



# THE GEORGIA EDUCATOR WORKFORCE 2002 EXECUTIVE SUMMARY

**STATUS REPORT 2002**

November, 2002

A Report of the Supply, Demand, and  
Utilization of Teachers, Administrative, and  
Student Services Personnel in Georgia  
Public Schools

**Division for Educator Workforce  
Research and Development**

Georgia Professional Standards Commission



## ACKNOWLEDGEMENTS

The *Status Report 2002* is a product of the Division for Educator Workforce Research and Development\* (EWRAD) of the Georgia Professional Standards Commission (PSC). Greatly appreciated are the efforts of the following individuals who collaborated to produce this report which not only portrays critical features of Georgia's current educator workforce, but also projections for the future.

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Gratitude is also expressed to professionals in the Georgia Department of Education (GDOE), the Georgia Teacher Retirement System (TRS), the Georgia Department of Human Resources (DHR), and the PSC Certification and Educator Preparation Divisions. These agencies granted EWRAD access to the multiple sources of information and data tabulated to compile the *Status Report 2002*.

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*\*The Division for Educator Workforce Research and Development is a division of the Georgia Professional Standards Commission.*

# EXECUTIVE SUMMARY

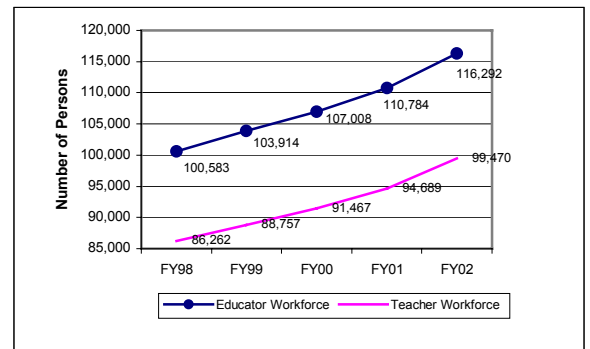
The *Status Report 2002* presents a profile of Georgia's educator workforce. Unlike its three predecessors, the *Status Report 2002* is a combined report on the profile of both the teaching and non-teaching educator workforce in Georgia. Like the previous reports, the current report provides an evaluation and projections of their supply and demand. The major highlights of this report are summarized below under two main sections: (I.) Georgia's Teaching Workforce and (II.) Administrative and Student Services Personnel.

## I. GEORGIA'S TEACHING WORKFORCE

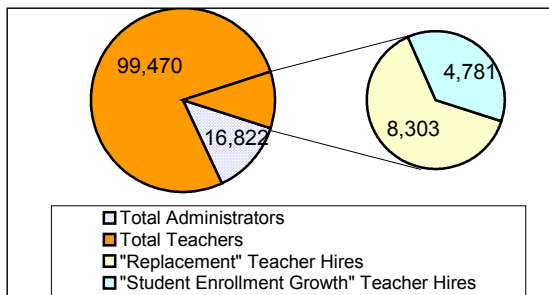
### Demography of Georgia's Educator Workforce

- In FY02, the teaching workforce grew by 5% to 99,470 from 94,689 in FY01. This surpassed the projected size by more than 2,000 teachers. If the current growth continues, Georgia will employ more than 115,000 teachers in FY07 and more than 136,000 teachers in FY12.

Georgia's Educator Workforce, FY98-FY02



Georgia's Educator Workforce and New Teacher Hires, FY02



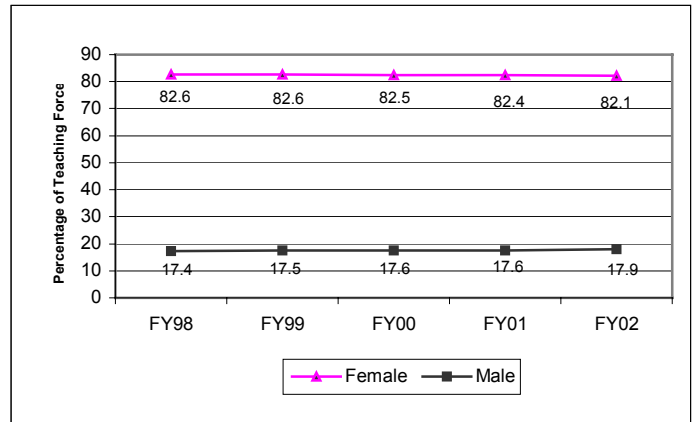
\*Note: The extracted slice from the Total Teachers portion represents new teacher hires. New teacher hires are divided into replacement and student enrollment growth hires.

- In FY02, Georgia hired 13,084 new teachers, 8,303 of whom replaced teachers who exited the classroom and 4,781 towards meeting teacher demand engendered by student enrollment growth, reductions in class size, and new programs.

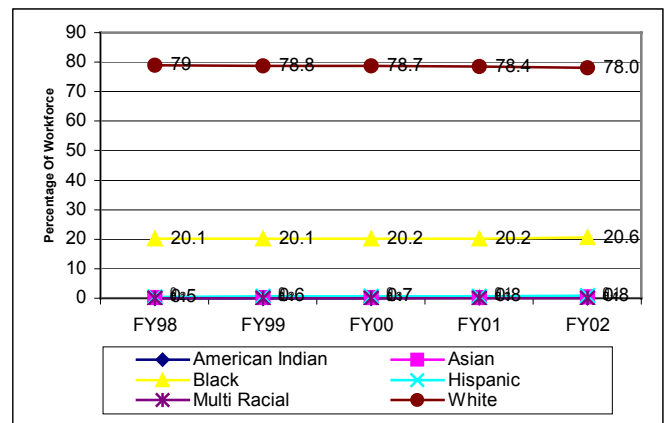
- Georgia expanded its Early Intervention Program (EIP) into all the elementary grades (K-5) to help ensure that no child is left behind. In FY02, Georgia employed 4,518 EIP teachers.

- The teaching workforce remains 82% female and 78% White.
- The average age of the teaching workforce remains 41.5 years. Nevertheless, probably due to the slowing of the economy, the number of teachers over the age of 55 is increasing (n=9,386) and the number with more than 25 years of experience rose to 10,991. In fact, 188 retired teachers came back to teach in FY02.
- Half (50.3%) of the teaching workforce have a graduate level certificate (Masters, Education Specialist or Doctorate).
- In FY02, Georgia employed 423 National Board certified teachers, ranking Georgia 7<sup>th</sup> in the U.S. with regard to the number of nationally certified teachers. Over 1,000 candidates (1,152) are awaiting their results to be released in December 2002.

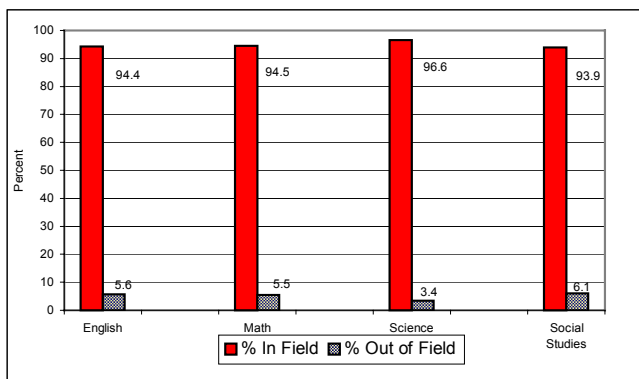
Teacher Demographic Profile by Gender, FY98-FY02



Teacher Demographic Profile by Ethnicity, FY98-FY02



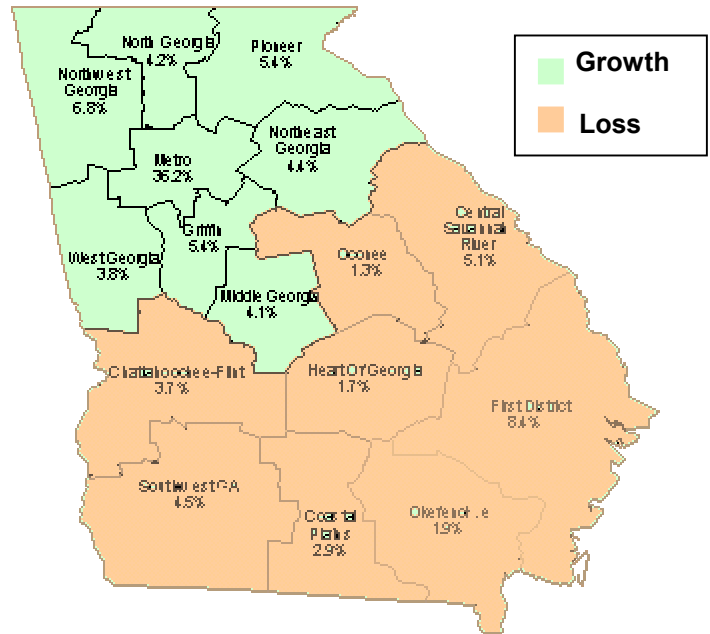
Percentage of Out-of-field Teachers in Core Subject Areas in FY02



- Out-of-field teaching at the High School level slightly worsened in four core subject areas, especially in Social Science (6.1%), English (5.6%), and Mathematics (5.5%).

Student Enrollment Trends by RESA, FY98-FY02

- Metro RESA remains the largest employer of teachers in FY02 with 36.2% of all teachers and 42.6% of newly hired teachers.

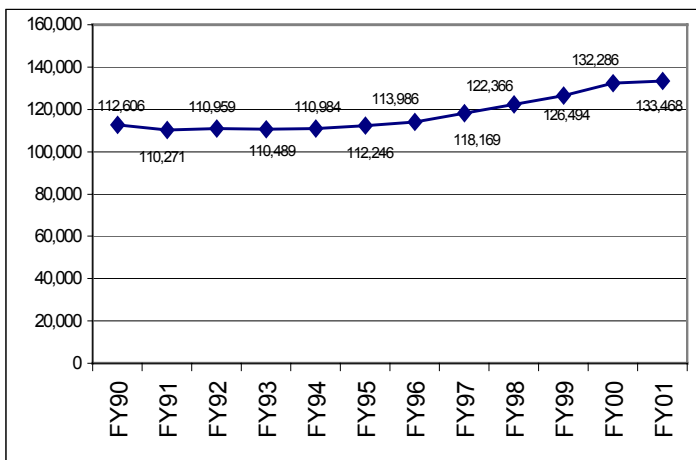


**Teacher Demand**

- In FY02, 1,470,634 Pre-K-12 students were enrolled in Georgia public schools, 4,318 more than was projected for FY02. High live birth rates, migration into Georgia, class size reduction mandates, and attrition have continued to affect teacher demand.

- Eight northern RESAs experienced student enrollment growth while the southern RESAs experienced enrollment decline. The RESAs that experienced growth are Griffin, Metro, Middle Georgia, North Georgia, Northeast Georgia, Northwest Georgia, Pioneer, and West Georgia. The RESAs that experienced enrollment declines are Central Savannah, Chattahoochee-Flint, Coastal Plains, First District, Heart of Georgia, Oconee, Okefenokee, and Southwest Georgia.

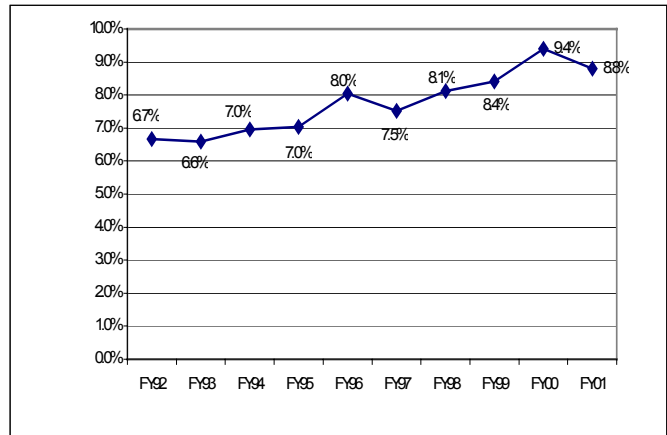
Live Births in Georgia, FY90 – FY01



- Live birth increases and population migration into Georgia from 1997 through 2001 are beginning to be felt in the public school system as the children enroll in Pre-K and, especially, in Kindergarten classrooms.

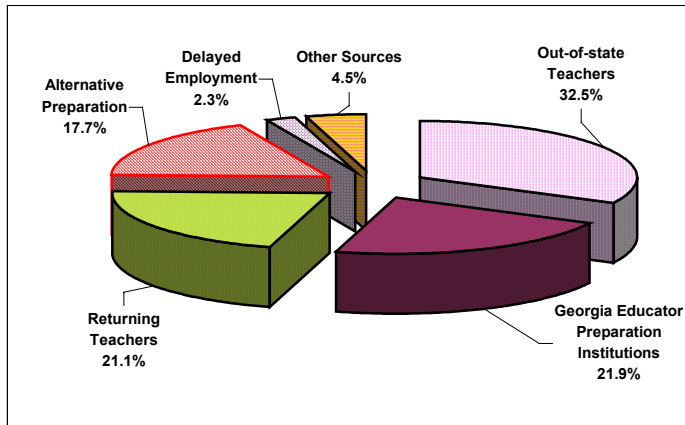
- Student enrollment became more diversified than ever with the Hispanic student enrollment growing by 17%, or nearly 11,000 students, from FY01 to FY02 and more than doubling between FY98 to FY02. The Asian and American Indian student populations, which grew considerably from FY01 to FY02, stood at 8.3% and 4.6%, respectively, in FY02.
- The White student enrollment has been declining since FY99 and is currently at 52.57%.
- The attrition rate of teachers declined from 9.4% in FY00 to 8.8% (8,303 teachers) in FY01, possibly due to the slowing economy.

Overall Annual Teacher Attrition Rates, FY92-FY01



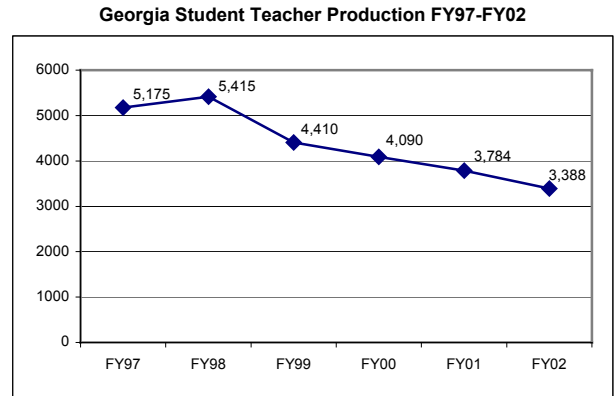
## Teacher Supply

Sources of Newly Hired Teachers, FY02

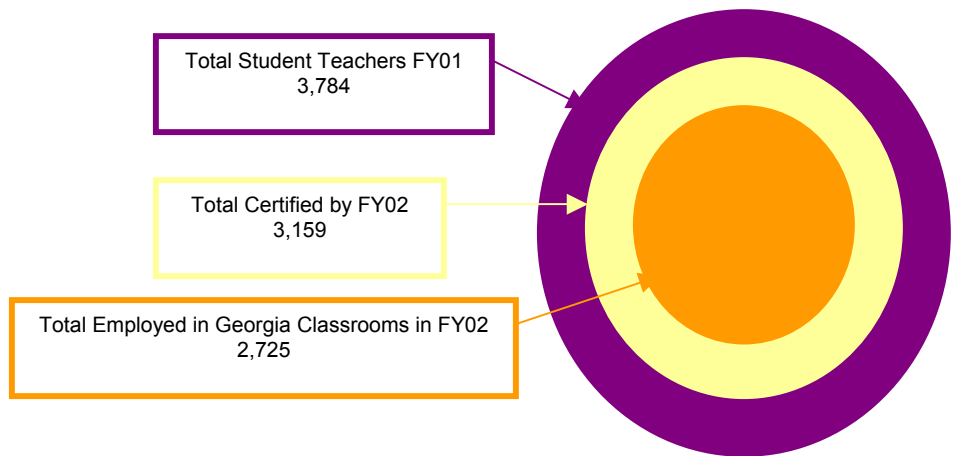


- New teacher hires are supplied from various sources: Georgia colleges of education, returning teachers, out-of-state teachers, and alternative preparation programs.

- Retention remains the major supply source of teachers, accounting for more than 90% of each year's teaching workforce.
- In FY02, 13,084 new teachers were hired into Georgia classrooms.
- Of the total new teacher hires, 32.5% came from outside Georgia, surpassing the Professional Standards Commission (PSC) target of 30% for FY03.
- New teacher production from teacher preparation programs in Georgia public and private colleges continued to decline from 3,784 in FY01 to 3,388 in FY02, a 10% decline. Possibly because of economic conditions and aggressive marketing and recruitment measures by the PSC, the FY01 student teacher pool yielded more employed teachers (2,725 or 72% of 3,784) than the previous year's cohort (2,525 or 62% of 4,090).

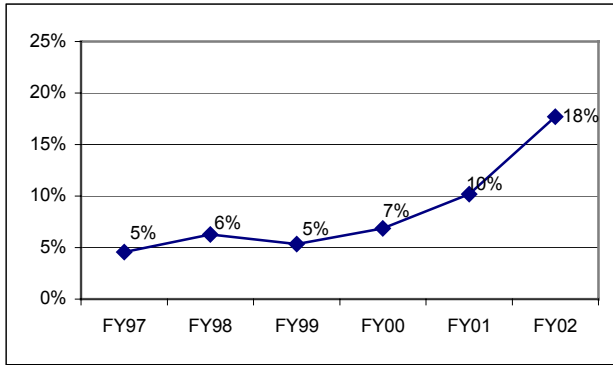


Newly Prepared Georgia Teacher Yield



- Georgia teacher preparation programs supplied 21.9% of the new teacher hires in FY02.

Alternative Route Teachers as Percentage of Newly Hired Teachers



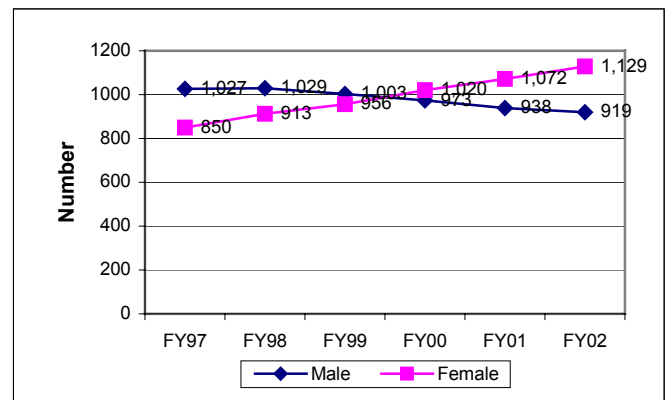
- Alternative preparation programs contributed 17.7% to the total, an increase of 7% from FY01. This reflects the boost from the Georgia Teacher Alternative Preparation Program (GATAPP) and existing alternative programs.

## II. ADMINISTRATIVE AND STUDENT SERVICES PERSONNEL

### Demography of Georgia's Administrative Personnel

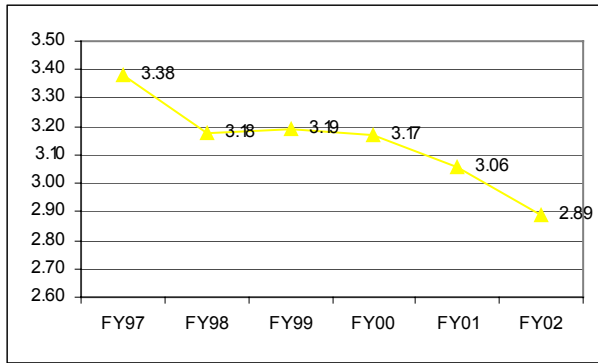
- The administrative personnel workforce grew by 2.4% to 7,475 in FY02. This accounts for 6.4% of Georgia's 116,292 public school FY02 educators.
- In FY02, 2,048 Principals were employed, a 1.9% increase over FY01. The number of male Principals declined from 938 in FY01 to 919 in FY02.
- In FY02, 2,631 Assistant Principals were employed, up from 2,472 in FY01 (representing a 6.4% increase).

Principals by Gender, FY97-FY02



- Both Principals and Assistant Principals are predominantly female (55.1% and 54.6%, respectively).
- RESA Directors, Superintendents, and Athletic Directors remain predominantly White males, while Special Education and Curriculum Directors are predominantly White and female. Technology and Vocational Education Directors are more diversified with regard to gender.

Vocational Education Teachers as a Percentage of All Teachers in Georgia, FY97-FY02



- Vocational Education and Pre-Kindergarten Directors declined from FY01 to FY02. These personnel categories need to be strengthened at this time to ensure that no child is left behind. The numbers of Pre-Kindergarten (20) and Vocational Education (157) Directors indicate that some school systems do not have any.

### Demography of Georgia's Student Services Personnel

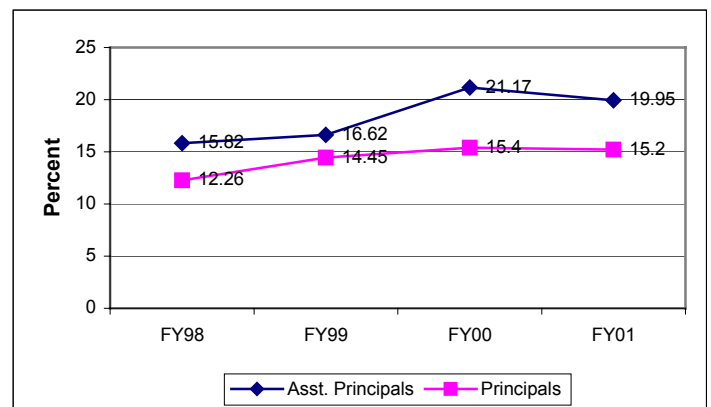
- In FY02, 9,347 student services personnel were employed, an increase of 6.3% from FY01.
- Student services personnel are typically female, White, graduate degree holders, younger than administrative personnel, and do not last as long as administrative groups do in the workforce.
- Student services personnel need to be more ethnically diverse, especially with the rapid increase in the enrollment of Hispanic students.

### Demand of Georgia Administrative and Student Services Workforce

#### Administrative Personnel Demand

- The attrition rate among Principals remains high at more than 15% in FY01. For Assistant Principals, the rate is even higher at 19.95%.
- The age and experience of Principals and Assistant Principals suggest that all are not leaving due to retirement. Many are understandably lost due to promotion.

Comparing Attrition Among Principals and Assistant Principals, FY98-FY01



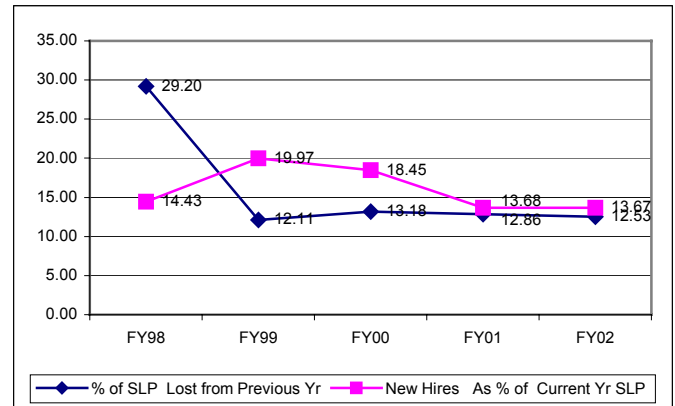
- In terms of percentage, Southwest Georgia, Griffin, Chattahoochee-Flint, and Middle Georgia RESAs have some of the highest attrition rates among Principals and Assistant Principals.

- If the growth rate continues, 8,559 administrators will be needed in FY07 and 10,047 in FY12.

### Student Services Personnel Demand

- Overall, attrition among student services personnel continues to fluctuate, reaching its lowest rate of 9.37% in FY01.
- The Speech and Language Pathology personnel group continues to have a high turnover. This personnel group accounted for 21.1% of all student services personnel attrition in FY01 and 25.6% of new hires in FY02.

Attrition and New Hiring of Speech and Language Pathologists, FY98-FY02



- If the current rate of demand continues, 11,709 student services personnel will be needed in FY07 and more than 15,000 in FY12.

### **Supply of Georgia Administrative and Student Services Workforce**

#### Administrative Supply

- Most administrative positions are filled from within the Georgia public school system. As with the teaching force, more than 90% are retained from year to year and most of the remainder are filled by promotions from other personnel categories.
- Only about 1-3% of administrators tend to be hired from outside the public school system. A downside to this is that teachers are often promoted out of the classroom into these administrative positions.

#### Student Services Personnel Supply

- More than 90% of Georgia student services personnel are retained from year to year, except for Speech and Language Pathologists, Media Specialists, and Elementary Grades Counselors, where only 80-85% are retained.
- A large percentage (37.64%) of the new student services personnel are employed in the Metro RESA, as are administrators and teachers.

## CONCLUSIONS AND RECOMMENDATIONS

- Although Georgia's live birth rate is slowing, the impact of the increases from 1997-2002 will be felt for 3-5 more years in enrollment increases.
- Class size reduction is still being phased in and its impact on teacher demand will continue for 2-3 more years.
- Teacher demand engendered by student enrollment growth (which is influenced by live birth increases and migration into the state) and class size reduction will continue to be felt for the next 3-5 years.
- The number of new teachers produced by traditional Georgia teacher preparation programs continues to decline. It is hoped that this trend will be reversed as teaching begins to enjoy a competitive advantage over careers that had previously lured prospective teachers away. GATAPP teachers made a significant impact on the alternatively prepared hiring pool.
- Georgia has developed and is implementing various concurrent strategies for meeting the ever-rising demand for teachers. These include an aggressive marketing and recruitment plan; additional alternative preparation programs, notably, GATAPP; HOPE scholarships for teachers and paraprofessionals; the Troops-to-Teachers program which facilitates entry into teaching for retiring military personnel; and revision of the certification process to standardize qualifications and utilization of paraprofessional personnel.
- Out-of-field teaching at the high school level worsened in FY02. Some of this problem possibly emanated from misassignment of otherwise well qualified and certified teachers into areas they were not certified. Some method of verification and enforcement of appropriate utilization of certified personnel should be developed and implemented.
- Retention remains the largest single supply source of educator personnel in Georgia. Thus, attention needs to be focused on retention strategies to ensure that those recruited stay. This is especially true for new teachers who leave at continuing high rates (more than 30% within the first five years).
- Vocational education programs need to be strengthened. Currently, Vocational Education teachers make up nearly 3% of the teaching workforce and less than 2.5% of the educator workforce. Enrollment continuation ratios indicate that 12-20% of Georgia high school students drop out each year. With skeletal Vocational Education programs, many students drop out ill equipped to go into any careers. Therefore, it is critical, if no child is to be left behind, to provide the non-college bound students the ability to contribute to and prosper in society.



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*Georgia's Teacher Quality Plan*, a component of the P-16 Initiative  
Georgians Working Together to Help Students Succeed

