

2023-24 Vacancy Data Collection

Fall 2024



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Overview of Vacancy Data Collection

Definitions

- **Vacancy:** A teaching position that has not been filled; resulting in a substitute, lack of course availability, or students being distributed among existing classrooms, increasing the student to teacher ratio.
- **Permit:** An emergency credential for an individual **without** a teaching license. *Not permissible for special education or early childhood education (ECE).*
- **Endorsement exemption (waiver):** An emergency credential for a licensed teacher, allowing them to **teach outside their endorsement area(s)**. *Not permissible for special education or end-of-course exams (EOCs)*.*

**Public Chapter 932 authorized the issuance of endorsement exemptions for courses with an end-of-course exam through 2024.*

State Board Policy 5.600

Subsection (2)(b) states:

- *(b) Differentiated pay plan approval shall be contingent upon the following...*
 - *3. Submission of district vacancy data using a template provided by the department*

Collection Process and Guidance

	2021-22	2022-23	2023-24
Communications	Commissioner’s Update for Directors Newsletter, and office hours, and direct email to differentiated pay contacts	Commissioner’s Update for Directors Newsletter, office hours, direct email to differentiated pay and human resource contacts	Commissioner’s Update for Directors Newsletter, office hours, direct email to differentiated pay and human resource contacts
Collection Date	One week snapshot January 2022, due February 18	End of semester collection based on a one-week snapshot from December 2022 and May 2023	One week snapshot, May 6-10, 2024
Vacancy Definition	Any position unfilled by a licensed teacher for 20 or more days excluding permits and endorsement exemptions (i.e., waivers)	Any position unfilled by a licensed teacher for 20 or more days excluding permits and endorsement exemptions (i.e., waivers)	Any position unfilled by a licensed teacher for 20 or more days excluding permits and endorsement exemptions (i.e., waivers)
Data Collected	Vacancy by grade band (Pre-K, K-5, 6-8, and 9-12) and content area	Vacancy by grade band (Pre-K, K-5, 6-8, and 9-12) and content area	Vacancy by grade band (Pre-K, K-5, 6-8, and 9-12) and content area
Reporting Method	Self-reported online form	Self-reported online form	Self-reported online form

*Permit and endorsement exemption data are collected from internal data source.



2023–24 Vacancies, Permits, and Endorsement Exemptions

National Vacancy Landscape

- **A total of 86%** of K-12 public schools in the United States reported challenges hiring teachers for the 2023-24 school year.
- In 2023-24, **45% of public schools nationwide** were operating without a full teaching staff, **down from 53%** in the 2022-23 school year.
- In 2023-24, among public schools employing these positions, the top two most prevalent teaching positions that needed to be filled were **general elementary teachers and special education teachers**.
- Public schools reported **too few candidates** applying and an overall **lack of qualified candidates** as the top two hiring challenges entering the 2023-24 school year.

63 Districts Reported Zero Vacancies

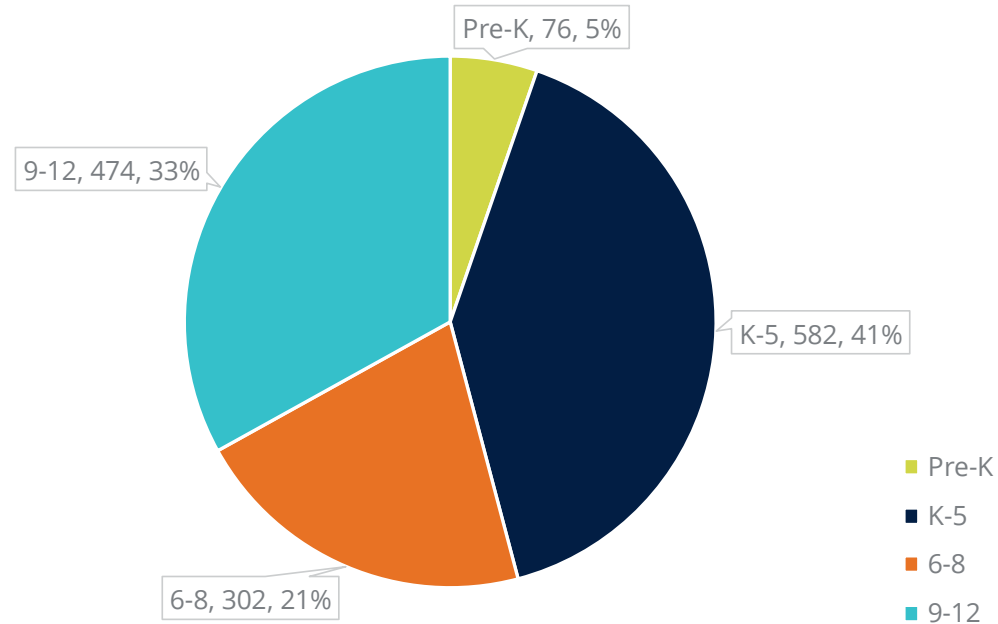
- Alamo City School*
- Fayetteville City Schools
- Lexington City Schools*^
- Alcoa City Schools*^
- Germantown MSD
- Loudon County Schools
- Alvin C. York Institute*
- Gibson County SSD
- Manchester City Schools*^
- Athens City Schools*^
- Grainger County Schools*
- Maryville City Schools*
- Bartlett City Schools
- Greeneville City Schools
- McKenzie SSD^
- Bells City School*
- Hamilton County Schools
- McNairy County Schools*
- Blount County Schools *
- Hardeman County
- Meigs County Schools*
- Bradford SSD*^
- Hardin County Schools*
- Milan SSD*
- Bristol City Schools*
- Henderson County Schools
- Millington MSD*
- Cannon County Schools
- Henry County*
- Obion County Schools
- Carroll County^
- Hickman County Schools
- Rutherford County Schools
- Carter County Schools
- Hollow Rock-Bruceton SSD
- Stewart County Schools*
- Clinton City Schools*
- Houston County Schools
- Tennessee School for Blind^
- Crockett County^
- Humphreys County Schools
- Trenton SSD*
- Cumberland County Schools
- Huntingdon SSD*^
- Tullahoma SSD
- Dayton City Schools
- Johnson City Schools*
- Unicoi County Schools
- Decatur County Schools*
- Johnson County Schools
- Union City Schools*
- Dekalb County Schools
- Kingsport City Schools
- Washington County Schools
- Dyer County Schools*
- Knox County Schools
- Weakley County Schools
- Dyersburg City Schools*
- Lakeland School System^
- West Carroll SSD*
- Elizabethton City Schools*
- Lewis County Schools*
- White County Schools*

*Districts reporting zero vacancies for two consecutive submissions.

^Districts using no permits or endorsement exemptions in the 2023-24 SY.

Vacancies by Grade Band

Districts reported a **total of 1,434 vacancies** with an **average of 9.88 vacancies** per district. The statewide vacancy rate for 2023-24 was **1.99%**.

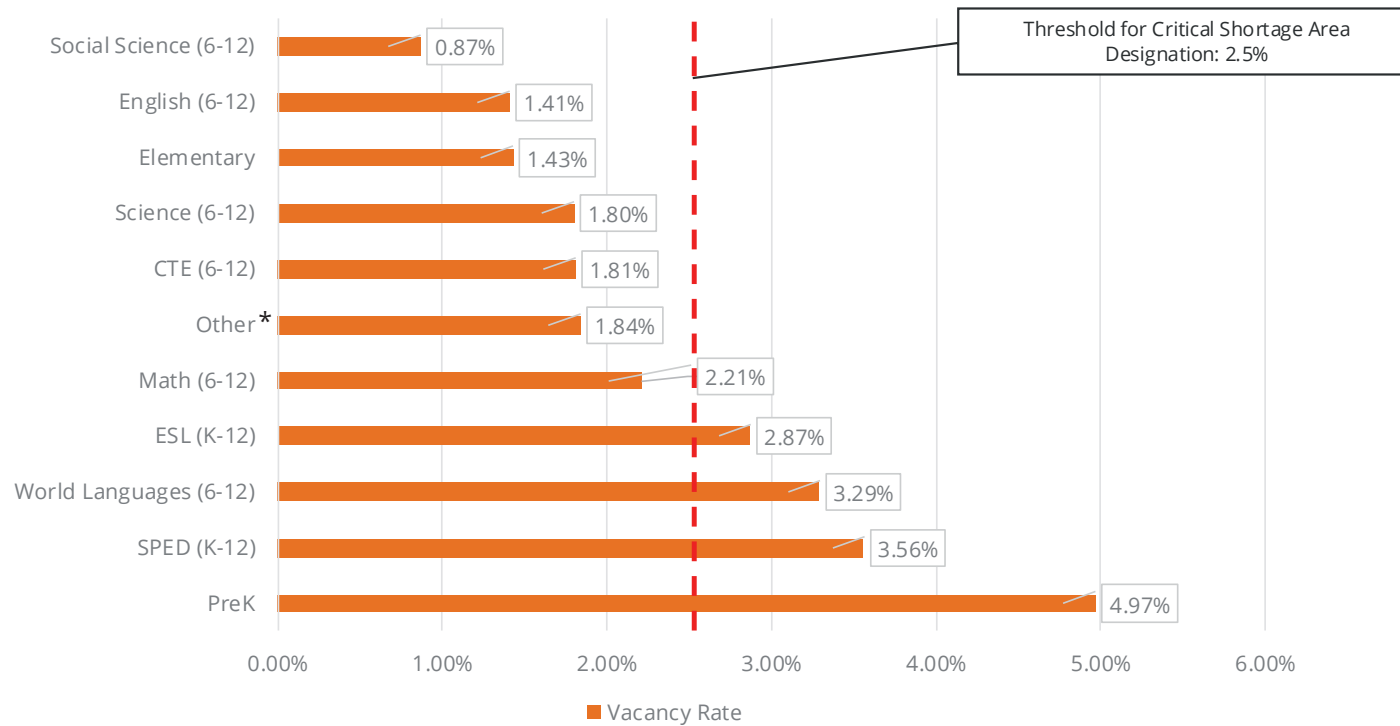


72,198 = total staffed educators per evaluations report, omitting charters.

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Vacancies by Content Area

Critical shortage areas from 2023-24 are: ESL (2.87%), World Languages (3.29%), SPED (3.56%), and Pre-K (4.97%).

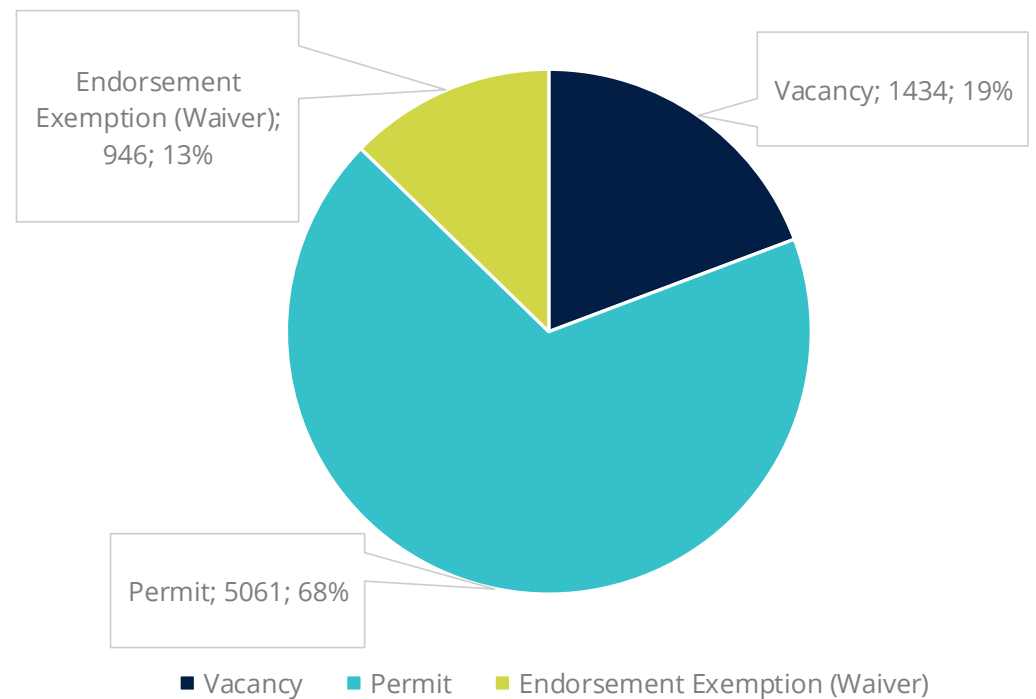


*Other includes Art, Physical Education, Music, Performing Arts, or Library.

Vacancies and Emergency Credentials

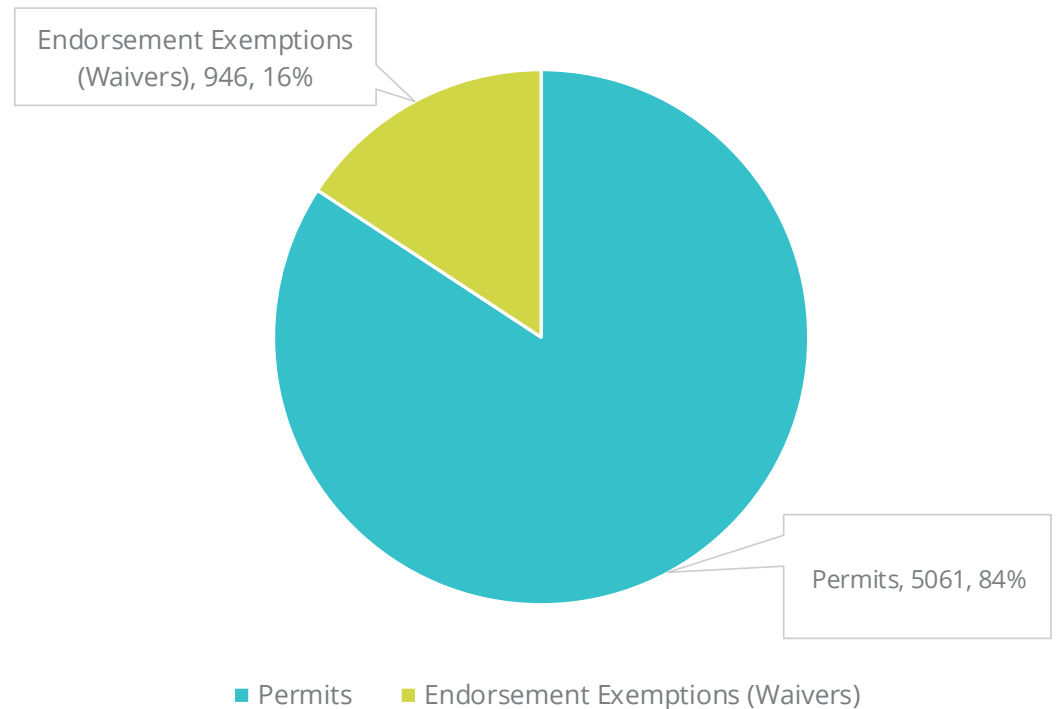
- For 2023-2024, there were a **total of 7,441 positions** across the state either vacant or filled by a teacher on an emergency credential. This is **10.31%** of the total teaching positions in the state for which vacancy data reporting is required.

63 districts reported zero vacancies, with 11 districts having zero emergency credentials issued.

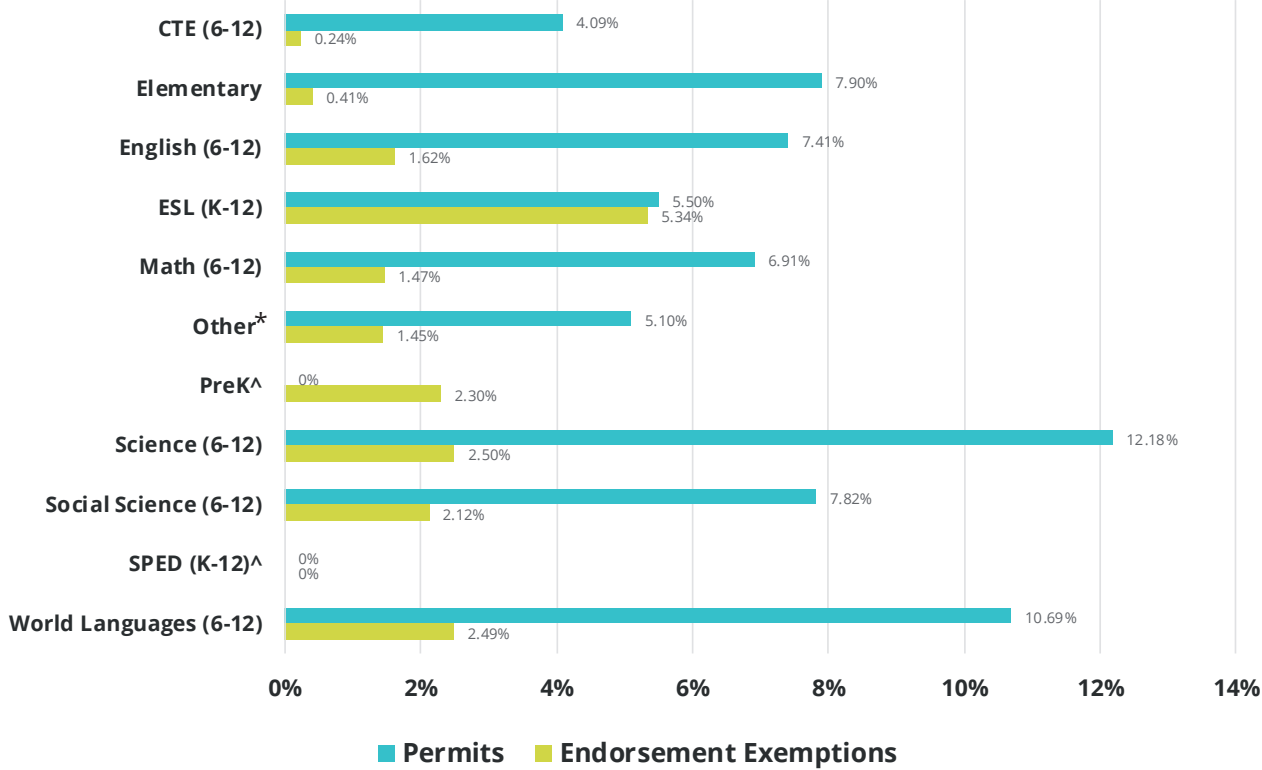


Emergency Credentials

A **total of 6,007** emergency credentials were issued during the 2023-24 academic year.



Emergency Credentials by Content Area



^ Permits are not permissible for PreK; Permits and Endorsement Exemptions are not permissible for SPED.
 *Other includes Health and Wellness, World Languages, and General Middle Grades.



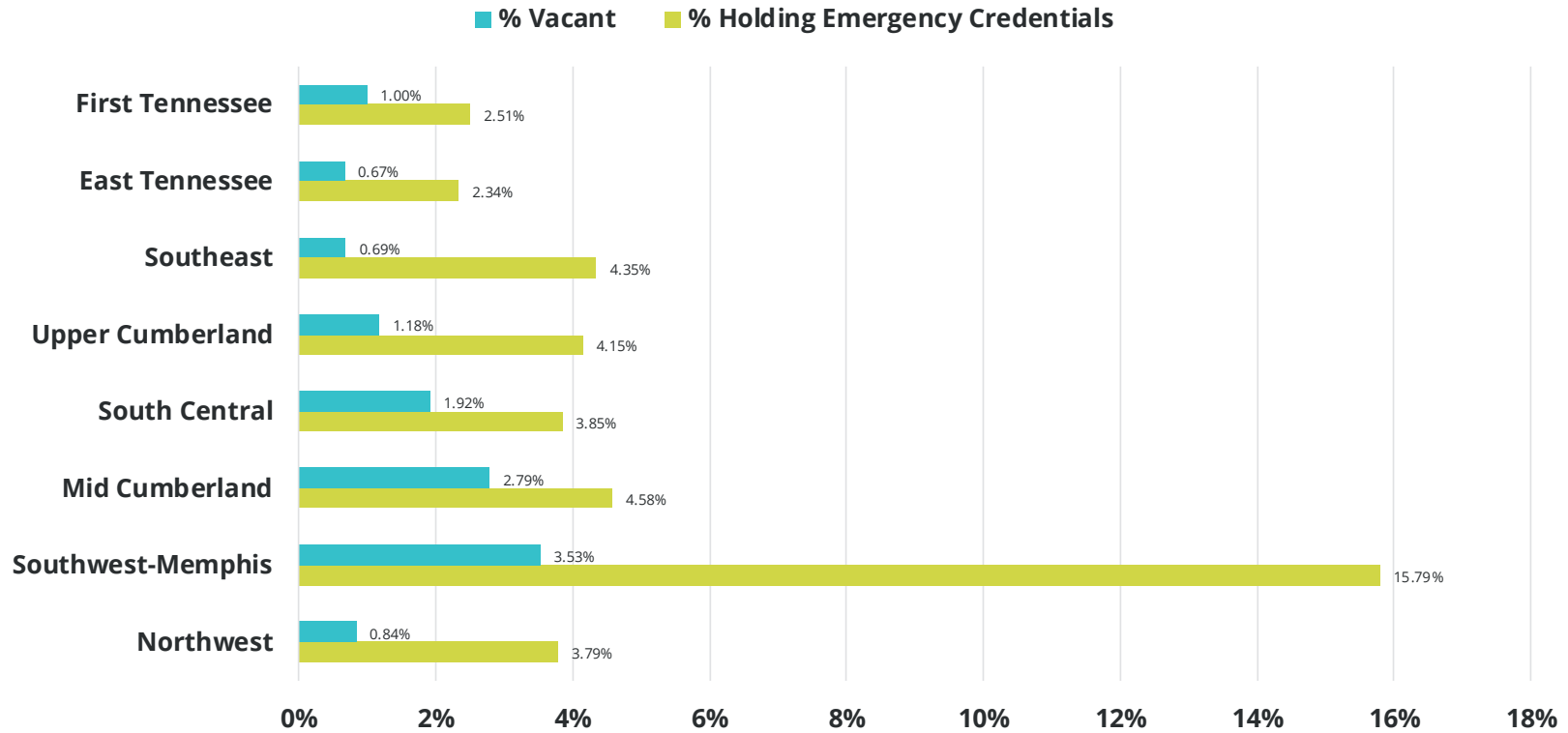
Geographic Trends

Vacancies by CORE Region

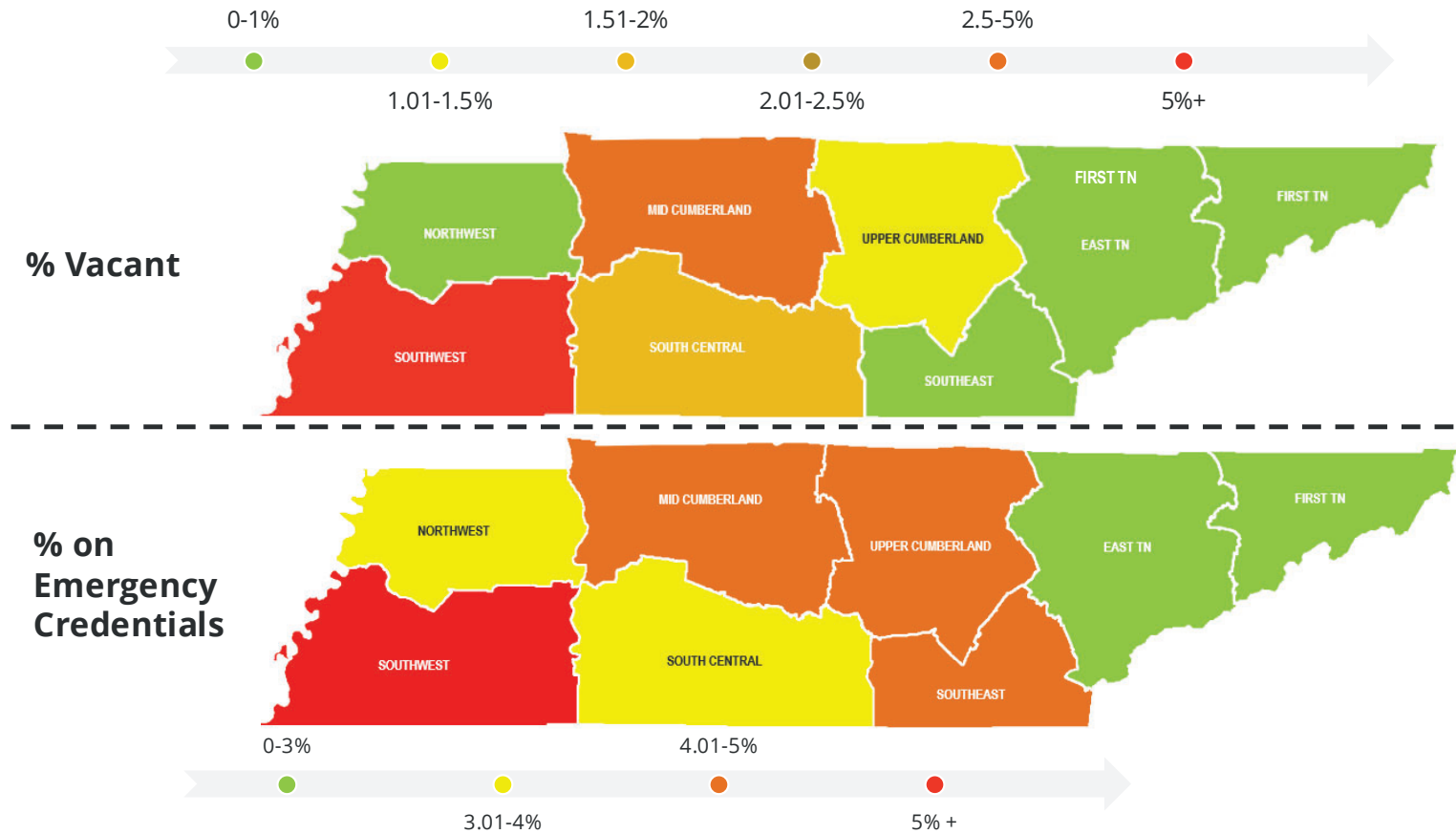
CORE Region	Vacancies	Total Staffed Positions*	Percent Vacant, Region	Percent of All TN Vacancies	Statewide Staffing Proportionality (%)
Northwest	25	2,984	0.84%	1.74%	4.13%
Southwest-Memphis	441	12,481	3.53%	30.75%	17.30%
Mid Cumberland	631	22,580	2.79%	44.00%	31.29%
South Central	97	5,044	1.92%	6.76%	6.90%
Upper Cumberland	48	3,900	1.18%	3.35%	5.41%
Southeast	48	6,914	0.69%	3.35%	9.59%
East Tennessee	81	12,041	0.67%	5.64%	16.69%
First Tennessee	63	6,254	1.00%	4.39%	8.68%
Statewide Total	1,434	72,198	1.99%		

*Number of individuals evaluated as teachers using the evaluations report, omitting charters.

Vacancies & Emergency Credential Percentages by CORE Region



Vacancy & Emergency Credential Comparisons

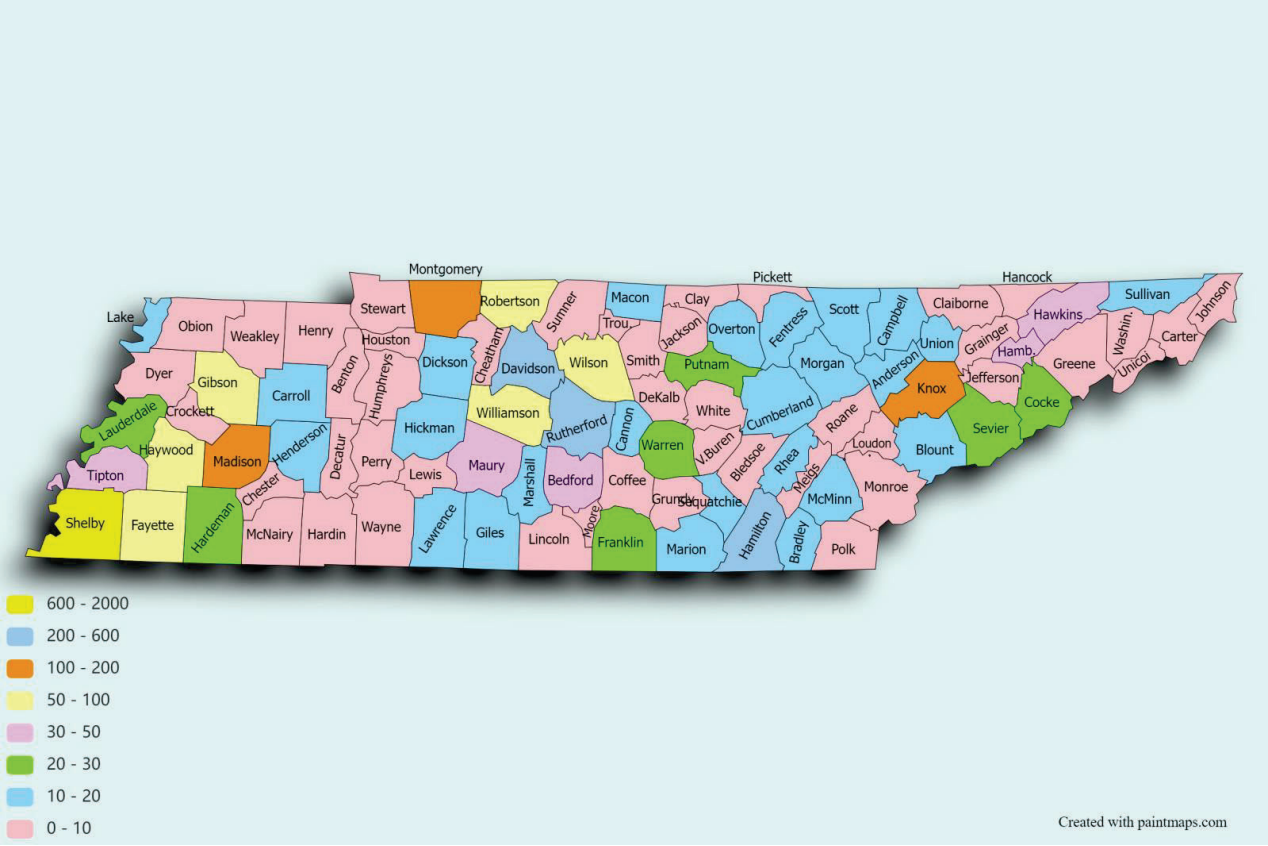


Emergency Credentials by CORE Region

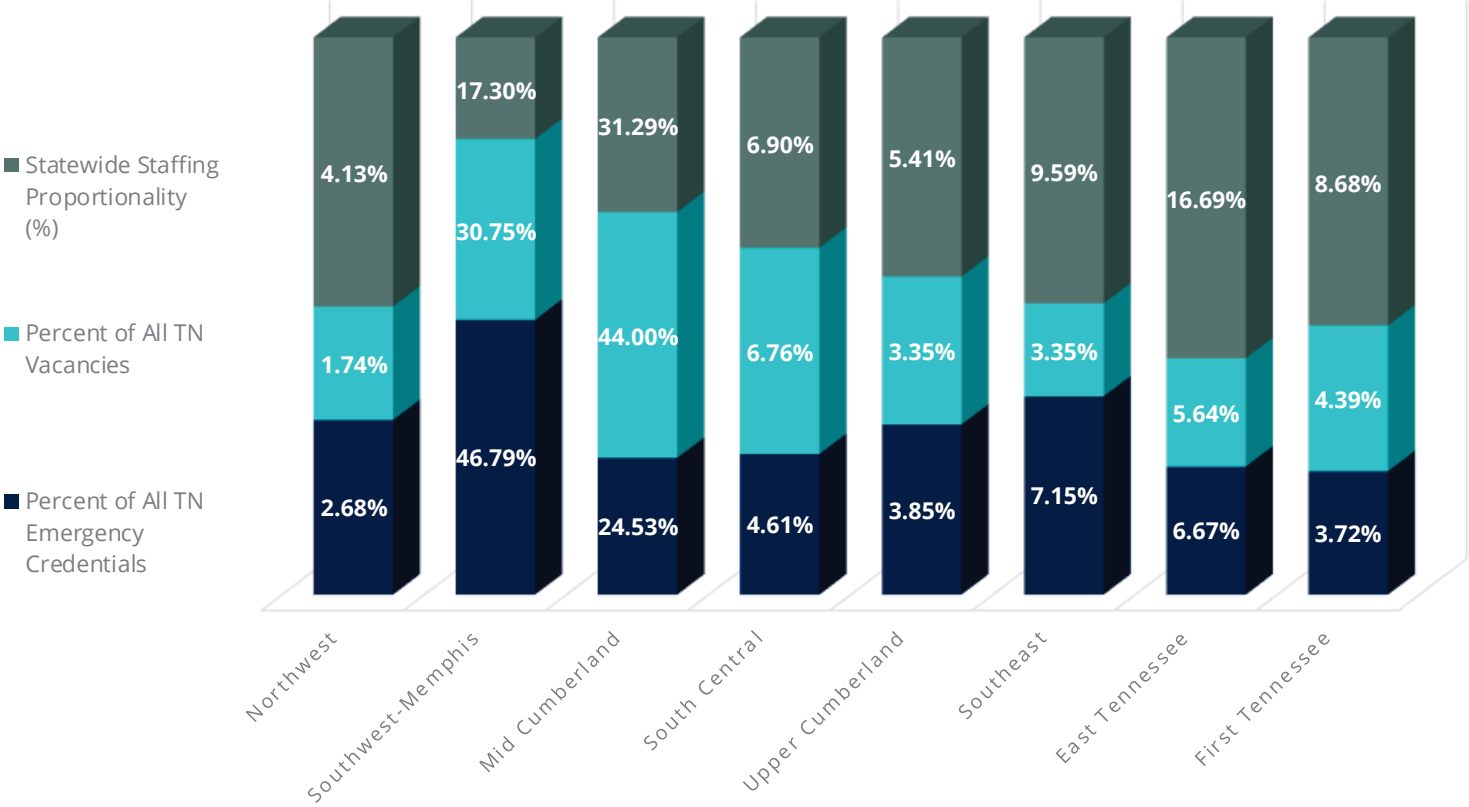
CORE Region	Emergency Credential total	Total Staffed Positions*	Percent holding Emergency Credentials, Region	Percent of All TN Emergency Credentials	Statewide Staffing Proportionality (%)
Northwest	113	2,984	3.79%	2.68%	4.13%
Southwest-Memphis	1971	12,481	15.79%	46.79%	17.30%
Mid Cumberland	1033	22,580	4.58%	24.53%	31.29%
South Central	194	5,044	3.85%	4.61%	6.90%
Upper Cumberland	162	3,900	4.15%	3.85%	5.41%
Southeast	301	6,914	4.35%	7.15%	9.59%
East Tennessee	281	12,041	2.34%	6.67%	16.69%
First Tennessee	157	6,254	2.51%	3.72%	8.68%
Statewide Total	4,212	72,198	10.31%		

*Number of individuals evaluated as teachers using the evaluations report, omitting charters.

Emergency Credentials by County



Statewide Vacancy, Emergency Credentials, and Staffing Comparisons

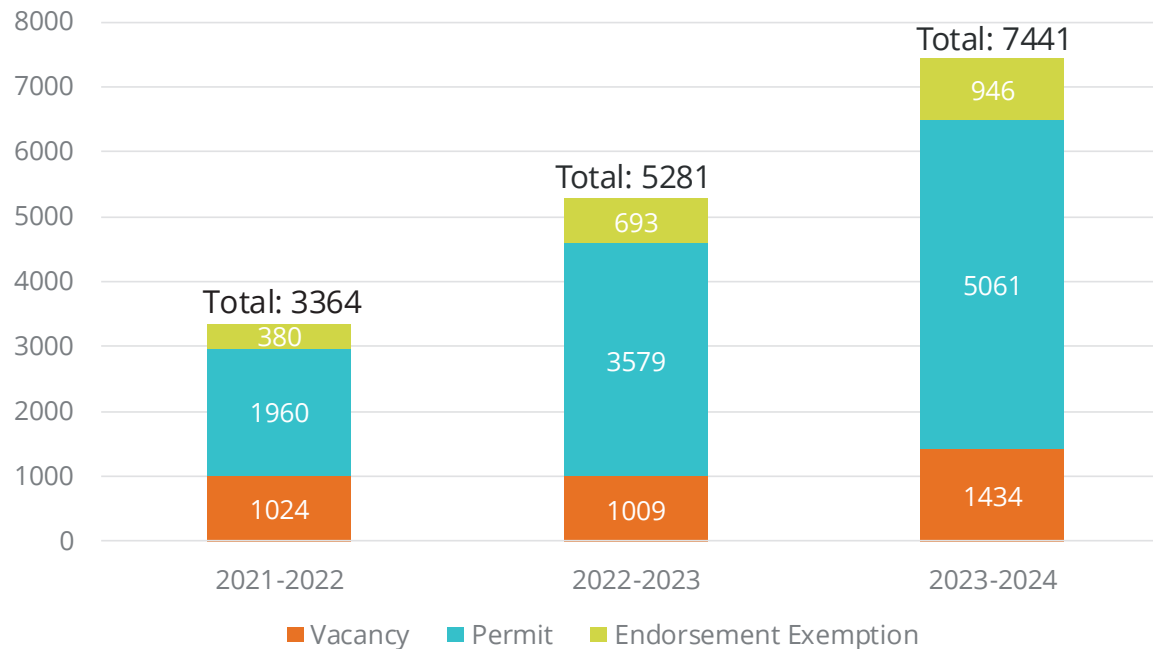




Trends Over Time

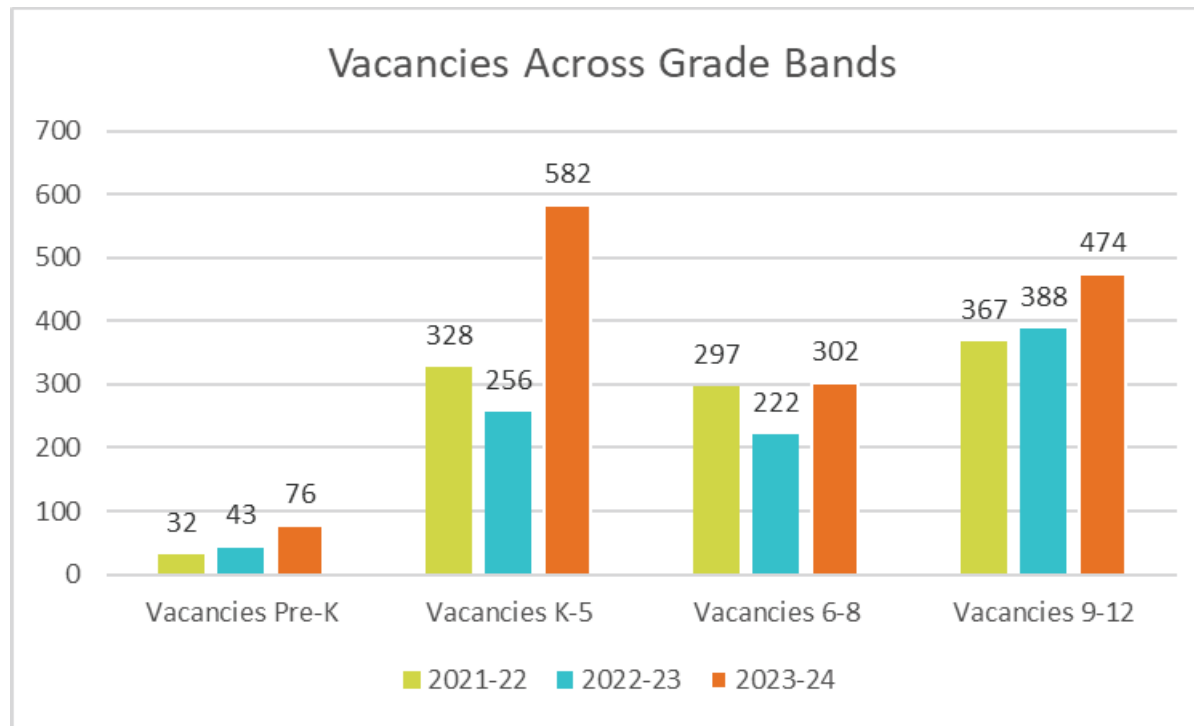
Vacancies and Emergency Credentials Over Time

Vacancy totals increased by 42.12% in 2023-24. Similarly, the issuance and use of permits increased by 40.4% in 2023-24, and the issuance and use of endorsement exemptions increased by 36.5%.



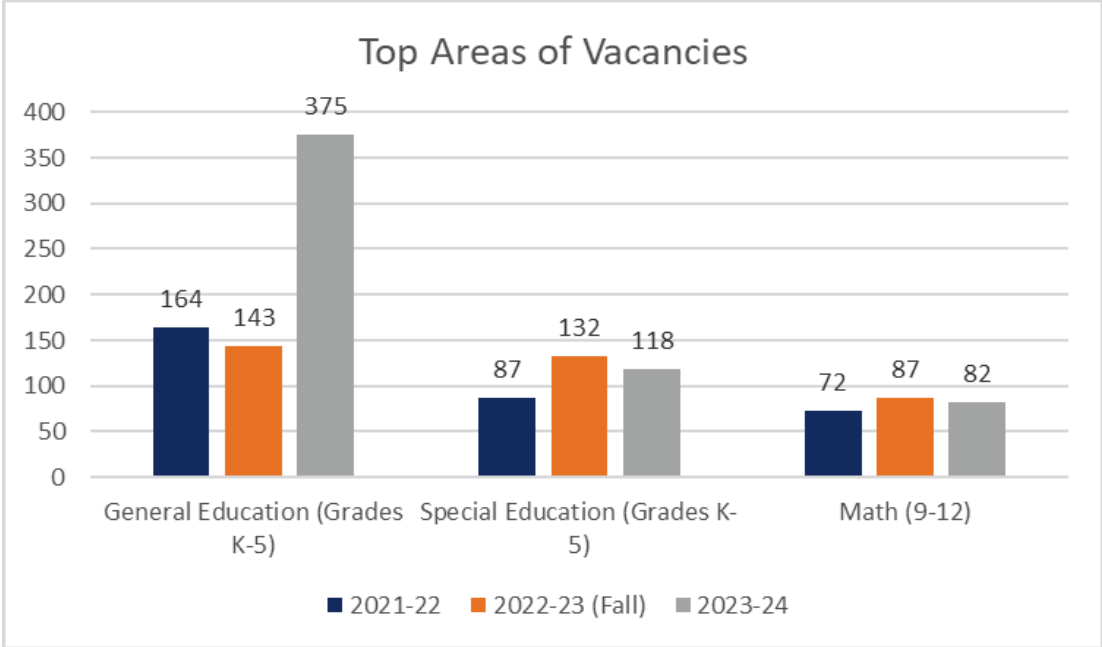
Vacancy Changes by Grade Band and Year

The count of vacancies in every grade band increased in 2023-24.



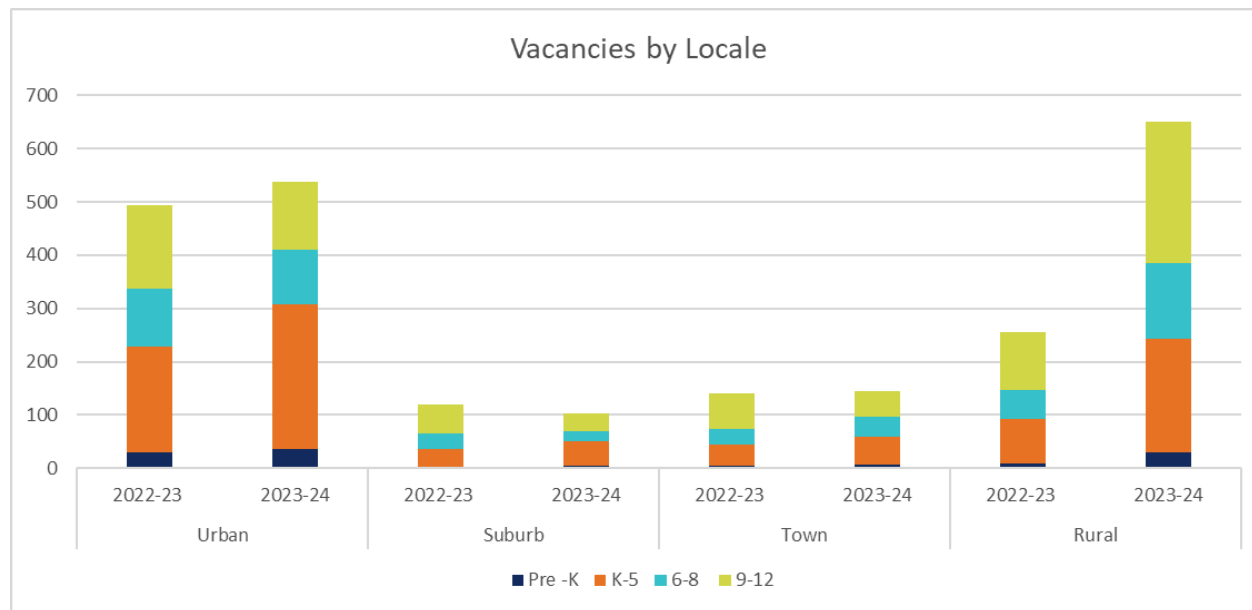
Content Area Vacancies

The content areas with the highest vacancy counts in 2023-24 were General Education (K-5), Special Education (K-5), and Math (9-12). Slight decreases were seen in two areas with a large increase in General Education (K-5).



Annual Vacancies by Locale Type

Rural districts accounted for the largest growth in vacancies in 2023-24.

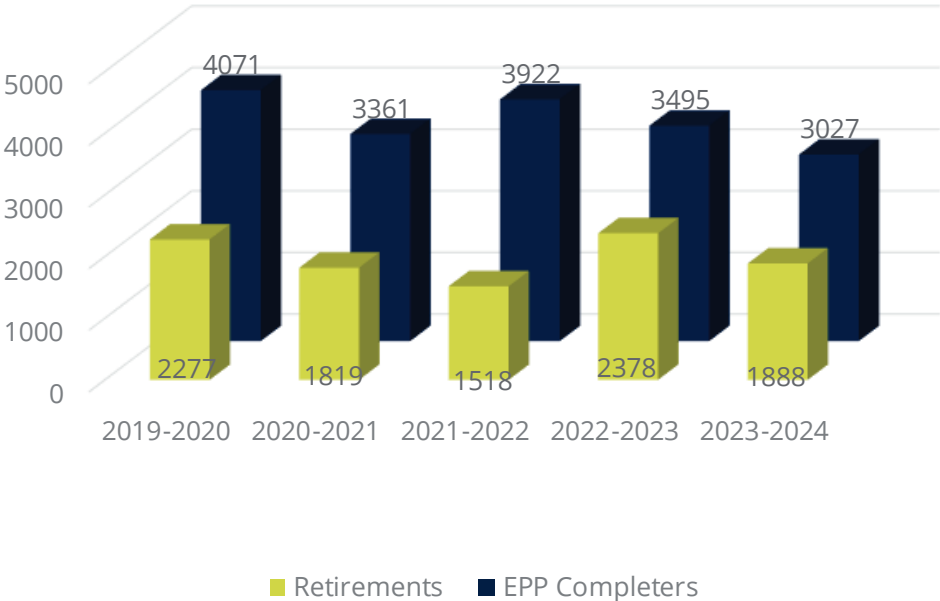




Tennessee Educator Trends

Retirees and EPP Completers To Date

- Over the past few years, program participation has fluctuated relatively similarly in programs across the state.
- Over the last five (5) years, more than 3,000 individuals have completed a Tennessee EPP annually.
- The number of program completers continues to outpace individuals who enter Tennessee’s educator retirement plan each year, though there continue to be high-need endorsement areas in the state.



Tennessee's Educator Preparation Programs/Providers

Northwest:

- Bethel University
- University of Tennessee – Martin

Southwest:

- Arete Public Montessori Residency
- Christian Brothers University
- Freed-Hardeman University
- Lane College
- Rhodes College
- Teach for America – Memphis
- Union University
- University of Memphis

Online:

- Western Governors University

Mid Cumberland:

- Aquinas College
- Austin Peay State University
- Belmont University
- Cumberland University
- Lipscomb University
- Middle Tennessee State University
- Nashville Teacher Residency
- Rutherford County Schools
- Tennessee State University
- Trevecca Nazarene University
- Vanderbilt University
- Welch College

Upper Cumberland:

- Tennessee Technological University

South Central:

- University of Tennessee – Southern

East:

- Carson-Newman University
- Johnson University
- Knox County Schools
- Lincoln Memorial University
- Maryville College
- South College
- University of Tennessee – Knoxville

First:

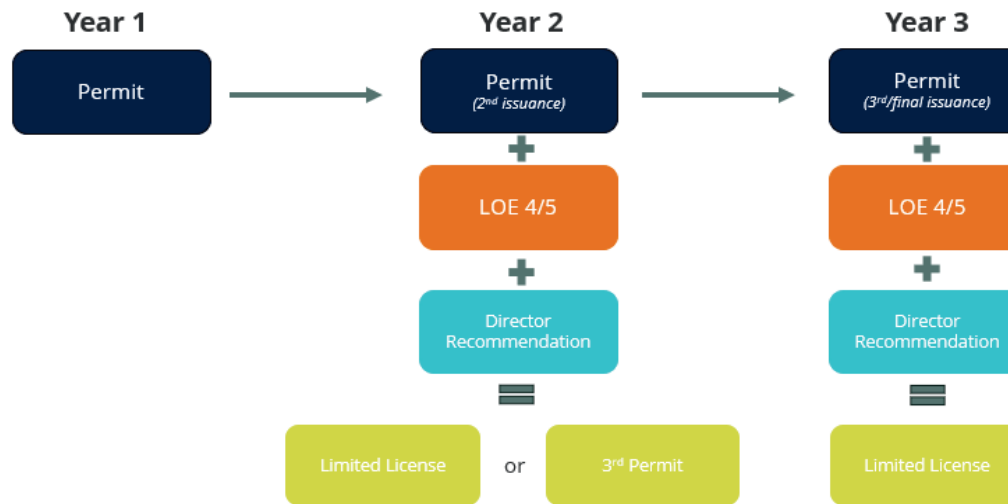
- East Tennessee State University
- King University
- Milligan College
- Tusculum University

Southeast:

- Bryan College
- Hamilton County Schools
- Lee University
- Southern Adventist University
- Tennessee Wesleyan University
- University of Tennessee - Chattanooga

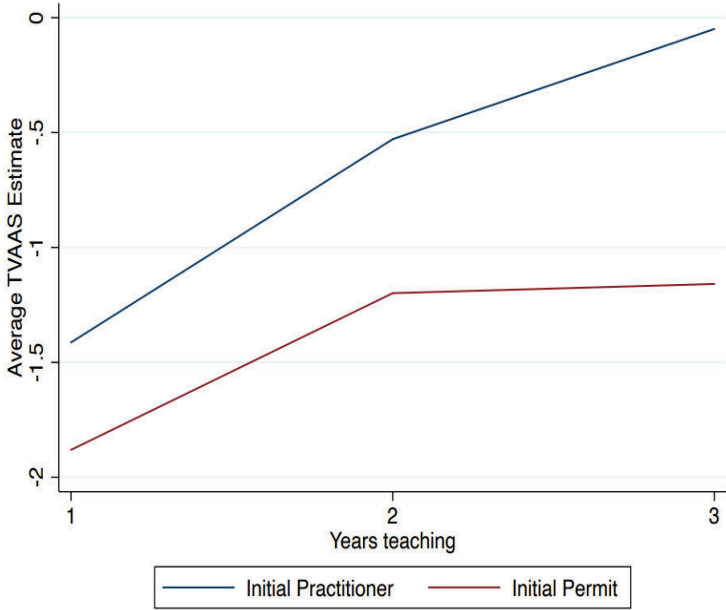
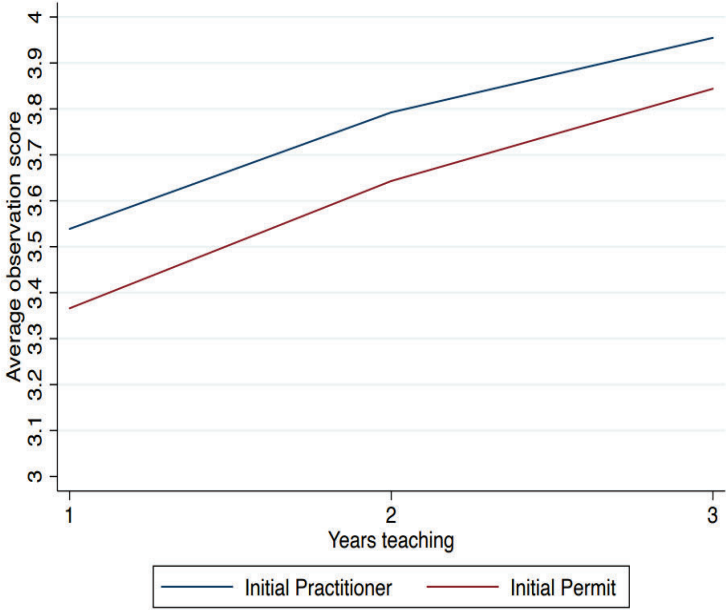
Permits to Limited License Progression

- Chapter 1093 of the Public Acts of 2022 promulgated the creation of the Limited License: a one-time, two-year credential for educators who have acquired a 2nd or 3rd temporary teaching permit and meet other requirements. This created a pathway from the permit to licensure in Tennessee.
- Since the inception, the department has issued 412 Limited Licenses.
- To obtain a Practitioner License from the Limited License, educators must complete coursework in foundational literacy and foundational pedagogical skills, as well as applicable content assessments.



Permit Holders Improve Over Time

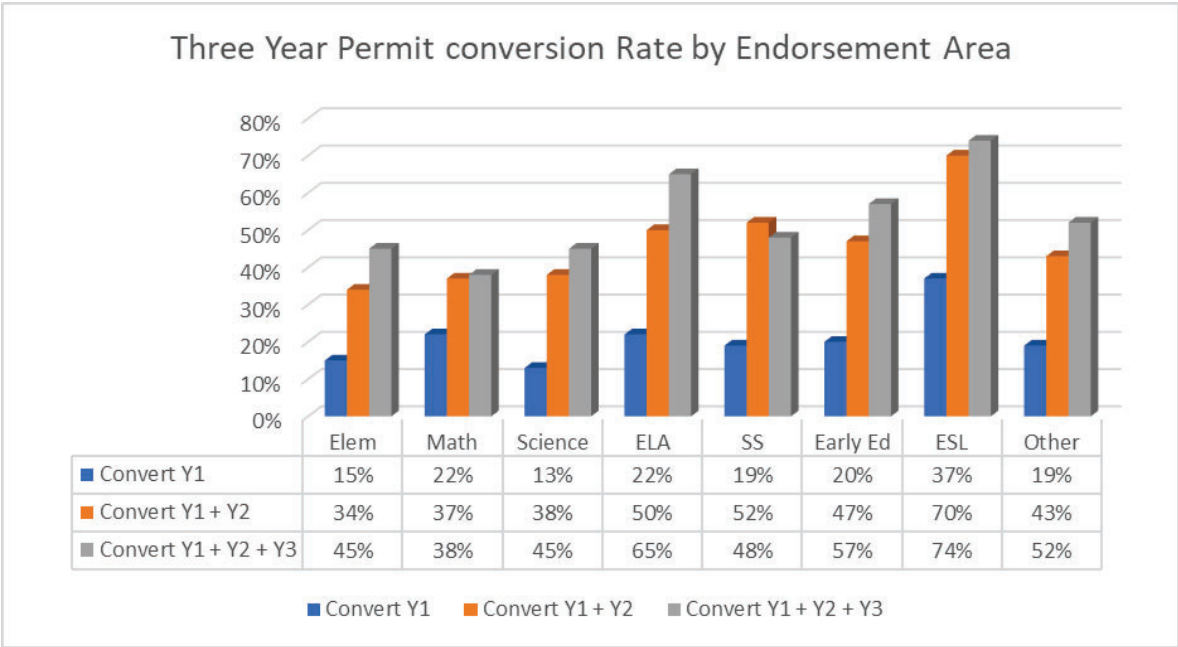
Research completed by TERA (2024) indicated that permit holders have lower observation and TVAAS scores in year one but improve over time – signaling the need for support in the initial transition to teaching.



Grissom, J., & Kistler, H. (2024). *Emergency Credentials in Tennessee: Who, Where, and to What Effect?* Tennessee Education Research Alliance (TERA).

Cumulative Permit Conversion Rates

Research completed by TERA (2024) also shows the rates by which permit holders convert to practitioner licenses, which varies by endorsement area. As previously noted, permit holders may also transition to a limited license after the second or third permit issuance.



*Please note data limitations exist with year-to-year conversions, as some cohort 2022 and cohort 2023 data are missing from the dataset.



Limitations & Future Considerations

Limitation

Self-Reported Data

- LEA data by grade band and content area may lack accuracy.
- Reported as one-time snapshot 1-2 times per year

Submission Timeline

Snapshot data - terminations, resignations, and transfers may occur throughout year.

Content Areas

- LEAs struggled with defining some content areas such as “general education.”
- “Other” served as a catchall for non-tested subjects, such as art, P.E., music, and library.
 - Comparisons with permits, endorsement exemptions, and non-tested vacancies impossible without separated endorsement areas.

Limitations

Educator Retention and Portability

- Data does not show how long educators remain in a position, or where educators go when they leave a position.

Real-time Vacancy Data

- Even with data system improvements, the department will still not have access to real-time educator vacancy data, which can be utilized for myriad purposes (e.g., strategic planning, federal reporting).



Thank You!

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