

School Staffing Shortages

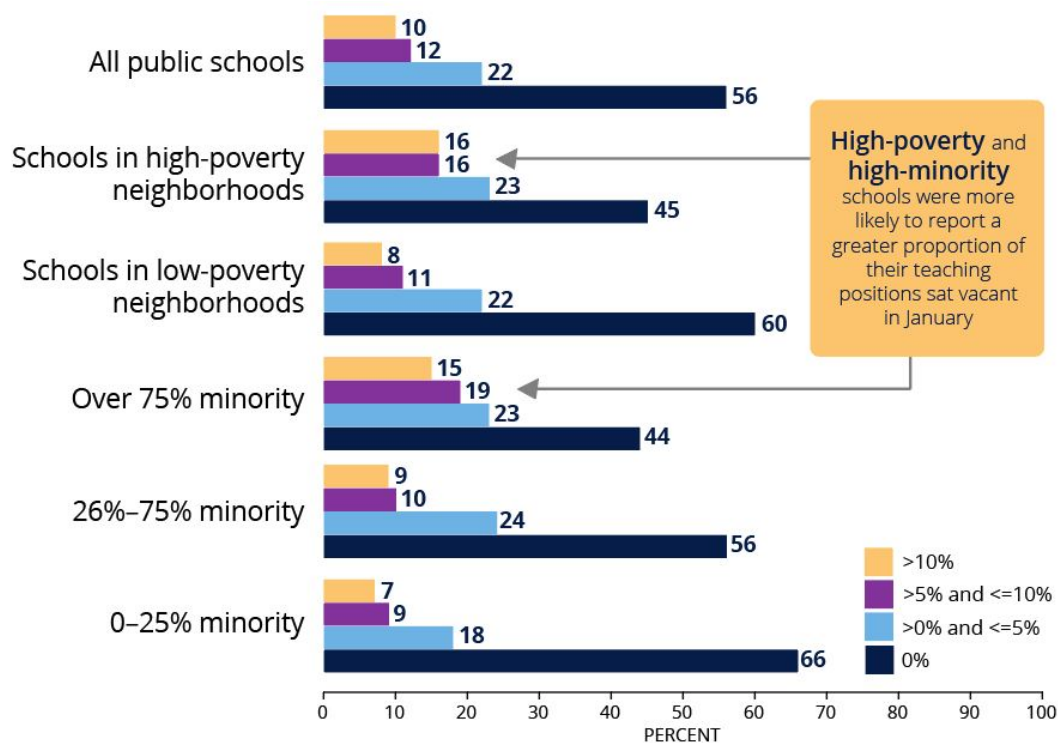
Results from the January School Pulse Panel

SCHOOLS' REPORTS ON STAFF VACANCIES

Teaching vacancies more prevalent in high-minority schools and schools in high-poverty neighborhoods

- More than one in five public schools reported at least five percent of their teaching positions were vacant in January.
- Schools in higher-poverty areas had at least 5 percent of their teacher positions vacant at a higher rate than schools in lower-poverty areas.
- Schools with higher percentages of minority students were more likely to report higher proportions of vacant positions than those with lower percentages of minority students.

Percentage of public schools by the proportion of teaching positions vacant, school poverty and school demographics: January 2022



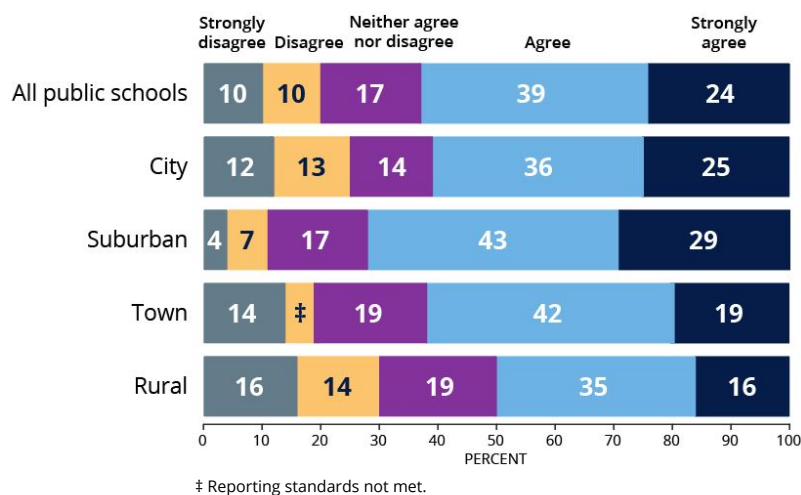
NOTE: The Income-to-Poverty ratio (IPR) for the neighborhood surrounding the school location is used to distinguish schools in high- and low-poverty neighborhoods. The IPR estimates come from NCES's [EDGE School Neighborhood Poverty Estimates](#). The IPR is the percentage of family income that is above or below the federal poverty threshold set for the family's size and structure and is calculated for the neighborhood surrounding the school building. It ranges from 0 to 999, where lower IPR values indicate a greater degree of poverty. A family with income at the poverty threshold has an IPR value of 100. In this analysis, IPR values of 200 or lower represent schools in high-poverty neighborhoods; IPR values greater than 200 represent schools in low-poverty neighborhoods.

PERCEIVED IMPACT OF THE PANDEMIC ON STAFF VACANCIES

Suburban schools more frequently report the pandemic as the cause of teacher and staff vacancies

- Of schools reporting teacher and staff vacancies, suburban schools strongly agreed that COVID-19 increased teacher vacancies at a higher rate (29 percent) than rural schools (16 percent).

Percentage of public schools by the degree to which they agreed the COVID-19 pandemic increased teacher and staff vacancies: January 2022



REASONS FOR TEACHING STAFF VACANCIES

More than half of schools report resignations are the reason for teaching staff vacancies

- Approximately 51 percent of schools reported that resignations were the cause of teaching staff vacancies.
- Another 21 percent are due to teaching staff retirements.
- Schools also reported that approximately one-third of vacancies were newly created positions.

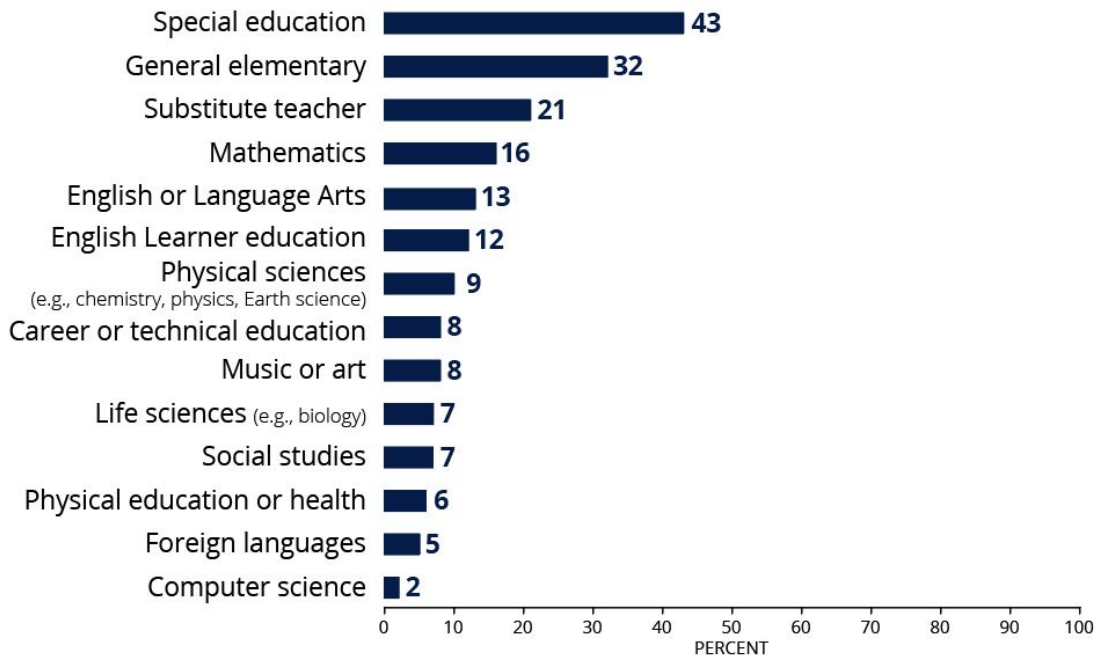
Percentage of public schools by reasons for teaching vacancies: January 2022



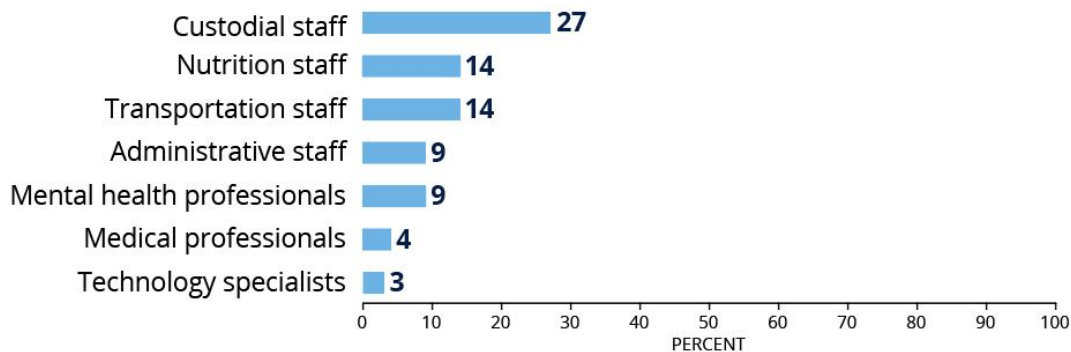
Special education vacancies almost double that of other teaching areas

- Among the 44 percent of schools reporting vacancies, special education vacancies were reported at twice the rate of most other positions.
- Custodial, transportation, and nutrition staff were reported as the highest vacancies among non-teaching staff.

Percentage of public schools by vacant teaching positions: January 2022



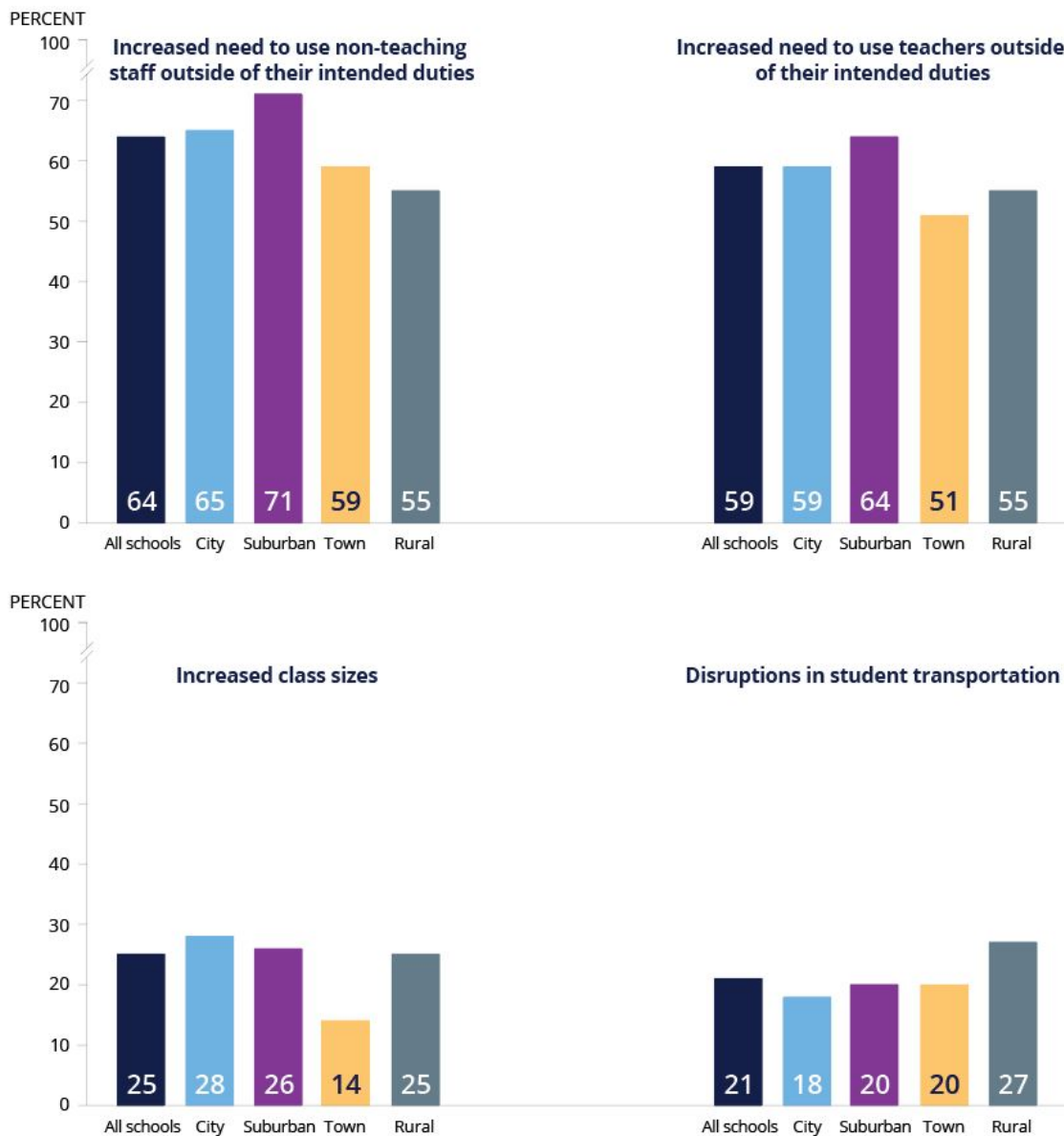
Percentage of public schools by vacant non-teaching staff positions: January 2022



Schools more likely to use teachers and non-teaching staff outside of their intended duties

- Due to staff vacancies, schools have had to respond in various ways, and the most frequent response was to use teaching staff and non-teaching staff to perform tasks outside of their intended duties.

Percentage of public schools by outcomes from teaching and staff vacancies: January 2022



NOTE: Respondents also indicated outcomes including sharing of teachers or staff with other schools, offering fewer student services, offering fewer extracurricular opportunities, forced change in learning mode, disruptions in administration of school meals, and disruptions in administration of medical care or response. For a complete view of the results, visit the [School Pulse Panel](#) dashboard. Data were collected from January 11–24, 2022.

Estimates in this file have been revised as of July 2023, based on a reweighting of the data.

SOURCE: U.S. Department of Education, Institute of Education Sciences, National Center for Education Statistics, School Pulse Panel (2021–22).