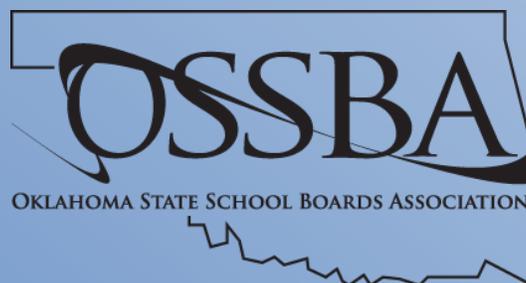


2016 Teacher Shortage Survey



How many teaching vacancies did your district have as of Aug. 1?

543

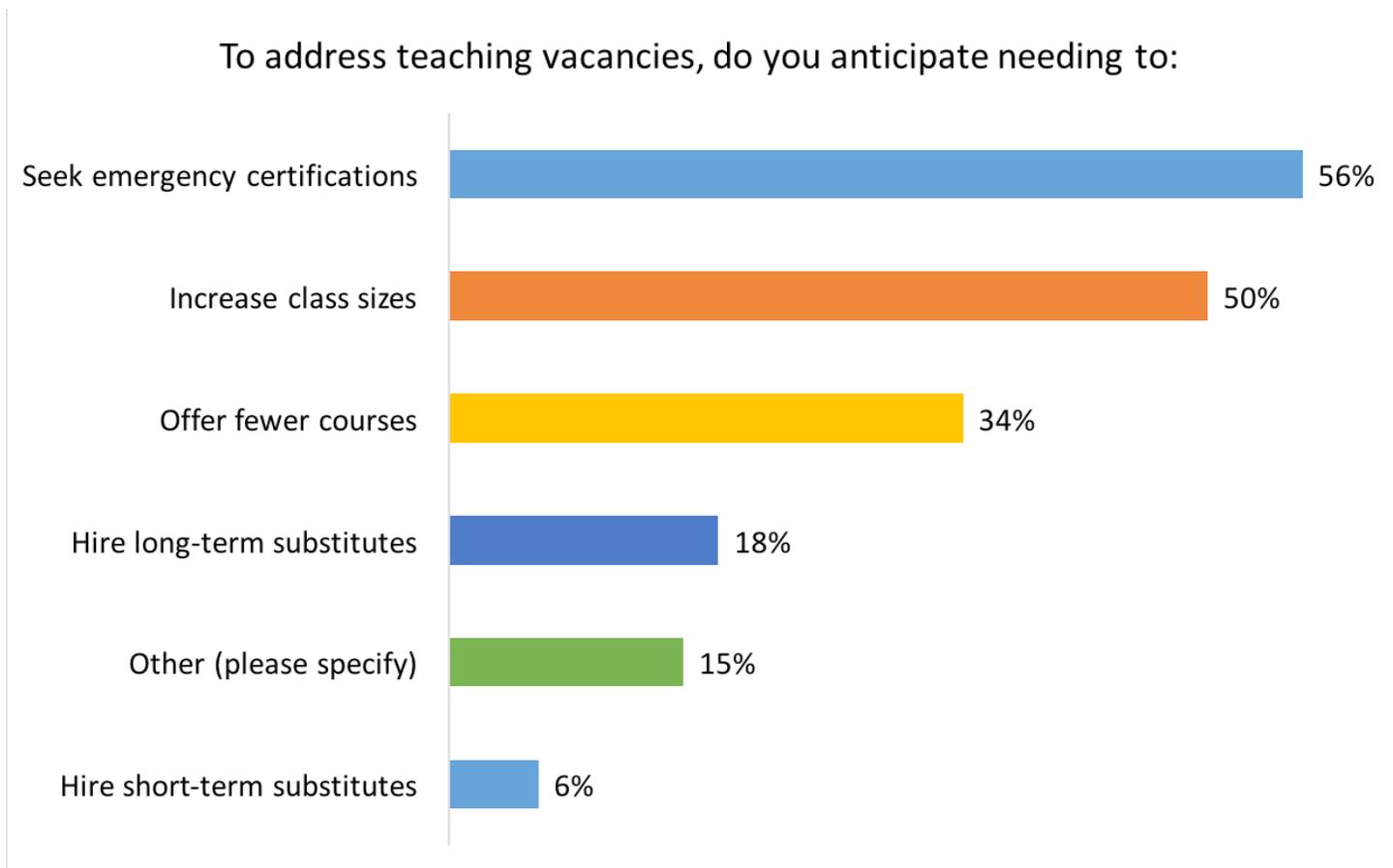
How many teaching positions have you eliminated for this school year that are not reflected in the vacancies?

1,530

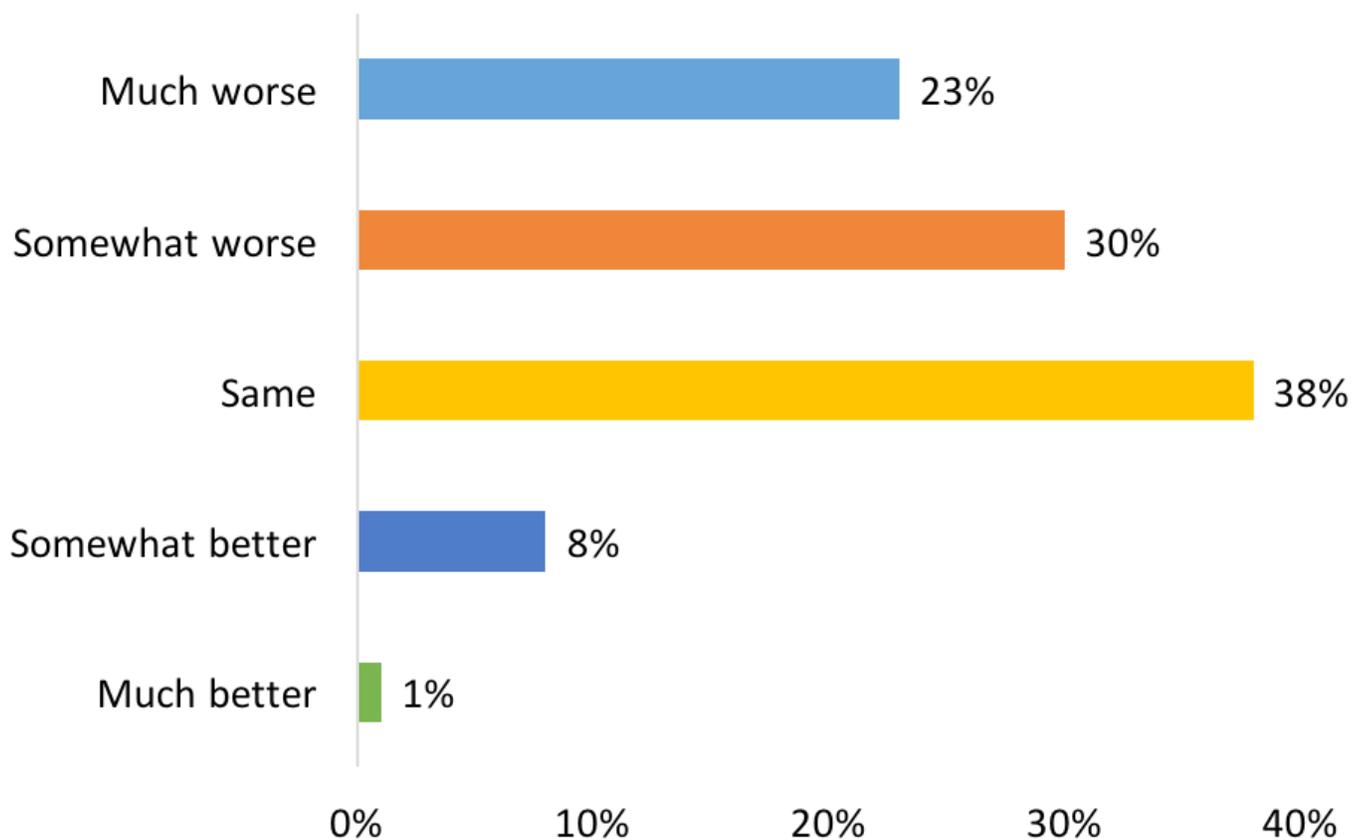
How many support positions have you eliminated for this school year?

1,351

To address teaching vacancies, do you anticipate needing to:

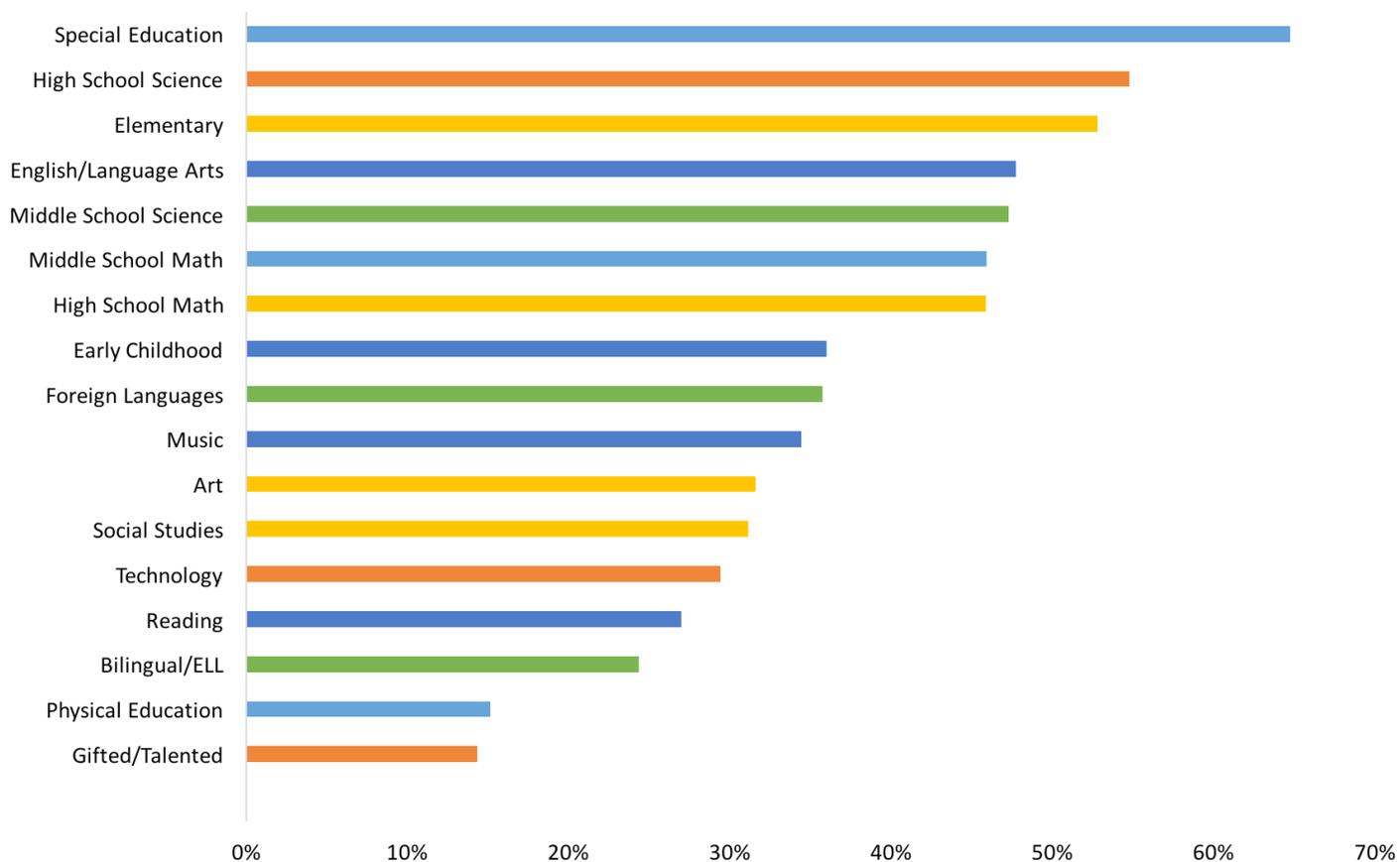


How difficult has it been to hire teachers this year compared to last year?

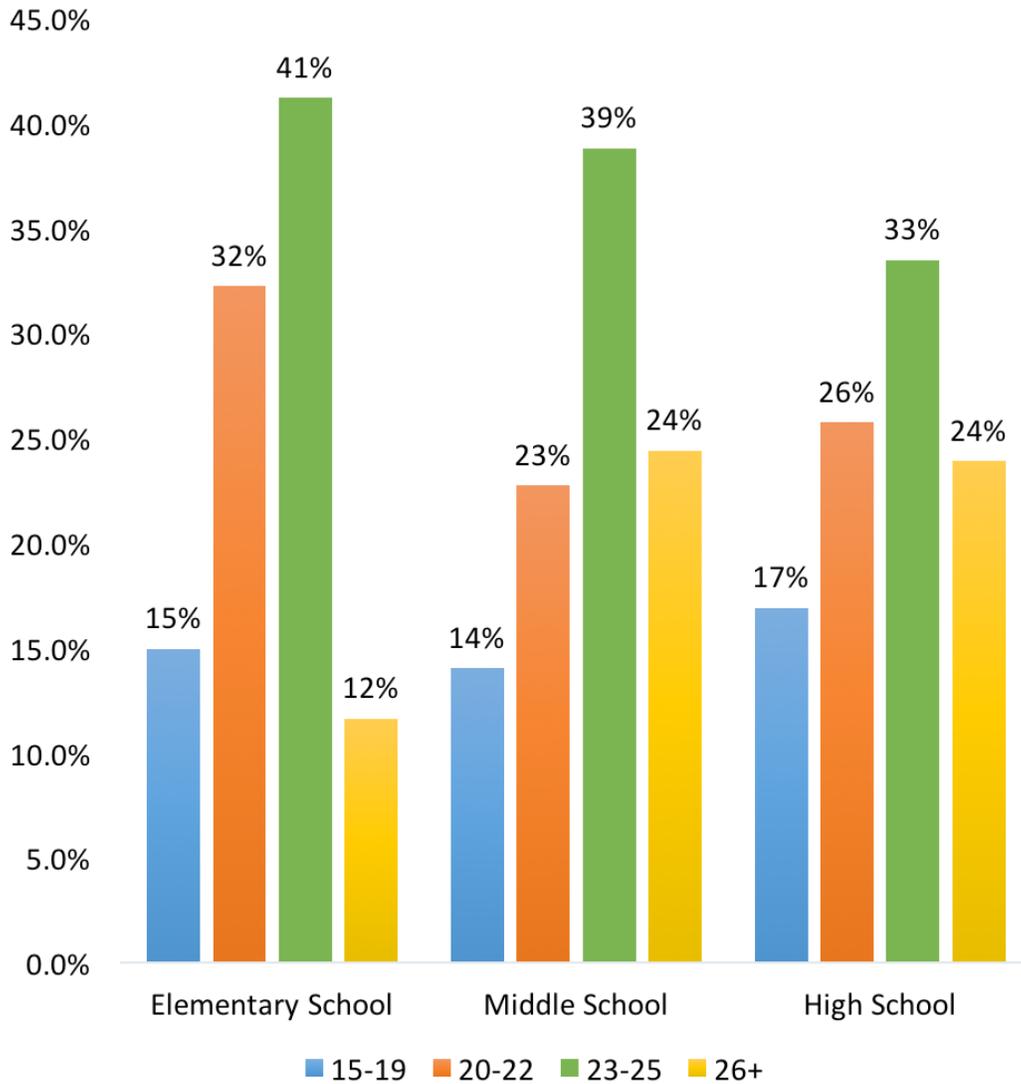


Please rate how difficult it was to fill the following positions.

Percentage of respondents rating each area very or moderately difficult.



What is your district's 2016-2017 projected class size?



A Look Back at 2015

How many teaching vacancies did your district have as of Aug. 1?

1,000

How many teaching positions have you eliminated for this school year that are not reflected in the vacancies?

589

What was the greatest impact of the teacher shortage on your district in 2015-2016?

- The impact would have been greater if funding had been available to fund the vacancies.
- Less qualified candidates filled positions.
- Our school has had to rely upon looking at emergency certifications for filling most of our teaching positions in the last couple of years.
- The inability to find highly qualified, experienced teachers impacts the achievement of students.
- We went through the emergency certification process for the first time ever. Taking care of special education openings and gaining proper certification for those we can hire is a tremendous challenge. Even with a university right here in our own backyard, we don't have applications for early childhood and elementary education teachers, much less specific subject area teachers!
- Quality and experience of applicants.
- Assisting large numbers of candidates with alternative certification procedures, including emergency certification and supporting such candidates who do not have an extensive education background.
- We had to get three emergency certifications. One left before the end of the year and one left at the end of the summer.
- Elimination of positions which resulted in larger class sizes.
- Lack of quality applicants resulting in lowered student achievement.
- Fewer classes.
- Larger class sizes.
- Potential loss of opportunity for children.
- The quality of applicants.
- We had to fill a kindergarten position with an emergency certification.
- Quality of instruction .
- Harmed our special education and upper level offerings.
- Time required to pursue emergency and alternative certifications; additional meetings required to identify strategies for addressing revenue shortage and resulting personnel changes.
- Students were impacted by having fewer experienced teachers available to fill vacancies.
- Increased class size and lack of electives.
- We were lucky to find a science degree person to get an emergency certificate, but because they hadn't planned on teaching, we lost them after that year.
- Finding quality applicants.
- We could not find an upper level math teacher and had to hire a retired teacher part-time to cover those classes.
- Could not find a high school science teacher.
- We have 99 sections at the high school level that will have 29-33 students per class. This is close to a third of the total sections that we offer. Last year, we had 72 sections of 29-33.
- Last year, we had ZERO applicants for some positions. We had to "head hunt" by calling other schools with the same opening and asking for some resumes of those not hired.
- Larger class sizes and fewer courses at the junior high and high school.
- Some were hired that in the past would not have been considered.
- Last year we had 18 emergency certificates, many of which we did not rehire.
- Locating elementary teachers
- Increasing class sizes only adds to the stress of our teachers and administrators.

2016 OSSBA Teacher Shortage Survey

- Vacancies were filled with emergency, alternative, and adjunct teachers and therefore lacked necessary classroom management experiences.
- Finding quality applicants. The pool is shallow!
- Increase in class size and having to rely on emergency certified teachers.
- Lack of qualified applicants for elementary position
- Larger class sizes which is devastating to student learning.
- Really didn't get the quality applicants I expected.
- We were very fortunate last year. However, we now have five emergency certified teachers within the last two years which represent the only five we have ever had in the history of our district.
- Increased class sizes and offering fewer electives.
- Limited amount of HS science applicants.
- Student performance is negatively affected by inexperienced or emergency certified teachers.
- Lack of a pool of applications. Applicants assigned outside of their specialty area.
- Poor quality candidates.
- We had several emergency certified teachers as well as a very limited talent pool in several other positions.
- Losing good, quality young teachers.
- Our world language program is growing and we are not able to locate a teacher. Students are requesting Spanish, but we had no applicants for the position.
- I probably have hired some very borderline candidates that might not have received an interview in the past.
- Low quality applicants, even average teachers are hard to find.
- We had a problem finding a suitable certified Pre-K teacher last year when one resigned at semester. We were unable to hire a certified reading specialist last year.
- Special education students suffered terribly with sub-par educators.
- Financial, morale of teachers and staff.
- Losing quality teachers to other states or other occupations, while the candidate pool is not only much smaller, but the level of quality in candidates is lower than in past years.
- Student class size and subjects offered.
- We were forced to serve children with people that were underprepared.
- Lack of veteran teachers, inexperienced and underqualified teachers make it difficult for students to master ever increasing standards.
- Limited number of quality applicants.
- We are on the border of Texas and teachers can make \$12,000 and up on Texas side. We lost another one this year as well as her three kids. She taught special education.
- Paid for teachers planning periods and larger class sizes
- Not having enough funding to hire teachers when one leaves our district. We look to reassign a teacher and absorb the position due to our financial condition.
- We struggled finding teachers with the level of expertise to teach core subjects, particularly in math, that we would have preferred.
- We hired the only Math teacher available and she turned out to be ineffective. She was not rehired this year.
- Being close to Arkansas, we lose teachers every year. Salary in Ft. Smith schools is \$7,000 to \$10,000 per year higher depending on years of service.
- I will have to, possibly, have a non-certified or underqualified teacher teach/lead 5th and 6th grade students.
- Basically, you end up hiring teachers who you would never have considered in the past. You hire teachers you know from the beginning will likely not perform well in the classroom.
- By far we had the most difficulty in hiring special education teachers.