



# 2020 ILLINOIS EDUCATOR SHORTAGE SURVEY

N O W H I R I N G

Illinois' teacher shortage crisis is intensifying, and COVID-19 has only made it worse. The latest survey of nearly 600 school districts across Illinois by the Illinois Association of Regional Superintendents of Schools (IARSS) highlights the problem and what should be done about it. For more details, visit: <https://iarss.org/>

## BY THE NUMBERS

**77 PERCENT**

Of schools report having a teacher shortage problem

**93 PERCENT**

Of schools report having a substitute teacher problem

**938 POSITIONS**

Schools report 17 percent of their open teacher positions are unfilled or filled by someone not qualified for the position

**257 CANCELED  
195 ONLINE**

Schools report these classes are canceled or moved online because of teacher shortage issues

**40 PERCENT**

Of schools report an increase in the number of paraprofessionals hired to respond to the COVID-19 pandemic

**65 PERCENT**

Of schools report the teacher shortage problem continues to worsen

**75 PERCENT**

Of districts report recruiting new university graduates to draw in more educators

**53 PERCENT**

Of districts report their geographic location hurts their ability to attract educators

**86 PERCENT**

Of districts expect the teacher shortage problem will worsen over the next two academic years

**81 PERCENT**

Of districts report fewer applicants for high school teaching positions

**89 PERCENT**

Of districts in west-central Illinois report a teacher shortage problem

**87 PERCENT**

Of districts in rural Illinois report a teacher shortage problem



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## THEY SAID IT

**"We are using more and more 'short-term emergency' endorsements than ever before."**

West-Central Illinois superintendent

**"It is hard to recruit teachers that simply are not there."**

Northwest Illinois superintendent

**"Each year, less students are entering the field of education."**

Southwest Illinois superintendent

**"There are people who would like to sub but do not want to have to deal with the paperwork and endorsement issues."**

Northwest Illinois superintendent

**"COVID concerns have caused most of our retired teachers who sub not to sub this year."**

West Central Illinois superintendent

**"I have a math position at the middle level with zero applicants. A bus driver is subbing in that position."**

East Central Illinois superintendent

## WHAT NOW?

IARSS is working with its partners and policymakers on detailed recommendations to continue to attack the teacher shortage problem from all angles. Those recommendations will be released in the coming weeks, but here is a quick look at what's under discussion:

**Increased investment in remote learning technologies**

**Create more teacher endorsements to allow educators to stack endorsements in specialized areas where the shortage is acute**

**Identify more strategies to effectively retain teachers and administrators**

**Target educators who retire early to return to education**