

Interim Status Report: THE GEORGIA EDUCATOR WORKFORCE 2006-1

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

This second 2006 Interim Status Report is compiled by the Division for Educator Workforce Research and Development (EWRAD) at the Georgia Professional Standards Commission (PSC). The report presents the demographic profile of Georgia teachers, administrative and student services personnel using the Fall 2005 Certified Personnel Index (CPI) count. Comparisons between Interim and Annual Status Report should not be made. While the annual Status Reports are based on spring CPI counts, the Interim reports utilize fall data collections.

Demographic Summary

There were 128,199 educators reported in Georgia in the fall of 2005. This is a 3.4% increase from the 124,020 reported the previous fall. Teachers comprised 85.4% (109,507) of the educator workforce. Table 1 shows the distribution of Georgia educators by personnel categories. Administrative personnel showed a 5% increase over FY05-1 counts, greater than either teacher or student services increases.

Table 1. Georgia Educators, FY05-1 and FY06-1

| | FY05-1 | FY06-1 | FY05-1 – FY06-1 Percent Change |
|--------------------------------|----------------|----------------|---|
| Teachers | 106,006 | 109,507 | 3.3 |
| Administrative Personnel | 7,994 | 8,393 | 5.0 |
| Student Services Personnel | 10,020 | 10,299 | 2.8 |
| Total Georgia Educators | 124,020 | 128,199 | 3.4 |

Teacher Summary

Table 2 shows various demographic information for Georgia's teachers. The percentage of males increased slightly from the past year. Although Whites remained the largest proportion of teachers, as seen in both Table 2 and Figure 1, that percentage fell from 77.3% in FY05-1 to 76.7% in FY06-1. The age of teachers ranged from 20 to 87 years with a mean of 42.1 years, while their experience ranged from 0 to 64 years with a mean of 12.5 years. The proportion of teachers with advanced degrees also increased.

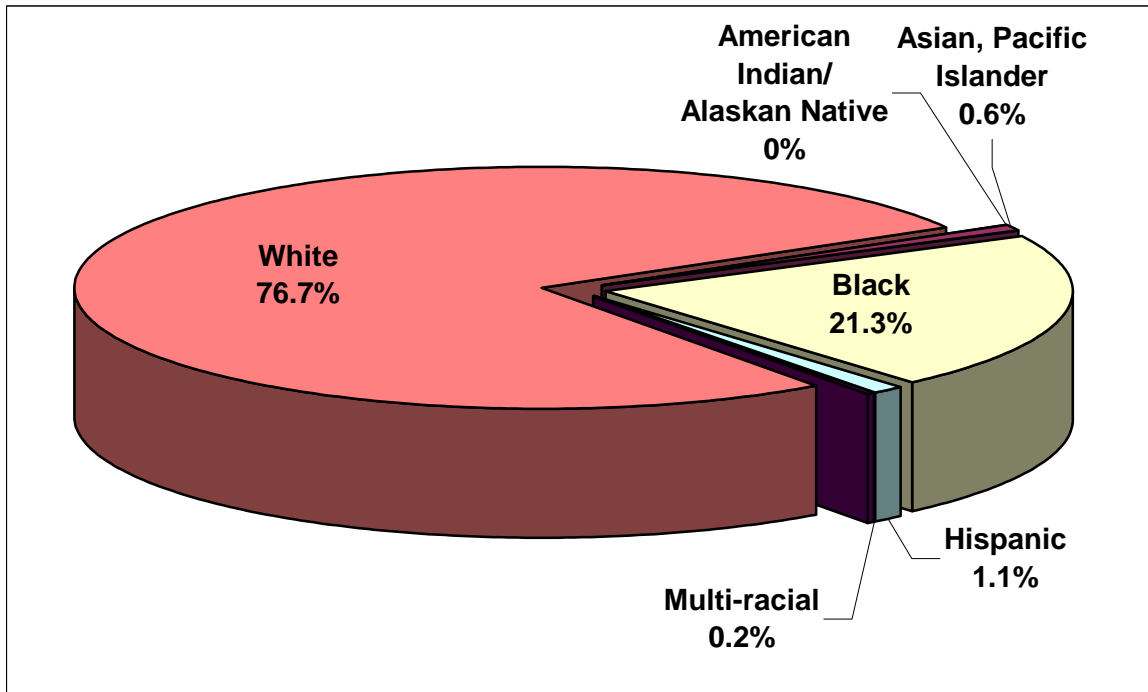
The number of teachers above 60 years of age increased 9.9%, and those with 30 or more years of experience grew 8.2%. Although their percentage in the workforce is small, these increases could suggest that policy changes enabling (1) retired teachers to return to teaching part-time without loss of benefits and (2) those leaving other professions to make teaching a second-career, have resulted in expanded hiring of experienced and mature teachers in the workforce.

Table 2. Georgia Teacher Demography, FY05-1 - FY06-1

| Demographic Characteristics | FY05-1 | | FY06-1 | | Change | Change % |
|-----------------------------|-----------|---------|-----------|---------|--------|-------------|
| | Frequency | Percent | Frequency | Percent | | |
| Gender | | | | | | |
| Female | 86,403 | 81.5 | 88,779 | 81.1 | 2,376 | 2.7 |
| Male | 19,603 | 18.5 | 20,728 | 18.9 | 1,125 | 5.7 |
| Ethnicity | | | | | | |
| American Indian | 122 | 0.1 | 151 | 0.1 | 29 | 23.8 |
| Asian | 538 | 0.5 | 614 | 0.6 | 76 | 14.1 |
| Black | 22,131 | 20.9 | 23,342 | 21.3 | 1211 | 5.5 |
| Hispanic | 1,039 | 1 | 1,157 | 1.1 | 118 | 11.4 |
| Multiracial | 210 | 0.2 | 224 | 0.2 | 14 | 6.7 |
| White | 81,966 | 77.3 | 84,019 | 76.7 | 2053 | 2.5 |
| Age Group* | | | | | | |
| Lowest - 20 | 1 | 0 | 6 | 0 | 5 | 500.0 |
| 21-30 | 19,378 | 18.3 | 20,113 | 18.4 | 735 | 3.8 |
| 31-40 | 30,340 | 28.6 | 31,669 | 28.9 | 1329 | 4.4 |
| 41-50 | 27,306 | 25.8 | 27,599 | 25.2 | 293 | 1.1 |
| 51-60 | 25,510 | 24.1 | 26,298 | 24 | 788 | 3.1 |
| 61 and above | 3,463 | 3.3 | 3,805 | 3.5 | 342 | 9.9 |
| Experience Group | | | | | | |
| 0-4 Years | 24,072 | 22.7 | 25,000 | 22.8 | 928 | 3.9 |
| 5-9 Years | 24,689 | 23.3 | 25,781 | 23.5 | 1092 | 4.4 |
| 10-14 Years | 18,178 | 17.1 | 18,961 | 17.3 | 783 | 4.3 |
| 15-19 Years | 13,158 | 12.4 | 13,402 | 12.2 | 244 | 1.9 |
| 20-24 Years | 10,729 | 10.1 | 10,851 | 9.9 | 122 | 1.1 |
| 25-29 Years | 9,825 | 9.3 | 9,717 | 8.9 | -108 | -1.1 |
| 30 Years or more | 5,355 | 5.1 | 5,795 | 5.3 | 440 | 8.2 |
| Certification Level | | | | | | |
| High School | 105 | 0.1 | 153 | 0.1 | 48 | 45.7 |
| Associate | 296 | 0.3 | 317 | 0.3 | 21 | 7.1 |
| Bachelors | 48,904 | 46.1 | 48,705 | 44.5 | -199 | -0.4 |
| Masters | 44,045 | 41.6 | 46,495 | 42.5 | 2450 | 5.6 |
| Education Specialist | 11,518 | 10.9 | 12,580 | 11.5 | 1062 | 9.2 |
| Doctorate | 1,138 | 1.1 | 1,257 | 1.1 | 119 | 10.5 |

* Based on N=109,485 that have valid date of birth

Figure 1. Ethnic Distribution of FY06-1 Teachers



Elementary school teachers comprised the largest proportion of the teaching workforce (38.7%); middle school comprised 17.0%, and high school comprised 17.6%. The percentage of elementary and middle school teachers decreased from FY05-1, while that of high school teachers increased.

Table 3 shows how FY05-1 and FY06-1 teachers are distributed by personnel categories and grade levels and the change from one year to the next.

Although the overall elementary teacher cadre increased 1.2%, the number of teachers reported as teaching grades 1-5 decreased by 2.7%. As shown in Table 3, those elementary teachers were either reassigned as or replaced with new EIP or "Other Elementary" teachers. Further analysis over the coming months may determine the reasons for this unexpected change in elementary teacher assignment. The increase in the elementary teacher force did not keep pace with elementary student enrollment, which as shown in Table 8 increased by 3.3%.

The number of middle school teachers rose by 2.3%, substantially more than the small 0.7% increase in middle school enrollment. High school teacher staffing increased by 6.6%, compared to a 4.2% increase in high school enrollment.

Table 3. Personnel Categories of Georgia Teachers, FY05-1 and FY06-1

| Personnel Category | FY05-1 | | FY06-1 | | Change | |
|--------------------------------------|----------------|-------------|----------------|-------------|--------------|-------------|
| | Frequency | Percent | Frequency | Percent | Change | Change% |
| Pre-Kindergarten | 1,474 | 1.4 | 1,538 | 1.4 | 64 | 4.3 |
| Kindergarten | 6,193 | 5.8 | 6,409 | 5.9 | 216 | 3.5 |
| EIP K | 848 | 0.8 | 877 | 0.8 | 29 | 3.4 |
| Grade 1 | 6,162 | 5.8 | 6,034 | 5.5 | -128 | -2.1 |
| Grade 2 | 5,847 | 5.5 | 5,759 | 5.3 | -88 | -1.5 |
| Grade 3 | 5,814 | 5.5 | 5,669 | 5.2 | -145 | -2.5 |
| EIP1-3 | 2,760 | 2.6 | 2,873 | 2.6 | 113 | 4.1 |
| Grade 4 | 4,936 | 4.7 | 4,730 | 4.3 | -206 | -4.2 |
| Grade 5 | 4,853 | 4.6 | 4,663 | 4.3 | -190 | -3.9 |
| EIP4-5 | 1,292 | 1.2 | 1,424 | 1.3 | 132 | 10.2 |
| Other Elementary | 3,202 | 3 | 3,972 | 3.6 | 770 | 24.0 |
| Grades 1-5 Sub-Total | 27,612 | | 26,855 | | -757 | -2.7 |
| EIP Sub-Total | 4,900 | | 5,174 | | 274 | 5.6 |
| Elementary Grades Total (K-5) | 41,907 | 39.5 | 42,410 | 38.7 | 503 | 1.2 |
| Grade 6 | 3,772 | 3.6 | 3,846 | 3.5 | 74 | 2.0 |
| Grade 7 | 3,645 | 3.4 | 3,744 | 3.4 | 99 | 2.7 |
| Grade 8 | 3,529 | 3.3 | 3,670 | 3.4 | 141 | 4.0 |
| Other Middle | 7,303 | 6.9 | 7,409 | 6.8 | 106 | 1.5 |
| Middle Total | 18,249 | 17.2 | 18,669 | 17 | 420 | 2.3 |
| High School (9-12) Total | 18,079 | 17.1 | 19,266 | 17.6 | 1,187 | 6.6 |
| ESOL Teacher | 1,451 | 1.4 | 1,618 | 1.5 | 167 | 11.5 |
| Instructional Specialist | 5,732 | 5.4 | 5,811 | 5.3 | 79 | 1.4 |
| Literacy Coach | 386 | 0.4 | 517 | 0.5 | 131 | 33.9 |
| Special Education Teachers | 14,499 | 13.7 | 15,139 | 13.8 | 640 | 4.4 |
| GATAPP Teachers | 279 | 0.3 | 413 | 0.4 | 134 | 48.0 |
| Vocational Education Teachers | 3,254 | 3.1 | 2,889 | 2.6 | -365 | -11.2 |
| Other Teachers | 696 | 0.7 | 1,237 | 1.1 | 541 | 77.7 |
| Total | 106,006 | 100 | 109,507 | 100 | 3,501 | 3.3 |

Table 4 shows the distribution of Georgia teachers by RESA. Metro RESA accounted for 37.0% of all the Georgia teachers in FY06-1.

Table 4. Distribution of Georgia Teachers By RESA, FY05-1 and FY06-1

| RESA | FY05-1 | | FY06-1 | | Change | Change % |
|-------------------|-----------|---------|-----------|---------|--------|----------|
| | Frequency | Percent | Frequency | Percent | | |
| Central Savannah | 5,260 | 5 | 5,252 | 4.8 | -8 | -0.2 |
| Chattahoochee | 3,786 | 3.6 | 3,824 | 3.5 | 38 | 1.0 |
| Coastal Plains | 2,843 | 2.7 | 2,913 | 2.7 | 70 | 2.5 |
| First District | 8,535 | 8.1 | 8,615 | 7.9 | 80 | 0.9 |
| Griffin | 6,241 | 5.9 | 6,575 | 6 | 334 | 5.4 |
| Heart of Georgia | 1,645 | 1.6 | 1,686 | 1.5 | 41 | 2.5 |
| Metro | 39,102 | 36.9 | 40,498 | 37 | 1,396 | 3.6 |
| Middle Georgia | 4,352 | 4.1 | 4,489 | 4.1 | 137 | 3.1 |
| North Georgia | 4,620 | 4.4 | 4,942 | 4.5 | 322 | 7.0 |
| Northeast Georgia | 4,684 | 4.4 | 4,890 | 4.5 | 206 | 4.4 |
| Northwest Georgia | 7,060 | 6.7 | 7,467 | 6.8 | 407 | 5.8 |
| Oconee | 1,346 | 1.3 | 1,346 | 1.2 | 0 | 0.0 |
| Okefenokee | 1,981 | 1.9 | 1,990 | 1.8 | 9 | 0.5 |
| Pioneer | 6,079 | 5.7 | 6,460 | 5.9 | 381 | 6.3 |
| Southwest Georgia | 4,484 | 4.2 | 4,455 | 4.1 | -29 | -0.6 |
| West Georgia | 3,988 | 3.8 | 4,105 | 3.7 | 117 | 2.9 |
| Total | 106,006 | 100 | 109,507 | 100 | 3,501 | 3.3 |

The top hiring school systems for the Georgia teaching workforce are shown in Table 5.

Table 5. Top Hiring School Systems For Georgia Teachers, FY05-1 and FY06-1

| FY05-1 | | | FY06-1 | | |
|---------------|---------------|------------|---------------|---------------|------------|
| School System | # of Teachers | % of Total | School System | # of Teachers | % of Total |
| Gwinnett | 9,421 | 8.9 | Gwinnett | 10,037 | 9.2 |
| Cobb | 7,265 | 6.9 | Cobb | 7,328 | 6.7 |
| DeKalb | 6,661 | 6.3 | DeKalb | 6,858 | 6.3 |
| Fulton | 5,399 | 5.1 | Fulton | 5,669 | 5.2 |
| Atlanta City | 3,671 | 3.5 | Atlanta City | 3,653 | 3.3 |
| Clayton | 3,349 | 3.2 | Clayton | 3,454 | 3.2 |
| Chatham | 2,507 | 2.4 | Chatham | 2,461 | 2.2 |
| Richmond | 2,372 | 2.2 | Cherokee | 2,288 | 2.1 |
| Muscogee | 2,221 | 2.1 | Richmond | 2,267 | 2.1 |
| Cherokee | 2,124 | 2.0 | Muscogee | 2,238 | 2.0 |
| Henry | 2,009 | 1.9 | Henry | 2,216 | 2.0 |
| Houston | 1,642 | 1.5 | Houston | 1,735 | 1.6 |
| Bibb | 1,627 | 1.5 | Forsyth | 1,690 | 1.5 |
| Hall | 1,563 | 1.5 | Bibb | 1,660 | 1.5 |
| Fayette | 1,528 | 1.4 | Hall | 1,631 | 1.5 |
| Forsyth | 1,523 | 1.4 | Fayette | 1,559 | 1.4 |
| Paulding | 1,401 | 1.3 | Paulding | 1,547 | 1.4 |
| Douglas | 1,340 | 1.3 | Douglas | 1,437 | 1.3 |
| Columbia | 1,293 | 1.2 | Columbia | 1,349 | 1.2 |
| Coweta | 1,276 | 1.2 | Coweta | 1,345 | 1.2 |

New Hires

The total number of new teachers hired in FY06-1 was 11,377, a 14.3% increase from FY05-1. As in FY05-1, as seen in Table 6, over three-quarters (77.2%) of the new hires were female. White teachers comprised 71.5%. Their ages ranged from 20 to 76, with a mean of 35.7 years. As would be expected, a large proportion of the new hires (42.6%) were in the 21-30 age group; this was, however, a decrease from 44.5% in FY05-1. The years of experience of new hires ranged from 0 to 43 years, with a mean of 4.2 years. Almost three-quarters (71.9%) of the new hires were reported as having 0-4 years of experience.

Table 6 shows an increase in the proportion of male teachers in the workforce. The table also shows notable increases over FY05-1 in minority new teacher hires, although the proportions of American Indian, Asian, Hispanic and Multiracial teachers remain very small. The more than 23% increase in Black teacher hires, 534 more than the previous year, represents a substantial change.

The data also show a higher FY06-1 rate of increase than the previous year among the older (51 and above) and more experienced (30 years and above) teacher groups than at the younger and less experienced levels. Repeating the inference made in the 2005 Status Report, retired and close-to-retirement teachers can only, in the short term, address a small part of the increasing teacher demand in Georgia classrooms due to their potentially short-term tenure. These teachers may soon retire and will have to be replaced again, thus further increasing the cost of teacher turnover and replacement.

The highest percentage of new teachers teach at the elementary level (38%), followed by English (11.1%), Mathematics (9.2%) and Science (7.9%).

Table 6 shows the demographic distribution of FY05-1 - FY06-1 new hires and changes in various categories.

Table 6. Demographic Characteristics of New Hires, FY05-1 and FY06-1

| Demographic Characteristic | FY05-1 | | FY06-1 | | Change | Change % |
|----------------------------|-----------|---------|-----------|---------|--------|----------|
| | Frequency | Percent | Frequency | Percent | | |
| Gender | | | | | | |
| Female | 7,836 | 78.7 | 8,782 | 77.2 | 946 | 12.1 |
| Male | 2,118 | 21.3 | 2,595 | 22.8 | 477 | 22.5 |
| Ethnicity | | | | | | |
| American Indian | 13 | 0.1 | 22 | 0.2 | 9 | 69.2 |
| Asian | 96 | 1 | 120 | 1.1 | 24 | 25.0 |
| Black | 2,315 | 23.3 | 2,849 | 25 | 534 | 23.1 |
| Hispanic | 155 | 1.6 | 194 | 1.7 | 39 | 25.2 |
| Multiracial | 54 | 0.5 | 59 | 0.5 | 5 | 9.3 |
| White | 7,321 | 73.6 | 8,133 | 71.5 | 812 | 11.1 |
| Age Group | | | | | | |
| Lowest - 20 | 0 | 0 | 6 | 0.1 | 6 | |
| 21-30 | 4,428 | 44.5 | 4,848 | 42.6 | 420 | 9.5 |
| 31-40 | 2,752 | 27.6 | 3,098 | 27.2 | 346 | 12.6 |
| 41-50 | 1,586 | 15.9 | 1,933 | 17 | 347 | 21.9 |
| 51-60 | 1,011 | 10.2 | 1,253 | 11 | 242 | 23.9 |
| 61 and above | 171 | 1.7 | 231 | 2 | 60 | 35.1 |
| Missing | 6 | 0.1 | 8 | 0.1 | 2 | 33.3 |
| Experience Group | | | | | | |
| 0-4 Years | 7,323 | 73.6 | 8,175 | 71.9 | 852 | 11.6 |
| 5-9 Years | 1,198 | 12.0 | 1,448 | 12.7 | 250 | 20.9 |
| 10-14 Years | 578 | 5.8 | 698 | 6.1 | 120 | 20.8 |
| 15-19 Years | 268 | 2.7 | 375 | 3.3 | 107 | 39.9 |
| 20-24 Years | 205 | 2.1 | 224 | 2 | 19 | 9.3 |
| 25-29 | 192 | 1.9 | 184 | 1.6 | -8 | -4.2 |
| 30 and above | 190 | 1.9 | 273 | 2.4 | 83 | 43.7 |
| Certification Level | | | | | | |
| High School | 15 | 0.2 | 43 | 0.4 | 28 | 186.7 |
| Associate | 28 | 0.3 | 31 | 0.3 | 3 | 10.7 |
| Bachelors | 6,914 | 69.5 | 7,784 | 68.4 | 870 | 12.6 |
| Masters | 2,547 | 25.6 | 3,009 | 26.4 | 462 | 18.1 |
| Education Specialist | 343 | 3.5 | 397 | 3.5 | 54 | 15.7 |
| Doctorate | 107 | 1.1 | 113 | 1 | 6 | 5.6 |

Student Enrollment

Fall 2005 student enrollment increased by 2.9% from the previous year, substantially more than the 2.0% increase from Fall 2003 to Fall 2004. The data showed that 10,359 students displaced by Hurricane Katrina were enrolled in Georgia public schools. Without Katrina enrollment, Georgia's increase would still have been 2.2%.

The ethnicity proportions of Georgia's enrollment continue to change substantially, as shown in Table 7 and Figure 2. While White enrollment has attenuated its decreases in recent years to remain almost unchanged this year, the percentage continues to decrease with significant increases in minority enrollment. Black student enrollment increased more this year than in previous years (more than 21,000 this past year compared to about 13,000 the previous year). Hispanic and Multi-Racial enrollments continue to increase substantially. Black and Hispanic enrollment constituted 82.1% of all enrollment growth this year.

Table 7. Student Enrollment by Gender, and Ethnicity, FY05-1 and FY06-1

| Demographic Characteristic | FY05-1 | % of FY05-1 Total | FY06-1 | % of FY06-1 Total | Change | Change % |
|--------------------------------|------------------|-------------------|------------------|-------------------|---------------|------------|
| Gender | | | | | | |
| Female | 758,293 | 48.8 | 781,196 | 48.9 | 22,903 | 3.0 |
| Male | 795,144 | 51.2 | 817,265 | 51.1 | 22,121 | 2.8 |
| Total | 1,553,437 | 100.0 | 1,598,461 | 100.0 | 45,024 | 2.9 |
| Ethnicity | | | | | | |
| American Indian/Alaskan Native | 2,335 | 0.2 | 2339 | 0.1 | 4 | 0.2 |
| Asian, Pacific Islander | 40,442 | 2.6 | 43,810 | 2.7 | 3368 | 8.3 |
| Black | 590,242 | 38.0 | 611,723 | 38.3 | 21,481 | 3.6 |
| Hispanic | 119,506 | 7.7 | 135,010 | 8.4 | 15,504 | 13.0 |
| Multi-racial | 34,240 | 2.2 | 39,083 | 2.4 | 4,843 | 14.1 |
| White | 766,672 | 49.4 | 766,496 | 48.0 | -176 | 0.0 |
| Total | 1,553,437 | 100.0 | 1,598,461 | 100.0 | 45,024 | 2.9 |

In 2003, after several years of nominal changes, Kindergarten enrollment increased by more than 3%. That cohort has continued through school and is now in 3rd grade. Each subsequent year's Kindergarten cohort has demonstrated similar increases and, with this year's 4.8% increase, shows no sign of abating. Middle school enrollment growth has remained relatively small but should experience increases in growth when this year's 3rd graders reach 6th grade. High school enrollment has experienced larger enrollment increases. Previous analyses suggest that much of this growth has been to some extent a function of decreasing dropout rates. Retention rates in 9th grade have been the primary reason for the significantly larger enrollments in that grade; many previous years' 9th grade students did not earn sufficient credit to be classified as 10th graders. This year's substantial increase in 10th grade enrollment must wait for further analysis to

determine if that increase has been a function of lower 9th grade retention rates and/or a high proportion of Katrina evacuees in 10th grade.

Figure 2. Ethnic Distribution of FY06-1 Student Enrollment, (P-12)

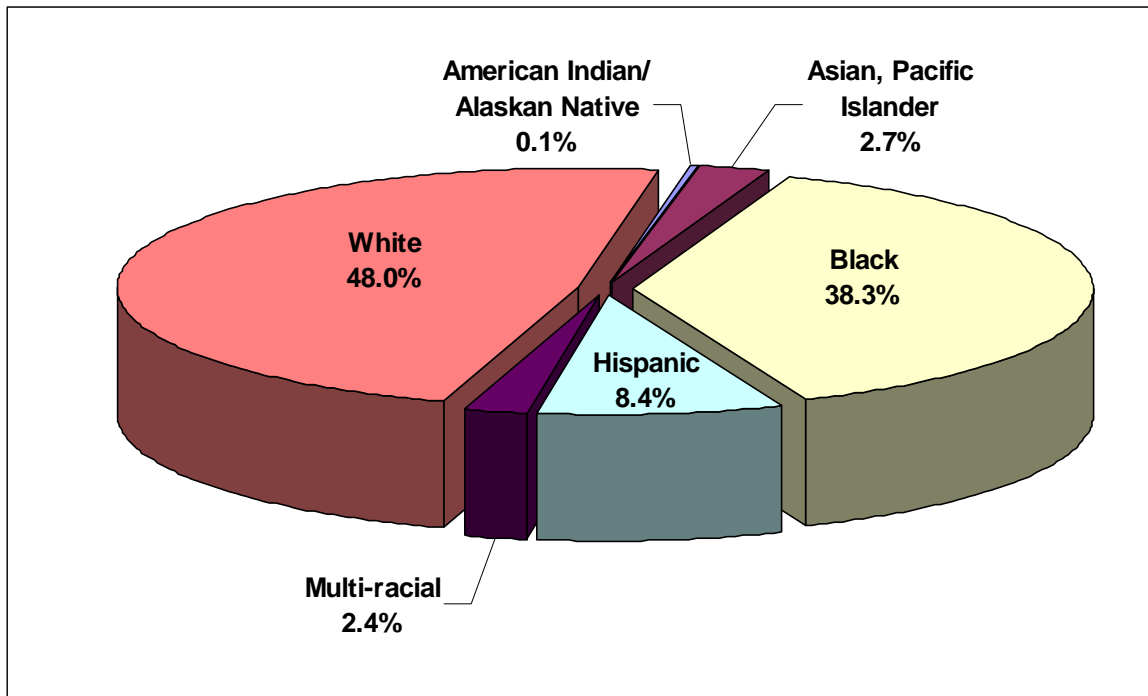


Table 8. Student Enrollment by Grade, FY05-1 and FY06-1

| Grade | FY05 | FY06 | Change | Percent Change |
|----------------------------|------------------|------------------|---------------|----------------|
| Pre-Kindergarten | 37,791 | 38,650 | 859 | 2.3 |
| Kindergarten | 122,495 | 128,410 | 5,915 | 4.8 |
| Grade 1 | 120,880 | 125,171 | 4,291 | 3.5 |
| Grade 2 | 117,310 | 122,100 | 4,790 | 4.1 |
| Grade 3 | 117,092 | 121,361 | 4,269 | 3.6 |
| Grade 4 | 116,129 | 119,045 | 2,916 | 2.5 |
| Grade 5 | 118,762 | 120,314 | 1,552 | 1.3 |
| Elementary Total | 750,459 | 775,051 | 24,592 | 3.3 |
| Grade 6 | 122,861 | 122,003 | -858 | -0.7 |
| Grade 7 | 122,627 | 124,901 | 2,274 | 1.9 |
| Grade 8 | 122,432 | 123,731 | 1,299 | 1.1 |
| Middle School Total | 367,920 | 370,635 | 2,715 | 0.7 |
| Grade 9 | 142,079 | 145,278 | 3,199 | 2.3 |
| Grade 10 | 113,044 | 120,124 | 7,080 | 6.3 |
| Grade 11 | 96,063 | 99,945 | 3,882 | 4.0 |
| Grade 12 | 83,872 | 87,840 | 3,968 | 4.7 |
| High School Total | 435,058 | 453,187 | 18,129 | 4.2 |
| Total | 1,553,437 | 1,598,873 | 45,436 | 2.9 |

Table 9 lists student enrollment by RESA and grade level.

Table 9. Student Enrollment by RESA and Grade, FY06-1

| RESA | Grade | | | | | | | | | | | | | | | Percent |
|------------------------------|---------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|---------------|---------------|------------------|------------|
| | Pre-K | K | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | Total | |
| Central Savannah | 2,571 | 6,030 | 5,936 | 5,675 | 5,671 | 5,606 | 5,827 | 5,986 | 6,303 | 6,160 | 7,787 | 5,735 | 5,077 | 4,360 | 78,724 | 4.92 |
| Chattahoochee | 2,306 | 4,471 | 4,254 | 4,066 | 4,167 | 4,114 | 4,195 | 4,285 | 4,392 | 4,384 | 5,292 | 4,131 | 3,506 | 2,843 | 56,406 | 3.53 |
| Coastal Plains | 1,544 | 3,496 | 3,229 | 3,117 | 3,244 | 3,054 | 3,125 | 3,267 | 3,236 | 3,221 | 3,597 | 3,135 | 2,641 | 2,335 | 42,241 | 2.64 |
| First District | 5,039 | 9,792 | 9,501 | 9,277 | 8,984 | 8,809 | 9,039 | 9,368 | 9,970 | 9,452 | 11,568 | 9,116 | 7,561 | 6,576 | 124,052 | 7.76 |
| Griffin | 1,614 | 7,334 | 7,437 | 7,345 | 7,516 | 7,217 | 7,410 | 7,731 | 8,252 | 8,092 | 9,422 | 8,077 | 6,593 | 5,631 | 99,671 | 6.23 |
| Heart of Georgia | 1,235 | 1,927 | 1,751 | 1,706 | 1,696 | 1,673 | 1,719 | 1,826 | 1,836 | 1,819 | 2,085 | 1,743 | 1,534 | 1,325 | 23,875 | 1.49 |
| Metro | 8,309 | 46,938 | 46,319 | 45,683 | 45,545 | 44,736 | 44,845 | 45,086 | 45,657 | 45,801 | 52,829 | 44,588 | 37,711 | 34,466 | 588,513 | 36.81 |
| Middle Georgia | 2,023 | 5,169 | 4,965 | 5,009 | 4,933 | 4,980 | 5,170 | 5,210 | 5,314 | 5,152 | 6,080 | 4,975 | 4,051 | 3,520 | 66,551 | 4.16 |
| North Georgia | 884 | 6,270 | 6,195 | 5,832 | 5,688 | 5,542 | 5,435 | 5,467 | 5,427 | 5,395 | 6,660 | 5,416 | 4,228 | 3,450 | 71,889 | 4.50 |
| Northeast Georgia | 1,894 | 5,606 | 5,351 | 5,077 | 5,056 | 4,971 | 5,133 | 5,170 | 5,348 | 5,287 | 6,250 | 5,168 | 4,192 | 3,512 | 68,015 | 4.25 |
| Northwest Georgia | 2,927 | 8,810 | 8,760 | 8,400 | 8,250 | 8,136 | 8,299 | 8,209 | 8,401 | 8,433 | 9,464 | 8,088 | 6,741 | 5,421 | 108,339 | 6.78 |
| Oconee | 812 | 1,551 | 1,439 | 1,385 | 1,374 | 1,354 | 1,396 | 1,434 | 1,494 | 1,476 | 1,729 | 1,265 | 1,093 | 1,040 | 18,842 | 1.18 |
| Okefenokee | 1,416 | 2,371 | 2,243 | 2,169 | 2,085 | 2,060 | 2,103 | 2,062 | 2,203 | 2,168 | 2,462 | 1,966 | 1,592 | 1,450 | 28,350 | 1.77 |
| Pioneer | 924 | 8,336 | 7,908 | 7,542 | 7,586 | 7,245 | 7,125 | 6,972 | 7,076 | 6,998 | 8,255 | 7,148 | 5,325 | 4,998 | 93,438 | 5.84 |
| Southwest Georgia | 2,772 | 5,488 | 5,212 | 5,107 | 4,901 | 4,932 | 4,834 | 5,056 | 5,088 | 5,048 | 6,065 | 4,747 | 4,044 | 3,499 | 66,793 | 4.18 |
| West Georgia | 2,346 | 4,795 | 4,635 | 4,678 | 4,633 | 4,582 | 4,605 | 4,806 | 4,846 | 4,739 | 5,663 | 4,694 | 3,994 | 3,334 | 62,350 | 3.90 |
| Total Fall Enrollment | 38,650 | 128,410 | 125,171 | 122,100 | 121,361 | 119,045 | 120,314 | 122,003 | 124,901 | 123,731 | 145,278 | 120,124 | 99,945 | 87,840 | 1,598,873 | 100 |

Georgia's Non-Teaching Educator Workforce

Georgia educators in non-teaching positions are comprised of administrative and student services personnel. These personnel groups provide leadership and support services that impact teaching and learning.

Administrative Personnel

The administrative personnel group includes Principals, Assistant Principals, Superintendents and program directors. Table 10 provides the distribution of Georgia administrative personnel in FY06-1 by personnel category.

Table 10. Personnel Categories of Administrative Personnel, FY05-1 and FY06-1

| Personnel Category | FY05-1 | | FY06-1 | | Change | Change % |
|-------------------------------|--------------|------------|--------------|------------|------------|------------|
| | Frequency | Percentage | Frequency | Percentage | | |
| Assistant Principal | 2,947 | 36.9 | 3,098 | 36.9 | 151 | 5.1 |
| Assistant Superintendent | 223 | 2.8 | 233 | 2.8 | 10 | 4.5 |
| Athletic Director | 57 | 0.7 | 38 | 0.5 | -19 | -33.3 |
| Curriculum Director | 207 | 2.6 | 230 | 2.7 | 23 | 11.1 |
| Human Resources Director | 55 | 0.7 | 64 | 0.8 | 9 | 16.4 |
| Instructional Supervisor | 822 | 10.3 | 958 | 11.4 | 136 | 16.5 |
| Kindergarten Director | 1 | 0 | 1 | 0 | 0 | 0.0 |
| Pre-Kindergarten Director | 30 | 0.4 | 40 | 0.5 | 10 | 33.3 |
| Principal | 2,126 | 26.6 | 2,146 | 25.6 | 20 | 0.9 |
| RESA Director | 16 | 0.2 | 15 | 0.2 | -1 | -6.3 |
| Special Education Director | 175 | 2.2 | 163 | 1.9 | -12 | -6.9 |
| Superintendent | 181 | 2.3 | 176 | 2.1 | -5 | -2.8 |
| Technology Director | 58 | 0.7 | 55 | 0.7 | -3 | -5.2 |
| Vocational Education Director | 157 | 2 | 161 | 1.9 | 4 | 2.5 |
| Other Administration | 939 | 11.7 | 1,020 | 12.1 | 81 | 8.6 |
| Total | 7,994 | 100 | 8,398 | 100 | 404 | 5.1 |

In FY06-1, there were 8,398 educators in the administrative personnel group, a 5.1% increase from FY05-1. Decreases were experienced in the following administrative categories: athletic directors (33.3%), special education director (6.9%) and technology director (5.2%).

Almost two-third (64%, n = 5,376) of the administrative personnel are female; over half of the principals (57.2%) and assistant principals (59.8%) are female. Over sixty percent (68.9%, or 5,786) are White. Table 11 shows the demographic characteristics of Georgia administrative personnel in FY05-1 and FY06-1.

Table 11. Demographic Characteristics of Administrative Personnel, FY05-1 and FY06-1

| Demographic Characteristic | FY05-1 | | FY06-1 | | Change | Change % |
|----------------------------|--------------------------|---------|--------------------------|---------|--------|----------|
| | Administrative Personnel | | Administrative Personnel | | | |
| | Frequency | Percent | Frequency | Percent | | |
| Gender | | | | | | |
| Female | 5,023 | 62.8 | 5,376 | 64.0 | 353 | 7.0 |
| Male | 2,971 | 37.2 | 3,022 | 36.0 | 51 | 1.7 |
| Ethnicity | | | | | | |
| American Indian | 13 | 0.2 | 13 | 0.2 | 0 | 0.0 |
| Asian | 6 | 0.1 | 13 | 0.2 | 7 | 116.7 |
| Black | 2,375 | 29.7 | 2,548 | 30.3 | 173 | 7.3 |
| Hispanic | 34 | 0.4 | 33 | 0.4 | -1 | -2.9 |
| Multiracial | 4 | 0.1 | 5 | 0.1 | 1 | 25.0 |
| White | 5,562 | 69.6 | 5,786 | 68.9 | 224 | 4.0 |
| Age Group | | | | | | |
| Lowest - 20 | 0 | 0 | 0 | 0 | 0 | 0.0 |
| 21-30 | 77 | 1.0 | 76 | 0.9 | -1 | -1.3 |
| 31-40 | 1,608 | 20.1 | 1,853 | 22.1 | 245 | 15.2 |
| 41-50 | 2,418 | 30.3 | 2,519 | 30 | 101 | 4.2 |
| 51-60 | 3,438 | 43.0 | 3,428 | 40.8 | -10 | -0.3 |
| 61 and above | 452 | 5.7 | 522 | 6.2 | 70 | 15.5 |
| Experience Group | | | | | | |
| 0-4 Years | 121 | 1.5 | 112 | 1.3 | -9 | -7.4 |
| 5-9 Years | 573 | 7.2 | 610 | 7.3 | 37 | 6.5 |
| 10-14 Years | 1,251 | 15.6 | 1,450 | 17.3 | 199 | 15.9 |
| 15-19 Years | 1,252 | 15.7 | 1,370 | 16.3 | 118 | 9.4 |
| 20-24 Years | 1,471 | 18.4 | 1,461 | 17.4 | -10 | -0.7 |
| 25-29 Years | 1,838 | 23 | 1,802 | 21.5 | -36 | -2.0 |
| 30 Years or more | 1,488 | 18.6 | 1,593 | 19 | 105 | 7.1 |
| Certification Level | | | | | | |
| High School | 1 | 0.0 | 2 | 0 | 1 | 100.0 |
| Associate | 2 | 0.0 | 2 | 0 | 0 | 0.0 |
| Bachelors | 140 | 1.8 | 153 | 1.8 | 13 | 9.3 |
| Masters | 2,287 | 28.6 | 2,456 | 29.2 | 169 | 7.4 |
| Education Specialist | 4,306 | 53.9 | 4,444 | 52.9 | 138 | 3.2 |
| Doctorate | 1,258 | 15.7 | 1,341 | 16 | 83 | 6.6 |

Student Services Personnel

Student services personnel group includes counselors and other educators who provide non-teaching services to students. Table 12 presents the distribution of Georgia student services personnel in FY06-1 by personnel category juxtaposed with that of FY05-1 for comparison purposes.

Table 12. Personnel Category of Student Services Personnel, FY05-1 and FY06-1

| Personnel Category | FY05-1 | | FY06-1 | | Change | Change % |
|---------------------------|------------------|-------------------|------------------|-------------------|---------------|-----------------|
| | Frequency | Percentage | Frequency | Percentage | | |
| Elementary Counselor | 1445 | 14.4 | 1,455 | 14.1 | 10 | 0.7 |
| High School Counselor | 1057 | 10.5 | 1,121 | 10.9 | 64 | 6.1 |
| Middle Grades Counselor | 990 | 9.9 | 1,029 | 10 | 39 | 3.9 |
| Media Specialist | 2225 | 22.2 | 2,250 | 21.8 | 25 | 1.1 |
| School Psychologist | 709 | 7.1 | 707 | 6.9 | -2 | -0.3 |
| School Social Worker | 521 | 5.2 | 556 | 5.4 | 35 | 6.7 |
| Speech & Language Therapy | 1571 | 15.7 | 1,657 | 16.1 | 86 | 5.5 |
| Other Student Services | 1502 | 15 | 1,524 | 14.8 | 22 | 1.5 |
| Total | 10,020 | 100 | 10,299 | 100 | 279 | 2.8 |

The total number of student services personnel increased by 2.8% in FY06-1 to 10,299 from the 10,020 reported in FY05-1. All student services categories increased in number except the school psychologists category, which experienced a decrease of 0.3%.

Table 13 shows the demographic composition of Georgia student services personnel in FY05-1 and FY06-1.

Almost nine in ten of the student services personnel were female (89.3%, n = 9,192), and three-quarters (75.2%, n = 7,747) were White. There was a slight increase in the representation of most minorities in student services. Although it would appear that the categories of greater age and more experience grew slightly more than those of lesser age and experience, the overall means remained virtually unchanged. The average age remained at 45.8 years and the average experience remained at 15.9 years for both years. Student services professions generally require advanced degrees, and only 3.8% of this workforce possesses only a Bachelor's degree.

Table 13. Demographic Characteristics of Student Services Personnel, FY05-1 and FY06-1

| Demographic Characteristic | FY05-1 Student Services personnel | | FY06-1 Student Services personnel | | Change | Change % |
|----------------------------|-----------------------------------|---------|-----------------------------------|---------|--------|----------|
| | Frequency | Percent | Frequency | Percent | | |
| Gender | | | | | | |
| Female | 8,928 | 89.1 | 9,192 | 89.3 | 264 | 3.0 |
| Male | 1,092 | 10.9 | 1,107 | 10.7 | 15 | 1.4 |
| Ethnicity | | | | | | |
| American Indian | 10 | 0.1 | 9 | 0.1 | -1 | -10.0 |
| Asian | 20 | 0.2 | 26 | 0.3 | 6 | 30.0 |
| Black | 2,321 | 23.2 | 2,446 | 23.7 | 125 | 5.4 |
| Hispanic | 43 | 0.4 | 53 | 0.5 | 10 | 23.3 |
| Multiracial | 11 | 0.1 | 18 | 0.2 | 7 | 63.6 |
| White | 7,615 | 76.0 | 7,747 | 75.2 | 132 | 1.7 |
| Age Group | | | | | | |
| Lowest - 20 | 1 | 0.0 | 0 | 0 | -1 | -100.0 |
| 21-30 | 838 | 8.4 | 793 | 7.7 | -45 | -5.4 |
| 31-40 | 2,631 | 26.3 | 2,848 | 27.7 | 217 | 8.2 |
| 41-50 | 2,513 | 25.1 | 2,560 | 24.9 | 47 | 1.9 |
| 51-60 | 3,475 | 34.7 | 3,466 | 33.7 | -9 | -0.3 |
| 61 and above | 562 | 5.6 | 630 | 6.1 | 68 | 12.1 |
| Experience Group | | | | | | |
| 0-4 Years | 1253 | 12.5 | 1,300 | 12.6 | 47 | 3.8 |
| 5-9 Years | 1883 | 18.8 | 1,959 | 19 | 76 | 4.0 |
| 10-14 Years | 1705 | 17 | 1,783 | 17.3 | 78 | 4.6 |
| 15-19 Years | 1454 | 14.5 | 1,488 | 14.4 | 34 | 2.3 |
| 20-24 Years | 1404 | 14 | 1,388 | 13.5 | -16 | -1.1 |
| 25-29 Years | 1407 | 14 | 1,394 | 13.5 | -13 | -0.9 |
| 30 and above | 914 | 9.1 | 987 | 9.6 | 73 | 8.0 |
| Certification Level | | | | | | |
| High School | 2 | 0.0 | 1 | 0 | -1 | -50.0 |
| Associate | 0 | 0.0 | 0 | 0 | 0 | 0.0 |
| Bachelors | 423 | 4.2 | 392 | 3.8 | -31 | -7.3 |
| Masters | 6,054 | 60.4 | 6,170 | 59.9 | 116 | 1.9 |
| Education Specialist | 3,110 | 31.0 | 3,269 | 31.7 | 159 | 5.1 |
| Doctorate | 431 | 4.3 | 467 | 4.5 | 36 | 8.4 |

Conclusion

The Georgia educator workforce continues to grow to meet the demands of the expanding student body, increasing by 3.4% from 124,020 in FY05-1 to 128,199 in FY06-1. The number of newly hired teachers increased by 14.3% from 9,954 in FY05-1 to 11,377 in FY06-1.

Georgia continues to use older and more experienced teachers to fill teacher need in the classroom. It is hoped that rehiring retired teachers remains only a short-term solution to teacher staffing. As this practice grows, however, it becomes necessary to investigate the relative cost-effectiveness and ramifications of hiring retired, returning and out-of-state teachers, as a matter of preference, over newly prepared younger and less experienced teachers. This practice has the potential to discourage new teacher production, which is just beginning to rebound and increase teacher turnover costs: older teachers in Georgia have shown attrition rates as high or higher than newly prepared teachers (PSC, 2005).

To end on the cautionary note with which the report began: the educator data used for preparing this interim report usually change considerably from those collected during the final CPI count in May. The May count is used for preparing the official annual Status Reports on educator workforce in Georgia, published by the Professional Standards Commission. Educator counts in this report should only be compared to educator counts obtained in the fall (October) counts and not to those published in the annual Status Reports.



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