

2020-2021 Educator Shortage Survey Items

Please answer the questions in the matrix below:

	Yes	No
* 1. Did you have any vacant positions that you needed to hire for this school year?	<input type="radio"/>	<input type="radio"/>
* 2. Did you have any vacant positions that you were unable to fill at the beginning of your school year?	<input type="radio"/>	<input type="radio"/>
* 3. Did you employ any long-term substitutes to fill positions for which you were unable to hire licensed educators?	<input type="radio"/>	<input type="radio"/>
* 4. Did you utilize the flexibility to hire retired educators allowed through HB17-1176 (PERA Rural Educator Bill)?	<input type="radio"/>	<input type="radio"/>
* 5. Did you hire teachers and require them to complete an alternative licensure program for purposes of filling positions that otherwise would have gone vacant?	<input type="radio"/>	<input type="radio"/>
* 6. Did you hire any emergency candidates to fill positions for which you were unable to hire licensed educators?	<input type="radio"/>	<input type="radio"/>
* 7. Did any of your positions go unfilled, resulting in cancelled classes, alternative delivery formats (e.g., online), and/or reduced professional services?	<input type="radio"/>	<input type="radio"/>

If you answered Yes to any of the questions above, please tell us how many full-time equivalent (FTE) positions and in which areas in the matrix below.

For example, you had two vacant Agriculture and Natural Resources positions that you needed to hire for this school year, one for a full-time teacher (1.0 FTE) and one for a half-time teacher (0.5 FTE). The 1.0 FTE was filled before the beginning of the school year, but the 0.5 FTE was not filled until midway through the fall semester. The positions were not filled by a long-term substitute, retired educator, alternative licensure candidate, or emergency candidate. In the Agriculture and Natural Resources row you would enter 1.5 in the text box for the first column, enter 0.5 in the text box for the second column, and leave the remaining columns blank (as shown in the visual below). To clarify, if your response is zero, you do NOT need to enter the number 0 in the text box.

	Question 1: Total Positions in FTE to Hire	Question 2: Vacant Positions in FTE at Beginning of School Year	Question 3: Positions in FTE Filled with Long Term Subs	Question 4: Positions in FTE Filled by Retired Educators	Question 5: Positions in FTE Filled by Alternative Licensure Candidate/ Program	Question 6: Positions in FTE Filled by Emergency Candidates	Question 7: Unfilled Positions in FTE
Agriculture And Natural Resources	1.5	0.5					

Additionally, a list of frequently asked questions is available by clicking on the information icon (i.e., question mark) next to the box below. These questions now include information regarding the corresponding job classification codes from the Human Resources snapshot for the educator categories in this survey question. [?](#)

	Question 1: Total Positions in FTE to Hire	Question 2: Vacant Positions in FTE at Beginning of School Year	Question 3: Positions in FTE Filled with Long Term Subs	Question 4: Positions in FTE Filled by Retired Educators	Question 5: Positions in FTE Filled by Alternative Licensure Candidate/ Program	Question 6: Positions in FTE Filled by Emergency Candidates	Question 7: Unfilled Positions in FTE
Agriculture And Natural Resources							
Business/Marketing							
Culturally And Linguistically Diverse Education							
Dance							
Drama Theater Arts							
Early Childhood Education							
Early Childhood Special Education							
Elementary Education							
English Language Arts							
Family And Consumer Sciences							

	Question 1: Total Positions in FTE to Hire	Question 2: Vacant Positions in FTE at Beginning of School Year	Question 3: Positions in FTE Filled with Long Term Subs	Question 4: Positions in FTE Filled by Retired Educators	Question 5: Positions in FTE Filled by Alternative Licensure Candidate/ Program	Question 6: Positions in FTE Filled by Emergency Candidates	Question 7: Unfilled Positions in FTE
Gifted Education Specialist							
Health Education							
Industrial Arts							
Instructional Technology							
Mathematics							
Music							
Paraprofessional							
Physical Education							
Principal/Assistant Principal/Building Leader							
School Audiologist							
School Counselor							
School Nurse							
School Occupational Therapist							
School Orientation And Mobility Specialist							
School Physical Therapist							
School Psychologist							
School Social Worker							
School Speech-Language Pathologist							
Science							
Social Studies							

Special Education
Generalist

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Special Education
Specialist: Deaf
And Hard Of
Hearing

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Special Education
Specialist: Visually
Impaired

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Teacher Librarian

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Visual Art

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World Languages

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Other (please
specify in the
question that
follows)

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How did you recruit educators this year? (check all that apply)

- Online ads on job sites (e.g., Indeed, Teacher-Teacher.com, etc.) and social media
- Job Fairs
- Professional associations
- Direct contact with educator preparation program
- Recruiting door to door for alternative or emergency
- Didn't recruit this year
- Other (please specify)

Please explain any additional recruitment strategies you used this year.

What do you see as the greatest challenge in recruiting and hiring educators in your field?