

## 2024-2025 **EDUCATOR SHORTAGE SURVEY**







#### **SURVEY IN ITS EIGHTH YEAR**

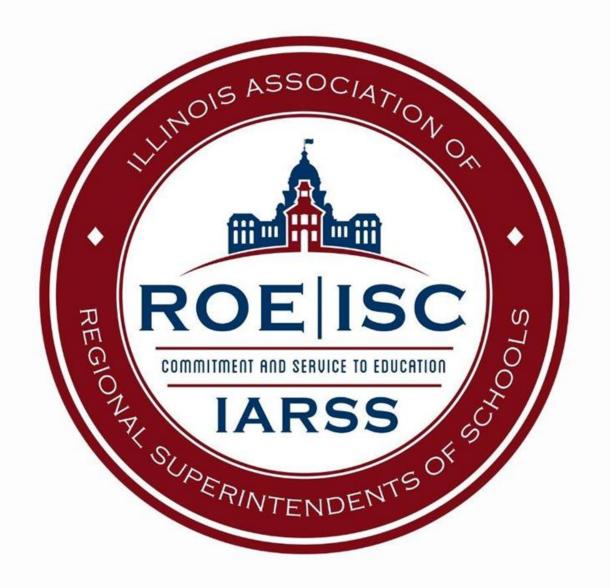
# PARTNERSHIP BETWEEN IARSS AND GOSHEN EDUCATION CONSULTING

**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**

# 88 PERCENT REPORT A TEACHER SHORTAGE PROBLEM

50 PERCENT REPORT HALF OR FEWER APPLICANTS HAVE CREDENTIALS

96 PERCENT HAVE LESS THAN FIVE APPLICANTS FOR OPENINGS



### REGIONAL DATA

**TOP 3 LOCAL SHORTAGE CAUSES** 

**LACK OF QUALIFIED APPLICANTS** 

**INADEQUATE COMPENSATION** 

**RURAL LOCATION OF DISTRICT** 



REGIONAL DATA

#### **TOP 3 LOCAL SHORTAGE STRATEGIES**

# PROVIDE INCENTIVES FOR CONTINUING EDUCATION

**ADJUST PAY SCALE** 

**PROVIDE ADDITIONAL BENEFITS** 



### REGIONAL DATA