

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

A regional snapshot of K-12 educator **supply, demand**, and administrator perceptions — drawn from **longitudinal data of 472 Central region districts** that used Frontline's Recruiting & Hiring platform between 2019 and 2024.

District Leaders Weigh In: Staffing Pressures Across the West

While fewer Western districts reported teacher shortages than the [national average](#) (**64% compared to 66%**), regional variation reveals deeper challenges.

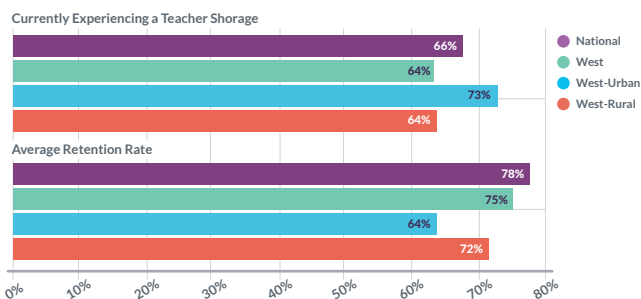
In **urban districts**, 73% reported shortages, significantly higher than the regional average.

Teacher retention also trails:

75% of teachers in the West remained in their roles year-over-year (vs. **78%** nationally).

In **urban districts**, retention dropped to just **64%**.

Teacher Shortage & Retention in the West vs. National Average



Recruiting & Hiring: Signs of Stabilization

Amid retention concerns, hiring outlooks in the West show more optimism:

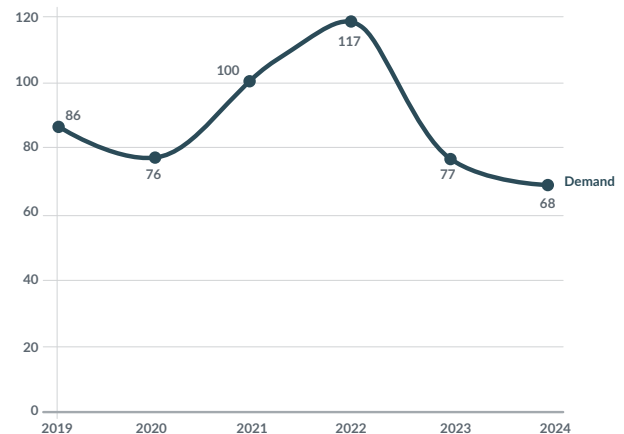
- Only **36%** of Western districts said recruiting and hiring have gotten harder – well below the [national figure](#) of **46%**.
- 53%** said conditions have stayed the same – suggesting the labor market may be stabilizing.

Labor Market Trends from Frontline Recruiting & Hiring

This snapshot of K-12 staffing in the Western U.S., is based on longitudinal data from over 400 districts using Frontline's Recruiting & Hiring platform between 2019 and 2024.

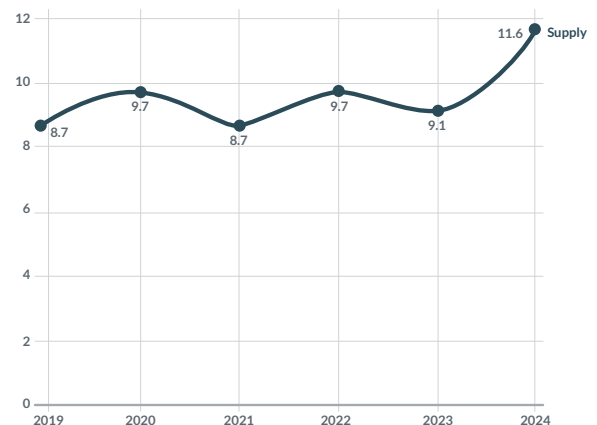
Hiring Demand: Postings per District

- Hiring peaked in 2022, but had since declined below pre-pandemic levels – another potential sign of market stabilization.



Candidate Supply: Applicants per Posting

- From 2019 to 2023, applicant volume remained steady (9-10 applicants per posting).
- In 2024, that number rose to **nearly 12** applicants per posting, pointing to greater interest or availability in the labor market.



Where Perception Meets Reality

The numbers support what district leaders are seeing:

- Fewer reported staffing challenges.
- Stable or improving hiring conditions.
- Growing applicant pools.

But the data also underscores a persistent concern: urban teacher retention continues to lag. Together, perception and platform data provide a fuller view of the region – one that shows progress in recruiting, but highlights workforce stability as a key area to watch.

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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