

# **CHAPTER 5: A PROFILE OF GEORGIA'S NON-TEACHING EDUCATOR WORKFORCE (ADMINISTRATIVE AND STUDENT SERVICES PERSONNEL)**

## **Introduction**

This section of the *Status Report 2002* focuses on the administrative and student services personnel in Georgia's public school systems. These individuals provide leadership and support that impact both classroom instruction and student learning. Thereby, it becomes important to understand their characteristics and contributions to education. In Chapter 5, the demographic characteristics of Georgia's non-teaching educator workforce are presented.

## **Demographic Characteristics**

### **Administrative Personnel**

Georgia's administrative personnel workforce had an average annual growth rate of 2.67% between FY97 and FY02 (see Table 5.1). This growth rate, which is reasonably low, is a function of the number of RESAs, school systems, and schools. Such numbers do not change very often. For example, the number of Principals would increase as new schools are opened.

As Table 5.1 shows, the number of Superintendents is at its highest level (n=184) since FY99 (n=180). The number of Assistant Superintendents has grown from 183 (FY97) to 227 (FY02). The number of Principals increased from 1,877 (FY97) to 2,048 (FY02). Assistant Principals increased in greater numbers from 2,150 (FY97) to 2,631 (FY02). Other administrative groups that grew from FY01 to FY02 include Curriculum, Technology, and Kindergarten Directors. Groups that decreased in their numbers from FY01 to FY02 include Human Resources, Special Education, Vocational Education, and Pre-Kindergarten Directors.

**Table 5.1. Administrative Personnel in Georgia, FY97-FY02**

<b>Category</b>	<b>FY97</b>	<b>FY98</b>	<b>FY99</b>	<b>FY00</b>	<b>FY01</b>	<b>FY02</b>
RESA Director	17	16	16	15	16	16
Superintendent	177	179	180	178	179	184
Assistant Superintendent	183	190	198	201	216	227
Principal	1,877	1,942	1,959	1,993	2,010	2,048
Assistant Principal	2,150	2,149	2,268	2,343	2,472	2,631
Human Resources Director	53	58	61	62	58	55
Curriculum Director	230	232	229	221	219	223
Technology Director	47	49	53	58	55	57
Special Education Director	156	157	155	158	165	159
Vocational Education Director	159	157	152	154	159	157
Instructional Supervisor	721	806	816	858	862	815
Kindergarten Director	3	4	2	2	1	2
Pre-Kindergarten Director	0	8	14	20	24	20
Athletic Director	43	51	48	50	57	41
Other Administrators	736	797	806	809	805	840
<b>TOTAL</b>	<b>6,552</b>	<b>6,795</b>	<b>6,957</b>	<b>7,122</b>	<b>7,298</b>	<b>7,475</b>
<b>Year-to-Year Growth Rate</b>		<b>3.70</b>	<b>2.38</b>	<b>2.37</b>	<b>2.47</b>	<b>2.42</b>

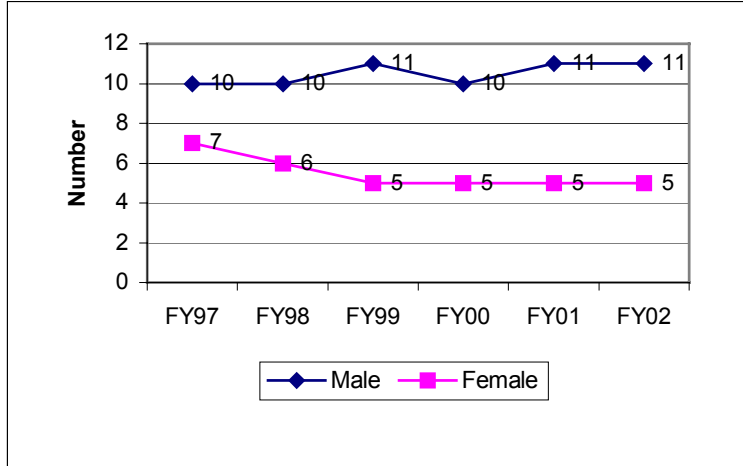
Source: EWRAD/PSC, 2002

In the following sections, the demographic characteristics of each administrative group are presented.

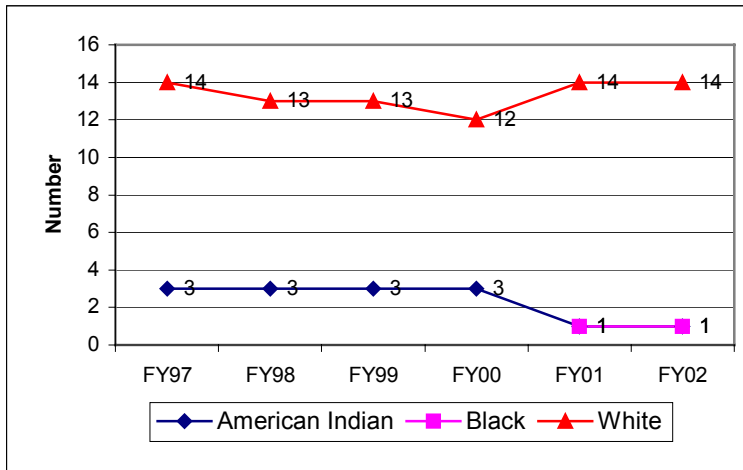
#### *RESA Directors*

In FY02, Georgia had 16 RESA Directors with a mean age of 56.06 years and a mean of 25.69 years of experience. The typical RESA Director is a White male who holds an Education Specialist degree (see Figures 5.1-5.3). From FY01 to FY02, no change occurred in the gender or ethnic breakdown of RESA Directors. However, the number of RESA Directors with Education Specialist degrees decreased and the number of persons with Doctorates increased.

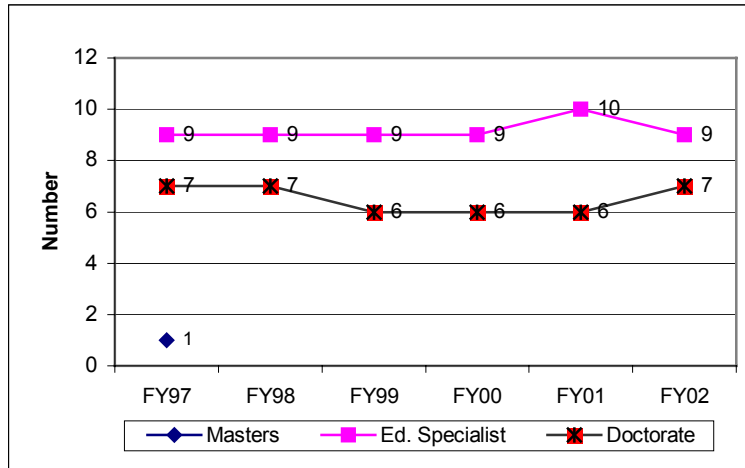
**Figure 5.1. RESA Directors by Gender, FY97-FY02**  
 (Source: EWRAD/PSC, 2002)



**Figure 5.2. RESA Directors by Ethnicity, FY97-FY02**  
 (Source: EWRAD/PSC, 2002)



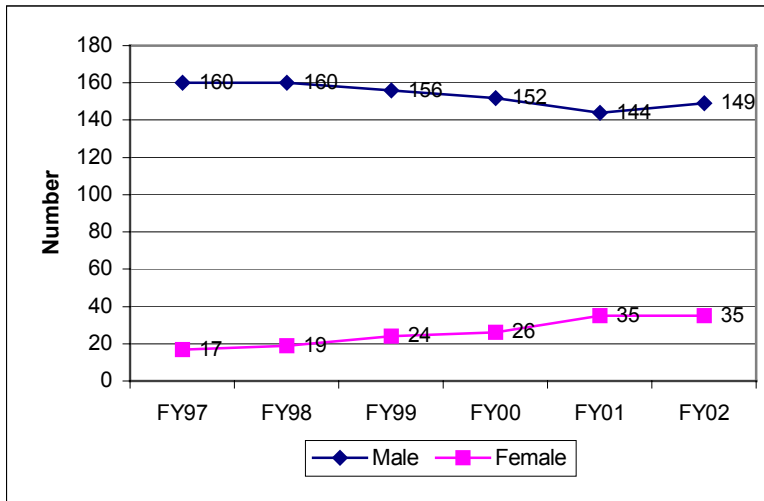
**Figure 5.3. RESA Directors by Educational Level, FY97-FY02**  
 (Source: EWRAD/PSC, 2002)



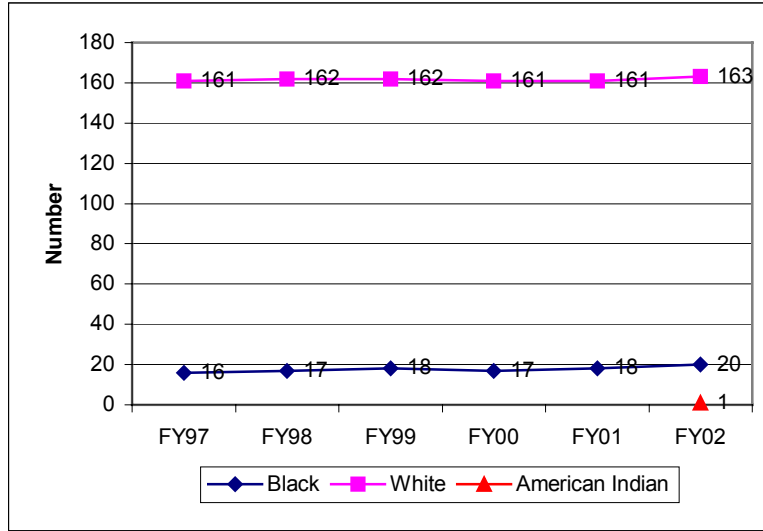
*Superintendents*

In FY02, Georgia had 184 Superintendents with a mean age of 53.79 years and a mean of 25.93 years of experience. The typical Superintendent is a White male with either an Education Specialist or Doctorate degree (see Figures 5.4-5.6). From FY01 to FY02, increases were seen in the number of males, the number of Blacks, and the number of persons with Doctorate degrees.

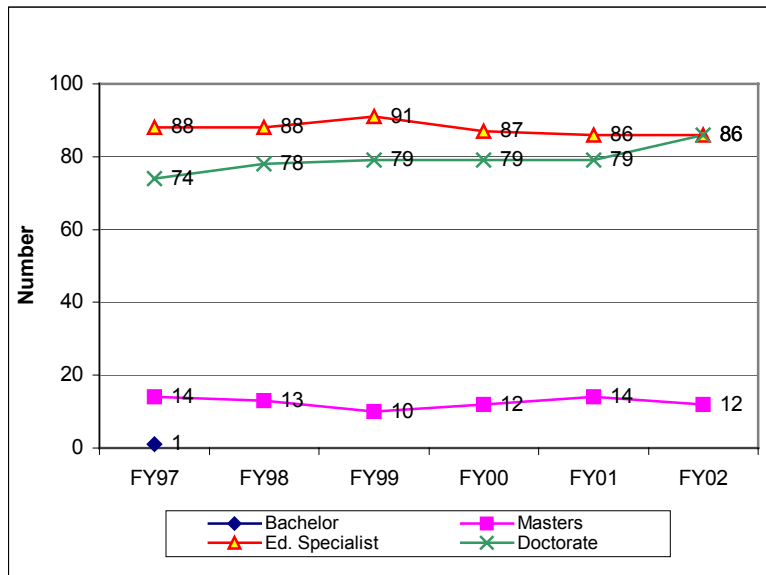
**Figure 5.4. Superintendents by Gender, FY97-FY02**  
 (Source: EWRAD/PSC, 2002)



**Figure 5.5. Superintendents by Ethnicity, FY97-FY02**  
(Source: EWRAD/PSC, 2002)



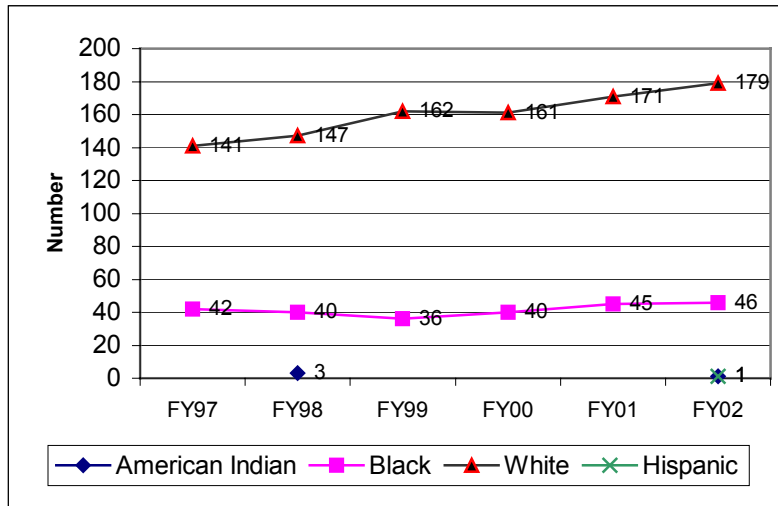
**Figure 5.6 Superintendents by Educational Level, FY97-FY02**  
(Source: EWRAD/PSC, 2002)



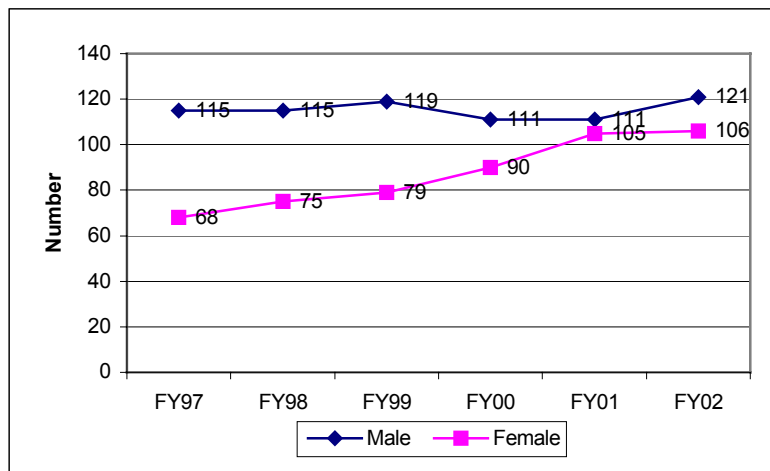
*Assistant Superintendents*

In FY02, Georgia had 227 Assistant Superintendents with a mean age of 52.92 years and a mean of 26.62 years of experience. The typical Assistant Superintendent is a White male with an Education Specialist degree (see Figures 5.7-5.9). From FY01 to FY02, diversity increased in this personnel group with the appearance of American Indian, Black, White, and Hispanic persons. Most of the increase from FY01 to FY02 was due to males widening the gender gap that was beginning to close.

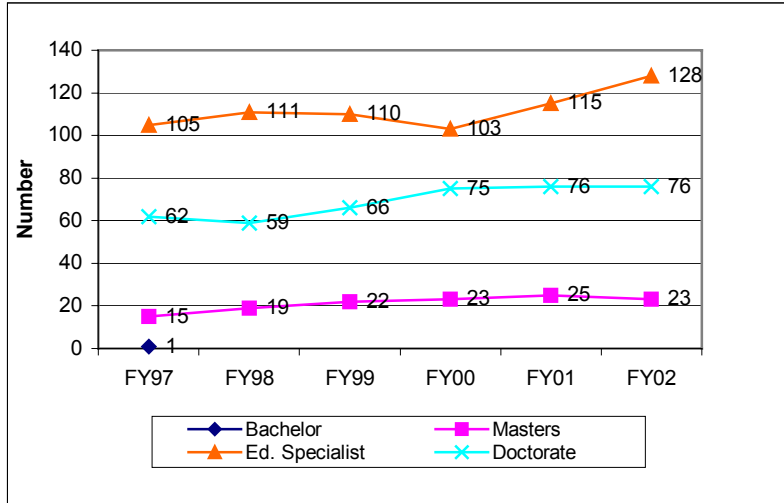
**Figure 5.7. Assistant Superintendents by Ethnicity, FY97-FY02**  
 (Source: EWRAD/PSC, 2002)



**Figure 5.8. Assistant Superintendents by Gender, FY97-FY02**  
 (Source: EWRAD/PSC, 2002)



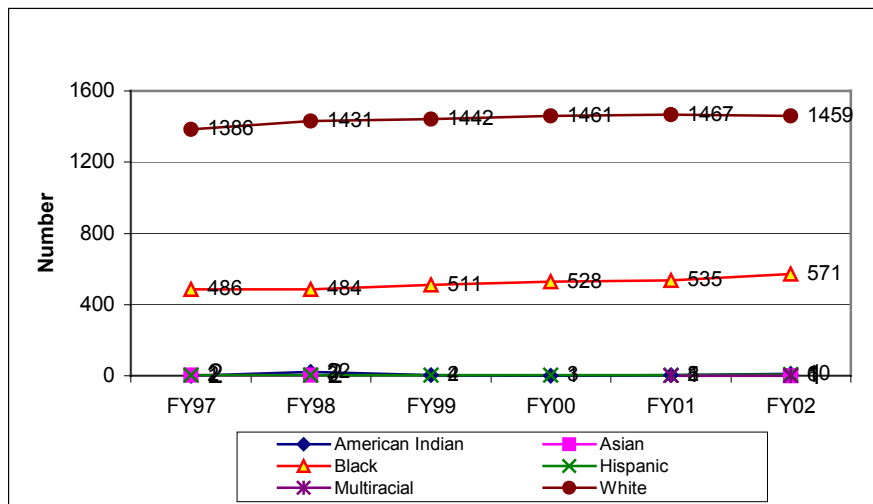
**Figure 5.9. Assistant Superintendents by Educational Level, FY97-FY02**  
(Source: EWRAD/PSC, 2002)



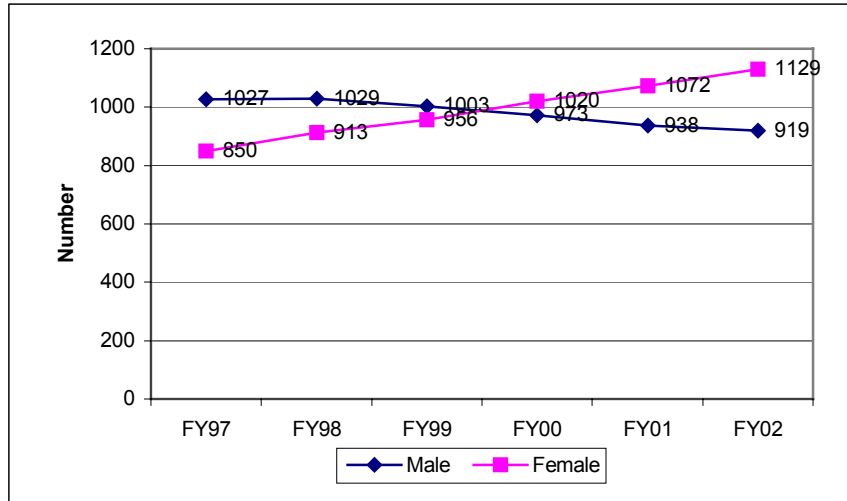
*Principals*

In FY02, Georgia had 2,048 Principals with a mean age of 50.12 years and a mean of 23.47 years of experience. The typical Principal is a White female with an Education Specialist degree (see Figures 5.10-5.12). From FY01 to FY02, an increase occurred in the number of Black Principals. Also, the number of females continued to increase while the number of male Principals continues to decline. It is not surprising that the number of female Principals is higher than that of males. This phenomenon will remain in place for a while given that females dominate the Assistant Principal positions from which Principals are selected.

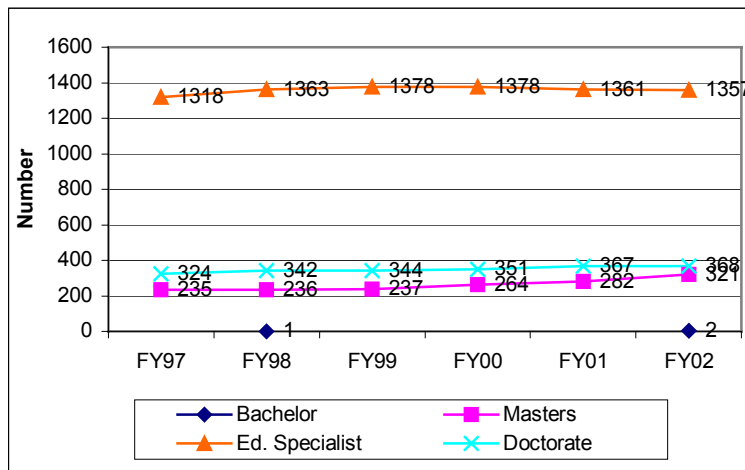
**Figure 5.10. Principals by Ethnicity, FY97-FY02**  
(Source: EWRAD/PSC, 2002)



**Figure 5.11. Principals by Gender, FY97-FY02**  
(Source: EWRAD/PSC, 2002)



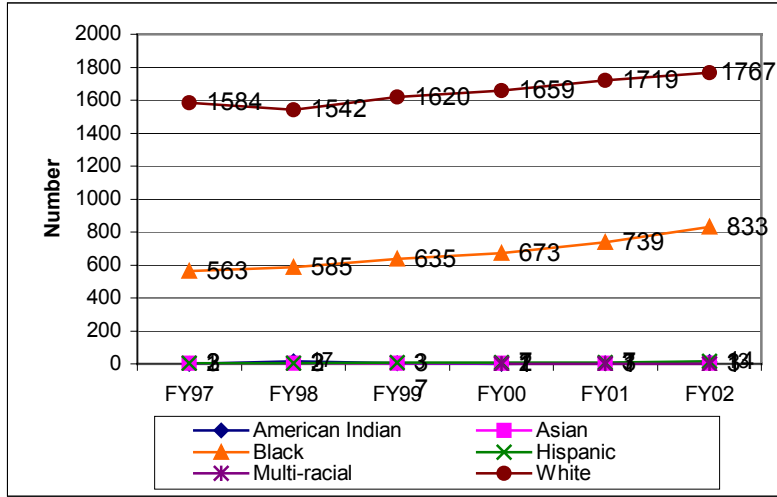
**Figure 5.12. Principals by Educational Level, FY97-FY02**  
(Source: EWRAD/PSC, 2002)



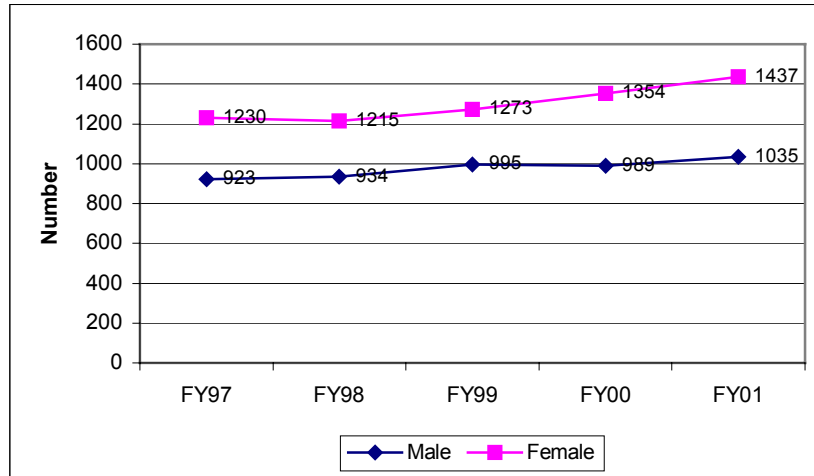
### *Assistant Principals*

In FY02, Georgia had Assistant Principals with a mean age of 46.04 years and a mean of 18.91 years of experience. The typical Assistant Principal is a White female with an Education Specialist degree (see Figures 5.13-5.15). From FY01 to FY02, the diversity of this personnel group increased. Increases also occurred in the number of males and females, and the number of persons with Masters degrees.

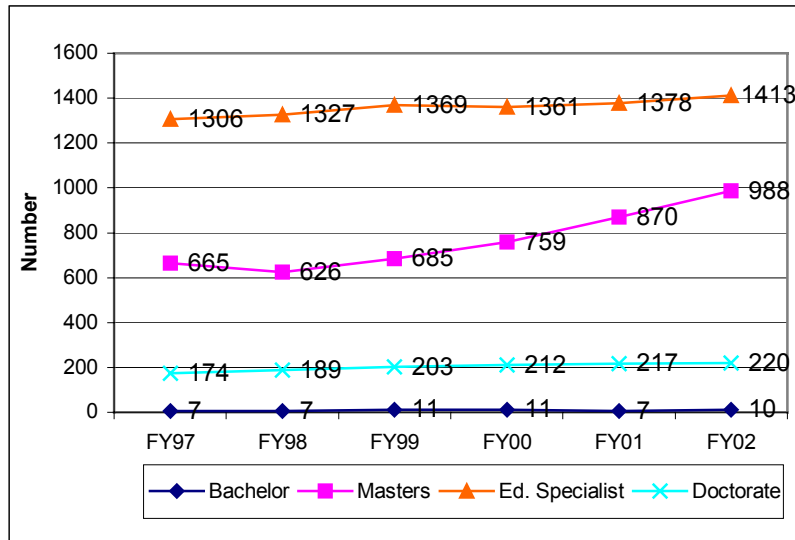
**Figure 5.13. Assistant Principals by Ethnicity, FY97-FY02**  
 (Source: EWRAD/PSC, 2002)



**Figure 5.14. Assistant Principals by Gender, FY97-FY02**  
 (Source: EWRAD/PSC, 2002)



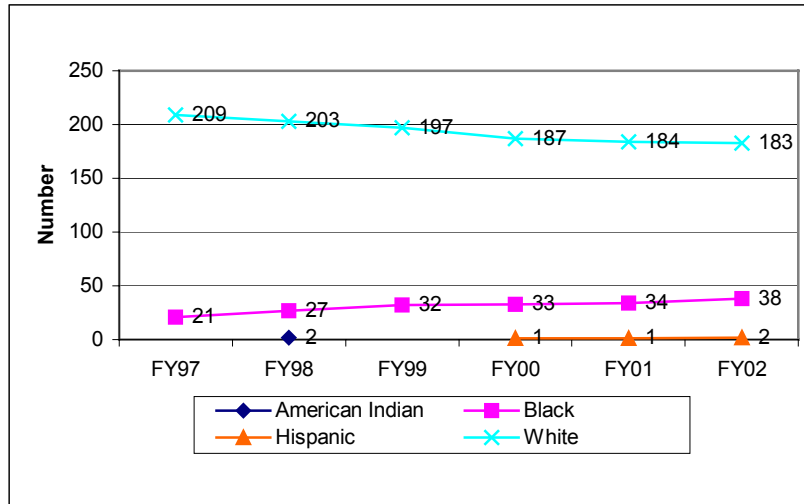
**Figure 5.15. Assistant Principals by Educational Level, FY97-FY02**  
 (Source: EWRAD/PSC, 2002)



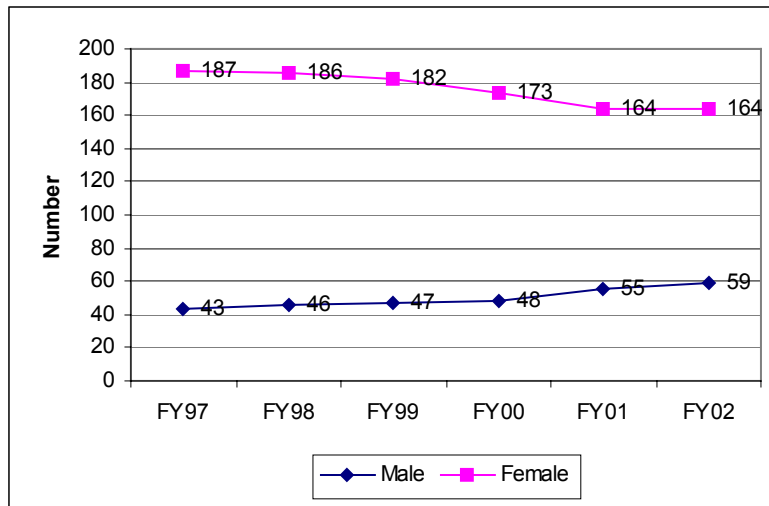
### *Curriculum Directors*

In FY02, Georgia had 223 Curriculum Directors with a mean age of 52.17 years and a mean of 24.90 years of experience. The typical Curriculum Director is a White female with an Education Specialist degree (see Figures 5.16-5.18). From FY01 to FY02, increases occurred in the number of Black Curriculum Directors, the number of males, and the number of persons with Doctorate degrees.

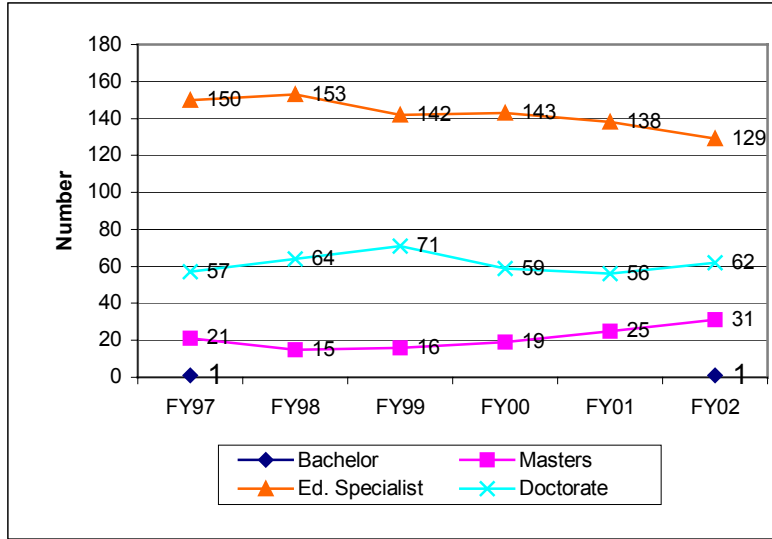
**Figure 5.16. Curriculum Directors by Ethnicity, FY97-FY02**  
 (Source: EWRAD/PSC, 2002)



**Figure 5.17. Curriculum Directors by Gender, FY97-FY02**  
 (Source: EWRAD/PSC, 2002)



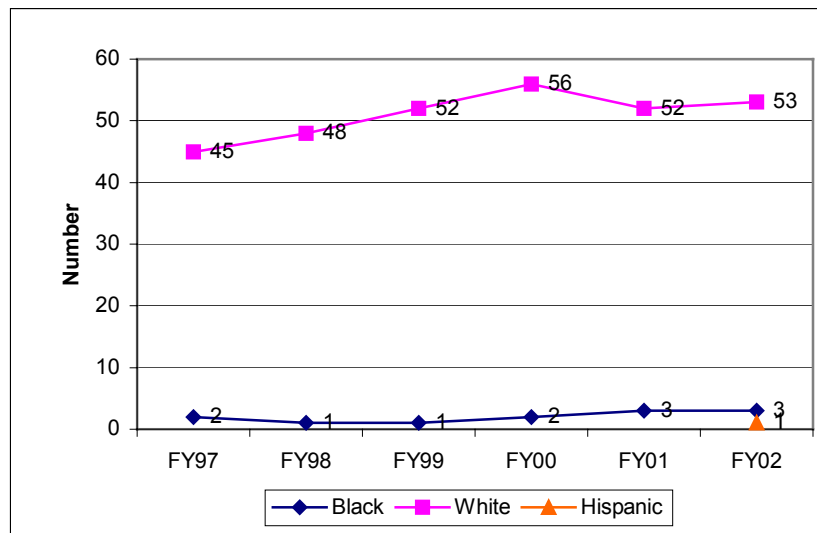
**Figure 5.18. Curriculum Directors by Educational Level, FY97-FY02**  
(Source: EWRAD/PSC, 2002)



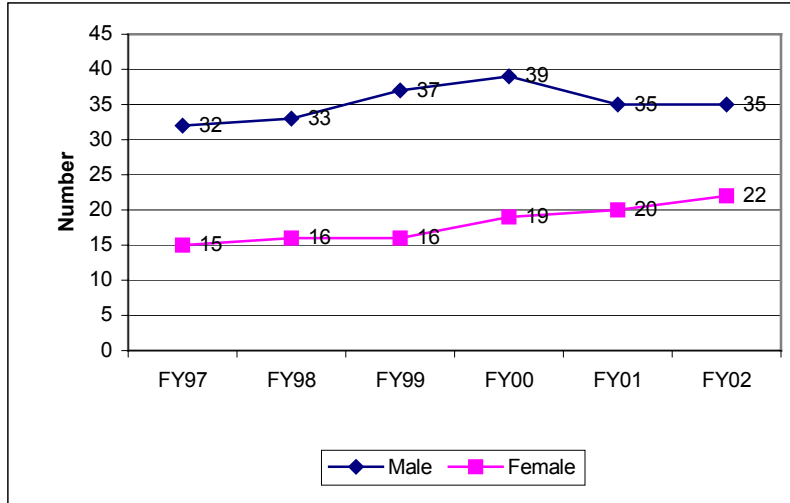
*Technology Directors*

In FY02, Georgia had 57 Technology Directors with a mean age of 48.95 years and a mean of 22.49 years of experience. The typical Technology Director is a White male with an Education Specialist degree (see Figures 5.19-5.21). From FY01 to FY02, increasing diversity occurred in this personnel group with the appearance of a Hispanic Technology Director. Also, the number of females continues to increase.

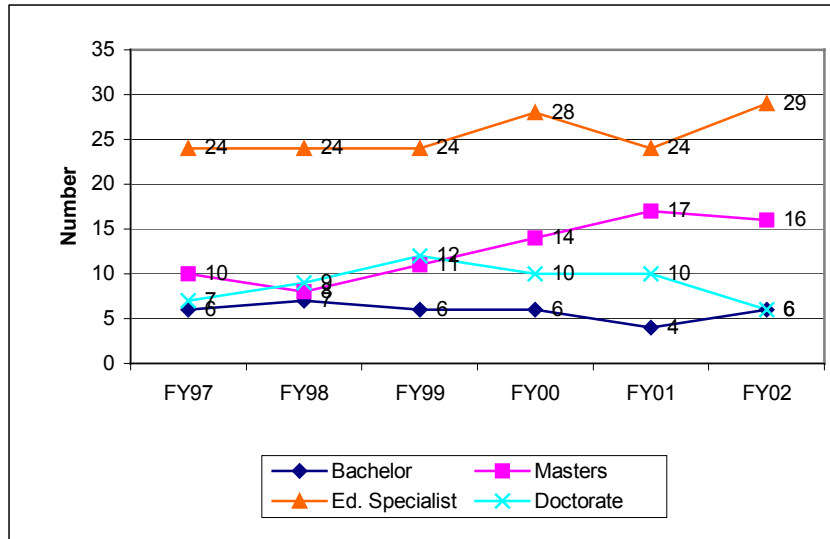
**Figure 5.19. Technology Directors by Ethnicity, FY97-FY02**  
(Source: EWRAD/PSC, 2002)



**Figure 5.20. Technology Directors by Gender, FY97-FY02**  
(Source: EWRAD/PSC, 2002)



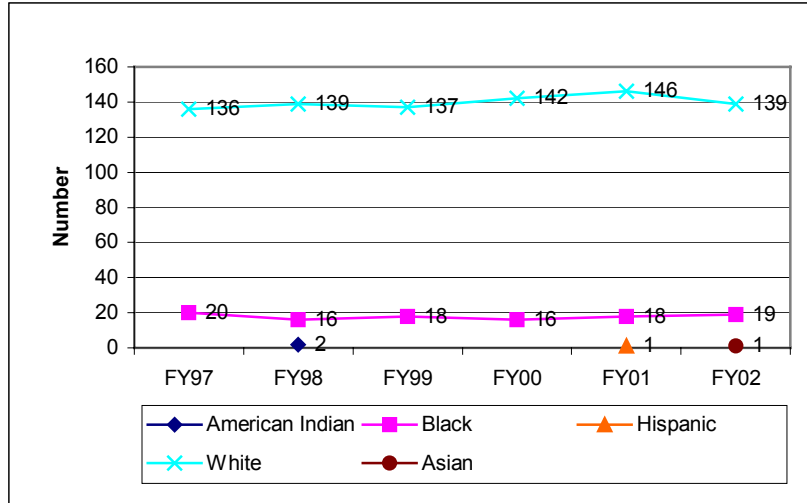
**Figure 5.21. Technology Directors by Educational Level, FY97-FY02**  
(Source: EWRAD/PSC, 2002)



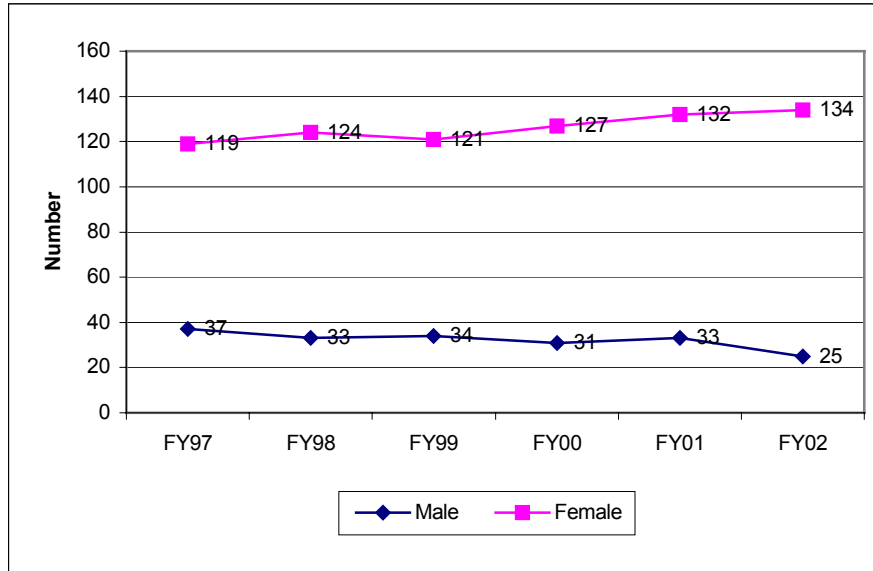
### *Special Education Directors*

In FY02, Georgia had 159 Special Education Directors with a mean age of 49.62 years and a mean of 23.28 years of experience. The typical Special Education Director is a White female with an Education Specialist degree (see Figures 5.22-5.24). From FY01 to FY02, Special Education Directors remained a diverse group. However, the number of males decreased significantly.

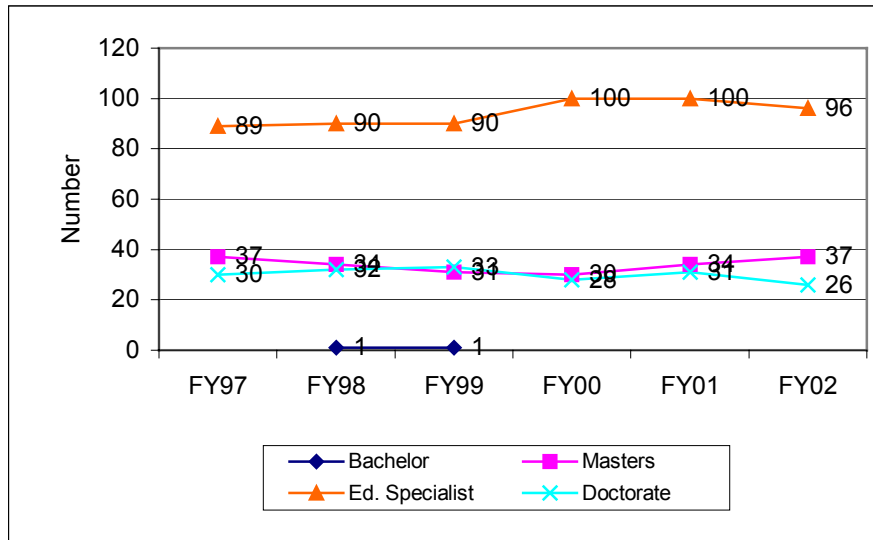
**Figure 5.22. Special Education Directors by Ethnicity, FY97-FY02**  
 (Source: EWRAD/PSC, 2002)



**Figure 5.23. Special Education Directors by Gender, FY97-FY02**  
 (Source: EWRAD/PSC, 2002)



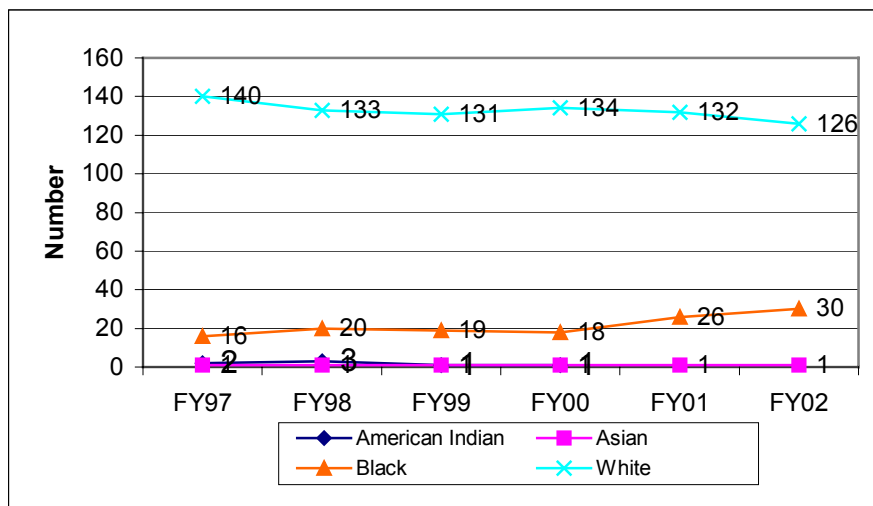
**Figure 5.24. Special Education Directors by Educational Level, FY97-FY02**  
(Source: EWRAD/PSC, 2002)



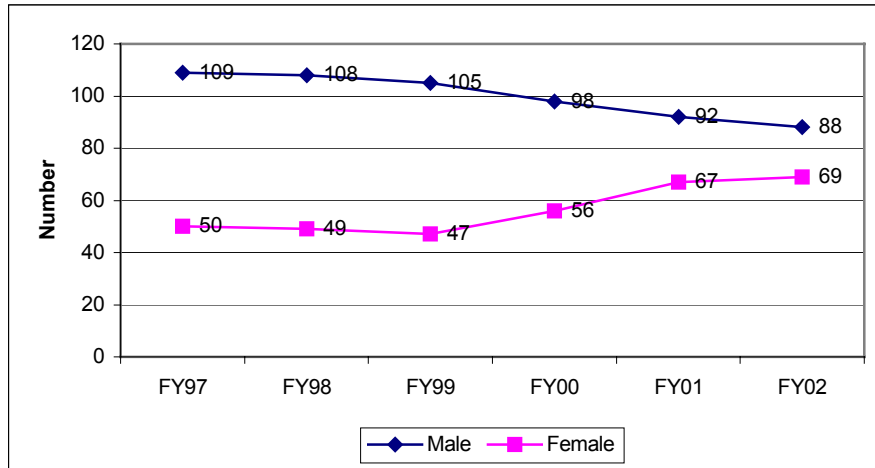
*Vocational Education Directors*

In FY02, Georgia had 157 Vocational Education Directors with a mean age of 51.56 years and a mean of 24.08 years of experience. The typical Vocational Education Director is a White male with an Education Specialist degree (see Figures 5.25-5.27). From FY01 to FY02, the number of White Vocational Education Directors decreased and the number of Blacks increased. Also, the number of males continues to decrease, whereas the number of females increases. Hopefully, the female Technology Directors will help diversify Vocational Education programs and attract more non-college bound female students.

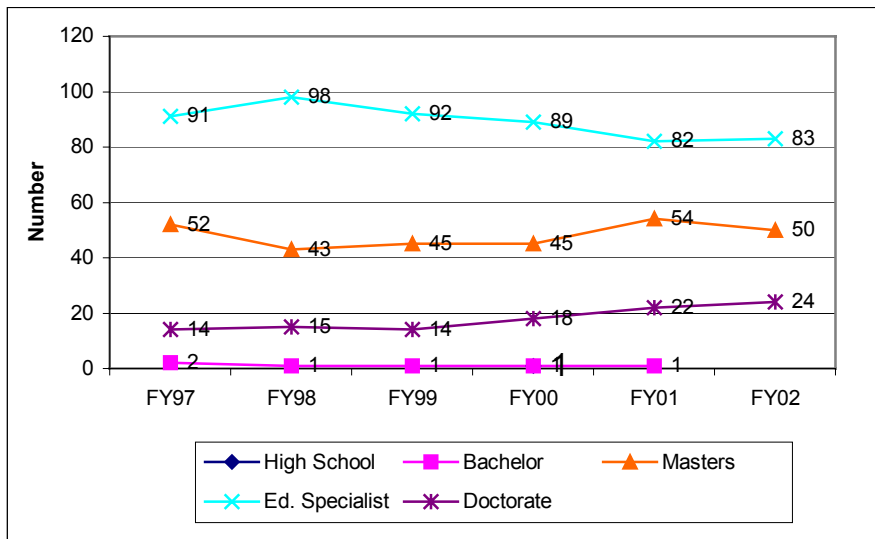
**Figure 5.25. Vocational Education Directors by Ethnicity, FY97-FY02**  
(Source: EWRAD/PSC, 2002)



**Figure 5.26. Vocational Education Directors by Gender, FY97-FY02**  
(Source: EWRAD/PSC, 2002)



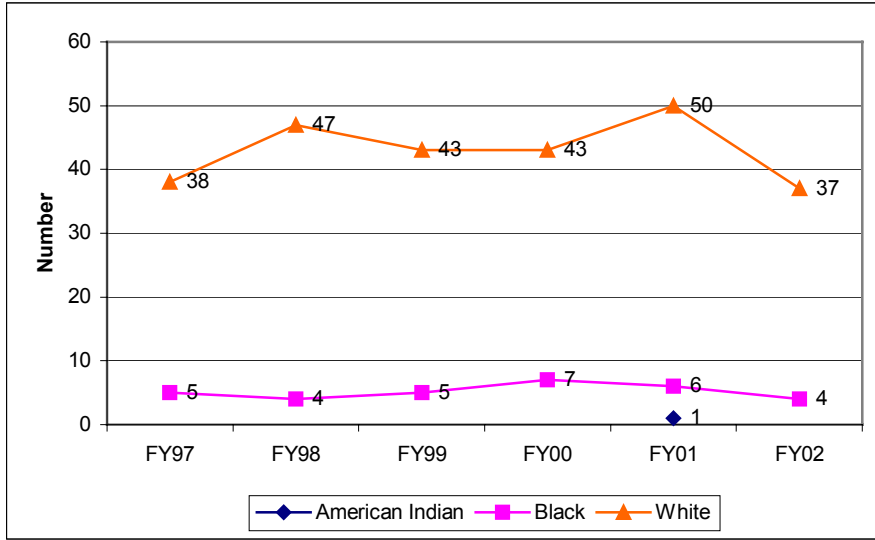
**Figure 5.27. Vocational Education Directors by Educational Level, FY97-FY02**  
(Source: EWRAD/PSC, 2002)



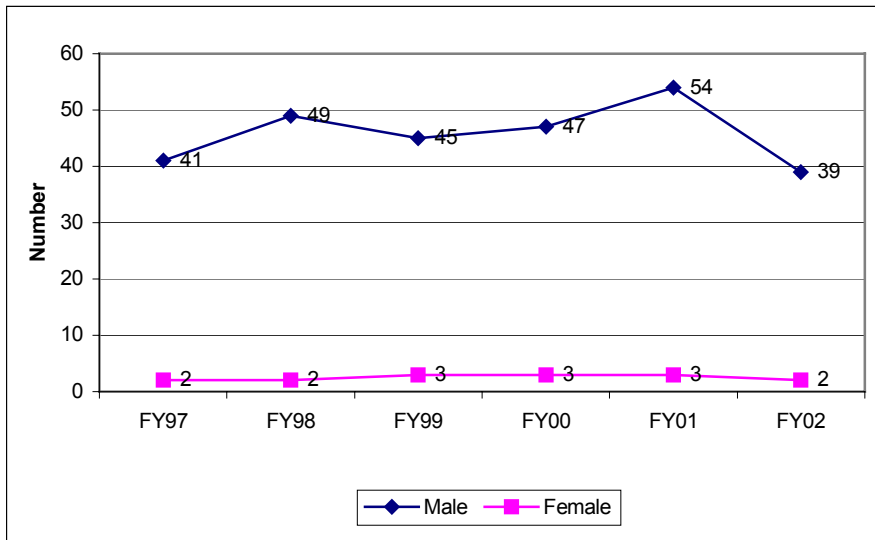
### *Athletic Directors*

In FY02, Georgia had 41 Athletic Directors with a mean age of 47.02 years and a mean of 22.27 years of experience. The typical Athletic Director is a White male with a Master's degree (see Figures 5.28-5.30). From FY01 to FY02, significant decreases occurred in the number of White and the number of male Athletic Directors, with an overall decline of 28.1%. This trend should be watched.

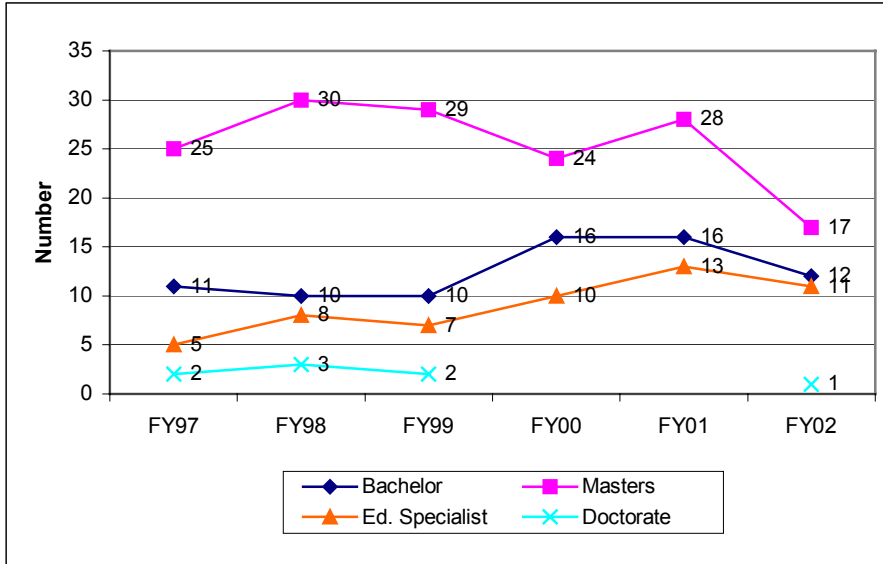
**Figure 5.28. Athletic Directors by Ethnicity, FY97-FY02**  
 (Source: EWRAD/PSC, 2002)



**Figure 5.29. Athletic Directors by Gender, FY97-FY02**  
 (Source: EWRAD/PSC, 2002)



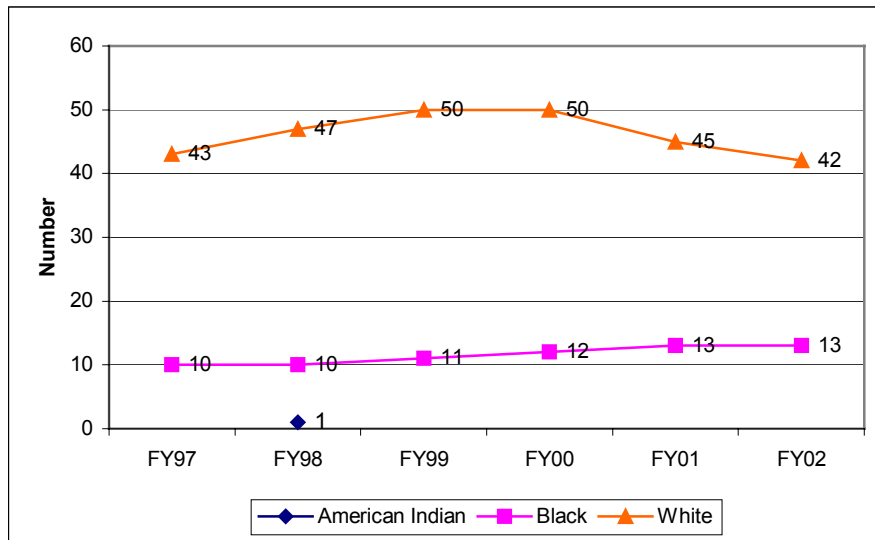
**Figure 5.30. Athletic Directors by Educational Level, FY97-FY02**  
(Source: EWRAD/PSC, 2002)



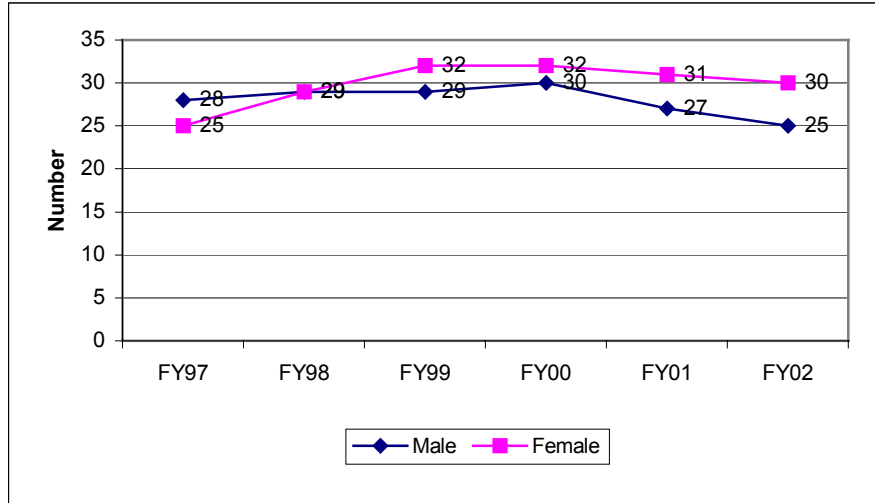
*Human Resources Directors*

In FY02, Georgia had 55 Human Resources Directors with a mean age of 51.84 years and a mean of 25.67 years of experience. The typical Human Resources Director is a White female with an Education Specialist degree (see Figures 5.31-5.33). From FY01 to FY02, decreases continued to occur in the number of Whites, and in both the number of males and females.

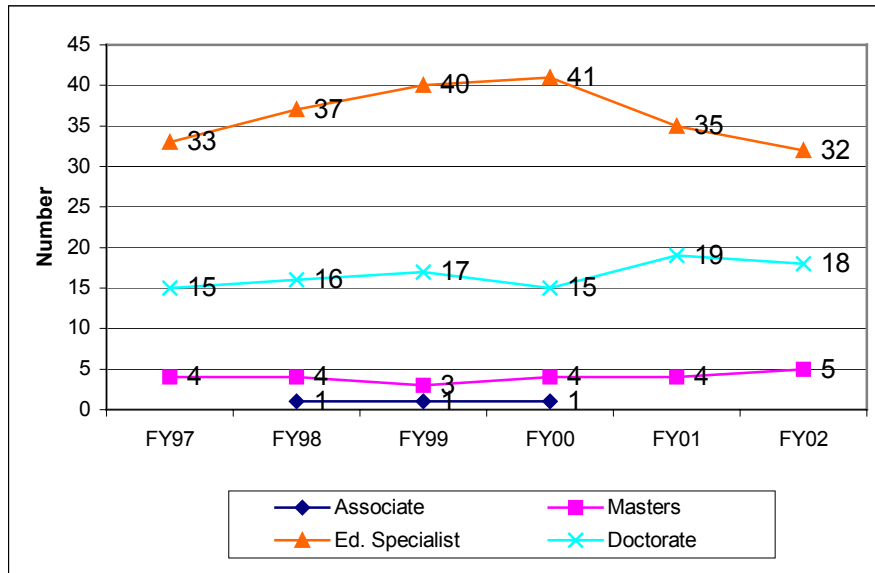
**Figure 5.31. Human Resources Directors by Ethnicity, FY97-FY02**  
(Source: EWRAD/PSC, 2002)



**Figure 5.32. Human Resources Directors by Gender, FY97-FY02**  
(Source: EWRAD/PSC, 2002)



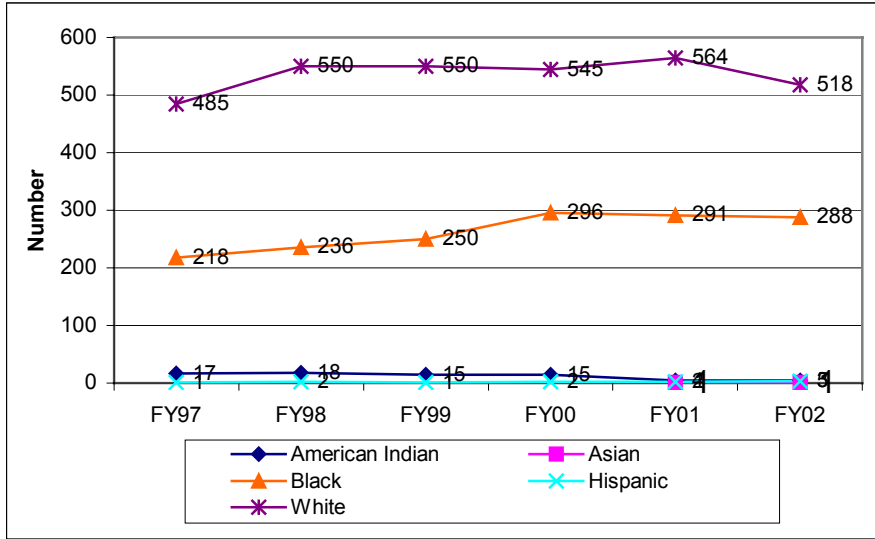
**Figure 5.33. Human Resources Directors by Educational Level, FY97-FY02**  
(Source: EWRAD/PSC, 2002)



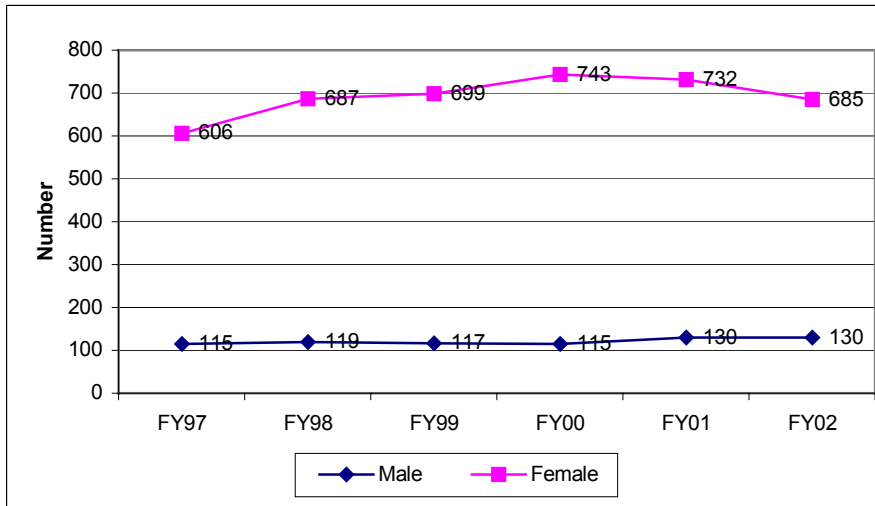
### *Instructional Supervisors*

In FY02, Georgia had 815 Instructional Supervisors with a mean age of 49.22 years and a mean of 21.81 years of experience. The typical Instructional Supervisor is a White female with an Education Specialist degree (see Figures 5.34-5.36). From FY01 to FY02, decreases occurred in the number of White, Black, and American Indian Instructional Supervisors. Also, the number of females decreased.

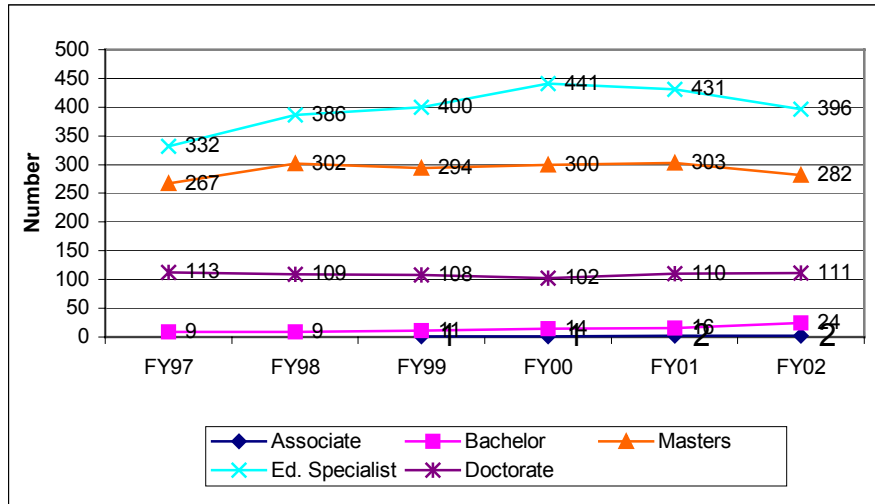
**Figure 5.34. Instructional Supervisors by Ethnicity, FY97-FY02**  
 (Source: EWRAD/PSC, 2002)



**Figure 5.35. Instructional Supervisors by Gender, FY97-FY02**  
 (Source: EWRAD/PSC, 2002)



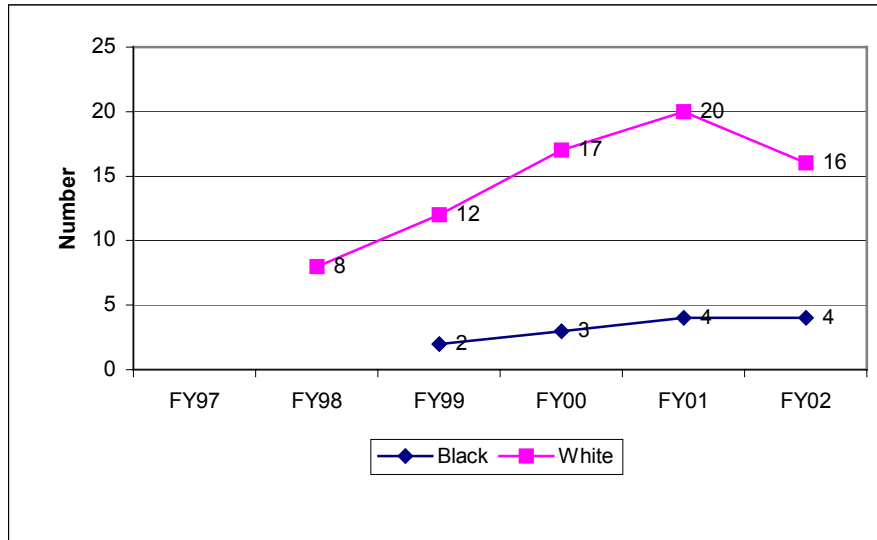
**Figure 5.36. Instructional Supervisors by Educational Level, FY97-FY02**  
 (Source: EWRAD/PSC, 2002)



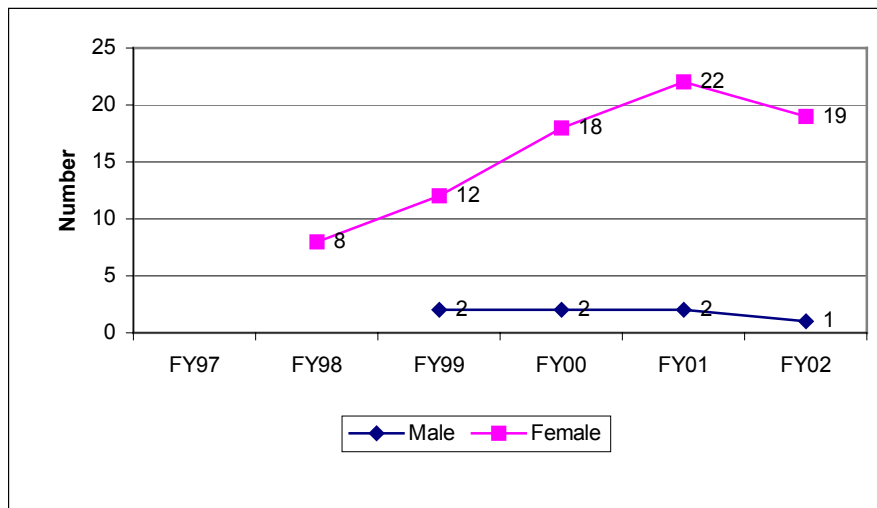
### *Pre-Kindergarten Directors*

In FY02, Georgia had 20 Pre-Kindergarten Directors with a mean age of 53.60 years and a mean of 24.60 years of experience. The typical Pre-Kindergarten Director is a White female with an Education Specialist degree (see Figures 5.37-5.39). From FY01 to FY02, a significant decrease was seen in the number of White Pre-Kindergarten Directors. Also, decreases were seen in the number of males and females. Overall, Pre-Kindergarten Directors declined by 16.7% from FY01 (24) to FY02 (20) at a time when Pre-Kindergarten populations grew 3.3%. The RESA distribution of Pre-Kindergarten Directors in Appendix 1 shows currently that while some RESAs do not have any Pre-Kindergarten Directors at all, Southwest Georgia RESA has as many as six. Even Metro RESA, which has some of the largest school systems, has only one Pre-Kindergarten Director.

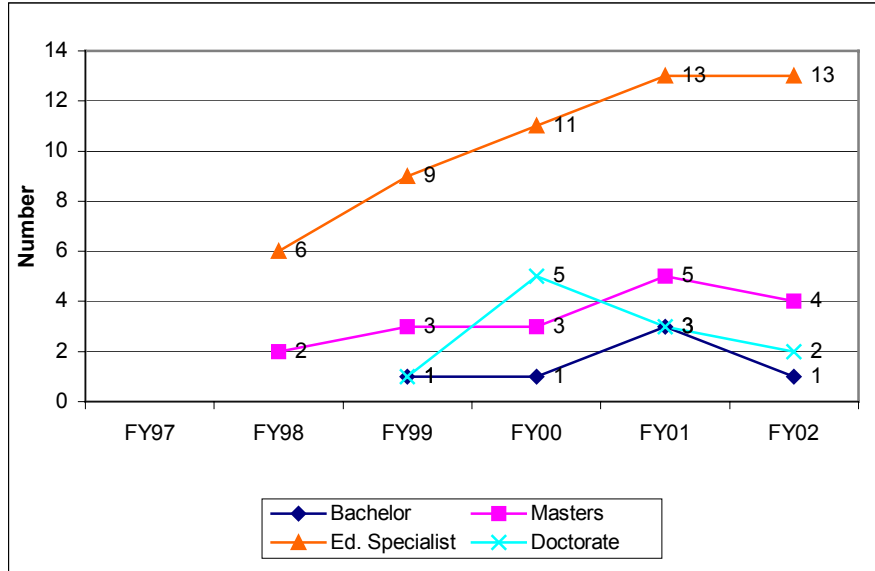
**Figure 5.37. Pre-Kindergarten Directors by Ethnicity, FY97-FY02**  
(Source: EWRAD/PSC, 2002)



**Figure 5.38. Pre-Kindergarten Directors by Gender, FY97-FY02**  
(Source: EWRAD/PSC, 2002)



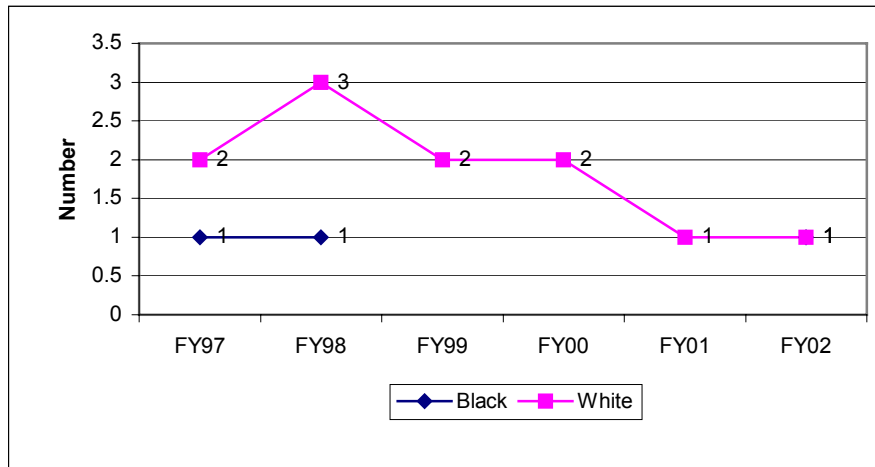
**Figure 5.39. Pre-Kindergarten Directors by Educational Level, FY97-FY02**  
(Source: EWRAD/PSC, 2002)



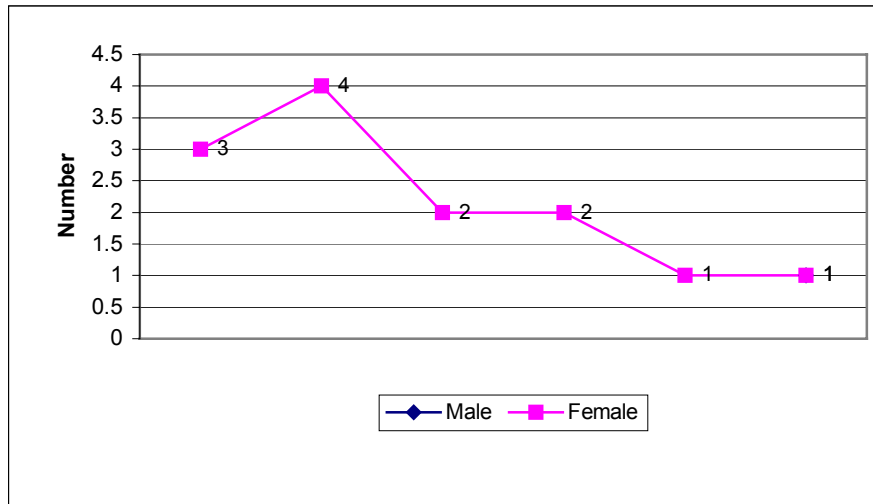
*Kindergarten Directors*

In FY02, Georgia had 2 Kindergarten Directors with a mean age of 63.00 years and a mean of 34.00 years of experience. One of the directors was White, the other Black. Likewise, one director was male, the other female (see Figures 5.40-5.41). From FY01 to FY02, no change occurred in the ethnic or gender breakdown of Kindergarten Directors.

**Figure 5.40. Kindergarten Directors by Ethnicity, FY97-FY02**  
(Source: EWRAD/PSC, 2002)



**Figure 5.41. Kindergarten Directors by Gender, FY97-FY02**  
(Source: EWRAD/PSC, 2002)



### **Student Services Personnel**

Georgia's student services personnel workforce has an average annual growth rate of 5.25% between FY97 and FY02 (see Table 5.2). As Table 5.2 shows, each category of student services personnel experienced growth from FY01 to FY02. Categories that have experienced continuous growth from FY97 to FY02 include High School Counselors, Media Specialists, School Psychologists, and School Social Workers.

**Table 5.2. Student Services Personnel In Georgia, FY97-FY02**

Category	FY97	FY98	FY99	FY00	FY01	FY02
Elementary Grades Counselor	1,153	1,070	1,100	1,162	1,297	1,371
High School Counselor	NA	578	663	800	927	981
Middle Grades Counselor	1,438	1,066	1,051	953	926	967
Media Specialists	1,987	1,999	2,013	2,046	2,092	2,137
Nurses	5	11	NA	NA	NA	NA
Speech & Language Pathologists	904	776	1,297	1,415	1,477	1,543
School Psychologists	496	531	549	549	583	630
School Social Workers	365	373	395	400	449	483
Other Student Services	897	1,121	1,132	1,094	1,046	1,235
<b>Total</b>	<b>7,245</b>	<b>7,525</b>	<b>8,200</b>	<b>8,419</b>	<b>8,797</b>	<b>9,347</b>
<b>Year-to-Year Growth Rate</b>		<b>3.86</b>	<b>8.97</b>	<b>2.67</b>	<b>4.49</b>	<b>6.25</b>

Source: EWRAD/PSC, 2002  
NA – Data not available

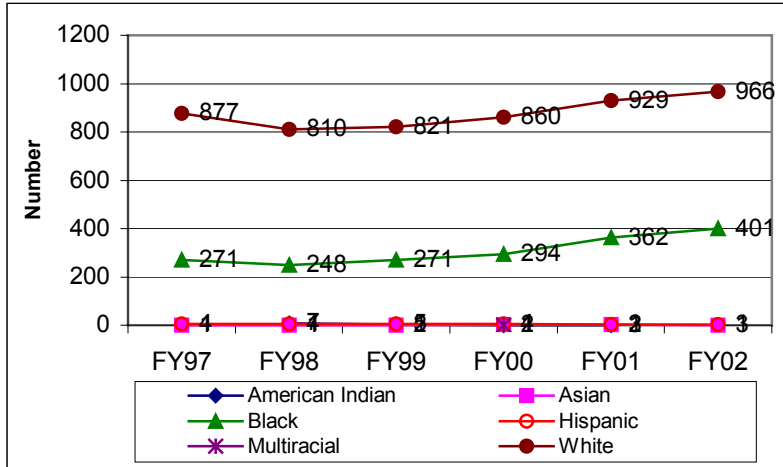
### *Elementary Grades Counselors*

In FY02, Georgia had 1,371 Elementary Grades Counselors with a mean age of 44.56 years and a mean of 14.47 years of experience. The typical Elementary Grades Counselor is a White female with a Master's degree (see Figures 5.42-5.44). From FY01 to FY02, the number of Black and White Elementary Grades

Counselors increased. Concerted effort needs to be made to increase the number of Hispanic Counselors to match the rising Hispanic enrollment at these levels. Also, increases occurred in the number of males and females.

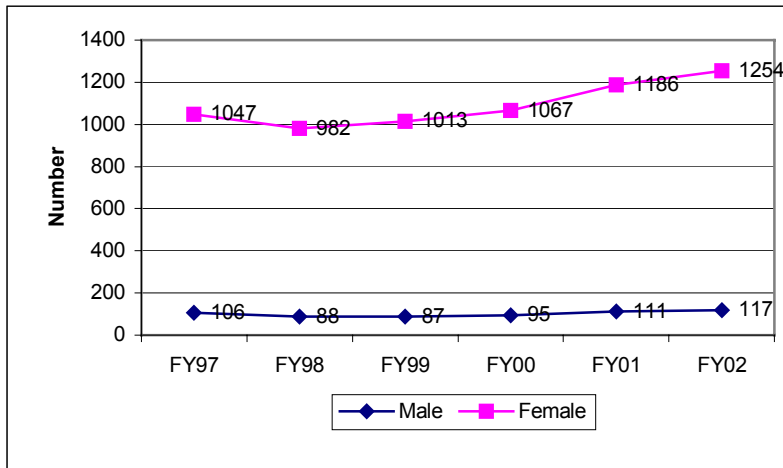
**Figure 5.42. Elementary Grades Counselors by Ethnicity, FY97-FY02**

(Source: EWRAD/PSC, 2002)

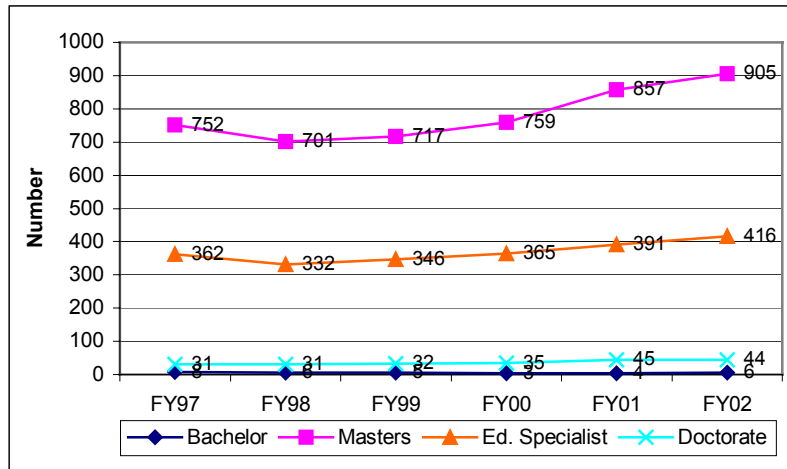


**Figure 5.43. Elementary Grades Counselors by Gender, FY97-FY02**

(Source: EWRAD/PSC, 2002)



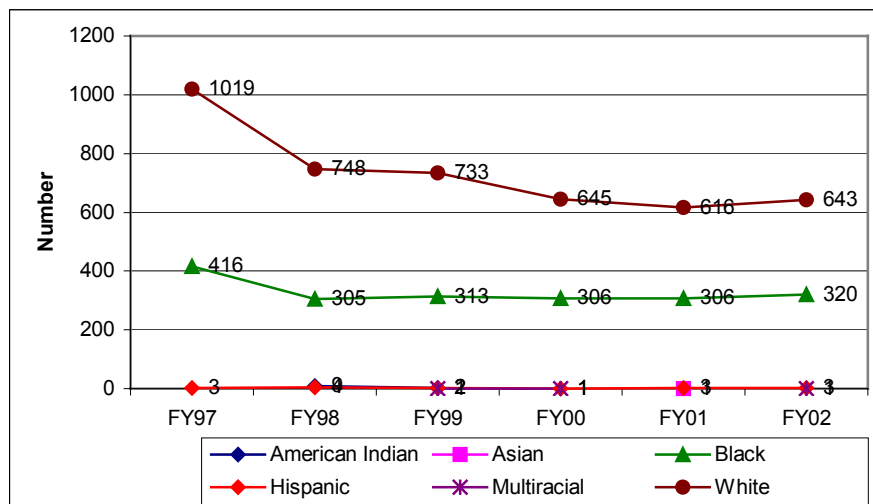
**Figure 5.44. Elementary Grades Counselors by Educational Level, FY97-FY02**  
(Source: EWRAD/PSC, 2002)



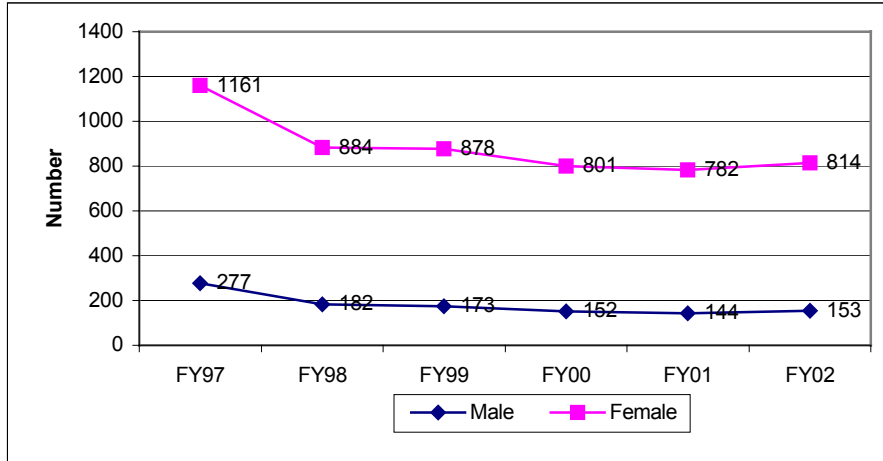
### *Middle Grades Counselors*

In FY02, Georgia had 967 Middle Grades Counselors with a mean age of 45.33 years and a mean of 15.60 years of experience. The typical Middle Grades Counselor is a White female with a Master's degree (see Figures 5.45-5.47). From FY01 to FY02, increases occurred in the number of Black and White Middle Grades Counselors, and the number of males and females. Also, the number of Masters and Education Specialist degree holders increased.

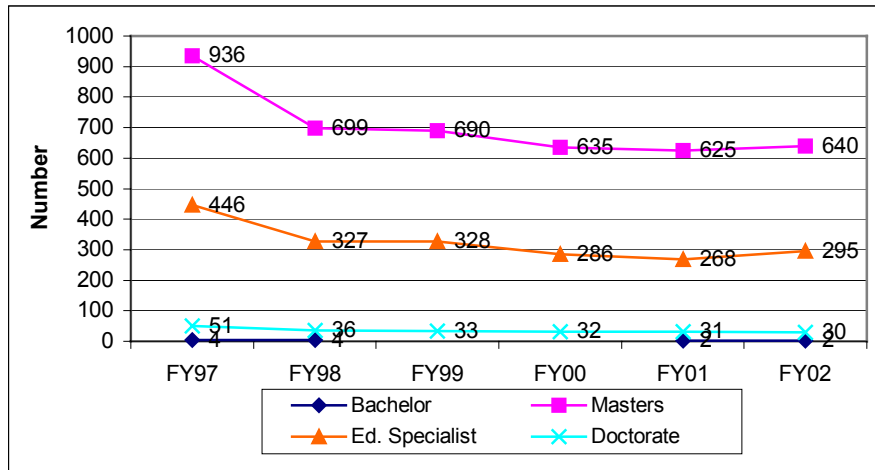
**Figure 5.45. Middle Grades Counselors by Ethnicity, FY97-FY02**  
(Source: EWRAD/PSC, 2002)



**Figure 5.46. Middle Grades Counselors by Gender, FY97-FY02**  
(Source: EWRAD/PSC, 2002)



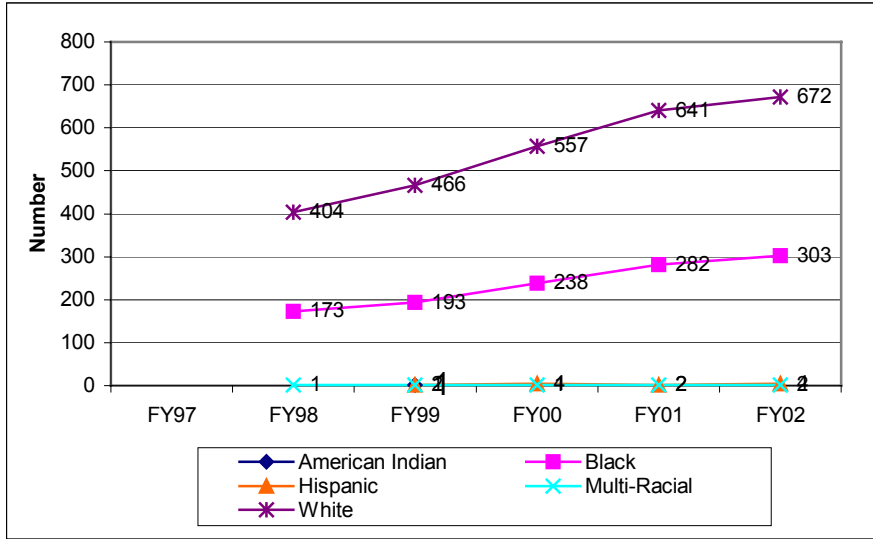
**Figure 5.47. Middle Grades Counselors by Educational Level, FY97-FY02**  
(Source: EWRAD/PSC, 2002)



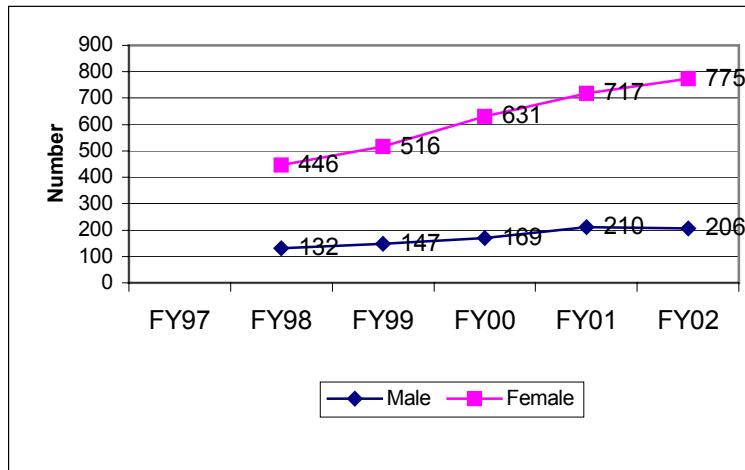
### *High School Counselors*

In FY02, Georgia had 981 High School Counselors with a mean age of 47.13 years and a mean of 17.86 years of experience. The typical High School Counselor is a White female with a Master's degree (see Figures 5.48-5.50). From FY01 to FY02, the number of Black and White High School Counselors and the number of females increased. However, the number of males decreased. Also, increases were seen in each degree category.

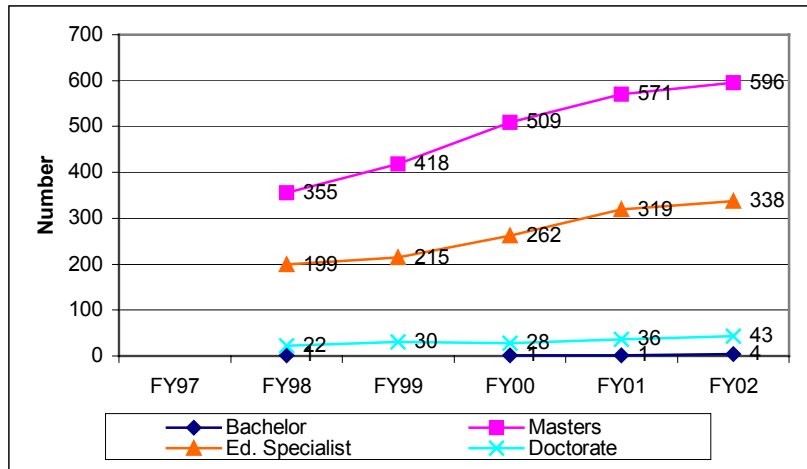
**Figure 5.48. High School Counselors by Ethnicity, FY97-FY02**  
 (Source: EWRAD/PSC, 2002)



**Figure 5.49. High School Counselors by Gender, FY97-FY02**  
 (Source: EWRAD/PSC, 2002)



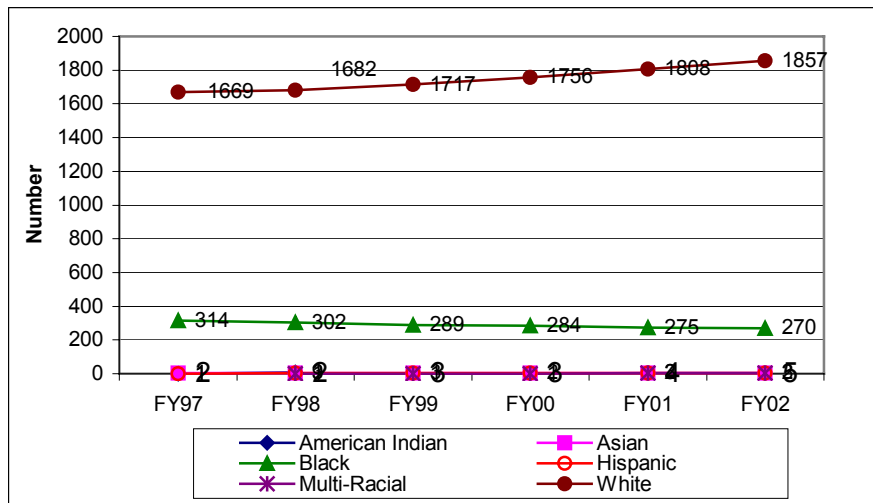
**Figure 5.50. High School Counselors by Educational Level, FY97-FY02**  
(Source: EWRAD/PSC, 2002)



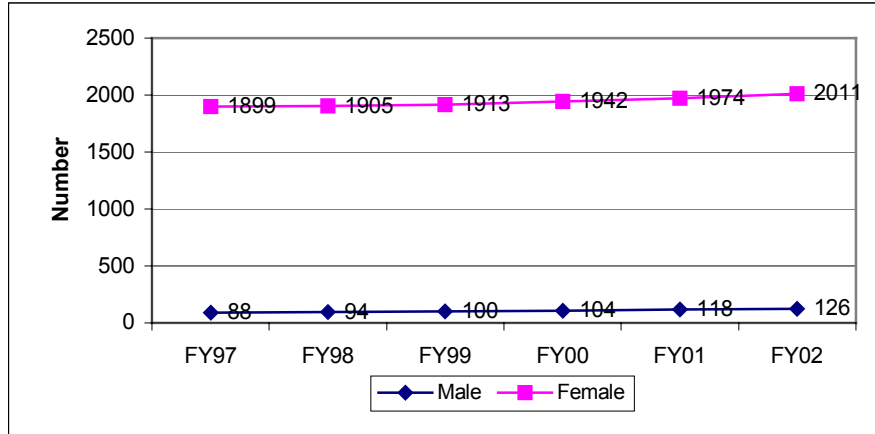
### Media Specialists

In FY02, Georgia had 2,137 Media Specialists with a mean age of 49.31 years and a mean of 19.08 years of experience. The typical Media Specialist is a White female with a Master's degree (see Figures 5.51-5.53). From FY01 to FY02, the number of minority Media Specialists either decreased or remained unchanged, with the exception being an increase in the number of American Indians. Increases also occurred in the number of males and females and in each degree category.

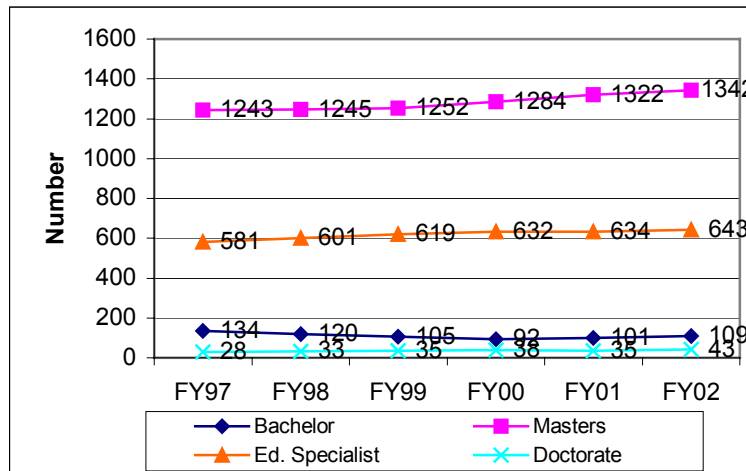
**Figure 5.51. Media Specialists by Ethnicity, FY97-FY02**  
(Source: EWRAD/PSC, 2002)



**Figure 5.52. Media Specialists by Gender, FY97-FY02**  
(Source: EWRAD/PSC, 2002)



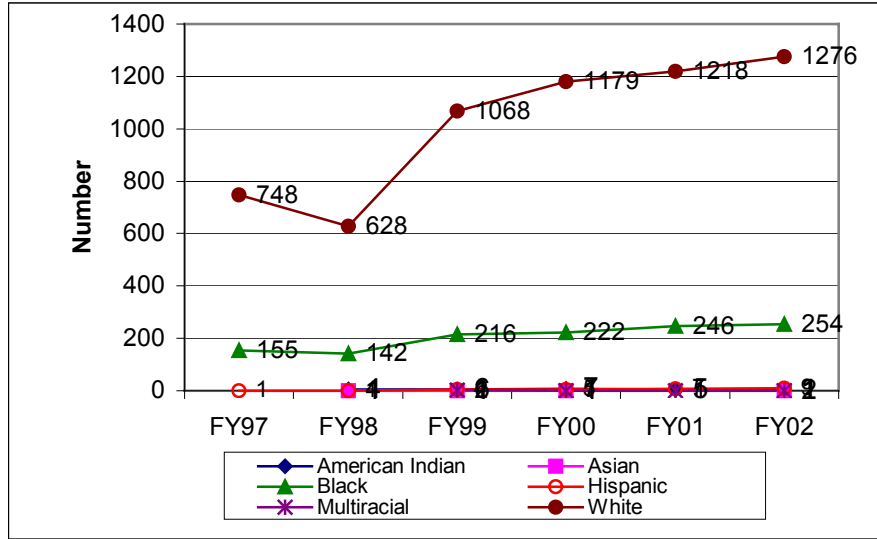
**Figure 5.53. Media Specialists by Educational Level, FY97-FY02**  
(Source: EWRAD/PSC, 2002)



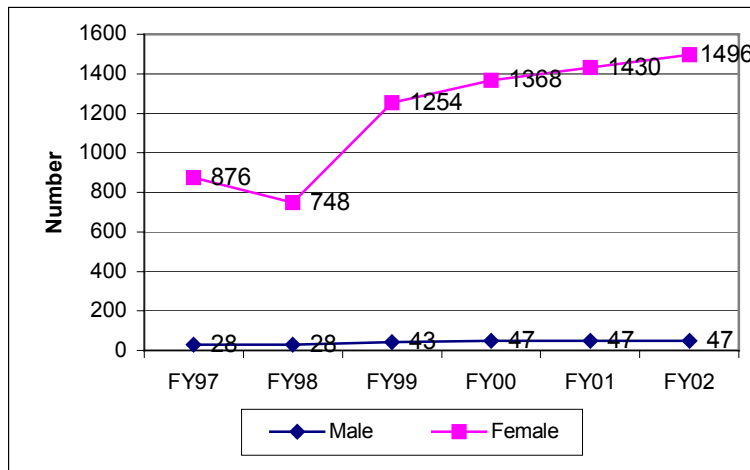
### *Speech and Language Pathologists*

In FY02, Georgia had 1,543 Speech and Language Pathologists with a mean age of 38.70 years and a mean of 10.54 years of experience. The typical Speech and Language Pathologist is a White female with a Master's degree (see Figures 5.54-5.56). From FY01 to FY02, diversity increased in this personnel category with all ethnic groups (White, Black, Asian, American Indian, Hispanic, and Multiracial) represented. Also, the number of females significantly increased.

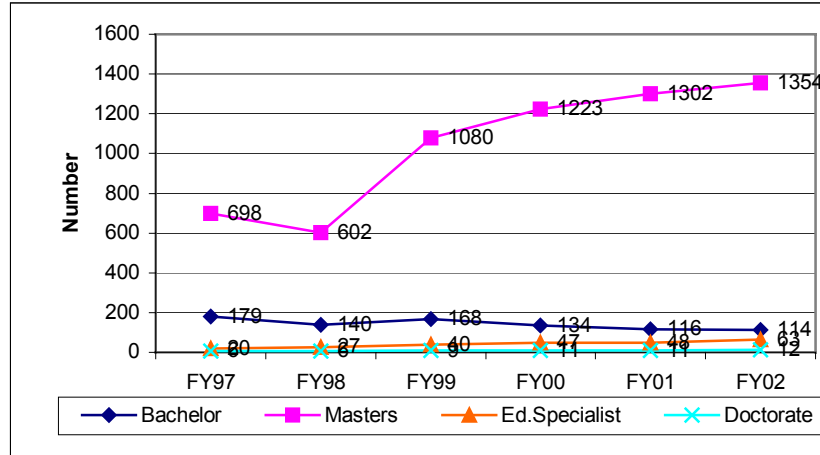
**Figure 5.54. Speech and Language Pathologists by Ethnicity, FY97-FY02**  
 (Source: EWRAD/PSC, 2002)



**Figure 5.55. Speech and Language Pathologists by Gender, FY97-FY02**  
 (Source: EWRAD/PSC, 2002)



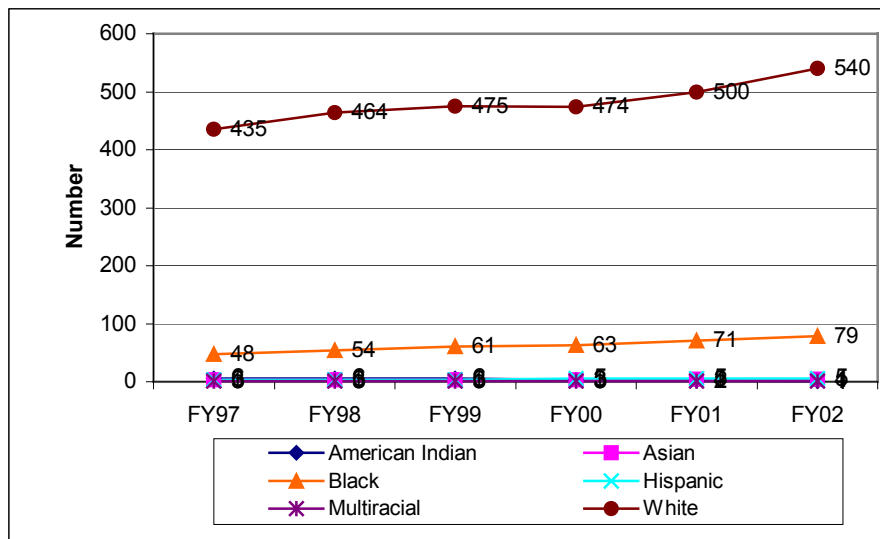
**Figure 5.56. Speech and Language Pathologists by Educational Level, FY97-FY02**  
(Source: EWRAD/PSC, 2002)



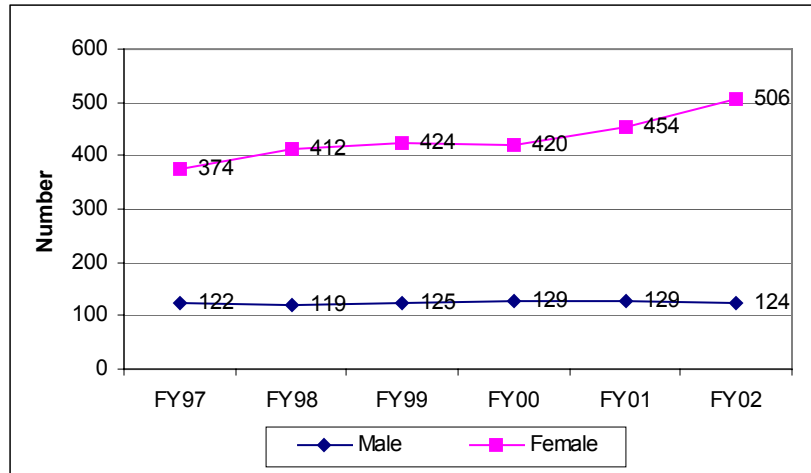
### School Psychologists

In FY02, Georgia had 630 School Psychologists with a mean age of 44.28 years and a mean of 14.30 years of experience. The typical School Psychologist is a White female with an Education Specialist degree (see Figures 5.57-5.59). From FY01 to FY02, the number of White and Black School Psychologists increased. Also, a large increase occurred in the number of females, while there was a decrease in the number of males.

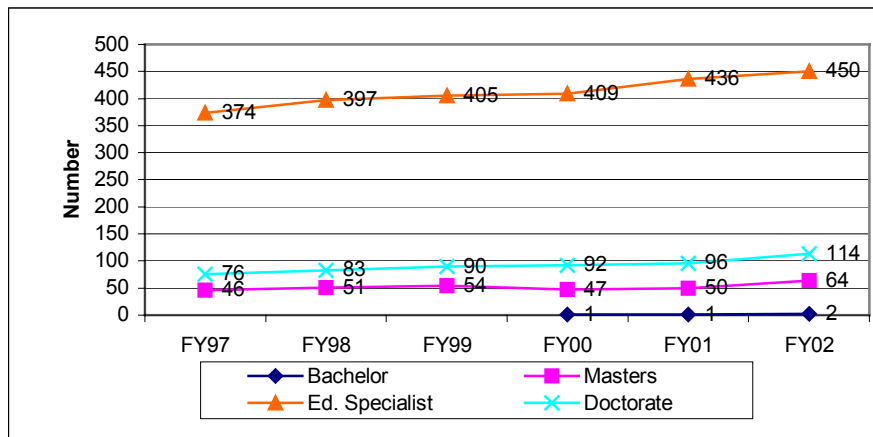
**Figure 5.57. School Psychologists by Ethnicity, FY97-FY02**  
(Source: EWRAD/PSC, 2002)



**Figure 5.58. School Psychologists by Gender, FY97-FY02**  
(Source: EWRAD/PSC, 2002)



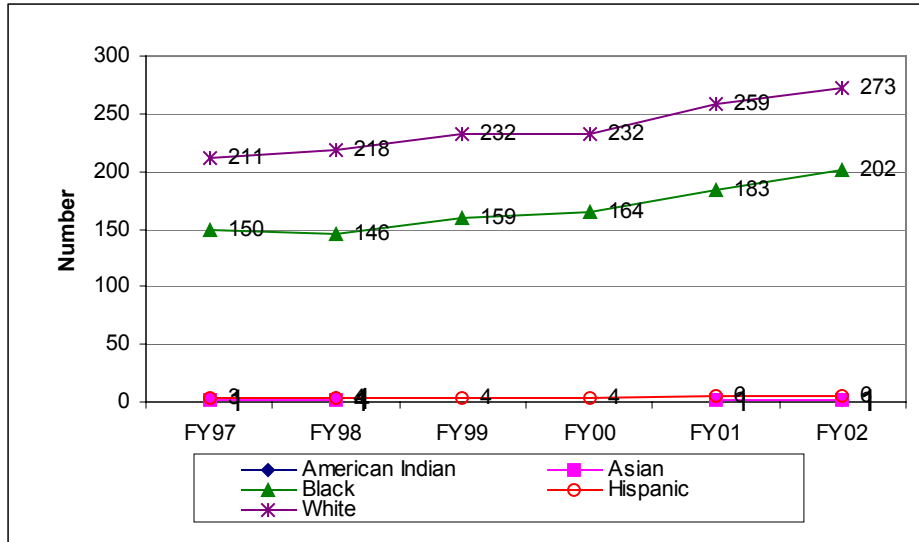
**Figure 5.59. School Psychologists by Educational Level, FY97-FY02**  
(Source: EWRAD/PSC, 2002)



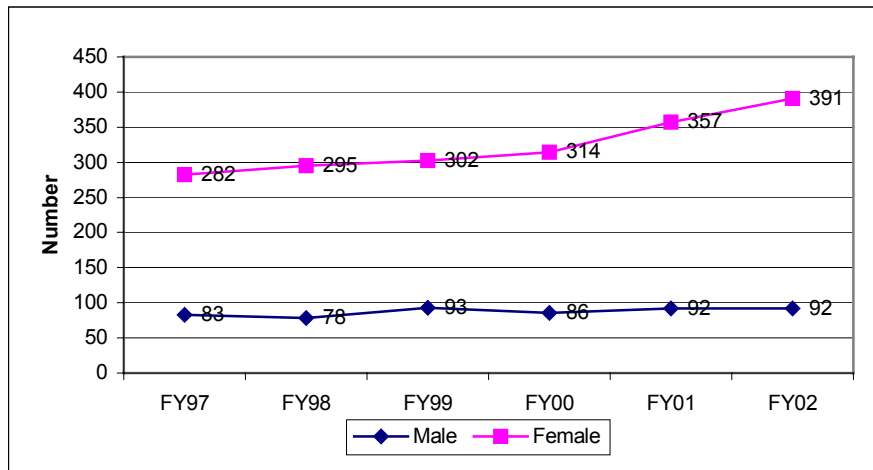
### *School Social Workers*

In FY02, Georgia had 483 School Social Workers with a mean age of 44.14 years and a mean of 13.64 years of experience. The typical School Social Worker is a White female with a Master's degree (see Figures 5.60-5.62). From FY01 to FY02, the number of Black and White School Social Workers and the number of females increased.

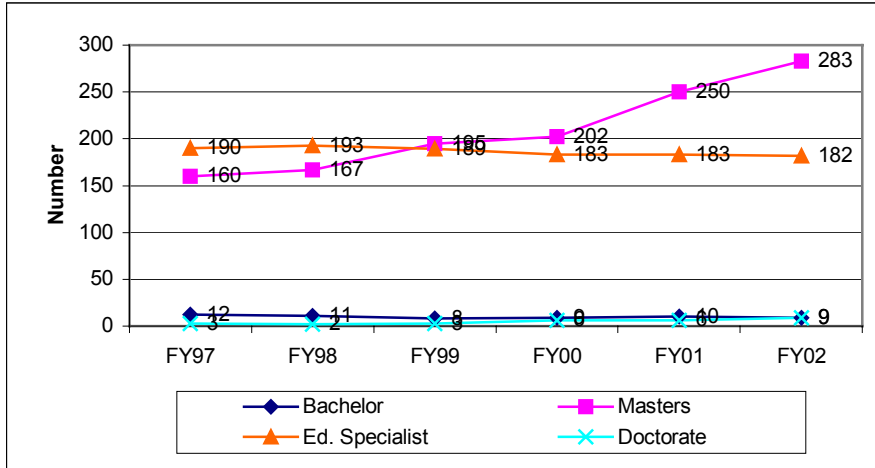
**Figure 5.60. School Social Workers by Ethnicity, FY97-FY02**  
 (Source: EWRAD/PSC, 2002)



**Figure 5.61. School Social Workers by Gender, FY97-FY02**  
 (Source: EWRAD/PSC, 2002)



**Figure 5.62. School Social Workers by Educational Level, FY97-FY02**  
 (Source: EWRAD/PSC, 2002)



Appendices 1-4 present further demographic information on Georgia’s FY02 administrative and student services personnel. In particular, the distribution of these personnel groups by RESA and certificate type is presented.

In chapter six, the demand of administrative and student services personnel is discussed.