

# Consistencies and Surprises in the SY24 Educator Shortage Survey



## What Does this Data Add to the Conversation?

To identify what's new and different in Illinois educator shortages in school year 2023-2024, we examined data from ISBE (unfilled positions) and IARSS (educator shortage survey). We first explored the consistent teacher shortages in **special education** and **bilingual education/English as a Second Language (ESL)**. Then, we examined the state of shortages in **administrators, school support staff, and paraprofessionals**.

## What Has Been Consistent?

- **Special Education shortages continue**, but perceptions of these shortages vary by district characteristics, with **rural** districts perhaps suffering most.
- **Bilingual/ESL shortages continue**, but they are most predominant in **suburbs**, with few good options for mitigating them.

Percent of District Leaders Citing Each Cause for Special Education Shortages and Openings. (Only top overall causes listed.)

	Average	City	Rural	Suburb	Town
<b>Causes of Shortages</b>					
Burnout from working conditions	56%	40%	59%	50%	58%
Increased responsibilities	52%	47%	59%	42%	53%
Better compensation in a neighboring Illinois district	46%	37%	54%	43%	35%
Better compensation in another profession	40%	21%	48%	31%	40%
Limited number of applicants due to district urbanicity	39%	39%	54%	17%	49%
Limited number of applicants due to district size	36%	11%	50%	18%	45%
<b>Causes of Openings</b>					
Resignations	42%	28%	54%	40%	30%
New positions	25%	35%	22%	25%	21%

NOTE: **Green** indicates higher than average percent; **purple** indicates lower than average percent.

Percent of District Leaders Who Felt Each Staff Position Supports Students' Mental Health.

	Social Worker	Psychologist	Counselor	Nurse
Outsourced using a third-party vendor	58	87	17	70
Assigned extra duty to existing employee	63	44	25	30
Connected virtually with remote personnel	7	30	1	8
Utilized a university student	23	8	10	8
Hired a retiree	24	11	7	3
Other	13	1	10	25
Total Remedied	188	181	70	144

## What Has Been a Surprise?

- **Illinois has no apparent administrator shortage**, but emerging issues in CPS and other urban districts may portend future concerns.
- **Illinois has a heavy shortage of school support staff**, particularly in those staff who support students' mental health.
- **Unfilled paraprofessional positions continue to climb**, reaching an all-time high number and vacancy rate in SY24.

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