

# 2024-2025 **EDUCATOR SHORTAGE SURVEY**







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

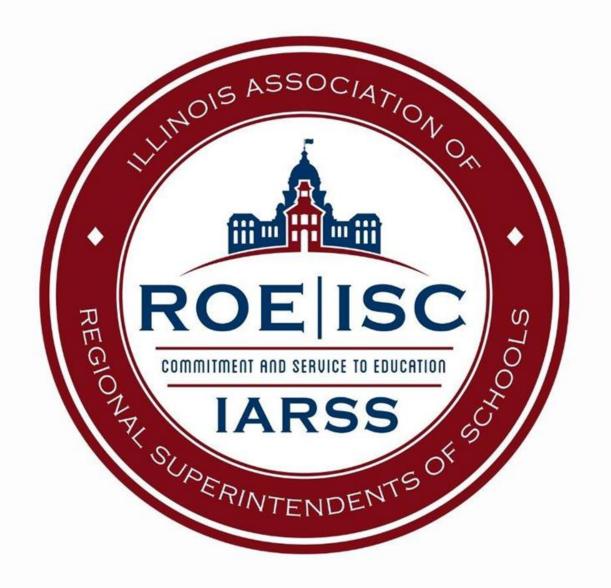
# PARTNERSHIP BETWEEN IARSS AND GOSHEN EDUCATION CONSULTING

**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**

# 93 PERCENT REPORT A TEACHER SHORTAGE PROBLEM

79 PERCENT REPORT HALF OR FEWER APPLICANTS HAVE CREDENTIALS

100 PERCENT HAVE LESS THAN FIVE APPLICANTS FOR OPENINGS



### REGIONAL DATA

### **TOP 3 LOCAL SHORTAGE CAUSES**

LACK OF QUALIFIED APPLICANTS

DIFFICULTY RECRUITING SPECIALIZED STAFF

# POOR COMMUNITY PERCEPTIONS OF EDUCATION PROFESSION



REGIONAL DATA

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

**ADJUST PAY SCALE** 

**CONNECT WITH COLLEGES** 

**AGGRESSIVE RECRUITING** 



## REGIONAL DATA