

This report includes these Pupil Services License Areas:

- School Psychologist
- School Social Worker
- School Guidance Counselor

The Department of Public Instruction recently completed the 2015-16 Wisconsin Educator Staffing survey to identify critical information on Wisconsin’s school staffing shortages. The survey gathered general information on school districts’ efforts to attract, recruit, hire, prepare, and retain educators. The survey can be found here: <http://dpi.wi.gov/sites/default/files/imce/tepd/tpdf/WI-Educator-Staff-Data-School-District-Survey.pdf>. The following report contains the results of the survey relating to Pupil Services Licenses.

Key Findings

- Responding school districts found the school psychologist position the most challenging to fill. Only 62.4% of districts did not have a problem finding school psychologists (no vacancies, contracted out, or had an adequate supply of qualified applicants for this position), while 7.2% had a slight shortage and 22.4% of districts had an extreme shortage of qualified candidates.
- School districts had fewer problems with social worker and guidance counselor positions. 83.9% of districts had either no vacancies, contracted out, or an adequate supply of social worker candidates with 71% of districts having this status with guidance counselors. Only 3.4% of districts had an extreme shortage of qualified social worker candidates. Similarly, only 7.2% of districts had an extreme shortage of guidance counselor candidates.
- Districts employed a wider variety of strategies in order to hire School Psychologists than Social Workers or Guidance Counselors. 20 districts offered financial incentives like signing bonuses or higher salaries in order to hire Psychologists, compared with just 1 district and 4 districts which did so to hire Guidance Counselors or Social Workers, respectively.
- Districts commonly reported increasing the caseloads of their Pupil Services professionals when they were unable to hire successfully for the position.

The following pages contain the responses to survey questions. The responses are disaggregated by CESA, and the proportion of districts statewide reporting each response is provided. The additional free-written responses given by some districts are also provided below each respective table.

Rate the supply of applicants for each license. For licenses rated “slight shortage” or “extreme shortage,” you will be asked to indicate the strategies you used to respond to the staff shortfall.

School Psychologist

"Our SCHOOL PSYCHOLOGIST applicant pool had:"	CESA												SW	%
	01	02	03	04	05	06	07	08	09	10	11	12		
We did not have vacancies in 2015-16	18	23	18	16	15	18	21	13	7	14	16	5	184	52.9
Our district contracts out to fill this pupil services vacancy	6	2	3	1	4	1	1	4	2	6	0	2	32	9.2
Many applicants; applicants in pool are qualified – Supply normal to demand	1	0	0	0	0	0	0	0	0	0	0	0	1	0.3
Many applicants; few high quality candidates – Slight shortage	0	0	0	0	0	0	0	0	0	0	0	0	0	0.0
Few applicants; but applicants in pool tend to be of high quality – Slight shortage	5	5	1	1	2	1	2	0	1	2	5	0	25	7.2
Few applicants; few if any high quality candidates – Extreme shortage	7	24	0	3	6	10	6	6	6	2	6	2	78	22.4
No response	9	6	2	2	1	3	0	2	0	0	3	0	28	8.0
Total Districts:	46	60	24	23	28	33	30	25	16	24	30	9	348	

Here are the strategies that school districts reported:

Total of any type of shortage (slight or extreme)	01	02	03	04	05	06	07	08	09	10	11	12	SW
Hired successfully for the position	7	12	1	3	6	3	4	4	4	2	7	0	53
Hired a School Psychologist considered below our preferred standard of experience or quality	1	1	0	0	0	0	0	0	0	0	1	0	3
Eliminated or reduced position	0	2	0	0	0	0	2	0	0	0	0	0	4
Increased caseload	2	4	0	0	2	1	2	1	0	1	0	1	14
Employed a school psychologist on an emergency permit/license	1	3	0	0	0	1	0	0	0	0	0	0	5
Filled with a substitute	0	1	0	0	0	1	0	0	0	0	0	0	2
Brought back a retired staff member	0	1	0	0	1	2	2	1	2	1	1	1	12
Gave another school psychologist an overload assignment	2	4	0	0	0	1	1	1	1	0	0	0	10
Reached an arrangement to share staff with another district	0	3	0	0	0	0	1	2	0	0	2	1	9
Contracted with CESA or outside service provider	4	2	0	1	1	0	0	2	1	2	2	0	15
Conducted a targeted recruitment to hire a teacher under contract in another district	0	3	0	0	0	0	0	0	0	0	0	1	4
Offered financial incentives (signing bonuses, higher salary)	1	6	1	0	1	5	2	2	0	1	0	1	20
Offered tuition assistance to complete educator preparation	0	0	0	0	1	0	0	0	0	0	0	0	1
Other	1	5	0	0	1	2	1	1	0	0	2	0	13

Other:

CESA 1

Hired a Social Worker

CESA 2

hired from another state

Hired more than we needed and will attempt to share with another district

We have used a neighboring school psychologist just for an evaluation or two. The superintendent who is also the principal is also a school psychologist so if needed, she takes on that role also.

hired an intern

hired a behavioral interventionist 50%

CESA 5

Contracted with a former (retired) employee.

CESA 6

Added Program Support Specialists

Hired an Intern

CESA 7

Collaborated with another school district to share expenses and combine each of our part-time needs to 1.0

CESA 8

Still open

CESA 11

Contracted with a retired local psychologist that currently works for 4 districts
part time

Rate the supply of applicants for each license. For licenses rated “slight shortage” or “extreme shortage,” you will be asked to indicate the strategies you used to respond to the staff shortfall.

School Social Worker

"Our SCHOOL SOCIAL WORKER applicant pool had:"	CESA												SW	%
	01	02	03	04	05	06	07	08	09	10	11	12		
We did not have vacancies in 2015-16	29	44	20	20	23	27	26	16	15	22	27	9	278	79.9
Our district contracts out to fill this pupil services vacancy	2	1	2	0	2	0	1	4	0	1	0	0	13	3.7
Many applicants; applicants in pool are qualified – Supply normal to demand	1	0	0	0	0	0	0	0	0	0	0	0	1	0.3
Many applicants; few high quality candidates – Slight shortage	1	3	0	0	0	0	0	0	0	0	0	0	4	1.1
Few applicants; but applicants in pool tend to be of high quality – Slight shortage	3	3	0	0	1	1	1	1	1	1	0	0	12	3.4
Few applicants; few if any high quality candidates – Extreme shortage	1	3	0	1	1	2	2	2	0	0	0	0	12	3.4
No response	9	6	2	2	1	3	0	2	0	0	3	0	28	8.0
Total Districts:	46	60	24	23	28	33	30	25	16	24	30	9	348	

Here are the strategies that school districts reported:

Total of any type of shortage (slight or extreme)	01	02	03	04	05	06	07	08	09	10	11	12	SW
Hired successfully for the position	3	6	0	1	2	2	2	3	1	1	0	0	21
Hired a School Social Worker considered below our preferred standard of experience or quality	0	1	0	0	1	0	0	0	0	0	0	0	2
Eliminated or reduced position	0	0	0	0	0	0	1	0	0	0	0	0	1
Increased caseload	2	0	0	0	0	1	0	0	0	0	0	0	3
Employed a school social worker on an emergency permit/license	1	2	0	0	0	2	0	0	0	0	0	0	5
Filled with a substitute	0	0	0	0	0	0	0	0	0	0	0	0	0
Brought back a retired staff member	0	0	0	0	0	0	0	0	0	0	0	0	0
Gave another school social worker an overload assignment	0	0	0	0	0	0	0	0	0	0	0	0	0
Reached an arrangement to share staff with another district	0	0	0	0	0	0	0	0	0	0	0	0	0
Contracted with CESA or outside service provider	1	0	0	0	0	0	0	0	0	0	0	0	1
Conducted a targeted recruitment to hire a teacher under contract in another district	0	0	0	0	0	0	0	1	0	0	0	0	1
Offered financial incentives (signing bonuses, higher salary)	0	0	0	0	0	1	0	0	0	0	0	0	1
Offered tuition assistance to complete educator preparation	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	1	1	0	0	0	0	0	1	0	0	0	0	3

Other:

CESA 1

hired a parent coordinator

CESA 2

hired candidates already in program

CESA 8

Hired professional counselor

Rate the supply of applicants for each license. For licenses rated “slight shortage” or “extreme shortage,” you will be asked to indicate the strategies you used to respond to the staff shortfall.

School Guidance Counselor

"Our SCHOOL GUIDANCE COUNSELOR applicant pool had:"	CESA												SW	%
	01	02	03	04	05	06	07	08	09	10	11	12		
We did not have vacancies in 2015-16	27	38	16	14	16	21	19	17	8	21	22	8	227	65.2
Our district contracts out to fill this pupil services vacancy	0	0	0	0	0	0	0	1	0	0	0	0	1	0.3
Many applicants; applicants in pool are qualified— Supply normal to demand	5	4	0	0	6	1	2	0	1	0	0	0	19	5.5
Many applicants; few high quality candidates— Slight shortage	2	2	0	0	2	1	1	1	0	0	1	0	10	2.9
Few applicants; but applicants in pool tend to be of high quality—Slight shortage	3	9	3	2	3	3	5	3	1	3	3	0	38	10.9
Few applicants; few if any high quality candidates—Extreme shortage	0	1	3	5	0	4	3	1	6	0	1	1	25	7.2
No response	9	6	2	2	1	3	0	2	0	0	3	0	28	8.0
Total Districts:	46	60	24	23	28	33	30	25	16	24	30	9	348	

Here are the strategies that school districts reported:

Total of any type of shortage (slight or extreme)	01	02	03	04	05	06	07	08	09	10	11	12	SW
Hired successfully for the position	4	9	6	5	5	7	8	4	4	3	5	0	60
Hired a School Guidance Counselor considered below our preferred standard of experience or quality	0	3	0	1	0	0	1	2	0	0	0	0	7
Eliminated or reduced position	0	0	0	0	0	0	0	0	1	0	0	0	1
Increased caseload	0	0	0	1	0	0	0	0	0	0	0	0	1
Employed a school guidance counselor on an emergency permit/license	0	0	0	0	0	0	1	1	0	0	0	1	3
Filled with a substitute	1	0	0	0	0	0	0	0	0	0	0	0	1
Brought back a retired staff member	0	0	0	0	0	0	0	0	0	0	0	0	0
Gave another school guidance counselor an overload assignment	0	0	0	0	0	0	0	0	1	0	0	0	1
Reached an arrangement to share staff with another district	0	0	0	0	0	0	0	1	0	0	0	0	1
Contracted with CESA or outside service provider	0	0	0	0	0	0	0	0	0	0	0	0	0
Conducted a targeted recruitment to hire a teacher under contract in another district	0	0	0	0	0	0	0	0	0	1	0	0	1
Offered financial incentives (signing bonuses, higher salary)	0	0	1	0	0	1	0	0	1	1	0	0	4
Offered tuition assistance to complete educator preparation	0	0	0	0	0	0	0	0	1	0	0	0	1
Other	0	0	0	0	1	1	1	0	1	0	0	0	4

Other:

CESA 5

After school started

CESA 6

Mid-year hire for part-time only

CESA 7

The fact that we still offered retirement benefits caused an experienced person in another district to seek our position

CESA 9

High School Principal took over duties.

Were there any other areas at this level for which your district experienced difficulties recruiting and filling a position in 2015-16

CESA 2

School psychologist is a huge need.

It was impossible to find a psych to fill the position.

We had a school psychologist leave in July and were unable to fill this position. We gave the other two psychologist an overload and hired a part-time certified special education teacher to help with testing.

CESA 3

We would have had a school psych vacancy, but knowing the pool of candidates was low, we decided to contract out and not post the position.

We have vacancies for 2016-17 in Guidance and School Psychology with little to no applicants

CESA 5

We had 32 applications for Guidance Counselor.

Nurse (Extreme Shortage) and Alternative Ed/GED Option II Teacher (Slight Shortage)

What can be done with the extreme shortage of licensed School Psychologists? Has there been any discussion with higher education to turn out or produce more?

CESA 6

Might have been the time of year or the less than full-time position.

The school psychologist we hired at the beginning of the year after numerous interviews and re-posting the position, broke his contract during the 3rd quarter for a much larger increase in salary at a much larger district.

CESA 12

We do not have a school social worker - never had one.

Pupil Services Vacancy Graphs

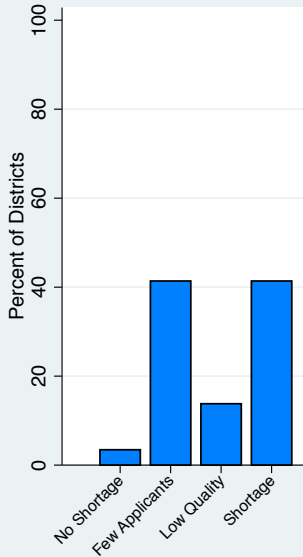
The bar graphs on the following page compare the quality of the available applicant pools for different pupil services positions when districts reported vacancies for them.

Chart labels follow this rubric:

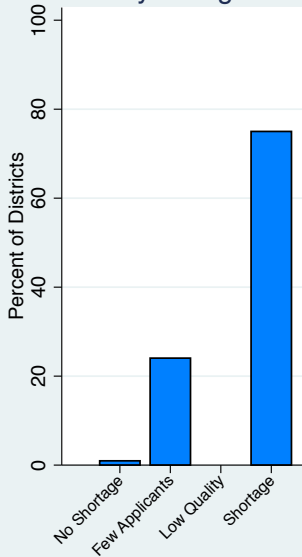
- Many applicants; applicants in pool are qualified—Supply normal to demand==**No Shortage**
- Few applicants; but applicants in pool tend to be of high quality==**Few Applicants**
- Many applicants; few high quality candidates==**Low Quality**
- Few applicants; few if any high quality candidates==**Shortage**

Pupil Services

School Social Worker



School Psychologist



Guidance Counselor

