

Interim Status Report: THE GEORGIA EDUCATOR WORKFORCE 2005-1

An Interim Report on the Demography of
Teachers, Administrative, and Student
Services Personnel in Georgia Public
Schools



Educator Workforce Research and Development Division
Georgia Professional Standards Commission
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Introduction

The first 2005 Interim Status Report, has been compiled by the Division for Educator Workforce Research and Development (EWRAD), in the Georgia Professional Standards Commission (PSC). The report presents the demographic profile of Georgia's educator workforce using the Fall 2004 Certified Personnel Index (CPI) count. The fall count is typically slightly different from the spring count upon which the annual Status Report is based, thus it is advised not to make comparisons between the numbers in this report and the annual Status Reports.

Demographic Summary

There are a total of 124,020 educators in Georgia in the Fall CPI. Of these, 85.5% (106,006) are teachers. Table 1. shows the distribution of Georgia educators.

Table 1. Georgia Educators, FY05-1

	FY05-1
Georgia Educators	124,020
Georgia Teachers	106,006
Administrative Personnel	7,994
Student Services Personnel	10,020

Teacher Summary

Georgia's teaching workforce remains predominantly female (81.5%), and White (77.3%%). The average age of Georgia teachers is 42.1 years, ranging from 20 to 86 years. The average experience is 12.5; the years of teaching experience ranged from 0 to 60 years. Table 2 provides a summary of the teacher demographics.

Table 2. Georgia Teacher Demography, FY05-1

Demographic Characteristic	Frequency	Percent
Gender		
Female	86,403	81.5
Male	19,603	18.5
Ethnicity		
American Indian	122	0.1
Asian	538	0.5
Black	22,131	20.9
Hispanic	1,039	1
Multiracial	210	0.2
White	81,966	77.3
Age Group		
Lowest - 20	1	0
21-30	19,378	18.3
31-40	30,340	28.6
41-50	27,306	25.8
51-60	25,510	24.1
61 and above	3,463	3.3
Experience Group		
0-5 Years	29,692	28
6-10 Years	23,297	22
11-15 Years	16,648	15.7
16-20 Years	13,019	12.3
21-25 Years	10,306	9.7
26-30 Years	9,070	8.6
31 and above	3,974	3.7
Certification Level		
High School	105	0.1
Associate	296	0.3
Bachelors	48,904	46.1
Masters	44,045	41.6
Education Specialist	11,518	10.9
Doctorate	1,138	1.1

Elementary school teachers (K-5) comprised the largest group of teachers (44.3%), middle grades teachers comprised (17.2%), while high school teachers comprised 17.1%. Table 3 shows the personnel categories of FY05-1 teachers.

Table 3. Personnel Categories of Georgia Teachers, FY05-1

Personnel Category	Frequency	Percent
Pre-Kindergarten	1,474	1.39
Kindergarten	6,193	5.84
EIP K	848	0.80
ESOL Teacher	1,451	1.37
Grade 1	6,162	5.81
Grade 2	5,847	5.52
Grade 3	5,814	5.48
EIP1-3	2,760	2.60
Grade 4	4,936	4.66
Grade 5	4,853	4.58
EIP4-5	1,292	1.22
Other Elementary	3,202	3.02
Elementary Total	44,832	42.29
Grade 6	3,772	3.56
Grade 7	3,645	3.44
Grade 8	3,529	3.33
Other Middle	7,303	6.89
Middle Total	18,249	17.22
High School (9-12) Total	18,079	17.05
Instructional Specialist	5,732	5.41
Literacy Coach	386	0.36
Special Education Teachers	14,499	13.68
GATAPP Teachers	279	0.26
Vocational Education Teachers	3,254	3.07
Other Teachers	696	0.66
Total	106,006	100

Table 4 shows the distribution of Georgia teachers by school system; Gwinnett County had the highest percentage of teachers (8.9%), followed by Cobb (6.9%), and Dekalb (6.3%).

Table 4. Distribution of Georgia Teachers By School System, FY05-1

	Frequency	Percent of Total Teachers
Appling	239	0.23
Atkinson	109	0.10
Atlanta City	3,671	3.46
Bacon	134	0.13
Baker	32	0.03
Baldwin	443	0.42
Banks	166	0.16

**Table 4. Distribution of Georgia Teachers By School System, FY05-1,
Continued**

	Frequency	Percent of Total Teachers
Barrow	683	0.64
Bartow	969	0.91
Ben Hill	227	0.21
Berrien	194	0.18
Bibb	1,627	1.53
Bleckley	163	0.15
Brantley	228	0.22
Bremen City	107	0.10
Brooks	177	0.17
Bryan	374	0.35
Buford City	166	0.16
Bulloch	626	0.59
Burke	308	0.29
Butts	222	0.21
Calhoun City	192	0.18
Calhoun	51	0.05
Camden	640	0.60
Candler	127	0.12
Carrollton City	215	0.20
Carroll	939	0.89
Cartersville City	264	0.25
Catoosa	685	0.65
Charlton	129	0.12
Chatham	2,507	2.36
Chattahoochee	42	0.04
Chattooga	213	0.20
Chickamauga City	71	0.07
Cherokee	2,124	2.00
Clarke	904	0.85
Clay	30	0.03
Clayton	3,349	3.16
Clinch	104	0.10
Cobb	7,265	6.85
Coffee	570	0.54
Colquitt	580	0.55
Columbia	1,293	1.22
Commerce City	94	0.09
Cook	208	0.20
Coweta	1,276	1.20
Crawford	132	0.12
Crisp	315	0.30
Dade	166	0.16
Dalton	425	0.40
Dawson	241	0.23
Decatur	393	0.37

**Table 4. Distribution of Georgia Teachers By School System, FY05-1,
Continued**

	Frequency	Percent of Total Teachers
Decatur City	226	0.21
DeKalb	6,661	6.28
Dodge	229	0.22
Dooly	105	0.10
Doughterty	1,106	1.04
Douglas	1,340	1.26
Dublin City	228	0.22
Early	185	0.17
Echols	48	0.05
Effingham	613	0.58
Elbert	265	0.25
Emanuel	296	0.28
Evans	138	0.13
Fannin	201	0.19
Fayette	1,528	1.44
Floyd	735	0.69
Forsyth	1,523	1.44
Franklin	251	0.24
Fulton	5,399	5.09
Gainesville	347	0.33
Gilmer	266	0.25
Glascocock	38	0.04
Glynn	878	0.83
Gordon	426	0.40
Grady	317	0.30
Greene	179	0.17
Gwinnett	9,421	8.89
Habersham	446	0.42
Hall	1,563	1.47
Hancock	104	0.10
Haralson	246	0.23
Harris	281	0.27
Hart	240	0.23
Heard	144	0.14
Henry	2,009	1.90
Houston	1,642	1.55
Irwin	129	0.12
Jackson	386	0.36
Jasper	134	0.13
Jeff Davis	181	0.17
Jefferson	223	0.21
Jefferson City	135	0.13
Jenkins	123	0.12
Johnson	98	0.09
Jones	315	0.30

**Table 4. Distribution of Georgia Teachers By School System, FY05-1,
Continued**

	Frequency	Percent of Total Teachers
KidPeace	1	0.00
Lamar	154	0.15
Lanier	107	0.10
Laurens	418	0.39
Lee	338	0.32
Liberty	745	0.70
Lincoln	103	0.10
Long	132	0.12
Lowndes	624	0.59
Lumpkin	220	0.21
Macon	137	0.13
Madison	322	0.30
Marietta City	610	0.58
Marion	113	0.11
McDuffie	283	0.27
McIntosh	120	0.11
Meriwether	293	0.28
Miller	84	0.08
Mitchell	197	0.19
Monroe	251	0.24
Montgomery	87	0.08
Morgan	224	0.21
Murray	473	0.45
Muscogee	2,221	2.10
Newton	1,044	0.98
Oconee	401	0.38
Odyssey	9	0.01
Oglethorpe	153	0.14
Paulding	1,401	1.32
Peach	272	0.26
Pelham City	110	0.10
Pickens	277	0.26
Pierce	215	0.20
Pike	181	0.17
Polk	492	0.46
Pulaski	122	0.12
Putnam	192	0.18
Quitman	25	0.02
Rabun	167	0.16
Randolph	91	0.09
RESA	268	0.25
Richmond	2,372	2.24
Rockdale	967	0.91
Rome City	390	0.37
Schley	78	0.07

**Table 4. Distribution of Georgia Teachers By School System, FY05-1,
Continued**

	Frequency	Percent of Total Teachers
Screven	208	0.20
Seminole	121	0.11
Social Circle	102	0.10
Spalding	761	0.72
Stephens	305	0.29
Stewart	53	0.05
Sumter	385	0.36
Talbot	51	0.05
Taliaferro	27	0.03
Tattnall	230	0.22
Taylor	106	0.10
Telfair	124	0.12
Terrell	126	0.12
Thomas	371	0.35
Thomasville City	194	0.18
Tift	519	0.49
Toombs	206	0.19
Towns	146	0.14
Treutlen	82	0.08
Trion City	86	0.08
Troup	796	0.75
Turner	136	0.13
Twiggs	104	0.10
Union	190	0.18
Upson	330	0.31
Valdosta City	471	0.44
Vidalia City	168	0.16
Walker	600	0.57
Walton	804	0.76
Ware	481	0.45
Warren	53	0.05
Washington	239	0.23
Wayne	341	0.32
Webster	30	0.03
CCAT	16	0.02
Wheeler	81	0.08
White	254	0.24
Whitfield	837	0.79
Wilcox	96	0.09
Wilkes	130	0.12
Wilkinson	126	0.12
Worth	279	0.26
Total	106,006	100

New Hires

Total new teachers in FY05-1 numbered 9,954. Over three-quarters of the new hires are female (78.7%), Whites comprised 73.5%. Their ages range from 21-76 years, with a mean of 31.5 years. Over forty percent (44.5%) of the new hires are in the 21-30 age group. Their years of experience range from 0-46, with a mean of 3.6 years. As expected, over three-quarters (76.7%) of the new teachers hired are reported as having 0-5 years experience.

The highest percentage of new teachers teach in the elementary grades (34.8%, n=3,461), followed by high school (18.1%, n=1,797), and middle grades (17.6%, n=1,756).

Table 5 shows the demographic distribution of FY05-1 new hires.

Table 5. Demographic Characteristics of New Hires, FY05-1

Demographic Characteristic	Student Services Personnel	
	Frequency	Percent
Gender		
Female	7836	78.72
Male	2118	21.28
Total	9,954	100
Ethnicity		
American Indian	13	0.13
Asian	96	0.96
Black	2,315	23.26
Hispanic	155	1.56
Multiracial	54	0.54
White	7,321	73.55
Total	9,954	100
Age Group		
21-30	4,428	44.48
31-40	2,752	27.65
41-50	1,586	15.93
51-60	1,011	10.16
61 and above	171	1.72
Missing	6	0.06
Total	9,954	100
Experience Group		
0-5 Years	7,630	76.65
6-10 Years	1,032	10.37
11-15 Years	500	5.02
16-20 Years	267	2.68
21-25 Years	193	1.94
26-30 Years	214	2.15
31 and above	118	1.19
Total	9,954	100
Certification Level		
High School	15	0.15
Associate	28	0.28
Bachelors	6,914	69.46
Masters	2,547	25.59
Education Specialist	343	3.45
Doctorate	107	1.07
Total	9,954	100

Student Enrollment

Georgia's total student enrollment as reported in the fall collection of the FTE (Full Time Equivalent) data was 1,553,437.

Table 6 provides fall student enrollment figures by gender and ethnicity.

Table 6. Student Enrollment by Gender, and Ethnicity, FY05-1

Gender	Enrollment	Percent
Male	795,144	51.2
Female	758,293	48.8
Ethnicity		
American Indian/Alaskan Native	2,335	0.2
Asian, Pacific Islander	40,442	2.6
Black, not of Hispanic origin	590,242	38.0
Hispanic	119,506	7.7
Multi-racial	34,240	2.2
White, not of Hispanic origin	766,672	49.4
Total Fall Enrollment	1,553,437	100

Table 7 shows fall student enrollment figures by grade.

Table 7. Student Enrollment by Grade, FY05-1

Grade	Enrollment	Percent
Elementary School		
Pre-Kindergarten	37,791	2.4%
Kindergarten	122,495	7.9%
Grade 1	120,880	7.8%
Grade 2	117,310	7.6%
Grade 3	117,092	7.5%
Grade 4	116,129	7.5%
Grade 5	118,762	7.6%
Subtotal	750,459	48.3%
Middle School		
Grade 6	122,861	7.9%
Grade 7	122,627	7.9%
Grade 8	122,432	7.9%
Subtotal	367,920	23.7%
High School		
Grade 9	142,079	9.1%
Grade 10	113,044	7.3%
Grade 11	96,063	6.2%
Grade 12	83,872	5.4%
Subtotal	435,058	28.0%
Total Fall Enrollment	1,553,437	

Table 8 lists student enrollment by RESA

Table 8. Student Enrollment by RESA, FY05-1

RESA	Grade															Percent
	Pre-K	K	1	2	3	4	5	6	7	8	9	10	11	12	Total	
Central Savannah	2,546	5,779	5,721	5,554	5,591	5,737	5,794	6,362	6,366	6,291	7,396	5,632	4,986	4,289	78,044	5.0
Chattahoochee	2,286	4,353	4,117	4,100	4,129	4,098	4,123	4,563	4,461	4,352	5,155	4,006	3,347	2,828	55,918	3.6
Coastal Plains	1,409	3,348	3,186	3,276	3,094	3,122	3,198	3,235	3,359	3,279	3,670	3,104	2,707	2,293	42,280	2.7
First District	4,953	9,702	9,440	9,011	8,829	8,949	9,256	9,953	9,733	9,757	11,618	8,568	7,388	6,234	123,391	7.9
Griffin	1,498	6,895	7,012	7,017	6,805	6,911	7,226	7,905	7,697	7,853	8,813	7,563	6,186	5,225	94,606	6.1
Heart of Georgia	1,216	1,797	1,778	1,677	1,628	1,729	1,760	1,876	1,861	1,882	2,090	1,710	1,462	1,347	23,813	1.5
Metro	8,469	44,302	44,536	43,391	43,817	42,669	44,049	44,568	44,526	44,286	51,703	41,556	35,803	32,417	566,092	36.5
Middle Georgia	1,910	4,960	4,942	4,808	4,989	5,040	5,093	5,172	5,361	5,275	6,261	4,605	3,829	3,446	65,691	4.2
North Georgia	808	6,062	5,752	5,490	5,444	5,191	5,314	5,274	5,264	5,267	6,224	5,111	4,230	3,342	68,773	4.4
Northeast Georgia	1,841	5,297	5,003	4,868	4,844	4,943	4,996	5,190	5,184	5,190	6,088	4,922	3,922	3,502	65,790	4.2
Northwest Georgia	2,919	8,581	8,391	7,996	7,946	7,959	8,062	8,164	8,374	8,394	9,422	7,510	6,196	5,180	105,094	6.8
Oconee	800	1,446	1,436	1,395	1,354	1,414	1,454	1,493	1,527	1,502	1,675	1,238	1,152	975	18,861	1.2
Okefenokee	1,406	2,250	2,251	2,048	2,074	2,069	2,050	2,205	2,239	2,211	2,401	1,952	1,619	1,377	28,152	1.8
Pioneer	818	7,779	7,479	7,390	7,079	6,921	6,828	6,880	6,840	6,953	7,900	6,402	5,480	4,756	89,505	5.8
Southwest Georgia	2,625	5,352	5,216	4,833	4,981	4,874	4,889	5,252	5,127	5,173	6,173	4,665	4,003	3,395	66,558	4.3
West Georgia	2,280	4,552	4,587	4,419	4,459	4,451	4,638	4,749	4,663	4,740	5,414	4,471	3,728	3,215	60,366	3.9
State Schools & Ind. Charters	7	40	33	37	29	52	32	20	45	27	76	29	25	51	503	0.03
Total Fall Enrollment	37,784	122,455	120,847	117,273	117,063	116,077	118,730	122,841	122,582	122,405	142,003	113,015	96,038	83,821	1,552,934	

Georgia's Non-Teaching Educator Workforce

Educators in non-teaching positions provide leadership and support services that impact teaching and learning for teachers and students, respectively.

Administrative Personnel

This personnel group includes Superintendents, Principals and Program Directors. Table 9 shows the distribution of Georgia administrative personnel by personnel categories.

Table 9. Personnel Categories of Administrative Personnel, FY05-1

Personnel Category	Frequency	Percentage
Assistant Principal	2,947	36.9
Assistant Superintendent	223	2.8
Athletic Director	57	0.7
Curriculum Director	207	2.6
Human Resources Director	55	0.7
Instructional Supervisor	822	10.3
Kindergarten Director	1	0.0
Pre-Kindergarten Director	30	0.4
Principal	2,126	26.6
RESA Director	16	0.2
Special Education Director	175	2.2
Superintendent	181	2.3
Technology Director	58	0.7
Vocational Education Director	157	2.0
Other Administration	939	11.7
Total	7,994	100

In the FY05-1 CPI, there is a total of 7,994 educators in this personnel group. Almost Sixty-three percent (62.8%, n=5,023) of these are female, while 69.5% (n=5,562) are white. Table 10 shows the demographic characteristics of Georgia Administrative personnel.

Table 10. Demographic Characteristics of Administrative Personnel, FY05-1

Demographic Characteristic	Student Services Personnel	
	Frequency	Percent
Gender		
Female	5,023	62.83
Male	2,971	37.17
Total	7,994	100
Ethnicity		
American Indian	13	0.16
Asian	6	0.08
Black	2,375	29.71
Hispanic	34	0.43
Multiracial	4	0.05
White	5,562	69.58
Total	7,994	100
Age Group		
Lowest - 20	0	0
21-30	77	0.96
31-40	1,608	20.12
41-50	2,418	30.25
51-60	3,438	43.01
61 and above	452	5.65
Total	7993*	100
Experience Group		
0-5 Years	175	2.19
6-10 Years	744	9.31
11-15 Years	1,263	15.8
16-20 Years	1,299	16.25
21-25 Years	1,561	19.53
26-30 Years	1,785	22.33
31 and above	1,167	14.6
Total	7,994	100
Certification Level		
High School	1	0.01
Associate	2	0.03
Bachelors	140	1.75
Masters	2,287	28.61
Education Specialist	4,306	53.87
Doctorate	1,258	15.74
Total	7,994	100

* Individual with missing date of birth.

Student Services Personnel

This personnel group includes Counselors and other professionals that provide non-teaching services to students. Table 11 shows the distribution of Georgia student services personnel by personnel category.

Table 11. Personnel Category of Student Services Personnel, FY05-1

Personnel Category	Frequency	Percentage
Elementary Counselor	1,445	14.4
High School Counselor	1,057	10.5
Middle Grades Counselor	990	9.9
Media Specialist	2,225	22.2
School Psychologist	709	7.1
School Social Worker	521	5.2
Speech & Language Therapy	1,571	15.7
Other Student Services	1,502	15.0
Total	10,020	100

In the FY05-1 CPI, there are a total of 10,020 educators in this personnel group. Eighty-nine percent (89.1%, n=8,928) are female, while 76.0% (n=7,615) are White. The average age of this personnel group is 45.8 years, and their average experience is 15.9 years.

Table 12 shows the demographic composition of Georgia student services personnel.

Table 12. Demographic Characteristics of Student Services Personnel, FY05-1

Demographic Characteristic	Student Services Personnel	
	Frequency	Percent
Gender		
Female	8,928	89.1
Male	1,092	10.9
Total	10,020	100
Ethnicity		
American Indian	10	0.1
Asian	20	0.2
Black	2,321	23.16
Hispanic	43	0.43
Multiracial	11	0.11
White	7,615	76
Total	10,020	100
Age Group		
Lowest - 20	1	0.01
21-30	838	8.36
31-40	2,631	26.26
41-50	2,513	25.08
51-60	3,475	34.68
61 and above	562	5.61
Total	10,020	100
Experience Group		
0-5 Years	1,606	16.03
6-10 Years	1,902	18.98
11-15 Years	1,615	16.12
16-20 Years	1,468	14.65
21-25 Years	1,380	13.77
26-30 Years	1,350	13.47
31 and above	699	6.98
Total	10,020	100
Certification Level		
High School	2	0.02
Associate	0	0
Bachelors	423	4.22
Masters	6,054	60.42
Education Specialist	3,110	31.04
Doctorate	431	4.3
Total	10,020	100

Conclusion

Georgia educator workforce continues to increase, increasing 1.3% from FY04 to FY05-1. The Georgia teaching workforce remains predominantly female and White. Elementary grades teachers continue to remain the highest percentage of teachers in FY05-1. White students constitute almost half (49.4%) of the student population in FY05-1.



**Educator Workforce Research and Development Division
Georgia Professional Standards Commission
Two Peachtree Street, Suite 6000 • Atlanta, GA 30303
WWW.GAPSC.COM**

Cynthia E. Stephens, Ed.D
Director
F. D. Toth, Ph.D.
Executive Secretary

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