

Teaching position openings survey results – September, 2014

District responses:

-136 school districts responded to the survey.

Did your district have any certified teaching positions open on the first day of school?

-Yes: 31 districts

-No: 104 districts

-One district abstained

How many certified teaching openings did your district have on the first day of school?

-0: 105 districts

-1: 16 districts

-2: 8 districts

-3: 3 districts

-4: 0 districts

-5: 1 district

-6: 1 district

-7: 0 districts

-8: 1 district

-One district indicated they had more than 20 openings.

How many certified teaching positions does your district still have open as of Sept. 5?

-0: 113 districts

-1: 14 districts

-2: 4 districts

-3: 4 districts

-One district abstained

If you did not hire an applicant from outside your district, did you do anything of the following? (more than one response was accepted)

-Rearranged staff to fill open position(s): 44 districts

-Utilizing short term substitute: 6 districts

-Hired long term substitute: 12 districts

-Utilizing student teacher to fill position: 8 districts

-Hired teacher from neighboring district: 20

-70 districts abstained

If you were unable to fill a position, did you use an alternative form of instruction, such as electronic delivery or teacher sharing with another district?

- Yes: 12 districts
- No: 36 districts
- Other option: 16 districts
- Does not apply: 70 districts
- 18 districts abstained

Are any of the positions you filled with an applicant not fully certified to teach?

- Yes: 52 districts
- No: 73 districts
- 11 districts abstained

If you filled a vacant position, please indicate the level of confidence you have in the applicant hired:

- More than with previous employee: 15 districts
- Equal to previous employee: 61 districts
- Somewhat less than with previous employee: 31 districts
- Much less than previous employee: 3 districts
- 26 districts abstained

How many candidates did you have apply for each position?

- 1: 14 districts
- 2: 16 districts
- 3: 23 districts
- 4: 21 districts
- 5: 14 districts
- 6: 10 districts
- 7: 3 districts
- 8: 5 districts
- 9: 1 district
- 10 or more: 9 districts
- 20 districts abstained

Were there any curriculum areas that received no applicants?

- Yes: 31 districts
- No: 90 districts
- 15 districts abstained

Which disciplines have been the hardest to fill? (more than one response was accepted)

- All: 11 responses
- CTE: 8 responses
- Elementary: 10 responses
- English: 25 responses
- Math: 41 responses
- Music: 24 responses
- Science: 26 responses
- Spanish/Foreign Language: 14 responses
- Special Education: 51 responses
- Other: 44 responses

How many staff members left the district after June 1?

- 1: 29 districts
- 2: 18 districts
- 3: 12 districts
- 4: 7 districts
- 5: 1 district
- 6: 5 districts
- 7: 1 district
- 8: 1 district
- 9: 0 districts
- 10 or more: 7 districts
- 55 districts abstained

What month were you informed a teacher was leaving their position?

- June: 30 districts
- July: 23 districts
- August: 20 districts
- Other: 34 districts
- 29 districts abstained

Did staff members indicate their reasons for leaving your district? (more than one response was accepted)

- Salary: 42 responses
- Relocation: 59 responses
- Leaving profession: 24 responses
- Family reason: 11 responses
- Retirement: 29 responses
- Other: 20 responses

Did you utilize any of the following hiring practices to entice candidates? (more than one response was accepted)

- Signing Bonus: 25 responses
- Payment off schedule: 34 responses
- Moving Expenses: 6 responses
- Paid their liquidated damages: 6 responses
- Paid their student loans: 1 response
- Other: 55 responses
- 70 districts abstained

What was/were the reason(s) given by an applicant(s) for turning down your job offer? (more than one response was accepted)

- Low Salary: 54 responses
- Accepted different position: 15 responses
- Accepted position out of state: 10 responses
- Location of district: 19 responses
- Other: 16 responses
- 12 districts indicated their offer was not rejected