

North Dakota Teacher Shortage Areas 2022-2023

Ellie Shockley, Ph.D., NDUS
elizabeth.shockley@ndus.edu

Joe Kolosky, DPI
jkolosky@nd.gov

Color-Coded Scheme: shortage ≥ 10 FTEs
shortage ≥ 20 FTEs
shortage ≥ 5% w/in category

Position / Responsibility	Current Year (2021-2022) Shortages					Shortage Percentage Over Time					Grades Served						
	FTEs by Status:			Shortage:	Total FTEs:	'19-'20	'20-'21	'21-'22	'22-'23	Overall Trend	PK	K	Gr. 1-4	Gr. 5-6	Gr. 7-8	Gr. 9-12	
	Regular	Irregular	Unfilled	(Irregular + Unfilled)	(Regular + Irregular + Unfilled)												
Grand Total PK-8th Grade Teachers	6,180.3	143.9	35.0	178.9	6,359.2	1.9%	1.9%	2.1%	2.8%								
Elementary & Middle School Teachers	123.1	5.4	3.0	8.4	131.6	2.9%	3.4%	2.3%	6.4%		x						
Teacher: Pre-Kindergarten	677.3	8.8	6.0	14.8	692.1	1.6%	1.2%	1.8%	2.1%			x					
Teacher: Kindergarten	4,088.8	77.0	24.5	101.5	4,190.2	1.6%	1.5%	1.7%	2.4%				x	x			
Teacher: Gr. 1-6	1,291.1	52.7	1.5	54.2	1,345.3	3.0%	3.4%	3.4%	4.0%					x			
Teacher: Gr. 7-8	2,512.2	103.6	67.4	171.0	2,683.2	4.3%	4.4%	4.9%	6.4%		PK	K	Gr. 1-4	Gr. 5-6	Gr. 7-8	Gr. 9-12	
Grand Total 9th-12th Grade Teachers	363.5	14.6	20.3	34.9	398.4	7.5%	6.6%	7.5%	8.8%							x	
Total 9th-12th Grade CTE Teachers	68.8	0.4	1.5	1.9	70.6	7.2%	8.8%	6.9%	2.7%							x	
Teacher: Gr. 9-12, CTE: Agricultural Ed	46.4	4.8	3.0	7.8	54.2	19.3%	7.1%	14.5%	14.4%							x	
Teacher: Gr. 9-12, CTE: Business Ed	66.9	3.9	6.0	9.9	76.9	11.8%	8.6%	12.7%	12.9%							x	
Teacher: Gr. 9-12, CTE: Family and Consumer Sci Ed	34.9	0	0	0	34.9	0%	0%	1.4%	0%							x	
Teacher: Gr. 9-12, CTE: Health Sci Ed	11.0	0.3	1.0	1.3	12.3	8.1%	2.4%	5.1%	10.2%							x	
Teacher: Gr. 9-12, CTE: Information Technology Ed	14.5	2.3	0	2.3	16.8	8.6%	3.5%	8.7%	13.6%							x	
Teacher: Gr. 9-12, CTE: Marketing Ed	32.9	1.1	2.0	3.1	35.9	5.3%	6.8%	5.0%	8.6%							x	
Teacher: Gr. 9-12, CTE: Technology & Engineering Ed	70.6	0	3.5	3.5	74.1	1.5%	4.0%	4.2%	4.7%							x	
Teacher: Gr. 9-12, CTE: Trade, Industry, & Technical Ed	17.5	1.9	3.3	5.2	22.7	1%	13.3%	3.7%	22.8%							x	
Teacher: Gr. 9-12, CTE: Misc.	326.0	16.8	8.0	24.8	350.8	6.6%	6.2%	8.0%	7.1%							x	
Total 9th-12th Grade Science Teachers	146.5	9.1	4.3	13.4	159.9	6.0%	7.0%	8.9%	8.4%							x	
Teacher: Gr. 9-12, Biology	57.1	3.3	0.3	3.6	60.7	6.5%	3.6%	5.6%	5.9%							x	
Teacher: Gr. 9-12, Chemistry	12.9	0.3	0.3	0.6	13.5	20.7%	9.9%	10.0%	4.3%							x	
Teacher: Gr. 9-12, Earth Science	108.0	4.0	0	4.0	112.1	4.7%	4.6%	4.7%	3.6%							x	
Teacher: Gr. 9-12, Physics	1.5	0	3.3	3.3	4.7	13.0%	45.2%	34.6%	69.0%							x	
Teacher: Gr. 9-12, Misc. Science	332.2	7.6	2.0	9.6	341.8	2.3%	2.4%	1.5%	2.8%							x	
Total 9th-12th Grade Social Studies Teachers	65.7	0.3	1.3	1.5	67.2	4.5%	3.4%	2.8%	2.2%							x	
Teacher: Gr. 9-12, Government	226.4	6.3	0.3	6.5	233.0	2.5%	2.2%	1.8%	2.8%							x	
Teacher: Gr. 9-12, History	40.1	1.1	1	1.6	41.6	1.4%	1.9%	0.4%	3.7%							x	
Teacher: Gr. 9-12, Misc. Social Studies	97.5	4.7	7.0	11.7	109.1	6.6%	4.4%	5.2%	10.7%							x	
Total 9th-12th Grade World Language Teachers	16.9	0.2	0	0.2	17.1	6.2%	6.0%	3.8%	1.3%							x	
Teacher: Gr. 9-12, French	11.5	0.2	1	1.2	12.7	1.7%	1.9%	4.3%	9.5%							x	
Teacher: Gr. 9-12, German	4.1	0.4	0	0.4	4.5	0%	0%	4.1%	9.0%							x	
Teacher: Gr. 9-12, Latin	3.7	0.5	2.0	2.5	6.2	29.7%	30.7%	35.0%	40.1%							x	
Teacher: Gr. 9-12, Native Languages	61.3	3.4	4.0	7.4	68.7	5.8%	2.1%	2.7%	10.7%							x	
Teacher: Gr. 9-12, Spanish	1,393.0	59.9	30.1	90.0	1,483.0	3.1%	3.8%	4.1%	6.1%							x	
Total 9th-12th Grade Teachers for Other Subjects	3.8	0	1.5	1.5	5.3	3.0%	18.3%	30.4%	28.3%							x	
Teacher: Gr. 9-12, Computer Science	6.8	0	1	1	7.9	0%	0%	0%	14.0%							x	
Teacher: Gr. 9-12, Driver & Traffic Safety	369.5	11.9	12.0	23.9	393.3	4.8%	2.5%	3.6%	6.1%							x	
Teacher: Gr. 9-12, English Language Arts	191.7	11.6	7.0	18.6	210.3	2.6%	5.6%	6.3%	8.8%							x	
Teacher: Gr. 9-12, Fine & Performing Arts	191.4	3.8	1.5	5.3	196.7	2.0%	1.5%	1.6%	2.7%							x	
Teacher: Gr. 9-12, Health/Physical Ed	359.0	13.4	7.0	20.4	379.4	2.6%	4.2%	4.7%	5.4%							x	
Teacher: Gr. 9-12, Mathematics	5.0	0	0	0	5.0	0%	0%	0%	0%							x	
Teacher: Gr. 9-12, Military Science	265.9	19.2	0	19.2	285.1	2.8%	5.4%	4.0%	6.7%							x	
Teacher: Gr. 9-12, Misc. Other	1,544.4	66.4	74.3	140.7	1,685.1	7.1%	6.5%	6.7%	8.3%		PK	K	Gr. 1-4	Gr. 5-6	Gr. 7-8	Gr. 9-12	
Grand Total Special Education Licensed Staff	35.5	0	2.0	2.0	37.5	2.7%	2.6%	5.2%	5.3%		x	x	x	x	x	x	
Special Ed: Director	50.5	0	0	0	50.5	2.8%	1.9%	3.7%	0%		x	x	x	x	x	x	
Special Ed: Coordinator	107.2	4.4	3.0	7.4	114.6	6.5%	7.4%	3.7%	6.5%		x	x	x	x	x	x	
Special Ed: Early Childhood	15.1	0	1.0	1.0	16.1	3.8%	4.8%	6.0%	6.2%		x	x	x	x	x	x	
Special Ed: Hearing Impaired	270.9	0	24.2	24.2	295.1	1.8%	4.6%	3.9%	8.2%		x	x	x	x	x	x	
Special Ed: Speech-Language Pathologist	16.4	1	0	1	17.4	10.4%	5.3%	0%	5.7%		x	x	x	x	x	x	
Special Ed: Visually Impaired	35.6	0	11.6	11.6	47.2	19.6%	23.1%	9.8%	24.6%		x	x	x	x	x	x	
Special Ed: Psych. Services	1,013.4	61.0	32.5	93.5	1,106.9	8.3%	6.8%	7.8%	8.4%		x	x	x	x	x	x	
Special Ed: Other	1,702.1	87.3	35.7	123.0	1,825.1	6.5%	5.8%	6.8%	6.7%		PK	K	Gr. 1-4	Gr. 5-6	Gr. 7-8	Gr. 9-12	
Grand Total Licensed Non-Instructional Staff	364.1	29.9	19.6	49.5	413.6	7.8%	9.3%	7.5%	12.0%		x	x	x	x	x	x	
Counselor	7.5	0	1.1	1.1	8.6	38.3%	33.1%	30.5%	12.7%		x	x	x	x	x	x	
English Learners Programs	171.6	0.1	0	0.1	171.7	1.1%	1.5%	0.8%	0.1%		x	x	x	x	x	x	
Instructional Coach	173.6	11.6	4.0	15.6	189.2	13.8%	8.1%	8.9%	8.2%		x	x	x	x	x	x	
Library/Media Specialist	259.6	24.3	3.0	27.3	286.9	6.4%	6.3%	8.3%	9.5%		x	x	x	x	x	x	
Principal: Elementary	59.9	4.0	0	4.0	63.9	6.0%	4.8%	5.0%	6.3%							x	
Principal: Jr. High/Middle	173.6	14.4	2.0	16.4	190.0	8.1%	10.1%	9.5%	8.6%							x	
Principal: Secondary	35.4	0	1.0	1.0	36.4	0%	0%	8.3%	2.7%		x	x	x	x	x	x	
Psych. Services (Not Special Ed)	141.6	2.2	1.1	3.3	144.9	2.4%	0.8%	1.8%	2.2%		x	x	x	x	x	x	
Student Performance Strategist	141.2	0.8	1.0	1.8	143.0	1.0%	0.6%	1.2%	1.3%		x	x	x	x	x	x	
Superintendent	59.7	0	2.0	2.0	61.7	2.1%	1.8%	1.6%	3.2%		x	x	x	x	x	x	
Technology Coordinator	114.3	0.1	0.9	1.0	115.3	6.1%	0%	14.8%	0.9%		x	x	x	x	x	x	
Licensed Non-Instruct.: Other	GRAND TOTAL, ALL CATEGORIES OF LICENSED STAFF	11,939.1	401.3	212.4	613.6	12,552.7	3.8%	3.6%	4.0%	4.9%		x	x	x	x	x	x