

# Report for School Staff Shortage

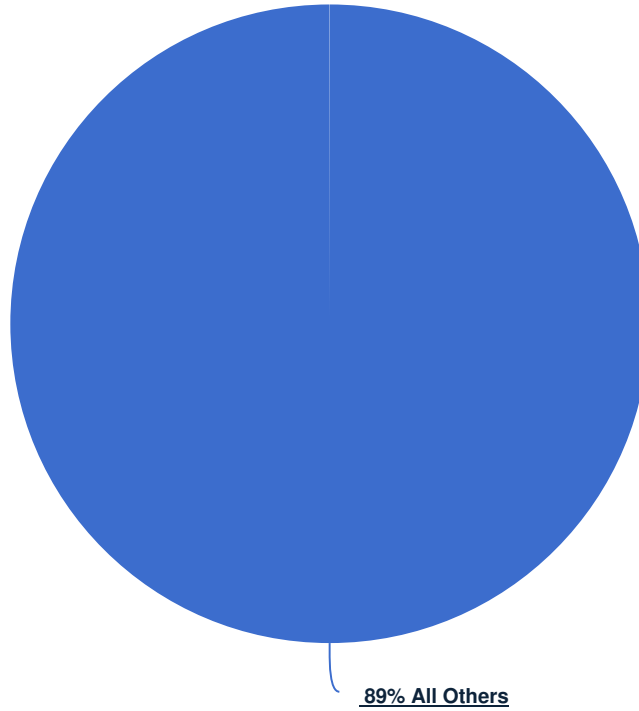
## Response Counts



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


















Totals: 304

# 1. District or School Name:

























Value	Percent	Responses
A.C.G.C. Public School District - 2396-01	1.7%	5
Ada-Borup Public School District - 2854-01	0.3%	1
Adrian Public School District - 0511-01	0.3%	1
AFSA High School - 4074-07	0.3%	1
Aitkin Public School District - 0001-01	0.3%	1
Alden-Conger Public School District - 0242-01	0.3%	1
Annandale Public School District - 0876-01	0.7%	2
Anoka-Hennepin Public School District - 0011-01	0.3%	1
Arcadia Charter School - 4091-07	0.3%	1
Art and Science Academy - 4227-07	0.3%	1
Aspen Academy - 4184-07	0.3%	1
Athlos Academy of Saint Cloud - 4250-07	0.3%	1





















Totals: 293

Value		Percent	Responses
Athlos Leadership Academy - 4011-07		0.3%	1
Augsburg Fairview Academy - 4111-07		0.3%	1
Austin Public School District - 0492-01		0.3%	1
Avalon School - 4075-07		0.3%	1
Bagley Public School District - 0162-01		0.3%	1
Barnum Public School District - 0091-01		0.3%	1
Beacon Academy - 4124-07		0.3%	1
Becker Public School District - 0726-01		0.3%	1
Belgrade-Brooten-Elrosa Public School District - 2364-01		0.3%	1
Belle Plaine Public School District - 0716-01		0.3%	1
Bemidji Regional Interdist. Council - 0998-52		0.3%	1
Benson Public School District - 0777-01		0.3%	1
Benton-Stearns Ed. District - 6383-61		0.3%	1
Bertha-Hewitt Public School District - 0786-01		0.3%	1
Big Lake Public School District - 0727-01		0.3%	1
Bird Island-Olivia-Lake Lillian Public School District - 2534-01		0.3%	1
Blue Earth Area Public School - 2860-01		0.3%	1
BlueSky Charter School - 4082-07		0.3%	1
Bluffview Montessori - 4001-07		0.3%	1
Braham Public School District - 0314-01		0.3%	1
Brainerd Public School District - 0181-01		0.3%	1
Brandon-Evansville Public Schools - 2908-01		0.3%	1























Totals: 293

Value		Percent	Responses
Breckenridge Public School District - 0846-01		0.3%	1
Brooklyn Center School District - 0286-01		0.3%	1
Browerville Public School District - 0787-01		0.3%	1
Browns Valley Public School Dist. - 0801-01		0.3%	1
Buffalo-Hanover-Montrose Public Sch - 0877-01		0.3%	1
Burnsville Public School District - 0191-01		0.3%	1
Butterfield Public School District - 0836-01		0.3%	1
Caledonia Public School District - 0299-01		0.3%	1
Cambridge-Isanti Public School Dist - 0911-01		0.3%	1
Canby Public School District - 0891-01		0.3%	1
Cannon Valley Special Education Cooperative - 6094-52		0.3%	1
Career Pathways - 4237-07		0.7%	2
Cedar Mountain School District - 2754-01		0.3%	1
Centennial Public School District - 0012-01		0.3%	1
Central Public School District - 0108-01		0.3%	1
Chisago Lakes School District - 2144-01		0.7%	2
Clearbrook-Gonvick School District - 2311-01		0.3%	1
Cloquet Public School District - 0094-01		0.3%	1
College Preparatory Elementary - 4193-07		0.3%	1
Cologne Academy - 4188-07		0.3%	1
Comfrey Public School District - 0081-01		0.3%	1
Cook County Public Schools - 0166-01		0.3%	1























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Value		Percent	Responses
Cornerstone Montessori Elementary - 4201-07		0.3%	1
Cromwell-Wright Public Schools - 0095-01		0.3%	1
Crookston Public School District - 0593-01		0.7%	2
Crosby-Ironton Public School District - 0182-01		0.3%	1
Cyber Village Academy - 4025-07		0.3%	1
Dassel-Cokato Public School Dist. - 0466-01		0.3%	1
DaVinci Academy - 4185-07		0.3%	1
Deer River Public School District - 0317-01		0.3%	1
Delano Public School District - 0879-01		0.3%	1
Detroit Lakes Public School Dist. - 0022-01		0.3%	1
Discovery Charter School - 4221-07		0.3%	1
Discovery Public School Faribault - 4081-07		0.3%	1
Discovery Woods - 4198-07		0.3%	1
Duluth Public Schools Academy - 4020-07		0.3%	1
Eagle Ridge Academy Charter School - 4122-07		0.3%	1
East Grand Forks Public School Dist - 0595-01		0.7%	2
East Range Academy of Tech-Science - 4166-07		0.3%	1
Eden Prairie Public School District - 0272-01		0.3%	1
Eden Valley-Watkins School District - 0463-01		0.3%	1
Edgerton Public School District - 0581-01		0.3%	1
Edina Public School District - 0273-01		0.3%	1
Elk River School District - 0728-01		0.3%	1























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Value		Percent	Responses
Ely Public School District - 0696-01		0.3%	1
Esko Public School District - 0099-01		0.3%	1
Excell Academy Charter - 4068-07		0.3%	1
Fairmont Area School District - 2752-01		0.3%	1
Fertile-Beltrami School District - 0599-01		0.3%	1
Fillmore Central - 2198-01		0.3%	1
FIT Academy - 4244-07		0.3%	1
Foley Public School District - 0051-01		0.3%	1
Frazee-Vergas Public School Dist. - 0023-01		0.3%	1
Freshwater Ed. Dist. - 6004-61		0.3%	1
Fridley Public School District - 0014-01		0.3%	1
Friendship Academy of Fine Arts Charter - 4079-07		0.3%	1
G.F.W. - 2365-01		0.3%	1
Gateway STEM Academy - 4264-07		0.7%	2
Glencoe-Silver Lake School District - 2859-01		0.3%	1
Glenville-Emmons School District - 2886-01		0.3%	1
Global Academy - 4186-07		0.3%	1
Goodhue County Education District - 6051-61		0.3%	1
Goodhue Public School District - 0253-01		0.3%	1
Grand Rapids Public School District - 0318-01		0.3%	1
Greenbush-Middle River School Dist. - 2683-01		0.3%	1
Hancock Public School District - 0768-01		0.3%	1

Totals: 293























Value		Percent	Responses
Harbor City International Charter - 4085-07		0.7%	2
Hawley Public School District - 0150-01		0.3%	1
Hendricks Public School District - 0402-01		0.3%	1
Hennepin Elementary School - 4205-07		0.3%	1
Henning Public School District - 0545-01		0.3%	1
Herman-Norcross School District - 0264-01		0.3%	1
Heron Lake-Okabena School District - 0330-01		0.3%	1
Hiawatha Valley Ed. District - 6013-61		0.3%	1
Hibbing Public School District - 0701-01		0.3%	1
Hills-Beaver Creek School District - 0671-01		0.3%	1
Holdingsford Public School District - 0738-01		0.3%	1
HOPE Community Academy - 4070-07		0.3%	1
Howard Lake-Waverly-Winsted - 2687-01		0.3%	1
Hutchinson Public School District - 0423-01		0.3%	1
Intermediate School District 917 - 0917-06		0.7%	2
International Falls School District - 0361-01		0.3%	1
Isle Public School District - 0473-01		0.3%	1
Ivanhoe Public School District - 0403-01		0.3%	1
Jackson County Central School Dist. - 2895-01		0.3%	1
Kasson-Mantorville School District - 0204-01		0.3%	1
Kato Public Charter School - 4066-07		0.3%	1
Kimball Public School District - 0739-01		0.3%	1

Totals: 293























Value		Percent	Responses
Kittson Central School District - 2171-01		0.3%	1
LA CRESCENT MONTESSORI ACADEMY - 4054-07		0.3%	1
Lac qui Parle Valley School Dist. - 2853-01		0.7%	2
Lake Agassiz Education Cooperative - 0397-52		0.3%	1
Lake Benton Public School District - 0404-01		0.3%	1
Lake Crystal-Wellcome Memorial - 2071-01		0.3%	1
Lakes International Language Academy - 4116-07		0.3%	1
Lanesboro Public School District - 0229-01		0.3%	1
Le Sueur-Henderson School District - 2397-01		0.3%	1
LeRoy-Ostrander Public Schools - 0499-01		0.3%	1
Lester Prairie Public School Dist. - 0424-01		0.3%	1
Lewiston-Altura Public School Dist. - 0857-01		0.3%	1
Littlefork-Big Falls School Dist. - 0362-01		0.3%	1
Lyle Public School District - 0497-01		0.3%	1
MACCRAY School District - 2180-01		0.3%	1
Madelia Public School District - 0837-01		0.3%	1
Mahnomen Public School District - 0432-01		0.3%	1
Mankato Public School District - 0077-01		0.3%	1
Maple Lake Public School District - 0881-01		0.3%	1
Maple River School District - 2135-01		0.3%	1
Marine Area Community School - 4254-07		0.3%	1
Marshall County Central Schools - 0441-01		0.3%	1

Totals: 293

























Value		Percent	Responses
Martin County West School District - 2448-01		0.3%	1
Math And Science Academy - 4043-07		0.3%	1
McGregor Public School District - 0004-01		0.3%	1
Medford Public School District - 0763-01		0.3%	1
Meeker And Wright Special Education - 0938-52		0.3%	1
Melrose Public School District - 0740-01		0.3%	1
Mesabi East School District - 2711-01		0.3%	1
Milaca Public School District - 0912-01		0.3%	1
Minnesota Excellence in Learning Academy - 4230-07		0.3%	1
Minnesota Online High School - 4150-07		0.3%	1
Minnetonka Public School District - 0276-01		0.3%	1
Minnewaska School District - 2149-01		0.7%	2
MN River Valley Education District - 6018-61		0.3%	1
MN Valley Education District - 6027-61		0.3%	1
Monticello Public School District - 0882-01		0.3%	1
Mora Public School District - 0332-01		0.3%	1
Morris Area Public Schools - 2769-01		0.3%	1
Mounds View Public School District - 0621-01		0.3%	1
Mountain Lake Public Schools - 0173-01		0.3%	1
Murray County Central School Dist. - 2169-01		0.3%	1
Naytahwaush Community School - 4155-07		0.3%	1
Nevis Public School District - 0308-01		0.3%	1























Totals: 293

Value		Percent	Responses
New Century Academy - 4093-07		0.3%	1
New Century School - 4240-07		0.3%	1
New City School - 4089-07		0.3%	1
New Discoveries Montessori Academy - 4161-07		0.3%	1
New Heights School, Inc. - 4003-07		0.3%	1
New Prague Area Schools - 0721-01		0.3%	1
New Ulm Public School District - 0088-01		0.3%	1
Norman County East School District - 2215-01		0.3%	1
North Branch Public Schools - 0138-01		0.3%	1
North Lakes Academy - 4053-07		0.3%	1
North Metro Flex Academy - 4243-07		0.3%	1
Northern Lights Community School - 4146-07		0.3%	1
Northfield Public School District - 0659-01		0.3%	1
Northland Community Schools - 0118-01		0.3%	1
Northwest Passage High School - 4049-07		0.3%	1
Nova Classical Academy - 4098-07		0.3%	1
Ogilvie Public School District - 0333-01		0.3%	1
Osakis Public School District - 0213-01		0.3%	1
Oshki Ogimaag Charter School - 4195-07		0.3%	1
Osseo Public School District - 0279-01		0.3%	1
Owatonna Public School District - 0761-01		0.3%	1
PACT Charter School - 4008-07		0.3%	1























Totals: 293

Value		Percent	Responses
Paladin Career and Technical High School - 4104-07		0.3%	1
Parnassus Preparatory Charter Sch - 4199-07		0.3%	1
Perpich Center For Arts Education - 1000-70		0.7%	2
Phoenix Academy Charter School - 4253-07		0.3%	1
Pierz Public School District - 0484-01		0.3%	1
Pillager Area Charter School - 4080-07		0.3%	1
PIM Arts High School - 4110-07		0.3%	1
Pine City Public School District - 0578-01		0.3%	1
Pine River-Backus School District - 2174-01		0.3%	1
Pipestone Area School District - 2689-01		0.3%	1
Progeny Academy Charter School - 4263-07		0.3%	1
Red Lake County Central Public Schools - 2906-01		0.3%	1
Red Lake Falls Public School Dist. - 0630-01		0.3%	1
Red Lake Public School District - 0038-01		0.3%	1
Redwood Area School District - 2897-01		0.3%	1
Region 6 and 8-SW/WC Service Cooperative - 0991-83		0.3%	1
Renville County West School Dist. - 2890-01		0.3%	1
Richfield Public School District - 0280-01		0.3%	1
Ridgeway Community School - 4083-07		0.3%	1
River Bend Education District - 6049-61		0.3%	1
Robbinsdale Public School District - 0281-01		0.3%	1
Rochester STEM Academy - 4204-07		0.3%	1






Totals: 293

Value		Percent	Responses
Rockford Public School District - 0883-01		0.3%	1
Roseau Public School District - 0682-01		0.3%	1
Rosemount-Apple Valley-Eagan - 0196-01		0.3%	1
Roseville Public School District - 0623-01		0.3%	1
Rothsay Public School District - 0850-01		0.3%	1
Round Lake-Brewster Public Schools - 2907-01		0.3%	1
Royalton Public School District - 0485-01		0.3%	1
RTR Public Schools - 2902-01		0.3%	1
SAGE Academy Charter School - 4087-07		0.3%	1
Sauk Rapids-Rice Public Schools - 0047-01		0.3%	1
Schoolcraft Learning Community Chtr - 4058-07		0.3%	1
SciTech Academy Charter School - 4261-07		0.3%	1
Seven Hills Preparatory Academy - 4159-07		0.3%	1
Sibley East School District - 2310-01		0.3%	1
Skyline Math and Science Academy - 4255-07		0.3%	1
Sojourner Truth Academy - 4038-07		0.3%	1
South Koochiching School District - 0363-01		0.3%	1
South Washington County School Dist - 0833-01		0.3%	1
Southern MN Education Consortium - 6083-52		0.3%	1
Southern Plains Education Coop. - 0915-52		0.3%	1
Spectrum High School - 4160-07		0.3%	1
Spero Academy - 4113-07		0.3%	1

Totals: 293

Value		Percent	Responses
Spring Grove School District - 0297-01		0.3%	1
St. Charles Public School District - 0858-01		0.3%	1
St. Croix River Education District - 6009-61		0.3%	1
St. Louis Park Public School Dist. - 0283-01		0.3%	1
St. Michael-Albertville School Dist - 0885-01		0.3%	1
St. Paul City School - 4029-07		0.3%	1
St. Paul School of Northern Lights - 4275-07		0.3%	1
Staples-Motley School District - 2170-01		0.3%	1
Stephen-Argyle Central Schools - 2856-01		0.3%	1
Stewartville Public School District - 0534-01		0.3%	1
Stonebridge World School - 4169-07		0.3%	1
Stride Academy Charter School - 4142-07		0.3%	1
Success Academy - 4232-07		0.3%	1
Swan River Montessori Charter School - 4137-07		0.3%	1
Swanville Public School District - 0486-01		0.3%	1
TEAM Academy - 4127-07		0.3%	1
Technical Academies of Minnesota - 4217-07		0.3%	1
The Journey School - 4258-07		0.3%	1
Three Rivers Montessori - 4266-07		0.3%	1
Tracy Area Public School District - 2904-01		0.3%	1
TrekNorth High School - 4106-07		0.3%	1
TRIO Wolf Creek Distance Learning - 4095-07		0.3%	1

Totals: 293

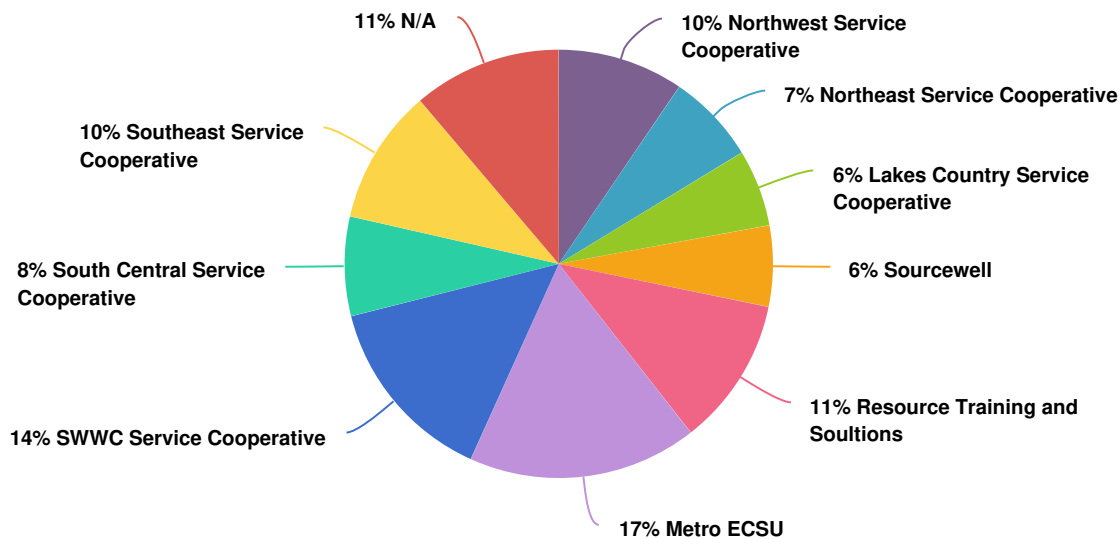
Value		Percent	Responses
Triton School District - 2125-01		0.3%	1
Twin Cities Academy - 4132-07		0.3%	1
Underwood Public School District - 0550-01		0.3%	1
Upper Mississippi Academy - 4210-07		0.3%	1
Upsala Public School District - 0487-01		0.3%	1
Voyageurs Expeditionary - 4107-07		0.3%	1
Wabasha-Kellogg Public School Dist. - 0811-01		0.3%	1
Wabasso Public School District - 0640-01		0.3%	1
Wadena-Deer Creek School District - 2155-01		0.3%	1
Walker-Hackensack-Akeley Schl. Dist - 0113-01		0.3%	1
Waseca Public School District - 0829-01		0.3%	1
Watershed High School - 4092-07		0.3%	1
Waterville-Elysian-Morristown Public School District - 2143-01		0.3%	1
West St. Paul-Mendota Hts.-Eagan - 0197-01		0.3%	1
Westbrook-Walnut Grove Schools - 2898-01		0.3%	1
Westonka Public School District - 0277-01		0.3%	1
Wheaton Area Public School District - 0803-01		0.3%	1
Willow River Public School District - 0577-01		0.3%	1
Winona Area Public School District - 0861-01		0.3%	1
World Learner Charter School - 4016-07		0.3%	1
Worthington Public School District - 0518-01		0.3%	1
Wright Technical Center - 0966-51		0.3%	1

Totals: 293

Value	Percent	Responses
Yellow Medicine East - 2190-01	0.3%	1
Region 6 and 8 - SW/WC Service Cooperative	0.3%	1

**Totals: 293**

## 2. Select your service cooperative region.



Value	Percent	Responses
Northwest Service Cooperative	9.5%	28
Northeast Service Cooperative	6.8%	20
Lakes Country Service Cooperative	5.8%	17
Sourcewell	6.1%	18
Resource Training and Soutions	11.2%	33
Metro ECSU	17.3%	51
SWWC Service Cooperative	14.3%	42
South Central Service Cooperative	7.5%	22
Southeast Service Cooperative	10.2%	30
N/A	11.2%	33

Totals: 294



### 3. How many licensed staff positions remain unfilled?

Elementary

Count	Response
75	0
70	1
53	2
19	3
12	5
10	4
7	6
2	12
2	32
2	8
2	na
1	1.5
1	10
1	14
1	16
1	18
1	27
1	33
1	39
1	40
1	5.79
1	7

Count	Response
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1	95
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1	fte
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1	including
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1	sped
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Middle School

Count	Response
83	0
58	1
37	2
15	3
11	4
7	5
4	na
3	6
2	12
2	32
2	7
2	8
1	10
1	17
1	19
1	20
1	24
1	33
1	50
1	7.3
1	fte
1	including
1	sped

Count	Response
63	1
54	2
53	0
33	3
14	4
11	5
5	6
4	7
3	na
2	1.5
2	18
2	32
2	8
1	10
1	12
1	13
1	25
1	30
1	33
1	50
1	6.9
1	9
1	fte

**Count**

**Response**

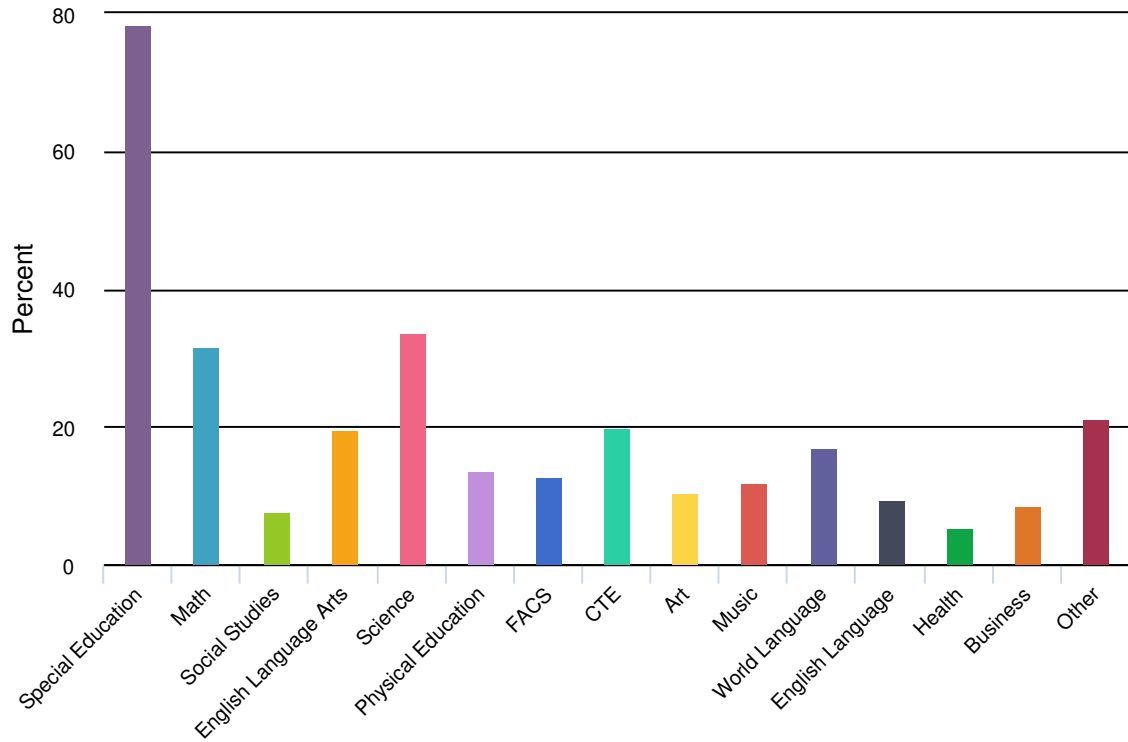
1






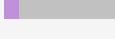


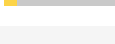
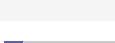
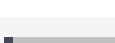
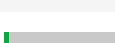

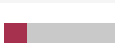

including

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4. Of the unfilled licensed staff positions, which areas are the most difficult to fill? (Select all that apply)



Value		Percent	Responses
Special Education		78.2%	230
Math		31.6%	93
Social Studies		7.5%	22
English Language Arts		19.4%	57
Science		33.7%	99
Physical Education		13.6%	40
FACS		12.6%	37
CTE		19.7%	58
Art		10.5%	31
Music		11.9%	35
World Language		17.0%	50
English Language		9.2%	27
Health		5.4%	16
Business		8.5%	25
Other		21.1%	62

## 5. How many unlicensed staff positions remain unfilled?

Elementary

Count	Response
66	0
52	2
41	1
27	3
17	4
15	6
11	5
7	8
4	17
3	15
3	44
2	20
2	7
1	10
1	11
1	12
1	13
1	16
1	18
1	23
1	25
1	38



Count	Response
1	46
1	50
1	67
1	74
1	childhood
1	early
1	includes
1	na
1	positions

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Middle School

Count	Response
79	0
46	2
43	1
13	4
12	3
6	5
5	6
4	na
2	10
2	13
2	33
2	44
2	7
2	8
1	11
1	12
1	18
1	19
1	21
1	40
1	positions

---

High School

Count	Response
67	0
58	1
44	2
26	3
11	5
9	4
5	6
4	10
3	11
3	7
2	20
2	44
2	8
2	na
1	17
1	18
1	19
1	25
1	32
1	42
1	9
1	district
1	multiple
1	positions

**Count**

**Response**

---

1

sites

1

work

6. Of the unfilled unlicensed staff positions, how many are special education paras/ESPs?

Elementary

Count	Response
76	0
56	2
40	1
27	3
17	4
12	5
8	6
5	8
3	12
2	10
2	18
2	44
1	11
1	13
1	14
1	15
1	16
1	25
1	27
1	40
1	51

Count	Response
1	56
1	7
1	childhood
1	early
1	including
1	na
1	positions

---

Middle School

Count	Response
87	0
45	2
42	1
14	3
9	4
4	na
3	6
2	14
2	44
2	5
2	9
1	10
1	11
1	17
1	18
1	7
1	8
1	positions

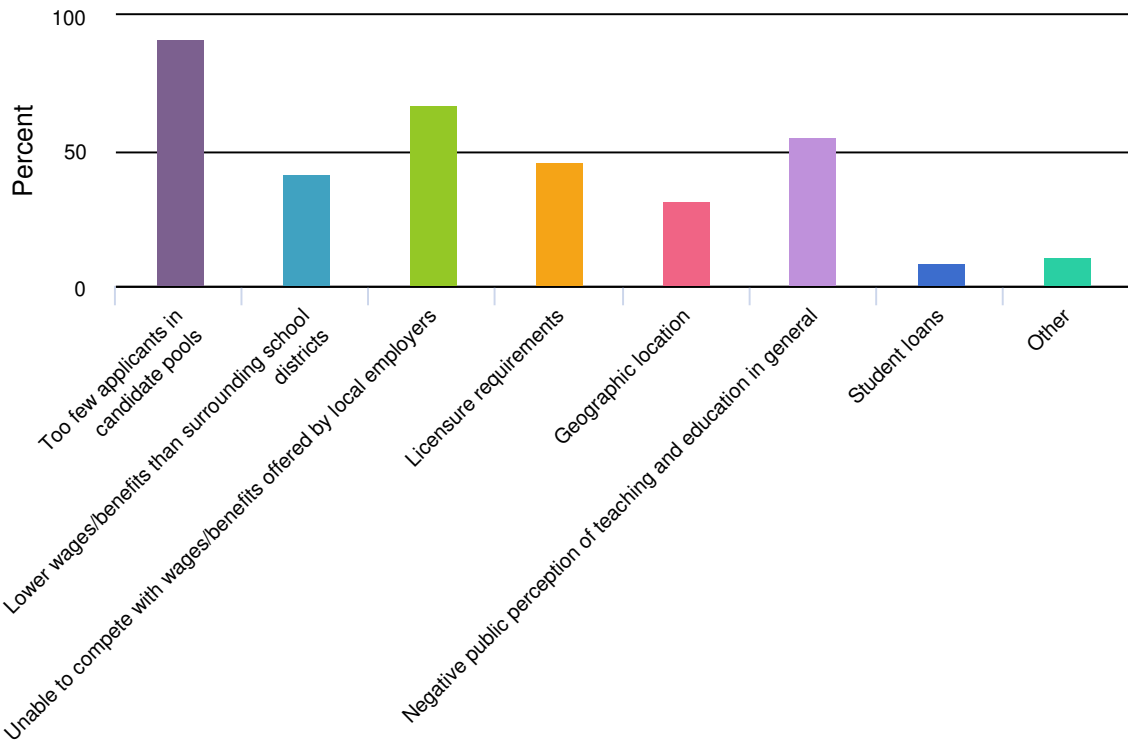
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High School

Count	Response
87	0
52	1
42	2
21	3
9	4
4	5
4	6
3	8
2	11
2	44
2	9
2	na
1	10
1	14
1	15
1	19
1	20
1	22
1	positions

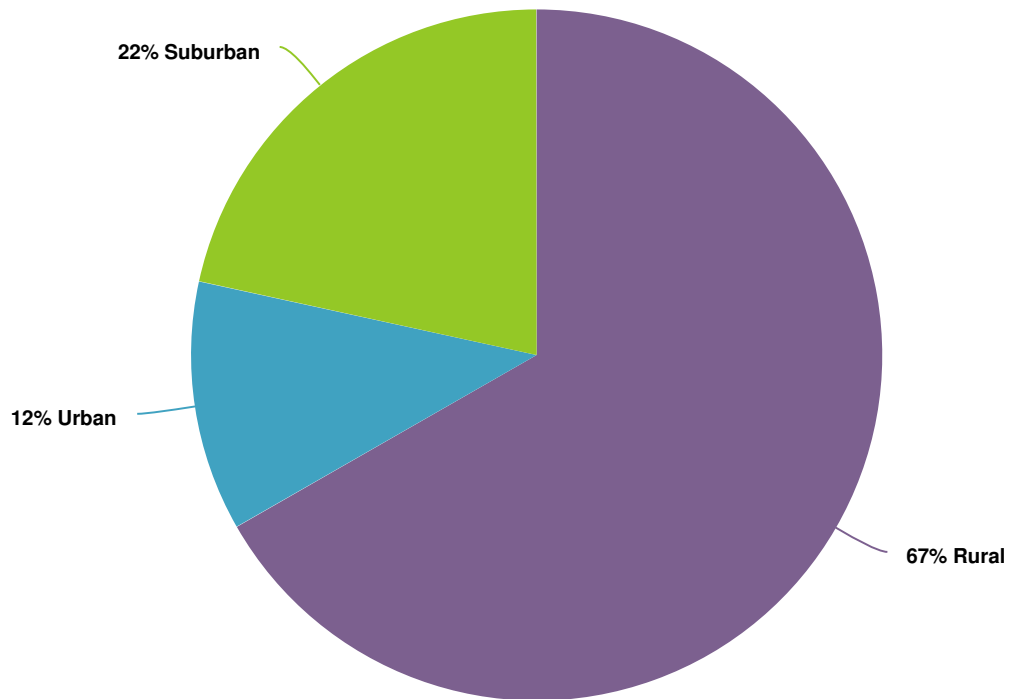


## 7. What do you believe is contributing to your staff shortage? (Select all that apply)



Value	Percent	Responses
Too few applicants in candidate pools	91.2%	268
Lower wages/benefits than surrounding school districts	41.5%	122
Unable to compete with wages/benefits offered by local employers	66.7%	196
Licensure requirements	46.3%	136
Geographic location	32.0%	94
Negative public perception of teaching and education in general	55.4%	163
Student loans	8.8%	26
Other	10.9%	32

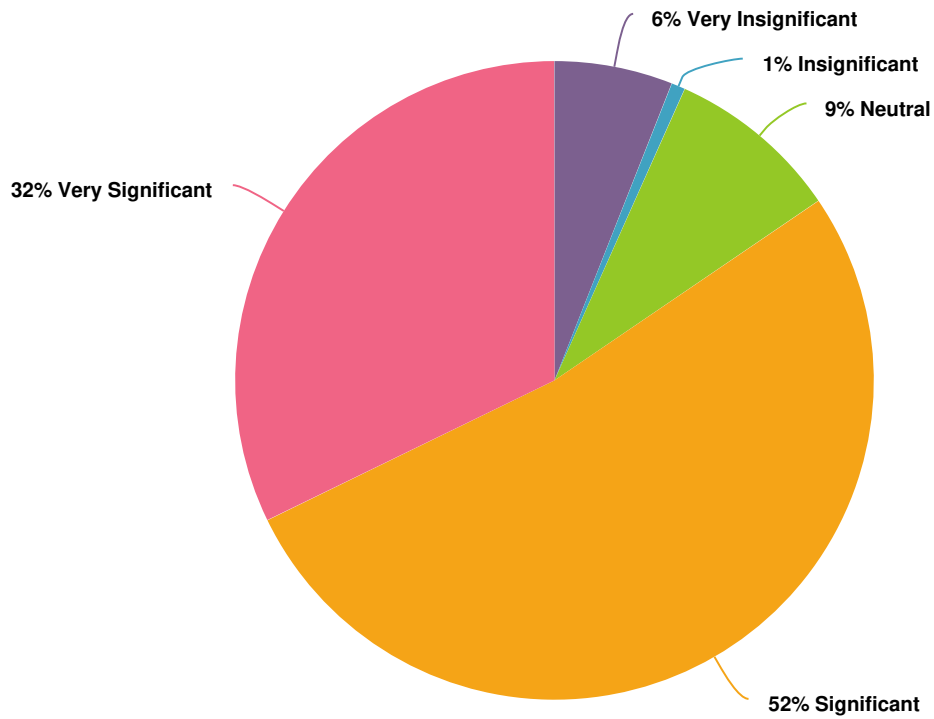
## 8. Is your school or district rural, urban, or suburban?



Value	Percent	Responses
Rural	66.8%	189
Urban	11.7%	33
Suburban	21.6%	61

Totals: 283

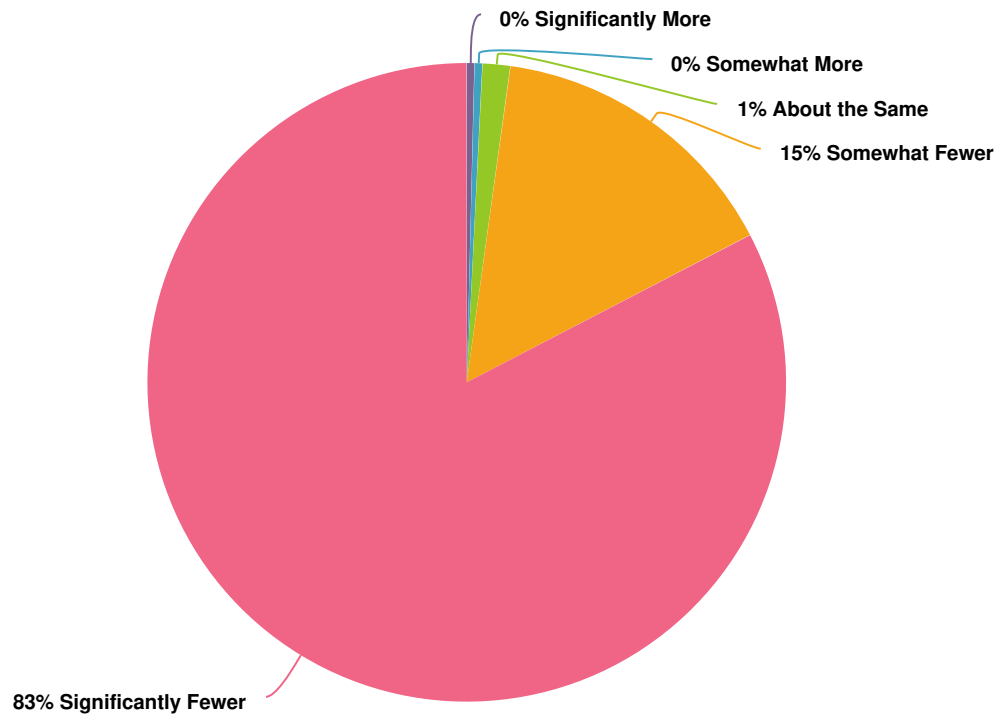
## 9. How significantly has the issue of teacher shortage affected your district?



Value		Percent	Responses
Very Insignificant		6.0%	17
Insignificant		0.7%	2
Neutral		8.8%	25
Significant		52.3%	148
Very Significant		32.2%	91

Totals: 283

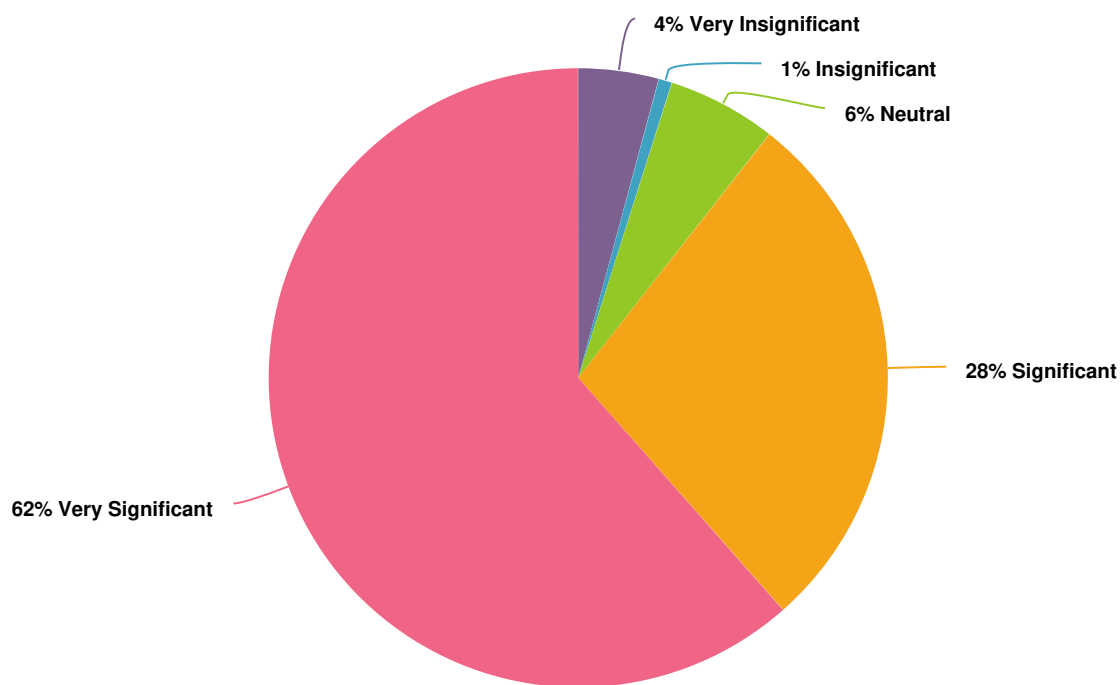
## 10. How do you view the availability of teachers compared to five years ago?



Value	Percent	Responses
Significantly More	0.4%	1
Somewhat More	0.4%	1
About the Same	1.4%	4
Somewhat Fewer	15.2%	43
Significantly Fewer	82.7%	234

Totals: 283

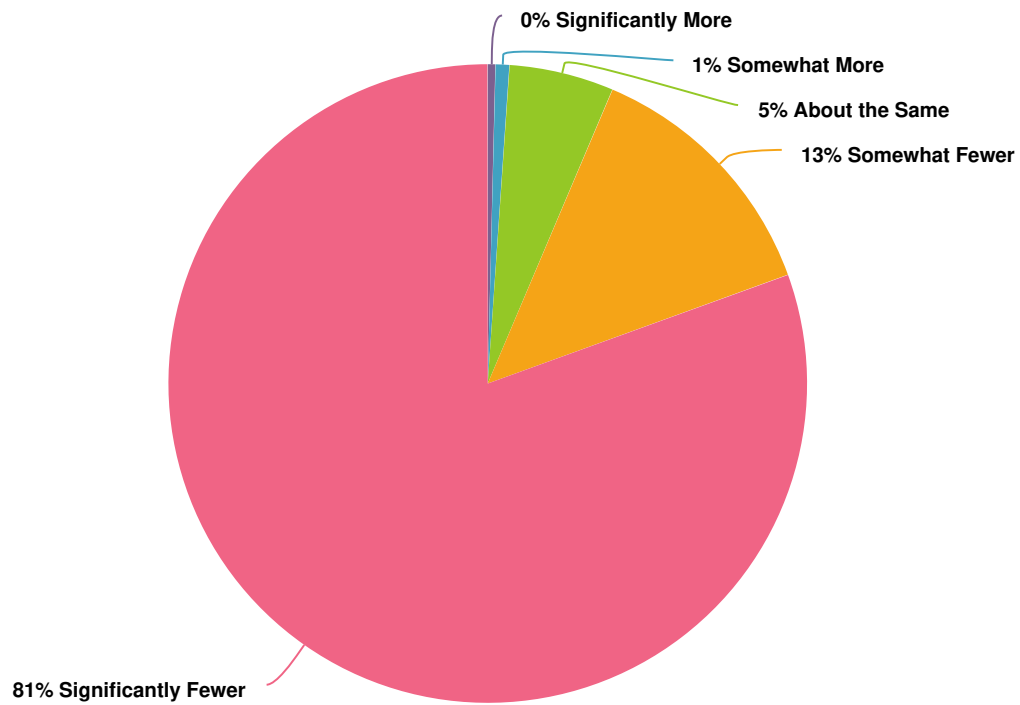
# 11. How significantly has the issue of substitute teacher shortage affected your district?



Value	Percent	Responses
Very Insignificant	4.2%	12
Insignificant	0.7%	2
Neutral	5.7%	16
Significant	27.9%	79
Very Significant	61.5%	174

Totals: 283

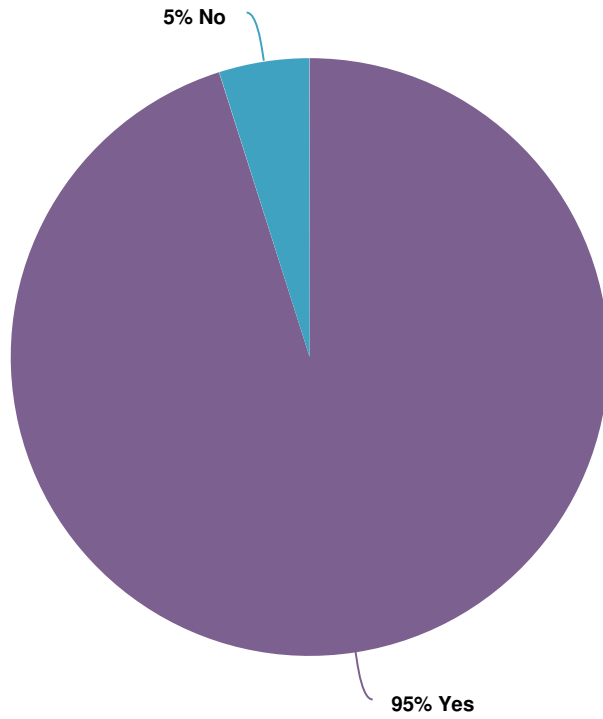
12. How do you view the availability of substitute teachers compared to five years ago?



Value	Percent	Responses
Significantly More	0.4%	1
Somewhat More	0.7%	2
About the Same	5.3%	15
Somewhat Fewer	13.1%	37
Significantly Fewer	80.6%	228

Totals: 283

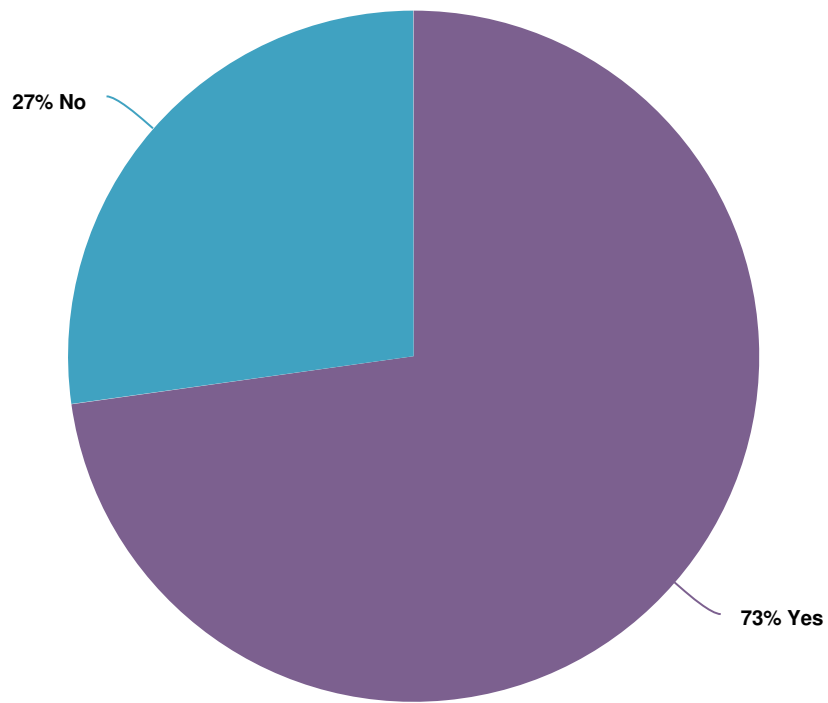
13. Did you have teaching positions that were difficult to fill in 22-23?



Value	Percent	Responses
Yes	95.1%	269
No	4.9%	14

Totals: 283

14. Did you have teacher positions that were budgeted for in 22-23, but were not filled due to lack of qualified applicants?



Value	Percent	Responses
Yes	72.8%	206
No	27.2%	77

Totals: 283