

2024-25 Vacancy Data Collection

Fall 2024 & Spring 2025



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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.*
- **Endorsement exemption (waiver):** An emergency credential for a licensed teacher, allowing them to **teach outside their endorsement area(s)**. *Not permissible for special education.*

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

	2022-23	2023-24	2024-25
Communications	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	Commissioner’s Update for Directors Newsletter, office hours, direct email to differentiated pay and human resource contacts
Collection Date	End of semester collection based on a one-week snapshot from December 2022 and May 2023	One week snapshot, May 6-10, 2024	End of semester collection based on a one-week snapshot from December 2024 and May 2025
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.



2024–25 Vacancies, Permits, and Endorsement Exemptions

2024-2025 National Vacancy Landscape

- Approximately, **31%** of public schools reported **losing** teaching position(s), and **27%** reported **adding** new teaching position(s).
- In 2024-25, **50% of public schools nationwide** reported operating without a full teaching staff, **up from 45%** in the 2023-24 school year.
- For the second year in a row, **special education continued to hold the top spot for understaffed areas, with 34% of schools understaffed.**
- As of October 2024, on average, U.S. public schools had **3** teaching and non-teaching staff vacancies.

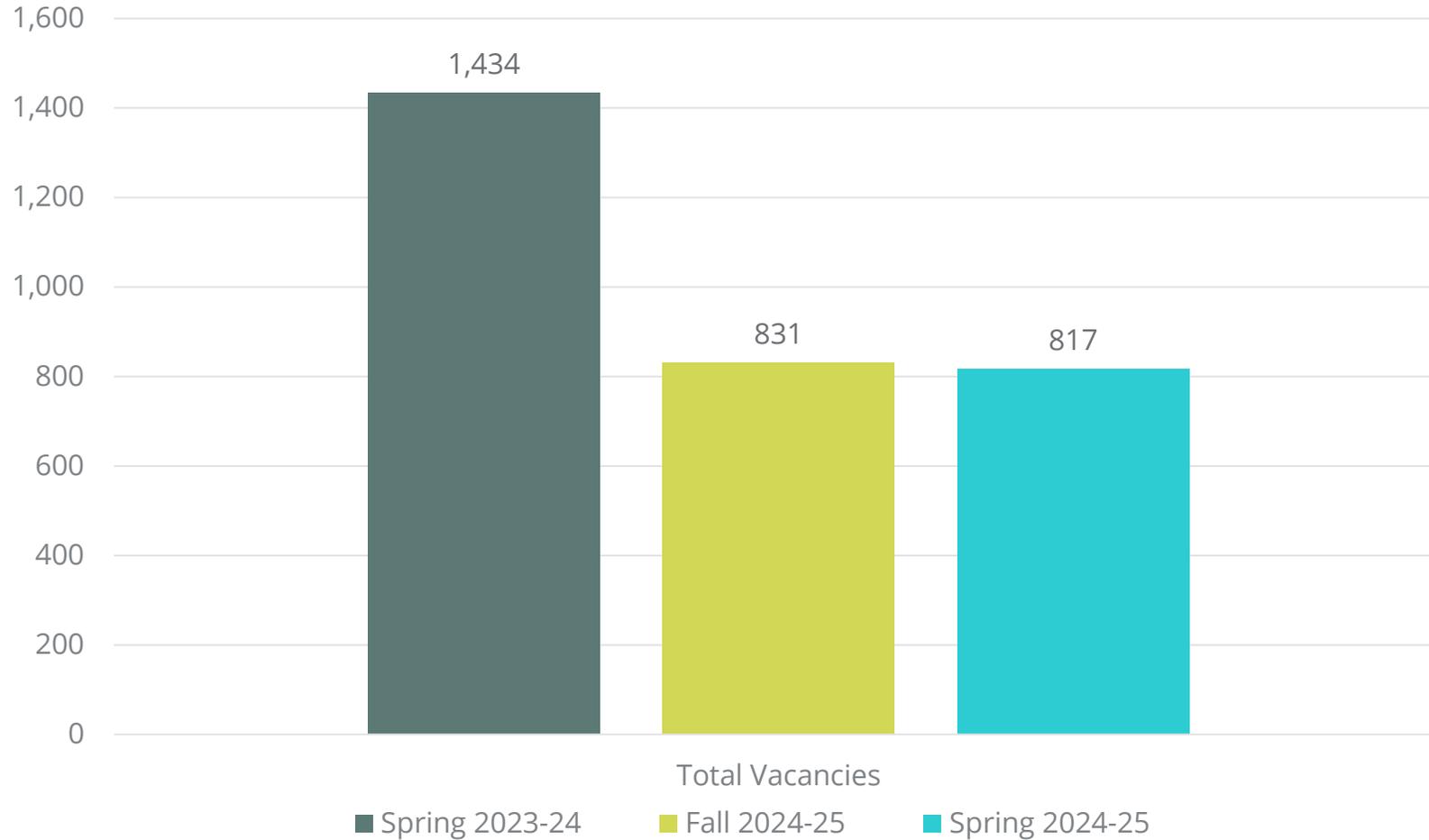
58 Districts Reported Zero Vacancies

- Alamo City Schools*
- Alcoa City Schools*^
- Alvin C. York Institute
- Arlington Community Schools^
- Athens City Schools*^
- Bells City Schools*
- Bledsoe County Schools
- Blount County Schools*
- Bradford SSD*^
- Bradley County Schools
- Cannon County Schools*
- Carter County Schools*
- Clinton City Schools*^
- Crockett County Schools*
- Dayton City Schools*^
- Decatur County Schools*
- Dickson County Schools
- Dyer County Schools*
- Dyersburg City Schools
- Elizabethton City Schools*
- Etowah City Schools*^
- Fayetteville City Schools*
- Franklin County Schools
- Giles County Schools
- Grainger County Schools*
- Greene County Schools
- Hardeman County Schools*
- Henderson County Schools*
- Henry County Schools*
- Humboldt City Schools
- Humphreys County Schools*
- Huntingdon SSD^
- Jackson County Schools
- Johnson City Schools*
- Lakeland School System*
- Loudon County Schools
- Maryville City Schools*
- McKenzie SSD*^
- McNairy County Schools*
- Millington Municipal Schools*
- Newport City Schools
- Oak Ridge Schools
- Obion County Schools*
- Overton County Schools
- Perry County Schools
- Pickett County Schools^
- Polk County Schools
- Richard City Special School District
- Roane County Schools*
- Rogersville City Schools*
- Sequatchie County Schools
- Sevier County Schools*
- Stewart County Schools*
- Sullivan County Schools*
- Union City Schools*^
- Van Buren County Schools*
- Washington County Schools*
- Weakley County Schools*
- West Carroll SSD*

*Districts reporting zero vacancies for two or more consecutive submissions.

^Districts using no permits or endorsement exemptions in the 2024-25 SY.

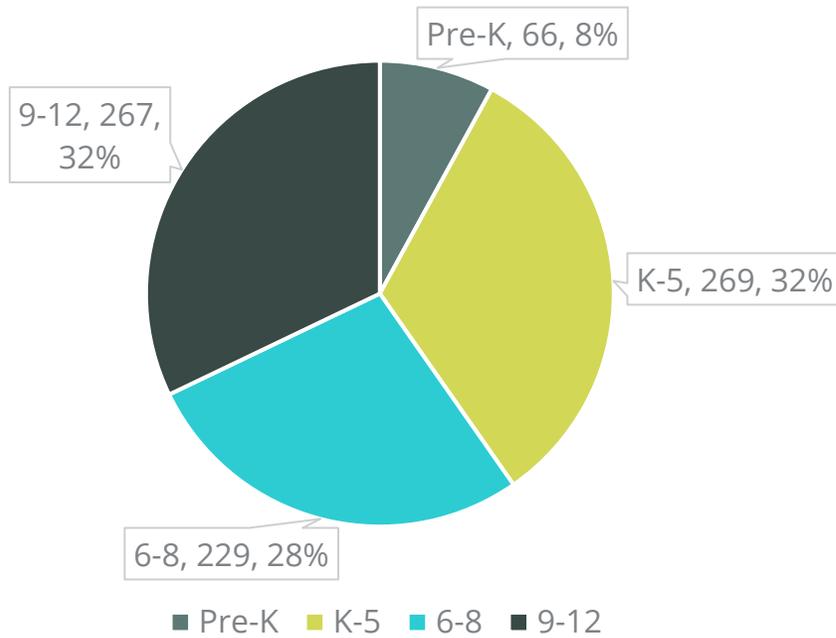
Vacancies Over Time in Tennessee



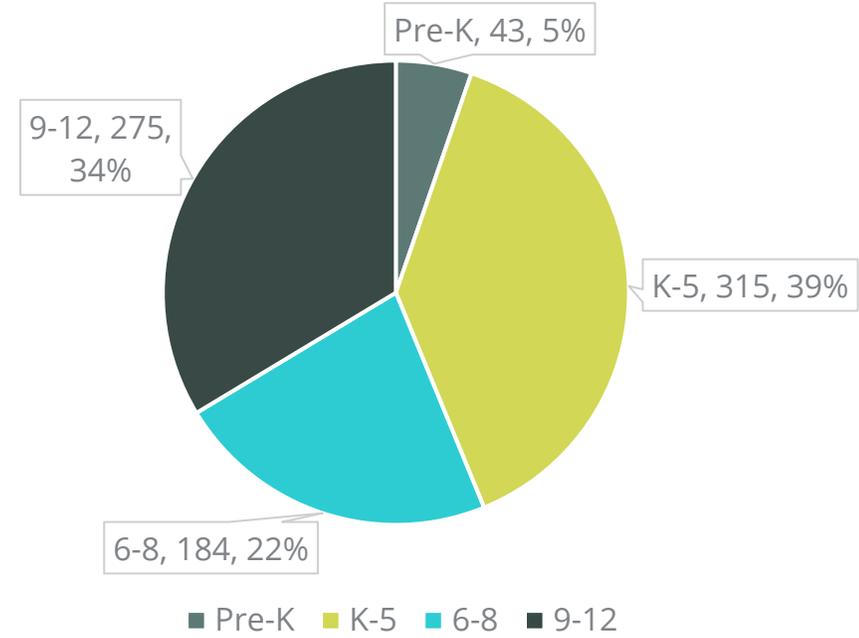
Vacancies by Grade Band

- Districts reported a **total of 831/817 (fall/spring*) vacancies** with an **average of 5.6 vacancies** per district. The statewide vacancy rate for 2024-25 was **1.06%**.
- For comparison, The statewide vacancy rate for 2023-24 was **1.99%**.

Fall 2024 Vacancies



Spring 2025 Vacancies



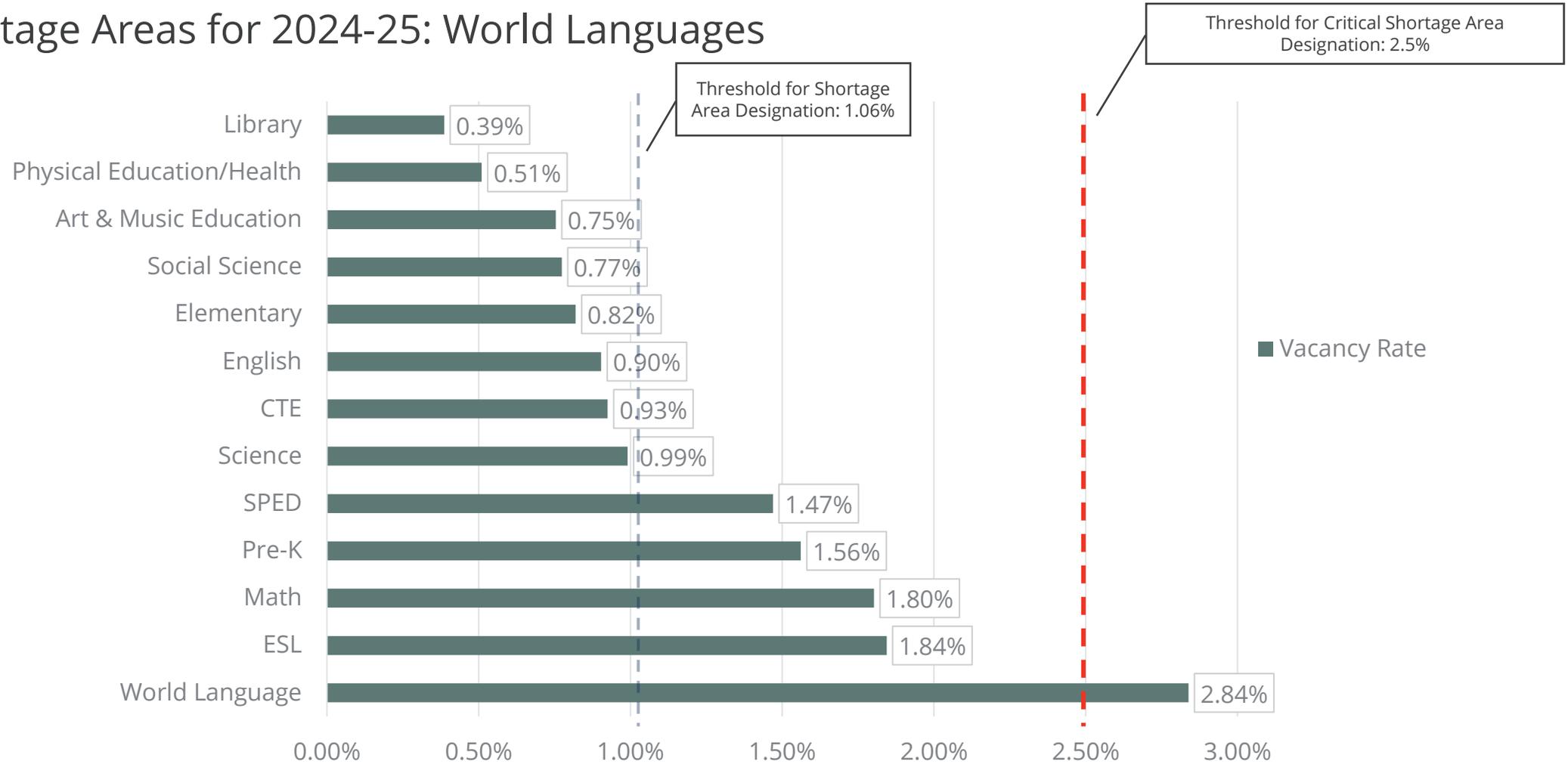
**For reporting consistency, spring vacancy values will be referenced through the duration of this presentation as the 2024-2025 vacancy rate.*

Vacancies by Content Area

Content Area	Vacancy Rate (%)	Percent of All TN Vacancies	Statewide Staffing Proportionality (%)
Art & Music Education (PK-12)	0.75%	3.55%	5.29%
CTE	0.93%	4.65%	5.65%
Elementary (K-5)	0.82%	22.77%	31.23%
English (6-12)	0.90%	5.75%	7.16%
ESL (K-12)	1.84%	5.39%	3.28%
Library	0.39%	0.73%	2.14%
Math (6-12)	1.80%	11.51%	7.18%
Other (as staffed by LEA)			5.31%
Physical Education & Health (K-12)	0.51%	1.96%	4.32%
Pre-K	1.56%	2.82%	2.03%
Science (6-12)	0.99%	4.77%	5.42%
Social Science (6-12)	0.77%	3.67%	5.34%
Special Education (PreK-12)	1.47%	18.85%	14.42%
World Language (6-12)	2.84%	3.18%	1.26%

Vacancies by Content Area

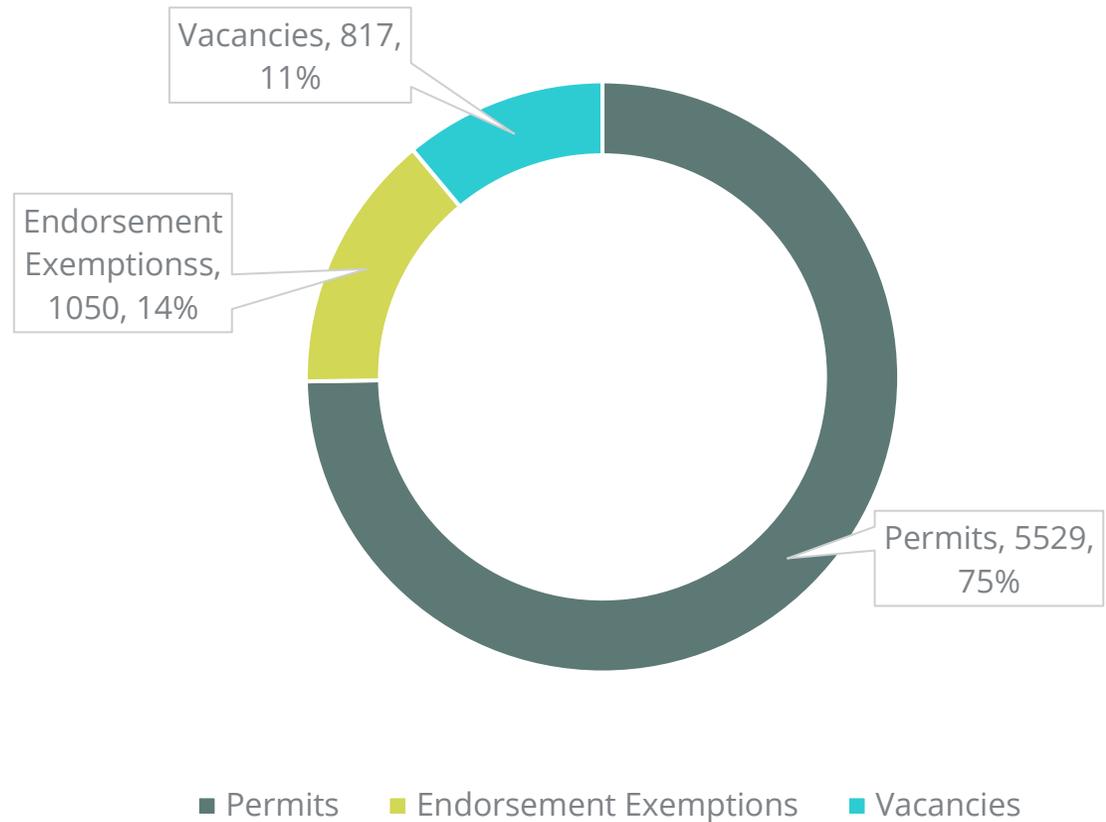
Critical Shortage Areas for 2024-25: World Languages



Vacancies and Emergency Credentials

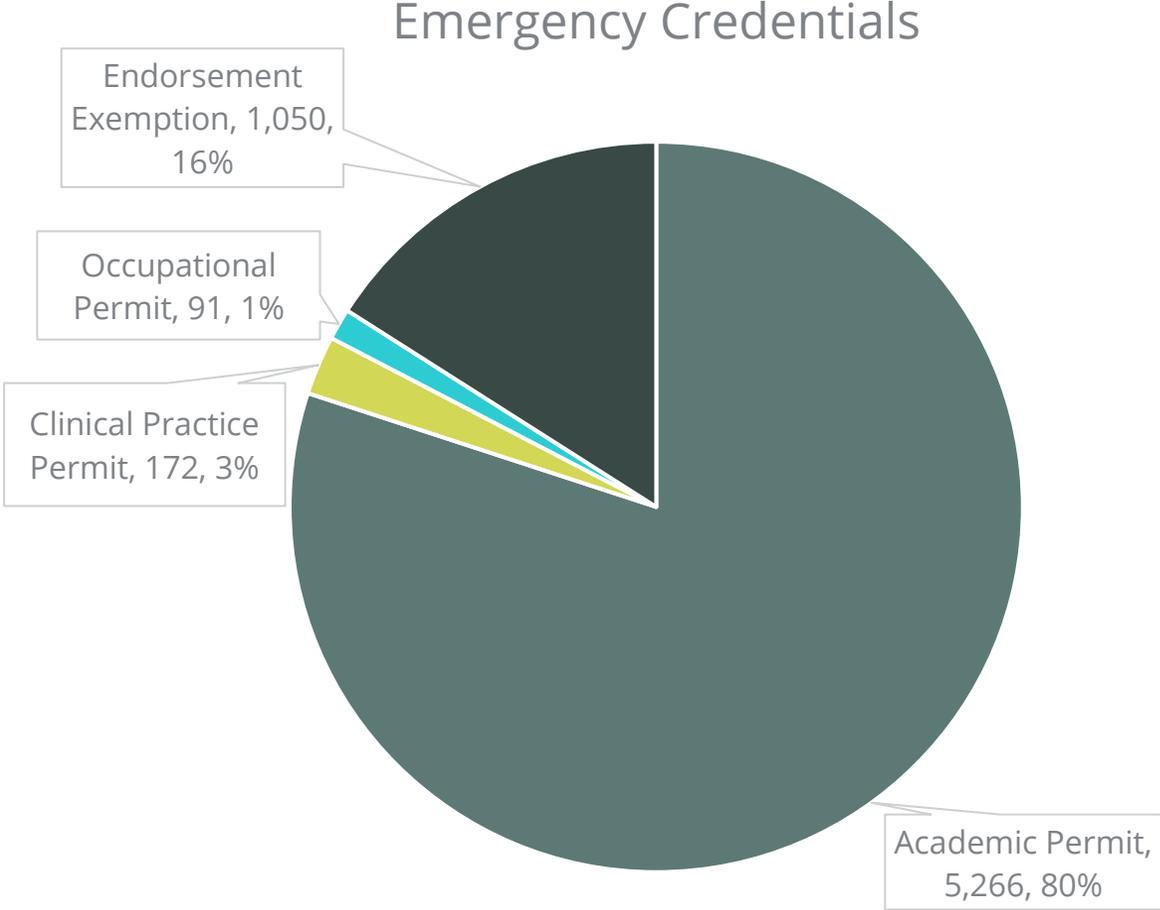
- For 2024-25, there were a **total of 7,396 positions** across the state either vacant or filled by a teacher on an emergency credential.
- Vacancies and emergency credentials represent **9.05%** of teaching positions in the state for which vacancy data reporting is required.
- **58 districts reported zero vacancies**, with **8 districts having zero emergency credentials issued**.

Vacancies and Emergency Credentials



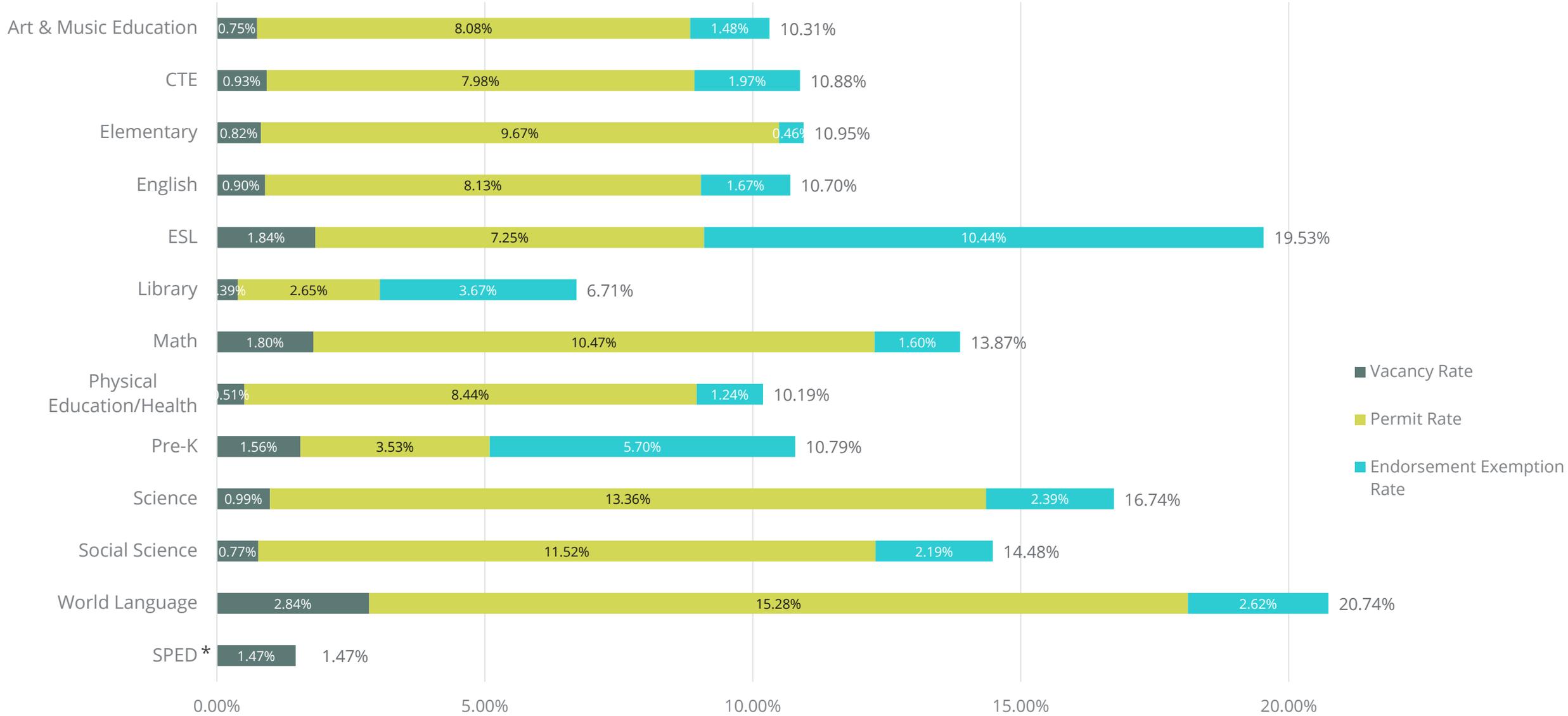
Emergency Credentials

- A **total of 6,579*** emergency credentials were issued during the 2024-25 academic year.
- [Emergency Credentials Dashboard](#)



*Represents the total number of emergency credentials issued, including individuals in public charter schools and nonpublic schools.

Vacancies and Emergency Credentials by Content Area



*Note: Pursuant to IDEA, emergency credentials of any kind are not permissible. As such, figures for this category are suppressed.

Geographic Trends

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	144	3,127	4.61%	2.33%	4.04%
Southwest-Memphis	2249	12,925	17.40%	36.37%	16.7%
Mid Cumberland	2116	24,919	8.49%	34.22%	32.18%
South Central	398	5,537	7.19%	6.44%	7.15%
Upper Cumberland	203	4,171	4.87%	3.28%	5.39%
Southeast	511	7,123	7.17%	8.26%	9.2%
East Tennessee	358	13,115	2.73%	5.79%	16.94%
First Tennessee	205	6,512	3.15%	3.32%	8.41%
Statewide Total	6,184	77,429	6.95%		

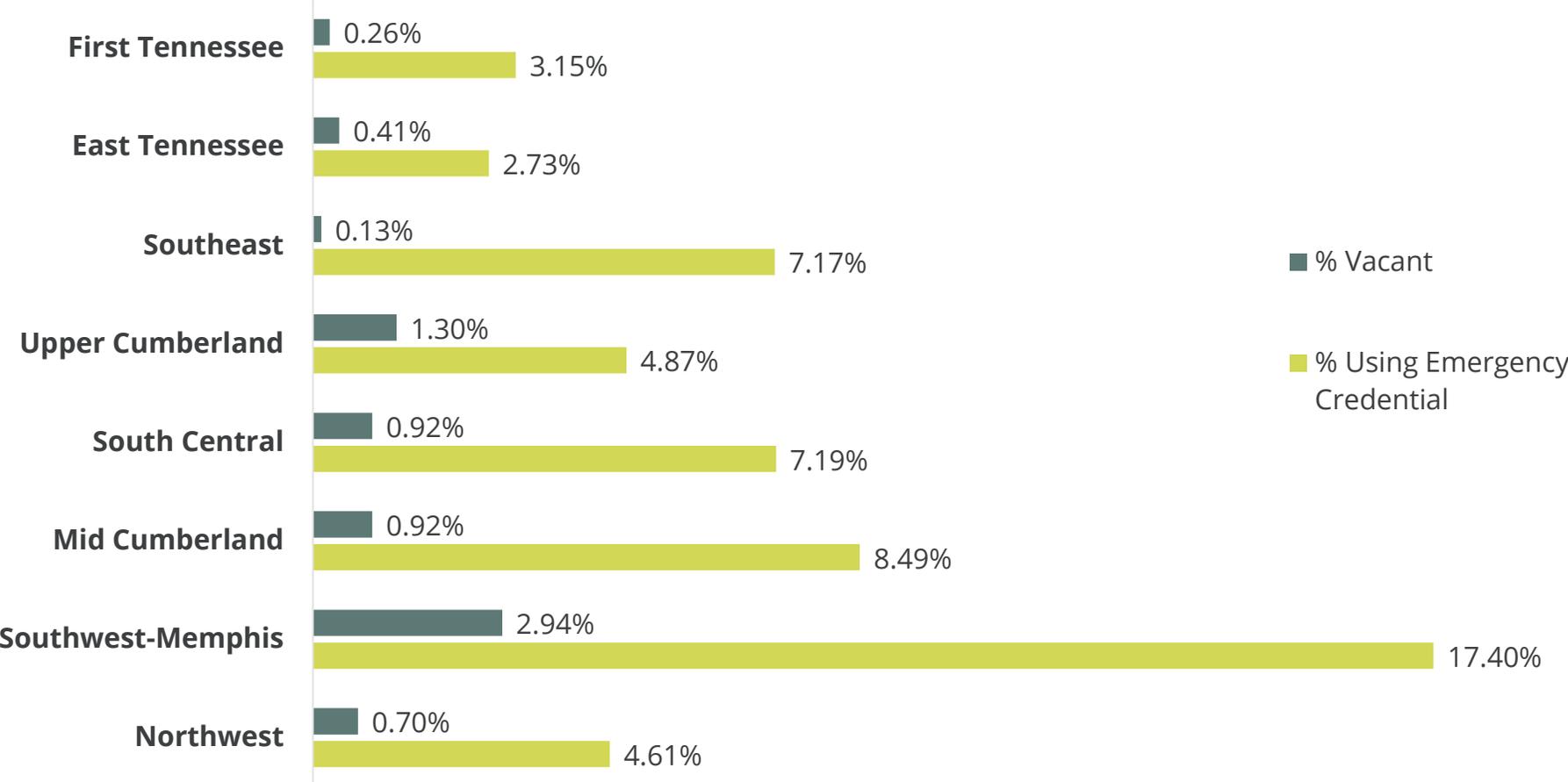
*Number of emergency credentials issued to individuals evaluated as teachers using the evaluations report, omitting the number of emergency credentials issued to individuals in public charter schools and nonpublic schools.

Vacancies by CORE Region

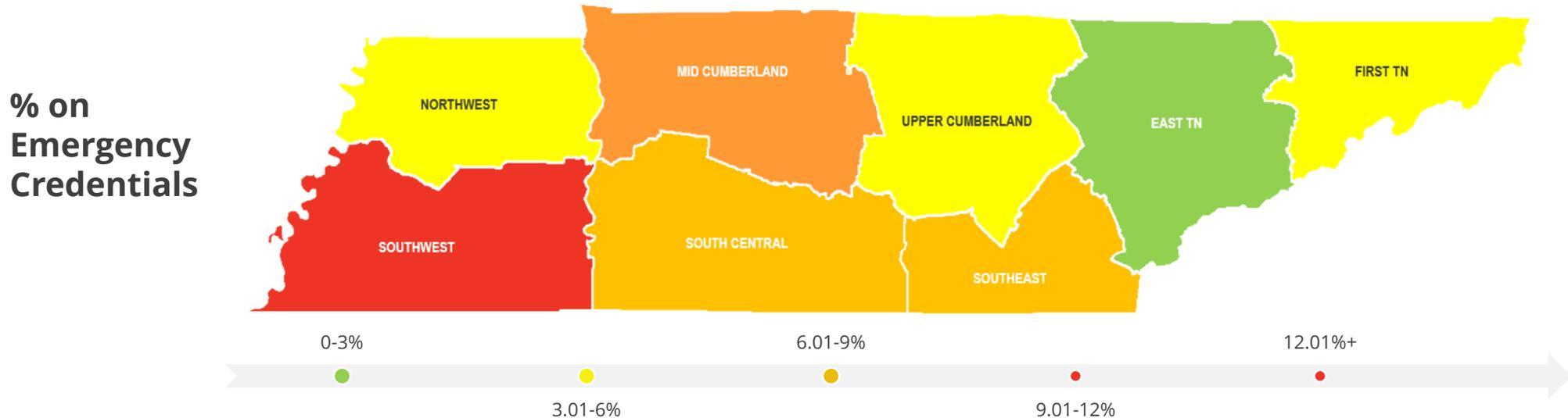
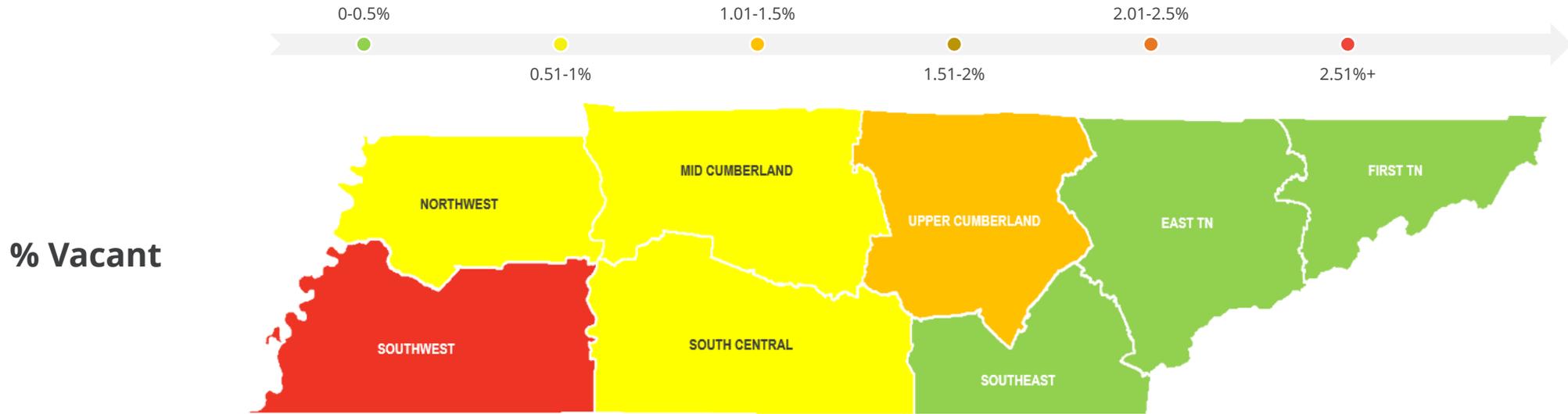
CORE Region	Vacancies	Total Staffed Positions*	Percent Vacant, Region	Percent of All TN Vacancies	Statewide Staffing Proportionality (%)
Northwest	22	3,127	0.70%	2.69%	4.04%
Southwest-Memphis	380	12,925	2.94%	46.51%	16.7%
Mid Cumberland	230	24,919	0.92%	28.15%	32.18%
South Central	51	5,537	0.92%	6.2%	7.15%
Upper Cumberland	54	4,171	1.30%	6.6%	5.39%
Southeast	9	7,123	0.13%	1.1%	9.2%
East Tennessee	54	13,115	0.41%	6.6%	16.94%
First Tennessee	17	6,512	0.26%	2.08%	8.41%
Statewide Total	817	77,429	1.06		

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

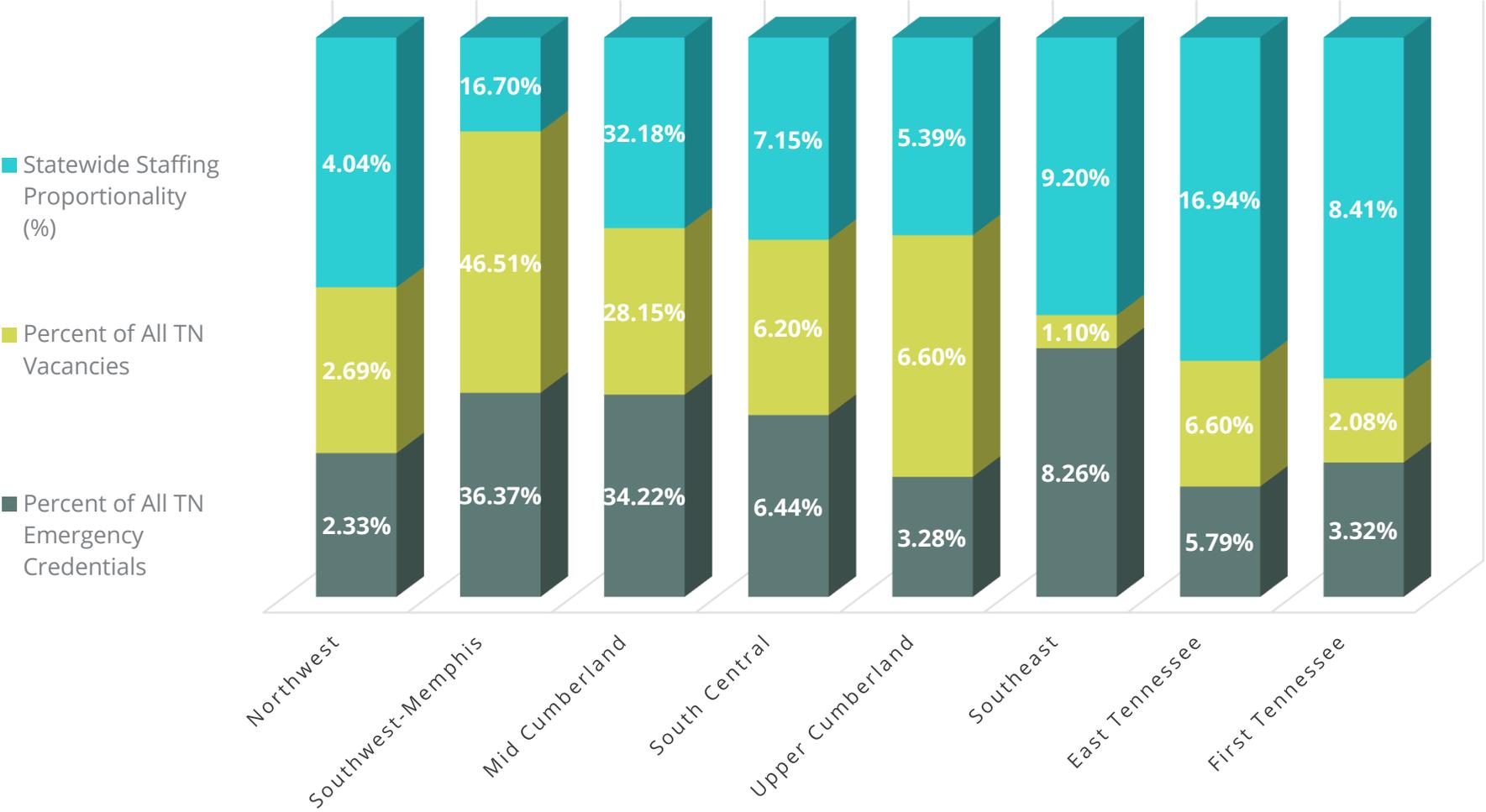
Vacancies & Emergency Credential Percentages by CORE Region



Vacancy & Emergency Credential Comparisons



Statewide Vacancy, Emergency Credential, and Staffing Comparisons

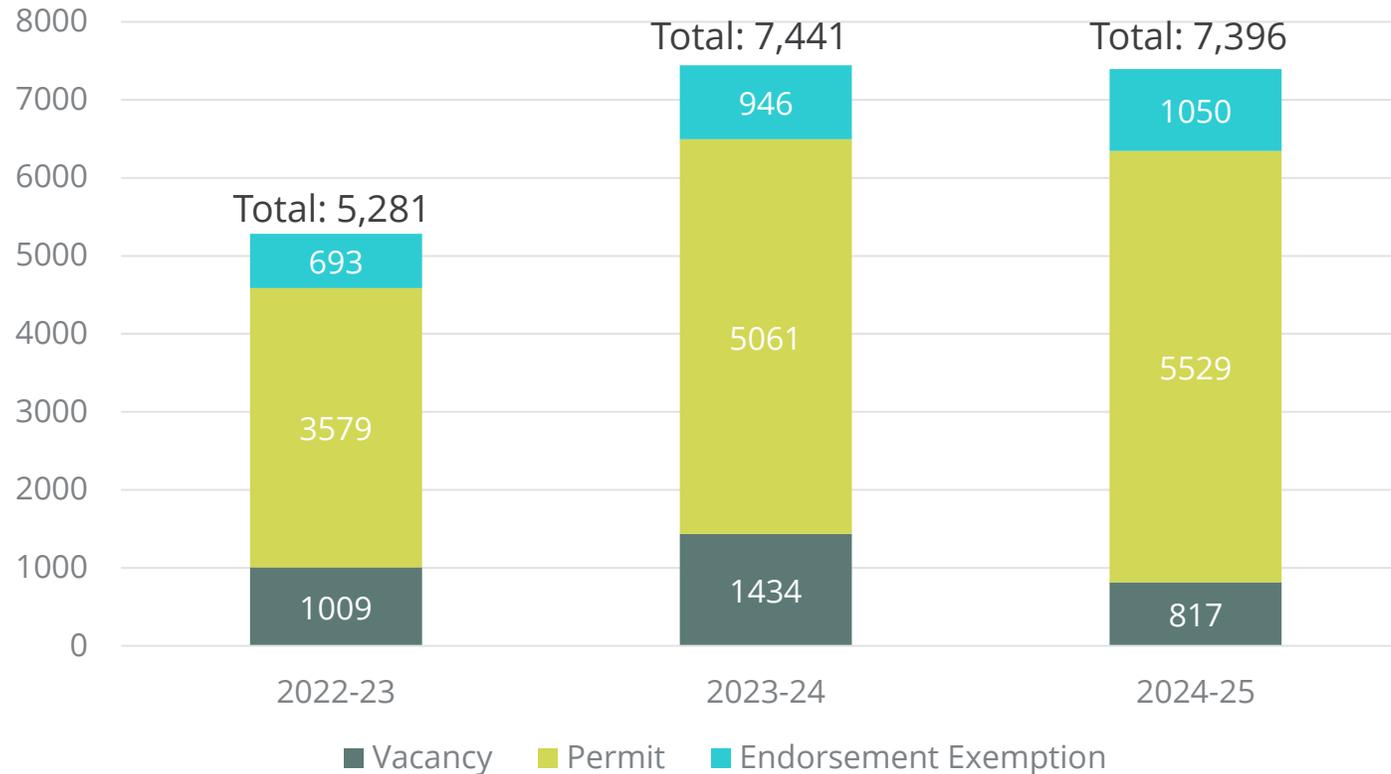




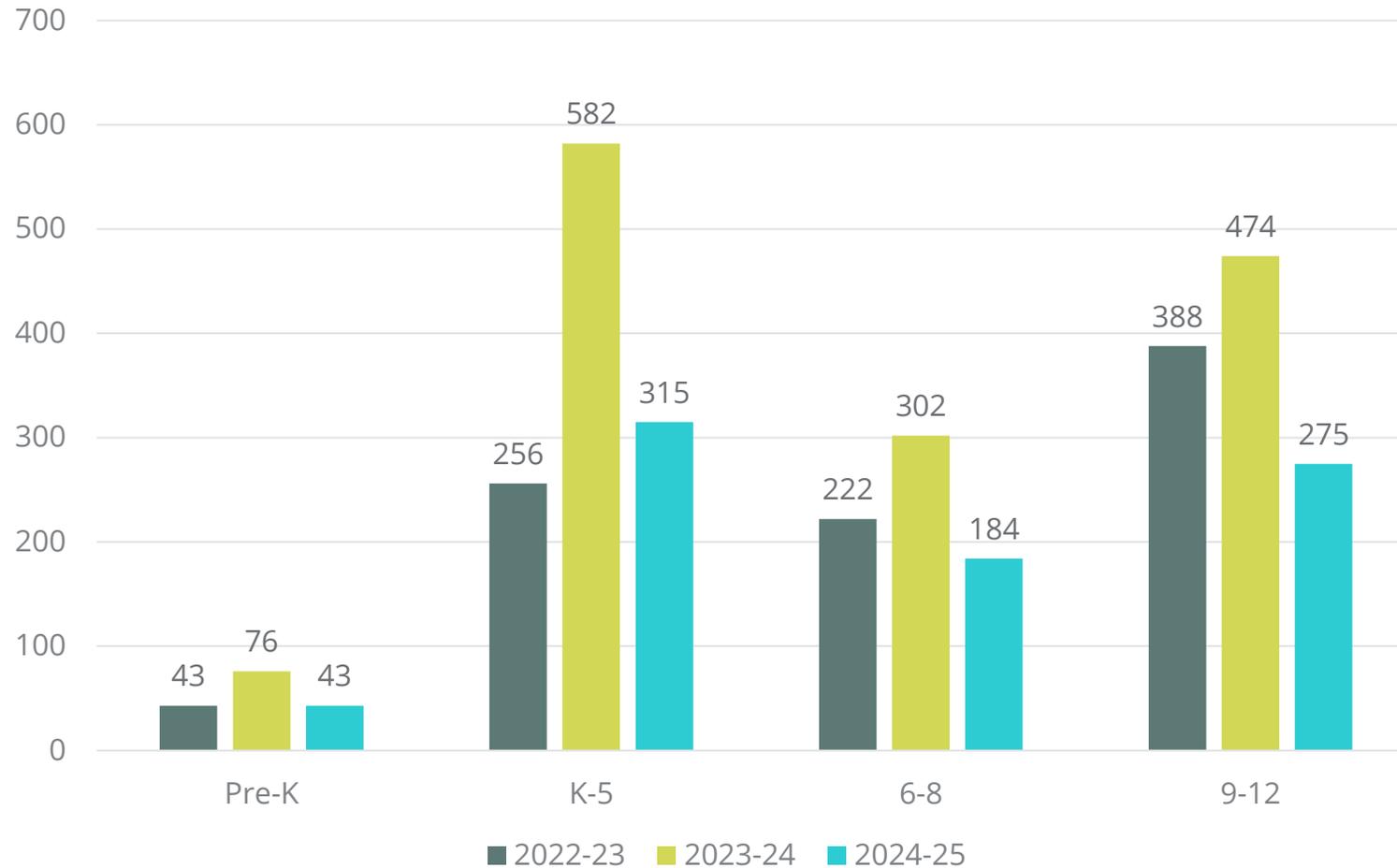
Trends Over Time

Vacancies and Emergency Credentials Over Time

Although the overall figures remain relatively consistent, the total number of vacancies fell by 43.01% in 2024–2025, while the issuance of emergency credentials rose by 9.25%.



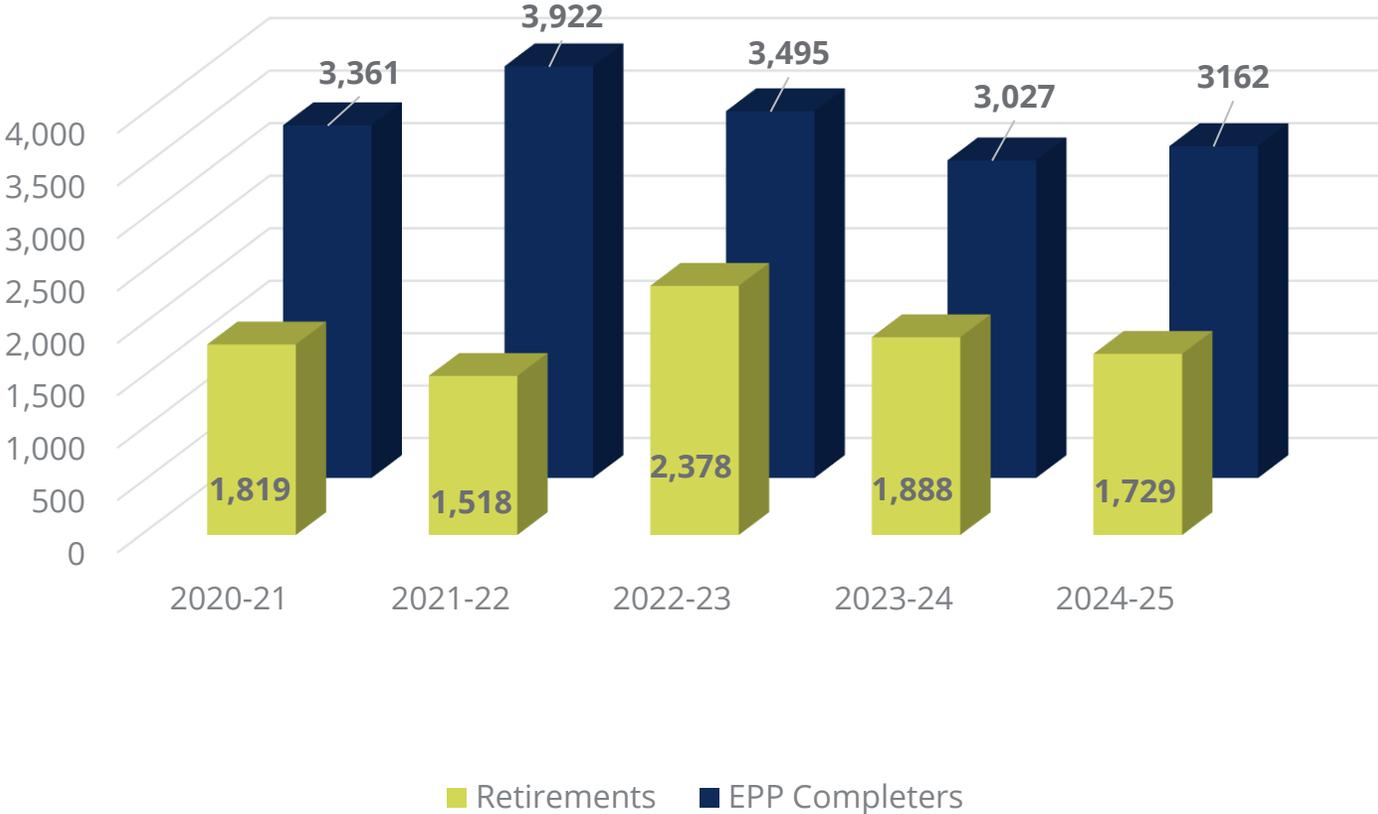
Vacancy Changes by Grade Band and Year



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:

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

Mid Cumberland:

- Aquinas College
- Austin Peay State University
- Belmont University
- Cumberland University
- Lipscomb University

- Middle Tennessee State University
- Nashville Teacher Residency
- Relay Graduate School of Education
- Rutherford County Schools
- TEACH Sumner
- Teach Wilson County
- 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:

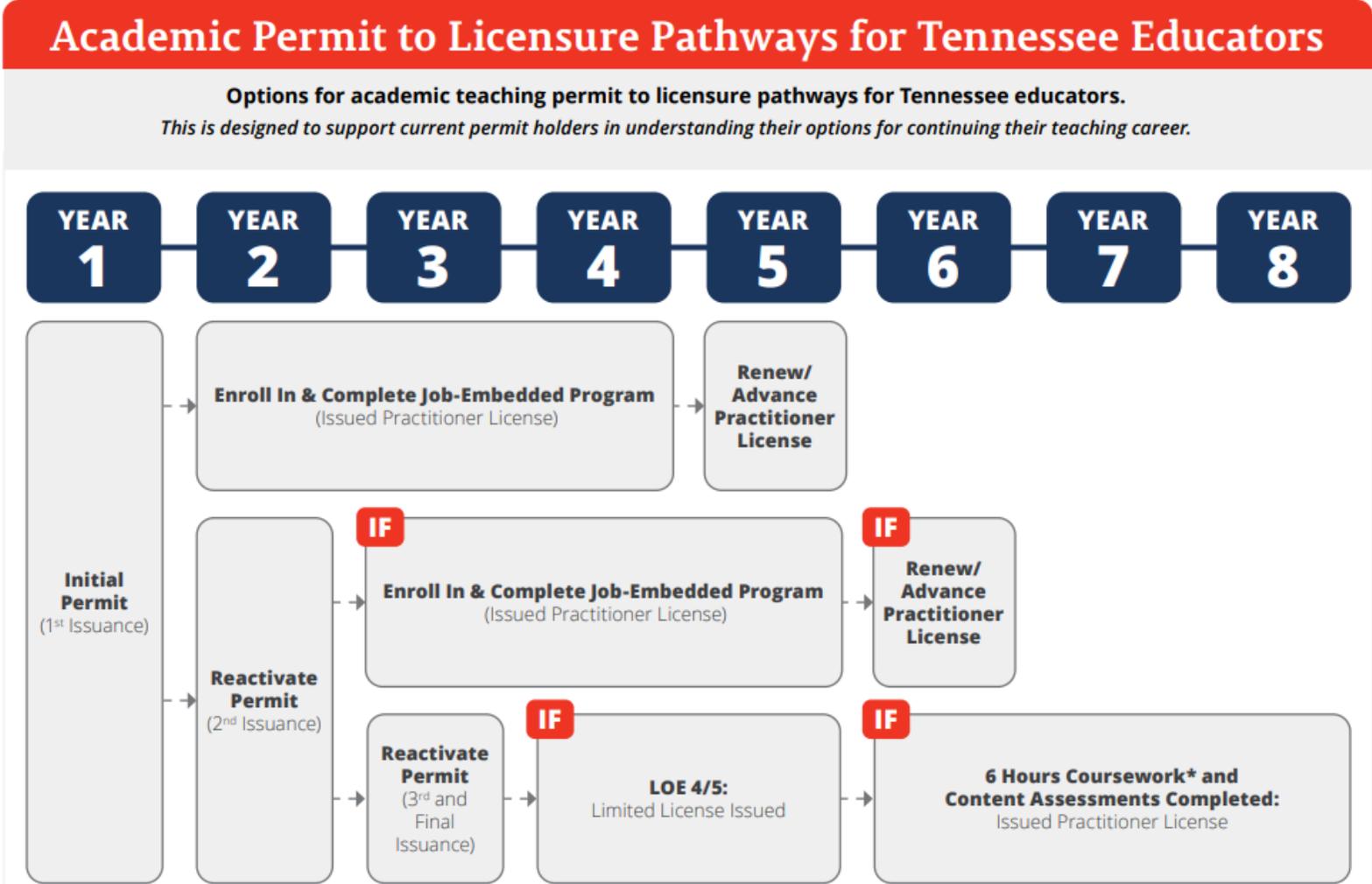
- East Tennessee State University
- King University
- Milligan College
- Tusculum University

Southeast:

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

Permit to Licensure Pathways in Tennessee

- Over the last few years, legislative changes have created multiple pathways from temporary teaching permits to continuously-renewable licenses in Tennessee.



Limitations & Additional Resources

Limitations

Self-Reported Data

- LEA data by grade band and content area may lack accuracy
- Reported as one-time snapshot twice a 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

Educator Retention and Portability

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





Thank You!

Brooke Amos, *Assistant Commissioner of Human Capital*

Brooke.Amos@tn.gov

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