

# K-12 Teacher Shortage in the Northeast: What the Data and District Leaders Say

A regional snapshot of K-12 educator **supply, demand**, and administrator perceptions  
— drawn from **longitudinal data of 369 Northeast region districts** that used  
Frontline's Recruiting & Hiring platform between 2019 and 2024.

## District Leaders Weigh In: Staffing Pressures Across the Northeast

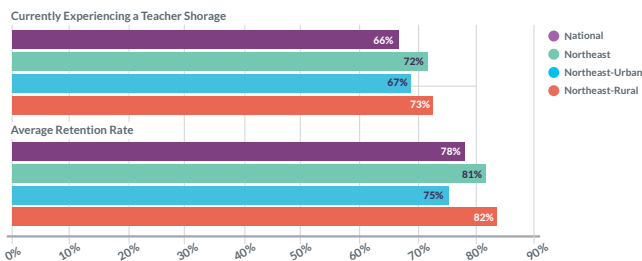
District leaders in the Northeast report **more widespread shortages** than the [national average](#) (**72% vs. 66%**). However, the picture varies by district type:

- **73% of rural districts** said they're experiencing a shortage.
- In urban districts, that number drops slightly to **67%**.

When it comes to **teacher retention**, the Northeast outperforms other regions:

- The regional retention rate is **81%** compared to **78%** nationally.
- **Rural districts** led with an **82%** retention rate.
- **Urban Districts** came in at **75%**-still in line with [national trends](#).

Teacher Shortage & Retention in the Northeast vs. National Average



## Recruiting & Hiring: A Tougher Landscape

Hiring is where many Northeast district leaders are feeling the squeeze:

- **52%** said it has become more difficult to recruit and hire – above the [national average](#) of **46%**.
- **39%** said conditions haven't changed.
- Just **9%** reported any improvement.

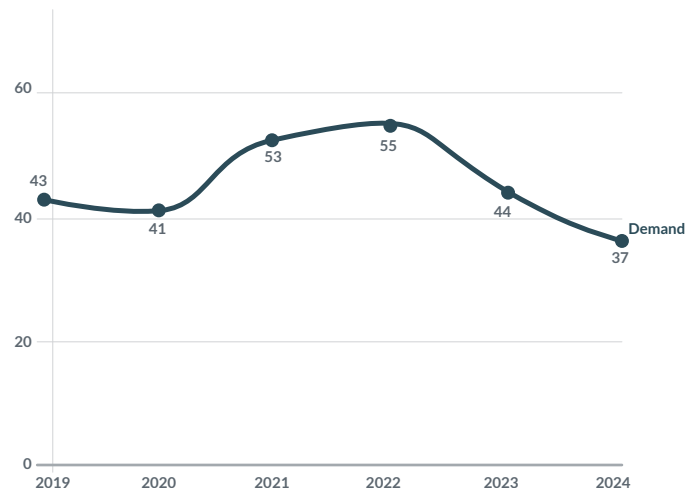
This suggests that recruiting remains a key pressure point in the region, even as retention holds strong.

## Labor Market Trends from Frontline Recruiting & Hiring

This snapshot is backed by platform data from over 300 districts across the Northeast, providing a deeper look at workforce dynamics between 2019 and 2024.

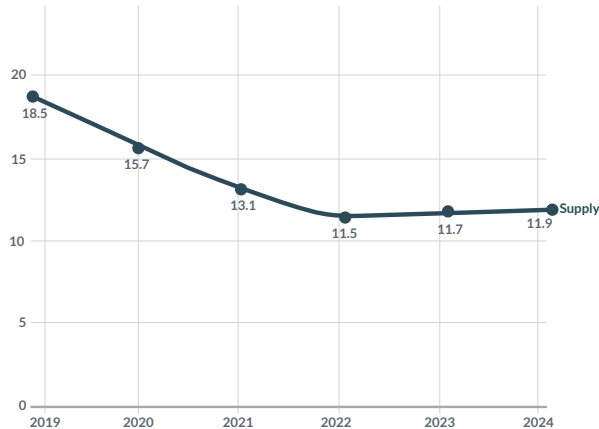
### Hiring Demand: Job Postings per District

- After a slight dip from **43 (2019)** to **41 (2020)**, postings **spiked to 55** by 2022, signaling a surge in vacancies.
- Since then, demand has **dropped sharply to 37** 2024, the lowest in six years.
- This decline may signal a **stabilizing workforce**, or reflect the **end of ESSER-funded roles** as districts phase out positions created through temporary relief dollars.



## Candidate Supply: Applicants per Posting

- Applicant volume fell from **18.5 in 2019** to **11.5 in 2022**.
- But by **2024**, it's begun to **rebound slightly to 11.9**, showing signs of gradual recovery in candidate availability.



## Where Perception Meets Reality

Some insights align closely between perception and data – others diverge:

- **More leaders report shortages**, especially in rural districts.
- **Retention is strong** – particularly in rural areas.
- **Hiring is perceived as harder**, despite **declining job postings and early signs of supply recovery**.

Together, these trends point to **cautious optimism**: while hiring remains a top concern for many, **strong retention and stabilizing demand** hint that conditions may be shifting beneath the surface.

## How Frontline Helps Districts Take Action

Frontline's purpose-built K-12 solutions help Northeast districts turn data into strategy:

- **Track historical posting and applicant trends** to better time recruiting efforts
- **Automate workflows** to reduce admin burden and attract today's educators
- **Benchmark against peer districts** for valuable regional context
- **Support retention** with flexible, goal-driven professional growth opportunities



### 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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