Regional Office of Education Report

April 2025

Educator Shortage Survey Released on March 10th

In Fall 2024, the Illinois State Board of Education (ISBE) and Illinois Association of Regional Superintendents of Schools (IARSS) partnered to collect complementary statewide educator staffing data for the 2024-2025 school year (SY25). In tandem, ISBE administered the Unfilled Positions data collection, and IARSS conducted the Educator Shortage Survey. Response rates were 92% (1,029 of 1,120) for the Unfilled Positions data and 71% (790 of 1,120) for the Educator Shortage Survey. We wanted to share some of the key findings with you. Results from the two statewide surveys show Illinois' educator shortage is easing. According to the Unfilled Positions data, the total number of filled educator positions, which consists of teaching, school support personnel, administrative, and paraprofessional positions, increased in SY24, rising across all roles by 7,473 FTE. Additionally, total unfilled positions decreased across all four roles in SY25 by 643 FTE. Further, reductions in unfilled positions were seen in every position category except administrative.

Taking a closer look at the Unfilled Positions data, 3,864 teaching positions were unfilled for SY25 at a vacancy rate of 2.8%. An additional 996 school support personnel, 189 administrator, and 2,415 paraprofessional positions were also unfilled. Shortages, of any position across all four categories, occurred in 55% of education entities (615 of 1,120). In contrast, 37% of education entities (414) reported no unfilled positions of any kind . Staffing data from the Educator Shortage Survey supports these findings, with a reported 6,117 teacher positions remedied through alternative measures such as hiring substitutes, hiring retired educators, combining classes, and increasing class sizes, among other short-term solutions.

The Educator Shortage Survey also assessed leaders' perceived causes for staffing challenges. The most frequent cause leaders mentioned was receiving limited applicants for their specific open positions (395 of 694), with reasons ranging from a general lack of applicants to issues related with certification. Issues related to salary or benefits were also frequently raised by leaders as a major cause of shortages (382 of 694).

In addition, education leaders shared current strategies they have implemented to address shortages. Improving recruitment through "Grow Your Own" programs, connecting with colleges, hiring incentives, and hosting student teachers was frequently reported as a current strategy implemented by districts (442 of 688). Providing incentives such as adjusting pay scales, supporting continuing education, providing student loan forgiveness, and recognizing all years of experience was another popular strategy adopted by education leaders (402 of 688).

And finally, the Educator Shortage Survey queried leaders about possible policy solutions that would support their hiring and retention efforts. Support at the state or federal level that would provide alternative certifications for educators as well as additional funding and improvements to the retirement system were reported as the most common desired solutions (375 of 634).

Office of Professional Learning & Educational Services

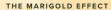
Current Programs - Office of Professional Learning & Educational Services					
Induction & Mentoring					
Education Pathway Endorsement					
Manufacturing, Health Science, IT & Agriculture Endorsement Programs					
Elevating Special Educators					
School Improvement & Strategic Planning					
School Improvement Cooperative (instructional coaching, training, networking)					
Social Emotional Learning/Trauma/Youth Mental Health First Aid/TRS I-A					
Early Childhood Professional Learning					
Family Education & Engagement					
NEXUS Family Support Services					
Student Attendance					
Computer Science Capacity Building					
Afterschool Program					
Preschool for ALL Expansion					

Office of Professional Learning & Ed Services: Professional Learning & School Improvement

 ROE 47 Office of Professional Learning & Ed Services is currently auditing 10 school districts in Lee, Ogle & Whiteside counties. Regional Offices of Education are required

- to audit the professional development activities offered by districts at least once every five years.
- ROE 47 is partnering with the Illinois and National Science Teacher Association and the Illinois State Board of Education to provide statewide professional learning to support the implementation of the Illinois Science Standards in FY 25. Sessions (virtual, face to face, synchronous, asynchronous) launched January 27, 2025 with over 40 participants and will continue through June 30, 2025.
- ROE 47 Office of PL & Ed Services has been awarded a NEW grant from the Illinois Deprtment of Public Health to promote youth mental health and suicide prevention. The Youth Aware of Mental Health (YAM) program is a school-based program that teaches students (grades 8-12) how to cope with mental health issues and prevent suicide. The program is delivered by certified facilitators in the classroom in a series of interactive sessions(role play, student discussions) over a few weeks. What the program does:
 - Helps students learn about mental health and suicide prevention
 - Teaches students how to identify and respond to mental health concerns
 - Helps students develop coping skills and emotional resilience
 - Encourages students to seek help for themselves and their friends
 - Helps students recognize the need for support
- Active schools with TRS-IA or RSSI plans to support trauma-responsive schools include: Amboy Central Elementary, Amboy Jr High School, Amboy High School, Center for Change, Chana Educ Center, Southside School (Morrison), Polo High School, Rock Falls Middle School, Dillon Elementary (RF), Merrill Elementary (RF), Riverdale (RF), Franklin (Sterling), Jefferson (Sterling), Lincoln Elementary (Sterling), Paw Paw Elementary & Jr High, Prophetstown Elementary, Monroe Center, Sauk Valley Deanery.
- ROE 47 has launched a year-long social media campaign to raise awareness of trauma, reduce stigma, and promote resilience. Posts are available each Monday on Facebook.
- ROE 47 partners with Sterling Township's Elevate Youth Program and the Sterling-Rock Falls YMCA to provide an afterschool program for Challand Middle School students at the youth center. The program runs Monday Thursday from 3:00 5:30 p.m. We are serving 15 students each night. In the recent weeks students have really enjoyed using tinkercad and printing on the 3d printer. In the last week we have gained 2 new kids because their friends are excited about coming. Looking forward to planning summer activities with the group and working on study and homework skills.
- Our new Preschool for ALL Expansion program will open 2 classrooms at Open Sesame in Dixon on April 1. Our program is partnering with Lee County Special Education, Head Start, early childhood home visiting programs, and community agencies to host a community early childhood screening event on April 25th in Dixon.
- ROE 47 partnered with Illinois Ag, Lee County Ag, and the Lee County Farm Bureau to host the third annual Cultivating Connections in Ag Day in February 2025.
- ROE 47 Pathways team hosted students from Lee, Ogle & Whiteside Counties for the first annual Team Based Challenge Day. The day featured an opportunity for students to

- work on an authentic industry problem in collaboration with local industry mentors in health sciences, manufacturing, and education. Students are required to complete 2 team based challenges to earn their pathway endorsement.
- 140 students and adults attended the 2nd annual Student Leadership Summit at the McCormick Event Center in Rock Falls on March 20th. Keynote speaker was Mr. Tom Toney who challenged students to "Be BOLD!" On Friday, Tom worked with over 70 ROE educators to demonstrate and discuss "pulling together" to promote resilience and social emotional health in our school communities.
- Nominations for our annual Jen Banks Memorial Marigold Award are open! Jen Banks was a beloved teacher and school improvement coach who passed away as the result of a tragic automobile accident in December 2015. Her love for learning and the students that she worked with was an inspiration to many. Jen's positive, supportive, and energetic attitude nurtured those around her and helped them to grow. In celebration of Jen's life and dedication to learning, ROE 47 has created an award in her honor. As Jen worked with many elementary and middle schools in the Sauk Valley area, this award is open to PK-8 Whiteside County teachers, para-educators & administrators.
 Marigolds exist in our schools encouraging, supporting and nurturing teachers. They are leaders in their community, classrooms, and families. They have a love of learning and sharing that learning with others. Help us to honor Jen and these exemplary leaders in your school communities. Each nominee will be recognized on social media and will receive a certificate, a marigold, and a special book. Our overall winner will also receive a \$100 Amazon gift card to continue to build their classroom library.



THE MARIGOLD EFFECT

MANY EXPERIENCED GARDENERS FOLLOW A CONCEPT CALLED COMPANION PLANTING: PLACING CERTAIN VEGETABLES AND PLANTS NEAR EACH OTHER TO IMPROVE GROWTH FOR ONE OR BOTH PLANTS. FOR EXAMPLE, ROSE GROWERS PLANT GARLIC NEAR THEIR ROSES BECAUSE IT REPELS BUGS AND PREVENTS FUNGAL DISEASES. AMONG COMPANION PLANTS, THE MARIGOLD IS ONE OF THE BEST: IT PROTECTS A WIDE VARIETY OF PLANTS FROM PESTS AND HARMFUL WEEDS. IF YOU PLANT A MARIGOLD BESIDE MOST ANY GARDEN VEGETABLE. THAT VEGETABLE WILL GROW BIG AND STRONG AND HEALTHY, PROTECTED AND ENCOURAGED BY ITS MARIGOLD. MARIGOLDS EXIST IN OUR SCHOOLS AS WELL – ENCOURAGING, SUPPORTING AND NUTTURING GROWING TEACHERS ON THEIR WAY TO MATURITY. IF YOU CAN FIND AT LEAST ONE MARIGOLD IN YOUR SCHOOL AND STAY CLOSE TO THEM, YOU WILL GROW.

FIND MORE THAN ONE AND YOU WILL POSITIVELY THRIVE.

2025 Jen Banks Marigold Award



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Marigolds exist in our schools - encouraging, supporting and nurturing teachers. They are leaders in their community, classrooms, and families. They have a love of learning and sharing that learning with others. Help us to honor Jen and these exemplary leaders in your school communities

lease nominate your marigold today using web link or QR code below.

Please submit your nomination by Wednesday, April 9, 2025







Office of Professional Learning & Ed Services: Parent Engagement & Community Outreach

- Parent & Family Engagement Events
 - March 4, 2025: Parent University Let's Talk About Mental Health ft. NAMI (7 families)
 - March 5, 2025: Polo PreK Blockfest (35 families) 0
 - March 20, 2025: Prophetstown PreK Parent Night (10 families)
- To date, ROE 47 has 144 partners on its IRIS referral platform. There have been 3.328 referrals and 1821 families served. IRIS is an Integrated Referral and Intake System that works to connect local agencies with one another to streamline online client referrals. IRIS supports warm hand-offs for families, closes the communication loop for referring organizations, tracks outcomes, and provides a clear data-driven picture of partner capacity to improve the process over time.

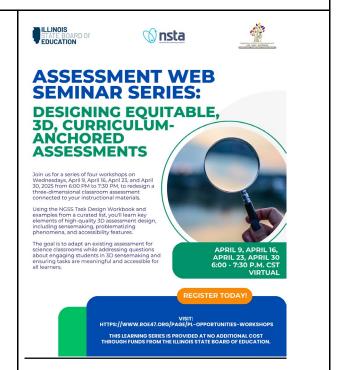
Office of Professional Learning & Ed Services: Social Media

The department's social media presence continues to grow. Like our page on Facebook (Regional Office of Education #47) and download our ROE47 App for weekly teacher talks, instructional tips, news, giveaways, updates & more! Follow us on Twitter @RegionalOffice47 Want to hear from educators & students in the classroom? Check out our Teacher Talks on YouTube! We have an extensive library of 153 videos (and growing) in our collection!

Upcoming Events

For Educators







OpenSciEd **Curriculum Launch** Middle & High School



OpenSciEd High School **Biology Launch**

This 4-week series (8 x 3-hour web seminars) introduces high school teachers to the OpenSciEd learning, and hand-on experience, participants will gain a deep understanding of the curriculum and its alignment with NGSs and the Farmework for K/S instruction and assessment, and learn to provide effective feedback to support student learning.



OpenSciEd High School **Chemistry Launch**

This 4-week series (8 x 3-hour was permians) introduces high school teachers to the OpenSciEd Chemistry curriculum. Through video observations, geer learning, and understanding of the curriculum and its alignment with NCSs and the Framework for KZ Science Education. They and learn to provide effective feedback to support student learning.



OpenSciEd Middle School

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This 4-week series (8 x 3-hour web seminars) introduces middle school teachers to the OpenSciEd or OpenSciEd and Science of the Control of the Control of the Control of the Control open visition, per learning, and hands on experiences, participants will gain a deep understanding of the Control of t







To register for these opportunities visit www.roe47.org



Session Details

April 1, 2025 April 3, 2025 April 8, 2025 April 10, 2025 April 15, 2025 April 17, 2025 April 29, 2025 May 1, 2025

All sessions on zoom. PDHs provided.

Individuals interested in becoming a certified facilitator MUST complete ALL launch sessions dates above AND participate in an additional facilitator training to be held virtually on the following dates and times:

4/5/25 & 5/3/25 9:00 a.m. - 1:00 p.m.





ROE 47 Computer Science Teacher Leader Program



Session One



Session Two

The training alekse deeper into integrating, computer science (CS) across the curriculum. Participants will explore connections between CS and various content application. Will be emphasized through handson experience with microstric for grades 612. The K-5 session incorporating unplugged, plugged, and robotic activities for K-5 students.



Session Three

The training deepens CS integration, focusing on physical computing, project-based learning, and Al connections for middle and high schoolers. Elementary teachers will explore microbit basics and designed cross-curricular lessons.



Session Four

Session Dates

Benefits of

- ISTE membership access
 Comprehensive LTC training aligned with new IL CS standards
 Comprehensive process

- aligned with new IL CS and standards comprehensive 2-year standards comprehensive 2-year scholarships for technology conferences CAC technology conferences CAC technology Access to ROE 47 technology Ready-to-use classroom resources and lesson plans Networking opportunities Networking opportunities Professional learning hours Support for building an IT pathway endorsement Support for building an IT pathway endorsement Support for building an IT pathway endorsement CAC technology and C





Please contact Anji Garza (agarza@roe47.org) with questions or for more information.

OUR CHILDREN

SEL Capacity Builders is dedicated to fostering a strong network of educators, caregivers, and community leaders committed to enhancing children's emotional well-being. By providing practical tools and expert knowledge on trauma, attachment, behavior, and more, you will walk away with strategies to use in your classroom, your home, and your workplace to promote resilience.



Sep Trauma & Attachment

8:30 a.m. - 2:30 p.m. | Sauk Valley Community College
Understand how trauma and attachment affect child development and behavior.
Presented by The Knowledge Center at Chaddock.

Nov Youth Mental Health First-Aid

8:30 a.m. - 2:30 p.m. | Sauk Valley Community College Learn to recognize and respond to mental health issues in youth. This session has a pre-work component.

Feb The School of Hope

8.30 a.m. - 3.00 p.m. | Sauk Valley Community College Learn how the science of hope can improve academic outcomes, decrease anxiety, and change your life. Presented by Cathleen Beachboard. Mar SEL Summit

8:30 a.m. - 2:30 p.m. | Sauk Valley Community College
Dive into a transformative summit, designed to equip you with the tools and strategies to build vibrant, inclusive communities within your schools. Keynote by Tom Toney.

Jun Building a Tool-Kit

8:30 a.m. - 2:30 p.m. | Sauk Valley Community College
Build a toolkit of strategies to support children's behavior regulation and resilience and explore
the importance of self-care. Presented by Jamie Stuart Taylor, LCSW

se contact Grace Heimerdinger-Baake at aheimerdingerbaake@roe47.org with any questions

COUNSELOR & SOCIAL WORKER NETWORKING

and find support within our professional



SESSION DETAILS















8:30 AM - 10:30 AM



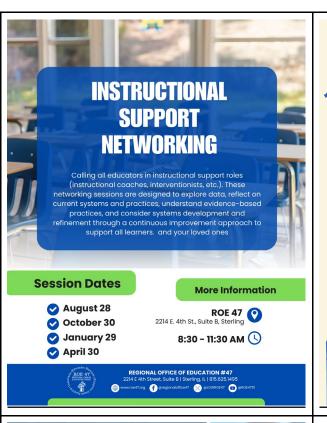
REGIONAL OFFICE OF EDUCATION #47
2214 E 4th Street, Suite B | Sterling, IL | 815.625.1495

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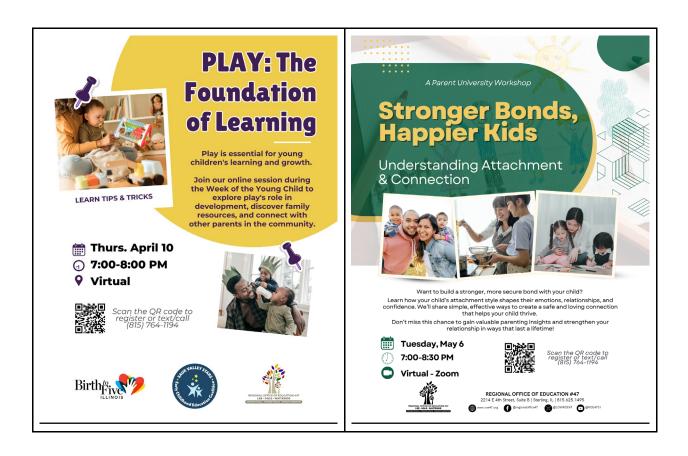


For Students





For Families



Office of Professional Learning & Ed Services: Professional Learning Events

March 2025 Participants - 460

March 4

LETRS Cohort 1 @ ROE #47 LETRS Cohort 2 @ 3:30 p.m.

March 5

Rock Falls Elementary SIP Day: Trauma Informed Strategies @ Rock Falls Middle School Cultivating Calm & Focus @ Lincoln Elementary; Sterling

March 7

Transitional ELA Networking @ SVCC

March 10

Amboy SIP Day -Youth Mental Health First Aid @ Amboy Jr. High School

March 11

New Teacher Cadre @ 3:30 p.m.

March 13

Computer Science Teacher Leadership Program (6-12) @ SVCC

March 14

Computer Science Teacher Leadership Program (K-5) @ SVCC

March 18

Math for ALL Cohort @ ROE #47 Librarians Networking Session @ Byron High School Transitional Math Networking @ SVCC

March 19

Book Study: The Anxious Generation @ 3:30 p.m. LaMoille SIP Day @ LaMoille

March 21

SEL Summit @ SVCC

March 2025 in Photos:







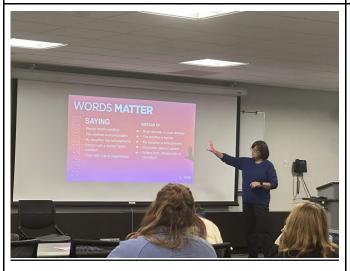




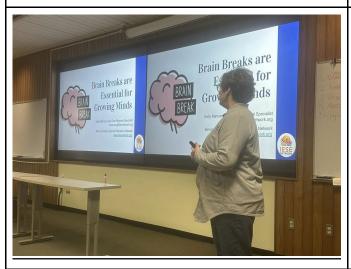




















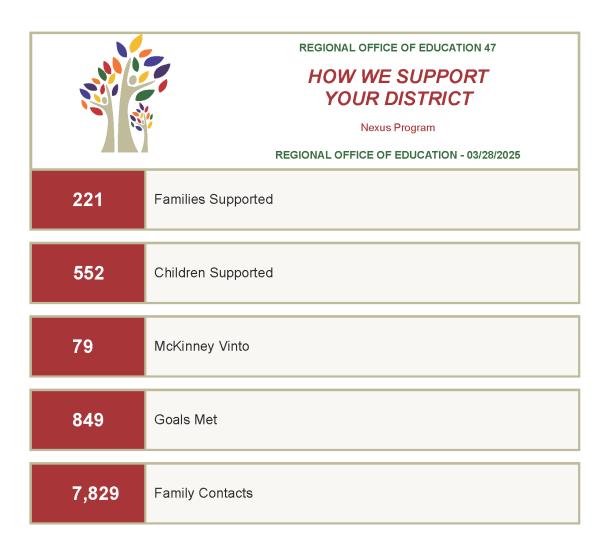






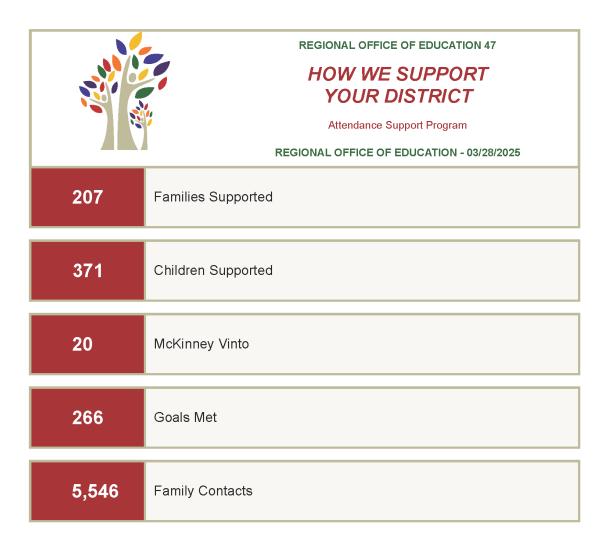
Office of Professional Learning & Ed Services: NEXUS

The Nexus Program has sent out intention letters to each school district for participation in the program for the 2025-2026 school year! We look forward to serving our school districts for another school year!



Office of Professional Learning & Ed Services: Student Attendance Support

The Attendance Support Program will continue to take referral to the program through March 31, 2025. No referrals will be taken after that date. We expect Nexus referrals to increase in the coming months.



Parents as Teachers First Years

In March we finalized our preparations for our monitoring visit which began March 24 and runs through April 4th. This process is an every-other-year event conducted by a team hired by our founder, the Illinois State Board of Education. They look at family files for all the required documentation, conduct surveys with the home visitors, interview the program supervisor, and rate home visit videos for quality of services. It is a stressful time for staff but helps us to identify areas for program improvement.

Also in March we partnered with the Education Outreach Program for an "In Case of Emergency" series. Families learned about:

- Car Seat Safety and proper installation
- Discussed poison prevention and Poison Control information
- Participated in presentations by the YWCA and Tri-County Opportunities Council to learn about resources they have available to support families
- and, learned about safely administering NARCAN in case of an overdose. All
 participants went home with NARCAN and test strips provided by Sinnissippi Centers
 Thank you to Rhiannon and her staff for including our families in this important series!

Education Outreach Program

March is known for bringing new beginnings and this month was nothing short of just that. The Education Outreach Program was able to offer a Leadership Opportunity to our students encouraging empowerment and service to their community. Many of the young adults we service are finding their moment for growth, yet not sure how to start their lives as adults. We used this transitional time to draw attention to community resources such as YWCA, Tri-County Opportunities Council and Sinnissippi Centers highlighting some of their services offered. Students had the chance to participate in poison control activities, car seat installation and Narcan training. This connection naturally led to direct referrals for housing, child care, counseling and transportation assistance.

Also transitioning out of the prep classes are our newest graduates! Congratulations to Cristian, Lucynde, Aiden, and Matthew on earning their Illinois High School Diploma. Cristian will begin his job search by building a resume with our youth job developer with BEST, Inc. Lucynde is registered with Castor Medical Institute to get her CNA, Aiden will be heading to Texas for Wind Turbine Technician training and Matthew left for MEPS on March 23rd to prepare to enlist in the Army!

Just as we say with Spring and the ever changing weather, holds true in our EOP program; "grow through what you go through."

McKinney Vento Homeless Program

March is the State McKinney-Vento Homeless Conference. This year it was held in Bloomington. There is always great value with meeting and sharing conversations with others doing a similar job in a different part of the State. Break out and general sessions always provide new and different ideas to better serve the students that are experiencing homelessness in our community.

The past month has been busy with connecting with community services to support the educational needs of our students. Our hope is to always keep our McKinney-Vento students on track and enhance their education success. This is the underriding goal throughout the entire school year.

Center For Change

April Committee Report

As we move into the final stretch of the school year, the Center for Change remains committed to finishing strong. Our team continues to work diligently to provide students with the support and resources they need to achieve success academically, socially, and emotionally.

A highlight from the past month was the professional development conference attended by all certified staff over the course of two days. This opportunity allowed our educators to deepen their knowledge and expertise, reinforcing our commitment to continuous growth and improvement in the field of student support. We are excited to implement the strategies and insights gained to further enhance our programs and services.

Looking ahead, we hope to provide our students with an enriching field trip next month, offering them a valuable learning experience beyond the classroom. Additionally, graduation is fast approaching, and we are eagerly preparing to celebrate the achievements of our students as they reach this important milestone.

With the arrival of warmer weather, we embrace the opportunities it brings for outdoor activities and instruction. Engaging students in outdoor learning experiences fosters creativity, collaboration, and a fresh perspective, and we look forward to integrating more of these opportunities into our curriculum.

Thank you to all staff, students, and community members for your continued dedication and support. Together, we will ensure a strong and successful conclusion to the school year.

Let's make this final stretch of the year a time of achievement, connection, and growth. Keep pushing forward, and let's finish strong together!

Warm regards, The Center for Change Team