

# 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**

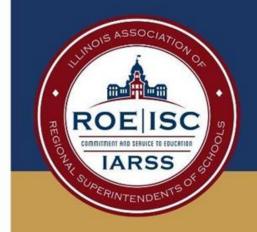
# **LIMITED APPLICANTS**

# **ISSUES: SALARY/BENEFITS**

# **POOR WORKING CONDITIONS**







#### **TOP THREE IMPACTS OF SHORTAGES**

## **CERTIFIED STAFF SHORTAGES**

# **LIMITED APPLICANTS**

# **POOR WORKING CONDITIONS**

# **TOP IMPACTS**



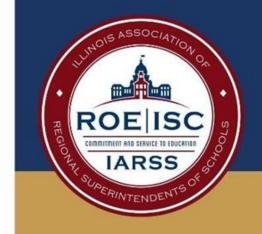


#### SCHOOLS REMEDIED NEARLY 7,000 POSITION OPENINGS WITH ALTERNATIVE MEASURES

# 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**

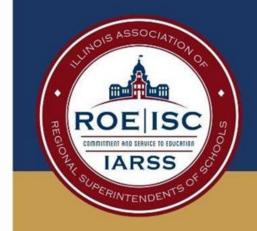
# **93 PERCENT REPORT A TEACHER** SHORTAGE PROBLEM

# 82 PERCENT REPORT HALF OR FEWER APPLICANTS HAVE CREDENTIALS

# 75 PERCENT HAVE LESS THAN FIVE APPLICANTS FOR OPENINGS

# **REGIONAL DATA**





## **TOP 3 LOCAL SHORTAGE CAUSES**

## **INADEQUATE COMPENSATION**

# LACK OF QUALIFIED APPLICANTS

## DIFFICULTY RECRUITING SPECIALIZED STAFF

# **REGIONAL DATA**





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

# PROVIDE INCENTIVES FOR CONTINUING EDUCATION

# **AGGRESSIVE RECRUITING**

# **HIRING INCENTIVES**



# **REGIONAL DATA**

