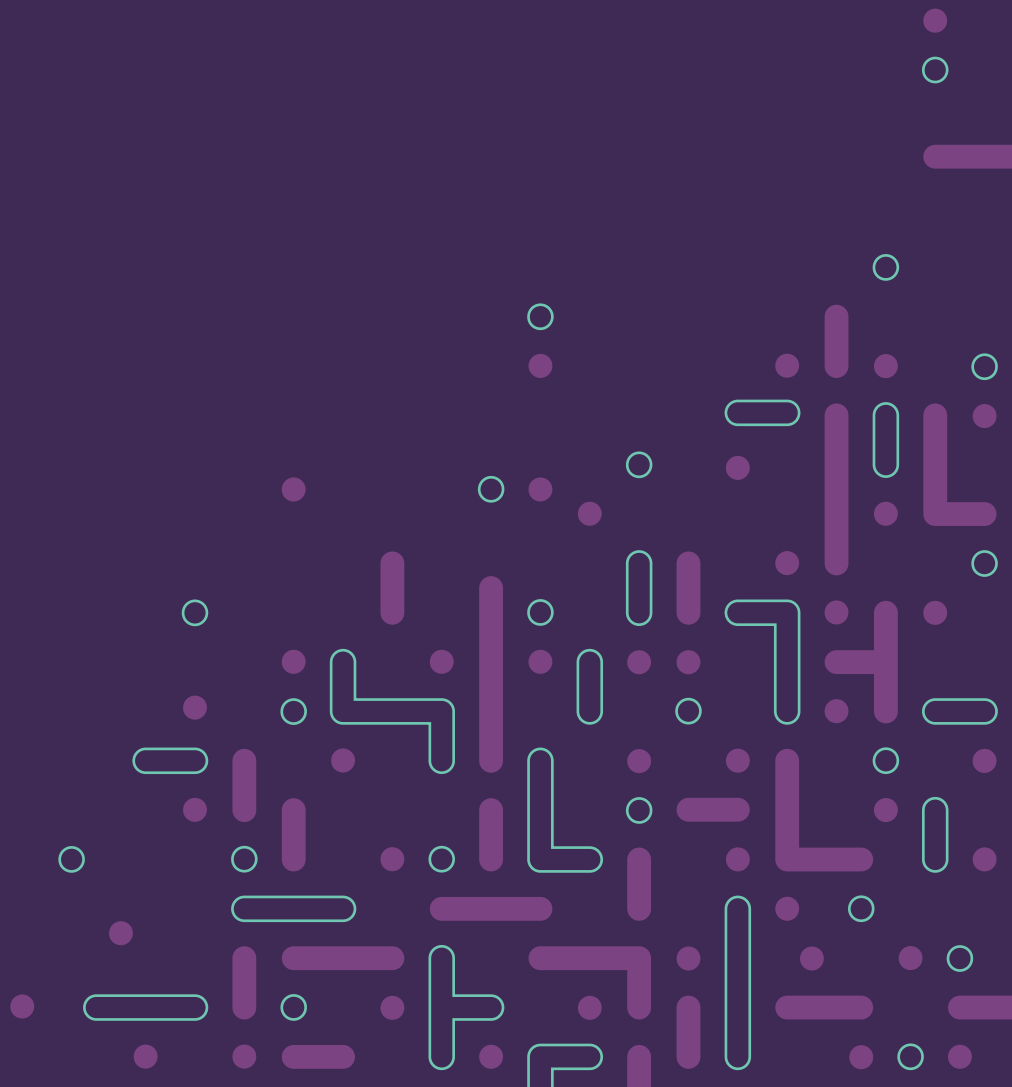




Teacher Shortage: West

A local look into how the teacher shortage is affecting K-12 in the West.



The Big Idea

Analysis of a longitudinal dataset from 78 districts in the Northeast that used Frontline's Recruiting & Hiring Solution from 2018 to 2022 shows that the region saw an increase in demand — the number of job postings in the last two years, from years prior — and a decrease in supply — the number of job seekers who applied to a given job posting.

Why It Matters

Regional analysis of the teacher shortage can help you understand what's really happening in your area, so you can combat the issues with a tailored response.

In the West, technology that's purpose-built for K-12 can help you:

Track your organization's historical job posting and applicant data to see when the job market in your area is most saturated for informed decision-making about when to launch recruiting and hiring efforts.

Automate aspects of recruiting and hiring to reduce administrative burden and appeal to the 21st-century educator. Record data to compare it to other districts.

Individualize teacher professional growth for higher retention with ongoing, continuous, and flexible learning methods online. Set goals together and communicate easily and transparently.

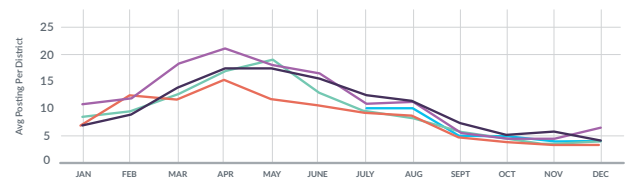
Deeper Dive

Data shows the West saw a decrease of nearly 2 applications per job posting compared to its four-year annual high, on average. Compound that with an increase of 41 roles to be filled at the height of the delta, and it's clear that K-12 in the West can benefit from more impactful recruiting and hiring.

Demand

2019	2020	2021	2022
86	76	100	117

"Demand" Metric - Average Number of Teacher Job Postings Per District (West Region)



Supply

2019	2020	2021	2022
8.7	9.7	8.6	8.0

"Supply" Metric - Average Number of Application Per Teacher Job Posting (West Region)

