

# EARLY TEACHER STAFFING TRENDS

## AN EVALUATION OF THE TEACHER VACANCY GRANT PILOT PROGRAM



### STUDY OBJECTIVES

IWERC examined **mid-year performance reports** from districts participating in the Teacher Vacancy Grant Pilot Program (TVGPP) and annual state data on **unfilled teaching positions** to assess how teacher staffing levels changed in the early stages of TVGPP implementation.

### KEY FINDINGS

#### 1. New teacher hires outnumber teachers not retained in TVGPP districts.

TVGPP districts reported a **net increase of 519 new teaching staff** for SY24, according to mid-year performance reports. Across TVGPP districts, the number of new teachers hired was higher than the number of teachers who were not retained in the 2023-2024 school year (SY24).

#### 2. The reach of TVGPP funding that supported certified and non-certified staff was wide.

Nearly **10,700 employees**, including teaching and non-teaching staff, were reported to have participated in grant-funded programs that targeted decreased attrition. Roughly **11,000 teachers**, who took part in grant-funded programs, were also reported to be retained.

#### 3. Unfilled teaching positions decreased in half of TVGPP districts.

Roughly **half of TVGPP districts** (51.8%) **saw a decline in unfilled teaching positions** from SY23 to SY24, which is slightly more than the non-TVGPP districts (46.7%) that also experienced a decline (who had room to decline). Additionally, a **slightly higher proportion of TVGPP** (37.1%) **than non-TVGPP districts** (32.2%) **experienced an increase in unfilled positions** during this timeframe. It should be noted that these changes could be attributable to many factors beyond TVGPP funding, including revenue from other state and federal grant programs.

### ABOUT THE GRANT BACKGROUND

- Three-year state-funded initiative, implemented in the 2023-24 school year
- Allocated \$45M to Illinois' most understaffed school districts in first year
- Designed to fulfill funding needs for teacher recruitment and retention
- Aims to reduce unfilled teaching positions statewide

### ELIGIBILITY

- Qualifying districts had highest counts of unfilled teaching positions in 2022-23 school year
- 170 districts, serving roughly 870,000 students, participated
- 60% of districts were rural, 40% of districts were urban

[Read the full report here.](#)



Illinois Workforce and Education  
Research Collaborative

PART OF THE UNIVERSITY OF ILLINOIS SYSTEM