

How Deep is the Georgia Teacher Pool?

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Introduction

- Arguments pertaining to the Supply pool
 - Sufficient or not? (Hussar, 1999, Darling-Hammond n.d)
 - The “revolving door” phenomenon (Darling-Hammond & Ingersoll, 2003)
 - Ineffective recruitment, distribution and retention strategies

Objective

- To examine the argument that the supply pool is deep enough in Georgia.

Definition

- The Georgia teacher supply pool is defined as the number of individuals holding valid Georgia teaching certificate at any given time.

Procedure

Data gathered from:

- Certification database – GAPSC
- Certified Personnel Information (CPI) – GADOE
- Teacher Retirement System (TRS)

Findings/Discussions

- The number of individuals holding a valid Georgia teaching (T) certificate by the end of FY06 was 202,304.
 - 106,973 (52.8%) were teaching
 - 4,893 (2.4%) were student services personnel
 - 7,323 (3.6%) were administrative personnel
 - 83,115 (41.1%) – Untapped Pool either unemployed in the Georgia public school systems or were employed in non-certificate positions

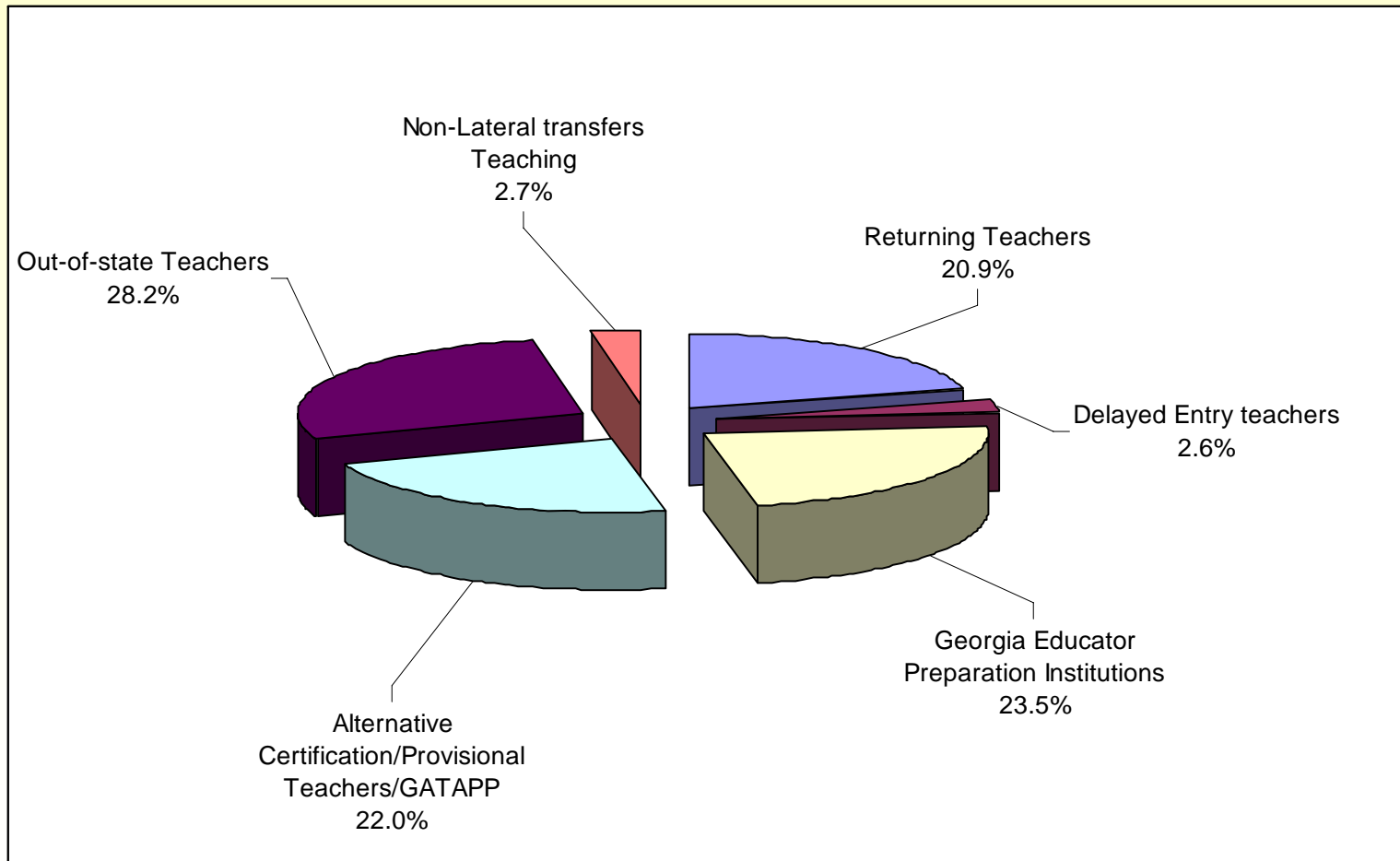
Georgia Teacher Pool as at the end of 2005-2006 (FY06) School Year

| Certificate | Certified in FY06 | % | Tapped Teacher Pool, FY06 | | | Total Tapped in FY06 |
|-------------------|-------------------------|------------|---------------------------|---------------------|----------------|-------------------------|
| | | | Teaching | Student Services | Administrative | |
| Clear Renewable | 127,717 | 63.1 | 86,712 | 3,771 | 5,492 | 95,975 |
| Provisional | 68 | 0.0 | 43 | 2 | 0 | 45 |
| Conditional | 1 | 0.0 | 1 | 0 | 0 | 1 |
| Life | 48,417 | 23.9 | 948 | 169 | 214 | 1,331 |
| Intern | 993 | 0.5 | 914 | 2 | 0 | 916 |
| Non-renewable | 8,129 | 4.0 | 6,154 | 48 | 30 | 6,232 |
| Probationary | 12 | 0.0 | 8 | 1 | 0 | 9 |
| Performance-Based | 16,690 | 8.2 | 12,057 | 899 | 1,587 | 14,543 |
| Waiver | 21 | 0.0 | 15 | 0 | 0 | 15 |
| Exchange | 256 | 0.1 | 121 | 1 | 0 | 122 |
| Total | 202,304 | 100 | 106,973 | 4,893 | 7,323 | 119,189 |

Georgia Teacher Pool as at the end of 2005-2006 (FY06) School Year, Cont'd

| Certificate Categories | Untapped Teacher Pool in FY06 | | | Unaccounted For |
|------------------------|--|-----------------------------------|---------------------------------|-----------------|
| | Untapped- Not in "Certified" Positions in FY06 | Total Retired (Between FY98-FY03) | In Classified Positions in FY06 | |
| Clear Renewable | 31,742 | 3,387 | 671 | 27,684 |
| Provisional | 23 | 0 | 1 | 22 |
| Conditional | 0 | 0 | 0 | 0 |
| Life | 47,086 | 3,862 | 130 | 43,094 |
| Intern | 77 | 0 | 12 | 65 |
| Non-renewable | 1,897 | 10 | 109 | 1,778 |
| Probationary | 3 | 0 | 0 | 3 |
| Performance-Based | 2,147 | 268 | 62 | 1,817 |
| Waiver | 6 | 0 | 2 | 4 |
| Exchange | 134 | 0 | 0 | 134 |
| Total | 83,115 | 7,527 | 987 | 74,601 |

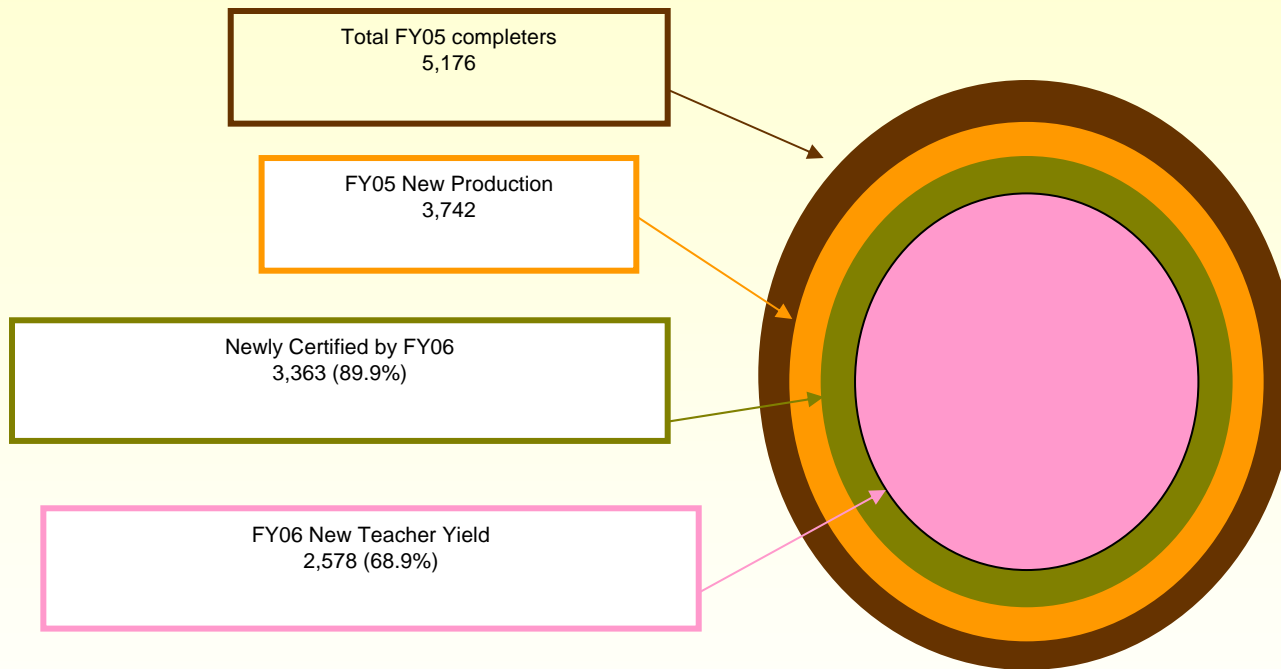
Sources of New Teacher Hires in Georgia, FY06



Sources of New Teacher Hires in Georgia, FY01 - FY06

| Source | Academic Year FY01 | Academic Year FY02 | Academic Year FY03 | Academic Year FY04 | Academic Year FY05 | Academic Year FY06 |
|---|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|
| Returning Teachers | 29.0 | 21.1 | 16.4 | 18.8 | 21.0 | 20.9 |
| Delayed Entry teachers | 4.0 | 2.3 | 3.4 | 3.7 | 2.5 | 2.6 |
| Georgia Educator Preparation Institutions | 21.0 | 21.9 | 18.4 | 19.8 | 24.1 | 23.5 |
| Alternative Certification/Provisional Teachers/GATAPP | 10.0 | 17.7 | 12.0 | 18.3 | 19.5 | 22.0 |
| Out-of-state Teachers | 26.0 | 32.5 | 46.1 | 28.0 | 27.1 | 28.3 |
| Non-Lateral transfers Teaching | 0.0 | 2.5 | 0.0 | 3.9 | 3.4 | 2.7 |
| Other Sources | 10.0 | 2.0 | 3.6 | 7.5 | 2.4 | 0.0 |
| State Total Percent | 100 | 100 | 100 | 100 | 100 | 100 |
| State Total - Number | 11,817 | 13,084 | 12,507 | 10,929 | 11,697 | 12,949 |

FY05 Georgia Completers Teacher Yield*



* Note: Figure not drawn to scale

Teacher Yield, FY98-FY03

| Year | Number of Student Teachers | Certified by the following Year | | Teaching by the Following Year (Yield) | | |
|------|----------------------------|---------------------------------|-----------------------|---|-----------------------|----------------------|
| | | # | % of Student Teachers | # | % of Student Teachers | % of Newly Certified |
| FY98 | 5,139 | 4,391 | 83.2 | 2,974 | 57.9 | 67.7 |
| FY99 | 4,410 | 3,544 | 80.4 | 2,277 | 51.6 | 64.2 |
| FY00 | 4,090 | 3,218 | 78.7 | 2,525 | 61.7 | 78.5 |
| FY01 | 3,784 | 3,159 | 83.5 | 2,725 | 72.0 | 86.3 |
| FY02 | 3,388 | 2,896 | 85.5 | 2,347 | 69.3 | 81.0 |
| FY03 | 3,507 | | | | | |

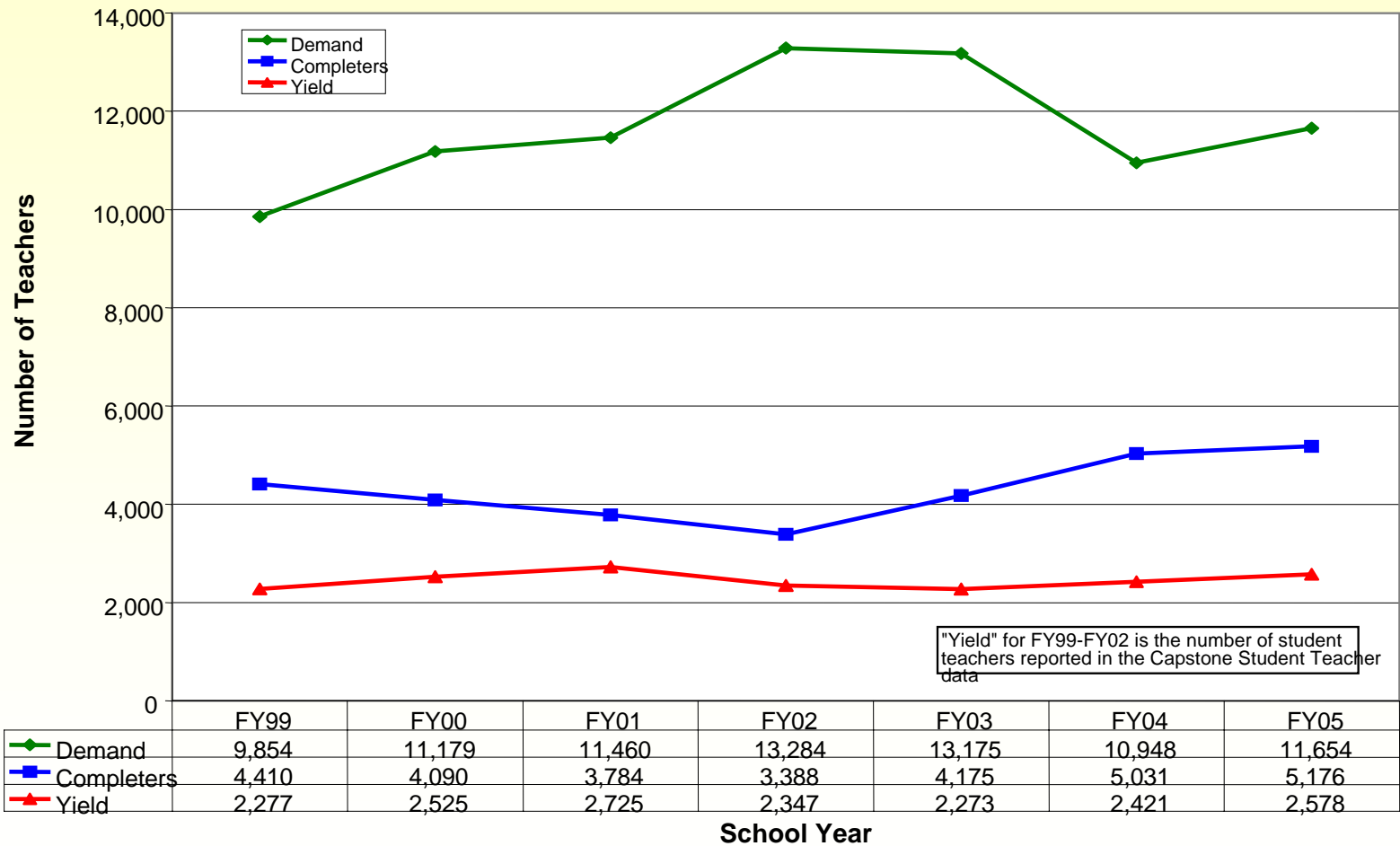
Based on Capstone Student Teaching

Teacher Yield, FY04-FY06

| Year | Completers | New Production | Certified by the following Year | | Teaching by the Following Year (Yield) | | |
|------|------------|----------------|---------------------------------|------|--|---------------------|----------------------|
| | | | # | % | # | % of New Production | % of Newly Certified |
| FY03 | 4,175 | 3,414 | 3,098 | 90.7 | 2,273 | 66.6 | 73.4 |
| FY04 | 5,031 | 3,605 | 3,166 | 87.8 | 2,421 | 67.2 | 76.5 |
| FY05 | 5,176 | 3,742 | 3,363 | 89.9 | 2,578 | 68.9 | 76.7 |

Based on Title II Completer Data

Total Teacher Demand vs. Georgia Institution Production and Yield



FY04-FY05 Completers & New Hires in the Four Core Subject Areas

| Subject | FY04 Completers | # of Newly Hired Teachers in Core Subjects in FY05 | FY05 Completers | # of Newly Hired Teachers in Core Subjects in FY06 |
|----------------------------|-----------------|--|-----------------|--|
| Social Studies Education** | 253 | 650 | 208 | 978 |
| Math Education | 241 | 954 | 244 | 1,233 |
| English Education | 219 | 982 | 202 | 1,480 |
| Science | 146 | 744 | 93 | 983 |

**Includes History, Economics and Political Science.

Top 20 Subject Areas for Non- Regular Certificates issued in FY06

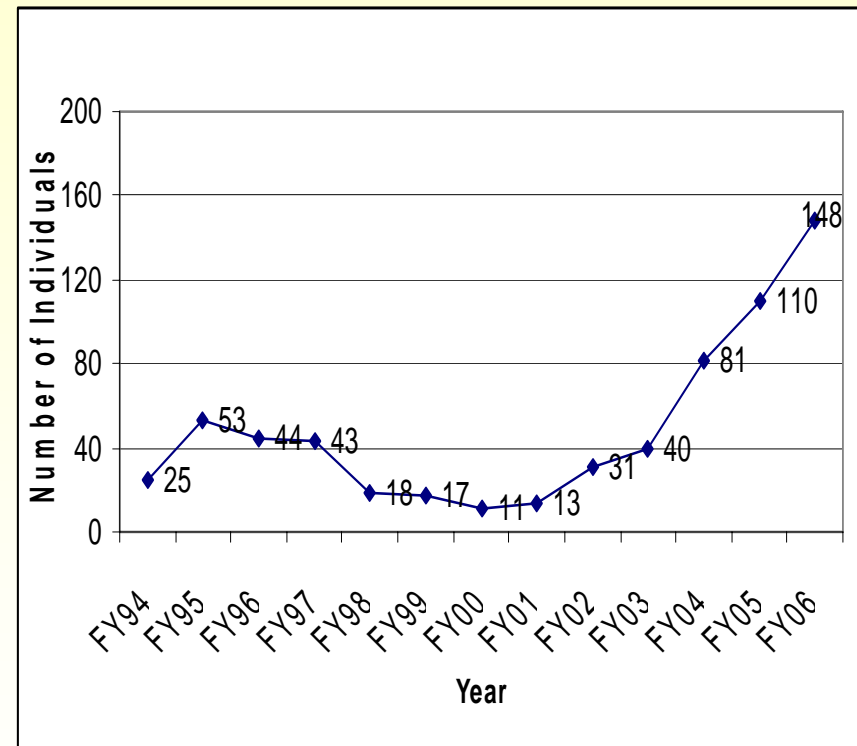
| Field | Frequency | Percent |
|------------------------------------|-----------|---------|
| Special Education | 5,748 | 47.9 |
| Middle Grades | 2,361 | 19.7 |
| Early Childhood Education(P-5) | 741 | 6.2 |
| Gifted In-Field | 542 | 4.5 |
| English (6-12) | 274 | 2.3 |
| Mathematics (6-12) | 254 | 2.1 |
| Science (6-12) | 197 | 1.6 |
| History (6-12) | 194 | 1.6 |
| Behavioral Science (6-12) | 179 | 1.5 |
| Economics (6-12) | 179 | 1.5 |
| Political Science (6-12) | 179 | 1.5 |
| Geography (6-12) | 179 | 1.5 |
| Health & Physical Education (P-12) | 118 | 1.0 |
| Spanish (6-12) | 113 | 0.9 |
| Business Education (6-12) | 112 | 0.9 |
| Biology (6-12) | 81 | 0.7 |
| ESOL (P-12) | 79 | 0.6 |
| Music (P-12) | 79 | 0.6 |
| Art (P-12) | 52 | 0.4 |
| Technology Education (6-12) | 31 | 0.4 |

What is Georgia Doing to Get More Teachers

- Reach to Teach in Georgia (RTT)
 - Establishing corps of highly qualified teachers certified through alternative routes in high-need Local Educational Agencies (LEAs) and schools.
 - 4th year of implementation in 24 school systems.

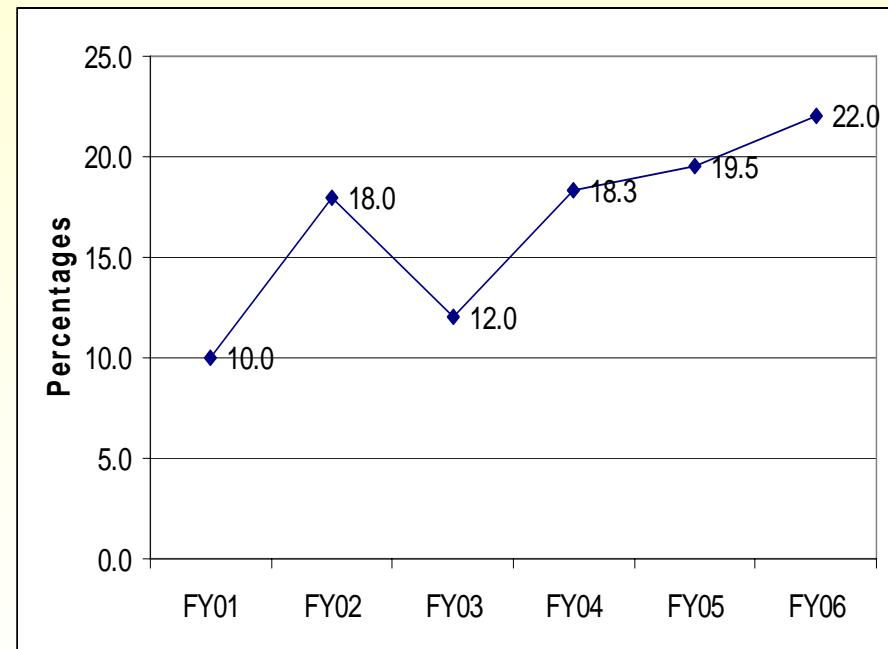
What is Georgia Doing to Get More Teachers, Cont'd

- Troops-to-Teachers (TTT)
 - Recruit candidates who served in the United States Armed Forces or who are currently serving in Reserves and National Guard units and are seeking to become teachers in Georgia public schools.
 - A total of 454 teachers hired through the program since it began.



What is Georgia Doing to Get More Teachers, Cont'd

- Alternatively prepared teachers.
 - The percentage of teachers hired through this route has increased annually since FY03.



What is Georgia Doing to Get More Teachers, Cont'd

- Georgia Teacher Alternative Preparation Program (GATAPP).
 - The program prepares and fully certifies individuals who hold bachelors or higher non-education degree.
 - The number of GATAPP participants in Georgia public schools continues to increase annually. As of FY06, there were a total of 2,781 GATAPP participants in Georgia.
 - Of these 2,781, a total of 2,295 (82.5%) were teachers of record in Georgia public schools.
 - An increase by 21.3% from the 1,892 reported in FY05.