

## 2023 Lake County Staff Needs Assessment

N=37

The following charts represent the results of the 2023 Lake County Staff Needs survey for the school districts in Lake County, Illinois. The responses are representative of the needs for professional development among teachers, paraprofessionals, administrators and coaches. Each district was asked to respond based on their projected five-year staffing needs. The survey was collected using a five-point scale with 1 representing a vast surplus and 5 representing a critical shortage. 37 out of 45 school districts responded to the survey which was distributed electronically by Dr. Michael Karner, Lake County Superintendent of Schools. The school districts were instructed to ignore those items that did not pertain to their district. Indicated at the top of each section’s chart is the number of districts that responded to each section of the survey. The survey was distributed in October 2023. Google forms was utilized to administer the survey.

The following districts participated in this survey:

<b>School District</b>	<b>Position/Title</b>
Exceptional Learners Collaborative 801	Superintendent
Lake Villa Community Consolidated School District 41	Superintendent
Libertyville D70	Director of Human Resources
Kildeer 96	Director of Human Resources
Big Hollow SD38	Superintendent
Rondout School District 72	Superintendent
Community High School District 128	Associate Superintendent
North Shore SD 112	Deputy Superintendent
Emmons SD 33	Superintendent
Beach Park School District #3	Superintendent
Lincolnshire-Prairie View District 103	Superintendent
Fremont School District 79	Executive Director of Human Resources
Zion Elementary District 6	Director of HR
Round Lake #116	Director of Human Resources
Warren Township HSD 121	Assistant Superintendent
Lake Bluff 65	Superintendent
Grayslake Community HS D127	Assistant Superintendent of HR
Lake Zurich Community Unit School District 95	Executive Director of Human Resources
Lake Bluff SD 65	Administrative Assistant

Wauconda CUSD 118	Assistant Superintendent Human Resources
Fox Lake 114	Superintendent
Mundelein Consolidated High School District 120	Assistant Superintendent of Human Resources & Legal Services
Grass Lake elementary SD #36	Superintendent
Aptakisic Tripp CCSD 102	Human Resources Coordinator
CCSD 46	Director of Human Resources
Lake Forest School District 115 and 67	Director of Human Resources
Diamond Lake School District 76	Director of Instruction and Personnel
Antioch CCSD34	Director of HR/C&I
TrueNorth Educational Cooperative 804	Asst. Supt. of HR
Gurnee 56	CSBO
Community High School District 128	Personnel Specialist
Barrington CUSD 220	Asst Superintendent of Human Resources & Talent Acquisition
Lake Villa SD 41	Assistant Superintendent of Teaching & Learning
Millburn #24	Superintendent
Beach Park School District 3	Director of Human Resources
Mundelein Elementary School District #75	Director of Human Resources
Adlai E. Stevenson High School District 125	Director of Human Resources

\*N=37 Lake County School Districts.

### Part I Professional Development

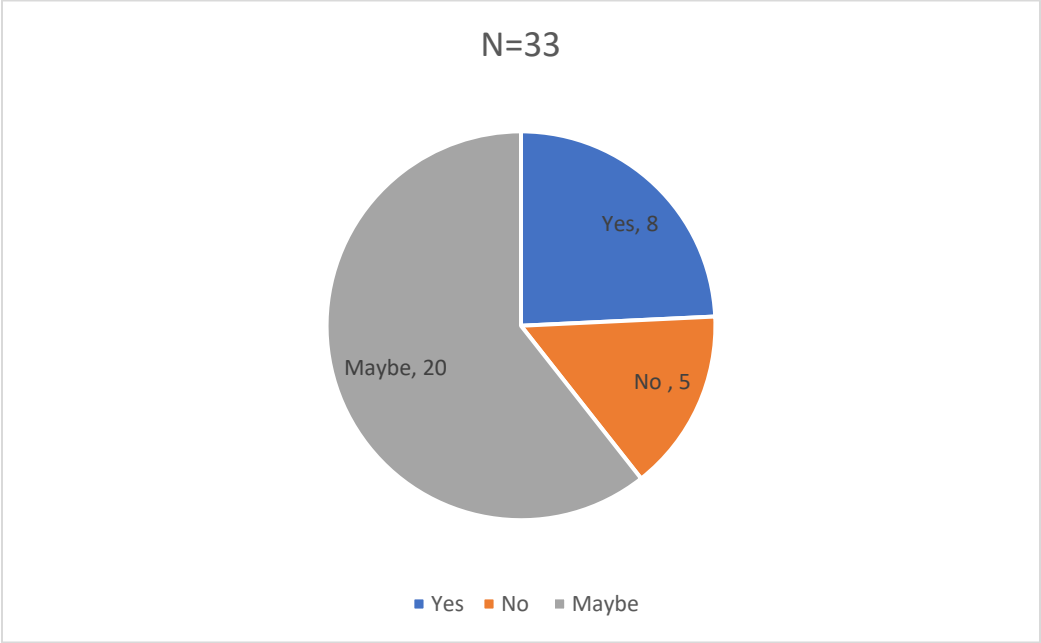
N = 21

Professional Development	Teachers	Paraprofessionals	Administrators	Coaches / Other	Total
Understand the Commitment to Social Justice in the Classroom	20	18	19	15	72
Understanding and Appreciating Student Cultures	19	19	16	14	68
English Language Learners	19	13	14	7	53

Classroom Management/Behavior Management	17	21	7	6	51
Bilingual Reading Programs and Teaching Strategies	18	9	12	7	46
Parent Involvement	13	6	16	8	43
Multi-Tiered System of Support (MTSS)	16	13	7	6	42
Identification of Bilingual Special Education Students	16	3	13	10	42
Mentoring Program	9	10	9	7	35
College and Career Readiness: Implementing Apprenticeships, stackable credentials, 4-year Freshmen	8	8	11	6	33
Every Student Succeeds Act (ESSA)	10	4	13	3	30
Assessment	13	4	10		27
Integrating Technology into the Teaching of Subject Areas	12	6	5	4	27

N=21 School Districts responded to this question.

Would like to learn more about University Center Programs

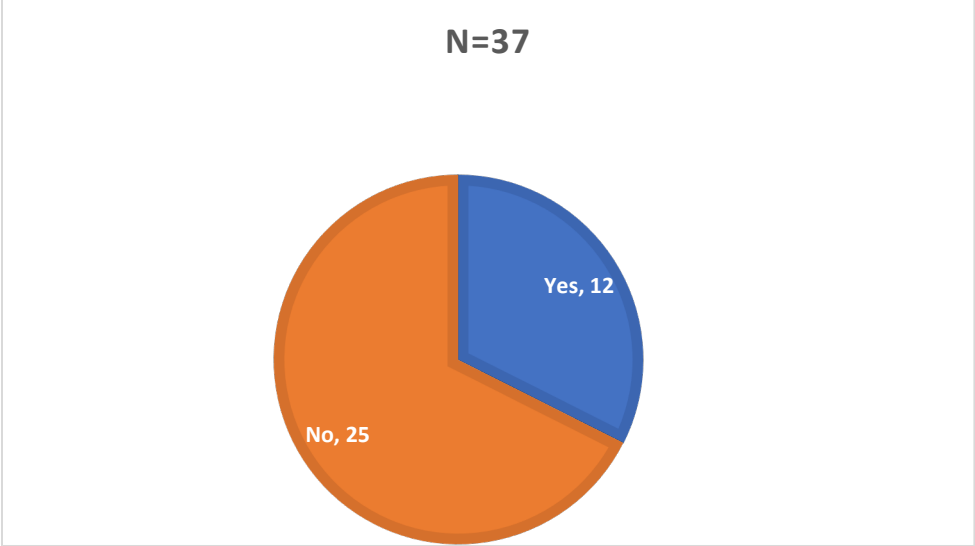


N=33 School Districts responded to this question

**Part II Teacher Supply**

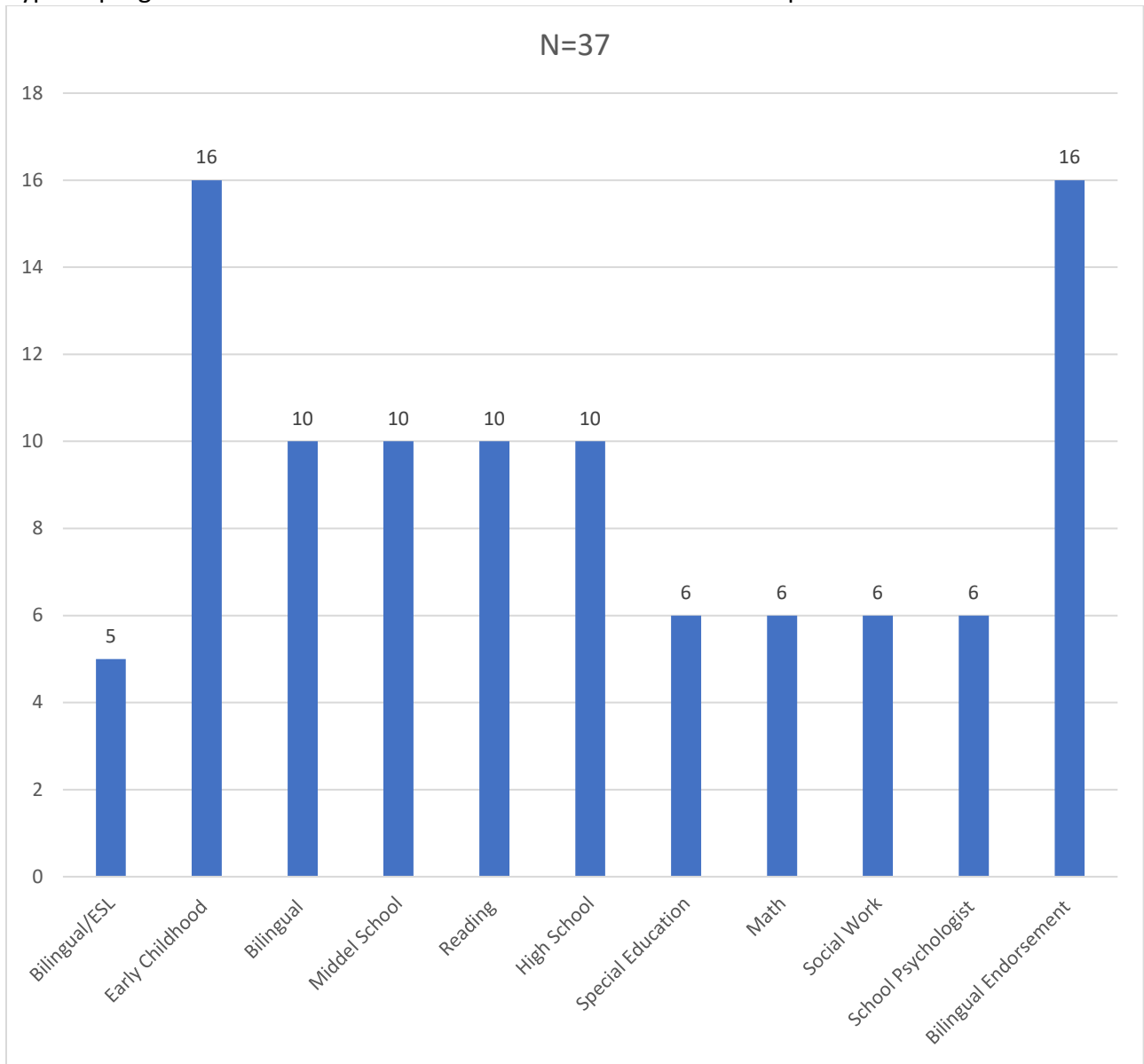
**N=37**

Districts which have teachers who are not yet highly qualified under the guidelines.



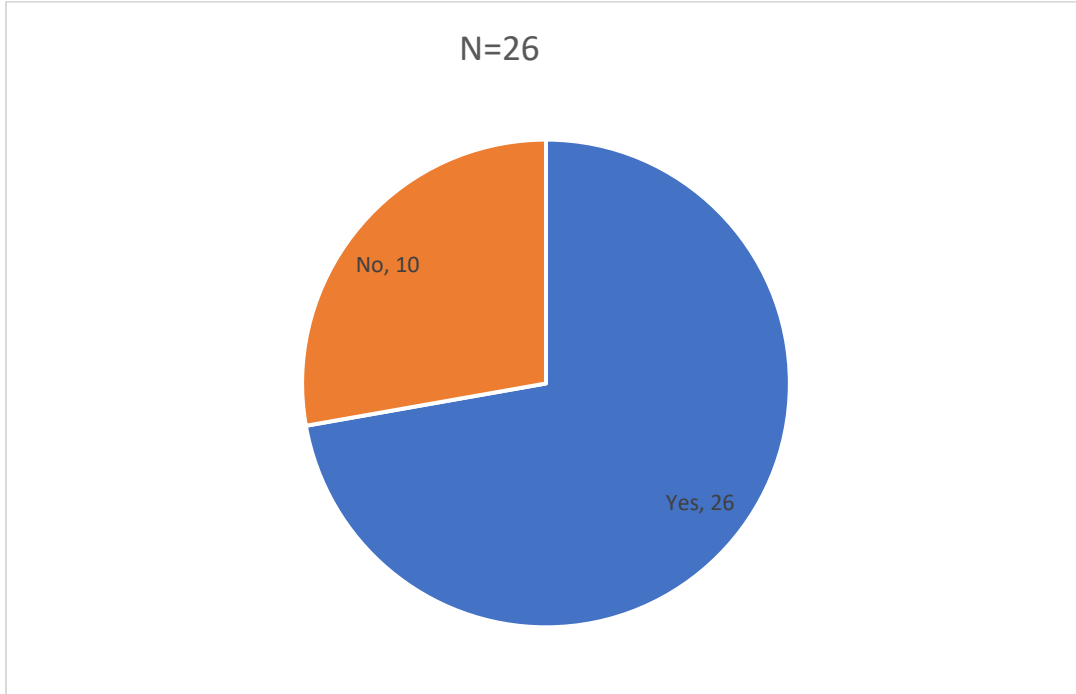
N=37 School districts responded to this question.

Type of program and number of educators who are licensed with stipulations.



**Early Childhood Education (Birth to Grade 3)**  
**N=26**

My District contains Early Childhood Education



<b>Early Childhood Education</b>	<b>Balanced</b>	<b>Critical Shortages</b>	<b>Some Shortages</b>
<b>Early Childhood - Current Needs</b>	14	8	4
<b>Early Childhood- 5 years</b>	9	11	7
<b>Early Childhood w/SPED-current Needs</b>	6	12	9
<b>Early Childhood w/SPED 5 years</b>	5	13	9
<b>Early Childhood w/Bilingual-Current Needs</b>	5	13	9
<b>Early Childhood w/Bilingual 5 years</b>	4	16	7

N=26 School Districts responded to this question.

**Elementary Education (K-5)**  
N=30

N=30 School Districts responded to this question

	<b>Balanced</b>	<b>Critical Shortages</b>	<b>Some Shortages</b>	<b>Some Surplus</b>	<b>Vast Surplus</b>
<b>ELED Current Needs</b>	16	1	9	2	1
<b>ELED w/SPED</b>	5	11	14	0	0
<b>ELED w/SPED 5 years</b>	2	19	9	0	0
<b>ELED w/Bilingual</b>	2	19	9	0	0
<b>ELED w/Bilingual 5 years</b>	1	18	11	0	0

**Middle School Grades**  
**(6-8 grades)**  
N= 30

<b>Middle School Grades</b>	<b>Balanced</b>	<b>Critical Shortages</b>	<b>Some Shortages</b>	<b>Some Surplus</b>	<b>Vast Surplus</b>
<b>Middle School-Current Needs</b>	10	3	16	0	0
<b>Mid. School 5 yr</b>	14	2	12	1	0
<b>Math-Current Needs</b>	11	9	8	1	0
<b>Math 5 years</b>	10	14	5	0	0
<b>Physical Science-Current Needs</b>	14	6	9	0	0
<b>Phy. Science 5 years</b>	8	10	11	0	0

<b>General Science-Current Needs</b>	13	7	9	0	0
<b>Gen. Science 5 years</b>	8	10	11	0	0
<b>Biological Science-Current Needs</b>	13	6	6	0	0
<b>Bio. Science 5 years</b>	9	8	8	0	0
<b>Bilingual-Current Needs</b>	7	12	9	0	0
<b>Bilingual 5 years</b>	2	15	10	0	0
<b>ESL-Current Needs</b>	9	10	9	0	0
<b>ESL 5 years</b>	2	14	12	0	0
<b>Social Science-Current Needs</b>	17	0	7	4	0
<b>Social Science 5 years</b>	16	1	9	3	0
<b>Foreign Language-Current Needs</b>	11	8	9	0	0
<b>Foreign Language 5 years</b>	6	10	11	0	0
<b>Library Media Specialist-Current Needs</b>	15	5	7	2	0
<b>Library Media Specialist 5 years</b>	15	6	6	2	0
<b>Technology Specialist-Current Needs</b>	16	3	9	1	0
<b>Technology Specialist 5 years</b>	12	3	12	1	0
<b>Reading Specialist-Current Needs</b>	17	3	9	1	0
<b>Reading Specialist 5 years</b>	15	5	8	2	0
<b>Reading Teacher-Current Needs</b>	28	2	7	7	0
<b>Reading Teacher 5 years</b>	14	3	9	1	0
<b>PE-Current Needs</b>	19	1	4	2	1



PE 5 years	18	1	7	2	1
Health-Current Needs	14	3	7	3	0
Health 5 years	14	3	10	2	0
Art-Current Needs	18	-	9	1	0
Art 5 years	15	1	11	1	0
Music-Current Needs	18	-	9	2	0
Music 5 years	14	7	12	2	0

N=30 School Districts responded to this question

### Secondary Education (Grades 9-12)

N = 10

Secondary Education	Balanced	Critical Shortages	Some Shortages	Some Surplus	Vast Surplus
EL-Current Needs	6	0	1	2	1
EL 5 yr	5	0	2	2	1
Math-Current Needs	6	1	2	1	0
Math 5 yr	6	2	1	1	0
Physical Science-Current Needs	6	2	1	1	0
Physical Science 5 yr	7	1	2	0	0
General Science-Current Needs	6	0	4	0	0
General Science 5 yr	7	0	3	0	0
Biology-Current Needs	7	1	2	0	0
Biology 5 yr	7	2	1	0	0
Foreign Language-Current Needs	4	2	4	0	0
Foreign Language 5 yr	2	2	6	0	0
Library Media Specialist-Current Needs	8	1	1	0	0
Library Media Specialist 5 yr	8	1	1	0	0
Technology Specialist-Current Needs	9	1		0	0
Tech. Spec. 5 yr	8	1	1	0	0
Bilingual-Current Needs	3	5	3	0	0
Bilingual 5yr	2	5	4	0	0
ESL-Current Needs	4	1	6	0	0
ESL 5 yr	2	3	6	0	0
Social Science-Current Needs	8	0		2	0
Social Science 5 yr	7	0	1	2	0
Reading Specialist	7	1	3	0	0
Reading Specialist 5 yr	7	1	3	0	0

<b>Reading Teacher-Current Needs</b>	6	1	2	1	0
<b>Reading Teacher 5 yr</b>	7	0	2	1	0
<b>PE-Current Needs</b>	6	0	2	3	1
<b>PE 5 yr</b>	5	0	2	2	1
<b>Health-Current Needs</b>	6	0	1	3	0
<b>Health 5 yr</b>	6	0	1	3	0
<b>Art-Current Needs</b>	9	0	1	0	0
<b>Art 5 yr</b>	9	0	1	0	0
<b>Music-Current Needs</b>	9	0	1	0	0
<b>Music 5 yr</b>	9	0	1	0	0