



THE GEORGIA TEACHING FORCE

2001

EXECUTIVE SUMMARY

STATUS REPORT 2001

October, 2001

A Report of the Supply, Demand, and
Utilization of Pre-Kindergarten – Twelfth
Grade Teachers in Georgia Public Schools

**Division for Educator Workforce
Research and Development**

Georgia Professional Standards Commission



Discovering and publicizing the attributes of Georgia's teaching workforce are necessary steps toward assuring high teacher quality across the state. Georgia has many teachers. The educator workforce exceeds 110,000 in number, with over 90,000 teachers. Even small changes in some attributes of the teaching force may signal a need for policy shifts, revision and refinement in teacher preparation and certification, and a review of education programs, practices, and offerings. Annual reporting in the Division for Educator Workforce Research and Development Status Report of the Teaching Force in Georgia provides the mechanism by which the vital signs of the teacher workforce are continually monitored.

ACKNOWLEDGEMENTS

The Status Report of the Teaching Force in Georgia –2001 is an annual product of the Division for Educator Workforce Research and Development* (EWRAD) in the Georgia Professional Standards Commission (PSC). Greatly appreciated are the efforts of the following individuals who collaborated to produce this report which not only portrays critical features of Georgia’s current workforce, but also projections for the future.

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Gratitude is also expressed to professionals in the Andrew Young School of Policy Studies Fiscal Research Program at Georgia State University, the Georgia Department of Education (GDOE), Georgia Department of Labor (GDOL), Georgia Teacher Retirement System (TRS), and the PSC Certification and Educator Preparation Divisions. These agencies granted EWRAD access to the multiple sources of information and data tabulated to compile the Status Report–2001.

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**The Division for Educator Workforce Research and Development is a division of the Georgia Professional Standards Commission and is responsible for the supply and demand component of Georgia’s P-16 Title II Teacher Quality Plan.*

EXECUTIVE SUMMARY

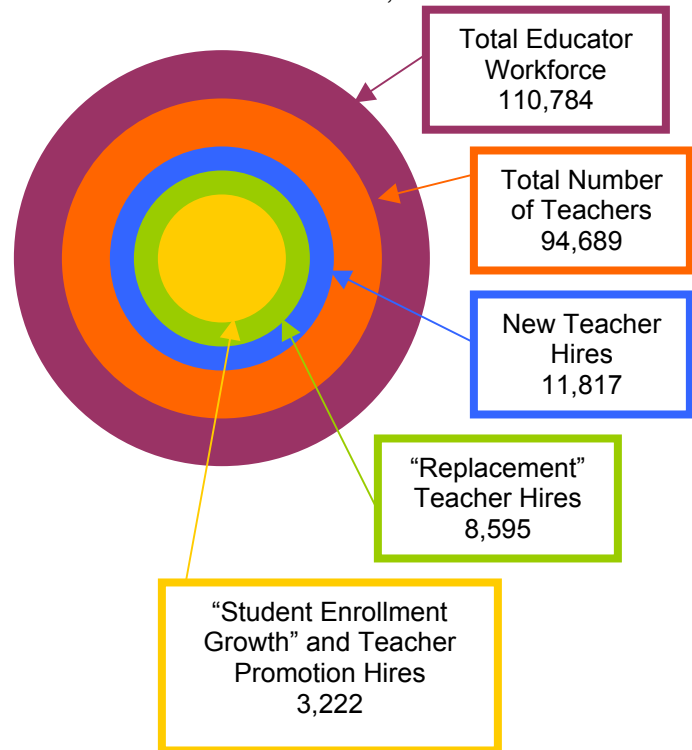
The Status Report-2001 presents a profile of Georgia’s teaching workforce with regards to workforce demographics, teacher demand, and teacher supply. This is the second such endeavor undertaken by the Division for Educator Workforce Research and Development (EWRAD), a division of the Georgia Professional Standards Commission (PSC). This second report is different from the first in that it also presents projections of demand and supply of teachers in Georgia from FY02 to FY11.

The following summary of the Status Report-2001 highlights key points found in the report.

Demographic Summary

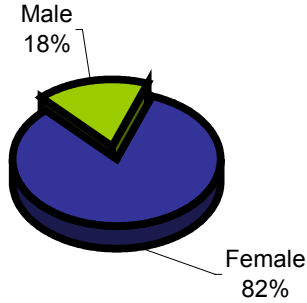
- In FY01 Georgia’s public educator workforce numbered 110,784 with 94,689 teachers. The educator workforce has been growing annually at a rate of about 3% since FY97. If current growth trends continue, Georgia will employ over 108,000 teachers in FY06 and over 125,000 in FY11.
- In FY01, Georgia hired 11,817 teachers, 8,595 to replace teachers who exited from the FY00 workforce and 3,222 to accommodate growth in student enrollment and losses to promotions.

Georgia’s Educator Workforce and New Teacher Hires, FY01

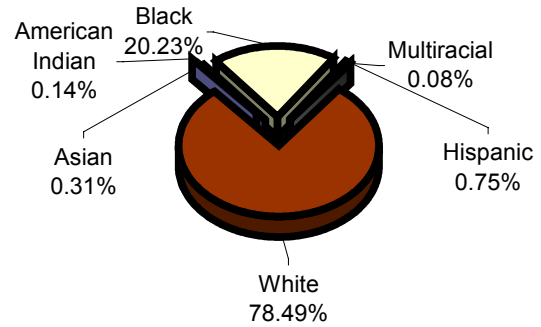


- Georgia's teaching workforce is 82% female and 78% white.

Gender of Georgia Teachers, FY01



Ethnicity of Georgia Teachers, FY01



- Over half of Georgia's teachers have a Master's degree or above.
- Retirement counts increased annually from FY98 through FY00, and the increasing trend is likely to continue for at least 5 more years. Over 8,000 of the FY01 educators were over 55 years old, and nearly 10,000 had over 25 years of experience.

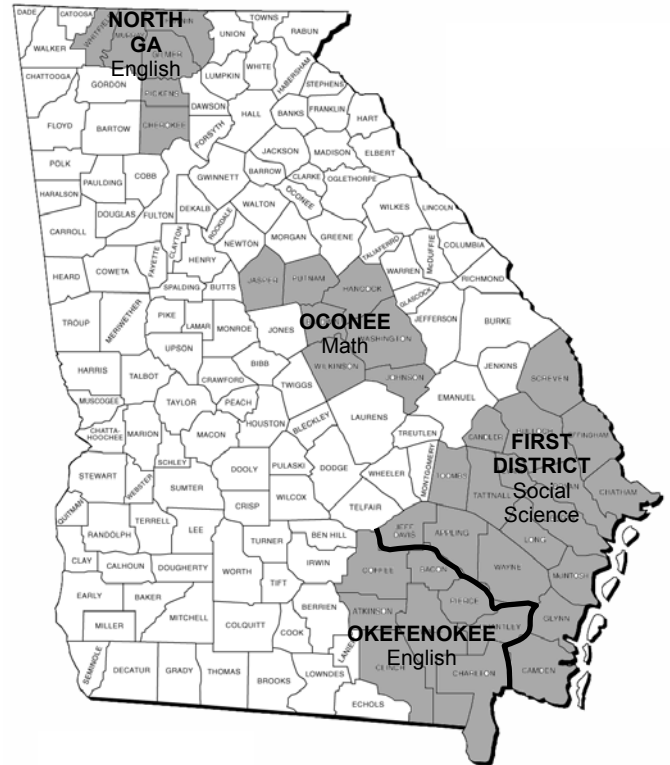
- The metropolitan Atlanta area (Metro RESA) employs 36% of all Georgia's teachers and 42% of the new hires, and it continues to grow. It also has the highest attrition rate; one of every nine Metro RESA teachers exited the workforce in FY00.

Count of Teachers by RESA, FY01

RESA	FY01 Teacher Count	Percent of FY01 Teachers
Central Savannah	4,949	5.2
Chattahoochee	3,647	3.9
Coastal Plains	2,841	3.0
First District	7,982	8.4
Griffin	5,081	5.4
Heart of Georgia	1,648	1.7
Metro	33,870	35.8
Middle Georgia	4,014	4.2
North Georgia	3,886	4.1
Northeast Georgia	4,163	4.4
Northwest Georgia	6,325	6.7
Oconee	1,316	1.4
Okefenokee	1,902	2.0
Pioneer	5,015	5.3
Southwest Georgia	4,460	4.7
West Georgia	3,590	3.8

- Over 95% of all high school teachers teach in their field of certification. However, there are insufficient numbers of middle grades teachers with mathematics and science concentrations. Data suggest that over 20% of middle grades mathematics and science teachers do not have a concentration in the subject they teach.
- Few regional differences were reported in the out-of-field area: Oconee RESA had over 14% of math teachers out-of-field; North Georgia RESA had 8.9% of English teachers out-of-field, First District RESA had 8.8% of social science teachers out-of-field, and Okefenokee RESA had 8.7% of English teachers out-of-field.

*Out-of-field Teaching:
Regional Differences by RESA*



Teacher Demand In Georgia

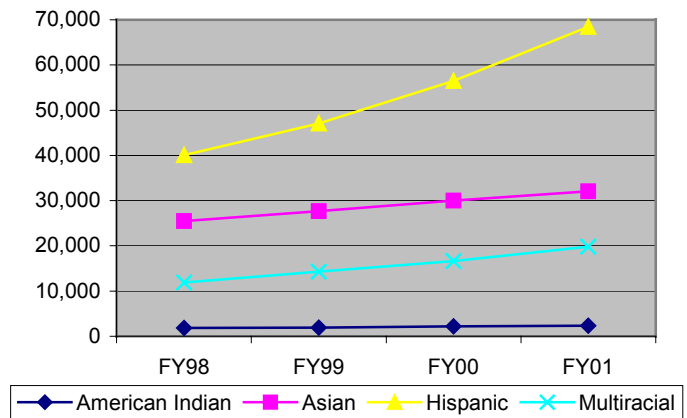
- Georgia's birth rates increased dramatically in FY97 over the FY96 level, and the increase repeated in FY98 and FY99. The increase in each of these years amounts to nearly 4,000 children a year, many of whom will be entering the public school system as kindergartners starting in FY02. These increases will impact teacher demand greatly in FY02 and, at the least, the following five years.

Georgia Live Birth Counts, FY95-FY99

- According to the Appalachian Regional Commission, Georgia had a net population increase of 796,511 due to civilian and military family migration from 1990 through 1999. These relocating families bring both new school children and new teachers to Georgia.

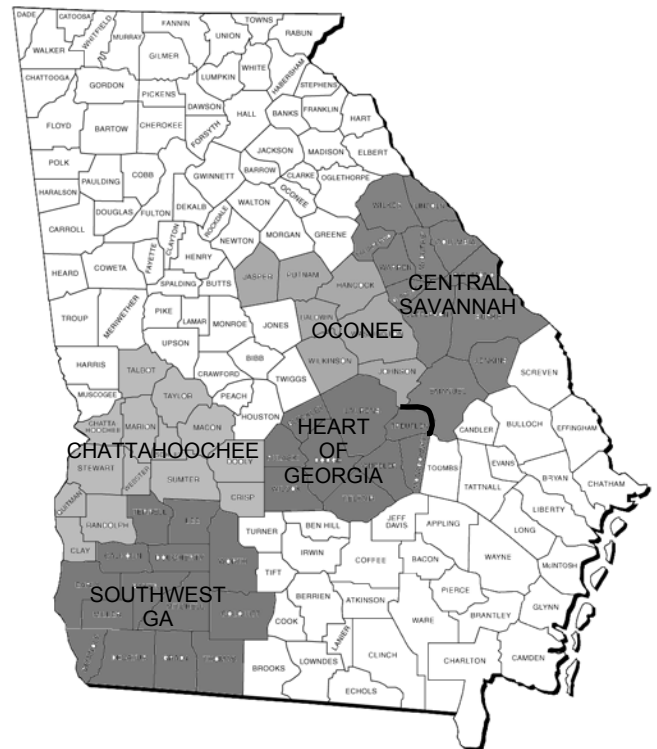
- Enrollment in grades K-12 in Georgia is becoming more diversified.

Diversity in Georgia's Student Enrollment, FY98-FY01



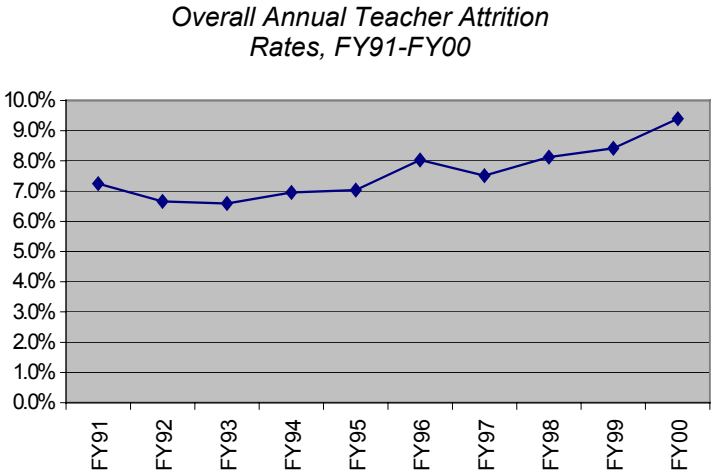
- In five middle and south Georgia RESAs (i.e., Central Savannah, Chattahoochee, Heart of Georgia, Oconee, and Southwest Georgia) student enrollment has, however, declined between FY97 and FY01.

Student Enrollment Declines by RESA, FY97-FY01



- Maximum class size has been reduced starting in FY02. This translates into the need for more teachers.

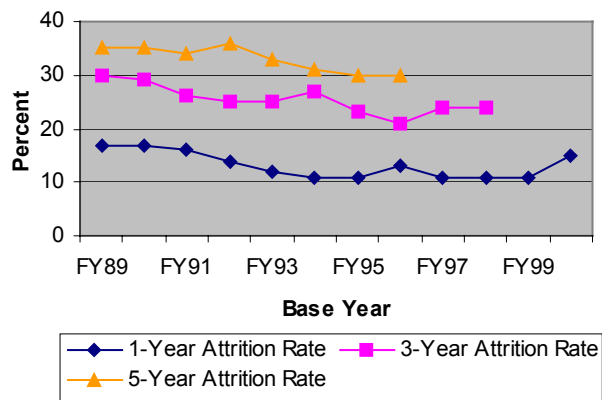
- Teacher attrition from the FY00 Georgia teaching workforce was 9.4%, the highest attrition rate in ten years. Although increasing retirement accounts for part of that attrition, the attrition rate is predicted to ease within the next two years because attrition tends to slow down in times of a declining economy.



- Annually, approximately 4% of Georgia’s teachers relocate from one system to another. Teachers in low-performing schools are more likely to leave their school systems to relocate to other systems than are teachers in high-performing schools.

- The attrition rate of new teachers entering the workforce in FY00 increased to 15%, up from 11% for FY99 beginning teachers.

Attrition Summary for New Teachers with Zero Experience, FY89-FY00



- The attrition rate for new teachers is even worse at the high school level. One of every five teachers who began their teaching career in Georgia in FY00 left the workforce after their first year.

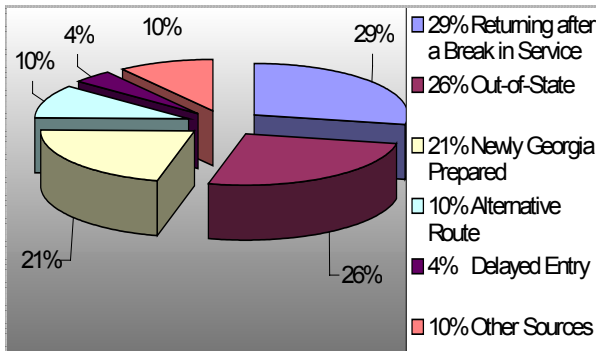
- Only about 25% of each year’s attrition set can be counted on to return to teaching within the next three years, with minimal returns after the three-year mark.

- A large number of high school teachers left their teaching positions after FY00 (1,824). This included 450 who retired and over 250 who were promoted out of the classroom to assume administrative or other non-teaching roles.

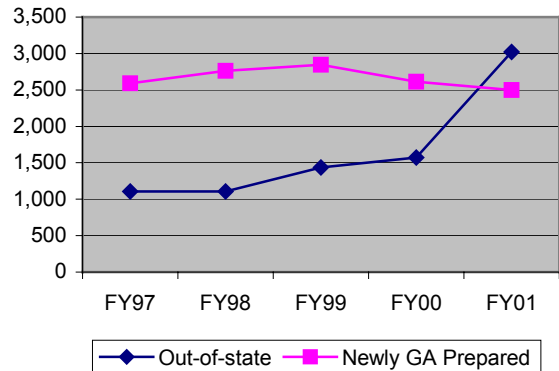
Teacher Supply

- In FY01, for the first time, Georgia hired more teachers from other states than teachers who were newly prepared in Georgia teacher preparation programs.

Sources of Newly Hired Teachers, FY01

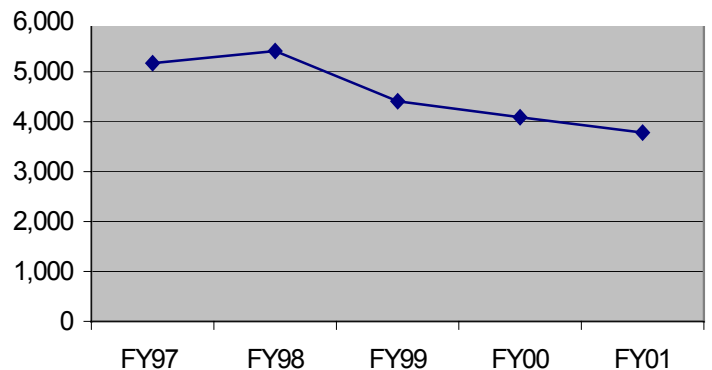


FTE Count of Out-of-State and Newly Georgia Prepared Teachers, FY97-01



- Since FY97 student teacher production in Georgia colleges has dropped from 5,175 to 3,784, a decrease of over 25%. In order to meet the expected hiring needs in the future, annual teacher production from teacher education institutions needs to be boosted to 5,200 by FY06 and to 6,600 by FY11.

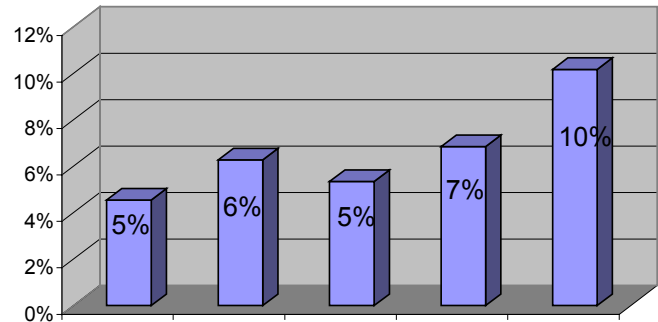
Georgia Student Teacher Production, FY97-FY01



- Teacher shortages appeared most acute in Metro, First District, and Northwest Georgia RESAs.

- In FY01, there was a marked increase in the percentage of new teachers who achieved certification through alternative routes; over 1,200 newly hired teachers, about 10% of all newly hired teachers, came to the classroom through alternate routes.

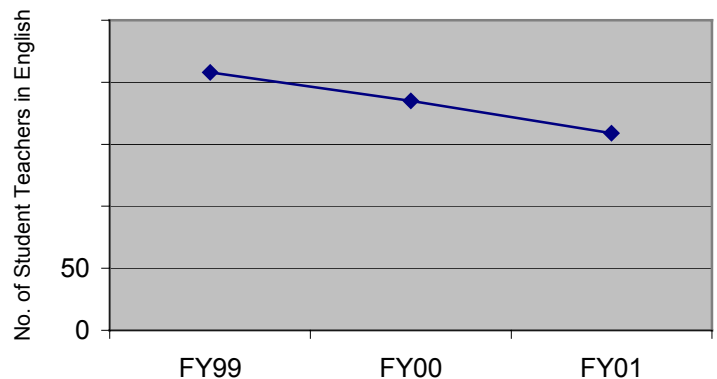
Alternative Route Teachers as a Percentage of All Newly Hired Teachers



- To encourage even more new teachers to become certified through alternative routes, the Georgia Teacher Alternative Preparation Program (Georgia TAPP) began in the summer of 2001. Over 750 new teachers attended summer sessions and then were hired into teaching positions during the fall of the FY02 school year.

- Georgia English teacher production and demand are out of balance; 817 new English teachers were hired in FY01, the largest single teaching field after elementary and middle grades. In contrast, the number of student teachers in English is on the decline from 208 in FY99 to 159 in FY01. This imbalance will likely continue for a few years, because 799 of Georgia's English teachers were over 55 in FY01. Every RESA, except two, had over 10% of their high school English teachers over 55 years old.

Production of English Teachers from Georgia Teacher Preparation Programs



Conclusions and Recommendations

- Teacher demand generated by civilian and military family migration into Georgia will likely continue through the next several years as the military bases remain open and as the popularity of metropolitan Atlanta and Georgia serve as a draw to the Southeast.
- Policy initiatives, along with current economic and political conditions will increase the demand for more teachers in the state.
- Staffing and professional development activities will need to be redefined as the ethnic diversity of Georgia's student enrollment continues to grow and create a demand for specialized teachers.
- Increased recruitment of prospective teachers, especially in some specific areas, must occur at Georgia's public and private teacher preparation institutions to reduce dependence on out-of-state supply to meet teacher demand needs. Some efforts are already underway in public and private teacher education institutions to boost their student teacher numbers. These efforts should be encouraged especially in shortage fields.
- Teacher attrition is costly to both the school systems and the state. The retention of teachers in Georgia schools should be an ongoing concern in the state.
- Teachers supplied from out-of-state sources and alternative routes (including the Georgia TAPP program) continue to be an important addition to Georgia's supply of teachers.
- Office automation procedures, electronic applications, and electronic submissions are conceivable methods by which to increase the speed and ease of the hiring process for both school systems and prospective employees and should be pursued vigorously.
- New teacher hires require formal mentoring and induction programs to ensure their retention. This requires the allocation of funds for such programs.

NOTES



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*Georgia's Teacher Quality Plan, a component of the P-16 Initiative
Georgians Working Together to Help Students Succeed*

