



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

**80 PERCENT REPORT A TEACHER
SHORTAGE PROBLEM**

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

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

REGIONAL DATA



TOP 3 LOCAL SHORTAGE CAUSES

RURAL LOCATION OF DISTRICT

LACK OF QUALIFIED APPLICANTS

INADEQUATE COMPENSATION



REGIONAL DATA



TOP 3 LOCAL SHORTAGE STRATEGIES

ADJUST PAY SCALE

AGGRESSIVE RECRUITING

**PROVIDE INCENTIVES FOR
CONTINUING EDUCATION**

REGIONAL DATA

