

K-12 Teacher Shortage in the Mid Atlantic: What the Data and District Leaders Say

A regional snapshot of K-12 educator **supply, demand**, and administrator perceptions — drawn from **longitudinal data of 184 Mid-Atlantic districts** that used Frontline's Recruiting & Hiring platform between 2019 and 2024.

District Leaders Weigh In: Staffing Pressures Across the Mid Atlantic

More districts in the Mid Atlantic reported experiencing a teacher shortage than the [national average](#) (**74% vs. 66%**), with relatively consistent reports across district types:

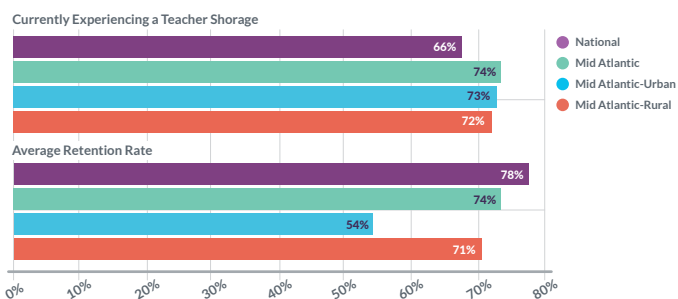
- **73% of urban districts** and **72% of rural districts** said they were experiencing a shortage.

Retention, however, tells a more mixed story:

- The region's overall teacher retention rate was **74%**, slightly below the national **average of 78%**.
- **Rural districts** performed somewhat worse at **71%**.
- **Urban districts**, however, reported a significantly lower rate of **54%** — the **lowest urban retention rate** among the regions analyzed.

These figures highlight that while shortages are widespread, **urban districts, in particular, continue to face retention challenges.**

Teacher Shortage & Retention in the Mid-Atlantic vs. National Average



Recruiting & Hiring: Perception and Pressure

When asked about hiring conditions:

- **51%** of Mid Atlantic districts said it has become more difficult to recruit and hire — slightly above the **national average of 47%**.
- **34%** reported no change.
- **15%** said it has become easier — a higher rate than in other regions.

This suggests that while many are still navigating hiring challenges, **some districts are starting to see signs of improvement.**

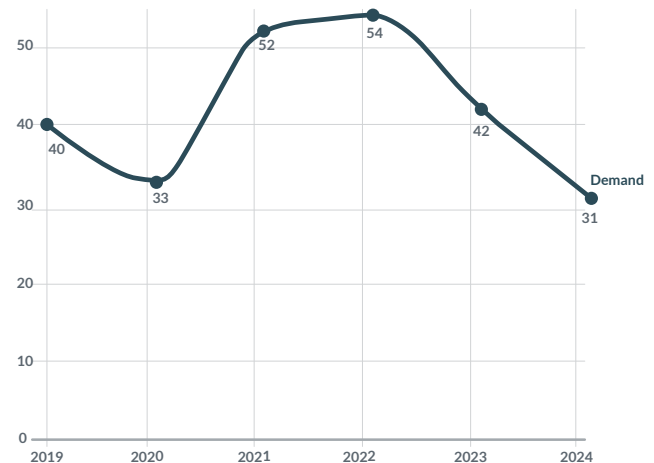
Labor Market Trends from Frontline Recruiting & Hiring

This snapshot of K-12 staffing in the Mid Atlantic is based on longitudinal data from over 100 districts using Frontline's Recruiting & Hiring platform between 2019 and 2024.

Hiring Demand: Postings per District

- Average postings dropped from **40 (2019)** to a low of **33 (2020)**.
- Demand then surged **to 52 in 2021** and **peaked at 54 in 2022**.
- Since then, postings declined to **42 in 2023**, reaching a **six-year low of 31 in 2024**.

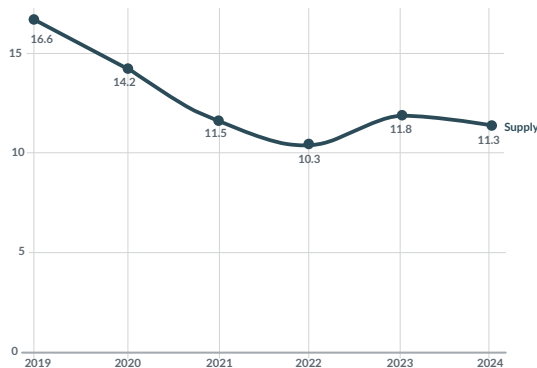
This sharp decline may signal **easing vacancy levels**, whether due to reduced turnover, improved staffing, or the **phase-out of temporary, ESSER-funded positions.**



Candidate Supply: Applicants per Posting

- The region started at **16.6 applicants per posting in 2019**, then declined steadily to **10.3 in 2022**.
- Applicant volume **increased to 11.8 in 2023** but **dipped slightly to 11.3 in 2024**.

While well below pre-pandemic levels, this relative stability between 2022 and 2024 may indicate a **leveling off in the market** — with modest fluctuations as districts adjust to shifting labor conditions.



Where Perception Meets Reality

In some ways, perception and platform data align in the Mid Atlantic:

- A majority of district leaders say hiring is getting harder.
- The data reflects **significant declines in job postings**, suggesting reduced demand or improved staffing.
- Candidate supply hasn't fully recovered but appears to be **stabilizing**.

These trends reveal a complex landscape: **ongoing staffing pressures** paired with early signs of **market stabilization**. For district leaders, this moment presents an opportunity to move from reactive hiring to **strategic workforce planning** — grounded in both perception and real data.

How Frontline Helps Districts Take Action

Frontline's purpose-built K-12 solutions turn insights into strategy — helping districts navigate the current labor market and plan for what's next:

- Track historical posting and applicant trends to time recruiting efforts effectively.
- Automate key workflows to reduce admin burden and appeal to today's educators
- Benchmark against peer districts for regional context and smarter decisions
- Strengthen retention through personalized, flexible professional learning that supports long-term growth



About Frontline Education

Frontline Education is the leading provider of school administration software, empowering K-12 leaders with the right tools, data and insights to proactively manage human capital, business operations and special education. Educational organizations representing over 80,000 schools and millions of educators, administrators and support personnel have partnered with Frontline Education in their efforts to develop the next generation of learners.



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