

State subject shortage area list

- The state list is used for teacher incentive programs and to monitor workforce needs.
- The state shortage area list is organized into tiers based on need (see 2025-26 list below).
- High need subjects need to replace 20% or more of the teachers in that area each year to have certified staff in these subject areas.

High ($\geq 20\%$ need)	Moderate ($\geq 15\%$)	Low ($< 15\%$)
Secondary Science*	Middle School Science*	Physical Education and Health
Foreign Language*	Middle School ELA	Elementary
Secondary Mathematics*	Secondary English Language Arts	Library Media Specialist
	Middle School Social Studies	Counselor
	Middle School Math*	
	Fine Arts	
	Special Education*	
	Career and Technical	
	Secondary Social Studies	

*National high-need field as designated by the USDOE.