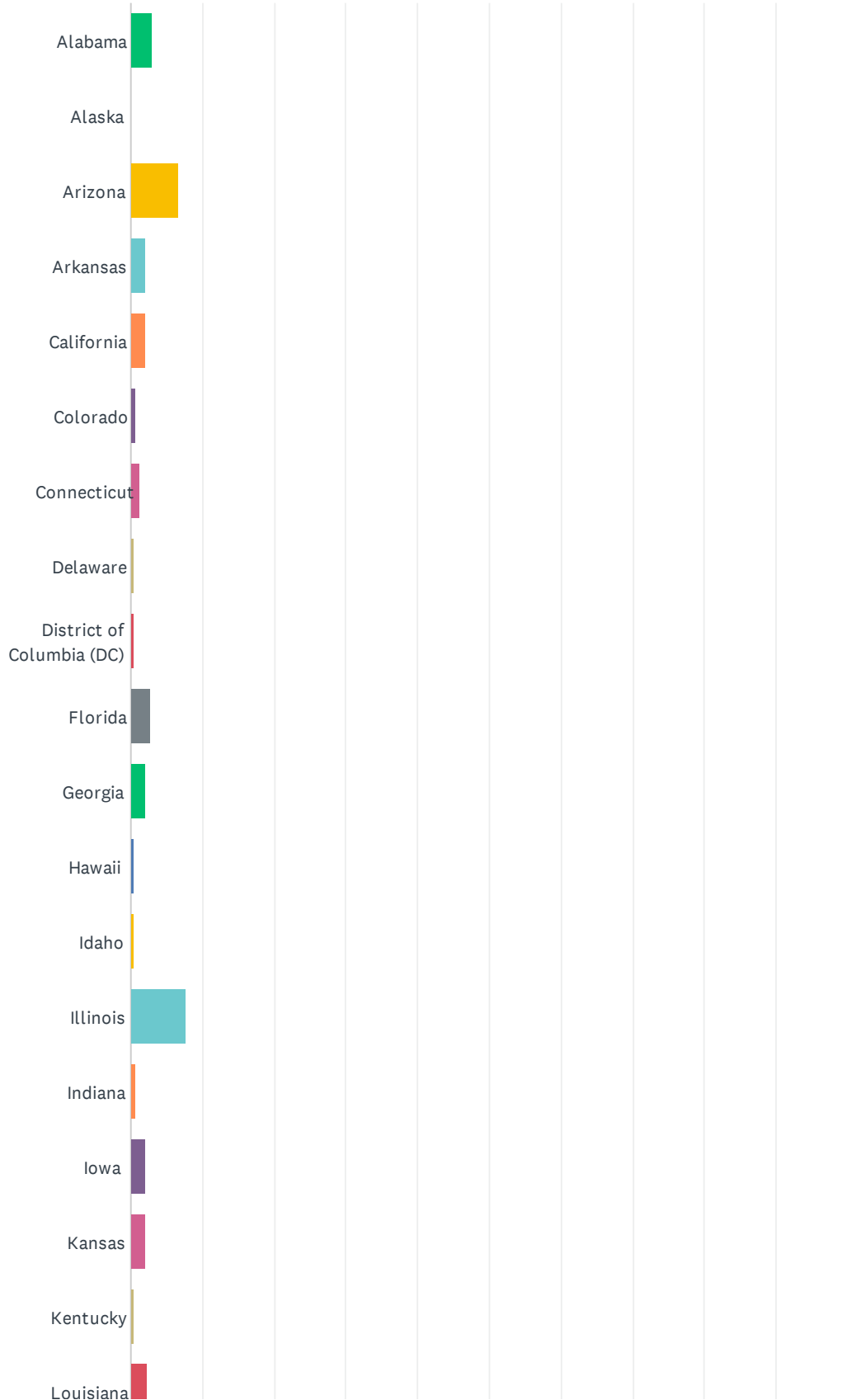
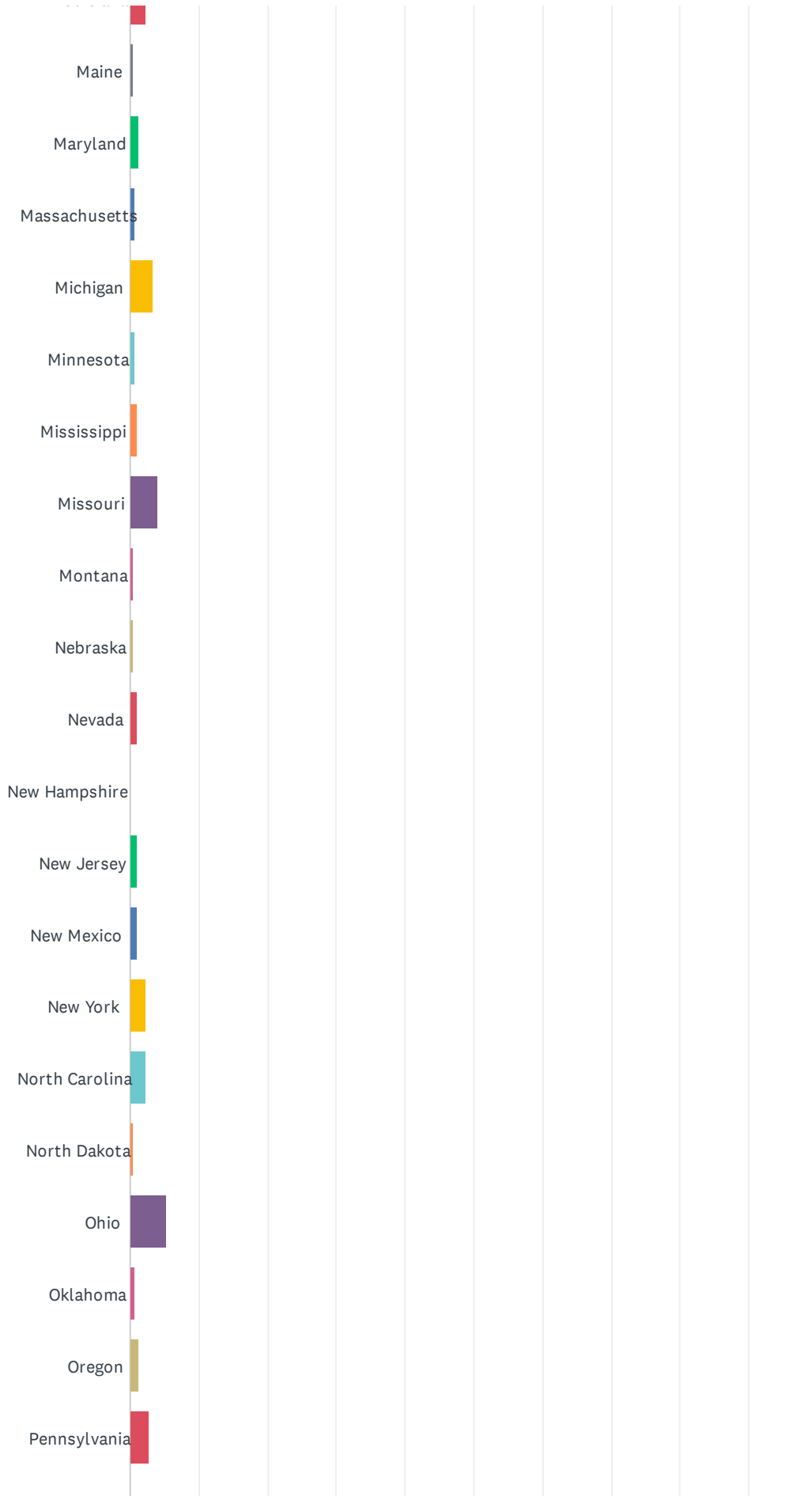


Q1 What state is your district in?

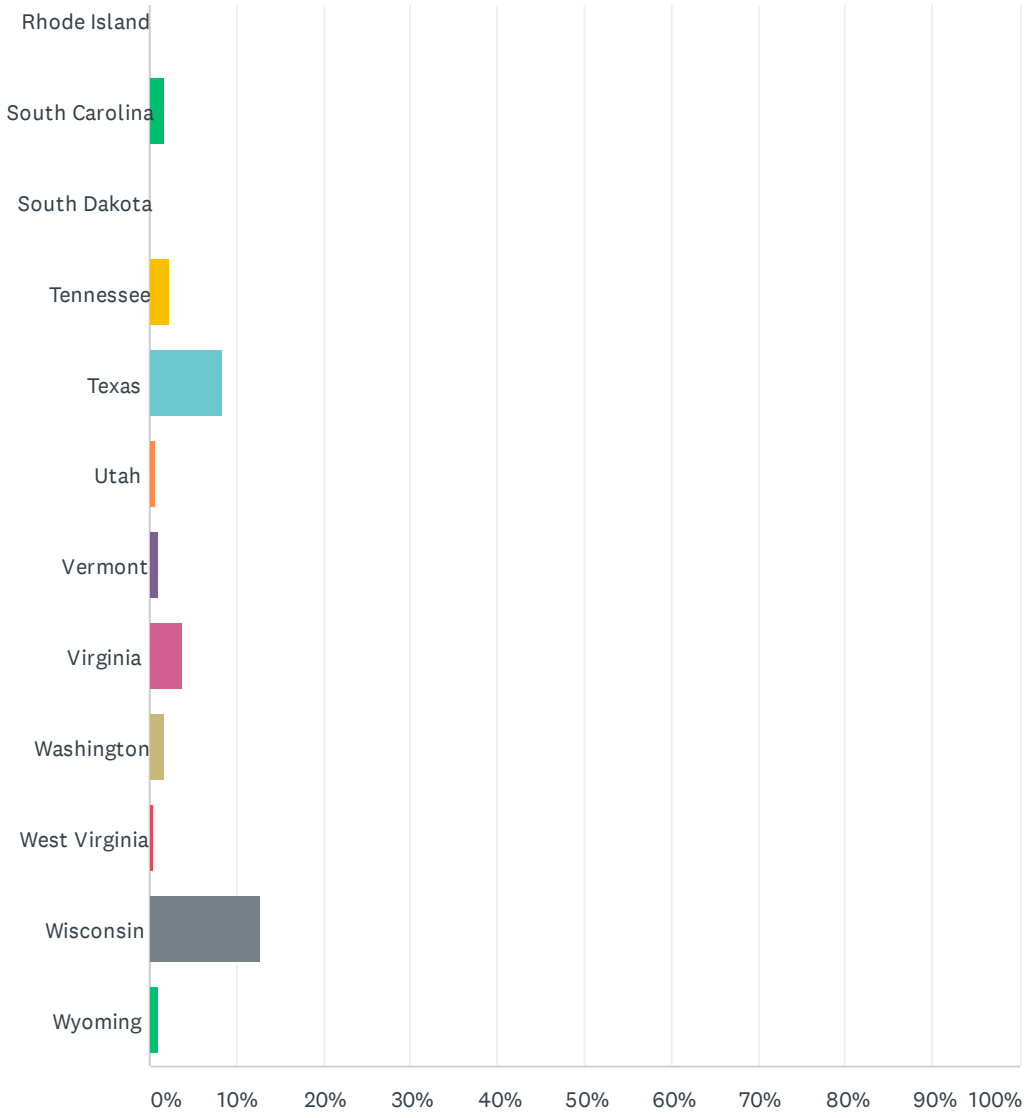
Answered: 300 Skipped: 1



AASPA Survey on PK-12/Recruitment



AASPA Survey on PK-12/Recruitment



AASPA Survey on PK-12/Recruitment

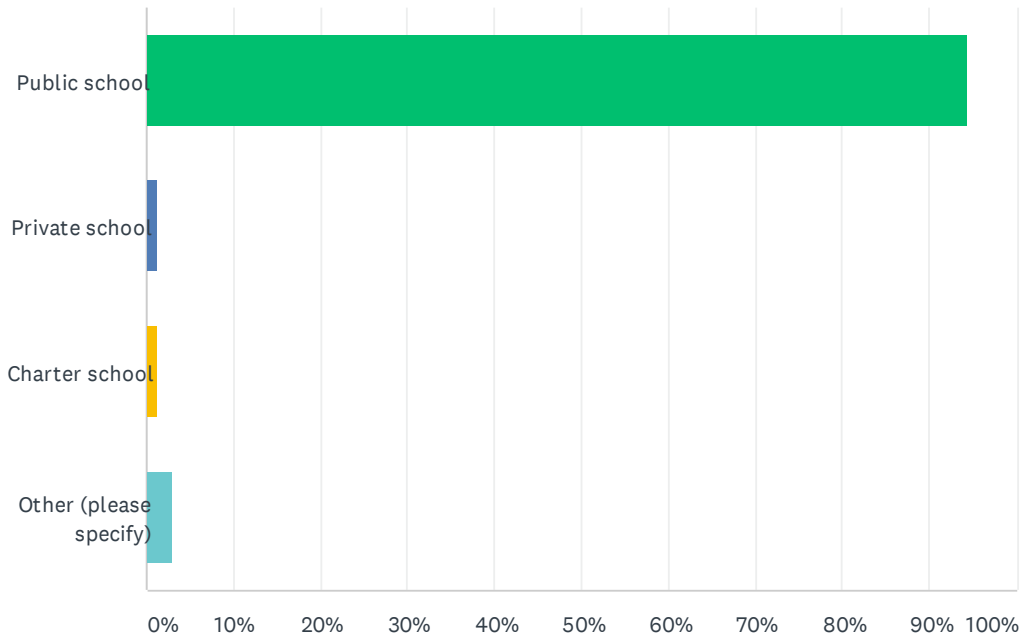
| ANSWER CHOICES | RESPONSES | |
|---------------------------|-----------|----|
| Alabama | 3.00% | 9 |
| Alaska | 0.00% | 0 |
| Arizona | 6.67% | 20 |
| Arkansas | 2.00% | 6 |
| California | 2.00% | 6 |
| Colorado | 0.67% | 2 |
| Connecticut | 1.33% | 4 |
| Delaware | 0.33% | 1 |
| District of Columbia (DC) | 0.33% | 1 |
| Florida | 2.67% | 8 |
| Georgia | 2.00% | 6 |
| Hawaii | 0.33% | 1 |
| Idaho | 0.33% | 1 |
| Illinois | 7.67% | 23 |
| Indiana | 0.67% | 2 |
| Iowa | 2.00% | 6 |
| Kansas | 2.00% | 6 |
| Kentucky | 0.33% | 1 |
| Louisiana | 2.33% | 7 |
| Maine | 0.33% | 1 |
| Maryland | 1.33% | 4 |
| Massachusetts | 0.67% | 2 |
| Michigan | 3.33% | 10 |
| Minnesota | 0.67% | 2 |
| Mississippi | 1.00% | 3 |
| Missouri | 4.00% | 12 |
| Montana | 0.33% | 1 |
| Nebraska | 0.33% | 1 |
| Nevada | 1.00% | 3 |
| New Hampshire | 0.00% | 0 |
| New Jersey | 1.00% | 3 |
| New Mexico | 1.00% | 3 |

AASPA Survey on PK-12/Recruitment

| | | |
|----------------|--------|------------|
| New York | 2.33% | 7 |
| North Carolina | 2.33% | 7 |
| North Dakota | 0.33% | 1 |
| Ohio | 5.33% | 16 |
| Oklahoma | 0.67% | 2 |
| Oregon | 1.33% | 4 |
| Pennsylvania | 2.67% | 8 |
| Rhode Island | 0.00% | 0 |
| South Carolina | 1.67% | 5 |
| South Dakota | 0.00% | 0 |
| Tennessee | 2.33% | 7 |
| Texas | 8.33% | 25 |
| Utah | 0.67% | 2 |
| Vermont | 1.00% | 3 |
| Virginia | 3.67% | 11 |
| Washington | 1.67% | 5 |
| West Virginia | 0.33% | 1 |
| Wisconsin | 12.67% | 38 |
| Wyoming | 1.00% | 3 |
| TOTAL | | 300 |

Q2 What type of PK-12 educational organization do you work for?

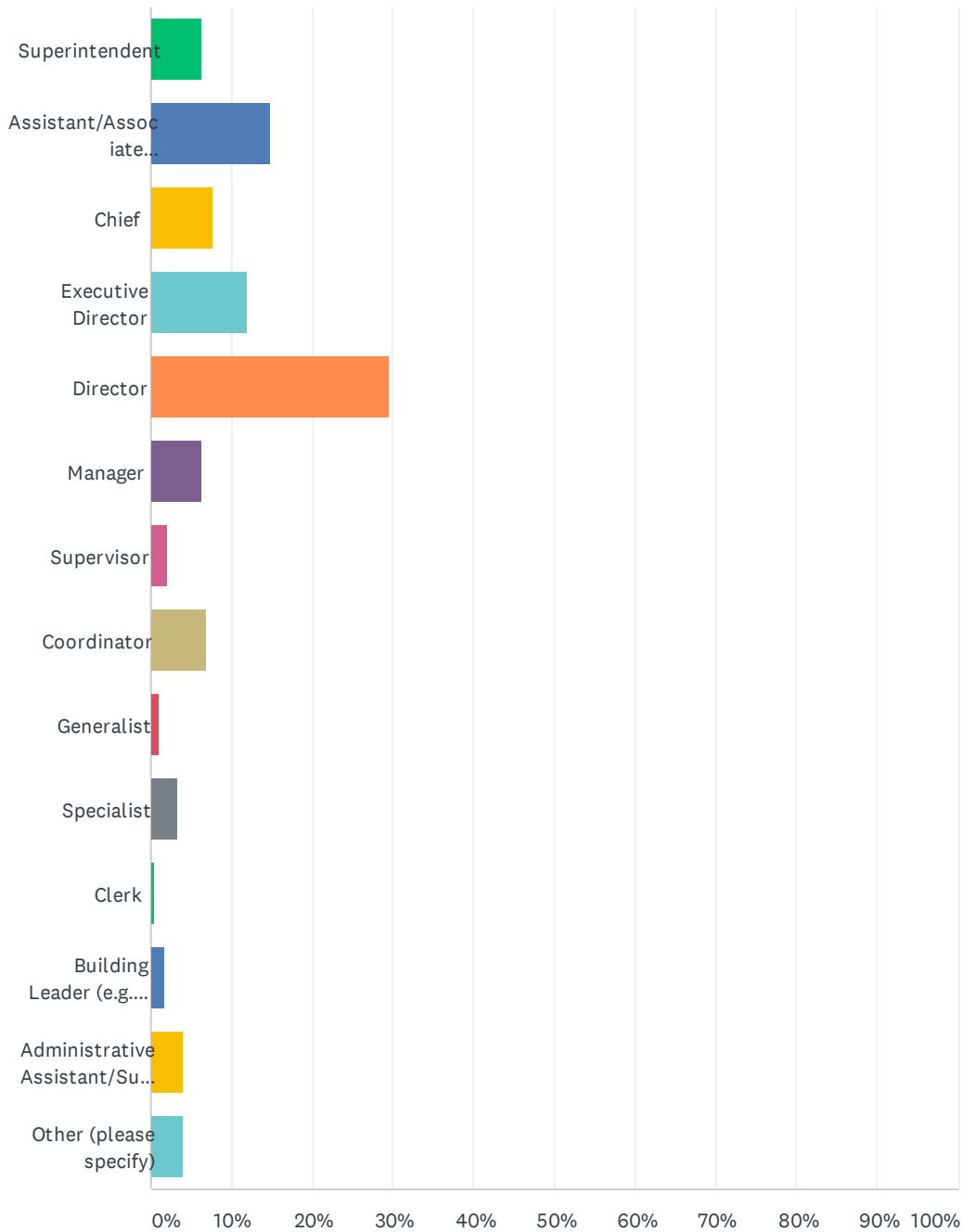
Answered: 300 Skipped: 1



| ANSWER CHOICES | RESPONSES | |
|------------------------|-----------|------------|
| Public school | 94.33% | 283 |
| Private school | 1.33% | 4 |
| Charter school | 1.33% | 4 |
| Other (please specify) | 3.00% | 9 |
| TOTAL | | 300 |

Q3 What is your job title?

Answered: 301 Skipped: 0

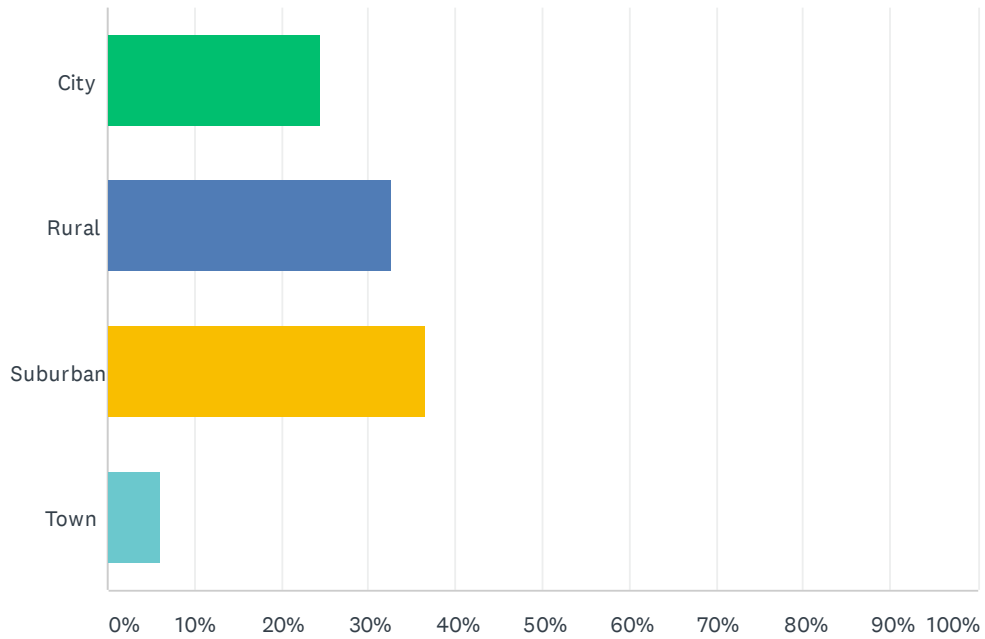


AASPA Survey on PK-12/Recruitment

| ANSWER CHOICES | RESPONSES | |
|---|-----------|------------|
| Superintendent | 6.31% | 19 |
| Assistant/Associate Superintendent | 14.95% | 45 |
| Chief | 7.64% | 23 |
| Executive Director | 11.96% | 36 |
| Director | 29.57% | 89 |
| Manager | 6.31% | 19 |
| Supervisor | 1.99% | 6 |
| Coordinator | 6.98% | 21 |
| Generalist | 1.00% | 3 |
| Specialist | 3.32% | 10 |
| Clerk | 0.33% | 1 |
| Building Leader (e.g. Principal, Assistant Principal, Dean) | 1.66% | 5 |
| Administrative Assistant/Support Staff | 3.99% | 12 |
| Other (please specify) | 3.99% | 12 |
| TOTAL | | 301 |

Q4 What type of community does your organization primarily serve?

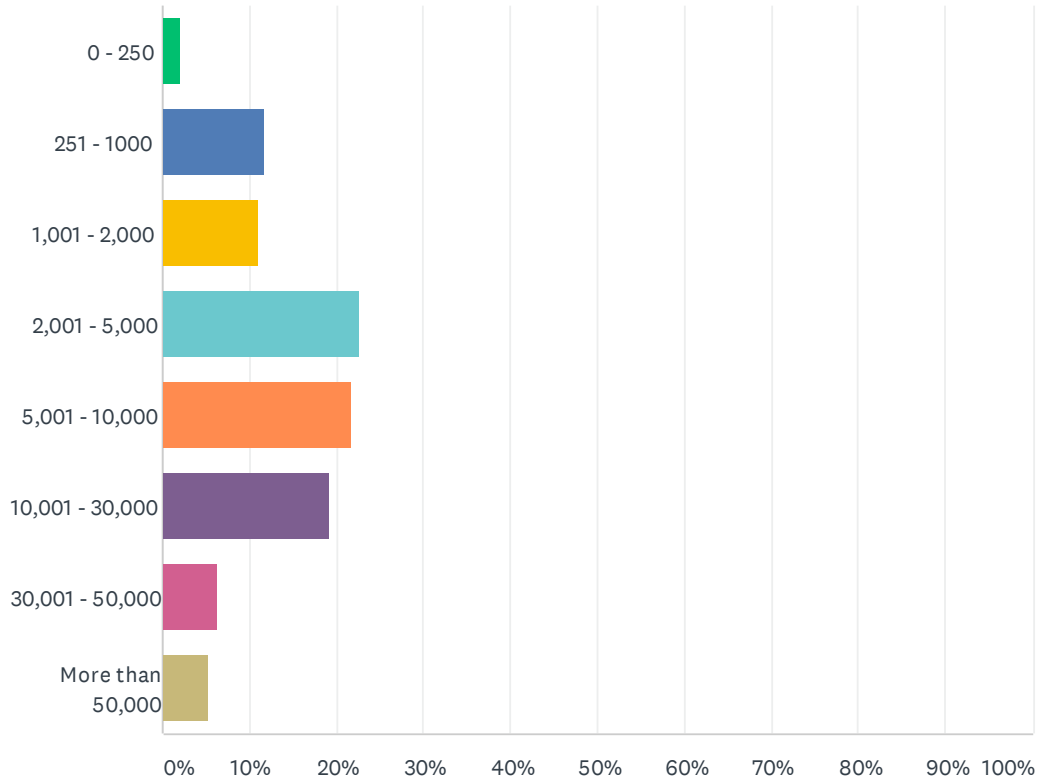
Answered: 297 Skipped: 4



| ANSWER CHOICES | RESPONSES | |
|----------------|-----------|------------|
| City | 24.58% | 73 |
| Rural | 32.66% | 97 |
| Suburban | 36.70% | 109 |
| Town | 6.06% | 18 |
| TOTAL | | 297 |

Q5 How many students are enrolled in your school system?

Answered: 300 Skipped: 1



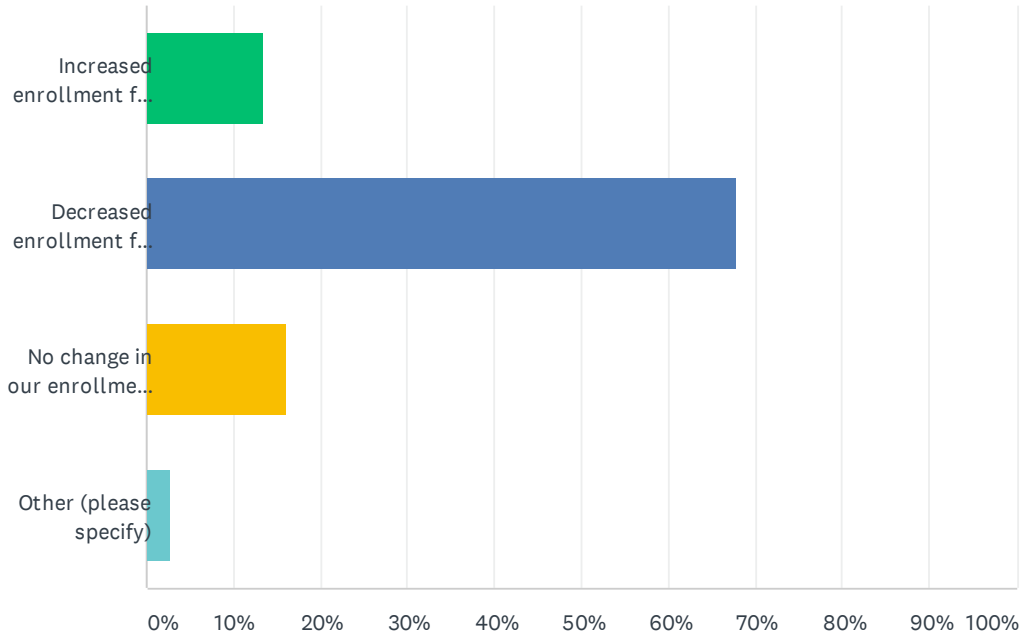
| ANSWER CHOICES | RESPONSES |
|------------------|------------|
| 0 - 250 | 2.00% 6 |
| 251 - 1000 | 11.67% 35 |
| 1,001 - 2,000 | 11.00% 33 |
| 2,001 - 5,000 | 22.67% 68 |
| 5,001 - 10,000 | 21.67% 65 |
| 10,001 - 30,000 | 19.33% 58 |
| 30,001 - 50,000 | 6.33% 19 |
| More than 50,000 | 5.33% 16 |
| TOTAL | 300 |

Q6 How many employees do you employ in your district?

Answered: 297 Skipped: 4

Q7 With regards to your current district enrollment. Are you experiencing:

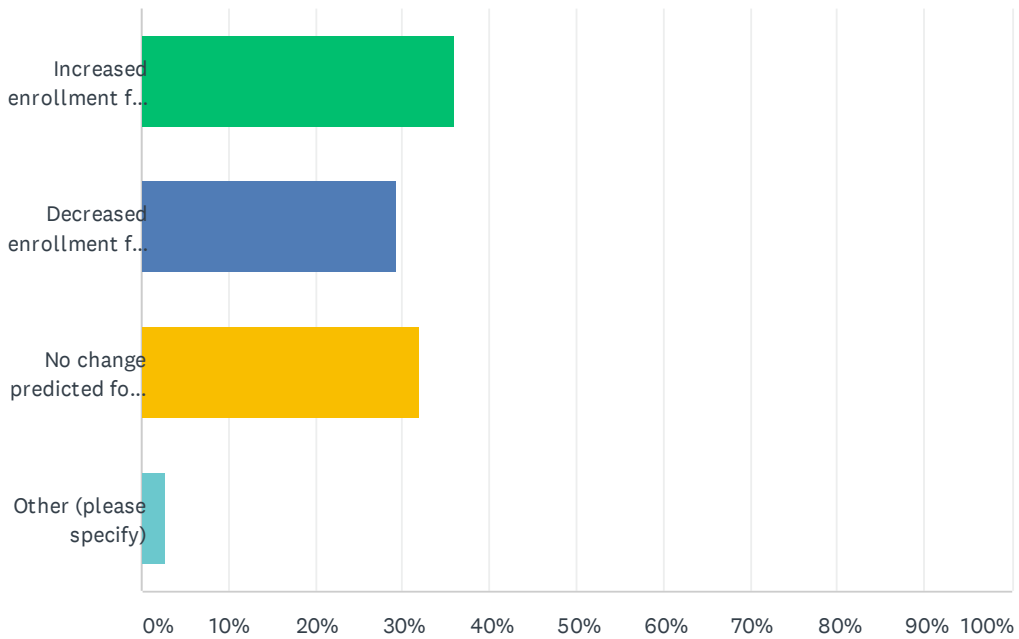
Answered: 298 Skipped: 3



| ANSWER CHOICES | RESPONSES | |
|--|-----------|------------|
| Increased enrollment for this year 2020-2021 | 13.42% | 40 |
| Decreased enrollment for this year 2020-2021 | 67.79% | 202 |
| No change in our enrollment data for 2020-2021 | 16.11% | 48 |
| Other (please specify) | 2.68% | 8 |
| TOTAL | | 298 |

Q8 With regards to predicting your district enrollment for 2021-2022, are you expecting:

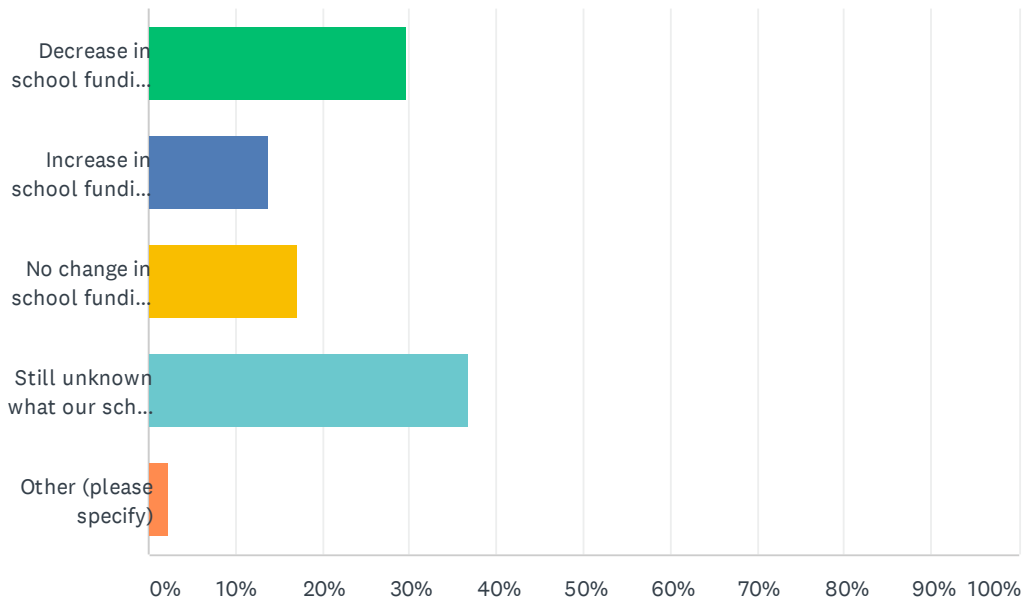
Answered: 297 Skipped: 4



| ANSWER CHOICES | RESPONSES | |
|------------------------------------|-----------|------------|
| Increased enrollment for 2021-2022 | 36.03% | 107 |
| Decreased enrollment for 2021-2022 | 29.29% | 87 |
| No change predicted for 2021-2022 | 31.99% | 95 |
| Other (please specify) | 2.69% | 8 |
| TOTAL | | 297 |

Q9 With enrollment data being a key to school funding in 2021-2022 are you expecting:

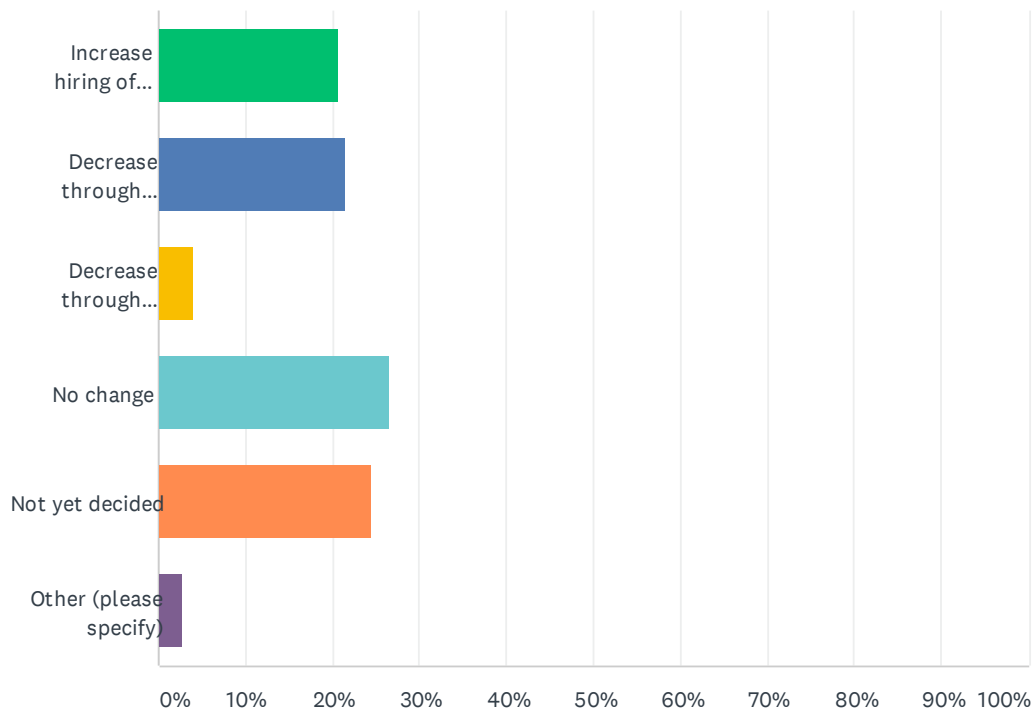
Answered: 296 Skipped: 5



| ANSWER CHOICES | RESPONSES | |
|--|-----------|------------|
| Decrease in school funding for my district | 29.73% | 88 |
| Increase in school funding for my district | 13.85% | 41 |
| No change in school funding for my district | 17.23% | 51 |
| Still unknown what our school funding will look like for 2021-2022 | 36.82% | 109 |
| Other (please specify) | 2.36% | 7 |
| TOTAL | | 296 |

Q10 With regards to TEACHERS For the 2021-2022 school year, are you planning to:

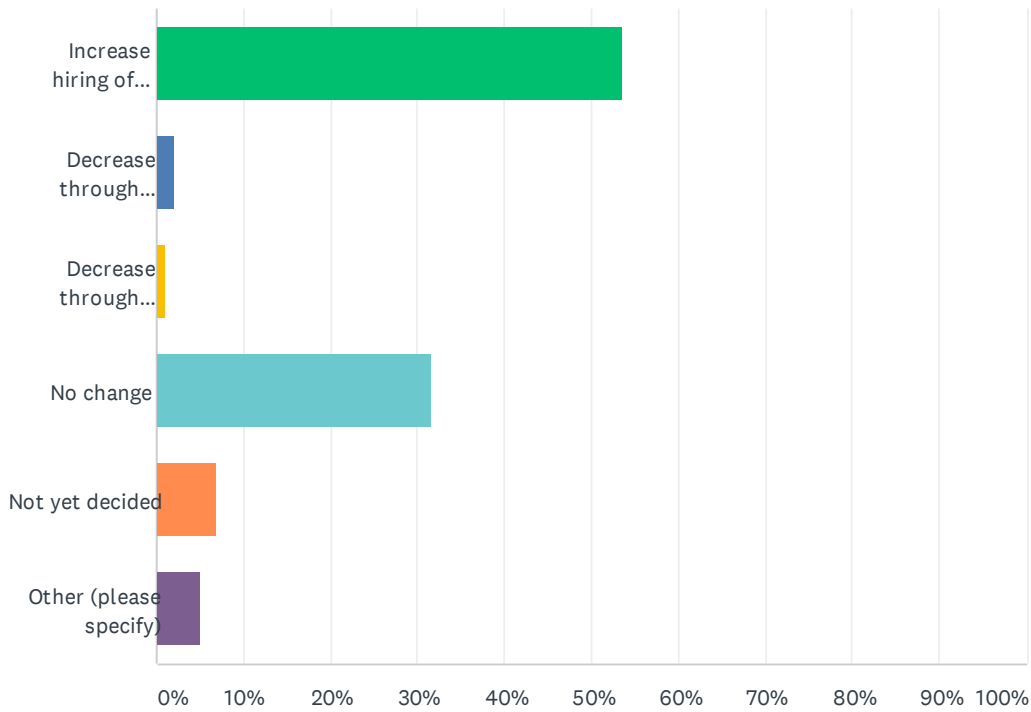
Answered: 298 Skipped: 3



| ANSWER CHOICES | RESPONSES | |
|--|-----------|------------|
| Increase hiring of Teachers | 20.81% | 62 |
| Decrease through non-fill Teachers | 21.48% | 64 |
| Decrease through reduction in force/layoffs Teachers | 4.03% | 12 |
| No change | 26.51% | 79 |
| Not yet decided | 24.50% | 73 |
| Other (please specify) | 2.68% | 8 |
| TOTAL | | 298 |

Q11 With regards to SUBSTITUTE TEACHERS, for the 2021 -2022 school year, are you planning to:

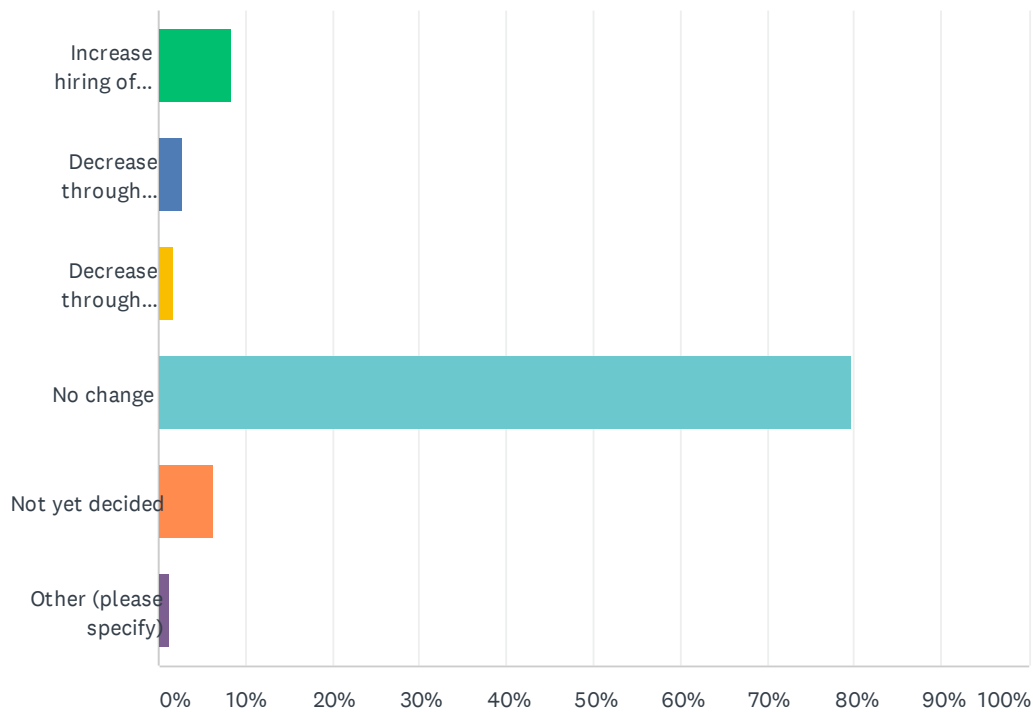
Answered: 301 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|---|-----------|------------|
| Increase hiring of Substitute Teachers | 53.49% | 161 |
| Decrease through non-fill Substitute Teachers | 1.99% | 6 |
| Decrease through reduction in force/layoffs Substitute Teachers | 1.00% | 3 |
| No change | 31.56% | 95 |
| Not yet decided | 6.98% | 21 |
| Other (please specify) | 4.98% | 15 |
| TOTAL | | 301 |

Q12 With regards to BUILDING LEADERS (e.g. principals, assistant principals, deans) for the 2021 -2022 school year, are you planning to:

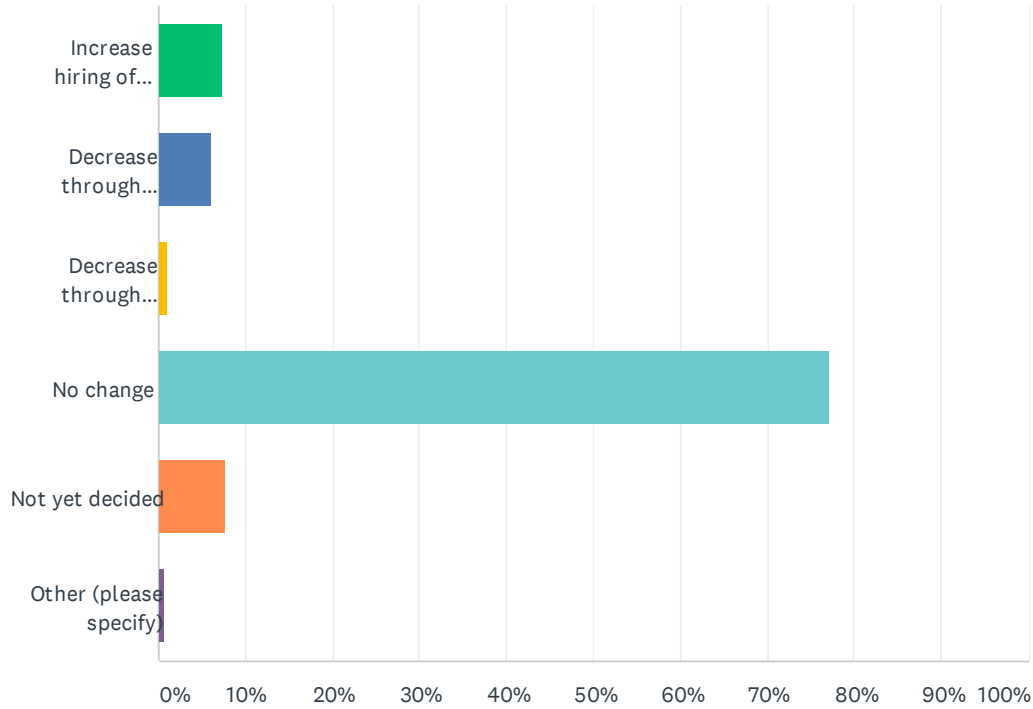
Answered: 300 Skipped: 1



| ANSWER CHOICES | RESPONSES | |
|--|-----------|------------|
| Increase hiring of Building Leaders staff | 8.33% | 25 |
| Decrease through non-fill Building Leaders staff | 2.67% | 8 |
| Decrease through reduction in force/layoffs Building Leaders staff | 1.67% | 5 |
| No change | 79.67% | 239 |
| Not yet decided | 6.33% | 19 |
| Other (please specify) | 1.33% | 4 |
| TOTAL | | 300 |

Q13 With regards to DISTRICT LEADERS for the 2021 -2022 school year, are you planning to:

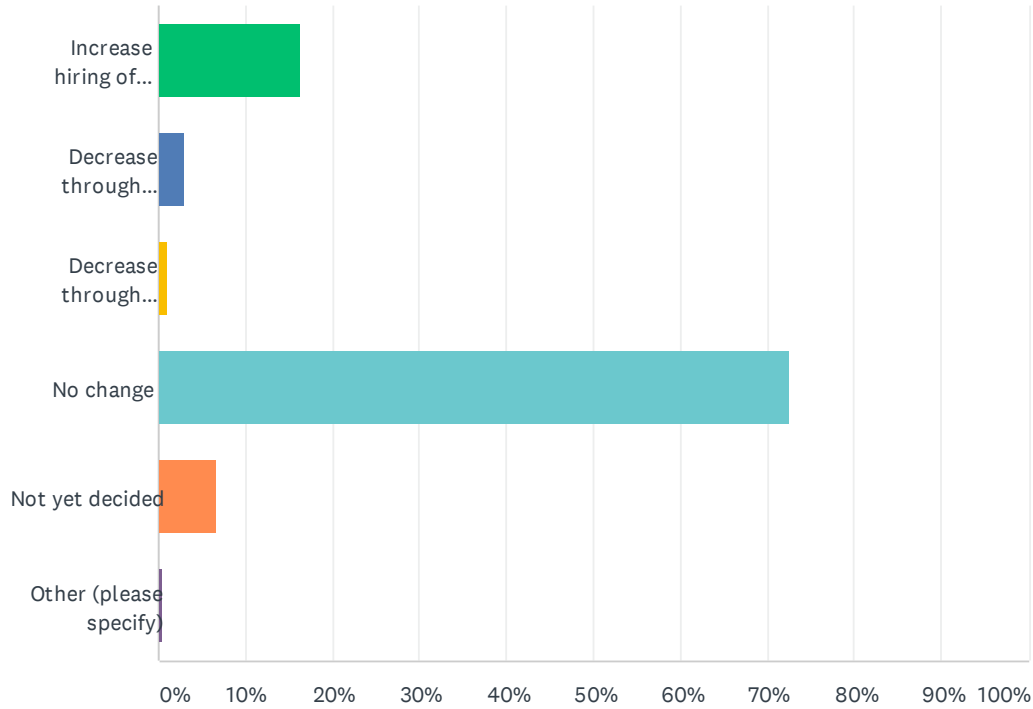
Answered: 297 Skipped: 4



| ANSWER CHOICES | RESPONSES | |
|---|-----------|------------|
| Increase hiring of District Leadership staff | 7.41% | 22 |
| Decrease through non-fill District Leadership staff | 6.06% | 18 |
| Decrease through reduction in force/layoffs District Leadership staff | 1.01% | 3 |
| No change | 77.10% | 229 |
| Not yet decided | 7.74% | 23 |
| Other (please specify) | 0.67% | 2 |
| TOTAL | | 297 |

Q14 With regards to MAINTENANCE/FACILITIES staff for the 2021 -2022 school year, are you planning to:

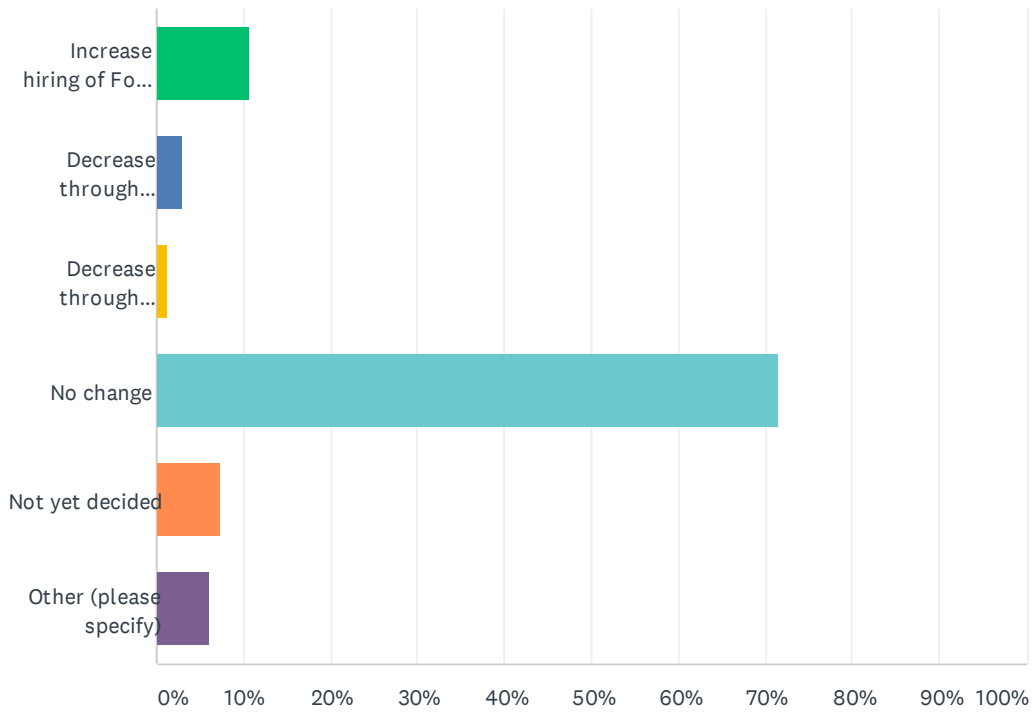
Answered: 300 Skipped: 1



| ANSWER CHOICES | RESPONSES | |
|--|-----------|------------|
| Increase hiring of Maintenance/Facilities staff | 16.33% | 49 |
| Decrease through non-fill Maintenance/Facilities staff | 3.00% | 9 |
| Decrease through reduction in force/layoffs Maintenance/Facilities staff | 1.00% | 3 |
| No change | 72.67% | 218 |
| Not yet decided | 6.67% | 20 |
| Other (please specify) | 0.33% | 1 |
| TOTAL | | 300 |

Q15 With regards to FOOD SERVICE staff for the 2021 -2022 school year, are you planning to:

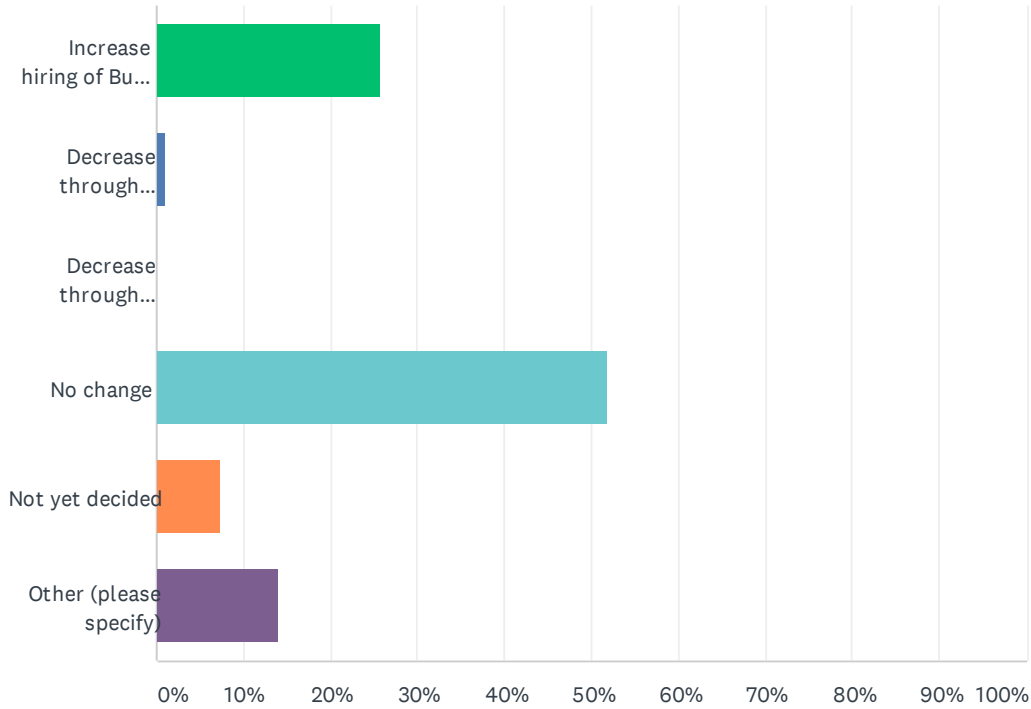
Answered: 299 Skipped: 2



| ANSWER CHOICES | RESPONSES | |
|--|-----------|------------|
| Increase hiring of Food Service staff | 10.70% | 32 |
| Decrease through non-fill Food Service staff | 3.01% | 9 |
| Decrease through reduction in force/layoffs Food Service staff | 1.34% | 4 |
| No change | 71.57% | 214 |
| Not yet decided | 7.36% | 22 |
| Other (please specify) | 6.02% | 18 |
| TOTAL | | 299 |

Q16 With regards to BUS DRIVERS for the 2021 -2022 school year, are you planning to:

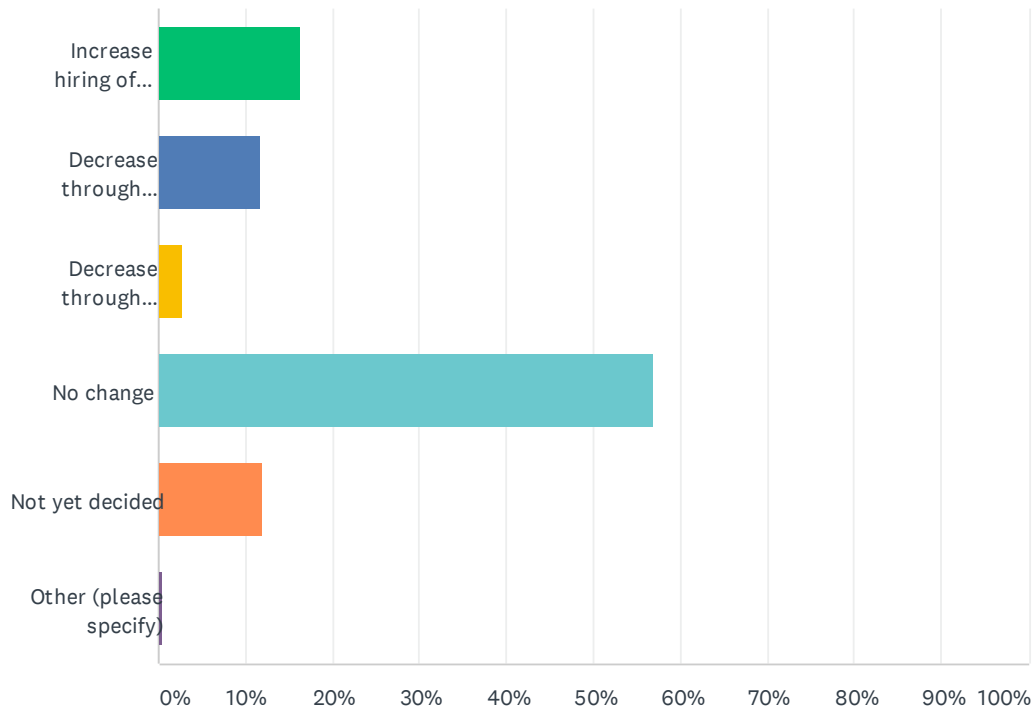
Answered: 299 Skipped: 2



| ANSWER CHOICES | RESPONSES |
|---|------------|
| Increase hiring of Bus Drivers | 25.75% 77 |
| Decrease through non-fill Bus Drivers staff | 1.00% 3 |
| Decrease through reduction in force/layoffs Bus Drivers staff | 0.00% 0 |
| No change | 51.84% 155 |
| Not yet decided | 7.36% 22 |
| Other (please specify) | 14.05% 42 |
| TOTAL | 299 |

Q17 With regards to SUPPORT STAFF (non-student services) for the 2021 -2022 school year, are you planning to:

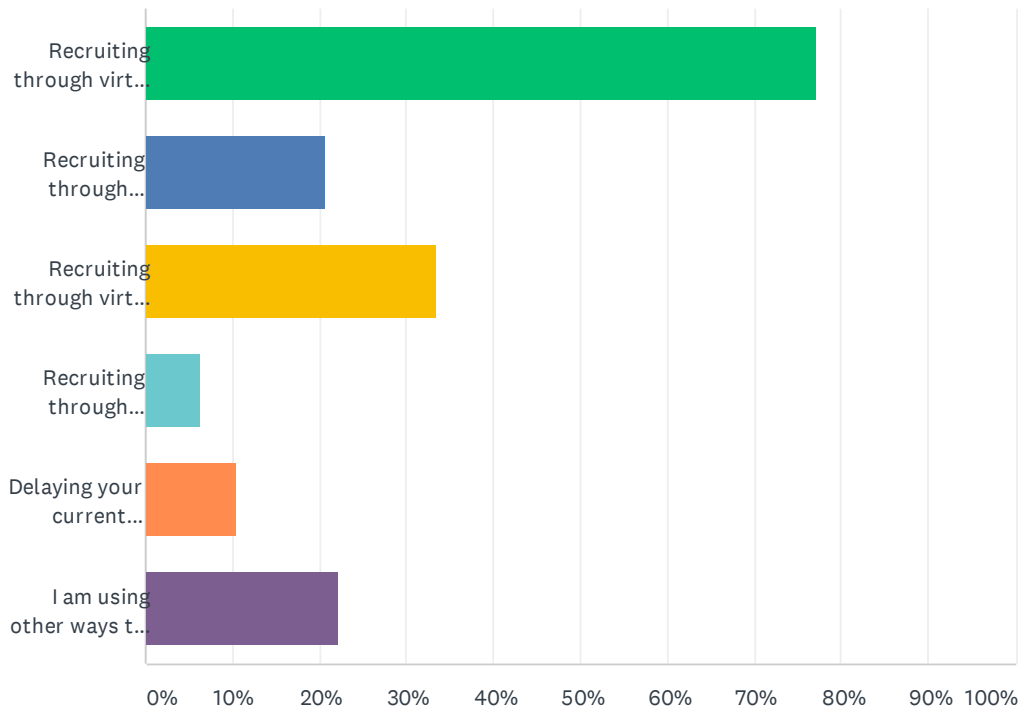
Answered: 300 Skipped: 1



| ANSWER CHOICES | RESPONSES | |
|---|-----------|------------|
| Increase hiring of Support staff | 16.33% | 49 |
| Decrease through non-fill Support staff | 11.67% | 35 |
| Decrease through reduction in force/layoffs Support staff | 2.67% | 8 |
| No change | 57.00% | 171 |
| Not yet decided | 12.00% | 36 |
| Other (please specify) | 0.33% | 1 |
| TOTAL | | 300 |

Q18 With regards to recruiting for your TEACHERS (e.g. General Education), are you currently (check all that apply):

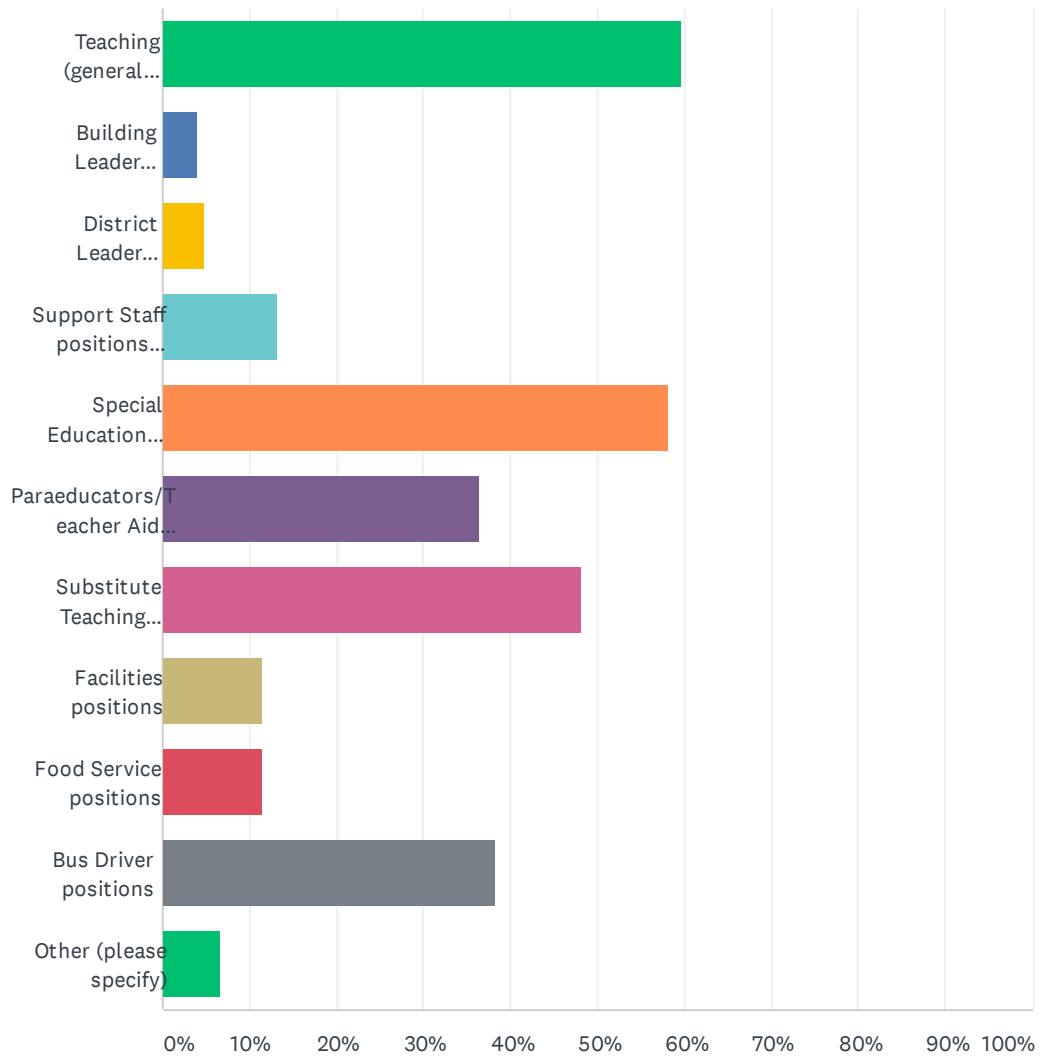
Answered: 298 Skipped: 3



| ANSWER CHOICES | RESPONSES | |
|--|-----------|-----|
| Recruiting through virtual career fairs sponsored by colleges or organizations | 77.18% | 230 |
| Recruiting through in-person career fairs sponsored by colleges or organizations | 20.81% | 62 |
| Recruiting through virtual career fairs hosted by your district | 33.56% | 100 |
| Recruiting through in-person career fairs hosted by your district | 6.38% | 19 |
| Delaying your current recruiting | 10.40% | 31 |
| I am using other ways to recruit (please specify) | 22.15% | 66 |
| Total Respondents: 298 | | |

Q19 What positions are you most concerned about hiring for in 2021-2022 (check all that apply)

Answered: 297 Skipped: 4

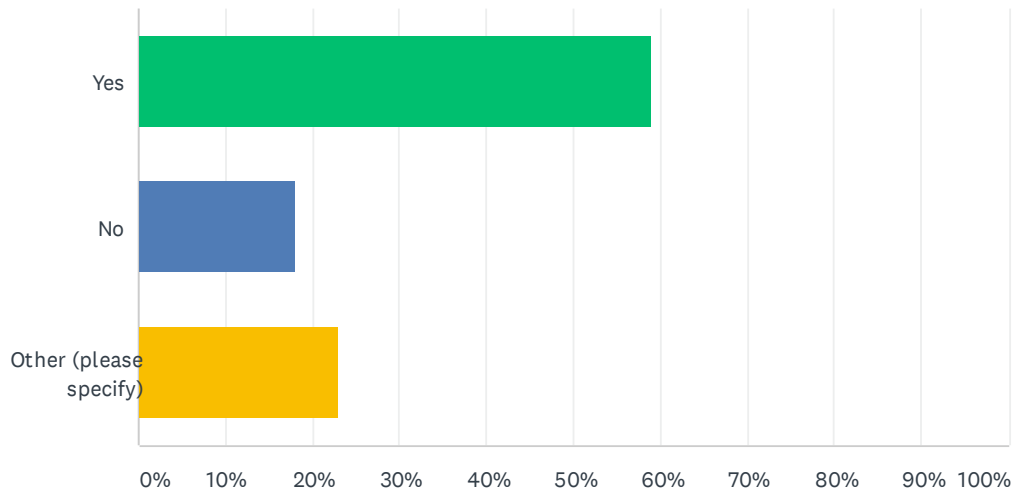


AASPA Survey on PK-12/Recruitment

| ANSWER CHOICES | RESPONSES | |
|---|-----------|-----|
| Teaching (general education) positions | 59.60% | 177 |
| Building Leader positions | 4.04% | 12 |
| District Leader positions | 4.71% | 14 |
| Support Staff positions (non-student support) | 13.13% | 39 |
| Special Education positions (teachers, specialist etc.) | 58.25% | 173 |
| Paraeducators/Teacher Aid positions | 36.36% | 108 |
| Substitute Teaching positions | 48.15% | 143 |
| Facilities positions | 11.45% | 34 |
| Food Service positions | 11.45% | 34 |
| Bus Driver positions | 38.38% | 114 |
| Other (please specify) | 6.73% | 20 |
| Total Respondents: 297 | | |

Q20 Are you planning on offering both in-person and virtual school in 2021-2022?

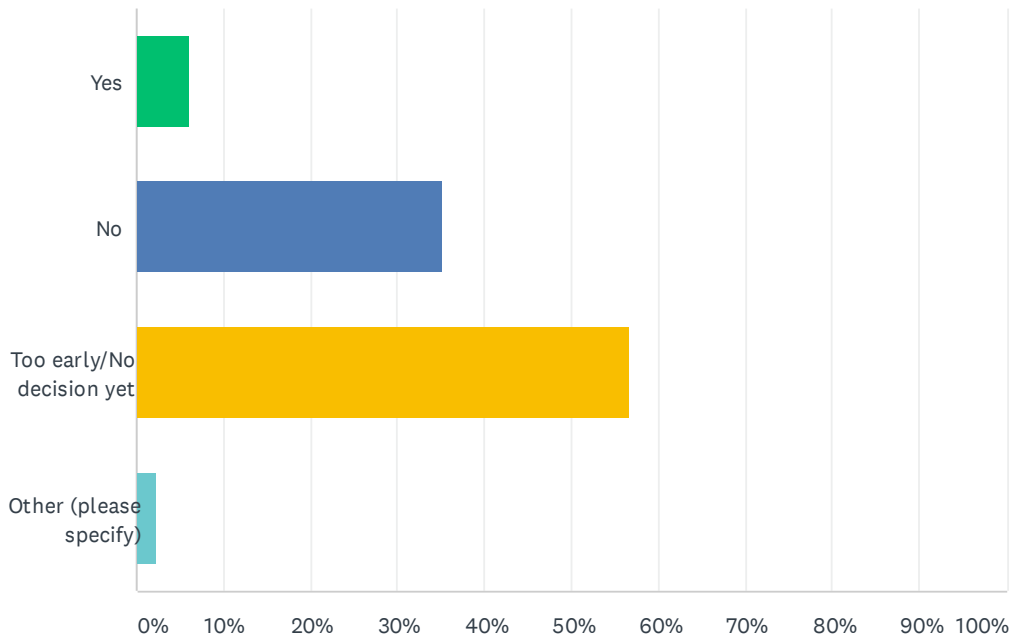
Answered: 300 Skipped: 1



| ANSWER CHOICES | RESPONSES | |
|------------------------|-----------|------------|
| Yes | 59.00% | 177 |
| No | 18.00% | 54 |
| Other (please specify) | 23.00% | 69 |
| TOTAL | | 300 |

Q21 If you are planning to offer both in-person and virtual school next year 2021-2022, do you plan on increasing staff to accommodate this option?

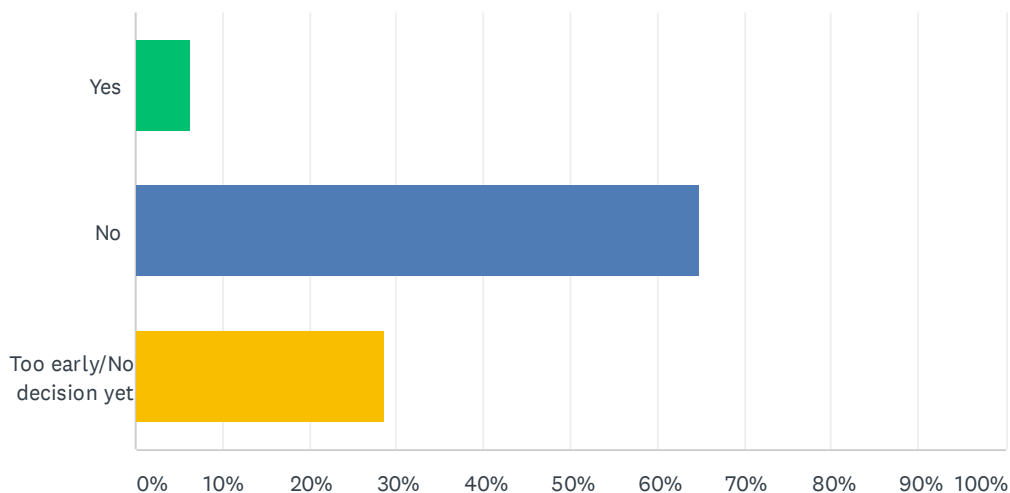
Answered: 268 Skipped: 33



| ANSWER CHOICES | RESPONSES | |
|---------------------------|-----------|------------|
| Yes | 5.97% | 16 |
| No | 35.07% | 94 |
| Too early/No decision yet | 56.72% | 152 |
| Other (please specify) | 2.24% | 6 |
| TOTAL | | 268 |

Q22 Will you be making adjustments to your benefits package for 2021-2022 school year (excluding pay) for employees?

Answered: 299 Skipped: 2



| ANSWER CHOICES | RESPONSES | |
|---------------------------|-----------|-----|
| Yes | 6.35% | 19 |
| No | 64.88% | 194 |
| Too early/No decision yet | 28.76% | 86 |
| TOTAL | | 299 |