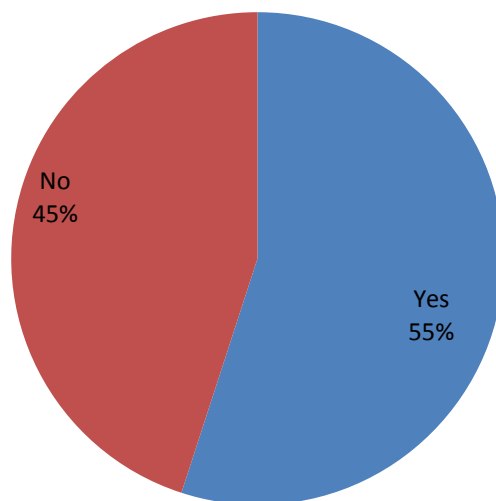


OSPI/AWSP Teacher and Substitute Shortage Survey

Summary Report - November 21, 2015

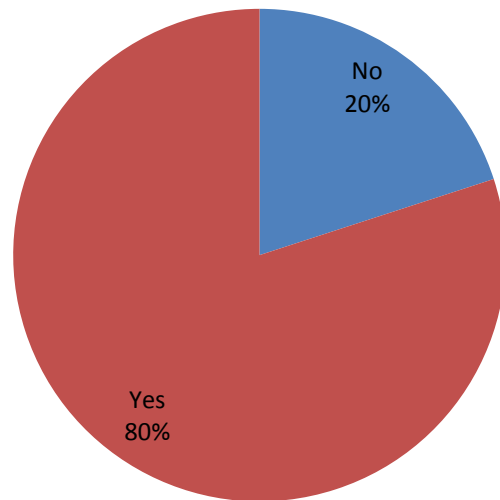
This survey was distributed on November 11, 2015, to public school principals in Washington by the Association of Washington School Principals. As of the date of this report, 733 principals have responded of the estimated 2,100 principals, for a return rate of 35%. The survey was developed by OSPI, the Rural Education Center, PESB, AWSP, and ESD representatives. It was piloted with the Elementary School Principals' Board of AWSP.

1. In fall 2015, were you able to employ all of your needed classroom teacher positions with fully-certified teachers that met the job qualifications (not including individuals with emergency certificates)?



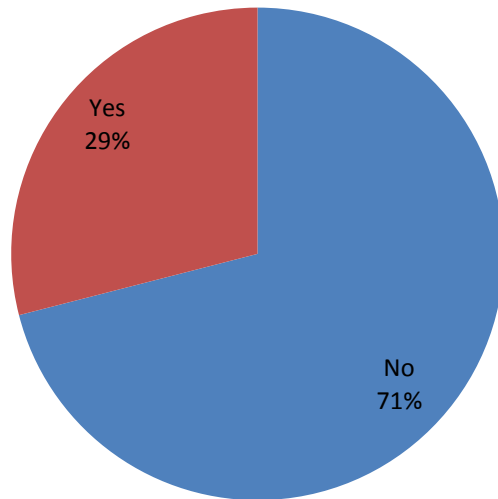
Value	Percent	Count
Yes	55.3%	405
No	44.8%	328
Total		733

2. Were you required to employ individuals as classroom teachers with emergency teaching certificates, emergency substitute certificates, or as long-term substitutes?



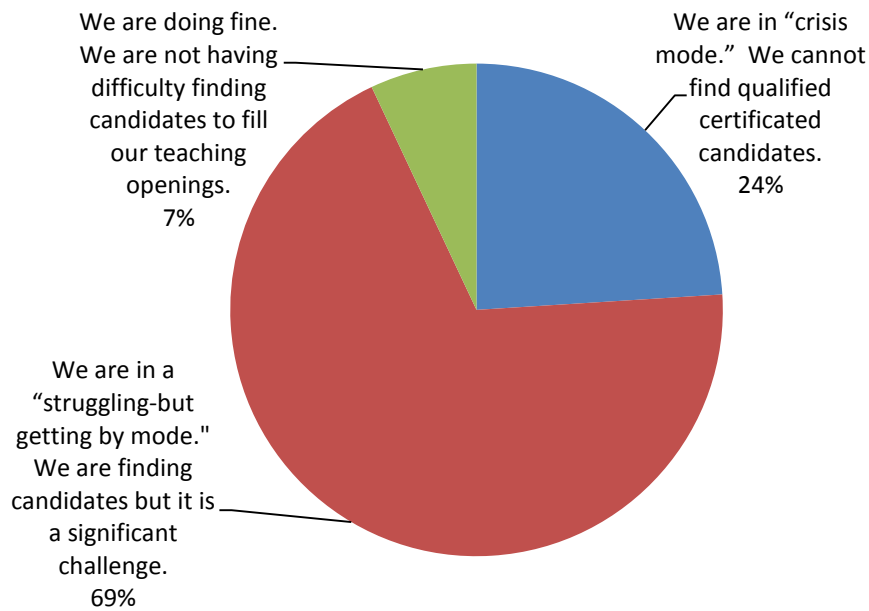
Value	Percent	Count
No	19.5%	64
Yes	80.5%	264
Total		328

4. As of mid-October, did you have classroom teacher positions that were not filled?



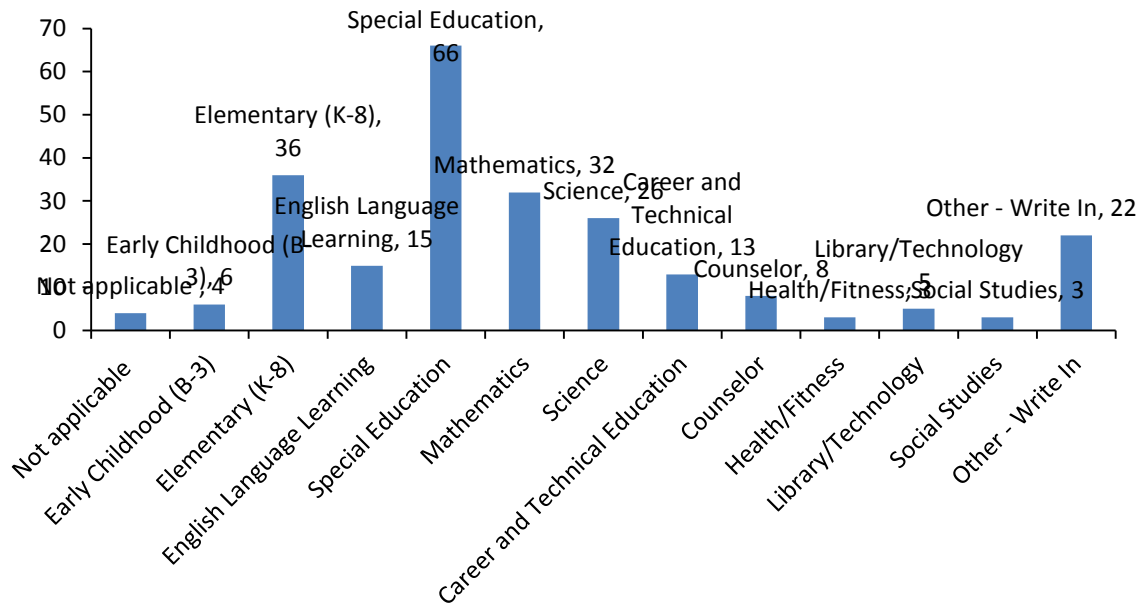
Value	Percent	Count
No	71.0%	519
Yes	29.0%	212
Total		731

6. How would you describe your school's ability to hire candidates for your teaching openings?



Value	Percent	Count
We are in "crisis mode." We cannot find qualified certificated candidates.	23.8%	175
We are in a "struggling-but getting by mode." We are finding candidates but it is a significant challenge.	68.9%	506
We are doing fine. We are not having difficulty finding candidates to fill our teaching openings.	7.2%	53
Total		734

7. In what endorsement areas are you finding it difficult to find certificated teachers?



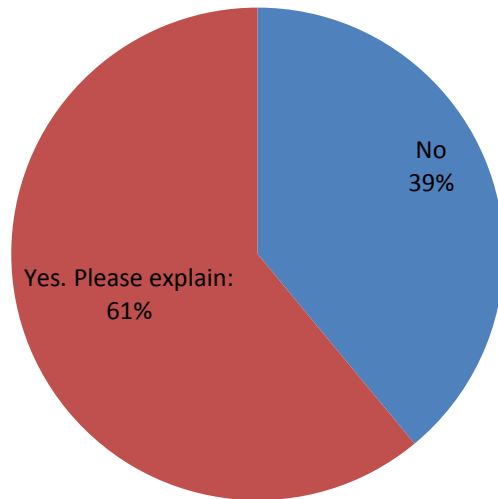
Value	Percent	Count
Not applicable	4.3%	31
Early Childhood (B-3)	6.0%	44
Elementary (K-8)	35.7%	260
English Language Learning	14.6%	106
Special Education	66.2%	482
Mathematics	32.0%	233
Science	25.8%	188
Career and Technical Education	12.6%	92
Counselor	7.6%	55

Health/Fitness	2.9%	21
Library/Technology	5.1%	37
Social Studies	2.9%	21
Other - Write In	21.7%	158
Total		728

Statistics

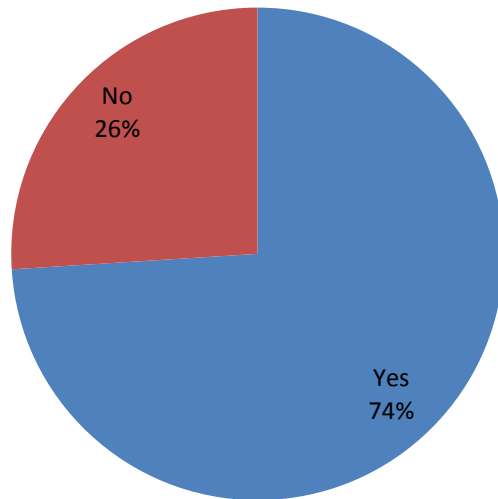
Sum	9.0
Max	9.0

8. Has meeting the Highly Qualified requirements been a significant challenge when hiring new certificated teachers?



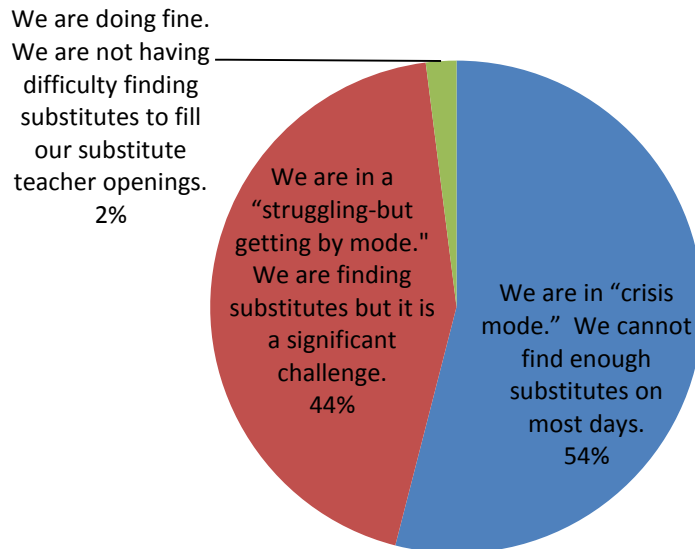
Value	Percent	Count
No	39.2%	285
Yes. Please explain:	60.9%	443
Total		728

9. In the past five school days, did you have to cover a classroom because there were no substitute available?



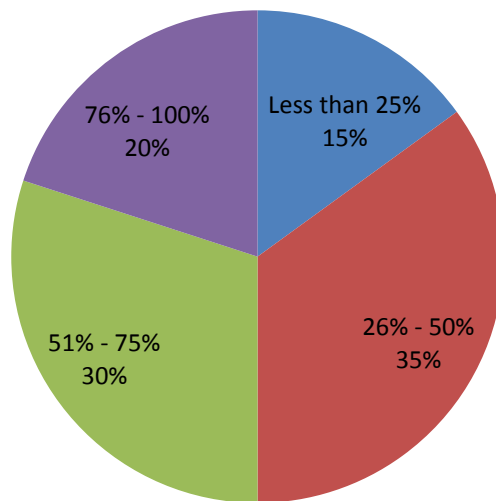
Value	Percent	Count
Yes	73.7%	538
No	26.3%	192
Total		730

10. How would you describe your schools ability to find substitutes?



Value	Percent	Count
We are in "crisis mode." We cannot find enough substitutes on most days.	54.0%	394
We are in a "struggling-but getting by mode." We are finding substitutes but it is a significant challenge.	43.7%	319
We are doing fine. We are not having difficulty finding substitutes to fill our substitute teacher openings.	2.3%	17
Total		730

14. Approximate Free/Reduced lunch percentage:



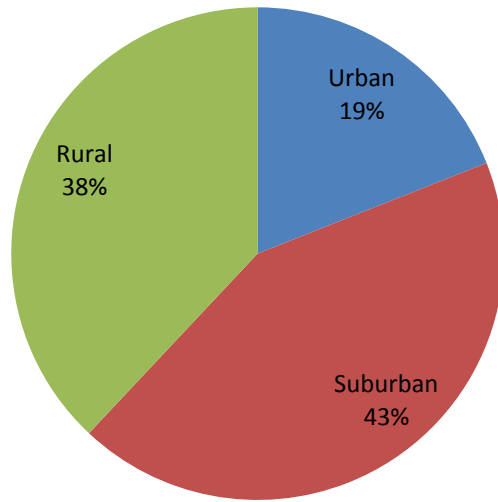
Value	Percent	Count
Less than 25%	14.7%	107
26% - 50%	35.2%	256
51% - 75%	29.8%	217
76% - 100%	20.3%	148
Total		728

Statistics

Sum	28,971.0
Average	46.7
StdDev	19.7

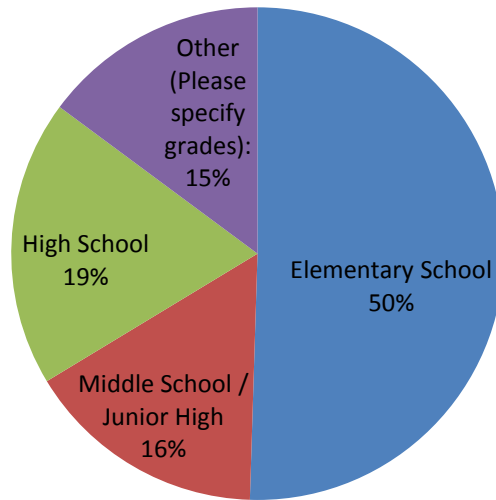
Max	76.0
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15. Is your school considered to be in an area that is:



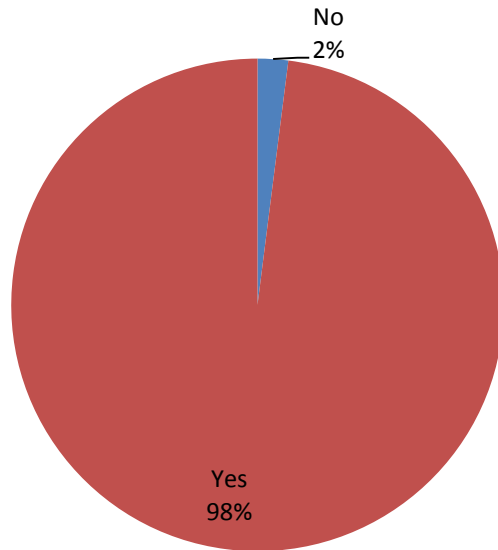
Value	Percent	Count
Urban	18.8%	137
Suburban	43.0%	313
Rural	38.2%	278
Total		728

16. Is your school a/an:



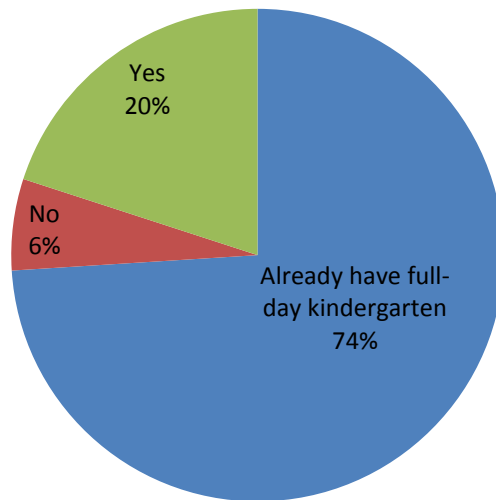
Value	Percent	Count
Elementary School	51.2%	373
Middle School / Junior High	15.8%	115
High School	18.5%	135
Other (Please specify grades):	14.5%	106
Total		729

17. Does your school include grades kindergarten, 1st, 2nd, and/or 3rd?



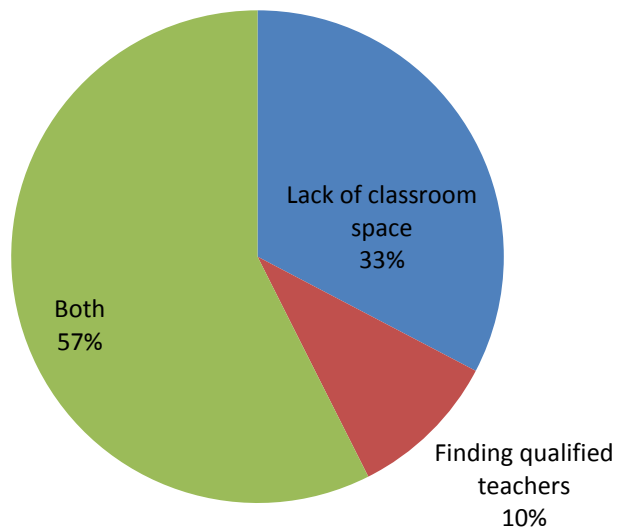
Value	Percent	Count
No	1.6%	6
Yes	98.4%	364
Total		370

18. As you move to full-day kindergarten in your building do you anticipate having barriers because of classroom space or lack of qualified teachers?



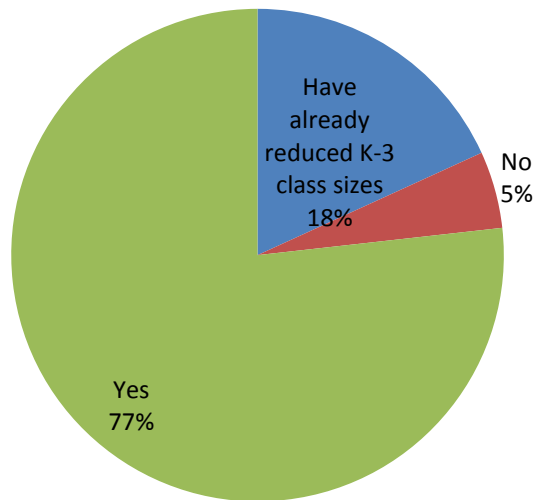
Value	Percent	Count
Already have full-day kindergarten	73.8%	268
No	5.8%	21
Yes	20.4%	74
Total		363

19. What are the barriers likely to be:



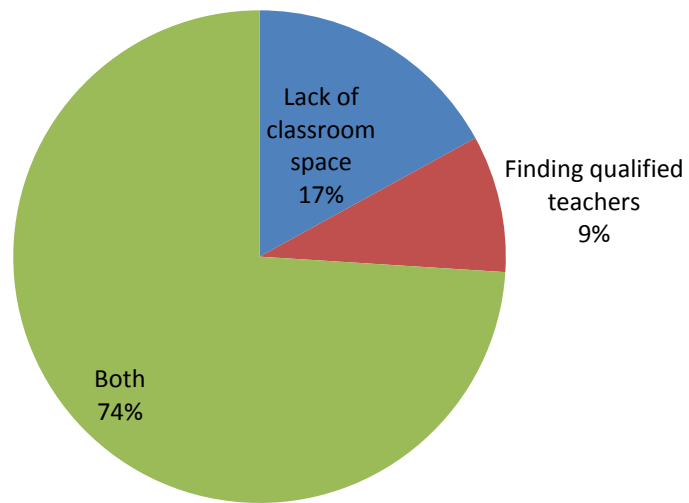
Value	Percent	Count
Lack of classroom space	32.9%	24
Finding qualified teachers	9.6%	7
Both	57.5%	42
Total		73

20. As you reduce K-3 class sizes in your building do you anticipate having barriers because of classroom space or lack of qualified teachers?



Value	Percent	Count
Have already reduced K-3 class sizes	18.4%	67
No	5.2%	19
Yes	76.4%	278
Total		364

21. What are the barriers likely to be:



Value	Percent	Count
Lack of classroom space	17.3%	48
Finding qualified teachers	9.0%	25
Both	73.7%	205
Total		278