

2024-2025 **EDUCATOR SHORTAGE SURVEY**







SURVEY IN ITS EIGHTH YEAR

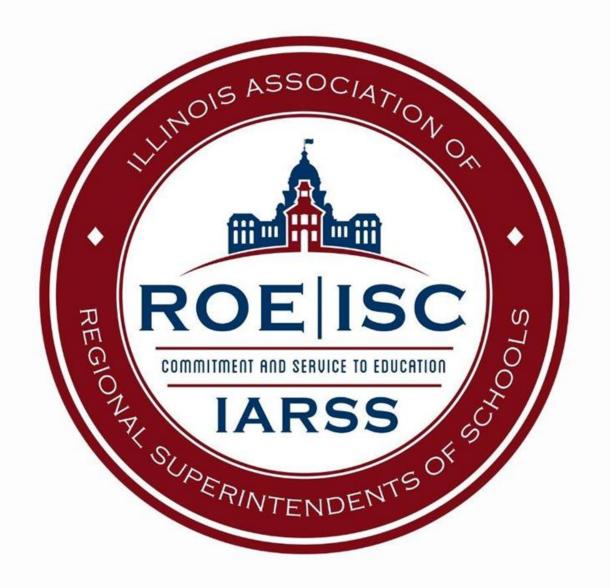
PARTNERSHIP BETWEEN IARSS AND GOSHEN EDUCATION CONSULTING

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 RETIREES 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

80 PERCENT REPORT A TEACHER SHORTAGE PROBLEM

65 PERCENT REPORT HALF OR FEWER APPLICANTS HAVE CREDENTIALS

95 PERCENT HAVE LESS THAN FIVE APPLICANTS FOR OPENINGS



REGIONAL DATA

TOP 3 LOCAL SHORTAGE CAUSES

LACK OF QUALIFIED APPLICANTS

RETIREMENT SYSTEM ISSUES

INADEQUATE COMPENSATION



REGIONAL DATA

TOP 3 LOCAL SHORTAGE STRATEGIES

ADJUST PAY SCALE

GROW YOUR OWN PROGRAMS

PROVIDE SUPPORTIVE CULTURE AND CLIMATE



REGIONAL DATA