



STATUS REPORT: THE GEORGIA EDUCATOR WORKFORCE 2004 EXECUTIVE SUMMARY

STATUS REPORT 2004

November, 2004

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



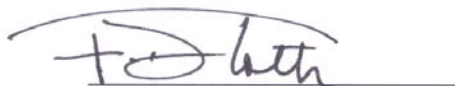
ACKNOWLEDGEMENTS

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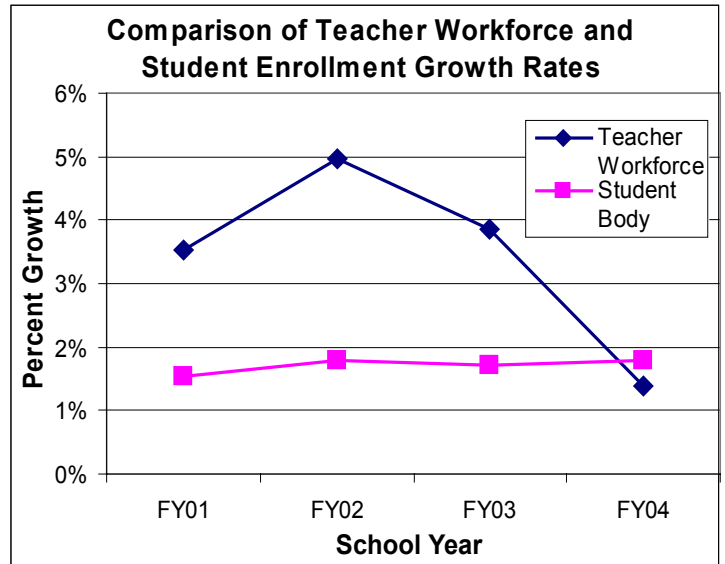
EXECUTIVE SUMMARY

The Status Report 2004 presents a profile of the educator workforce in Georgia for the year. It also highlights trends and changes in the supply and demand of the workforce. Section I reports teacher-related highlights. Section II summarizes information on Administrative and Student Services Personnel.

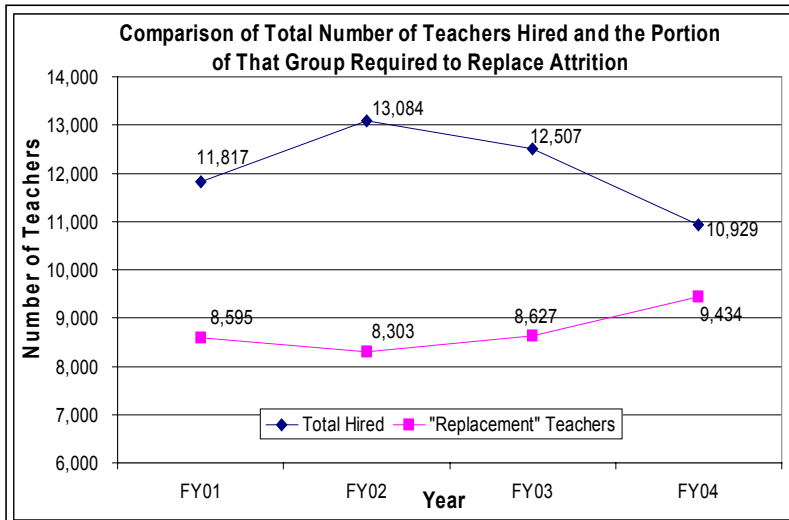
SECTION I: TEACHERS

A Profile of Georgia's Teaching Workforce

- The educator workforce growth rate fell to 1.4% - less than half of the previous year's growth of 3.9%, and more than 20% less than the 1.8% rate of student enrollment increase. The total number of teachers increased 1,495 to 104,845. The attenuation in workforce growth is at least in part due to larger maximum class size limits set for FY04 and FY05. Larger maximum class sizes were put into effect in response to economic conditions and their effect on the state budget.

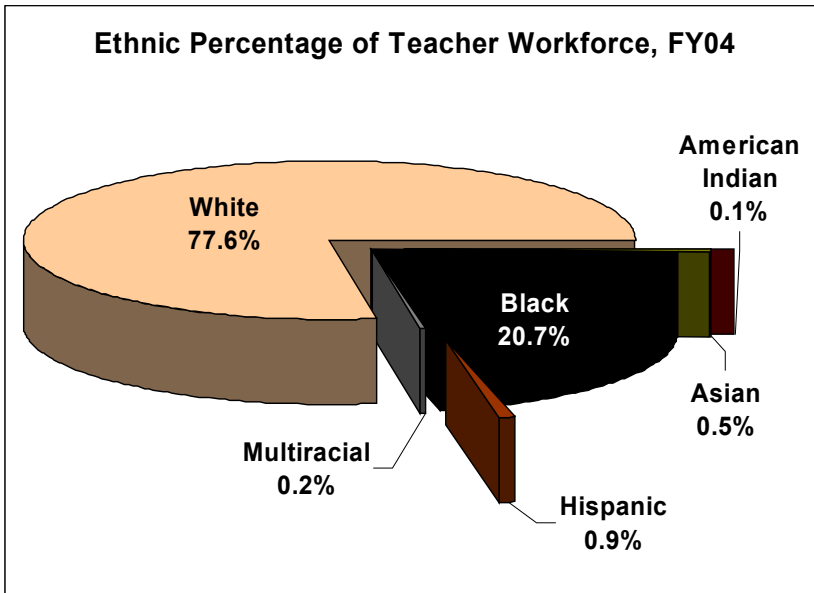


- Smaller class sizes still mandated by state law will require more than 120,000 teachers in Georgia by FY09. More than 60,000 new teacher hires will be needed within the same period to offset attrition and increased enrollment.



- Only 10,929 new teachers were hired into Georgia's classrooms in FY04, a decrease of 12.6% from FY03 and 16.5% from FY02. At the same time, the percentage of those teachers required just to address attrition has increased from 63.5% in FY02 to 86.3% (9,434) in FY04. A continuation of this trend could soon result in a greater teacher shortage.

- Teacher demand in early elementary grades continued to grow at a rate of more than 5% in response to a surge in birth rate from 1997 through 2000.
- Ninety percent (89.7%, or 1,144) of Georgia's National Board Certified Teachers (NBCTs) taught in the classroom in FY04. The rest served in administrative (4.5%, or 57) and Student Services (5.9%, or 75) positions.



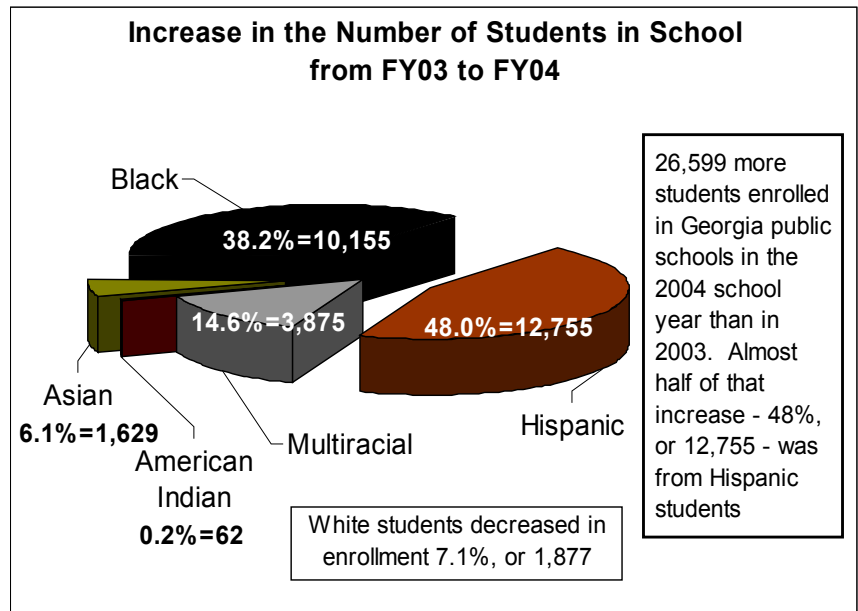
- Georgia's teaching workforce remains predominantly female (81.6%) and White (77.6%). The proportion of male and minority teachers is growing, partly as a result of PSC initiatives such as the Georgia Teacher Alternative Preparation Program (GATAPP), Troops-to-Teachers, Reach to Teach in Georgia, and Transition to Teaching programs that tend to recruit from sources somewhat more well-represented by males and minorities.

- Overall, out-of-field teaching declined in FY04. When viewed by subject areas, out-of-field teaching declined in Mathematics to 4.7% and Social Science to 3.6%, but rose to 6.5% in English and 2.6% in Science.
- Part-time teaching increased in FY04 to 3.5% of the teaching workforce.

Teacher Demand in Georgia

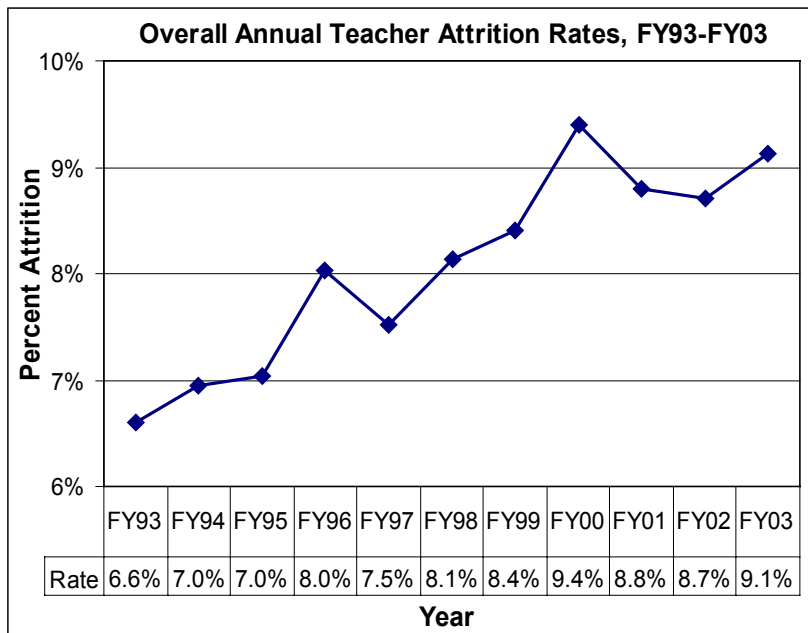
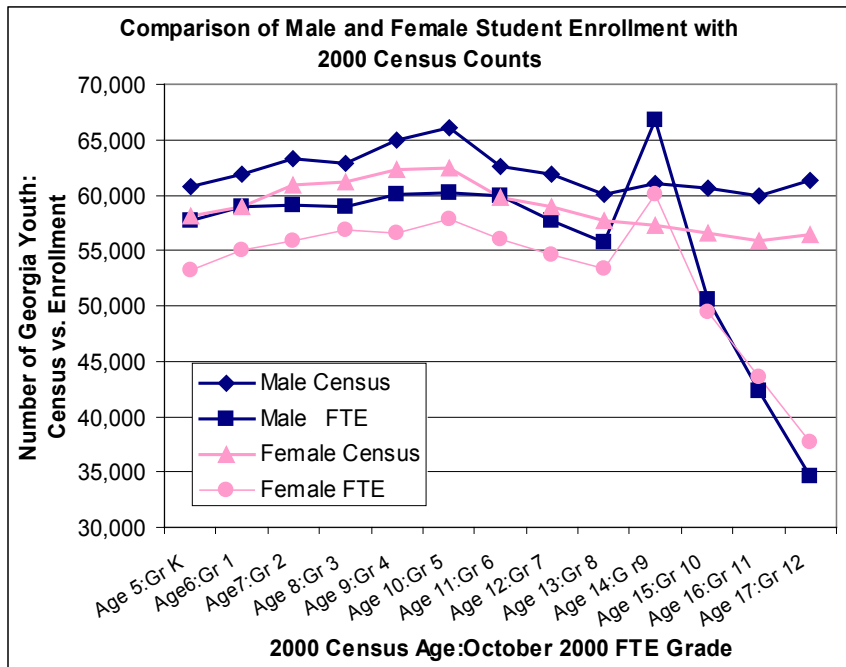
- Student enrollment rose by 1.8% to 1,522,611 in FY04. The proportion of White students (769,932 or 50.6%) in the total student population continued a five-year decline. Black student enrollment continued to increase at about the same rate as the total, so that their proportion of the student body (37.9%, or 577,348) has remained stable.
- The Hispanic student population grew to 105,007, representing 6.9% of the student body in FY04.

- The Hispanic student enrollment growth rate averaged 16.8% for the last four years (FY01–FY04), compared to the state average growth for all student groups of 1.8%. Of the FY03–FY04 enrollment increase of 26,599, virtually half of those students (48.0%, or 12,755) were Hispanic.



- The total student gender composition has remained stable (51.2% males and 48.8% females) since FY00. Males constitute the majority from Pre-Kindergarten through grade 10, and then become the minority in grades 11 and 12 when more females stay in school and graduate.
- Student enrollment grew by 4.5% in Griffin RESA, driving much of the corresponding teacher growth of 5.8%. Other RESAs that experienced growth in FY04 were Pioneer and Northwest. Oconee RESA continued a gradual five-year decline in the number of students, from 19,978 in FY99 to 19,000 in FY04.
- Pre-Kindergarten showed a 16.3% enrollment growth from FY00 to FY04. The popularity of the voluntary program with Georgia families is clearly growing.
- The four-year Kindergarten enrollment growth of 7.7% reflected a surge in Georgia birth rate from 1997 to 2000. Georgia should expect to experience several more years of strong growth in the elementary grades, which will require an increase in the workforce.
- More high school students appear to be staying in school longer. In FY04, 12th grade enrollment was 64.2% of the 9th grade enrollment four years earlier, up from 62.6% in FY03 and 59.5% in FY01. Reduced dropout rates will increase the demand for teachers.

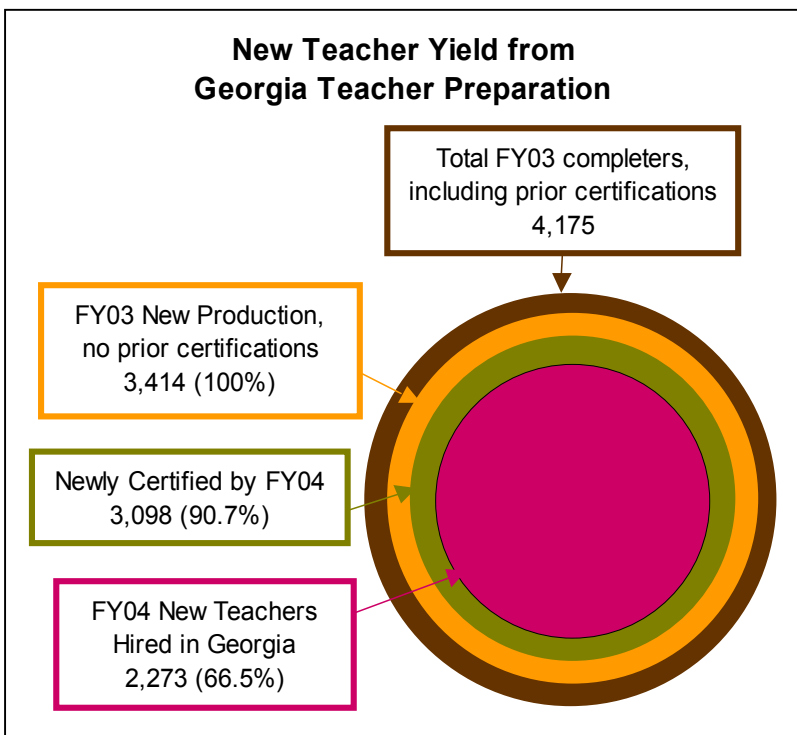
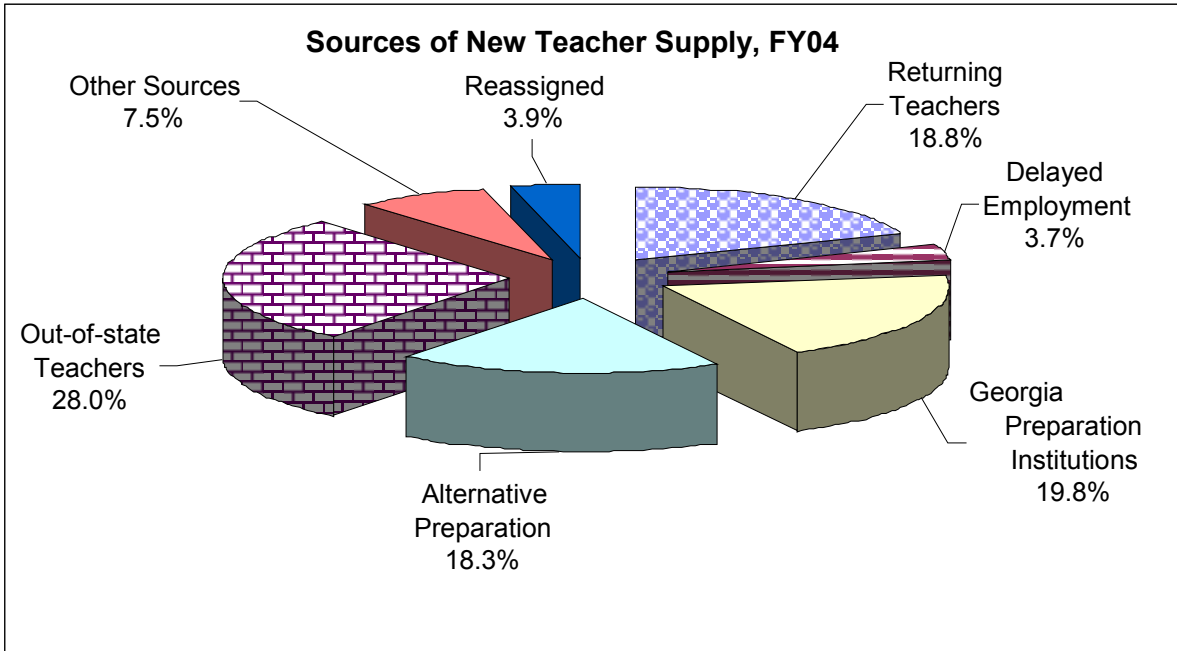
- High school loss rates are still substantial. A comparison of the United States 2000 Census figures with Fall 2000 K-12 enrollment data suggests that only slightly more than one in two (56.5%) males, and about two in three females (66.9%) are in public school at the beginning of the senior year. The figures are somewhat worse for some minorities. Perhaps as few as one in six (15.5%) Hispanic males were in school in the Fall of 2000.



- Statewide teacher attrition was 9.1%. If the upward trend in attrition continues, and hiring levels continue to decrease, attrition could overtake new hiring.
- Teacher attrition remains most acute among teachers with 0-4 years experience, accounting for 35.3% of FY03 attrition. Support from the Reach to Teach in Georgia Transition to Teaching program is designed to reduce the attrition of newer teachers.

Georgia Teacher Supply

- Over ninety percent (90.9%) of FY03 teachers returned to the classroom in FY04.
- Dependence on out-of-state sources of new teachers was reduced to 28% in FY04. The contribution of teachers from alternative preparation routes rose to 18.3% in FY04 from 12% in FY03. Georgia educator preparation colleges contributed 19.8%. Teachers returning from a break in service comprised 18.8% of all new hires.



- Of the 4,175 completers from Georgia educator preparation programs in FY03, 3,414 were “newly minted” educators. Of those, 3,098 were certified by the end of the FY04 school year, for a certification yield of 90.7%. Only 2,273 were teaching in FY04, for a teacher yield of 66.5%.

- Non-renewable certificates issued in FY04 rose 70%, from 3,615 in FY03 to 6,151 in FY04, with 40.7% issued as probationary certificates.
- There were 26,109 Paraprofessionals/Teacher Aides in Georgia schools in FY04, a 4.9% increase from the previous year.
- The new TeachGeorgia.org website now allows tracking of applicants into the workforce. In FY04. Almost one third of new teachers were hired through the website. GATAPP, Reach-to-Teach and other Transition to Teaching programs in Georgia, and Troops-to-Teachers programs all contributed to the growing number of alternatively prepared teachers.

SECTION II: ADMINISTRATIVE AND STUDENT SERVICES PERSONNEL

Growth

- Georgia’s administrative workforce grew 1% to 7,805 in FY04. There were 2,072 Principals in FY04, an increase of one person. Student Services personnel grew by 1% to 9,789 in FY04.

Administrative Personnel in Georgia, FY00-FY04

Category	FY00	FY01	FY02	FY03	FY04
RESA Director	15	16	16	16	16
Superintendent	178	179	184	181	180
Assistant Superintendent	201	216	227	242	235
Principal	1,993	2,010	2,048	2,071	2,072
Assistant Principal	2,343	2,472	2,631	2,822	2,863
Human Resources Director	62	58	55	54	51
Curriculum Director	221	219	223	221	198
Technology Director	58	55	57	54	56
Special Education Director	158	165	159	170	175
Vocational Education Director	154	159	157	164	177
Instructional Supervisor	858	862	815	767	804
Kindergarten Director	2	1	2	1	1
Pre-Kindergarten Director	20	24	20	24	26
Athletic Director	50	57	41	58	49
Other Administrators	809	805	840	883	902
Total	7,122	7,298	7,475	7,728	7,805
Year-to-Year Growth Rate	2.4	2.5	2.4	3.4	1.0

Student Services Personnel In Georgia, FY00-FY04

Category	FY00	FY01	FY02	FY03	FY04
Elementary Grades Counselor	1,162	1,297	1,371	1,444	1,435
High School Counselor	800	927	981	1,021	1,033
Middle Grades Counselor	953	926	967	961	968
Media Specialists	2,046	2,092	2,137	2,159	2,190
Other Student Services	1,094	1,046	1,235	1,418	1,411
School Psychologists	549	583	630	658	679
School Social Workers	400	449	483	497	503
Speech & Language Pathologists	1,415	1,477	1,543	1,537	1,570
Total	8,419	8,797	9,347	9,695	9,789
Year-to-Year Growth Rate	2.7	4.5	6.3	3.7	1.0

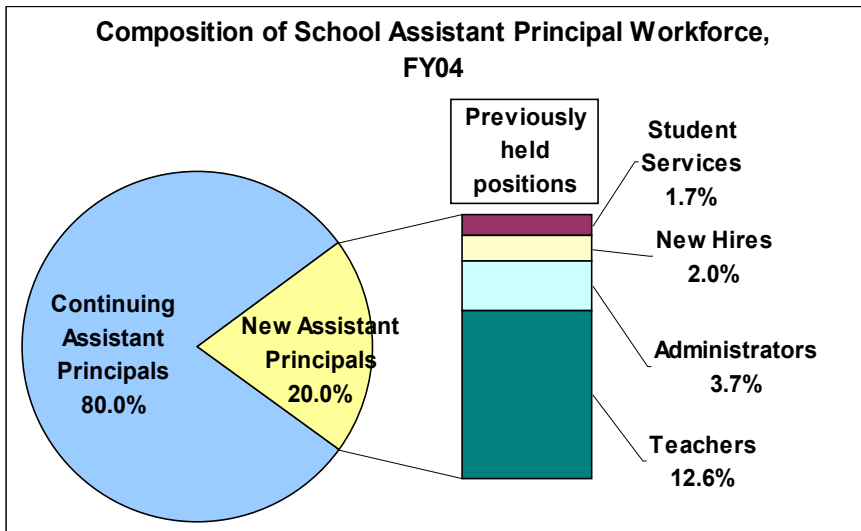
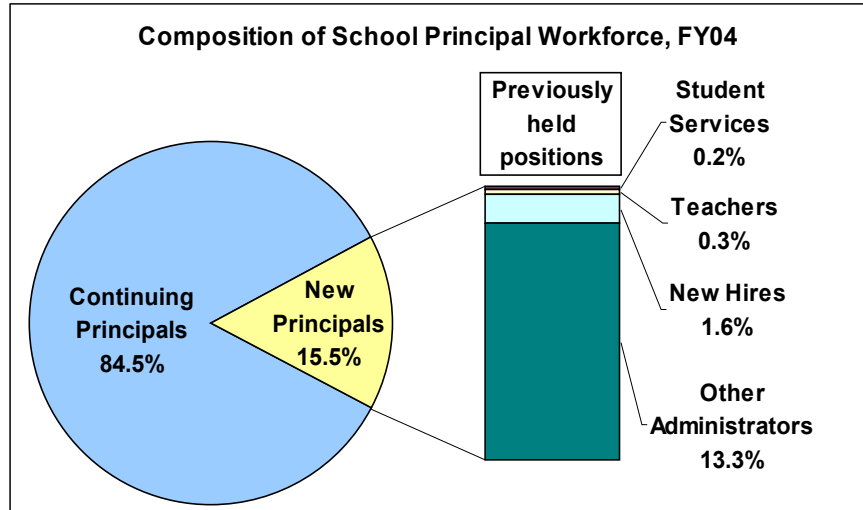
- Assistant Superintendents (50.2% male) and Vocational Education Directors (50.8% male) were the administrative categories closest to gender balance in FY04. If current trends continue, females will for the first time comprise the majority in both groups by FY05.

Attrition

- The statewide attrition rate among Principals was 15.5% in FY03. More than half (58.6%) of those that left did not remain in the Georgia public school system.
- The Assistant Principal attrition rate increased from 16.7% in FY02 to 18.8% in FY03. Attrition of Assistant Principals, however, is often due to promotion to the Principalship. Assistant Principals made up 71.1% of new Principal hires in FY04.
- Attrition among Student Services personnel rose to 12.0% (1,170) in FY03 from 10.0% (1,015) in FY02. More than one third of those who left were Speech and Language Pathologists (17.9%) and Media Specialists (16.9%). As in previous years, Speech and Language Pathology continued to experience the highest annual turnover among Student Services personnel.
- Two-thirds (66.6%) of the Student Services personnel who left their positions did not take different Georgia schools jobs. They left the Georgia public school system and needed to be replaced.

Supply

- The overall retention of administrative personnel is almost as high (87.8% in FY04) as for teachers.
- Almost 85% of Principals (84.5% in FY04) are retained from year-to-year.



- In FY04, 80.0% of the Assistant Principals were retained from the previous year, and 63.1% of all newly hired Assistant Principals came from the ranks of teachers.

- Retention of Student Services personnel is comparable to administrators, and was 88.0% in FY03. Unlike administrators, more new hires (53.7% in FY04) come from outside Georgia public schools, although 41.5% had been Georgia teachers in FY03.
- More than one-quarter (26.36%) of new Student Services personnel hired in FY04 from outside Georgia were Speech and Language Pathologists.

CONCLUSIONS

- P-12 student enrollment rose 1.8% in FY04. Student demographics are changing substantially, with a consistent decline in White student population and rapid increase in Hispanic student population. EWRAD is studying how to attract educators from diverse backgrounds, with particular attention to educators' skills in addressing the needs of an increasingly non-English speaking and culturally diverse student population.
- The cohort loss rate of high school students is declining, suggesting that a greater number of students who enter Grade 9 reach Grade 12. The loss rate for Black and Hispanic males, however, is substantially higher than for other gender/ethnicity groups. These factors will have implications on the number and training of high school teachers required in the workforce.
- The birth rate in Georgia increased during the period 1997 to 2000, and those children are entering the school system. Cyclic yet significant surges in birth rate necessitate advance preparation for the resultant enrollment changes in the grades as these children progress through school.
- Changes in educational policy appear to have had an impact on the balance between demand and supply in FY04. The deferral in FY03 and FY04 of class size reductions mandated by Georgia legislation temporarily lowered teacher hiring to the point that if the trend continues, teacher attrition could become greater than new teacher hiring. If this happens, the teacher workforce could begin to decrease, even as student enrollment continues to increase.
- Initiatives to increase teacher supply and retention continued in FY04 in the form of higher rates of new teacher production through traditional and alternative preparation routes, including the approved Georgia Teacher Alternative Preparation Program (GATAPP) providers. The ongoing recruitment of teachers from within and outside Georgia through TeachGeorgia may be critical to sustaining the supply of candidates and applicants for the Georgia educator workforce. These programs could also serve to address gender and ethnic imbalance and the supply of teachers in hard-to-fill subject areas.



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