

Interim Status Report: THE GEORGIA EDUCATOR WORKFORCE 2007-1 CPI-1 Fall Count

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



Educator Workforce Recruitment, Research and Development Division
Georgia Professional Standards Commission

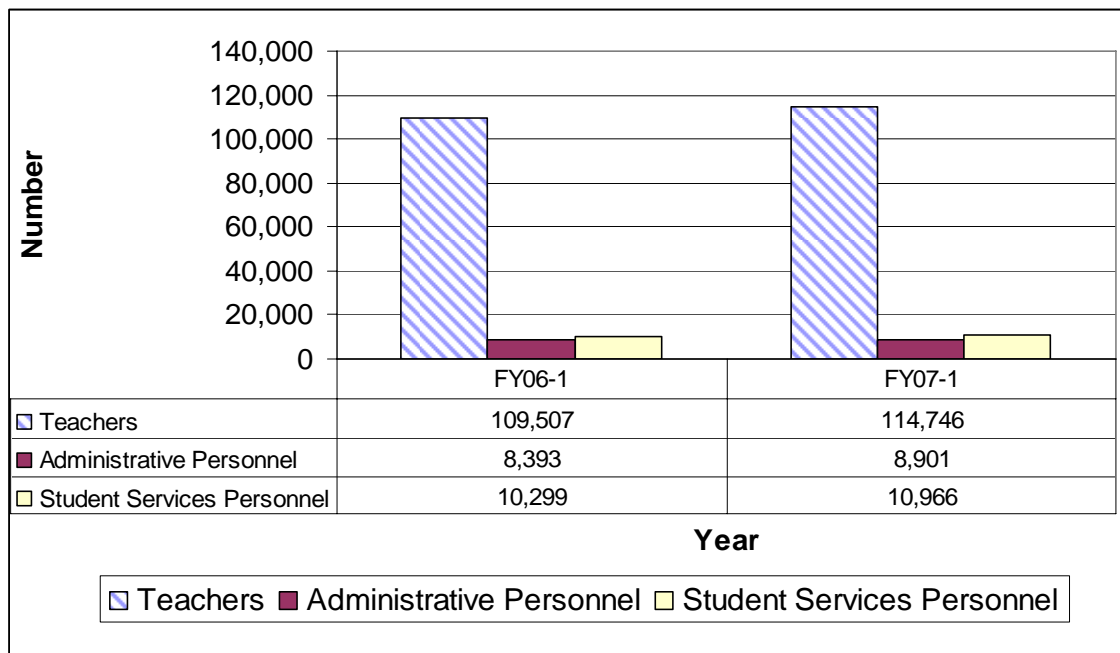
Introduction

This 2007 issue is the third Interim Status Report produced by the Division for Educator Workforce Recruitment, Research and Development (EWRRAD) at the Georgia Professional Standards Commission (PSC). The report highlights the demographic profile of Georgia teachers and administrative and student services personnel using the Fall 2007 Certified Personnel Information (CPI-1) data collection. Comparisons between Interim Reports and Annual Status Reports should not be made. The Annual Status Reports are based on Spring CPI-2 counts while the Interim Reports utilize Fall Data collections.

Demographic Summary

A total of 134,613 Georgia educators were reported for Fall 2007. This is a 5% increase from the 128,199 reported for Fall 2006. Although most of the educator workforce were teachers (85.2% or 114,746), the teacher workforce growth from FY06-1 (4.8%) was less than that of administrators (6.1%) and student services personnel (6.5%). The largest growth from FY06-1 was seen in the administrative group. Figure 1 shows the number of Georgia educators by personnel category.

Figure 1. Georgia Educators, FY06-1 and FY07-1



Teacher Summary

Table 1 and Figures 2-5 show teacher demographic data. The percentage of male teachers increased to 19.1% from the 18.9% reported in the previous year. The percentage of Black teachers increased from 20.9% in FY06-01 to 22.0% in FY07-1. The number of White teachers increased from FY06-1 to FY07-1; while the percentage of White teachers as a proportion of the total teacher workforce continued to decline, decreasing from 77.3% in FY05-1 to 75.9% in FY07-1. The teacher age range was from 20-84 years in the of Fall FY07-1 with a mean age of 42.1 years, while experience ranged from 0 to 70 years with a mean of 12.3 years. The number

of teachers reported as being above 60 years of age increased by 20.2%, the number of teachers with 30 or more years of experience increased by 7.7%. The proportion of teachers with advanced degrees increased from 55.1% FY06-1 to 56.1% FY07-1. The highest rate of increase in advanced degrees was for teachers who earned a doctorate degree (11.9%), though teachers at the doctoral level comprise only 1.2% of the teacher workforce. Education Specialist degrees rose 9.8% in FY07-1.

Table 1. Georgia Teacher Demography, FY06-1 - FY07-1

Demographic Characteristics	FY06-1		FY07-1		Change	% Change
	Frequency	Percent	Frequency	Percent		
Gender						
Female	88,779	81.1	92,879	80.9	4,100	4.6
Male	20,728	18.9	21,867	19.1	1,139	5.5
Ethnicity						
American Indian	151	0.1	158	0.1	7	4.6
Asian	614	0.6	698	0.6	84	13.7
Black	23,342	21.3	25,252	22.0	1,910	8.2
Hispanic	1,157	1.1	1,277	1.1	120	10.4
Multiracial	224	0.2	219	0.2	-5	-2.2
White	84,019	76.7	87,142	75.9	3,123	3.7
Age Group*						
Lowest - 20	6	0.0	6	0.0	0	0.0
21-30	20,113	18.4	21,185	18.5	1,072	5.3
31-40	31,669	28.9	33,718	29.4	2,049	6.5
41-50	27,599	25.2	28,228	24.6	629	2.3
51-60	26,298	24.0	27,032	23.6	734	2.8
61 and above	3,805	3.5	4,573	4.0	768	20.2
Experience Group						
0-4 Years	25,000	22.8	27,356	23.8	2,356	9.4
5-9 Years	25,781	23.5	26,762	23.3	981	3.8
10-14 Years	18,961	17.3	19,932	17.4	971	5.1
15-19 Years	13,402	12.2	13,864	12.1	462	3.4
20-24 Years	10,851	9.9	11,157	9.7	306	2.8
25-29 Years	9,717	8.9	9,431	8.2	-286	-2.9
30 Years or more	5,795	5.3	6,244	5.4	449	7.7
Certification Level						
High School	153	0.1	159	0.1	6	3.9
Associate	317	0.3	322	0.3	5	1.6
Bachelors	48,705	44.5	49,837	43.4	1,132	2.3
Masters	46,495	42.5	49,208	42.9	2,713	5.8
Education Specialist	12,580	11.5	13,813	12.0	1,233	9.8
Doctorate	1,257	1.1	1,407	1.2	150	11.9

*Based on N=114,742 that have valid date of birth

Figure 2. Teacher Gender, FY06-1 and FY07-1

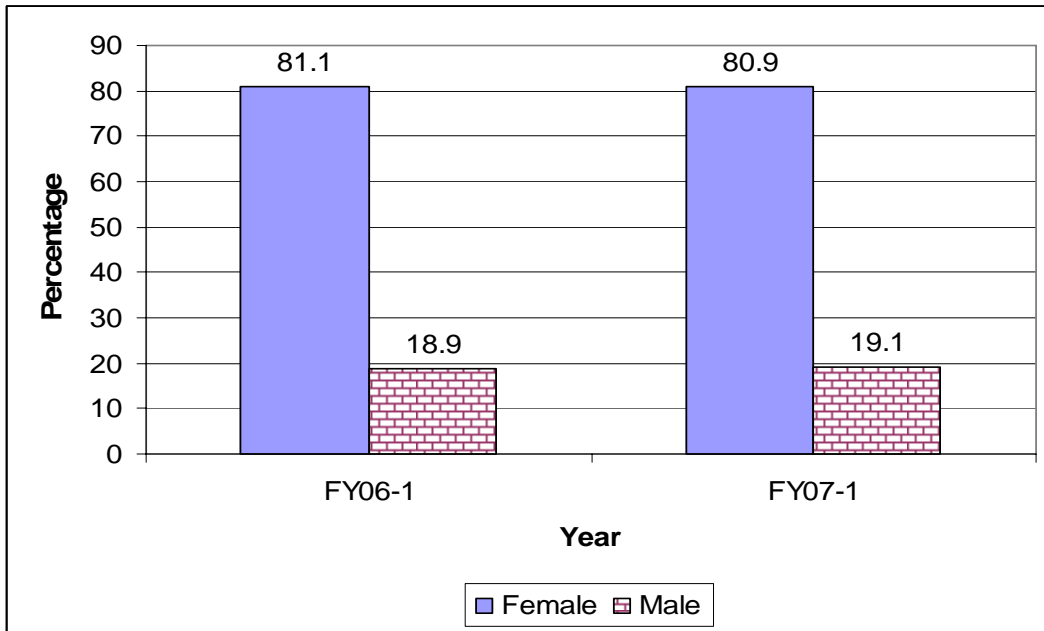


Figure 3. Teacher Ethnicity, FY06-1 and FY07-1

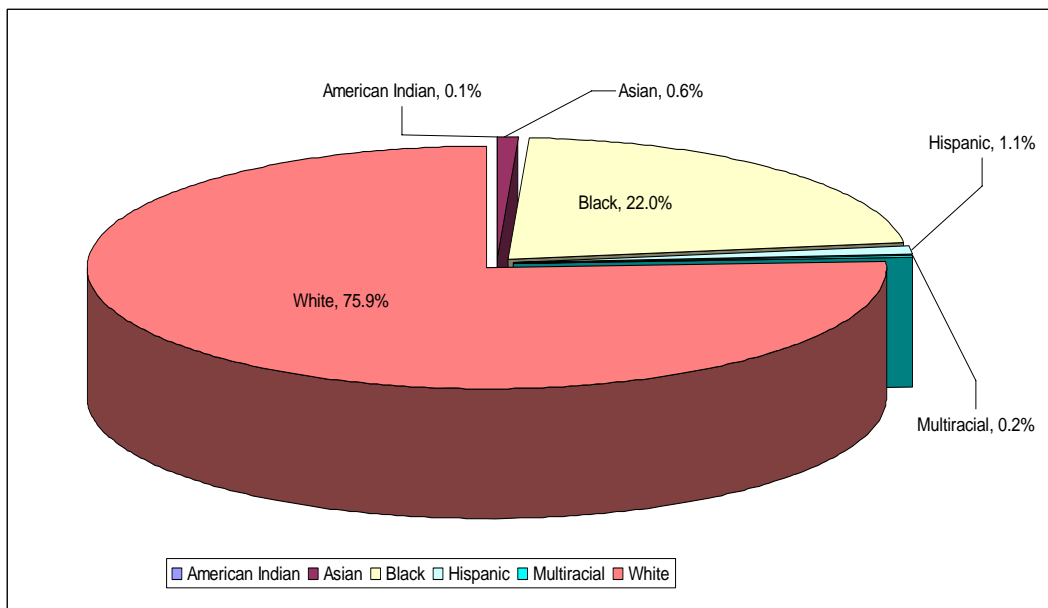


Figure 4. Teacher Age, FY06-1 and FY07-1

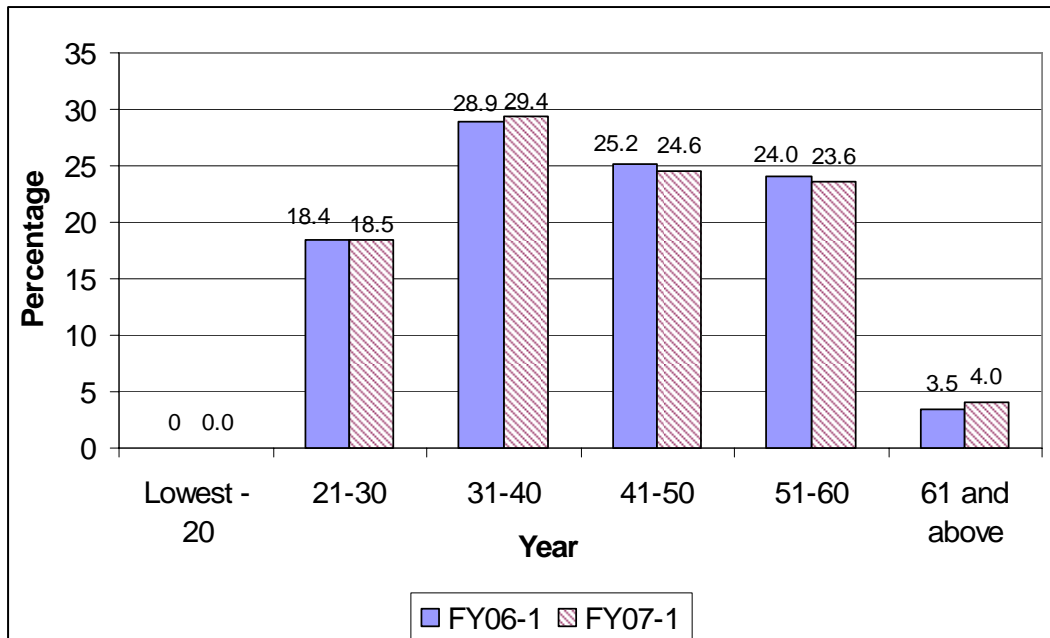


Figure 5. Teacher Experience, FY06-1 and FY07-1

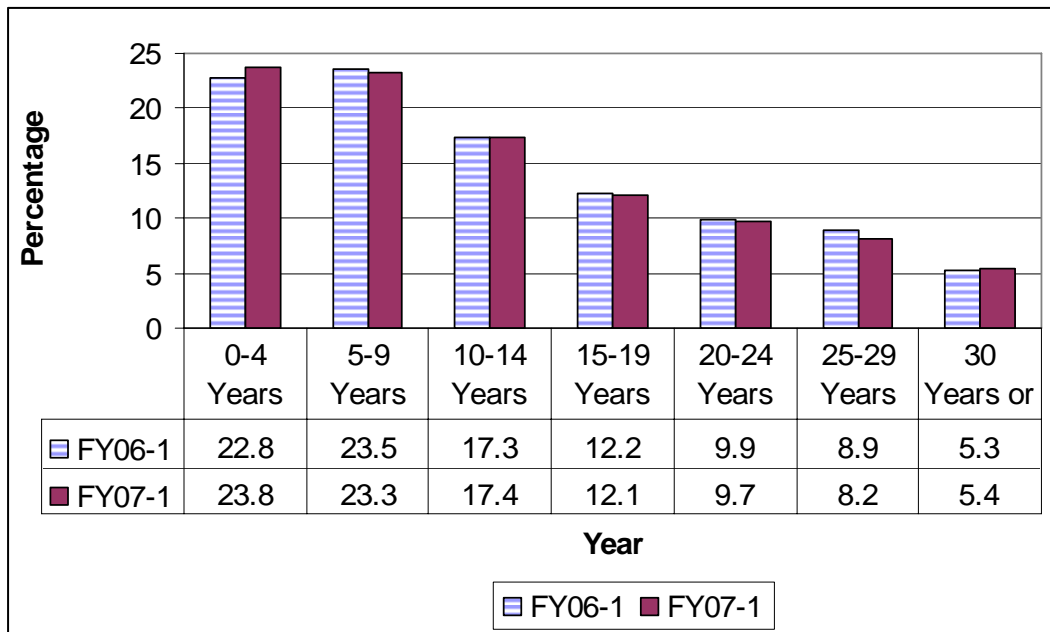


Table 2 (pg. 6) shows how FY06-1 and FY07-1 teachers are distributed by personnel categories and grade levels, and how each category changed from one year to the next.

As in previous years, elementary school teachers comprise the largest proportion of the teaching workforce in FY07-1 (39.1%), and grew 5.7% from FY06-1. Middle school teachers account for 17.2%, and high school teachers account for 17.5% of the total teacher workforce.

For instance, all grade categories of the Early Intervention Practitioner (EIP) experienced a decline from FY06-1 to FY07-1. In contrast, the number of teachers in each of the elementary grades rose by at least nine percent. Further investigation suggests that some of the EIP teachers were reclassified into regular grades 1-5 teachers.

The number of elementary school teachers as a whole, including both regular and EIP teachers, rose by 5.7%, considerably more than the 2.5% increase in elementary school enrollment and perhaps reflecting school system response to changes in state-required class size limits. The number of middle school teachers rose by 5.6%, substantially more than the 0.4% increase in middle school enrollment. High school teacher staffing increased by 4.0%, compared to a 2.1% increase in the high school enrollment.

Table 2. Personnel Categories of Georgia Teachers, FY06-1 and FY07-1

Personnel Category	FY06-1		FY07-1		Change	% Change
	Frequency	Percent	Frequency	Percent		
Pre-Kindergarten	1,538	1.4	1,571	1.4	33	2.1
Kindergarten	6,409	5.9	7,016	6.1	607	9.5
EIP K	877	0.8	807	0.7	-70	-8.0
Grade 1	6,034	5.5	6,834	6.0	800	13.3
Grade 2	5,759	5.3	6,437	5.6	678	11.8
Grade 3	5,669	5.2	6,452	5.6	783	13.8
EIP1-3	2,873	2.6	2,497	2.2	-376	-13.1
Grade 4	4,730	4.3	5,218	4.5	488	10.3
Grade 5	4,663	4.3	5,124	4.5	461	9.9
EIP4-5	1,424	1.3	1,167	1.0	-257	-18.0
Other Elementary	3,972	3.6	3,294	2.9	-678	-17.1
Elementary Grades Total (K-5)	42,410	38.8	44,846	39.1	2,436	5.7
Grade 6	3,846	3.5	3,883	3.4	37	1.0
Grade 7	3,744	3.4	3,781	3.3	37	1.0
Grade 8	3,670	3.4	3,826	3.3	156	4.3
Other Middle	7,409	6.8	8,231	7.2	822	11.1
Middle Total	18,669	17.0	19,721	17.2	1,052	5.6
High School (9-12) Total	19,266	17.6	20,034	17.5	768	4.0
ESOL Teacher	1,618	1.5	1,721	1.5	103	6.4
Instructional Specialist	5,811	5.3	5,942	5.2	131	2.3
Literacy Coach	517	0.5	646	0.6	129	25.0
Special Education Teachers	15,139	13.8	15,965	13.9	826	5.5
GATAPP Teachers	413	0.4	NA	NA	NA	NA
Vocational Education Teachers	2,889	2.6	3,352	2.9	463	16.0
Other Teachers	1,237	1.1	948	0.8	-289	-23.4
Total	109,507	100	114,746	100	5,239	4.8

Table 3 shows the distribution of Georgia teachers by RESA. Metro RESA accounted for 37.1% of all the Georgia teachers in FY07-1, and because of the geographic size and population density had the largest numerical increase among RESAs from FY06-1 to FY07-1. The largest percentage increases were seen in Pioneer (8.3%) and Griffin (7.4%), while the smallest percentage increases were seen in Oconee (.9%), Chattahoochee (1.6%) and Okefenokee (1.7%).

Table 3. Distribution of Georgia Teachers By RESA, FY06-1 and FY07-1

RESA	FY06-1		FY07-1		Change	% Change
	Frequency	Percent	Frequency	Percent		
Central Savannah	5,252	4.8	5,375	4.7	123	2.3
Chattahoochee	3,824	3.5	3,886	3.4	62	1.6
Coastal Plains	2,913	2.7	3,006	2.6	93	3.2
First District	8,615	7.9	8,914	7.8	299	3.5
Griffin	6,575	6	7,064	6.2	489	7.4
Heart of Georgia	1,686	1.5	1,708	1.5	22	1.3
Metro	40,498	37	42,611	37.1	2,113	5.2
Middle Georgia	4,489	4.1	4,653	4.1	164	3.7
North Georgia	4,942	4.5	5,240	4.6	298	6.0
Northeast Georgia	4,890	4.5	5,139	4.5	249	5.1
Northwest Georgia	7,467	6.8	7,875	6.9	408	5.5
Oconee	1,346	1.2	1,358	1.2	12	0.9
Okefenokee	1,990	1.8	2,023	1.8	33	1.7
Pioneer	6,460	5.9	6,993	6.1	533	8.3
Southwest Georgia	4,455	4.1	4,557	4.0	102	2.3
West Georgia	4,105	3.7	4,344	3.8	239	5.8
Total	109,507	100	114,746	100	5,239	4.8

The top hiring school systems for the Georgia teaching workforce are shown in Table 4.

Table 4. Top Hiring School Systems of Georgia Teachers, FY06-1 and FY07-1

FY06-1			FY07-1		
School System	# of Teachers	% of Total	School System	# of Teachers	% of Total
Gwinnett	10,037	9.2	Gwinnett	10,562	9.2
Cobb	7,328	6.7	Cobb	8,018	6.9
DeKalb	6,858	6.3	DeKalb	7,148	6.2
Fulton	5,669	5.2	Fulton	6,056	5.2
Atlanta City	3,653	3.3	Atlanta City	3,659	3.1
Clayton	3,454	3.2	Clayton	3,438	3.0
Chatham	2,461	2.2	Chatham	2,592	2.2
Cherokee	2,288	2.1	Henry	2,504	2.1
Richmond	2,267	2.1	Cherokee	2,472	2.1
Muscogee	2,238	2.0	Richmond	2,294	2.0
Henry	2,216	2.0	Muscogee	2,279	1.9
Houston	1,735	1.6	Forsyth	1,929	1.6
FY06-1			FY07-1		
School System	# of Teachers	% of Total	School System	# of Teachers	% of Total
Forsyth	1,690	1.5	Houston	1,798	1.5
Bibb	1,660	1.5	Hall	1,749	1.5
Hall	1,631	1.5	Paulding	1,746	1.5
Fayette	1,559	1.4	Bibb	1,724	1.5
Paulding	1,547	1.4	Douglas	1,628	1.4
Douglas	1,437	1.3	Fayette	1,620	1.4
Columbia	1,349	1.2	Coweta	1,455	1.2
Coweta	1,345	1.2	Columbia	1,415	1.2

New Hires

The total number of newly hired teachers employed by the Fall FY07-1 count was 13,395, a 17.7% increase from Fall FY06-1. As reported in previous years, more than three-quarters (79.1%) of new hires were female. Compared to the previous year there was a decline in the proportion of male new hires in FY07-1. The percentage of White new hires as a proportion of the total teacher workforce continues to decline as the percentage of Black new hires increases. Table 5 and Figures 6-8 show demographic characteristics of Georgia's newly hired teachers in FY06-1 and FY07-1. Increases were seen in the number of minority newly hired teachers except for Multi-racial new hires. The addition of 642 Black teachers represents a substantial increase of 22.5% from FY06-1 to FY07-1.

Newly hired teacher ages ranged from 20 to 76, with a mean age of 35.9 years. New hires in the 21-30 age group accounted for the largest proportion of new hires in FY07-1. However, the

percentage of new hires in this age group continues to decline annually, dropping from 44.5% in FY05-1 to 41.4% in FY07-1. The years of experience of new hires ranged from 0 to 44 years, with a mean of 4.1 years of experience. Almost three-quarters (72.0%) of new hires were reported as having 0-4 years of experience.

The highest percentage of newly hired teachers is employed at the elementary level (41.1%), followed by English (10.4%), Mathematics (9.2%) and Science (8.2%).

Table 5. Demographic Characteristics of New Hires, FY06-1 and FY07-1

Demographic Characteristic	FY06-1		FY07-1		Change	% Change
	Frequency	Percent	Frequency	Percent		
Gender						
Female	8,782	77.2	10,592	79.1	1,810	20.6
Male	2,595	22.8	2,803	20.9	208	8.0
Ethnicity						
American Indian	22	0.2	24	0.2	2	9.1
Asian	120	1.1	169	1.3	49	40.8
Black	2,849	25	3491	26.1	642	22.5
Hispanic	194	1.7	226	1.7	32	16.5
Multiracial	59	0.5	56	0.4	-3	-5.1
White	8,133	71.5	9429	70.4	1,296	15.9
Age Group						
Lowest - 20	6	0.1	5	0.0	-1	-16.7
21-30	4,848	42.6	5549	41.4	701	14.5
31-40	3,098	27.2	3838	28.7	740	23.9
41-50	1,933	17	2219	16.6	286	14.8
51-60	1,253	11	1488	11.1	235	18.8
61 and above	231	2	294	2.2	63	27.3
Missing	8	0.1	2	0.0	-6	-75.0
Experience Group						
0-4 Years	8,175	71.9	9640	72.0	1,465	17.9
5-9 Years	1,448	12.7	1741	13.0	293	20.2
10-14 Years	698	6.1	820	6.1	122	17.5
15-19 Years	375	3.3	404	3.0	29	7.7
20-24 Years	224	2	268	2.0	44	19.6
25-29	184	1.6	226	1.7	42	22.8
30 and above	273	2.4	296	2.2	23	8.4
Certification Level						
High School	43	0.4	38	0.3	-5	-11.6
Associate	31	0.3	30	0.2	-1	-3.2
Bachelors	7,784	68.4	9153	68.3	1369	17.6
Masters	3,009	26.4	3602	26.9	593	19.7
Education Specialist	397	3.5	426	3.2	29	7.3
Doctorate	113	1	146	1.1	33	29.2

Figure 6. Gender of FY06-1 & FY07-01 New Hires

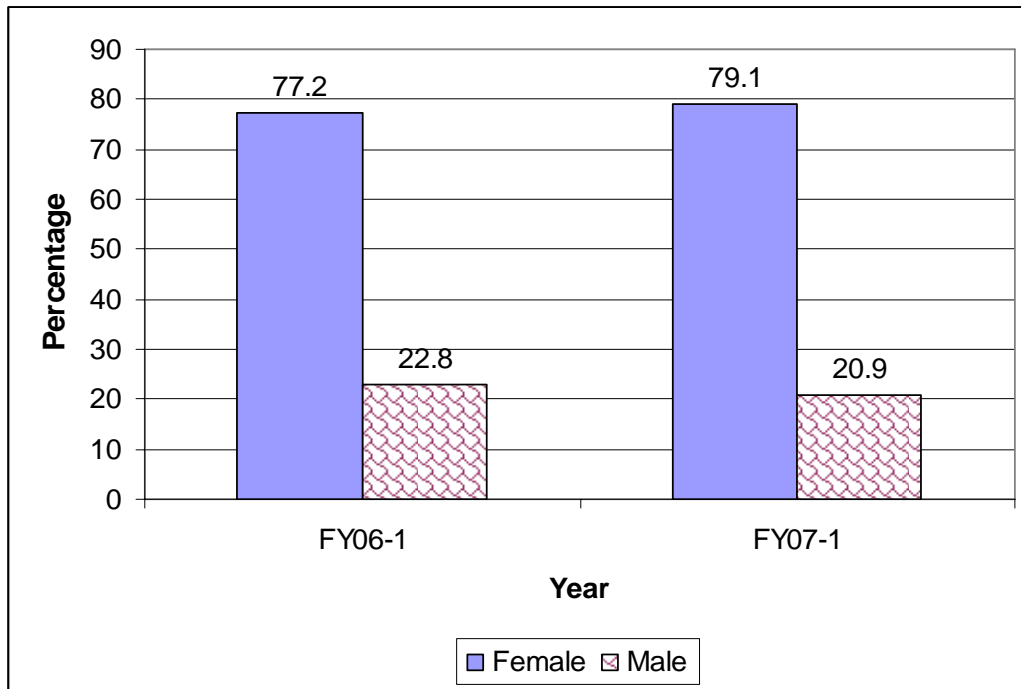


Figure 7. Age of FY06-1 & FY07-1 New Hires

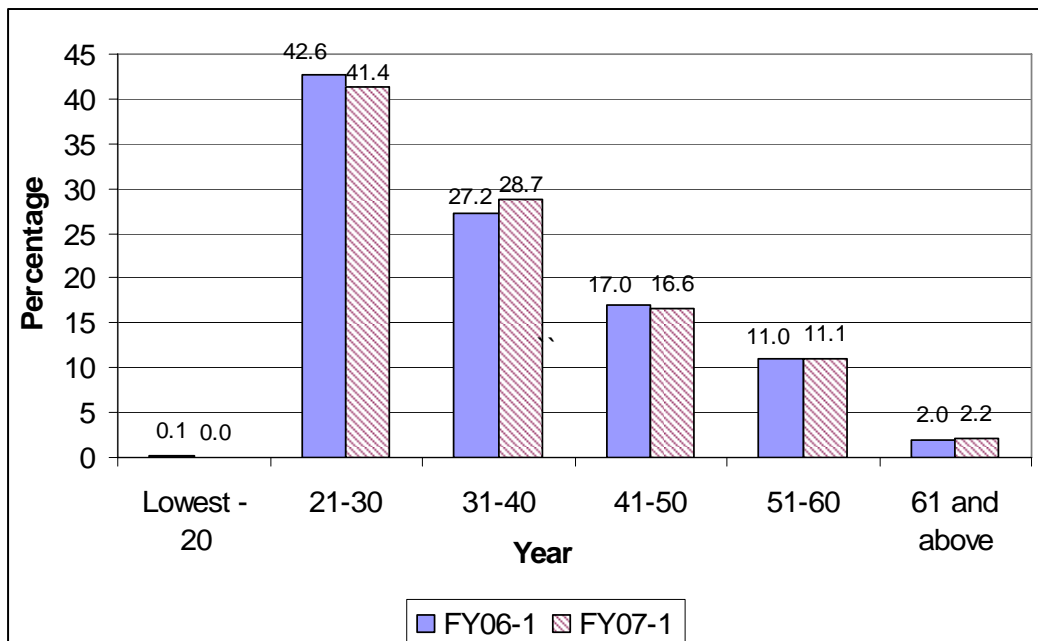


Figure 8. Experience Level of FY06-1 & FY07-1 New Hires

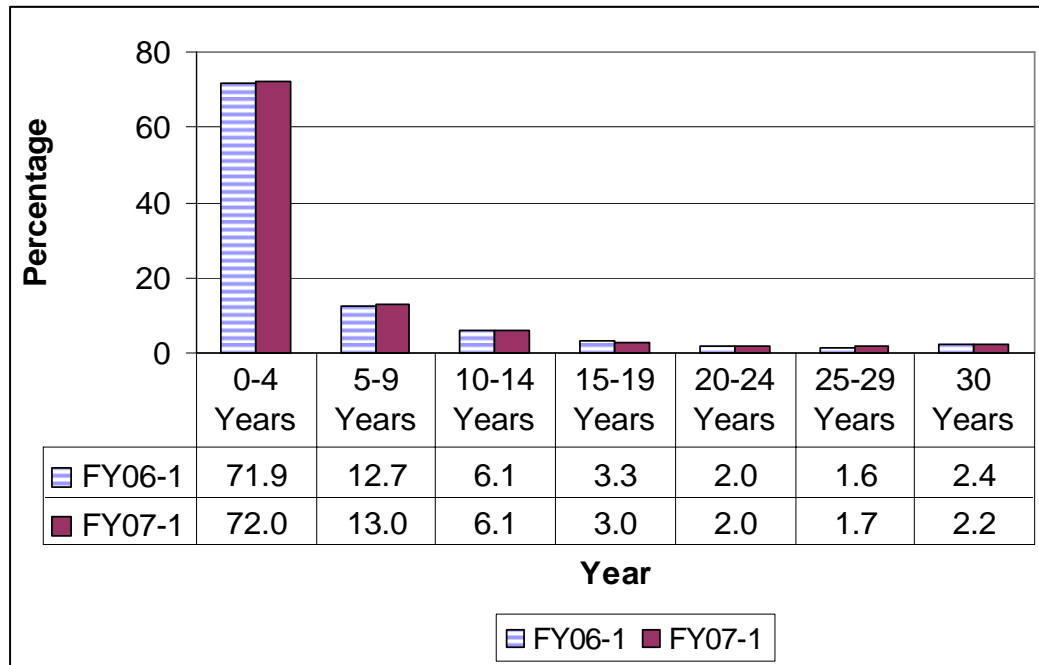


Table 6. Student Enrollment by Gender, and Ethnicity, FY06-1 and FY07-1

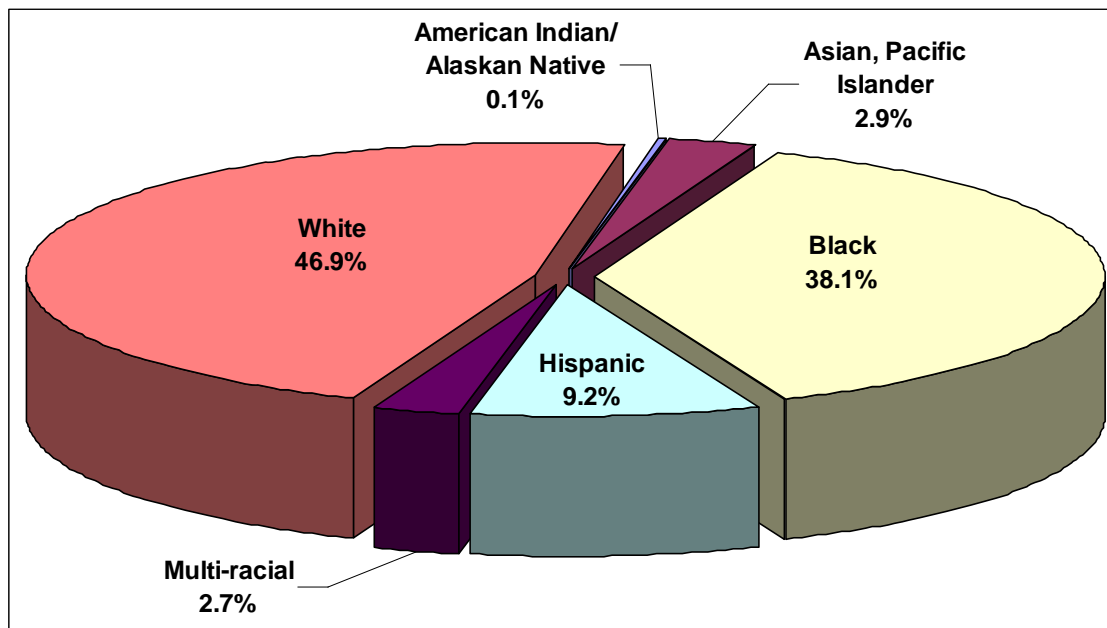
Demographic Characteristic	FY06-1	% of FY06-1 Total	FY06-1	% of FY07-1 Total	Change FY06-07	Change %
Gender						
Female	781,196	48.9	796,194	48.9	14,998	1.9%
Male	817,265	51.1	832,963	51.1	15,698	1.9%
Total	1,598,461	100	1,629,157	100	30,696	1.9%
Ethnicity						
American Indian/Alaskan Native	2,339	0.1	2,341	0.1	2	0.1%
Asian, Pacific Islander	43,810	2.7	46,672	2.9	2,862	6.5%
Black	611,723	38.3	621,401	38.1	9,678	1.6%
Hispanic	135,010	8.4	149,947	9.2	14,937	11.1%
Multi-racial	39,083	2.4	44,252	2.7	5,169	13.2%
White	766,496	48	764,544	46.9	-1,952	-0.3%
Total	1,598,461	100	1,629,157	100	30,696	1.9%

Student Enrollment

Fall 2007 student enrollment increased by 1.9% from the previous year, consistent with previous years' enrollment growth. FY06 growth was inflated (2.9%) due in large part to the influx of students displaced by Hurricane Katrina and enrolled in Georgia schools.

The ethnicity proportions of Georgia's student enrollment continue to change substantially, as shown in Table 6 and Figure 9. White enrollment continues to decline. Hispanic and Multi-racial enrollments continue to increase substantially. Black, Hispanic and Multi-racial enrollment growth constituted 92.1% of enrollment growth this year.

Figure 9. Ethnic Distribution of P-12, FY07-1 Student Enrollment



As shown in Table 7, the largest growth in elementary enrollments occurred FY07-1 for grades one and three. Middle school enrollment growth has remained relatively small. High school enrollment has continued to increase. Previous analyses suggest that some of this growth has been a function of decreasing dropout rates. In previous years, retaining student in the 9th grade has been a primary reason for an apparent inflation of 9th grade enrollment numbers over those expected solely from students who progress from the 8th to the 9th grade, i.e. 9th grade students did not earn sufficient credit to be classified as 10th graders. The very small increase in 9th grade FY07 enrollment may partially be a function of a decreased retention rate, from 14.2% in Fy06 to 13.5% of 9th graders retained in FY07. Likewise, 10th grade retention has decreased from 9% to 8.5%. Both FY06 10th grade and FY07 11th grade enrollments increased. An above average increase in 12th grade enrollment may be a partial FY07 byproduct of decreasing dropout rates at all previous grade levels. More students require more teachers.

Table 7. Student Enrollment by Grade, FY06-1 and FY07-1

Grade	FY06	FY07	Change	Percent Change
Pre-Kindergarten	38,650	39,318	668	1.7
Kindergarten	128,410	130,453	2,043	1.6
Grade 1	125,171	129,876	4,705	3.8
Grade 2	122,100	125,241	3,141	2.6
Grade 3	121,361	126,293	4,932	4.1
Grade 4	119,045	121,155	2,110	1.8
Grade 5	120,314	122,020	1,706	1.4
Elementary Total	775,051	794,356	19,305	2.5
Grade 6	122,003	121,879	-124	-0.1
Grade 7	124,901	123,370	-1,531	-1.2
Grade 8	123,731	126,903	3,172	2.6
Middle Total	370,635	372,152	1,517	0.4
Grade 9	145,278	145,883	605	0.4
Grade 10	120,124	121,715	1,591	1.3
Grade 11	99,945	104,649	4,704	4.7
Grade 12	87,840	90,402	2,562	2.9
High School Subtotal	453,187	462,649	9,462	2.1
PK-12 Total	1,598,873	1,629,157	30,284	1.9

Table 8 lists student enrollment by RESA and grade level. Pioneer RESA witnessed the largest enrollment growth from the Fall FY06-1 to the Fall FY07-1 counts, with an increase of 4.8%. The Metro RESA service area continues to raise its proportion of state enrollment, having increased its share by two percent to 36.8%, which represents an increase of more than 11,000 students. Metro RESA is followed by North Georgia (3.9%), Griffin (3.8%) and Northeast Georgia (3.3%). Declines in fall count student enrollment from FY06-1 to FY07-1 were noted in Chattahoochee (0.8%), Heart of Georgia (0.7%), Oconee (0.4%) and Okefenokee (0.2%) RESAs.

Table 8. Student Enrollment by RESA and Grade, FY07-1

RESA	Grade												Total	Percent	Change % from FY06-1		
	Pre-K	K	1	2	3	4	5	6	7	8	9	10				11	12
Central Savannah	2,665	6,139	6,117	5,795	5,787	5,560	5,620	5,817	6,035	6,150	7,428	6,105	5,203	4,377	78,798	4.8	0.1
Chattahoochee	2,303	4,332	4,390	4,101	4,098	4,057	4,093	4,199	4,186	4,395	5,119	4,200	3,542	2,932	55,947	3.4	-0.8
Coastal Plains	1,684	3,502	3,389	3,117	3,159	3,182	3,072	3,153	3,252	3,241	3,614	3,053	2,726	2,318	42,462	2.6	0.5
First District	5,138	10,077	9,738	9,412	9,466	8,941	8,894	9,157	9,509	9,967	11,316	9,131	7,717	6,605	125,068	7.7	0.8
Griffin	1,675	7,421	7,727	7,576	7,767	7,873	7,661	7,854	8,114	8,656	9,745	8,341	7,101	5,928	103,439	6.4	3.8
Heart of Georgia	1,196	1,919	1,801	1,693	1,700	1,669	1,675	1,753	1,789	1,785	1,985	1,773	1,581	1,383	23,702	1.5	-0.7
Metro	8,193	47,713	48,174	46,801	47,551	45,160	45,980	44,835	45,444	46,727	53,948	44,549	39,702	35,414	600,191	36.8	2.0
Middle Georgia	2,030	5,339	5,084	5,016	5,157	4,917	5,085	5,274	5,200	5,228	6,197	4,898	4,205	3,589	67,219	4.1	1.0
North Georgia	1,034	6,427	6,327	6,221	6,064	5,675	5,739	5,559	5,602	5,583	6,916	5,347	4,477	3,694	74,665	4.6	3.9
Northeast Georgia	2,004	5,728	5,709	5,385	5,350	5,130	5,188	5,266	5,268	5,580	6,228	5,193	4,447	3,754	70,230	4.3	3.3
Northwest Georgia	3,053	9,034	8,879	8,814	8,683	8,305	8,382	8,522	8,418	8,530	9,497	8,388	7,261	5,790	111,556	6.9	3.0
Oconee	838	1,556	1,485	1,397	1,420	1,369	1,341	1,378	1,468	1,437	1,590	1,369	1,160	966	18,774	1.2	-0.4
Okefenokee	1,435	2,306	2,377	2,123	2,185	2,013	2,100	2,090	2,083	2,148	2,472	1,968	1,610	1,381	28,291	1.7	-0.2
Pioneer	995	8,520	8,487	8,108	7,818	7,797	7,519	7,315	7,124	7,366	8,387	7,415	5,823	5,269	97,943	6.0	4.8
Southwest Georgia	2,723	5,464	5,371	5,042	5,172	4,890	4,918	4,936	4,919	5,025	5,831	4,858	3,987	3,480	66,616	4.1	-0.3
West Georgia	2,338	4,963	4,807	4,622	4,901	4,600	4,732	4,743	4,921	5,048	5,550	5,086	4,056	3,476	63,843	3.9	2.4
State Schools	14	13	14	18	15	17	21	28	38	37	60	41	51	46	413	0.0	NA
State Total Fall Enrollment	39,318	130,453	129,876	125,241	126,293	121,155	122,020	121,879	123,370	126,903	145,883	121,715	104,649	90,402	1,629,157	100	1.9

Georgia's Non-Teaching Educator Workforce

This section summarizes data on Georgia's public school administrative and student services personnel.

Administrative Personnel

Administrative personnel include principals, assistant principals, superintendents, assistant superintendents, various program directors and other administrative staff. Table 9 shows the distribution of administrative personnel by specific categories.

Administrative personnel grew by 6% from 8,398 in Fall FY06-1 to 8,901 in Fall FY07-1. Assistant principals (3,338), Principals (2,182) and Instructional Supervisors (1,072) remain the largest groups. Athletic directors showed the fastest growth (39.5%) from the previous year, though this rise still does not bring the group's total number to its FY05-1 high of 57. Human Resource, Pre-Kindergarten and RESA directors sustained substantial losses in FY07-1, declining by 10.9%, 32.5%, and 20%, respectively from FY06-1.

Table 9. Personnel Categories of Administrative Personnel, FY06-1 and FY07-1

Personnel Category	FY06-1		FY07-1		Change	% Change
	Frequency	Percentage	Frequency	Percentage		
Assistant Principal	3,098	36.9	3338	37.5	240	7.7
Assistant Superintendent	233	2.8	259	2.9	26	11.2
Athletic Director	38	0.5	53	0.6	15	39.5
Curriculum Director	230	2.7	236	2.7	6	2.6
Human Resources Director	64	0.8	57	0.6	-7	-10.9
Instructional Supervisor	958	11.4	1072	12.0	114	11.9
Kindergarten Director	1	0	1	0.0	0	0.0
Pre-Kindergarten Director	40	0.5	27	0.3	-13	-32.5
Principal	2,146	25.6	2182	24.5	36	1.7
RESA Director	15	0.2	12	0.1	-3	-20.0
Special Education Director	163	1.9	185	2.1	22	13.5
Superintendent	176	2.1	179	2.0	3	1.7
Technology Director	55	0.7	63	0.7	8	14.5
Vocational Education Director	161	1.9	172	1.9	11	6.8
Other Administration	1,020	12.1	1065	12.0	45	4.4
Total	8,398	100	8,901	100	503	6.0

Table 10 and Figures 10 - 12 show demographic characteristics of administrators. The administrative personnel group remains predominantly female (64.5%), primarily due to the high proportion of females in the Pre-K director (100%), special education director,(87.0%),

instructional supervisor (86.6%) and curriculum director (75.8%) subgroups. Almost 70% (68.3%) of administrative personnel are White, while 30.9% are Black. Less than 1% of the group is comprised of other ethnic groups.

Table 10. Demographic Characteristics of Administrative Personnel, FY06-1 and FY07-1

Demographic Characteristic	FY06-1		FY07-1		Change	Change %
	Frequency	Percent	Frequency	Percent		
Gender						
Female	5,376	64.0	5,739	64.5	363	6.8
Male	3,022	36.0	3,162	35.5	140	4.6
Ethnicity						
American Indian	13	0.2	7	0.1	-6	-46.2
Asian	13	0.2	19	0.2	6	46.2
Black	2,548	30.3	2,752	30.9	204	8.0
Hispanic	33	0.4	38	0.4	5	15.2
Multiracial	5	0.1	5	0.1	0	0.0
White	5,786	68.9	6,080	68.3	294	5.1
Age Group						
Lowest - 20	0	0.0	1	0.0	1	NA
21-30	76	0.9	85	1.0	9	11.8
31-40	1,853	22.1	2,111	23.7	258	13.9
41-50	2,519	30	2,690	30.2	171	6.8
51-60	3,428	40.8	3,391	38.1	-37	-1.1
61 and above	522	6.2	623	7.0	101	19.3
Experience Group						
0-4 Years	112	1.3	113	1.3	1	0.9
5-9 Years	610	7.3	657	7.4	47	7.7
10-14 Years	1,450	17.3	1,625	18.3	175	12.1
15-19 Years	1,370	16.3	1,582	17.8	212	15.5
20-24 Years	1,461	17.4	1,541	17.3	80	5.5
25-29 Years	1,802	21.5	1,780	20.0	-22	-1.2
30 Years or more	1,593	19.0	1,603	18.0	10	0.6
Certification Level						
High School	2	0	2	0.0	0	0.0
Associate	2	0	3	0.0	1	50.0
Bachelors	153	1.8	158	1.8	5	3.3
Masters	2,456	29.2	2,621	29.4	165	6.7
Education Specialist	4,444	52.9	4,701	52.8	257	5.8
Doctorate	1,341	16	1,416	15.9	75	5.6

Figure 10. Gender of Administrators, FY06-1 and FY07-01

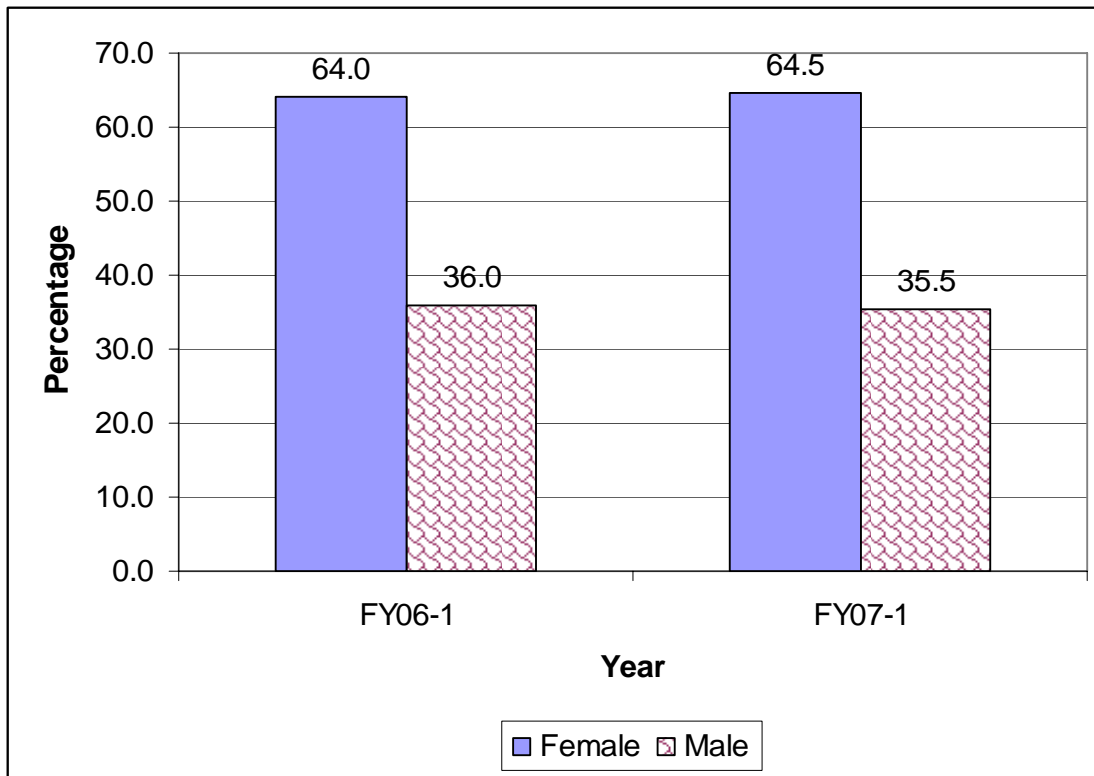


Figure 11. Age of Administrative Personnel, FY06-1 and FY07-1

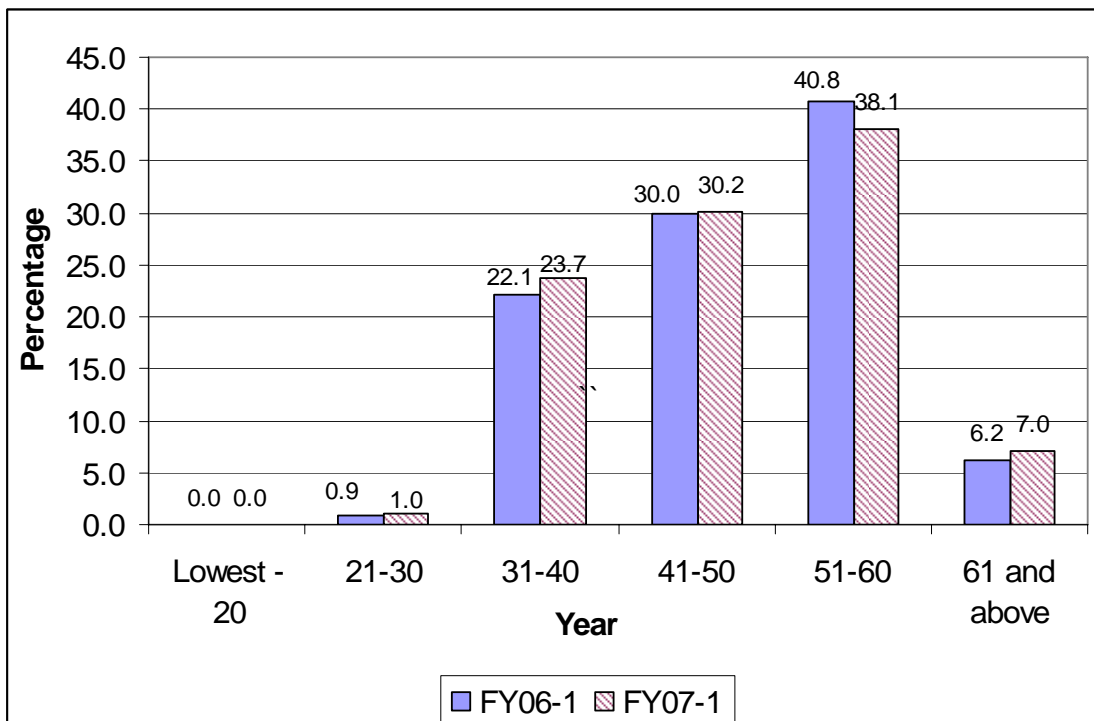
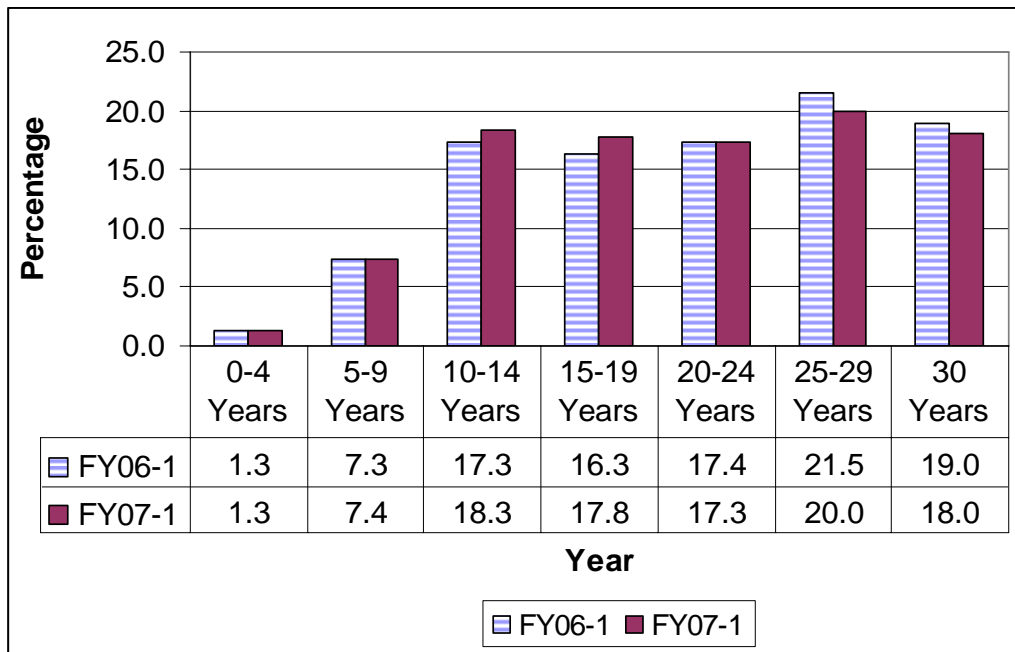


Figure 12. Experience Administrative Personnel, FY06-1 and FY07-1



Student Services Personnel

Tables 11 and 12, and Figures 13 – 15 show demographic characteristics of Student Services Personnel. Student services personnel are school counselors (3,730), media specialists (2,310), speech and language pathologists (1,734), psychologists (727), social workers (573), and other personnel that provide non-teaching services directly to students.

Table 11 shows the distribution of all service personnel by category. Two new student services personnel groups were created in FY07-1: Graduation Specialists and Psycho-Educational Counselors. The graduation specialists are hired to focus on increasing the graduation rates in Georgia public high schools.

Figure 13. Gender of FY06-1 & FY07-01 Student Services Personnel

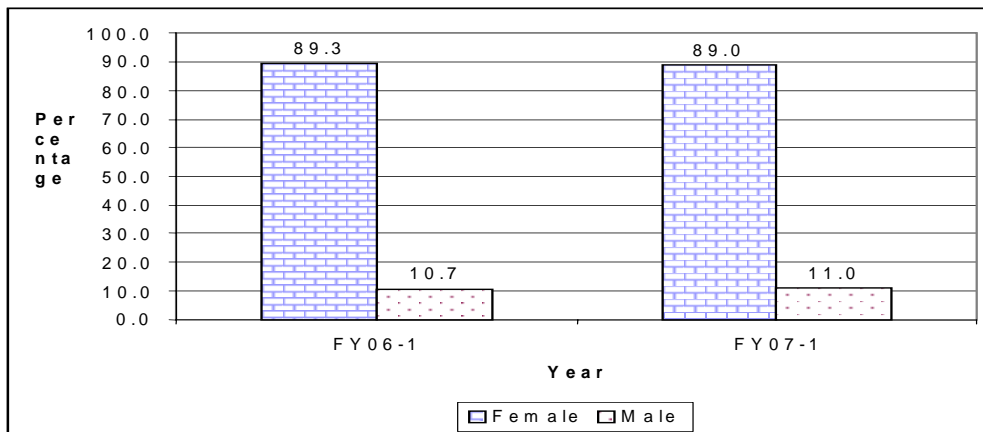


Table 11. Personnel Category of Student Services Personnel, FY06-1 and FY07-1

Personnel Category	FY06-1		FY07-1		Change	% Change
	Frequency	Percentage	Frequency	Percentage		
Elementary Counselor	1,455	14.1	1,577	14.4	122	8.4
Graduation Specialist	0	0.0	267	2.4	267	NA
High School Counselor	1,121	10.9	1,248	11.4	127	11.3
Middle Grades Counselor	1,029	10.0	905	8.3	-124	-12.1
Personnel Category	FY06-1		FY07-1		Change	% Change
	Frequency	Percentage	Frequency	Percentage		
Media Specialist	2,250	21.8	2,312	21.1	62	2.8
Psycho-Ed Counselor	0	0.0	6	0.1	6	NA
School Psychologist	707	6.9	727	6.6	20	2.8
School Social Worker	556	5.4	573	5.2	17	3.1
Speech & Language Therapy	1,657	16.1	1,734	15.8	77	4.6
Other Student Services	1,524	14.8	1,617	14.7	93	6.1
Total	10,299	100	10,966	100	667	6.5

Most student services personnel are female (89.0%) and White (73.4%). The largest FY06-1 to FY07-1 growth in student services personnel group occurred within the Hispanic group (32.1%). Seven American Indians are student services personnel in Georgia.

Table 12. Demographic Characteristics of Student Services Personnel, FY06-1 and FY07-1

Demographic Characteristic	FY06-1 Student Services personnel		FY07-1 Student Services personnel		Change	% Change
	Frequency	Percent	Frequency	Percent		
Gender						
Female	9,192	89.3	9,764	89.0	572	6.2
Male	1,107	10.7	1,202	11.0	95	8.6
Ethnicity						
American Indian	9	0.1	7	0.1	-2	-22.2
Asian	26	0.3	33	0.3	7	26.9
Black	2,446	23.7	2,788	25.4	342	14.0
Hispanic	53	0.5	70	0.6	17	32.1
Multiracial	18	0.2	20	0.2	2	11.1
White	7,747	75.2	8,048	73.4	301	3.9
Age Group						
Lowest - 20	0	0.0	1	0.0	1	N/A
21-30	793	7.7	823	7.5	30	3.8
31-40	2,848	27.7	3,198	29.2	350	12.3
41-50	2,560	24.9	2,675	24.4	115	4.5
51-60	3,466	33.7	3,529	32.2	63	1.8
61 and above	630	6.1	740	6.8	110	17.5
Experience Group						
0-4 Years	1,300	12.6	1,371	12.5	71	5.5
5-9 Years	1,959	19	2,162	19.7	203	10.4
10-14 Years	1,783	17.3	1,952	17.8	169	9.5
15-19 Years	1,488	14.4	1,605	14.6	117	7.9
20-24 Years	1,388	13.5	1,433	13.1	45	3.2
25-29 Years	1,394	13.5	1,353	12.3	-41	-2.9
30 and above	987	9.6	1,090	9.9	103	10.4
Certification Level						
High School	1	0.0	1	0.0	0	0.0
Associate	0	0.0	0	0.0	0	N/A
Bachelors	392	3.8	439	4.0	47	12.0
Masters	6,170	59.9	6,454	58.9	284	4.6
Education Specialist	3,269	31.7	3,556	32.4	287	8.8
Doctorate	467	4.5	516	4.7	49	10.5

Figure 14. Age of FY06-1 & FY07-1 Student Services Personnel

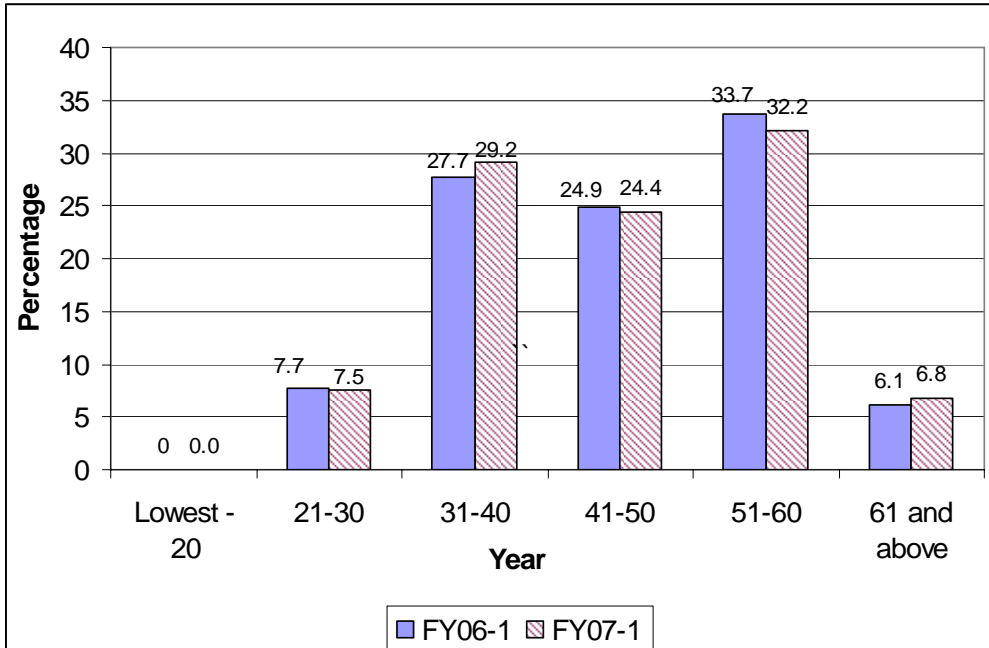
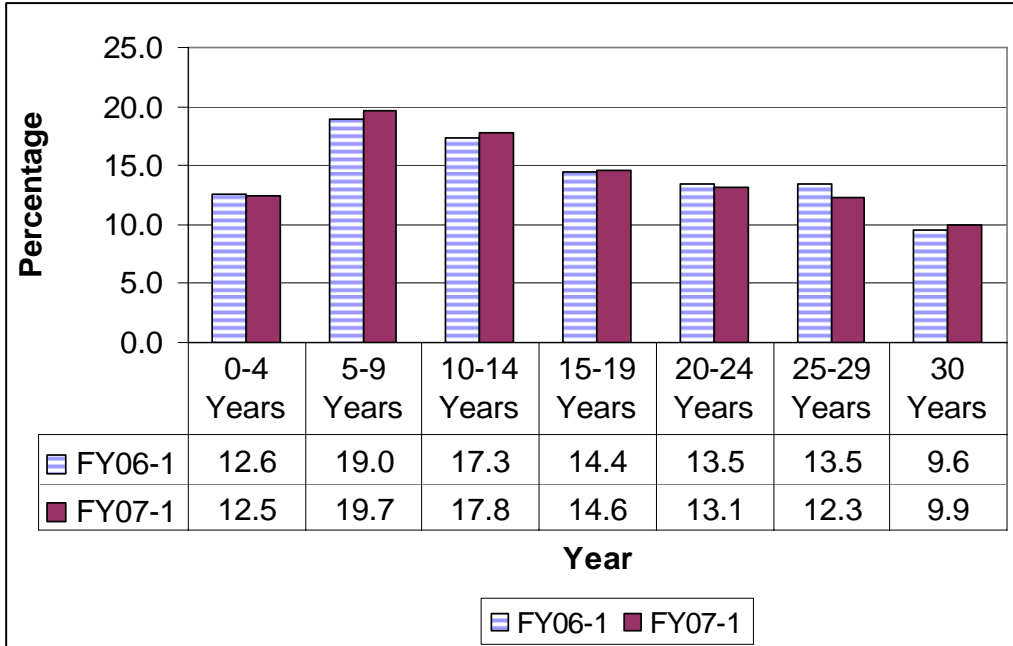


Figure 15. Experience of FY06-1 & FY07-1 Student Services Personnel



Conclusion

The Georgia educator workforce continues to increase annually to meet the demands of the growing student enrollment. In FY07-1, the educator workforce increased by 5% from 128,199 in FY06-1 to 134,613 in FY07-1. The number of new hires into Georgia public classrooms in FY07-1 was 13,395, a 17.7% increase from FY06-1.

Total student enrollment continues to grow consistently at about two percent per year. The racial and ethnic makeup of enrollment continues to change rapidly, with those declaring themselves Hispanic or Multi-racial growing most quickly. Hispanic enrollment, now approaching 10% of total enrollment and having grown more than 11% last year alone, may signal an increasing need for ESL certified teachers. Response to this need is manifested in the 6% increase in ESOL teachers and 25% increase in Literacy Coaches. High school decreases in both retention and dropout, noted in this report and analyzed in depth in the Annual Status Reports for the Georgia Educator Workforce, suggest that the demand for high school teachers will increase more rapidly than student enrollment growth alone for instance, the creation of the Graduation Specialist personnel category appears to be in response to the low graduation rates in Georgia high schools.

The teacher workforce grew by only 4.8%, surprisingly at a lower rate than either the administrative or student services groups. A closer look suggests the need for teachers engendered by the reduction in maximum class size was partly met by reclassification of 1,939 (37.5%) EIP teachers into regular elementary grades teachers, therefore reducing the number of new hires in elementary grades. The question raised by this personnel change/reclassification is whether there is a corresponding reduction in the number of children who needed early intervention services in FY07-1 as compared to FY06-1.

It is important again to note that the FY07-1 educator data used in compiling this Interim Status Report: The Georgia Educator Workforce 2007-1 is from the fall personnel data collection; and will change significantly from data collected during the final spring CPI-2 count in May. The May 2007 (CPI-2) will be used in preparing the official 2007 Annual Status Reports on the Georgia Educator Workforce, which will be published in early Fall 2008. As a reminder, educator counts in this report should only be compared to educator counts reported in other years' interim status reports and not to those published in the Annual Status Report.



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