



# **2023-2024 EDUCATOR SHORTAGE SURVEY**



**SURVEY IN ITS SEVENTH YEAR**

**PARTNERSHIP BETWEEN IARSS AND  
GOSHEN EDUCATION CONSULTING**

**CONDUCTED IN FALL 2023**

**MORE THAN 750 SCHOOLS  
STATEWIDE RESPONDING**

**ABOUT THE SURVEY**





**TOP RESULTS**

### Unfilled Positions data collection for SY24

# 134,215

#### Filled Positions

Education agency leaders reported more total *filled* teacher\* positions. For the 2023-2023 school year.

#### Unfilled Positions

Education agency leaders reported *unfilled* positions for the 2023-2023 school year as of Oct 1st, 2023.

**4,096** teacher\* positions were unfilled for SY24.

**162** administrator positions were unfilled for SY24.



\*For the UFP overview, "teacher" includes classroom teachers and special education teachers.

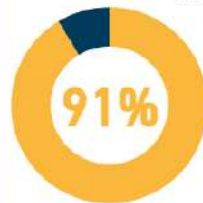
### Educator Shortage Survey for SY24

#### Remedied Vacancies

When faced with an unfilled educator position, many districts seek alternative methods such as hiring a retiree, substitute, modifying responsibilities, outsourcing and virtual options.

**3694** teacher\*\* positions were remedied through alternative measures.

**67** administrator positions were remedied through alternative measures.



#### Educator Shortage Problems

**91%** of 751 responding districts reported problems with teacher\*\* shortages.

**73%** of 747 responding districts reported that less than 50% of teacher\*\* applicants held proper credentials.

#### Causes of Educator Shortages

**52%** of 750 districts indicated "Employee burnout from working conditions" as a major or significant factor for teacher\*\* shortages.

\*\*For the Educator Shortage survey overview, "teacher" includes classroom teachers, special education teachers AND school support personnel.



# TOP RESULTS



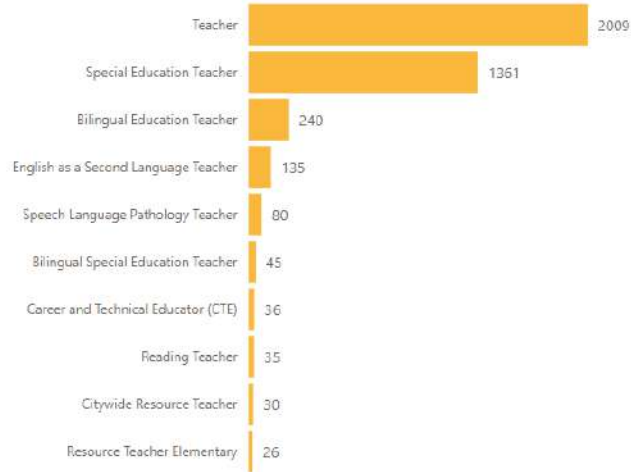
Role

- Administrative
- Paraprofessionals
- School Support Personnel
- Teaching

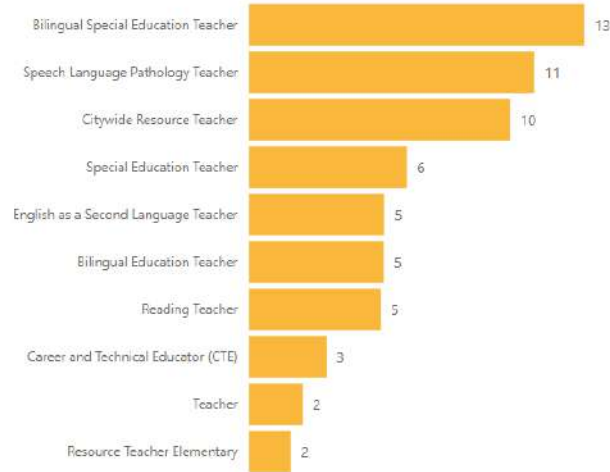
# 4096

Total Unfilled Positions

#### Top 10 Unfilled Positions



#### Top 10 Approx. Vacancy Rate (Percentages Displayed)



# UNFILLED POSITIONS



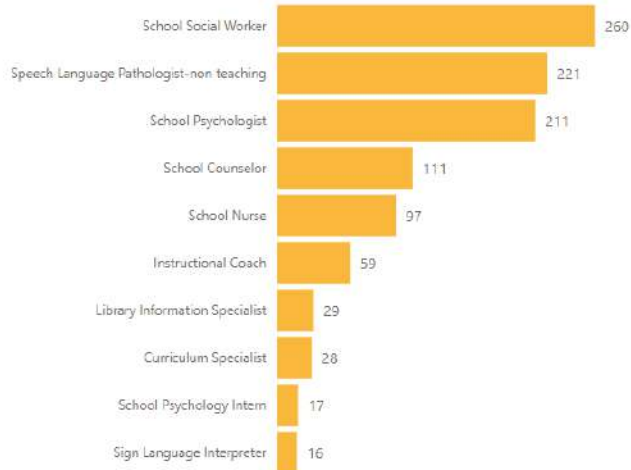
Role

- Administrative
- Paraprofessionals
- School Support Personnel
- Teaching

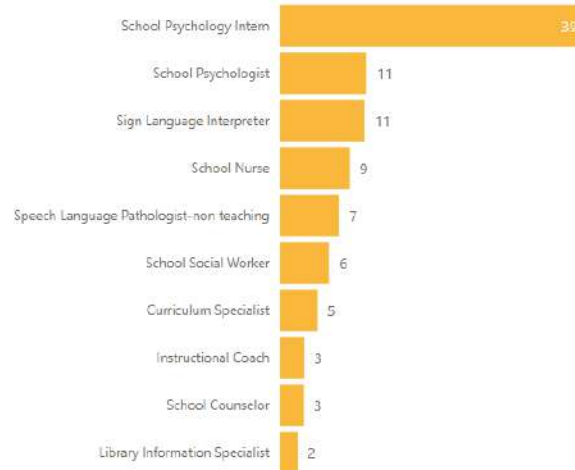
# 1095

Total Unfilled Positions

#### Top 10 Unfilled Positions



#### Top 10 Approx. Vacancy Rate (Percentages Displayed)



# UNFILLED POSITIONS



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- Role
- Administrative
  - Paraprofessionals
  - School Support Personnel
  - Teaching

Top 10 Unfilled Positions

Top 10 Approx. Vacancy Rate (Percentages Displayed)

**2755**  
 Total Unfilled Positions



**UNFILLED POSITIONS**



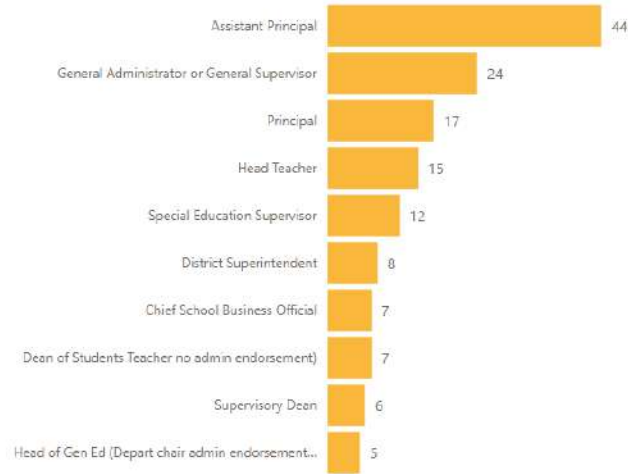


- Role
- Administrative
  - Paraprofessionals
  - School Support Personnel
  - Teaching

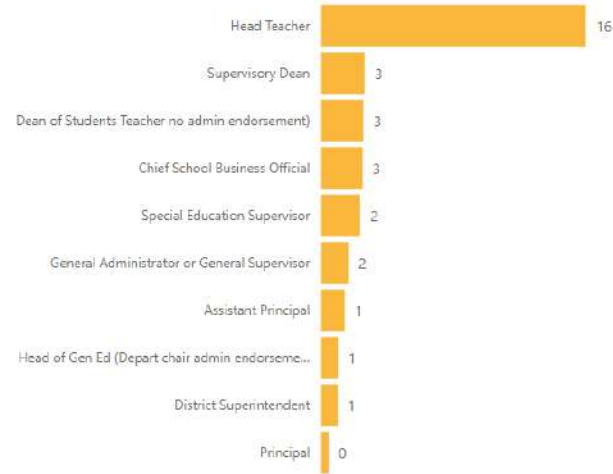
**162**

Total Unfilled Positions

Top 10 Unfilled Positions



Top 10 Approx. Vacancy Rate (Percentages Displayed)

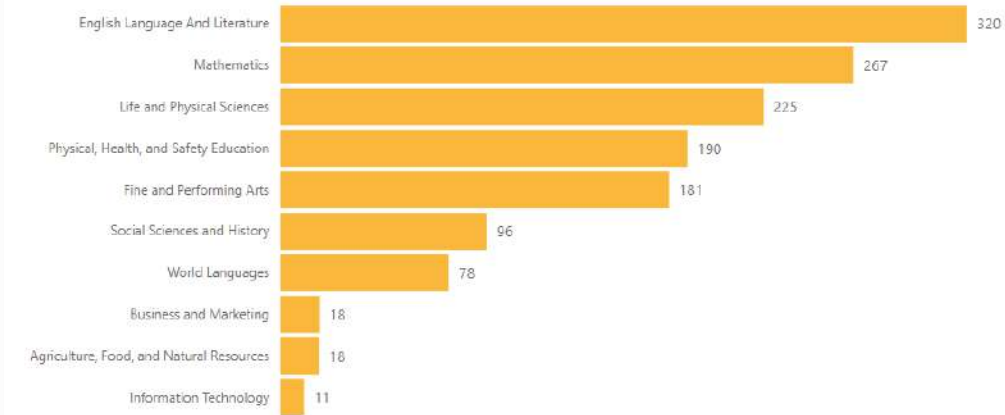


**UNFILLED POSITIONS**





**Top 10 Unfilled Teaching Positions by Subject Area**

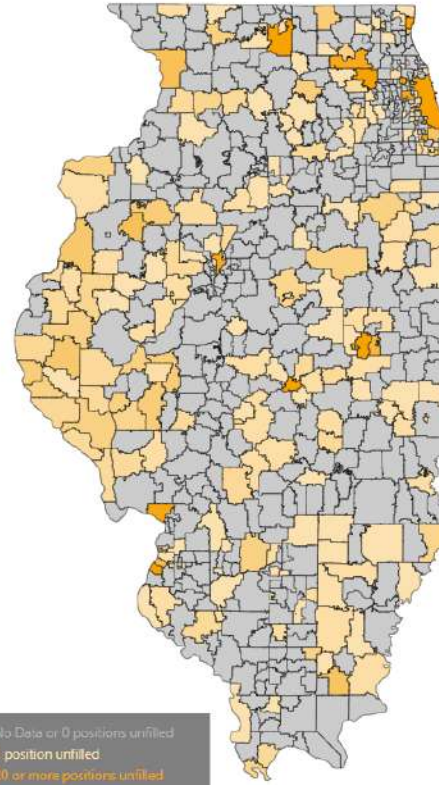


- Notes:
- 1) This page includes both "teachers" and "special education teachers" but does not distinguish between the two. (All 200 and 600 position codes included).
  - 2) Filled FTE were not reported by subject area and so vacancy rates cannot be calculated on this page.
  - 3) As filled FTE were not reported by subject area, there is no way to distinguish between 0 Unfilled and No Data on the map.
  - 4) "Miscellaneous", "Non-subject specific" and "NULL" are not displayed.
  - 5) All the findings displayed on this page were calculated by staff from IWERC and Goshen Consulting from the UFP data set. The publicly available data are being filtered and aggregated within this dashboard. For full business rules, see the "Definitions" page.



**Unfilled Teaching Positions by District**

Show Filters



# UNFILLED POSITIONS



- Role
- Administrator
  - School Support Personnel
  - Special Education Teacher
  - Teacher

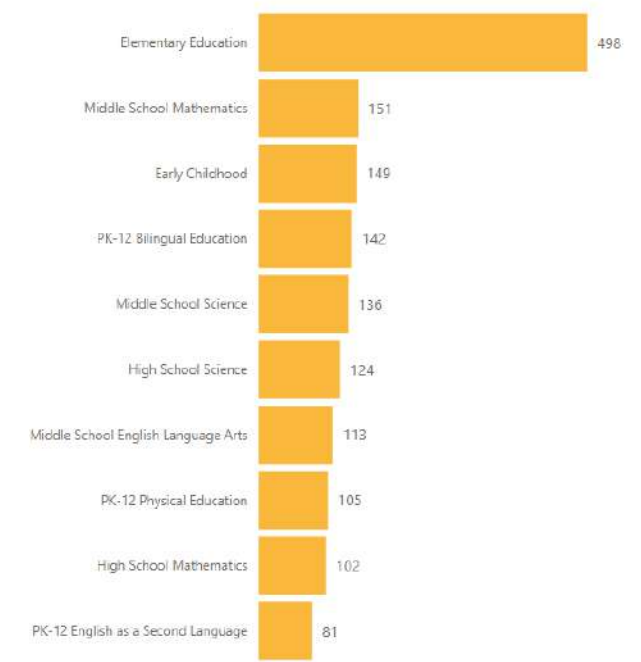
**2123**  
**Positions Were Remedied**  
**by Alternative Measures**

**365** districts reported positions that were remedied by alternative measures

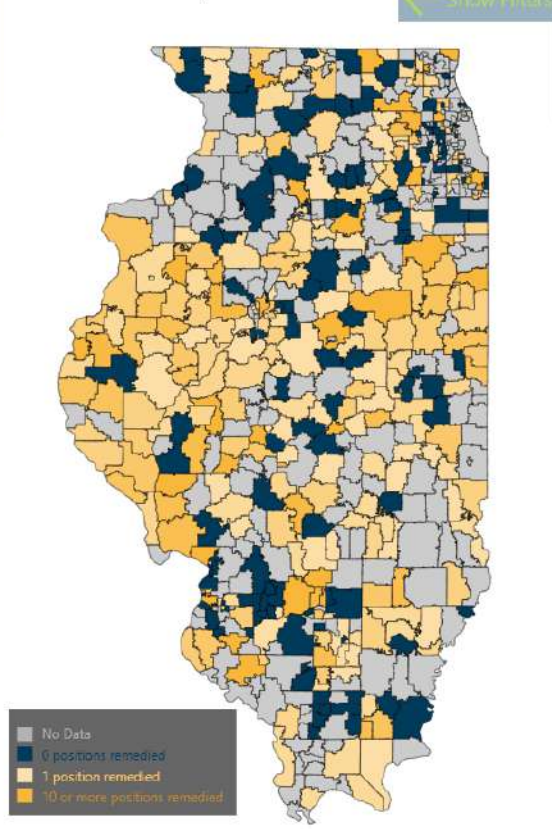
- Method
- Hired a retiree
  - Hired a sub
  - Modified offerings and/or responsibilities
  - Other
  - Outsourced using a third-party vendor
  - Utilized virtual learning platform



**Top 10 Positions Remedied by Alternative Measures**



Positions Remedied by District



Show Filters



# POSITION REMEDIES



- Role
- Administrator
  - School Support Personnel
  - Special Education Teacher
  - Teacher

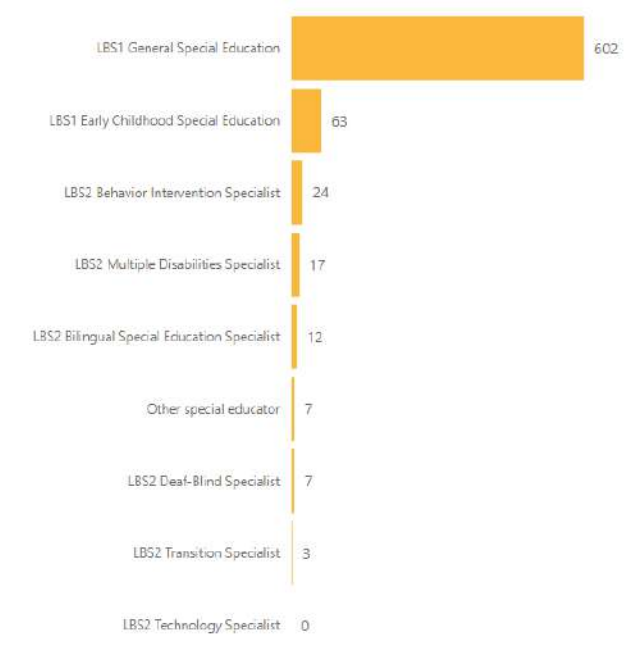
**735**  
**Positions Were Remedied**  
**by Alternative Measures**

**281** districts reported positions that were remedied by alternative measures

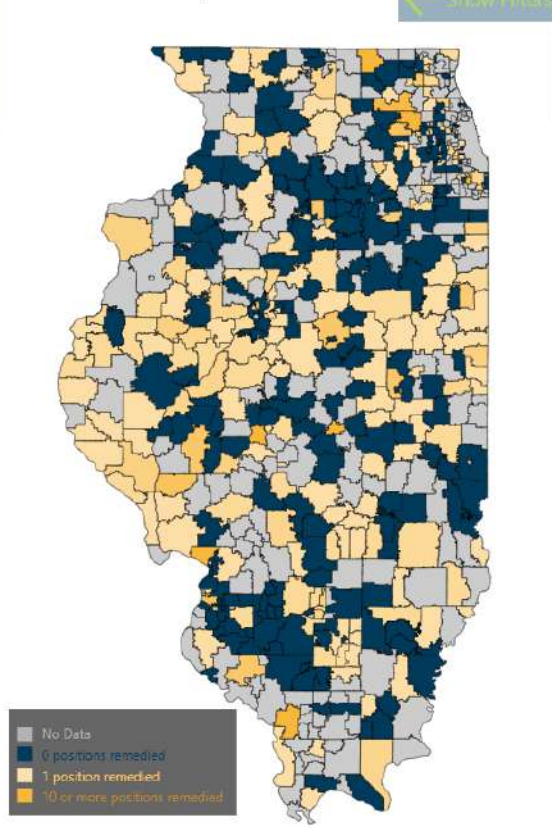
- Method
- Hired a retiree
  - Hired a sub
  - Modified offerings and/or responsibilities
  - Other
  - Outsourced using a third-party vendor
  - Utilized virtual learning platform



**Top 10 Positions Remedied by Alternative Measures**



**Positions Remedied by District**



# POSITION REMEDIES





**Role**

- Administrator
- School Support Personnel
- Special Education Teacher
- Teacher

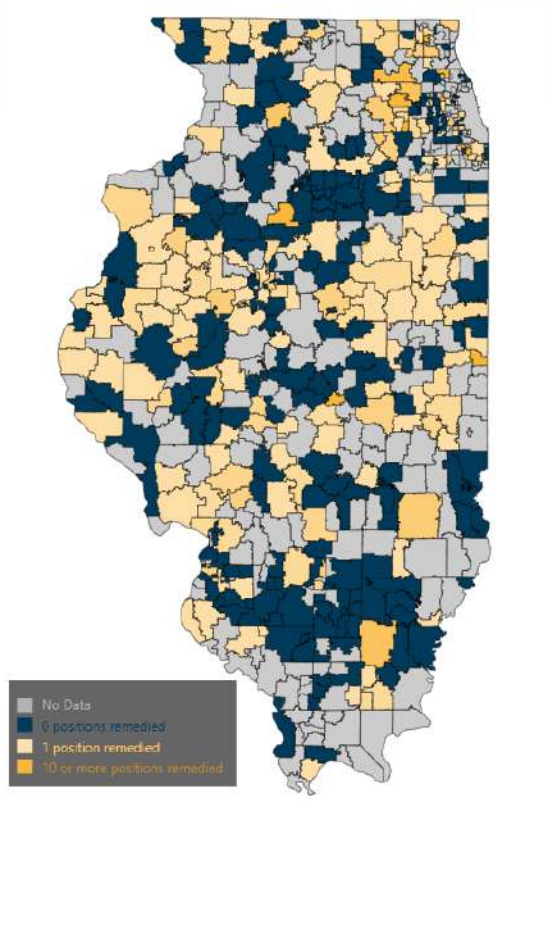
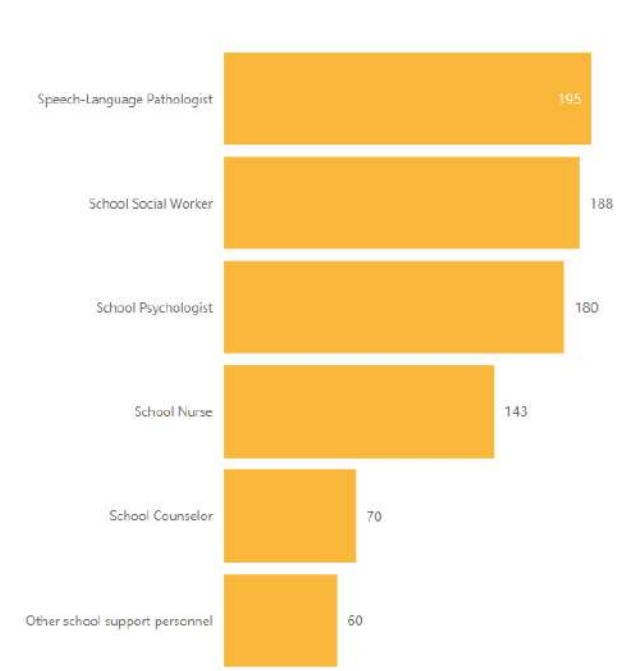
**836**  
Positions Were Remedied by Alternative Measures

290 districts reported positions that were remedied by alternative measures

**Method**

- Connect virtually with remote personnel
- Hired a retiree
- Modified offerings and/or responsibilities
- Other
- Outsourced using a third-party vendor
- Utilized a university student

#### Top 10 Positions Remedied by Alternative Measures



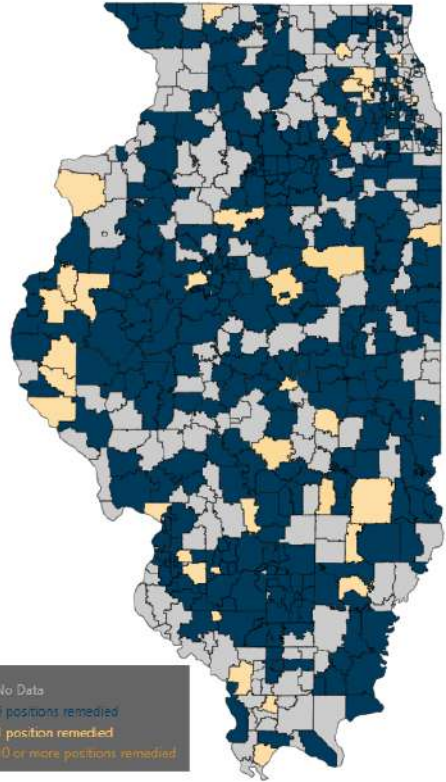
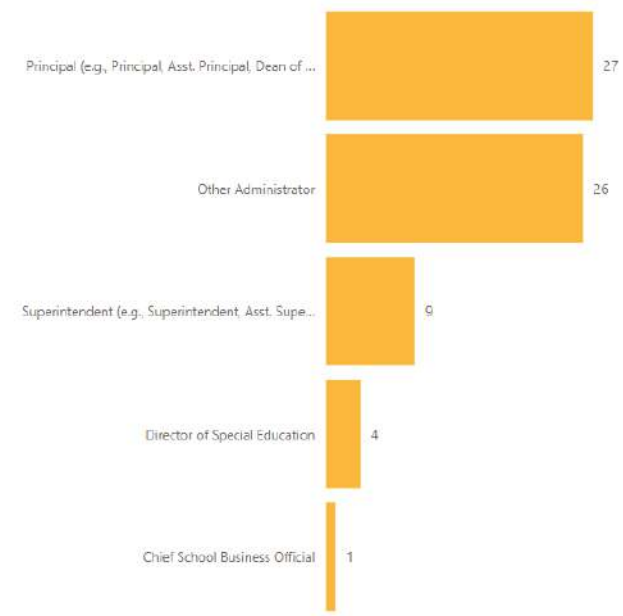
# POSITION REMEDIES



[Table of Contents](#)

- Role
- Administrator
  - School Support Personnel
  - Special Education Teacher
  - Teacher

**Top 10 Positions Remedied by Alternative Measures**



**67**

**Positions Were Remedied by Alternative Measures**

52 districts reported positions that were remedied by alternative measures

- Method
- Distributed admin duties
  - Hired a new non-licensed admin staff
  - Hired a retiree
  - Hired a teacher earning admin endorsemen...
  - Other



# POSITION REMEDIES



**ILLINOIS STATE BOARD OF EDUCATION**  
**ROE|ISC IARSS**  
**2023-2024 School Year**  
 Leadership Perceptions

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**Shortage Severity** [Show Filters](#)

**Role**

- Administrator
- Paraprofessional
- School Support Personnel
- Special Education Teacher
- Substitute
- Teacher

**Position**

- Early childhood and Elementary
- Middle and High School
- Specialists and CTE

**84%** of 716 responding districts reported a serious or very serious educator shortage problem.

**56%** of 708 responding districts reported that 50% or less of applicants held proper credentials.

**88%** of 712 responding districts reported they had less than 5 applicants per open position.

**Map Legend:**

- No Data
- 0% districts serious problems
- 100% districts serious problems

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Microsoft Power BI | 7 of 16 | 110%



# SHORTAGE SEVERITY





**ILLINOIS STATE BOARD OF EDUCATION**  
**ROE|ISC IARSS**  
**WERC DPI**  
**ROE Lead HUBS**

## Educator Shortages Report

2023-2024 School Year  
Leadership Perceptions

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**Shortage Severity** [Show Filters](#)

**Role**

- Administrator
- Paraprofessional
- School Support Personnel
- Special Education Teacher
- Substitute
- Teacher

**Position**

- Substitute

**93%**

7% of 709 responding districts reported a serious or very serious educator shortage problem.

of responding districts reported that 50% or less of applicants held proper credentials.

of responding districts reported they had less than 5 applicants per open position.

**Legend:**

- No Data
- 0% districts serious problems
- 100% districts serious problems

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# SHORTAGE SEVERITY



ILLINOIS STATE BOARD OF EDUCATION | IWERC | DPI | ROE|ISC IARSS | RCE Lead HUBS

## Educator Shortages Report

2023-2024 School Year  
Leadership Perceptions

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**Shortage Severity** [Show Filters](#)

**Role**

- Administrator
- Paraprofessional
- School Support Personnel
- Special Education Teacher
- Substitute
- Teacher

**Position**

- LBS1 (Gen Spec Ed)
- LBS2 (Specialized Spec Ed)

19%  
**81%**  
81%

of 569 responding districts reported a serious or very serious educator shortage problem.

42%  
**58%**  
58%

of 556 responding districts reported that 50% or less of applicants held proper credentials.

15%  
**85%**  
85%

of 554 responding districts reported they had less than 5 applicants per open position.

No Data  
0% districts serious problems  
100% districts serious problems

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Goshen CONSULTING

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# SHORTAGE SEVERITY







**ILLINOIS STATE BOARD OF EDUCATION**  
**ROE|ISC IARSS**  
**IWERC DPI**  
**ROE|ISC LEAD HUBS**

# Educator Shortages Report

## 2023-2024 School Year

Leadership Perceptions

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**Role**

- Administrator
- Paraprofessional
- School Support Personnel
- Special Education Teacher
- Substitute
- Teacher

**Position**

- School counselor
- School nurse
- School psychologist
- School social worker
- School speech-language pathologist

**79%** of 602 responding districts reported a serious or very serious educator shortage problem.

**59%** of 553 responding districts reported that 50% or less of applicants held proper credentials.

**94%** of 550 responding districts reported they had less than 5 applicants per open position.

**Shortage Severity**

**Legend:**  
No Data  
0% districts serious problems  
100% districts serious problems

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< 7 of 16 >

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# SHORTAGE SEVERITY



ILLINOIS STATE BOARD OF EDUCATION  
 IWERC  
 DPI  
 ROE|ISC IARSS  
 RCE Lead HUBS  
**Educator Shortages Report**  
 2023-2024 School Year  
 Leadership Perceptions  
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Role  
 Administrator  
 Paraprofessional  
 School Support Personnel  
 Special Education Teacher  
 Substitute  
 Teacher

Position  
 Paraprofessional

**83%** of 649 responding districts reported a serious or very serious educator shortage problem.

**17%** of 639 responding districts reported that 50% or less of applicants held proper credentials.

**75%** of 635 responding districts reported they had less than 5 applicants per open position.

**Shortage Severity** [Show Filters](#)

Legend:  
 No Data  
 0% districts serious problems  
 100% districts serious problems



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# SHORTAGE SEVERITY



## Educator Shortages Report

### 2023-2024 School Year

*Leadership Perceptions*

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**Role**

Administrator

Paraprofessional

School Support Personnel

Special Education Teacher

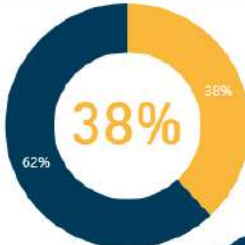
Substitute

Teacher

**Position**

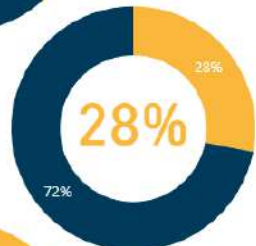
Central office administrators

School level administrators



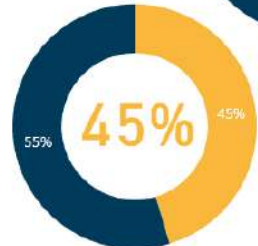
**38%**

of 404 responding districts reported a serious or very serious educator shortage problem.



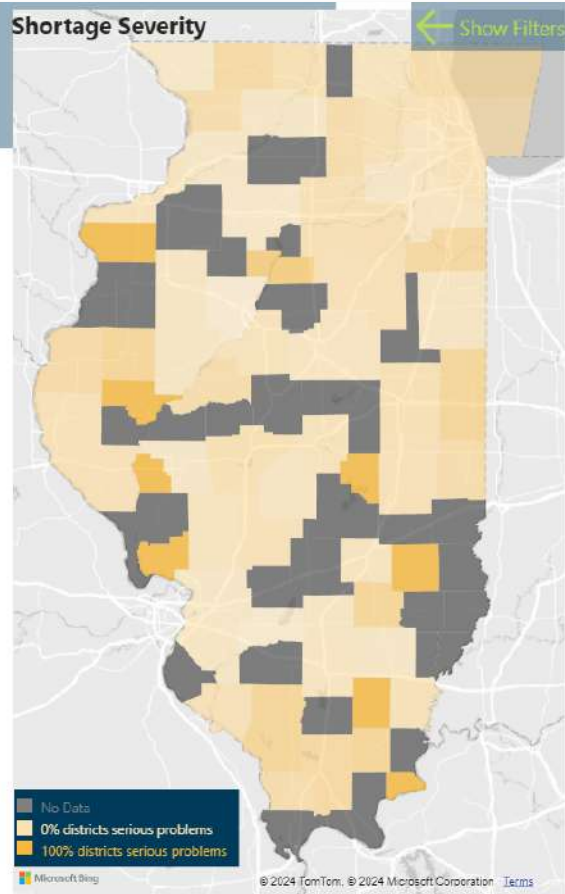
**28%**

of 374 responding districts reported that 50% or less of applicants held proper credentials.



**45%**

of 368 responding districts reported they had less than 5 applicants per open position.



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# SHORTAGE SEVERITY



**ILLINOIS STATE BOARD OF EDUCATION**  
**ROE|ISC IARSS**  
**WERC DPI**  
**ROE|ISC LEAD HUBS**

# Educator Shortages Report

## 2023-2024 School Year

### Leadership Perceptions

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**Role**

- Administrator
- Paraprofessional
- School Support Personnel
- Special Education Teacher
- Substitute
- Teacher

**Position**

- Early childhood and Elementary
- LBS1 (Gen Spec Ed)
- LBS2 (Specialized Spec Ed)
- Middle and High School
- School counselor
- Substitutes

**91%** of 751 responding districts reported a serious or very serious educator shortage problem.

**73%** of 747 responding districts reported that 50% or less of applicants held proper credentials.

**96%** of 747 responding districts reported they had less than 5 applicants per open position.

**Shortage Severity** [Show Filters](#)

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# SHORTAGE SEVERITY

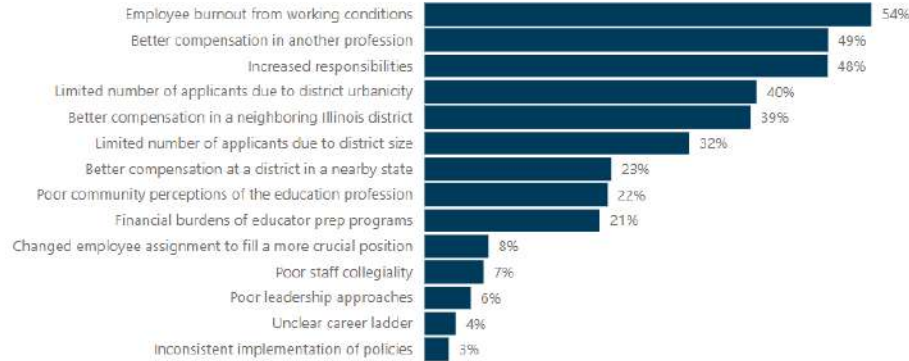


Role

- Administrator
- Paraprofessional
- School Support Personnel
- Special Education Teacher
- Substitute
- Teacher

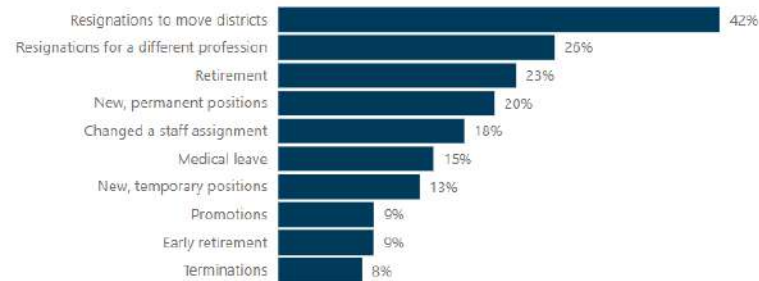
### Major or Significant Causes of Shortages

**54%**  
of **690** districts indicated  
**Employee burnout from working conditions**  
as a major or significant factor causing shortages.



### Major or Significant Reasons for Openings

**42%**  
of **690** districts indicated  
**Resignations to move districts**  
as a major or significant factor creating openings.



# SHORTAGE CAUSES



- Role
- Administrator
  - Paraprofessional
  - School Support Personnel
  - Special Education Teacher
  - Substitute
  - Teacher

**Major or Significant Causes of Shortages**

46%

of 633 districts indicated  
 Limited number of applicants  
 due to district urbanicity  
 as a major or significant factor  
 causing shortages.

Limited number of applicants due to district urbanicity



**Major or Significant Reasons for Openings**

of 633 districts indicated

as a major or significant factor  
 creating openings.



# SHORTAGE CAUSES

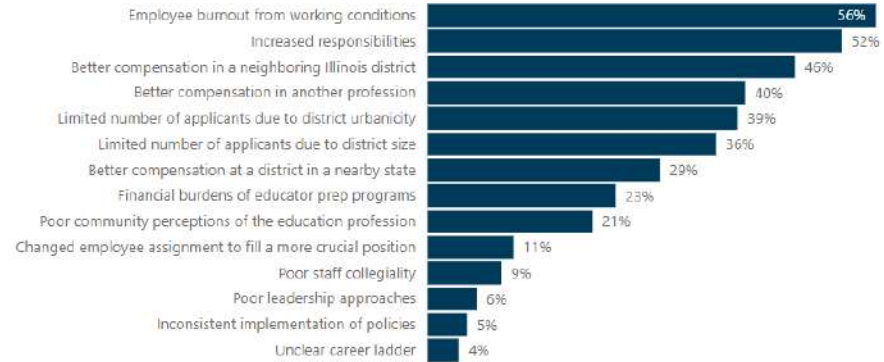




- Role
- Administrator
  - Paraprofessional
  - School Support Personnel
  - Special Education Teacher
  - Substitute
  - Teacher

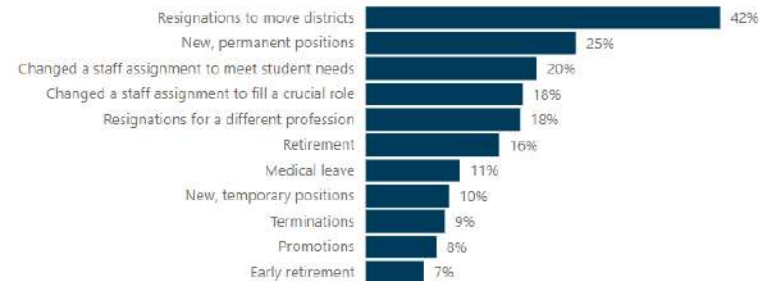
**Major or Significant Causes of Shortages**

**56%**  
 of 510 districts indicated  
**Employee burnout from working conditions**  
 as a major or significant factor causing shortages.



**Major or Significant Reasons for Openings**

**42%**  
 of 510 districts indicated  
**Resignations to move districts**  
 as a major or significant factor creating openings.



# SHORTAGE CAUSES



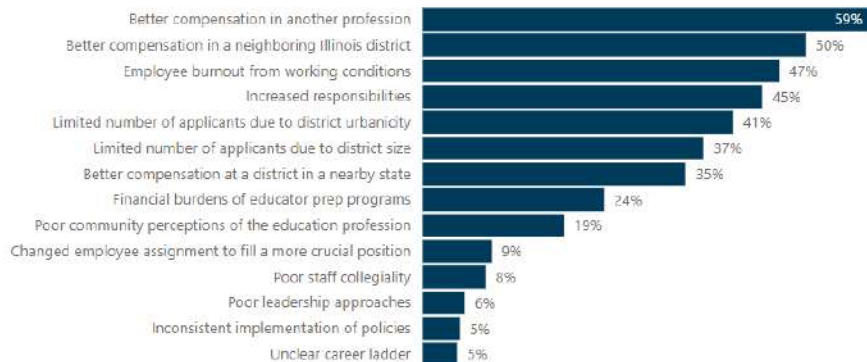
Role

- Administrator
- Paraprofessional
- School Support Personnel
- Special Education Teacher
- Substitute
- Teacher

### Major or Significant Causes of Shortages

# 59%

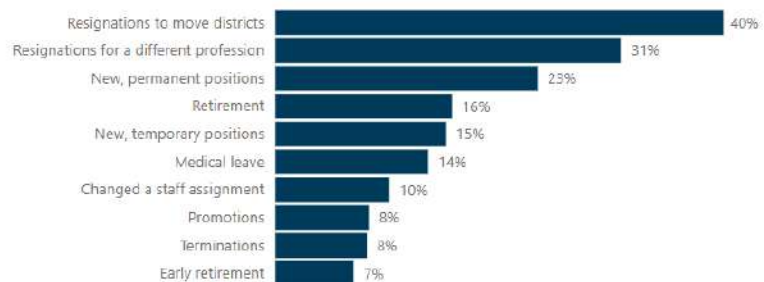
of 523 districts indicated  
**Better compensation in another profession**  
 as a major or significant factor causing shortages.



### Major or Significant Reasons for Openings

# 40%

of 523 districts indicated  
**Resignations to move districts**  
 as a major or significant factor creating openings.



# SHORTAGE CAUSES

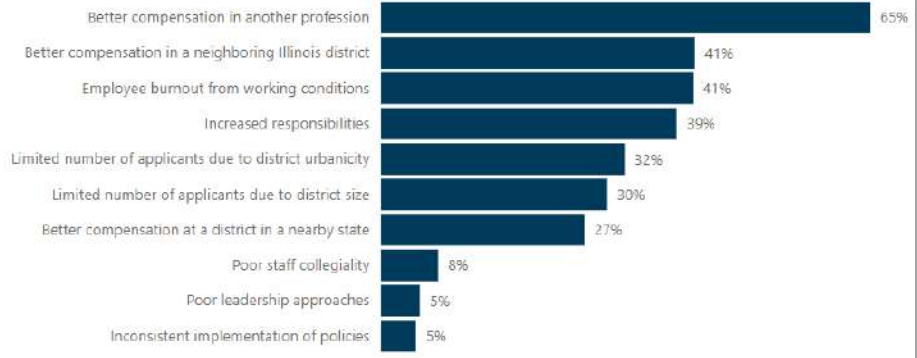




- Role
- Administrator
  - Paraprofessional
  - School Support Personnel
  - Special Education Teacher
  - Substitute
  - Teacher

**Major or Significant Causes of Shortages**

**65%**  
of **595** districts indicated  
**Better compensation in another profession**  
as a major or significant factor causing shortages.



**Major or Significant Reasons for Openings**

of **595** districts indicated  
  
as a major or significant factor creating openings.



# SHORTAGE CAUSES

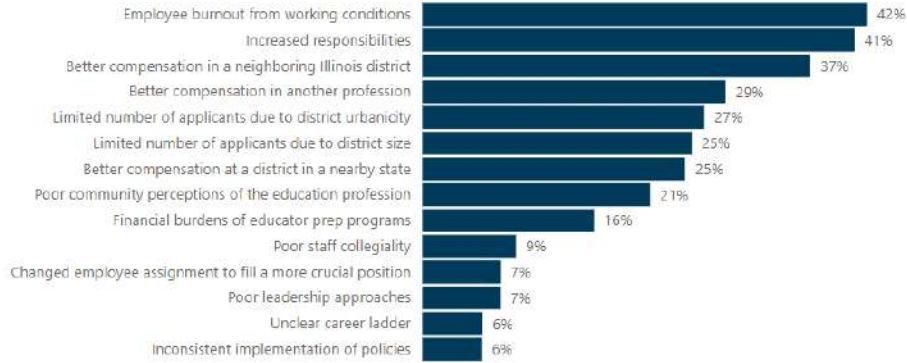




- Role
- Administrator
  - Paraprofessional
  - School Support Personnel
  - Special Education Teacher
  - Substitute
  - Teacher

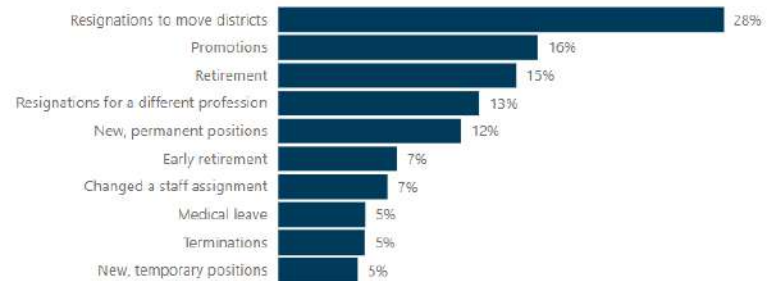
**Major or Significant Causes of Shortages**

**42%**  
 of 339 districts indicated  
**Employee burnout from working conditions**  
 as a major or significant factor causing shortages.



**Major or Significant Reasons for Openings**

**28%**  
 of 339 districts indicated  
**Resignations to move districts**  
 as a major or significant factor creating openings.



# SHORTAGE CAUSES



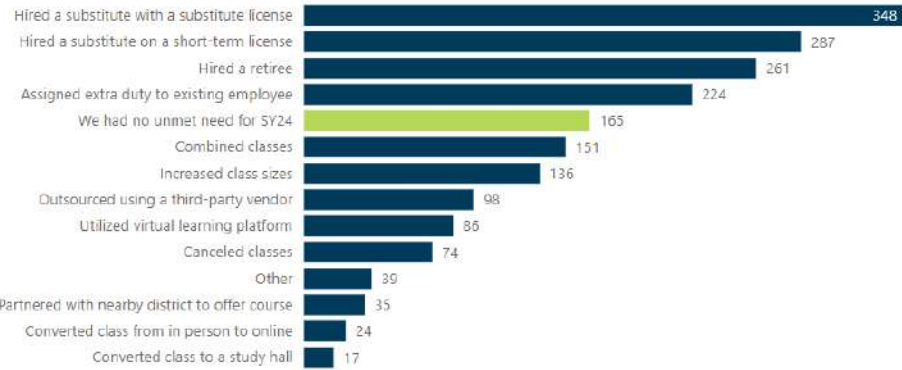
- Role
- Administrator
  - Paraprofessional
  - School Support Personnel
  - Special Education Teacher
  - Substitute
  - Teacher

**Strategies to Remedy Unfilled Positions**

**348**

of **719** districts indicated they

Hired a substitute with a substitute license

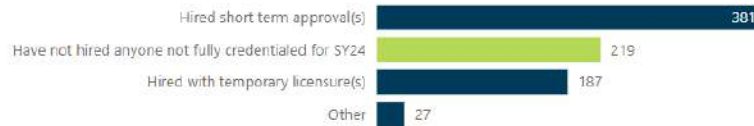


**Short Term Approvals and Temporary Licensure**

**381**

of **678** districts indicated they

Hired short term approval(s)



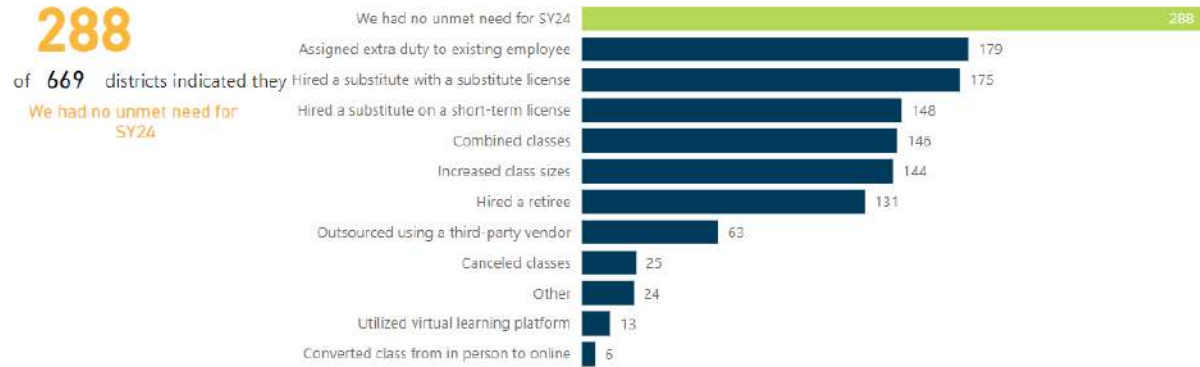
**UNFILLED REMEDIES**





- Role
- Administrator
  - Paraprofessional
  - School Support Personnel
  - Special Education Teacher
  - Substitute
  - Teacher

**Strategies to Remedy Unfilled Positions**



**Short Term Approvals and Temporary Licensure**



**UNFILLED REMEDIES**



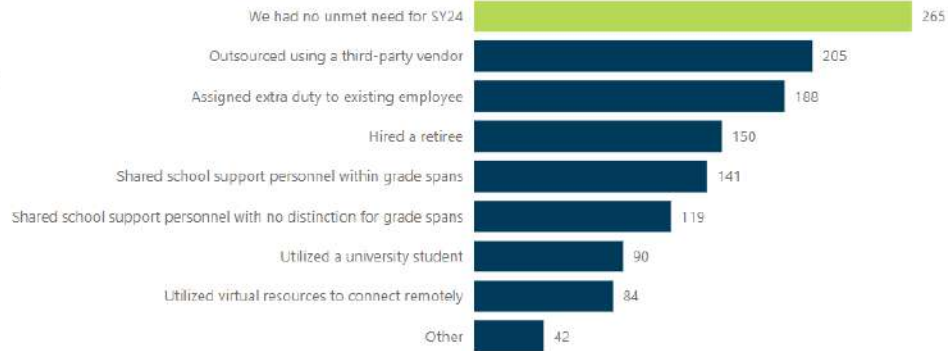
- Role
- Administrator
  - Paraprofessional
  - School Support Personnel
  - Special Education Teacher
  - Substitute
  - Teacher

**Strategies to Remedy Unfilled Positions**

**265**

of 681 districts indicated they

We had no unmet need for SY24



**Short Term Approvals and Temporary Licensure**

**447**

of 592 districts indicated they

Have not hired anyone not fully credentialed for SY24



**UNFILLED REMEDIES**

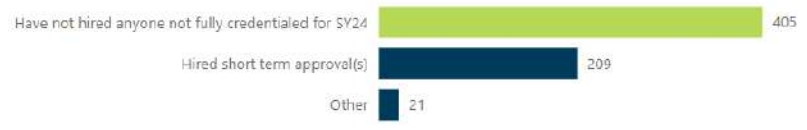


- Strategies to Remedy Unfilled Positions**
- Role
- Administrator
  - Paraprofessional
  - School Support Personnel
  - Special Education Teacher
  - Substitute
  - Teacher

of districts indicated they

**Short Term Approvals and Temporary Licensure**

**405**  
of **631** districts indicated they  
**Have not hired anyone not fully credentialed for SY24**



**UNFILLED REMEDIES**



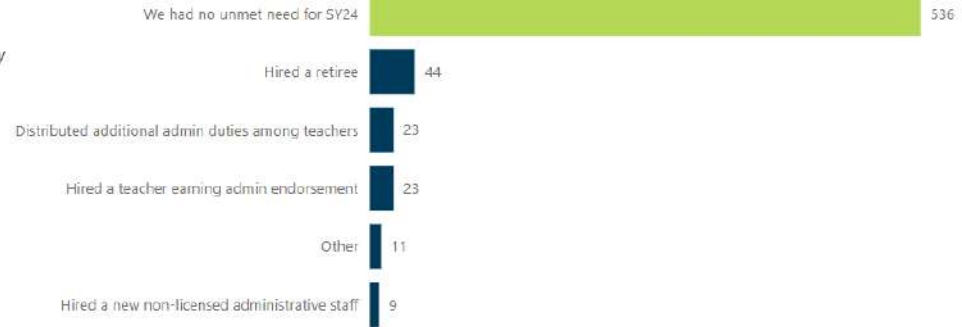


- Role
- Administrator
  - Paraprofessional
  - School Support Personnel
  - Special Education Teacher
  - Substitute
  - Teacher

**Strategies to Remedy Unfilled Positions**

**536**

of **619** districts indicated they  
 We had no unmet need for SY24



**Short Term Approvals and Temporary Licensure**

of \_\_\_\_\_ districts indicated they



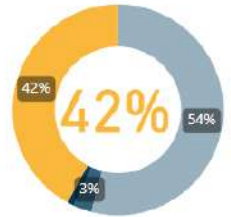
**UNFILLED REMEDIES**



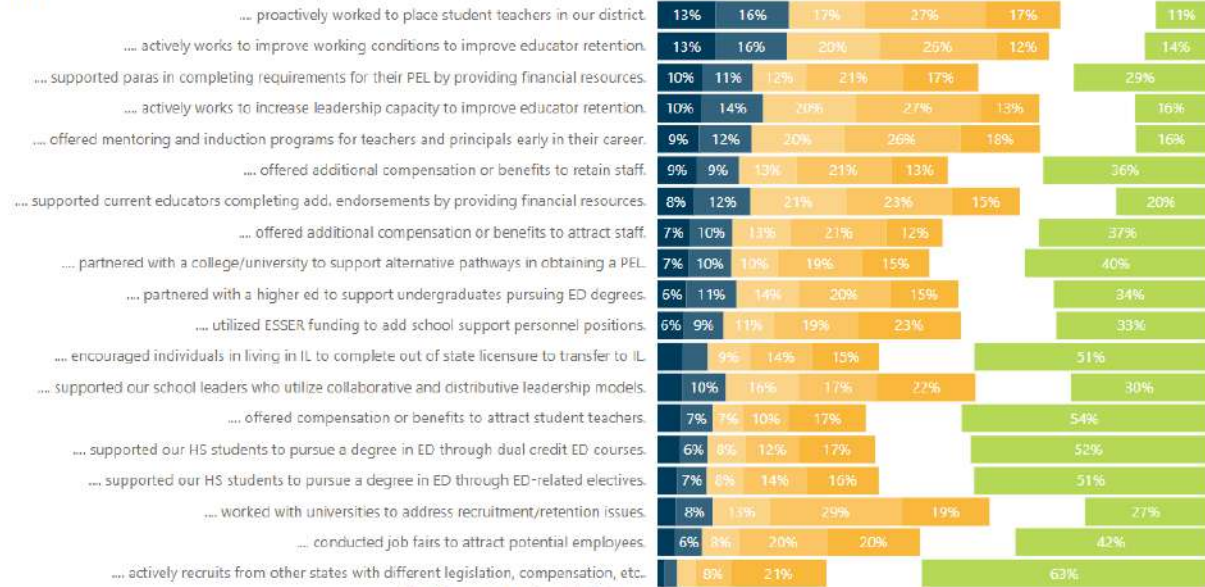
#### My district ....

29%

of 608 districts indicated  
 ... proactively worked to place student teachers in our district.  
 ... actively works to improve working conditions to improve educator retention.  
 ... supported paras in completing requirements for their PEL by providing financial resources.  
 ... actively works to increase leadership capacity to improve educator retention.  
 ... offered mentoring and induction programs for teachers and principals early in their career.  
 ... offered additional compensation or benefits to retain staff.  
 ... supported current educators completing add. endorsements by providing financial resources.  
 ... offered additional compensation or benefits to attract staff.  
 ... partnered with a college/university to support alternative pathways in obtaining a PEL.  
 ... partnered with a higher ed to support undergraduates pursuing ED degrees.  
 ... utilized ESSER funding to add school support personnel positions.  
 ... encouraged individuals in living in IL to complete out of state licensure to transfer to IL.  
 ... supported our school leaders who utilize collaborative and distributive leadership models.  
 ... offered compensation or benefits to attract student teachers.  
 ... supported our HS students to pursue a degree in ED through dual credit ED courses.  
 ... supported our HS students to pursue a degree in ED through ED-related electives.  
 ... worked with universities to address recruitment/retention issues.  
 ... conducted job fairs to attract potential employees.  
 ... actively recruits from other states with different legislation, compensation, etc.



of 647 responding districts indicated they placed no student teachers last year.



Greatly increased recruitment/retention  
 Moderately increased recruitment/retention  
 Somewhat increased recruitment/retention  
 Slightly increased recruitment/retention  
 No impact on recruitment/retention  
 Not Applicable/I don't know



# RECRUITMENT TOOLS





19%

of 595 districts indicated

... had sufficient staffing to complete ROE tasks.

greatly or moderately increased their recruitment and/or retention.

**My ROE/ISC ....**

... provided financial resources to help educators complete programs for SPED or ELL endorsement.

... collaborates with university programs to make those programs more accessible.

... supported communication between districts and higher education's teacher preparation programs.

... provided additional SEL resources through federal ESSER funding.

... worked with ISBE to ensure quality educators are entering the profession.

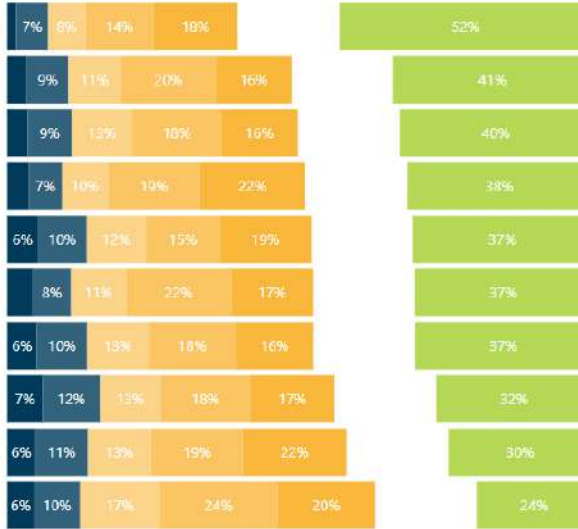
... built relationships between districts and communities to elevate the education profession.

... supported district participation in ISBE-focused grants.

... had sufficient staffing to complete ROE tasks.

... advertised our unfilled positions.

... provided resources to connect with available substitutes.



Greatly increased recruitment/retention  
 Moderately increased recruitment/retention  
 Somewhat increased recruitment/retention  
 Slightly increased recruitment/retention  
 No impact on recruitment/retention  
 Not Applicable/I don't know

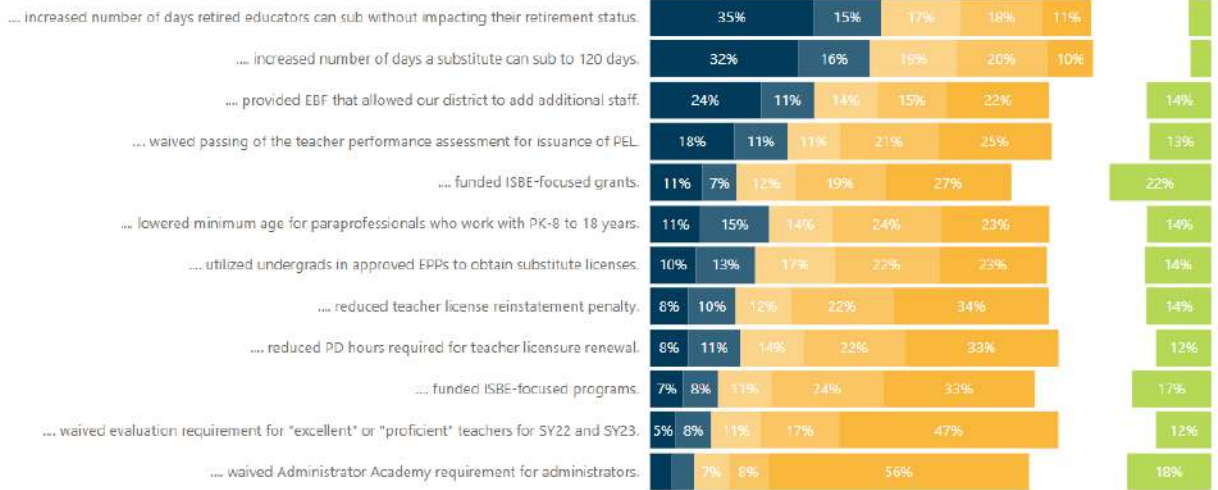


# RECRUITMENT TOOLS



ISBE/ILGA ....

**50%**  
 of 590 districts indicated the temporary or emergency change of ISBE/ILGA ... increased number of days retired educators can sub without impacting their retirement status, greatly or moderately increased their recruitment and/or retention.



Greatly increased recruitment/retention  
 Moderately increased recruitment/retention  
 Somewhat increased recruitment/retention  
 Slightly increased recruitment/retention  
 No impact on recruitment/retention  
 Not Applicable/I don't know



# RECRUITMENT TOOLS





IF the ISBE/ILGA ....

**69%**

of 582 districts indicated that if ISBE/ILGA ....

... modifies the teacher pension tier system.

It would moderately or greatly increase their recruitment and/or retention.

... modifies the teacher pension tier system.	52%	16%	14%	9%	8%
... provides additional loan forgiveness for more educators.	42%	23%	16%	11%	8%
... provides financial support to teacher prep candidates teach in chronic shortage areas	39%	21%	20%	14%	6%
... investigated salary parity with other professions with the same licensure and education.	39%	21%	20%	13%	7%
... offers additional scholarships to teaching candidates.	37%	23%	20%	15%	5%
... allows retired educators to work part-time as teachers in areas of shortage without penalty.	35%	19%	24%	17%	6%
... makes it easier to offer additional compensation for staff in high-need subject areas or schools.	30%	22%	24%	17%	7%
... offers more grant opportunities to develop education pathways.	28%	21%	22%	20%	8%
... provides financial support to HS students to participate in ED prep coursework.	25%	18%	22%	26%	8%
... supported education entities offering licensure preparation courses	23%	21%	22%	26%	9%
... re-evaluates testing requirements for teacher candidates.	21%	16%	21%	28%	13%
... makes it easier to learn about how to become a teacher in Illinois.	21%	17%	23%	26%	13%
... supports institutions of higher education in re-evaluating coursework necessary for licensure.	20%	19%	22%	25%	14%
... provided financial resources to diversify education preparation program faculty.	19%	15%	23%	23%	18%
... provides opportunities for teacher prep programs to develop innovative programs.	19%	20%	24%	27%	10%
... makes it easier to learn about how to access state funds to make licensure more affordable.	16%	15%	22%	32%	16%
... develops a single statewide application hub.	14%	13%	22%	25%	26%
... reduced or removed Administrator Academy and PD requirements for license renewal	11%	13%	18%	31%	27%
... modifies requirements for teachers from outside the US.	9%	8%	18%	34%	31%
... aligns PERA teacher evaluation framework with teacher licensure requirements.	4%	6%	17%	25%	53%

Would greatly increased recruitment/retention  
 Would moderately increased recruitment/retention  
 Would somewhat increased recruitment/retention  
 Would slightly increased recruitment/retention  
 Would have no impact on recruitment/retention



# RECRUITMENT TOOLS

