

STATUS REPORT: THE GEORGIA EDUCATOR WORKFORCE 2003

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



**Educator Workforce Research and Development Division
Georgia Professional Standards Commission
November 2003**

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STATUS REPORT 2003

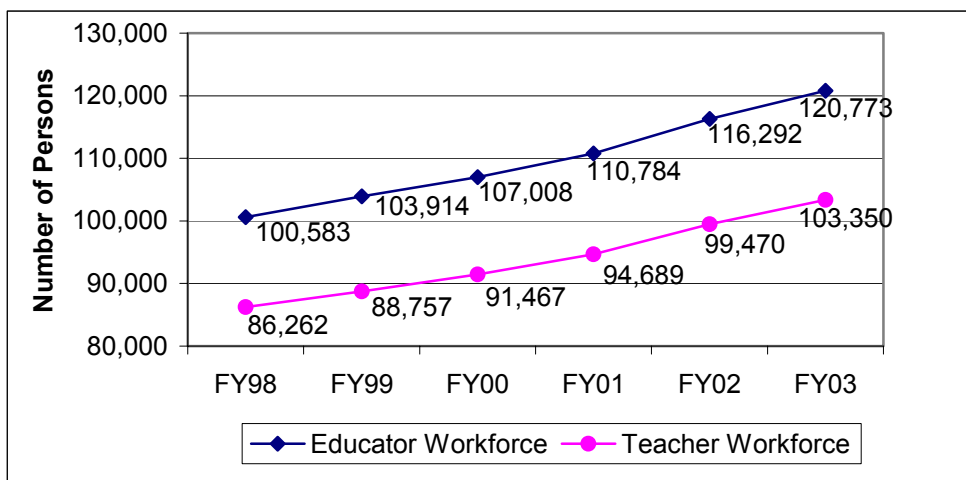
The *Status Report: The Georgia Educator Workforce 2003. A Report of the Supply, Demand, and Utilization of Teachers, Administrators, and Student Services Personnel in Georgia Public Schools* is a product of the Educator Workforce Research and Development Division of the Georgia Professional Standards Commission. It presents a profile of the educator workforce in Georgia's public P-12 schools. Cynthia Stephens, EWRAD Director, Comfort Afolabi, Winifred Nweke, and Endya Stewart contributed to the creation of this report. The full report may be found at http://www.gapsc.com/Workforce/Data_research.asp.

GEORGIA'S TEACHERS

A Profile of Georgia's Teaching Workforce

- ➔ Georgia's total educator workforce increased 3.85% from FY02 to FY03.
- ➔ Georgia's teacher workforce increased 3.9% from FY02 to FY03.
- ➔ The 3.9% teacher workforce growth rate is lower than the 5% reported from FY01 to FY02 possibly due to relaxed reduced class size requirements.

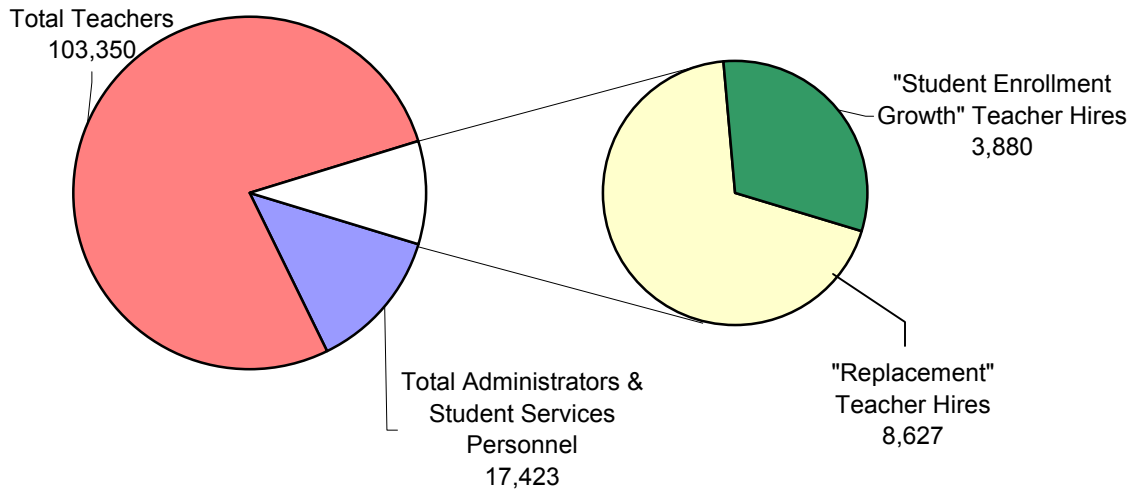
Georgia's Educator & Teacher Workforces, FY98-FY03



TEACHERS

- ➔ 12,507 new teachers were hired into Georgia classrooms in FY03.
- ➔ 4.4% fewer teachers were hired in FY03 than in FY02.

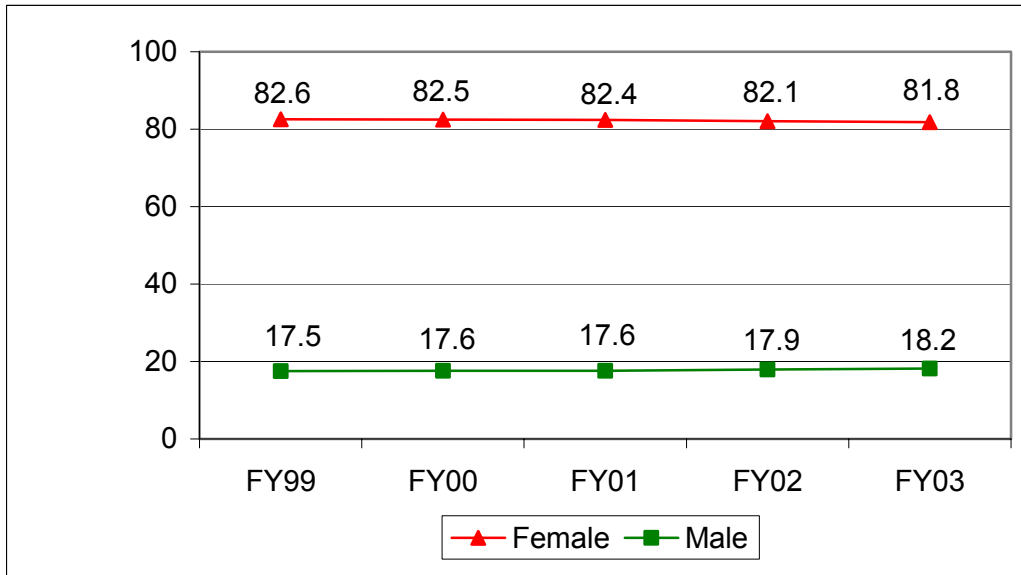
Georgia's Educator Workforce and New Teacher Hires, FY03



*Note: The extracted slice represents new teacher hires. New teacher hires are then divided into replacement and student enrollment growth hires.

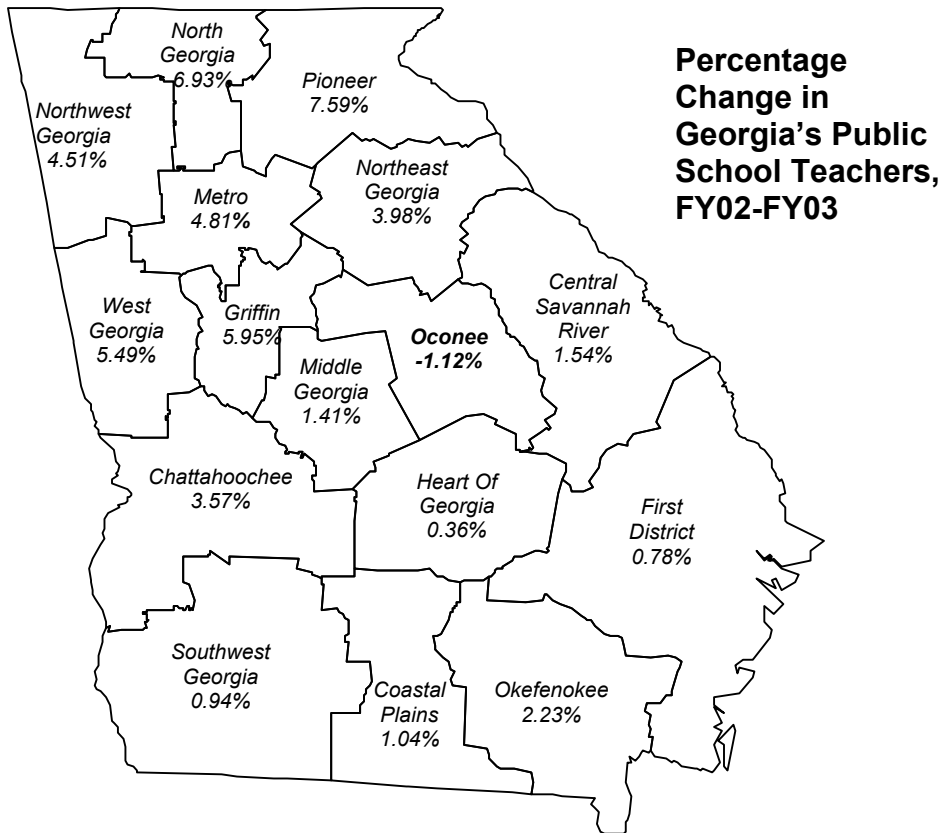
- ➔ 81.8% of Georgia's teachers are female.
- ➔ Male teachers increased 16.2% from FY00.
- ➔ 54.7% of teachers are between the ages of 31 and 50 years.
- ➔ Teachers ages 61 and over increased 19.3% from FY02 to FY03.
- ➔ Over 4,000 teachers had 30+ years of experience.
- ➔ The percentage of White teachers declined from 78.5% in FY02 to 77.9% in FY03.
- ➔ The number of Hispanic teachers increased 11.5% from FY02.

Teacher Gender Profile, FY99-FY03



RESA Highlight

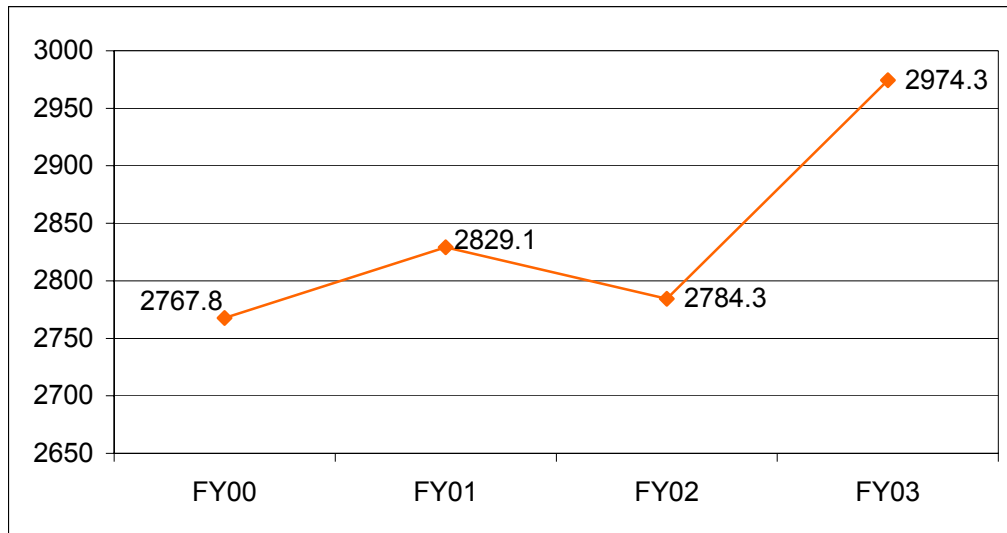
- ➔ From FY02 to FY03, growth occurred in every RESA except Oconee (1.12% decrease).
- ➔ Metro RESA employed 36.6% of the total P-12 public school teachers in Georgia.



TEACHERS

- ➔ Elementary grades (K-5, including EIP) teachers accounted for 41.1% of Georgia’s teachers.
- ➔ Middle grades (6-8) teachers account for 17.6%.
- ➔ High school (9-12) teachers account for 17.4%.
- ➔ The FTE count of Vocational Education teachers increased by 6.8% from FY02 to FY03 after a 1.6% decline from FY01 to FY02.

FTE Count for Vocational Education Teachers, FY00-FY03



National Board Certified Teachers

- ➔ In FY03, there were a total of 813 National Board Certified Teachers (NBCTs) in Georgia.
- ➔ 94% of the NBCTs were White.
- ➔ 90.4% were female.
- ➔ 73.6% possess regular teaching (T) certificates.
- ➔ 39.6% were employed in grades K-5.
- ➔ 86.7% were teaching in Georgia classrooms.

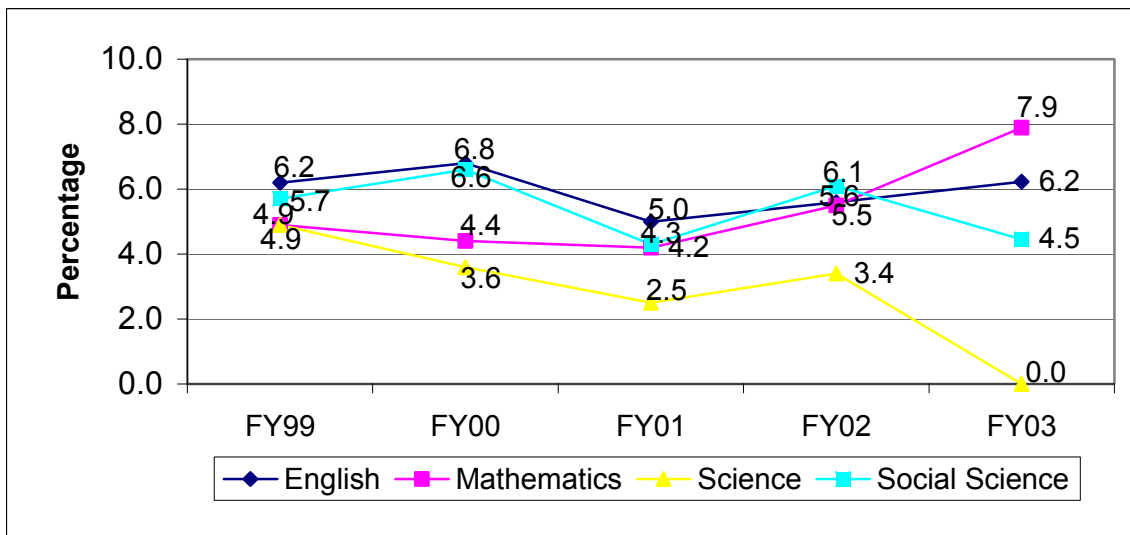
Total Number of NBCT Applicants By Ethnicity, FY99 – FY03

Year	White	Non-White	Unknown	Total
FY99	42	7	0	49
FY00	72	24	0	96
FY01	533	98	4	635
FY02	951	201	9	1,161
FY03	1,096	257	51	1,404
Total	2,694	587	64	3,345

Out-of-field Teaching

- ➔ In FY03, 4-8% of Georgia's public high school (9-12) teachers in the four core subject areas (English, Math, Science, and Social Science) taught outside their certified subject area for a part of the day.
- ➔ 7.9% of Mathematics teachers and 6.2% of English teachers taught out of field.
- ➔ No Science teachers taught out of field in FY03.

Percentage of Out-of-field Teachers in Core Subject Areas in FY03

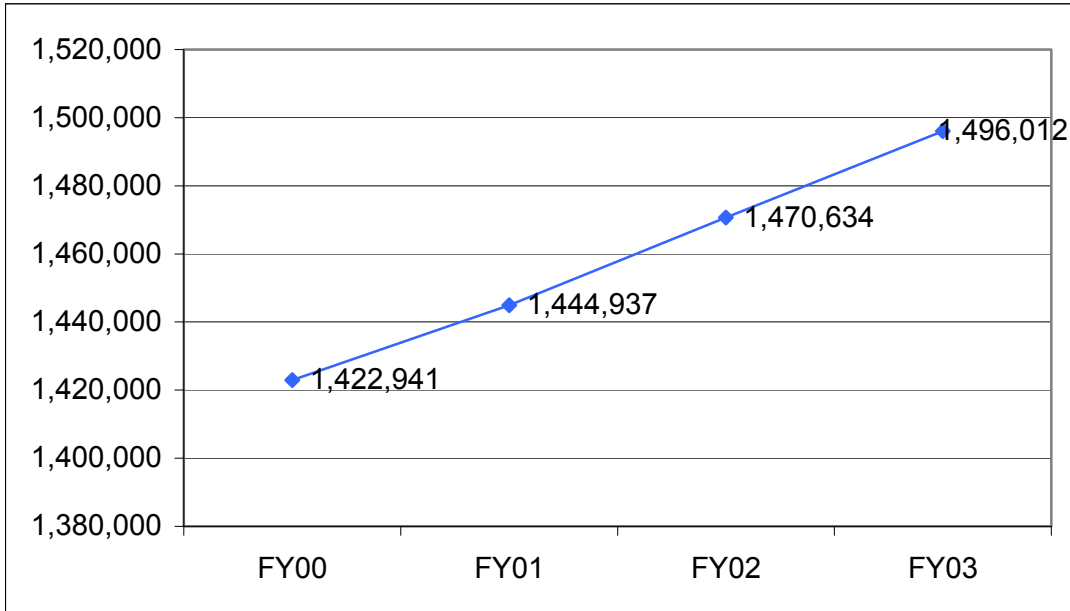


Teacher Demand in Georgia

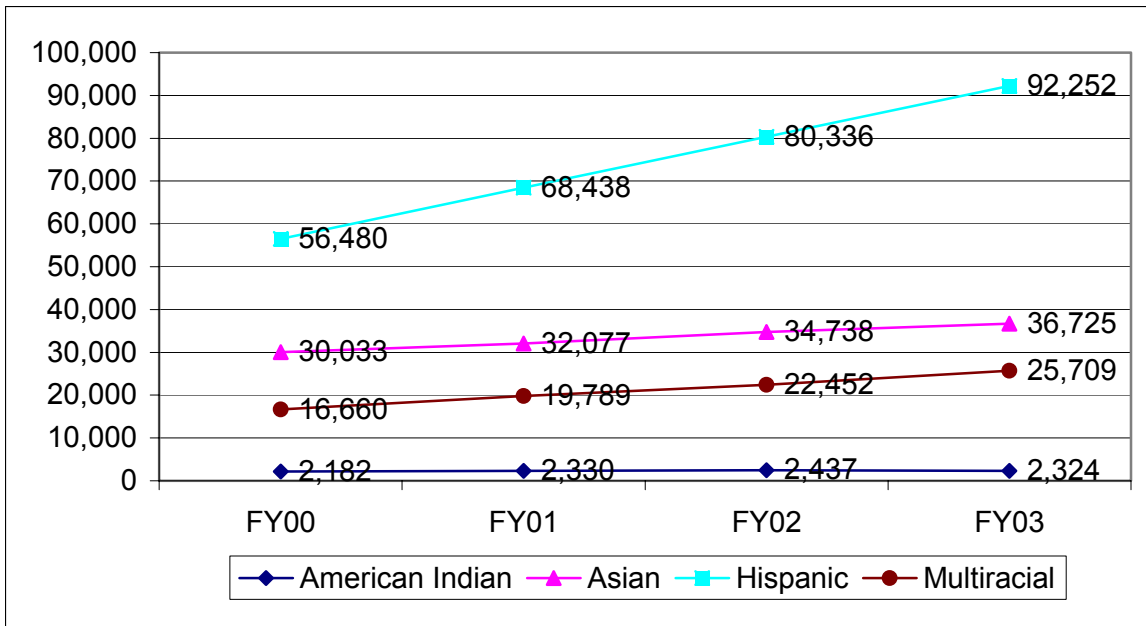
- ➔ Teacher demand is influenced by factors such as student enrollment counts, teacher attrition, and education policy.
- ➔ Georgia's public school P-12 student enrollment increased 1.73% to 1,496,012 in FY03.
- ➔ Males outnumber females at every grade level except grades 11 and 12.
- ➔ The White student population declined 0.2% from FY02 to FY03.
- ➔ Large increases occurred among Hispanic (63.3%), Multiracial (54.3%), and Asian (22.3%) students.

- ➡ Central Savannah, Chattahoochee-Flint, First District, and Oconee RESAs experienced a decline in student enrollment from FY02 to FY03.

Total P-12 Public School Student Enrollment in Georgia, FY00-FY03

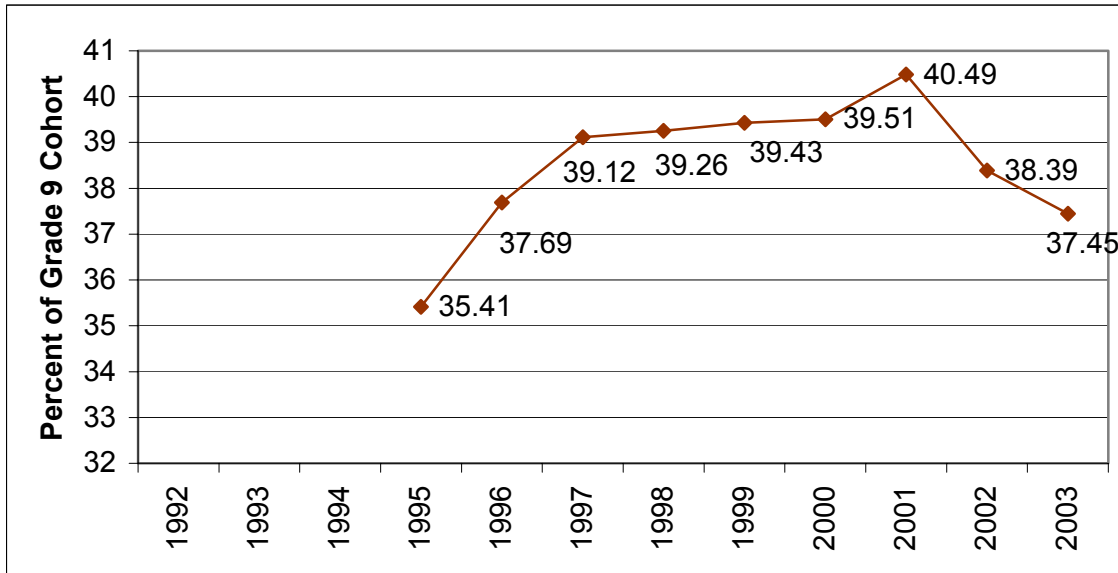


Ethnicity Other Than White and Black of Student Population in Georgia's P-12 Public Schools, FY00-FY03



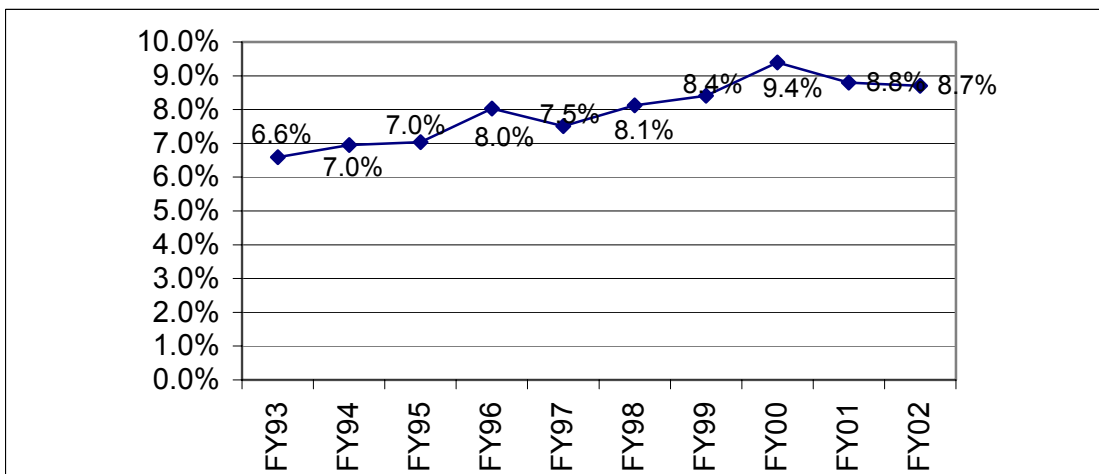
- ➔ Georgia's high school dropout rate increased to a high of 40.49 in 2001, then decreased to the 2003 rate of 37.45.

High School Dropout Rate, FY92-FY03



- ➔ Teacher demand based on student enrollment and reduced class size legislation is projected to increase through the FY13 academic year.
- ➔ Teacher attrition in Georgia decreased from 8.8% for FY01 to 8.7% for FY02.

Overall Annual Teacher Attrition Rates, FY93-FY02



- ➔ The number of teachers hired to fill replacement demand increased 3.90% to 8,627 in FY03.
- ➔ Of the 8,627, 13.2% is accounted for by promotion or position change/reassignment.
- ➔ 1,138 teachers assumed non-teaching positions due to promotion or position change.
- ➔ Of the 1,138 teachers, 31.02% were P-5 (including EIP) teachers; 18.72% were grades 6-8 teachers; 20.39% were high school teachers; and 19.86% were Special Education teachers.
- ➔ 4.37% of the teaching workforce relocated between FY02 and FY03.
- ➔ Atlanta City had the largest net loss of teachers at 94.
- ➔ Gwinnett County had the highest net gain at 174.

Inter-System Mobility of Retained Teachers from FY02 to FY03

	Frequency	Percent
Stayed	86,870	95.63
Moved	3,973	4.37
Total Retention	90,843	100.00

- ➔ 2.3% of the teaching workforce moved to a different RESA from FY02 to FY03.
- ➔ Metro RESA lost the largest number of teachers at 42.
- ➔ Pioneer RESA gained the largest number of teachers at 83.

Inter-RESA Mobility of Teachers Between FY02 and FY03

	Frequency	Percent
Stayed	88,758	97.7
Moved	2,085	2.3
Total Retention	90,843	100.00

Demographic characteristics of the 8,627 FY02 teachers that are no longer teaching in Georgia's public school system (teacher attrition):

- 80.32% female
- 75.33% White
- 27% in the 21-30 age group
- 34.7% with 0-4 years experience
- 51.13% certified at the Bachelor's degree level
- 66.15% held Teaching (T) certificates
- 41.95% taught in the Elementary subject area
- 33.65% were K-5 teachers
- 40.74% located in Metro RESA

➔ Demographic characteristics of the 2,223 FY02 new teacher hires that are no longer teaching in Georgia's public school system (attrition of newly hired teachers):

- 67.12% White
- 37.97% held Teaching (T) certificates
- 23.62% held non-regular T certificates (i.e., Intern, Provisional, Probationary, and Permit)
- 39.45% taught in the Elementary subject area
- 27.35% were K-5 (including EIP) teachers
- 46.83% located in Metro RESA
- 47.4% had zero experience

➔ Demographic characteristics of the 1,053 FY02 new teacher hires with zero experience that are no longer teaching in Georgia's public school system (attrition of newly hired teachers with zero experience):

- 75.40% female
- 62.58% White
- 36.75% held Teaching (T) certificates
- 29.63% held non-regular T certificates (i.e., Intern, Provisional, Probationary, and Permit)
- 39.60% taught in the Elementary subject area
- 28.58% were K-5 (including EIP) teachers
- 47.58% located in Metro RESA

TEACHERS

➔ Demographic characteristics of the 1,825 teachers exiting the workforce due to retirement:

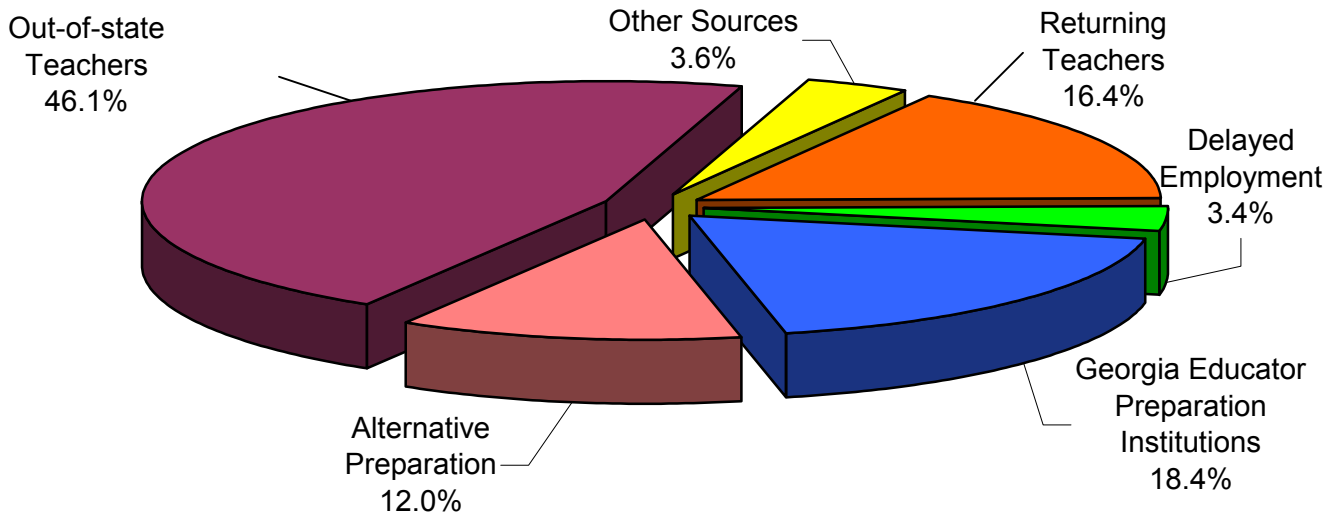
- 82.41% female
- 17.59% male
- 43.29% taught in the Elementary subject area
- 37.10% were K-5 (including EIP) teachers
- 29.42% located in Metro RESA

Georgia Teacher Supply

➔ New teachers are supplied into Georgia's public school P-12 classrooms through five main sources:

1. Returning teachers
2. Delayed entry teachers
3. New teacher graduates from educator preparation institutions
4. Out-of-state teachers
5. Provisional/alternative route certified teachers

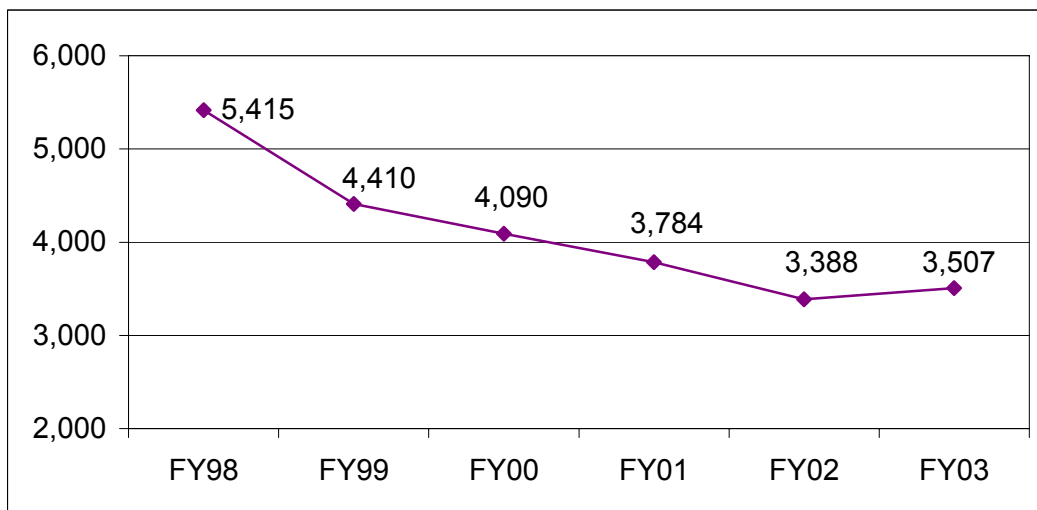
Sources of Newly Hired Teachers, FY03



The number of new teacher hires decreased 4.4% to 12,507 in FY03.

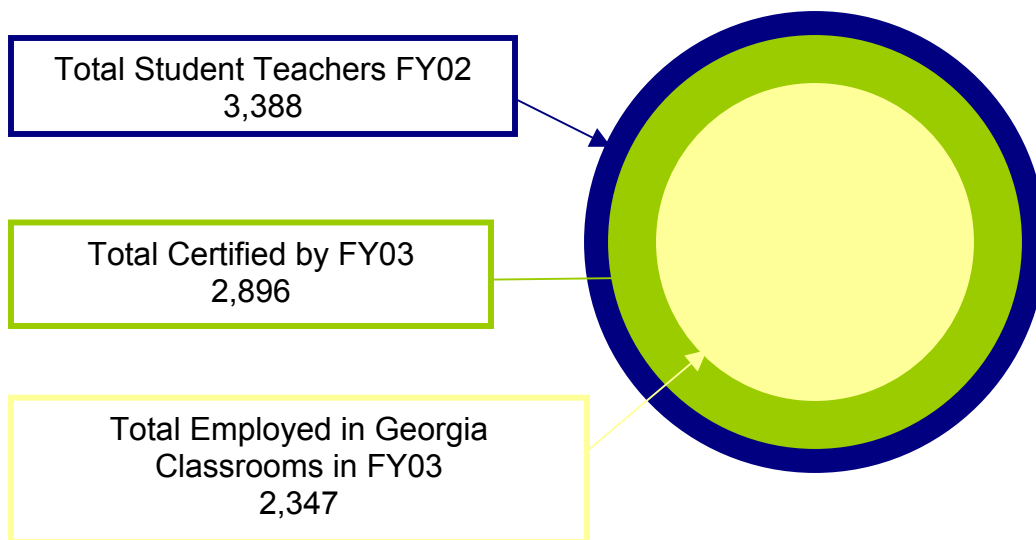
- ➔ The demographic characteristics of the newly hired:
 - 75.7% White
 - 78.47% female
 - 69.35% certified at the Bachelor's degree level
 - 42.31% located in Metro RESA
 - 44.06% teach in the Elementary subject area
 - 39.39% are K-5 (including EIP) teachers
- ➔ Over 90% of Georgia teachers are retained in the classroom from one year to the next.
- ➔ PSC-identified shortage areas characterized by high numbers of non-regular certificates (i.e., permits, provisional, and probationary certificates):
 - Interrelated Special Education (1,068)
 - Middle Grades (469)
 - Early Childhood Education (296)
- ➔ The number of student teachers prepared in Georgia institutions increased 3.5% to 3,507 in FY03.

Georgia Student Teacher Production, FY98-FY03



- ➔ The top five producers of teachers in FY03 were:
 - University of Georgia
 - Valdosta State University
 - Kennesaw State University
 - Georgia State University
 - State University of West Georgia
- ➔ With regard to the teaching field of student teachers, Early Childhood Education remains the most popular area of preparation for student teachers with a 5.4% increase to 1,513 in FY03.
- ➔ The majority of the student teachers produced in FY02 became certified in FY03 (85.5% or 2,896).
- ➔ 81.1% of those certified were employed in Georgia classrooms as teachers in FY03.

Newly Prepared Georgia Teacher Yield



- ➔ The number of Paraprofessionals/Teacher Aides in Georgia increased 1.6% to 25,276 in FY03.
- ➔ Paraprofessionals/Teacher Aides are predominantly female and White.
- ➔ The number of Hispanic Paraprofessionals/Teacher Aides increased 8.75% from FY02 to FY03.

Distribution of Paraprofessionals/Teacher Aides By Job Title, FY03

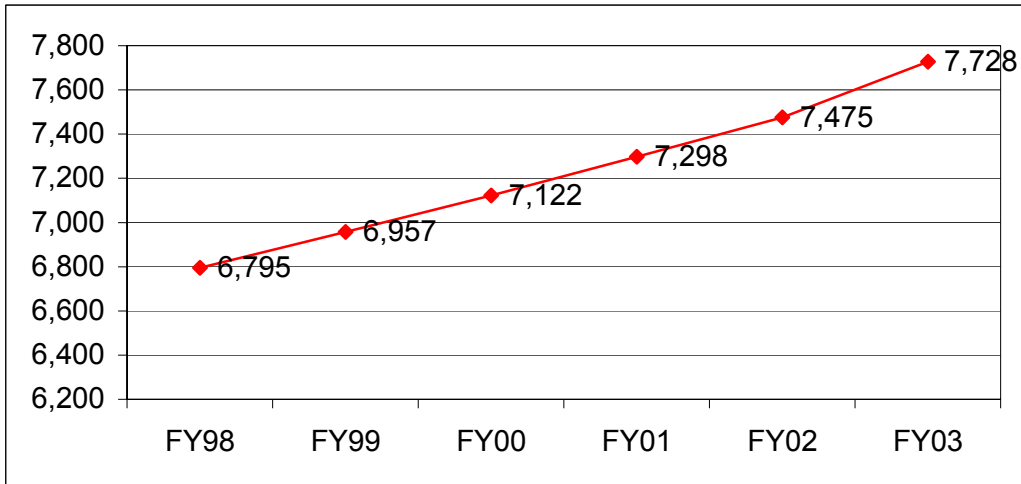
Job	#	%
Counselor Paraprofessional	16	0.1
Library/Media Support Paraprofessional	1,037	4.1
Pre-K Paraprofessional	1,314	5.2
Paraprofessional/Teacher Aide	14,588	57.7
Special Education Paraprofessional/Teacher Aide	7,732	30.6
Psycho-Educational Paraprofessional	589	2.3
Total	25,276	100

TEACHERS

GEORGIA'S ADMINISTRATIVE PERSONNEL

- ➔ Georgia's administrative workforce numbered 7,728 in FY03, a 3.38% increase from FY02.

Total Administrative Personnel, FY98-FY03



- ➔ From FY02 to FY03, the following personnel categories decreased: Superintendents (1.63%), Human Resources Directors (1.82%), Curriculum Directors (0.90%), Kindergarten Directors (50%), Instructional Supervisors (5.89%), and Technology Directors (5.26%).
- ➔ From FY02 to FY03, the following personnel categories increased: Assistant Superintendents (6.61%), Principals (1.12%), Assistant Principals (7.26%), Special Education Directors (6.92%), Vocational Education Directors (4.46%), Pre-Kindergarten Directors (20%), and Athletic Directors (41.46%).

Administrative Personnel in Georgia, FY98-FY03

Category	FY98	FY99	FY00	FY01	FY02	FY03
RESA Director	16	16	15	16	16	16
Superintendent	179	180	178	179	184	181
Assistant Superintendent	190	198	201	216	227	242
Principal	1,942	1,959	1,993	2,010	2,048	2,071
Assistant Principal	2,149	2,268	2,343	2,472	2,631	2,822
Human Resources Director	58	61	62	58	55	54
Curriculum Director	232	229	221	219	223	221
Technology Director	49	53	58	55	57	54
Special Education Director	157	155	158	165	159	170
Vocational Education Director	157	152	154	159	157	164
Instructional Supervisor	806	816	858	862	815	767
Kindergarten Director	4	2	2	1	2	1
Pre-Kindergarten Director	8	14	20	24	20	24
Athletic Director	51	48	50	57	41	58
Other Administrators	797	806	809	805	840	883
TOTAL	6,795	6,957	7,122	7,298	7,475	7,728
Year-to-Year Growth Rate	3.70	2.38	2.37	2.47	2.42	3.38

- ➔ Superintendents increased by 1.12% from FY98 to FY03.
- ➔ Assistant Superintendents increased by 27.37% from FY98 to FY03.
- ➔ Principals increased by 6.64% from FY98 to FY03.
- ➔ Assistant Principals increased by 31.32% from FY98 to FY03.
- ➔ Technology Directors increased 10.20% from FY98 to FY03.
- ➔ Special Education Directors increased 8.28% from FY98 to FY03.
- ➔ Vocational Education Directors increased by 4.46% from FY98 to FY03.
- ➔ Athletic Directors increased 13.73% from FY98 to FY03, in spite of a large decline (28.07%) from FY01 to FY02.
- ➔ Instructional Supervisors decreased 4.84% from FY98 to FY03.

ADMINISTRATORS

Demand for Administrative Personnel

- ➔ The number of Principals who left the Georgia public school system decreased 7.07% to 289 in FY02.
- ➔ Demographic characteristics of the 289 FY02 Principals who left Georgia’s public school system (Principal attrition):
 - 34.95% in the 26-30 years experience group
 - 64.01% in the 51-60 age group
 - 53.29% female
 - 46.71% male
 - 74.39% White
 - 24.57% Black
 - 0.69% American Indian
 - 0.35% Hispanic
- ➔ Of the 2,071 Principals employed in FY03, 96.23% stayed in the same system from FY02 and 2.27% moved to a different system.
- ➔ Of the 1,759 individuals employed as Principals in FY02 and FY03, 0.80% moved to a different system.
- ➔ Only 0.68% of Principals moved from one RESA to another from FY02 to FY03.
- ➔ In general, Principal mobility is low.

Principals’ Mobility Among Systems, FY03

Principals	Frequency	Percent
Stayed	1,745	99.20
Moved	14	0.80
Retained	1,759	100
New Principals	312	
Total	2,071	

- ➔ Oconee RESA lost 24.32% of its Principals in FY02.
- ➔ FY02 Principal attrition was lowest in West Georgia RESA at 9.30%.

Principals' Mobility Among RESAs, FY99-FY03

Principals	FY99		FY00		FY01		FY02		FY03	
	#	%	#	%	#	%	#	%	#	%
Remained from Previous Year	1,680	98.6	1,652	98.6	1,680	98.6	1,684	99.2	1,747	99.32
Moved to a New RESA	24	1.4	24	1.4	24	1.4	15	0.8	12	.68
Total Retained	1,704	100	1,676	100	1,704	100	1,699	100	1,759	100

- ➔ The number of Assistant Principals who left the Georgia public school system decreased 16.38% to 439 in FY02.
- ➔ Demographic characteristics of the 439 FY02 Assistant Principals who left Georgia's public school system (Assistant Principal attrition):
 - 21.87% in the 21-25 years experience group
 - 36.45% in the 41-50 age group
 - 55.13% female
 - 44.87% male
 - 73.58% White
 - 26.20% Black
 - 0.23% Asian
- ➔ Of the 2,822 Assistant Principals employed in FY03, 93.16% stayed in the same system and 4.54% moved to a different system.
- ➔ 99.18% of the Assistant Principals remained in the same RESA and 0.82% moved to a new RESA.
- ➔ In general, mobility is low.

Assistant Principals' Mobility Among Systems, FY99-FY03

Assistant Principals	FY99		FY00		FY01		FY02		FY03	
	#	%	#	%	#	%	#	%	#	%
Stayers	2,100	92.59	2,176	92.87	2,293	92.75	2,408	91.52	2,629	93.16
New Hires	46	2.03	47	2.01	52	2.11	55	2.09	65	2.3
Movers	122	5.38	120	5.12	127	5.14	168	6.39	128	4.54
Total	2,268	100	2,343	100	2,472	100	2,631	100	2,822	100

- ➔ Oconee RESA lost 50% of its Assistant Principals.
- ➔ Heart of Georgia RESA lost 25.71%.

Assistant Principals' Mobility Among RESAs, FY99-FY03

Assistant Principals	FY99		FY00		FY01		FY02		FY03	
	#	%	#	%	#	%	#	%	#	%
Remained from Previous Year	1,788	98.84	1,802	98.85	1,821	98.59	1,920	98.61	2,174	99.18
Moved to a New RESA	21	1.16	21	1.15	26	1.41	27	1.41	18	0.82
Total Retained	1,809	100	1,823	100	1,847	100	1,947	100	2,192	100

- ➔ 509 administrators other than Principals and Assistant Principals exited their positions in the workforce in FY02.
- ➔ The attrition of administrators other than Principals and Assistant Principals is highest among Instructional Supervisors (42.04% in FY02).
- ➔ 46.8% of the other administrators who left their positions moved out of the Georgia education system.
- ➔ 53.2% remained in the state but in new positions.
- ➔ Projections for administrative personnel show large increases in the following categories through FY13:
 - Assistant Superintendent
 - Principal
 - Assistant Principal
 - Special Education Director
 - Pre-Kindergarten Director
 - Athletic Director
- ➔ Projections for administrative personnel show large decreases in the following categories through FY13:
 - Human Resources Director
 - Curriculum Director
 - Instructional Supervisor

Supply of Administrative Personnel

- ➔ Principals are hired from sources such as teachers, counselors, and other administrative and student services positions.
- ➔ Retention accounted for 84.93% of Principals in FY03.
- ➔ The promotion of Assistant Principals accounted for 10.0%.
- ➔ Out-of-state hires accounted for 1.5%.

- ➔ Retention accounted for 77.68% of Assistant Principals in FY03.
- ➔ Promotion from other administrative positions accounted for 5.03% of Assistant Principals.
- ➔ Out-of-state hires accounted for 2.30%.

- ➔ In FY02, 0.53% of teachers were promoted to Principals.
- ➔ 11.73% of Assistant Principals were teachers in FY02.

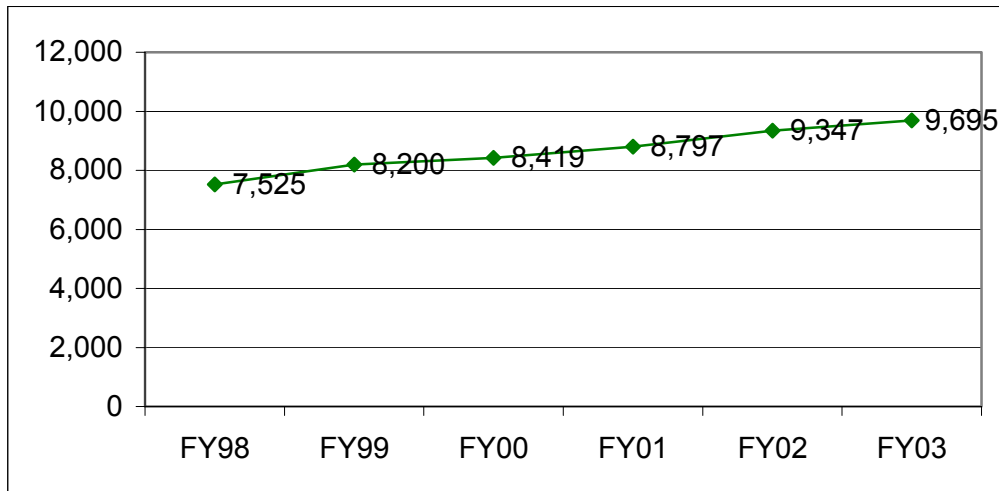
- ➔ In FY03, 93.09% of administrative personnel other than Principals and Assistant Principals stayed in the same system.

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GEORGIA'S STUDENT SERVICES PERSONNEL

- ➔ Georgia's student services workforce numbered 9,695 in FY03, a 3.72% increase from FY02.

Total Student Services Personnel, FY98-FY03



- ➔ The number of Middle Grades Counselors (0.62%) and Speech and Language Pathologists (0.39%) decreased from FY02 to FY03.
- ➔ The number of Elementary Grades Counselors (5.32%), High School Counselors (4.08%), Media Specialists (1.03%), School Psychologists (4.44%), and School Social Workers (2.90%) increased from FY02 to FY03.

Student Services Personnel In Georgia, FY98-FY03

Category	FY98	FY99	FY00	FY01	FY02	FY03
Elementary Grades Counselor	1,070	1,100	1,162	1,297	1,371	1,444
High School Counselor	578	663	800	927	981	1,021
Middle Grades Counselor	1,066	1,051	953	926	967	961
Media Specialists	1,999	2,013	2,046	2,092	2,137	2,159
Nurses	11	NA	NA	NA	NA	NA
Speech & Language Pathologists	776	1,297	1,415	1,477	1,543	1,537
School Psychologists	531	549	549	583	630	658
School Social Workers	373	395	400	449	483	497
Other Student Services	1,121	1,132	1,094	1,046	1,235	1,418
Total	7,525	8,200	8,419	8,797	9,347	9,695
Year-to-Year Growth Rate	3.86	8.97	2.67	4.49	6.25	3.72

- ➔ Elementary Grades Counselors increased by 34.95% from FY98 to FY03.
- ➔ Middle Grades Counselors decreased 9.85% from FY98 to FY03.
- ➔ Media Specialists increased 8.00% from FY98 to FY03.
- ➔ Speech and Language Pathologists increased 98.07% from FY98 to FY03.
- ➔ School Psychologists increased 23.92% from FY98 to FY03.
- ➔ School Social Workers increased 33.24% from FY98 to FY03.

Demand for Student Services Personnel

- ➔ The number of student services personnel who left the Georgia public school system increased 15.87% to 1,015 in FY02.
- ➔ Of the 1,015 student services personnel who left their positions, 64.83% were not in the Georgia public school system and 35.17% were still in Georgia schools.
- ➔ Of those who were not in Georgia’s public school system, 22.19% were classified as Media Specialists and 22.04% as Speech and Language Pathologists.

Student Services Personnel Who Left the Georgia Workforce After FY02

Category	Frequency	Percent
Elementary Grades Counselor	82	12.46
High School Counselor	67	10.18
Middle Grades Counselor	66	10.03
Media Specialist	146	22.19
Other Student Services Personnel	88	13.37
School Psychologist	42	6.38
School Social Worker	22	3.34
Speech & Language Pathologist	145	22.04
Total	658	100

- ➔ Projections for services personnel show a large decrease in the Middle Grades Counselor category through FY13.

- ➔ Projections for student services personnel show large increases in the following categories through FY13:
 - Elementary Grades Counselor
 - High School Counselor
 - Speech and Language Pathologist
 - School Psychologist
 - School Social Worker

Supply of Student Services Personnel

- ➔ Retention accounted for 85.94% of student services personnel in FY03.
- ➔ Out-of-state hires accounted for 7.85%.
- ➔ Metro RESA accounted for 43.36% of new student services hires in FY03.
- ➔ Of the 761 new student services hires in FY03, 26.68% are Speech and Language Pathologists.

New Student Services Hires by Category, FY99-FY03

Category	FY99		FY00		FY01		FY02		FY03	
	#	%	#	%	#	%	#	%	#	%
Elementary Grades Counselor	77	10.34	86	12.76	139	18.05	131	15.90	113	14.85
High School Counselor	41	5.50	46	6.82	69	8.96	80	9.71	85	11.17
Middle Grades Counselor	75	10.07	56	8.31	74	9.61	102	12.38	72	9.46
Media Specialist	77	10.34	86	12.76	100	12.99	100	12.14	108	14.19
Nurse	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Other Student Services	127	17.05	67	9.94	52	6.75	83	10.07	79	10.38
School Psychologist	51	6.85	38	5.64	56	7.27	73	8.86	61	8.02
School Social Worker	38	5.10	34	5.04	78	10.13	44	5.31	40	5.26
Speech & Language Pathologist	259	34.77	261	38.72	202	26.23	211	25.61	203	26.68
Total	745	100	674	100	770	100	824	100	761	100

SUMMARY

Georgia continues to pursue multiple solutions to the problem of imbalance between supply and demand of qualified teachers in the classroom. Increased new teacher production, aggressive marketing of teaching through the Reach to Teach program, recruitment of teachers through the TeachGeorgia.org website, creative alternative preparation programs like the Georgia Teacher Alternative Preparation Program, and other programs such as Georgia Troops-to-Teachers and the HOPE Teacher Scholarship are some of the numerous ways through which Georgia seeks to place and keep a qualified teacher in every classroom by the year 2006.

Efforts need to continue in the area of gender and ethnic diversification of Georgia's administrative and student services workforce. Attention also needs to be paid to the declining enrollments among males and some systems, and increasing enrollment among Hispanic students since these factors will affect educator demand sooner or later.

NOTES



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