



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

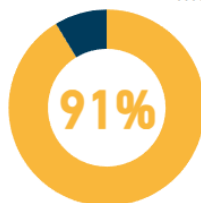
When faced with an unfilled educator position, many districts seek alternative methods such as hiring a retiree, substitute, modifying responsibilities, outsourcing and virtual options.

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

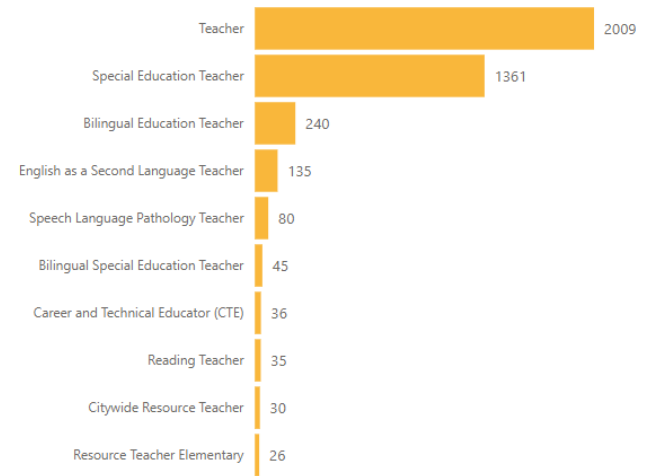


- Role
- Administrative
 - Paraprofessionals
 - School Support Personnel
 - Teaching

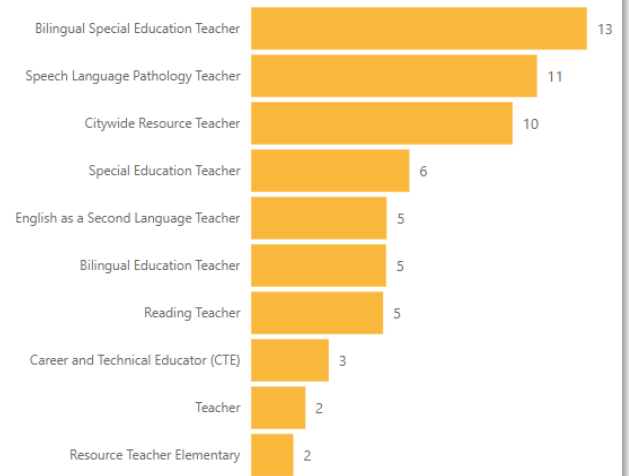
4096

Total Unfilled Positions

Top 10 Unfilled Positions



Top 10 Approx. Vacancy Rate (Percentages Displayed)



UNFILLED POSITIONS

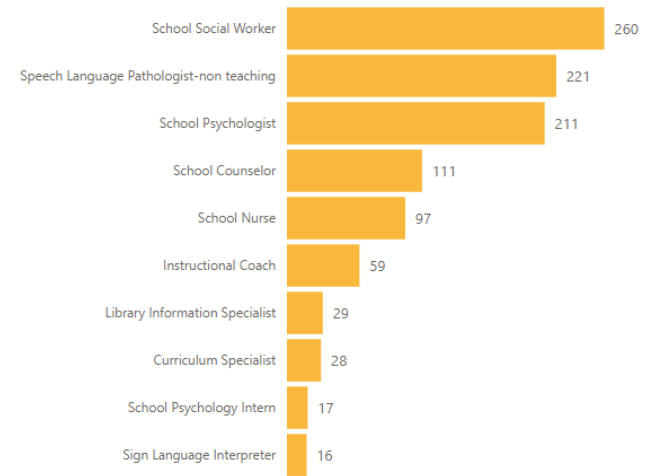


- Role
- Administrative
 - Paraprofessionals
 - School Support Personnel
 - Teaching

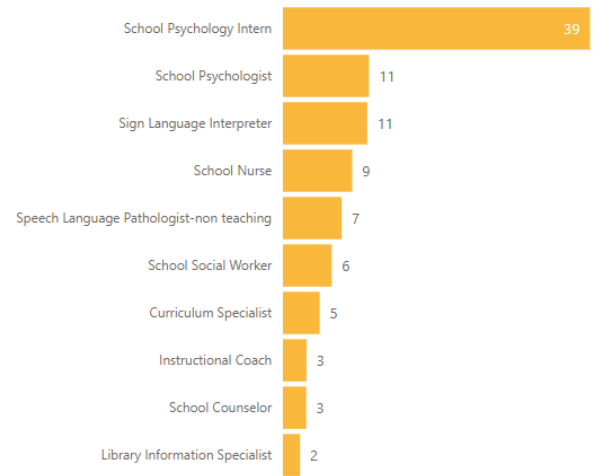
1095

Total Unfilled Positions

Top 10 Unfilled Positions



Top 10 Approx. Vacancy Rate (Percentages Displayed)



UNFILLED POSITIONS



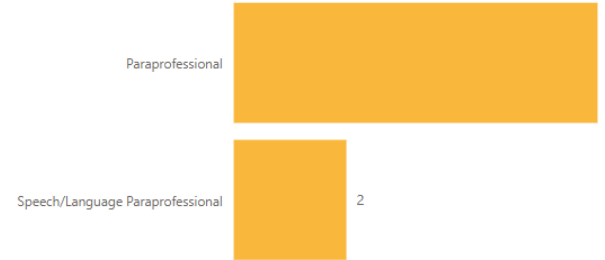
[Table of Contents](#)

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

Top 10 Unfilled Positions

Top 10 Approx. Vacancy Rate (Percentages Displayed)

2755
 Total Unfilled Positions



UNFILLED POSITIONS

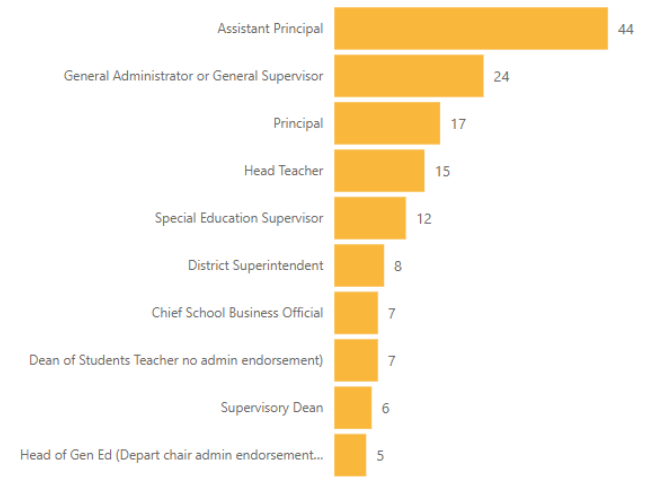


- Role
- Administrative
 - Paraprofessionals
 - School Support Personnel
 - Teaching

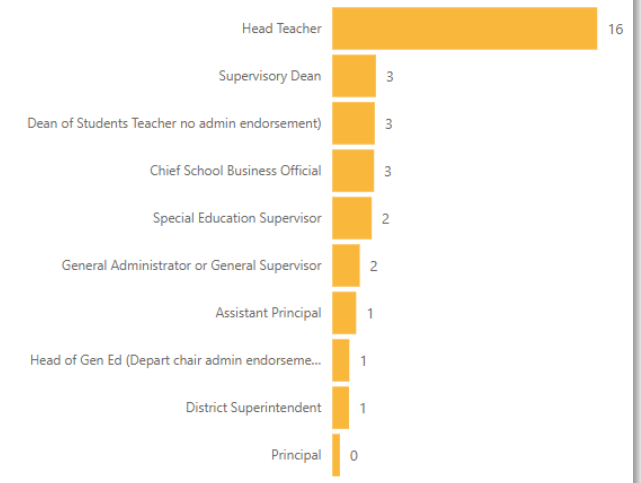
162

Total Unfilled Positions

Top 10 Unfilled Positions



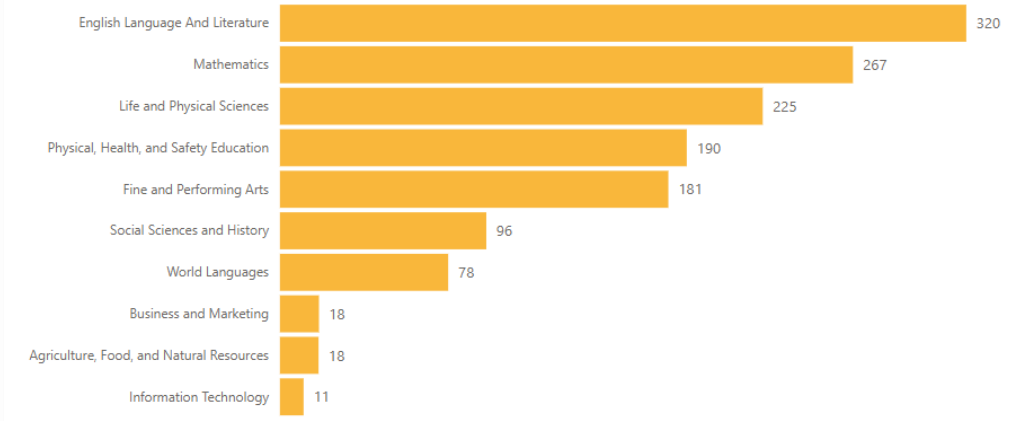
Top 10 Approx. Vacancy Rate (Percentages Displayed)



UNFILLED POSITIONS



Top 10 Unfilled Teaching Positions by Subject Area

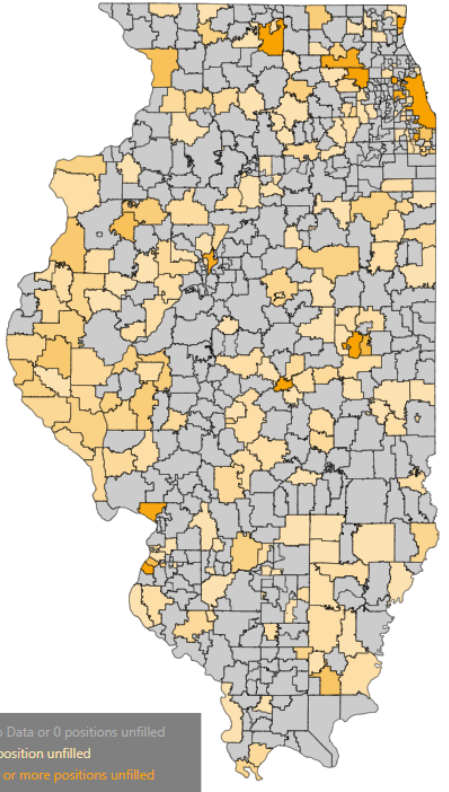


Notes:
 1) This page includes both "teachers" and "special education teachers" but does not distinguish between the two. (All 200 and 600 position codes included).
 2) Filled FTE were not reported by subject area and so vacancy rates cannot be calculated on this page.
 3) As filled FTE were not reported 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



Legend:
 No Data or 0 positions unfilled
 1 position unfilled
 20 or more positions unfilled



UNFILLED POSITIONS



Role

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

2123

Positions Were Remedied
by Alternative Measures

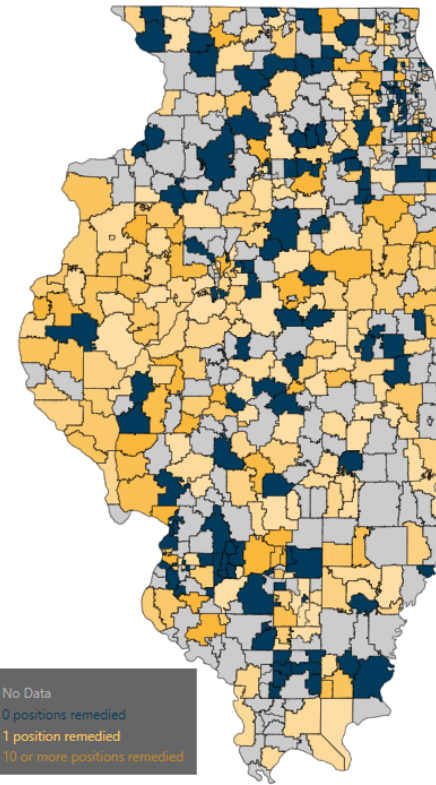
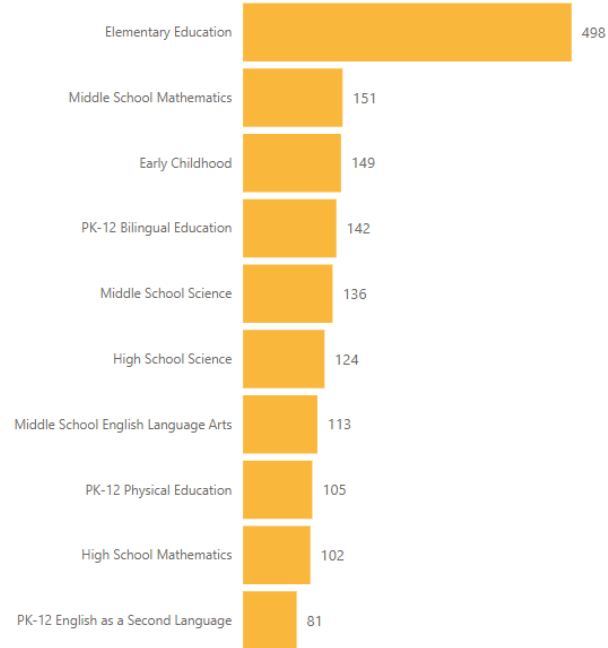
365 districts reported positions that were remedied by alternative measures

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



POSITION REMEDIES



Role

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

735

Positions Were Remedied
by Alternative Measures

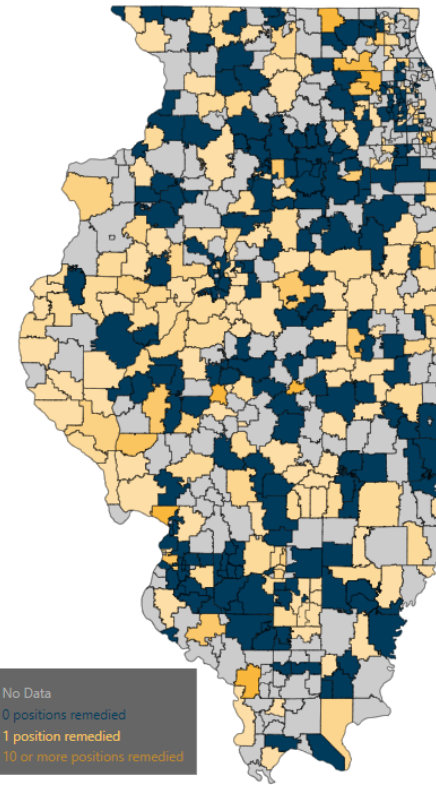
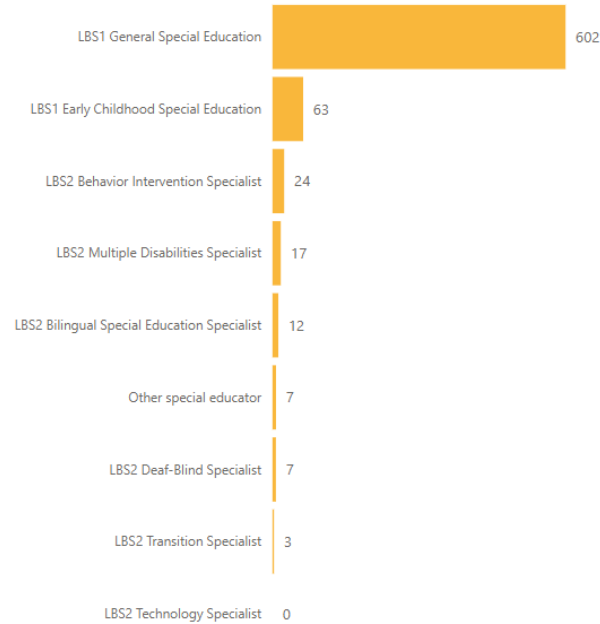
281 districts reported positions that were remedied by alternative measures

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

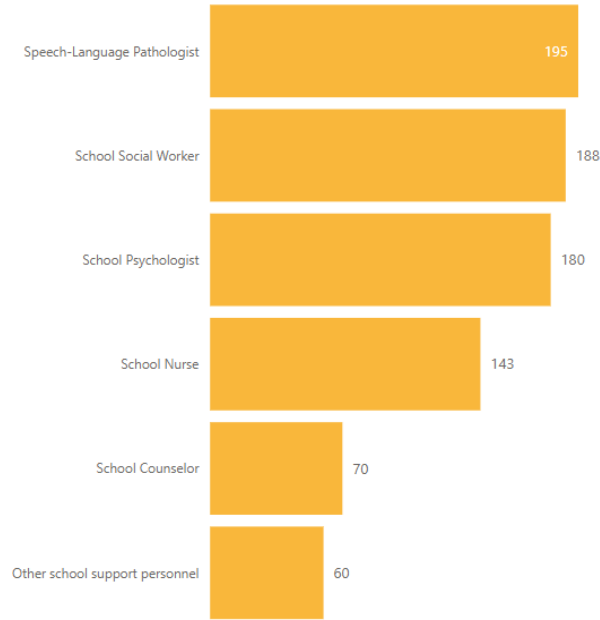


POSITION REMEDIES



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

Top 10 Positions Remedied by Alternative Measures

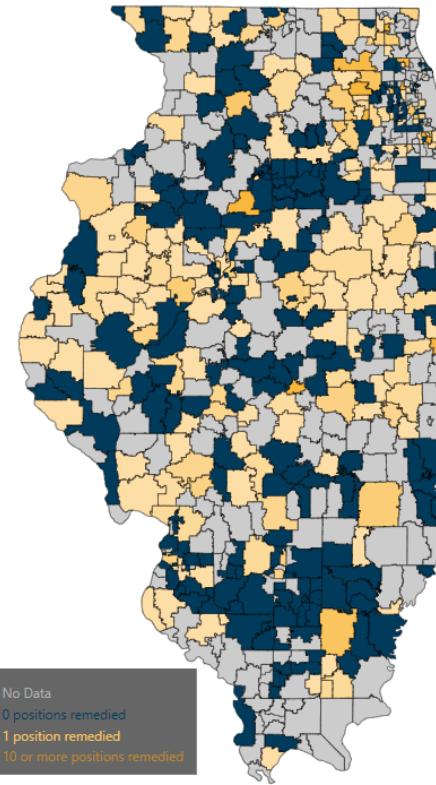


836

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



POSITION REMEDIES



Role

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

67

Positions Were Remedied by Alternative Measures

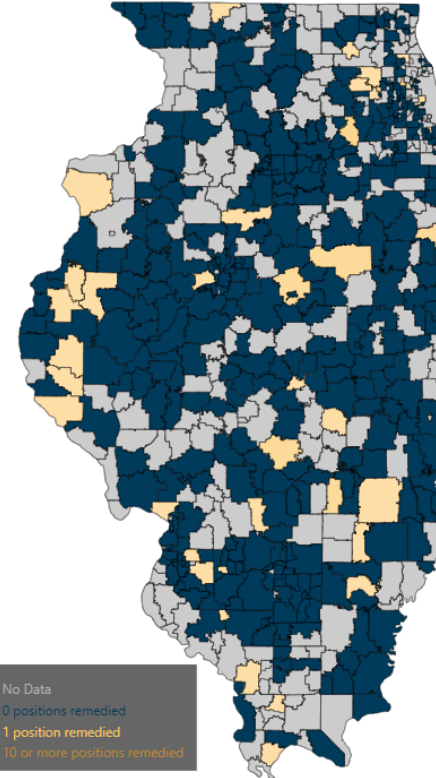
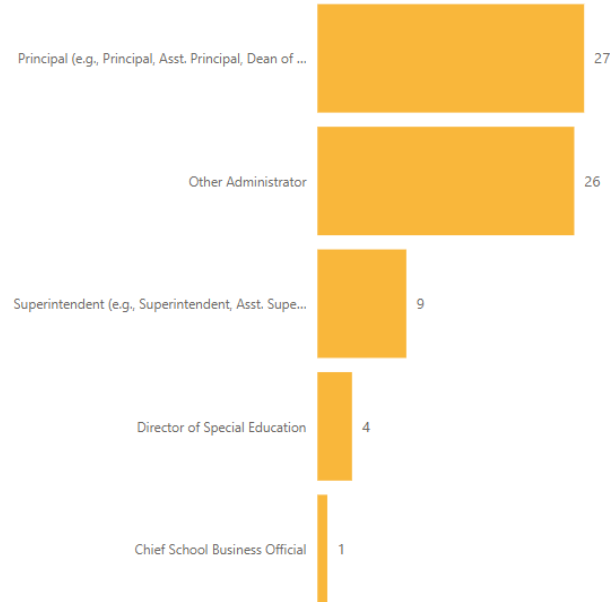
52 districts reported positions that were remedied by alternative measures

Method

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



Top 10 Positions Remedied by Alternative Measures



POSITION REMEDIES

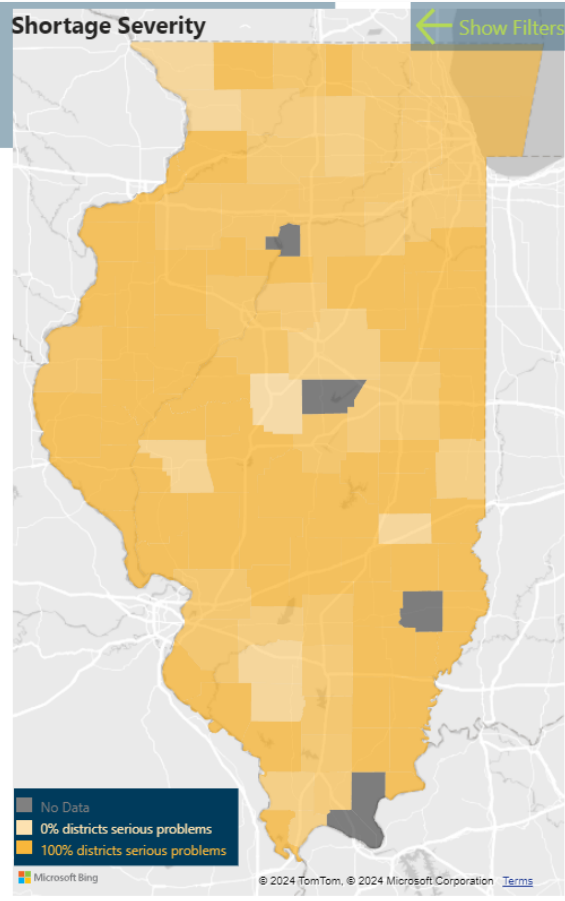
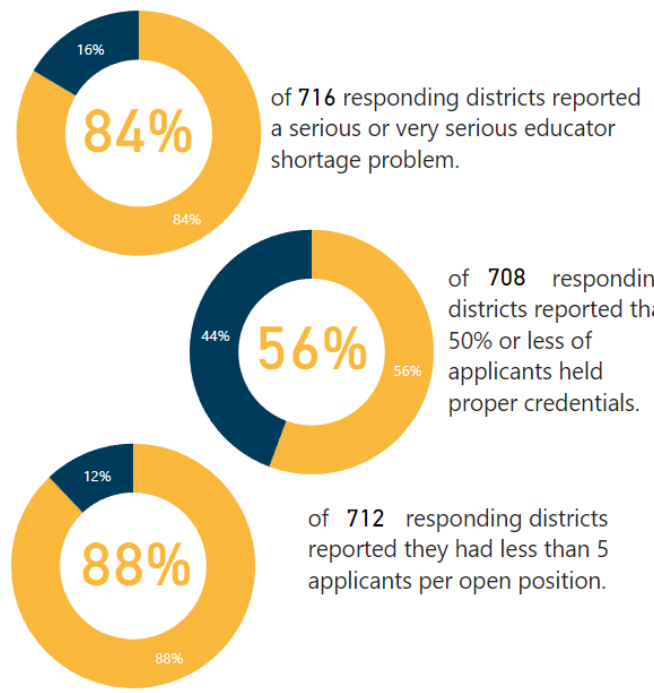


Educator Shortages Report

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
 - Middle and High School
 - Specialists and CTE



SHORTAGE SEVERITY

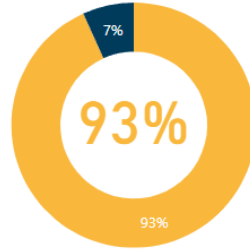


Role

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

Position

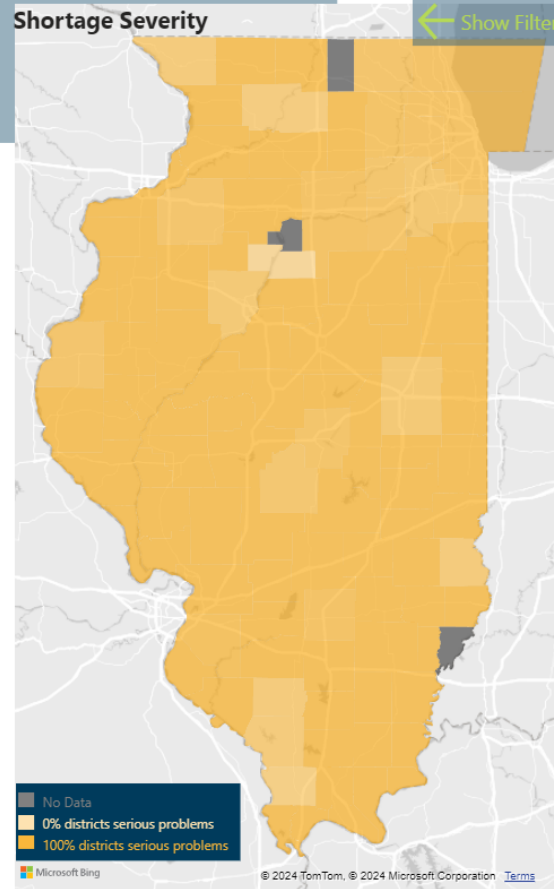
- Substitute



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.



SHORTAGE SEVERITY



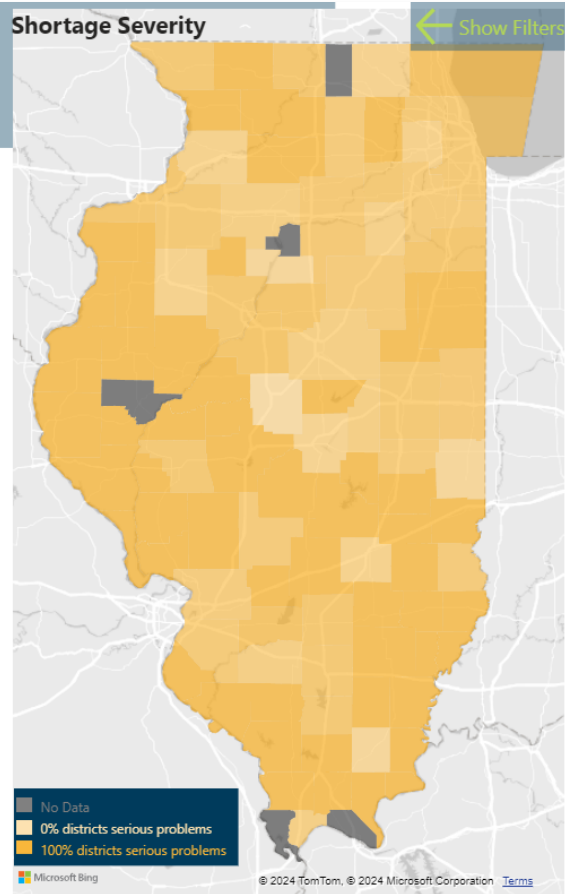
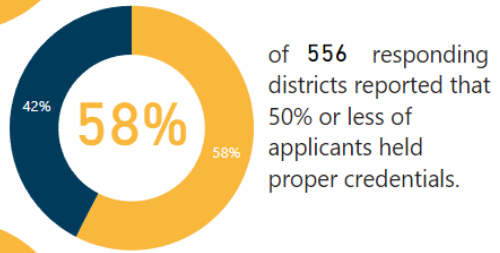
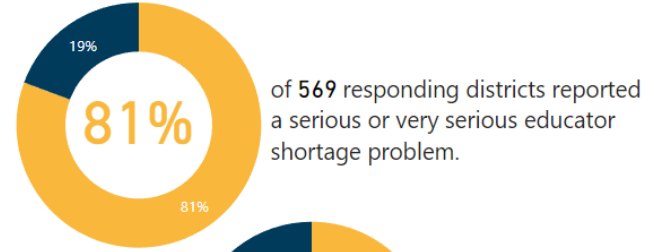
Educator Shortages Report

2023-2024 School Year
 Leadership Perceptions

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

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



SHORTAGE SEVERITY

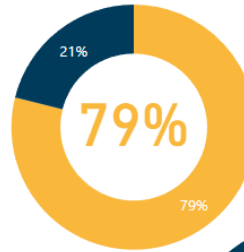


Role

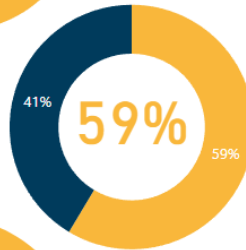
- Administrator
- Paraprofessional
- School Support Personnel
- Special Education Teacher
- Substitute
- Teacher

Position

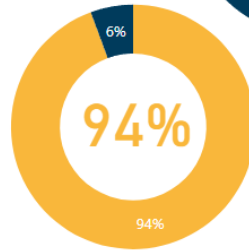
- School counselor
- School nurse
- School psychologist
- School social worker
- School speech-language pathologist



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



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

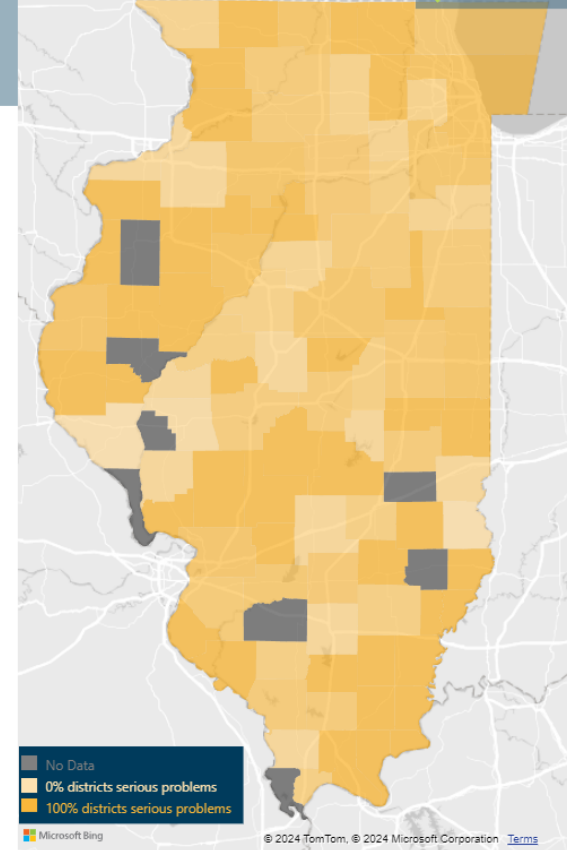


of 550 responding districts reported they had less than 5 applicants per open position.



Shortage Severity

[Show Filters](#)



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

Paraprofessional

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

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

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

Shortage Severity

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Microsoft Power BI
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110%



SHORTAGE SEVERITY

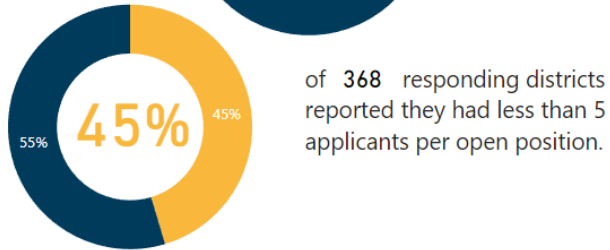
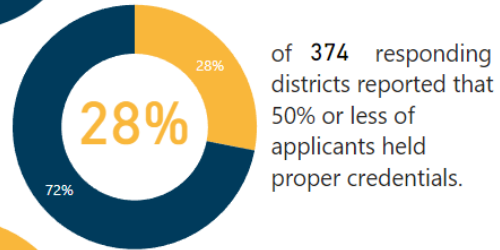
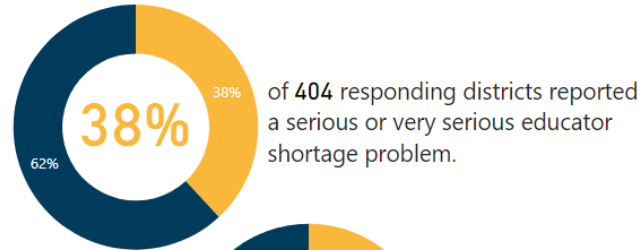


Role

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

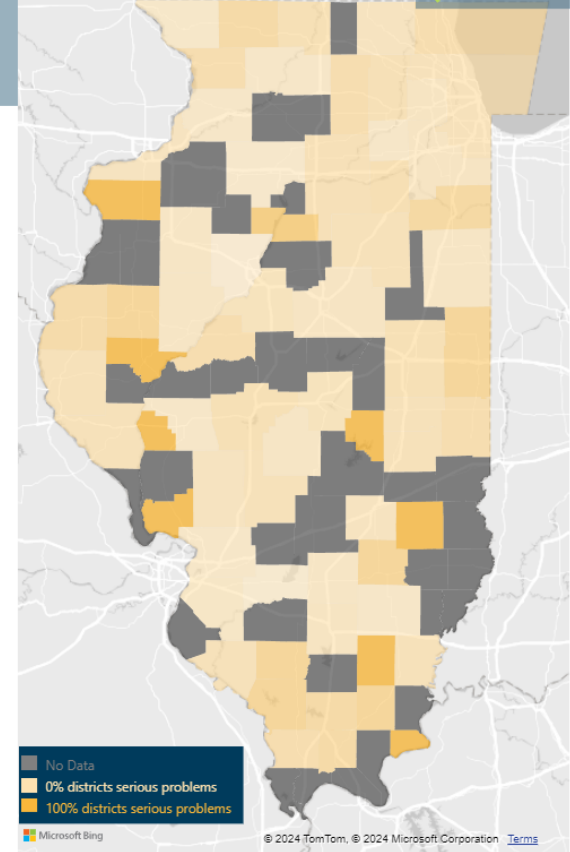
Position

- Central office administrators
- School level administrators





Shortage Severity

[Show Filters](#)



SHORTAGE SEVERITY



Educator Shortages Report

2023-2024 School Year

Leadership Perceptions

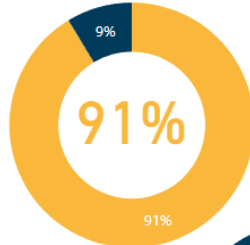
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Role

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

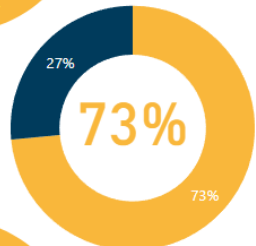
Position

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



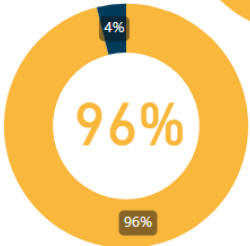
91%

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



73%

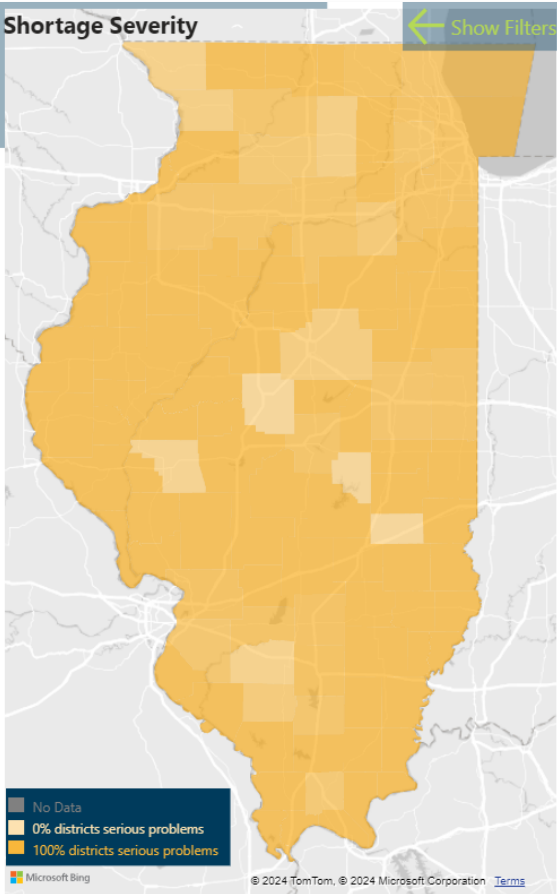
of 747 responding districts reported that 50% or less of applicants held proper credentials.



96%

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


Shortage Severity



[Show Filters](#)

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


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Microsoft Power BI

7 of 16

110%





SHORTAGE SEVERITY

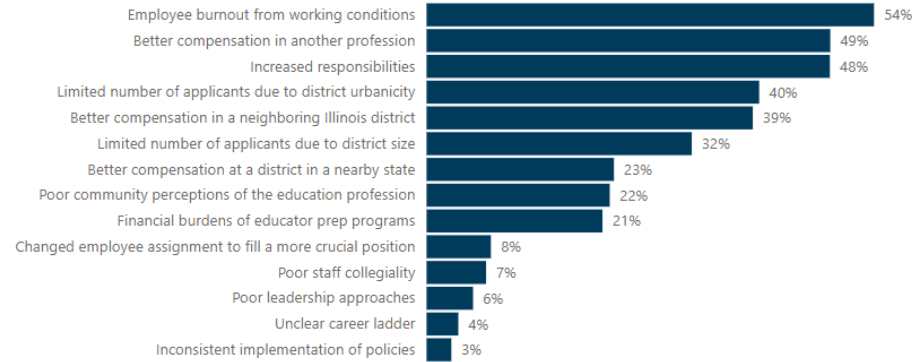


Role

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

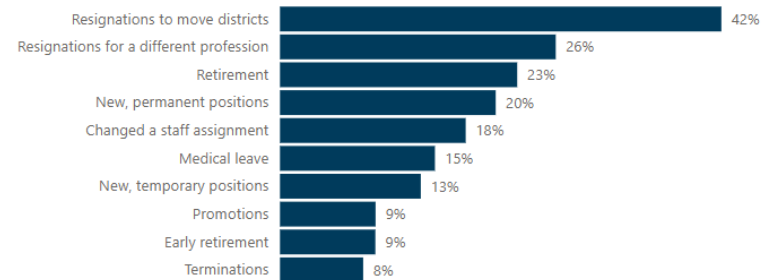
Major or Significant Causes of Shortages

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



Limited number of applicants due to district size



Major or Significant Reasons for Openings

of **633** districts indicated

as a major or significant factor
 creating openings.



SHORTAGE CAUSES



Role

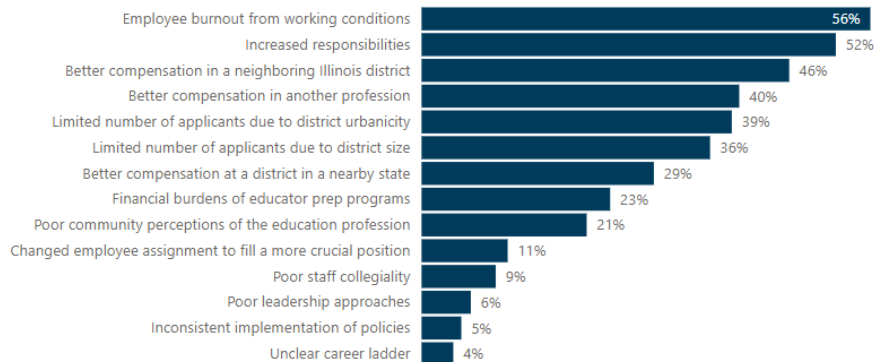
- Administrator
- Paraprofessional
- School Support Personnel
- Special Education Teacher
- Substitute
- Teacher

Major or Significant Causes of Shortages

56%

of 510 districts indicated

Employee burnout from working conditions as a major or significant factor causing shortages.

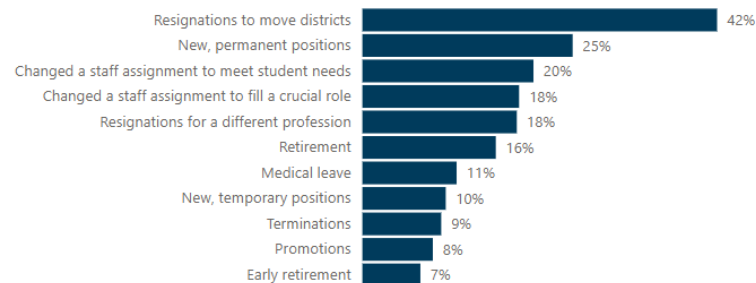


Major or Significant Reasons for Openings

42%

of 510 districts indicated

Resignations to move districts as a major or significant factor creating openings.



SHORTAGE CAUSES

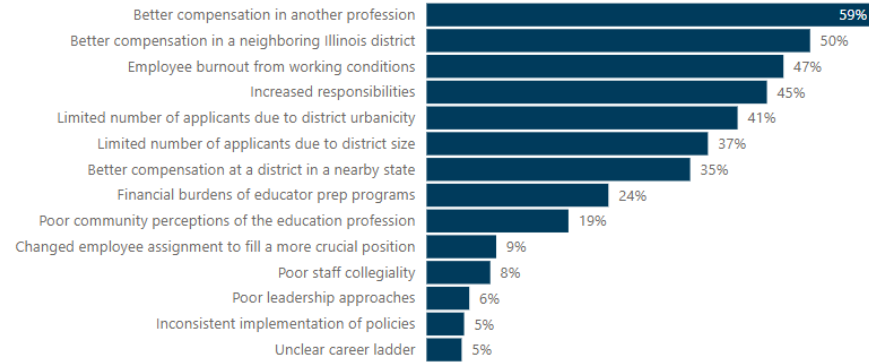


Role

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

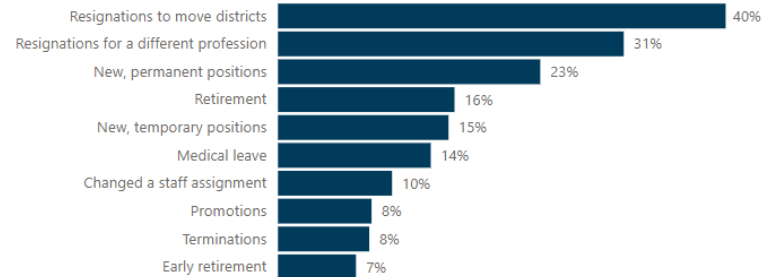
Major or Significant Causes of Shortages

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

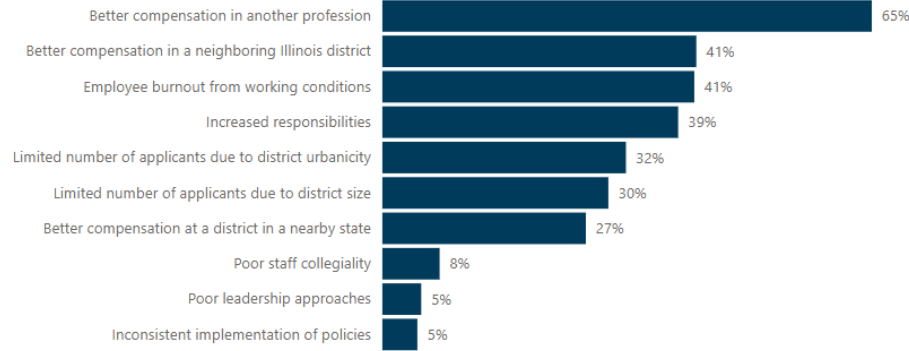


Role

- 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



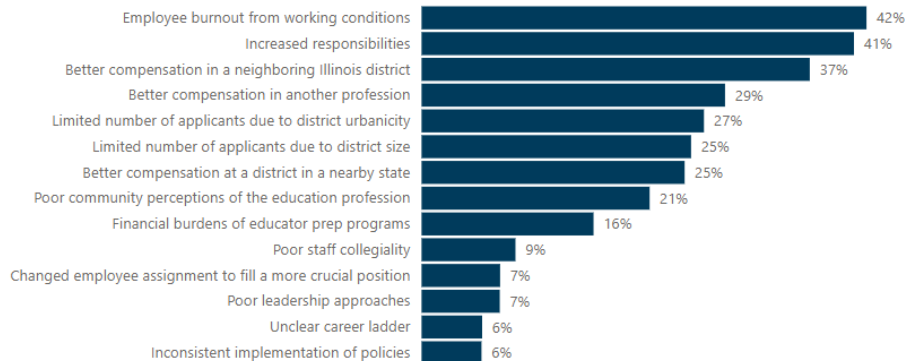
Role

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

Major or Significant Causes of Shortages

42%

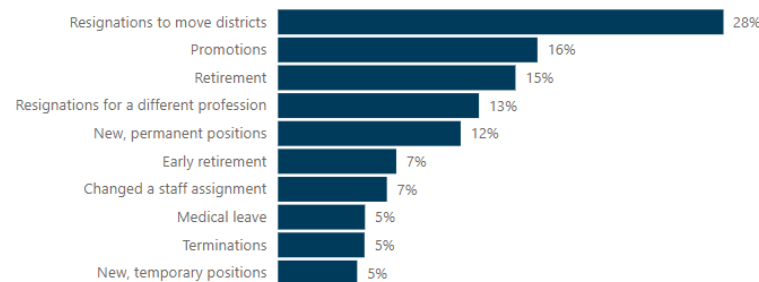
of **339** districts indicated
Employee burnout from working conditions
 as a major or significant factor causing shortages.



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

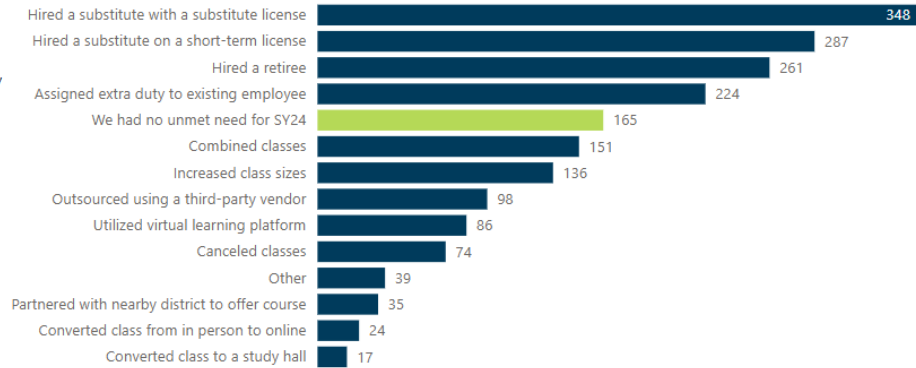
- Administrator
- Paraprofessional
- School Support Personnel
- Special Education Teacher
- Substitute
- Teacher

Strategies to Remedy Unfilled Positions

348

of **719** districts indicated they

Hired a substitute with a substitute license

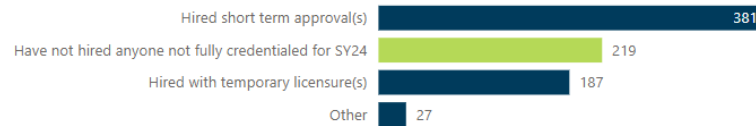


Short Term Approvals and Temporary Licensure

381

of **678** districts indicated they

Hired short term approval(s)



UNFILLED REMEDIES

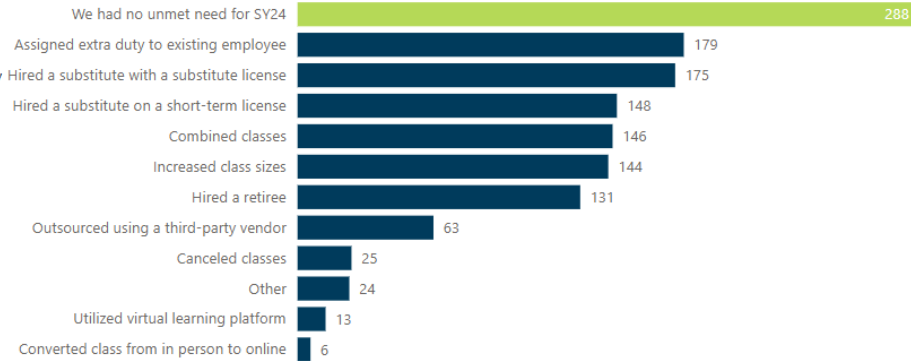


- Role
- Administrator
 - Paraprofessional
 - School Support Personnel
 - Special Education Teacher
 - Substitute
 - Teacher

Strategies to Remedy Unfilled Positions

288

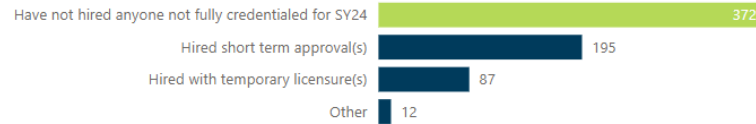
of **669** districts indicated they
 We had no unmet need for SY24



Short Term Approvals and Temporary Licensure

372

of **599** districts indicated they
 Have not hired anyone not fully credentialed for SY24



UNFILLED REMEDIES



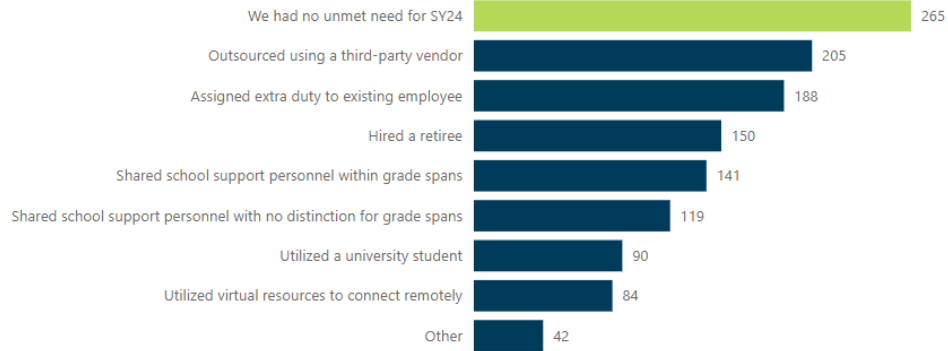
- Role
- Administrator
 - Paraprofessional
 - School Support Personnel
 - Special Education Teacher
 - Substitute
 - Teacher

Strategies to Remedy Unfilled Positions

265

of **681** districts indicated they

We had no unmet need for SY24

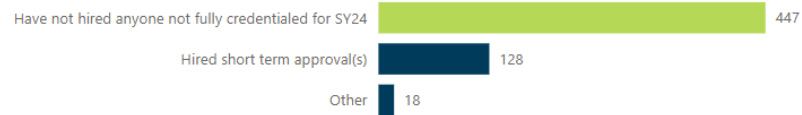


Short Term Approvals and Temporary Licensure

447

of **592** districts indicated they

Have not hired anyone not fully credentialed for SY24



UNFILLED REMEDIES



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

Strategies to Remedy Unfilled Positions

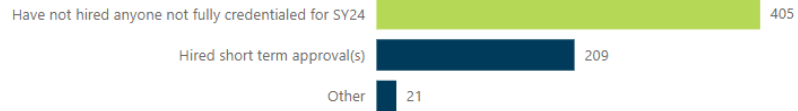
of districts indicated they

Short Term Approvals and Temporary Licensure

405

of 631 districts indicated they

Have not hired anyone not fully credentialed for SY24



UNFILLED REMEDIES

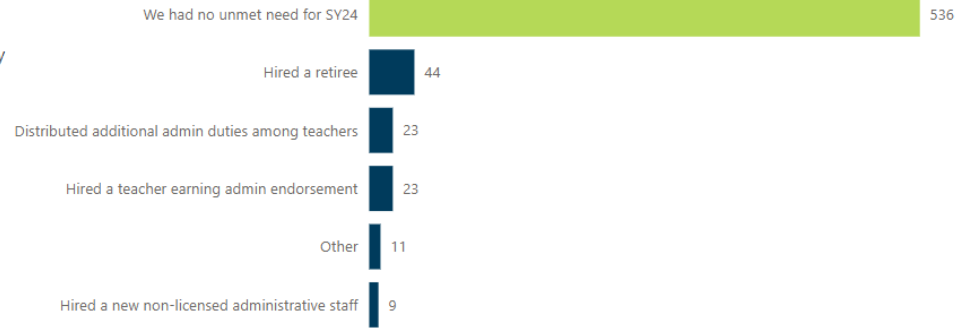


- Role
- Administrator
 - Paraprofessional
 - School Support Personnel
 - Special Education Teacher
 - Substitute
 - Teacher

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



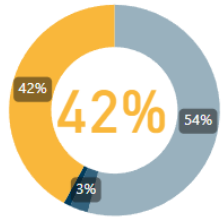
My district

29%

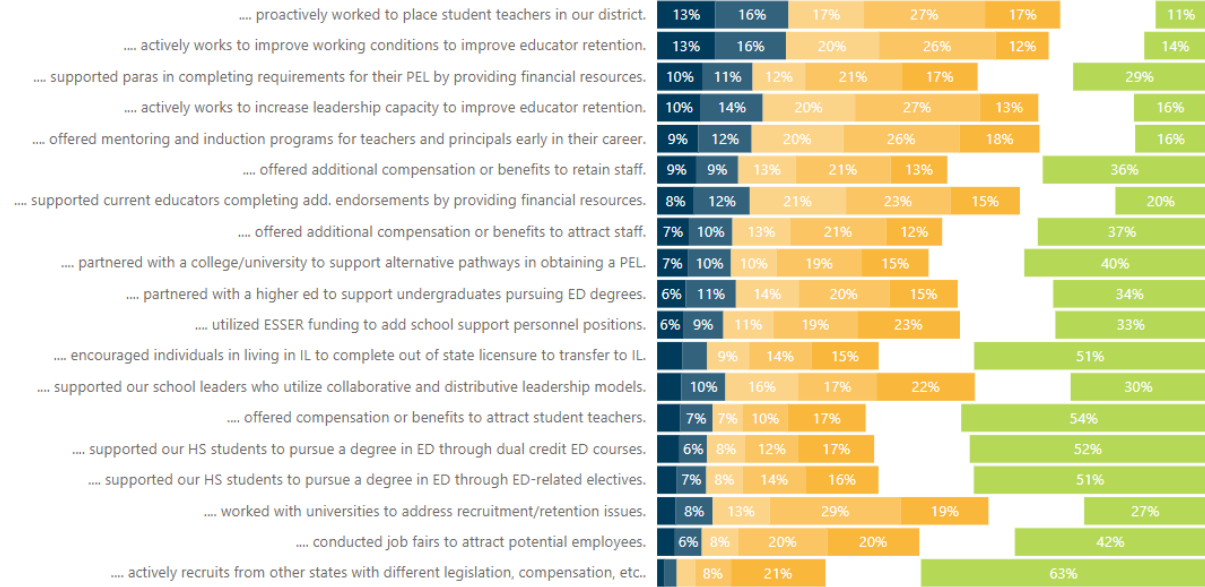
of 608 districts indicated

... proactively worked to place student teachers in our district.

greatly or moderately increased their recruitment and/or retention.



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.

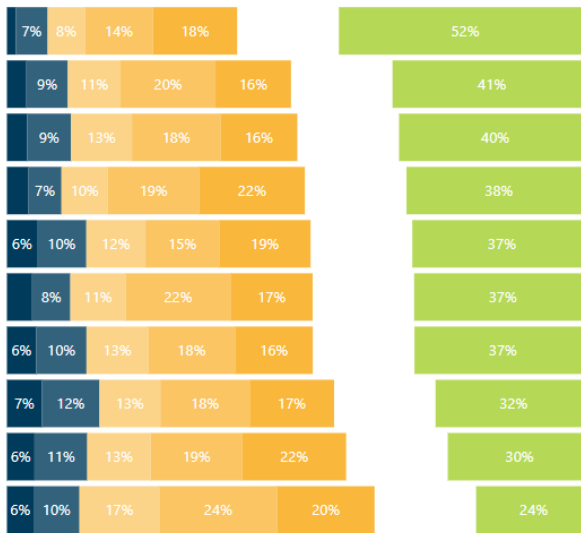
... built relationships between districts and communities to elevate the education profession.

... 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

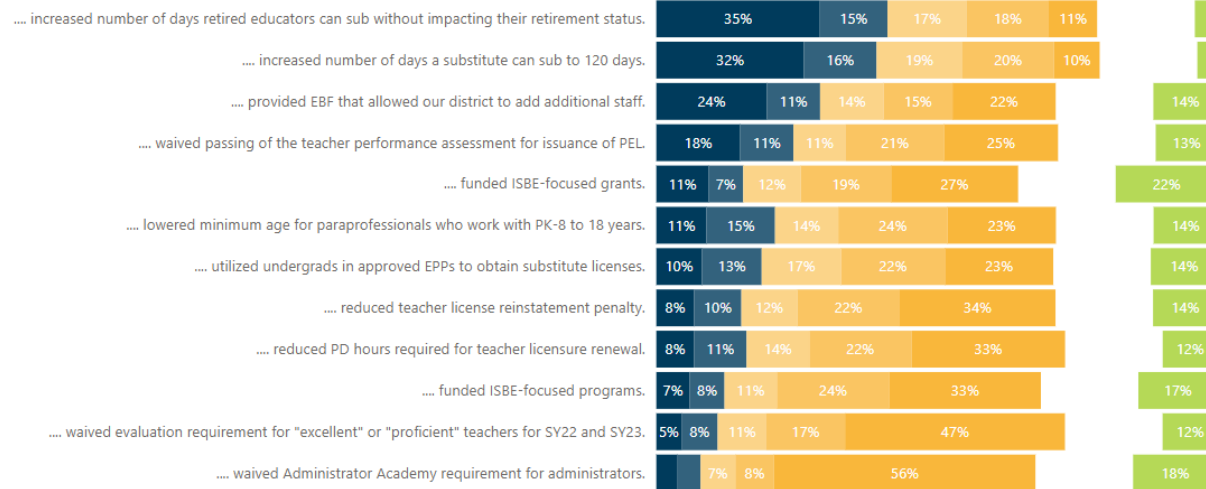


RECRUITMENT TOOLS



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%	16%	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%	12%	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

