Dear Illinois education partner:

On behalf of the Illinois Association of Regional Superintendents of Schools (IARSS), representing the leaders of Regional Offices of Education and Intermediate Service Centers in every Illinois county, I am proud to present you with our annual 2024-2025 Illinois Educator Shortage Survey.

This report reflects months of hard work in collaboration with our expert partners at Goshen Consulting, and the eighth consecutive year of our study. We asked detailed questions about the depth and reach of Illinois’ ongoing teacher shortage in Fall 2024 and compiled the responses of more than 750 school districts statewide into this latest report.

The results show this problem continues to weigh heavily on our school districts:

* 87 percent of schools say they have a teacher shortage problem
* 91 percent of schools say they struggle to fill substitute teacher openings
* 91 percent of school leaders report having fewer than five – and sometimes zero – applicants for open teaching positions
* 65 percent of school leaders say half or less of their teacher candidates have the proper credentials for the position they are seeking
* 71 percent of school leaders report their teacher position needs have increased since the last school year, and 80 percent expect those needs will grow over the next five years

But there also are encouraging signs. More than 6,100 teacher position openings were remedied last year, with schools hiring substitutes and modifying class offerings or teacher responsibilities to fill gaps. State law and policy changes and additional funding are helping ease the shortage crisis, by allowing substitute teachers and retirees to play a greater role and expanding short-term approvals to create more teaching candidates.

Please take time to review our latest study and reach out to us if you have any questions or would like to work with us on meaningful solutions. Our children, our families and our future generations need our help to ensure Illinois can provide high-quality education for many years to come.

Sincerely,

Gary Tipsord

Executive Director, Illinois Association of Regional Superintendents of Schools