SAFETY | SUPPORT | SUCCESS

ILLINOIS ASSOCIATION OF REGIONAL SUPERINTENDENTS OF SCHOOLS

ROE | ISC

COMMITMENT AND SERVICE TO EDUCATION

IARSS

2024-2025 EDUCATOR SHORTAGE SURVEY

iarss.org

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 ASSOCIATION OF
REGIONAL SUPERINTENDENTS OF SCHOOLS
ROE|ISC
COMMITMENT AND SERVICE TO EDUCATION
IARSS

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 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

81 PERCENT REPORT A TEACHER SHORTAGE PROBLEM

81 PERCENT REPORT HALF OR FEWER APPLICANTS HAVE CREDENTIALS

78 PERCENT HAVE LESS THAN FIVE APPLICANTS FOR OPENINGS

REGIONAL DATA

TOP 3 LOCAL SHORTAGE CAUSES

LACK OF QUALIFIED APPLICANTS

BETTER COMPENSATION IN NEIGHBORING IL DISTRICT

INADEQUATE COMPENSATION

REGIONAL DATA

TOP 3 LOCAL SHORTAGE STRATEGIES

ADJUST PAY SCALE

AGGRESSIVE RECRUITING

ADVERTISE MORE

REGIONAL DATA