



# 2024-2025 EDUCATOR SHORTAGE SURVEY





**SURVEY IN ITS EIGHTH YEAR**

**PARTNERSHIP BETWEEN IARSS AND  
GOSHEN EDUCATION CONSULTING**

**CONDUCTED IN FALL 2024**

**MORE THAN 750 SCHOOLS  
STATEWIDE RESPONDING**

**ABOUT THE SURVEY**





**TOP RESULTS**

# **ILLINOIS EDUCATOR SHORTAGE PROBLEMS ARE CONTINUING:**

**87 PERCENT REPORT SHORTAGES**

**65 PERCENT SAY LESS THAN 50  
PERCENT OF CANDIDATES HAVE  
PROPER CREDENTIALS**

**TOP RESULTS**



# **ILLINOIS EDUCATOR SHORTAGE PROBLEMS ARE CONTINUING:**

**91 PERCENT REPORT HAVING LESS  
THAN FIVE APPLICANTS FOR OPENINGS**

**71 PERCENT SAY TEACHER NEEDS HAVE  
GROWN IN LAST YEAR**

**TOP RESULTS**





# **TOP THREE CAUSES FOR SHORTAGES**

**LIMITED APPLICANTS**

**ISSUES: SALARY/BENEFITS**

**POOR WORKING CONDITIONS**

**TOP CAUSES**



# **TOP THREE IMPACTS OF SHORTAGES**

**CERTIFIED STAFF SHORTAGES**

**LIMITED APPLICANTS**

**POOR WORKING CONDITIONS**

**TOP IMPACTS**



# **SCHOOLS REMEDIED NEARLY 7,000 POSITION OPENINGS WITH ALTERNATIVE MEASURES**

**HIRING SUBSTITUTES**

**MODIFYING CLASS OFFERINGS**

**USING THIRD-PARTY VENDORS**

**TAKING CLASSES ONLINE**

**POSITION REMEDIES**





# TOP THREE STRATEGIES FOR SHORTAGES

**IMPROVE RECRUITMENT**

**PROVIDE INCENTIVES**

**SUPPORT FOR STAFF**

## TOP SOLUTIONS



# **TOP THREE DESIRED SOLUTIONS**

**STATE/FEDERAL SUPPORT**

**PROVIDE INCENTIVES**

**IMPROVE RECRUITMENT**



## **TOP SOLUTIONS**



# **TOP STATE POLICY SOLUTIONS**

**INCREASED NUMBER OF DAYS  
RETIREEES CAN TEACH**

**INCREASED NUMBER OF SUBSTITUTE  
DAYS**

**EXPANDED SHORT-TERM APPROVALS**

**RECRUITMENT TOOLS**



# **TOP STATE FUNDING SOLUTIONS**

**EVIDENCE-BASED FUNDING PROVIDES  
ADDITIONAL STAFF**

**MENTORING/INDUCTION SUPPORTS  
NEW TEACHERS**

**CTE CAREER PATHWAY GRANT**

**RECRUITMENT TOOLS**



## **TOP RESULTS LOCALLY**

**100 PERCENT REPORT A TEACHER  
SHORTAGE PROBLEM**

**50 PERCENT REPORT HALF OR FEWER  
APPLICANTS HAVE CREDENTIALS**

**100 PERCENT HAVE LESS THAN FIVE  
APPLICANTS FOR OPENINGS**

**REGIONAL DATA**



# **TOP 3 LOCAL SHORTAGE CAUSES**

**LACK OF QUALIFIED APPLICANTS**

**INCREASED RESPONSIBILITIES AND  
WORKLOAD**

**DIFFICULTY RECRUITING SPECIALIZED  
STAFF**

**REGIONAL DATA**





# **TOP 3 LOCAL SHORTAGE STRATEGIES**

**AGGRESSIVE RECRUITING**

**HIRE EARLIER**

**SUPPORT FLEXIBILITY WITH  
CERTIFICATION**

**REGIONAL DATA**

