



2022-23 Vacancy Data Collection

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BEST FOR ALL

We will set all students on a path to success.

ACADEMICS

ALL TENNESSEE STUDENTS WILL HAVE ACCESS TO A HIGH-QUALITY EDUCATION, NO MATTER WHERE THEY LIVE

STUDENT READINESS

TENNESSEE PUBLIC SCHOOLS WILL BE EQUIPPED TO SERVE THE ACADEMIC AND NON-ACADEMIC NEEDS OF ALL STUDENTS IN THEIR CAREER PATHWAYS

EDUCATORS

TENNESSEE WILL SET A NEW PATH FOR THE EDUCATION PROFESSION AND BE THE TOP STATE IN WHICH TO BECOME AND REMAIN A TEACHER AND LEADER FOR ALL

Overview of Vacancy Data Collection



Definitions

- **Vacancy:** A teaching position that has not been filled; resulting in lack of course availability or in students being distributed among the available teachers' classrooms, increasing the student to teacher ratio.
- **Permit:** An emergency credential for an individual **with** a bachelor's degree, but **without** a teaching license. Permits cannot be issued for positions associated with special education, elementary physical education, or classes assessed by an end of course (EOC) exam.
- **Endorsement exemption:** An emergency credential, also known as a waiver, for a teacher **with** a teaching license, allowing them to **teach outside their endorsement area(s)**. These cannot be used for positions associated with special education or elementary physical education.

****Public Chapter 280 of 2023 authorizes the department to issue endorsement exemptions for elementary PE. Starting in the 23-24 school year, the department will begin issuing elementary PE endorsement exemptions.***





Collection Process and Guidance

State Board Policy 5.600: Strategic Compensation

- Section II part 2(b)3 states:

(b) Differentiated pay plan approval shall be contingent upon the following...

3. Submission of LEA vacancy data for the current school year using a template provided by the Department, confirmation of LEA permit and waiver data provided by the Department for the current school year, and submission of any data informed changes made by the LEA to their differentiated pay plan by a timeline determined by the Department.



Collection Process and Guidance



| | Year 1: 2020-21 | Year 2: 2021-22 | Year 3: 2022-23 |
|-----------------------|--|---|---|
| Communication | Commissioner's Update for Directors Newsletter | 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 |
| Collection date | One week snapshot October 2020, due October 31 | One week snapshot January 2022, due February 18 | End of semester collection based on a one-week snapshot from December 2022 and May 2023 |
| Vacancy definition | Any position unfilled by a licensed teacher including those filled by a permit or endorsement exemption | Any position unfilled by a licensed teacher for 20 or more days excluding permits and endorsement exemption | Any position unfilled by a licensed teacher for 20 or more days excluding permits and endorsement exemption |
| Information collected | Vacancy by grade band (Pre-K, K-4, 5-8, 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 collected from internal data source*

Considerations for Future Data Collection



| | 2021-22 Recommendations | 2022-23 Implementation | 2023-24 Implementation Plan |
|------------------------|---|---|--|
| Collection Methodology | Move from snapshot survey to real-time collection | Snapshot survey | TNCompass will launch a vacancy data collection site , including a data dashboard , that will allow dynamic updates reflecting timely vacancies . |
| Collection Timeframe | Collect data multiple times during the school year | Data collection occurring at the end of each semester | Districts will be able to update vacancy data on a consistent basis throughout the year . |
| Data Transparency | Develop data dashboard with real-time vacancy information | Data shared with State Board of Education | Vacancy data dashboard will be available in TNCompass. Future expansion to include a crosswalk of endorsements with job openings across region/state. |

Vacancies, Permits, and
Endorsement
Exemptions:
2022 – 23 (Fall)



Teacher Vacancy: National Landscape



This past fall, **45% of public schools nationwide** were operating without a full teaching staff.

18% of public schools had **one teaching vacancy**, and **27%** had **multiple teaching vacancies**, according to data released in October 2022 from the National Center for Education Statistics (NCES).

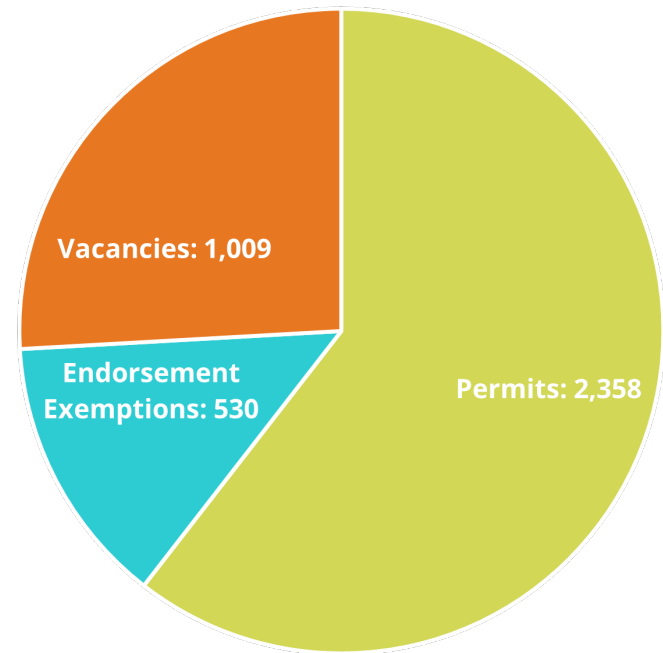
The average public school had **two vacant teaching positions**, and 4% of **all public school teaching positions** across the country were vacant.

Tennessee Vacancies and Emergency Credentials

In fall 2022, a **total of 3,897 positions—** or **5.5 percent of total teaching positions in the state—** were either vacant or filled with a teacher on an emergency credential (permit or endorsement exemption).

There are an **average of 20.4 positions per district** either vacant or with a teacher on an emergency credential.

However, **46 districts reported zero vacancies**, and of those, **14 districts have zero teachers on emergency credentials.**



46 Districts Reported Zero Vacancies for 2022-23 (Fall)

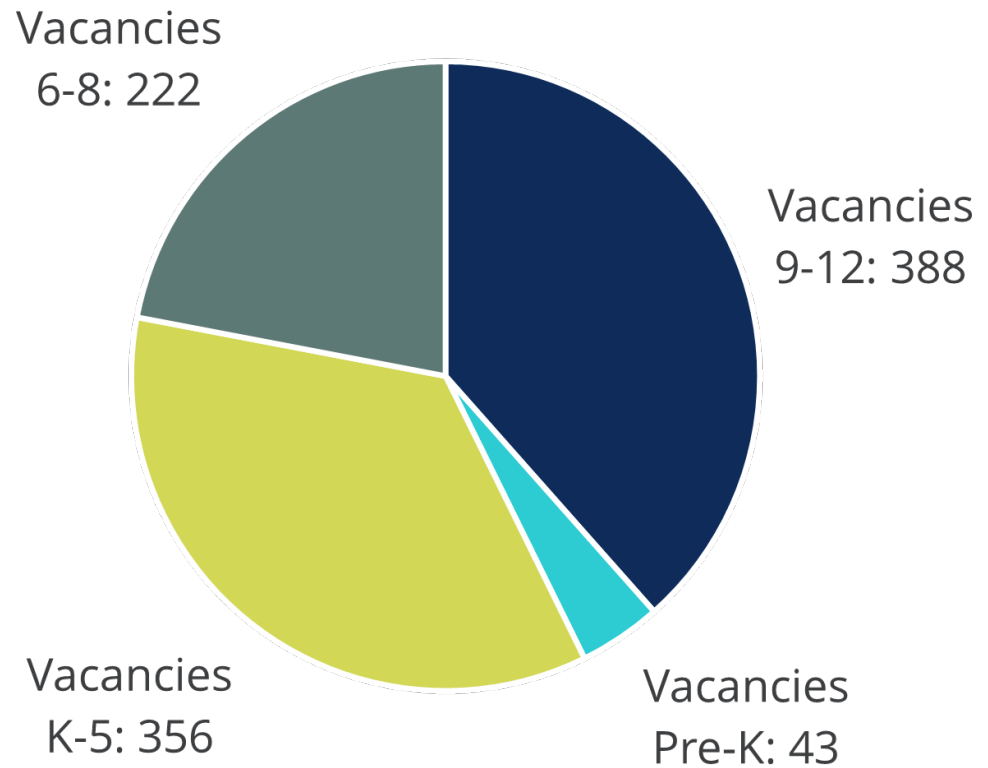
- Alamo City Schools*^
- Alcoa City Schools*
- Alvin C. York Institute^
- Arlington Community Schools
- Athens City Schools*
- Blount County Schools^
- Bradford SSD*^
- Bristol TN City Schools^
- Chester County School District*^
- Claiborne County Schools^
- Clinton City Schools*
- Decatur County Schools^
- Dyer County Schools^
- Dyersburg City Schools^
- Elizabethton City Schools^
- Fentress County Schools^
- Hancock County Schools^
- Hardin County Schools*
- Henry County Schools^
- Huntingdon SSD*
- Jackson County Schools^
- Johnson City Schools
- Lenoir City Schools
- Lewis County Schools^
- Lexington City Schools*
- Manchester City Schools
- Maryville City Schools*^
- McNairy County Schools^
- Meigs County Schools*^
- Milan SSD*^
- Millington Municipal Schools*^
- Moore County Schools*^
- Oak Ridge Schools*
- Oneida SSD*^
- Paris SSD*^
- Pickett County Schools*
- Richard City SSD*
- South Carroll SSD*^
- Stewart County School District^
- Trenton SSD*^
- Unicoi County Schools^
- Union City Schools*
- Van Buren County Schools^
- West Carroll SSD^
- West Tennessee School for the Deaf^
- White County Schools*^



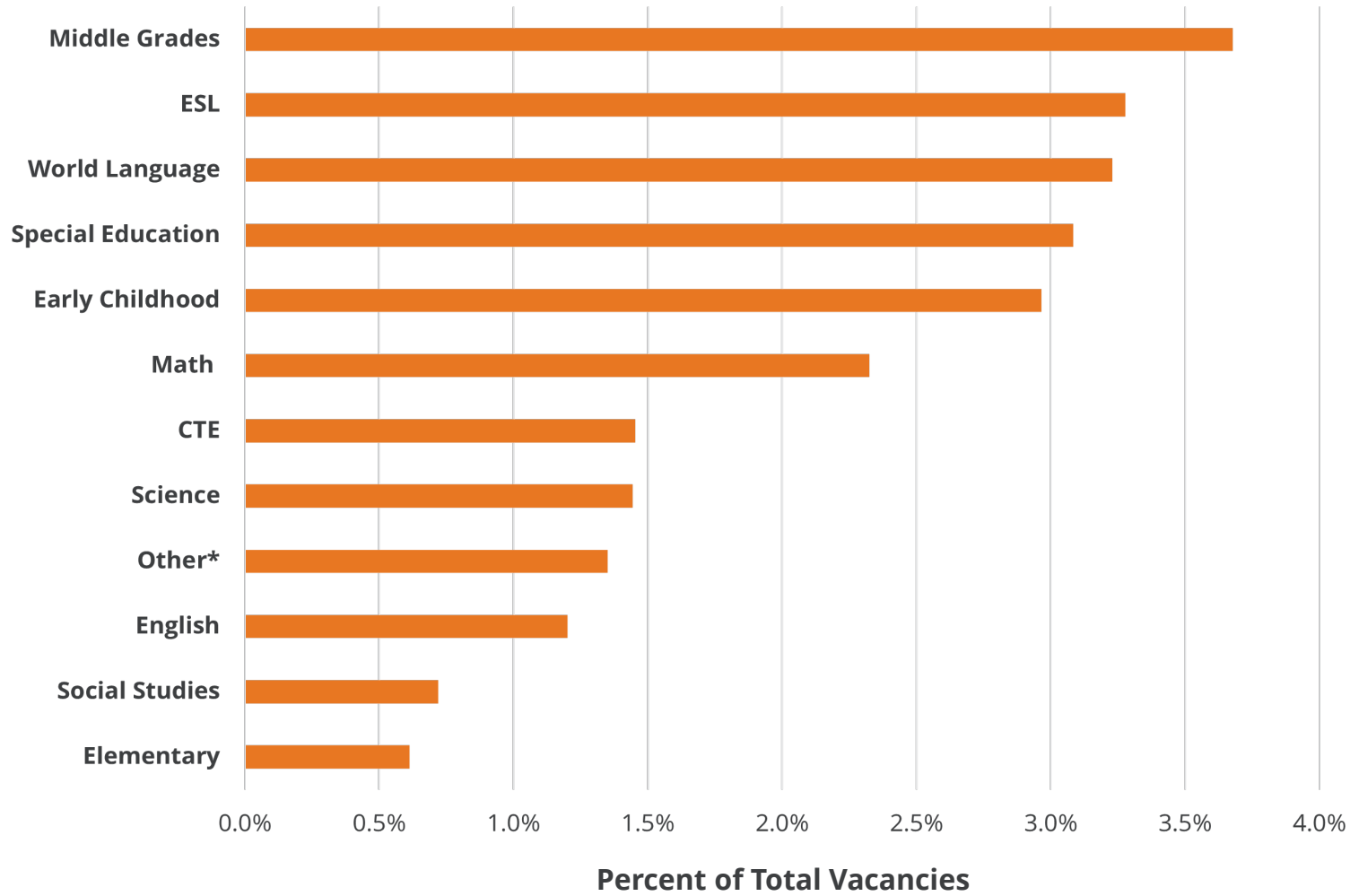
****Districts reporting zero vacancies for two consecutive submissions.
^Districts using permits or endorsement exemptions in the 2022-23 SY.***

Vacancies

Districts reported a **total of 1,009 vacancies.**



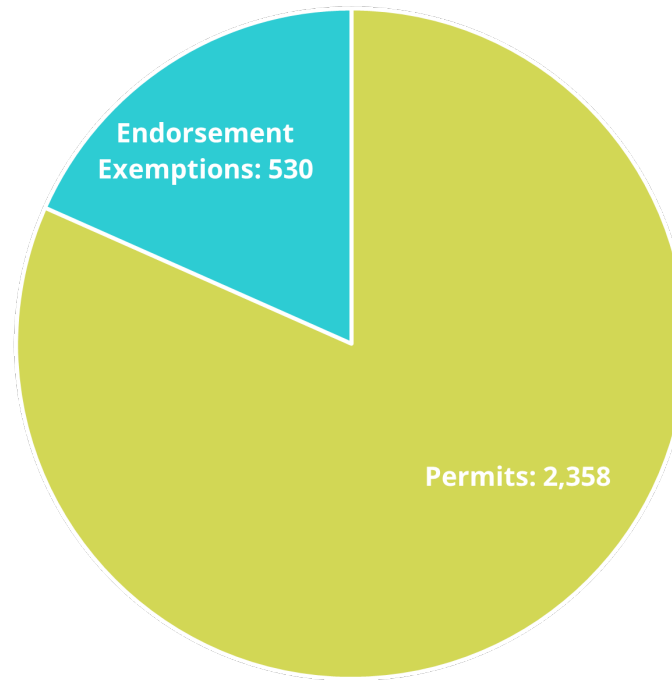
We see a higher percentage of vacancies in middle grades, ESL, world languages, and special education, compared to other endorsement areas.



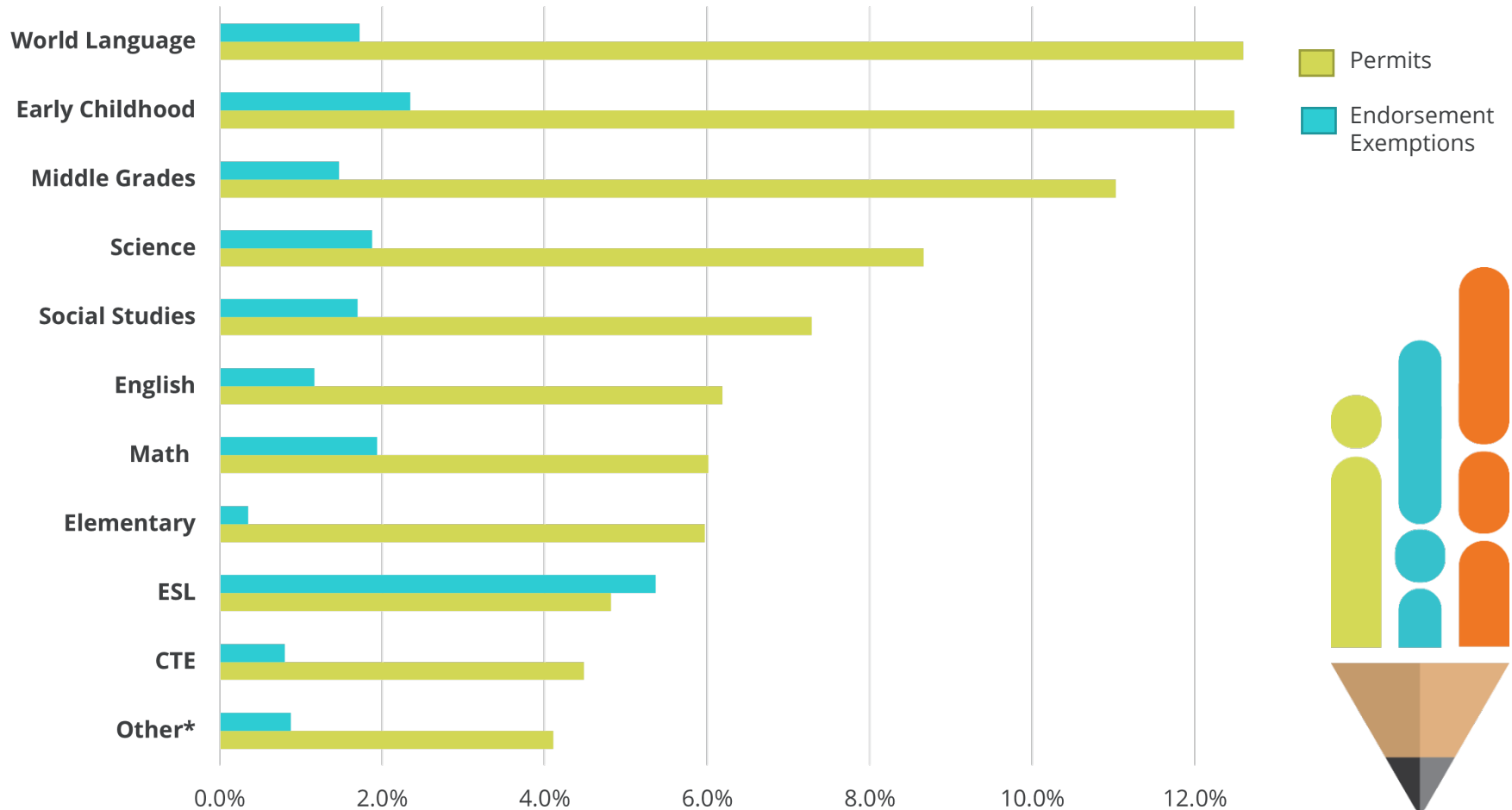
*Other includes Art, Physical Education, Music, Performing Arts, or Library

Emergency Credentials

Districts reported a **total of 2,888 positions** staffed by a teacher on an emergency credential– for an **average of 25.9 positions per district** staffed by a teacher on an emergency credential.

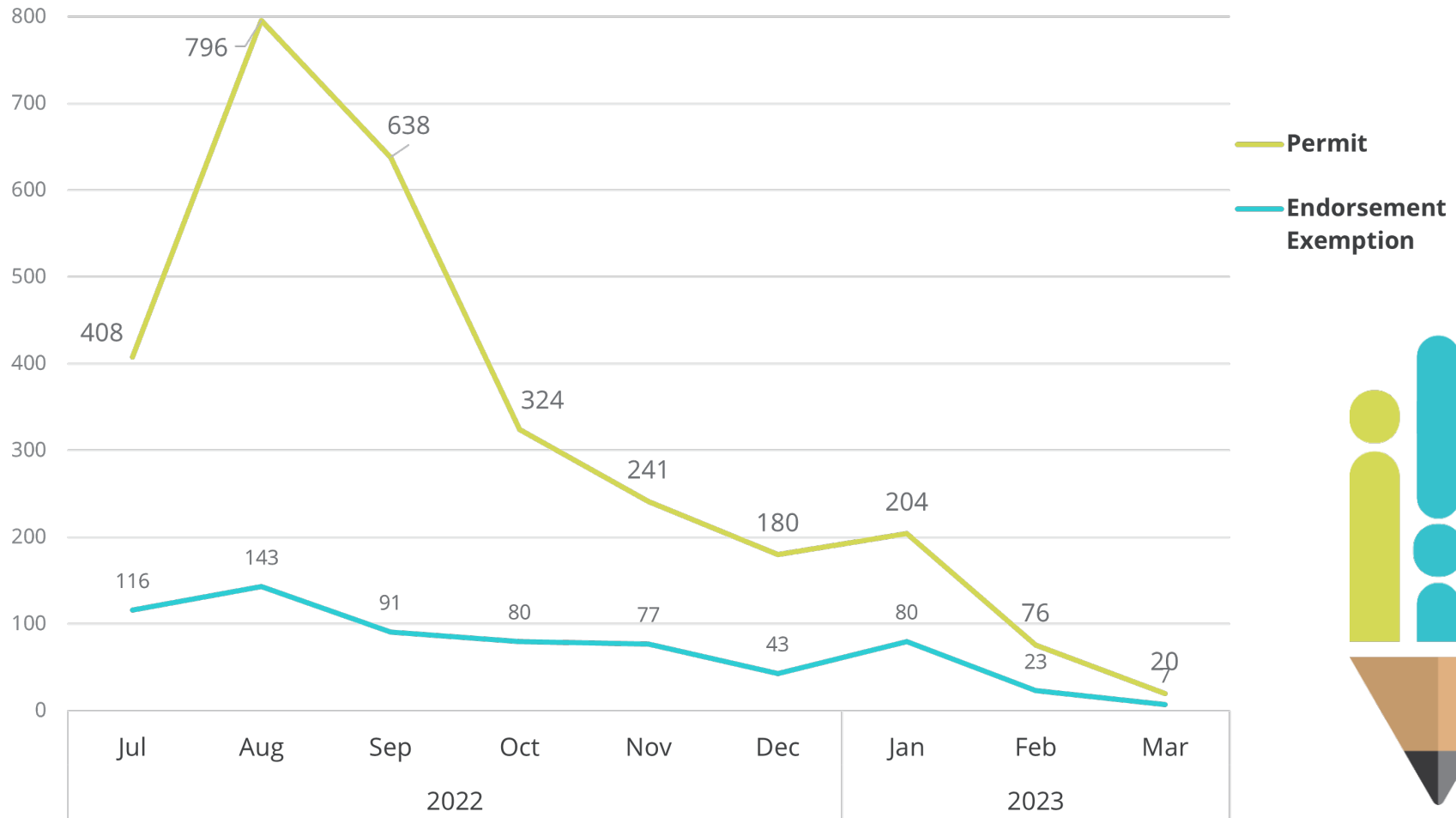


World languages and early childhood education rise to the top when looking at the percentage of emergency credentials.



*Other includes Health and Wellness, World Languages, and General Middle Grades

The timing of emergency credential requests mirrors what we would anticipate with a surge at the start of the school year.



Vacancies, Permits, and Endorsement Exemptions: CORE Regions



| CORE Region | Total Staffed Positions | Vacancies | Permits | Endorsement Exemptions | Total Unfilled Positions | Percent Unfilled Positions |
|------------------|-------------------------|--------------|--------------|------------------------|--------------------------|----------------------------|
| Northwest | 2,704 | 38 | 66 | 33 | 137 | 5.07% |
| Southwest | 12,989 | 343 | 1102 | 95 | 1,540 | 11.86% |
| Mid Cumberland | 19,890 | 333 | 651 | 162 | 1,146 | 5.76% |
| South Central | 4,235 | 72 | 152 | 44 | 268 | 6.33% |
| Upper Cumberland | 4,921 | 60 | 156 | 38 | 254 | 5.16% |
| Southeast | 5,108 | 40 | 137 | 70 | 247 | 4.84% |
| East Tennessee | 12,542 | 82 | 59 | 68 | 209 | 1.67% |
| First Tennessee | 5,064 | 41 | 37 | 26 | 104 | 2.05% |
| Total | 67,453 | 1,009 | 2,360 | 536 | 3,905 | 5.79% |

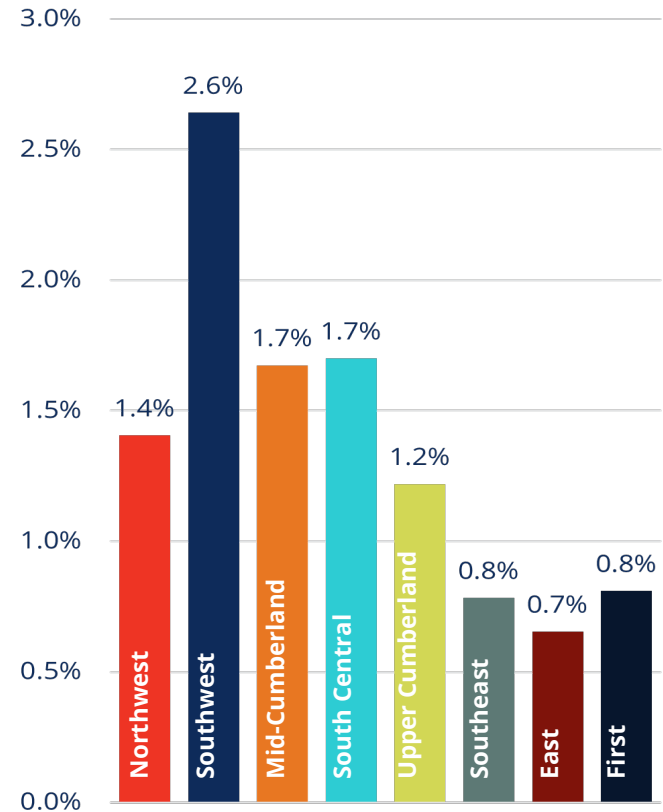


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Vacancies: CORE Regions



| CORE Region | Vacancies | Total Staffed Positions | Percent Vacant, Region | Percent of All TN Vacancies |
|------------------|--------------|-------------------------|------------------------|-----------------------------|
| Northwest | 38 | 2,704 | 1.4% | 4% |
| Southwest | 343 | 12,989 | 2.6% | 19% |
| Mid Cumberland | 333 | 19,890 | 1.7% | 29% |
| South Central | 72 | 4,235 | 1.7% | 6% |
| Upper Cumberland | 60 | 4,921 | 1.2% | 7% |
| Southeast | 40 | 5,108 | 0.8% | 8% |
| East Tennessee | 82 | 12,542 | 0.7% | 19% |
| First Tennessee | 41 | 5,064 | 0.8% | 8% |
| Total | 1,009 | 67,453 | | |



Percent of total teaching positions vacant by CORE Region

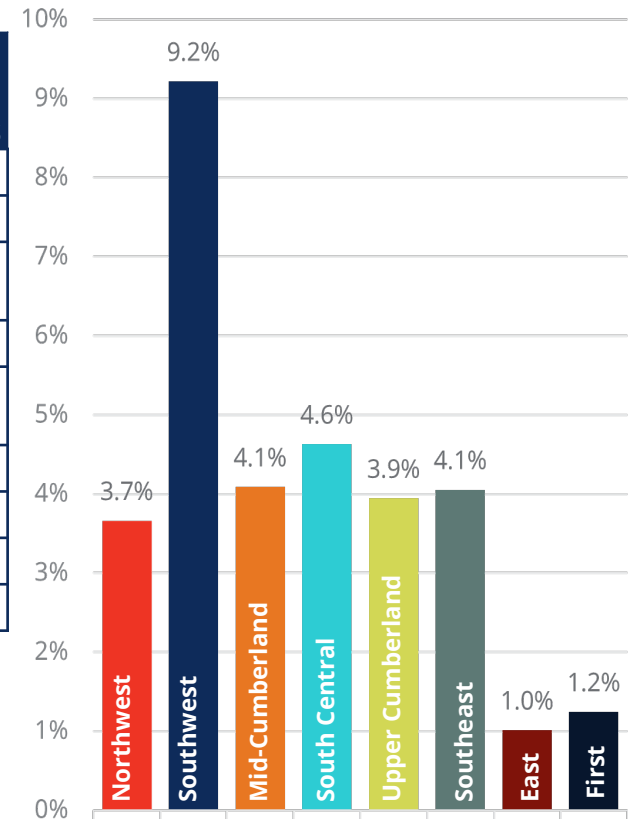


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Emergency Credentials: CORE Regions



| CORE Region | Total Staffed Positions | Permits | Endorsement Exemptions | Total Emergency Credentials | Percent on Emergency Credentials |
|------------------|-------------------------|---------|------------------------|-----------------------------|----------------------------------|
| Northwest | 2,704 | 66 | 33 | 99 | 3.7% |
| Southwest | 12,989 | 1102 | 95 | 1,197 | 9.2% |
| Mid-Cumberland | 19,890 | 651 | 162 | 813 | 4.1% |
| South Central | 4,235 | 152 | 44 | 196 | 4.6% |
| Upper Cumberland | 4,921 | 156 | 38 | 194 | 3.9% |
| Southeast | 5,108 | 137 | 70 | 207 | 4.1% |
| East | 12,542 | 59 | 68 | 127 | 1.0% |
| First | 5,064 | 37 | 26 | 63 | 1.2% |
| Total | 67,453 | 2,360 | 536 | 2,896 | |



Percent of total teaching positions using emergency credentials by CORE Region

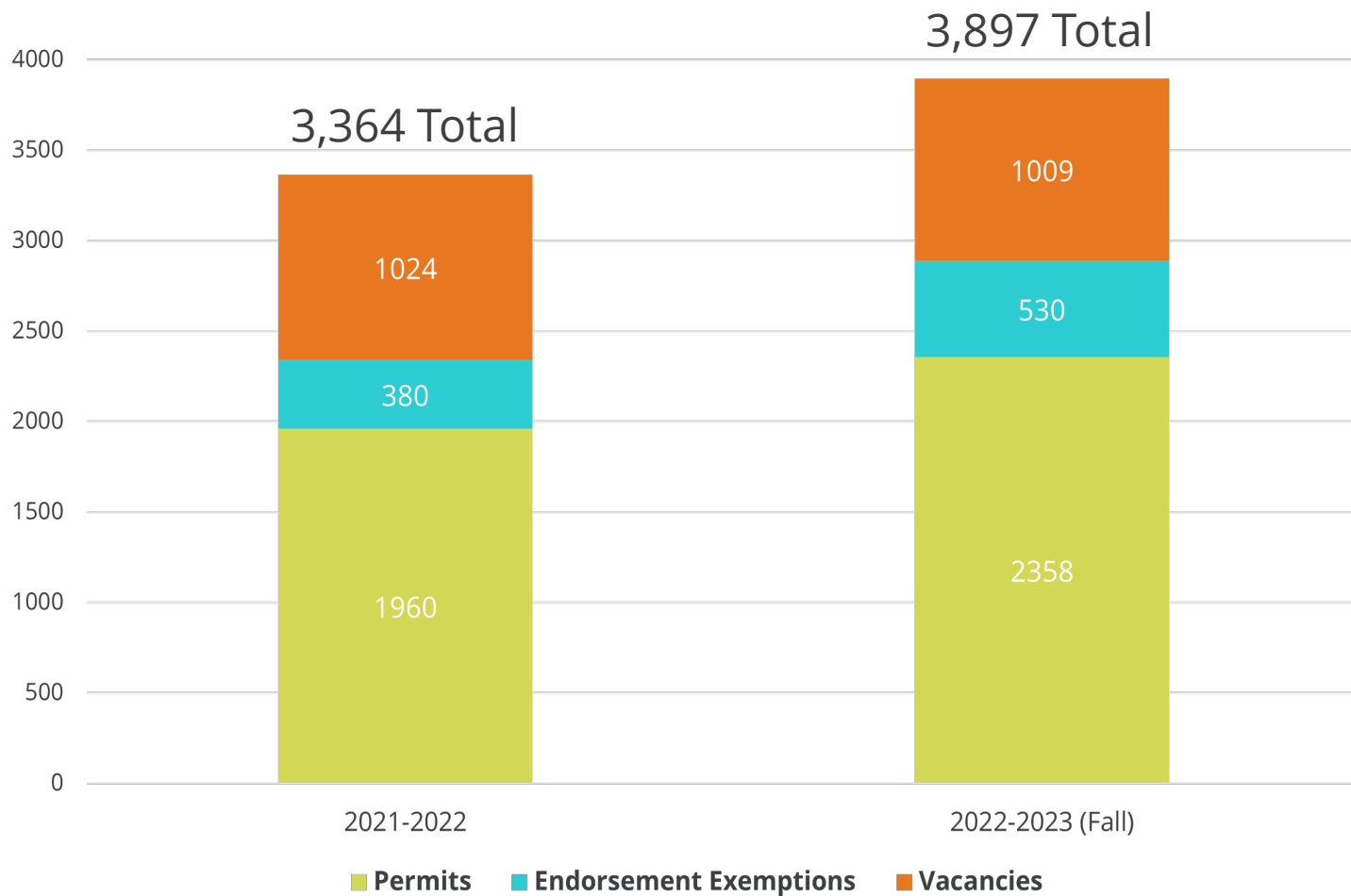
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Permits, Endorsement Exemptions, and Vacancies: Trends



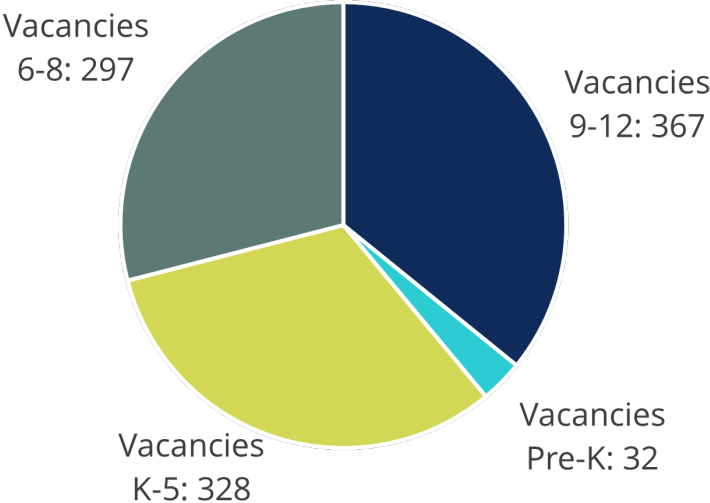
Total vacancies and emergency credentials increased by 16% in 2022-23. This increase was seen mostly in the use of emergency credentials which increased by 23% in 2022-23.



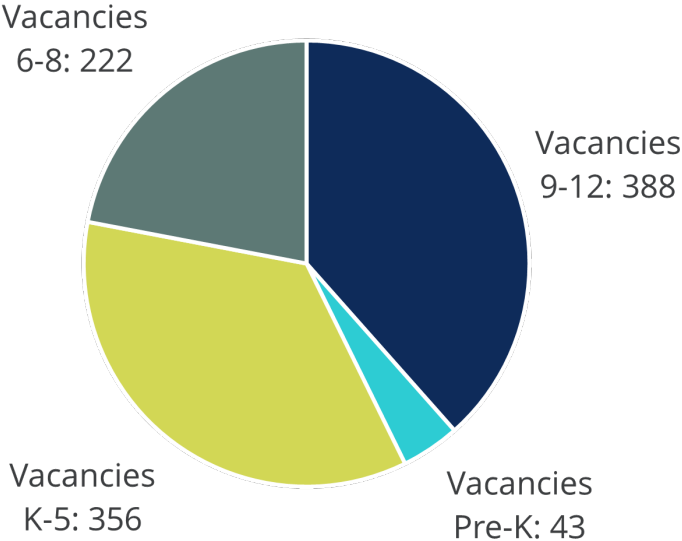
Vacancy rates across grade bands remained consistent from 2021-22 to 2022-23.



2021-22



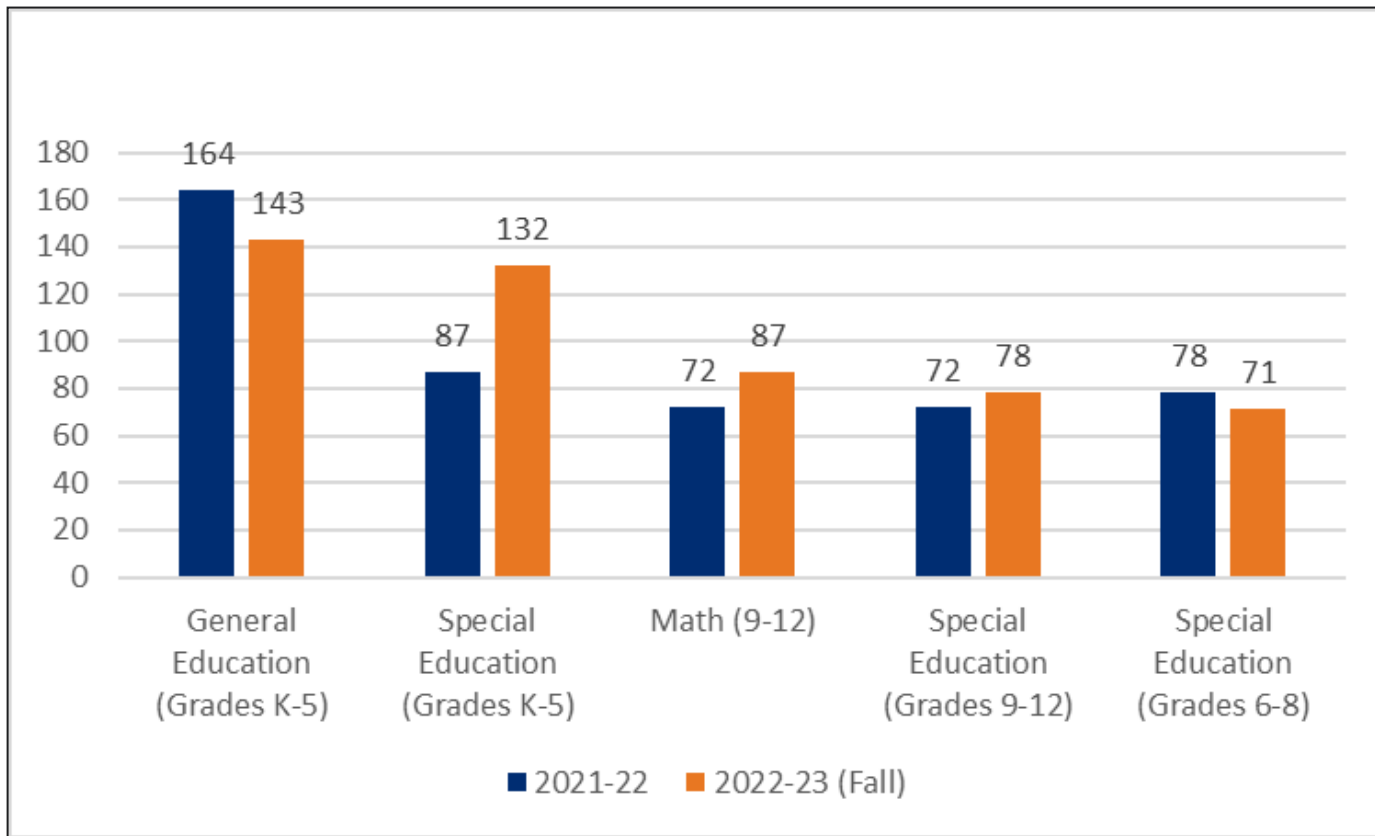
2022-23
(Fall)



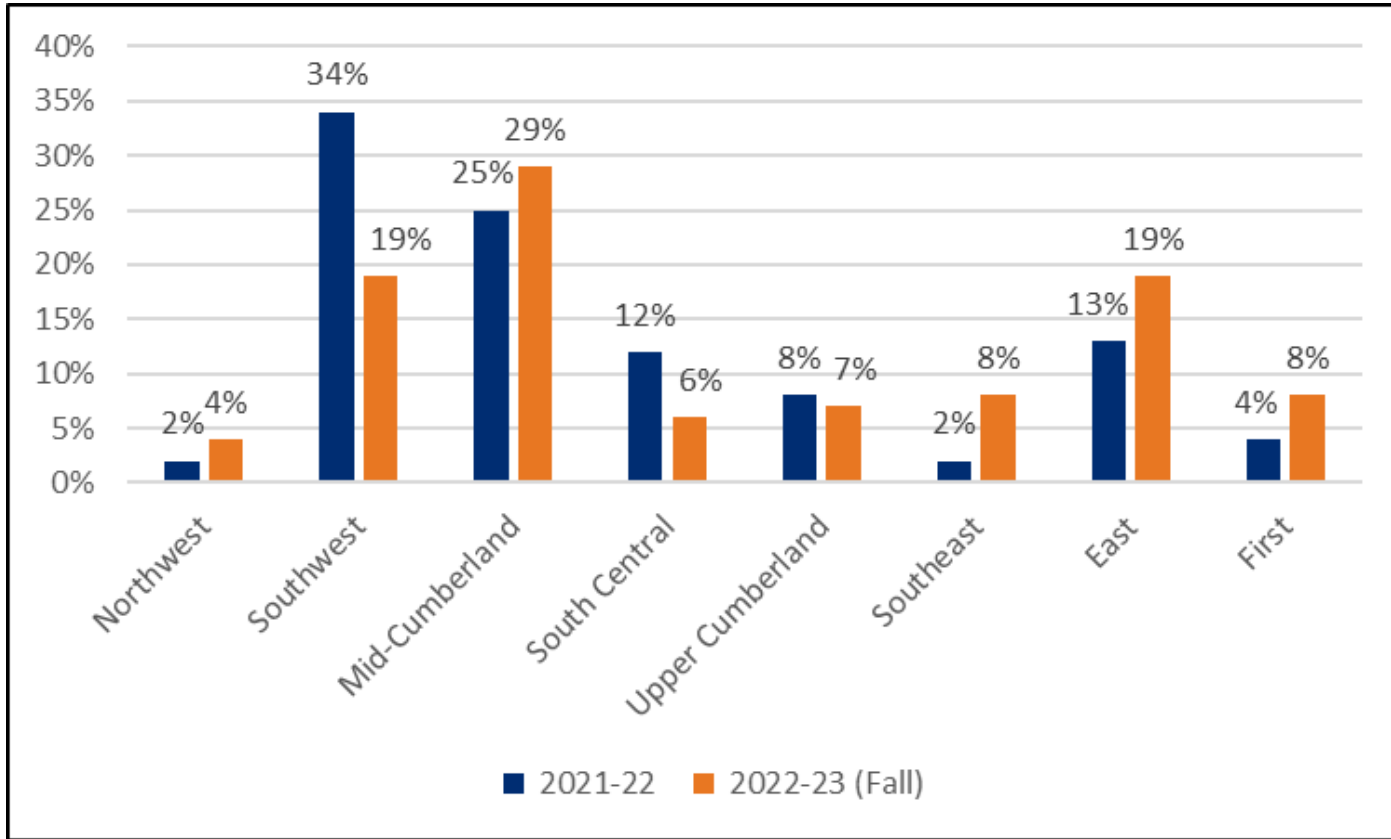
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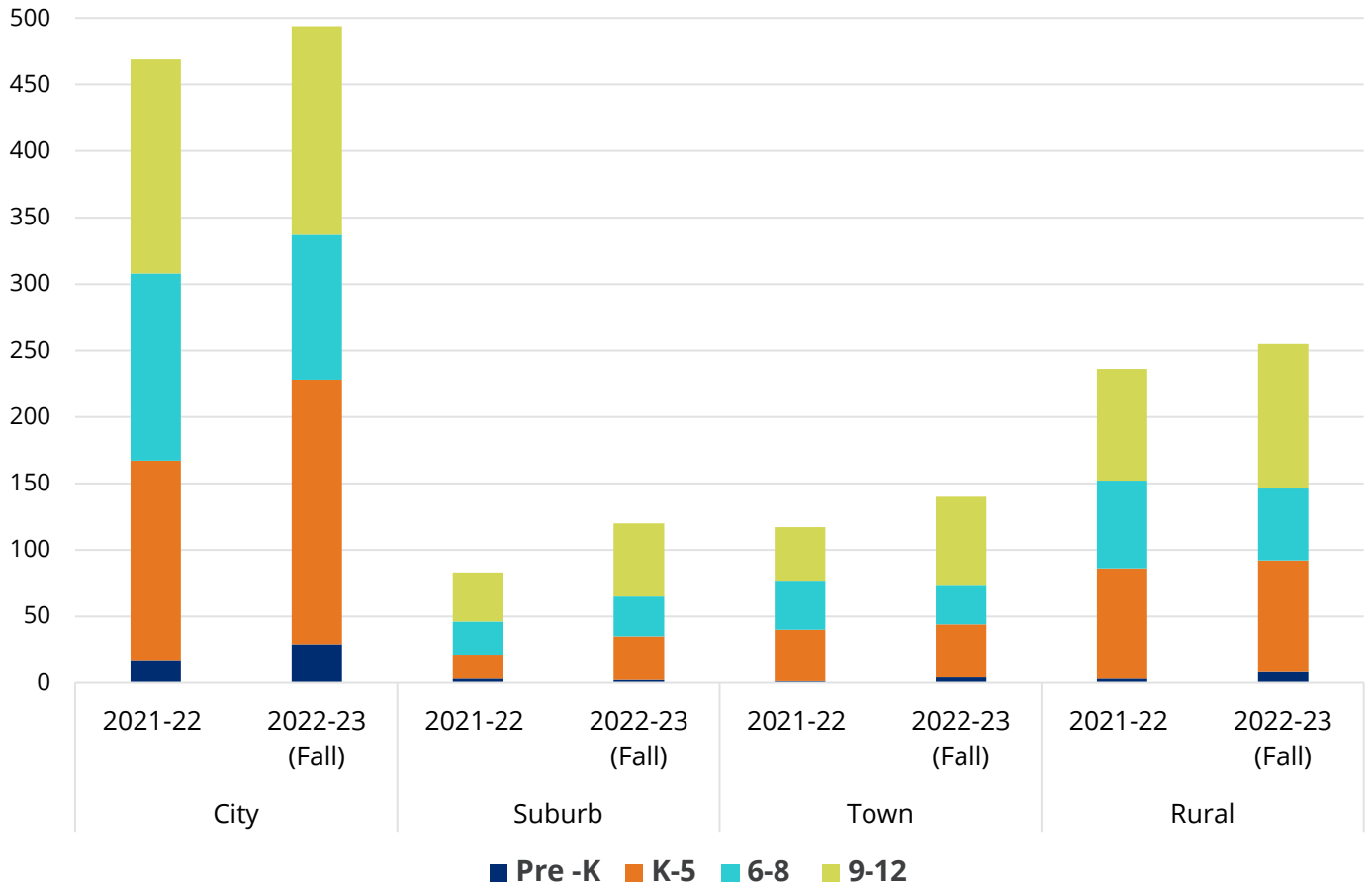
Endorsement areas with the most vacancies remained relatively stable except for elementary SPED, despite nearly 500 educators earning a free SPED endorsement from the state.



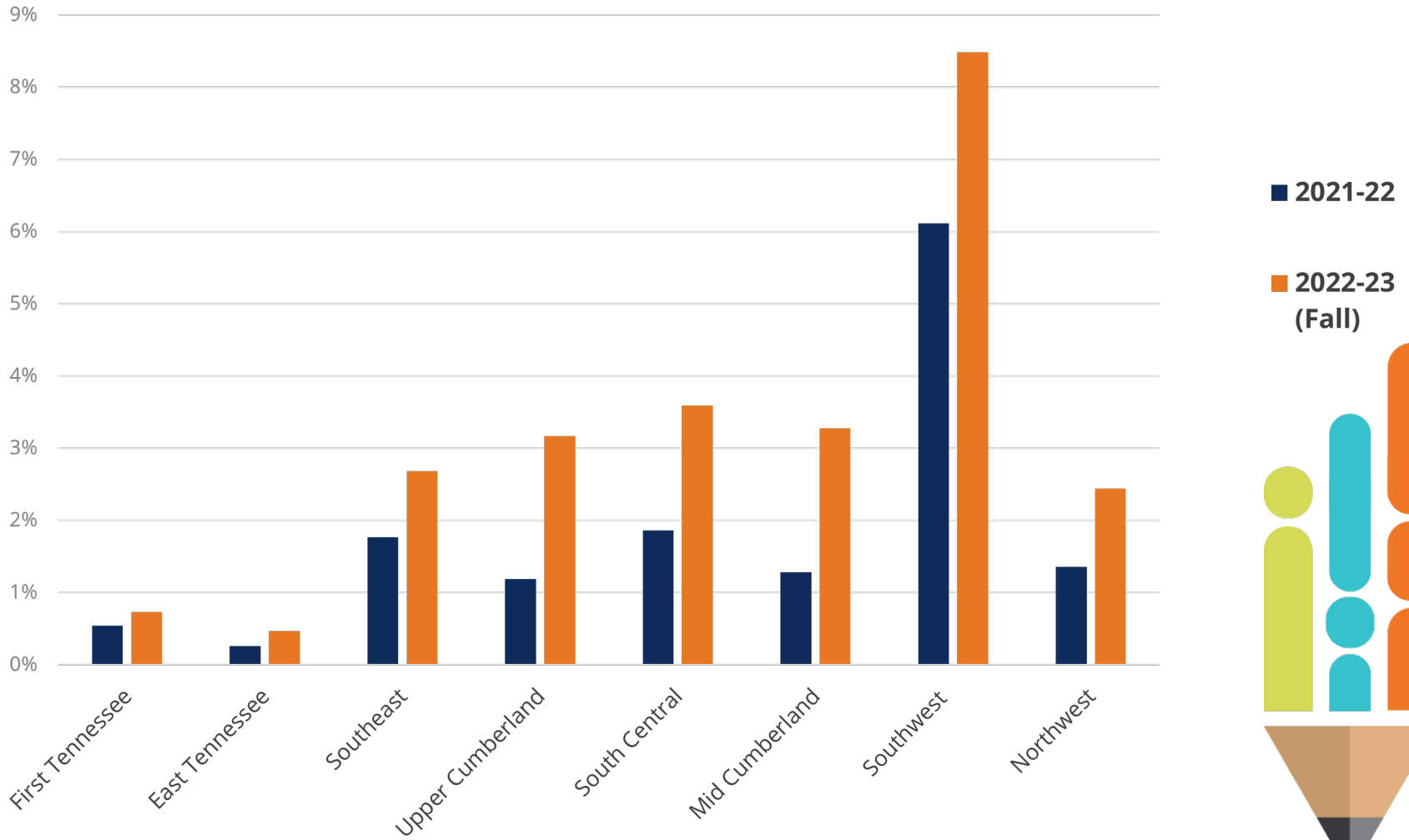
The distribution of vacancies across CORE region are as expected with regions with large urban districts making up a larger percentage of the state's vacancies.



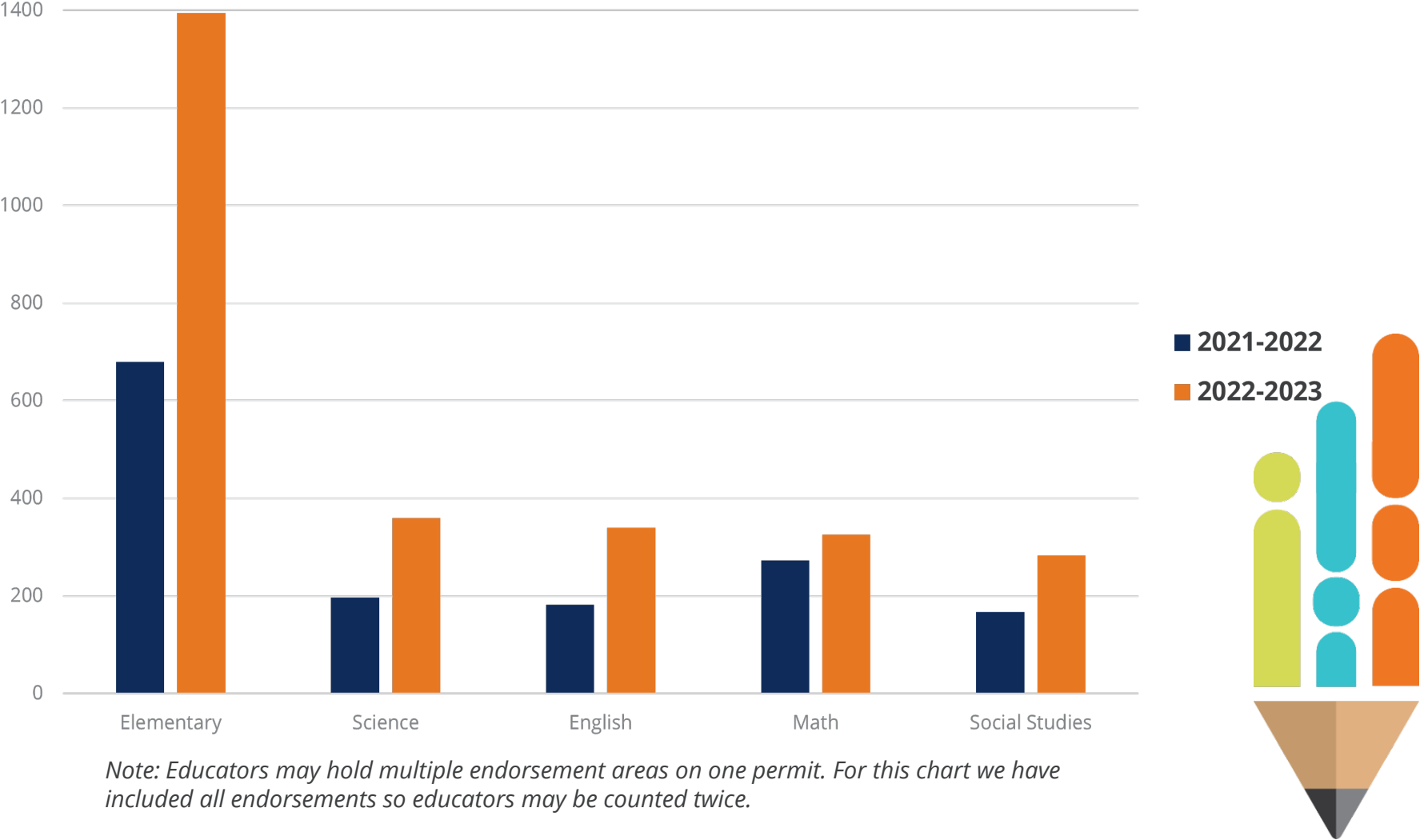
Suburban and town districts have fewer vacancies overall.



Across CORE regions, we saw an uptick in the number of permit holders in 2022-23.



Elementary endorsement area permits are the primary driver of permit increases for the 2022-23 school year.



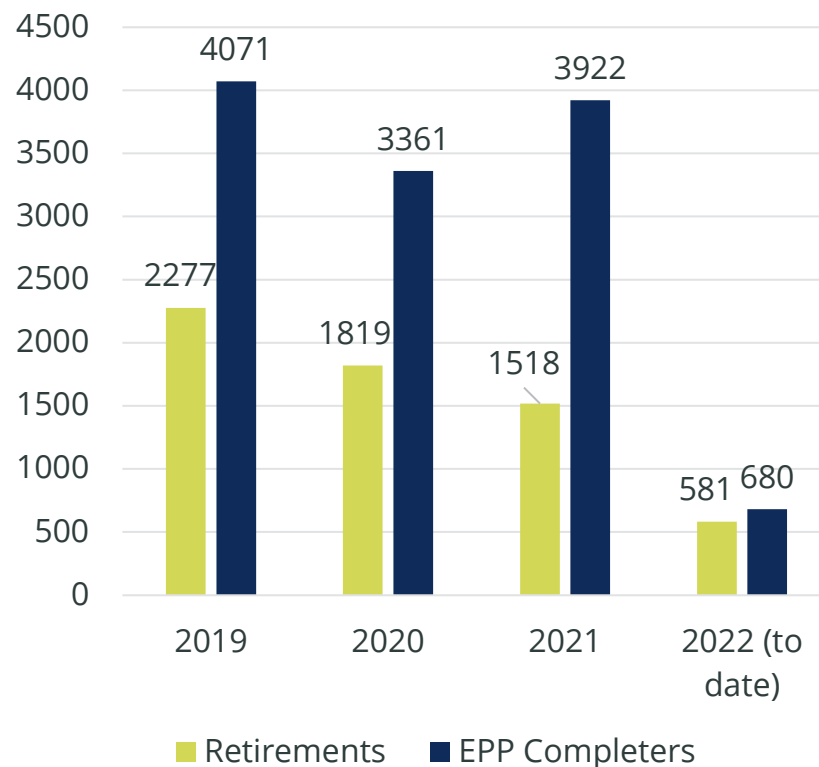
Tennessee Educator Trends



Retirees and EPP Completers 2019-2022



- Over the past few years, program participation has fluctuated relatively similarly in programs across the state.
- In this time span, Tennessee has seen more than 3,300 people complete programs each year.
- The number of total program completers has continued to outpace individuals who enter Tennessee's educator retirement plan each year.



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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
- LeMoyné-Owen 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
- Fisk 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
- Lee University
- Southern Adventist University
- Tennessee Wesleyan University
- University of Tennessee – Chattanooga

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Tennessee Teacher Pipeline





Strategies to Support Teacher Pipeline

No-Cost Additional Endorsements

- No-cost pathways for existing educators to earn endorsements in ESL, SPED, and secondary math
- The state has made more than 5,500 seats available to educators over the last 3 school years

Tennessee's Teacher Apprenticeship Model

- Job-embedded teacher residency
- Provides training from an experienced mentor for 1-3 years and EPP coursework while earning a wage
- Locally-driven within districts

Additional Strategies

- EPP partnerships
- Vacancy sharing with EPPs
- Listening Tour



Limitations & Future Considerations





Limitations

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





Our data collection strategies to date have given a helpful snapshot of the vacancy landscape, but there are additional areas to explore with additional support.

Educator Retention and Portability

- Data does not show how long educators remain in a given 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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