

UNDERSTANDING CHRONIC TEACHER SHORTAGES IN ILLINOIS

CHARACTERISTICS OF DISTRICTS WITH ONGOING SHORTAGES 2022-2023 SCHOOL YEAR

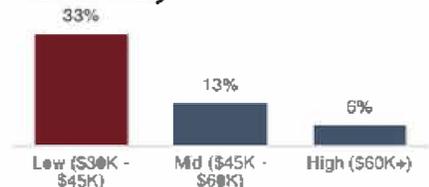
32% OF DISTRICTS WITH THE HIGHEST SHARES OF STUDENTS OF COLOR (75-100%) FACE CHRONICALLY HIGH TEACHER SHORTAGES.

Figure 7. Percent of Districts with Chronically High Shortages by Urbanicity



DISTRICTS THAT SERVE **LOW-INCOME STUDENTS, ENGLISH LANGUAGE LEARNERS, AND DIVERSE LEARNERS** ARE ALSO BURDENED BY PERSISTENT AND SEVERE TEACHER SHORTAGES.

Figure 16. Percent of Districts with Chronically High Shortages by Average Teacher Salary



TAKING ACTION

- **State Initiatives:** Gov. JB Pritzker's commitment of \$45 million to the Teacher Vacancy Grant Pilot Program demonstrates a proactive approach to supporting districts with acute and chronic vacancies.
- **Policy Recommendations:** Refer to the [2022-23 Educator Shortage Report](#) by the Illinois Association of Regional Superintendents of Schools for strategies to enact change.

SUMMARY

Illinois **public school districts are grappling with ongoing challenges in staffing classrooms with qualified teachers.** This report examines districts with chronic teacher shortages and finds that many of these districts serve high percentages of students from low-income households, students of color, and English-language learners (ELLs), among other shared characteristics. Findings underscore the **importance of investing in and supporting the teaching profession to equitably advance education in our state.**

KEY FINDINGS

- **Longitudinal Data:** Analysis across six years of data reveals **103 districts with chronically high shortages**, sharing common characteristics such as student poverty levels, English language learners, diverse learners, novice teachers, and lower average teacher salaries.
- **Districts' Characteristics:** Districts in **urban and rural** settings, with **lower than average teacher salaries**, tend to experience chronically high shortages.
- **Teacher Characteristics:** Districts with higher shares of **novice teachers** and those hired on **short-term approvals** also experience chronically high shortages, emphasizing the need for recruitment and retention strategies.
- **Student Characteristics:** Students from **low-income households, students of color, ELLs, and diverse learners** are disproportionately affected by shortages, demanding equitable access to highly qualified educators.

CONCLUSION

Findings emphasize the need for targeted strategies to recruit and retain qualified teachers, address salary disparities, and ensure equitable educational access for all students. **To read the full report click go.illinois.edu/WP2.**

