

2025-26 Teacher Vacancy Survey Report Summary

The Nebraska Department of Education (NDE) conducted the 2025-26 Teacher Vacancy Survey in the fall of 2025. All public-school districts, nonpublic school systems and Educational Service Units (ESU) have been included in the collection of data. For purposes of this report, the ESU data has been combined with the public-school data (district) while the nonpublic data (system) is combined with them into the total counts. This summary shows the totals. For the separate district and system counts, see the full report.

The survey of all 434 Nebraska districts/systems (261 PK-12 public school districts and ESUs, and 173 nonpublic school systems) in the state requested the following information:

- The number of districts/systems that could not find fully qualified teachers* to fill positions;
- The endorsement areas of the positions that were unfilled**;
- The reasons why the applicant pool was not sufficient; and
- What the district/system did to address the unfilled positions.

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 a 57.80% response rate. Participation by public districts, ESUs, and nonpublic systems increased nearly 10% this year. Unfilled positions in descending order by endorsement area (excluding Other and Middle Level – include under content area) are as follows:

Endorsement Area	Unfilled**			Endorsement Area	Unfilled**			Vacant ***
	#	%	#		#	%	#	
Special Education	140.00	28.59%	42.50	School Counselor	18.00	3.68%	1.00	
Elementary Education	61.75	12.61%	5.00	Art	15.50	3.17%	1.00	
Career Education Areas	36.75	7.50%	10.00	School Psychologist	15.50	3.17%	7.50	
Science	30.50	6.23%	6.00	Music Instrumental/Vocal	12.50	2.55%	4.00	
Mathematics	27.25	5.56%	2.00	World Language	11.40	2.33%	2.00	
Speech Language Pathology	23.40	4.78%	14.40	ESL/ELL ⁺	9.00	1.84%	0	
Language Arts	20.50	4.19%	1.00	School Library	7.00	1.43%	0	
Early Childhood Education Areas	19.00	3.88%	7.00	Social Studies/Social Science	2.00	0.41%	0	
Health and/or Physical Education	18.00	3.68%	2.00					

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

Overall, there were 135 districts/systems reporting unfilled positions, or 38.03% of the returned sample, at the beginning of the 2025-26 school year.

Districts/systems reported 489.70 positions as unfilled with fully qualified personnel, and 111.40 left vacant for 2025-26. Of the 489.70 unfilled positions, 123 positions (25.12%) were in districts/systems with **less than 500** students.

For the purposes of this survey:

***Fully qualified teacher** is an individual who holds an Initial, Standard, or Professional Nebraska teaching certificate with 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 – i.e., in Special Education of the 140.00 unfilled positions, 97.5 have teachers and 42.50 were left vacant.

2025-2026 Teacher Vacancy Survey Report Summary Continued



Region	Districts/Systems with Unfilled** Positions		Number of Unfilled** Positions		Vacant***	
	No. of Districts/Systems	%	No. of Unfilled	%	No. Vacant	% Unfilled Vacant for Region
Western	13	9.63%	28.35	5.79%	8.00	28.22%
West Central	20	14.81%	29.50	6.02%	5.00	16.95%
Northeast	23	17.04%	56.50	11.54%	26.00	46.02%
Central	33	24.44%	75.75	15.47%	18.50	24.42%
Southeast	23	17.04%	124.95	25.52%	36.90	29.53%
Metro	23	17.04%	174.65	35.66%	17.00	9.73%
Total	135	100.00%	489.70	100.00%	111.40	Avg. 25.81%

Districts/systems were allowed to identify multiple reasons for unfilled** positions. 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%).

The survey offered solutions from which districts/systems could choose from when identifying how they solved the dilemma of 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%). For further information, see Tables 10a-c in the full report.

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.

Find the full report at <https://www.education.ne.gov/educatorprep/teacher-shortage-survey/>. Tables included in the Report Summary combine public and nonpublic system responses. The full report provides an analysis of public and nonpublic in separate tables as well.

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