

## **Chapter 4:**

# **Summary of SECTION I: GEORGIA'S TEACHERS**

- From FY01 to FY02, Georgia's educator workforce increased 5%. This was the largest year-to-year increase during the FY98 to FY02 period.
- Of the 13,084 new teachers hired in FY02, 8,303 (63.5%) replaced teachers who left the FY01 workforce and did not return to any Georgia public school classroom in FY02. In FY01, the replacement percentage was 72.7%. Therefore, the 63.5% replacement rate in FY02 represents a decline in teacher attrition from the workforce.
- At the RESA level, from FY01 to FY02, growth occurred in every RESA except Southwest Georgia which saw a decrease of 14 persons (-.03%). On the other hand, the 6.5% growth in Metro RESA's teacher workforce surpassed the 5% growth of Georgia's overall teacher workforce.
- With regard to teaching positions, High School (Grades 9-12) teachers maintain the highest percentage of the workforce at 17.8%. However, this is a decrease from the FY01 percentage of 19.5. Also, this represents the lowest level of this personnel group during the FY99 to FY02 period. The second largest group is Special Education teachers at 12.6%. This represents a decline from 13.1% in FY01. However, Special Education positions have increased at a rapid pace when compared to other teaching positions during the FY99 to FY02 period. In fact, Special Education positions increased by nearly 1802.3 (16.9%) during this period. Lastly, the count of Vocational Education teachers has remained consistently low from FY99 to FY02. In fact, the number of Vocational Education positions decreased by 88.7 (3.29%).
- Demographically, Georgia's teaching workforce is experiencing growth in its teacher population ages 51 and over and its ethnic minority population. The data suggest that retirement ready teachers are staying longer in the workforce or that already retired teachers are returning to the workforce. In regards to diversity, it is important to highlight the increasing number of Hispanic teachers (15.21% increase from FY01 to FY02). However, these teachers represent 0.8% of the overall teaching force. Hispanic students, on the other hand, represent 5.5% of Georgia's Pre-K-12 student enrollment.
- Out-of-field teaching is a concern for Georgia's school systems. In High School (Grades 9-12), out-of-field teaching in the four core subject areas (English, Math, Science, and Social Science) in FY02 ranges from 3.4 to 6.1%, with the highest percentage being in Social Science and the lowest in Science. This range is higher than that of FY01, when the range was 2.5 to 5.0% of High School teachers in the four core subject areas teaching out-of-field. However, in FY01, the highest percentage was in English and the lowest was in Science.
- Teacher demand is influenced by factors such as student enrollment counts, education policy, and attrition. From FY98 to FY02, Georgia's total

Pre-K-12 enrollment increased by 94,654. This increase was closely split between males and females (51.50% and 48.50%, respectively). However, ethnic minority students represented a large percentage of this increase. In particular, Hispanic students represented 42.53% of the FY98 to FY02 increase. With regard to the geographic distribution of this increasing student population, significant increases occurred in RESAs located in the northern half of the state; whereas decreases were primarily found in RESAs located in the southern half of the state.

- Teacher demand based on student enrollment and education policy initiatives (e.g., reduced class size and No Child Left Behind) is projected to increase substantially through the FY12 academic year.
- From FY00 to FY01, teacher attrition rates for Georgia decreased for the first time since the decrease that occurred from FY96 to FY97. As mentioned earlier, the FY02 percentage (63.46%) of new teachers hired to replace teachers who exited the workforce was lower than that of FY01 (72.73%). In fact, the FY02 percentage was the lowest over the five-year period of FY98 to FY02.
- When examining attrition geographically, the largest number of gains and losses occurred in northern Georgia school systems, especially those systems surrounding the metropolitan Atlanta area. On the RESA level, significant gains in the number of teachers occurred in the RESAs located in the northern half of the state and large losses occurred in the southern half.
- Demographic characteristics of FY01 teachers that left (characteristics of the majority):
  - 81.15% female
  - 77.45% White
  - 27.10% in the 21-30 age group
  - 36.60% with 0-5 years experience
  - 48.45% certified at the Bachelor's degree level
  - 69.28% held Teaching (T) certificates
  - 41.96% taught in the Elementary subject area
  - 40.31% were Pre-K-5 teachers
  - 40.54% located in Metro RESA
- Demographic characteristics of FY01 new teacher hires that left (characteristics of the majority):
  - 74.05% White
  - 45.48% held Teaching (T) certificates
  - 41.94% taught in the Elementary subject area
  - 41.81% were Pre-K-5 (including EIP) teachers
  - 40.63% located in Metro RESA
- The number of teachers exiting the workforce due to retirement increased slightly (by 13 persons) from FY00 to FY01. Of the 1,786 persons that retired in FY01:
  - 40.37% taught in the Elementary subject area
  - 41.66% were Pre-K-5 (including EIP) teachers

- 31.13% located in Metro RESA
- Teacher supply is influenced by the number of teachers that return to the workforce from the previous year (retention), the number of teachers prepared in Georgia's educator preparation programs, the number of teachers prepared through alternative routes, and the number of out-of-state teachers entering Georgia.
- From FY01 to FY02, an increase in the number of teachers retained in the elementary, middle, and high school grade levels occurred. In fact, projections for FY03, FY07, and FY12 suggest increased numbers of teacher retained in Georgia's classrooms.
- Paraprofessionals/Teacher Aides provide classroom assistance to lead teachers. The number of Paraprofessionals/Teacher Aides increased 4.68% from FY01 to FY02. This female dominated personnel group is predominantly White. However, the number of Hispanic persons within this group rose 17.08% from FY01 to FY02.
- The number of new teacher hires increased 10.72% from FY01 to FY02. Of the 13,084 persons hired in FY02, the demographic characteristics of the majority were:
  - 73.9% White
  - 79.2% female
  - 72.3% certified at the Bachelor's degree level
  - 50.8% have zero years teaching experience
  - 32.52% came from out-of-state
  - 42.51% located in Metro RESA
  - 42.62% teach in the Elementary subject area
  - 44.70% are PreK-5 (including EIP) teachers
- The number of student teachers prepared in Georgia institutions decreased 10.47% from FY01 to FY02. In fact, of the top five producers of teachers in FY02, production decreases were seen at Kennesaw State University, State University of West Georgia, and Valdosta State University from FY01 to FY02. In regards to the teaching field of student teachers, larger numbers tend to be in Early Childhood Education. However, a 12.71% decrease occurred in this subject area from FY01 to FY02. The subject area that increased the most from FY01 to FY02 was Science (all areas).