NEBRASKA
DEPARTMENT OF EDUCATION

Teacher Vacancy Survey Report

Report prepared by
Office of Coordinated School and District Support
Nebraska Department of Education
December 2025

Contents

The purpose of this survey was to determine Nebraska teacher shortages in the fall of 2025 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.
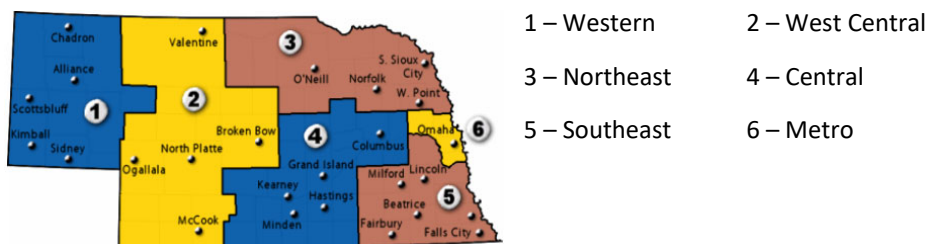
PROCEDURES

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 2025. 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 2025-26 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

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 434 districts/systems (public districts and ESUs, and nonpublic systems) in Nebraska had the opportunity to respond to the survey. The overall response rate climbed to **81.80%**, marking the strongest participation the survey has ever received. The district rate (public/ESU) was 255 of 261 responding for a 97.70% response rate, while the system rate (nonpublic) was 100 of 173 responding for an 57.80% response rate. Participation by public districts, ESUs, and nonpublic systems increased nearly 10% 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 135 districts/systems reporting unfilled positions, or 38.03% 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, over 60% have **less than 500** students, while 59% of nonpublic systems reporting unfilled positions have **less than 250** students.

Unfilled Positions

There were 489.70 unfilled positions reported. Tables 3a-c identify the percentage of unfilled positions by region. Tables 4a-c identify the percentage of unfilled positions by district/system size. Of the 489.70 unfilled positions, 123 positions (25.12%) were in districts/systems with **less than 500** students. Overall, 111.40 of the unfilled positions (22.75%) 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 (140 positions; 28.59%), Elementary Education (61.75 positions; 12.61%), Career Education Areas (36.75 positions; 7.50%), Science (30.5 positions; 6.23%), Mathematics (27.25 positions; 5.56%), and Speech Language Pathology (23.4 positions; 4.78%) topped the list of unfilled positions. Additional areas of need include Language Arts, Early Childhood Education Areas, 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 135 districts/systems reporting unfilled positions, the main reasons given were divided between "*No applicants*" (60%) and "*No fully qualified applicants based on endorsement area*" (18%). 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*" (20%); "*Hired a person who holds a provisional permit in the content area*" (17%); "*Hired a person NOT appropriately endorsed in the content area*" (14%); and "*Used substitute teachers*" (11%). Tables 10a-c report the number of solutions by endorsement area. Nonpublic systems indicated a higher rate of the solution: "*Used substitute teachers*" (24% compared to 10%); whereas public and nonpublic systems indicated a similar rate of the solution: "*Hired a person who holds a provisional permit in the content area*" (17% and 12% respectively).

Trend Analysis

Of the top 10 unfilled positions by endorsement area, several are the same for districts and systems – Elementary Education, Science, Mathematics, Early Childhood Education Areas, Language Arts, and Health and/or Physical Education. Public districts and ESUs show Special Education, Elementary Education, Career Education Areas, and Science as their top four areas of need this year. Nonpublic systems show Elementary Education, Language Arts, Music Instrumental/Vocal, and Science as their top four areas of need. Special Education, Speech Language Pathology, and Career Education Areas 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	139.00	30.16%	42.5	Elementary Education	9.00	31.14%	0
Elementary Education	52.75	11.45%	5	Language Arts	4.00	13.84%	1
Career Education Areas	36.25	7.87%	10	Music Instrumental/Vocal	2.90	10.03%	0
Science	28.50	6.18%	4	Science	2.00	6.92%	2
Mathematics	26.25	5.70%	2	Other	2.00	6.92%	0
Speech Language Pathology	23.40	5.08%	14.4	Middle Level - Include under content area	2.00	6.92%	0
Early Childhood Education Areas	18.00	3.91%	6	Art	1.50	5.19%	0
School Counselor	18.00	3.91%	1	Health and/or Physical Education	1.50	5.19%	0
Language Arts	16.50	3.58%		Mathematics	1.00	3.46%	0
Health and/or Physical Education	16.50	3.58%	2	Early Childhood Education Areas	1.00	3.46%	1

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 105 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, especially in Nebraska's rural areas. Nearly 20% of comments expressed the benefits of non-traditional certification pathways to fill the need, including expanded CTE opportunities, less restrictive certification requirements, para to teacher programs, and the use of Praxis to add endorsements.

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	24.88%	94	26.48%	87.04%
Metro	81	18.66%	56	15.77%	69.14%
Northeast	78	17.97%	69	19.44%	88.46%
Southeast	96	22.12%	75	21.13%	78.13%
West Central	42	9.68%	37	10.42%	88.10%
Western	29	6.68%	24	6.76%	82.76%
Total	434	100.00%	355	100.00%	Avg. 82.27%

Table 1b. Districts (Public and ESU)

Region	Original Population		Return Sample		Percentage Return for Region
	No. Of Districts	%	No. Of Districts	%	
Central	74	28.35%	74	29.02%	100.00%
Metro	21	8.05%	21	8.24%	100.00%
Northeast	54	20.69%	53	20.78%	98.15%
Southeast	52	19.92%	51	20.00%	98.08%
West Central	36	13.79%	34	13.33%	94.44%
Western	24	9.20%	22	8.63%	91.67%
Total	261	100.00%	255	100.00%	Avg. 97.06%

Table 1c. Systems (Nonpublic)

Region	Original Population		Return Sample		Percentage Return for Region
	No. Of Systems	%	No. Of Systems	%	
Central	34	19.65%	20	20.00%	58.82%
Metro	60	34.68%	35	35.00%	58.33%
Northeast	24	13.87%	16	16.00%	66.67%
Southeast	44	25.43%	24	24.00%	54.55%
West Central	6	3.47%	3	3.00%	50.00%
Western	5	2.89%	2	2.00%	40.00%
Total	173	100.00%	100	100.00%	Avg. 54.73%

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	21.66%	50	14.08%	53.19%
101-250	112	25.81%	95	26.76%	84.82%
251-500	116	26.73%	105	29.58%	90.52%
501-1000	66	15.21%	59	16.62%	89.39%
1001-2500	26	5.99%	26	7.32%	100.00%
2501-5000	9	2.07%	9	2.54%	100.00%
5001-10,000	6	1.38%	6	1.69%	100.00%
>10,000	5	1.15%	5	1.41%	100.00%
Total	434	100.00%	355	100.00%	Avg. 89.74%

Table 2b. Districts (Public and ESU)

Size	Original Population		Return Sample		Percentage Return for Size
	No. Of Districts	%	No. Of Districts	%	
<100	21	8.05%	20	7.84%	95.24%
101-250	67	25.67%	63	24.71%	94.03%
251-500	80	30.65%	79	30.98%	98.75%
501-1000	49	18.77%	49	19.22%	100.00%
1001-2500	24	9.20%	24	9.41%	100.00%
2501-5000	9	3.45%	9	3.53%	100.00%
5001-10,000	6	2.30%	6	2.35%	100.00%
>10,000	5	1.92%	5	1.96%	100.00%
Total	261	100.00%	255	100.00%	Avg. 98.50%

Table 2c. Systems (Nonpublic)

Size	Original Population		Return Sample		Percentage Return for Size
	No. Of Systems	%	No. Of Systems	%	
<100	73	42.20%	30	30.00%	41.10%
101-250	45	26.01%	32	32.00%	71.11%
251-500	36	20.81%	26	26.00%	72.22%
501-1000	17	9.83%	10	10.00%	58.82%
1001-2500	2	1.16%	2	2.00%	100.00%
Total	173	100.00%	100	100.00%	Avg. 68.65%

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	33	24.44%	75.75	15.47%	18.50	24.42%
Metro	23	17.04%	174.65	35.66%	17.00	9.73%
Northeast	23	17.04%	56.50	11.54%	26.00	46.02%
Southeast	23	17.04%	124.95	25.52%	36.90	29.53%
West Central	20	14.81%	29.50	6.02%	5.00	16.95%
Western	13	9.63%	28.35	5.79%	8.00	28.22%
Total	135	100.00%	489.70	100.00%	111.40	Avg. 25.81%

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	27	23.89%	66.75	14.49%	17.50	26.22%
Metro	16	14.16%	166.15	36.06%	16.00	9.63%
Northeast	21	18.58%	53.50	11.61%	26.00	48.60%
Southeast	18	15.93%	119.55	25.94%	36.90	30.87%
West Central	18	15.93%	26.50	5.75%	3.00	11.32%
Western	13	11.50%	28.35	6.15%	8.00	28.22%
Total	113	100.00%	460.80	100.00%	107.40	Avg. 25.81%

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	6	27.27%	9.00	31.14%	1.00	11.11%
Metro	7	31.82%	8.50	29.41%	1.00	11.76%
Northeast	2	9.09%	3.00	10.38%	0.00	0.00%
Southeast	5	22.73%	5.40	18.69%	0.00	0.00%
West Central	2	9.09%	3.00	10.38%	2.00	66.67%
Total	22	100.00%	28.90	100.00%	4.00	Avg. 17.91%

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	14	10.37%	23.50	4.80%	8.00	34.04%
101-250	38	28.15%	51.50	10.52%	10.00	19.42%
251-500	33	24.44%	48.00	9.80%	8.00	16.67%
501-1000	20	14.81%	27.00	5.51%	4.00	14.81%
1001-2500	11	8.15%	29.00	5.92%	9.00	31.03%
2501-5000	9	6.67%	61.50	12.56%	27.50	44.72%
5001-10,000	5	3.70%	32.65	6.67%	1.00	3.06%
>10,000	5	3.70%	216.55	44.22%	43.90	20.27%
Total	135	100.00%	489.70	100.00%	111.40	Avg. 23.00%

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	8	7.08%	16.50	3.58%	6.00	36.36%
101-250	31	27.43%	44.60	9.68%	10.00	22.42%
251-500	25	22.12%	35.00	7.60%	6.00	17.14%
501-1000	19	16.81%	25.00	5.43%	4.00	16.00%
1001-2500	11	9.73%	29.00	6.29%	9.00	31.03%
2501-5000	9	7.96%	61.50	13.35%	27.50	44.72%
5001-10,000	5	4.42%	32.65	7.09%	1.00	3.06%
>10,000	5	4.42%	216.55	46.99%	43.90	20.27%
Total	113	100.00%	460.80	100.00%	107.40	Avg. 23.88%

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	6	27.27%	7.00	24.22%	2.00	28.57%
101-250	7	31.82%	6.90	23.88%	0.00	0.00%
251-500	8	36.36%	13.00	44.98%	2.00	15.38%
501-1000	1	4.55%	2.00	6.92%	0.00	0.00%
Total	22	100.00%	28.90	100.00%	4.00	Avg. 10.99%

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		2.5	2	1.5	8.5		1	15.5	3.17%	1
Career Education Areas		5.5	6.5	7	10	3	4.75	36.75	7.50%	10
	Agricultural Education	2				1	2.5	5.5	1.12%	1
	BMIT	2	3	1	4		1.13	11.13	2.27%	2
	Family & Consumer Science Occupational	0.5	1	1	3			5.5	1.12%	0
	Skilled & Technical Sciences Education	1	2.5	5	3	2	1.12	14.62	2.99%	7
Early Childhood Education Areas		4	7	3	5			19	3.88%	7
	Early Childhood Ed – PK-Grade 3	3	1	2	5			11	2.25%	7
	Early Childhood Inclusive - Birth-Gr. 3		1	1				2	0.41%	0
	Special Ed Early Childhood Ed – Birth-K	1	5					6	1.23%	0
Elementary Education		10	24	3	15.75	6	3	61.75	12.61%	5
ESL/ELL		2	4		1	2		9	1.84%	0
Health and/or Physical Education		4	4	1	6	1	2	18	3.68%	2
Language Arts		4	7.5	1	3	3	2	20.5	4.19%	1
	English Language Arts	3	7	1	3	3	2	19	3.88%	1
	Journalism & Media		0.5					0.5	0.10%	0
	Reading & Writing	1						1	0.20%	0
Mathematics		3.25	9	5	7	2	1	27.25	5.56%	2
Middle Level - Include under content area		1	1.15		3		1	6.15	1.26%	0
Music Instrumental/Vocal		2	1.5	1	2.4	4	1.6	12.5	2.55%	4
Other		3	3	1.5	5	1	2	15.5	3.17%	6
School Counselor		2	2	2	11		1	18	3.68%	1
School Library		1	3	1	1		1	7	1.43%	0
School Psychologist		5	6	2	2.5			15.5	3.17%	7.5
Science		8	6	2.5	9	3	2	30.5	6.23%	6
	Biology		1		1			2	0.41%	1
	Chemistry					1		1	0.20%	1
	Earth & Space	1		1				2	0.41%	0
	Physics					1		1	0.20%	1
	Science	7	5	1.5	8	1	2	24.5	5.00%	3
Social Studies/Science			1			1		2	0.41%	0
Special Education		13.5	78	19	24.5	1	4	140	28.59%	42.5
	Behavior Intervention	1		2				3	0.61%	2
	Deaf or Hard of Hearing		1					1	0.20%	0
	Functional Academic Skills	1	3				1	5	1.02%	4
	Secondary Transition			1				1	0.20%	0
	Special Education Generalist	11.5	73	16	24.5	1	3	129	26.34%	36.5
	Visual Impairment		1					1	0.20%	0
Speech Language Pathology		3	5	6	7.4		2	23.4	4.78%	14.4
World Language		2	4		2.9	2.5		11.4	2.33%	2
	Other				0.4			0.4	0.08%	0
	Spanish	2	4		2.5	2.5		11	2.25%	2
		75.75	174.65	56.5	124.95	29.5	28.35	489.7	100.00%	111.4

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		Central	Metro	Northeast	Southeast	West Central	Western	Total	%	Vacant ***
Art		2.5	2	0.5	8		1	14	3.04%	1
Career Education Areas		5.5	6	7	10	3	4.75	36.25	7.87%	10
	Agricultural Education	2				1	2.5	5.5	1.19%	1
	BMIT	2	3	1	4		1.13	11.13	2.42%	2
	Family & Consumer Science Occupational	0.5	1	1	3			5.5	1.19%	0
	Skilled & Technical Sciences Education	1	2	5	3	2	1.12	14.12	3.06%	7
Early Childhood Education Areas		4	6	3	5			18	3.91%	6
	Early Childhood Ed - PK-Grade 3	3		2	5			10	2.17%	6
	Early Childhood Inclusive - Birth-Gr. 3		1	1				2	0.43%	0
	Special Ed Early Childhood Ed – Birth-K	1	5					6	1.30%	0
Elementary Education		7	21	1	15.75	5	3	52.75	11.45%	5
ESL/ELL		2	4		1	2		9	1.95%	0
Health and/or Physical Education		3	3.5	1	6	1	2	16.5	3.58%	2
Language Arts		2	5.5	1	3	3	2	16.5	3.58%	0
	English Language Arts	1	5	1	3	3	2	15	3.26%	0
	Journalism & Media		0.5					0.5	0.11%	0
	Reading & Writing	1						1	0.22%	0
Mathematics		2.25	9	5	7	2	1	26.25	5.70%	2
Middle Level - Include under content area		1	1.15		1		1	4.15	0.90%	0
Music Instrumental/Vocal		2		1	1	4	1.6	9.6	2.08%	4
Other		1	3	1.5	5	1	2	13.5	2.93%	6
School Counselor		2	2	2	11		1	18	3.91%	1
School Library		1	3	1	1		1	7	1.52%	0
School Psychologist		5	6	2	2.5			15.5	3.36%	7.5
Science		8	6	2.5	9	1	2	28.5	6.18%	4
	Biology		1		1			2	0.43%	1
	Earth & Space	1		1				2	0.43%	0
	Science	7	5	1.5	8	1	2	24.5	5.32%	3
Social Studies/Science			1			1		2	0.43%	0
Special Education		13.5	78	19	23.5	1	4	139	30.16%	42.5
	Behavior Intervention	1		2				3	0.65%	2
	Deaf or Hard of Hearing		1					1	0.22%	0
	Functional Academic Skills	1	3				1	5	1.09%	4
	Secondary Transition			1				1	0.22%	0
	Special Education Generalist	11.5	73	16	23.5	1	3	128	27.78%	36.5
	Visual Impairment		1					1	0.22%	0
Speech Language Pathology		3	5	6	7.4		2	23.4	5.08%	14.4
World Language		2	4		2.4	2.5		10.9	2.37%	2
	Other				0.4			0.4	0.09%	0
	Spanish	2	4		2	2.5		10.5	2.28%	2
		66.75	166.15	53.5	119.55	26.5	28.35	460.8	100.00%	107.4

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	West Central	Total	%	***
Art				1	0.5		1.5	5.19%	0
Career Education Areas			0.5				0.5	1.73%	0
	Skilled & Technical Sciences Education		0.5				0.5	1.73%	0
Early Childhood Education Areas			1				1	3.46%	1
	Early Childhood Ed - PK-Grade 3		1				1	3.46%	1
Elementary Education		3	3	2		1	9	31.14%	0
Health and/or Physical Education		1	0.5				1.5	5.19%	0
Language Arts		2	2				4	13.84%	1
	English Language Arts	2	2				4	13.84%	1
Mathematics		1					1	3.46%	0
Middle Level - Include under content area					2		2	6.92%	0
Music Instrumental/Vocal			1.5		1.4		2.9	10.03%	0
Other		2					2	6.92%	0
Science						2	2	6.92%	2
	Chemistry					1	1	3.46%	1
	Physics					1	1	3.46%	1
Special Education					1		1	3.46%	0
	Special Education Generalist				1		1	3.46%	0
World Language					0.5		0.5	1.73%	0
	Spanish				0.5		0.5	1.73%	0
		9	8.5	3	5.4	3	28.9	100.00%	4

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			0.5	3	1	1	1		9	15.5	3.17%
Career Education Areas			9.25	5.5	6	1	1	1	13	36.75	7.50%
	Agricultural Education		2.5	1	1		1			5.5	1.12%
	BMIT		2.13	3					6	11.13	2.27%
	Family & Consumer Science Occupational		1.5					1	3	5.5	1.12%
	Skilled & Technical Sciences Education		3.12	1.5	5	1			4	14.62	2.99%
Early Childhood Education Areas		2	2	1			2	2	10	19	3.88%
	Early Childhood Ed – PK-Grade 3	1	2				2	1	5	11	2.25%
	Early Childhood Inclusive - Birth-Gr. 3			1				1		2	0.41%
	Special Ed Early Childhood Ed - Birth-K	1							5	6	1.23%
Elementary Education		7	9	2	4	4	9	2	24.75	61.75	12.61%
ESL/ELL					2		3		4	9	1.84%
Health and/or Physical Education			3	1.5	4.5	1	1	2	5	18	3.68%
Language Arts		1	3	4	3	2	1	2.5	4	20.5	4.19%
	English Language Arts	1	3	4	3	2	1	1	4	19	3.88%
	Journalism & Media							0.5		0.5	0.10%
	Reading & Writing							1		1	0.20%
Mathematics		1	3.25	4		2	2	2	13	27.25	5.56%
Middle Level - Include under content area			1	1		2	1	1.15		6.15	1.26%
Music Instrumental/Vocal			5.5	4	1	2				12.5	2.55%
Other				2	0.5		5		8	15.5	3.17%
School Counselor			3			1	2		12	18	3.68%
School Library			1	1	1	1			3	7	1.43%
School Psychologist		4.5	1	1		1	1.5	2	4.5	15.5	3.17%
Science			2.5	7	2	4	5	3	7	30.5	6.23%
	Biology			1			1			2	0.41%
	Chemistry			1						1	0.20%
	Earth & Space			1	1					2	0.41%
	Physics			1						1	0.20%
	Science		2.5	3	1	4	4	3	7	24.5	5.00%
Social Studies/Science							1		1	2	0.41%
Special Education		2	7	7.5	1	5	22	12	83.5	140	28.59%
	Behavior Intervention	1					2			3	0.61%
	Deaf of Hard of Hearing								1	1	0.20%
	Functional Academic Skills		1				2		2	5	1.02%
	Secondary Transition			1						1	0.20%
	Special Education Generalist	1	6	6.5	1	5	18	12	79.5	129	26.34%
	Visual Impairment								1	1	0.20%
Speech Language Pathology		6				2	3	2	10.4	23.4	4.78%
World Language			0.5	3.5	1		1	1	4.4	11.4	2.33%
	Other								0.4	0.4	0.08%
	Spanish		0.5	3.5	1		1	1	4	11	2.25%
		23.5	51.5	48	27	29	61.5	32.65	216.55	489.7	100.00%

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

Table 6b. Unfilled Positions in Public and ESU by Endorsement Area and District Size

Endorsement Area		<100	101-250	251-500	501-1000	1001-2500	2501-5000	5001-10,000	>10,000	Total	%
Art			0.5	1.5	1	1	1		9	14	3.04%
Career Education Areas			9.25	5	6	1	1	1	13	36.25	7.87%
	Agricultural Education		2.5	1	1		1			5.5	1.19%
	BMIT		2.13	3					6	11.13	2.42%
	Family & Consumer Science Occupational		1.5					1	3	5.5	1.19%
	Skilled & Technical Sciences Education		3.12	1	5	1			4	14.12	3.06%
Early Childhood Education Areas		1	2	1			2	2	10	18	3.91%
	Early Childhood Ed – PK-Grade 3		2				2	1	5	10	2.17%
	Early Childhood Inclusive - Birth-Gr. 3			1				1		2	0.43%
	Special Ed Early Childhood Ed - Birth-K	1							5	6	1.30%
Elementary Education		3	5	2	3	4	9	2	24.75	52.75	11.45%
ESL/ELL					2		3		4	9	1.95%
Health and/or Physical Education			3		4.5	1	1	2	5	16.5	3.58%
Language Arts			2	2	3	2	1	2.5	4	16.5	3.58%
	English Language Arts		2	2	3	2	1	1	4	15	3.26%
	Journalism & Media							0.5		0.5	0.11%
	Reading & Writing							1		1	0.22%
Mathematics		1	3.25	3		2	2	2	13	26.25	5.70%
Middle Level - Include under content area						2	1	1.15		4.15	0.90%
Music Instrumental/Vocal			4.6	3		2				9.6	2.08%
Other					0.5		5		8	13.5	2.93%
School Counselor			3			1	2		12	18	3.91%
School Library			1	1	1	1			3	7	1.52%
School Psychologist		4.5	1	1		1	1.5	2	4.5	15.5	3.36%
Science			2.5	5	2	4	5	3	7	28.5	6.18%
	Biology			1			1			2	0.43%
	Earth & Space			1	1					2	0.43%
	Science		2.5	3	1	4	4	3	7	24.5	5.32%
Social Studies/Science							1		1	2	0.43%
Special Education		1	7	7.5	1	5	22	12	83.5	139	30.16%
	Behavior Intervention	1					2			3	0.65%
	Deaf or Hard of Hearing								1	1	0.22%
	Functional Academic Skills		1				2		2	5	1.09%
	Secondary Transition			1						1	0.22%
	Special Education Generalist		6	6.5	1	5	18	12	79.5	128	27.78%
	Visual impairment								1	1	0.22%
Speech Language Pathology		6				2	3	2	10.4	23.4	5.08%
World Language			0.5	3	1		1	1	4.4	10.9	2.37%
	Other								0.4	0.4	0.09%
	Spanish		0.5	3	1		1	1	4	10.5	2.28%
		16.5	44.6	35	25	29	61.5	32.65	216.55	460.8	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				1.5		1.5	5.19%
Career Education Areas				0.5		0.5	1.73%
	Skilled & Technical Sciences Education			0.5		0.5	1.73%
Early Childhood Education Areas		1				1	3.46%
	Early Childhood Ed - PK-Grade 3	1				1	3.46%
Elementary Education		4	4		1	9	31.14%
Health and/or Physical Education				1.5		1.5	5.19%
Language Arts		1	1	2		4	13.84%
	English Language Arts	1	1	2		4	13.84%
Mathematics				1		1	3.46%
Middle Level - Include under content area			1	1		2	6.92%
Music Instrumental/Vocal			0.9	1	1	2.9	10.03%
Other				2		2	6.92%
Science				2		2	6.92%
	Chemistry			1		1	3.46%
	Physics			1		1	3.46%
Special Education		1				1	3.46%
	Special Education Generalist	1				1	3.46%
World Language				0.5		0.5	1.73%
	Spanish			0.5		0.5	1.73%
		7	6.9	13	2	28.9	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) – 328 reasons

Region	District/System Reasons											
	No Applicants	%	No Fully qualified Endorsement	%	No fully qualified Attributes	%	Preferred Applicant	%	Qualified refused	%	Other	%
Central	43	21.9%	17	29.3%	2	14.3%	8	32.0%	2	14.3%	2	9.5%
Metro	48	24.5%	11	19.0%	5	35.7%	10	40.0%	7	50.0%	6	28.6%
Northeast	26	13.3%	11	19.0%	3	21.4%	2	8.0%	2	14.3%	2	9.5%
Southeast	34	17.3%	13	22.4%	4	28.6%	4	16.0%	2	14.3%	2	9.5%
West Central	25	12.8%	2	3.4%	0	0.0%	0	0.0%	0	0.0%	4	19.0%
Western	20	10.2%	4	6.9%	0	0.0%	1	4.0%	1	7.1%	5	23.8%
Total	196	60%	58	18%	14	4%	25	8%	14	4%	21	6%

Table 7b. Districts (Public and ESU) – 291 reasons

Region	District Reasons											
	No Applicants	%	No Fully qualified Endorsement	%	No fully qualified Attributes	%	Preferred Applicant	%	Qualified refused	%	Other	%
Central	39	21.2%	15	31.3%	2	18.2%	5	23.8%	2	16.7%	1	6.7%
Metro	46	25.0%	8	16.7%	3	27.3%	10	47.6%	6	50.0%	2	13.3%
Northeast	26	14.1%	11	22.9%	3	27.3%	1	4.8%	1	8.3%	2	13.3%
Southeast	30	16.3%	8	16.7%	3	27.3%	4	19.0%	2	16.7%	2	13.3%
West Central	23	12.5%	2	4.2%	0	0.0%	0	0.0%	0	0.0%	3	20.0%
Western	20	10.9%	4	8.3%	0	0.0%	1	4.8%	1	8.3%	5	33.3%
Total	184	63%	48	16%	11	4%	21	7%	12	4%	15	5%

Table 7c. Systems (Nonpublic) – 37 reasons

Region	System Reasons											
	No Applicants	%	No Fully qualified Endorsement	%	No fully qualified Attributes	%	Preferred Applicant	%	Qualified refused	%	Other	%
Central	4	33.3%	2	20.0%	0	0.0%	3	75.0%	0	0.0%	1	16.7%
Metro	2	16.7%	3	30.0%	2	66.7%	0	0.0%	1	50.0%	4	66.7%
Northeast	0	0.0%	0	0.0%	0	0.0%	1	25.0%	1	50.0%	0	0.0%
Southeast	4	33.3%	5	50.0%	1	33.3%	0	0.0%	0	0.0%	0	0.0%
West Central	2	16.7%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	16.7%
Total	12	32%	10	27%	3	8%	4	11%	2	5%	6	16%

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) – 328 Reasons

Size	No Applicants	%	No Fully qualified Endorsement	%	No fully qualified Attributes	%	Preferred Applicant	%	Qualified refused	%	Other	%
											District/System Reasons	
<100	8	4.1%	5	8.6%	2	14.3%	0	0.0%	1	7.1%	2	9.5%
101-250	34	17.3%	10	17.2%	3	21.4%	2	8.0%	2	14.3%	10	47.6%
251-500	32	16.3%	15	25.9%	2	14.3%	6	24.0%	1	7.1%	2	9.5%
501-1000	13	6.6%	8	13.8%	2	14.3%	1	4.0%	2	14.3%	3	14.3%
1001-2500	16	8.2%	5	8.6%	2	14.3%	3	12.0%	0	0.0%	3	14.3%
2501-5000	31	15.8%	9	15.5%	0	0.0%	4	16.0%	3	21.4%	0	0.0%
5001-10,000	15	7.7%	0	0.0%	0	0.0%	8	32.0%	0	0.0%	1	4.8%
>10,000	47	24.0%	6	10.3%	3	21.4%	1	4.0%	5	35.7%	0	0.0%
Total	**196**	**60%**	**58**	**18%**	**14**	**4%**	**25**	**8%**	**14**	**4%**	**21**	**6%**

Table 8b. Districts (Public and ESU) – 291 Reasons

Size	No Applicants	%	No Fully qualified Endorsement	%	No fully qualified Attributes	%	Preferred Applicant	%	Qualified refused	%	Other	%
											District Reasons	
<100	7	3.8%	3	6.3%	0	0.0%	0	0.0%	0	0.0%	1	6.7%
101-250	32	17.4%	7	14.6%	2	18.2%	2	9.5%	2	16.7%	7	46.7%
251-500	23	12.5%	10	20.8%	2	18.2%	2	9.5%	0	0.0%	2	13.3%
501-1000	13	7.1%	8	16.7%	2	18.2%	1	4.8%	2	16.7%	1	6.7%
1001-2500	16	8.7%	5	10.4%	2	18.2%	3	14.3%	0	0.0%	3	20.0%
2501-5000	31	16.8%	9	18.8%	0	0.0%	4	19.0%	3	25.0%	0	0.0%
5001-10,000	15	8.2%	0	0.0%	0	0.0%	8	38.1%	0	0.0%	1	6.7%
>10,000	47	25.5%	6	12.5%	3	27.3%	1	4.8%	5	41.7%	0	0.0%
Total	**184**	**63%**	**48**	**16%**	**11**	**4%**	**21**	**7%**	**12**	**4%**	**15**	**5%**

Table 8c. Systems (Nonpublic) – 37 Reasons

Size	No Applicants	%	No Fully qualified Endorsement	%	No fully qualified Attributes	%	Preferred Applicant	%	Qualified refused	%	Other	%
											System Reasons	
<100	1	8.3%	2	20.0%	2	66.7%	0	0.0%	1	50.0%	1	16.7%
101-250	2	16.7%	3	30.0%	1	33.3%	0	0.0%	0	0.0%	3	50.0%
251-500	9	75.0%	5	50.0%	0	0.0%	4	100.0%	1	50.0%	0	0.0%
501-1000	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	33.3%
1001-2500	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Total	**12**	**32%**	**10**	**27%**	**3**	**8%**	**4**	**11%**	**2**	**5%**	**6**	**16%**

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	3	1	2		2	15.50
Career Education Areas		20	5	2	2	1	5	36.75
	Agricultural Education	5	2				1	5.5
	BMIT	3	2	1	1	1	1	11.13
	Family & Consumer Science Occupational	2			1			5.5
	Skilled & Technical Sciences Education	10	1	1			3	14.62
Early Childhood Education Areas		4	4	3	1	1		19.00
	Early Childhood Ed - PK-Grade 3	3	1	2				11
	Early Childhood Inclusive - Birth-Gr. 3		1		1			2
	Special Ed Early Childhood Ed - Birth-K	1	2	1		1		6
Elementary Education		16	3	1	4	3	7	61.75
ESL/ELL		4					1	9.00
Health and/or Physical Education		5	3	1	5	2	1	18.00
Language Arts		12	5	2	3	1	1	20.50
	English Language Arts	11	5	2	2	1	1	19
	Journalism & Media				1			0.5
	Reading & Writing	1						1
Mathematics		11	5	1	1		1	27.25
Middle Level - Include under content area		4	3				1	6.15
Music Instrumental/Vocal		12	2				1	12.50
Other		11	3			2		15.50
School Counselor		3	2		2	1	1	18.00
School Library		2	2	1	1			7.00
School Psychologist		12			1			15.50
Science		20	8			1		30.50
	Biology	1	1			1		2
	Chemistry	1						1
	Earth & Space	2	1					2
	Physics	1						1
	Science	15	6					24.5
Social Studies/Science		2						2.00
Special Education		33	9	2	2	1		140.00
	Behavior Intervention	3						3
	Deaf or Hard of Hearing	1	1					1
	Functional Academic Skills	3	1		1			5
	Secondary Transition	1						1
	Special Education Generalist	24	7	2	1	1		129
	Visual Impairment	1						1
Speech Language Pathology		9			1	1		23.40
World Language		11	1					11.40
	Other	1						0.4
	Spanish	10	1					11
	Total 328	196 60%	58 18%	14 4%	25 8%	14 4%	21 6%	489.7

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		4	2	1	1		2	14.00
Career Education Areas		19	5	2	2	1	5	36.25
	Agricultural Education	5	2				1	5.5
	BMIT	3	2	1	1	1	1	11.13
	Family & Consumer Science Occupational	2			1			5.5
	Skilled & Technical Sciences Education	9	1	1			3	14.12
Early Childhood Education Areas		4	4	2	1	1		18.00
	Early Childhood Ed - PK-Grade 3	3	1	1				10
	Early Childhood Inclusive - Birth-Gr. 3		1		1			2
	Special Ed Early Childhood Ed - Birth-K	1	2	1		1		6
Elementary Education		15	2	1	4	2	2	52.75
ESL/ELL		4					1	9.00
Health and/or Physical Education		5	3	1	4	1	1	16.50
Language Arts		10	3	1	2	1	1	16.50
	English Language Arts	9	3	1	1	1	1	15
	Journalism & Media				1			0.5
	Reading & Writing	1						1
Mathematics		11	5	1			1	26.25
Middle Level - Include under content area		4	1				1	4.15
Music Instrumental/Vocal		10						9.60
Other		9	2			2		13.50
School Counselor		3	2		2	1	1	18.00
School Library		2	2	1	1			7.00
School Psychologist		12				1		15.50
Science		18	8			1		28.50
	Biology	1	1			1		2
	Earth & Space	2	1					2
	Science	15	6					24.5
Social Studies/Science		2						2.00
Special Education		33	8	1	2	1		139.00
	Behavior Intervention	3						3
	Deaf or Hard of Hearing	1	1					1
	Functional Academic Skills	3	1		1			5
	Secondary Transition	1						1
	Special Education Generalist	24	6	1	1	1		128
	Visual Impairment	1						1
Speech Language Pathology		9			1	1		23.40
World Language		10	1					10.90
	Other	1						0.4
	Spanish	9	1					10.5
Total		184	48	11	21	12	15	460.8
291		63%	16%	4%	7%	4%	5%	

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		1	1		1			1.50
Career Education Areas		1						0.50
	Skilled & Technical Sciences Education	1						0.5
Early Childhood Education Areas				1				1.00
	Early Childhood Ed - PK-Grade 3			1				1
Elementary Education		1	1			1	5	9.00
Health and/or Physical Education					1	1		1.50
Language Arts		2	2	1	1			4.00
	English Language Arts	2	2	1	1			4
Mathematics					1			1.00
Middle Level - Include under content area			2					2.00
Music Instrumental/Vocal		2	2				1	2.90
Other		2	1					2.00
Science		2						2.00
	Chemistry	1						1
	Physics	1						1
Special Education			1	1				1.00
	Special Education Generalist		1	1				1
World Language		1						0.50
	Spanish	1						0.5
Total **37**		12 32%	10 27%	3 8%	4 11%	2 5%	6 16%	28.9

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

2 Hired a person who holds a provisional permit

3 Hired a person who holds a transitional permit

4 Hired a person who holds a career education teaching permit

5 Hired a person NOT appropriately endorsed in the content area

6 Used distance education or a collaborative arrangement

7 Used existing staff appropriately endorsed in the content area

8 Used existing staff NOT appropriately endorsed in the content area

9 Used substitute teachers

10 Position was not filled

11 Other

Endorsement Area		District/System Solutions										
		1	2	3	4	5	6	7	8	9	10	11
Art		1	2	2		1		1		4	1	
Career Education Areas		3	3	1	4	5	3	2	3	2	9	2
	Agricultural Education		1			1	1	1	1	1	1	
	BMIT	1	1	1		1	2		1		1	1
	Family & Consumer Science Occupational	1				3						
	Skilled & Technical Sciences Education	1	1		4			1	1	1	7	1
Early Childhood Education Areas		1	3	1				1		1	3	2
	Early Childhood Ed - PK-Grade 3	1	1	1							3	1
	Early Childhood Inclusive - Birth-Gr. 3		2									
	Special Ed Early Childhood Ed - Birth-K							1		1		1
Elementary Education		5	12	3		2		1		5	4	3
ESL/ELL			2			1	1	3		1		1
Health and/or Physical Education		1	5	2		3				2	2	1
Language Arts		1	4	5		4		3	1	3	1	1
	English Language Arts	1	4	5		3		3	1	2	1	1
	Journalism & Media					1						
	Reading & Writing									1		
Mathematics		1	2	2		8		2	1	1	2	1
Middle Level - Include under content area			1			5						1
Music Instrumental/Vocal		1	1			1		2	3	4	4	1
Other		1	2		1	2	1	1			5	
School Counselor		1	2	1		1		1	1		1	
School Library		1				3				1		
School Psychologist		2	2				1				7	1
Science		2	2	3		6	1	3	1	5	5	1
	Biology			1							1	
	Chemistry										1	
	Earth & Space	1					1	1				
	Physics										1	
	Science	1	2	2		6		2	1	5	2	1
Social Studies/Science			1							1		
Special Education		3	8	3		5	1	6	1	6	13	3
	Behavior Intervention										2	1
	Deaf or Hard of Hearing									1		
	Functional Academic Skills	1								1	3	
	Secondary Transition		1									
	Special Education Generalist	2	7	3		5	1	5	1	4	8	2
	Visual Impairment							1				
Speech Language Pathology			2				2	1			6	2
World Language		2	1	1	1	1	4			1	2	
	Other	1										
	Spanish	1	1	1	1	1	4			1	2	
	Total	26	55	24	6	48	14	27	11	37	65	20
	333	8%	17%	7%	2%	14%	4%	8%	3%	11%	20%	6%

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
2 Hired a person who holds a provisional permit
3 Hired a person who holds a transitional permit
4 Hired a person who holds a career education teaching permit
5 Hired a person NOT appropriately endorsed in the content area
6 Used distance education or a collaborative arrangement

7 Used existing staff appropriately endorsed in the content area
8 Used existing staff NOT appropriately endorsed in the content area
9 Used substitute teachers
10 Position was not filled
11 Other

Endorsement Area		District Solutions 1	2	3	4	5	6	7	8	9	10	11
Art		1	1	2		1		1		3	1	
Career Education Areas		3	3	1	4	5	3	2	3	1	9	2
	Agricultural Education		1			1	1	1	1	1	1	
	BMIT	1	1	1		1	2		1		1	1
	Family & Consumer Science Occupational	1				3						
	Skilled & Technical Sciences Education	1	1		4			1	1		7	1
Early Childhood Education Areas		1	3	1				1		1	2	2
	Early Childhood Ed - PK-Grade 3	1	1	1							2	1
	Early Childhood Inclusive - Birth-Gr. 3		2									
	Special Ed Early Childhood Ed - Birth-K							1		1		1
Elementary Education		4	10	3		1				4	4	1
ESL/ELL			2			1	1	3		1		1
Health and/or Physical Education		1	5	2		2				1	2	1
Language Arts		1	3	5		2		2		2		1
	English Language Arts	1	3	5		1		2		1		1
	Journalism & Media					1						
	Reading & Writing									1		
Mathematics		1	2	2		7		2	1	1	2	1
Middle Level - Include under content area			1			3						1
Music Instrumental/Vocal		1	1					2	3	2	4	
Other		1	2		1		1	1			5	
School Counselor		1	2	1		1		1	1		1	
School Library		1				3				1		
School Psychologist		2	2				1				7	1
Science		2	2	3		6	1	3	1	5	3	1
	Biology			1							1	
	Earth & Space	1					1	1				
	Science	1	2	2		6		2	1	5	2	1
Social Studies/Science			1							1		
Special Education		3	8	3		5	1	6	1	5	13	3
	Behavior Intervention										2	1
	Deaf or Hard of Hearing									1		
	Functional Academic Skills	1								1	3	
	Secondary Transition		1									
	Special Education Generalist	2	7	3		5	1	5	1	3	8	2
	Visual Impairment								1			
Speech Language Pathology			2				2	1			6	2
World Language		2	1	1	1	1	3			1	2	
	Other	1										
	Spanish	1	1	1	1	1	3			1	2	
	Total	25	51	24	6	38	13	25	10	29	61	17
	299	8%	17%	8%	2%	13%	4%	8%	3%	10%	20%	6%

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

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

Endorsement Area		System Solutions										
		1	2	3	4	5	6	7	8	9	10	11
Art			1							1		
Career Education Areas										1		
	Skilled & Technical Sciences Education									1		
Early Childhood Education Areas											1	
	Early Childhood Ed - PK-Grade 3										1	
Elementary Education		1	2			1		1		1		2
Health and/or Physical Education						1				1		
Language Arts			1			2		1	1	1	1	
	English Language Arts		1			2		1	1	1	1	
Mathematics						1						
Middle Level - Include under content area						2						
Music Instrumental/Vocal						1				2		1
Other						2						
Science											2	
	Chemistry										1	
	Physics										1	
Special Education										1		
	Special Education Generalist									1		
World Language						1						
	Spanish						1						
Total 34		1	4	0	0	10	1	2	1	8	4	3
		3%	12%	0%	0%	29%	3%	6%	3%	24%	12%	9%

22

Table 11 Shortage Areas for 2026-2027

The Nebraska Department of Education will propose the shortage areas below to the US Department of Education in 2025 as shortage areas for federal loan forgiveness in 2026-2027. The Nebraska Excellence in Teaching Act will use these as shortage areas for 2026-2027 applications.

Endorsement Area	Total Unfilled** FTE	Percentage Unfilled** FTE to Total Teaching FTE in NE
Art	15.50	0.06%
Career Education Areas	36.75	0.14%
Early Childhood Education Areas	19.00	0.07%
Elementary Education	61.75	0.23%
ESL/ELL+	9.00	0.03%
Health and/or Physical Education	18.00	0.07%
Language Arts	20.50	0.08%
Mathematics	27.25	0.10%
Music Instrumental/Vocal	12.50	0.05%
School Counselor	18.00	0.07%
School Library	7.00	0.03%
School Psychologist	15.50	0.06%
Science	30.50	0.11%
Social Studies/Social Science	2.00	0.01%
Special Education	140.00	0.52%
Speech Language Pathology	23.40	0.09%
World Language	11.40	0.04%
Total	**468.05**	**1.74%**
Endorsement Area	Total Unfilled** FTE	% Unfilled** FTE to Total Teaching FTE in NE
Special Education	140.00	0.52%
Elementary Education	61.75	0.23%
Career Education Areas	36.75	0.14%
Science	30.50	0.11%
Mathematics	27.25	0.10%
Speech Language Pathology	23.40	0.09%
Language Arts	20.50	0.08%
Early Childhood Education Areas	19.00	0.07%
Health and/or Physical Education	18.00	0.07%
School Counselor	18.00	0.07%
Art	15.50	0.06%
School Psychologist	15.50	0.06%
Music Instrumental/Vocal	12.50	0.05%
World Language	11.40	0.04%
ESL/ELL+	9.00	0.03%
School Library	7.00	0.03%
Social Studies/Social Science	2.00	0.01%
Total	**468.05**	**1.74%**

With 26,929.09 FTE available in Nebraska schools, 468.05 Unfilled** FTE represents 1.74% of the total (excluding Other and Middle Level – include under content area). The 105.4 Vacant*** FTE represents 0.39% of the total (excluding Other and Middle Level – include under content area).

[+]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.