.75	0.6	5	2		1	9.5	18.85	2.93%
Other								3.5	3.5	0.55%
Spanish		0.75	0.6	5	2		1	6	15.35	2.38%
	35.5	56.85	54.6	42	44.5	59.5	23.5	327.9	644.35	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. Unfilled Positions in Nonpublic by Endorsement Area and System Size**

Endorsement Area	System Size				Unfilled**	
	<100	101-250	251-500	501-1000	Total	%
Art			1.4		1.4	5.60%
Career Education Areas		1	1		2	8.00%
	BMIT		1		1	4.00%
	Skilled & Technical Sciences Education			1	1	4.00%
Elementary Education		2	3	2	7	28.00%
Language Arts		1		2	3	12.00%
	English Language Arts	1		1	2	8.00%
	Speech/Theatre			1	1	4.00%
Mathematics		1	1		2	8.00%
Middle Level - Include under content area	2	1			3	12.00%
Music Instrumental/Vocal	1	0.4	0.2	1	2.6	10.40%
Other				1	1	4.00%
School Counselor			1		1	4.00%
Science			1		1	4.00%
	Science			1	1	4.00%
Social Studies/Social Science			1		1	4.00%
	4	5.4	11.6	4	25	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. Districts/Systems (Public, ESU, and Nonpublic) – 408 reasons**

Region	District/System Reasons											
	No Applicants	%	No Fully qualified Endorsement	%	No fully qualified Attributes	%	Preferred Applicant	%	Qualified refused	%	Other	%
Central	59	22.9%	15	25.0%	4	20.0%	2	7.1%	4	23.5%	7	28.0%
Metro	59	22.9%	7	11.7%	9	45.0%	12	42.9%	10	58.8%	4	16.0%
Northeast	33	12.8%	14	23.3%	2	10.0%	4	14.3%	3	17.6%	1	4.0%
Southeast	64	24.8%	8	13.3%	2	10.0%	7	25.0%	0	0.0%	9	36.0%
West Central	26	10.1%	7	11.7%	1	5.0%	1	3.6%	0	0.0%	2	8.0%
Western	17	6.6%	9	15.0%	2	10.0%	2	7.1%	0	0.0%	2	8.0%
<b>Total</b>	<b>258</b>	<b>63%</b>	<b>60</b>	<b>15%</b>	<b>20</b>	<b>5%</b>	<b>28</b>	<b>7%</b>	<b>17</b>	<b>4%</b>	<b>25</b>	<b>6%</b>

**Table 7b. Districts (Public and ESU) – 379 reasons**

Region	District Reasons											
	No Applicants	%	No Fully qualified Endorsement	%	No fully qualified Attributes	%	Preferred Applicant	%	Qualified refused	%	Other	%
Central	58	24.0%	15	25.9%	4	20.0%	2	8.3%	4	36.4%	7	29.2%
Metro	51	21.1%	5	8.6%	9	45.0%	8	33.3%	4	36.4%	3	12.5%
Northeast	32	13.2%	14	24.1%	2	10.0%	4	16.7%	3	27.3%	1	4.2%
Southeast	59	24.4%	8	13.8%	2	10.0%	7	29.2%	0	0.0%	9	37.5%
West Central	26	10.7%	7	12.1%	1	5.0%	1	4.2%	0	0.0%	2	8.3%
Western	16	6.6%	9	15.5%	2	10.0%	2	8.3%	0	0.0%	2	8.3%
<b>Total</b>	<b>242</b>	<b>64%</b>	<b>58</b>	<b>15%</b>	<b>20</b>	<b>5%</b>	<b>24</b>	<b>6%</b>	<b>11</b>	<b>3%</b>	<b>24</b>	<b>6%</b>

**Table 7c. Systems (Nonpublic) – 29 reasons**

Region	System Reasons											
	No Applicants	%	No Fully qualified Endorsement	%	No fully qualified Attributes	%	Preferred Applicant	%	Qualified refused	%	Other	%
Central	1	6.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Metro	8	50.0%	2	100.0%	0	0.0%	4	100.0%	6	100.0%	1	100.0%
Northeast	1	6.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Southeast	5	31.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Western	1	6.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Total</b>	<b>16</b>	<b>55%</b>	<b>2</b>	<b>7%</b>	<b>0</b>	<b>0%</b>	<b>4</b>	<b>14%</b>	<b>6</b>	<b>21%</b>	<b>1</b>	<b>3%</b>

*Multiple reasons were allowed for an unfilled position.*

**Table 8 Reasons for Unfilled Positions by District/System Size**

**Table 8a. Districts/Systems (Public, ESU, and Nonpublic) – 408 Reasons**

Size	District/System Reasons											
	No Applicants	%	No Fully qualified Endorsement	%	No fully qualified Attributes	%	Preferred Applicant	%	Qualified refused	%	Other	%
<100	18	7.0%	3	5.0%	0	0.0%	0	0.0%	2	11.8%	0	0.0%
101-250	42	16.3%	13	21.7%	2	10.0%	2	7.1%	2	11.8%	5	20.0%
251-500	42	16.3%	15	25.0%	3	15.0%	8	28.6%	6	35.3%	6	24.0%
501-1000	22	8.5%	10	16.7%	3	15.0%	6	21.4%	1	5.9%	4	16.0%
1001-2500	23	8.9%	7	11.7%	1	5.0%	3	10.7%	0	0.0%	6	24.0%
2501-5000	34	13.2%	8	13.3%	1	5.0%	1	3.6%	0	0.0%	2	8.0%
5001-10,000	14	5.4%	4	6.7%	1	5.0%	7	25.0%	3	17.6%	2	8.0%
>10,000	63	24.4%	0	0.0%	9	45.0%	1	3.6%	3	17.6%	0	0.0%
<b>Total</b>	<b>258</b>	<b>63%</b>	<b>60</b>	<b>15%</b>	<b>20</b>	<b>5%</b>	<b>28</b>	<b>7%</b>	<b>17</b>	<b>4%</b>	<b>25</b>	<b>6%</b>

**Table 8b. Districts (Public and ESU) – 379 Reasons**

Size	District Reasons											
	No Applicants	%	No Fully qualified Endorsement	%	No fully qualified Attributes	%	Preferred Applicant	%	Qualified refused	%	Other	%
<100	15	6.2%	2	3.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
101-250	38	15.7%	13	22.4%	2	10.0%	2	8.3%	0	0.0%	5	20.8%
251-500	34	14.0%	14	24.1%	3	15.0%	5	20.8%	4	36.4%	6	25.0%
501-1000	21	8.7%	10	17.2%	3	15.0%	5	20.8%	1	9.1%	3	12.5%
1001-2500	23	9.5%	7	12.1%	1	5.0%	3	12.5%	0	0.0%	6	25.0%
2501-5000	34	14.0%	8	13.8%	1	5.0%	1	4.2%	0	0.0%	2	8.3%
5001-10,000	14	5.8%	4	6.9%	1	5.0%	7	29.2%	3	27.3%	2	8.3%
>10,000	63	26.0%	0	0.0%	9	45.0%	1	4.2%	3	27.3%	0	0.0%
<b>Total</b>	<b>242</b>	<b>64%</b>	<b>58</b>	<b>15%</b>	<b>20</b>	<b>5%</b>	<b>24</b>	<b>6%</b>	<b>11</b>	<b>3%</b>	<b>24</b>	<b>6%</b>

**Table 8c. Systems (Nonpublic) – 29 Reasons**

Size	System Reasons											
	No Applicants	%	No Fully qualified Endorsement	%	No fully qualified Attributes	%	Preferred Applicant	%	Qualified refused	%	Other	%
<100	3	18.8%	1	50.0%	0	0.0%	0	0.0%	2	33.3%	0	0.0%
101-250	4	25.0%	0	0.0%	0	0.0%	0	0.0%	2	33.3%	0	0.0%
251-500	8	50.0%	1	50.0%	0	0.0%	3	75.0%	2	33.3%	0	0.0%
501-1000	1	6.3%	0	0.0%	0	0.0%	1	25.0%	0	0.0%	1	100.0%
1001-2500	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
<b>Total</b>	<b>16</b>	<b>55%</b>	<b>2</b>	<b>7%</b>	<b>0</b>	<b>0%</b>	<b>4</b>	<b>14%</b>	<b>6</b>	<b>21%</b>	<b>1</b>	<b>3%</b>

*Multiple reasons were allowed for an unfilled position.*

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

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

Endorsement Area	District/System Reasons						Total FTE
	No Applicants	No Fully qualified - Endorsement	No fully qualified - Attributes	Preferred Applicant	Qualified refused	Other	
Art	5	1					11.4
Career Education Areas	35	6		2	1	2	57.3
Agricultural Education	7	4		2		1	13
BMIT	11	2				1	19.3
Family & Consumer Science	7				1		13
Occupational							
Skilled & Technical Sciences Education	10						12
Early Childhood Education Areas	13	4		1		2	45.5
Early Childhood Ed - PK-Grade 3	6	1		1		1	23.5
Early Childhood Inclusive - Birth-Gr. 3	2	2				1	8
Special Ed Early Childhood Ed - Birth-K	3						4
Special Ed Early Intervention Specialist - Birth-PK	2	1					10
Elementary Education	15	5	1	7	1	8	68
ESL/ELL	3			2			9
Health and/or Physical Education	4	1		2			16.5
Language Arts	25	10	4	2	1	2	51.5
English Language Arts	23	9	3	1	1	2	45
Journalism & Media				1			1
Reading & Writing	2		1				4.5
Speech/Theatre		1					1
Mathematics	16	5	1	1		1	44
Middle Level - Include under content area	4	2		1	3	2	10
Music Instrumental/Vocal	22	2	4	1	2	2	24.7
Other	5	2	1	1		3	14.6
School Counselor	6	5	2	2	2		32
School Library	4	1	1	2			9.5
School Psychologist	11		1		1		28.1
Science	15	7			1		30.5
Biology	2	1					2.5
Chemistry	3	2					3
Science	10	4			1		25
Social Studies/Science	3			1			6
Special Education	39	8	5	2	3	3	149.5
Behavior Intervention	4	1					5
Functional Academic Skills	7						8
Inclusion and Collaboration	5	2					8
Secondary Transition	2						2
Special Education Generalist	21	5	5	2	3	3	126.5
Speech Language Pathology	16	1			1		42.4
World Language	17			1	1		18.85
Other	4						3.5
Spanish	13			1	1		15.35
<b>Total</b>	<b>258</b>	<b>60</b>	<b>20</b>	<b>28</b>	<b>17</b>	<b>25</b>	<b>669.35</b>
<b>408</b>	<b>63%</b>	<b>15%</b>	<b>5%</b>	<b>7%</b>	<b>4%</b>	<b>6%</b>	

**Table 9b. Public and ESU Reasons for Unfilled Positions by Endorsement Area**

Endorsement Area	District Reasons						Total FTE
	No Applicants	No Fully qualified - Endorsement	No fully qualified - Attributes	Preferred Applicant	Qualified refused	Other	
Art	3	1					10
Career Education Areas	33	6		2	1	2	55.3
Agricultural Education	7	4		2		1	13
BMIT	10	2				1	18.3
Family & Consumer Science Occupational	7				1		13
Skilled & Technical Sciences Education	9						11
Early Childhood Education Areas	13	4		1		2	45.5
Early Childhood Ed - PK-Grade 3	6	1		1		1	23.5
Early Childhood Inclusive - Birth-Gr. 3	2	2				1	8
Special Ed Early Childhood Ed - Birth-K	3						4
Special Ed Early Intervention - Birth-PK	2	1					10
Elementary Education	13	5	1	6		7	61
ESL/ELL	3			2			9
Health and/or Physical Education	4	1		2			16.5
Language Arts	23	8	4	2		2	48.5
English Language Arts	21	8	3	1		2	43
Journalism & Media				1			1
Reading & Writing	2		1				4.5
Mathematics	14	5	1			1	42
Middle Level - Include under content area	4	2		1		2	7
Music Instrumental/Vocal	17	2	4	1	2	2	22.1
Other	5	2	1			3	13.6
School Counselor	6	5	2	2	1		31
School Library	4	1	1	2			9.5
School Psychologist	11		1		1		28.1
Science	14	7			1		29.5
Biology	2	1					2.5
Chemistry	3	2					3
Science	9	4			1		24
Social Studies/Science	3						5
Special Education	39	8	5	2	3	3	149.5
Behavior Intervention	4	1					5
Functional Academic Skills	7						8
Inclusion and Collaboration	5	2					8
Secondary Transition	2						2
Special Education Generalist	21	5	5	2	3	3	126.5
Speech Language Pathology	16	1			1		42.4
World Language	17			1	1		18.85
Other	4						3.5
Spanish	13			1	1		15.35
<b>Total</b>	<b>242</b>	<b>58</b>	<b>20</b>	<b>24</b>	<b>11</b>	<b>24</b>	<b>644.35</b>
	<b>379</b>	<b>64%</b>	<b>15%</b>	<b>5%</b>	<b>6%</b>	<b>3%</b>	<b>6%</b>

**Table 9c. Nonpublic Reasons for Unfilled Positions by Endorsement Area**

Endorsement Area	System Reasons						Total FTE
	No Applicants	No Fully qualified - Endorsement	No fully qualified - Attributes	Preferred Applicant	Qualified refused	Other	
Art	2						1.4
Career Education Areas	2						2
	BMIT	1					1
	Skilled & Technical Sciences Education	1					1
Elementary Education	2			1	1	1	7
Language Arts	2	2			1		3
	English Language Arts	2	1		1		2
	Speech/Theatre		1				1
Mathematics	2			1			2
Middle Level - Include under content area					3		3
Music Instrumental/Vocal	5						2.6
Other				1			1
School Counselor					1		1
Science	1						1
	Science	1					1
Social Studies/Science				1			1
<b>Total</b>	<b>16</b>	<b>2</b>	<b>0</b>	<b>4</b>	<b>6</b>	<b>1</b>	<b>25</b>
<b>29</b>	<b>55%</b>	<b>7%</b>	<b>0%</b>	<b>14%</b>	<b>21%</b>	<b>3%</b>	

**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/System Solutions										
	1	2	3	4	5	6	7	8	9	10	11
Art	1		2						4	1	
Career Education Areas	4	8	8	4	6	1	5	1	7	7	2
Agricultural Education	2	3	3		1	1		1	2		
BMIT	1	1	3	2	3			3	3	1	2
Family & Consumer Science Occupational	1	4	2					1		2	
Skilled & Technical Sciences Education				2	2		1		2	4	
Early Childhood Education Areas	4	3	2		1		1	1	4	5	1
Early Childhood Ed - PK-Grade 3	1	2	2		1			1	1	2	1
Early Childhood Inclusive - Birth-Gr. 3	2	1							1	1	
Special Ed Early Childhood Ed - Birth-K	1								1	1	
Special Ed Early Intervention - Birth-PK							1		1	1	
Elementary Education	2	7	3		7	1			11	4	3
ESL/ELL	1	1	1		1		1		1	1	
Health and/or Physical Education	1		3		1	1			1	1	1
Language Arts	1	8	2	1	11	1	5	3	5	4	2
English Language Arts	1	8	1	1	8	1	4	3	5	4	2
Journalism & Media					1						
Reading & Writing					2		1				
Speech/Theatre			1								
Mathematics	1	4	2		3		2	1	7	5	1
Middle Level - Include under content area					3		1	1	2	2	1
Music Instrumental/Vocal	5		2		2	2	1	1	11	8	
Other	1			2	3		1		3	2	1
School Counselor	6	2	2	1	2			2	1	1	1
School Library	1				1			5	3		
School Psychologist	3		1		1	2	2			5	2
Science	2	1	5		4		2	1	4	4	1
Biology							1	1		1	
Chemistry		1	1		1						
Science	2		4		3		1		4	3	1
Social Studies/Science	1	1					1		1		
Special Education	9	8	3		2	1	3		9	23	2
Behavior Intervention	1	1	1							1	
Functional Academic Skills			1			1			1	4	
Inclusion and Collaboration					1		1		1	3	1
Secondary Transition										2	
Special Education Generalist	8	7	1		1		2		7	13	1
Speech Language Pathology	1						2			13	1
World Language	1	2			1	2	1	1	3	8	
Other		1							1	2	
Spanish	1	1			1	2	1	1	2	6	
<b>Total</b>	<b>45</b>	<b>45</b>	<b>36</b>	<b>8</b>	<b>49</b>	<b>11</b>	<b>28</b>	<b>17</b>	<b>77</b>	<b>94</b>	<b>19</b>
	<b>10%</b>	<b>10%</b>	<b>8%</b>	<b>2%</b>	<b>11%</b>	<b>3%</b>	<b>7%</b>	<b>4%</b>	<b>18%</b>	<b>22%</b>	<b>4%</b>

**Table 10b. Public and ESU 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 Solutions										
	1	2	3	4	5	6	7	8	9	10	11
Art	1		2						2	1	
Career Education Areas	4	8	8	4	6	1	5	1	7	5	2
Agricultural Education	2	3	3		1	1		1	2		
BMIT	1	1	3	2	3		3		3		2
Family & Consumer Science	1	4	2				1			2	
Occupational											
Skilled & Technical Sciences Education				2	2		1		2	3	
Early Childhood Education Areas	4	3	2		1		1	1	4	5	1
Early Childhood Ed - PK-Grade 3	1	2	2		1			1	1	2	1
Early Childhood Inclusive - Birth-Gr. 3	2	1							1	1	
Special Ed Early Childhood Ed - Birth-K	1								1	1	
Special Ed Early Intervention - Birth-PK							1		1	1	
Elementary Education	2	5	3		6	1			9	4	3
ESL/ELL	1	1	1		1		1		1	1	
Health and/or Physical Education	1		3		1	1			1	1	1
Language Arts	1	8	1	1	11	1	5	3	4	3	2
English Language Arts	1	8	1	1	8	1	4	3	4	3	2
Journalism & Media					1						
Reading & Writing					2		1				
Mathematics	1	3	2		3		2	1	5	5	1
Middle Level - Include under content area					3			1	2		1
Music Instrumental/Vocal	5		1		2	2		1	8	7	
Other	1			2	2		1		3	2	1
School Counselor	6	2	2	1	2			2	1		1
School Library	1				1			5	3		
School Psychologist	3		1		1	2	2			5	2
Science	2	1	5		3		2	1	4	4	1
Biology							1	1		1	
Chemistry		1	1		1						
Science	2		4		2		1		4	3	1
Social Studies/Science	1						1		1		
Special Education	9	8	3		2	1	3		9	23	2
Behavior Intervention	1	1	1							1	
Functional Academic Skills			1			1			1	4	
Inclusion and Collaboration					1		1		1	3	1
Secondary Transition										2	
Special Education Generalist	8	7	1		1		2		7	13	1
Speech Language Pathology	1						2			13	1
World Language	1	2			1	2	1	1	3	8	
Other		1							1	2	
Spanish	1	1			1	2	1	1	2	6	
<b>Total</b>	<b>45</b>	<b>41</b>	<b>34</b>	<b>8</b>	<b>46</b>	<b>11</b>	<b>26</b>	<b>17</b>	<b>67</b>	<b>87</b>	<b>19</b>
<b>401</b>	<b>11%</b>	<b>10%</b>	<b>8%</b>	<b>2%</b>	<b>11%</b>	<b>3%</b>	<b>6%</b>	<b>4%</b>	<b>17%</b>	<b>22%</b>	<b>5%</b>

**Table 10c. Nonpublic 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 Solutions										
	1	2	3	4	5	6	7	8	9	10	11
Art									2		
Career Education Areas										2	
BMIT										1	
Skilled & Technical Sciences Education										1	
Elementary Education		2			1				2		
Language Arts			1						1	1	
English Language Arts									1	1	
Speech/Theatre			1								
Mathematics		1							2		
Middle Level - Include under content area							1			2	
Music Instrumental/Vocal			1				1		3	1	
Other					1						
School Counselor										1	
Science					1						
Science					1						
Social Studies/Social Science		1									
<b>Total</b>	<b>0</b>	<b>4</b>	<b>2</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>10</b>	<b>7</b>	<b>0</b>
<b>28</b>	<b>0%</b>	<b>14%</b>	<b>7%</b>	<b>0%</b>	<b>11%</b>	<b>0%</b>	<b>7%</b>	<b>0%</b>	<b>36%</b>	<b>25%</b>	<b>0%</b>



**Table 11 Shortage Areas for 2025-2026**

The Nebraska Department of Education will propose the shortage areas below to the US Department of Education in 2024 as shortage areas for federal loan forgiveness in 2025-2026. The Nebraska Excellence in Teaching Act will use these as shortage areas for 2025-2026 applications.

Endorsement Area	Total Unfilled** FTE	Percentage Unfilled** FTE to Total Teaching FTE in NE
Art	11.40	0.04%
Career Education Areas	57.30	0.20%
Early Childhood Education Areas	45.50	0.16%
Elementary Education	68.00	0.24%
ESL/ELL*	9.00	0.03%
Health and/or Physical Education	16.50	0.06%
Language Arts	51.50	0.18%
Mathematics	44.00	0.16%
Music Instrumental/Vocal	24.70	0.09%
School Counselor	32.00	0.11%
School Library	9.50	0.03%
School Psychologist	28.10	0.10%
Science	30.50	0.11%
Social Studies/Social Science	6.00	0.02%
Special Education	149.50	0.53%
Speech Language Pathology	42.40	0.15%
World Language	18.85	0.07%
<b>Total</b>	<b>644.75</b>	<b>2.29%</b>

With 28,099.05 FTE available in Nebraska schools, 644.75 Unfilled\*\* FTE represents 2.29% of the total (excluding Other and Middle Level – include under content area). The 200.65 Vacant\*\*\* FTE represents 0.71% of the total.

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

\*\*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.