Staff Vacancy Survey Update

March 2022

Overview of Survey

- The LDOE released a survey in December to school system human resources directors to identify staffing vacancies across school systems.
- Overall, survey responses were received from a total of 101 school systems (61.2% response rate). Responses including 1018 sites (73.9% of all sites).
- Survey components included:
  - total and vacant positions that are certified, classified, full-time, and part-time;
  - degree of difficulty for filling positions; and
  - strategies school systems are using to fill vacancies.

Vacancy Survey Takeaways

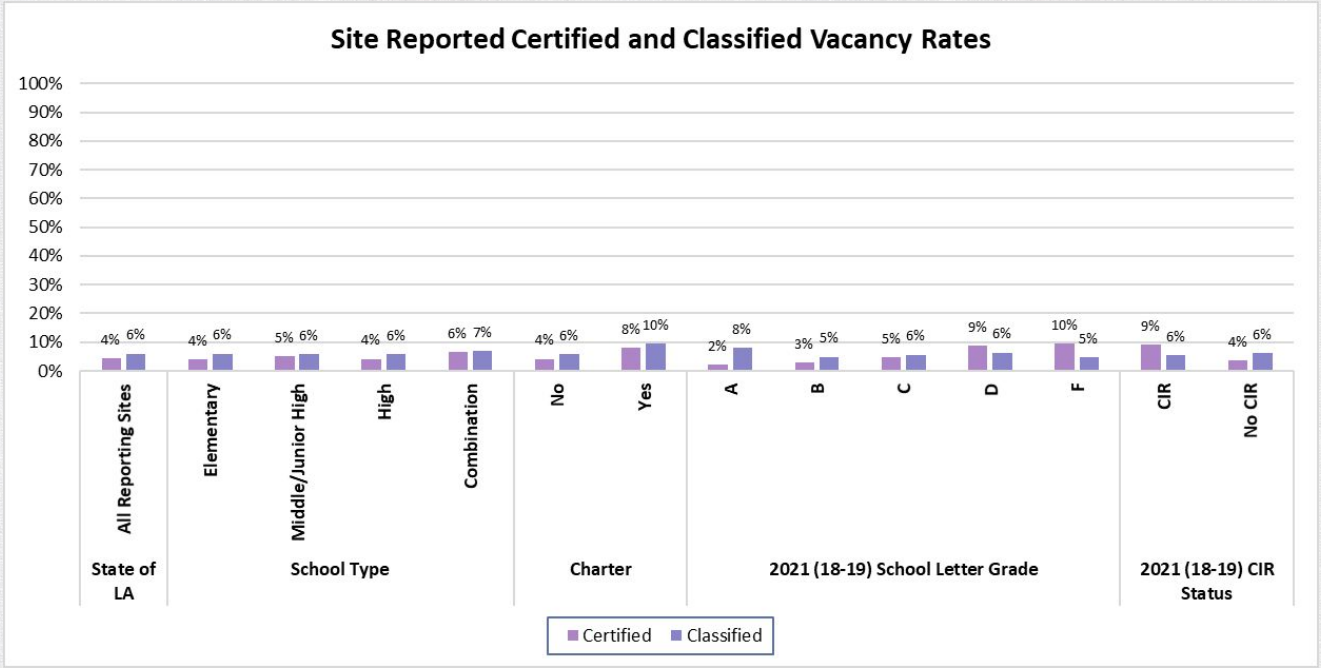
- There are 1854 certified vacancies in the state accounting for 4.46% of total certified positions.
- There are 1129 classified vacancies in the state accounting for 6.02% of total classified positions.
- Schools that are low performing have higher vacancy rates than higher performing schools.
- Charter schools have higher vacancy rates than traditional schools.
- Bus drivers and classroom teachers are the most difficult vacancies to fill.

Takeaways: Certified and Classified Vacancies

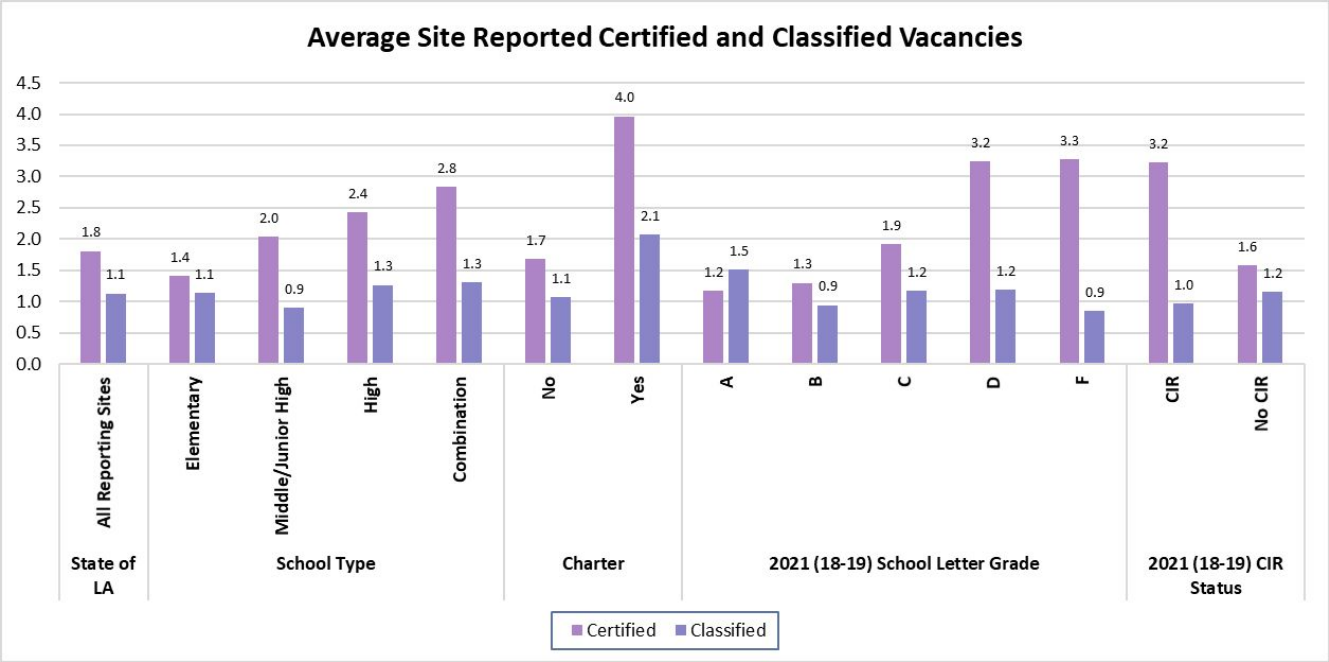
Examination of vacancies by site and school system characteristics indicated that certified vacancies are higher for D and F schools as well as schools in need of comprehensive intervention (CIR). Classified vacancy rates are higher than certified vacancy rates.

Similar to site level certified vacancies, rates for school systems are also higher for those with D and F letter grades. Examination of average school system vacancies indicates that average certified (81.0) and classified (55.0) rates are highest for systems with more than 40 sites. This result may be due to a larger number of positions in these school systems.

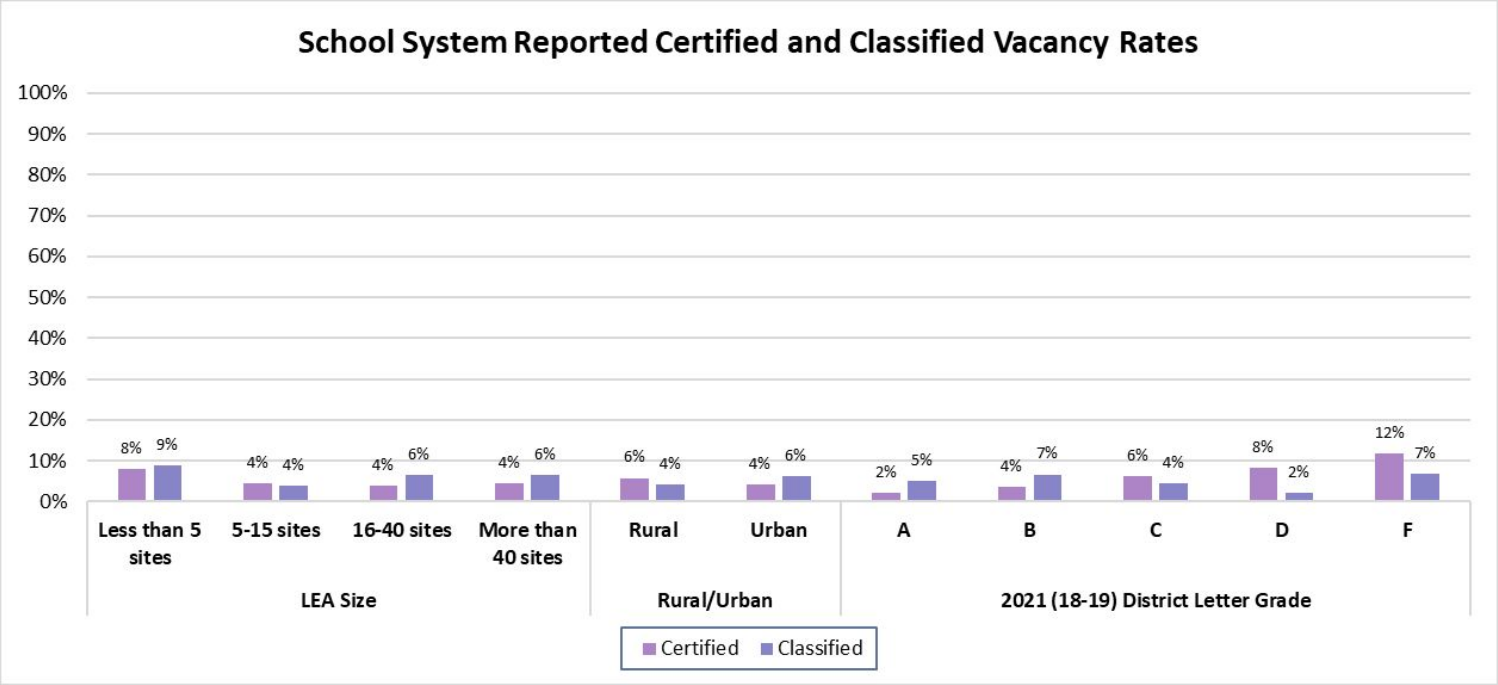
Certified and Classified Vacancies by Characteristic



Average Certified and Classified Vacancies by Characteristic



School System Vacancies Rates by Count, Geographic Area, and Letter Grade



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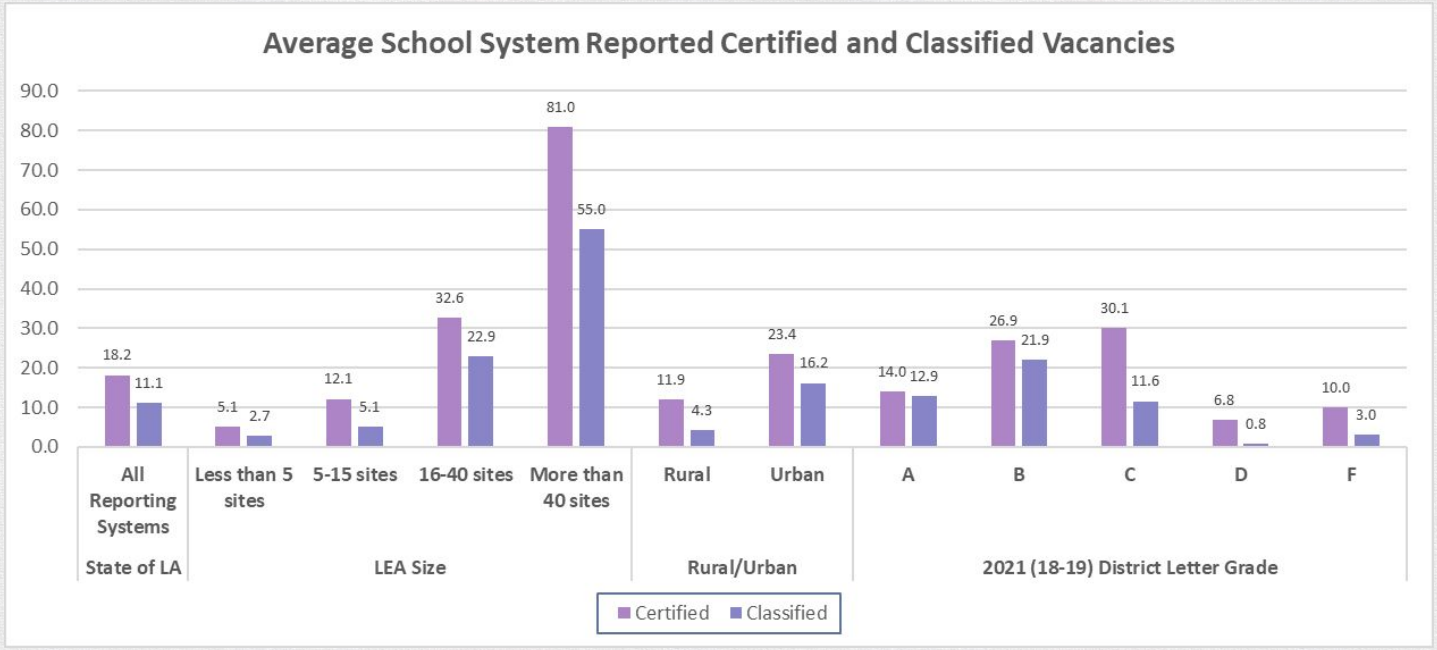
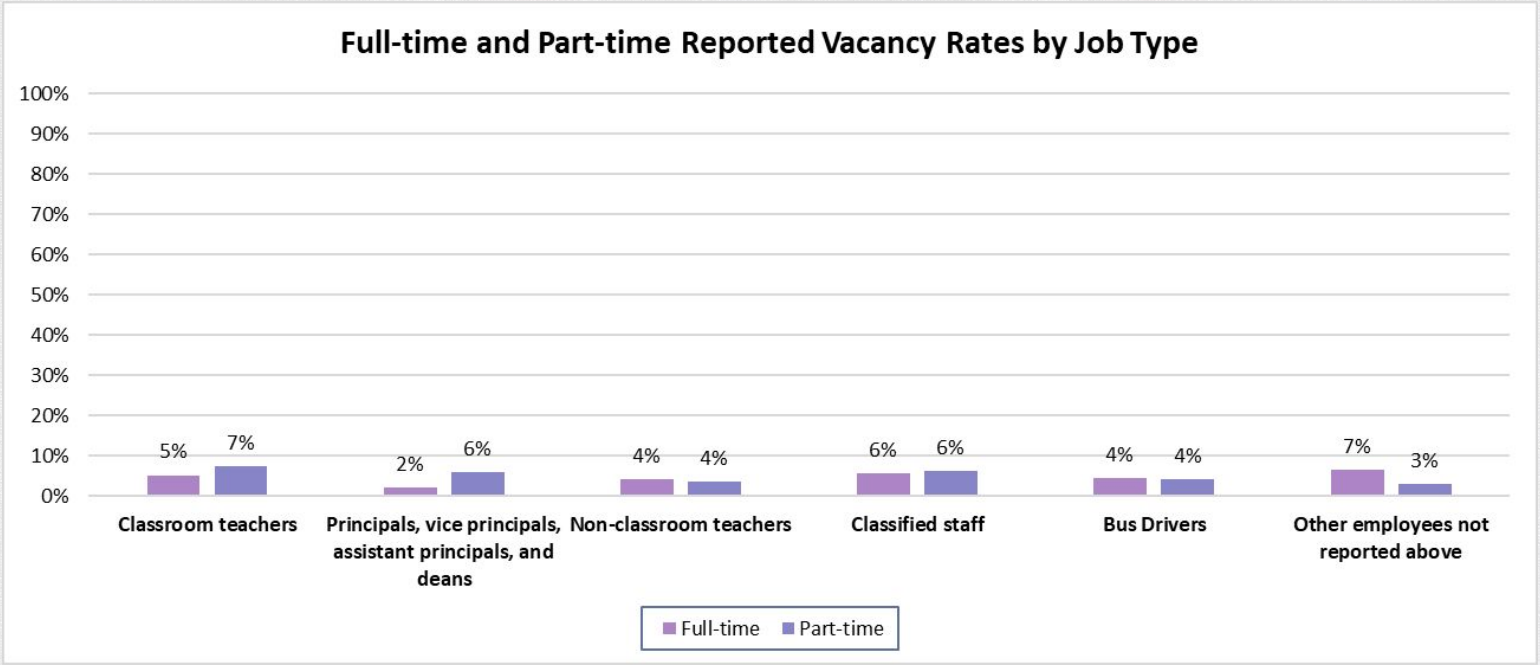


Takeaways: Full-time and Part-time Vacancies

Part-time vacancy rates for classroom teachers as well as principals and other administrators were reported to be higher than full-time vacancies.

In contrast, similar vacancy rates were seen for non-classroom teachers, classified staff, and bus drivers, regardless of full-time or part-time status.

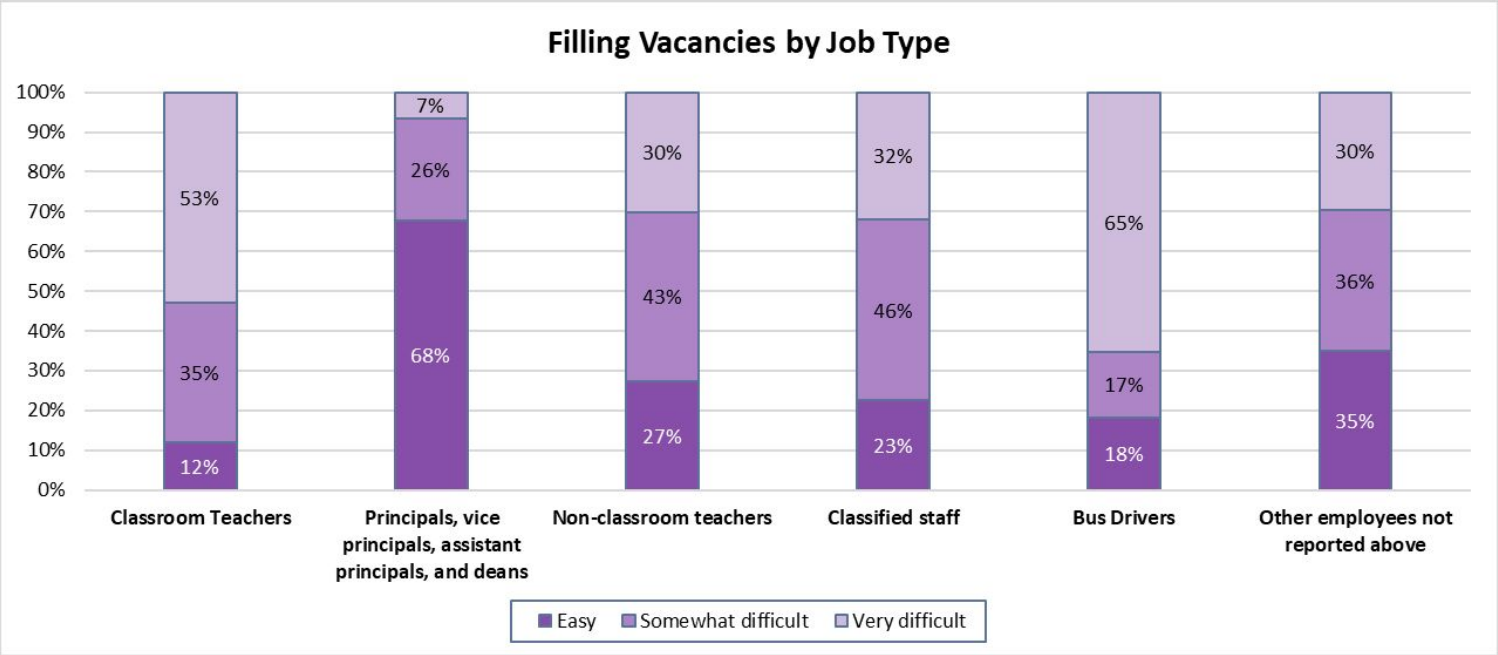
Vacancy Rates by Job Type



Takeaways: Filling Vacancies

Overall, 68% of responses indicated that it was "easy" to fill principal and other administrator positions. In contrast, positions more likely to be rated as "very difficult" to fill included bus drivers (65%) and classroom teachers (53%).

Degree of Difficulty of Filling Vacancies by Job Type



Takeaways: Strategies to Address Staffing Shortages

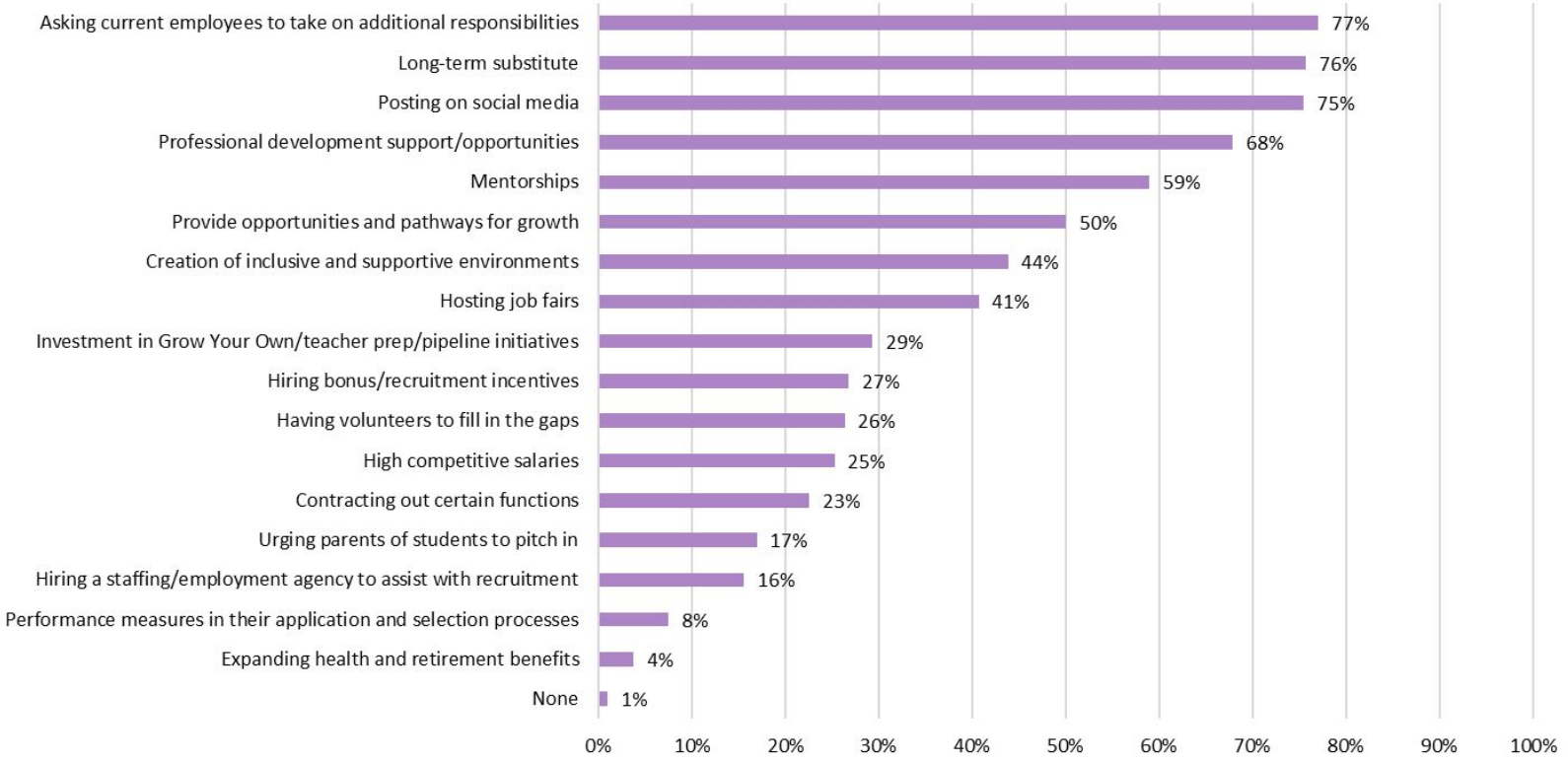
The most common strategies reported to address staffing shortages included:

- asking current employees to take on additional responsibilities (77%),
- long-term substitute (76%), and
- posting on social media (75%).

Least common strategies included:

- expanding health and retirement benefits (4%) and
- performance measures in application and selection processes (8%).

Reported Strategies to Address Staffing Shortages



Next Steps

- The data collected from this survey will be used to to inform decisions and strategy related to the other task force recommendations.