



**CEDR**

Center for Education  
Data & Research

# **TEACHER JOB POSTINGS AND WHAT IS KNOWN ABOUT THE TEACHER LABOR MARKET**

**Prepared for the Oregon Joint Task Force on Statewide Educator  
Salary Schedules**

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**November 15, 2023**

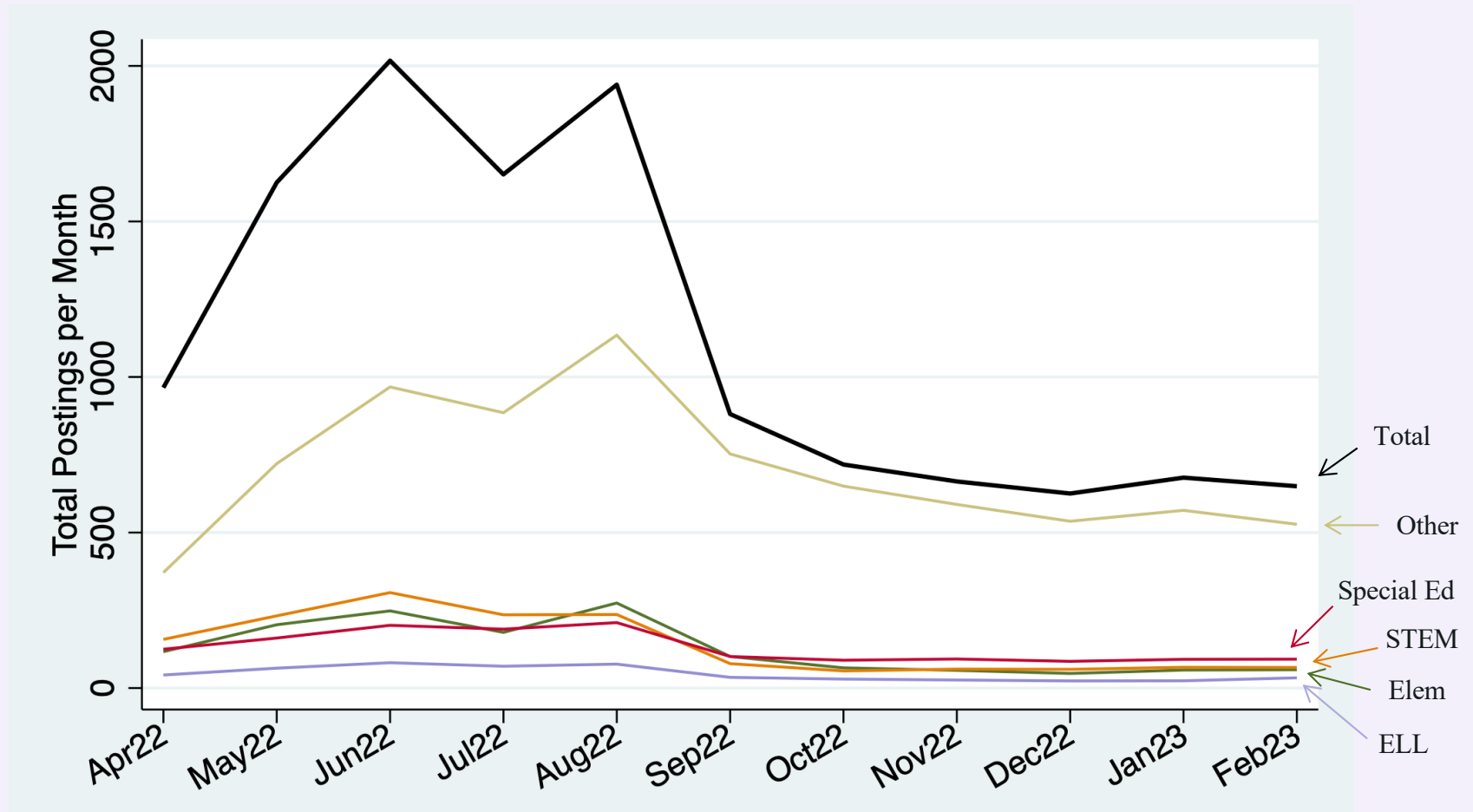
# Web scraping

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- We utilize web scraping tools to visit websites where school districts post their job openings
  - Data collected for approx. 155 of the 197 public school districts in Oregon
    - Districts represent over 97% of students served in Oregon
- Collection began in April of 2022 and districts “surveyed” at least once a week and on “average” twice a week
- Informed by prior work in WA we group openings into 11 job categories (w/ further break down for teachers) and tracked both first time and total postings
  - In WA, we have validated the job postings data

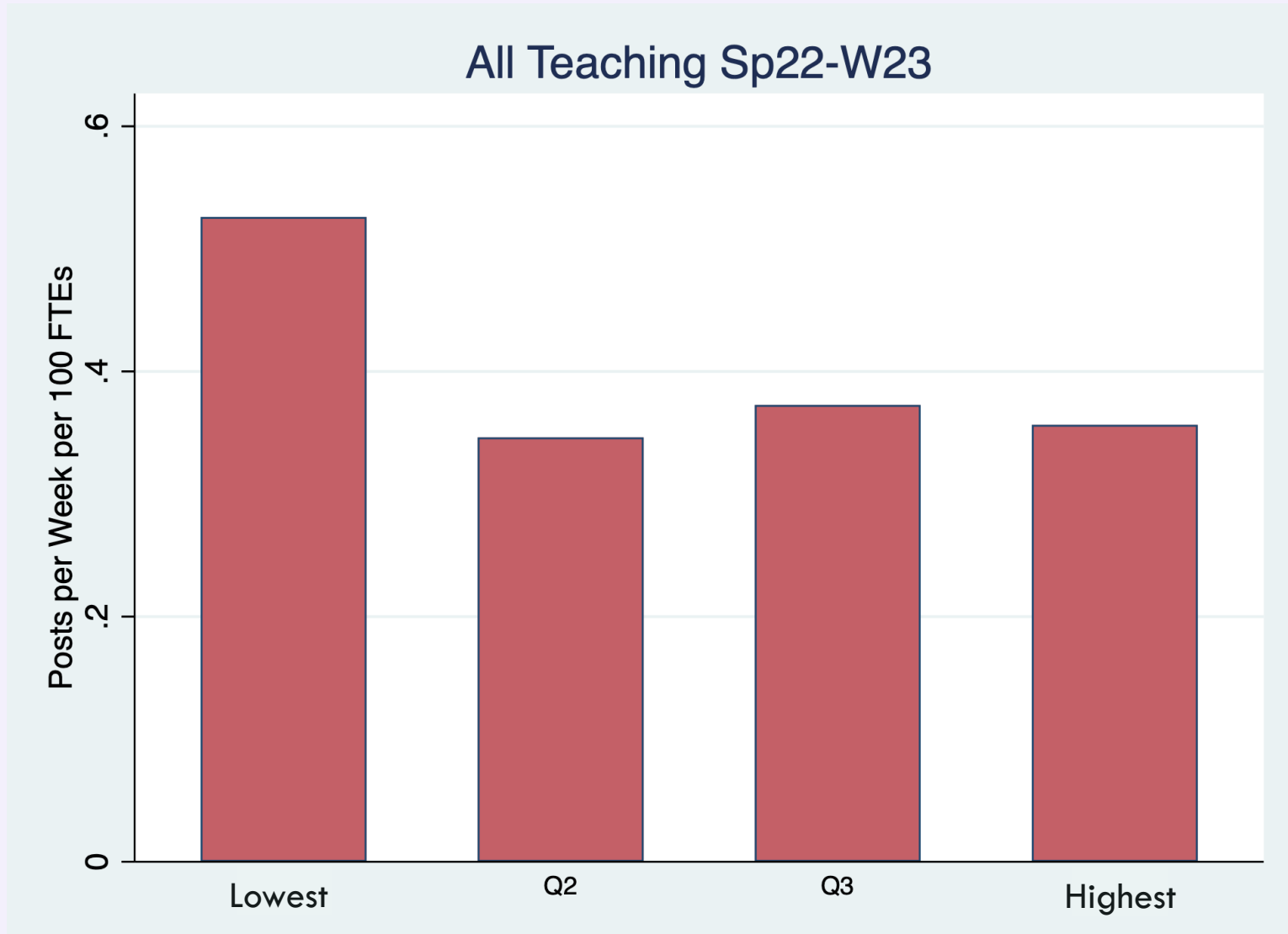
# Seasonality of Job Postings (all jobs)

3



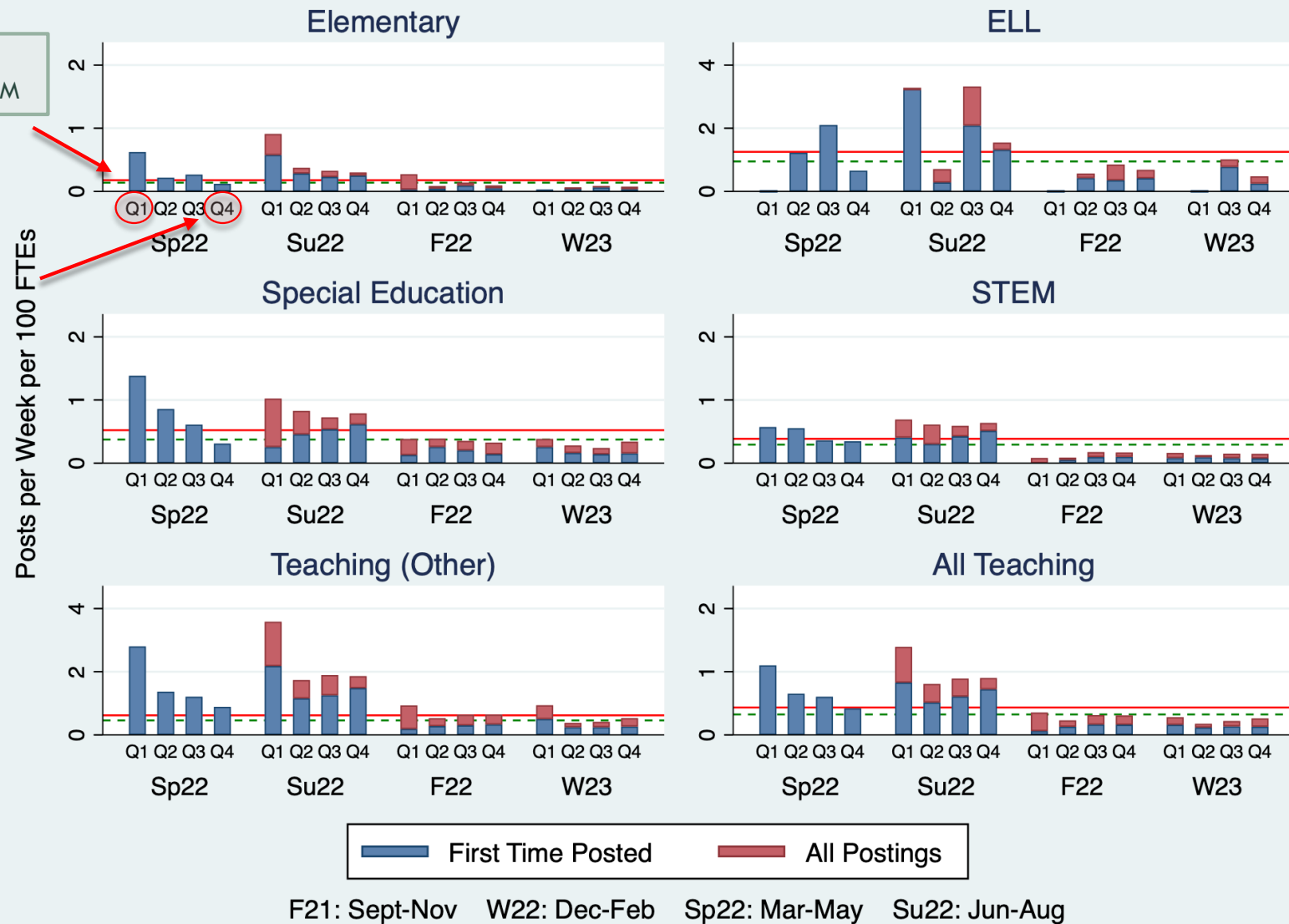
# Job Posting Rate (Postings/FTE) By URM

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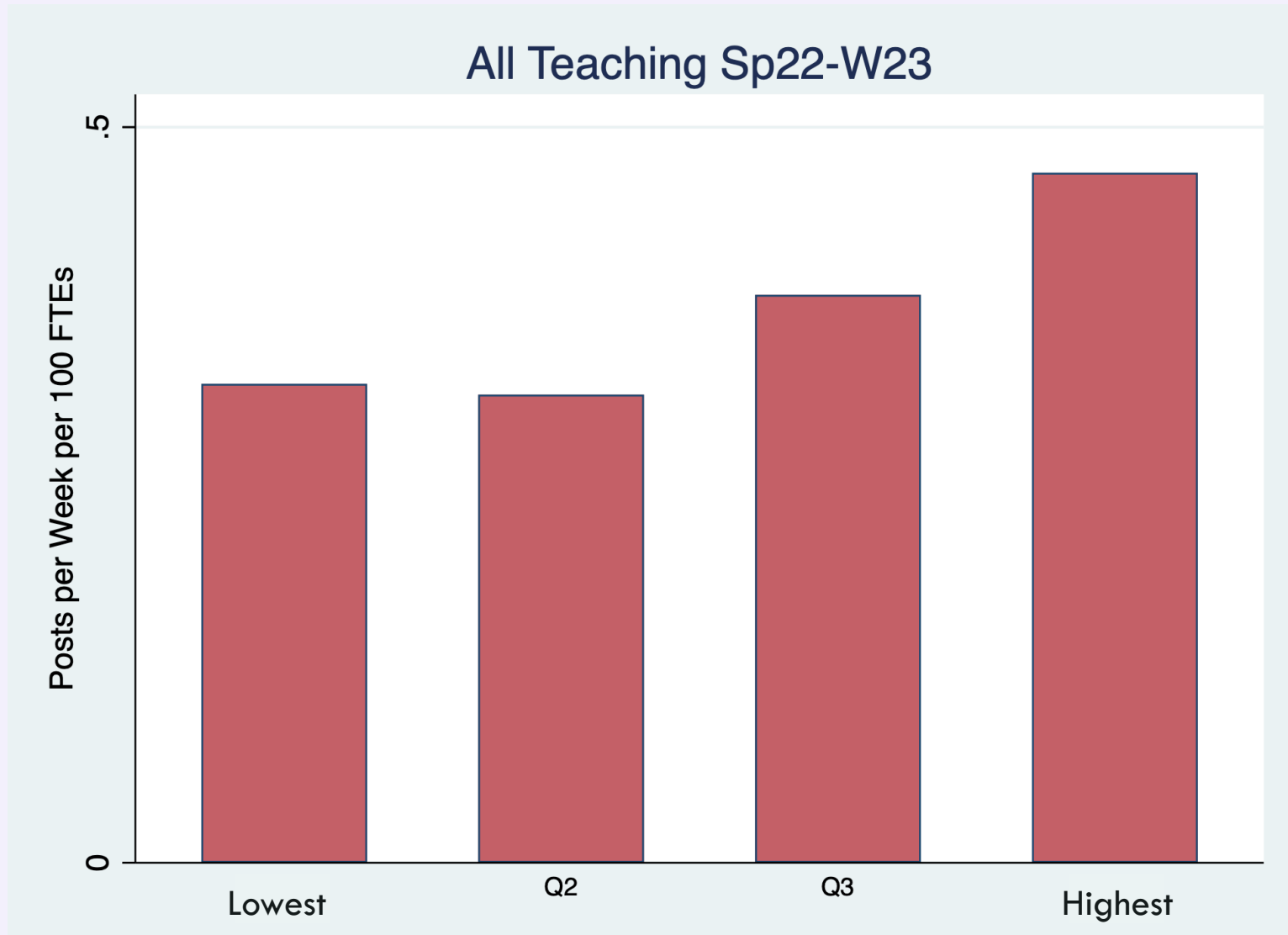
# Teacher Job Posting Rate By Job Type

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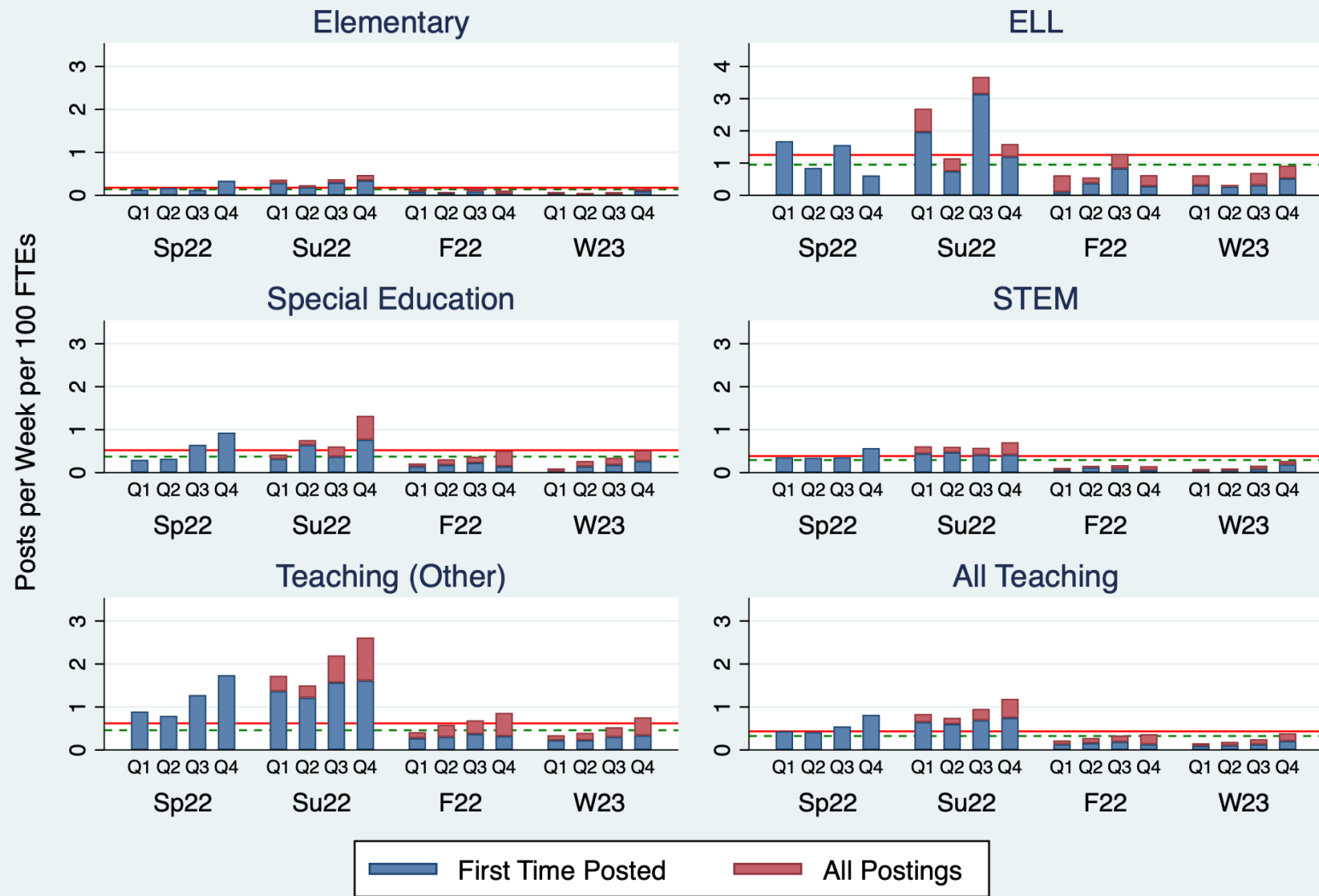
# Job Posting Rate (Postings/FTE) By *FRL*

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# Teacher Job Posting Rate By FRL & Type

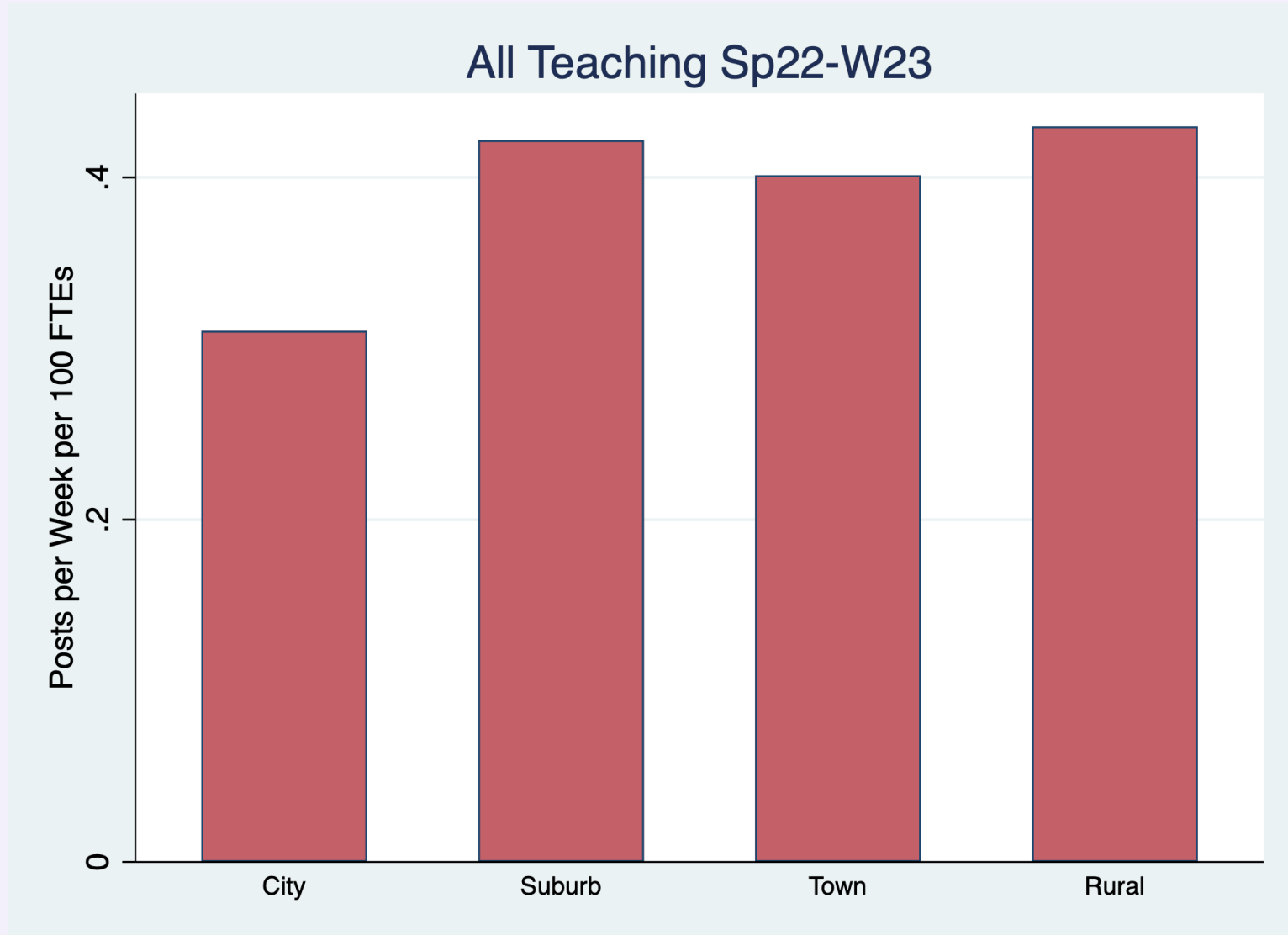
7



F21: Sept-Nov W22: Dec-Feb Sp22: Mar-May Su22: Jun-Aug

# Job Posting Rate By Urbanicity

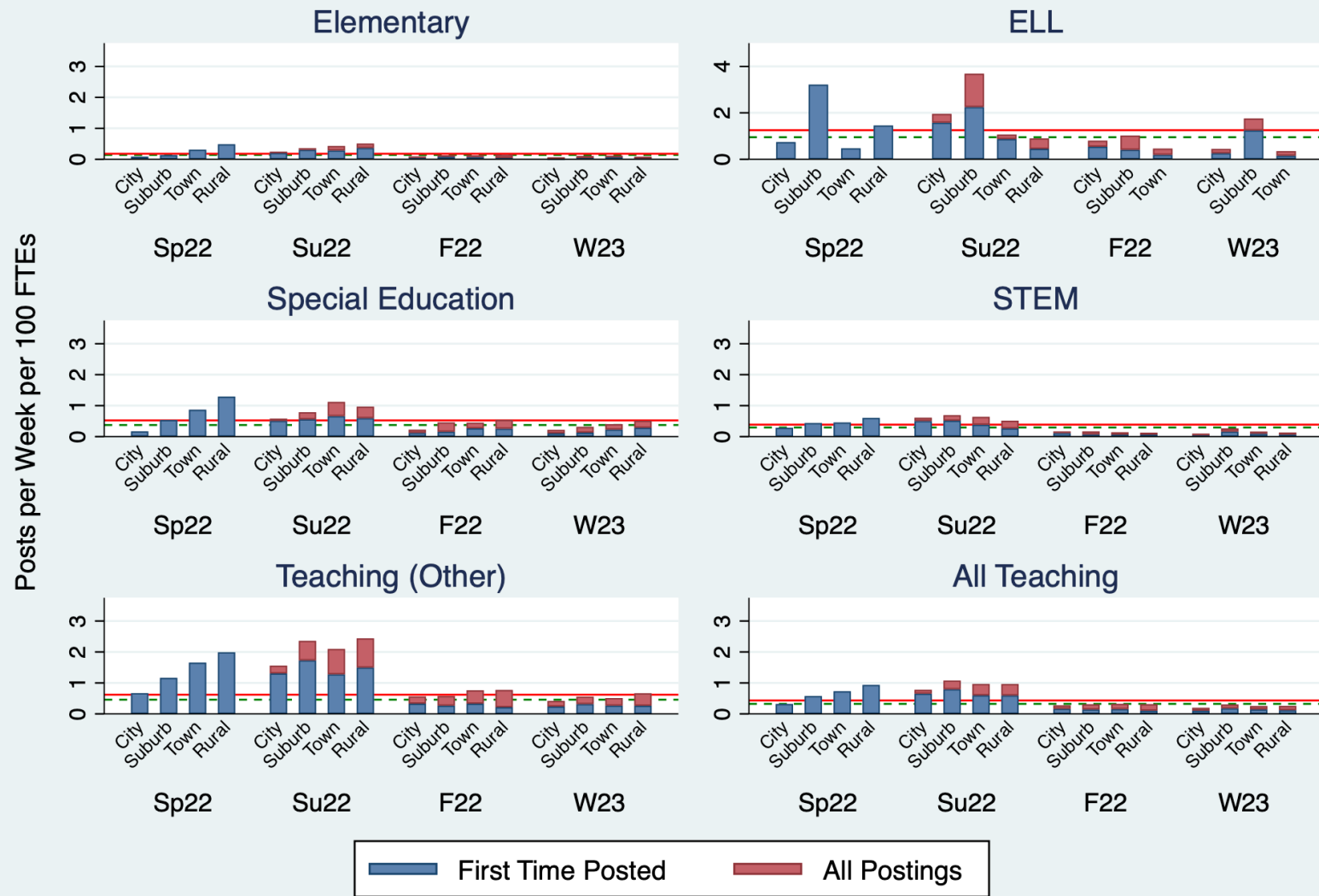
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# Job Posting Rate By Urbanicity & Type

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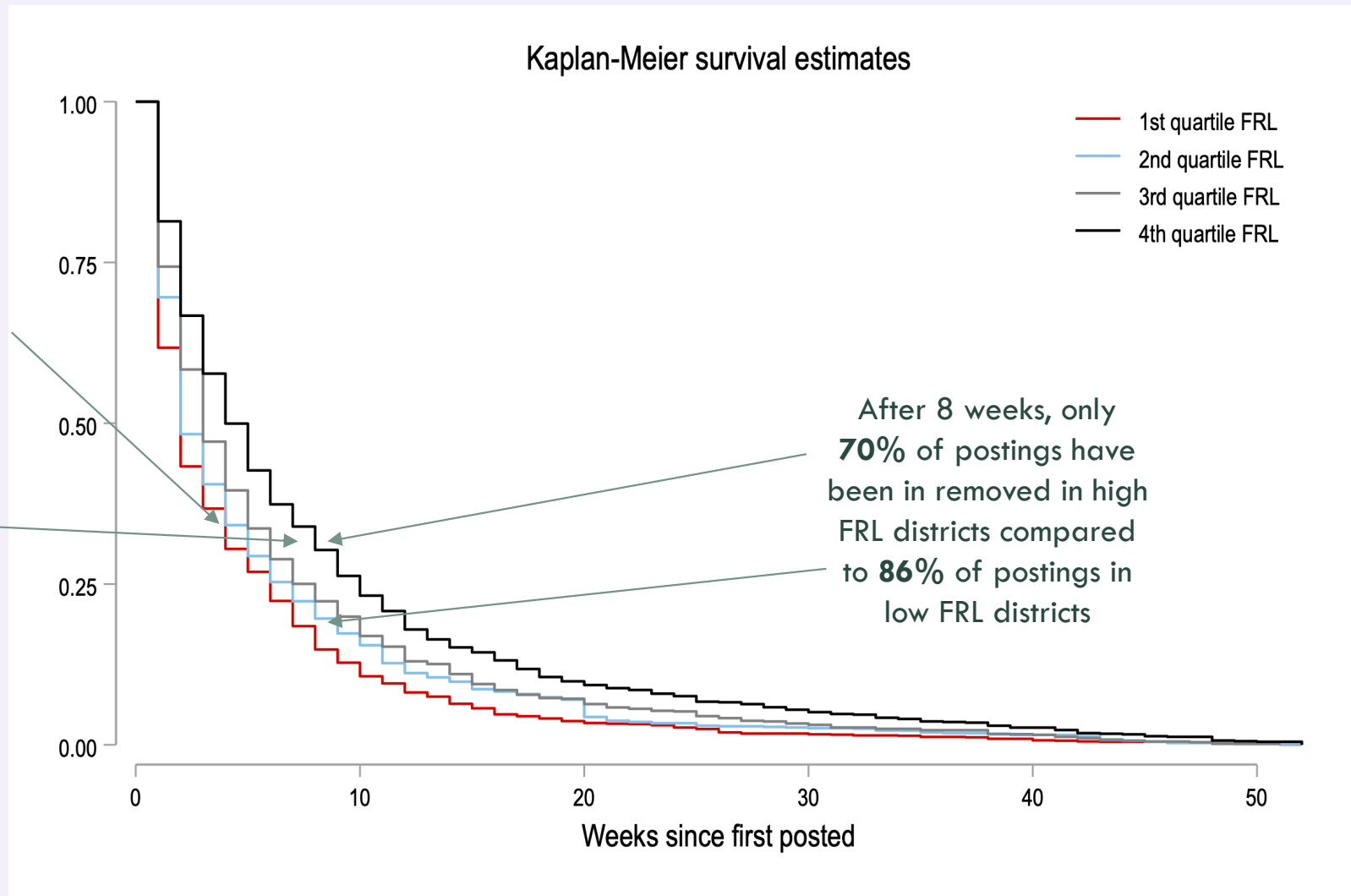


F21: Sept-Nov W22: Dec-Feb Sp22: Mar-May Su22: Jun-Aug

# Time to Fill Postings by FRL

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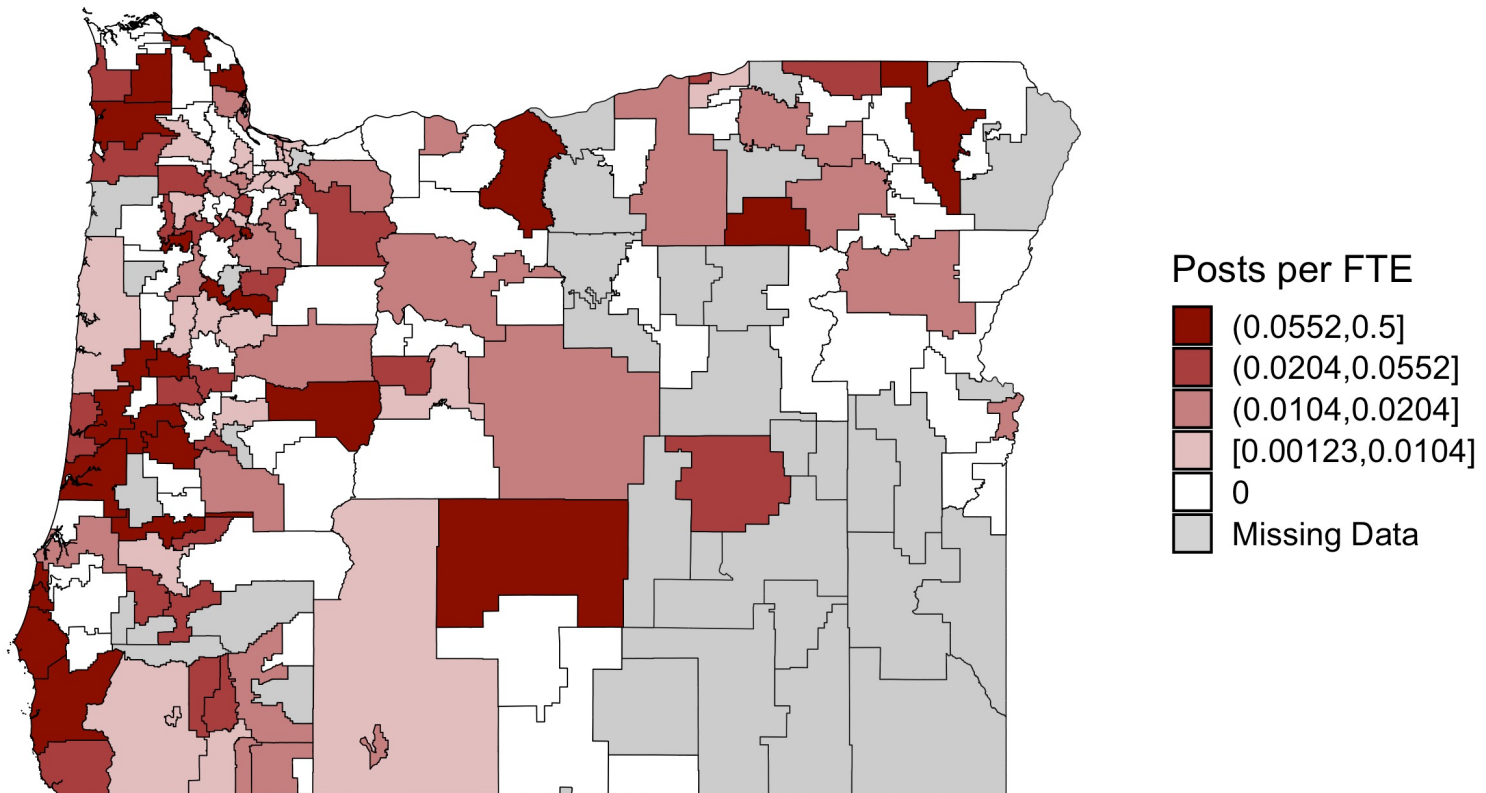
Posts in districts in the bottom quartile FRL take **4.75** weeks to fill, on average, compared to **8** weeks for posts in the top quartile districts.



# Variation in Elementary Postings Across Districts

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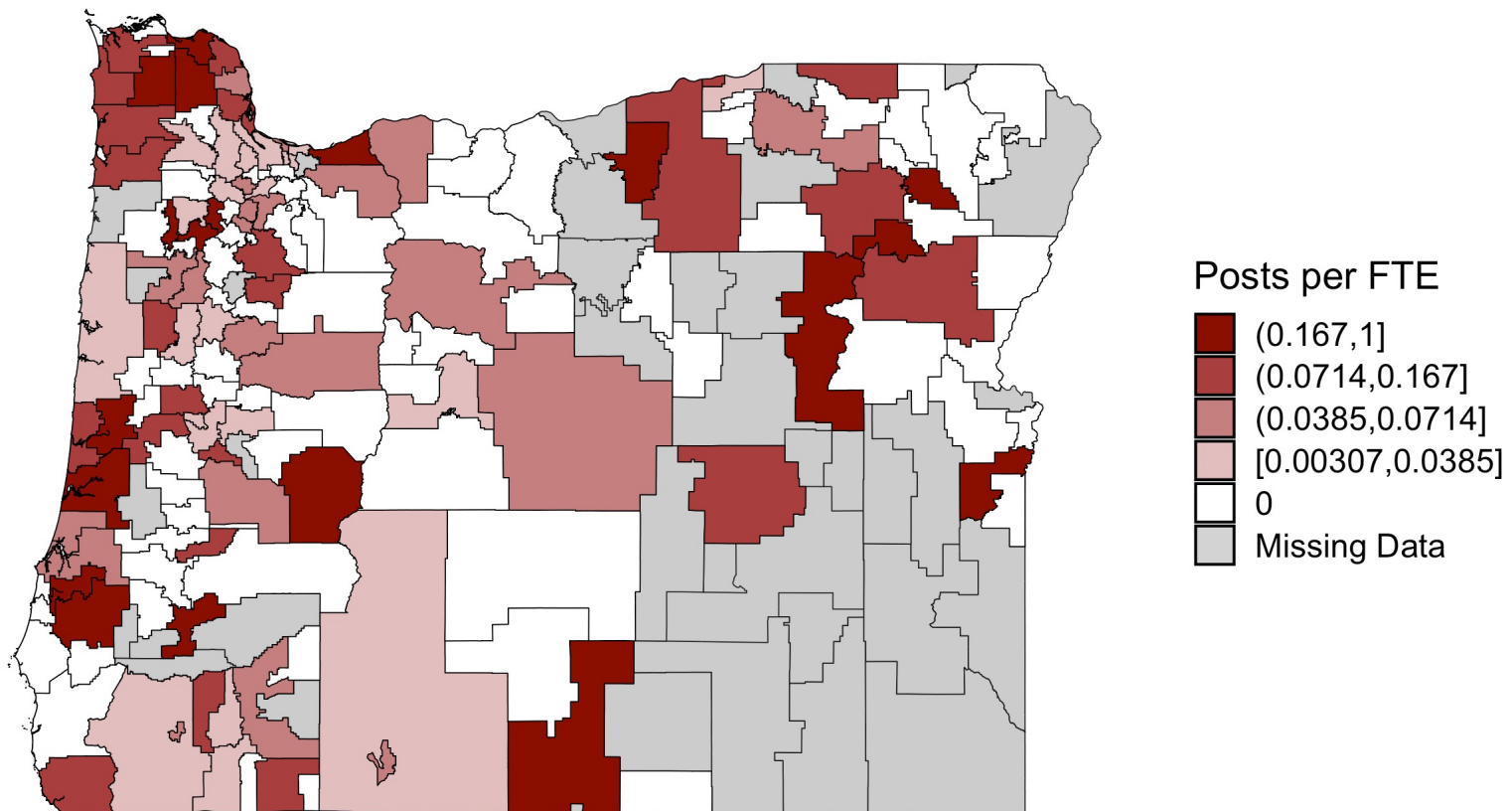
**Weighted Teaching (Elementary) Postings per FTE in Spring 2023**



# Variation in Special Education Postings Across Districts

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## Weighted Teaching (Special Education) Postings per FTE in Spring 2023



# Preliminary Regression Analysis

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- Models suggest that there are very similar trends between prior work in WA and newer results from OR across several measures
  - Ex. Seasonality (far more postings in Spring and Summer than openings observed in Fall or Winter); Within subject attrition is an important predictor (makes sense!); Similar FRL results (higher FRL generally associated with more job openings; note URM is less consistent compared to WA findings and this is also shown in the previous bar chart)
    - This latter finding is worth exploring and may hinge in part on demographic differences and distribution of students of color across the two states
  - Caveat – we stress preliminary results also because these findings are in part based on key measures (e.g., Teacher Subject FTE) from 2017-18 instead of more recent data

# Closing Thoughts

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- Job posting findings *generally* (URM is an exception) reflect what we see from other ways of assessing challenges in hiring (surveys, emergency credentialed teacher hires, attrition)
- Hiring challenges are not equal across-the-board
  - Shortages are increasing but challenges vary by subject, geography, and types of students served
- The single salary schedule may be seen as egalitarian, but it creates inequities for students and often the wrong incentives for equity and teacher quality
  - Doesn't recognize outside of teaching opportunities
  - Doesn't target parts of teacher's career where attrition is high
  - Doesn't reflect differences in school working conditions

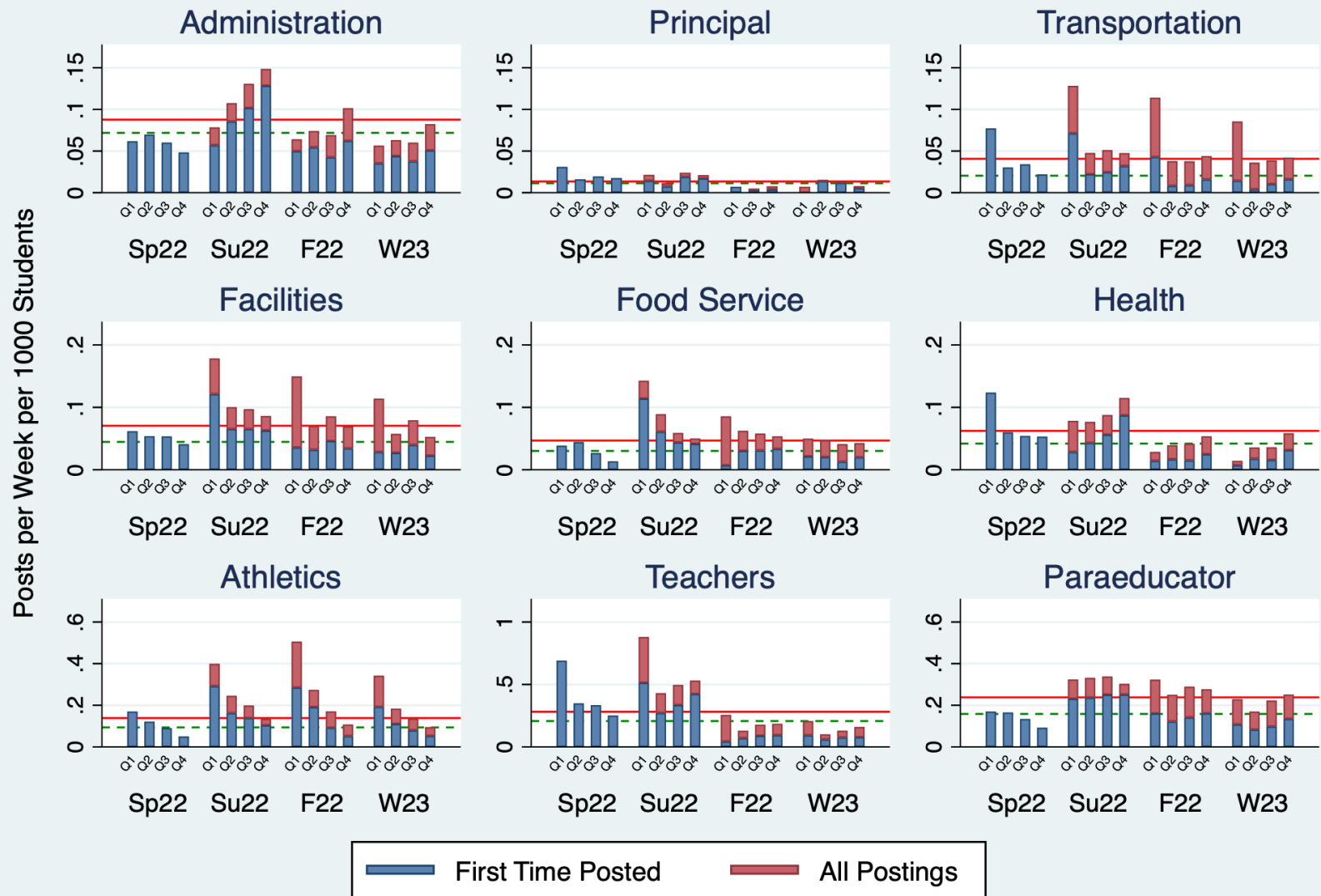
# Additional resources

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- Goldhaber, D. Falken, G., Theobald, R., & Goodman Young, M. (2023). A New Method to Get Timely Information on Teacher Hiring Needs. CEDR Flash Brief No. 05042023-2. University of Washington, Seattle, WA.  
[https://www.cedr.us/\\_files/ugd/1394b9\\_747f71f4f82e4c8cb1f79a82337f7211.pdf](https://www.cedr.us/_files/ugd/1394b9_747f71f4f82e4c8cb1f79a82337f7211.pdf)
- Goldhaber, D., Brown, N., Marcuson, N., & Theobald, R. (2022). School District Job Postings and Staffing Challenges Throughout the Second School Year During the COVID-19 Pandemic. CEDR Working Paper No. 10112022-1. University of Washington, Seattle, WA.  
[https://www.cedr.us/\\_files/ugd/1394b9\\_6d61bd93e19e4c05a104e27ea25b4506.pdf](https://www.cedr.us/_files/ugd/1394b9_6d61bd93e19e4c05a104e27ea25b4506.pdf)
- Goldhaber, D., & Gratz, T. (2021). School District Staffing Challenges in a Rapidly Recovering Economy. CEDR Flash Brief No. 11082021-1. University of Washington, Seattle, WA.  
[https://www.cedr.us/\\_files/ugd/1394b9\\_7709c1ab926247469c2aa9c076b977bc.pdf](https://www.cedr.us/_files/ugd/1394b9_7709c1ab926247469c2aa9c076b977bc.pdf)

# Vacancies for Non-Teaching and Teaching Overall (by URM)

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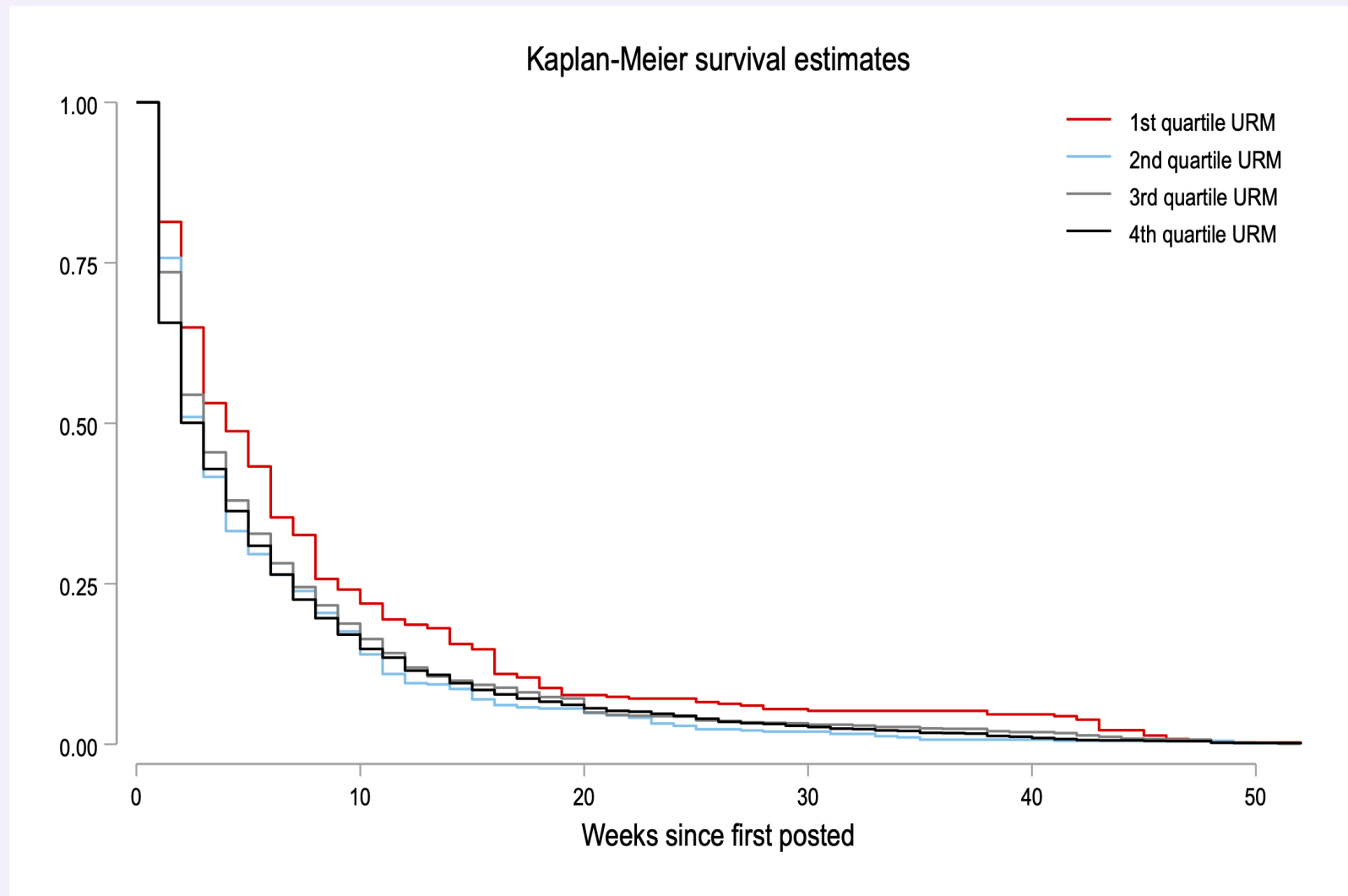


Sp22: Mar-May Su22: Jun-Aug F22: Sep-Nov W22: Dec-Feb



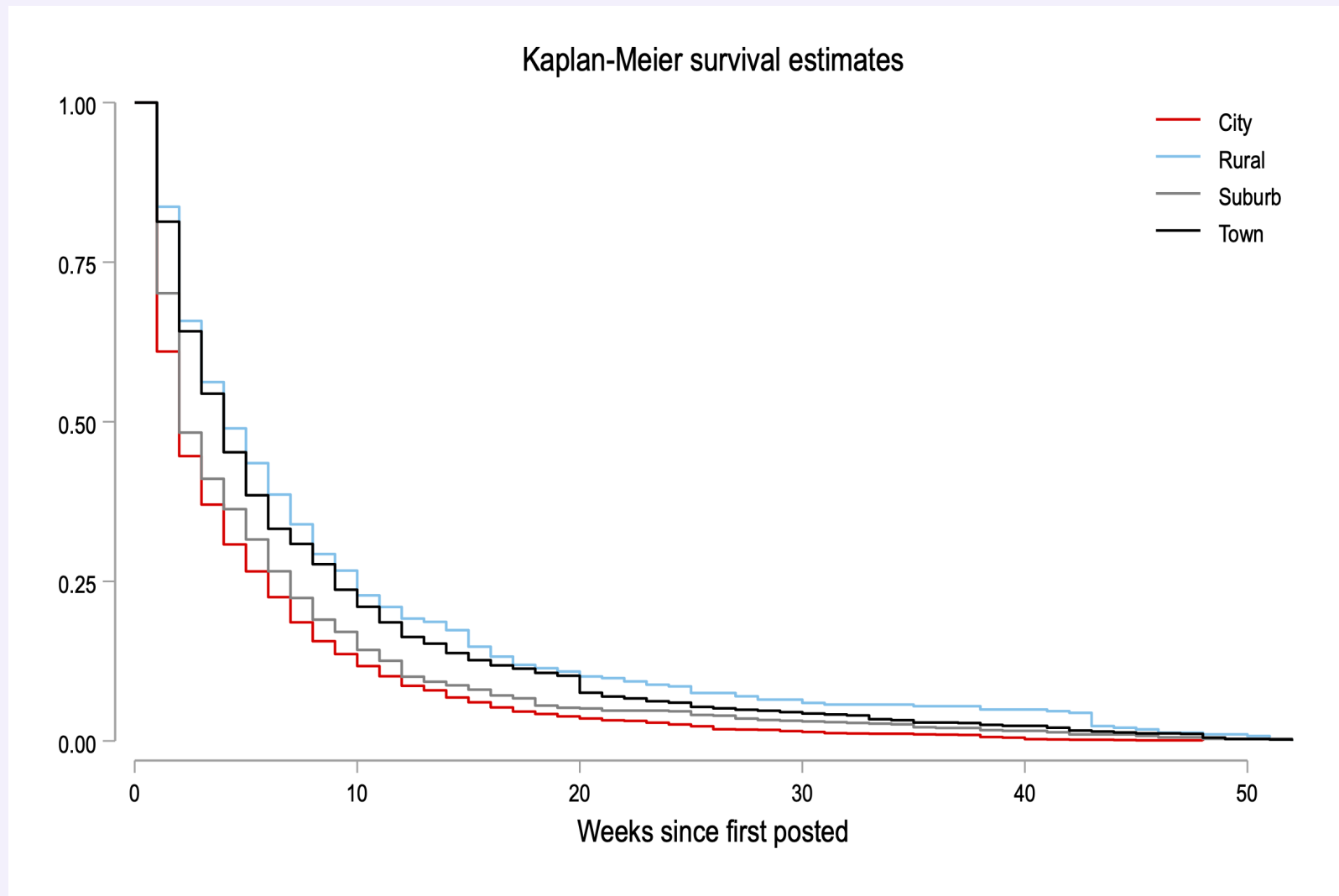
# Time to Fill Postings by URM

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# Time to Fill Postings by Urbanicity

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# Time to Fill Postings by Subject

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