



Kentucky Department of **E D U C A T I O N**

Kentucky Educator Shortage Survey Fall 2024

Introduction

This survey focuses on gathering information from superintendents about the current state of vacancies in their districts. It aims to capture data on the percentage of both instructional and non-instructional positions that remain unfilled at the start of the 2024-2025 school year as well as to understand how the overall vacancy situation for 2023-2024 contributed to educator shortages in Kentucky. This survey does not analyze the reasons behind these vacancies but does require explanations as to how the district plans to address the shortages.

* 1. District Name

2. For the beginning of the 2024-2025 school year, please provide the total number of positions needed as well as the number of openings or vacancies for each position category (e.g., Teachers).

	# Needed as of September 1st 2024.	# of Vacancies as of September 1st 2024 (The district still has not found a fully certified person.)
Elementary School Teachers	<input type="text"/>	<input type="text"/>
Middle School - Mathematics	<input type="text"/>	<input type="text"/>
Middle School - Language Arts	<input type="text"/>	<input type="text"/>
Middle School - Science	<input type="text"/>	<input type="text"/>
Middle School - Social Studies	<input type="text"/>	<input type="text"/>
High School - Math	<input type="text"/>	<input type="text"/>
High School - English Language Arts	<input type="text"/>	<input type="text"/>
High School - Science	<input type="text"/>	<input type="text"/>
High School - Social Studies	<input type="text"/>	<input type="text"/>
K-12 Special Area (PE, Music, Art, Tech, Dance, Drama, etc.)	<input type="text"/>	<input type="text"/>
Career and Technical Education	<input type="text"/>	<input type="text"/>
Foreign Language	<input type="text"/>	<input type="text"/>
EL/Bilingual Teachers	<input type="text"/>	<input type="text"/>
Other	<input type="text"/>	<input type="text"/>

Other (please specify)

3. In reference to the vacancies, you identified above for (Teachers), choose **ALL** the options below that apply as to how the district will address those vacancies.

- offering virtual options
- increase class sizes
- eliminate courses
- utilize substitute teachers
- utilize a retired teacher
- increase the workload of another teacher or administrator
- combined classes
- administrators teaching class
- reduce or eliminate teacher planning
- outsource the position
- no Issues with unfilled position
- we anticipate filling this position
- Other (Please specify in the space provided if you select this option.)

4. In reference to the options, you identified above for (Teachers) in question #3, please check the **THREE** you employed the **MOST**, as to how the district will address those vacancies.

- offering virtual options
- increase class sizes
- eliminate courses
- utilize substitute teachers
- utilize a retired teacher
- increase the workload of another teacher or administrator
- combined classes
- administrators teaching class
- reduce or eliminate teacher planning
- outsource the position
- no Issues with unfilled position
- we anticipate filling this position
- Other (Please specify in the space provided if you select this option.)

5. For the beginning of the 2024-2025 school year, please provide the total number of positions needed as well as the number of openings or vacancies for each position category (e.g., **Administrators**).

	# Needed as of September 1st, 2024	# of Vacancies as of September 1st 2024 (The district still has not found a fully certified person.)
Principals	<input type="text"/>	<input type="text"/>
Assistant or Associate Principals	<input type="text"/>	<input type="text"/>
Instructional/Curriculum Coaches	<input type="text"/>	<input type="text"/>

Other (please specify)

6. In reference to the vacancies, you identified above for (Administrators), choose **ALL** the options below that apply as to how the district will address those vacancies.

- offering virtual options
- increase class sizes
- eliminate courses
- utilize a retired administrator
- increase the workload of another faculty member
- combine classes
- outsource the position
- share the position with another school
- no Issues with unfilled position
- we anticipate filling this position
- Other (Please specify in the space provided if you select this option.)

7. In reference to the options, you identified above for (Administrators) in question #6, please check the **THREE** you employed the **MOST**, as to how the district will address those vacancies.

- offering virtual options
- increase class sizes
- eliminate courses
- utilize a retired administrator
- increase the workload of another faculty member
- combine classes
- outsource the position
- share the position with another school
- no Issues with unfilled position
- we anticipate filling this position
- Other (Please specify in the space provided if you select this option.)

8. For the beginning of the 2024-2025 school year, please provide the total number of positions needed as well as the number of openings or vacancies for each position category (e.g., **Special Education and Early Childhood**).

	# Needed as of September 1st 2024	# of Vacancies as of September 1st 2024 (The district still has not found a fully certified person.)
Learning Behavior Specialist (LBD)	<input type="text"/>	<input type="text"/>
Moderate & Severe Disabilities (MSD)	<input type="text"/>	<input type="text"/>
Hearing Impaired	<input type="text"/>	<input type="text"/>
Visually Impaired	<input type="text"/>	<input type="text"/>
Early Childhood	<input type="text"/>	<input type="text"/>

Other (please specify)

9. In reference to the vacancies, you identified above for (Special Education and Early Childhood), choose **ALL** the options below that apply as to how the district will address those vacancies.

- offering virtual options
- increase class sizes
- eliminate courses
- utilize substitute teachers
- utilize a retired teacher
- increase the workload of another teacher
- combine classes
- administrators teaching class
- outsource the position
- reduce or eliminate teacher planning
- no Issues with unfilled position
- we anticipate filling this position
- Other (Please specify in the space provided if you select this option.)

10. In reference to the options, you identified above for (Special Education and Early Childhood) in question #9, please check the **THREE** you employed the **MOST**, as to how the district will address those vacancies.

- offering virtual options
- increase class sizes
- eliminate courses
- utilize substitute teachers
- utilize a retired teacher
- increase the workload of another teacher
- combine classes
- administrators teaching class
- outsource the position
- reduce or eliminate teacher planning
- no Issues with unfilled position
- we anticipate filling this position
- Other (Please specify in the space provided if you select this option.)

11. For the beginning of the 2024-2025 school year, please provide the total number of positions needed as well as the number of openings or vacancies for each position category (e.g., **Licensed Educators**).

	# Needed as of September 1st 2024	# of Vacancies as of September 1st 2024 (The district still has not found a fully certified person.)
School Counselors	<input type="text"/>	<input type="text"/>
School Psychologists	<input type="text"/>	<input type="text"/>
School Social Workers	<input type="text"/>	<input type="text"/>
School Mental Health Providers	<input type="text"/>	<input type="text"/>
Speech Pathologist/Therapists	<input type="text"/>	<input type="text"/>
Occupational Therapists	<input type="text"/>	<input type="text"/>
Physical Therapists	<input type="text"/>	<input type="text"/>
Other Providers	<input type="text"/>	<input type="text"/>

Other (please specify)

12. In reference to the vacancies, you identified above for (Licensed Educators), choose **ALL** the options below that apply as to how the district will address those vacancies.

- offering virtual options
- increase class sizes
- eliminate services
- combine classes
- outsource the position
- no Issues with unfilled position
- we anticipate filling this position
- Other (Please specify in the space provided if you select this option.)

13. In reference to the options, you identified above for (Licensed Educators) in question #12, please check the **THREE** you employed the **MOST**, as to how the district will address those vacancies.

- offering virtual options
- increase class sizes
- eliminate services
- combine classes
- outsource the position
- no Issues with unfilled position
- we anticipate filling this position
- Other (Please specify in the space provided if you select this option.)

14. For the beginning of the 2024-2025 school year, please provide the total number of positions needed as well as the number of openings or vacancies for each position category (e.g., **Classified Support**).

	# Needed as of September 1, 2024	# of Vacancies as of September 1, 2024 (The district still has not found a fully certified person.)
School Nurse	<input type="text"/>	<input type="text"/>
Teaching aide/assistant/ paraprofessional	<input type="text"/>	<input type="text"/>
Custodian	<input type="text"/>	<input type="text"/>
Administrative / clerical	<input type="text"/>	<input type="text"/>
Food Service	<input type="text"/>	<input type="text"/>
Bus Driver	<input type="text"/>	<input type="text"/>
Bus Monitor	<input type="text"/>	<input type="text"/>
School Resource officer	<input type="text"/>	<input type="text"/>
Interpreter	<input type="text"/>	<input type="text"/>
Other Support Staff	<input type="text"/>	<input type="text"/>

Other (please specify)

15. In reference to the vacancies, you identified above for (Classified Support), choose **ALL** the options below that apply as to how the district will address those vacancies.

- increase class sizes
- eliminate courses or programs
- utilize substitute or temporary staff
- administrators will take on overflow of work
- increase the workload of another staff member
- combine classes
- no Issues with unfilled position
- share staff across schools
- outsource the position
- we anticipate filling this position
- Other (Please specify in the space provided if you select this option.)

16. In reference to the options, you identified above for (Classified Support) in question #15, please check the **THREE** you employed the **MOST**, as to how the district will address those vacancies.

- increase class sizes
- eliminate courses or programs
- utilize substitute or temporary staff
- administrators will take on overflow of work
- increase the workload of another staff member
- combine classes
- no Issues with unfilled position
- share staff across schools
- outsource the position
- we anticipate filling this position
- Other (Please specify in the space provided if you select this option.)

17. For the end of the 2023-2024 school year, please provide the following information.

	Total # of Vacancies for the Year 2023-2024	Total # of Vacancies Filled for the Year 2023-2024	Total # of Vacancies that Remained Open at the End of the Year 2023-2024
Certified Staff	<input type="text"/>	<input type="text"/>	<input type="text"/>
Classified Staff	<input type="text"/>	<input type="text"/>	<input type="text"/>
Licensed Staff	<input type="text"/>	<input type="text"/>	<input type="text"/>

18. For each of the positions that remained open from 2023-2024 that you identified above, please provide the following counts.

Count Remaining Open from 2023-2024

Elementary School Teachers	<input type="text"/>
Middle School - Mathematics	<input type="text"/>
Middle School - Language Arts	<input type="text"/>
Middle School - Science	<input type="text"/>
Middle School - Social Studies	<input type="text"/>
High School - Math	<input type="text"/>
High School - English Language Arts	<input type="text"/>
High School - Science	<input type="text"/>
High School - Social Studies	<input type="text"/>
K-12 Special Area (PE, Music, Art,Tech, Dance, Drama, etc.)	<input type="text"/>
EL/Bilingual Teachers	<input type="text"/>
General Spec Ed	<input type="text"/>
Behavior Specialist	<input type="text"/>
Multiple Disabilities	<input type="text"/>
Other Spec Ed	<input type="text"/>
Early Childhood	<input type="text"/>
Principal	<input type="text"/>
Assistant Principalship	<input type="text"/>
Instructional Coach/Curriculum	<input type="text"/>
Licensed Educators (Student Services)	<input type="text"/>
School Counselors	<input type="text"/>
School Psychologists	<input type="text"/>
School Social Workers	<input type="text"/>
School Mental Health Providers	<input type="text"/>
Speech Pathologist/Therapists	<input type="text"/>
Occupational Therapists	<input type="text"/>
Physical Therapists	<input type="text"/>
School Nurse	<input type="text"/>

Teaching aide/assistant/paraprofessional	<input type="text"/>
Custodian	<input type="text"/>
Administrative / clerical	<input type="text"/>
Food Service	<input type="text"/>
Bus Driver	<input type="text"/>
Bus Monitor	<input type="text"/>
School Resource officer	<input type="text"/>
Interpreter	<input type="text"/>

19. How does the quality of applicants this year (2024-2025) compare to previous years?

- The candidates are of higher quality
- The candidates are similar in quality
- The candidates are of lower quality

* 20. Over the past two years, have you observed a decrease in the number of qualified candidates applying for positions in your district?

- Yes
- No
- Not sure

* 21. Will you need to cancel any classes or programs this year (2024-2025) because of a shortage of qualified applicants?

- Yes
- No
- Not sure