

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









ILLINOIS EDUCATOR SHORTAGE PROBLEMS ARE CONTINUING:

87 PERCENT REPORT SHORTAGES

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





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 THREE CAUSES FOR SHORTAGES

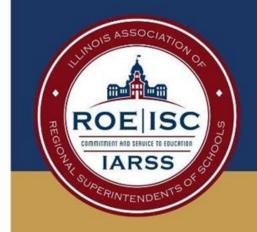
LIMITED APPLICANTS

ISSUES: SALARY/BENEFITS

POOR WORKING CONDITIONS







TOP THREE IMPACTS OF SHORTAGES

CERTIFIED STAFF SHORTAGES

LIMITED APPLICANTS

POOR WORKING CONDITIONS

TOP IMPACTS



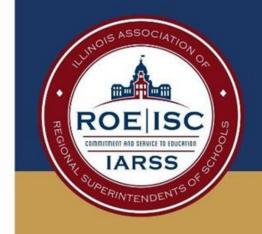


SCHOOLS REMEDIED NEARLY 7,000 POSITION OPENINGS WITH ALTERNATIVE MEASURES

HIRING SUBSTITUTES MODIFYING CLASS OFFERINGS USING THIRD-PARTY VENDORS

TAKING CLASSES ONLINE





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



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

58 PERCENT REPORT HALF OR FEWER APPLICANTS HAVE CREDENTIALS

100 PERCENT HAVE LESS THAN FIVE APPLICANTS FOR OPENINGS

REGIONAL DATA





TOP 3 LOCAL SHORTAGE CAUSES

RURAL LOCATION OF DISTRICT

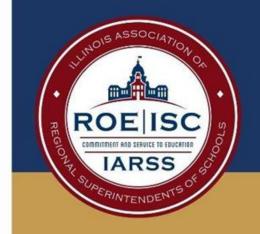
LACK OF QUALIFIED APPLICANTS

INADEQUATE COMPENSATION









TOP 3 LOCAL SHORTAGE STRATEGIES

ADJUST PAY SCALE

AGGRESSIVE RECRUITING

GROW YOUR OWN PROGRAMS

REGIONAL DATA

