



THE GEORGIA EDUCATOR WORKFORCE 2002

STATUS REPORT 2002

November, 2002

A Report of the Supply, Demand, and
Utilization of Teachers, Administrative, and
Student Services Personnel in Georgia
Public Schools

**Division for Educator Workforce
Research and Development**

Georgia Professional Standards Commission





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Research and Development**

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A REPORT OF THE SUPPLY, DEMAND, AND
UTILIZATION OF TEACHERS, ADMINISTRATIVE,
AND STUDENT SERVICES PERSONNEL IN
GEORGIA PUBLIC SCHOOLS

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Winifred Nweke, Ph.D. Coordinator for Research and Evaluation
EWRAD

Comfort Afolabi, M.P.A. Senior Research Associate
EWRAD

Endya B. Stewart, Ph.D. Coordinator for Research and Evaluation
EWRAD

Thomas R. Hall, Ph.D. Director of Special Projects
PSC

Cynthia E. Stephens, Ed.D. Director
EWRAD

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F. D. Toth, Ph.D.
Executive Secretary
Georgia Professional Standards Commission

Cynthia E. Stephens, Ed.D.
Director, Educator Workforce Research and Development
Georgia Professional Standards Commission

**The Division for Educator Workforce Research and Development is a division of the Georgia Professional Standards Commission.*

EXECUTIVE SUMMARY

The *Status Report 2002* presents a profile of Georgia's educator workforce. Unlike its three predecessors, the *Status Report 2002* is a combined report on the profile of both the teaching and non-teaching educator workforce in Georgia. Like the previous reports, the current report provides an evaluation and projections of their supply and demand. The major highlights of this report are summarized below under two main sections: (I.) Georgia's Teaching Workforce and (II.) Administrative and Student Services Personnel.

I. GEORGIA'S TEACHING WORKFORCE

Demography of Georgia's Educator Workforce

- In FY02, the teaching workforce grew by 5% to 99,470 from 94,689 in FY01. This surpassed the projected size by more than 2,000 teachers. If the current growth continues, Georgia will employ more than 115,000 teachers in FY07 and more than 136,000 teachers in FY12.
- In FY02, Georgia hired 13,084 new teachers, 8,303 of whom replaced teachers who exited the classroom and 4,781 towards meeting teacher demand engendered by student enrollment growth, reductions in class size, and new programs.
- Georgia expanded its Early Intervention Program (EIP) into all the elementary grades (K-5) to help ensure that no child is left behind. In FY02, Georgia employed 4,518 EIP teachers.
- The teaching workforce remains 82% female and 78% White.
- The average age of the teaching workforce remains 41.5 years. Nevertheless, probably due to the slowing of the economy, the number of teachers over the age of 55 is increasing (n=9,386) and the number with more than 25 years of experience rose to 10,991. In fact, 188 retired teachers came back to teach in FY02.
- Metro RESA remains the largest employer of teachers in FY02 with 36.2% of all teachers and 42.6% of newly hired teachers.
- Half (50.3%) of the teaching workforce have a graduate level certificate (Masters, Education Specialist or Doctorate).
- In FY02, Georgia employed 423 National Board certified teachers, ranking Georgia 7th in the U.S. with regard to the number of nationally certified teachers. Over 1,000 (1,152) candidates are awaiting their results to be released in December 2002.
- Out-of-field teaching at the High School level has slightly worsened in four core subject areas, especially in Social Science (6.1%), English (5.6%), and Mathematics (5.5%). Some RESAs are more plagued by the out-of-field problem than others: First District (10.1% in Social Science), Heart of Georgia (15.4% in English), and Oconee (12.5% in Math and 13.3% in Social Science).

Teacher Demand

- In FY02, 1,470,634 Pre-K-12 students were enrolled in Georgia public schools, 4,318 more than was projected for FY02. High live birth rates,

migration into Georgia, class size reduction mandates, and attrition have continued to affect teacher demand.

- Live birth increases and population migration into Georgia from 1997 through 2001 are beginning to be felt in the public school system as the children enroll in Pre-K and, especially, in Kindergarten classrooms.
- Eight northern RESAs experienced student enrollment growth while the southern RESAs experienced enrollment decline. The RESAs that experienced growth are Griffin, Metro, Middle Georgia, North Georgia, Northeast Georgia, Northwest Georgia, Pioneer, and West Georgia. The RESAs that experienced enrollment declines are Central Savannah, Chattahoochee-Flint, Coastal Plains, First District, Heart of Georgia, Oconee, Okefenokee, and Southwest Georgia.
- Student enrollment became more diversified than ever with the Hispanic student enrollment growing by 17%, or nearly 11,000 students, from FY01 to FY02 and more than doubling between FY98 to FY02. The Asian and American Indian student populations, which grew considerably from FY01 to FY02, stood at 8.3% and 4.6%, respectively, in FY02.
- The White student enrollment has been declining since FY99 and is currently at 52.57%.
- The attrition rate of teachers declined from 9.4% in FY00 to 8.8% (8,303 teachers) in FY01, possibly due to the slowing economy.

Teacher Supply

- Retention remains the major supply source of teachers, accounting for more than 90% of each year's teaching workforce.
- New teacher hires are supplied from various sources: Georgia colleges of education, returning teachers, out-of-state teachers, and alternative preparation programs.
- In FY02, 13,084 new teachers were hired into Georgia classrooms.
- Of the total new teacher hires, 32.5% came from outside Georgia, surpassing the PSC target of 30% for FY03.
- New teacher production from teacher preparation programs in Georgia public and private colleges continued to decline from 3,784 in FY01 to 3,388 in FY02, a 10% decline. Possibly because of economic conditions and aggressive marketing and recruitment measures by the PSC, the FY01 student teacher pool yielded more employed teachers (2,725 or 72% of 3,784) than the previous year's cohort (2,525 or 62% of 4,090).
- Georgia teacher preparation programs supplied 21.9% of the new teacher hires in FY02.
- Returning teachers accounted for 21.1%.
- Alternative preparation programs contributed 17.7% to the total, an increase of 7% from FY01. This reflects the boost from the GATAPP program and existing alternative programs.

II. ADMINISTRATIVE AND STUDENT SERVICES PERSONNEL

Demography of Georgia's Administrative Personnel

- The administrative personnel workforce grew by 2.4% to 7,475 in FY02. This accounts for 6.4% of Georgia's 116,292 public school FY02 educators.
- In FY02, 2,048 Principals were employed, a 1.9% increase over FY01. The number of male Principals declined from 938 in FY01 to 919 in FY02.
- In FY02, 2,631 Assistant Principals were employed, up from 2,472 in FY01 (representing a 6.4% increase).
- Both Principals and Assistant Principals are predominantly female (55.1% and 54.6%, respectively).
- RESA Directors, Superintendents, and Athletic Directors remain predominantly White males, while Special Education and Curriculum Directors are predominantly White and female. Technology and Vocational Education Directors are more diversified with regard to gender.
- Vocational Education and Pre-Kindergarten Directors declined from FY01 to FY02. These personnel categories need to be strengthened at this time to ensure that no child is left behind. The numbers of Pre-Kindergarten (20) and Vocational Education (157) Directors indicate that some school systems do not have any.

Demography of Georgia's Student Services Personnel

- In FY02, 9,347 student services personnel were employed, an increase of 6.3% from FY01.
- Student services personnel are typically female, White, graduate degree holders, younger than administrative personnel, and do not last as long as administrative groups do in the workforce.
- Student services personnel need to be more ethnically diverse, especially with the rapid increase in the enrollment of Hispanic students.

Demand of Georgia Administrative and Student Services Workforce

Administrative Personnel Demand

- The attrition rate among Principals remains high at more than 15% in FY01. The attrition rate for Assistant Principals is even higher at 19.95% in FY01.
- The age and experience of Principals and Assistant Principals suggest that all are not leaving due to retirement. Many are understandably lost due to promotion.
- Mobility remains low among the administrative personnel (1-4%).
- In terms of percentage, Southwest Georgia, Griffin, Chattahoochee-Flint, and Middle Georgia RESAs have some of the highest attrition rates among Principals and Assistant Principals.
- If the growth rate continues, 8,559 administrators will be needed in FY07 and 10,047 in FY12.

Student Services Personnel

- Overall, attrition among student services personnel continues to fluctuate, reaching its lowest rate of 9.37% in FY01.

- The Speech and Language Pathology personnel group continues to have a high turnover. This personnel group accounted for 21.1% of all student services personnel attrition in FY01 and 25.6% of new hires in FY02.
- Attrition is also very high among Media Specialists and very low among School Psychologists and Social Workers.
- If the current rate of demand continues, 11,709 student services personnel will be needed in FY07 and more than 15,000 in FY12.

Supply of Georgia Administrative and Student Services Workforce

Administrative Supply

- Most administrative positions are filled from within the Georgia public school system. As with the teaching force, more than 90% are retained from year to year and most of the remainder are filled by promotions from other personnel categories.
- Only about 1-3% of administrators tend to be hired from outside the public school system. A downside to this is that teachers are often promoted out of the classroom into these administrative positions.

Student Services Personnel

- More than 90% of Georgia student services personnel are retained from year to year, except for Speech and Language Pathologists, Media Specialists, and Elementary Grades Counselors, where only 80-85% are retained.
- A large percentage (37.64%) of the new student services personnel are employed in the Metro RESA, as are administrators and teachers.

CONCLUSIONS AND RECOMMENDATIONS

- Although Georgia's live birth rate is slowing, the impact of the increases from 1997-2002 will be felt for 3-5 more years in enrollment increases.
- Class size reduction is still being phased in and its impact on teacher demand will continue for 2-3 more years.
- Teacher demand engendered by student enrollment growth (which is influenced by live birth increases and migration into the state) and class size reduction will continue to be felt for the next 3-5 years.
- The number of new teachers produced by traditional Georgia teacher preparation programs continues to decline. It is hoped that this trend will be reversed as teaching begins to enjoy a competitive advantage over careers that had previously lured prospective teachers away. GATAPP teachers made a significant impact on the alternatively prepared hiring pool.
- Georgia has developed and is implementing various concurrent strategies for meeting the ever-rising demand for teachers. These include an aggressive marketing and recruitment plan; additional alternative preparation programs, notably, GATAPP; HOPE scholarship for teachers and paraprofessionals; the Troops-to-Teachers program which facilitates entry into teaching for retiring military personnel; and revision of the certification process to standardize qualifications and utilization of paraprofessional personnel.

- Out-of-field teaching at the high school level worsened in FY02. Some of this problem emanated from misassignment of otherwise well qualified and certified teachers into areas they were not certified. Some method of verification and enforcement of appropriate utilization of certified personnel should be developed and implemented.
- Retention remains the largest single supply source of educator personnel in Georgia. Thus, attention needs to be focused on retention strategies to ensure that those recruited stay. This is especially true for new teachers who leave at continuing high rates (more than 30% within the first five years).
- Vocational education programs need to be strengthened. Currently, Vocational Education teachers make up nearly 3% of the teaching workforce and less than 2.5% of the educator workforce. Enrollment continuation ratios indicate that 12-20% of Georgia high school students drop out each year. With skeletal Vocational Education programs, many students drop out ill equipped to go into any careers. Therefore, it is critical if no child is to be left behind to provide the non-college bound students the ability to contribute to and prosper in society.

SECTION I:
GEORGIA'S TEACHERS

Chapter 1: A Profile of Georgia's Teaching Workforce

Introduction

The *2002 Status Report of Georgia's Educator Workforce* is the third report of its kind. Previous reports were published in 2000 and 2001. Section I focuses on certified teachers in Pre-Kindergarten through twelfth grade (Pre-K-12) in Georgia's public elementary, middle, and high schools during the 2001-2002 (FY02) school year. Section II focuses on the administrative and student services personnel. Data on all certified Georgia educators used for this report were derived from a variety of sources: the Certified Personnel Information Report (CPI) generated by the Georgia Department of Education (GDOE)¹; the Professional Standards Commission (PSC) certification records; student teacher information (Capstone); the GDOE student enrollment and Full-time Equivalency (FTE) reports; the Georgia Teacher Retirement System (TRS); and the Georgia Department of Human Resources (DHR).

Data on Georgia's educators are reported in two count formats: FTE and Personnel counts. The FTE count shows full and part-day teaching assignments, with portions of the workday signified by decimal fractions. The Personnel count shows each individual with a Georgia teaching certificate that holds a teaching position. This count is shown in whole numbers. Both methods of reporting are important and are identified when used in this report. The statistics derived from the analyses performed for this report are pointers for the planning, development, and assessment of Georgia's schools and certified personnel workforce.

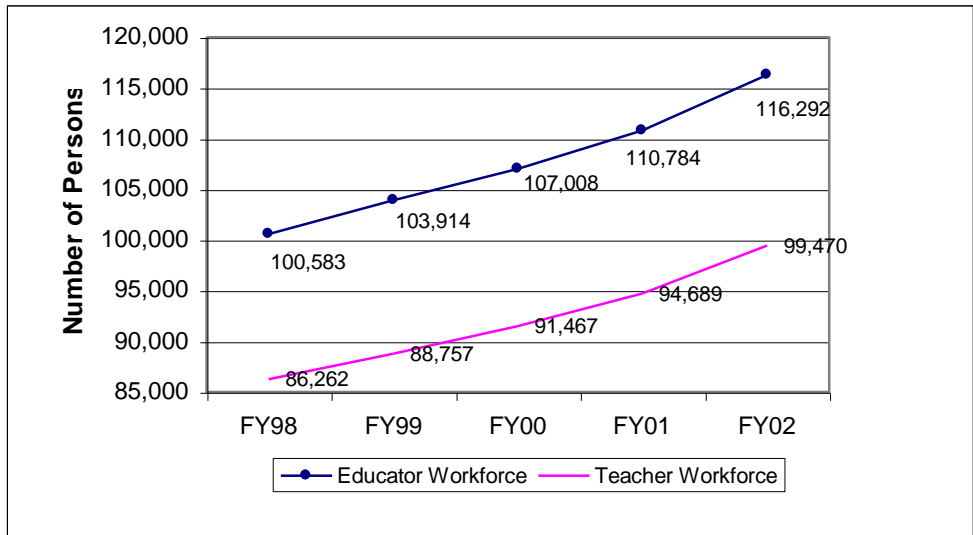
Demographic Characteristics

Workforce Size

Georgia's educator workforce has increased by 15.6% since FY98 (see Figure 1.1), with a proportionate growth of 15.3% in the number of teaching positions. In FY02, Georgia's public school educator workforce numbered 116,292, of this 99,470 (85.5%) were teachers. When compared to the previous year, Georgia's educator workforce increased 5%. This was the largest one-year increase for the educator workforce.

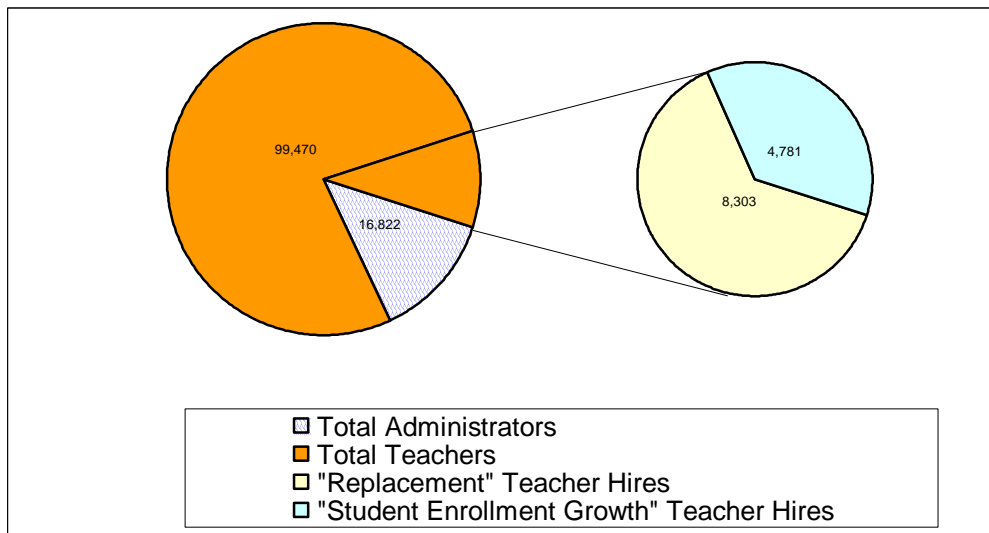
¹ The CPI provides data on certified public school teachers and administrators who are employed in Georgia's school systems.

Figure 1.1. Georgia's Educator & Teacher Workforce, FY98-FY02
 (Source: EWRAD/PSC, 2002)



In FY02, Georgia hired 13,084 new teachers, nearly 63.5% (8,303) of the newly hired teachers replaced teachers who left the FY01 workforce or did not return to any Georgia public school classroom for the FY02 school year. The 63.5% replacement percentage represents a drop from the 72.7% replacement percentage reported for FY00-FY01. The remaining 36.5% were hired to accommodate teacher demand caused by factors such as student enrollment growth (see Figure 1.2).

Figure 1.2. Georgia's Educator Workforce and New Teacher Hires, FY02
 (Source: EWRAD/PSC, 2002)



*Note: The extracted slice from the Total Teachers portion represents new teacher hires. New teacher hires are then divided into replacement and student enrollment growth hires.

RESA Workforce Counts

Sixteen Regional Education Service Agencies (RESAs) serve Georgia's school systems (see Figure 1.3). These RESAs provide their member school systems with a variety of training and educational services, including personnel hiring assistance. RESAs are defined by geographical boundaries, not by population. Consequently, teacher populations in the RESAs are not evenly distributed. Among Georgia's 16 RESAs, Metro RESA employed the highest number of teachers in FY02 at 36,057 (36.2%). Additionally, in FY02, Metro RESA hired the highest number of new teachers in Georgia at 5,570 (42.6% of the total hired in FY02). This is shown in Table 1.1. As illustrated in Table 1.1, both the teacher workforce and the number of newly hired teachers increased from FY01 to FY02 in the Metro RESA. In FY02, the Georgia teaching workforce grew by five percent while the Metro RESA grew by 6.5%. In fact, the total teacher workforce increased for every RESA from FY01 to FY02 except one, Southwest Georgia RESA, which saw a decrease of 14 persons (-.3%) in its total teacher workforce. However, Southwest Georgia RESA did see an increase of 26.8% in the number of newly hired teachers from FY01 to FY02. The only RESA to see a smaller number of newly hired teachers from FY01 to FY02 was Coastal Plains RESA, with a 13.1% decrease from 259 to 225.

Figure 1.3 Distribution of Public School Teachers by RESA

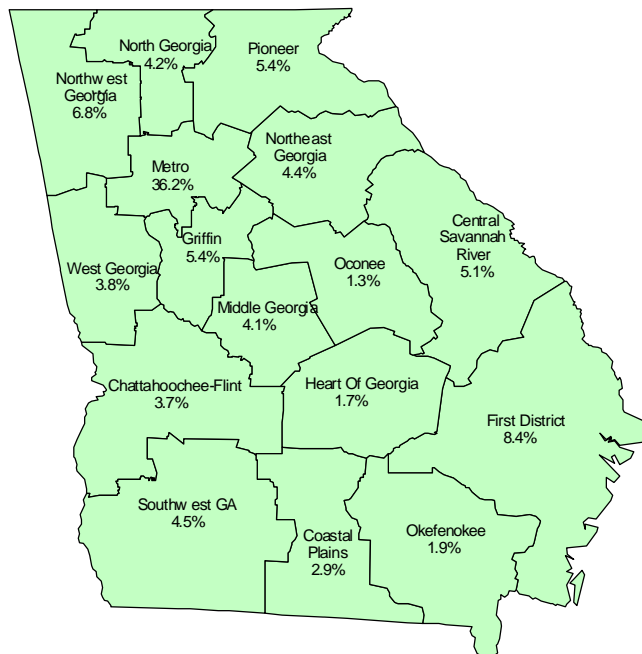


Table 1.1. Georgia's Teacher Count by RESA, FY01 and FY02

RESA	FY01				FY02			
	Total Teacher Force	# New Teacher Hires	% New Teacher Hires	New Teacher Hires as % of Total Teacher Force	Total Teacher Force	# New Teacher Hires	% New Teacher Hires	New Teacher Hires as % of Total Teacher Force
Central Savannah	4,949	520	4.40	10.51	5,122	551	4.21	10.76
Chattahoochee	3,647	319	2.70	8.75	3,721	417	3.19	11.21
Coastal Plains	2,841	259	2.19	9.12	2,886	225	1.72	7.80
First District	7,982	967	8.18	12.11	8,335	1,124	8.59	13.49
Griffin	5,081	616	5.21	12.12	5,380	650	4.97	12.08
Heart of Georgia	1,648	118	1.00	7.16	1,668	123	0.94	7.37
Metro	33,870	4,990	42.23	14.73	36,057	5,570	42.57	15.45
Middle Georgia	4,014	423	3.58	10.54	4,107	439	3.36	10.69
North Georgia	3,886	527	4.46	13.56	4,140	538	4.11	13.00
Northeast Georgia	4,163	492	4.16	11.82	4,417	625	4.78	14.15
Northwest Georgia	6,325	889	7.52	14.06	6,719	925	7.07	13.77
Oconee	1,316	126	1.07	9.57	1,342	134	1.02	9.99
Okefenokee	1,902	164	1.39	8.62	1,932	171	1.31	8.85
Pioneer	5,015	648	5.48	12.92	5,374	690	5.27	12.84
Southwest Georgia	4,460	314	2.66	7.04	4,446	398	3.04	8.95
West Georgia	3,590	445	3.77	12.40	3,824	504	3.85	13.18
TOTAL	94,689	11,817	100.00	12.48	99,470	13,084	100.00	13.15

Source: EWRADPSC, 2002

Teaching Positions

Table 1.2 shows the FTE counts of Georgia's Pre-K-12 teachers by grade level for FY99 through FY02. The teacher FTE count has steadily increased (11.3%) through the years from 88629.4 in FY99 to 98656.8 in FY02. Early Intervention Program (EIP) teachers are included in this table. Note, however, that grade level specific data for this group is available only for FY02. These grade level groupings into EIP-K, EIP-Grades 1-3, and EIP-Grades 4-5 represent an improvement in data collection techniques when compared to FY01 when all EIP teachers were grouped together as "EIP teachers" without level indications. According to the table, the FTE count decreased for the following grade levels from FY01 to FY02: Kindergarten (-2.7%), 1st Grade (-4.3%), 2nd Grade (-0.6%), and Other Elementary (-11.2%). This decrease in the FTE counts might be attributed to the appearance of the EIP grade level categories. A total of 4,518 EIP teachers in Grades K-5 performed the duties that required 4,713 full-time teachers. This suggests that this category will be hiring more teachers in the near future.

Table 1.2. Position Profile of the Teaching Force in Georgia, FY99–FY02

Teaching Position	FTE Count FY99	% FY99 Workforce	FTE Count FY00	% FY00 Workforce	FTE Count FY01	% FY01 Workforce	FTE Count FY02	% FY02 Workforce
Pre-Kindergarten	1295.1	1.5	1324.3	1.5	1324.3	1.5	1354.8	1.4
Kindergarten	5494.3	6.2	5575.5	6.1	5575.5	6.1	5424.8	5.5
EIP-Kindergarten	N/A	N/A	N/A	N/A	N/A	N/A	1015.5	1.0
1 st Grade	5748.4	6.5	5977.4	6.5	5977.4	6.5	5720.0	5.8
2 nd Grade	5307.4	6.0	5549.2	6.1	5549.2	6.1	5513.6	5.6
3 rd Grade	5192.7	5.9	5406.2	5.9	5406.2	5.9	5474.8	5.5
EIP-Grades 1-3	N/A	N/A	N/A	N/A	N/A	N/A	2763.8	2.8
4 th Grade	4759.6	5.4	4917.7	5.4	4917.7	5.4	5003.7	5.1
5 th Grade	4502.8	5.1	4700.7	5.1	4700.7	5.1	4843.1	4.9
EIP-Grades 4-5	N/A	N/A	N/A	N/A	N/A	N/A	933.6	0.9
EIP Teacher	N/A	N/A	N/A	N/A	2974.1	3.5	N/A	N/A
6 th Grade	3632.4	4.1	3613.4	4.0	3750.1	4.2	3861.5	3.9
7 th Grade	3320.7	3.7	3409.5	3.7	3545.6	3.9	3687.4	3.7
8 th Grade	3102.7	3.5	3178.1	3.5	3334.7	3.7	3414.3	3.5
9 th -12 th Grades (High School)	16479.	18.6	16779.	18.4	17055.8	19.5	17522.6	17.8
Vocational Education	2695.6	3.0	2767.8	3.0	2829.1	3.1	2784.3	2.8
K-12 Instructional Specialist	4756.7	5.4	4711.4	5.2	4856.6	5.3	5034.8	5.1
K-12 Special Education	10647.	12.0	11120.	12.2	11610.3	13.1	12449.3	12.6
Other Elementary	5398.4	6.1	5408.3	5.9	4499.7	4.9	3997.4	4.1
Other Middle Grades	5830.9	6.6	6256.8	6.9	6305.5	6.5	6517.1	6.6
Other Teachers	465.7	0.5	580.4	0.6	636.0	1.0	1342.2	1.4
TOTAL	88629.4	100.0	91275.7	100.0	94385.3	100.0	98658.8	100.0

Source: EWRAD/PSC, 2002; FTE data courtesy GDOE

Note: EIP counts by grade level were unavailable before FY02.

Data derived from CPI reports for fiscal years 1999 through 2002. FTE count represents teaching positions that require certification not filled during the fiscal year.

The percentage of high school teachers (Grades 9-12) has continued to fluctuate, with the largest change occurring between FY01 and FY02. Specifically, the percentage of high school teachers declined from 19.5% in FY01 to 17.8% in FY02. The second largest group was Special Education teachers accounting for 12.6%. This group also showed a decline from 13.1% in FY01 to 12.6% in FY02. Lastly, the number and percentage of Vocational Education teachers relative to Georgia's total teaching force have remained consistently low since FY99. In fact, this number dropped from 2829.1 in FY01 to 2784.3 in FY02, a 1.6 percentage decrease. This steady decrease requires some attention. Georgia has a very high dropout rate in high school. For these students, and even many others that complete high school, this level marks the end of their formal education. This student group needs to be provided skills in various areas of vocational education to enable entry into the workforce. It may be possible that dropout rates will be reduced if vocational education programs are strengthened to provide non-college bound students alternatives to college-prep

programs. Various vocational education options might be a good reason to remain in school.

Appendix 6 presents the FTE count of educators by personnel categories by RESA from FY97 to FY02.

Change in Teaching Position

Increases in the FTE counts of Pre-K-12 teaching positions from FY99 to FY02 are seen across most grades, with the exception of Kindergarten and Grade 1 (See Table 1.3). However, declines in these two grade levels appear to be artificial and a function of the reclassification of some of these positions into EIP teaching positions since FY01. Special Education positions continue to increase at a rapid pace when compared to other categories during the four-year period, with an increase of nearly 1,802.3 teaching positions and a percentage growth of 16.9% from FY99 to FY02.

Table 1.3. Change in the Position Profile of Georgia's Teaching Force, FY99–FY02

Teaching Position	FY99 FTE	FY00 FTE	% Change FY99-FY00	FY01 FTE	% Change FY00-FY01	FY02 FTE	% Change FY01-FY02	% Change FY99-FY02
Pre-Kindergarten	1295.1	1324.3	2.3	1325.8	0.1	1354.8	2.2	4.6
Kindergarten	5494.3	5575.5	1.5	5308.3	-4.8	5424.8	2.2	-1.3
EIP-K	N/A	N/A	N/A	N/A	N/A	1015.5	N/A	N/A
Grade 1	5748.4	5977.4	4.0	5682.2	-4.9	5720	0.7	-0.5
Grade 2	5307.4	5549.2	4.6	5433.5	-2.1	5513.6	1.5	3.9
Grade 3	5192.7	5406.2	4.1	5318.7	-1.6	5474.8	2.9	5.4
EIP-Grade 1 - 3	N/A	N/A	N/A	N/A	N/A	2763.8	N/A	N/A
Grade 4	4759.6	4917.7	3.3	5047.1	2.6	5003.7	-0.9	5.1
Grade 5	4502.8	4700.7	4.4	4872.3	3.7	4843.1	-0.6	7.6
EIP- Grade 4 - 5	N/A	N/A	N/A	N/A	N/A	933.6	N/A	N/A
EIP Teacher	N/A	N/A	N/A	2974.1	N/A	N/A	N/A	N/A
Grade 6	3632.4	3613.4	-0.5	3750.1	3.8	3861.5	3.0	6.3
Grade 7	3320.7	3409.5	2.7	3545.6	4.0	3687.4	4.0	11.0
Grade 8	3102.7	3178.1	2.4	3334.7	4.9	3414.3	2.4	10.0
High School	16479.	16779.	1.8	17055.8	1.6	17522.6	2.7	6.3
Vocational Education	2695.6	2767.8	2.7	2829.1	2.2	2784.3	-1.6	3.3
Instructional Specialist	4756.7	4711.4	-1.0	4856.6	3.1	5034.8	3.7	5.8
Special Education	10647.	11120.	4.4	11610.3	4.4	12449.3	7.2	16.9
Other Elementary	5398.4	5408.3	0.2	4499.7	-16.8	3997.4	-11.2	-26.0
Other Middle	5830.9	6256.8	7.3	6305.5	0.8	6517.1	3.4	11.8
Other	465.7	580.4	24.6	636.0	9.6	1342.2	111.1	188.2
TOTAL	88629.4	91275.7	NA	94385.3	NA	98656.8	NA	NA

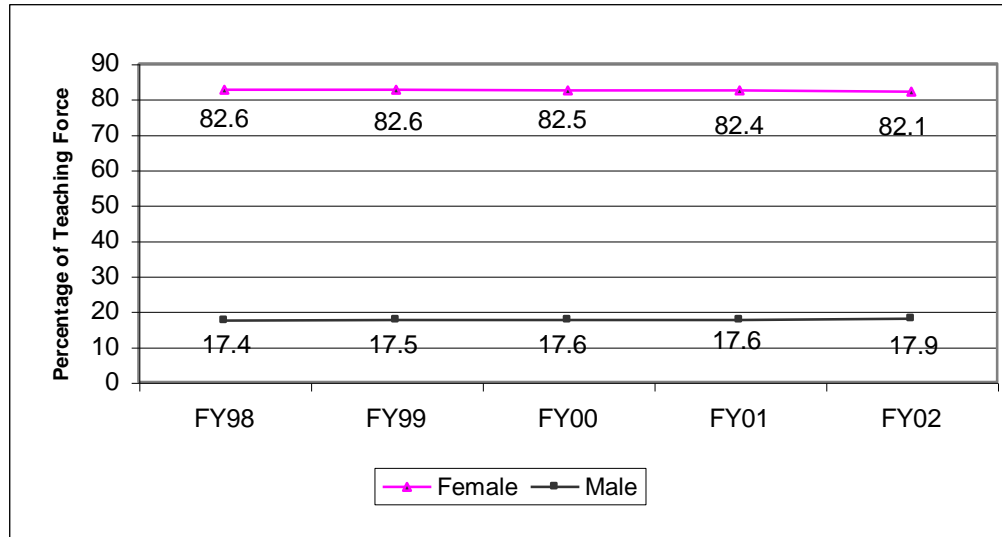
Source: EWRAD/PSC, GDOE, 2002

Data derived from CPI reports for fiscal years 1999 through 2002. FTE count represents employees in positions that require certification, who were classified in a teaching position, and who were not terminated during the fiscal year.

Gender

Consistent with previous reports, the number of female teachers far outpaces that of male teachers (see Figure 1.4). There was, however, an increase in the percentage of males from 17.5% in FY99 to 17.9% in FY02. This represents an increase of 2,243 male teachers over the four-year time period, and an increase of 1,149 male teachers from FY01 to FY02.

Figure 1.4. Demographic Profile by Gender, FY98-FY02
(Source: EWRAD/PSC, 2002)



Age

The average age of Georgia teachers in FY02 was 41.5 years. This remains consistent with the FY01 average age of 41.5 years (see Table 1.4).

Table 1.4. Average Age of All Teachers

Year	Mean Age
FY98	41.3
FY99	41.3
FY00	41.4
FY01	41.5
FY02	41.5

Source: EWRAD/PSC, GDOE, 2002

The percentage of teachers within the 41 to 50 age group continues to decline, dropping from 32.8% in FY99 to 28.4% in FY02. Meanwhile, the percentage of Georgia teachers within the 51 to 60 age group continues to increase, from 19.5% in FY99 to 22.5% in FY02. An increase is also seen in the number of teachers ages 61 and over, from 2.0% in FY99 to 2.2% in FY02. These numbers not only indicate the graying of the teacher workforce, they reflect the impact of

the economic downturn in FY01. Older teachers are staying longer and some are in fact returning from retirement, this is buttressed by the presence of 188 newly hired teachers who were in the 61 and above age group. This phenomenon of older teachers returning or staying longer may solve today's teacher needs, but might create attrition problems when these teachers decide to retire (see Table 1.5).

Table 1.5. Demographic Profile of the Teaching Force in Georgia, FY99–FY02

Characteristics	FY99		FY00		FY01		FY02	
	#	%	#	%	#	%	#	%
Gender								
Female	73,181	82.5	75,308	82.3	78,019	82.4	81,651	82.1
Male	15,576	17.5	16,159	17.7	16,670	17.6	17,819	17.9
TOTAL	88,757	100	91476	100	94,689	100	99,470	100
Age Groups	#	%	#	%	#	%	#	%
20 and under	0	0.0	2	0.0	2	0.0	7	0.0
21-30	18,382	20.7	18,734	20.5	19,170	20.2	20,013	20.1
31-40	22,186	25.0	23,387	25.6	24,789	26.2	26,644	26.8
41-50	29,081	32.8	28,544	31.2	28,260	29.8	28,207	28.4
51-60	17,350	19.5	19,041	20.8	20,548	21.7	22,394	22.5
61+	1,754	2.0	1,759	1.9	1,920	2.0	2,205	2.2
Not Defined	4	0.0	N/A	N/A	N/A	N/A	N/A	N/A
TOTAL	88,757	100	91476	100	94,689	100	99,470	100
Ethnic Groups	#	%	#	%	#	%	#	%
American Indian	195	0.2	123	0.1	131	0.1	135	0.1
Asian	228	0.3	261	0.3	294	0.3	354	0.4
Black	17,808	20.1	18474	20.2	19,159	20.2	20,483	20.6
Hispanic	548	0.6	625	0.7	710	0.8	818	0.8
Multiracial	56	0.1	56	0.1	75	0.1	94	0.1
White	69,922	78.8	71,928	78.6	74,320	78.5	77,586	78
TOTAL	88,757	100	91,476	100	94,689	100	99,470	100
Experience	#	%	#	%	#	%	#	%
0-5 years	24,801	27.9	24,706	27.0	26,790	28.3	29,110	29.3
6-10 years	17,992	20.3	19,218	21.0	19,885	21.0	21,018	21.1
11-15 years	13,541	15.3	14,286	15.6	14,526	15.3	14,920	15.0
16-20 years	12,653	14.3	11,819	12.9	12,289	13.0	12,083	12.1
21-25 years	10,785	12.2	11,494	12.6	11,330	12.0	11,348	11.4
26-30 years	9,851	7.7	7,498	8.2	7,577	8.0	8,321	8.4
31+	2,134	2.4	2,246	2.7	2,292	2.4	2,670	2.7
TOTAL	88,757	100	91476	100	94,689	100	99,470	100
Certification	#	%	#	%	#	%	#	%
High School ^a	135	0.2	274	0.3	136	0.1	138	0.1
Associate's ^b	278	0.3	298	0.3	312	0.3	322	0.3
Bachelor's	43,521	49.0	44,506	48.7	46,321	48.9	48,970	49.2
Master's	36,492	41.1	37,554	41.1	38,554	40.7	40,118	40.3
Specialist's	7,602	8.6	8,101	8.9	8,537	9.0	9,036	9.1
Doctoral	675	0.8	728	0.8	829	0.9	886	0.9
Not Defined	54	0.1	6	0.0	N/A	N/A	N/A	N/A
TOTAL	88,757	100	91476	100	94,689	100	99,470	100

Source: EWRAD/PSC, 2002

Data derived from CPI reports for fiscal years 1999 through 2002. Totals vary because of availability of data.

^a Level 1 Vocational Certificate, 3-year Non-renewable. Requires 90-quarter hours to upgrade to Level 2 Vocational Certificate.

^b Level 2 Vocational Certificate, Renewable. Requires 10-quarter hours every 5 years to renew.

Ethnicity

As reported in previous years, over three-quarters (78%) of Georgia’s teaching force is White (see Figure 1.5). The number of Black teachers continues to soar, increasing by 1,324 (6.9%) from FY01 to FY02. This gain, however, represents only a slight increase in the proportion of Black teachers in the workforce, from 20.1% in FY99 to 20.6% in FY02. The numbers of American Indian, Asian, Hispanic, and Multiracial teachers also saw considerable growth from FY01 to FY02 as shown in Table 1.6.

Table 1.6. Distribution of Other Teacher Races, FY01–FY02

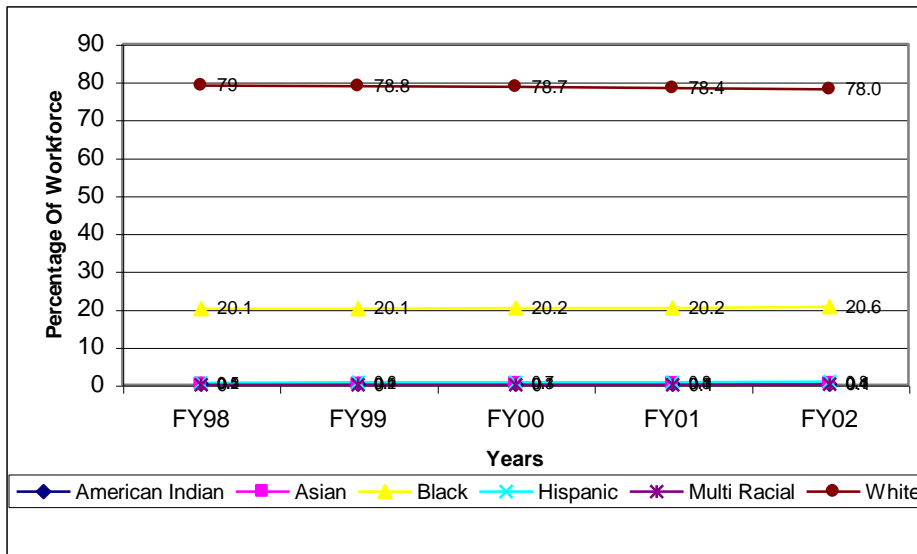
Race	FY01	FY02
American Indian	131	135
Asian	294	354
Hispanic	710	818
Multi-Racial	75	94
TOTAL	1,210	1,401

Source: EWRAD/PSC, 2002

The percentage of Hispanic teachers remains a concern considering the rapid growth in Hispanic student enrollment. Hispanic students represent 5.5% of all students, while Hispanic teachers comprise only 0.8% of the overall teaching force.

Figure 1.5. Demographic Profile by Ethnicity, FY98-FY02

(Source: EWRAD/PSC, 2002)

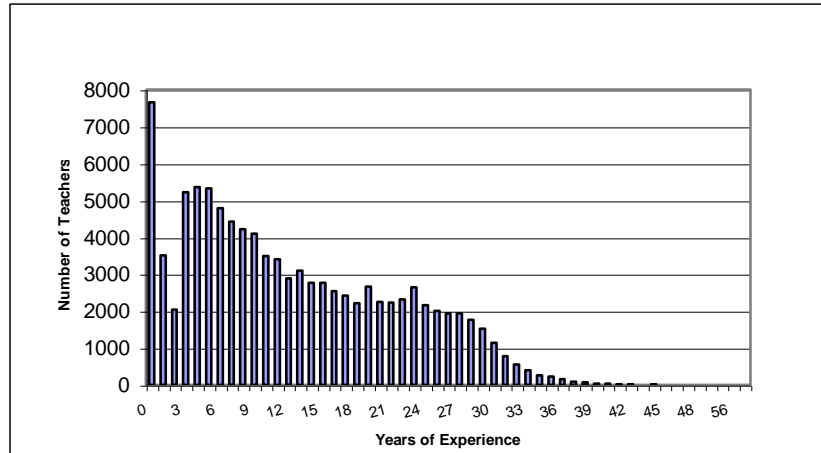


Experience

The average years of experience of Georgia teachers was 12.3 years in FY02, despite the fact that 11 percent of the total teacher workforce in FY02 had over 25 years of teaching experience. The average experience represents no

change from the 12.4 years reported in the *2001 Status Report*. The years of experience for FY02 teachers ranged from 0-60 years. The proportion of teachers with 0-5 years of teaching experience has consistently remained higher than other categories from FY99 to FY02. As Figure 1.6 shows, the drop between the 0-5 and 10-14 years of experience groups suggests a high rate of attrition within the first 5 years of employment. The percentages of teachers with 11-15, 16-20, and 21-25 years of experience have continued to fluctuate since FY99. This corresponds to the good economic period in Georgia when teachers left teaching prior to retirement for other jobs or to start businesses.

Figure 1.6. Teacher Experience, FY02
(Source: EWRAD/PSC, 2002)



Certification Level

A teacher’s certificate level is determined by the Georgia Professional Standards Commission (PSC), and is based on PSC rule 505-2-.10. The designation is determined by evaluating applicants’ post-secondary, post-baccalaureate, and/or higher education transcripts and other official evidence of teacher preparation. Table 1.7 shows the distribution of the certification levels of Georgia teachers in FY02.

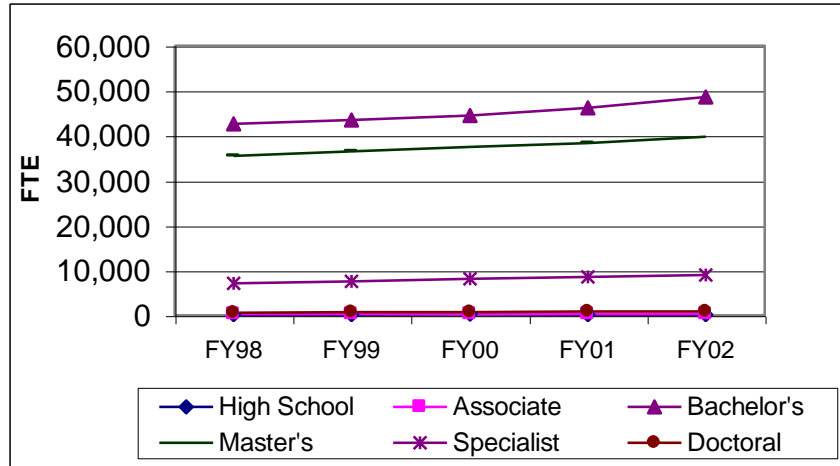
Table 1.7. Certification Level of Georgia Teachers, FY02

Level	#	%
High School	138	0.1
Associate	322	0.3
Bachelor's	48,970	49.2
Master's	40,118	40.3
Specialist's	9,036	9.1
Doctorate	886	0.9
TOTAL	99,470	100

Source: EWRAD/PSC, 2002

Almost half (49%) of Georgia's teachers possess certification at the Bachelor's level. This has remained consistent over five years (see Figure 1.7). The second highest level was the Master's level. An average of 41% of the teacher workforce attained certification at the Master's level from FY98 to FY02.

Figure 1.7. Certification Level of Georgia Teachers, FY98-FY02
(Source: EWRAD/PSC, 2002)



National Board for Professional Teaching Standards (NBPTS) Certification

National Board teacher certification is one step in the process to achieve the goal of placing a highly qualified teacher in every Georgia classroom by 2006. Georgia announced it's first three National Board certified teachers in 1994. As of November 2001, there were a total of 423 National Board certified teachers in the state. In FY02, over 1,150 teachers applied for National Board certification. Figure 1.8 shows the dramatic increase in the number of applicants for National Board certification. With regards to ethnicity, the majority of the applicants for National Board certification are White (see Table 1.8). However, 259 (22%) of the 2002-2003 applicants are Black, representing a significant increase in non-White teachers who aspire to be National Board certified.

Figure 1.8. Total Number of National Board Applicants, FY99-FY02
(Source: EWRAD/PSC, 2002)

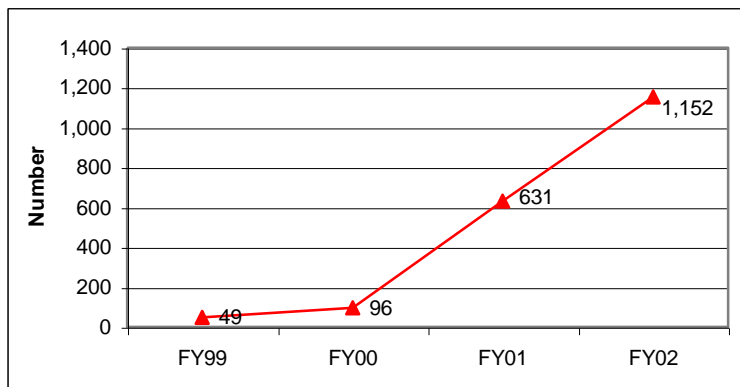


Table 1.8. Total Number of National Board Applicants By Ethnicity, FY99-FY02

Year	White	Non-White	Unknown	Total
FY99	42	7	0	49
FY00	72	24	0	96
FY01	533	98	4	631
FY02	951	201	9	1,152
TOTAL	1,598	317	13	1,928

Source: EWRAD/PSC, 2002

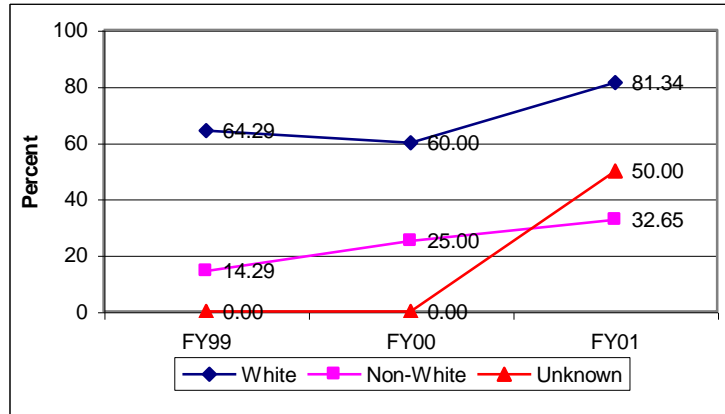
Table 1.9 and Figure 1.9 show the pass rates of applicants for National Board certification from FY99-FY01. According to the data presented, the overall pass rate for all candidates steadily increased from FY99 to FY01. However, the pass rate for White applicants dropped in FY00 and rose in FY01.

Table 1.9. Pass Rates of National Board Applicants, FY99-FY01

School Year	Ethnicity			
	White	Non-White	Unknown	TOTAL
FY99				
Certified	27	1	0	28
Not Certified	15	6	0	21
TOTAL	42	7	0	49
Pass Rate	64.29	14.29	0	57.14
FY00				
Certified	42	6	0	48
Not Certified	28	18	0	46
TOTAL	70	24	0	94
Pass Rate	60.00	25.00	0	51.06
FY01				
Certified	292	16	1	309
Not Certified	67	33	1	101
TOTAL	359	49	2	410
Pass Rate	81.34	32.65	50.00	75.37

Source: EWRAD/PSC, 2002

Figure 1.9. Pass Rates of National Board Applicants by Race, FY99-FY01
 (Source: EWRAD/PSC, 2002)



Demographic Characteristics of National Board Certified Teachers

An overwhelming majority (93.8%) of National Board certified teachers are White, and 88.6% are female. Almost half (48%) have Master’s degrees, while 36.5% have Education Specialist certificates. Forty-two percent of National Board certified teachers fall in the 41-50 age group, while 27.9% have 11-15 years of teaching experience.

Subject Area

Table 1.10 presents the distribution and change in distribution by grade level of Georgia teachers for the four core subject areas from FY98 to FY02. Overall, the percentage of Middle Grades teachers in the four core subject areas increased by 21.2%, with a large increase in the Science category (46.1%), from FY01 to FY02 (see Figure 1.10). This might be a function of the PSC’s policy of specifying concentrations in the four core subject areas.

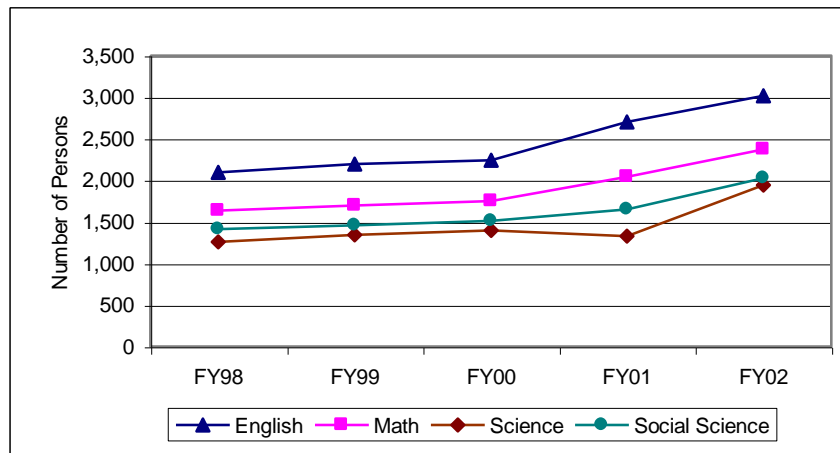
Table 1.10. Georgia Teacher Workforce by Grade Level and Personnel Category, FY98-FY01

Personnel Category	FY98	FY99	FY00	FY01	FY02	% Change FY01-FY02	4-Year Average Change (%)
Middle							
English	2,093	2,194	2,245	2,702	3,020	11.8	11.1
Math	1,634	1,699	1,751	2,040	2,371	16.2	11.3
Science	1,261	1,344	1,396	1,329	1,942	46.1	13.5
Social Science	1,416	1,461	1,511	1,653	2,027	22.6	10.8
TOTAL	6,404	6,698	6,903	7,724	9,360	21.2	11.5
High School							
English	3,277	3,385	3,409	3,350	3,460	3.3	1.4
Math	2,821	2,944	2,994	3,016	3,144	4.2	2.9
Science	2,618	2,703	2,688	2,746	2,855	4.0	2.3
Social Science	2,625	2,706	2,778	2,831	2,970	4.9	3.3
TOTAL	11,341	11,738	11,869	11,943	12,429	4.1	2.4
Special Education							
TOTAL	10,206	10,678	11,153	11,698	12,602	7.7	5.9
Vocational Education							
TOTAL	2,742	2,831	2,902	2,898	2,874	-0.8	1.2
Instructional Specialist							
TOTAL	4,606	4,800	4,755	4,951	5,123	3.5	2.8

Source: EWRAD/PSC, 2002

Figure 1.10. Georgia Middle Grades Teacher Workforce by Personnel Category, FY98-FY02

(Source: EWRAD/PSC, 2002)



Full- and Part-time Teachers

Part-time teaching is a means for hiring qualified teachers to teach subject areas or in schools that have small enrollments. It is an effective budgeting approach in dealing with teacher shortages, and should be monitored yearly as an indicator of shortages.

For the *2002 Status Report*, a teacher is classified as full-time if s/he spends 95 percent of their time teaching. Table 1.11 shows the distribution of FY02 teachers by full- or part-time status and the number of positions held. Only a small percentage (2.9%) of Georgia teachers work on a part-time basis.

Table 1.11. Full/Part-time Teaching Status, FY02

Teaching Status	Number of Positions Held								Total	%
	1	2	3	4	5	6	8			
Full-time Status	85,054	9,441	1,565	475	152	82	1	96,770	97.1	
Part-time Status	2,577	261	44	12	3	2	0	2,899	2.9	
TOTAL	87,631	9,702	1,609	487	155	84	1	99,669*	100	

Source: EWRAD/PSC 2002; CPI, 2002

*Total Numbers includes personnel whose main assignments are non-teaching positions.

Out-of-Field Teaching

The problem of out-of-field teaching is a recurrent one and has become even more critical with the 2002 No Child Left Behind (NCLB) Act. As Ingersoll (2002) correctly pointed out, the problem sometimes emanates from the misuse or misassignment of otherwise well qualified and certified teachers in areas that they are not certified. From this perspective, school districts can help greatly by assigning teachers where they are prepared and can be the most effective instructors.

In Georgia, the generalist Middle Grades (5-8) certificate had, until recently, provided a legal cover for school districts that assigned teachers to content areas that were not their strongest suit. However, since FY00 when the PSC began to indicate areas of subject concentration on the certificates of middle grades teachers, it has become easy for school districts to know exactly the areas such teachers should be assigned. This process of converting the generalist middle grade certificate to one with listed concentrations is still in progress in the PSC. The process requires analyzing the transcripts of veteran teachers as they apply for renewal and assigning two concentration areas to match subject areas where they have at least 20-quarter hours of approved preparation. Until all current general middle grade certificates are converted, we are aware that out-of-field teaching in the middle grades will remain a problem.

The PSC instituted a Math and Science professional development program as a component of the 1999 Title II Teacher Quality Enhancement grant to help math and science teachers at the middle grades level take additional content courses

at no cost. The purpose of this program is to strengthen teachers' backgrounds in these subjects.

Out-of-Field Teaching in Georgia's High Schools

The following section details out-of-field teaching in the four core subjects (English, Mathematics, Science and Social Science) at the high school (grades 9-12) level. Table 1.12 shows that, in FY02, 3-6% of Georgia's public high school teachers in the core subject areas teach outside their certified subject area for any part of the day.

Table 1.12. Out-of-field Teaching in Core Subjects in Grades 9-12, FY02

Subject Field	Number Teaching Subject	# Certified in Subject Field	% Of Total Teachers in Grades 9-12	# Who Taught Outside Their Certification Field	% Of Total Teachers in Grades 9-12
English	3,626	3,422	94.4	204	5.6
Mathematics	3,252	3,073	94.5	179	5.5
Science	2,928	2,829	96.6	99	3.4
Social Science	3,073	2,886	93.9	187	6.1*
TOTAL	12,879	12,210	NA	669	NA

Source: CPI and CIS files. EWRAD/PSC, 2002

*Number certified in Social Science includes 36 certified in Political Science (29), Geography (1), Economics (5), and Social Science Concentration (1).

Moreover, Figure 1.11 shows that in FY02 only 3.4% of Science teachers, 5.5% of Mathematics teachers, 5.6% of English teachers, and 6.1% of Social Science teachers taught any subject in Georgia public high schools outside their certification field. As in previous years, the highest rates of misassignment are in English and Social Science.

Figure 1.11. Percentage of Out-of-field Teachers in Core Subject Areas in FY02
(Source: EWRAD/PSC, 2002)

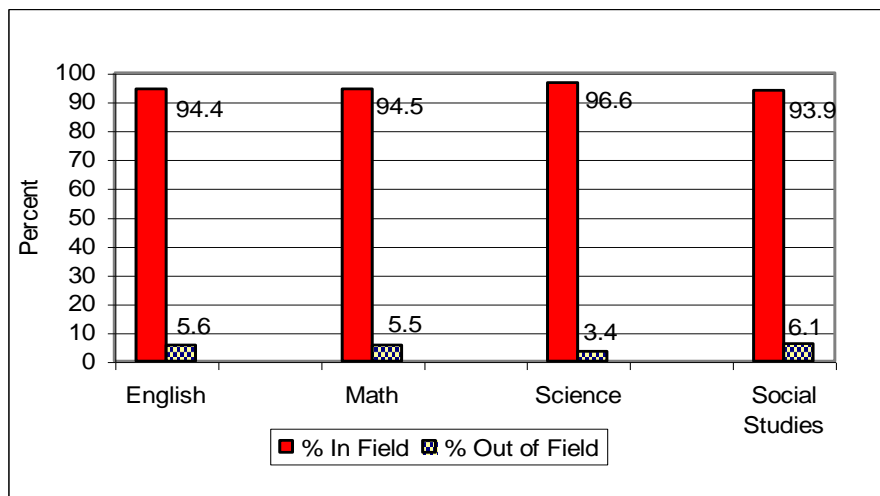


Table 1.13 shows the number of high school teachers between FY99 and FY02 who taught in the four core subject areas. It also shows the number and percentage of those teachers certified and not certified to teach in the fields to which they were assigned.

Out-of-field teaching for the four core subjects rose in FY02, continuing the pattern over the past four years. A higher percentage of English (5.6%) and Social Science (6.1%) teachers taught out-of-field compared to teachers who taught Mathematics (5.5%) and Science (3.4%). The percentages of Math and Science out-of-field teachers, however, increased in FY02 (see Table 1.13). This is a cause for concern considering that since FY98 the percentage of teachers teaching out-of-field in Math and Science has continued to decline until this year.

Table 1.13. Out-of-field Teaching in Core Subjects For Grades 9-12, FY99 – FY02

Subject Field	Total Teachers in Grades 9-12	# Certified in Subject Field	% Of Total Teachers in Grades 9-12	# Who Taught Outside Their Certification Field	% Of Total Teachers in Grades 9-12
FY99					
English	3,370	3,160	93.8	210	6.2
Mathematics	2,935	2,790	95.1	145	4.9
Science	2,697	2,564	95.1	133	4.9
Social Science	2,697	2,542	94.3	155	5.7
TOTAL I	8,764	8,266	N/A	498	N/A
FY00					
English	3,573	3,329	93.2	244	6.8
Mathematics	3,061	2,926	95.6	135	4.4
Science	2,750	2,652	96.4	98	3.6
Social Science	2,901	2,709	93.4	192	6.6
TOTAL	9,224	8,690	N/A	534	N/A
FY01					
English	3,350	3,183	95.0	167	5.0
Mathematics	3,016	2,889	95.8	127	4.2
Science	2,746	2,677	97.5	69	2.5
Social Science	2,808	2,687	95.7	121	4.3
TOTAL	11,920	11,436	N/A	484	N/A
FY02					
English	3,626	3,422	94.4	204	5.6
Mathematics	3,252	3,073	94.5	179	5.5
Science	2,928	2,829	96.6	99	3.4
Social Science	3,073	2,886	93.9	187	6.1
TOTAL	12,879	12,210	N/A	669	N/A

Source: CPI and CIS files EWRAD/PSC, 2002.

NA – Not Applicable

Out-of-field teaching in Georgia high schools was disaggregated by RESA to show out-of-field teachers as a percentage of the total teachers in each core subject area (See Table 1.14). The highest occurrence of out-of-field teaching in English occurred in Heart of Georgia RESA (15.4%). Although the percentage of out-of-field Math teachers in Oconee RESA dropped from 14.3% in FY01 to

12.5% in FY02, Oconee RESA recorded the highest occurrence of out-of-field teaching in Math for FY02. Oconee RESA also had the highest incidence of out-of-field teaching in Social Science (13.3%). Pioneer RESA appears to have the lowest incidence of out-of-field teaching overall.

Table 1.14. High School Out-of-Field Percentages by RESA, FY02

RESA	English Out-of-Field Percentage	Math Out-of-Field Percentage	Science Out-of-Field Percentage	Social Science Out-of-Field Percentage
Central Savannah	3.1	4.0	3.2	4.0
Chattahoochee	7.0	3.8	5.0	3.8
Coastal Plains	3.5	5.2	1.2	2.4
First District	3.6	6.0	2.0	10.1
Griffin	4.8	2.5	1.6	5.5
Heart of Georgia	15.4	9.0	3.6	7.1
Metro	4.3	4.3	2.7	5.1
Middle Georgia	5.7	4.2	5.9	7.4
North Georgia	2.1	2.5	5.9	3.4
Northeast Georgia	5.1	5.9	1.5	6.8
Northwest Georgia	7.7	7.8	3.9	5.9
Oconee	5.1	12.5	2.5	13.3
Okefenokee	9.1	1.4	3.1	5.0
Pioneer	3.4	2.5	0.6	4.7
Southwest Georgia	4.1	8.7	3.4	7.4
West Georgia	8.7	7.4	3.1	3.8

Source: CPI and CIS files. EWRAD/PSC, 2002

*Out-of-field percentages calculated based on educators teaching each core subject.

Chapter 2: Teacher Demand in Georgia

Introduction

Teacher demand (i.e., the need for new/additional and/or replacement teachers) is primarily influenced by three factors:

1. Student Enrollment: Growth in the student population and changing demographics of the population due to live birth rates and/or migration into the state.
2. Education Policy: Growth or decline in the teaching force due to new and/or revised legislation.
3. Attrition: Decline in the teaching force due to retirement or other forms of exit from the teaching force.

Chapter 2 details these three factors and presents the resulting effects on Georgia's teaching force.

Student Enrollment Demand

Demographic Characteristics of Georgia's Students

Gender

Student enrollment data from FY02 show that males represent a larger percentage of the student population than females (51.20% vs. 48.80%). At nearly every grade level, males outnumber females, the exceptions being grade levels 11 and 12 (see Table 2.1).

Table 2.1. Student Enrollment by Gender and Grade Level, FY02

Grade Level	Male	% State Total*	Female	% State Total*
Pre-K	17,807	1.21	15,503	1.05
Kindergarten	57,773	3.93	53,400	3.63
1 st Grade	59,160	4.02	55,304	3.76
2 nd Grade	58,587	3.98	55,324	3.76
3 rd Grade	59,885	4.07	57,029	3.88
4 th Grade	59,488	4.04	57,398	3.90
5 th Grade	60,877	4.14	57,486	3.91
6 th Grade	62,332	4.24	58,820	4.00
7 th Grade	60,001	4.08	56,876	3.88
8 th Grade	57,316	3.90	54,829	3.73
9 th Grade	67,489	4.59	61,245	4.16
10 th Grade	52,049	3.54	50,541	3.44
11 th Grade	43,440	2.95	44,861	3.05
12 th Grade	36,762	2.50	39,052	2.65
TOTAL Pre-K- 12th Grades	752,966	51.20	717,668	48.80

Source: EWRAD/PSC, 2002-1

*State Total Student Enrollment=1,470,634

Ethnicity

With regard to the ethnic composition of Georgia's student population, White students comprise the majority at 52.57% (see Table 2.2). The second largest group is Blacks (37.91%), followed by Hispanics (5.46%), Asians (2.36%), Multiracial (1.53%), and American Indians (0.17%).

Table 2.2. Student Ethnic Composition, FY02

Ethnicity	Number Of Students	% Of Total
American Indian	2,437	0.17
Asian	34,738	2.36
Black	557,488	37.91
Hispanic	80,336	5.46
White	773,183	52.57
Multiracial	22,452	1.53
TOTAL Students	1,470,634	100.00

Source: EWRAD/PSC, 2002; GDOE Student FTE Report 2002-1

Student Enrollment Counts

Student enrollment data provided by the Georgia Department of Education (GDOE) revealed that the state's total student enrollment increased by 6.88% from FY98 to FY02. In fact, the student population increased at nearly all grade levels during this time period, the exceptions being grade levels 1 and 2 (see Table 2.3).

Table 2.3. Student Enrollment by Grade Level, FY98-FY12

Grade Level	FY98	FY99	FY00	FY01	FY02	% Change FY98-FY02	FY03	FY07	FY12
Pre-K	29,357	30,779	31,362	32,248	33,310	13.46	34,381	40,403	52,268
Kindergarten	111,081	112,287	110,375	110,960	111,173	0.08	119,886	138,803	178,292
Grade 1	115,462	114,855	115,614	114,049	114,464	-0.86	113,997	133,878	173,407
Grade 2	114,559	114,454	113,966	114,939	113,911	-0.57	113,821	131,948	163,725
Grade 3	111,495	115,495	115,478	115,691	116,914	4.86	115,112	127,503	157,311
Grade 4	108,023	112,226	116,529	116,678	116,886	8.20	118,135	124,821	151,401
Grade 5	106,114	109,053	113,362	117,973	118,363	11.54	118,173	117,023	146,107
Elem. Total (K-5)	666,734	678,370	685,324	690,290	691,711	3.75	699,124	773,976	970,243
Grade 6	106,131	108,517	111,616	116,072	121,152	14.15	121,107	120,227	140,619
Grade 7	105,222	106,857	109,144	112,249	116,877	11.08	121,833	120,999	140,157
Grade 8	103,107	104,863	106,696	109,124	112,145	8.77	116,625	122,627	133,732
Middle Total	314,460	320,237	327,456	337,445	350,174	11.36	359,565	363,853	414,508
Grade 9	121,511	123,055	125,420	126,793	128,734	5.94	133,384	144,308	154,105
Grade 10	94,881	95,755	98,035	99,934	102,590	8.12	103,098	115,757	114,446
Grade 11	79,682	81,968	82,986	85,910	88,301	10.82	90,275	101,899	101,121
Grade 12	69,355	71,127	72,358	72,317	75,814	9.31	77,924	86,266	89,309
Grades 9-12	365,429	371,905	378,799	384,954	395,439	8.21	404,681	448,230	458,981
TOTAL Enrollment	1,375,980	1,401,291	1,422,941	1,444,937	1,470,634	6.88	1,497,751	1,626,462	1,896,000

Source: GDOE, FTE Student Count 2002-1

Change in Student Enrollment, FY98-FY02

Georgia's student enrollment has changed dramatically from FY98 to FY02. The total student enrollment for Grades Pre-K through 12 has increased by over 90,000—an increase of over 45,000 in both the male and female populations (see Table 2.4).

The ethnic composition of Georgia's students has also witnessed change during this time period. Almost all ethnic groups experienced growth, the exception being the White student population that declined by 3,728 students (-0.48%) from FY98 to FY02. Moreover, highly significant growth occurred in the Hispanic and Multiracial student population. In fact, the Hispanic student population more than doubled (+100.45%), and the multiracial student population closely followed at +88.59% from FY98 to FY02.

It is this increase in student enrollment that raises teacher demand in Georgia. Additionally, the increase in the diversity of the student population has implications not only for the number of teachers needed, but also for the composition of teachers. Thereby, increased numbers of varied types of teachers are required to adequately staff the state's Pre-K through 12 classrooms and to provide specialized instruction (e.g., ESL, ESOL, etc.) to diverse students.

Student Enrollment by RESA

Both growth and decline of student enrollment in Georgia's 16 Regional Education Service Agencies (RESAs) were experienced from FY98 to FY02 (see Table 2.5). Eight of the RESAs saw growth in their student enrollment (i.e., Griffin, Metro, Middle Georgia, North Georgia, Northeast Georgia, Northwest Georgia, Pioneer, and West Georgia RESAs). The remaining eight RESAs saw declines in their student enrollment (i.e., Central Savannah, Chattahoochee-Flint, Coastal Plains, First District, Heart of Georgia, Oconee, Okefenokee, and Southwest Georgia RESAs). Note that significant increases in student enrollment occurred in RESAs located in the northern half of the state; whereas decreases in student enrollment were primarily found in the RESAs located in the southern half of the state.

Table 2.4. Change in Pre-K-12 Student Enrollment by Gender and Ethnicity, FY98 - FY02

Demographic Characteristic	FY98	FY99	% Change FY98-FY99	# Change FY98-FY99	FY00	% Change FY99-FY00	# Change FY99-FY00	FY01	% Change FY00-FY01	# Change FY00-FY01	FY02	% Change FY01-FY02	# Change FY01-FY02	% Change FY98-FY02	# Change FY98-FY02
Gender															
Male	704,216	717,529	+1.9	+13,313	728,270	+1.5	+10,741	739,618	+1.6	+11,348	752,966	+1.8	+13,348	+6.92	48,750
Female	671,764	683,809	+1.8	+12,045	694,393	+1.5	+10,584	705,319	+1.6	+10,926	717,668	+1.8	+12,349	+6.83	45,904
TOTAL	1,375,980	1,401,338	+1.8	+25,358	1,422,663	+1.5	+21,325	1,444,937	+1.6	+22,274	1,470,634	+1.8	+25,697	+6.88	94,654
Ethnicity															
American Indian	1,844	1,898	+2.9	+54	2,182	+15.0	+284	2,330	+6.8	148	2,437	+4.6	107	+32.16	593
Asian	25,507	27,679	+8.5	+2,172	30,029	+8.5	+2,350	32,077	+6.8	2,048	34,738	+8.3	2,661	+36.19	9,231
Black	519,735	531,323	+2.2	+11,588	540,757	+1.8	+9,434	548,408	+1.4	7,651	557,488	+1.7	9,080	+7.26	37,753
Hispanic	40,078	47,047	+17.4	+6,969	56,478	+20.0	+9,431	68,438	+21.2	11,960	80,336	+17.4	11,898	+100.45	40,258
White	776,911	779,062	+0.3	+2,151	776,560	-0.3	-2,502	773,895	-0.3	-2,665	773,183	-0.1	-712	-0.48	-3,728
Multiracial	11,905	14,329	+20.4	+2,424	16,657	+16.2	+2,328	19,789	+18.8	3,132	22,452	+13.5	2,663	+88.59	10,547
TOTAL	1,375,980	1,401,338	+1.8	+25,358	1,422,663	+1.5	+21,325	1,444,937	+1.6	22,274	1,470,634	+1.8	25,697	+6.88	94,654

Source: EWRAD/PSC, GDOE Student FTE, 2002-1

Table 2.5. Student Enrollment by RESA, FY98-FY02

RESA	FY98	FY99	FY00	FY01	FY02	% Change FY98-FY02
Central Savannah	80,670	80,252	79,794	78,836	78,393	-2.82
Chattahoochee-Flint	57,633	57,577	57,047	56,496	56,191	-2.50
Coastal Plains	42,559	42,296	42,330	42,184	41,904	-1.54
First District	121,612	122,249	121,657	121,328	121,181	-0.35
Griffin	71,147	73,666	75,837	78,781	82,489	+15.94
Heart of Georgia	23,851	23,700	23,593	23,544	23,412	-1.84
Metro	480,196	494,823	507,770	518,748	531,073	+10.59
Middle Georgia	61,948	62,559	62,745	62,876	63,323	+2.22
North Georgia	54,966	56,797	58,428	60,551	62,620	+13.92
Northeast Georgia	57,002	57,832	58,933	60,461	61,645	+8.14
Northwest Georgia	88,460	90,425	92,425	95,403	98,091	+10.89
Oconee	20,094	19,978	19,997	19,732	19,613	-2.39
Okefenokee	27,617	27,466	27,383	27,460	27,496	-0.44
Pioneer	67,481	70,349	73,364	76,227	79,844	+18.32
Southwest Georgia	69,372	68,836	68,123	67,532	66,983	-3.44
West Georgia	51,372	52,486	53,515	54,778	56,376	+9.74
Statewide TOTAL	1,375,980	1,401,291	1,422,941	1,444,937	1,470,634	+6.88

Source: EWRAD/PSC, 2002

Factors Affecting Student Enrollment Growth

Student enrollment in Georgia's Pre-K through 12th grade classrooms is affected by a number of factors. Two of these factors, however, are population migration and the live birth rate. Changes in these factors directly impact the number of students enrolled in Georgia's school systems and the number of teachers needed to adequately staff classrooms.

According to recent census figures, from 1990 to 2000, Georgia's population increased 26.4% (from 6,478,149 to 8,186,453, a change of +1,708,304 residents). A recent report by the Georgia State Data and Research Center² highlighted the following trends in Georgia's population from 1990 to 2000:

- Growth in Georgia's population has resulted from both domestic (i.e., migration from other states within the U.S.) and foreign migration.
- Natural increase (i.e., live births) accounts for less than one half of Georgia's population growth.
- The highest levels of growth occurred in the metropolitan Atlanta area (39%), followed by the central and northeast Georgia mountain counties (over 20%).

² Georgia State Data and Research Center. *Georgia Population Trends 1990 to 2000*. Available online: http://www.gadata.org/information_services/Georgia%20Population%20Trends%201990%20to%202000.htm (retrieved 10.1.02).

- Over sixty-nine percent (69.18% or 110 of 159) of Georgia's counties saw population increases of at least 10 percent.
- Over five percent (5.03% or 8) of Georgia's counties decreased in population from 1990 to 2000. Six of the eight were in Southwest Georgia.
- Georgia's ethnic population changed significantly:
 - The Black population increased 34.5% (from 1,746,000 to 2,349,000).
 - The Hispanic population increased 302.8% (from 108,000 to 435,000).
 - The Asian population doubled to 176,000.

Population Migration

Data compiled by the Appalachian Regional Commission (ARC), show that Georgia's population increased by 796,511 from 1990 to 1999 due to migration.³ This net amount includes domestic migration (n=665,418), international migration (n=105,839), and federal movement (i.e., migration of military and civilian employees and their dependents in and out of the U.S.; n=25,254).

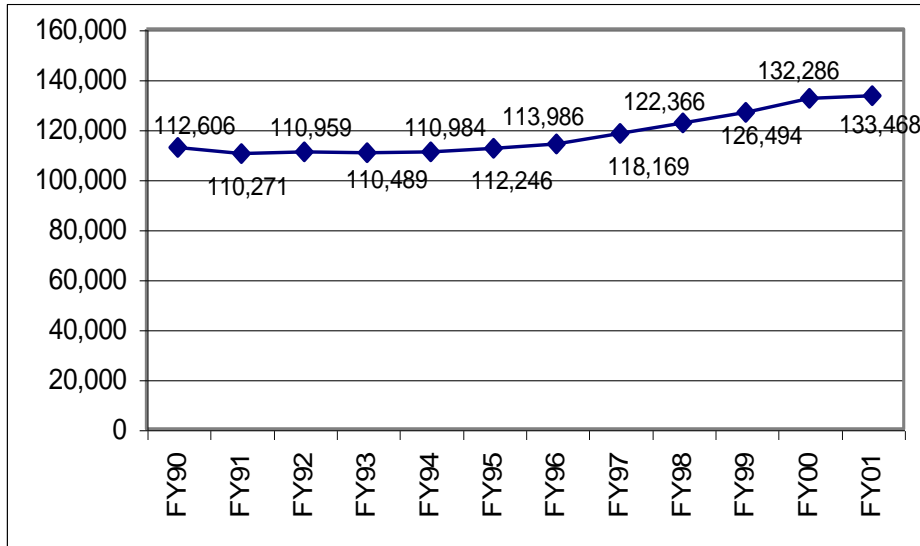
Taking into account the data prepared by the Georgia State Data and Research Center and the Appalachian Regional Commission, it becomes clear that population migration affects student enrollment and, as a result, the demand for teachers. Families, with school-aged children, migrating into Georgia from various places, directly impact the state's education system.

Live Births

According to data from the Georgia Department of Human Resources (DHR), the state's live birth rate increased 18.53% (from 112,606 to 133,468) from FY90 to FY01, although decreases in the birth rate occurred over a number of years during this period (see Figure 2.1). The number of live births has increased every year since FY94, with significant increases of 4,000 or more births every year between FY96 and FY00. Live births continued to increase from FY00 to FY01, though the pattern of substantial increase appears to have slowed, with only 1,182 children born in Georgia in FY01.

³ Appalachian Regional Commission. "Regional Data Results – Inter-Census Population Estimates and Sources of Population Change in Appalachia, 1990-1999: Georgia. Available online: <http://www.arc.gov/search/LoadQueryData.do?queryId=3&county=1&fips=13000> (retrieved 10.1.02).

Figure 2.1. Live Births in Georgia, FY90 – FY01
 (Source: Georgia Department of Human Resources (DHR), 2002)



Similar to the live birth implications reported in the *Status Report-2001*, it should be noted that the children born in FY99 will start to impact Pre-K class enrollment in FY04 at the age of 5. As is illustrated in Figure 2.1, the live birth rate is beginning to slow down. Nevertheless, the impact of the rapid rise in the late nineties will be felt in Georgia's schools for the next four to five years. Thus, the number of teachers needed to accommodate these students as they progress through grades Pre-K through 12 will need to increase.

Education Policy

Policy designed to improve student academic achievement often directly impacts teacher demand. For example, national legislation set forth by the No Child Left Behind (NCLB) Act requires a qualified teacher in the classroom of every public school student. This mandate has created a hiring frenzy by school districts to adequately staff their classrooms in order to comply with the law.

Another education policy initiative is the Georgia State Board of Education Rule 160-5-1-.08. Starting in FY02 and continuing through FY04, this rule phases in a lower maximum class size. Class size reduction, sans student enrollment increases, implies a need for more teachers. Class size reduction plus student enrollment increases imply a critical need for even more teachers.

Student Enrollment Projections

Grades Pre-K through 12 student enrollment projections for FY07 and FY12 are presented in Table 2.3. These projections are based on a decade of enrollment statistics provided by the Georgia Department of Education (GDOE) and the

average progression rate from one grade to another. As seen in Table 2.3, Pre-K through 12th grade enrollment is projected to significantly increase by both FY07 and FY12. And, as mentioned in previous sections, population migration and the live birth rate will have a direct impact on these numbers. As the population and the number of live births continue to increase, so, too, does the enrollment of students in Georgia’s education system.

Another issue related to student enrollment projections is the student enrollment continuation ratio. The “student enrollment continuation ratio” is the rate at which students progress from grade to grade from one year to the next. Table 2.6 presents the grade-to-grade average continuation ratios. These ratios are based on enrollment data from FY92 through FY02.

Table 2.6. Student Enrollment Continuation Ratios

Grade	Continuation Ratio (From Previous Grade)
Pre-K	0.271796
Kindergarten	3.599102
Grade 1	1.025403
Grade 2	0.994386
Grade 3	1.010545
Grade 4	1.010448
Grade 5	1.01101
Grade 6	1.02318
Grade 7	1.005622
Grade 8	0.997841
Grade 9	1.189392
Grade 10	0.800862
Grade 11	0.879956
Grade 12	0.882482

Source: EWRAD/PSC, 2002

To understand these ratios, consider the following example. In FY02, there are 128,734 Grade 9 students in Georgia’s public education system. The continuation ratio into Grade 10 is 0.800862. Therefore, it is projected that 103,098 Grade 9 students will be in Grade 10 in FY03.

Teacher Demand

Teacher Demand Based on Student Enrollment

Increasing student enrollments in Georgia’s school systems creates a demand for additional teachers to staff the classrooms. This demand is called ‘growth demand.’ In addition to the growth demand, education policies (e.g., reduced class size and teacher quality initiatives) may serve to increase the demand for teachers. Such policy-initiated demand is captured within growth demand. Table 2.7 shows teacher hiring patterns from FY98 through FY02. Included within the

table are the number of teaching positions, the number of new teachers hired, the number of teachers hired to fill growth demand, and growth hires as a percentage of the number of newly hired teachers. From FY98 to FY02, over 25% of teachers hired annually were hired due to growth demand.

Table 2.7. Teacher Hiring for ‘Growth’ Demand, FY98-FY02

Year	# Teaching Positions	# Teachers Hired	# Teachers Hired to Fill ‘Growth’ Demand	‘Growth’ Hires as % of Teachers Hired
FY98	86,262	9,006	2,819	31.30%
FY99	88,757	9,507	2,495	26.24%
FY00	91,467	10,176	2,710	26.63%
FY01	94,689	11,817	3,222	27.27%
FY02	99,470	13,084	4,781	36.54%

Source: EWRAD/PSC Education Workforce Demand Model, 2002

Historical analyses and future projections based on student enrollment counts, live birth counts, growth demand estimates, census records, etc. can be used to inform the long-range teacher workforce planning process for state and local education agencies. Analyses of such information sources serve to alert planners of potential enrollment increases. Appendix 5 presents projections of student enrollment and teacher demand by RESA.

Teacher Demand Based on Student Enrollment and Reduced Class Size

Computations based on class size regulations specified by the state Board of Education [160-5-1-.08 Class Size] and projected student enrollments yield projected teacher demand for FY03, FY07, and FY12. Table 2.8 presents the number of teachers based on funded and maximum class size for these years. There is a significant difference between the number of teachers needed when based on either funding class size or maximum class size projections. A midpoint of demand has been calculated for FY03, FY07, and FY12. It is expected that the actual employment counts for these grade levels will be somewhere near the midpoint of the two categories presented for each year. Specifically, a total of about 104069.8 FTE teachers will be needed in FY03, 115310.3 in FY07, and 136002.1 in FY12.

Table 2.8. Projected Teacher Demand Based on Reduced Class Size and Projected Student Enrollment, FY03-FY12

Grade Level	Projected Student Enrollments			Funding Class Size	Max. Class Size FY03	Max. Class Size FY04-FY12	Teachers Funded	Teachers Based on Max. Class Size	Teachers Funded	Teachers Based on Max. Class Size	Teachers Funded	Teachers Based on Max. Class Size
	FY03	FY07	FY12				FY03		FY07		FY12	
Pre-K*	34381	40403	52268	10	10	10	3438.1	3438.1	4040.3	4040.3	5226.8	5226.8
Kindergarten	119886	138803	178292	15	19	18	7992.4	6309.8	9253.5	7711.3	11886.1	9905.1
Grade 1	113997	133878	173407	17	22	21	6705.7	5181.7	7875.2	6375.1	10200.4	8257.5
Grade 2	113821	131948	163725	17	22	21	6695.4	5173.7	7761.6	6283.2	9630.9	7796.4
Grade 3	115112	127503	157311	17	22	21	6771.3	5232.4	7500.2	6071.6	9253.6	7491
Grade 4	118135	124821	151401	23	30	28	5136.3	3937.8	5427	4457.9	6582.7	5407.2
Grade 5	118173	117023	146107	23	30	28	5138	3939.1	5088	4179.4	6352.5	5218.1
Elem. Total	699124	773976	970243				38439.1	29774.5	42905.5	35078.5	53906.2	44075.3
Grade 6	121107	120227	140619	23	30	28	5265.5	4036.9	5227.3	4293.8	6113.9	5022.1
Grade 7	121833	120999	140157	23	30	28	5297.1	4061.1	5260.8	4321.4	6093.8	5005.6
Grade 8	116625	122627	133732	23	30	28	5070.7	3887.5	5331.6	4379.5	5814.4	4776.1
Middle Total	359565	363853	414508				15633.3	11985.5	15819.7	12994.7	18022.1	14803.8
Grade 9	133384	144308	154105	23	30	28	5799.3	4446.1	6274.3	5153.9	6700.2	5503.8
Grade 10	103098	115757	114446	23	30	28	4482.5	3436.6	5032.9	4134.2	4975.9	4087.4
Grade 11	90275	101899	101121	23	30	28	3925	3009.2	4430.4	3639.3	4396.6	3611.5
Grade 12	77924	86266	89309	23	30	28	3388	2597.5	3750.7	3080.9	3883	3189.6
9-12 Total	404681	448230	458981				17594.8	13489.4	19488.3	16008.2	19955.7	16392.2
TOTAL	1497751	1626462	1896000				75105.3	58687.5	82253.8	68121.7	97110.8	80498.1
		Total Enrollment-Teacher Ratios**										
Special Ed. (P-12)		123.7424					12103.8	12103.8	13143.9	13143.9	15322.2	15322.2
EIP K (Ratio to K)		109.4761					1095.1	1095.1	1267.9	1267.9	1628.6	1628.6
EIP 1-3 (Ratio to 1-3)		124.9327					2744.9	2744.9	3148.3	3148.3	3957.7	3957.7
EIP 4-5 (Ratio to 4-5)		251.9805					937.8	937.8	959.8	959.8	1180.7	1180.7
Other Elem. (Ratio to K-5)		152.3277					4589.6	4589.6	5081	5081	6369.4	6369.4
Other Middle (Ratio to 6-8)		53.23261					6754.6	6754.6	6835.2	6835.2	7786.7	7786.7
Instructional Specialists (P-12)		297.8203					5029	5029	5461.2	5461.2	6366.3	6366.3
Other Teachers (P-12)		1570.245					953.8	953.8	1035.8	1035.8	1207.5	1207.5
Vocational Ed. Teachers (P-12)		216.9209					2964.9	2964.9	3189.4	3189.4	3378.5	3378.5
TOTAL	1497751	1626462	1896000				112278.8	95861	122376.3	108244.2	144308.4	127695.7
Midpoint Demand Projections							104069.9		115310.3		136002.1	

Source: EWRAD/PSC, 2002

*For "Projected Student Enrollment": The yield rate for Pre-K is the average proportion of live births four years earlier than enrollments in Pre-K of a given year. (This average yield was computed based on live birth counts from 1995 to 1998 and the corresponding Pre-K counts from 1999 through 2002.)

**The three-year average ratio is used in projections because of the instability of numbers in FY98 and FY99.

Projected Teacher Demand by Subject

Projected demand for teachers in four core subject areas (i.e., English, Math, Science, and Social Science) is presented in Table 2.9 with actual FTE counts for these subject areas from FY98 to FY02. These are conservative estimates because further reductions in class size from FY02 through FY04 may lead to the need for more teachers. Most of the subject and personnel categories presented in the table experienced an increase from FY01 to FY02. However, decreases were seen in the FTE counts of Pre-K-5 Math, Science, and Social Science Teachers from FY01 to FY02. Also, a decrease was seen in the Social Science 'Other' category from FY01 to FY02.

Table 2.9. Teacher FTE Counts and Projections by Subject and Personnel Categories, FY98-FY12

Subject	FTE Counts					Projections		
	FY98	FY99	FY00	FY01	FY02	FY03	FY07	FY12
English								
Pre-K-5	289.99	290.25	256.25	413.72	418.54	419.5	463.4	589.7
Middle Grades	2157.54	2236.71	2316.05	2795.8	3167.99	3110	3147.1	3585.2
High School	3219.49	3342.68	3363.21	3356.29	3395.88	3501.6	3878.4	3971.4
Other	33.64	33.33	45.41	72.22	93.13	83.7	90.9	105.9
TOTAL	5700.66	5902.96	5980.92	6638.03	7075.55	7114.8	7579.8	8252.2
Math								
Pre-K-5	158.46	149.51	132.12	180.24	160.98	171.4	189.4	241
Middle Grades	1570.95	1649.01	1679.31	1972.01	2279.72	2214.6	2241	2553
High School	2787.05	2910.43	2956.13	3027.94	3102.308	3179	3521.1	3605.5
Other	30.70	28.15	40.74	32.94	52.9528	41.8	45.4	52.9
TOTAL	4547.16	4737.10	4808.30	5213.13	5595.96	5606.8	5996.9	6452.4
Science								
Pre-K-5	32.09	31.70	19.20	49.61	48.29004	49.3	54.5	69.4
Middle Grades	1212.57	1268.12	1328.76	1583.95	1849.74	1787.3	1808.6	2060.4
High School	2592.99	2674.44	2659.93	2740.9	2814.78	2881	3191	3267.5
Other	25.78	18.36	21.85	26.03	35.73	31	33.6	39.2
TOTAL	3863.42	3992.61	4029.75	4400.49	4748.53	4748.6	5087.7	5436.5
Social Science								
Pre-K-5	23.63	23.92	21.36	45.60	44.55	45.4	50.2	63.9
Middle Grades	1436.72	1493.34	1541.42	1678.61	2008.02	1915.6	1938.4	2208.3
High School	2601.00	2673.66	2729.34	2798.03	2909.79	2959.5	3278	3356.6
Other	28.11	34.36	40.13	43.54	25.88	33.3	36.1	42.1
TOTAL	4089.47	4225.29	4332.25	4565.78	4988.24	4953.8	5302.7	5670.9

Source: EWRAD/PSC, 2002

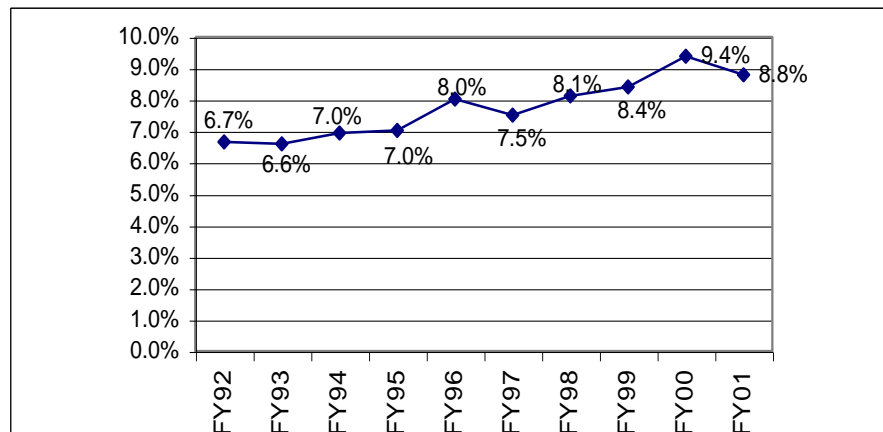
Attrition

A third factor affecting the demand for teachers is attrition. Teacher attrition is defined as the number of teachers who exit the classroom. Specifically, teacher attrition refers to those individuals who appear in the Certified Personnel Information Report (CPI) as teachers for a given year and are not found in the

CPI file or have been offered non-teaching positions the following year. Figure 2.2 illustrates the fluctuating manner of teacher attrition in Georgia from FY92 to FY01. Notice the increase in teacher attrition from FY97 to FY00, and the decrease from FY00 to FY01.

Figure 2.2. Overall Annual Teacher Attrition Rates, FY92-FY01

(Source: EWRAD/PSC, 2002)



Attrition can occur at the local, system, and state levels. When teachers are lost to a school or system due to promotions or position changes, or relocation, attrition occurs. These forms of attrition are defined as follows:

- **Promotion or Position Change** (also referred to as **Reassignment**) refers to a job change resulting in a non-teaching classification. In the subsequent year after a promotion or position change, the individual will continue to be reported on the CPI but typically in an administrative or student services position.
- **Relocation** (also referred to as **Mobility**) refers to changing school systems. A teacher relocates when the school system of employment in one year's CPI is not the same as the subsequent year.

These different forms of attrition, in particular attrition relative to promotion or position change, produce demand that is referred to as 'replacement demand.' Replacement demand is also created when teachers exit the teaching force.

Table 2.10 shows, from FY98 through FY02, the number of teaching positions, the number of teachers hired, the number of teachers hired to fill replacement demand, and replacement hires as a percentage of the number of teachers hired. During this period, well over 60% of teachers hired were hired due to replacement demand. Notice, the decline in the number of "replacement hires" from FY01 to FY02. This decline follows the decline in teacher attrition from FY01 to FY02. It stands to reason that as decreasing numbers of teachers exit the teaching force, smaller numbers are needed to replace them.

Table 2.10. Teacher Hiring for ‘Replacement’ Demand, FY98-FY02

Year	# Teaching Positions	# Teachers Hired	# Teachers Hired to Fill ‘Replacement’ Demand	‘Replacement’ Hires as % of Teachers Hired
FY98	86,262	9,006	6,187	68.70
FY99	88,757	9,507	7,012	73.76
FY00	91,467	10,176	7,466	73.37
FY01	94,689	11,817	8,595	72.73
FY02	99,470	13,084	8,303	63.46

Source: PSC Education Workforce Demand Model

Attrition Due to Promotions or Position Changes (Reassignments)

Promotions and position changes (reassignments) of teachers from the classroom into non-teaching positions create vacancies, thereby leading to the demand for additional classroom teachers. Table 2.11 shows that, from FY01 to FY02, 1,234 teachers assumed non-teaching positions due to promotion or position change. This number is slightly higher (i.e., 41 persons) than the FY00 to FY01 total.

It is important to note the previous positions of the teachers who were promoted or reassigned to non-teaching positions. Of the 1,234 teachers promoted or reassigned to non-teaching positions in FY02, 27.96% (n=345) were Pre-K through Grade 5 teachers (this includes ‘other elementary teachers’); 22.04% (n=272) were Grades 6-8 teachers (this includes ‘other middle grades teachers’); 16.45% (n=203) were high school teachers; and 20.99% (n=259) were Special Education teachers.

The teachers who were promoted or changed positions from FY01 to FY02 varied in their years of experience. Table 2.12 shows the years of experience of the FY01 promoted or reassigned teachers. The mean experience level for teachers promoted out of the classroom is 13.31 years.

Table 2.11. Teacher Attrition Due to Promotions or Position Changes (Reassignments)

FY01 Personnel Categories	FY02 Personnel Categories of Former Teachers in Non-Teaching Positions											TOTAL
	Asst. Principal	Elem. Counselor	High School Counselor	Middle Grades Counselor	Media Specialist	Other Admin.	Other Student Services	Principal	School Psychologist	School Social Worker	Speech & Language Pathologist	
EIP* Teachers	18	3		1	7	5	6	1				41
Grade 1 Teachers	9	4	1		6	4	5	1				30
Grade 2 Teachers	16	3		1	11	4	7	1		1		44
Grade 3 Teachers	14	3		1	11	8	17	1				55
Grade 4 Teachers	15	2	2	3	11	8	9					50
Grade 5 Teachers	26	4			4	7	10					51
Grade 6 Teachers	15	2	1	4	5	10	7	2				46
Grade 7 Teachers	26	4	1		7	8	9	2		1		58
Grade 8 Teachers	23		2	3	3	17	6	1				55
High School Teachers	115	3	10	3	11	43	14	2	1	1		203
Instructional Specialists	22	3		1	3	4	7					40
Kindergarten Teachers	11			1	5	5	3	1				26
Other Elementary Teachers	28	5	1	2	5	12	27	2			2	84
Other Middle Grades Teachers	57	2	1	8	5	13	24	1	1		1	113
Other Teachers	10		1			10	1					22
Pre-K Teachers	3					2						5
Special Education Teachers	40	11	6	7	3	47	92	3	4	4	42	259
Vocational Education Teachers	20	2	4			19	7					52
TOTAL	468	51	30	35	97	226	251	18	6	7	45	1,234

Source: EWRAD/PSC, 2002

*EIP=Early Intervention Program

Table 2.12. Experience of FY01 Promoted or Reassigned Teachers

Years Experience	Frequency	Percent
0	17	1.38
1	14	1.13
2	14	1.13
3	30	2.43
4	55	4.46
5	51	4.13
6	78	6.32
7	58	4.70
8	89	7.21
9	62	5.02
10	59	4.78
11	50	4.05
12	45	3.65
13	53	4.29
14	49	3.97
15	44	3.57
16	44	3.57
17	44	3.57
18	40	3.24
19	55	4.46
20	37	3.00
21	34	2.76
22	44	3.57
23	32	2.59
24	31	2.51
25	36	2.92
26	15	1.22
27	19	1.54
28	9	0.73
29	13	1.05
30	4	0.32
31	4	0.32
32	2	0.16
33	1	0.08
34	1	0.08
36	1	0.08
TOTAL	1,234	100

Source: EWRAD/PSC, 2002

Attrition Due to Relocation (Mobility)

The relocation or movement of teachers from school to school, system to system, or region to region is a routine occurrence in Georgia's education system. In fact, when examining data available for all Georgia educators from FY87 to FY01, an average of 2.95% of the total number of educators relocated in a subsequent year (see Table 2.13).

Table 2.13. Inter-System Relocations by Year, All Educators, FY87-FY01

Year	Previous Year #	Relocation #	%
FY87	69,649	2,233	3.2
FY88	69,686	2,181	3.1
FY89	72,226	2,385	3.3
FY90	74,554	2,684	3.6
FY91	77,445	2,366	3.1
FY92	79,960	2,136	2.7
FY93	81,617	1,637	2.0
FY94	84,478	2,133	2.5
FY95	87,199	2,453	2.8
FY96	90,496	1,996	2.2
FY97	93,493	2,476	1.6
FY98	96,138	2,357	3.6
FY99	100,583	3,182	2.9
FY00	103,914	3,583	3.4
FY01	107,008	4,496	4.2

Source: EWRAD/PSC, 2002

Inter-System Mobility of Teachers

Teacher relocation or mobility can occur from system to system. From FY01 to FY02, 4,312 teachers relocated to a different system. This represents 4.99% of the total FY02 teaching force (n=86,386). Table 2.14 presents a summary of the number of teachers who relocated to a different system from FY01 to FY02. Table 2.15 presents a detailed look at the mobility of teachers between systems from FY01 to FY02. As the table shows, Atlanta City schools lost the largest number of teachers at 162, and Gwinnett County schools gained the most at 173 teachers. In fact, the larger numbers of gains and losses were located in northern Georgia, especially in systems surrounding the metropolitan Atlanta area.

Table 2.14. System Mobility of Teachers between FY01 and FY02-Summary

	Frequency	Percent
Stayed	82,074	95.01
Moved	4,312	4.99
Total	86,386	100.00

Source: EWRAD/PSC, 2002

Table 2.15. System Mobility of Teachers Between FY01 and FY02

System	No Longer in System in FY02		Moved into System in FY02		Net Gain/Loss
	Frequency	Percent	Frequency	Percent	
Appling	5	0.12	14	0.32	9
Atkinson	6	0.14	4	0.09	-2
Atlanta City	246	5.71	84	1.95	-162
Bacon	3	0.07	6	0.14	3
Baker	2	0.05	1	0.02	-1
Baldwin	22	0.51	25	0.58	3
Banks	11	0.26	11	0.26	0
Barrow	61	1.41	60	1.39	-1
Bartow	51	1.18	70	1.62	19
Ben Hill	9	0.21	5	0.12	-4
Berrien	5	0.12	4	0.09	-1
Bibb	90	2.09	46	1.07	-44
Bleckley	5	0.12	2	0.05	-3
Brantley	11	0.26	8	0.19	-3
Bremen City	1	0.02	4	0.09	3
Brooks	17	0.39	7	0.16	-10
Bryan	22	0.51	23	0.53	1
Buford City	3	0.07	12	0.28	9
Bulloch	24	0.56	45	1.04	21
Burke	15	0.35	15	0.35	0
Butts	28	0.65	13	0.30	-15
Calhoun City	16	0.37	16	0.37	0
Calhoun	2	0.05			-2
Camden	20	0.46	23	0.53	3
Candler	8	0.19	13	0.30	5
Carrollton City	11	0.26	17	0.39	6
Carroll	40	0.93	45	1.04	5
Cartersville City	8	0.19	17	0.39	9
Catoosa	14	0.32	22	0.51	8
Charlton	6	0.14	3	0.07	-3
Chatham	80	1.86	46	1.07	-34
Chattahoochee	1	0.02	3	0.07	2
Chattooga	11	0.26	2	0.05	-9
Chickamauga City	3	0.07	2	0.05	-1
Cherokee	56	1.30	89	2.06	33
Clarke	61	1.41	38	0.88	-23
Clay	1	0.02	2	0.05	1
Clayton	202	4.68	109	2.53	-93
Clinch	2	0.05	1	0.02	-1
Cobb	208	4.82	227	5.26	19
Coffee	32	0.74	15	0.35	-17

Table 2.15. System Mobility of Teachers Between FY01 and FY02, continued

System	No Longer in System in FY02		Moved into System in FY02		Net Gain/ Loss
	Frequency	Percent	Frequency	Percent	
Colquitt	20	0.46	11	0.26	-9
Columbia	24	0.56	59	1.37	35
Commerce City	3	0.07	2	0.05	-1
Cook	8	0.19	9	0.21	1
Coweta	44	1.02	52	1.21	8
Crawford	10	0.23	6	0.14	-4
Crisp	15	0.35	8	0.19	-7
Dade	8	0.19	2	0.05	-6
Dalton	29	0.67	15	0.35	-14
Dawson	8	0.19	7	0.16	-1
Decatur	20	0.46	12	0.28	-8
Decatur City	12	0.28	17	0.39	5
DeKalb	280	6.49	291	6.75	11
Dodge	6	0.14	5	0.12	-1
Dooly	11	0.26	5	0.12	-6
Dougherty	49	1.14	39	0.90	-10
Douglas	60	1.39	54	1.25	-6
Dublin City	9	0.21	5	0.12	-4
Early	4	0.09	6	0.14	2
Echols	3	0.07	1	0.02	-2
Effingham	28	0.65	25	0.58	-3
Elbert	6	0.14	7	0.16	1
Emanuel	11	0.26	13	0.30	2
Evans	12	0.28	10	0.23	-2
Fannin	10	0.23	6	0.14	-4
Fayette	37	0.86	67	1.55	30
Floyd	17	0.39	33	0.77	16
Forsyth	59	1.37	96	2.23	37
Franklin	9	0.21	17	0.39	8
Fulton	160	3.71	215	4.99	55
Gainesville	7	0.16	14	0.32	7
Gilmer	9	0.21	11	0.26	2
GlascocK	6	0.14	2	0.05	-4
Glynn	20	0.46	31	0.72	11
Gordon	21	0.49	24	0.56	3
Grady	8	0.19	7	0.16	-1
Greene	26	0.60	13	0.30	-13
Gwinnett	167	3.87	340	7.88	173
Habersham	13	0.30	21	0.49	8
Hall	44	1.02	48	1.11	4
Hancock	8	0.19	5	0.12	-3

Table 2.15. System Mobility of Teachers Between FY01 and FY02, continued

System	No Longer in System in FY02		Moved into System in FY02		Net Gain/Loss
	Frequency	Percent	Frequency	Percent	
Haralson	12	0.28	7	0.16	-5
Harris	9	0.21	8	0.19	-1
Hart	8	0.19	8	0.19	0
Heard	14	0.32	6	0.14	-8
Henry	56	1.30	152	3.53	96
Houston	27	0.63	83	1.92	56
Irwin	7	0.16	4	0.09	-3
Jackson	29	0.67	30	0.70	1
Jasper	19	0.44	13	0.30	-6
Jeff Davis	5	0.12	7	0.16	2
Jefferson	35	0.81	10	0.23	-25
Jefferson City	7	0.16	11	0.26	4
Jenkins	7	0.16	7	0.16	0
Johnson	2	0.05	4	0.09	2
Jones	13	0.30	23	0.53	10
Lamar	13	0.30	13	0.30	0
Lanier	6	0.14	8	0.19	2
Laurens	17	0.39	7	0.16	-10
Lee	17	0.39	25	0.58	8
Liberty	41	0.95	29	0.67	-12
Lincoln	2	0.05	4	0.09	2
Long	16	0.37	5	0.12	-11
Lowndes	9	0.21	22	0.51	13
Lumpkin	16	0.37	11	0.26	-5
Macon	5	0.12	8	0.19	3
Madison	16	0.37	14	0.32	-2
Marietta City	30	0.70	17	0.39	-13
Marion	5	0.12	6	0.14	1
McDuffie	15	0.35	9	0.21	-6
McIntosh	16	0.37	11	0.26	-5
Meriwether	19	0.44	11	0.26	-8
Miller			1	0.02	1
Mitchell	23	0.53	15	0.35	-8
Monroe	17	0.39	15	0.35	-2
Montgomery	4	0.09	7	0.16	3
Morgan	9	0.21	12	0.28	3
Murray	21	0.49	6	0.14	-15
Muscogee	30	0.70	30	0.70	0
Newton	52	1.21	44	1.02	-8
Oconee	11	0.26	18	0.42	7
Oglethorpe	7	0.16	12	0.28	5

Table 2.15. System Mobility of Teachers Between FY01 and FY02, continued

System	No Longer in System in FY02		Moved into System in FY02		Net Gain/Loss
	Frequency	Percent	Frequency	Percent	
Paulding	49	1.14	71	1.65	22
Peach	15	0.35	11	0.26	-4
Pelham City	10	0.23	9	0.21	-1
Pickens	15	0.35	10	0.23	-5
Pierce	10	0.23	13	0.30	3
Pike	12	0.28	8	0.19	-4
Polk	21	0.49	14	0.32	-7
Pulaski	8	0.19	4	0.09	-4
Putnam	9	0.21	13	0.30	4
Rabun	2	0.05	9	0.21	7
Randolph	11	0.26	3	0.07	-8
Richmond	63	1.46	52	1.21	-11
Rockdale	63	1.46	50	1.16	-13
Rome City	25	0.58	13	0.30	-12
Schley	2	0.05	12	0.28	10
Screven	7	0.16	9	0.21	2
Seminole	4	0.09	3	0.07	-1
Social Circle	9	0.21	13	0.30	4
Spalding	46	1.07	26	0.60	-20
Stephens	15	0.35	11	0.26	-4
Stewart	13	0.30			-13
Sumter	28	0.65	18	0.42	-10
Talbot	4	0.09	2	0.05	-2
Taliaferro			4	0.09	4
Tattnall	18	0.42	11	0.26	-7
Taylor	5	0.12	4	0.09	-1
Telfair	6	0.14	1	0.02	-5
Terrell	7	0.16	4	0.09	-3
Thomas	15	0.35	18	0.42	3
Thomasville City	14	0.32	12	0.28	-2
Tift	25	0.58	27	0.63	2
Toombs	13	0.30	12	0.28	-1
Towns			30	0.70	30
Treutlen	4	0.09	7	0.16	3
Trion City	2	0.05	2	0.05	0
Troup	28	0.65	26	0.60	-2
Turner	6	0.14	7	0.16	1
Twiggs	10	0.23	6	0.14	-4
Union	19	0.44	8	0.19	-11
Upson	15	0.35	8	0.19	-7
Valdosta City	17	0.39	17	0.39	0

Table 2.15. System Mobility of Teachers Between FY01 and FY02, continued

System	No Longer in System in FY02		Moved into System in FY02		Net Gain/Loss
	Frequency	Percent	Frequency	Percent	
Vidalia City	6	0.14	5	0.12	-1
Walker	22	0.51	16	0.37	-6
Walton	67	1.55	56	1.30	-11
Ware	19	0.44	11	0.26	-8
Warren	4	0.09	5	0.12	1
Washington	15	0.35	6	0.14	-9
Wayne	16	0.37	15	0.35	-1
Webster	2	0.05	1	0.02	-1
Wheeler	4	0.09	7	0.16	3
White	9	0.21	15	0.35	6
Whitfield	28	0.65	31	0.72	3
Wilcox	5	0.12	7	0.16	2
Wilkes	11	0.26	6	0.14	-5
Wilkinson	9	0.21	4	0.09	-5
Worth	19	0.44	11	0.26	-8
Unspecified	44	1.02	45	1.04	1
TOTAL	4,312	100	4,312	100	

Source: EWRAD/PSC, 2002

RESA Mobility of Teachers

Teacher mobility also occurs between regions (or RESAs). From FY01 to FY02, 2,227 teachers relocated to a different RESA. This represents 2.58% of the total FY02 teaching force (n=86,386). Table 2.16 presents a summary of the teachers who relocated to a different RESA from FY01 to FY02. Table 2.17 presents a summary of the net gain or loss of teachers from each RESA from FY01 to FY02. And, Table 2.18 presents a detailed look at the net gain or loss of teachers from each RESA from FY01 to FY02. As Tables 2.17 and 2.18 show, Pioneer RESA gained the largest number of teachers at 82, and Southwest Georgia RESA lost the largest number of teachers at 40.

Table 2.16. RESA Mobility of Teachers Between FY01 and FY02-Summary

	Frequency	Percent
Stayed	84,159	97.42
Moved	2,227	2.58
TOTAL	86,386	100.00

Source: EWRAD/PSC, 2002

Table 2.17. RESA Net Gain/Loss of Teachers from FY01 to FY02

RESA	Gain/Loss
Central Savannah	-5
Chattahoochee	-32
Coastal Plains	-1
First District	-12
Griffin	+73
Heart of Georgia	-17
Metro	-17
Middle Georgia	+8
Northeast Georgia	-28
North Georgia	+16
Northwest Georgia	+20
Oconee	-17
Okefenokee	-29
Pioneer	+82
Southwest Georgia	-40
West Georgia	-1

Source: EWRAD/PSC, 2002

Notice in Table 2.17 that significant gains in the number of teachers were seen in RESAs located in the northern half of the state; whereas large losses in the number of teachers were found in the RESAs located in the southern half. This pattern is similar to that observed with the distribution of Georgia's student population in the 16 RESAs. As discussed with Table 2.5, increases in student enrollment occurred in the RESAs located in the northern half of the state, and decreases occurred in the RESAs located in the southern half.

Demographic Characteristics of Teachers Who Exited the Teaching Force

According to Table 2.19, 81.15% of FY01 teachers who exited the teaching force were female; 77.45% were White; 27.10% were in the 21-30 age group; 36.60% had 0-5 years experience; and 48.45% held a certificate at the Bachelor's level. Additional data provided in the table illustrates the varied demographics of the teachers no longer in Georgia's educational system.

Table 2.18. RESA to RESA Net Gain/Loss of Teachers from FY01 to FY02

RESA FY01	RESA FY02															TOTAL	
	Central Savannah	Chattahoochee	Coastal Plains	First District	Griffin	Heart Of Georgia	Metro	Middle Georgia	North- east Georgia	North Georgia	North- west Georgia	Oconee	Okefenokee	Pioneer	South- west Georgia		West Georgia
Central Savannah		2		24	6	5	16	3	13	3	3	7	4	2		2	90
Chattahoochee	2		9	3	8	3	16	18	2		3		2		15	14	95
Coastal Plains	2	3		7	4	5	10	3	2	1	2	2	8	3	13	2	67
First District	20	4	6		6	9	36	6	11	3	7	4	18	11	8	3	152
Griffin	6	2	8	7			97	11	20	3	8	5		8	5	11	191
Heart of Georgia	8	5	1	12	1		1	13	2	1	2	3	1	3			53
Metro	9	6		28	146	2		13	53	67	73	8	1	81	9	54	550
Middle Georgia	3	12	1	8	16	8	16		5	2	6	7	1	4	5	2	96
Northeast Georgia	13	2	2	8	17		95	2		6	7	5	2	26	3	4	192
North Georgia	3	2		3	6		32	1	7		32			25	2	4	117
Northwest Georgia	1			2	4		80	2	8	28		1		3	2	19	150
Oconee	4		2	3	12	3	6	20	8	1				6			65
Okefenokee	7	3	13	19	3	1	6	3	6		4	1		3	2	1	72
Pioneer		1	1	5	7		52	2	19	12	6	2	1		1		109
Southwest Georgia	5	10	21	5	13		19	6	6	4	1		3	12		3	108
West Georgia	2	11	2	6	15		51	1	2	2	16	3	2	4	3		120
TOTAL	85	63	66	140	264	36	533	104	164	133	170	48	43	191	68	119	2227
FY02 Net Gain/Loss	-5	-32	-1	-12	73	-17	-17	8	-28	16	20	-17	-29	82	-40	-1	

Source: EWRAD/PSC, 2002

Table 2.19. Demographic Profile of FY01 Teachers That Are No Longer Teaching in Georgia's Public School System

Characteristic	#	%
Gender		
Female	6,738	81.15
Male	1,565	18.85
TOTAL	8,303	100.00
Ethnic Groups	#	%
American Indian	11	0.13
Asian	48	0.58
Black	1,709	20.58
Hispanic	95	1.14
Multiracial	9	0.11
White	6,431	77.45
TOTAL	8,303	100.00
Age Groups	#	%
20 and under	0	0.00
21-30	2,250	27.10
31-40	2,065	24.87
41-50	1,453	17.50
51-60	2,056	24.76
61+	479	5.77
TOTAL	8,303	100.00
Experience	#	%
0-5 years	3,039	36.60
6-10 years	1,633	19.67
11-15 years	931	11.21
16-20 years	646	7.78
21-25 years	580	6.98
26-30 years	945	11.38
31+	529	6.37
TOTAL	8,303	100.00
Certificate Level	#	%
High School	20	0.24
Associate	41	0.49
Bachelors	4,023	48.45
Masters	3,364	40.52
Ed. Specialist	742	8.94
Doctorate	113	1.36
TOTAL	8,303	100.00

Source: EWRAD/PSC, 2002

Of the 8,303 FY01 teachers who exited Georgia’s teaching force, 5,752 teachers (69.28%) held a Teaching (T) certificate. The second highest certificate type was Performance-based Teaching (PBT) at 651 (7.84%), followed by Life Teaching (DT) at 524 (6.31%) (see Table 2.20). Teachers with Life Teaching (DT) certificates have long years of experience and are at or beyond the minimum retirement requirement.

Table 2.20. Teacher Attrition by Certificate Type, FY01

Certificate Type	Frequency	Percent
Leadership (L)	32	0.39
Permit (P)	45	0.54
Service (S)	73	0.88
Teaching (T)	5,752	69.28
Provisional Teaching (BT)	338	4.07
Conditional Service (CS)	3	0.04
Conditional Teacher (CT)	382	4.60
Life Leadership (DL)	1	0.01
Life Service (DS)	2	0.02
Life Teaching (DT)	524	6.31
Emergency Teaching (ET)	163	1.96
Nonrenewable Service (NS)	3	0.04
Special Professional Teaching (XT)	31	0.37
Probationary Service (PAS)	1	0.01
Probationary Teaching (PAT)	296	3.56
Performance-based Service (PBS)	5	0.06
Performance-Based Teaching (PBT)	651	7.84
Undefined	1	0.01
TOTAL	8,303	100.00

Source: EWRAD/PSC, 2002

Table 2.21 shows the subject taught by FY01 teachers who exited the teaching force and the attrition rate per subject area. A large number of FY01 teachers who exited the teaching force were teaching in the Elementary subject area (3,484). Large numbers of teachers also left from the following subject areas: English (722); Middle (705); Math (463); and Social Science (378).

Table 2.21. Teacher Attrition by Subject Taught, FY01

Subject Taught in FY01	Total # Teachers	Total Attrition	Attrition Rate per Subject
Regular Education			
African & Semitic Languages	2		0.00
Asian Language	12	2	16.67
Chorus	267	31	11.61
Dance	14	2	14.29
Drama Arts	169	16	9.47
Education	192	28	14.58
Elementary	41,942	3,484	8.31
English	6,874	722	10.50
ESOL	587	52	8.86
Gifted	1,069	77	7.20
German & Other Related Languages	181	30	16.57
Health	753	62	8.23
High School (9-12) Miscellaneous	1,885	174	9.23
Humanities	9		0.00
Life Science	1,822	156	8.56
Math	5,369	463	8.62
Middle	7,561	705	9.32
Military Science	4	1	25.00
Music	2,283	183	8.02
P-12 Miscellaneous	3,154	307	9.73
Physical Education	3,851	245	6.36
Physical Science	2,345	222	9.47
Romance Languages	1,471	178	12.10
American Sign Language	45	7	15.56
Science	385	22	5.71
Social Science	4,633	378	8.16
Visual Arts	1,355	112	8.27
Vocational Education			
Agricultural Business	173	11	6.36
Agricultural Sciences & Technology	150	9	6.00
Business Administration	712	74	10.39
Business Management	349	43	12.32
Communication Technologies	73	6	8.22
Computer & Other Related Areas	286	26	9.09
Conservation & Natural Resources	11	2	18.18
Construction Technology	137	16	11.68
Home Economics	701	63	8.99
Manufacturing Science	8	2	25.00
Mechanical Occupations	301	40	13.29
Marketing & Distribution	95	10	10.53
Education & Career Exploration	311	29	9.32
Personal, Interpersonal, & Social Skills	1,293	91	7.04
Precision Production Occupations	129	14	10.85
Protective Services	15	1	6.67
Professional/Career Preparation	217	30	13.82
Personal Services Occupations	80	11	13.75
Technology Education	619	70	11.31
Not Applicable	92	8	8.70
Unspecified*	703	88	12.52
TOTAL	94,689	8,303	8.77

Source: EWRAD/PSC, 2002

*Unspecified: Subject Code was not specified.

According to data presented in Table 2.22, over 40% of FY01 teachers who exited the teaching force taught in Grades Pre-K through 5. This is higher than the FY00 amount of 39.14%. The high attrition rate seen in this personnel category was followed by large rates of attrition among High School Teachers (19.54%), Middle Grades Teachers (17.96%), and Special Education Teachers (13.43%). However, when the number of teachers that left is considered as a percent of the total number of teachers per category, the highest attrition is recorded among Vocational Education teachers. This is critical given that there are less than 3,000 Vocational Education teachers in the system to begin with.

Table 2.22. Personnel Categories of Teachers Who Exited the Classroom, FY01

Personnel Categories	FY01 Category Count	FY01 Attrition	Attrition Rate per Category	% Of Total Attrition
Pre-Kindergarten Teacher	1,325	71	5.36	0.86
Kindergarten Teacher	5,338	363	6.80	4.37
Grades K-5 Combination Teacher	2,912	261	8.96	3.14
Grade 1 Teacher	5,710	433	7.58	5.21
Grade 2 Teacher	5,472	428	7.82	5.15
Grade 3 Teacher	5,346	470	8.79	5.66
Grade 4 Teacher	5,053	449	8.89	5.41
Grade 5 Teacher	4,883	388	7.95	4.67
Other Elementary Grades Teachers	4,642	484	10.43	5.83
Pre-K-5 Subtotal	40,681	3,347	8.23	40.31
Grade 6 Teacher	3,742	290	7.75	3.49
Grade 7 Teacher	3,539	328	9.27	3.95
Grade 8 Teacher	3,336	285	8.54	3.43
Other Middle Grades Teachers	6,305	588	9.33	7.08
Middle Grades Subtotal	16,922	1,491	8.81	17.96
High School Teachers	16,938	1,622	9.58	19.54
Instructional Specialists	4,951	347	7.01	4.18
Other Teachers	601	76	12.65	0.92
Special Education Teachers	11,698	1,115	9.53	13.43
Vocational Education Teachers	2,898	305	10.52	3.67
TOTAL	94,689	8,303	8.77	100.00

Source: EWRAD/PSC, 2002

Attrition by RESA

When examining FY01 teacher attrition across Georgia's 16 RESAs, it is seen that Metro RESA witnessed the largest loss of FY01 teachers at 3,366 or 40.54% of the total teacher attrition (see Table 2.23). This accounts for 3.55% of total teachers in FY01. Other large attrition percentages relative to total teacher attrition and total number of teachers, respectively, were found in First District (9.14%; 9.51%), Northwest Georgia (6.64%; 8.71%), Griffin (5.11%; 8.34%), and Pioneer (4.97%; 8.24%) RESAs.

Table 2.23. Teacher Attrition by RESA, FY01

RESA	Total Teachers	Attrition Count	Attrition as % of RESA Total	Attrition as % of Total Attrition	Attrition as % of Total Teachers
Central Savannah River	4,949	373	7.54	4.49	0.39
Chattahoochee-Flint	3,647	311	8.53	3.75	0.33
Coastal Plains	2,841	179	6.30	2.16	0.19
First District	7,982	759	9.51	9.14	0.80
Griffin	5,081	424	8.34	5.11	0.45
Heart of Georgia	1,648	86	5.22	1.04	0.09
Metro	33,870	3,366	9.94	40.54	3.55
Middle Georgia	4,014	354	8.82	4.26	0.37
North Georgia	3,886	300	7.72	3.61	0.32
Northeast Georgia	4,163	343	8.24	4.13	0.36
Northwest Georgia	6,325	551	8.71	6.64	0.58
Oconee	1,316	91	6.91	1.10	0.10
Okefenokee	1,902	112	5.89	1.35	0.12
Pioneer	5,015	413	8.24	4.97	0.44
Southwest Georgia	4,460	372	8.34	4.48	0.39
West Georgia	3,590	269	7.49	3.24	0.28
TOTAL	94,689	8,303	8.77	100.00	8.77

Source: EWRAD/PSC, 2002

Attrition in OEA Identified Poverty Schools

Using the definition of poverty provided by the Office of Education Accountability (i.e., ‘high poverty’ is equivalent to 40% or more of students in free and reduced lunch programs; ‘low poverty’ is equivalent to less than 40% in such programs), teacher attrition was distributed among the resulting poverty classes. As presented in Table 2.24, the majority of FY01 teachers who exited the teaching force were located in high poverty schools (51.92%). Forty-three percent of FY01 teachers who exited the teaching force were found in low poverty schools.

Table 2.24. Teacher Attrition by Poverty Level of School, FY01

OEA Identified Poverty Class	# Teachers	%
Teachers in Non-Classified Schools*	422	5.08
Teachers in High Poverty Schools (40% or more of students in free & reduced lunch program)	4,311	51.92
Teachers in Low Poverty Schools (Less than 40% of students in free & reduced lunch program)	3,570	43.00
TOTAL ATTRITION	8,303	100.00

Source: EWRAD/PSC, 2002

*Non-classified schools=Alternative Schools, Specialty Schools, RESA schools

Attrition of New Teachers

Examining attrition, especially among new and recent teacher hires, is important when analyzing factors that directly affect why teachers leave. To an extent, such an analysis can provide some measurement of the effectiveness of selection and preparation processes, work environment, support, mentor and induction programs, etc. that are created to recruit, prepare, and retain teachers in Georgia's classrooms. Additionally, results obtained from studying the attrition of new and recent hires provide information regarding the number of new teachers needed annually. With an acknowledgement that attrition is an inevitable occurrence, it becomes important to emphasize the importance of mentoring and induction programs, as well as the critical nature of administrative and parental support as factors in teacher retention. Such programs and strategies are tools that help develop and retain bright new teachers with novice classroom experience.

Table 2.25 summarizes the 1-, 3-, and 5-year attrition rates for new teachers with zero experience from FY89 to FY01. As the figures show, the percentage of teachers who leave the teaching force grows from year one to five. Also, the data show that the rates of attrition at years 1, 3, and 5 have fluctuated little during this time period, but remain high.

Table 2.25. Attrition Summary for New Teachers with Zero Experience, FY89 – FY01

Base Year	Base Count	1-Year Attrition		3-Year Attrition		5-Year Attrition	
		Comparison Year	1-Year Attrition Rate	Comparison Year	3-Year Attrition Rate	Comparison Year	5-Year Attrition Rate
FY89	3,786	FY90	17%	FY92	30%	FY94	35%
FY90	4,455	FY91	17%	FY93	29%	FY95	35%
FY91	4,080	FY92	16%	FY94	26%	FY96	34%
FY92	3,855	FY93	14%	FY95	25%	FY97	36%
FY93	4,636	FY94	12%	FY96	25%	FY98	33%
FY94	4,669	FY95	11%	FY97	27%	FY99	31%
FY95	5,139	FY96	11%	FY98	23%	FY00	30%
FY96	5,226	FY97	13%	FY99	21%	FY01	30%
FY97	4,313	FY98	11%	FY00	24%		
FY98	4,515	FY99	12%	FY01	24%		
FY99	4,961	FY00	12%	FY02	25%		
FY00	5,057	FY01	15%				
FY01	5,777	FY02	13%				

Source: EWRAD/PSC, 2002

Demographic Characteristics of FY01 New Teacher Hires Who Exited the Teaching Force

Of the 763 FY01 new teacher hires who exited the workforce, the majority were either White (74.05%) or Black (22.28%). Smaller numbers of exiting teachers were seen among Hispanic, Asian, American Indian, and Multiracial teachers (see Table 2.26).

Table 2.26. FY01 New Teacher Hire Attrition by Ethnicity

Ethnicity	Frequency	Percent
American Indian	3	0.39
Asian	5	0.66
Black	170	22.28
Hispanic	17	2.23
Multiracial	3	0.39
White	565	74.05
TOTAL	763	100.00

Source: EWRAD/PSC, 2002

Nearly half (45.48%) of the FY01 new teacher hires who exited the teaching force held Teaching (T) certificates (see Table 2.27). Large percentages were also seen among individuals who held Conditional Teaching (CT) certificates (18.74%) and Provisional Teaching (BT) certificates (16.91%). When compared to the total number of new teacher hires in the selected certificate categories, new teacher hire attrition is put into perspective. For example, new teacher hires with Teaching (T) certificates represent nearly 60% of this group; yet, those with Teaching certificates that exited the workforce represent a small number of this total.

Table 2.27. FY01 New Teacher Hire Attrition by Certificate Type

Certificate Type	New Teacher Hire Attrition (#)	% Of Total New Teacher Hire Attrition	Total Number Of New Teacher Hires in Selected Categories	% Of Total New Teacher Hires
Permit (P)	18	2.36	125	1.06
Service (S)	3	0.39	111	0.94
Teaching (T)	347	45.48	7,082	59.93
Provisional Teaching (BT)	129	16.91	1,206	10.21
Conditional Teaching (CT)	143	18.74	1,401	11.86
Life Teaching (DT)	4	0.52	91	0.77
Emergency Teaching (ET)	40	5.24	650	5.50
Special Professional Teaching (XT)	30	3.93	95	0.80
Probationary Teaching (PAT)	47	6.16	671	5.68
Performance-based Teaching (PBT)	2	0.26	336	2.84

Source: EWRAD/PSC, 2002

An analysis of the subject taught by FY01 new teacher hires who left the teaching force shows that over 40% were in the Elementary Subject area (see Table 2.28). Large attrition percentages are also found in the following subject areas: Middle (9.83%); English (8.91%); Math (5.50%); and Social Science (4.46%).

Table 2.28. FY01 New Teacher Hire Attrition by Subject Taught

Subject	Frequency	Percent
Not Specified	15	1.97
Chorus	3	0.39
Dance	1	0.13
Drama Arts	4	0.52
Education	2	0.26
Elementary	320	41.94
English	68	8.91
ESOL	4	0.52
Gifted	3	0.39
German & Other Related Languages	8	1.05
Health	4	0.52
High School (9-12) Miscellaneous	12	1.57
Life Science	15	1.97
Math	42	5.50
Middle	75	9.83
Music	11	1.44
P-12 Miscellaneous	25	3.28
Physical Education	23	3.01
Physical Science	26	3.41
Professional Career Preparation	2	0.26
Romance Language	29	3.80
Science	2	0.26
Social Science	34	4.46
Personal, Interpersonal, & Social Skills	7	0.92
Agricultural Business	1	0.13
Business Administration	2	0.26
Business Management	1	0.13
Construction Technology	2	0.26
Home Economics	5	0.66
Visual Arts	6	0.79
Mechanical Occupations	3	0.39
Education & Career Exploration	2	0.26
Personal Services Occupations	1	0.13
Technology Education	5	0.66
TOTAL	763	100.00

Source: EWRAD/PSC, 2002

As with the attrition rates found in the total teacher population, the attrition of FY01 new teacher hires was highest in Metro RESA at 40.63% (see Table 2.29). Significant percentages of FY01 new teacher hire attrition were also seen in First District (11.27%), Northwest Georgia (6.95%), Pioneer (6.82%), and Griffin (4.85%) RESAs.

Table 2.29. FY01 New Teacher Hire Attrition by RESA

RESA	Frequency	Percent
Central Savannah	18	2.36
Chattahoochee	24	3.15
Coastal Plains	18	2.36
First District	86	11.27
Griffin	37	4.85
Heart of Georgia	6	0.79
Metro	310	40.63
Middle Georgia	33	4.33
North Georgia	27	3.54
Northeast Georgia	33	4.33
Northwest Georgia	53	6.95
Oconee	15	1.97
Okefenokee	10	1.31
Pioneer	52	6.82
Southwest Georgia	18	2.36
West Georgia	23	3.01
TOTAL	763	100.00

Source: EWRAD/PSC, 2002

With regard to personnel categories, the attrition of FY01 new teacher hires was highest among Elementary Grades Teachers (36.04%) (see Table 2.30). A more detailed analysis of this group of exiting teachers is provided in the following section. Other personnel categories in which there were high or significant attrition rates include: High School Teachers (22.41%); Middle Grades Teachers (19.13%); and Special Education Teachers (12.06%).

Table 2.30. FY01 New Teacher Hire Attrition by Personnel Categories

Category	Frequency	Percent
EIP Teacher	31	4.06
Pre-Kindergarten Teacher	13	1.70
Kindergarten Teacher	35	4.59
Grade 1 Teacher	44	5.77
Grade 2 Teacher	30	3.93
Grade 3 Teacher	47	6.16
Grade 4 Teacher	42	5.50
Grade 5 Teacher	32	4.19
Other Elementary Teacher	45	5.90
Elementary Grades (K-5) Total	275	36.04
Grade 6 Teacher	31	4.06
Grade 7 Teacher	31	4.06
Grade 8 Teacher	21	2.75
Other Middle Teacher	63	8.26
Middle Grades Total	146	19.13
High School Teacher	171	22.41
Instructional Specialist	17	2.23
Special Education Teacher	92	12.06
Vocational Education Teacher	15	1.97
Other Teacher	3	0.39
TOTAL	763	100

Source: EWRAD/PSC, 2002

Table 2.31 and Figure 2.3 present a summary by grade level of FY01 new teacher hires that exited the teaching force. As mentioned with Table 2.30, High School teachers left the teaching force in greater numbers than did teachers in Elementary or Middle Grades. This is not surprising given that most of the provisionally certified teachers tend to be High School teachers; and the former, as shown in Table 2.27, tend to have one of the highest levels of attrition.

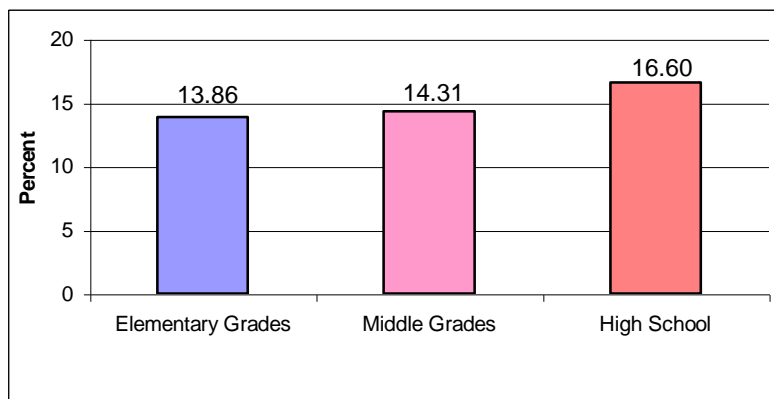
Table 2.31. FY01 New Teacher Hire Attrition by Grade Level

Grade Level	Total # of Teachers	Attrition #	Attrition Rate per Grade Level
Elementary Grades (Pre-K-5, EIP, & Other Elementary Teachers)	2,302	319	13.86
Middle Grades (Grades 6-8 & Other Middle Teachers)	1,020	146	14.31
High School	1,030	171	16.60
TOTAL	4,352	636	14.61

Source: EWRAD/PSC, 2002

Figure 2.3. Comparison of FY01 New Teacher Hire Attrition by Grade Level

(Source: EWRAD/PSC, 2002)



Lastly, tabulation by grade level for all new teachers with zero experience shows that the five-year attrition rate continues to increase for Elementary Grades, Middle Grades, High School, and Vocational Education teachers (see Table 2.32). Although declines were seen in the five-year attrition rates for Kindergarten and Special Education teachers, the percentages remain alarmingly high.

Table 2.32. Five-year Attrition Tabulation by Grade Level for All New Teachers with Zero Experience

Base Year	Kinder-garten	Elementary Grades (1-5)	Middle Grades (6-8)	High School (9-12)	Vocational Education (6-12)	Special Education (Pre-K-12)
FY92 to FY97	21%	29%	31%	43%	35%	37%
FY93 to FY98	22%	29%	29%	42%	45%	36%
FY94 to FY99	24%	30%	27%	38%	35%	35%
FY95 to FY00	24%	28%	25%	39%	27%	32%
FY96 to FY01	27%	30%	28%	39%	39%	39%
FY97 to FY02	26%	31%	30%	41%	41%	36%

Source: EWRAD/PSC, GDOE CPI, 2002

Attrition of New Teachers by Type of Preparation Program

Table 2.33 presents a comparison of attrition rates of graduates of traditional teacher preparation programs and new teachers with provisional teaching certificates. From FY99 to FY00, the number of new teacher hires with provisional certification increased from 508 to 1,216. The number of graduates from traditional teacher preparation programs decreased and then increased during this same period. Furthermore, during this time period, new teacher hires with provisional certificates exited the teaching force at an increasing rate and at a rate greater than that of graduates of traditional teacher preparation programs. The attrition rate of graduates of traditional teacher preparation programs increased over the years.

Table 2.33. A Comparison of Attrition Rates of Traditionally Prepared and Provisionally Certified Teachers, FY99-FY01

Hired In...	Provisional Certificate (BT)			All Georgia Teacher Preparation Institutions		
	Newly Hired	Still Employed in FY02	Attrition Rate	Newly Hired	Still Employed in FY02	Attrition Rate
FY99	508	326	35.8%	2,565	2,158	15.9%
FY00	697	507	27.3%	2,362	2,071	12.3%
FY01	1,216	1,023	15.9%	2,606	2,438	6.4%

Source: EWRAD/PSC, 2002

Attrition of New High School Teachers with Zero Experience

As mentioned in the preceding section, 171 FY01 new teacher hires that exited the teaching force were High School Teachers. Of these 171 persons, 40.35% held a Teaching (T) certificate and 29.25% held a Provisional Teaching (BT) certificate (see Table 2.34).

Table 2.34. Attrition of New FY01 High School Teachers with Zero Experience by Certificate Type

Certificate Type	Frequency	Percent
Permit (P)	8	4.68
Teaching (T)	69	40.35
Provisional Teaching (BT)	50	29.24
Conditional Teaching (CT)	29	16.96
Life Teaching (DT)	1	0.58
Emergency Teaching (ET)	5	2.92
Special Professional Teaching (XT)	3	1.75
Probationary Teaching (PAT)	6	3.51
TOTAL	171	100.00

Source: EWRAD/PSC, 2002

As Table 2.35 shows, the majority of the new FY01 High School teachers who exited the teaching force were located in Metro RESA (39.77%). Significant numbers of exiting teachers were also found in First District (8.19%), Middle Georgia (8.19%), Northwest Georgia (7.60%), and Griffin (7.02%) RESAs.

Table 2.35. Attrition of New FY01 High School Teachers with Zero Experience by RESA

RESA	Frequency	Percent
Central Savannah	5	2.92
Chattahoochee	6	3.51
Coastal Plains	2	1.17
First District	14	8.19
Griffin	12	7.02
Heart of Georgia	4	2.34
Metro	68	39.77
Middle Georgia	14	8.19
North Georgia	8	4.68
Northeast Georgia	3	1.75
Northwest Georgia	13	7.60
Oconee	5	2.92
Okefenokee	2	1.17
Pioneer	7	4.09
Southwest Georgia	5	2.92
West Georgia	3	1.75
TOTAL	171	100.00

Source: EWRAD/PSC, GDOE, 2002

An examination of subjects taught by the new FY01 High School teachers who exited the teaching force shows that large percentages taught in the following subject areas: English (19.30%), Science-Life and Physical (19.30%), Math (15.20%), Social Science (13.45%), and Romance Languages (12.28%) (see Table 2.36).

Table 2.36. Attrition of New FY01 High School Teachers with Zero Experience by Subject Taught

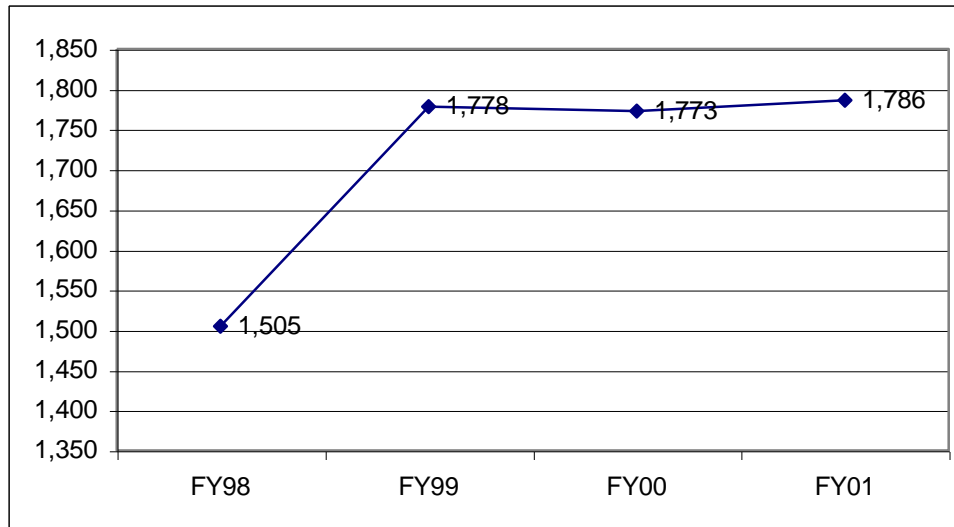
Subject Taught in FY01	Frequency	Percent
Unidentified	3	1.75
Chorus	2	1.17
Dance	1	0.58
Drama Arts	2	1.17
English	33	19.30
Gifted	1	0.58
German & Other Related Languages	6	3.51
Health	2	1.17
High School (9-12) Miscellaneous	1	0.58
Life Science	10	5.85
Math	26	15.20
Music	4	2.34
Physical Education	6	3.51
Physical Science	23	13.45
Romance Languages	21	12.28
Social Science	23	13.45
Construction Technology	1	0.58
Home Economics	1	0.58
Visual Arts	2	1.17
Mechanical Occupations	2	1.17
Technology Education	1	0.58
TOTAL	171	100.00

Source: EWRAD/PSC, GDOE, 2002

Attrition Due to Retirement

Teacher retirement is a factor that impacts attrition, and, in turn, affects teacher demand. A number of teachers who exit the teaching force do so due to retirement. Figure 2.4 depicts the increasing number of teachers leaving the teaching force due to retirement. Increasing numbers of graying baby boomers in the teaching force are having an immediate influence on Georgia's education system.

Figure 2.4. Total Retirement Attrition, FY98-FY01
(Source: EWRAD/PSC, 2002; TRS, 2002)



Retirement Attrition by Subject Area

The retirement of teachers from the teaching force in FY01 was hardest felt in the Elementary subject area. Over 700 teachers who retired taught in that area (see Table 2.37). Significant numbers of retirees were also found in the following subject areas: English (192), Middle (130), Math (101), and Social Science (98).

Table 2.37. Retirement Attrition by Subject Area, FY01

Subject Area	Frequency	Percent
Regular Education		
Chorus	6	0.34
Drama Arts	3	0.17
Education	2	0.11
Elementary	721	40.37
English	192	10.75
ESOL	11	0.62
Gifted	22	1.23
German & Other Related Languages	4	0.22
Health	19	1.06
High School (9-12) Miscellaneous	39	2.18
Life Science	29	1.62
Math	101	5.66
Middle	130	7.28
Music	36	2.02
P-12 Miscellaneous	35	1.96
Physical Education	57	3.19
Physical Science	49	2.74
Romance Languages	23	1.29
Science	9	0.50
Social Science	98	5.49
Visual Arts	21	1.18

Table 2.37. Retirement Attrition by Subject Area, FY01, continued

Subject Area	Frequency	Percent
Vocational Education		
Agricultural Business	5	0.28
Agricultural Sciences & Technology	4	0.22
Business Administration	26	1.46
Business Management	19	1.06
Communications Technology	1	0.06
Computer & Other Information Sciences	9	0.50
Conservation Technology	6	0.34
Home Economics	19	1.06
Mechanical Occupations	16	0.90
Marketing & Distribution	4	0.22
Personal, Interpersonal & Social Skills	17	0.95
Pr. Of Education & Career Exploration	4	0.22
Precision Production Occupations	4	0.22
Personal Services	5	0.28
Professional/Career Preparation	9	0.50
Technical Education	16	0.90
Others	15	0.84
TOTAL	1,786	100.00

Source: EWRAD/PSC, 2002; Teachers' Retirement System (TRS), 2002

Retirement Attrition by Personnel Category

As Table 2.38 shows, a large number of retirees worked in Grades Pre-K-5. In fact, a total of 678 teachers taught in and retired from these grade levels. This represents 37.96% of total retirement attrition. Also, large percentages of teachers who retired from the teaching force in FY01 taught in the Middle Grades/Grades 6-8 (17.08%) and High School (21.78%).

Table 2.38. Retirement Attrition by Personnel Category, FY01

Personnel Category	Frequency	Percent
EIP Teachers	66	3.70
Pre-K Teachers	9	0.50
Kindergarten Teachers	75	4.20
Grade 1 Teachers	70	3.92
Grade 2 Teachers	112	6.27
Grade 3 Teachers	108	6.05
Grade 4 Teachers	97	5.43
Grade 5 Teachers	81	4.54
Other Elementary Teachers	126	7.05
Grade 6 Teachers	66	3.70
Grade 7 Teachers	70	3.92
Grade 8 Teachers	61	3.42
Other Middle Grades Teachers	108	6.05
High School Teachers	389	21.78
Instructional Specialists	89	4.98
Other Teachers	27	1.51
Special Education Teachers	119	6.66
Vocational Education Teachers	113	6.33
TOTAL	1,786	100.00

Source: EWRAD/PSC, 2002; TRS, 2002

Retirement Attrition by RESA

Across Georgia's RESAs, retirement counts have fluctuated from FY98 to FY01 (see Table 2.39). While the year-to-year changes in these counts have, for the most part, remained relatively small, a large increase is seen in the retirement attrition count of Southwest Georgia RESA from FY00 to FY01. In fact, the count in Southwest Georgia RESA increased 107.58%.

Table 2.39. Retirement Attrition by RESA, FY98-FY01

RESA	Retirement Attrition			
	FY98	FY99	FY00	FY01
Central Savannah	76	99	101	99
Chattahoochee	68	79	99	91
Coastal Plains	44	55	44	46
First District	137	149	154	140
Griffin	59	78	77	87
Heart of Georgia	41	38	40	39
Metro	600	585	597	556
Middle Georgia	59	93	101	106
North Georgia	45	62	68	65
Northeast Georgia	48	83	74	67
Northwest Georgia	93	127	120	139
Oconee	18	21	31	28
Okefenokee	29	33	33	32
Pioneer	59	104	100	97
Southwest Georgia	72	90	66	137
West Georgia	57	82	68	57
TOTAL	1,505	1,778	1,773	1,786

Source: EWRAD/PSC, 2002; TRS, 2002

Projected Teacher Demand

As this chapter has shown, student enrollment, education-related policies, and attrition affect the demand for teachers in Georgia's public schools systems. Table 2.40 presents a teacher demand model which encompasses projected and actual teaching positions, projected and actual teacher attrition, projected and actual growth in teaching positions, projected teachers required, and actual teachers hired. As can be seen, the actual numbers are significantly close to the projected numbers. Notice the increasing numbers in the actual growth in teaching positions and the actual teachers hired columns. This growth could be attributed to student enrollment growth or education-related policies, such as class size regulation.

Table 2.40. Teacher Demand Model, 2002*

Year	Projected Teaching Positions	Actual Teaching Positions	Projected Teacher Attrition	Actual Teacher Attrition	Projected Growth in Teaching Positions	Actual Growth in Teaching Positions	Projected Teachers Required	Actual Teachers Hired
1988	62,712	62,825	5,487	5,459	1,845	2,404	7,914	7,468
1989	65,030	64,967	5,274	5,546	1,953	2,142	7,519	7,591
1990	67,262	67,394	5,140	5,218	2,061	2,427	7,237	7,973
1991	69,440	69,467	5,083	5,031	2,170	2,073	7,069	7,169
1992	71,596	70,945	5,104	4,727	2,278	1,478	7,015	6,352
1993	73,761	73,591	5,202	4,853	2,386	2,646	7,076	7,222
1994	75,968	76,047	5,377	5,288	2,495	2,456	7,250	7,198
1995	78,248	78,815	5,631	5,543	2,603	2,768	7,538	7,912
1996	80,633	81,354	5,962	6,536	2,711	2,539	7,940	7,951
1997	83,154	83,443	6,370	6,187	2,820	2,089	8,457	8,548
1998	85,844	86,262	6,856	7,012	2,928	2,819	9,087	9,006
1999	88,734	88,757	7,419	7,466	3,036	2,495	9,831	9,507
2000	91,855	91,467	8,061	8,595	3,145	2,710	10,689	10,176
2001	95,240	94,689	8,779	8,303	3,253	3,222	11,662	11,817
2002	98,921	99,470	9,575		3,361	4,781	12,748	13,084
2003	102,928		10,449		3,470		13,948	
2004	107,294		11,401		3,578		15,262	
2005	112,051		12,430		3,686		16,690	
2006	117,230		13,536		3,795		18,232	
2007	122,863		14,720		3,903		19,888	
2008	128,982		15,982		4,011		21,659	
2009	135,618		17,321		4,120		23,543	
2010	142,804		18,738		4,228		25,541	
2011	150,570		20,232		4,336		27,653	
2012	158,950		21,804		4,445		29,879	
2013	167,973		23,453		4,553		32,219	

Source: EWRAD/PSC, 2002

*Based totally on Regression analyses using 1988-2002 data.

Chapter 3: Georgia Teacher Supply

Introduction

The Georgia teaching force is supplied from a variety of sources. However, teacher retention from previous years is the substantial means by which the state meets the demand for teachers. Retention rates increased in FY02 to 91.2% from 90.3% in FY01. It is worthy to note that teacher retention rates in Georgia have stood at nearly 90% since 1986 when the PSC first examined the CPI.

Sources of Teacher Supply

Teachers in Georgia come from five main sources:

1. Teachers returning to the teacher workforce after a brief absence (i.e., returning teachers).
2. Teachers who did not go into the workforce immediately after initial preparation and/or certification (i.e., delayed employment).
3. New teachers graduating the previous year from educator preparation programs in Georgia's institutions of higher education.
4. Alternative certification/Provisional certificate holders.
5. Out-of state teachers seeking employment in Georgia.

A total of 8,303 FY01 teachers did not return to Georgia classrooms in FY02, accounting for 8.8% of the teacher workforce. This was a drop in the attrition rate from 9.4% in FY01. Table 3.1 shows the attrition rates since FY97.

Table 3.1. Overall Annual Attrition Rates, FY97-FY01

FY97	FY98	FY99	FY00	FY01
7.5%	8.1%	8.4%	9.4%	8.8%

Source: EWRAD/PSC, 2002

Georgia's total certified Pre-K-12 teaching force numbered 99,470 teachers in FY02, including 13,084 newly hired teachers. More than sixty-three percent (63.5%, n=8,303) of the newly hired teachers were hired to replace the teachers who left the classrooms. This 63.5% of replacement new hires is a 10% decrease from FY01 of teachers needed to fill vacant positions.

Retention

Table 3.2 shows the number of teachers in FY01 who remained in Georgia classrooms in FY02. The table also shows that there has been an increase in the number of teachers retained in the elementary, middle, and high school grade levels. Projections for FY03, FY07, and FY12 show expected increases in the numbers of teachers retained. Caution: the FY02 drop in overall teacher

attrition is a likely one-year factor of a slow economy and should not be construed as a positive trend in retention.

Table 3.2. FY01 & FY02 Teacher Retention and Projections

Level & Type	FY01 Retention	FY02 Retention	FY03	FY07	FY12
Pre-K	1131.3	1211.5	1248.4	1407.5	1635.1
Kindergarten	4675.4	4868.5	4863.6	4844.4	4820.5
EIP - Kindergarten	N/A	905.2	905.2	905.2	905.2
Grade 1	4940.3	5013.3	5002.0	4957.1	4901.5
Grade 2	4752.7	4868.9	4892.1	4985.8	5105.6
Grade 3	4606.2	4711.5	4760.5	4961.7	5225.2
EIP- Grades 1-3	N/A	2397.5	2397.5	2397.5	2397.5
Grade 4	4427.0	4311.8	4380.7	4667.5	5052.4
Grade 5	4300.9	4263.8	4361.6	4775.7	5349.1
EIP- Grades 4-5	N/A	792.5	792.5	792.5	792.5
Other Elementary	3906.1	3552.6	3334.6	2588.3	1885.7
Early Intervention Program Teacher	2481.1	N/A	N/A	N/A	N/A
Elementary Total (K-5)	34089.7	35685.6	35690.3	35875.7	36435.2
Grade 6	3317.5	3391.4	3445.1	3668.4	3968.0
Grade 7	3109.7	3195.6	3249.9	3476.7	3782.6
Grade 8	3030.6	3034.6	3102.6	3390.1	3787.3
Other Middle	5482.9	5457.9	5527.6	5815.4	6196.3
Middle Total	14940.7	15079.5	15325.2	16350.7	17734.3
Grades 9-12 Total	14979.1	15377.9	15669.3	16891.3	18553.6
Special Education Teachers	9865.0	10320.3	10771.3	12781.1	15828.8
Instructional Specialist	4487.8	4750.5	4699.1	5251.1	6033.1
Vocational Education Teachers	2575.0	2523.5	2535.6	2584.6	2647.3
ESOL Teacher	N/A	389.3	389.3	389.3	389.3
Literacy Coach	N/A	40.6	40.6	40.6	40.6
Other Teachers	560.5	549.6	606.2	897.8	1466.8
TOTAL	82629.1	85748.2	86975.4	92469.8	100764.3

Source: CPI, DOE/EWRAD/PSC, 2002

The number of teachers retained from year to year, though large, is not enough especially with the continued enrollment growth and attrition rates. The demand is, however, more accurate in some subject areas than others (e.g., shortage areas) as explained below.

Teacher Shortages

Teacher shortages occur in traditionally hard-to-staff subject and geographic areas. Subject areas are classified as shortage areas if the subject has a five percent or above vacancy rate reported in the current year's CPI fall report database. The Georgia Student Finance Commission announced the 2002-2003 academic year critical shortage fields for graduate study (Source: www.gsfc.org).

Teachers who seek graduate or post-graduate degrees in these shortage fields are eligible for forgivable HOPE Teacher Scholarships. The fields are as follows:

- Business Education (Grades 7-12)
- Education of Exceptional Children (Grades P-12): Behavior Disorders, Hearing Impaired, Interrelated Special Education, Learning Disabilities, Mental Retardation, Orthopedically Impaired or Preschool Special Education (endorsement program only)
- English Education (Grades 7-12)
- Foreign Language Education (Grades P-12): French or Spanish
- Health Occupations (Grades 7-12)
- Industrial Arts/Technology Education (Grades 7-12)
- Mathematics Education (Grades 7-12)
- Middle Grades Education (Grades 4-8) with primary concentration in Math, Science, or Math and Science
- Science Education (Grades 7-12): Broad Field Science, Biology, Chemistry, Earth/Space, or Physics
- Trade and Industrial Education (Grades 7-12).

Implied Shortages by Field

Another way to identify shortage fields is by tracking the number of non-regular certificates that are issued during the year of study. Non-regular certificates are Permits, Provisional, and Probationary certificates. Table 3.3 shows the leading subject fields in which high counts of teachers received Permits (282), Provisional (2,146), and Probationary (2,712) certificates in FY02. These three types of certificates are issued when local school system Superintendents ascertain that certified and/or in field personnel are not available for hire. The highest numbers of such certificates were issued in Interrelated Special Education.

Table 3.3. Teacher Counts by Permit, Provisional Certificate, and Probationary Certificates, FY02

Permits		Provisional		Probationary	
Subject	#	Subject	#	Subject	#
Spanish	138	Interrelated Spec. Ed.	425	Interrelated Spec. Ed.	770
ESOL	58	Middle Grades	269	Gifted	673
French	30	Behavior Disorders	211	Middle Grades	321
Technology Education	8	Early Childhood	197	Social Science	131
Music	6	English	172	Early Childhood	129
Drama	5	Mathematics	92	Language Art	106
Japanese	5	Science	92	Mathematics	92
		Mental Retardation	79	Science	88
		Business Education	75	Mental Retardation	60
		Biology	55	Behavior Disorders	57
		Social Science	84	Learning Disability	28
		Health & Physical Education	34	Preschool Specialist	20
		Spanish	34		
		Music	26		
		Health Occupational	25		
		History	27		
		Art	21		
		Learning Disability	20		

Source: CPI, EWRAD/PSC, 2002

Table 3.4 summarizes the number of these certificates issued from FY98-FY02, with projections for FY03, FY04, and FY05 in the subject areas experiencing the most shortages. The projections suggest that if the supplies from other sources do not increase, there would be continued need for these types of certificates.

Table 3.4. Demand Projections for Selected Areas Requiring High Numbers of Permit, Provisional, and Probationary Certificates

Subject	FY98	FY99	FY00	FY01	FY02	FY03	FY04	FY05
Middle Grades	338	281	349	556	590	697	824	974
Behavior Disorder	186	198	202	205	269	297	324	361
Early Childhood	73	52	69	231	326	554	942	1,600
Interrelated Special Education	697	787	930	998	1,195	1,369	1,568	1,795
English	49	70	90	131	278	437	688	1,082
Mathematics	76	90	110	155	184	230	288	360
Biology	72	38	40	74	55	57	60	62
Business Education	23	33	44	60	75	101	136	183
Science	69	53	102	111	180	243	328	443
Spanish	62	125	165	162	172	231	311	418
History	12	12	22	32	27	35	44	57
Chemistry	21	11	8	19	9	9	9	10
Gifted	197	364	250	472	673	984	1,439	2,103
Mental Retardation	76	79	76	76	60	57	54	51
ESOL	21	49	69	107	72	107	160	239
Learning Disabilities	38	36	30	36	28	26	25	23
French	3	11	22	32	30	33	36	40

Source: CPI, EWRAD/PSC, 2002

Implied Shortages by RESA

A total of 5,140 Permits, Provisional, and Probationary certificates were issued in FY02, comprising 5.2% of the FY02 teaching force. Table 3.5 shows the distribution of teachers who received Permits, Provisional, and Probationary certificates in FY02 by RESA. Over one-third (34.2%) of these certificates were issued to school systems in the Metro RESA.

Table 3.5. Distribution of Permits, Provisional, and Probationary Certificates by RESA, FY02

RESA	Permit	Provisional	Probationary	Total	%
Central Savannah	6	141	69	216	4.2
Chattahoochee	4	43	48	95	1.8
Coastal Plains	1	34	36	71	1.4
First District	9	215	242	466	9.1
Griffin	4	108	119	231	4.5
Heart of Georgia	0	12	22	34	0.7
Metro	155	744	861	1,760	34.2
Middle Georgia	2	83	99	184	3.6
North Georgia	18	81	306	405	7.9
Northeast Georgia	9	138	169	316	6.1
Northwest Georgia	6	95	154	255	5.0
Oconee	1	23	33	57	1.1
Okefenokee	3	19	58	80	1.6
Pioneer	30	79	144	253	4.9
Southwest Georgia	3	43	62	108	2.1
West Georgia	5	58	119	182	3.5
Not in GA School System	26	230	171	427	8.3
TOTAL	282	2146	2,712	5,140	100

Source: CPI, EWRAD/PSC, 2002

Paraprofessionals/Teacher Aides

With teacher shortages in many systems and a decline in the number of newly prepared teachers from Georgia teacher preparation programs, it is difficult to find a sufficient number of certified teachers to meet teacher demand. However, by assigning a Paraprofessional/Teacher Aide to assist lead teachers in the classroom, this shortage issue can be temporarily offset. Paraprofessionals/Teacher Aides play an important role in the classroom and in the overall school workplace. Paraprofessionals/Teacher Aides in Georgia classrooms numbered 24,882 in FY02.

A Paraprofessional is an assistant to a professional teacher and performs non-instructional, guided instructional, tutoring and/or assistance assignments and tasks under the supervision of the teacher (GAPSC, 2002). The basic educational requirement for this personnel group has been a High School Diploma. However, some Paraprofessionals hold teaching certificates and

assume a Paraprofessional role for a variety of reasons. In FY02, a total of 322 Paraprofessionals, or 2.2% of the total Paraprofessional population, (a drop from the FY01 total of 544) held some type of teaching certification that qualified them to teach as regular teachers. This might be due to some Paraprofessionals getting regular teaching jobs.

In line with the provisions of the NCLB legislation, the PSC recently implemented a new system that eliminated the Teacher Aides personnel category. Under this implementation, Paraprofessionals are required to have two years of college education, possess an Associate degree, or pass a Georgia Paraprofessional Assessment test. All Paraprofessionals hired before January 8, 2002 are expected to meet this requirement by 2006. Those hired after January 8, 2002 and who do not meet the educational requirements must pass the Paraprofessional Assessment test. The PSC has initiated rule making for preparation standards and preparation for paraprofessionals. The standards and rules will be effective January 1, 2003, if adopted.

Demographics of Paraprofessionals/Teacher Aides

The CPI data from 1999 through 2002 indicate that Paraprofessionals/Teacher Aides are predominantly women (94.9%, 94.9%, 95.0%, and 94.9% in 1999, 2000, 2001, and 2002, respectively). The number of Paraprofessionals/Teacher Aides increased from 23,770 in 2001 to 24,882 in 2002. In 2001, White Paraprofessionals/Teacher Aides accounted for nearly two-thirds of the total personnel group (64.7%), followed by Blacks (32.9%). This pattern has remained consistent for four years. There has been an increase in the number of Hispanic Paraprofessionals from 322 in 2001 to 377 in 2002. These statistics show a gradual increase in the number of minorities among Paraprofessionals/Teacher Aides. Minority Paraprofessionals could be encouraged to seek additional education through incentive programs, such as the Promise II Scholarships, to become certified teachers. The years of experience among Paraprofessionals ranged from 0-26 years.

In FY02, the largest numbers of Paraprofessionals/Teacher Aides were employed in the Metro RESA (n=7,729), accounting for 31.1% of all the Paraprofessionals in Georgia. The second largest employer was First District RESA with 8.7% (n=2,172). The least number of Paraprofessionals were found in Oconee (1.72% or n=429) and Okefenokee RESAs (1.94% or n=483).

Teacher Recruitment/Marketing

Teacher Recruitment Initiatives

Having a qualified teacher in every classroom by the year 2006 is a goal of the state of Georgia. Achieving this goal involves completely eliminating out-of-field teaching, which means hiring teachers to teach the subjects they are certified to

teach. The hindrance is that traditional teacher preparation programs are not able to keep up with the demands for qualified teachers. As a result, the PSC and Georgia school systems are turning their recruitment efforts to non-traditional preparation routes to staff classrooms. These are discussed briefly below.

TeachGeorgia.org

TeachGeorgia, established in 1997, is a vital component of Georgia's strategic plan to have a qualified teacher in every classroom. TeachGeorgia.org, a partnership between the PSC and Georgia's public schools, is Georgia's official teacher recruitment clearinghouse. TeachGeorgia.org is a powerful job website and search tool that gives candidates the ability to apply for jobs and gives system level users access to a statewide database of teaching, administrative, and student services personnel. TeachGeorgia also conducts job fairs to link job seekers and prospective employers. Between July 2001 and June 2002, twelve teacher job fairs were conducted in collaboration with various institutions and for alternatively prepared recruits, with 60,653 online applications submitted, and 4,576 jobs posted by Georgia schools on TeachGeorgia.org.

Troops-to-Teachers

The federal Troops-to-Teachers program was established in 1994 as a Department of Defense (DOD) initiative. The program is now a joint responsibility of the United States Department of Education (USDOE) and the DOD. The sole purpose of the Georgia Troops-to-Teachers program is to recruit candidates who have served in the nation's Armed Forces and are seeking second careers in Georgia's public schools as teachers. One of the three main objectives of the program is to help relieve teacher shortages, especially in math, science, special education, and other high needs subject areas. Another objective is to attract minority applicants to teaching. To date, a total of 214 teachers have been hired into Georgia classrooms through the Georgia Troops-to-Teachers program.

HOPE Scholarship for Teachers

The Georgia Student Finance Authority (GSFA) offers Teacher Scholarship Loans to Georgians to encourage them to enter into and stay in the teaching profession. Loans are offered to enable students to enroll in a teacher preparation program in a Georgia public or private institution. Upon completion of the college training, the student has to either: (1) repay the loan plus interest; or (2) teach elementary, middle, or high school in a Georgia public school for a designated number of years (up to a maximum of four years) in return for forgiveness of the loan (GSFA, 2002).

As of 2002, a total of 7,705 HOPE Teacher Scholarship recipients have graduated. Of this total, 6,456 recipients were employed in Georgia public school systems, 5,249 (68.1%) of whom as teachers.

While 6,407 graduate students completed their programs of study in Education, only 69% (n=4,421) of them were teaching in Georgia classrooms. Over 50% of the graduates repaying with cash are not teaching in Georgia (56.9% for graduate; and 76.1% for undergraduates).

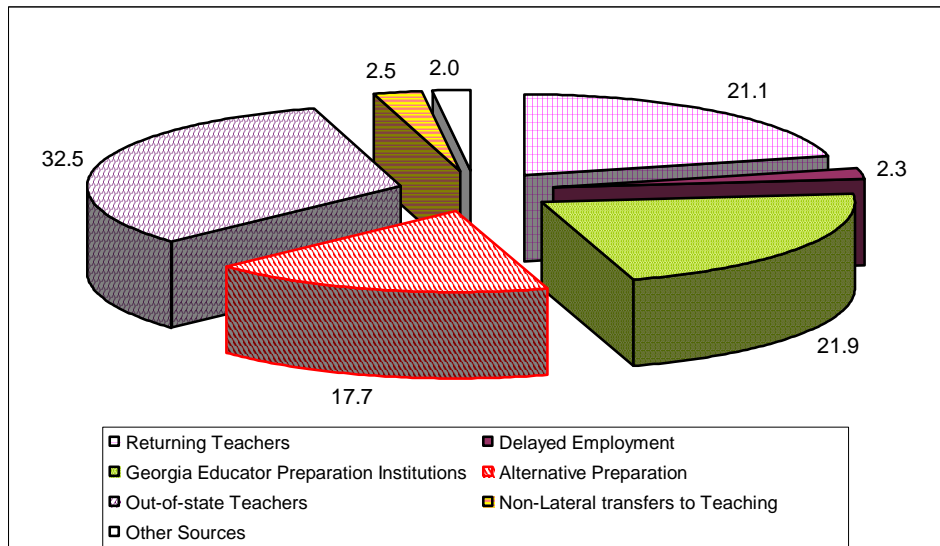
These varied initiatives designed to attract, recruit and hire new teachers into the system are beginning to yield good results. The next section examines the resulting new teacher additions and the sources from which they are being hired.

New Teacher Hires

New teacher hires increased from 11,817 in FY01 to 13,084 in FY02. The number one source of FY02 new teacher hires was out-of-state hires (n=4,255). This accounts for 32.5% of total new teacher hires. Nearly twenty-two percent (21.9%, n=2,868) of the newly hired teachers were prepared through Georgia’s teacher education programs. Some hires were, in fact, student teachers as recently as FY02 (n=395). Most (n=2,178), however, were student teachers in FY01. The third largest source (n=2,768 or 21.1%) was from experienced Georgia teachers returning to the teacher workforce after a break in service. Alternative certification programs provided a total of 2,317 (17.7%) new teachers in FY02 (See Figure 3.1).

Figure 3.1. Sources of Newly Hired Teachers, FY02

(Source: CPI, EWRAD/PSC, 2002)



New Teacher Hires By RESA

Consistent with FY01 study results, Metro RESA hired the highest percentage of new teachers at 42.6%, an increase of four percent over FY01. The second highest number of new teacher hires was found in First District RESA, which hired 1,124 (8.6%) new teachers in FY02. Although the percentage of new teacher hires for Metro RESA was 42.6%, when the number of new teacher hires is viewed as a percentage of all teachers in that RESA, new hires account for only 15.5% of total teachers in Metro RESA. This percentage is comparable to that of other RESAs. Table 3.6 shows the distribution of new teacher hires by RESA.

Table 3.6. New Teacher Hires by RESA, FY02

RESA	#	%
Central Savannah	551	4.21
Chattahoochee	417	3.19
Coastal Plains	225	1.72
First District	1,124	8.59
Griffin	650	4.97
Heart of Georgia	123	0.94
Metro	5,570	42.57
Middle Georgia	439	3.36
Northeast Georgia	538	4.11
North Georgia	625	4.78
Northwest Georgia	925	7.07
Oconee	134	1.02
Okefenokee	171	1.31
Pioneer	690	5.27
Southwest Georgia	398	3.04
West Georgia	504	3.85
TOTAL	13,084	100.00

Source: CPI, EWRAD/PSC, 2002

Newly Hired Teachers by Subject Areas Taught

Newly hired teachers in the elementary grades accounted for 42% (n=5,576) of all new hires in FY02. This was, however, a drop from FY01, when elementary grades teachers constituted 47%. Middle grades teachers accounted for 8.1% (n=1,055) of new teachers. A look at new hires teaching the four core subjects (i.e., English, Math, Science, and Social Science) reveals that 1,026 new English teachers; 797 new Math teachers; 691 new Science teachers; and 654 new Social Science teachers were hired in FY02. This is shown in Table 3.7.

Table 3.7. New Teacher Hires Distributed by Subject Taught, FY02

Subject Matter		#	%
Regular Education Subjects	Asian Language	1	0.01
	Chorus	26	0.20
	Dance	3	0.02
	Drama Arts	33	0.25
	Education	43	0.33
	Elementary	5,576	42.62
	English	1026	7.84
	ESOL	109	0.83
	Gifted	45	0.34
	German, Slavic & Classical Language	23	0.18
	Health	106	0.81
	High School (9-12) Miscellaneous	364	2.78
	Life Science	287	2.19
	Mathematics	797	6.09
	Middle Grades	1,055	8.06
	Military Science	3	0.02
	Music	300	2.29
	P-12 Miscellaneous	456	3.49
	Physical Education	363	2.77
	Physical Science	386	2.95
	Professional/Career Preparation	23	0.18
	Romance Language	308	2.35
	Science	18	0.14
Social Science	654	5.00	
Visual Arts	183	1.40	
Special Education Subjects	American Sign Language	5	0.04
	Personal, Interpersonal & Social Skills	211	1.61
Vocational Subjects	Agricultural Business	13	0.10
	Agricultural Sciences & Technology	14	0.11
	Business Administration	77	0.59
	Business Management	45	0.34
	Communication Technologies	24	0.18
	Computer & Other Information Sciences	30	0.23
	Construction Technology	20	0.15
	Home Economics	65	0.50
	Manufacturing Science	1	0.01
	Mechanical Occupations	24	0.18
	Marketing & Distribution	9	0.07
	Pr. Of Ed & Career Exploration	25	0.19
	Precision Production Occupations	12	0.09
	Protective Services	9	0.07
	Personal Services Occupations	14	0.11
	Technology Education	68	0.52
Not Specified (No Codes)		220	1.68
Not Applicable (Code 999)		10	0.08
TOTAL		13,084	100

Source: CPI, EWRAD/PSC, 2002

Grade Level Placements of New Teacher Hires

Over 5,000 (40%) of the new teachers were hired in the elementary grades (K-5). This is more than double the number hired in the middle grades (n=2,411). Table 3.8 shows the grade level distribution of FY02 newly hired teachers.

Table 3.8. New Teacher Hires Distributed by Personnel Category/Grade Level, FY02

Grade Level	#	%
Pre-K	144	1.10
Kindergarten	558	4.26
EIPK	118	0.90
Grade 1	717	5.48
Grade 2	646	4.94
Grade 3	774	5.92
EIP1-3	370	2.83
Grade 4	700	5.35
Grade 5	587	4.49
EIP 4-5	140	1.07
Other Elementary	466	3.56
Total EIP	628	4.79
Elementary Total (K-5)	5,076	39.90
Grade 6	472	3.61
Grade 7	488	3.73
Grade 8	383	2.93
Other Middle Grades Assignment	1,068	8.16
Middle Grades Total	2,411	18.43
High School (9-12) Total	2,182	16.68
Instructional Specialists	474	3.62
Special Education Teachers	2,157	16.49
Vocational Education Teachers	269	2.06
ESOL Teachers	112	0.86
Literacy Coach	8	0.06
GATAPP	161	1.23
Other Teachers	90	0.69
TOTAL New Teacher Hires	13,084	100

Source: CPI, EWRAD/PSC, 2002

Demographics of New Teacher Hires

The majority of FY02 new teacher hires were female (79.2%). There was an increase in the percentage of new male teachers in FY02 to 20.8% from 18.7% in FY01. The mean age of new teacher hires in FY02 was 35 years and the modal age was 24 years. New hires were one year older on average than those in FY01. The teaching experience of these new teachers ranged from zero to 40 years. Half (50.8%) of the new teachers had zero years of teaching experience, while the average experience level was 4 years.

Table 3.9. Demographic Profile of New Hires and the Total Georgia Workforce, FY02

Demographic Characteristic	New Teacher Hires %	Total Georgia Workforce %
Gender		
Female	79.2	82.1
Male	20.8	17.9
Ethnicity		
White	73.9	78.0
Black	23.3	20.6

Source: CPI, EWRAD/PSC, 2002

Certification Level of New Teacher Hires

Over two-thirds (72.3%) of the new teachers hired in FY02 were certified at the baccalaureate level, this pattern has remained consistent over a 10-year period. Table 3.10 details the certificate level of newly hired teachers in FY02.

Table 3.10. Certification Levels of Newly Hired Teachers, FY02

Educational Attainment	New Teacher Count	Percent of New Hires
High School Diploma	27	0.2
Associate Degree	61	0.5
Bachelor Degree	9,457	72.3
Master's Degree	3,126	23.9
Specialist Degree	302	2.3
Doctorate Degree	111	0.8
TOTAL	13,084	100

Source: CPI, EWRAD/PSC, 2002

Sources of New Teachers

Table 3.11 shows the sources for newly hired teachers in FY02. It is interesting that out-of-state sources far outstripped other sources of teacher supply in FY02. This might be partly attributed to the efforts of TeachGeorgia.org, which targets out-of-state prospects. Another important development is the redistribution of contributions from various sources.

Table 3.11. Sources of New Teacher Hires in Georgia, FY01– FY02

Source	Academic Year FY01	Academic Year FY02
	%	%
Returning Teachers ^a	29.0	21.1
Delayed Employment ^b	4.0	2.3
Georgia Educator Preparation Institutions ^c	21.0	21.9
Alternative Preparation ^d	10.0	17.7
Out-of-state Teachers ^e	26.0	32.5
Non-Lateral transfers to Teaching	-	2.5
Other Sources	10.0	2.0
TOTAL	100	100

Source: CPI and CSI. DOE/EWRAD/PSC, 2002

- Category not included

^a Returning Teachers: Teachers certified in Georgia who are returning to the classroom after a break in service.

^b Delayed Employment: Teachers who are just beginning their career even though they are not in the prior year's student teacher cohort.

^c Georgia Educator Preparation Institutions: Prior year graduates.

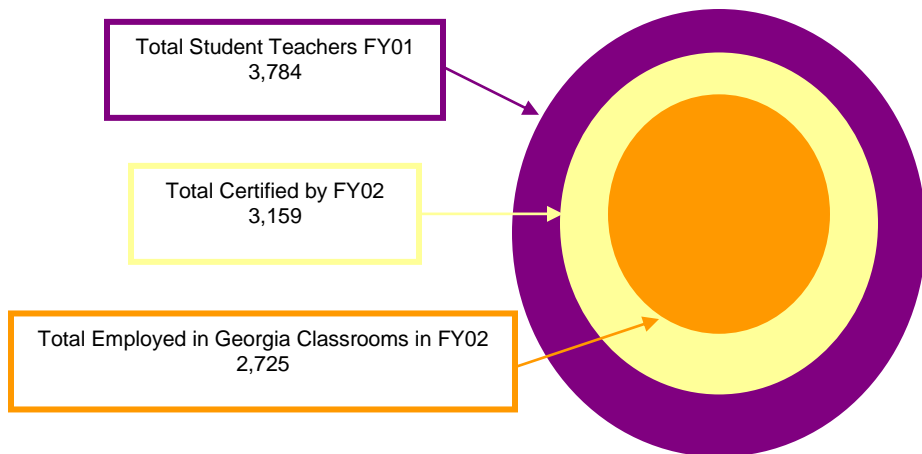
^d Alternative Certification: Teachers who begin teaching with a provisional certificate.

^e Out-of-state Teachers: Teachers who are prepared and/or certified outside of Georgia.

Newly Prepared Georgia Teachers

In FY01, Georgia's public and private colleges prepared a total of 3,784 student teachers or prospective teacher candidates for FY02. A total of 3,159 became certified in FY02 (see Figure 3.2). Out of this group of student teachers, 2,725 were employed in Georgia classrooms in FY02, accounting for 86.3% of the total certified in FY02. This first year "yield" (i.e., FY01 student teachers teaching in FY02) constituted 72% of the total prepared, an increase from 62% in FY01.

Figure 3.2. Newly Prepared Georgia Teacher Yield



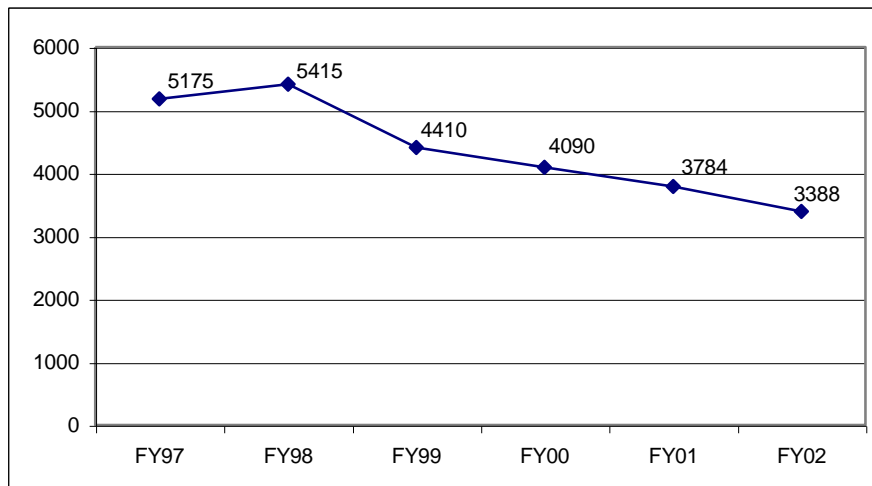
In FY02, 3,388 student teachers were prepared in Georgia's public and private teacher preparation programs. This represents a decline of 386 student teachers between FY01 and FY02. Of the FY02 newly prepared student teachers, 426

are employed in Georgia's school systems. The number of newly prepared teachers from traditional teacher preparation programs in Georgia has continued to decline (see Figure 3.3). This may be due to various reasons. One reason might be the considerably good economy over the past 4 to 5 years. From past history in Georgia, teaching does not compete very well with other professions when the economy is strong. But in times of a recession, schools continue to hire needed teachers. The recent downturn of the economy may arouse the interest of students and other professionals in teaching as a career. There is a need to implement strategies to respond to economic trends. Other real and perceived inadequacies in the school workplace include:

- Long hours and low salaries;
- A lack of administrative and parental support;
- Disruptive and frequently dangerous student and parent behavior;
- Limited opportunities for professional training and advancement; and
- Inadequate facilities.

Figure 3.3. Georgia Student Teacher Production, FY97-FY02

(Source: CPI, EWRAD/PSC, 2002)



Student Teacher Production by Institution/College

Table 3.12 shows the production and yield level for Georgia public and private colleges from FY98 to FY02. The top five producers of teachers in FY02 were the University of Georgia (15.9%), Kennesaw State University (10%), Georgia State University (8.1%), Valdosta State University (7.8%), and the State University of West Georgia (6.6%).

Table 3.12. Student Teacher Production by College, FY99- FY02

College Name	FY99		FY00		FY01		FY02	
	#	%	#	%	#	%	#	%
Agnes Scott College	20	0.45	21	0.51	15	0.40	12	-0.35
Albany State University	89	2.02	62	1.52	71	1.88	59	-1.74
Armstrong Atlantic State	210	4.76	148	3.62	131	3.46	115	-3.39
Augusta State University	165	3.74	110	2.69	97	2.56	85	-2.51
Berry College	93	2.11	99	2.42	82	2.17	63	-1.86
Brenau University	201	4.56	164	4.01	158	4.18	114	-3.36
Brewton-Parker College	90	2.04	*	*	66	1.74	50	-1.48
Clark Atlanta University	51	1.16	53	1.30	54	1.43	66	+1.95
Clayton College & State Univ.	28	0.63	28	0.68	19	0.50	25	+0.74
Columbus State University	104	2.63	126	3.08	99	2.62	81	-2.39
Covenant College	21	0.48	40	0.98	23	0.61	30	+0.89
Emmanuel College	33	0.75	17	0.42	29	0.77	30	+0.89
Emory University	10	0.23	12	0.29	12	0.32	14	0.41
Fort Valley State University	91	2.06	68	1.66	28	0.74	32	+0.94
Georgia College & St. Univ.	194	4.40	123	3.01	122	3.22	112	-3.31
Georgia Southern University	323	7.32	370	9.05	244	6.45	198	-5.84
Georgia Southwestern Univ.	130	2.95	95	2.32	87	2.30	91	+2.69
Georgia State University	305	6.92	329	8.04	271	7.16	274	+8.09
Kennesaw State University	321	7.28	337	8.24	349	9.22	337	-9.95
LaGrange College	33	0.75	34	0.83	22	0.58	25	+0.74
Mercer University	229	5.19	275	6.72	215	5.68	150	-4.43
Morris Brown College	*	*	18	0.44	29	0.77	2	-0.06
North GA Coll. & St. Univ.	144	3.27	147	3.59	141	3.73	123	-3.63
Oglethorpe University	28	0.63	28	0.68	22	0.58	19	-0.56
Paine College	*	*	18	0.44	38	1.00	13	-0.38
Piedmont College	120	2.72	94	2.30	116	3.07	80	-2.36
Shorter College	53	1.20	56	1.37	63	1.66	65	+1.92
Spelman College	33	0.75	18	0.44	34	0.90	28	-0.83
State Univ. of West Georgia	298	6.76	225	5.50	275	7.27	225	-6.64
Thomas College	27	0.61	2	0.05	13	0.34	19	+0.56
Toccoa Falls College	31	0.7	23	0.56	30	0.79	36	+1.06
University of Georgia	534	12.11	596	14.6	496	13.11	539	+15.91
Valdosta State University	383	8.68	337	8.24	321	8.48	265	-7.82
Wesleyan College	18	0.41	17	0.42	12	0.32	11	-0.32
TOTAL ^a	4,410	100	4,090	100	3,784	100	3,388	100

Source: PSC/EWRAD: Capstone, 2002

*Data not available

**During the FY98-FY99 period, GSU actually reported 356 student teachers, but the social security numbers for 276 of these persons were not available for tracking their employment history.

^a Note: These totals represent number of student teachers for whom their colleges were reimbursed for the cost of student teaching supervision. This may be slightly less than the number of student teachers produced.

Table 3.13 shows the top 20 hiring school systems for FY01 student teachers. School systems within the Metro RESA hired the highest numbers of newly prepared teachers in FY02.

Table 3.13. Top Twenty FY02 Hiring Systems for FY01 Student Teachers

School System	# Of Newly Hired Student Teachers	School System	# Of Newly Hired Student Teachers
Gwinnett County	265	Clayton County	48
Cobb County	206	Houston County	47
Fulton County	138	Muscogee County	46
DeKalb County	125	Barrow County	43
Atlanta City	80	Forsyth County	43
Cherokee County	60	Paulding County	43
Chatham County	59	Fayette County	40
Richmond County	58	Henry County	40
Bartow County	53	Newton County	38
Hall County	49	Carroll	37

Source: EWRAD/PSC: Capstone, CPI, 2002

Student Teacher Production by Field

Teachers produced every year by the various colleges are not evenly distributed among the content areas. As in previous years, Early Childhood Education is the most popular, accounting for 42.4% of the student teachers in FY02, followed by Middle Grades Education with 15.1%. All fields, with the exception of Art Education, experienced a decline in numbers from FY01. Table 3.14 shows the most common teaching fields of student teachers from FY00 to FY02.

Table 3.14. Most Common Teaching Fields of FY00-FY02 Student Teachers

SUBJECT	FY00		FY01		FY02		% Change from FY01 to FY02
	#	%	#	%	#	%	
Early Childhood Education	1,553	39.9	1,644	43.5	1,435	42.4	-12.71
Middle Grades Education	673	17.3	571	15.1	510	15.1	-10.68
Health and Physical Education	200	5.1	179	4.7	160	4.7	-10.61
Social Science	218	5.61	225	6.0	195	5.8	-13.33
English	185	4.8	159	4.2	147	4.3	-7.55
Sciences (All areas)	146	3.8	71	1.9	88	2.5	19.72
Music	141	3.6	137	3.6	136	4.0	-0.73
Mathematics	124	3.2	118	3.1	110	3.3	-6.78
Inter-related Special Education	*	*	127	3.4	110	3.3	-13.39
Speech & Language Pathologist	*	*	113	3.0	93	2.7	-17.70
Art Education	91	2.3	83	2.2	85	2.5	2.41
History	34	0.9	44	1.2	41	1.2	-6.82

Source: EWRAD/PSC, 2002

Certification and Employment Yield of Teachers

The certification and employment yields of teachers represent proportions of student teachers prepared from Georgia’s teacher preparation programs that are certified and employed in Georgia’s Pre-K-12 public schools. Table 3.15 shows production, certification, and employment yields from FY98-FY02.

Table 3.15. Student Teacher Production and Placement in Georgia, FY98 – FY02

Academic Year	Number of Student Teachers	Certified by the Following Year		Teaching by the Following Year (as % of Certified)	
		#	%	#	%
FY98	5,139	4,391	83.4	2,974	67.7
FY99	4,410	3,544	80.4	2,277	64.3
FY00	4,090	3,218	78.7	2,525	78.5
FY01	3,784	3,159	83.5	2,725	86.3
FY02	3,388				

Source: EWRAD/PSC: Capstone, 2002

The certification yield is beginning to rise again after a decline from FY98 to FY00. The employment yield, on the other hand, has steadily risen from 64.3% in FY99 to 86.3% in FY01. This reflects slow economic times and expanded teacher needs in Georgia’s school systems within this period.

Alternative Preparation

Alternative preparation programs have become an increasingly important source of teacher supply in Georgia. One reason for this is that teacher production from the traditional route has continued to decline at a time when demand has increased due to enrollment growth, teacher attrition, and class size reduction. The number of newly hired teachers prepared through alternative routes rose from 1,202 in FY01 to 2,317 in FY02.

Georgia Teacher Alternative Preparation Program

The Georgia Teacher Alternative Preparation Program (GATAPP) is an alternative preparation program established by the PSC to help meet the shortfall in new teacher supply from teacher preparation institutions. The program is another means through which individuals who hold Bachelor’s or higher degrees in non-education fields can obtain preparation and enter the teaching profession.

GATAPP began in the summer of FY01. Those participants appear for the first time in the CPI in FY02. Although more than 600 individuals are participating in the program, only 495 of them appear in the CPI. There are a number of plausible explanations. One explanation is that some participants were not able to find teaching positions and, therefore, do not appear in the employment file. The second explanation is poor data collection. Some participants submitted incorrect social security numbers and birth dates, while others failed to submit any at all. Without a correct social security number, it is difficult to track GATAPP intern teachers through the school system and CPI data. It is hoped that more complete data will be available next year.

Of the 495 reportable GATAPP participants, 73% are female and 25.7% are male (the rest are unspecified). About 58% of the participants are White and 38.6% are Black. The corresponding percentages in the overall teacher workforce are

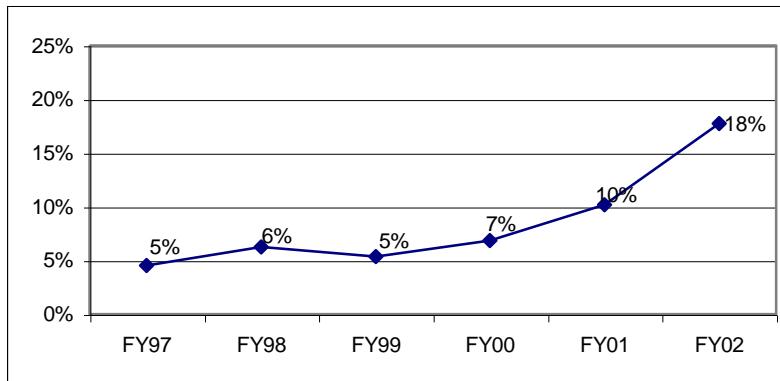
about 81% female, 78% White, and 20% Black. These numbers suggest that the program is successfully targeting males and minority candidates.

With regard to types of certificates held by GATAPP participants, numerous types were represented: permits, service, regular teacher, provisional, probationary, and intern certificates. This is surprising because the participants are not supposed to have certification beyond the intern certificate. Similarly, it is curious that about 50 of the participants were already teachers in FY02, when the program is designed to contribute to new teacher production in Georgia.

Inconsistent coding systems make it difficult to track participants through their teaching career, especially with regard to mobility and attrition. Missing or incorrect social security numbers make it difficult, if not impossible, to evaluate the effectiveness of the program or to compare its graduates with those of traditional programs. Figure 3.4 shows alternative route teachers as a percentage of newly hired teachers.

Figure 3.4. Alternative Route Teachers as Percentage of Newly Hired Teachers

(Source: CPI, EWRAD/PSC, 2002)



Retired Teachers

A source of new teachers for Georgia's teacher workforce, and a subset of returning teachers, is retired teachers. A total of 186 retirees were employed in Georgia public school classrooms in FY02. Most (n=62) were teaching in the elementary subject field (see Table 3.16). Over fifty percent (54.3%) of the retirees had 30 or more years of teaching experience. About half (50.5%) held Life Teaching Certificates. The second largest group had regular teaching certificates (37.6%). Metro RESA hired 42.5% of the retirees, with the Gwinnett County school system accounting for 65% of the total hired within the RESA.

Table 3.16. Retirees Working in the Workforce by Subject Fields, FY02

Subject Field	#
Elementary Instruction	62
English Language Arts	19
Social Sciences	18
Mathematics	14
Health	10
Middle Grades (6- 8)	8
High School Grades (9-12)	6
Music	6
P-12 Miscellaneous	6
Physical Education	6
Life Sciences	5
Physical Sciences	5
Gifted	2
Not Applicable	2
Romance Languages	2
Personal, Interpersonal, & Social Skills	2
Business Administration	2
Visual Arts	2
Technology Education	2
Chorus	1
Education	1
English to Speakers of Other Languages (ESOL)	1
Professional Career Preparation	1
Communication Technologies	1
Mechanical Occupations (including DCT)	1
Program of Education & Career Exploration	1
TOTAL	186

Source: EWRAD/PSC/TRS, 2002

Teacher Supply in Georgia's High Schools

For a number of reasons, attrition is slightly more prevalent among high school teachers than other personnel categories of the teacher workforce. One reason is the abundance of provisionally certified teachers within this grade level who are identified as having higher rates of attrition than other groups of teachers. It is, therefore, important to track the trends, sources, and distribution of high school teachers. Table 3.17 shows the distribution of Georgia high school teachers for FY02 in the four core subjects. The numbers of newly hired educators teaching the four core subjects increased in FY02.

Table 3.17. Sources of Supply for Specific High School Teaching Fields

Supply Summary	English	Mathematics	Science	Social Science
Continuing from FY01	2,994	2,749	2,505	2,609
Newly hired	434	413	357	319
Sources of Newly Hired Teachers				
From Georgia teacher preparation programs, FY01	104	110	99	236
Alternative route	82	82	95	35
Out-of-state certificate reciprocity	50	52	25	28
Out-of-state college recommendation	9	1	2	3
Other sources (e.g., returning GA teachers)	167	152	106	102

Source: CPI, EWRAD/PSC, 2002

Student Teacher Production in Core Academic Subjects in High School

Table 3.18 shows student teacher supply for the four core subject areas. Consistent with the totals produced, the number of teachers in the four core subject areas dropped in FY02, the exception being in Science which increased to 99 from 88 in FY01. The number of Social Science students produced increased in FY01 to 269, but dropped to 236 in FY02. Almost two-thirds (65%) of the newly prepared English teachers were employed in FY02, an employment increase from 45% in FY01.

Table 3.18. Production of Teachers in the Core Subjects

Subject Area	FY99	FY00	FY01	FY02
English	208	185	159	147
Mathematics	125	117	118	110
Science	125	146	88	99
Social Science (including History)	324	252	269	236

Source: EWRAD/PSC, Capstone 2002

Of the total 2,182 high school teachers hired in FY02, 1,523 were hired into the four core subject areas. Tables 3.19 - 3.23 show the distribution of the 1,523 newly hired teachers in the four core subject areas. Consistent with the total teacher workforce RESA distribution, the highest percentages of teachers teaching in the four core subject areas are found in the Metro RESA.

Table 3.19. Distribution of Newly Hired High School Teachers in the Four Core Subjects by RESA, FY02

RESA	English		Math		Science		Social Science	
	#	%	#	%	#	%	#	%
Central Savannah	27	6.2	13	3.1	17	4.8	11	3.4
Chattahoochee	16	3.7	13	3.1	11	3.1	11	3.4
Coastal Plains	6	1.4	6	1.5	6	1.7	7	2.2
First District	34	7.8	44	10.7	29	8.1	29	9.1
Griffin	23	5.3	22	5.3	21	5.9	18	5.6
Heart of Georgia	1	0.2	6	1.5	4	1.1	4	1.3
Metro	170	39.2	190	46.0	165	46.2	136	42.6
Middle Georgia	15	3.5	8	1.9	7	2.0	8	2.5
North Georgia	17	3.9	20	4.8	20	5.6	18	5.6
Northeast Georgia	26	6.0	19	4.6	11	3.1	15	4.7
Northwest Georgia	30	6.9	25	6.1	18	5.0	9	2.8
Oconee	4	0.9	5	1.2	6	1.7	7	2.2
Okefenokee	5	1.2	2	0.5	3	0.8	4	1.3
Pioneer	20	4.6	18	4.4	9	2.5	16	5.0
Southwest Georgia	17	3.9	9	2.2	13	3.6	15	4.7
West Georgia	23	5.3	13	3.1	17	4.8	11	3.4
TOTAL	434	100	413	100	357	100	319	100

Source: EWRAD/PSC, 2002

Table 3.20. New English Teachers as Percentage of All English Teachers by RESA, FY02

RESA	All English Teachers	New English Teachers	% Of Total
	#	%	Teachers
Central Savannah	204	27	13.2
Chattahoochee	141	16	11.3
Coastal Plains	100	6	6.0
First District	267	34	12.7
Griffin	201	23	11.4
Heart of Georgia	55	1	1.8
Metro	1,254	170	13.6
Middle Georgia	144	15	10.4
North Georgia	143	17	11.9
Northeast Georgia	151	26	17.2
Northwest Georgia	216	30	13.9
Oconee	50	4	8.0
Okefenokee	66	5	7.6
Pioneer	163	20	12.3
Southwest Georgia	162	17	10.5
West Georgia	143	23	16.1
TOTAL	3,460	434	100

Source: EWRAD/PSC, 2002

Table 3.21. New Mathematics Teachers as Percentage of All Mathematics Teachers by RESA, FY02

RESA	All Math Teachers	New Math Teachers	% Of Total Teachers
	#	%	
Central Savannah	180	13	7.2
Chattahoochee	119	13	10.9
Coastal Plains	96	6	6.3
First District	247	44	17.8
Griffin	180	22	12.2
Heart of Georgia	47	6	12.8
Metro	1,154	190	16.5
Middle Georgia	133	8	6.0
North Georgia	128	20	15.6
Northeast Georgia	138	19	13.8
Northwest Georgia	199	25	12.6
Oconee	38	5	13.2
Okefenokee	52	2	3.8
Pioneer	161	18	11.2
Southwest Georgia	146	9	6.2
West Georgia	126	13	10.3
TOTAL	3,144	413	100

Source: EWRAD/PSC, 2002

Table 3.22. New Science Teachers as Percentage of All Science Teachers by RESA, FY02

RESA	All Science Teachers	New Science Teachers	% Of Total Teachers
	#	%	
Central Savannah	164	17	10.4
Chattahoochee	110	11	10.0
Coastal Plains	78	6	7.7
First District	219	29	13.2
Griffin	169	21	12.4
Heart of Georgia	47	4	8.5
Metro	1,092	165	15.1
Middle Georgia	122	7	5.7
North Georgia	117	20	17.1
Northeast Georgia	107	11	10.3
Northwest Georgia	176	18	10.2
Oconee	37	6	16.2
Okefenokee	46	3	6.5
Pioneer	136	9	6.6
Southwest Georgia	129	13	10.1
West Georgia	106	17	16.0
TOTAL	2,855	357	100

Source: EWRAD/PSC, 2002

Table 3.23. New Social Science Teachers as Proportion of All Social Science Teachers by RESA, FY02

RESA	All Social Science Teachers	New Social Science Teachers	% Of Total Teachers
	#	%	
Central Savannah	165	11	6.7
Chattahoochee	120	11	9.2
Coastal Plains	81	7	8.6
First District	258	29	11.2
Griffin	177	18	10.2
Heart of Georgia	48	4	8.3
Metro	1,092	136	12.5
Middle Georgia	119	8	6.7
North Georgia	122	18	14.8
Northeast Georgia	116	15	12.9
Northwest Georgia	183	9	4.9
Oconee	41	7	17.1
Okefenokee	53	4	7.5
Pioneer	147	16	10.9
Southwest Georgia	133	15	11.3
West Georgia	115	11	9.6
TOTAL	2,970	319	100

Source: EWRAD/PSC, 2002

Geographical Distribution of Newly Hired High School Teachers

Table 3.24 shows the distribution of newly hired high school teachers by RESA. Consistent with the total workforce, the Metro RESA hired 43.3% (n=945) of the FY02 new high school teachers in Georgia.

Table 3.24. Distribution of All Newly Hired High School Teachers by RESA (All Subjects), FY02

RESA	#	%
Central Savannah	84	3.8
Chattahoochee	66	3.0
Coastal Plains	34	1.5
First District	185	8.4
Griffin	116	5.3
Heart of Georgia	24	1.1
Metro	945	43.3
Middle Georgia	63	2.9
North Georgia	97	4.6
Northeast Georgia	100	4.6
Northwest Georgia	116	5.3
Oconee	40	1.8
Okefenokee	25	1.2
Pioneer	109	5.0
Southwest Georgia	84	3.9
West Georgia	94	4.3
TOTAL	2,182	100

Source: EWRAD/PSC, 2002

Supply Forecast Issues

A dramatic increase occurred in the number of new teacher hires from outside of Georgia, from 26% in FY01 to 32.5% in FY02. This increase met and exceeded the goal set by the PSC to increase the number of newly hired educators from other states to 30% by the first of July 2003. Activities associated with the TeachGeorgia Marketing Initiative and the Georgia Teacher Recruitment Collaborative (GTRC), a partnership of districts, colleges, and the Professional Standards Commission, might have helped to achieve this goal. The GTRC partnership has, in the last two years, conducted 18 teacher recruitment job fairs across Georgia, typically attracting educators from outside Georgia (Source: The Georgia Collaborative To Recruit Out-of State Educators, PSC).

As stated earlier in this chapter, traditional teacher preparation programs have produced fewer teachers year after year, dropping from 5,415 in FY98 to 3,388 in FY02 (representing a decline of 59.8% over the five-year period). To recruit, hire, and retain enough new teachers to staff its classrooms, Georgia school systems must and will continue to depend on out-of state teachers, alternatively prepared teachers, and returning teachers.

The present state of the economy will serve to encourage job seekers to pursue teaching positions, as well as serve as a means to increase both teacher supply and retention. The economic factor may also encourage retirement ready teachers to delay retirement.

Furthermore, TeachGeorgia educator marketing and recruitment efforts embarked upon by the PSC are anticipated to increase the supply of teachers in Georgia. The PSC has strategically placed billboards along Georgia highways. Also, the PSC has begun a multi-faceted marketing and advertising strategy to encourage out-of-state teachers to seek teaching positions in Georgia. Virtual and face-to-face job fairs conducted across the state by the GTRC will also serve to attract educators from out-of state.

Chapter 4:

Summary of SECTION I: GEORGIA'S TEACHERS

- From FY01 to FY02, Georgia's educator workforce increased 5%. This was the largest year-to-year increase during the FY98 to FY02 period.
- Of the 13,084 new teachers hired in FY02, 8,303 (63.5%) replaced teachers who left the FY01 workforce and did not return to any Georgia public school classroom in FY02. In FY01, the replacement percentage was 72.7%. Therefore, the 63.5% replacement rate in FY02 represents a decline in teacher attrition from the workforce.
- At the RESA level, from FY01 to FY02, growth occurred in every RESA except Southwest Georgia which saw a decrease of 14 persons (-.03%). On the other hand, the 6.5% growth in Metro RESA's teacher workforce surpassed the 5% growth of Georgia's overall teacher workforce.
- With regard to teaching positions, High School (Grades 9-12) teachers maintain the highest percentage of the workforce at 17.8%. However, this is a decrease from the FY01 percentage of 19.5. Also, this represents the lowest level of this personnel group during the FY99 to FY02 period. The second largest group is Special Education teachers at 12.6%. This represents a decline from 13.1% in FY01. However, Special Education positions have increased at a rapid pace when compared to other teaching positions during the FY99 to FY02 period. In fact, Special Education positions increased by nearly 1802.3 (16.9%) during this period. Lastly, the count of Vocational Education teachers has remained consistently low from FY99 to FY02. In fact, the number of Vocational Education positions decreased by 88.7 (3.29%).
- Demographically, Georgia's teaching workforce is experiencing growth in its teacher population ages 51 and over and its ethnic minority population. The data suggest that retirement ready teachers are staying longer in the workforce or that already retired teachers are returning to the workforce. In regards to diversity, it is important to highlight the increasing number of Hispanic teachers (15.21% increase from FY01 to FY02). However, these teachers represent 0.8% of the overall teaching force. Hispanic students, on the other hand, represent 5.5% of Georgia's Pre-K-12 student enrollment.
- Out-of-field teaching is a concern for Georgia's school systems. In High School (Grades 9-12), out-of-field teaching in the four core subject areas (English, Math, Science, and Social Science) in FY02 ranges from 3.4 to 6.1%, with the highest percentage being in Social Science and the lowest in Science. This range is higher than that of FY01, when the range was 2.5 to 5.0% of High School teachers in the four core subject areas teaching out-of-field. However, in FY01, the highest percentage was in English and the lowest was in Science.
- Teacher demand is influenced by factors such as student enrollment counts, education policy, and attrition. From FY98 to FY02, Georgia's total

Pre-K-12 enrollment increased by 94,654. This increase was closely split between males and females (51.50% and 48.50%, respectively). However, ethnic minority students represented a large percentage of this increase. In particular, Hispanic students represented 42.53% of the FY98 to FY02 increase. With regard to the geographic distribution of this increasing student population, significant increases occurred in RESAs located in the northern half of the state; whereas decreases were primarily found in RESAs located in the southern half of the state.

- Teacher demand based on student enrollment and education policy initiatives (e.g., reduced class size and No Child Left Behind) is projected to increase substantially through the FY12 academic year.
- From FY00 to FY01, teacher attrition rates for Georgia decreased for the first time since the decrease that occurred from FY96 to FY97. As mentioned earlier, the FY02 percentage (63.46%) of new teachers hired to replace teachers who exited the workforce was lower than that of FY01 (72.73%). In fact, the FY02 percentage was the lowest over the five-year period of FY98 to FY02.
- When examining attrition geographically, the largest number of gains and losses occurred in northern Georgia school systems, especially those systems surrounding the metropolitan Atlanta area. On the RESA level, significant gains in the number of teachers occurred in the RESAs located in the northern half of the state and large losses occurred in the southern half.
- Demographic characteristics of FY01 teachers that left (characteristics of the majority):
 - 81.15% female
 - 77.45% White
 - 27.10% in the 21-30 age group
 - 36.60% with 0-5 years experience
 - 48.45% certified at the Bachelor's degree level
 - 69.28% held Teaching (T) certificates
 - 41.96% taught in the Elementary subject area
 - 40.31% were Pre-K-5 teachers
 - 40.54% located in Metro RESA
- Demographic characteristics of FY01 new teacher hires that left (characteristics of the majority):
 - 74.05% White
 - 45.48% held Teaching (T) certificates
 - 41.94% taught in the Elementary subject area
 - 41.81% were Pre-K-5 (including EIP) teachers
 - 40.63% located in Metro RESA
- The number of teachers exiting the workforce due to retirement increased slightly (by 13 persons) from FY00 to FY01. Of the 1,786 persons that retired in FY01:
 - 40.37% taught in the Elementary subject area
 - 41.66% were Pre-K-5 (including EIP) teachers

- 31.13% located in Metro RESA
- Teacher supply is influenced by the number of teachers that return to the workforce from the previous year (retention), the number of teachers prepared in Georgia's educator preparation programs, the number of teachers prepared through alternative routes, and the number of out-of-state teachers entering Georgia.
- From FY01 to FY02, an increase in the number of teachers retained in the elementary, middle, and high school grade levels occurred. In fact, projections for FY03, FY07, and FY12 suggest increased numbers of teacher retained in Georgia's classrooms.
- Paraprofessionals/Teacher Aides provide classroom assistance to lead teachers. The number of Paraprofessionals/Teacher Aides increased 4.68% from FY01 to FY02. This female dominated personnel group is predominantly White. However, the number of Hispanic persons within this group rose 17.08% from FY01 to FY02.
- The number of new teacher hires increased 10.72% from FY01 to FY02. Of the 13,084 persons hired in FY02, the demographic characteristics of the majority were:
 - 73.9% White
 - 79.2% female
 - 72.3% certified at the Bachelor's degree level
 - 50.8% have zero years teaching experience
 - 32.52% came from out-of-state
 - 42.51% located in Metro RESA
 - 42.62% teach in the Elementary subject area
 - 44.70% are PreK-5 (including EIP) teachers
- The number of student teachers prepared in Georgia institutions decreased 10.47% from FY01 to FY02. In fact, of the top five producers of teachers in FY02, production decreases were seen at Kennesaw State University, State University of West Georgia, and Valdosta State University from FY01 to FY02. In regards to the teaching field of student teachers, larger numbers tend to be in Early Childhood Education. However, a 12.71% decrease occurred in this subject area from FY01 to FY02. The subject area that increased the most from FY01 to FY02 was Science (all areas).

SECTION II:
**GEORGIA'S ADMINISTRATIVE
AND STUDENT SERVICES
PERSONNEL**

CHAPTER 5: A PROFILE OF GEORGIA'S NON-TEACHING EDUCATOR WORKFORCE (ADMINISTRATIVE AND STUDENT SERVICES PERSONNEL)

Introduction

This section of the *Status Report 2002* focuses on the administrative and student services personnel in Georgia's public school systems. These individuals provide leadership and support that impact both classroom instruction and student learning. Thereby, it becomes important to understand their characteristics and contributions to education. In Chapter 5, the demographic characteristics of Georgia's non-teaching educator workforce are presented.

Demographic Characteristics

Administrative Personnel

Georgia's administrative personnel workforce had an average annual growth rate of 2.67% between FY97 and FY02 (see Table 5.1). This growth rate, which is reasonably low, is a function of the number of RESAs, school systems, and schools. Such numbers do not change very often. For example, the number of Principals would increase as new schools are opened.

As Table 5.1 shows, the number of Superintendents is at its highest level (n=184) since FY99 (n=180). The number of Assistant Superintendents has grown from 183 (FY97) to 227 (FY02). The number of Principals increased from 1,877 (FY97) to 2,048 (FY02). Assistant Principals increased in greater numbers from 2,150 (FY97) to 2,631 (FY02). Other administrative groups that grew from FY01 to FY02 include Curriculum, Technology, and Kindergarten Directors. Groups that decreased in their numbers from FY01 to FY02 include Human Resources, Special Education, Vocational Education, and Pre-Kindergarten Directors.

Table 5.1. Administrative Personnel in Georgia, FY97-FY02

Category	FY97	FY98	FY99	FY00	FY01	FY02
RESA Director	17	16	16	15	16	16
Superintendent	177	179	180	178	179	184
Assistant Superintendent	183	190	198	201	216	227
Principal	1,877	1,942	1,959	1,993	2,010	2,048
Assistant Principal	2,150	2,149	2,268	2,343	2,472	2,631
Human Resources Director	53	58	61	62	58	55
Curriculum Director	230	232	229	221	219	223
Technology Director	47	49	53	58	55	57
Special Education Director	156	157	155	158	165	159
Vocational Education Director	159	157	152	154	159	157
Instructional Supervisor	721	806	816	858	862	815
Kindergarten Director	3	4	2	2	1	2
Pre-Kindergarten Director	0	8	14	20	24	20
Athletic Director	43	51	48	50	57	41
Other Administrators	736	797	806	809	805	840
TOTAL	6,552	6,795	6,957	7,122	7,298	7,475
Year-to-Year Growth Rate		3.70	2.38	2.37	2.47	2.42

Source: EWRAD/PSC, 2002

In the following sections, the demographic characteristics of each administrative group are presented.

RESA Directors

In FY02, Georgia had 16 RESA Directors with a mean age of 56.06 years and a mean of 25.69 years of experience. The typical RESA Director is a White male who holds an Education Specialist degree (see Figures 5.1-5.3). From FY01 to FY02, no change occurred in the gender or ethnic breakdown of RESA Directors. However, the number of RESA Directors with Education Specialist degrees decreased and the number of persons with Doctorates increased.

Figure 5.1. RESA Directors by Gender, FY97-FY02
 (Source: EWRAD/PSC, 2002)

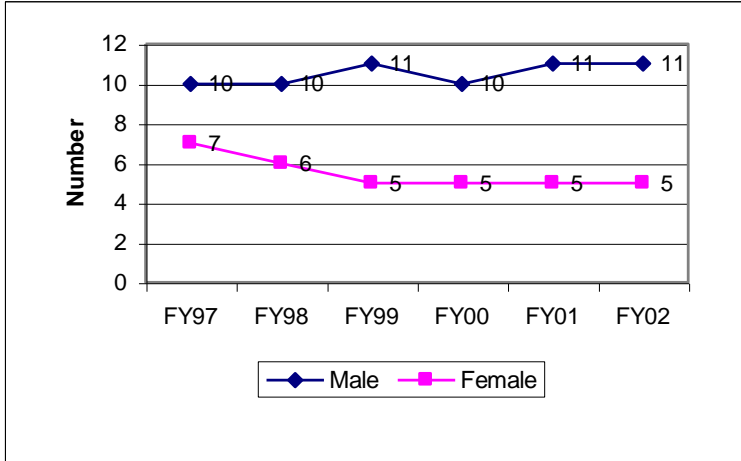


Figure 5.2. RESA Directors by Ethnicity, FY97-FY02
 (Source: EWRAD/PSC, 2002)

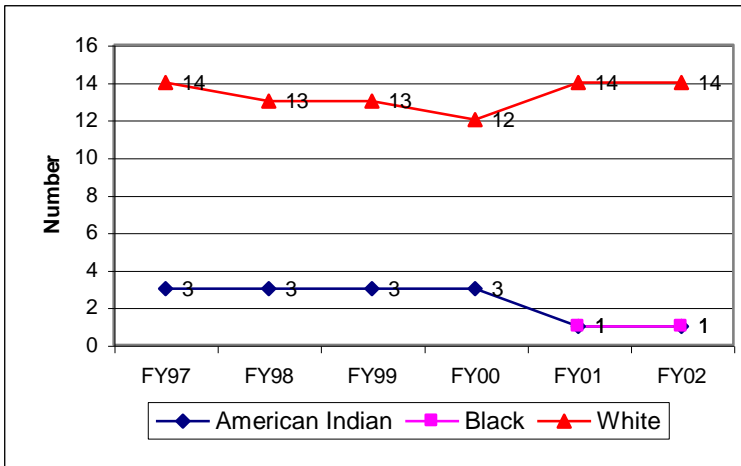
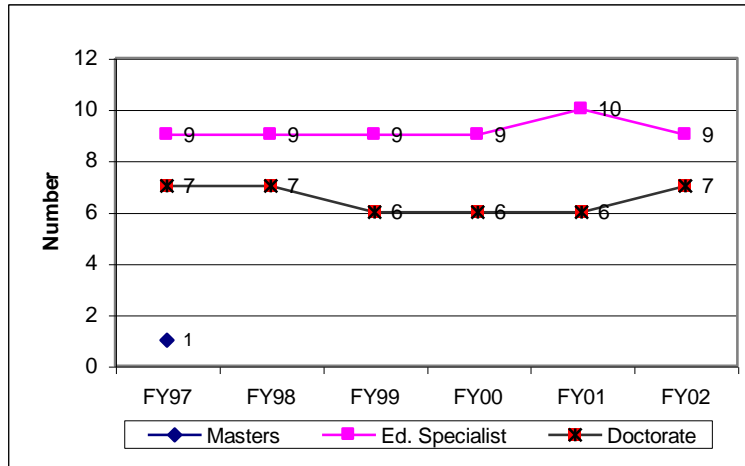


Figure 5.3. RESA Directors by Educational Level, FY97-FY02
(Source: EWRAD/PSC, 2002)



Superintendents

In FY02, Georgia had 184 Superintendents with a mean age of 53.79 years and a mean of 25.93 years of experience. The typical Superintendent is a White male with either an Education Specialist or Doctorate degree (see Figures 5.4-5.6). From FY01 to FY02, increases were seen in the number of males, the number of Blacks, and the number of persons with Doctorate degrees.

Figure 5.4. Superintendents by Gender, FY97-FY02
(Source: EWRAD/PSC, 2002)

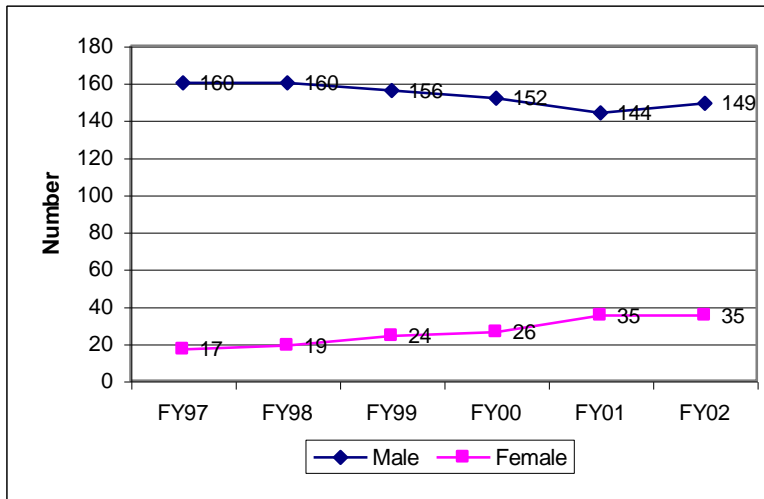


Figure 5.5. Superintendents by Ethnicity, FY97-FY02
(Source: EWRAD/PSC, 2002)

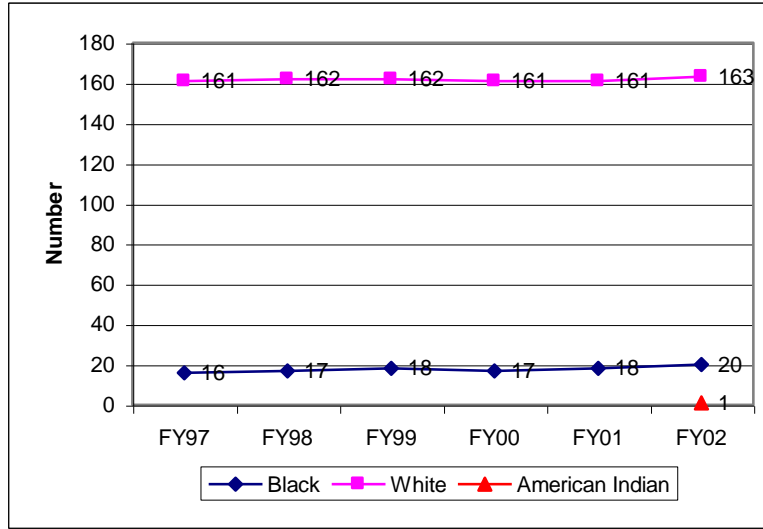
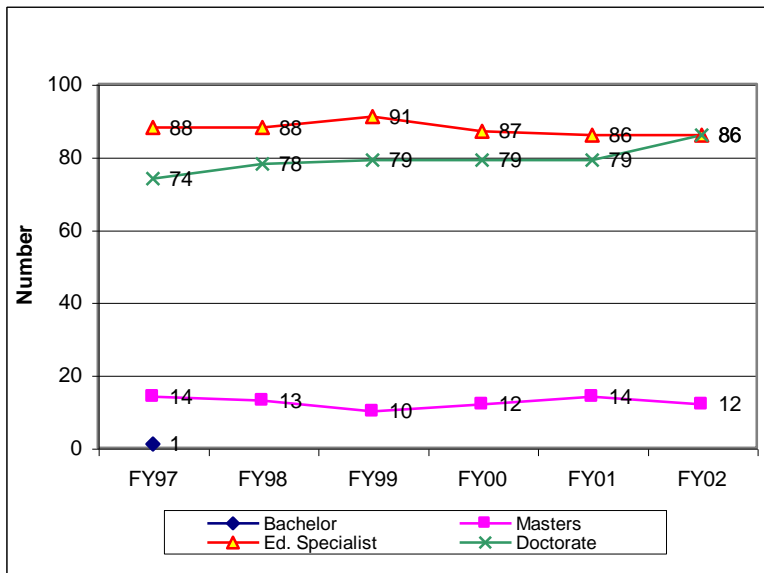


Figure 5.6 Superintendents by Educational Level, FY97-FY02
(Source: EWRAD/PSC, 2002)



Assistant Superintendents

In FY02, Georgia had 227 Assistant Superintendents with a mean age of 52.92 years and a mean of 26.62 years of experience. The typical Assistant Superintendent is a White male with an Education Specialist degree (see Figures 5.7-5.9). From FY01 to FY02, diversity increased in this personnel group with the appearance of American Indian, Black, White, and Hispanic persons. Most of the increase from FY01 to FY02 was due to males widening the gender gap that was beginning to close.

Figure 5.7. Assistant Superintendents by Ethnicity, FY97-FY02
 (Source: EWRAD/PSC, 2002)

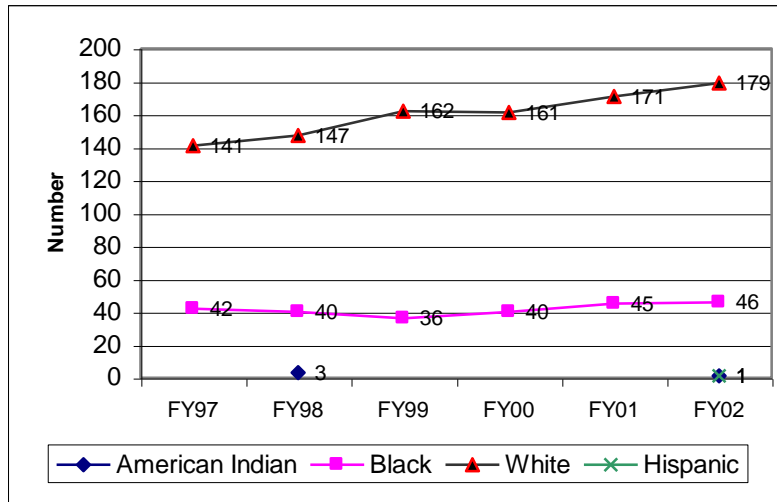


Figure 5.8. Assistant Superintendents by Gender, FY97-FY02
 (Source: EWRAD/PSC, 2002)

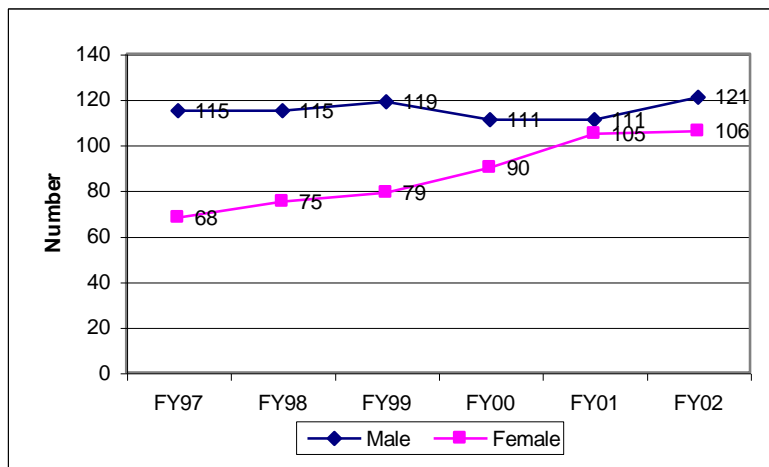
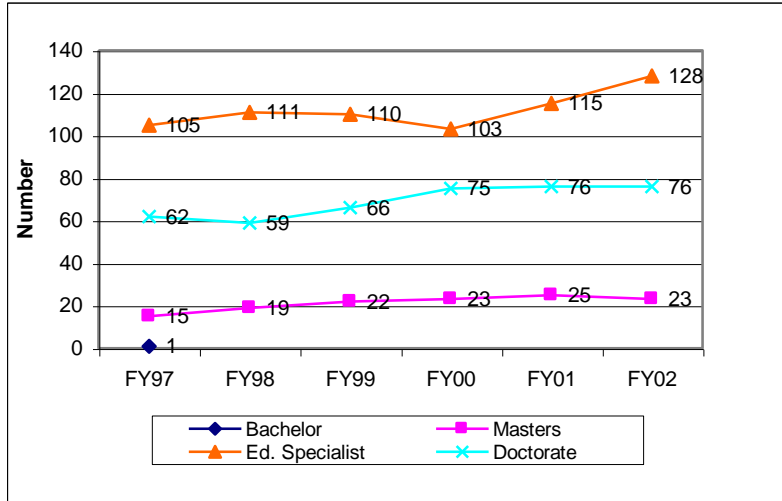


Figure 5.9. Assistant Superintendents by Educational Level, FY97-FY02
(Source: EWRAD/PSC, 2002)



Principals

In FY02, Georgia had 2,048 Principals with a mean age of 50.12 years and a mean of 23.47 years of experience. The typical Principal is a White female with an Education Specialist degree (see Figures 5.10-5.12). From FY01 to FY02, an increase occurred in the number of Black Principals. Also, the number of females continued to increase while the number of male Principals continues to decline. It is not surprising that the number of female Principals is higher than that of males. This phenomenon will remain in place for a while given that females dominate the Assistant Principal positions from which Principals are selected.

Figure 5.10. Principals by Ethnicity, FY97-FY02
(Source: EWRAD/PSC, 2002)

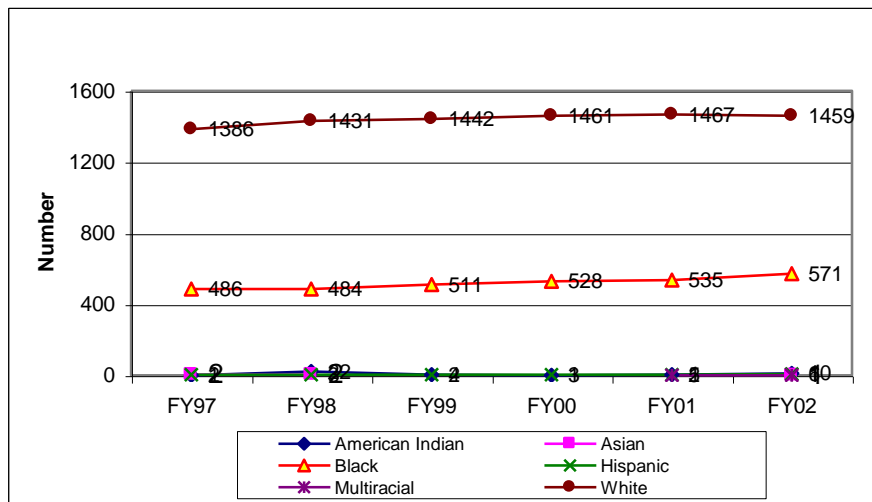


Figure 5.11. Principals by Gender, FY97-FY02
(Source: EWRAD/PSC, 2002)

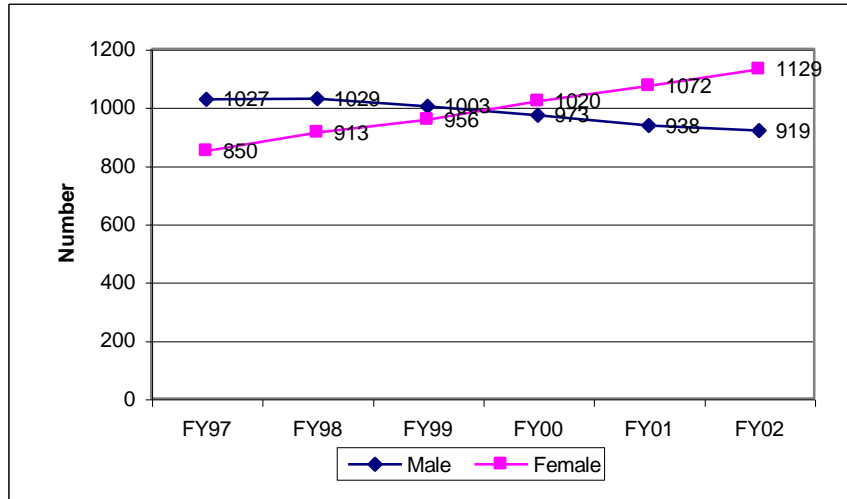
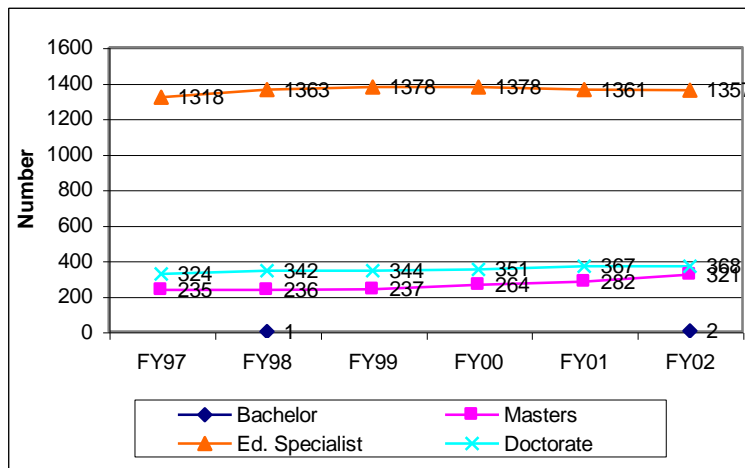


Figure 5.12. Principals by Educational Level, FY97-FY02
(Source: EWRAD/PSC, 2002)



Assistant Principals

In FY02, Georgia had Assistant Principals with a mean age of 46.04 years and a mean of 18.91 years of experience. The typical Assistant Principal is a White female with an Education Specialist degree (see Figures 5.13-5.15). From FY01 to FY02, the diversity of this personnel group increased. Increases also occurred in the number of males and females, and the number of persons with Masters degrees.

Figure 5.13. Assistant Principals by Ethnicity, FY97-FY02
 (Source: EWRAD/PSC, 2002)

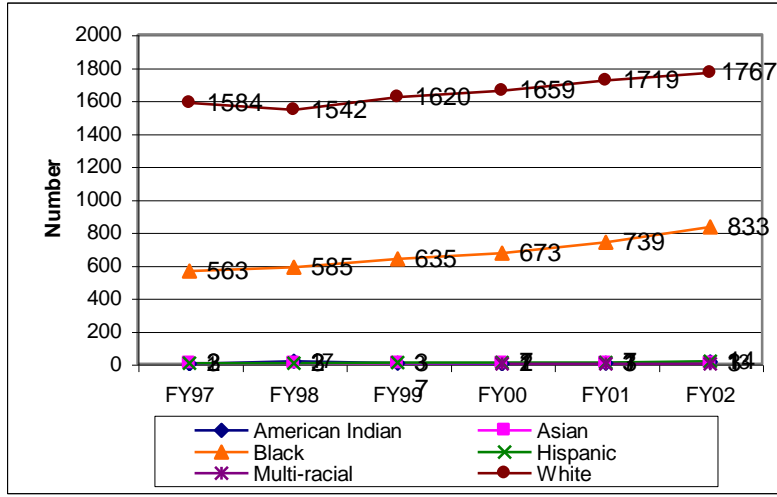


Figure 5.14. Assistant Principals by Gender, FY97-FY02
 (Source: EWRAD/PSC, 2002)

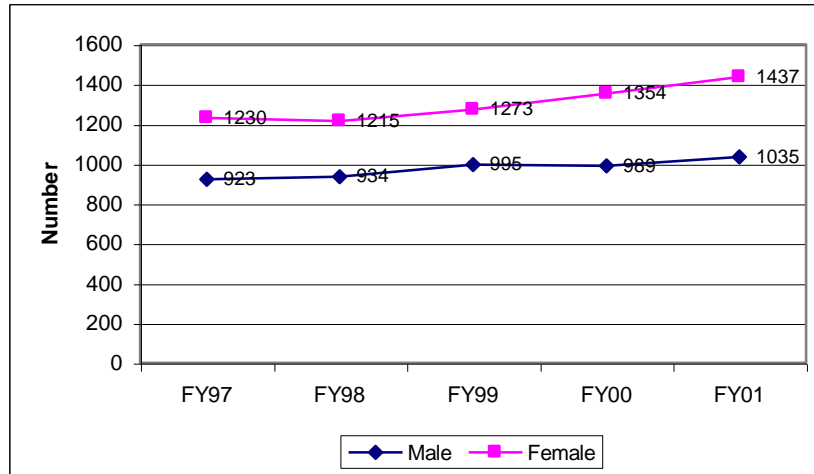
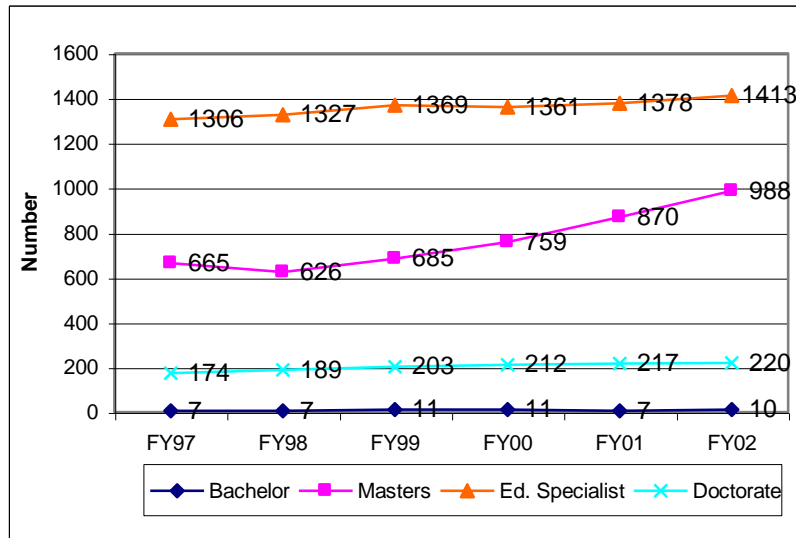


Figure 5.15. Assistant Principals by Educational Level, FY97-FY02
 (Source: EWRAD/PSC, 2002)



Curriculum Directors

In FY02, Georgia had 223 Curriculum Directors with a mean age of 52.17 years and a mean of 24.90 years of experience. The typical Curriculum Director is a White female with an Education Specialist degree (see Figures 5.16-5.18). From FY01 to FY02, increases occurred in the number of Black Curriculum Directors, the number of males, and the number of persons with Doctorate degrees.

Figure 5.16. Curriculum Directors by Ethnicity, FY97-FY02
 (Source: EWRAD/PSC, 2002)

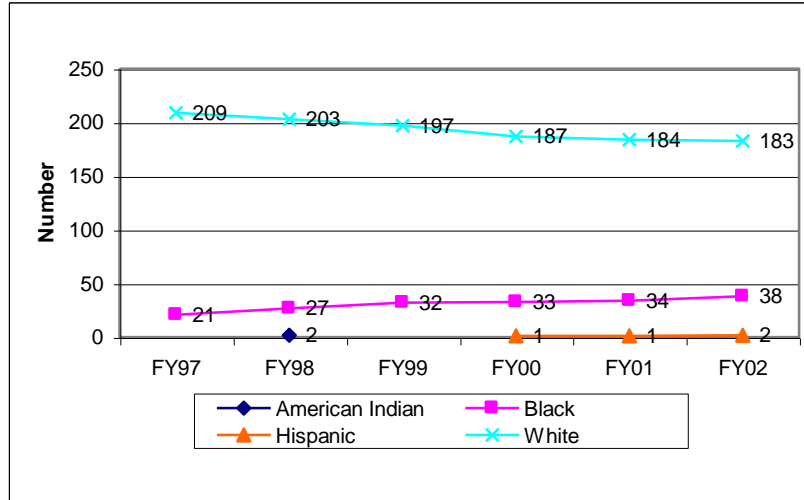


Figure 5.17. Curriculum Directors by Gender, FY97-FY02
 (Source: EWRAD/PSC, 2002)

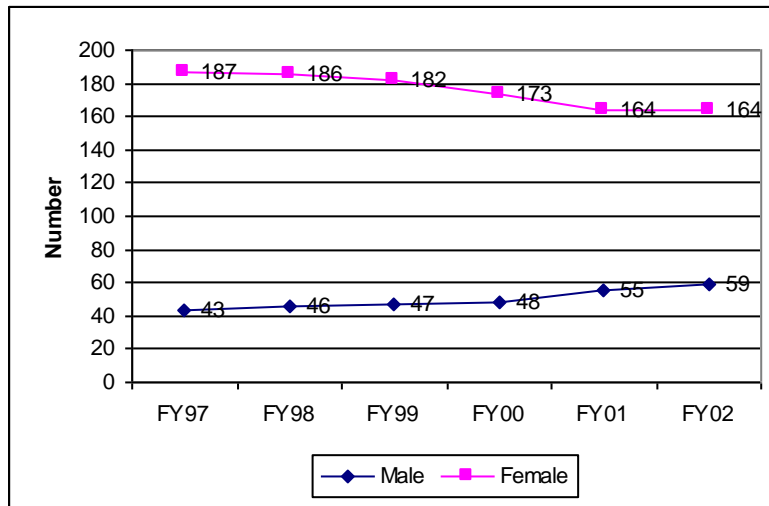
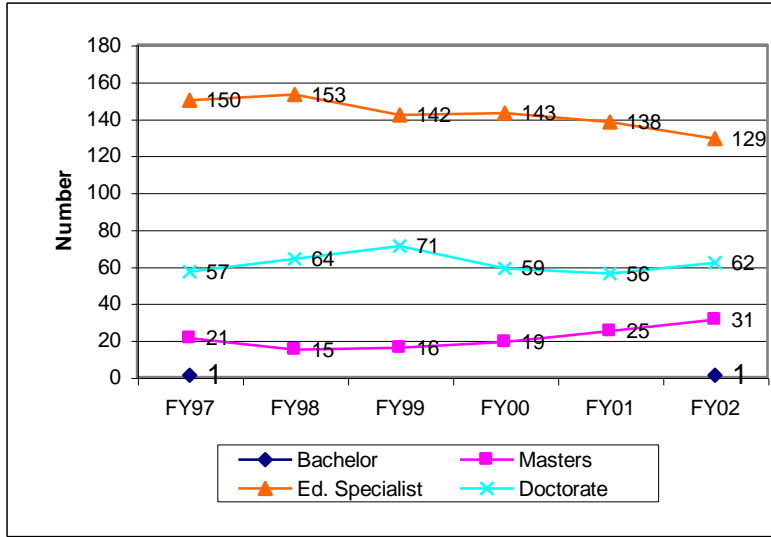


Figure 5.18. Curriculum Directors by Educational Level, FY97-FY02
(Source: EWRAD/PSC, 2002)



Technology Directors

In FY02, Georgia had 57 Technology Directors with a mean age of 48.95 years and a mean of 22.49 years of experience. The typical Technology Director is a White male with an Education Specialist degree (see Figures 5.19-5.21). From FY01 to FY02, increasing diversity occurred in this personnel group with the appearance of a Hispanic Technology Director. Also, the number of females continues to increase.

Figure 5.19. Technology Directors by Ethnicity, FY97-FY02
(Source: EWRAD/PSC, 2002)

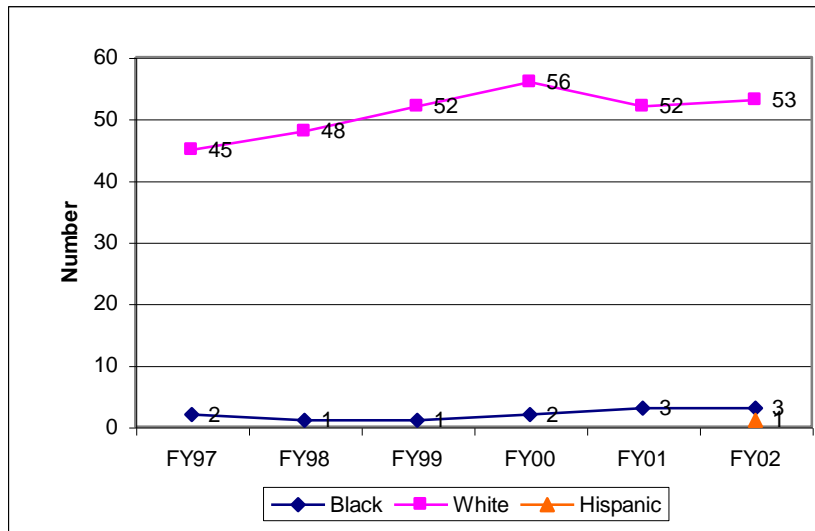


Figure 5.20. Technology Directors by Gender, FY97-FY02
(Source: EWRAD/PSC, 2002)

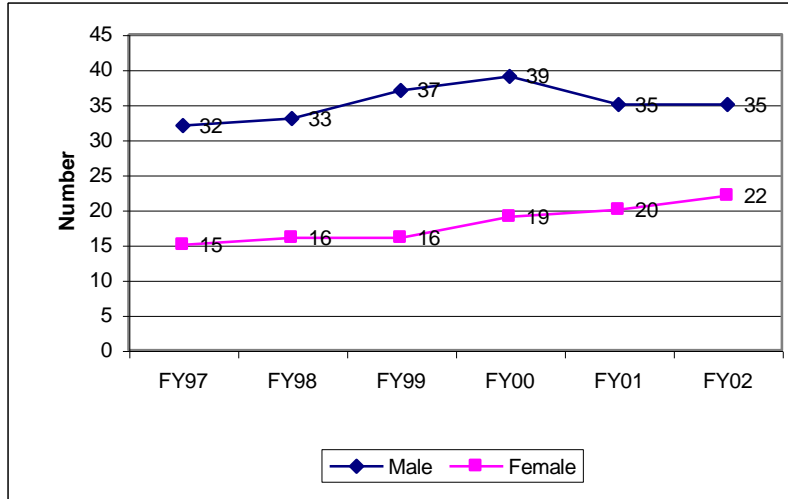
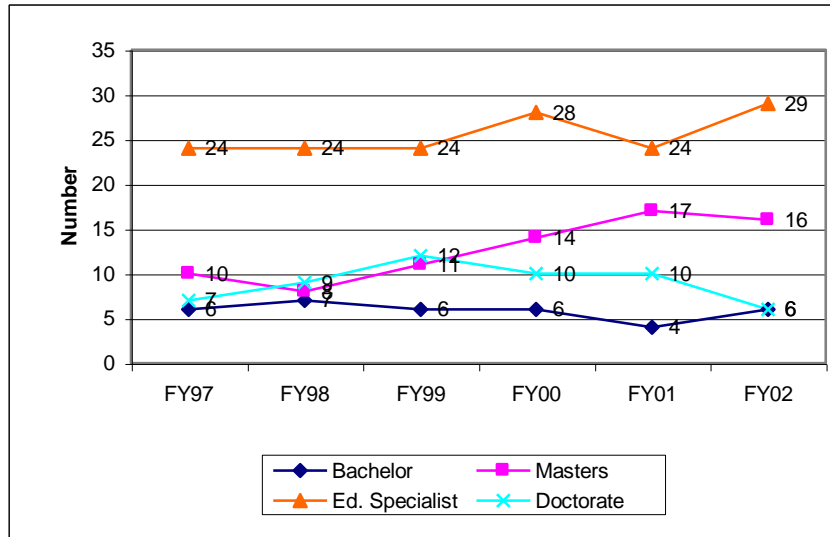


Figure 5.21. Technology Directors by Educational Level, FY97-FY02
(Source: EWRAD/PSC, 2002)



Special Education Directors

In FY02, Georgia had 159 Special Education Directors with a mean age of 49.62 years and a mean of 23.28 years of experience. The typical Special Education Director is a White female with an Education Specialist degree (see Figures 5.22-5.24). From FY01 to FY02, Special Education Directors remained a diverse group. However, the number of males decreased significantly.

Figure 5.22. Special Education Directors by Ethnicity, FY97-FY02
 (Source: EWRAD/PSC, 2002)

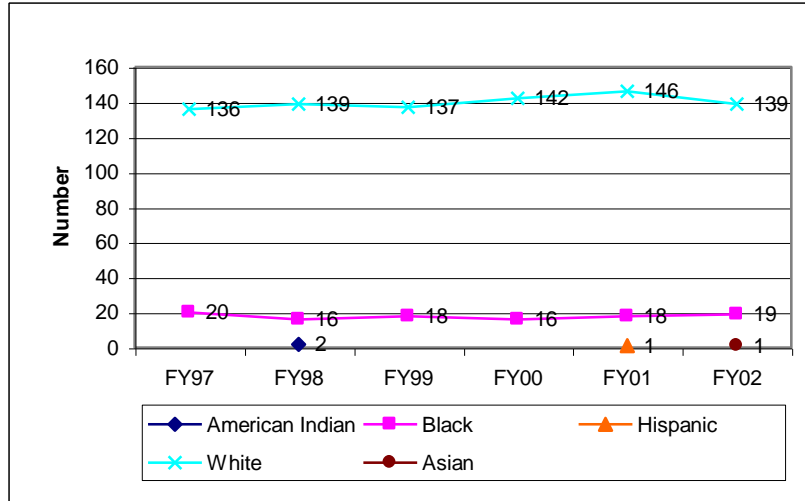


Figure 5.23. Special Education Directors by Gender, FY97-FY02
 (Source: EWRAD/PSC, 2002)

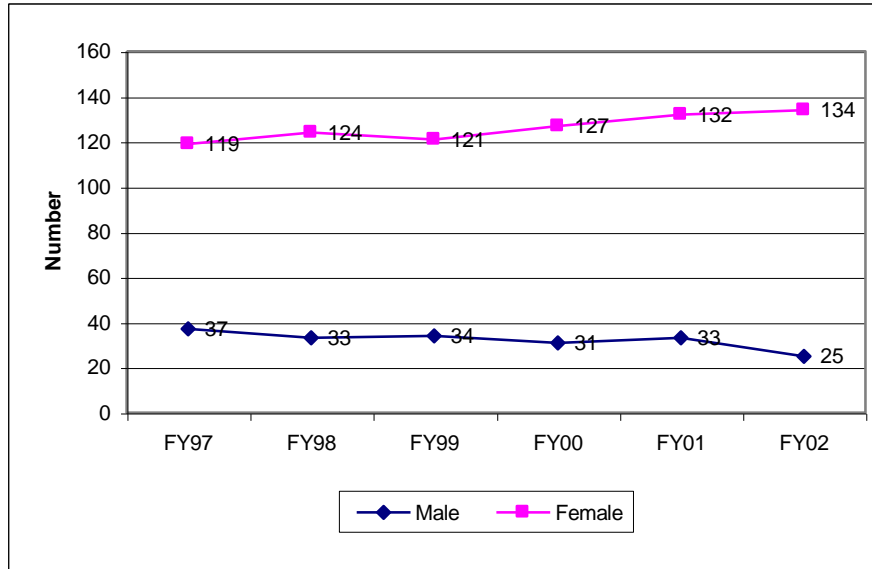
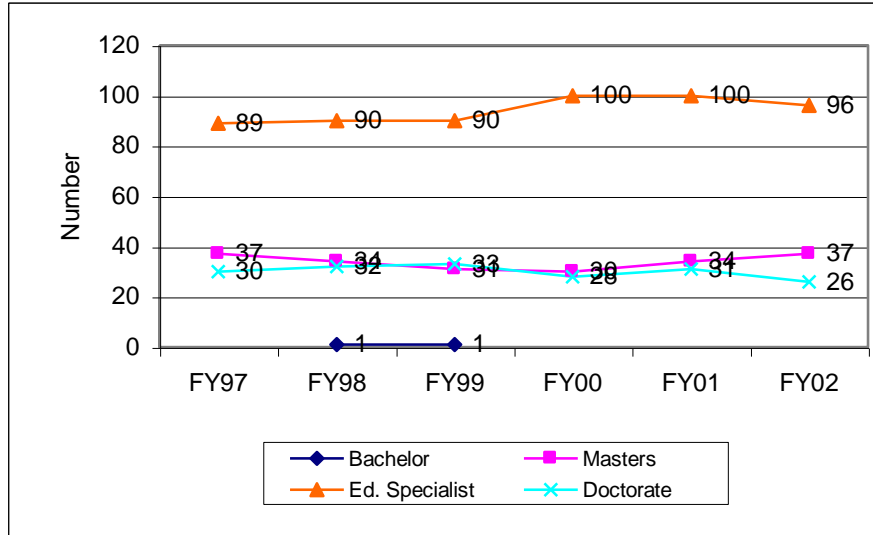


Figure 5.24. Special Education Directors by Educational Level, FY97-FY02
(Source: EWRAD/PSC, 2002)



Vocational Education Directors

In FY02, Georgia had 157 Vocational Education Directors with a mean age of 51.56 years and a mean of 24.08 years of experience. The typical Vocational Education Director is a White male with an Education Specialist degree (see Figures 5.25-5.27). From FY01 to FY02, the number of White Vocational Education Directors decreased and the number of Blacks increased. Also, the number of males continues to decrease, whereas the number of females increases. Hopefully, the female Technology Directors will help diversify Vocational Education programs and attract more non-college bound female students.

Figure 5.25. Vocational Education Directors by Ethnicity, FY97-FY02
(Source: EWRAD/PSC, 2002)

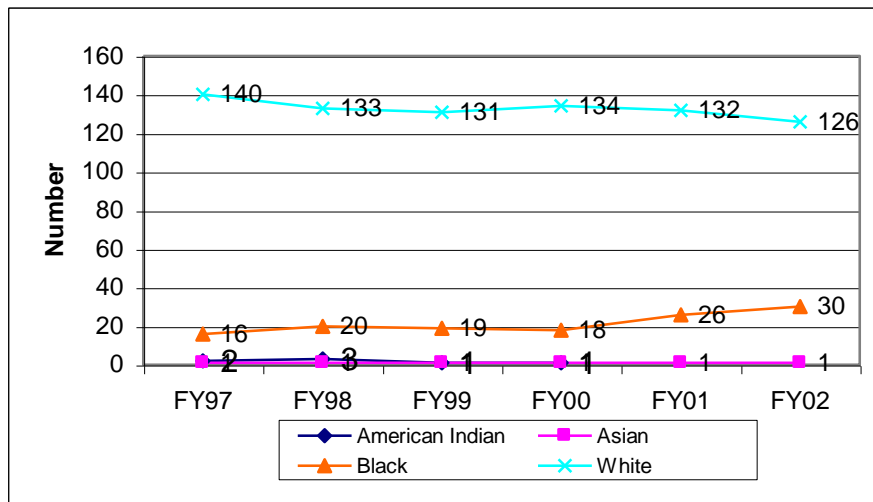


Figure 5.26. Vocational Education Directors by Gender, FY97-FY02
(Source: EWRAD/PSC, 2002)

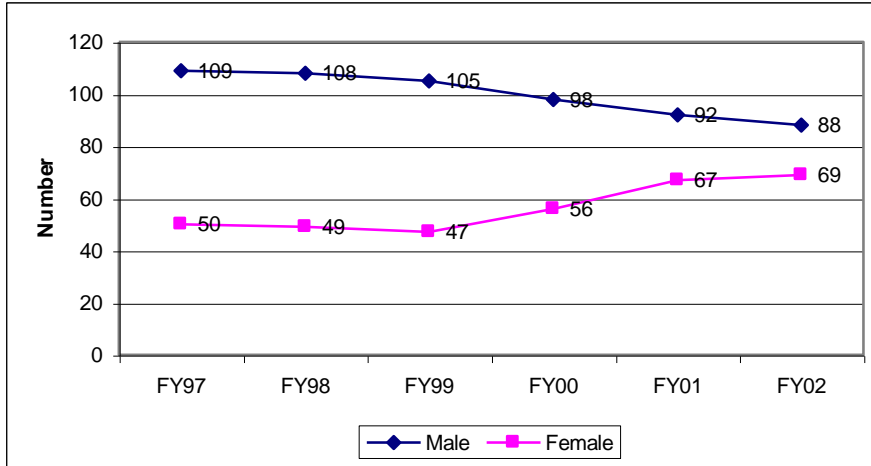
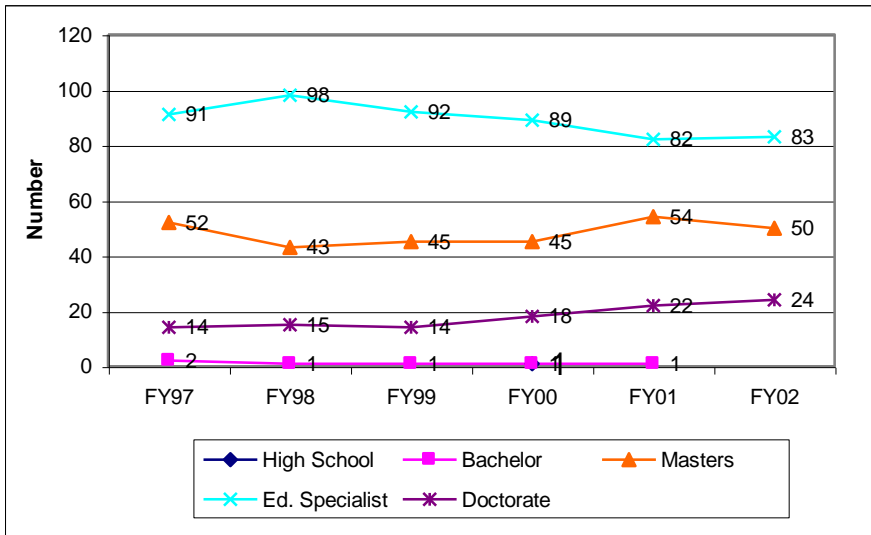


Figure 5.27. Vocational Education Directors by Educational Level, FY97-FY02
(Source: EWRAD/PSC, 2002)



Athletic Directors

In FY02, Georgia had 41 Athletic Directors with a mean age of 47.02 years and a mean of 22.27 years of experience. The typical Athletic Director is a White male with a Master’s degree (see Figures 5.28-5.30). From FY01 to FY02, significant decreases occurred in the number of White and the number of male Athletic Directors, with an overall decline of 28.1%. This trend should be watched.

Figure 5.28. Athletic Directors by Ethnicity, FY97-FY02
 (Source: EWRAD/PSC, 2002)

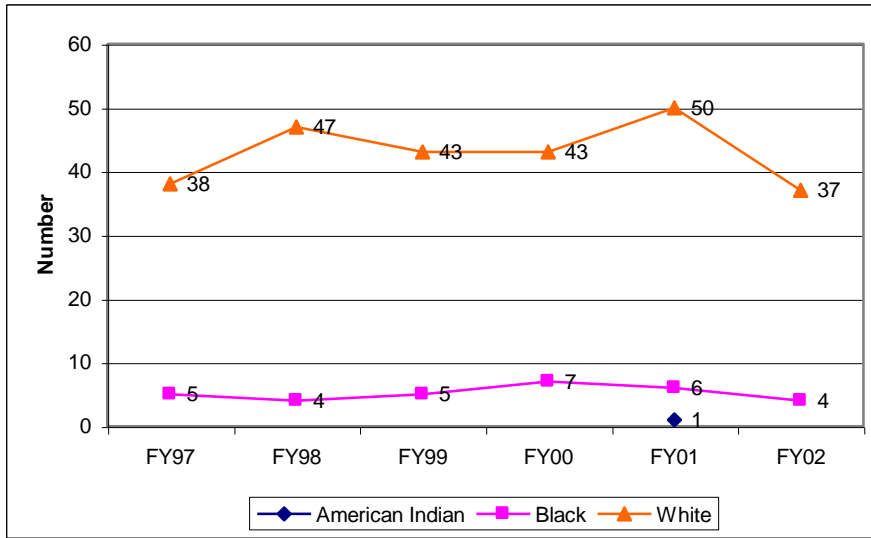


Figure 5.29. Athletic Directors by Gender, FY97-FY02
 (Source: EWRAD/PSC, 2002)

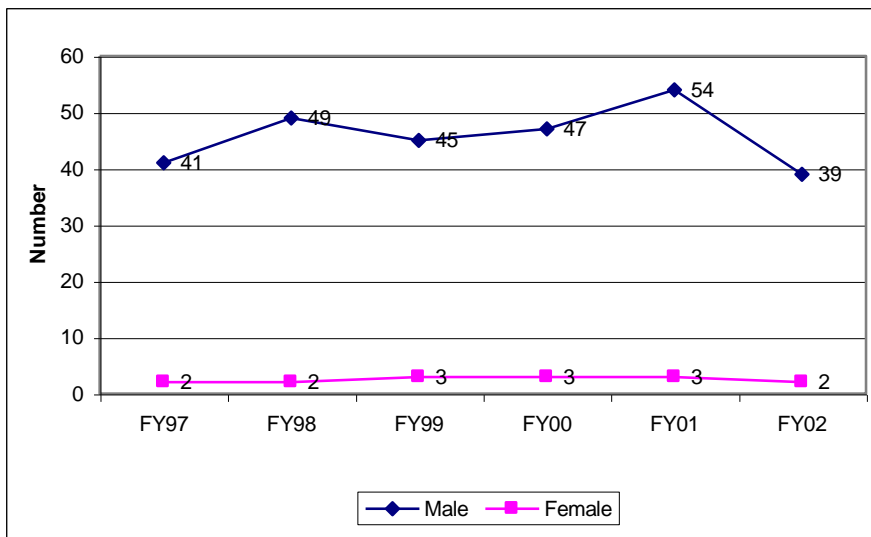
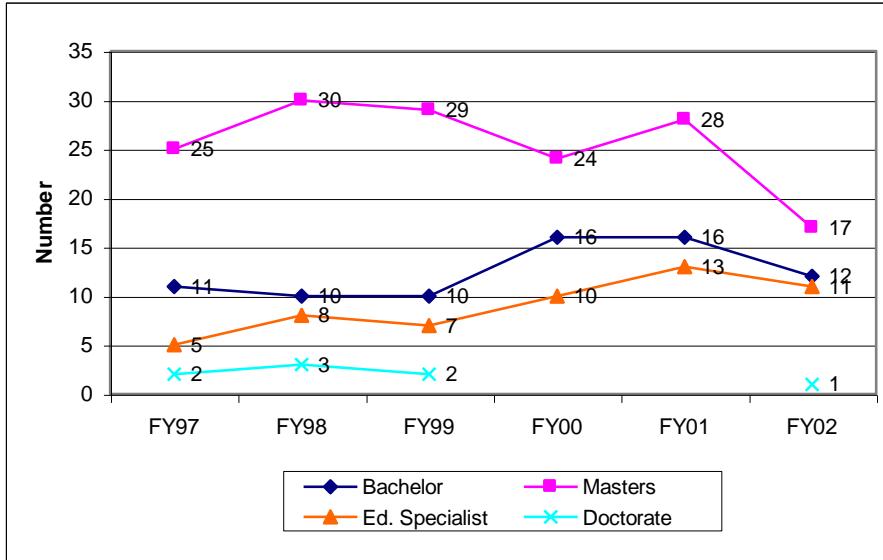


Figure 5.30. Athletic Directors by Educational Level, FY97-FY02
(Source: EWRAD/PSC, 2002)



Human Resources Directors

In FY02, Georgia had 55 Human Resources Directors with a mean age of 51.84 years and a mean of 25.67 years of experience. The typical Human Resources Director is a White female with an Education Specialist degree (see Figures 5.31-5.33). From FY01 to FY02, decreases continued to occur in the number of Whites, and in both the number of males and females.

Figure 5.31. Human Resources Directors by Ethnicity, FY97-FY02
(Source: EWRAD/PSC, 2002)

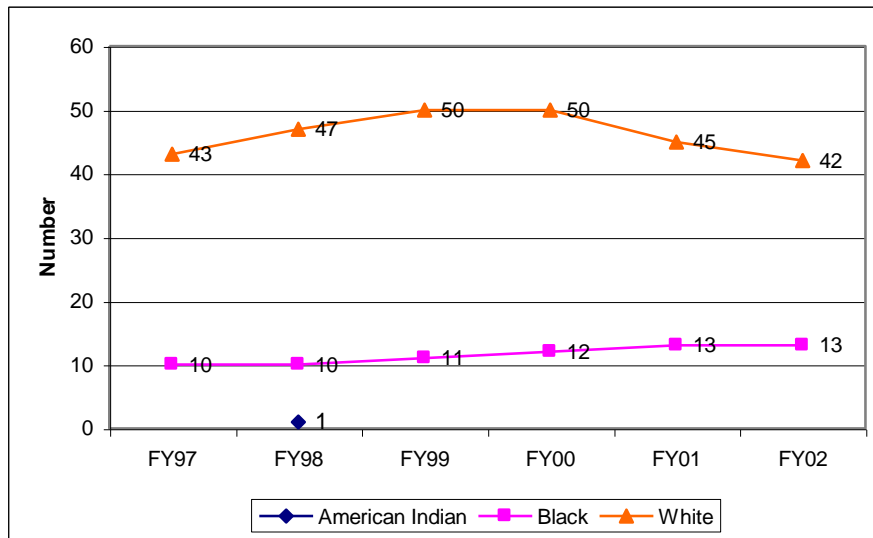


Figure 5.32. Human Resources Directors by Gender, FY97-FY02
(Source: EWRAD/PSC, 2002)

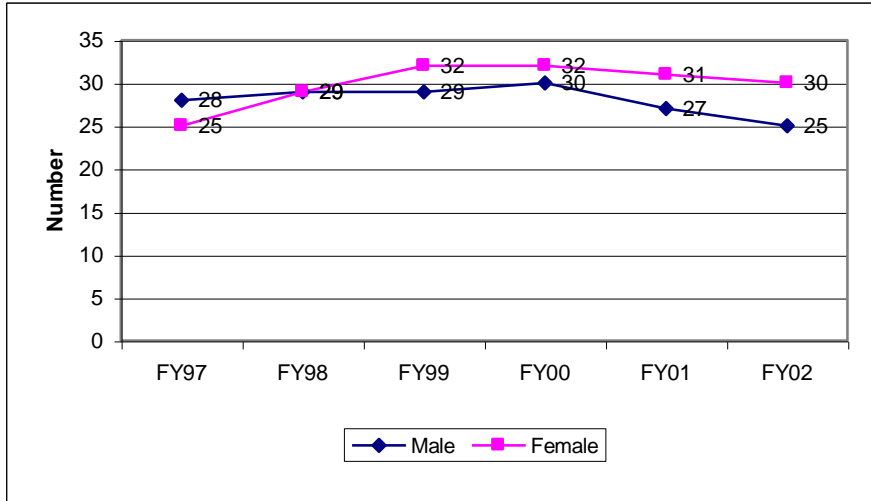
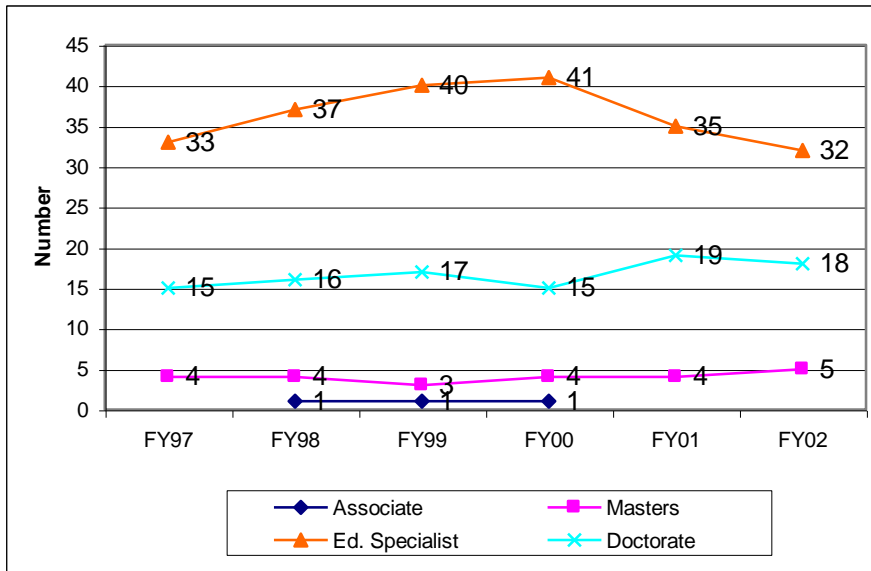


Figure 5.33. Human Resources Directors by Educational Level, FY97-FY02
(Source: EWRAD/PSC, 2002)



Instructional Supervisors

In FY02, Georgia had 815 Instructional Supervisors with a mean age of 49.22 years and a mean of 21.81 years of experience. The typical Instructional Supervisor is a White female with an Education Specialist degree (see Figures 5.34-5.36). From FY01 to FY02, decreases occurred in the number of White, Black, and American Indian Instructional Supervisors. Also, the number of females decreased.

Figure 5.34. Instructional Supervisors by Ethnicity, FY97-FY02
 (Source: EWRAD/PSC, 2002)

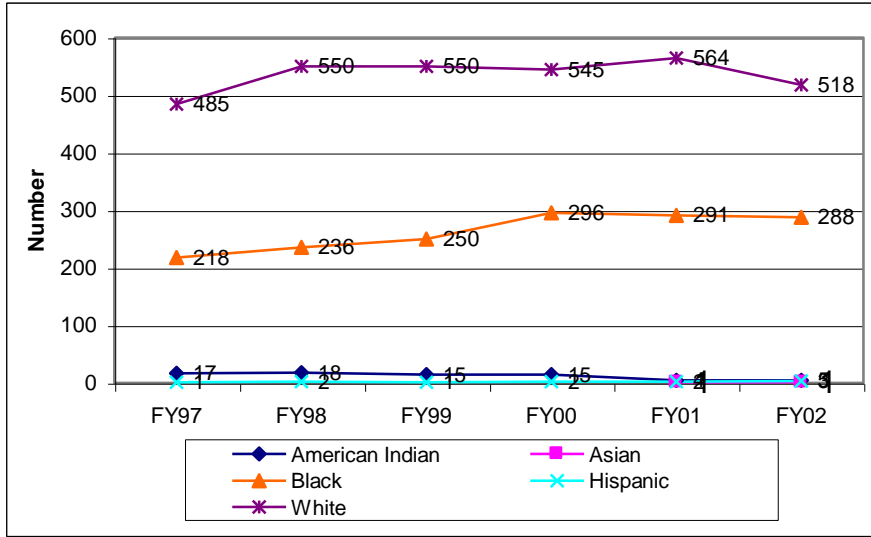


Figure 5.35. Instructional Supervisors by Gender, FY97-FY02
 (Source: EWRAD/PSC, 2002)

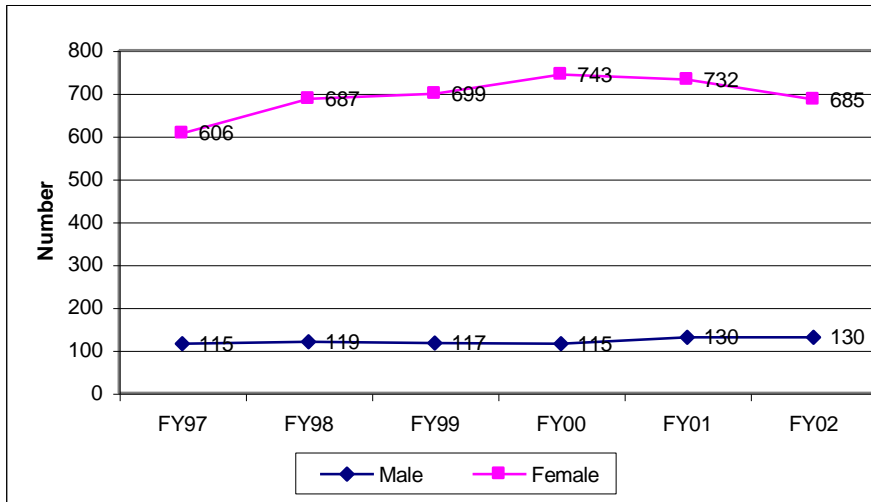
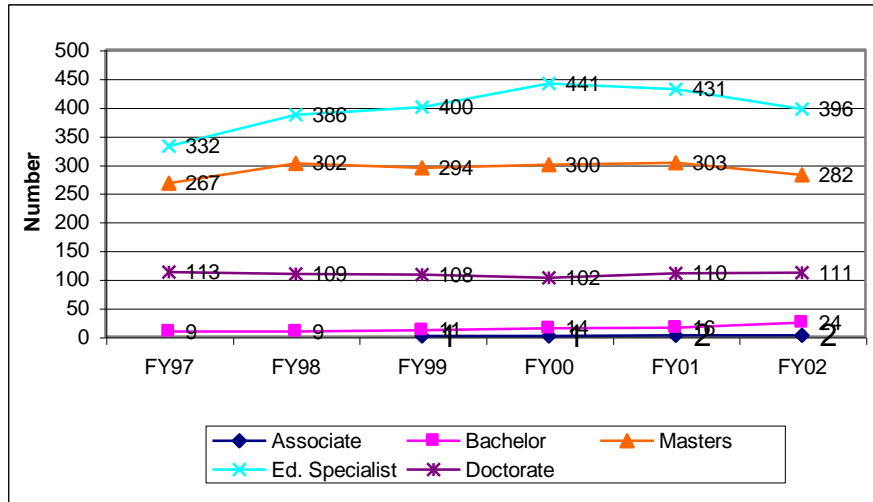


Figure 5.36. Instructional Supervisors by Educational Level, FY97-FY02
 (Source: EWRAD/PSC, 2002)



Pre-Kindergarten Directors

In FY02, Georgia had 20 Pre-Kindergarten Directors with a mean age of 53.60 years and a mean of 24.60 years of experience. The typical Pre-Kindergarten Director is a White female with an Education Specialist degree (see Figures 5.37-5.39). From FY01 to FY02, a significant decrease was seen in the number of White Pre-Kindergarten Directors. Also, decreases were seen in the number of males and females. Overall, Pre-Kindergarten Directors declined by 16.7% from FY01 (24) to FY02 (20) at a time when Pre-Kindergarten populations grew 3.3%. The RESA distribution of Pre-Kindergarten Directors in Appendix 1 shows currently that while some RESAs do not have any Pre-Kindergarten Directors at all, Southwest Georgia RESA has as many as six. Even Metro RESA, which has some of the largest school systems, has only one Pre-Kindergarten Director.

Figure 5.37. Pre-Kindergarten Directors by Ethnicity, FY97-FY02
 (Source: EWRAD/PSC, 2002)

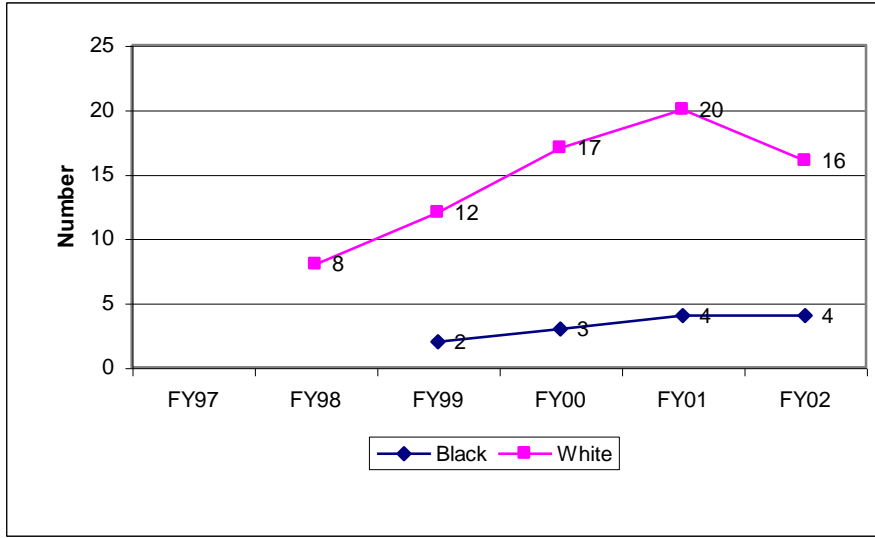


Figure 5.38. Pre-Kindergarten Directors by Gender, FY97-FY02
 (Source: EWRAD/PSC, 2002)

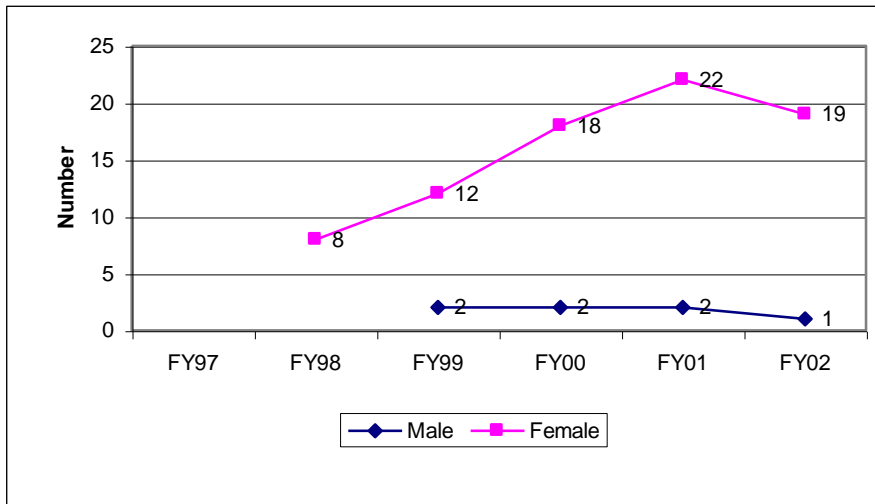
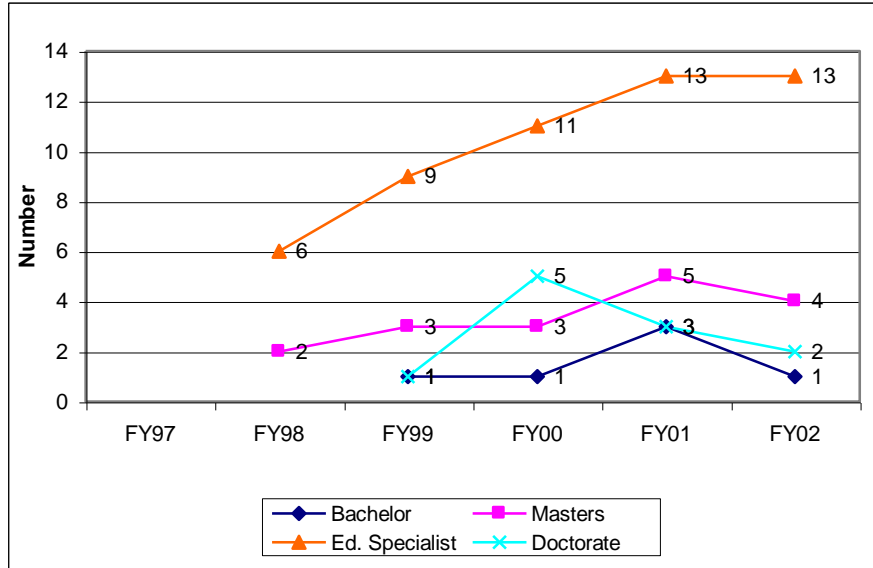


Figure 5.39. Pre-Kindergarten Directors by Educational Level, FY97-FY02
(Source: EWRAD/PSC, 2002)



Kindergarten Directors

In FY02, Georgia had 2 Kindergarten Directors with a mean age of 63.00 years and a mean of 34.00 years of experience. One of the directors was White, the other Black. Likewise, one director was male, the other female (see Figures 5.40-5.41). From FY01 to FY02, no change occurred in the ethnic or gender breakdown of Kindergarten Directors.

Figure 5.40. Kindergarten Directors by Ethnicity, FY97-FY02
(Source: EWRAD/PSC, 2002)

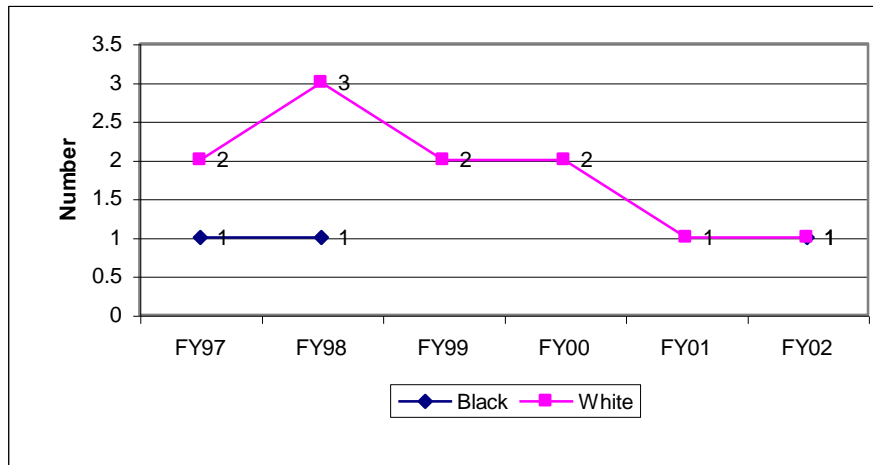
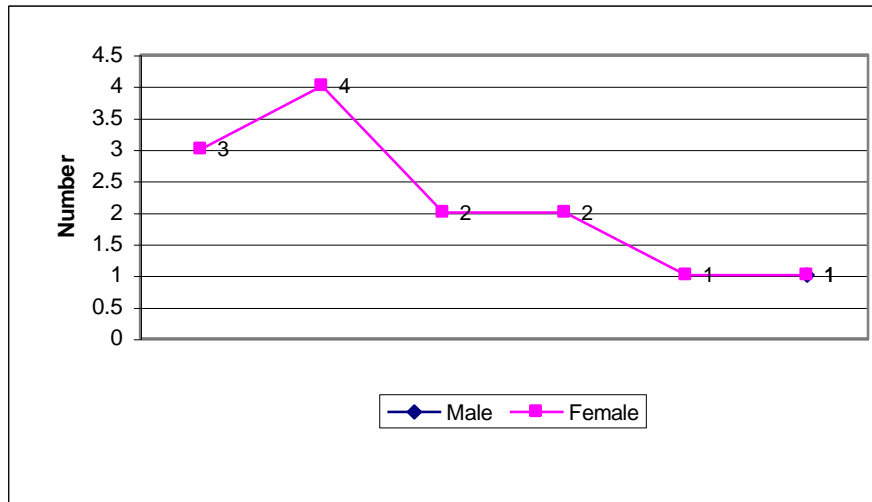


Figure 5.41. Kindergarten Directors by Gender, FY97-FY02
(Source: EWRAD/PSC, 2002)



Student Services Personnel

Georgia's student services personnel workforce has an average annual growth rate of 5.25% between FY97 and FY02 (see Table 5.2). As Table 5.2 shows, each category of student services personnel experienced growth from FY01 to FY02. Categories that have experienced continuous growth from FY97 to FY02 include High School Counselors, Media Specialists, School Psychologists, and School Social Workers.

Table 5.2. Student Services Personnel In Georgia, FY97-FY02

Category	FY97	FY98	FY99	FY00	FY01	FY02
Elementary Grades Counselor	1,153	1,070	1,100	1,162	1,297	1,371
High School Counselor	NA	578	663	800	927	981
Middle Grades Counselor	1,438	1,066	1,051	953	926	967
Media Specialists	1,987	1,999	2,013	2,046	2,092	2,137
Nurses	5	11	NA	NA	NA	NA
Speech & Language Pathologists	904	776	1,297	1,415	1,477	1,543
School Psychologists	496	531	549	549	583	630
School Social Workers	365	373	395	400	449	483
Other Student Services	897	1,121	1,132	1,094	1,046	1,235
Total	7,245	7,525	8,200	8,419	8,797	9,347
Year-to-Year Growth Rate		3.86	8.97	2.67	4.49	6.25

Source: EWRAD/PSC, 2002
NA – Data not available

Elementary Grades Counselors

In FY02, Georgia had 1,371 Elementary Grades Counselors with a mean age of 44.56 years and a mean of 14.47 years of experience. The typical Elementary Grades Counselor is a White female with a Master's degree (see Figures 5.42-5.44). From FY01 to FY02, the number of Black and White Elementary Grades

Counselors increased. Concerted effort needs to be made to increase the number of Hispanic Counselors to match the rising Hispanic enrollment at these levels. Also, increases occurred in the number of males and females.

Figure 5.42. Elementary Grades Counselors by Ethnicity, FY97-FY02
(Source: EWRAD/PSC, 2002)

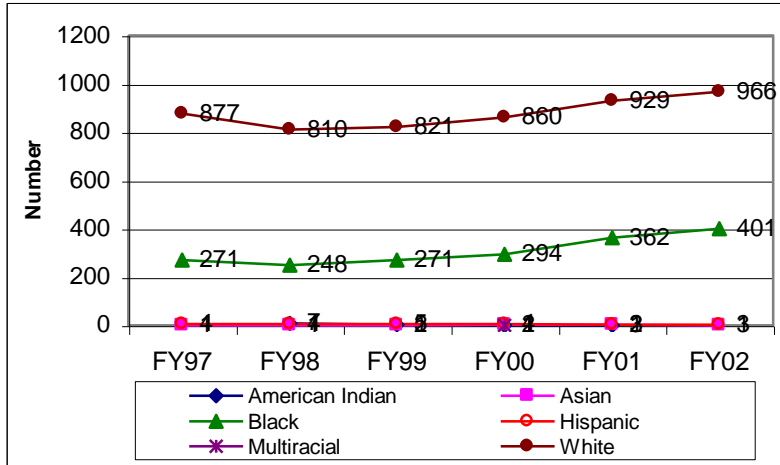


Figure 5.43. Elementary Grades Counselors by Gender, FY97-FY02
(Source: EWRAD/PSC, 2002)

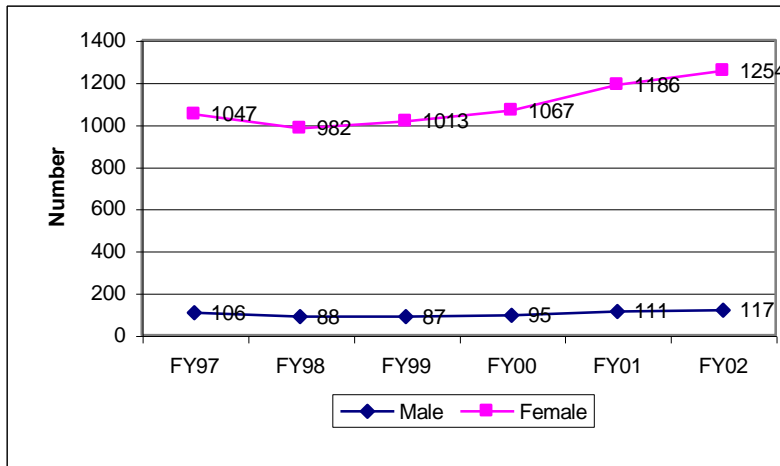
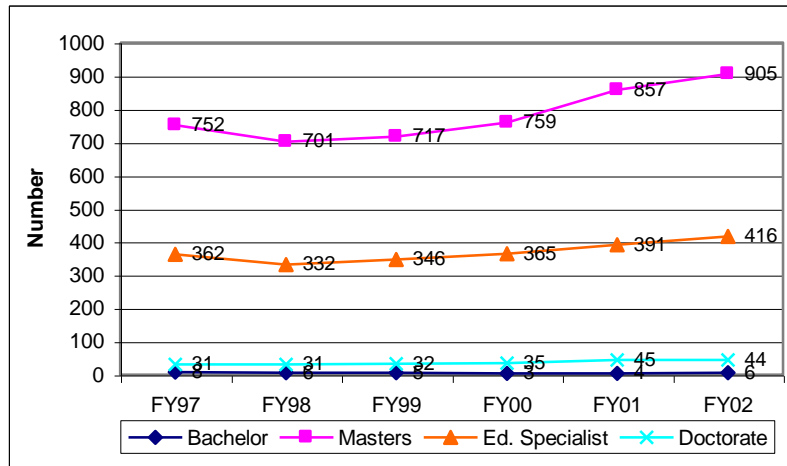


Figure 5.44. Elementary Grades Counselors by Educational Level, FY97-FY02
(Source: EWRAD/PSC, 2002)



Middle Grades Counselors

In FY02, Georgia had 967 Middle Grades Counselors with a mean age of 45.33 years and a mean of 15.60 years of experience. The typical Middle Grades Counselor is a White female with a Master's degree (see Figures 5.45-5.47). From FY01 to FY02, increases occurred in the number of Black and White Middle Grades Counselors, and the number of males and females. Also, the number of Masters and Education Specialist degree holders increased.

Figure 5.45. Middle Grades Counselors by Ethnicity, FY97-FY02
(Source: EWRAD/PSC, 2002)

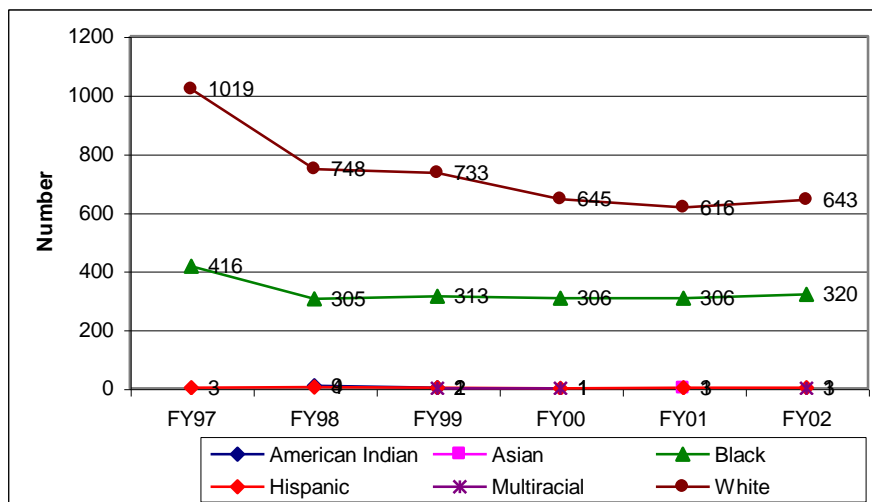


Figure 5.46. Middle Grades Counselors by Gender, FY97-FY02
(Source: EWRAD/PSC, 2002)

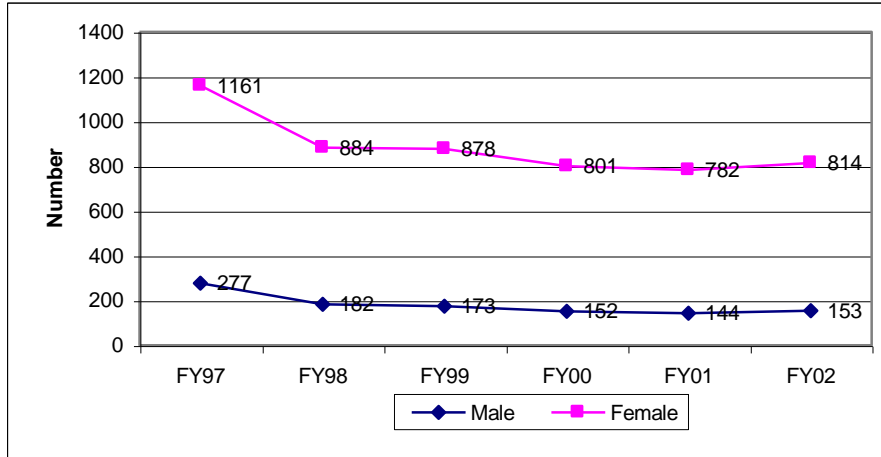
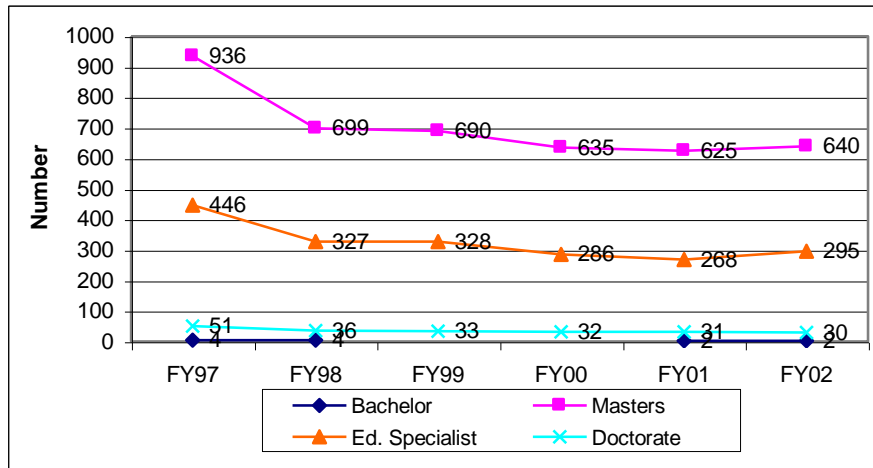


Figure 5.47. Middle Grades Counselors by Educational Level, FY97-FY02
(Source: EWRAD/PSC, 2002)



High School Counselors

In FY02, Georgia had 981 High School Counselors with a mean age of 47.13 years and a mean of 17.86 years of experience. The typical High School Counselor is a White female with a Master's degree (see Figures 5.48-5.50). From FY01 to FY02, the number of Black and White High School Counselors and the number of females increased. However, the number of males decreased. Also, increases were seen in each degree category.

Figure 5.48. High School Counselors by Ethnicity, FY97-FY02
 (Source: EWRAD/PSC, 2002)

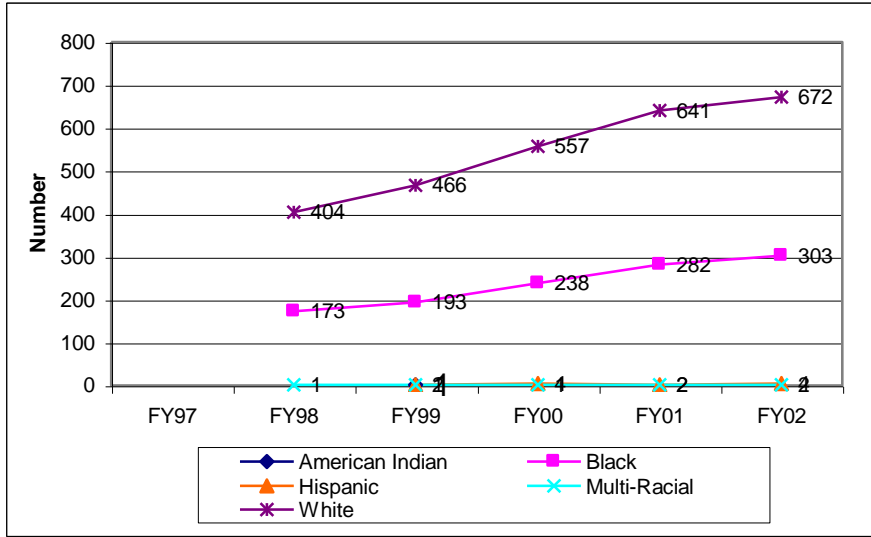


Figure 5.49. High School Counselors by Gender, FY97-FY02
 (Source: EWRAD/PSC, 2002)

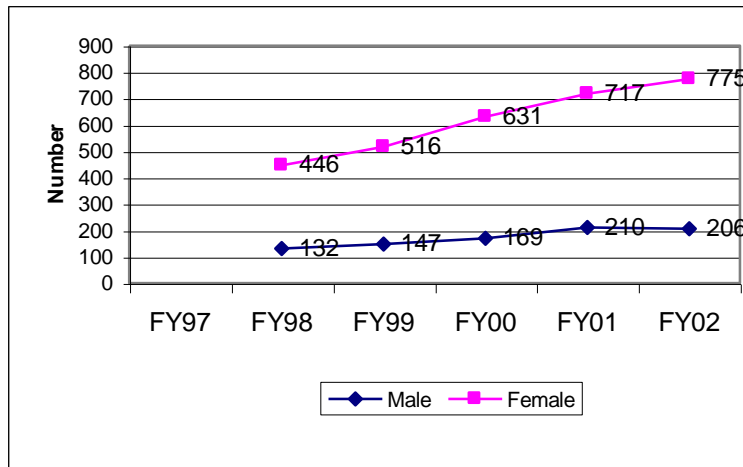
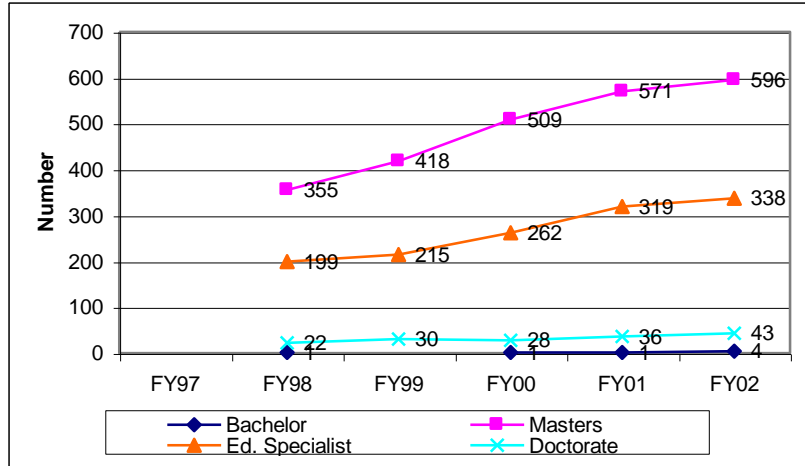


Figure 5.50. High School Counselors by Educational Level, FY97-FY02
(Source: EWRAD/PSC, 2002)



Media Specialists

In FY02, Georgia had 2,137 Media Specialists with a mean age of 49.31 years and a mean of 19.08 years of experience. The typical Media Specialist is a White female with a Master's degree (see Figures 5.51-5.53). From FY01 to FY02, the number of minority Media Specialists either decreased or remained unchanged, with the exception being an increase in the number of American Indians. Increases also occurred in the number of males and females and in each degree category.

Figure 5.51. Media Specialists by Ethnicity, FY97-FY02
(Source: EWRAD/PSC, 2002)

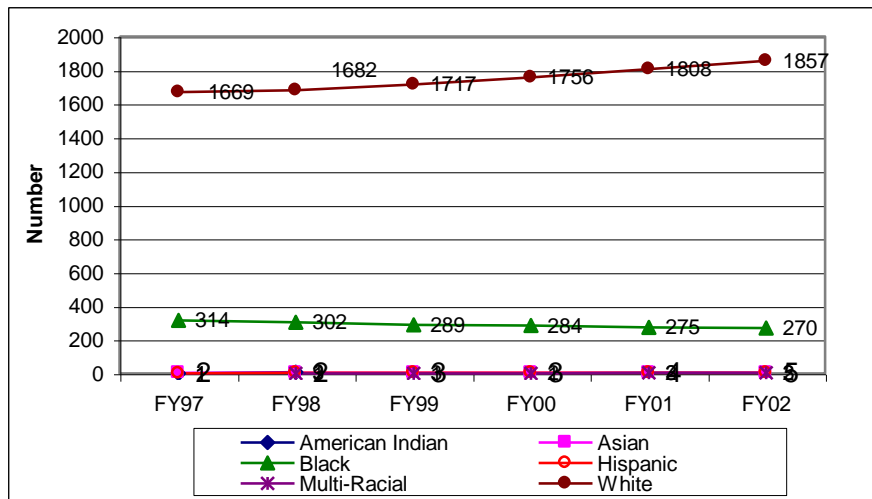


Figure 5.52. Media Specialists by Gender, FY97-FY02
(Source: EWRAD/PSC, 2002)

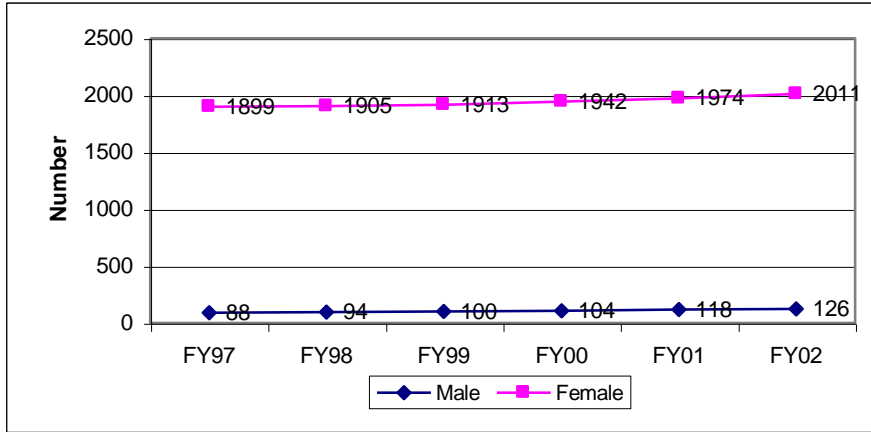
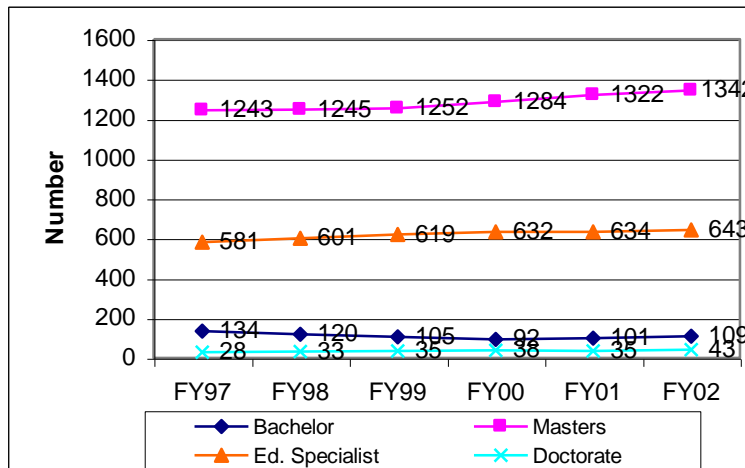


Figure 5.53. Media Specialists by Educational Level, FY97-FY02
(Source: EWRAD/PSC, 2002)



Speech and Language Pathologists

In FY02, Georgia had 1,543 Speech and Language Pathologists with a mean age of 38.70 years and a mean of 10.54 years of experience. The typical Speech and Language Pathologist is a White female with a Master's degree (see Figures 5.54-5.56). From FY01 to FY02, diversity increased in this personnel category with all ethnic groups (White, Black, Asian, American Indian, Hispanic, and Multiracial) represented. Also, the number of females significantly increased.

Figure 5.54. Speech and Language Pathologists by Ethnicity, FY97-FY02
 (Source: EWRAD/PSC, 2002)

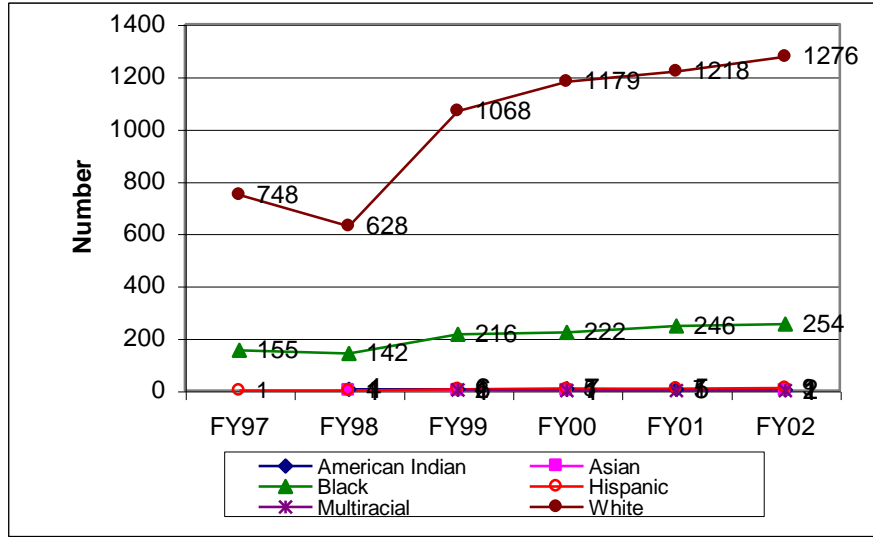


Figure 5.55. Speech and Language Pathologists by Gender, FY97-FY02
 (Source: EWRAD/PSC, 2002)

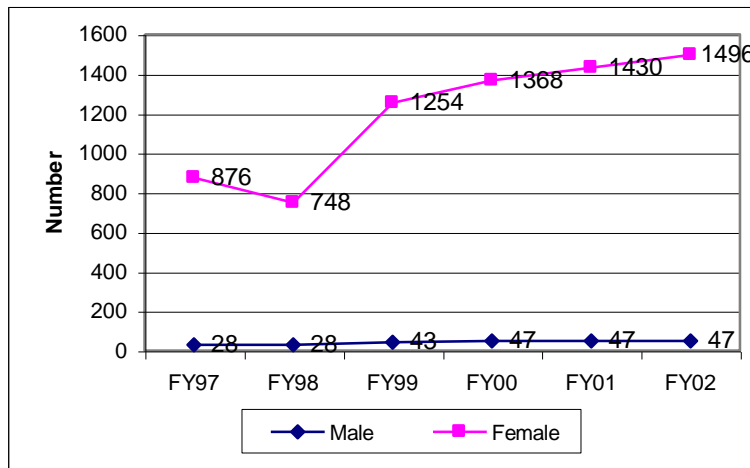
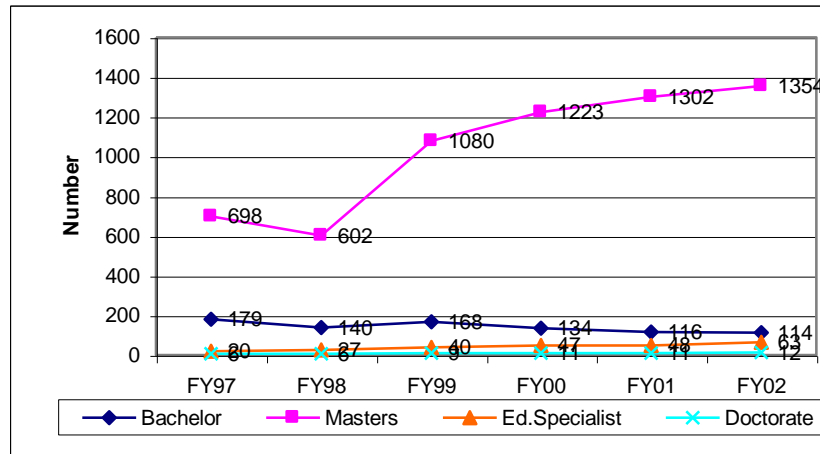


Figure 5.56. Speech and Language Pathologists by Educational Level, FY97-FY02
(Source: EWRAD/PSC, 2002)



School Psychologists

In FY02, Georgia had 630 School Psychologists with a mean age of 44.28 years and a mean of 14.30 years of experience. The typical School Psychologist is a White female with an Education Specialist degree (see Figures 5.57-5.59). From FY01 to FY02, the number of White and Black School Psychologists increased. Also, a large increase occurred in the number of females, while there was a decrease in the number of males.

Figure 5.57. School Psychologists by Ethnicity, FY97-FY02
(Source: EWRAD/PSC, 2002)

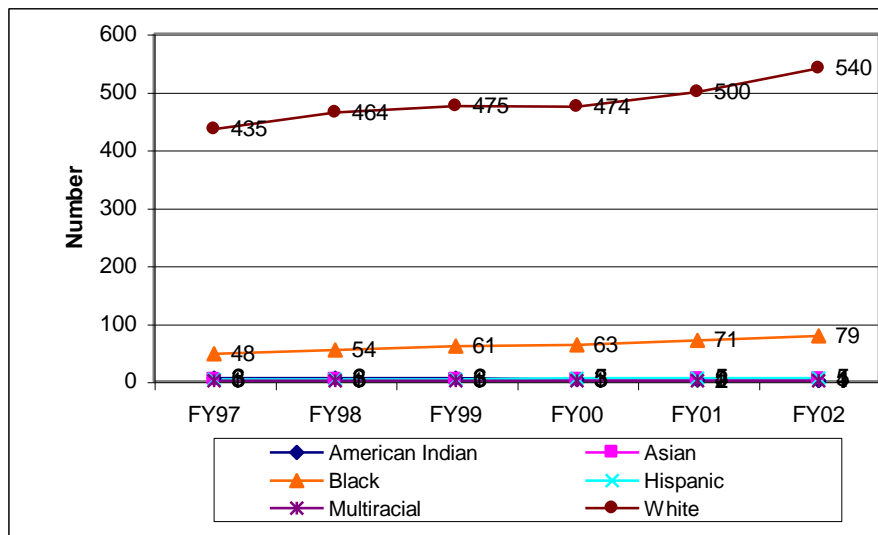


Figure 5.58. School Psychologists by Gender, FY97-FY02
(Source: EWRAD/PSC, 2002)

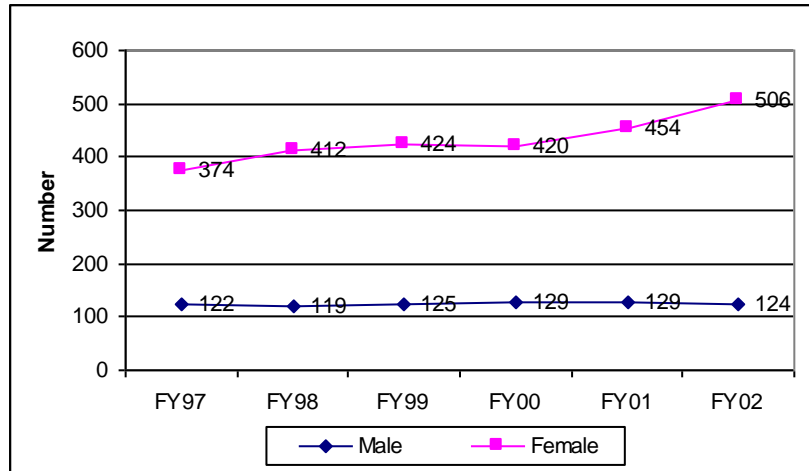
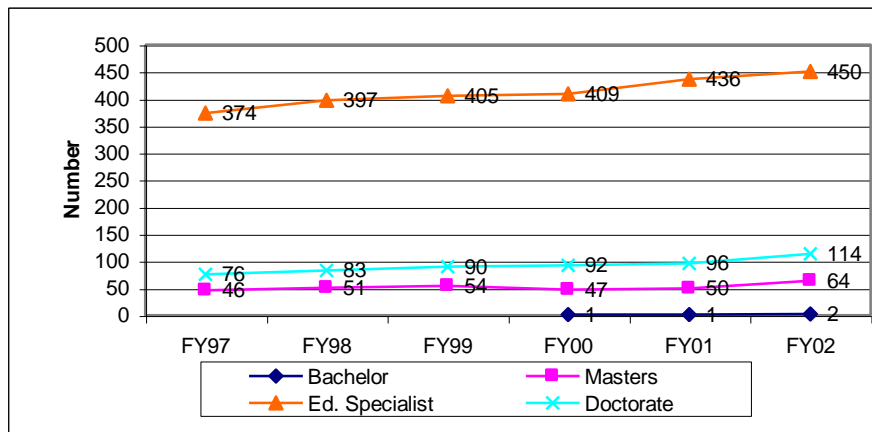


Figure 5.59. School Psychologists by Educational Level, FY97-FY02
(Source: EWRAD/PSC, 2002)



School Social Workers

In FY02, Georgia had 483 School Social Workers with a mean age of 44.14 years and a mean of 13.64 years of experience. The typical School Social Worker is a White female with a Master's degree (see Figures 5.60-5.62). From FY01 to FY02, the number of Black and White School Social Workers and the number of females increased.

Figure 5.60. School Social Workers by Ethnicity, FY97-FY02
 (Source: EWRAD/PSC, 2002)

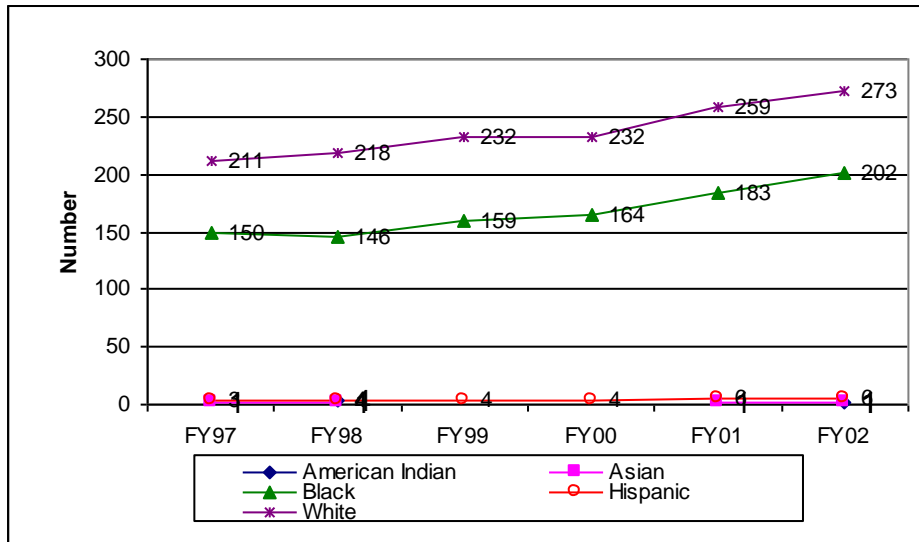


Figure 5.61. School Social Workers by Gender, FY97-FY02
 (Source: EWRAD/PSC, 2002)

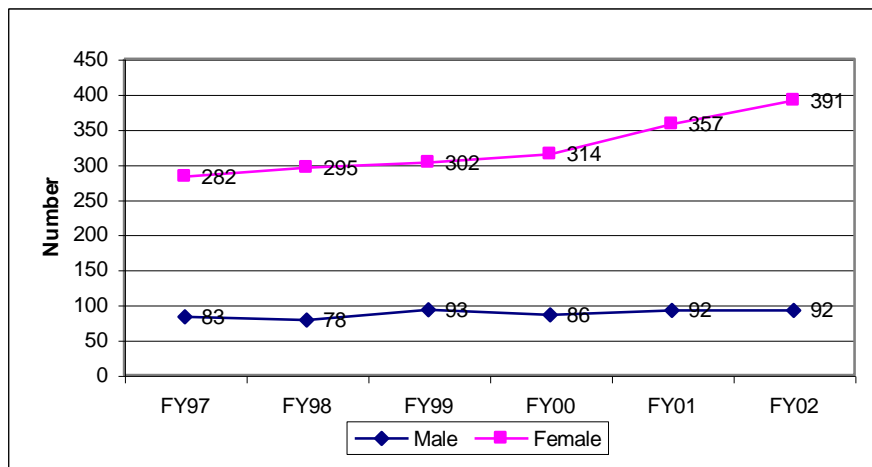
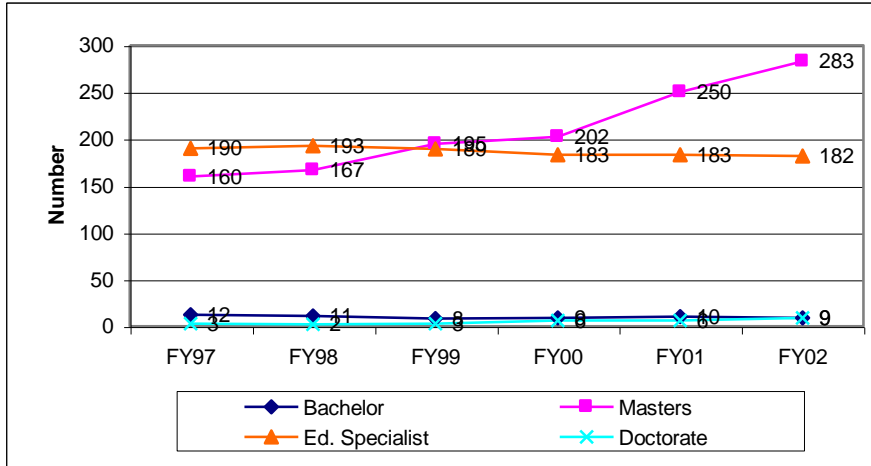


Figure 5.62. School Social Workers by Educational Level, FY97-FY02
 (Source: EWRAD/PSC, 2002)



Appendices 1-4 present further demographic information on Georgia's FY02 administrative and student services personnel. In particular, the distribution of these personnel groups by RESA and certificate type is presented.

In chapter six, the demand of administrative and student services personnel is discussed.

Chapter 6: Demand of Administrative and Student Services Personnel

Attrition of Administrative Personnel

Attrition of Principals

The number of Principals who left Georgia school systems increased from 238 in FY98 to 311 in FY01, representing 12.3% and 15.2%, respectively, of the total number of Principals in those years. The majority of these Principals are White (see Table 6.1). Figure 6.1 shows a comparison of Principal and teacher attrition. Notice that Principal attrition is much higher than teacher attrition.

Table 6.1. Ethnicity of Principals that Left School System, FY98-FY01

Ethnicity	FY98		FY99		FY00		FY01	
	#	%	#	%	#	%	#	%
American Indian	3	1.3	1	0.35	1	0.3	2	0.6
White	171	71.8	215	75.9	226	73.6	222	71.4
Hispanic	1	0.4	NA	NA	NA	NA	NA	NA
Black	61	25.6	67	23.7	80	26.1	87	28.0
Asian	2	0.8	NA	NA	NA	NA	NA	NA
TOTAL Attrition	238	100	283	100	307	100	311	100
Principal Total	1,942		1,959		1,993		2,048	
Attrition as %	12.26		14.45		15.4		15.19	

Source: EWRAD/PSC, 2002
NA – Data not available

Figure 6.1. Comparing Attrition Among Principals and Teachers, FY98-FY01

(Source: EWRAD/PSC, 2002)

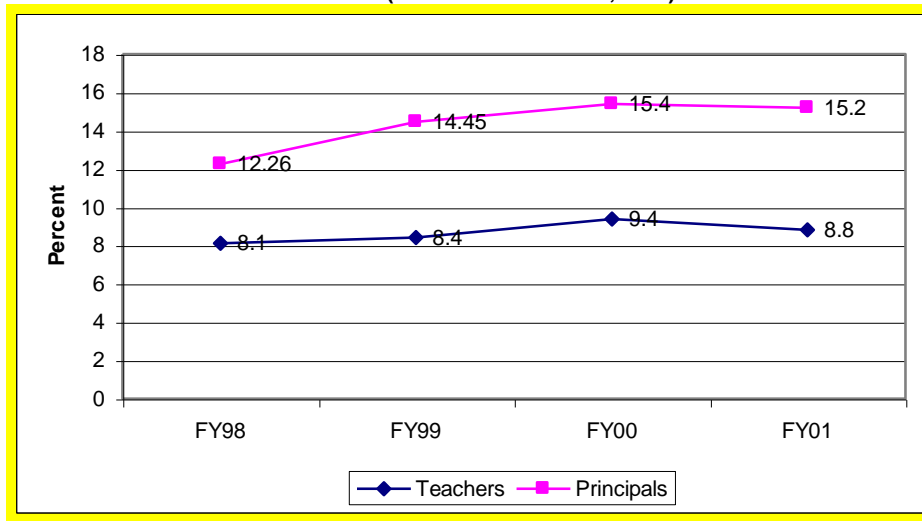


Table 6.2 shows that of the Principals that left in FY01, their ages ranged from 32 to 72 years.

Table 6.2. Experience and Age of Principals Who Left, FY98-FY01

EXPERIENCE	FY98	FY99	FY00	FY01
Number	238	283	307	311
Minimum	4	0	5	1
Maximum	47	46	49	49
Mean	27.03	25.83	25.52	25.86
Std. Deviation	6.98	6.75	6.73	7.20
AGE	FY98	FY99	FY00	FY01
Number	238	283	307	311
Minimum	33	27	33	32
Maximum	76	72	73	72
Mean	53.21	52.12	52.16	53.53
Std. Deviation	7.17	6.96	6.61	6.50

Source: EWRAD/PSC, 2002

Table 6.2 also shows that some of the individuals became Principals with hardly any experience. The years of experience of the Principals who left in FY01 ranged from one to 49 years. The minimum age and experience of these Principals suggests that some of them were not lost to retirement.

With regards to mobility, system mobility is not very common among Principals, ranging from only 2.57% in FY98 to 3.33% in FY01 (see Table 6.3). Mobility among current Principals who were in the same RESA the previous year is even smaller, ranging from 0.80% in FY02 to 2.03% in FY98 (see Table 6.4).

Table 6.3. Principals in Current Year That Were Employed in the Same System the Previous Year, FY98-FY01

Principals	FY98		FY99		FY00		FY01	
	#	%	#	%	#	%	#	%
Stayers	1,874	96.50	1,884	96.17	1,898	95.23	1,915	95.27
New Hires	18	0.93	16	0.82	24	1.20	28	1.39
Movers	50	2.57	59	3.01	71	3.56	67	3.33
TOTAL	1,942	100	1,959	100	1,993	100	2,010	100

Source: EWRAD/PSC, 2002

Table 6.4. Principals' Mobility With Regard to RESAs, FY98-FY02

Principals	FY98		FY99		FY00		FY01		FY02	
	#	%	#	%	#	%	#	%	#	%
Remained in RESA from Previous Year	1,641	98.0	1,680	98.6	1,652	98.6	1,667	98.9	1,684	99.2
Moved to a New RESA	34	2.0	24	1.4	24	1.4	19	1.1	15	0.8
Total	1,675	100	1,704	100	1,676	100	1,686	100	1,699	100

Source: EWRAD/PSC, 2002

Table 6.5 depicts the RESA distribution of the Principals who left the public school system from FY98 to FY01. It also shows the number of Principals lost as a proportion of the total number of Principals.

Metro RESA lost the highest number (n=77) of Principals, followed by Southwest Georgia (n=29) and First District (n=27) RESAs. Although Metro RESA lost the highest in raw numbers, proportionally it was one of the lowest in attrition (12.7%). In fact, RESAs that seem to have lost a very high proportion of their Principals in FY02 are Southwest Georgia (28.2%), Griffin (21.2%), Chattahoochee (19.2%), Middle Georgia (18.6%), West Georgia (17.4%) and North Georgia (17.3%) RESAs.

Table 6.5. Principal Attrition by RESA as a Proportion of the Number of Principals in the RESA, FY98-FY01

RESA	FY98		FY99		FY00		FY01	
	#	%	#	%	#	%	#	%
Central Savannah	16	12.80	24	19.05	17	13.93	16	12.50
Chattahoochee	11	11.70	14	14.89	12	12.37	19	19.19
Coastal Plains	7	11.86	9	15.79	9	16.67	8	13.79
First District	25	14.45	37	20.90	21	12.21	27	15.17
Griffin	15	16.13	13	13.40	11	11.34	22	21.15
Heart of Georgia	3	6.98	4	9.30	12	26.67	5	11.90
Metro	67	11.75	63	10.96	92	15.59	77	12.73
Middle Georgia	11	11.83	15	15.63	17	17.35	19	18.63
North Georgia	5	6.49	19	24.68	14	17.50	14	17.28
Northeast Georgia	9	9.57	11	11.58	20	20.41	17	16.50
Northwest Georgia	18	12.08	26	17.11	33	21.57	19	12.50
Oconee	6	15.79	7	21.21	5	14.71	5	13.51
Okefenokee	5	11.36	6	13.64	3	6.52	7	14.29
Pioneer	13	12.15	10	9.35	14	12.39	12	9.92
Southwest Georgia	12	11.88	15	14.42	12	10.71	29	28.16
West Georgia	15	18.29	10	12.20	15	18.29	15	17.44
TOTAL	238	12.26	283	14.45	307	15.40	311	15.19

Source: EWRAD/PSC, 2002

Attrition of Assistant Principals

Similar to the pattern of attrition among Principals, attrition among Assistant Principals rose from 340 in FY98 to 525 in FY01. Some of these individuals are promoted to replace the Principals who leave the school systems. Table 6.6 shows the racial distribution of these Assistant Principals that left the school systems in FY01. The majority of those that left are White followed by Black.

Table 6.6. Ethnicity of Assistant Principals that left School System, FY98-FY01

Ethnicity	FY98		FY99		FY00		FY01	
	#	%	#	%	#	%	#	%
American Indian	4	1.2	1	0.20	0	0	NA	NA
Asian	0	0	0	0.20	0	0	1	0.19
Black	99	29.1	115	25.8	130	26.21	140	26.7
Hispanic	0	0	3	0.70	2	0.40	NA	NA
Multiracial	0	0	0	0	1	0.20	NA	NA
White	237	69.7	325	73	363	73.19	384	73.1
TOTAL	340	100	445	100	496	100	525	100

Source: EWRAD/PSC, 2002

The mean age of the Assistant Principals who left in FY01 was 48 years, with a range from 29 to 69 years. The average years of experience was 20 years (see Table 6.7). As is the case with Principals, there is a need to examine more closely the reason for this annual exodus of administrators since retirement does not appear to offer a total explanation.

Table 6.7. Experience and Age of Assistant Principals Who Left, FY98-FY01

EXPERIENCE	FY98	FY99	FY00	FY01
Number	340	445	496	525
Minimum	1	0	2	0
Maximum	44	45	39	40
Mean	20.54	20.29	20.71	20.35
Std. Deviation	7.67	7.98	8.01	8.02
AGE	FY98	FY99	FY00	FY01
Number	340	445	496	525
Minimum	27	26	25	29
Maximum	74	70	67	68
Mean	47.16	47.07	47.52	48.33
Std. Deviation	8.09	8.12	8.32	8.48

Source: EWRAD/PSC, 2002

Table 6.8 shows the distribution of Assistant Principal attrition by RESA. Also shown is attrition from each RESA as a percentage of Assistant Principals in that RESA. In FY02, Assistant Principals have a higher rate of attrition than Principals at 19.95% compared to 15.19% for Principals. This might be due to the fact that the Assistant Principal group is losing members to promotions into Principal positions. Proportionally, some of the greatest losses from Assistant Principal positions are in Okefenokee (38.2%), Middle Georgia (30.4%), Southwest Georgia (29.4%), Chattahoochee (25.5%), Northeast Georgia (24.3%), Central Savannah (24.1%), and West Georgia (22.5%) RESAs.

Although the FY02 attrition rate for Assistant Principals (19.6%) is higher than that of Principals, it is good to note that it declined from FY01 (21.2%). Perhaps the slowing economy led to postponement of retirement.

Table 6.8. Assistant Principal Attrition by RESA as a Proportion of the Number of Assistant Principals in the RESA, FY98-FY01

RESA	FY98		FY99		FY00		FY01	
	#	%	#	%	#	%	#	%
Central Savannah	21	17.95	22	20.37	38	35.85	27	24.11
Chattahoochee	10	11.90	20	24.10	12	13.64	24	25.53
Coastal Plains	12	15.00	17	19.32	16	18.82	18	19.78
First District	36	20.34	56	30.27	37	19.68	45	21.63
Griffin	17	14.41	19	14.96	24	17.91	32	21.19
Heart of Georgia	5	15.15	9	22.50	12	33.33	4	11.43
Metro	100	12.69	136	16.17	168	18.79	151	14.86
Middle Georgia	26	30.23	21	25.00	27	29.35	28	30.43
North Georgia	15	16.30	29	28.71	27	28.13	21	19.81
Northeast Georgia	14	14.29	16	15.38	34	30.91	29	24.37
Northwest Georgia	23	18.40	35	26.52	35	25.74	37	21.51
Oconee	2	6.67	5	14.71	8	24.24	7	20.59
Okefenokee	8	21.62	9	24.32	7	20.59	13	38.24
Pioneer	15	15.96	15	14.85	23	22.12	29	21.17
Southwest Georgia	20	16.95	23	19.66	13	11.11	35	29.41
West Georgia	16	22.22	13	15.12	15	16.67	25	22.52
TOTAL	340	15.82	445	19.62	496	21.17	525	19.95

Source: EWRAD/PSC, 2002

As with Principals, mobility is low among Assistant Principals. Specifically, 92 to 94% of personnel who became or remained Assistant Principals stayed in their RESAs from year-to-year as shown in Table 6.9. For those who were Assistant Principals, the previous year's retention is even higher (98-99%), as shown in Table 6.10. Thus, mobility accounts for less than 2% of the annual demand for Assistant Principals.

Table 6.9. Assistant Principals in Current Year That Were (or Were Not) in the Same System the Previous Year, FY98-FY02

Assistant Principals	FY98		FY99		FY00		FY01		FY02	
	#	%	#	%	#	%	#	%	#	%
Remained in RESA from Previous Year	1,744	98.92	1,788	98.84	1,802	98.85	1,821	98.59	1,920	98.61
Moved to a New RESA	19	1.08	21	1.16	21	1.15	26	1.41	27	1.41
TOTAL	1,763	100	1,809	100	1,823	100	1,847	100	1,947	100

Source: EWRAD/PSC, 2002

Table 6.10. Assistant Principals' Mobility with Regard to RESAs, FY98-FY01

Assistant Principals	FY98		FY99		FY00		FY01	
	#	%	#	%	#	%	#	%
Stayers	2,034	94.65	2,100	92.59	2,176	92.87	2,293	92.75
New Hires	38	1.77	46	2.03	47	2.01	52	2.11
Movers	77	3.58	122	5.38	120	5.12	127	5.14
TOTAL	2,149	100	2,268	100	2,343	100	2,472	100

Source: EWRAD/PSC, 2002

Attrition of Other Administrators

Table 6.11 shows the number of personnel lost each year from administrative positions other than Principal and Assistant Principal. FY01 attrition for other administrative personnel was 19.5%. Table 6.12 shows that although some of these administrative personnel left the system, others remained in the school system but in different positions. For instance, in FY01 103 individuals became Assistant Principals, 56 became Principals, and 265 left Georgia's school system. Eighty-three percent (n=231) of the administrative personnel who stayed in the Georgia public school system remained in the same school system. In FY01, consistent with previous years, 51.4% of the administrative personnel took other positions within the school system. This means that they are not lost to the Georgia school systems, but lost to the position.

Table 6.11. Attrition of Personnel Other Than Principals and Assistant Principals, FY98-FY01

Category	FY98		FY99		FY00		FY01	
	#	%	#	%	#	%	#	%
Assistant Superintendent	18	5.07	27	5.71	31	5.89	24	4.40
Athletic Director	11	3.10	16	3.38	13	2.47	30	5.50
Curriculum Director	18	5.07	35	7.40	28	5.32	38	6.97
Human Resources Director	5	1.41	9	1.90	9	1.71	11	2.02
Instructional Supervisor	135	38.03	170	35.94	194	36.88	217	39.82
Other Administrators	108	30.42	120	25.37	152	28.90	141	25.87
Pre-K Director	1	0.28	0	0	0	0	2	0.37
RESA Director	3	0.85	2	0.42	3	0.57	1	0.18
Special Education Director	10	2.82	16	3.38	21	3.99	24	4.40
Superintendent	17	4.79	38	8.03	31	5.89	22	4.04
Technology Director	7	1.97	10	2.11	13	2.47	5	0.92
Vocational Director	22	6.20	30	6.34	30	5.70	30	5.50
TOTAL	355	100	473	100	526	100	545	100

Source: EWRAD/PSC, 2002

Table 6.12. Following Year Classification of Other Administrators Who Left Their Positions, FY98-FY01

Following Year Classification	FY98 Other Admin.	FY99 Other Admin.	FY00 Other Admin.	FY01 Other Admin.
Assistant Principal	51	73	74	103
Elementary Grades Teachers	12	11	16	4
Elementary Grades Counselors	0	2	0	7
High School Counselors	3	0	3	1
High School Teachers	15	19	11	22
Kindergarten Teachers	1	0	0	0
Middle Grades Counselors	1	0	0	0
Middle Grades Teachers	7	9	11	6
Other Student Services Staff	27	15	37	51
Other Teachers	3	5	8	9
Pre-K Teachers	0	0	0	0
Principal	33	58	56	56
School Psychologists	2	3	2	3
School Social Workers	1	3	2	4
Special Education Teachers	8	8	16	7
Vocational Education Teachers	4	3	8	6
Out of Georgia Systems	187	264	282	265
TOTAL Attrition	355	473	526	545
Attrition as % of Other Admin.	13.1	17.3	18.9	19.5
Still in Georgia	168	209	248	280
Same School System	139	171	206	231
Still in GA as % of Attrition	47.3	44.2	47.1	51.4

Source: EWRAD/PSC, 2002

Attrition of Student Services Personnel

This section examines the rate and patterns of attrition of student services personnel between FY98 and FY01. According to Table 6.13, the FY01 attrition rate for this personnel group was 9.37%, a decline from FY00 (11.90%). Although these individuals may be lost to the student services personnel group, many remain in the school systems in other roles and capacities.

Table 6.13. Personnel Category of Student Services Personnel that left the Workforce, FY98-FY01

Category	FY98		FY99		FY00		FY01	
	#	%	#	%	#	%	#	%
Elementary Grades Counselor	80	9.37	78	8.17	113	11.28	102	11.64
High School Counselor	55	6.44	62	6.49	69	6.89	90	10.27
Middle Grades Counselor	75	8.78	81	8.48	97	9.68	69	7.88
Media Specialist	146	17.10	147	15.39	155	15.47	152	17.35
Nurse	11	1.29	N/A	N/A	N/A	N/A	N/A	N/A
Other Student Services Staff	318	37.24	337	35.29	303	30.24	210	23.97
School Psychologist	41	4.80	41	4.29	44	4.39	43	4.91
School Social Worker	34	3.98	38	3.98	39	3.89	25	2.85
Speech & Language Pathologist	94	11.01	171	17.91	182	18.16	185	21.12
TOTAL	854	100	955	100	1,002	100	876	100
All Student Services Personnel	7,525		8,200		8,419		9,347	
Attrition %	11.35		11.65		11.90		9.37	

Source: EWRAD/PSC, 2002

NA – Data not available

Table 6.14 shows that many student services personnel who leave their position become administrators or teachers.

Table 6.14. Classifications of Leavers the Following Year, FY98-FY01

Following Year Classification	FY98	FY99	FY00	FY01
Assistant Principal	30	45	59	33
Elementary Grades Teacher	74	80	89	39
High School	24	50	19	30
Instructional Specialist	3	8	6	5
Kindergarten Teacher	13	8	9	8
Middle Grades Teacher	29	40	28	23
Other Administrators	63	58	75	47
Other Teachers	8	24	6	11
Pre-K Teacher	6	5	1	4
Principal	5	4	8	2
Special Education Teacher	58	87	116	63
Vocational Education Teacher	4	7	7	9
Total Still in Georgia	317	416	423	274
Not in Georgia Public School System	537	539	579	602
TOTAL	854	955	1,002	876

Source: EWRAD/PSC, 2002

The attrition of administrative and student services personnel seemed to have reached a peak in FY00 and declined in FY01. This matches patterns predicted in the *2001 Status Report* that hypothesized attrition is high when the economy is strong and low when it is weak.

Projections of the Demand for Administrative and Student Services Personnel

The number of administrative and student services personnel needed from year-to-year is determined by two factors:

1. Student enrollment counts and learning needs, and
2. Department of Education (DOE) and the Southern Association of Colleges and Schools (SACS) rules and standards.

Table 6.15 shows a projection of demand for administrative and student services personnel based on their past years pattern of growth.

The average growth column was determined using an average of the annual growth from FY98-FY02. Three years of data were used for High School Counselors and Speech and Language Pathologists due to prior years of unstable data. The average growth rate was, in turn, used to project the number of personnel needed for FY03, FY07, and FY12.

In the administrative personnel group, the fastest growing categories are the Assistant Principals, Principals, and Pre-Kindergarten Directors; the highest growth rate within the 5-year period was recorded for Pre-Kindergarten Directors (30.3%). The projections show a decline in the number of Curriculum and Human Resources Directors. Among the student services personnel group, the highest growth rate was recorded for the High School Counselor group (10.8%), a drop from 17% in FY01. On the other hand, the Middle Grades Counselor group has continued to decline.

**Table 6.15. Projections for Administrative and Student Services Personnel, FY98-
FY12**

Category	FY98	FY99	FY00	FY01	FY02	Avg. Growth	Projections		
							FY03	FY07	FY12
ADMINISTRATIVE									
RESA Director	16	16	15	16	16	1.001042	16	16	16
Superintendent	179	180	178	179	184	1.007007	185	191	197
Assistant Superintendent	190	198	201	216	227	1.045702	237	284	355
Principal	1,942	1,959	1,993	2,010	2,048	1.013386	2,075	2,189	2,339
Assistant Principal	2,149	2,268	2,343	2,472	2,631	1.051955	2,768	3,389	4,366
Human Resources Director	58	61	62	58	55	0.987969	54	52	49
Curriculum Director	232	229	221	219	223	0.990337	221	212	202
Technology Director	49	53	58	55	57	1.040153	59	69	84
Special Education Director	157	155	158	165	159	1.003639	160	162	165
Vocational Education Director	157	152	154	159	157	1.0003	157	157	157
Instructional Supervisor	806	816	858	862	815	1.003504	818	829	844
Kindergarten Director	4	2	2	1	2	1	2	2	2
Pre-Kindergarten Director	8	14	20	24	20	1.302976	26	75	282
Athletic Director	51	48	50	57	41	0.960535	39	34	27
Other Administrators	797	806	809	805	840	1.013387	851	898	959
TOTAL	6,795	6,957	7,122	7,298	7,475	1.028126	7,669	8,559	10,047
STUDENT SERVICES									
Elementary Grades Counselor	1,070	1,100	1,162	1,297	1,371	1.064409	1,459	1,873	2,559
High School Counselor*	578	663	800	927	981	1.108501	1,087	1,642	2,748
Middle Grades Counselor	1,066	1,051	953	926	967	0.977157	945	861	767
Media Specialist	1,999	2,013	2,046	2,092	2,137	1.016848	2,173	2,323	2,526
Nurses	11								
Speech & Language Pathologist	776	1,297	1,415	1,477	1,543	1.067398	1,647	2,138	2,962
School Psychologist	531	549	549	583	630	1.044112	658	782	970
School Social Worker	373	395	400	449	483	1.067466	516	669	928
Other Student Services	1,121	1,132	1,094	1,046	1,235	1.028264	1,270	1,420	1,632
TOTAL	7,525	8,200	8,419	8,797	9,347	1.046769	9,755	11,709	15,093

Source: EWRAD/PSC, 2002

* Average growth was computed over the stable 3-year periods.

Chapter 7: Supply of Administrative and Student Services Personnel

Supply of Administrative Personnel

Principals

The highest supply source of Principals in FY02 was retention, accounting for 82.95% (n=1,699) of Principals. This has remained the pattern through the years. The next source of Principals is the promotion of Assistant Principals (11.76%). Only 1% of Principals in FY02 was hired from outside the Georgia public school system (see Table 7.1). The number hired from outside the state has, however, continued to increase. Table 7.1 also shows that Principals are hired from various personnel backgrounds, including teachers, other administrators, and counselors.

Table 7.1. Previous Positions of Principals, FY98-FY02

Preceding Year Position	Principal FY98		Principal FY99		Principal FY00		Principal FY01		Principal FY02	
	#	%	#	%	#	%	#	%	#	%
Assistant Principal	183	9.42	189	9.65	212	10.64	218	10.85	241	11.76
Principal	1,677	86.35	1,704	86.98	1,676	84.09	1,686	83.88	1,699	82.95
Assistant Superintendent	4	0.21	2	0.10	1	0.05	6	0.30	0	0
Superintendent	1	0.05	3	0.15	2	0.10	1	0.05	0	0
RESA Director	1	0.05	1	0.05	0	0	0	0	0	0
Elementary Grades Counselor	0	0	0	0	1	0.05	0	0	0	0
Middle Grades Counselor	1	0.05	2	0.10	0	0	1	0.05	0	0
High School Counselor	0	0	0	0	1	0.05	0	0	1	0.14
Elementary Grades Teacher	1	0.05	1	0.05	5	0.25	4	0.20	4	0.19
Middle Grades Teacher	7	0.36	2	0.10	6	0.30	1	0.05	5	0.24
High School Teacher	4	0.21	6	0.31	3	0.15	6	0.30	2	0.09
Other Administrators	41	2.11	27	1.38	51	2.56	45	2.24	56	2.73
Other Student Services	0	0	3	0.15	6	0.30	8	0.40	1	0.14
Other Teachers	0	0	0	0	0	0	1	0.05	0	0
Other Elementary	NA	NA	NA	NA	NA	NA	NA	NA	2	0.09
Other Middle	NA	NA	NA	NA	NA	NA	NA	NA	1	0.04
School Social Worker	2	0.10	0	0	0	0	1	0.05	0	0
Special Education Teacher	1	0.05	1	0.05	2	0.10	0	0	3	0.14
Pre-K Teacher	0	0	1	0.05	0	0	1	0.05	0	0
Kindergarten Teacher	0	0	0	0	0	0	1	0.05	1	0.04
Vocational Education Teacher	1	0.05	1	0.05	3	0.15	0	0	0	0
Sub-total	1,924	99.07	1,943	99.18	1,969	98.8	1,982	98.61	2,016	98.43
Not in Georgia	18	0.93	16	0.82	24	1.20	28	1.39	32	1.56
TOTAL	1,942	100.00	1,959	100.00	1,993	100.00	2,010	100.00	2,048	100.00
Teachers	14	0.72	12	0.61	19	0.95	14	0.70	18	0.87

Source: EWRAD/PSC, 2002

Assistant Principals

In FY02, 74% of Assistant Principals were supplied from the retention of the previous year's Assistant Principals. The next highest source of Assistant

Principals was from the rank of teachers, which contributed 13.72%. This was a drop from FY01 when the percentage was almost 17% (see Table 7.2). Only about 2% of Assistant Principals were hired from outside of the Georgia public school system in FY02. Other sources of supply for Assistant Principals are Principals, other administrators, and counselors.

Table 7.2. Previous Positions of Assistant Principals, FY98-FY02

Preceding Year Position	FY98		FY99		FY00		FY01		FY02	
	#	%	#	%	#	%	#	%	#	%
Assistant Principal	1,763	82.04	1,809	79.76	1,823	77.81	1,847	74.72	1,947	74.00
Assistant Superintendent	0	0	0	0	1	0.04	0	0	0	0
Elementary Grades Teacher	43	2.00	69	3.04	93	3.97	91	3.68	98	3.72
Elementary Grades Counselor	13	0.60	9	0.40	10	0.43	18	0.73	9	0.34
High School Teacher	86	4.00	105	4.63	95	4.05	113	4.57	115	4.37
High School Counselor	0	0	4	0.18	10	0.43	6	0.24	9	0.34
Information Services	2	0.09	2	0.09	1	0.04	3	0.12	0	0
Kindergarten Teacher	6	0.28	5	0.22	3	0.13	6	0.24	11	0.41
Middle Grades Counselor	10	0.47	3	0.13	5	0.21	14	0.57	4	0.15
Middle Grades Teacher	57	2.65	75	3.31	78	3.33	116	4.69	64	2.43
Other Administrators	41	1.91	48	2.12	69	2.94	68	2.75	103	3.91
Other Student Services	17	0.79	14	0.62	21	0.90	21	0.85	9	0.34
Other Teachers	12	0.56	24	1.06	23	0.98	33	1.33	10	0.38
Other Elementary	0	0	0	0	0	0	0	0	28	1.06
Other Middle	0	0	0	0	0	0	0	0	57	2.16
Pre-K Teacher	0	0	1	0.04	0	0	1	0.04	3	0.11
Principal	27	1.26	19	0.84	28	1.20	29	1.17	25	0.95
School Psychologist	1	0.05	1	0.04	0	0	1	0.04	0	0
School Social Worker	0	0	0	0	1	0.04	2	0.08	0	0
Special Education Teacher	18	0.84	24	1.06	25	1.07	33	1.33	40	1.52
Instructional Specialist	0	0	0	0	0	0	0	0	22	0.83
Speech & Language Pathologist	0	0	0	0	0	0	0	0	2	0.76
Superintendent	0	0	0	0	0	0	0	0	0	0
Vocational Education Teacher	15	0.70	10	0.44	10	0.43	18	0.73	20	0.76
Not in Georgia	38	1.77	46	2.03	47	2.01	52	2.10	55	2.09
TOTAL	2,149	100	2,268	100	2,343	100	2,472	100	2,631	100
Teachers	237	11.03	313	13.80	327	13.96	411	16.63	361	13.72

Source: EWRAD/PSC, 2002

Other Administrative Personnel

Retention of administrative personnel in other positions plays a great role in the supply of these personnel groups. In FY02, 92.8% stayed in the same system (see Table 7.3). However, there was an increase in the number of other administrative personnel that moved from another system, from 78 in FY01 to 106 in FY02.

Table 7.3. Mobility Among Other Administrators, FY98-FY02

Other Administrators	FY98		FY99		FY00		FY01		FY02	
	#	%	#	%	#	%	#	%	#	%
Stayers	2,543	94.05	2,590	94.87	2,630	94.40	2,638	93.68	2,595	92.81
New Hires	71	2.63	87	3.19	84	3.02	100	3.55	95	3.40
Movers	90	3.33	53	1.94	72	2.58	78	2.77	106	3.79
TOTAL	2,704	100	2,730	100	2,786	100	2,816	100	2,796	100

Source: EWRAD/PSC, 2002

The number of new administrative personnel hires has continued to fluctuate. There was, however, an increase in their numbers from 78 in FY01 to 95 in FY02 (see Table 7.4). In FY02, new administrative personnel hires accounted for 3.4% percent of the other administrative personnel total.

Table 7.4. New Hires of Selected Administrative Personnel, FY98-FY02

Category	FY98	FY99	FY00	FY01	FY02
Assistant Superintendent	6	5	2	3	6
Athletic Director	1	2	1	2	4
Curriculum Director	2	2	12	5	9
Human Resources Director	2	2	1	0	0
Instructional Supervisor	8	11	19	23	15
Other Administrators	59	23	29	25	45
Pre-K Director	1	0	0	2	0
K Director	0	0	0	0	1
RESA Director	0	0	1	0	1
Special Education Director	2	1	0	3	2
Superintendent	6	6	4	8	8
Technology Director	1	0	1	2	2
Vocational Education Director	2	1	2	5	2
TOTAL	90	53	72	78	95
New Hires as % of All	3.33	1.94	2.58	2.77	3.36
Total Administrative Personnel	2,704	2,730	2,786	2,816	2,796

Source: EWRAD/PSC, 2002

Table 7.5 presents the distribution of new administrators (excluding Principals and Assistant Principals) by RESA. The Metro RESA accounts for 24 to 36% of all the new hires between FY97 and FY02. The second largest employer of new hires is First District RESA.

Table 7.5. New Administrative Personnel Hires by RESA, FY98-FY02

RESA	FY98		FY99		FY00		FY01		FY02	
	#	%	#	%	#	%	#	%	#	%
Central Savannah	4	4.44	0	0	2	2.78	1	1.28	3	3.16
Chattahoochee	12	13.33	2	3.77	1	1.39	2	2.56	4	4.21
Coastal Plains	5	5.56	2	3.77	6	8.33	1	1.28	3	3.16
First District	6	6.67	4	7.55	10	13.89	10	12.82	20	21.05
Griffin	3	3.33	0	0	4	5.56	5	6.41	1	1.05
Heart of Georgia	1	1.11	0	0	0	0	2	2.56	1	1.05
Metro	26	28.89	19	35.85	24	33.33	19	24.36	38	40.00
Middle Georgia	5	5.56	2	3.77	4	5.56	6	7.69	0	0
North Georgia	2	2.22	2	3.77	4	5.56	0	0	1	1.05
Northeast Georgia	7	7.78	5	9.43	1	1.39	5	6.41	3	3.16
Northwest Georgia	2	2.22	3	5.66	3	4.17	5	6.41	6	6.32
Oconee	1	1.11	4	7.55	2	2.78	3	3.85	3	3.16
Okefenokee	1	1.11	2	3.77	2	2.78	1	1.28	1	1.05
Pioneer	4	4.44	4	7.55	1	1.39	8	10.26	4	4.21
Southwest Georgia	4	4.44	2	3.77	4	5.56	7	8.97	4	4.21
West Georgia	7	7.78	2	3.77	4	5.56	3	3.85	3	3.16
TOTAL	90	100	53	100	72	100	78	100	95	100

Source: EWRAD/PSC, 2002

Supply of Student Services Personnel

The highest source of supply for student services personnel was retention, accounting for 84.7% of the FY02 total. About nine percent (8.8%) were hired from outside the Georgia public school system (see Table 7.6). The remaining 6.5% were assigned in FY01 to positions such as Assistant Principal, Principal, teacher, etc.

Table 7.6. Previous Jobs of Student Services Personnel, FY98-FY02

Preceding Year Position	FY98	FY99	FY00	FY01	FY02
Assistant Principal	10	5	13	14	13
Assistant Superintendent	0	0	0	0	0
Elementary Counselors	1,077	990	1,022	1,049	1,195
Elementary	77	85	107	131	142
Middle	42	40	65	56	55
High School Counselors	0	523	601	731	837
High School Teachers	54	61	70	90	43
Instructional Specialist	7	6	9	12	14
Kindergarten	10	13	8	17	9
Middle Grades Counselors	1,358	991	970	856	857
Media Specialists	1,868	1,853	1,866	1,891	1,940
Nurse	4	NA	NA	NA	NA
Other Administrators	40	34	23	44	62
Other Elementary	40	30	41	46	42
Other Middle	29	48	34	46	42
Other Student Services	724	803	795	791	836
Other Teachers	3	196	4	4	2
Pre-K	5	6	6	2	0
Principal	4	3	3	8	5
Speech & Language Pathologist	640	682	1,126	1,233	1,292
School Psychologist	459	490	508	505	540
School Social Work	328	339	357	361	424
Special Education Teacher	76	248	106	126	169
Vocational Education Teacher	10	9	11	14	13
Not in Georgia	660	745	674	770	824
TOTAL	7,525	8,200	8,419	8,797	9,347
New Hires as % of Total	8.8	9.1	8.0	8.8	8.8

Source: EWRAD/PSC, 2002

There was an increase in the number of new student services personnel hires from 770 in FY01 to 824 in FY02. The highest source of supply for this personnel group was from the Speech and Language Pathologist group, which accounted for 25.61% (n=211) of the new hires (see Table 7.7.). This was followed by Elementary Grades Counselors (15.90%, n=131). Speech and Language Pathologists continue to show high attrition (21.1%) and a high number of new hires (25.61%). This phenomenon requires a more detailed examination.

Table 7.7. New Student Services Personnel Hires by Category, FY98-FY02

Category	FY98		FY99		FY00		FY01		FY02	
	#	%	#	%	#	%	#	%	#	%
Elementary Grades Counselor	76	11.52	77	10.34	86	12.76	139	18.05	131	15.90
High School Counselor	28	4.24	41	5.50	46	6.82	69	8.96	80	9.71
Middle Grades Counselor	49	7.42	75	10.07	56	8.31	74	9.61	102	12.38
Media Specialist	59	8.94	77	10.34	86	12.76	100	12.99	100	12.14
Nurse	7	1.06	NA	NA	NA	NA	NA	NA	NA	NA
Other Student Services	247	37.42	127	17.05	67	9.94	52	6.75	83	10.07
School Psychologist	56	8.48	51	6.85	38	5.64	56	7.27	73	8.86
School Social Worker	26	3.94	38	5.10	34	5.04	78	10.13	44	5.31
Speech & Language Pathologist	112	16.97	259	34.77	261	38.72	202	26.23	211	25.61
TOTAL	660	100	745	100	674	100	770	100	824	100

Source: EWRAD/PSC, 2002

NA – Data not available.

Consistent with teacher and administrator RESA distribution, the highest percentage of new student services personnel hires were recorded in Metro RESA, accounting for 43.23% of the total (n=348). The next highest percentages were in Northwest Georgia (7.04%) and Griffin (6.92%) RESAs. Table 7.8 shows the distribution of new student services personnel hires by RESA.

Table 7.8. New Student Services Personnel Hires by RESA, FY98-FY02

RESA	FY98		FY99		FY00		FY01		FY02	
	#	%	#	%	#	%	#	%	#	%
Central Savannah	25	3.79	31	4.16	24	3.56	43	5.58	35	4.25
Chattahoochee	51	7.73	35	4.70	20	2.97	25	3.25	17	2.06
Coastal Plains	9	1.36	20	2.68	15	2.23	19	2.47	15	1.82
First District	31	4.70	58	7.79	48	7.12	58	7.53	50	6.07
Griffin	24	3.64	32	4.30	29	4.30	36	4.68	57	6.92
Heart of Georgia	10	1.52	5	0.67	3	0.45	11	1.43	12	1.46
Metro	275	41.67	316	42.42	303	44.96	299	38.83	348	42.23
Middle Georgia	15	2.27	38	5.10	30	4.45	24	3.12	30	3.64
North Georgia	36	5.45	29	3.89	17	2.52	39	5.06	26	3.16
Northeast Georgia	57	8.64	51	6.85	40	5.93	35	4.55	48	5.83
Northwest Georgia	25	3.79	25	3.36	50	7.42	50	6.49	58	7.04
Oconee	6	0.91	6	0.81	4	0.59	9	1.17	12	1.46
Okefenokee	7	1.06	12	1.61	9	1.34	18	2.34	17	2.06
Pioneer	32	4.85	43	5.77	41	6.08	53	6.88	45	5.46
Southwest Georgia	23	3.48	26	3.49	16	2.37	27	3.51	24	2.91
West Georgia	34	5.15	18	2.42	25	3.71	24	3.12	30	3.64
Total	660	100	745	100	674	100	770	100	824	100

Source: EWRAD/PSC, 2002

Chapter 8: Conclusion and Recommendations

Conclusion

As shown in Section II, the total numbers of both administrative and student services personnel have increased from FY01 to FY02. With regards to the gender and ethnic makeup of these personnel groups, both tend to be predominantly female and White. The majority of individuals tend to hold either a Master's or Education Specialist degree. This might be due to the level of skill and proficiency needed to perform effectively in their fields of operation.

The administrative personnel group tends to be older, with more years of experience than the student services group. The administrative personnel group had a mean age range of 46 to 63 years and a mean experience range of 19 to 34 years. The student services personnel group had a mean age range of 39 to 49 years and a mean experience range of 11 to 20 years.

Recommendations

In line with the provisions of the federal No Child Left Behind (NCLB) Legislation, there is a need to monitor more closely the Pre-Kindergarten Directors group; their numbers gradually increased to 24 in FY01 and dropped in FY02 to 20. The number of Special Education Directors also may not be growing as fast as the number of students that need specialized attention. In fact, their numbers dropped from 165 in FY01 to 159 in FY02. In addition, considering the high school dropout rates, Vocational Education should be strengthened, so as to provide the necessary skills needed for school dropouts. This might help reduce dropout rates. These three administrative personnel groups require attention so that the state of Georgia can effectively meet the mandate of the NCLB Legislation.

Although the attrition rates for Principals and Assistant Principals are higher than that for teachers, their leaving is not attributed to retirement or promotion. An in-depth study is recommended to probe into the reasons these individuals are leaving and where they are going.

The 21.12% attrition rate of Speech and Language Pathologists requires further investigation to determine the reasons why they leave, where they go, and how this rate could be reduced.

Lastly, there is a need to diversify the administrative and student services personnel groups, especially in light of the increasing enrollments of minorities in Georgia's student population.

APPENDICES

APPENDIX 1:
DISTRIBUTION OF ADMINISTRATIVE
PERSONNEL BY RESA, FY02

Assistant Principal

RESA	FY02	
	#	%
Central Savannah	112	4.26
Chattahoochee	94	3.57
Coastal Plains	91	3.46
First District	208	7.91
Griffin	151	5.74
Heart of Georgia	35	1.33
Metro	1,016	38.62
Middle Georgia	92	3.50
North Georgia	106	4.03
Northeast Georgia	119	4.52
Northwest Georgia	172	6.54
Oconee	34	1.29
Okefenokee	34	1.29
Pioneer	137	5.21
Southwest Georgia	119	4.52
West Georgia	111	4.22
Total	2,631	100

Assistant Superintendent

RESA	FY02	
	#	%
Central Savannah	14	6.17
Chattahoochee	14	6.17
Coastal Plains	11	4.85
First District	22	9.69
Griffin	13	5.73
Heart of Georgia	8	3.52
Metro	49	21.59
Middle Georgia	10	4.40
North Georgia	12	5.29
Northeast Georgia	18	7.93
Northwest Georgia	13	5.73
Oconee	2	0.88
Okefenokee	10	4.40
Pioneer	10	4.40
Southwest Georgia	9	3.96
West Georgia	12	5.29
Total	227	100

Athletic Director

RESA	FY02	
	#	%
Central Savannah	2	4.88
Chattahoochee	3	7.32
Coastal Plains	3	7.32
First District	7	17.07
Griffin	1	2.44
Heart of Georgia	1	2.44
Metro	4	9.76
Middle Georgia	2	4.88
North Georgia	1	2.44
Northeast Georgia	2	4.88
Northwest Georgia	3	7.32
Oconee	1	2.44
Okefenokee	2	4.88
Pioneer	2	4.88
Southwest Georgia	3	7.32
West Georgia	4	9.76
Total	41	100

Curriculum Director

RESA	FY02	
	#	%
Central Savannah	9	4.04
Chattahoochee	10	4.48
Coastal Plains	9	4.04
First District	16	7.17
Griffin	12	5.38
Heart of Georgia	6	2.69
Metro	70	31.39
Middle Georgia	7	3.14
North Georgia	7	3.14
Northeast Georgia	7	3.14
Northwest Georgia	15	6.73
Oconee	6	2.69
Okefenokee	7	3.14
Pioneer	16	7.17
Southwest Georgia	15	6.73
West Georgia	11	4.93
Total	223	100

Human Resource Director

RESA	FY02	
	#	%
Central Savannah	3	5.45
Chattahoochee	2	3.64
Coastal Plains	2	3.64
First District	4	7.27
Griffin	4	7.27
Heart of Georgia		
Metro	14	25.45
Middle Georgia		
North Georgia	3	5.45
Northeast Georgia	2	3.64
Northwest Georgia	7	12.73
Oconee	1	1.82
Okefenokee	1	1.82
Pioneer	4	7.27
Southwest Georgia	4	7.27
West Georgia	4	7.27
Total	55	100

Instructional Supervisor

RESA	FY02	
	#	%
Central Savannah	38	4.66
Chattahoochee	19	2.33
Coastal Plains	16	1.96
First District	47	5.77
Griffin	49	6.01
Heart of Georgia	10	1.23
Metro	383	46.99
Middle Georgia	53	6.50
North Georgia	15	1.84
Northeast Georgia	34	4.17
Northwest Georgia	38	4.66
Oconee	10	1.23
Okefenokee	17	2.09
Pioneer	29	3.56
Southwest Georgia	30	3.68
West Georgia	27	3.31
Total	815	100

Kindergarten Director

RESA	FY02	
	#	%
Central Savannah		
Chattahoochee		
Coastal Plains		
First District		
Griffin		
Heart of Georgia		
Metro	1	50.00
Middle Georgia		
North Georgia		
Northeast Georgia		
Northwest Georgia		
Oconee	1	50.00
Okefenokee		
Pioneer		
Southwest Georgia		
West Georgia		
Total	2	100

Pre-Kindergarten Director

RESA	FY02	
	#	%
Central Savannah	1	5.00
Chattahoochee	2	10.00
Coastal Plains	1	5.00
First District	2	10.00
Griffin	1	5.00
Heart of Georgia	1	5.00
Metro	1	5.00
Middle Georgia	2	10.00
North Georgia		
Northeast Georgia	1	5.00
Northwest Georgia	1	5.00
Oconee		
Okefenokee	1	5.00
Pioneer		
Southwest Georgia	6	30.00
West Georgia		
Total	20	100

Principal

RESA	FY02	
	#	%
Central Savannah	128	6.25
Chattahoochee	99	4.83
Coastal Plains	58	2.83
First District	178	8.69
Griffin	104	5.08
Heart of Georgia	42	2.05
Metro	605	29.54
Middle Georgia	102	4.98
North Georgia	81	3.95
Northeast Georgia	103	5.03
Northwest Georgia	152	7.42
Oconee	37	1.81
Okefenokee	49	2.39
Pioneer	121	5.91
Southwest Georgia	103	5.03
West Georgia	86	4.20
Total	2,048	100

RESA Director

RESA	FY02	
	#	%
Central Savannah	1	6.25
Chattahoochee	1	6.25
Coastal Plains	1	6.25
First District	1	6.25
Griffin	1	6.25
Heart of Georgia	1	6.25
Metro	1	6.25
Middle Georgia	1	6.25
North Georgia	1	6.25
Northeast Georgia	1	6.25
Northwest Georgia	1	6.25
Oconee	1	6.25
Okefenokee	1	6.25
Pioneer	1	6.25
Southwest Georgia	1	6.25
West Georgia	1	6.25
Total	16	100

Special Education Director

RESA	FY02	
	#	%
Central Savannah	9	5.66
Chattahoochee	8	5.03
Coastal Plains	8	5.03
First District	14	8.80
Griffin	8	5.03
Heart of Georgia	5	3.14
Metro	22	13.84
Middle Georgia	5	3.14
North Georgia	7	4.40
Northeast Georgia	12	7.55
Northwest Georgia	16	10.06
Oconee	5	3.14
Okefenokee	2	1.26
Pioneer	15	9.43
Southwest Georgia	17	10.69
West Georgia	6	3.77
Total	159	100

Superintendent

RESA	FY02	
	#	%
Central Savannah	12	6.52
Chattahoochee	17	9.24
Coastal Plains	12	6.52
First District	18	9.78
Griffin	8	4.35
Heart of Georgia	11	5.98
Metro	11	5.98
Middle Georgia	7	3.80
North Georgia	7	3.80
Northeast Georgia	13	7.06
Northwest Georgia	16	8.70
Oconee	7	3.80
Okefenokee	8	4.35
Pioneer	14	7.61
Southwest Georgia	16	8.70
West Georgia	7	3.80
Total	184	100

Technology Director

RESA	FY02	
	#	%
Central Savannah	1	1.75
Chattahoochee	2	3.51
Coastal Plains	5	8.77
First District	5	8.77
Griffin	5	8.77
Heart of Georgia	3	5.26
Metro	8	14.03
Middle Georgia	1	1.75
North Georgia	1	1.75
Northeast Georgia	1	1.75
Northwest Georgia	8	14.03
Oconee	1	1.75
Okefenokee	2	3.51
Pioneer	8	14.03
Southwest Georgia	4	7.02
West Georgia	2	3.51
Total	57	100

Vocational Education Director

RESA	FY02	
	#	%
Central Savannah	14	8.92
Chattahoochee	10	6.37
Coastal Plains	8	5.09
First District	14	8.92
Griffin	9	5.73
Heart of Georgia	4	2.55
Metro	26	16.56
Middle Georgia	7	4.46
North Georgia	7	4.46
Northeast Georgia	8	5.09
Northwest Georgia	13	8.28
Oconee	4	2.55
Okefenokee	4	2.55
Pioneer	9	5.73
Southwest Georgia	12	7.64
West Georgia	8	5.09
Total	157	100

Total – Administrative Personnel

RESA	FY02	
	#	%
Central Savannah	391	5.23
Chattahoochee	319	4.27
Coastal Plains	263	3.52
First District	623	8.33
Griffin	395	5.28
Heart of Georgia	146	1.95
Metro	2,448	32.75
Middle Georgia	321	4.29
North Georgia	279	3.73
Northeast Georgia	377	5.04
Northwest Georgia	510	6.82
Oconee	127	1.70
Okefenokee	158	2.11
Pioneer	408	5.46
Southwest Georgia	395	5.28
West Georgia	315	4.21
Total	7,475	100

APPENDIX 2:

**DISTRIBUTION OF ADMINISTRATIVE
PERSONNEL BY CERTIFICATE TYPE, FY02**

Assistant Principal

Certificate Type	FY02	
	#	%
Leadership (L)	2,302	87.49
Permit (P)		
Service (S)	23	0.87
Teaching (T)	188	7.15
Provisional Service (BS)		
Provisional Teaching (BT)		
Conditional Leadership (CL)	21	0.80
Conditional Service (CS)		
Conditional Teaching (CT)		
Life Leadership (DL)	22	0.84
Life Service (DS)	2	0.08
Life Teaching (DT)	3	0.11
Emergency Teaching (ET)		
Nonrenewable Teaching (NT)		
Probationary Learning (PAL)	22	0.84
Probationary Service (PAS)		
Probationary Teaching (PAT)	1	0.04
Performance-based Teaching (PBT)	47	1.79
Total	2,631	100

Assistant Superintendent

Certificate Type	FY02	
	#	%
Leadership (L)	203	89.43
Permit (P)		
Service (S)	4	1.76
Teaching (T)		
Provisional Service (BS)		
Provisional Teaching (BT)		
Conditional Leadership (CL)	2	0.88
Conditional Service (CS)		
Conditional Teaching (CT)		
Life Leadership (DL)	16	7.05
Life Service (DS)		
Life Teaching (DT)	2	0.88
Emergency Teaching (ET)		
Nonrenewable Teaching (NT)		
Probationary Learning (PAL)		
Probationary Service (PAS)		
Probationary Teaching (PAT)		
Performance-based Teaching (PBT)		
Total	227	100

Athletic Director

Certificate Type	FY02	
	#	%
Leadership (L)	10	24.39
Permit (P)		
Service (S)		
Teaching (T)	22	53.66
Provisional Service (BS)		
Provisional Teaching (BT)		
Conditional Leadership (CL)		
Conditional Service (CS)		
Conditional Teaching (CT)		
Life Leadership (DL)		
Life Service (DS)		
Life Teaching (DT)	1	2.44
Emergency Teaching (ET)		
Nonrenewable Teaching (NT)		
Probationary Learning (PAL)		
Probationary Service (PAS)		
Probationary Teaching (PAT)		
Performance-based Teaching (PBT)	8	19.51
Total	41	100

Curriculum Director

Certificate Type	FY02	
	#	%
Leadership (L)	204	91.48
Permit (P)		
Service (S)	1	0.45
Teaching (T)	6	2.69
Provisional Service (BS)		
Provisional Teaching (BT)		
Conditional Leadership (CL)	2	0.90
Conditional Service (CS)		
Conditional Teaching (CT)		
Life Leadership (DL)	8	3.59
Life Service (DS)		
Life Teaching (DT)		
Emergency Teaching (ET)		
Nonrenewable Teaching (NT)		
Probationary Learning (PAL)		
Probationary Service (PAS)		
Probationary Teaching (PAT)		
Performance-based Teaching (PBT)	2	0.90
Total	223	100

Human Resources Director

Certificate Type	FY02	
	#	%
Leadership (L)	52	94.54
Permit (P)		
Service (S)		
Teaching (T)		
Provisional Service (BS)		
Provisional Teaching (BT)		
Conditional Leadership (CL)		
Conditional Service (CS)		
Conditional Teaching (CT)		
Life Leadership (DL)	2	3.64
Life Service (DS)		
Life Teaching (DT)		
Emergency Teaching (ET)		
Nonrenewable Teaching (NT)		
Probationary Learning (PAL)		
Probationary Service (PAS)		
Probationary Teaching (PAT)		
Performance-based Teaching (PBT)	1	1.82
Total	55	100

Instructional Supervisor

Certificate Type	FY02	
	#	%
Unspecified	1	0.12
Leadership (L)	536	65.77
Permit (P)	1	0.12
Service (S)	24	2.94
Teaching (T)	172	21.10
Provisional Service (BS)		
Provisional Teaching (BT)	2	0.24
Conditional Leadership (CL)		
Conditional Service (CS)		
Conditional Teaching (CT)	1	0.12
Life Leadership (DL)	27	3.31
Life Service (DS)	1	0.12
Life Teaching (DT)	10	1.23
Emergency Teaching (ET)	1	0.12
Nonrenewable Teaching (NT)		
Probationary Learning (PAL)	1	0.12
Probationary Service (PAS)		
Probationary Teaching (PAT)	2	0.24
Performance-based Teaching (PBT)	36	4.42
Total	815	100

Kindergarten Director

Certificate Type	FY02	
	#	%
Leadership (L)	1	50.00
Permit (P)		
Service (S)		
Teaching (T)		
Provisional Service (BS)		
Provisional Teaching (BT)		
Conditional Leadership (CL)		
Conditional Service (CS)		
Conditional Teaching (CT)		
Life Leadership (DL)		
Life Service (DS)		
Life Teaching (DT)	1	50.00
Emergency Teaching (ET)		
Nonrenewable Teaching (NT)		
Probationary Learning (PAL)		
Probationary Service (PAS)		
Probationary Teaching (PAT)		
Performance-based Teaching (PBT)		
Total	2	100

Pre-Kindergarten Director

Certificate Type	FY02	
	#	%
Leadership (L)	12	60.00
Permit (P)		
Service (S)		
Teaching (T)	4	20.00
Provisional Service (BS)		
Provisional Teaching (BT)		
Conditional Leadership (CL)		
Conditional Service (CS)		
Conditional Teaching (CT)		
Life Leadership (DL)	2	10.00
Life Service (DS)		
Life Teaching (DT)	1	5.00
Emergency Teaching (ET)		
Nonrenewable Teaching (NT)		
Probationary Learning (PAL)		
Probationary Service (PAS)		
Probationary Teaching (PAT)		
Performance-based Teaching (PBT)	1	5.00
Total	20	100

Principal

Certificate Type	FY02	
	#	%
Unspecified	1	0.05
Leadership (L)	1,947	95.07
Permit (P)		
Service (S)	10	0.49
Teaching (T)	28	1.37
Provisional Service (BS)		
Provisional Teaching (BT)		
Conditional Leadership (CL)	9	0.44
Conditional Service (CS)		
Conditional Teaching (CT)		
Life Leadership (DL)	36	1.76
Life Service (DS)		
Life Teaching (DT)	3	0.15
Emergency Teaching (ET)		
Nonrenewable Teaching (NT)		
Probationary Learning (PAL)	7	0.34
Probationary Service (PAS)		
Probationary Teaching (PAT)		
Performance-based Teaching (PBT)	7	0.34
Total	2,048	100

RESA Director

Certificate Type	FY02	
	#	%
Leadership (L)	13	81.25
Permit (P)		
Service (S)		
Teaching (T)	1	6.25
Provisional Service (BS)		
Provisional Teaching (BT)		
Conditional Leadership (CL)		
Conditional Service (CS)		
Conditional Teaching (CT)		
Life Leadership (DL)	2	12.50
Life Service (DS)		
Life Teaching (DT)		
Emergency Teaching (ET)		
Nonrenewable Teaching (NT)		
Probationary Learning (PAL)		
Probationary Service (PAS)		
Probationary Teaching (PAT)		
Performance-based Teaching (PBT)		
Total	16	100

Special Education Director

Certificate Type	FY02	
	#	%
Leadership (L)	142	89.31
Permit (P)		
Service (S)	4	2.52
Teaching (T)	6	3.77
Provisional Service (BS)		
Provisional Teaching (BT)		
Conditional Leadership (CL)		
Conditional Service (CS)		
Conditional Teaching (CT)		
Life Leadership (DL)	6	3.77
Life Service (DS)		
Life Teaching (DT)	1	0.63
Emergency Teaching (ET)		
Nonrenewable Teaching (NT)		
Probationary Learning (PAL)		
Probationary Service (PAS)		
Probationary Teaching (PAT)		
Performance-based Teaching (PBT)		
Total	159	100

Superintendent

Certificate Type	FY02	
	#	%
Unspecified	1	0.54
Leadership (L)	155	84.24
Permit (P)	1	0.54
Service (S)	2	1.09
Teaching (T)		
Provisional Service (BS)		
Provisional Teaching (BT)		
Conditional Leadership (CL)	2	1.09
Conditional Service (CS)		
Conditional Teaching (CT)		
Life Leadership (DL)	21	11.41
Life Service (DS)		
Life Teaching (DT)	2	1.09
Emergency Teaching (ET)		
Nonrenewable Teaching (NT)		
Probationary Learning (PAL)		
Probationary Service (PAS)		
Probationary Teaching (PAT)		
Performance-based Teaching (PBT)		
Total	184	100

Technology Director

Certificate Type	FY02	
	#	%
Leadership (L)	31	54.39
Permit (P)		
Service (S)	7	12.28
Teaching (T)	12	21.05
Provisional Service (BS)		
Provisional Teaching (BT)		
Conditional Leadership (CL)		
Conditional Service (CS)		
Conditional Teaching (CT)		
Life Leadership (DL)		
Life Service (DS)		
Life Teaching (DT)	3	5.26
Emergency Teaching (ET)		
Nonrenewable Teaching (NT)		
Probationary Learning (PAL)		
Probationary Service (PAS)		
Probationary Teaching (PAT)		
Performance-based Teaching (PBT)	4	7.02
Total	57	100

Vocational Education Director

Certificate Type	FY02	
	#	%
Leadership (L)	130	82.80
Permit (P)		
Service (S)	1	0.64
Teaching (T)	11	7.01
Provisional Service (BS)		
Provisional Teaching (BT)		
Conditional Leadership (CL)		
Conditional Service (CS)		
Conditional Teaching (CT)		
Life Leadership (DL)	7	4.46
Life Service (DS)	1	0.64
Life Teaching (DT)	3	1.91
Emergency Teaching (ET)		
Nonrenewable Teaching (NT)		
Probationary Learning (PAL)		
Probationary Service (PAS)		
Probationary Teaching (PAT)		
Performance-based Teaching (PBT)	4	2.55
Total	157	100

Total – Administrative Personnel

Certificate Type	FY02	
	#	%
Unspecified	3	0.04
Leadership (L)	6,169	82.53
Permit (P)	2	0.03
Service (S)	264	3.53
Teaching (T)	584	7.81
Provisional Service (BS)	14	0.19
Provisional Teaching (BT)	9	0.12
Conditional Leadership (CL)	37	0.49
Conditional Service (CS)	1	0.01
Conditional Teaching (CT)	2	0.03
Life Leadership (DL)	160	2.14
Life Service (DS)	5	0.07
Life Teaching (DT)	38	0.51
Emergency Teaching (ET)	1	0.01
Nonrenewable Teaching (NT)	1	0.01
Probationary Learning (PAL)	36	0.48
Probationary Service (PAS)	3	0.04
Probationary Teaching (PAT)	3	0.04
Performance-based Teaching (PBT)	143	1.91
Total	7,475	100

APPENDIX 3:
DISTRIBUTION OF STUDENT SERVICES
PERSONNEL BY RESA, FY02

Elementary Grades Counselor

RESA	FY02	
	#	%
Central Savannah	73	5.32
Chattahoochee	56	4.08
Coastal Plains	39	2.84
First District	120	8.75
Griffin	69	5.03
Heart of Georgia	22	1.60
Metro	494	36.03
Middle Georgia	65	4.74
North Georgia	60	4.38
Northeast Georgia	59	4.30
Northwest Georgia	91	6.64
Oconee	15	1.09
Okefenokee	23	1.68
Pioneer	72	5.25
Southwest Georgia	57	4.16
West Georgia	56	4.08
Total	1,371	100

High School Counselor

RESA	FY02	
	#	%
Central Savannah	58	5.91
Chattahoochee	47	4.79
Coastal Plains	32	3.26
First District	80	8.15
Griffin	63	6.42
Heart of Georgia	16	1.63
Metro	325	33.13
Middle Georgia	43	4.38
North Georgia	36	3.67
Northeast Georgia	45	4.59
Northwest Georgia	68	6.93
Oconee	10	1.02
Okefenokee	20	2.04
Pioneer	54	5.50
Southwest Georgia	43	4.38
West Georgia	41	4.18
Total	981	100

Middle Grades Counselor

RESA	FY02	
	#	%
Central Savannah	41	4.24
Chattahoochee	35	3.62
Coastal Plains	19	1.96
First District	69	7.13
Griffin	47	4.86
Heart of Georgia	16	1.65
Metro	455	47.05
Middle Georgia	29	3.00
North Georgia	27	2.79
Northeast Georgia	28	2.90
Northwest Georgia	55	5.69
Oconee	14	1.45
Okefenokee	11	1.14
Pioneer	49	5.07
Southwest Georgia	39	4.03
West Georgia	33	3.41
Total	967	100

Media Specialist

RESA	FY02	
	#	%
Central Savannah	130	6.08
Chattahoochee	96	4.49
Coastal Plains	64	2.99
First District	187	8.75
Griffin	115	5.38
Heart of Georgia	35	1.64
Metro	674	31.54
Middle Georgia	106	4.96
North Georgia	88	4.12
Northeast Georgia	104	4.87
Northwest Georgia	152	7.11
Oconee	30	1.40
Okefenokee	45	2.11
Pioneer	111	5.19
Southwest Georgia	108	5.05
West Georgia	92	4.30
Total	2,137	100

School Psychologist

RESA	FY02	
	#	%
Central Savannah	34	5.40
Chattahoochee	31	4.92
Coastal Plains	21	3.33
First District	48	7.62
Griffin	36	5.71
Heart of Georgia	12	1.90
Metro	213	33.81
Middle Georgia	26	4.13
North Georgia	28	4.44
Northeast Georgia	38	6.03
Northwest Georgia	32	5.08
Oconee	8	1.27
Okefenokee	14	2.22
Pioneer	31	4.92
Southwest Georgia	32	5.08
West Georgia	26	4.13
Total	630	100

School Social Worker

RESA	FY02	
	#	%
Central Savannah	29	6.00
Chattahoochee	12	2.48
Coastal Plains	20	4.14
First District	39	8.07
Griffin	27	5.59
Heart of Georgia	11	2.28
Metro	203	42.03
Middle Georgia	13	2.69
North Georgia	13	2.69
Northeast Georgia	25	5.18
Northwest Georgia	19	3.93
Oconee	9	1.86
Okefenokee	9	1.86
Pioneer	23	4.76
Southwest Georgia	19	3.93
West Georgia	12	2.48
Total	483	100

Speech & Language Pathologist

RESA	FY02	
	#	%
Central Savannah	51	3.30
Chattahoochee	49	3.18
Coastal Plains	57	3.69
First District	131	8.49
Griffin	97	6.29
Heart of Georgia	23	1.49
Metro	560	36.29
Middle Georgia	73	4.73
North Georgia	59	3.82
Northeast Georgia	66	4.28
Northwest Georgia	121	7.84
Oconee	12	0.78
Okefenokee	38	2.46
Pioneer	70	4.54
Southwest Georgia	75	4.86
West Georgia	61	3.95
Total	1,543	100

Total – Student Services Personnel

RESA	FY02	
	#	%
Central Savannah	471	5.04
Chattahoochee	384	4.11
Coastal Plains	285	3.05
First District	743	7.95
Griffin	490	5.24
Heart of Georgia	152	1.63
Metro	3,518	37.64
Middle Georgia	417	4.46
North Georgia	361	3.86
Northeast Georgia	402	4.30
Northwest Georgia	603	6.45
Oconee	110	1.18
Okefenokee	178	1.90
Pioneer	461	4.93
Southwest Georgia	418	4.47
West Georgia	354	3.79
Total	9,347	100

APPENDIX 4:

DISTRIBUTION OF STUDENT SERVICES

PERSONNEL BY CERTIFICATE TYPE, FY02

Elementary Grades Counselor

Certificate Type	FY02	
	#	%
Unspecified	1	0.07
Leadership (L)	4	0.29
Permit (P)		
Service (S)	1,168	85.19
Teaching (T)	70	5.11
Provisional Service (BS)	41	2.99
Provisional Teaching (BT)	5	0.36
Conditional Leadership (CL)		
Conditional Service (CS)	18	1.31
Conditional Teaching (CT)		
Life Leadership (DL)		
Life Service (DS)	20	1.46
Life Teaching (DT)	2	0.15
Emergency Service (ES)	9	0.66
Emergency Teaching (ET)	1	0.07
Intern Teaching (IT)		
Nonrenewable Service (NS)		
Probationary Learning (PAL)		
Probationary Service (PAS)	26	1.90
Probationary Teaching (PAT)		
Performance-based Service (PBS)	1	0.07
Performance-based Teaching (PBT)	5	0.36
Total	1,371	100

High School Counselor

Certificate Type	FY02	
	#	%
Leadership (L)	8	0.81
Permit (P)	1	0.10
Service (S)	831	84.71
Teaching (T)	34	3.47
Provisional Service (BS)	21	2.14
Provisional Teaching (BT)		
Conditional Leadership (CL)		
Conditional Service (CS)	14	1.43
Conditional Teaching (CT)		
Life Leadership (DL)		
Life Service (DS)	43	4.38
Life Teaching (DT)	2	0.20
Emergency Service (ES)	9	0.92
Emergency Teaching (ET)		
Intern Teaching (IT)		
Nonrenewable Service (NS)	1	0.10
Probationary Learning (PAL)		
Probationary Service (PAS)	10	1.02
Probationary Teaching (PAT)	2	0.20
Performance-based Service (PAS)		
Performance-based Teaching (PBT)	5	0.51
Total	981	100

Middle Grades Counselor

Certificate Type	FY02	
	#	%
Leadership (L)	6	0.62
Permit (P)		
Service (S)	834	86.25
Teaching (T)	43	4.45
Provisional Service (BS)	22	2.28
Provisional Teaching (BT)	2	0.21
Conditional Leadership (CL)		
Conditional Service (CS)	13	1.34
Conditional Teaching (CT)		
Life Leadership (DL)		
Life Service (DS)	23	2.38
Life Teaching (DT)		
Emergency Service (ES)	6	0.62
Emergency Teaching (ET)		
Intern Teaching (IT)		
Nonrenewable Service (NS)	1	0.10
Probationary Learning (PAL)		
Probationary Service (PAS)	10	1.03
Probationary Teaching (PAT)	2	0.21
Performance-based Service (PAS)		
Performance-based Teaching (PBT)	5	0.52
Total	967	100

Media Specialist

Certificate Type	FY02	
	#	%
Leadership (L)	21	0.98
Permit (P)		
Service (S)	1,752	81.98
Teaching (T)	107	5.01
Provisional Service (BS)	13	0.61
Provisional Teaching (BT)	3	0.14
Conditional Leadership (CL)		
Conditional Service (CS)	6	0.28
Conditional Teaching (CT)	1	0.05
Life Leadership (DL)	1	0.05
Life Service (DS)	61	2.85
Life Teaching (DT)	55	2.57
Emergency Service (ES)	12	0.56
Emergency Teaching (ET)	1	0.05
Intern Teaching (IT)		
Nonrenewable Service (NS)	3	0.14
Probationary Learning (PAL)		
Probationary Service (PAS)	66	3.09
Probationary Teaching (PAT)	10	0.47
Performance-based Service (PAS)		
Performance-based Teaching (PBT)	25	1.17
Total	2,137	100

School Psychologist

Certificate Type	FY02	
	#	%
Leadership (L)	9	1.43
Permit (P)		
Service (S)	569	90.32
Teaching (T)	8	1.27
Provisional Service (BS)		
Provisional Teaching (BT)		
Conditional Leadership (CL)		
Conditional Service (CS)	5	0.79
Conditional Teaching (CT)		
Life Leadership (DL)		
Life Service (DS)	8	1.27
Life Teaching (DT)		
Emergency Service (ES)	2	0.32
Emergency Teaching (ET)		
Intern Teaching (IT)		
Nonrenewable Service (NS)	27	4.29
Probationary Learning (PAL)		
Probationary Service (PAS)		
Probationary Teaching (PAT)		
Performance-based Service (PAS)		
Performance-based Teaching (PBT)	2	0.32
Total	630	100

School Social Worker

Certificate Type	FY02	
	#	%
Leadership (L)	5	1.03
Permit (P)		
Service (S)	437	90.48
Teaching (T)	17	3.52
Provisional Service (BS)	2	0.41
Provisional Teaching (BT)		
Conditional Leadership (CL)		
Conditional Service (CS)		
Conditional Teaching (CT)		
Life Leadership (DL)		
Life Service (DS)	9	1.86
Life Teaching (DT)	1	0.21
Emergency Service (ES)	4	0.83
Emergency Teaching (ET)		
Intern Teaching (IT)		
Nonrenewable Service (NS)	4	0.83
Probationary Learning (PAL)		
Probationary Service (PAS)		
Probationary Teaching (PAT)		
Performance-based Service (PAS)		
Performance-based Teaching (PBT)	4	0.83
Total	483	100

Speech & Language Pathologist

Certificate Type	FY02	
	#	%
Leadership (L)	1	0.06
Permit (P)		
Service (S)	1,319	85.48
Teaching (T)	21	1.36
Provisional Service (BS)	1	0.06
Provisional Teaching (BT)	2	0.13
Conditional Leadership (CL)		
Conditional Service (CS)	17	1.10
Conditional Teaching (CT)	1	0.06
Life Leadership (DL)		
Life Service (DS)	5	0.32
Life Teaching (DT)	7	0.45
Emergency Service (ES)	3	0.19
Emergency Teaching (ET)		
Intern Teaching (IT)		
Nonrenewable Service (NS)	45	2.92
Probationary Learning (PAL)		
Probationary Service (PAS)		
Probationary Teaching (PAT)	2	0.13
Performance-based Service (PAS)	117	7.58
Performance-based Teaching (PBT)	2	0.13
Total	1,543	100

Total – Student Services Personnel

Certificate Type	FY02	
	#	%
Unspecified	1	0.01
Leadership (L)	318	3.40
Permit (P)	2	0.02
Service (S)	7,068	75.62
Teaching (T)	888	9.50
Provisional Service (BS)	100	1.07
Provisional Teaching (BT)	33	0.35
Conditional Leadership (CL)	1	0.01
Conditional Service (CS)	74	0.79
Conditional Teaching (CT)	7	0.07
Life Leadership (DL)	7	0.07
Life Service (DS)	172	1.84
Life Teaching (DT)	84	0.90
Emergency Service (ES)	45	0.48
Emergency Teaching (ET)	8	0.09
Intern Teaching (IT)	1	0.01
Nonrenewable Service (NS)	84	0.90
Probationary Learning (PAL)	2	0.02
Probationary Service (PAS)	112	1.20
Probationary Teaching (PAT)	26	0.28
Performance-based Service (PAS)	120	1.28
Performance-based Teaching (PBT)	194	2.08
Total	9,347	100

APPENDIX 5:
STUDENT ENROLLMENT AND TEACHER
DEMAND PROJECTIONS BY RESA

Central Savannah RESA

Enrollment by Grade Level, FY92-FY02

Fiscal Year	Pre-K	KK	Gr1	Gr2	Gr3	Gr4	Gr5	Gr6	Gr7	Gr8	Gr9	G10	Gr11	Gr12	P-12
1992	241	5906	6166	5959	6123	6140	5998	6192	5805	5355	6521	4632	4182	3785	73005
1993	334	6079	6038	6112	6063	6151	6220	6217	6110	5572	6913	4911	4126	3853	74699
1994	824	6064	6163	5969	6157	6069	6189	6270	6095	5936	7324	5030	4366	3809	76265
1995	1483	6329	6162	6030	5997	6085	6182	6282	6197	5801	7717	5318	4417	4074	78074
1996	2125	6266	6493	6158	6113	5986	6138	6320	6220	6010	7424	5643	4613	3912	79421
1997	2224	6468	6444	6334	6150	6056	5968	6295	6250	6043	7574	5571	5050	3963	80390
1998	2426	6095	6598	6298	6203	6142	5971	6239	6225	6026	7673	5494	4900	4380	80670
1999	2305	6081	6430	6312	6217	6271	6106	6164	6188	5958	7763	5382	4908	4167	80252
2000	2295	5772	6260	6266	6323	6257	6205	6299	6126	5965	7369	5680	4749	4228	79794
2001	2223	5697	5872	6028	6258	6258	6241	6403	6233	5854	7344	5521	4921	3983	78836
2002	2252	5427	5800	5740	6037	6258	6273	6488	6372	5940	7207	5407	4956	4236	78393

Student Enrollment Projections Based on Grade-to-Grade Average Yield Rate

	PK to PK	PK to KK	KK to Gr1	Gr1 to Gr2	Gr2 to Gr3	Gr3 to Gr4	Gr4 to Gr5	Gr5 to Gr6	Gr6 to Gr7	Gr7 to Gr8	Gr8 to Gr9	Gr9 to G10	G10 to G11	G11 to G12
(Yield)	0.982	2.484	1.03	0.968	0.997	1.002	0.996	1.034	0.993	0.957	1.247	0.73	0.885	0.853
Year	Pre-K	KK	Gr1	Gr2	Gr3	Gr4	Gr5	Gr6	Gr7	Gr8	Gr9	G10	Gr11	Gr12
2003	2211	5594	5590	5614	5723	6049	6233	6486	6443	6098	7407	5261	4785	4227
2004	2171	5492	5762	5411	5597	5734	6025	6445	6441	6166	7604	5407	4656	4082
2005	2132	5393	5657	5578	5395	5608	5711	6230	6400	6164	7689	5551	4785	3972
2006	2094	5296	5555	5476	5561	5406	5586	5905	6186	6125	7687	5613	4913	4082
2007	2056	5201	5455	5377	5460	5572	5384	5776	5864	5920	7638	5612	4968	4191
2008	2019	5107	5357	5280	5361	5471	5550	5567	5736	5612	7382	5576	4967	4238
2009	1983	5015	5260	5186	5264	5372	5449	5739	5528	5489	6998	5389	4935	4237
2010	1947	4926	5165	5092	5170	5275	5351	5634	5699	5290	6845	5109	4769	4210
2011	1912	4836	5074	5000	5077	5180	5254	5533	5595	5454	6597	4997	4521	4068
2012	1878	4749	4981	4912	4985	5087	5159	5433	5494	5354	6801	4816	4422	3856

Central Savannah RESA

Teacher Demand Projections

Projected FTE Student Enrollments							Projected Number of Teachers Needed					
				Funding Class Size	Max. Class Size FY03	Max. Class Size FY04-12	Teachers Funded	Teachers Based On Max. Class Size	Teachers Funded	Teachers Based On Max. Class Size	Teachers Funded	Teachers Based On Max. Class Size
	2002-03	2006-07	2011-12				2002-2003		2006-2007		2011-2012	
Pre-K	2211	2056	1878	10	10	10	221.1	221.1	205.6	205.6	187.8	187.8
Kindergarten	5594	5201	4749	15	19	18	372.9	294.4	346.7	288.9	316.6	263.8
Grade 1	5590	5455	4981	17	22	21	328.8	254.1	320.9	259.8	293	237.2
Grade 2	5614	5377	4912	17	22	21	330.2	255.2	316.3	256	288.9	233.9
Grade 3	5723	5460	4985	17	22	21	336.6	260.1	321.2	260	293.2	237.4
Grade 4	6049	5572	5087	23	30	28	263	201.6	242.3	199	221.2	181.7
Grade 5	6233	5384	5159	23	30	28	271	207.8	234.1	192.3	224.3	184.3
Elem. Total (K-5)	34803	32449	29873				1902.5	1473.2	1781.5	1456	1637.2	1338.3
Grade 6	6486	5776	5433	23	30	28	282	216.2	251.1	206.3	236.2	194
Grade 7	6443	5864	5494	23	30	28	280.1	214.8	255	209.4	238.9	196.2
Grade 8	6098	5920	5354	23	30	28	265.1	203.3	257.4	211.4	232.8	191.2
Middle Total	19027	17560	16281				827.2	634.3	763.5	627.1	707.9	581.4
Grade 9	7407	7638	6801	23	30	28	322	246.9	332.1	272.8	295.7	242.9
Grade 10	5261	5612	4816	23	30	28	228.7	175.4	244	200.4	209.4	172
Grade 11	4785	4968	4422	23	30	28	208	159.5	216	177.4	192.3	157.9
Grade 12	4227	4191	3856	23	30	28	183.8	140.9	182.2	149.7	167.7	137.7
High School (9-12) Total	21680	22409	19895				942.5	722.7	974.3	800.3	865.1	710.5
Total Enrollment	77721	74474	67927									
Special Ed P-12				155.9414			498.4	498.4	477.6	477.6	435.6	435.6
EIPK				146.2803			38.2	38.2	35.6	35.6	32.5	32.5
EIP1-3				75.1475			225.3	225.3	216.8	216.8	198	198
EIP4-5				294.1549			41.8	41.8	37.2	37.2	34.8	34.8
Other Elem. (Ratio to K-5)				337.7447			103	103	96.1	96.1	88.4	88.4
Other Middle (Ratio to Gr6-8)				70.15763			271.2	271.2	250.3	250.3	232.1	232.1
Instructional Specialists (Based on P-12)				335.7346			231.5	231.5	221.8	221.8	202.3	202.3
Other Teachers				2371.637			32.8	32.8	31.4	31.4	28.6	28.6
Vocational Ed (Based on P-12)				403.128			192.8	192.8	184.7	184.7	168.5	168.5
TEACHER TOTAL							5528.3	4686.3	5276.4	4640.5	4818.8	4238.8

Chattahoochee-Flint River RESA

Enrollment by Grade Level, FY92-FY02

Fiscal Year	Pre-K	KK	Gr1	Gr2	Gr3	Gr4	Gr5	Gr6	Gr7	Gr8	Gr9	G10	Gr11	Gr12	P-12
1992	5	4254	4479	4457	4477	4521	4407	4481	4296	3951	5014	3807	3345	2914	54408
1993	26	4126	4126	4209	4353	4327	4301	4126	4347	3956	4878	3674	3256	2947	52652
1994	245	4569	4230	4191	4327	4464	4470	4505	4563	4415	4899	4032	3421	2928	55259
1995	1173	4608	4497	4112	4165	4347	4489	4551	4522	4343	5157	4003	3417	2814	56198
1996	1748	4629	4669	4336	4054	4208	4376	4561	4586	4294	5283	4161	3321	2906	57132
1997	2005	4693	4700	4523	4293	4077	4203	4360	4602	4422	5410	4085	3480	2812	57665
1998	1934	4526	4783	4581	4456	4263	4062	4222	4416	4303	5454	4321	3362	2950	57633
1999	2193	4469	4649	4640	4504	4374	4170	4107	4269	4197	5456	4114	3494	2941	57577
2000	2130	4175	4556	4493	4490	4453	4367	4245	4146	4037	5418	4021	3433	3083	57047
2001	2193	4187	4262	4341	4438	4463	4440	4452	4211	3961	5114	3940	3338	3156	56496
2002	2225	4110	4290	4124	4345	4431	4422	4657	4370	4136	4822	3909	3283	3067	56191

Student Enrollment Projections Based on Grade-to-Grade Average Yield Rate

	PK to PK	PK to KK	KK to Gr1	Gr1 to Gr2	Gr2 to Gr3	Gr3 to Gr4	Gr4 to Gr5	Gr5 to Gr6	Gr6 to Gr7	Gr7 to Gr8	Gr8 to Gr9	Gr9 to G10	G10 to G11	G11 to G12
(Yield)	1.037	2.014	1.023	0.964	0.985	0.991	0.991	1.024	0.999	0.958	1.261	0.746	0.827	0.899
Year	Pre-K	KK	Gr1	Gr2	Gr3	Gr4	Gr5	Gr6	Gr7	Gr8	Gr9	G10	Gr11	Gr12
2003	2307	4481	4205	4136	4062	4306	4391	4528	4652	4186	5215	3597	3233	2951
2004	2392	4646	4584	4054	4074	4025	4267	4496	4523	4457	5279	3890	2975	2906
2005	2481	4817	4753	4419	3993	4037	3989	4369	4492	4333	5620	3938	3217	2675
2006	2573	4997	4928	4582	4353	3957	4001	4085	4365	4303	5464	4193	3257	2892
2007	2668	5182	5112	4751	4513	4314	3921	4097	4081	4182	5426	4076	3468	2928
2008	2767	5373	5301	4928	4680	4472	4275	4015	4093	3910	5274	4048	3371	3118
2009	2869	5573	5497	5110	4854	4638	4432	4378	4011	3921	4931	3934	3348	3031
2010	2975	5778	5701	5299	5033	4810	4596	4538	4374	3843	4944	3679	3253	3010
2011	3085	5992	5911	5496	5220	4988	4767	4706	4533	4190	4846	3688	3043	2924
2012	3199	6213	6130	5698	5414	5173	4943	4881	4701	4343	5284	3615	3050	2736

Chattahoochee-Flint River RESA

Teacher Demand Projections

Projected FTE Student Enrollments							Projected Number of Teachers Needed					
				Funding Class Size	Max. Class Size FY03	Max. Class Size FY04-12	Teachers Funded	Teachers Based On Max. Class Size	Teachers Funded	Teachers Based On Max. Class Size	Teachers Funded	Teachers Based On Max. Class Size
	2002-03	2006-07	2011-12				2002-2003	2006-2007	2011-2012			
Pre-K	2307	2668	3199	10	10	10	230.7	230.7	266.8	266.8	319.9	319.9
Kindergarten	4481	5182	6213	15	19	18	298.7	235.8	345.5	287.9	414.2	345.2
Grade 1	4205	5112	6130	17	22	21	247.4	191.1	300.7	243.4	360.6	291.9
Grade 2	4136	4751	5698	17	22	21	243.3	188	279.5	226.2	335.2	271.3
Grade 3	4062	4513	5414	17	22	21	238.9	184.6	265.5	214.9	318.5	257.8
Grade 4	4306	4314	5173	23	30	28	187.2	143.5	187.6	154.1	224.9	184.8
Grade 5	4391	3921	4943	23	30	28	190.9	146.4	170.5	140	214.9	176.5
Elem. Total (K-5)	25581	27793	33571				1406.4	1089.4	1549.3	1266.5	1868.3	1527.5
Grade 6	4528	4097	4881	23	30	28	196.9	150.9	178.1	146.3	212.2	174.3
Grade 7	4652	4081	4701	23	30	28	202.3	155.1	177.4	145.8	204.4	167.9
Grade 8	4186	4182	4343	23	30	28	182	139.5	181.8	149.4	188.8	155.1
Middle Total	13366	12360	13925				581.2	445.5	537.3	441.5	605.4	497.3
Grade 9	5215	5426	5284	23	30	28	226.7	173.8	235.9	193.8	229.7	188.7
Grade 10	3597	4076	3615	23	30	28	156.4	119.9	177.2	145.6	157.2	129.1
Grade 11	3233	3468	3050	23	30	28	140.6	107.8	150.8	123.9	132.6	108.9
Grade 12	2951	2928	2736	23	30	28	128.3	98.4	127.3	104.6	119	97.7
High School (9-12) Total	14996	15898	14685				652	499.9	691.2	567.9	638.5	524.4
Total Enrollment	56250	58719	65380									
Special Ed P-12				141.9639			396.2	396.2	413.6	413.6	460.5	460.5
EIPK				110.7817			40.4	40.4	46.8	46.8	56.1	56.1
EIP1-3				54.54895			227.4	227.4	263.5	263.5	316.1	316.1
EIP4-5				207.8169			41.8	41.8	39.6	39.6	48.7	48.7
Other Elem. (Ratio to K-5)				181.2709			141.1	141.1	153.3	153.3	185.2	185.2
Other Middle (Ratio to Gr6-8)				42.09508			317.5	317.5	293.6	293.6	330.8	330.8
Instructional Specialists (Based on P-12)				303.4128			185.4	185.4	193.5	193.5	215.5	215.5
Other Teachers				2160.896			26	26	27.2	27.2	30.3	30.3
Vocational Ed (Based on P-12)				494.3385			113.8	113.8	118.8	118.8	132.3	132.3
TEACHER TOTAL							4359.9	3755.1	4594.5	4092.6	5207.6	4644.6

Coastal Plains RESA

Enrollment by Grade Level, FY92-FY02

Fiscal Year	Pre-K	KK	Gr1	Gr2	Gr3	Gr4	Gr5	Gr6	Gr7	Gr8	Gr9	G10	Gr11	Gr12	P-12
1992	50	3232	3374	3223	3291	3342	3202	3329	3215	3078	3439	2523	2252	2126	39676
1993	24	3164	3329	3296	3279	3345	3331	3258	3417	3214	3471	2629	2169	2081	40007
1994	222	3304	3239	3277	3272	3268	3282	3363	3305	3391	3683	2724	2279	2009	40618
1995	596	3450	3324	3155	3307	3265	3211	3321	3376	3321	3813	2779	2235	2011	41164
1996	710	3433	3511	3276	3174	3287	3267	3320	3299	3340	3695	2957	2332	2023	41624
1997	872	3288	3499	3393	3240	3172	3239	3400	3311	3270	3782	2862	2499	2061	41888
1998	1183	3436	3368	3475	3368	3232	3196	3396	3339	3279	3662	3044	2407	2174	42559
1999	1188	3282	3423	3277	3488	3308	3257	3314	3296	3264	3687	2951	2433	2128	42296
2000	1267	3340	3335	3305	3258	3399	3335	3353	3279	3179	3746	2978	2359	2197	42330
2001	1291	3206	3279	3229	3276	3223	3358	3481	3377	3117	3775	2989	2489	2094	42184
2002	1354	3137	3203	3149	3157	3255	3140	3469	3390	3287	3611	3029	2528	2195	41904

Student Enrollment Projections Based on Grade-to-Grade Average Yield Rate

	PK to PK	PK to KK	KK to Gr1	Gr1 to Gr2	Gr2 to Gr3	Gr3 to Gr4	Gr4 to Gr5	Gr5 to Gr6	Gr6 to Gr7	Gr7 to Gr8	Gr8 to Gr9	Gr9 to G10	G10 to G11	G11 to G12
(Yield)	1.035	2.637	0.998	0.967	0.992	0.985	0.995	1.036	0.985	0.966	1.155	0.803	0.82	0.889
Year	Pre-K	KK	Gr1	Gr2	Gr3	Gr4	Gr5	Gr6	Gr7	Gr8	Gr9	G10	Gr11	Gr12
2003	1401	3570	3131	3097	3124	3110	3239	3253	3417	3275	3796	2900	2484	2247
2004	1450	3694	3563	3028	3072	3077	3094	3356	3204	3301	3783	3048	2378	2208
2005	1501	3824	3687	3445	3004	3026	3062	3205	3306	3095	3813	3038	2499	2114
2006	1554	3958	3816	3565	3417	2959	3011	3172	3157	3194	3575	3062	2491	2222
2007	1608	4098	3950	3690	3536	3366	2944	3119	3124	3050	3689	2871	2511	2214
2008	1664	4240	4090	3820	3660	3483	3349	3050	3072	3018	3523	2962	2354	2232
2009	1722	4388	4232	3955	3789	3605	3466	3470	3004	2968	3486	2829	2429	2093
2010	1782	4541	4379	4092	3923	3732	3587	3591	3418	2902	3428	2799	2320	2159
2011	1844	4699	4532	4234	4059	3864	3713	3716	3537	3302	3352	2753	2295	2062
2012	1909	4863	4690	4382	4200	3998	3845	3847	3660	3417	3814	2692	2257	2040

Coastal Plains RESA

Teacher Demand Projections

Projected FTE Student Enrollments							Projected Number of Teachers Needed					
				Funding Class Size	Max. Class Size FY03	Max. Class Size FY04-12	Teachers Funded	Teachers Based On Max. Class Size	Teachers Funded	Teachers Based On Max. Class Size	Teachers Funded	Teachers Based On Max. Class Size
	2002-03	2006-07	2011-12				2002-2003		2006-2007		2011-2012	
Pre-K	1401	1608	1909	10	10	10	140.1	140.1	160.8	160.8	190.9	190.9
Kindergarten	3570	4098	4863	15	19	18	238	187.9	273.2	227.7	324.2	270.2
Grade 1	3131	3950	4690	17	22	21	184.2	142.3	232.4	188.1	275.9	223.3
Grade 2	3097	3690	4382	17	22	21	182.2	140.8	217.1	175.7	257.8	208.7
Grade 3	3124	3536	4200	17	22	21	183.8	142	208	168.4	247.1	200
Grade 4	3110	3366	3998	23	30	28	135.2	103.7	146.3	120.2	173.8	142.8
Grade 5	3239	2944	3845	23	30	28	140.8	108	128	105.1	167.2	137.3
Elem. Total (K-5)	19271	21584	25978				1064.2	824.7	1205	985.2	1446	1182.3
Grade 6	3253	3119	3847	23	30	28	141.4	108.4	135.6	111.4	167.3	137.4
Grade 7	3417	3124	3660	23	30	28	148.6	113.9	135.8	111.6	159.1	130.7
Grade 8	3275	3050	3417	23	30	28	142.4	109.2	132.6	108.9	148.6	122
Middle Total	9945	9293	10924				432.4	331.5	404	331.9	475	390.1
Grade 9	3796	3689	3814	23	30	28	165	126.5	160.4	131.8	165.8	136.2
Grade 10	2900	2871	2692	23	30	28	126.1	96.7	124.8	102.5	117	96.1
Grade 11	2484	2511	2257	23	30	28	108	82.8	109.2	89.7	98.1	80.6
Grade 12	2247	2214	2040	23	30	28	97.7	74.9	96.3	79.1	88.7	72.9
High School (9-12) Total	11427	11285	10803				496.8	380.9	490.7	403.1	469.6	385.8
Total Enrollment	42044	43770	49614									
Special Ed P-12				139.4651			301.5	301.5	313.8	313.8	355.7	355.7
EIPK				59.67282			59.8	59.8	68.7	68.7	81.5	81.5
EIP1-3				77.99377			119.9	119.9	143.3	143.3	170.2	170.2
EIP4-5				120.252			52.8	52.8	52.5	52.5	65.2	65.2
Other Elem. (Ratio to K-5)				237.8617			81	81	90.7	90.7	109.2	109.2
Other Middle (Ratio to Gr6-8)				95.28491			104.4	104.4	97.5	97.5	114.6	114.6
Instructional Specialists (Based on P-12)				292.1207			143.9	143.9	149.8	149.8	169.8	169.8
Other Teachers				1583.887			26.5	26.5	27.6	27.6	31.3	31.3
Vocational Ed (Based on P-12)				360.8527			116.5	116.5	121.3	121.3	137.5	137.5
TEACHER TOTAL							3139.8	2683.5	3325.7	2946.2	3816.5	3384.1

First District RESA

Enrollment by Grade Level, FY92-FY02

Fiscal Year	Pre-K	KK	Gr1	Gr2	Gr3	Gr4	Gr5	Gr6	Gr7	Gr8	Gr9	G10	Gr11	Gr12	P-12
1992	44	8837	9150	9192	9305	9002	8725	8979	8590	7867	9208	6577	5712	5030	106218
1993	399	8888	8957	8984	8927	9118	8754	9054	8936	8248	10337	6855	5752	5139	108348
1994	615	9383	9363	9075	9216	9210	9379	9161	8970	8629	9740	7337	6141	5035	111254
1995	1384	9738	9665	9224	9135	9187	9180	9402	8928	8738	10360	7444	6211	5373	113969
1996	2436	10030	10010	9518	9256	9234	9171	9454	9343	8710	10860	7725	6303	5375	117425
1997	2841	10032	10290	9837	9585	9317	9179	9553	9408	8949	10902	7990	6270	5494	119647
1998	3855	9832	10142	9960	9828	9605	9236	9286	9481	9095	10950	8202	6599	5541	121612
1999	3875	9878	9878	9817	9839	9678	9474	9433	9232	9234	11250	8300	6702	5659	122249
2000	3959	9316	9915	9487	9651	9721	9539	9532	9349	8978	11274	8388	6706	5842	121657
2001	3964	9087	9356	9684	9470	9708	9652	9808	9533	9157	10862	8257	7033	5757	121328
2002	4040	8846	9018	9105	9674	9462	9756	9891	9742	9313	10821	8255	7140	6118	121181

Student Enrollment Projections Based on Grade-to-Grade Average Yield Rate

	PK to PK	PK to KK	KK to Gr1	Gr1 to Gr2	Gr2 to Gr3	Gr3 to Gr4	Gr4 to Gr5	Gr5 to Gr6	Gr6 to Gr7	Gr7 to Gr8	Gr8 to Gr9	Gr9 to G10	G10 to G11	G11 to G12
(Yield)	1.012	2.373	1.001	0.97	0.992	0.994	0.992	1.02	0.995	0.976	1.212	0.749	0.832	0.864
Year	Pre-K	KK	Gr1	Gr2	Gr3	Gr4	Gr5	Gr6	Gr7	Gr8	Gr9	G10	Gr11	Gr12
2003	4088	9587	8855	8747	9032	9616	9386	9951	9842	9508	11287	8105	6868	6169
2004	4137	9701	9597	8589	8677	8978	9539	9574	9901	9606	11524	8454	6743	5934
2005	4187	9817	9711	9309	8520	8625	8906	9730	9526	9663	11642	8631	7034	5826
2006	4237	9936	9827	9420	9235	8469	8556	9084	9681	9297	11712	8720	7181	6077
2007	4288	10054	9946	9532	9345	9180	8401	8727	9039	9449	11268	8772	7255	6204
2008	4339	10175	10064	9648	9456	9289	9107	8569	8683	8822	11452	8440	7298	6268
2009	4391	10296	10185	9762	9571	9399	9215	9289	8526	8475	10692	8578	7022	6305
2010	4444	10420	10306	9879	9684	9514	9324	9399	9243	8321	10272	8008	7137	6067
2011	4497	10546	10430	9997	9800	9626	9438	9510	9352	9021	10085	7694	6663	6166
2012	4551	10671	10557	10117	9917	9741	9549	9627	9462	9128	10933	7554	6401	5757

First District RESA

Teacher Demand Projections

Projected FTE Student Enrollments							Projected Number of Teachers Needed					
				Funding Class Size	Max. Class Size FY03	Max. Class Size FY04-12	Teachers Funded	Teachers Based On Max. Class Size	Teachers Funded	Teachers Based On Max. Class Size	Teachers Funded	Teachers Based On Max. Class Size
	2002-03	2006-07	2011-12				2002-2003	2006-2007	2011-2012			
Pre-K	4088	4288	4551	10	10	10	408.8	408.8	428.8	428.8	455.1	455.1
Kindergarten	9587	10054	10671	15	19	18	639.1	504.6	670.3	558.6	711.4	592.8
Grade 1	8855	9946	10557	17	22	21	520.9	402.5	585.1	473.6	621	502.7
Grade 2	8747	9532	10117	17	22	21	514.5	397.6	560.7	453.9	595.1	481.8
Grade 3	9032	9345	9917	17	22	21	531.3	410.5	549.7	445	583.4	472.2
Grade 4	9616	9180	9741	23	30	28	418.1	320.5	399.1	327.9	423.5	347.9
Grade 5	9386	8401	9549	23	30	28	408.1	312.9	365.3	300	415.2	341
Elem. Total (K-5)	55223	56458	60552				3032	2348.6	3130.2	2559	3349.6	2738.4
Grade 6	9951	8727	9627	23	30	28	432.7	331.7	379.4	311.7	418.6	343.8
Grade 7	9842	9039	9462	23	30	28	427.9	328.1	393	322.8	411.4	337.9
Grade 8	9508	9449	9128	23	30	28	413.4	316.9	410.8	337.5	396.9	326
Middle Total	29301	27215	28217				1274	976.7	1183.2	972	1226.9	1007.7
Grade 9	11287	11268	10933	23	30	28	490.7	376.2	489.9	402.4	475.3	390.5
Grade 10	8105	8772	7554	23	30	28	352.4	270.2	381.4	313.3	328.4	269.8
Grade 11	6868	7255	6401	23	30	28	298.6	228.9	315.4	259.1	278.3	228.6
Grade 12	6169	6204	5757	23	30	28	268.2	205.6	269.7	221.6	250.3	205.6
High School (9-12) Total	32429	33499	30645				1409.9	1080.9	1456.4	1196.4	1332.3	1094.5
Total Enrollment	121041	121460	123965									
Special Ed P-12				134.4297			900.4	900.4	903.5	903.5	922.2	922.2
EIPK				238.4367			40.2	40.2	42.2	42.2	44.8	44.8
EIP1-3				57.01949			467.1	467.1	505.5	505.5	536.5	536.5
EIP4-5				198.5536			95.7	95.7	88.5	88.5	97.2	97.2
Other Elem. (Ratio to K-5)				138.8648			397.7	397.7	406.6	406.6	436	436
Other Middle (Ratio to Gr6-8)				45.92483			638	638	592.6	592.6	614.4	614.4
Instructional Specialists (Based on P-12)				309.9215			390.6	390.6	391.9	391.9	400	400
Other Teachers				1589.575			76.1	76.1	76.4	76.4	78	78
Vocational Ed (Based on P-12)				525.3532			230.4	230.4	231.2	231.2	236	236
TEACHER TOTAL							9360.9	8051.2	9437	8394.6	9729	8660.8

Griffin RESA

Enrollment by Grade Level, FY92-FY02

Fiscal Year	Pre-K	KK	Gr1	Gr2	Gr3	Gr4	Gr5	Gr6	Gr7	Gr8	Gr9	G10	Gr11	Gr12	P-12
1992	98	4273	4497	4348	4580	4527	4513	4596	4222	4075	4756	3944	3124	2826	54379
1993	26	4612	4804	4656	4609	4801	4750	4844	4724	4477	4952	4160	3263	2961	57639
1994	209	4807	4955	4747	4799	4723	4928	4910	4869	4876	5184	4114	3530	2995	59646
1995	346	5086	5157	4978	4884	4980	4861	5126	4983	5019	5790	4237	3517	3092	62056
1996	638	5161	5453	5302	5199	5116	5155	5150	5264	5054	6152	4670	3691	3084	65089
1997	570	5480	5576	5562	5482	5429	5270	5450	5243	5407	6254	4900	4102	3217	67942
1998	984	5482	5853	5722	5722	5687	5670	5564	5546	5402	6663	5025	4224	3603	71147
1999	1077	5631	5843	5898	5880	5916	5906	5967	5730	5721	6710	5404	4320	3663	73666
2000	1086	5379	6059	5927	6128	6075	6110	6215	6137	5920	6939	5454	4590	3818	75837
2001	1117	5478	5931	6271	6232	6376	6394	6515	6487	6292	7120	5831	4708	4029	78781
2002	1209	5664	6070	6161	6628	6609	6698	6865	6827	6695	7541	6200	5142	4180	82489

Student Enrollment Projections Based on Grade-to-Grade Average Yield Rate

	PK to PK	PK to KK	KK to Gr1	Gr1 to Gr2	Gr2 to Gr3	Gr3 to Gr4	Gr4 to Gr5	Gr5 to Gr6	Gr6 to Gr7	Gr7 to Gr8	Gr8 to Gr9	Gr9 to G10	G10 to G11	G11 to G12
(Yield)	1.053	5.208	1.088	1.024	1.044	1.042	1.044	1.061	1.037	1.031	1.214	0.834	0.864	0.879
Year	Pre-K	KK	Gr1	Gr2	Gr3	Gr4	Gr5	Gr6	Gr7	Gr8	Gr9	G10	Gr11	Gr12
2003	1273	6296	6162	6216	6432	6906	6900	7107	7119	7039	8128	6289	5357	4520
2004	1340	6630	6850	6310	6490	6702	7210	7321	7370	7340	8545	6779	5434	4709
2005	1411	6979	7213	7014	6588	6763	6997	7650	7592	7598	8911	7127	5857	4776
2006	1486	7348	7593	7386	7323	6865	7061	7424	7933	7827	9224	7432	6158	5148
2007	1565	7739	7995	7775	7711	7631	7167	7492	7699	8179	9502	7693	6421	5413
2008	1648	8151	8420	8187	8117	8035	7967	7604	7769	7938	9929	7925	6647	5644
2009	1735	8583	8868	8622	8547	8458	8389	8453	7885	8010	9637	8281	6847	5843
2010	1827	9036	9338	9081	9001	8906	8830	8901	8766	8129	9724	8037	7155	6019
2011	1924	9515	9831	9562	9481	9379	9298	9369	9230	9038	9869	8110	6944	6289
2012	2026	10020	10352	10067	9983	9879	9792	9865	9716	9516	10972	8231	7007	6104

Griffin RESA

Teacher Demand Projections

Projected FTE Student Enrollments							Projected Number of Teachers Needed					
				Funding Class Size	Max. Class Size FY03	Max. Class Size FY04-12	Teachers Funded	Teachers Based On Max. Class Size	Teachers Funded	Teachers Based On Max. Class Size	Teachers Funded	Teachers Based On Max. Class Size
	2002-03	2006-07	2011-12				2002-2003		2006-2007		2011-2012	
Pre-K	1273	1565	2026	10	10	10	127.3	127.3	156.5	156.5	202.6	202.6
Kindergarten	6296	7739	10020	15	19	18	419.7	331.4	515.9	429.9	668	556.7
Grade 1	6162	7995	10352	17	22	21	362.5	280.1	470.3	380.7	608.9	493
Grade 2	6216	7775	10067	17	22	21	365.6	282.5	457.4	370.2	592.2	479.4
Grade 3	6432	7711	9983	17	22	21	378.4	292.4	453.6	367.2	587.2	475.4
Grade 4	6906	7631	9879	23	30	28	300.3	230.2	331.8	272.5	429.5	352.8
Grade 5	6900	7167	9792	23	30	28	300	230	311.6	256	425.7	349.7
Elem. Total (K-5)	38912	46018	60093				2126.5	1646.6	2540.6	2076.5	3311.5	2707
Grade 6	7107	7492	9865	23	30	28	309	236.9	325.7	267.6	428.9	352.3
Grade 7	7119	7699	9716	23	30	28	309.5	237.3	334.7	275	422.4	347
Grade 8	7039	8179	9516	23	30	28	306	234.6	355.6	292.1	413.7	339.9
Middle Total	21265	23370	29097				924.5	708.8	1016	834.7	1265	1039.2
Grade 9	8128	9502	10972	23	30	28	353.4	270.9	413.1	339.4	477	391.9
Grade 10	6289	7693	8231	23	30	28	273.4	209.6	334.5	274.8	357.9	294
Grade 11	5357	6421	7007	23	30	28	232.9	178.6	279.2	229.3	304.7	250.3
Grade 12	4520	5413	6104	23	30	28	196.5	150.7	235.3	193.3	265.4	218
High School (9-12) Total	24294	29029	32314				1056.2	809.8	1262.1	1036.8	1405	1154.2
Total Enrollment	85744	99982	123530									
Special Ed P-12				126.0002			680.5	680.5	793.5	793.5	980.4	980.4
EIPK				113.2347			55.6	55.6	68.3	68.3	88.5	88.5
EIP1-3				161.4088			116.5	116.5	145.5	145.5	188.4	188.4
EIP4-5				338.7729			40.8	40.8	43.7	43.7	58.1	58.1
Other Elem. (Ratio to K-5)				86.00568			452.4	452.4	535.1	535.1	698.7	698.7
Other Middle (Ratio to Gr6-8)				54.50699			390.1	390.1	428.8	428.8	533.8	533.8
Instructional Specialists (Based on P-12)				295.7693			289.9	289.9	338	338	417.7	417.7
Other Teachers				2319.799			37	37	43.1	43.1	53.3	53.3
Vocational Ed (Based on P-12)				532.4195			161	161	187.8	187.8	232	232
TEACHER TOTAL							6458.3	5516.3	7559	6688.3	9435	8353.9

Heart of Georgia RESA

Enrollment by Grade Level, FY92-FY02

Fiscal Year	Pre-K	KK	Gr1	Gr2	Gr3	Gr4	Gr5	Gr6	Gr7	Gr8	Gr9	G10	Gr11	Gr12	P-12
1992	7	1641	1767	1728	1778	1837	1866	1908	1823	1758	1988	1552	1408	1281	22342
1993	13	1717	1680	1692	1765	1781	1842	1876	1979	1779	1936	1639	1385	1275	22359
1994	32	1866	1779	1611	1701	1770	1799	1871	1918	1882	2054	1646	1482	1268	22679
1995	484	1838	1906	1667	1598	1696	1771	1831	1850	1893	2231	1648	1490	1332	23235
1996	1045	1928	1849	1761	1667	1603	1710	1780	1862	1820	2197	1782	1438	1334	23776
1997	1083	2021	1929	1763	1774	1699	1609	1779	1822	1769	2126	1676	1599	1254	23903
1998	1109	1848	2001	1848	1722	1771	1672	1667	1763	1781	2151	1636	1485	1397	23851
1999	1069	1814	1891	1895	1828	1784	1756	1797	1636	1717	2164	1596	1413	1340	23700
2000	1079	1745	1822	1808	1856	1859	1775	1862	1739	1626	2065	1679	1363	1315	23593
2001	1106	1777	1761	1729	1757	1889	1852	1870	1809	1727	1979	1564	1440	1284	23544
2002	1092	1710	1730	1724	1739	1786	1864	1960	1799	1732	2009	1578	1362	1327	23412

Student Enrollment Projections Based on Grade-to-Grade Average Yield Rate

	PK to PK	PK to KK	KK to Gr1	Gr1 to Gr2	Gr2 to Gr3	Gr3 to Gr4	Gr4 to Gr5	Gr5 to Gr6	Gr6 to Gr7	Gr7 to Gr8	Gr8 to Gr9	Gr9 to G10	G10 to G11	G11 to G12
(Yield)	0.996	1.615	1.003	0.958	0.987	1.022	0.992	1.062	0.971	0.98	1.2	0.768	0.862	0.924
Year	Pre-K	KK	Gr1	Gr2	Gr3	Gr4	Gr5	Gr6	Gr7	Gr8	Gr9	G10	Gr11	Gr12
2003	1088	1764	1715	1657	1702	1777	1772	1980	1903	1763	2078	1543	1360	1258
2004	1084	1757	1769	1643	1635	1739	1763	1882	1923	1865	2116	1596	1330	1257
2005	1080	1751	1762	1695	1622	1671	1725	1872	1827	1885	2238	1625	1376	1229
2006	1076	1744	1756	1688	1673	1658	1658	1832	1818	1790	2262	1719	1401	1271
2007	1072	1738	1749	1682	1666	1710	1645	1761	1779	1782	2148	1737	1482	1295
2008	1068	1731	1743	1676	1660	1703	1696	1747	1710	1743	2138	1650	1497	1369
2009	1064	1725	1736	1670	1654	1697	1689	1801	1696	1676	2092	1642	1422	1383
2010	1060	1718	1730	1663	1648	1690	1683	1794	1749	1662	2011	1607	1415	1314
2011	1056	1712	1723	1657	1641	1684	1676	1787	1742	1714	1994	1544	1385	1307
2012	1052	1705	1717	1651	1635	1677	1671	1780	1735	1707	2057	1531	1331	1280

Heart of Georgia RESA

Teacher Demand Projections

Projected FTE Student Enrollments							Projected Number of Teachers Needed					
				Funding Class Size	Max. Class Size FY03	Max. Class Size FY04-12	Teachers Funded	Teachers Based On Max. Class Size	Teachers Funded	Teachers Based On Max. Class Size	Teachers Funded	Teachers Based On Max. Class Size
	2002-03	2006-07	2011-12				2002-2003	2006-2007	2011-2012			
Pre-K	1088	1072	1052	10	10	10	108.8	108.8	107.2	107.2	105.2	105.2
Kindergarten	1764	1738	1705	15	19	18	117.6	92.8	115.9	96.6	113.7	94.7
Grade 1	1715	1749	1717	17	22	21	100.9	78	102.9	83.3	101	81.8
Grade 2	1657	1682	1651	17	22	21	97.5	75.3	98.9	80.1	97.1	78.6
Grade 3	1702	1666	1635	17	22	21	100.1	77.4	98	79.3	96.2	77.9
Grade 4	1777	1710	1677	23	30	28	77.3	59.2	74.3	61.1	72.9	59.9
Grade 5	1772	1645	1671	23	30	28	77	59.1	71.5	58.8	72.7	59.7
Elem. Total (K-5)	10387	10190	10056				570.4	441.8	561.5	459.2	553.6	452.6
Grade 6	1980	1761	1780	23	30	28	86.1	66	76.6	62.9	77.4	63.6
Grade 7	1903	1779	1735	23	30	28	82.7	63.4	77.3	63.5	75.4	62
Grade 8	1763	1782	1707	23	30	28	76.7	58.8	77.5	63.6	74.2	61
Middle Total	5646	5322	5222				245.5	188.2	231.4	190	227	186.6
Grade 9	2078	2148	2057	23	30	28	90.3	69.3	93.4	76.7	89.4	73.5
Grade 10	1543	1737	1531	23	30	28	67.1	51.4	75.5	62	66.6	54.7
Grade 11	1360	1482	1331	23	30	28	59.1	45.3	64.4	52.9	57.9	47.5
Grade 12	1258	1295	1280	23	30	28	54.7	41.9	56.3	46.3	55.7	45.7
High School (9-12) Total	6239	6662	6199				271.2	207.9	289.6	237.9	269.6	221.4
Total Enrollment	23360	23246	22529									
Special Ed P-12				132.3128			176.6	176.6	175.7	175.7	170.3	170.3
EIPK				116.0896			15.2	15.2	15	15	14.7	14.7
EIP1-3				143.8106			35.7	35.7	35.9	35.9	35.3	35.3
EIP4-5				182.7742			19.4	19.4	18.4	18.4	18.3	18.3
Other Elem. (Ratio to K-5)				160.0832			64.9	64.9	63.7	63.7	62.8	62.8
Other Middle (Ratio to Gr6-8)				41.70943			135.4	135.4	127.6	127.6	125.2	125.2
Instructional Specialists (Based on P-12)				404.9001			57.7	57.7	57.4	57.4	55.6	55.6
Other Teachers				2289.668			10.2	10.2	10.2	10.2	9.8	9.8
Vocational Ed (Based on P-12)				392.0381			59.6	59.6	59.3	59.3	57.5	57.5
TEACHER TOTAL							1770.6	1521.4	1752.9	1557.5	1704.9	1515.3

Metro RESA

Enrollment by Grade Level, FY92-FY02

Fiscal Year	Pre-K	KK	Gr1	Gr2	Gr3	Gr4	Gr5	Gr6	Gr7	Gr8	Gr9	G10	Gr11	Gr12	P-12
1992	538	33109	33927	32742	32909	32672	32145	31923	29765	28251	32040	25971	23541	22363	391896
1993	81	34352	35186	33567	33376	33619	33155	33035	31686	30578	32752	27329	23571	22456	404743
1994	1146	35384	35987	35297	34300	34215	34356	33757	32830	32378	34705	27784	24865	22519	419523
1995	1739	37621	36557	36401	35927	34868	34672	34411	33613	33412	37298	29170	24803	23472	433964
1996	4054	38562	38623	37198	37134	36611	35657	34931	34564	34548	38688	30924	26181	23000	450675
1997	4737	38650	40420	39306	37769	37829	37133	35844	35105	35765	40192	32109	27650	24105	466614
1998	6018	38817	40236	41053	39770	38348	38134	37197	36158	35777	41417	33223	28248	25800	480196
1999	6273	40027	40918	41008	41878	40168	39066	38555	37689	36939	41601	34307	29526	26868	494823
2000	6726	39921	41666	41459	41647	42445	40961	39517	38810	38431	43758	34879	30577	26973	507770
2001	7212	39763	41656	42154	42370	42172	42961	41326	39723	39405	45114	35909	31694	27289	518748
2002	7241	40421	41616	42191	43107	42608	43056	43566	41785	40310	46291	37522	32749	28610	531073

Student Enrollment Projections Based on Grade-to-Grade Average Yield Rate

	PK to PK	PK to KK	KK to Gr1	Gr1 to Gr2	Gr2 to Gr3	Gr3 to Gr4	Gr4 to Gr5	Gr5 to Gr6	Gr6 to Gr7	Gr7 to Gr8	Gr8 to Gr9	Gr9 to G10	G10 to G11	G11 to G12
(Yield)	1.048	6.133	1.046	1.014	1.02	1.01	1.018	1.011	1.009	1.018	1.174	0.83	0.9	0.915
Year	Pre-K	KK	Gr1	Gr2	Gr3	Gr4	Gr5	Gr6	Gr7	Gr8	Gr9	G10	Gr11	Gr12
2003	7589	44409	42280	42199	43035	43538	43375	43530	43958	42537	47324	38422	33770	29965
2004	7953	46543	46452	42872	43043	43465	44322	43852	43922	44749	49938	39279	34580	30900
2005	8335	48776	48684	47102	43729	43473	44247	44810	44247	44713	52535	41449	35351	31641
2006	8735	51119	51020	49366	48044	44166	44256	44734	45213	45043	52493	43604	37304	32346
2007	9154	53572	53470	51734	50353	48524	44961	44743	45137	46027	52880	43569	39244	34133
2008	9593	56141	56036	54219	52769	50857	49397	45456	45146	45949	54036	43890	39212	35908
2009	10053	58834	58723	56821	55303	53297	51772	49940	45865	45959	53944	44850	39501	35879
2010	10536	61655	61540	59545	57957	55856	54256	52341	50389	46691	53956	44774	40365	36143
2011	11042	64617	64491	62402	60736	58537	56861	54853	52812	51296	54815	44783	40297	36934
2012	11572	67721	67589	65394	63650	61343	59591	57486	55347	53763	60222	45496	40305	36872

Metro RESA

Teacher Demand Projections

Projected FTE Student Enrollments							Projected Number of Teachers Needed					
				Funding Class Size	Max. Class Size FY03	Max. Class Size FY04-12	Teachers Funded	Teachers Based On Max. Class Size	Teachers Funded	Teachers Based On Max. Class Size	Teachers Funded	Teachers Based On Max. Class Size
	2002-03	2006-07	2011-12				2002-2003		2006-2007		2011-2012	
Pre-K	7589	9154	11572	10	10	10	758.9	758.9	915.4	915.4	1157.2	1157.2
Kindergarten	44409	53572	67721	15	19	18	2960.6	2337.3	3571.5	2976.2	4514.7	3762.3
Grade 1	42280	53470	67589	17	22	21	2487.1	1921.8	3145.3	2546.2	3975.8	3218.5
Grade 2	42199	51734	65394	17	22	21	2482.3	1918.1	3043.2	2463.5	3846.7	3114
Grade 3	43035	50353	63650	17	22	21	2531.5	1956.1	2961.9	2397.8	3744.1	3031
Grade 4	43538	48524	61343	23	30	28	1893	1451.3	2109.7	1733	2667.1	2190.8
Grade 5	43375	44961	59591	23	30	28	1885.9	1445.8	1954.8	1605.8	2590.9	2128.3
Elem. Total (K-5)	258836	302614	385288				14240.4	11030.4	16786.4	13722.5	21339.3	17444.9
Grade 6	43530	44743	57486	23	30	28	1892.6	1451	1945.3	1598	2499.4	2053.1
Grade 7	43958	45137	55347	23	30	28	1911.2	1465.3	1962.5	1612	2406.4	1976.7
Grade 8	42537	46027	53763	23	30	28	1849.4	1417.9	2001.2	1643.8	2337.5	1920.1
Middle Total	130025	135907	166596				5653.2	4334.2	5909	4853.8	7243.3	5949.9
Grade 9	47324	52880	60222	23	30	28	2057.6	1577.5	2299.1	1888.6	2618.3	2150.8
Grade 10	38422	43569	45496	23	30	28	1670.5	1280.7	1894.3	1556	1978.1	1624.9
Grade 11	33770	39244	40305	23	30	28	1468.3	1125.7	1706.3	1401.6	1752.4	1439.5
Grade 12	29965	34133	36872	23	30	28	1302.8	998.8	1484	1219	1603.1	1316.9
High School (9-12) Total	149481	169826	182895				6499.2	4982.7	7383.7	6065.2	7951.9	6532.1
Total Enrollment	545931	617501	746351									
Special Ed P-12				119.6731			4561.9	4561.9	5159.9	5159.9	6236.6	6236.6
EIPK				277.0649			160.3	160.3	193.4	193.4	244.4	244.4
EIP1-3				218.3655			590.2	590.2	727.1	727.1	919.1	919.1
EIP4-5				599.3004			145	145	156	156	201.8	201.8
Other Elem. (Ratio to K-5)				133.3099			1941.6	1941.6	2270	2270	2890.2	2890.2
Other Middle (Ratio to Gr6-8)				52.08038			2496.6	2496.6	2609.6	2609.6	3198.8	3198.8
Instructional Specialists (Based on P-12)				252.9994			2157.8	2157.8	2440.7	2440.7	2950	2950
Other Teachers				4937.252			110.6	110.6	125.1	125.1	151.2	151.2
Vocational Ed (Based on P-12)				705.1204			774.2	774.2	875.7	875.7	1058.5	1058.5
TEACHER TOTAL							40089.9	34044.4	45552	40114.4	55542.3	48934.7

Middle Georgia RESA

Enrollment by Grade Level, FY92-FY02

Fiscal Year	Pre-K	KK	Gr1	Gr2	Gr3	Gr4	Gr5	Gr6	Gr7	Gr8	Gr9	G10	Gr11	Gr12	P-12
1992	53	4658	4715	4626	4459	4954	4713	4701	4573	4229	4906	3650	3237	2881	56355
1993	28	4340	4598	4627	4603	4439	4929	4731	4672	4413	4641	3564	3148	2903	55636
1994	263	4767	4715	4675	4711	4746	4512	5012	4685	4785	5581	3732	3295	2850	58329
1995	647	5012	4800	4741	4694	4714	4704	4609	4933	4555	5780	3940	3341	2872	59342
1996	1490	5171	5007	4719	4723	4752	4744	4817	4543	4619	5854	4099	3418	2876	60832
1997	1489	5024	5157	4958	4793	4706	4743	4832	4808	4345	5986	4170	3589	2825	61425
1998	1578	4976	5150	5161	4994	4764	4741	4787	4734	4567	5766	4169	3751	2810	61948
1999	1581	4946	5001	5139	5090	5028	4849	4820	4850	4551	5853	4035	3746	3070	62559
2000	1587	4859	4972	4924	5179	5121	4991	4875	4864	4552	5850	4236	3628	3107	62745
2001	1634	4851	4912	4948	4973	5134	5180	4977	4804	4668	5789	4293	3820	2893	62876
2002	1659	4598	4950	4960	5022	5034	5215	5301	4965	4678	5812	4288	3743	3098	63323

Student Enrollment Projections Based on Grade-to-Grade Average Yield Rate

	PK to PK	PK to KK	KK to Gr1	Gr1 to Gr2	Gr2 to Gr3	Gr3 to Gr4	Gr4 to Gr5	Gr5 to Gr6	Gr6 to Gr7	Gr7 to Gr8	Gr8 to Gr9	Gr9 to G10	G10 to G11	G11 to G12
(Yield)	1.013	3.02	1.01	0.997	1.005	1.004	1.009	1.011	1.001	0.958	1.271	0.725	0.893	0.814
Year	Pre-K	KK	Gr1	Gr2	Gr3	Gr4	Gr5	Gr6	Gr7	Gr8	Gr9	G10	Gr11	Gr12
2003	1681	5010	4644	4935	4985	5042	5079	5272	5306	4756	5946	4214	3829	3047
2004	1703	5077	5060	4630	4960	5005	5087	5135	5277	5083	6045	4311	3763	3117
2005	1725	5143	5128	5045	4653	4980	5050	5143	5140	5055	6460	4383	3850	3063
2006	1747	5210	5194	5113	5070	4672	5025	5106	5148	4924	6425	4684	3914	3134
2007	1770	5276	5262	5178	5139	5090	4714	5080	5111	4932	6258	4658	4183	3186
2008	1793	5345	5329	5246	5204	5160	5136	4766	5085	4896	6269	4537	4160	3405
2009	1816	5415	5398	5313	5272	5225	5206	5192	4771	4871	6223	4545	4052	3386
2010	1840	5484	5469	5382	5340	5293	5272	5263	5197	4571	6191	4512	4059	3298
2011	1864	5557	5539	5453	5409	5361	5341	5330	5268	4979	5810	4488	4029	3304
2012	1888	5629	5613	5522	5480	5431	5409	5400	5335	5047	6328	4212	4008	3280

Middle Georgia RESA

Teacher Demand Projections

Projected FTE Student Enrollments							Projected Number of Teachers Needed					
				Funding Class Size	Max. Class Size FY03	Max. Class Size FY04-12	Teachers Funded	Teachers Based On Max. Class Size	Teachers Funded	Teachers Based On Max. Class Size	Teachers Funded	Teachers Based On Max. Class Size
	2002-03	2006-07	2011-12				2002-2003	2006-2007	2011-2012			
Pre-K	1681	1770	1888	10	10	10	168.1	168.1	177	177	188.8	188.8
Kindergarten	5010	5276	5629	15	19	18	334	263.7	351.7	293.1	375.3	312.7
Grade 1	4644	5262	5613	17	22	21	273.2	211.1	309.5	250.6	330.2	267.3
Grade 2	4935	5178	5522	17	22	21	290.3	224.3	304.6	246.6	324.8	263
Grade 3	4985	5139	5480	17	22	21	293.2	226.6	302.3	244.7	322.4	261
Grade 4	5042	5090	5431	23	30	28	219.2	168.1	221.3	181.8	236.1	194
Grade 5	5079	4714	5409	23	30	28	220.8	169.3	205	168.4	235.2	193.2
Elem. Total (K-5)	29695	30659	33084				1630.7	1263.1	1694.4	1385.2	1824	1491.2
Grade 6	5272	5080	5400	23	30	28	229.2	175.7	220.9	181.4	234.8	192.9
Grade 7	5306	5111	5335	23	30	28	230.7	176.9	222.2	182.5	232	190.5
Grade 8	4756	4932	5047	23	30	28	206.8	158.5	214.4	176.1	219.4	180.3
Middle Total	15334	15123	15782				666.7	511.1	657.5	540	686.2	563.7
Grade 9	5946	6258	6328	23	30	28	258.5	198.2	272.1	223.5	275.1	226
Grade 10	4214	4658	4212	23	30	28	183.2	140.5	202.5	166.4	183.1	150.4
Grade 11	3829	4183	4008	23	30	28	166.5	127.6	181.9	149.4	174.3	143.1
Grade 12	3047	3186	3280	23	30	28	132.5	101.6	138.5	113.8	142.6	117.1
High School (9-12) Total	17036	18285	17828				740.7	567.9	795	653.1	775.1	636.6
Total Enrollment	63746	65837	68582									
Special Ed P-12				127.762			498.9	498.9	515.3	515.3	536.8	536.8
EIPK				217.9147			23	23	24.2	24.2	25.8	25.8
EIP1-3				276.2116			52.7	52.7	56.4	56.4	60.2	60.2
EIP4-5				286.8458			35.3	35.3	34.2	34.2	37.8	37.8
Other Elem. (Ratio to K-5)				215.0557			138.1	138.1	142.6	142.6	153.8	153.8
Other Middle (Ratio to Gr6-8)				86.34659			177.6	177.6	175.1	175.1	182.8	182.8
Instructional Specialists (Based on P-12)				304.0281			209.7	209.7	216.5	216.5	225.6	225.6
Other Teachers				2285.17			27.9	27.9	28.8	28.8	30	30
Vocational Ed (Based on P-12)				510.7222			124.8	124.8	128.9	128.9	134.3	134.3
TEACHER TOTAL							4494.2	3798.2	4645.9	4077.3	4861.2	4267.4

North Georgia RESA

Enrollment by Grade Level, FY92-FY02

Fiscal Year	Pre-K	KK	Gr1	Gr2	Gr3	Gr4	Gr5	Gr6	Gr7	Gr8	Gr9	G10	Gr11	Gr12	P-12
1992	26	3942	3845	3818	3598	3667	3613	3598	3532	3397	3549	3051	2600	2174	44410
1993	7	4133	3946	3823	3909	3681	3693	3664	3648	3516	3726	3076	2696	2220	45738
1994	104	4255	4127	3986	3908	3971	3740	3804	3749	3603	3808	3272	2774	2226	47327
1995	224	4471	4329	4086	4129	3968	4025	3869	3817	3808	3870	3303	2902	2315	49116
1996	327	4755	4572	4374	4204	4202	4057	4097	3972	3869	4100	3375	2983	2334	51221
1997	478	4683	4846	4600	4446	4322	4305	4195	4167	4021	4238	3564	3083	2458	53406
1998	589	4607	4705	4828	4685	4532	4394	4416	4234	4228	4377	3666	3247	2458	54966
1999	685	4841	4660	4724	4867	4747	4575	4487	4420	4281	4695	3749	3455	2611	56797
2000	756	4774	4852	4657	4784	4934	4848	4654	4598	4548	4690	4002	3582	2749	58428
2001	756	5066	4974	4934	4781	4954	5035	4990	4865	4646	5093	4116	3633	2708	60551
2002	734	5294	5105	5018	5056	4857	5027	5122	5098	4867	5268	4407	3800	2967	62620

Student Enrollment Projections Based on Grade-to-Grade Average Yield Rate

	PK to PK	PK to KK	KK to Gr1	Gr1 to Gr2	Gr2 to Gr3	Gr3 to Gr4	Gr4 to Gr5	Gr5 to Gr6	Gr6 to Gr7	Gr7 to Gr8	Gr8 to Gr9	Gr9 to G10	G10 to G11	G11 to G12
(Yield)	1.059	7.223	1.016	1.007	1.018	1.02	1.016	1.021	1.023	1.013	1.115	0.863	0.932	0.793
Year	Pre-K	KK	Gr1	Gr2	Gr3	Gr4	Gr5	Gr6	Gr7	Gr8	Gr9	G10	Gr11	Gr12
2003	777	5302	5379	5141	5108	5157	4935	5133	5240	5164	5427	4546	4107	3013
2004	823	5612	5387	5417	5234	5210	5240	5039	5251	5308	5758	4684	4237	3257
2005	872	5945	5702	5425	5515	5339	5293	5350	5155	5319	5918	4969	4365	3360
2006	923	6298	6040	5742	5523	5625	5424	5404	5473	5222	5931	5107	4631	3461
2007	977	6667	6399	6082	5845	5633	5715	5538	5528	5544	5823	5118	4760	3672
2008	1035	7057	6774	6444	6191	5962	5723	5835	5665	5600	6182	5025	4770	3775
2009	1096	7476	7170	6821	6560	6315	6057	5843	5969	5739	6244	5335	4683	3783
2010	1161	7916	7596	7220	6944	6691	6416	6184	5977	6047	6399	5389	4972	3714
2011	1229	8386	8043	7649	7350	7083	6798	6551	6326	6055	6742	5522	5023	3943
2012	1302	8877	8520	8099	7787	7497	7196	6941	6702	6408	6751	5818	5147	3983

North Georgia RESA

Teacher Demand Projections

Projected FTE Student Enrollments							Projected Number of Teachers Needed					
				Funding Class Size	Max. Class Size FY03	Max. Class Size FY04-12	Teachers Funded	Teachers Based On Max. Class Size	Teachers Funded	Teachers Based On Max. Class Size	Teachers Funded	Teachers Based On Max. Class Size
	2002-03	2006-07	2011-12				2002-2003		2006-2007		2011-2012	
Pre-K	777	977	1302	10	10	10	77.7	77.7	97.7	97.7	130.2	130.2
Kindergarten	5302	6667	8877	15	19	18	353.5	279.1	444.5	370.4	591.8	493.2
Grade 1	5379	6399	8520	17	22	21	316.4	244.5	376.4	304.7	501.2	405.7
Grade 2	5141	6082	8099	17	22	21	302.4	233.7	357.8	289.6	476.4	385.7
Grade 3	5108	5845	7787	17	22	21	300.5	232.2	343.8	278.3	458.1	370.8
Grade 4	5157	5633	7497	23	30	28	224.2	171.9	244.9	201.2	326	267.8
Grade 5	4935	5715	7196	23	30	28	214.6	164.5	248.5	204.1	312.9	257
Elem. Total (K-5)	31022	36341	47976				1711.6	1325.9	2015.9	1648.3	2666.4	2180.2
Grade 6	5133	5538	6941	23	30	28	223.2	171.1	240.8	197.8	301.8	247.9
Grade 7	5240	5528	6702	23	30	28	227.8	174.7	240.3	197.4	291.4	239.4
Grade 8	5164	5544	6408	23	30	28	224.5	172.1	241	198	278.6	228.9
Middle Total	15537	16610	20051				675.5	517.9	722.1	593.2	871.8	716.2
Grade 9	5427	5823	6751	23	30	28	236	180.9	253.2	208	293.5	241.1
Grade 10	4546	5118	5818	23	30	28	197.7	151.5	222.5	182.8	253	207.8
Grade 11	4107	4760	5147	23	30	28	178.6	136.9	207	170	223.8	183.8
Grade 12	3013	3672	3983	23	30	28	131	100.4	159.7	131.1	173.2	142.3
High School (9-12) Total	17093	19373	21699				743.3	569.7	842.4	691.9	943.5	775
Total Enrollment	64429	73301	91028									
Special Ed P-12				125.4126			513.7	513.7	584.5	584.5	725.8	725.8
EIPK				225.3725			23.5	23.5	29.6	29.6	39.4	39.4
EIP1-3				165.3306			94.5	94.5	110.8	110.8	147.6	147.6
EIP4-5				95.49758			105.7	105.7	118.8	118.8	153.9	153.9
Other Elem. (Ratio to K-5)				172.0905			180.3	180.3	211.2	211.2	278.8	278.8
Other Middle (Ratio to Gr6-8)				84.32723			184.2	184.2	197	197	237.8	237.8
Instructional Specialists (Based on P-12)				271.1638			237.6	237.6	270.3	270.3	335.7	335.7
Other Teachers				4973.007			13	13	14.7	14.7	18.3	18.3
Vocational Ed (Based on P-12)				381.2134			169	169	192.3	192.3	238.8	238.8
TEACHER TOTAL							4729.6	4012.7	5407.3	4760.3	6788	5977.7

Northeast Georgia RESA

Enrollment by Grade Level, FY92-FY02

Fiscal Year	Pre-K	KK	Gr1	Gr2	Gr3	Gr4	Gr5	Gr6	Gr7	Gr8	Gr9	G10	Gr11	Gr12	P-12
1992	57	4090	4130	4032	4100	4065	4071	4086	4231	3631	4420	3148	2643	2396	49100
1993	24	4196	4118	4124	4044	4125	4065	4138	4093	3974	4378	3338	2643	2540	49800
1994	425	4269	4170	4094	4254	4003	4118	4133	4219	3972	4743	3426	2830	2448	51104
1995	751	4537	4266	4129	4213	4191	4028	4219	4203	4199	4796	3648	2907	2518	52605
1996	1273	4736	4544	4256	4251	4162	4271	4144	4293	4139	5004	3704	3008	2558	54343
1997	1433	4708	4763	4475	4406	4187	4201	4450	4242	4301	4983	3878	3053	2602	55682
1998	1378	4741	4800	4767	4639	4372	4199	4440	4448	4366	5276	3829	3115	2632	57002
1999	1478	4699	4778	4701	4882	4588	4392	4366	4460	4482	5158	3906	3190	2752	57832
2000	1556	4583	4801	4739	4878	4855	4643	4507	4422	4534	5214	4011	3307	2883	58933
2001	1592	4715	4717	4806	4842	4851	4991	4825	4629	4543	5257	4296	3402	2995	60461
2002	1694	4573	4891	4747	4838	4904	4957	5077	4895	4786	5494	4355	3479	2955	61645

Student Enrollment Projections Based on Grade-to-Grade Average Yield Rate

	PK to PK	PK to KK	KK to Gr1	Gr1 to Gr2	Gr2 to Gr3	Gr3 to Gr4	Gr4 to Gr5	Gr5 to Gr6	Gr6 to Gr7	Gr7 to Gr8	Gr8 to Gr9	Gr9 to G10	G10 to G11	G11 to G12
(Yield)	1.053	3.103	1.024	0.995	1.023	0.998	1.017	1.031	1.015	1.021	1.178	0.793	0.834	0.89
Year	Pre-K	KK	Gr1	Gr2	Gr3	Gr4	Gr5	Gr6	Gr7	Gr8	Gr9	G10	Gr11	Gr12
2003	1784	5256	4683	4867	4856	4828	4987	5111	5153	4998	5638	4357	3632	3096
2004	1879	5536	5382	4660	4979	4846	4910	5142	5188	5261	5888	4471	3634	3232
2005	1979	5831	5669	5355	4767	4969	4928	5062	5219	5297	6197	4669	3729	3234
2006	2084	6141	5971	5641	5478	4757	5053	5081	5138	5329	6240	4914	3894	3319
2007	2194	6467	6288	5941	5771	5467	4838	5210	5157	5246	6278	4948	4098	3466
2008	2310	6808	6622	6257	6078	5759	5560	4988	5288	5265	6180	4978	4127	3647
2009	2432	7168	6971	6589	6401	6066	5857	5732	5063	5399	6202	4901	4152	3673
2010	2561	7546	7340	6936	6741	6388	6169	6039	5818	5169	6360	4918	4087	3695
2011	2697	7947	7727	7303	7096	6728	6497	6360	6130	5940	6089	5043	4102	3637
2012	2840	8369	8138	7688	7471	7082	6842	6698	6455	6259	6997	4829	4206	3651

Northeast Georgia RESA

Teacher Demand Projections

Projected FTE Student Enrollments							Projected Number of Teachers Needed					
				Funding Class Size	Max. Class Size FY03	Max. Class Size FY04-12	Teachers Funded	Teachers Based On Max. Class Size	Teachers Funded	Teachers Based On Max. Class Size	Teachers Funded	Teachers Based On Max. Class Size
	2002-03	2006-07	2011-12				2002-2003		2006-2007		2011-2012	
Pre-K	1784	2194	2840	10	10	10	178.4	178.4	219.4	219.4	284	284
Kindergarten	5256	6467	8369	15	19	18	350.4	276.6	431.1	359.3	557.9	464.9
Grade 1	4683	6288	8138	17	22	21	275.5	212.9	369.9	299.4	478.7	387.5
Grade 2	4867	5941	7688	17	22	21	286.3	221.2	349.5	282.9	452.2	366.1
Grade 3	4856	5771	7471	17	22	21	285.6	220.7	339.5	274.8	439.5	355.8
Grade 4	4828	5467	7082	23	30	28	209.9	160.9	237.7	195.3	307.9	252.9
Grade 5	4987	4838	6842	23	30	28	216.8	166.2	210.3	172.8	297.5	244.4
Elem. Total (K-5)	29477	34772	45590				1624.5	1258.5	1938	1584.5	2533.7	2071.6
Grade 6	5111	5210	6698	23	30	28	222.2	170.4	226.5	186.1	291.2	239.2
Grade 7	5153	5157	6455	23	30	28	224	171.8	224.2	184.2	280.7	230.5
Grade 8	4998	5246	6259	23	30	28	217.3	166.6	228.1	187.4	272.1	223.5
Middle Total	15262	15613	19412				663.5	508.8	678.8	557.7	844	693.2
Grade 9	5638	6278	6997	23	30	28	245.1	187.9	273	224.2	304.2	249.9
Grade 10	4357	4948	4829	23	30	28	189.4	145.2	215.1	176.7	210	172.5
Grade 11	3632	4098	4206	23	30	28	157.9	121.1	178.2	146.4	182.9	150.2
Grade 12	3096	3466	3651	23	30	28	134.6	103.2	150.7	123.8	158.7	130.4
High School (9-12) Total	16723	18790	19683				727	557.4	817	671.1	855.8	703
Total Enrollment	63246	71369	87525									
Special Ed P-12				104.9526			602.6	602.6	680	680	833.9	833.9
EIPK				70.86626			74.2	74.2	91.3	91.3	118.1	118.1
EIP1-3				110.1423			130.8	130.8	163.4	163.4	211.5	211.5
EIP4-5				193.2393			50.8	50.8	53.3	53.3	72.1	72.1
Other Elem. (Ratio to K-5)				126.202			233.6	233.6	275.5	275.5	361.2	361.2
Other Middle (Ratio to Gr6-8)				60.42361			252.6	252.6	258.4	258.4	321.3	321.3
Instructional Specialists (Based on P-12)				327.3147			193.2	193.2	218	218	267.4	267.4
Other Teachers				2442.285			25.9	25.9	29.2	29.2	35.8	35.8
Vocational Ed (Based on P-12)				472.5742			133.8	133.8	151	151	185.2	185.2
TEACHER TOTAL							4890.9	4200.6	5573.3	4952.8	6924	6158.3

Northwest Georgia RESA

Enrollment by Grade Level, FY92-FY02

Fiscal Year	Pre-K	KK	Gr1	Gr2	Gr3	Gr4	Gr5	Gr6	Gr7	Gr8	Gr9	G10	Gr11	Gr12	P-12
1992	20	6108	6505	6147	6086	6241	6303	6162	6049	5538	6418	4917	4219	3896	74609
1993	32	6434	6375	6261	6101	6144	6175	6392	6260	5923	6292	5151	4200	3726	75466
1994	262	6638	6673	6279	6328	6210	6245	6287	6520	6161	6800	5051	4270	3780	77504
1995	831	6995	6969	6475	6320	6401	6328	6377	6386	6435	7144	5262	4134	3783	79840
1996	1906	7342	7359	6799	6539	6453	6535	6532	6445	6374	7404	5327	4314	3521	82850
1997	2060	7515	7609	7193	6864	6645	6586	6718	6652	6457	7491	5762	4493	3804	85849
1998	2201	7404	7879	7524	7311	6929	6777	6768	6760	6674	7157	6138	4992	3946	88460
1999	2341	7417	7691	7604	7629	7446	7046	6918	6910	6802	7519	5833	5090	4179	90425
2000	2379	7405	7737	7599	7722	7727	7558	7206	7132	6865	7906	6114	4886	4189	92425
2001	2498	7679	7784	7621	7759	7813	7930	7851	7378	7271	7829	6547	5238	4205	95403
2002	2779	7674	7878	7686	7779	7948	7943	8140	7998	7413	8151	6482	5645	4575	98091

Student Enrollment Projections Based on Grade-to-Grade Average Yield Rate

	PK to PK	PK to KK	KK to Gr1	Gr1 to Gr2	Gr2 to Gr3	Gr3 to Gr4	Gr4 to Gr5	Gr5 to Gr6	Gr6 to Gr7	Gr7 to Gr8	Gr8 to Gr9	Gr9 to G10	G10 to G11	G11 to G12
(Yield)	1.061	3.208	1.04	0.981	1.018	1.017	1.019	1.027	1.024	1.006	1.138	0.821	0.846	0.849
Year	Pre-K	KK	Gr1	Gr2	Gr3	Gr4	Gr5	Gr6	Gr7	Gr8	Gr9	G10	Gr11	Gr12
2003	2949	8915	7981	7728	7824	7911	8099	8157	8335	8046	8436	6692	5484	4793
2004	3129	9460	9272	7829	7867	7957	8061	8318	8353	8385	9156	6926	5661	4656
2005	3320	10038	9838	9096	7970	8001	8108	8279	8518	8403	9542	7517	5859	4806
2006	3523	10651	10440	9651	9260	8105	8153	8327	8478	8569	9563	7834	6359	4974
2007	3738	11302	11077	10242	9825	9417	8259	8373	8527	8529	9752	7851	6628	5399
2008	3966	11992	11754	10867	10426	9992	9596	8482	8574	8578	9706	8006	6642	5627
2009	4208	12723	12472	11531	11063	10603	10182	9855	8686	8625	9762	7969	6773	5639
2010	4465	13499	13232	12235	11739	11251	10804	10457	10092	8738	9815	8015	6742	5750
2011	4737	14324	14039	12981	12455	11939	11465	11096	10708	10153	9944	8058	6781	5724
2012	5026	15196	14897	13772	13215	12667	12166	11775	11362	10772	11554	8164	6817	5757

Northwest Georgia RESA

Teacher Demand Projections

Projected FTE Student Enrollments							Projected Number of Teachers Needed					
				Funding Class Size	Max. Class Size FY03	Max. Class Size FY04-12	Teachers Funded	Teachers Based On Max. Class Size	Teachers Funded	Teachers Based On Max. Class Size	Teachers Funded	Teachers Based On Max. Class Size
	2002-03	2006-07	2011-12				2002-2003		2006-2007		2011-2012	
Pre-K	2949	3738	5026	10	10	10	294.9	294.9	373.8	373.8	502.6	502.6
Kindergarten	8915	11302	15196	15	19	18	594.3	469.2	753.5	627.9	1013.1	844.2
Grade 1	7981	11077	14897	17	22	21	469.5	362.8	651.6	527.5	876.3	709.4
Grade 2	7728	10242	13772	17	22	21	454.6	351.3	602.5	487.7	810.1	655.8
Grade 3	7824	9825	13215	17	22	21	460.2	355.6	577.9	467.9	777.4	629.3
Grade 4	7911	9417	12667	23	30	28	344	263.7	409.4	336.3	550.7	452.4
Grade 5	8099	8259	12166	23	30	28	352.1	270	359.1	295	529	434.5
Elem. Total (K-5)	48458	60122	81913				2674.7	2072.6	3354	2742.3	4556.6	3725.6
Grade 6	8157	8373	11775	23	30	28	354.7	271.9	364	299	512	420.5
Grade 7	8335	8527	11362	23	30	28	362.4	277.8	370.7	304.5	494	405.8
Grade 8	8046	8529	10772	23	30	28	349.8	268.2	370.8	304.6	468.3	384.7
Middle Total	24538	25429	33909				1066.9	817.9	1105.5	908.1	1474.3	1211
Grade 9	8436	9752	11554	23	30	28	366.8	281.2	424	348.3	502.3	412.6
Grade 10	6692	7851	8164	23	30	28	291	223.1	341.3	280.4	355	291.6
Grade 11	5484	6628	6817	23	30	28	238.4	182.8	288.2	236.7	296.4	243.5
Grade 12	4793	5399	5757	23	30	28	208.4	159.8	234.7	192.8	250.3	205.6
High School (9-12) Total	25405	29630	32292				1104.6	846.9	1288.2	1058.2	1404	1153.3
Total Enrollment	101350	118919	153140									
Special Ed P-12				126.6309			800.4	800.4	939.1	939.1	1209.3	1209.3
EIPK				206.8464			43.1	43.1	54.6	54.6	73.5	73.5
EIP1-3				99.79906			235.8	235.8	312.1	312.1	419.7	419.7
EIP4-5				152.0233			105.3	105.3	116.3	116.3	163.3	163.3
Other Elem. (Ratio to K-5)				191.1938			253.4	253.4	314.5	314.5	428.4	428.4
Other Middle (Ratio to Gr6-8)				80.89066			303.3	303.3	314.4	314.4	419.2	419.2
Instructional Specialists (Based on P-12)				268.4655			377.5	377.5	443	443	570.4	570.4
Other Teachers				3473.683			29.2	29.2	34.2	34.2	44.1	44.1
Vocational Ed (Based on P-12)				453.1623			223.7	223.7	262.4	262.4	337.9	337.9
TEACHER TOTAL							7512.8	6404	8912.1	7873	11603.3	10258.3

Oconee RESA

Enrollment by Grade Level, FY92-FY02

Fiscal Year	Pre-K	KK	Gr1	Gr2	Gr3	Gr4	Gr5	Gr6	Gr7	Gr8	Gr9	G10	Gr11	Gr12	P-12
1992	6	1573	1658	1686	1661	1684	1668	1670	1529	1432	1661	1208	1027	1028	19491
1993	9	1542	1630	1569	1659	1664	1710	1634	1634	1473	1652	1281	1018	980	19455
1994	90	1527	1616	1603	1541	1660	1629	1711	1560	1577	1812	1254	1140	958	19678
1995	254	1672	1625	1539	1595	1557	1662	1570	1665	1501	1953	1326	1041	998	19958
1996	420	1552	1630	1556	1483	1558	1526	1605	1521	1559	1956	1334	1072	890	19662
1997	419	1673	1638	1561	1513	1483	1560	1495	1593	1481	2034	1319	1147	931	19847
1998	508	1635	1709	1583	1521	1519	1509	1553	1462	1565	2025	1341	1093	1071	20094
1999	529	1558	1695	1621	1541	1547	1531	1482	1530	1442	1987	1352	1149	1014	19978
2000	568	1571	1560	1637	1617	1547	1529	1591	1462	1449	1818	1385	1173	1090	19997
2001	447	1520	1585	1489	1582	1627	1545	1528	1531	1469	1784	1338	1234	1053	19732
2002	553	1388	1560	1537	1495	1586	1624	1524	1483	1492	1723	1363	1166	1119	19613

Student Enrollment Projects Based on Grade-to-Grade Average Yield Rate

	PK to PK	PK to KK	KK to Gr1	Gr1 to Gr2	Gr2 to Gr3	Gr3 to Gr4	Gr4 to Gr5	Gr5 to Gr6	Gr6 to Gr7	Gr7 to Gr8	Gr8 to Gr9	Gr9 to G10	G10 to G11	G11 to G12
(Yield)	1.035	2.954	1.018	0.96	0.985	1.007	0.998	1.002	0.976	0.978	1.234	0.716	0.872	0.92
Year	Pre-K	KK	Gr1	Gr2	Gr3	Gr4	Gr5	Gr6	Gr7	Gr8	Gr9	G10	Gr11	Gr12
2003	572	1634	1413	1498	1514	1505	1583	1627	1487	1450	1841	1234	1189	1073
2004	592	1690	1663	1356	1476	1525	1502	1586	1588	1454	1789	1318	1076	1094
2005	613	1749	1720	1596	1336	1486	1522	1505	1548	1553	1794	1281	1149	990
2006	634	1811	1780	1651	1572	1345	1483	1525	1469	1514	1916	1285	1117	1057
2007	656	1873	1844	1709	1626	1583	1342	1486	1488	1437	1868	1372	1121	1028
2008	679	1938	1907	1770	1683	1637	1580	1345	1450	1455	1773	1337	1196	1031
2009	703	2006	1973	1831	1743	1695	1634	1583	1313	1418	1795	1269	1166	1100
2010	728	2077	2042	1894	1804	1755	1692	1637	1545	1284	1750	1285	1107	1073
2011	753	2151	2114	1960	1866	1817	1751	1695	1598	1511	1584	1253	1121	1018
2012	779	2224	2190	2029	1931	1879	1813	1755	1654	1563	1865	1134	1093	1031

Oconee RESA

Teacher Demand Projections

Projected FTE Student Enrollments							Projected Number of Teachers Needed					
				Funding Class Size	Max. Class Size FY03	Max. Class Size FY04-12	Teachers Funded	Teachers Based On Max. Class Size	Teachers Funded	Teachers Based On Max. Class Size	Teachers Funded	Teachers Based On Max. Class Size
	2002-03	2006-07	2011-12				2002-2003		2006-2007		2011-2012	
Pre-K	572	656	779	10	10	10	57.2	57.2	65.6	65.6	77.9	77.9
Kindergarten	1634	1873	2224	15	19	18	108.9	86	124.9	104.1	148.3	123.6
Grade 1	1413	1844	2190	17	22	21	83.1	64.2	108.5	87.8	128.8	104.3
Grade 2	1498	1709	2029	17	22	21	88.1	68.1	100.5	81.4	119.4	96.6
Grade 3	1514	1626	1931	17	22	21	89.1	68.8	95.6	77.4	113.6	92
Grade 4	1505	1583	1879	23	30	28	65.4	50.2	68.8	56.5	81.7	67.1
Grade 5	1583	1342	1813	23	30	28	68.8	52.8	58.3	47.9	78.8	64.8
Elem. Total (K-5)	9147	9977	12066				503.4	390.1	556.6	455.1	670.6	548.4
Grade 6	1627	1486	1755	23	30	28	70.7	54.2	64.6	53.1	76.3	62.7
Grade 7	1487	1488	1654	23	30	28	64.7	49.6	64.7	53.1	71.9	59.1
Grade 8	1450	1437	1563	23	30	28	63	48.3	62.5	51.3	68	55.8
Middle Total	4564	4411	4972				198.4	152.1	191.8	157.5	216.2	177.6
Grade 9	1841	1868	1865	23	30	28	80	61.4	81.2	66.7	81.1	66.6
Grade 10	1234	1372	1134	23	30	28	53.7	41.1	59.7	49	49.3	40.5
Grade 11	1189	1121	1093	23	30	28	51.7	39.6	48.7	40	47.5	39
Grade 12	1073	1028	1031	23	30	28	46.7	35.8	44.7	36.7	44.8	36.8
High School (9-12) Total	5337	5389	5123				232.1	177.9	234.3	192.4	222.7	182.9
Total Enrollment	19620	20433	22940									
Special Ed P-12				102.8923			190.7	190.7	198.6	198.6	223	223
EIPK				54.0709			30.2	30.2	34.6	34.6	41.1	41.1
EIP1-3				92.24588			48	48	56.1	56.1	66.7	66.7
EIP4-5				168.7697			18.3	18.3	17.3	17.3	21.9	21.9
Other Elem. (Ratio to K-5)				195.1566			46.9	46.9	51.1	51.1	61.8	61.8
Other Middle (Ratio to Gr6-8)				47.00799			97.1	97.1	93.8	93.8	105.8	105.8
Instructional Specialists (Based on P-12)				471.9987			41.6	41.6	43.3	43.3	48.6	48.6
Other Teachers				2869.546			6.8	6.8	7.1	7.1	8	8
Vocational Ed (Based on P-12)				570.9553			34.4	34.4	35.8	35.8	40.2	40.2
TEACHER TOTAL							1505.1	1291.3	1586	1408.3	1804.5	1603.9

Okefenokee RESA

Enrollment by Grade Level, FY92-FY02

Fiscal Year	Pre-K	KK	Gr1	Gr2	Gr3	Gr4	Gr5	Gr6	Gr7	Gr8	Gr9	G10	Gr11	Gr12	P-12
1992	21	2016	2107	1916	2072	2096	2131	2109	2043	1980	2128	1776	1521	1365	25281
1993	187	1943	1795	1860	1780	1941	1968	1973	1916	1857	1895	1667	1440	1307	23529
1994	307	2134	2138	2001	1957	1997	2065	2139	2186	2043	2235	1868	1571	1404	26045
1995	524	2184	2150	2032	2026	1980	2011	2098	2167	2122	2288	1908	1571	1368	26429
1996	898	2242	2236	2077	2043	2052	1979	2115	2109	2088	2322	1931	1554	1351	26997
1997	1147	2293	2317	2136	2101	2074	2040	2065	2071	2067	2284	1951	1552	1348	27446
1998	1210	2216	2340	2232	2133	2096	2048	2094	2039	2043	2240	1942	1612	1372	27617
1999	1191	2116	2276	2226	2221	2120	2074	2121	2025	1958	2338	1751	1622	1427	27466
2000	1117	2062	2185	2200	2197	2280	2089	2199	2086	2046	2270	1794	1484	1374	27383
2001	1251	2143	2113	2105	2174	2205	2280	2197	2122	2072	2231	1880	1378	1309	27460
2002	1336	2032	2174	2019	2105	2158	2192	2294	2180	2105	2248	1917	1489	1247	27496

Student Enrollment Patterns Based on Grade-to-Grade Average Yield Rate

	PK to PK	PK to KK	KK to Gr1	Gr1 to Gr2	Gr2 to Gr3	Gr3 to Gr4	Gr4 to Gr5	Gr5 to Gr6	Gr6 to Gr7	Gr7 to Gr8	Gr8 to Gr9	Gr9 to G10	G10 to G11	G11 to G12
(Yield)	1.028	1.756	1.025	0.959	0.993	1.004	0.992	1.038	0.977	0.989	1.12	0.809	0.811	0.88
Year	Pre-K	KK	Gr1	Gr2	Gr3	Gr4	Gr5	Gr6	Gr7	Gr8	Gr9	G10	Gr11	Gr12
2003	1373	2346	2083	2085	2005	2113	2141	2275	2241	2156	2358	1819	1555	1310
2004	1411	2411	2405	1998	2070	2013	2096	2222	2223	2216	2415	1908	1475	1368
2005	1451	2478	2471	2306	1984	2078	1997	2176	2171	2199	2482	1954	1547	1298
2006	1492	2548	2540	2370	2290	1992	2061	2073	2126	2147	2463	2008	1585	1361
2007	1534	2620	2612	2436	2353	2299	1976	2139	2025	2103	2405	1993	1628	1395
2008	1577	2694	2686	2505	2419	2362	2281	2051	2090	2003	2355	1946	1616	1433
2009	1621	2769	2761	2576	2487	2429	2343	2368	2004	2067	2243	1905	1578	1422
2010	1666	2846	2838	2648	2558	2497	2410	2432	2314	1982	2315	1815	1545	1389
2011	1713	2925	2917	2722	2629	2568	2477	2502	2376	2289	2220	1873	1472	1360
2012	1761	3008	2998	2797	2703	2640	2547	2571	2444	2350	2564	1796	1519	1295

Okefenokee RESA

Teacher Demand Projections

Projected FTE Student Enrollments							Projected Number of Teachers Needed					
				Funding Class Size	Max. Class Size FY03	Max. Class Size FY04-12	Teachers Funded	Teachers Based On Max. Class Size	Teachers Funded	Teachers Based On Max. Class Size	Teachers Funded	Teachers Based On Max. Class Size
	2002-03	2006-07	2011-12				2002-2003		2006-2007		2011-2012	
Pre-K	1373	1534	1761	10	10	10	137.3	137.3	153.4	153.4	176.1	176.1
Kindergarten	2346	2620	3008	15	19	18	156.4	123.5	174.7	145.6	200.5	167.1
Grade 1	2083	2612	2998	17	22	21	122.5	94.7	153.6	124.4	176.4	142.8
Grade 2	2085	2436	2797	17	22	21	122.6	94.8	143.3	116	164.5	133.2
Grade 3	2005	2353	2703	17	22	21	117.9	91.1	138.4	112	159	128.7
Grade 4	2113	2299	2640	23	30	28	91.9	70.4	100	82.1	114.8	94.3
Grade 5	2141	1976	2547	23	30	28	93.1	71.4	85.9	70.6	110.7	91
Elem. Total (K-5)	12773	14296	16693				704.4	545.9	795.9	650.7	925.9	757.1
Grade 6	2275	2139	2571	23	30	28	98.9	75.8	93	76.4	111.8	91.8
Grade 7	2241	2025	2444	23	30	28	97.4	74.7	88	72.3	106.3	87.3
Grade 8	2156	2103	2350	23	30	28	93.7	71.9	91.4	75.1	102.2	83.9
Middle Total	6672	6267	7365				290	222.4	272.4	223.8	320.3	263
Grade 9	2358	2405	2564	23	30	28	102.5	78.6	104.6	85.9	111.5	91.6
Grade 10	1819	1993	1796	23	30	28	79.1	60.6	86.7	71.2	78.1	64.1
Grade 11	1555	1628	1519	23	30	28	67.6	51.8	70.8	58.1	66	54.3
Grade 12	1310	1395	1295	23	30	28	57	43.7	60.7	49.8	56.3	46.3
High School (9-12) Total	7042	7421	7174				306.2	234.7	322.8	265	311.9	256.3
Total Enrollment	27860	29518	32993									
Special Ed P-12				125.59			221.8	221.8	235	235	262.7	262.7
EIPK				61.33414			38.2	38.2	42.7	42.7	49	49
EIP1-3				68.41934			90.2	90.2	108.2	108.2	124.2	124.2
EIP4-5				172.6876			24.6	24.6	24.8	24.8	30	30
Other Elem. (Ratio to K-5)				181.1578			70.5	70.5	78.9	78.9	92.1	92.1
Other Middle (Ratio to Gr6-8)				65.25344			102.2	102.2	96	96	112.9	112.9
Instructional Specialists (Based on P-12)				439.5726			63.4	63.4	67.2	67.2	75.1	75.1
Other Teachers				1227.786			22.7	22.7	24	24	26.9	26.9
Vocational Ed (Based on P-12)				399.0393			69.8	69.8	74	74	82.7	82.7
TEACHER TOTAL							2141.3	1843.7	2295.3	2043.7	2589.8	2308.1

Pioneer RESA

Enrollment by Grade Level, FY92-FY02

Fiscal Year	Pre-K	KK	Gr1	Gr2	Gr3	Gr4	Gr5	Gr6	Gr7	Gr8	Gr9	G10	Gr11	Gr12	P-12
1992	38	4732	4451	4287	4337	4266	4427	4281	4288	4067	4633	3478	3258	2917	53460
1993	29	4826	4682	4382	4376	4425	4346	4557	4413	4394	4619	3737	3170	2931	54887
1994	173	4927	4851	4612	4477	4429	4491	4471	4656	4450	5065	3709	3374	2812	56497
1995	269	5206	5064	4848	4801	4642	4606	4656	4590	4688	5260	3882	3189	2922	58623
1996	409	5628	5310	5111	5013	4961	4761	4896	4798	4651	5558	4125	3459	2756	61436
1997	448	5965	5632	5434	5292	5153	5110	5048	5047	4822	5559	4355	3666	3008	64539
1998	533	5976	6010	5703	5589	5452	5389	5384	5171	5044	5667	4625	3710	3228	67481
1999	673	6071	6065	6040	5824	5725	5585	5577	5538	5216	6007	4753	3923	3352	70349
2000	621	6191	6301	6079	6163	6025	5961	5868	5722	5651	6183	5065	4091	3443	73364
2001	512	6487	6345	6249	6264	6343	6266	6166	6023	5861	6715	5067	4438	3491	76227
2002	521	6914	6723	6421	6427	6472	6453	6494	6299	6119	6910	5561	4529	4001	79844

Student Enrollment Projections Based on Grade-to-Grade Average Yield Rate

	PK to PK	PK to KK	KK to Gr1	Gr1 to Gr2	Gr2 to Gr3	Gr3 to Gr4	Gr4 to Gr5	Gr5 to Gr6	Gr6 to Gr7	Gr7 to Gr8	Gr8 to Gr9	Gr9 to G10	G10 to G11	G11 to G12
(Yield)	1.007	11.135	1.029	1.003	1.025	1.03	1.031	1.039	1.026	1.017	1.186	0.832	0.87	0.884
Year	Pre-K	KK	Gr1	Gr2	Gr3	Gr4	Gr5	Gr6	Gr7	Gr8	Gr9	G10	Gr11	Gr12
2003	525	5801	7115	6743	6582	6620	6673	6705	6663	6406	7257	5749	4838	4004
2004	529	5846	5969	7136	6912	6779	6825	6933	6879	6776	7598	6038	5002	4277
2005	533	5890	6016	5987	7314	7119	6989	7091	7113	6996	8036	6322	5253	4422
2006	537	5935	6061	6034	6137	7533	7340	7262	7275	7234	8297	6686	5500	4644
2007	541	5979	6107	6079	6185	6321	7767	7626	7451	7399	8580	6903	5817	4862
2008	545	6024	6152	6125	6231	6371	6517	8070	7824	7578	8775	7139	6006	5142
2009	549	6069	6199	6170	6278	6418	6569	6771	8280	7957	8988	7301	6211	5309
2010	553	6113	6245	6218	6324	6466	6617	6825	6947	8421	9437	7478	6352	5491
2011	557	6158	6290	6264	6373	6514	6666	6875	7002	7065	9987	7852	6506	5615
2012	561	6202	6337	6309	6421	6564	6716	6926	7054	7121	8379	8309	6831	5751

Pioneer RESA

Teacher Demand Projections

Projected FTE Student Enrollments							Projected Number of Teachers Needed					
				Funding Class Size	Max. Class Size FY03	Max. Class Size FY04-12	Teachers Funded	Teachers Based On Max. Class Size	Teachers Funded	Teachers Based On Max. Class Size	Teachers Funded	Teachers Based On Max. Class Size
	2002-03	2006-07	2011-12				2002-2003		2006-2007		2011-2012	
Pre-K	525	541	561	10	10	10	52.5	52.5	54.1	54.1	56.1	56.1
Kindergarten	5801	5979	6202	15	19	18	386.7	305.3	398.6	332.2	413.5	344.6
Grade 1	7115	6107	6337	17	22	21	418.5	323.4	359.2	290.8	372.8	301.8
Grade 2	6743	6079	6309	17	22	21	396.6	306.5	357.6	289.5	371.1	300.4
Grade 3	6582	6185	6421	17	22	21	387.2	299.2	363.8	294.5	377.7	305.8
Grade 4	6620	6321	6564	23	30	28	287.8	220.7	274.8	225.8	285.4	234.4
Grade 5	6673	7767	6716	23	30	28	290.1	222.4	337.7	277.4	292	239.9
Elem. Total (K-5)	39534	38438	38549				2166.9	1677.5	2091.7	1710.2	2112.5	1726.9
Grade 6	6705	7626	6926	23	30	28	291.5	223.5	331.6	272.4	301.1	247.4
Grade 7	6663	7451	7054	23	30	28	289.7	222.1	324	266.1	306.7	251.9
Grade 8	6406	7399	7121	23	30	28	278.5	213.5	321.7	264.3	309.6	254.3
Middle Total	19774	22476	21101				859.7	659.1	977.3	802.8	917.4	753.6
Grade 9	7257	8580	8379	23	30	28	315.5	241.9	373	306.4	364.3	299.3
Grade 10	5749	6903	8309	23	30	28	250	191.6	300.1	246.5	361.3	296.8
Grade 11	4838	5817	6831	23	30	28	210.3	161.3	252.9	207.8	297	244
Grade 12	4004	4862	5751	23	30	28	174.1	133.5	211.4	173.6	250	205.4
High School (9-12) Total	21848	26162	29270				949.9	728.3	1137.4	934.3	1272.6	1045.5
Total Enrollment	81681	87617	89481									
Special Ed P-12				132.5513			616.2	616.2	661	661	675.1	675.1
EIPK				112.4959			51.6	51.6	53.1	53.1	55.1	55.1
EIP1-3				142.8019			143.1	143.1	128.6	128.6	133.5	133.5
EIP4-5				247.3211			53.7	53.7	57	57	53.7	53.7
Other Elem. (Ratio to K-5)				123.4722			320.2	320.2	311.3	311.3	312.2	312.2
Other Middle (Ratio to Gr6-8)				43.78731			451.6	451.6	513.3	513.3	481.9	481.9
Instructional Specialists (Based on P-12)				367.1275			222.5	222.5	238.7	238.7	243.7	243.7
Other Teachers				2401.376			34	34	36.5	36.5	37.3	37.3
Vocational Ed (Based on P-12)				395.9802			206.3	206.3	221.3	221.3	226	226
TEACHER TOTAL							6128.2	5216.6	6481.3	5722.2	6577.1	5800.6

Southwest Georgia RESA

Enrollment by Grade Level, FY92-FY02

Fiscal Year	Pre-K	KK	Gr1	Gr2	Gr3	Gr4	Gr5	Gr6	Gr7	Gr8	Gr9	G10	Gr11	Gr12	P-12
1992	50	5319	5448	5472	5761	5705	5580	5796	5247	5312	5622	4353	3956	3534	67155
1993	213	5204	5221	5169	5100	5329	5141	5760	5622	5234	5874	4493	3764	3604	65728
1994	437	5690	5359	5146	5294	5502	5692	5781	5584	5604	6080	4699	3815	3459	68142
1995	1241	5688	5520	5180	5146	5330	5421	5880	5513	5492	6624	4531	3996	3451	69013
1996	1667	5866	5587	5342	5195	5194	5210	5554	5676	5282	6813	4879	3762	3531	69558
1997	1834	5633	5906	5508	5335	5232	5098	5451	5484	5489	6634	4795	4005	3384	69788
1998	1959	5389	5622	5616	5475	5312	5110	5265	5410	5155	6820	4634	3982	3623	69372
1999	2311	5282	5476	5388	5555	5390	5217	5345	5216	5097	6376	4725	3955	3503	68836
2000	2255	5113	5305	5266	5347	5527	5275	5518	5138	4962	6340	4572	4042	3463	68123
2001	2356	5171	5150	5085	5308	5345	5429	5400	5300	4934	6214	4470	3965	3405	67532
2002	2400	5174	5129	4972	5089	5257	5293	5722	5267	4993	6077	4377	3909	3324	66983

Student Enrollment Projections Based on Grade-to-Grade Average Yield Ratio

	PK to PK	PK to KK	KK to Gr1	Gr1 to Gr2	Gr2 to Gr3	Gr3 to Gr4	Gr4 to Gr5	Gr5 to Gr6	Gr6 to Gr7	Gr7 to Gr8	Gr8 to Gr9	Gr9 to G10	G10 to G11	G11 to G12
(Yield)	1.055	2.349	1.005	0.961	0.998	0.992	0.983	1.045	0.972	0.949	1.241	0.705	0.863	0.859
Year	Pre-K	KK	Gr1	Gr2	Gr3	Gr4	Gr5	Gr6	Gr7	Gr8	Gr9	G10	Gr11	Gr12
2003	2532	5638	5200	4929	4962	5048	5168	5531	5562	4998	6196	4284	3777	3358
2004	2671	5948	5666	4997	4919	4922	4962	5401	5376	5278	6203	4368	3697	3244
2005	2818	6274	5978	5445	4987	4880	4838	5185	5250	5102	6550	4373	3770	3176
2006	2973	6619	6305	5745	5434	4947	4797	5056	5040	4982	6332	4618	3774	3238
2007	3137	6984	6652	6059	5734	5391	4863	5013	4914	4783	6183	4464	3985	3242
2008	3310	7369	7019	6393	6047	5688	5299	5082	4873	4663	5936	4359	3852	3423
2009	3492	7775	7406	6745	6380	5999	5591	5537	4940	4624	5787	4185	3762	3309
2010	3684	8203	7814	7117	6732	6329	5897	5843	5382	4688	5738	4080	3612	3232
2011	3887	8654	8244	7509	7103	6678	6221	6162	5679	5108	5818	4045	3521	3103
2012	4101	9131	8697	7922	7494	7046	6564	6501	5989	5389	6339	4102	3491	3025

Southwest Georgia RESA

Teacher Demand Projections

Projected FTE Student Enrollments							Projected Number of Teachers Needed					
				Funding Class Size	Max. Class Size FY03	Max. Class Size FY04-12	Teachers Funded	Teachers Based On Max. Class Size	Teachers Funded	Teachers Based On Max. Class Size	Teachers Funded	Teachers Based On Max. Class Size
	2002-03	2006-07	2011-12				2002-2003		2006-2007		2011-2012	
Pre-K	2532	3137	4101	10	10	10	253.2	253.2	313.7	313.7	410.1	410.1
Kindergarten	5638	6984	9131	15	19	18	375.9	296.7	465.6	388	608.7	507.3
Grade 1	5200	6652	8697	17	22	21	305.9	236.4	391.3	316.8	511.6	414.1
Grade 2	4929	6059	7922	17	22	21	289.9	224	356.4	288.5	466	377.2
Grade 3	4962	5734	7494	17	22	21	291.9	225.5	337.3	273	440.8	356.9
Grade 4	5048	5391	7046	23	30	28	219.5	168.3	234.4	192.5	306.3	251.6
Grade 5	5168	4863	6564	23	30	28	224.7	172.3	211.4	173.7	285.4	234.4
Elem. Total (K-5)	30945	35683	46854				1707.8	1323.2	1996.4	1632.5	2618.8	2141.5
Grade 6	5531	5013	6501	23	30	28	240.5	184.4	218	179	282.7	232.2
Grade 7	5562	4914	5989	23	30	28	241.8	185.4	213.7	175.5	260.4	213.9
Grade 8	4998	4783	5389	23	30	28	217.3	166.6	208	170.8	234.3	192.5
Middle Total	16091	14710	17879				699.6	536.4	639.7	525.3	777.4	638.6
Grade 9	6196	6183	6339	23	30	28	269.4	206.5	268.8	220.8	275.6	226.4
Grade 10	4284	4464	4102	23	30	28	186.3	142.8	194.1	159.4	178.3	146.5
Grade 11	3777	3985	3491	23	30	28	164.2	125.9	173.3	142.3	151.8	124.7
Grade 12	3358	3242	3025	23	30	28	146	111.9	141	115.8	131.5	108
High School (9-12) Total	17615	17874	16957				765.9	587.1	777.2	638.3	737.2	605.6
Total Enrollment	67183	71404	85791									
Special Ed P-12				138.5966			484.7	484.7	515.2	515.2	619	619
EIPK				86.71024			65	65	80.5	80.5	105.3	105.3
EIP1-3				133.3743			113.1	113.1	138.3	138.3	180.8	180.8
EIP4-5				261.1386			39.1	39.1	39.3	39.3	52.1	52.1
Other Elem. (Ratio to K-5)				187.481			165.1	165.1	190.3	190.3	249.9	249.9
Other Middle (Ratio to Gr6-8)				52.07875			309	309	282.5	282.5	343.3	343.3
Instructional Specialists (Based on P-12)				330.5587			203.2	203.2	216	216	259.5	259.5
Other Teachers				2059.285			32.6	32.6	34.7	34.7	41.7	41.7
Vocational Ed (Based on P-12)				384.0667			174.9	174.9	185.9	185.9	223.4	223.4
TEACHER TOTAL							5013.2	4286.6	5409.7	4792.5	6618.5	5870.8

West Georgia RESA

Enrollment by Grade Level, FY92-FY02

Fiscal Year	Pre-K	KK	Gr1	Gr2	Gr3	Gr4	Gr5	Gr6	Gr7	Gr8	Gr9	G10	Gr11	Gr12	P-12
1992	58	2383	2423	2296	2287	2288	2263	2323	2126	2266	2341	1917	1670	1466	28107
1993	19	3357	3313	3295	3134	3201	3210	3263	3191	2894	3369	2663	2231	2152	39292
1994	180	3781	3981	3661	3840	3565	3598	3649	3692	3652	3912	3144	2575	2204	45434
1995	913	3963	3970	3898	3719	3843	3662	3772	3715	3655	4095	3237	2709	2211	47362
1996	1475	4161	4102	3969	3888	3693	3959	3739	3792	3734	4119	3481	2688	2285	49085
1997	1882	4259	4252	4058	4007	3952	3815	3991	3796	3747	4168	3643	2899	2261	50730
1998	1892	4101	4266	4208	4079	3999	4006	3853	4036	3802	4213	3592	2955	2370	51372
1999	2010	4175	4181	4164	4252	4136	4049	4064	3868	4004	4491	3597	3042	2453	52486
2000	1981	4169	4288	4120	4238	4304	4176	4175	4134	3953	4580	3777	3016	2604	53515
2001	2096	4133	4352	4266	4207	4317	4419	4283	4224	4147	4573	3916	3179	2666	54778
2002	2221	4211	4327	4357	4416	4261	4450	4582	4407	4279	4749	3940	3381	2795	56376

Student Enrollment Projections Based on Grade-to-Grade Average Yield Rate

	PK to PK	PK to KK	KK to Gr1	Gr1 to Gr2	Gr2 to Gr3	Gr3 to Gr4	Gr4 to Gr5	Gr5 to Gr6	Gr6 to Gr7	Gr7 to Gr8	Gr8 to Gr9	Gr9 to G10	G10 to G11	G11 to G12
(Yield)	1.041	2.094	1.034	0.989	1.021	1.014	1.02	1.027	1.015	1.008	1.157	0.853	0.848	0.862
Year	Pre-K	KK	Gr1	Gr2	Gr3	Gr4	Gr5	Gr6	Gr7	Gr8	Gr9	G10	Gr11	Gr12
2003	2312	4651	4354	4279	4448	4478	4346	4570	4651	4442	4951	4051	3341	2914
2004	2407	4841	4809	4306	4369	4510	4568	4463	4639	4688	5139	4223	3435	2880
2005	2506	5040	5006	4756	4396	4430	4600	4691	4530	4676	5424	4384	3581	2961
2006	2609	5248	5211	4951	4856	4458	4519	4724	4761	4566	5410	4627	3718	3087
2007	2716	5463	5426	5154	5055	4924	4547	4641	4795	4799	5283	4615	3924	3205
2008	2827	5687	5649	5366	5262	5126	5022	4670	4711	4833	5552	4506	3914	3382
2009	2943	5920	5880	5587	5479	5336	5229	5158	4740	4749	5592	4736	3821	3374
2010	3064	6163	6121	5815	5704	5556	5443	5370	5235	4778	5495	4770	4016	3294
2011	3190	6416	6373	6054	5937	5784	5667	5590	5451	5277	5528	4687	4045	3462
2012	3321	6680	6634	6303	6181	6020	5900	5820	5674	5495	6105	4715	3975	3487

West Georgia RESA

Teacher Demand Projections

Projected FTE Student Enrollments							Projected Number of Teachers Needed					
				Funding Class Size	Max. Class Size FY03	Max. Class Size FY04-12	Teachers Funded	Teachers Based On Max. Class Size	Teachers Funded	Teachers Based On Max. Class Size	Teachers Funded	Teachers Based On Max. Class Size
	2002-03	2006-07	2011-12				2002-2003		2006-2007		2011-2012	
Pre-K	2312	2716	3321	10	10	10	231.2	231.2	271.6	271.6	332.1	332.1
Kindergarten	4651	5463	6680	15	19	18	310.1	244.8	364.2	303.5	445.3	371.1
Grade 1	4354	5426	6634	17	22	21	256.1	197.9	319.2	258.4	390.2	315.9
Grade 2	4279	5154	6303	17	22	21	251.7	194.5	303.2	245.4	370.8	300.1
Grade 3	4448	5055	6181	17	22	21	261.6	202.2	297.4	240.7	363.6	294.3
Grade 4	4478	4924	6020	23	30	28	194.7	149.3	214.1	175.9	261.7	215
Grade 5	4346	4547	5900	23	30	28	189	144.9	197.7	162.4	256.5	210.7
Elem. Total (K-5)	26556	30569	37718				1463.2	1133.6	1695.8	1386.3	2088.1	1707.1
Grade 6	4570	4641	5820	23	30	28	198.7	152.3	201.8	165.8	253	207.9
Grade 7	4651	4795	5674	23	30	28	202.2	155	208.5	171.3	246.7	202.6
Grade 8	4442	4799	5495	23	30	28	193.1	148.1	208.7	171.4	238.9	196.3
Middle Total	13663	14235	16989				594	455.4	619	508.5	738.6	606.8
Grade 9	4951	5283	6105	23	30	28	215.3	165	229.7	188.7	265.4	218
Grade 10	4051	4615	4715	23	30	28	176.1	135	200.7	164.8	205	168.4
Grade 11	3341	3924	3975	23	30	28	145.3	111.4	170.6	140.1	172.8	142
Grade 12	2914	3205	3487	23	30	28	126.7	97.1	139.3	114.5	151.6	124.5
High School (9-12) Total	15257	17027	18282				663.4	508.5	740.3	608.1	794.8	652.9
Total Enrollment	57788	64547	76310									
Special Ed P-12				121.4178			475.9	475.9	531.6	531.6	628.5	628.5
EIPK				105.7243			44	44	51.7	51.7	63.2	63.2
EIP1-3				114.5606			114.2	114.2	136.5	136.5	166.9	166.9
EIP4-5				151.9714			58.1	58.1	62.3	62.3	78.4	78.4
Other Elem. (Ratio to K-5)				161.4359			164.5	164.5	189.4	189.4	233.6	233.6
Other Middle (Ratio to Gr6-8)				64.70269			211.2	211.2	220	220	262.6	262.6
Instructional Specialists (Based on P-12)				432.8742			133.5	133.5	149.1	149.1	176.3	176.3
Other Teachers				1496.86			38.6	38.6	43.1	43.1	51	51
Vocational Ed (Based on P-12)				513.1237			112.6	112.6	125.8	125.8	148.7	148.7
TEACHER TOTAL							4304.4	3681.3	4836.2	4284	5762.8	5108.1

Appendix 6:
FTE Count of Educators by Personnel Categories,
FY97-FY02

FTE Count of Georgia Educators by Personnel Categories, FY97-FY02

Personnel Categories	FY97	FY98	FY99	FY00	FY01	FY02
Pre-Kindergarten	1223.12	1280.20	1294.42	1329.08	1325.81	1354.79
Elementary Total	33519.65	35192.68	36191.80	37326.94	39135.83	41182.87
Kindergarten	5146.35	5354.23	5482.37	5564.98	5308.28	5424.84
EIP K						1015.54
ESOL						492.48
Grade 1	5285.41	5652.41	5735.11	5968.76	5682.17	5720.05
Grade 2	4935.68	5239.85	5292.31	5538.82	5433.49	5513.61
Grade 3	4673.02	4975.70	5183.81	5395.34	5318.71	5474.83
EIP 1-3						2763.81
Grade 4	4192.07	4508.41	4749.13	4912.99	5047.06	5003.67
Grade 5	4107.78	4283.63	4501.72	4695.96	4872.31	4843.05
EIP					2974.09	
EIP 4-5						933.56
Other Elementary	5179.32	5178.44	5247.34	5250.10	4499.72	3997.42
Middle Total	14801.78	15779.21	15866.55	16451.43	16935.89	17480.40
Grade 6	3396.01	3533.83	3630.42	3614.20	3750.09	3861.53
Grade 7	3212.65	3293.81	3320.21	3412.73	3545.63	3687.37
Grade 8	2955.58	3042.91	3102.33	3181.32	3334.68	3414.33
Other Middle	5237.54	5908.67	5813.59	6243.18	6305.49	6517.17
High School (9-12) Total	15724.33	15996.69	16466.46	16712.68	17055.82	17522.62
Vocational Education	2735.59	2660.83	2732.76	2802.70	2829.11	2784.26
Special Education	9452.91	10099.07	10569.82	11061.07	11610.29	12449.34
Instructional Specialist	4422.67	4505.38	4718.22	4683.11	4856.58	5034.81
Literacy Coach						49.07
Other Teachers	99.18	319.50	466.62	583.49	635.96	637.32
GATAPP Teachers						163.36
Subtotal (All Teachers)	81979.23	85833.56	88306.66	90950.50	94385.29	98658.84
Subtotal (Student Services)	7193.34	7517.65	8177.20	8405.18	8798.54	9297.20
Elementary Counselors	1137.84	1054.08	1079.02	1138.26	1268.76	1339.44
Middle Counselors	1421.73	1054.91	1042.87	943.74	910.37	945.25
High School Counselors		572.46	657.18	785.33	916.34	963.78
Media Specialist	1975.66	1986.76	2004.26	2035.84	2078.17	2114.76
School Psychologist	478.18	512.30	528.57	534.49	568.87	607.84
School Social Worker	356.54	364.19	388.21	393.51	444.12	474.34
Nurse	4.90	10.00				
Speech & Language Pathology	876.86	753.67	1260.35	1370.50	1431.81	1498.87
Other Student Services	941.62	1209.27	1216.74	1203.52	1180.10	1352.92
Subtotal (Administration)	6545.53	6814.48	6968.83	7128.85	7332.56	7469.00
Principal	1876.12	1943.40	1958.78	1989.52	2010.25	2044.15
Assistant Principals	2129.18	2143.48	2249.92	2330.99	2468.85	2610.91
Other Administrators	2540.23	2727.59	2760.12	2808.34	2853.46	2813.93
Workforce Total	95718.09	100165.69	103452.69	106484.53	110516.39	115425.03

FTE Count of Central Savannah RESA Educators By Personnel Categories, FY97-FY02

Personnel Categories	FY97	FY98	FY99	FY00	FY01	FY02
Pre-Kindergarten	116.50	116.00	114.80	117.00	100.00	103.00
Elementary Total	1845.96	1890.92	1901.69	1924.97	1966.32	2007.27
Kindergarten	302.83	302.33	302.84	308.00	241.23	244.80
EIP K						37.10
ESOL						5.50
Grade 1	309.00	316.47	309.84	323.00	252.12	275.75
Grade 2	296.05	291.51	285.50	296.64	248.90	269.21
Grade 3	268.93	288.85	288.81	285.92	271.30	268.57
EIP 1-3						233.90
Grade 4	260.60	271.76	287.01	278.50	287.27	290.86
Grade 5	256.30	264.65	271.34	273.49	269.82	272.00
EIP					291.17	
EIP 4-5						42.63
Other Elementary	152.25	155.35	156.35	159.42	104.50	66.95
Middle Total	962.61	998.55	987.69	982.54	898.25	900.58
Grade 6	182.58	185.26	189.40	178.85	241.23	241.46
Grade 7	183.80	187.94	183.10	179.93	241.27	245.72
Grade 8	171.61	174.11	168.76	178.06	223.62	229.30
Other Middle	424.62	451.24	446.42	445.71	192.13	184.09
High School (9-12)	928.88	988.12	989.09	960.63	954.70	984.11
Vocational Education	208.35	208.08	201.82	192.99	203.19	185.31
Special Education	460.61	493.41	487.29	490.07	502.34	562.70
Instructional Specialist	206.72	209.05	206.83	205.16	255.86	298.47
Other Teachers	4.00	16.20	24.39	28.91	37.53	35.68
GATAPP Teachers						23.00
Subtotal (All Teachers)	4733.64	4920.33	4913.59	4902.26	4918.18	5100.12
Elementary Counselors	50.00	53.90	53.72	56.73	68.54	71.76
Middle Counselors	88.80	71.38	67.71	62.20	42.00	39.93
High School Counselors		17.50	25.84	29.09	55.83	59.10
Media Specialist	120.47	122.17	124.20	123.00	124.05	126.47
School Psychologist	23.50	24.25	21.00	20.49	30.25	31.25
School Social Worker	27.59	26.59	27.59	28.59	27.22	26.88
Nurse						
Speech & Language Pathology	29.50	23.20	40.10	46.50	48.50	48.59
Other Student Services	63.75	66.03	70.51	64.22	53.65	56.27
Subtotal (Student Services)	403.61	405.02	430.66	430.82	450.03	460.26
Principal	120.59	125.02	126.02	123.42	125.90	128.42
Assistant Principals	109.54	117.67	106.40	105.04	103.54	111.72
Other Administrators	123.76	122.85	119.31	123.98	144.83	147.77
Subtotal (Administration)	353.88	365.54	351.73	352.44	374.27	387.90
Workforce Total	5491.13	5690.89	5695.98	5685.51	5742.49	5948.28

FTE Count of Chattahoochee RESA Educators By Personnel Categories, FY97-FY02

Personnel Categories	FY97	FY98	FY99	FY00	FY01	FY02
Pre-Kindergarten	108.00	105.00	105.00	102.50	102.00	103.00
Elementary Total	1376.73	1432.14	1435.22	1452.34	1484.85	1499.02
Kindergarten	232.33	224.00	224.00	216.80	198.45	204.27
EIP K						44.80
ESOL						12.00
Grade 1	224.00	231.00	222.40	219.62	209.75	208.12
Grade 2	208.00	209.00	210.75	219.50	209.43	205.38
Grade 3	194.50	194.66	208.66	219.83	207.84	207.35
EIP 1-3						103.33
Grade 4	172.00	179.41	183.01	188.53	197.53	184.36
Grade 5	175.00	170.61	175.70	181.74	188.50	185.37
EIP					140.34	
EIP 4-5						49.78
Other Elementary	170.90	223.46	210.70	206.32	133.01	94.25
Middle Total	395.49	619.57	605.57	658.74	675.65	685.32
Grade 6	124.51	126.23	142.92	122.11	77.79	81.06
Grade 7	72.91	70.40	64.39	62.50	71.56	68.79
Grade 8	68.83	67.64	72.08	69.30	69.57	80.81
Other Middle	129.23	355.31	326.18	404.82	456.75	454.67
High School (9-12)	861.06	659.19	724.67	722.04	712.91	694.18
Vocational Education	171.86	166.95	126.92	114.57	112.02	105.37
Special Education	340.62	383.84	383.84	395.32	399.14	425.80
Instructional Specialist	226.70	238.35	256.05	202.40	142.57	163.80
Literacy Coach						5.00
Other Teachers	21.00	8.14	36.04	24.67	19.67	18.13
GATAPP Teachers						12.00
Subtotal (All Teachers)	3501.46	3613.19	3673.32	3672.58	3648.81	3711.62
Elementary Counselors	73.75	42.35	47.20	52.10	55.59	55.75
Middle Counselors	41.00	43.50	41.10	32.70	34.20	34.90
High School Counselors		32.00	36.50	44.50	49.00	47.10
Media Specialist	94.49	93.49	94.00	92.00	98.40	96.50
School Psychologist	23.50	26.49	29.79	27.79	29.54	29.82
School Social Worker	7.45	8.89	8.79	7.77	10.10	11.50
Nurse		4.00				
Speech & Language Pathology	37.60	43.60	47.40	47.85	51.25	49.56
Other Student Services	28.00	59.39	74.54	63.81	56.67	56.13
Subtotal (Student Services)	305.79	353.71	379.32	368.52	384.75	381.26
Principal	96.00	93.75	93.75	96.50	97.00	98.49
Assistant Principals	79.69	84.67	82.67	88.19	95.76	93.29
Other Administrators	105.20	112.61	114.35	111.65	114.20	119.93
Subtotal (Administration)	280.89	291.02	290.76	296.34	306.96	311.71
Workforce Total	4088.14	4257.92	4343.40	4337.44	4340.52	4404.59

FTE Count of Coastal Plains RESA Educators by Personnel Categories, FY97-FY02

Personnel Categories	FY97	FY98	FY99	FY00	FY01	FY02
Pre-Kindergarten	53.00	55.00	57.88	56.00	56.00	61.00
Elementary Total	1082.58	1111.62	1122.71	1124.66	1200.27	1207.34
Kindergarten	172.74	180.69	182.75	177.73	153.76	156.90
EIP K						52.57
ESOL						9.83
Grade 1	173.44	190.60	188.60	204.70	176.88	174.64
Grade 2	168.00	180.80	180.90	180.02	162.77	156.02
Grade 3	162.85	168.39	172.00	171.00	168.10	155.30
EIP 1-3						121.92
Grade 4	138.70	146.24	156.33	147.96	141.11	132.72
Grade 5	137.37	141.09	146.66	148.72	145.66	126.30
EIP					173.06	
EIP 4-5						53.18
Other Elementary	129.48	103.82	95.47	94.53	78.93	67.97
Middle Total	535.14	550.21	512.42	488.60	502.97	498.74
Grade 6	130.71	131.99	137.11	132.29	140.02	138.42
Grade 7	131.92	131.84	124.83	125.78	132.59	137.68
Grade 8	136.87	132.20	125.53	127.60	132.65	125.74
Other Middle	135.65	154.19	124.94	102.92	97.72	96.90
High School (9-12)	515.96	508.10	501.70	489.92	478.90	479.19
Vocational Education	88.62	91.91	98.84	114.50	125.33	135.52
Special Education	248.98	246.98	280.08	305.50	308.19	318.88
Instructional Specialist	99.12	95.44	134.33	141.33	142.34	152.65
Other Teachers	1.24	6.62	23.81	41.05	25.08	19.70
GATAPP Teachers						3.00
Subtotal (All Teachers)	2624.64	2665.87	2731.77	2761.56	2839.08	2876.02
Elementary Counselors	27.17	27.17	29.34	29.34	36.87	37.93
Middle Counselors	42.83	21.58	18.41	18.16	19.88	19.32
High School Counselors		24.00	28.00	27.49	31.23	32.24
Media Specialist	55.99	55.50	55.60	56.00	60.25	62.00
School Psychologist	13.67	15.77	16.40	17.00	16.53	19.03
School Social Worker	19.90	17.85	21.45	21.25	17.50	18.31
Nurse	2.00	3.00				
Speech & Language Pathology	38.15	37.43	36.13	50.58	53.00	55.54
Other Student Services	23.83	30.58	34.42	33.52	27.70	33.79
Subtotal (Student Services)	223.54	232.88	239.75	253.34	262.96	278.16
Principal	58.50	56.61	56.61	53.61	56.24	57.92
Assistant Principals	78.45	78.88	84.84	83.54	89.73	90.13
Other Administrators	113.02	117.56	118.16	122.19	118.06	110.52
Subtotal (Administration)	249.97	253.05	259.61	259.34	264.03	258.57
Workforce Total	3098.15	3151.80	3231.13	3274.24	3366.07	3412.75

FTE Count of First District RESA Educators By Personnel Categories, FY97-FY02

Personnel Categories	FY97	FY98	FY99	FY00	FY01	FY02
Pre-Kindergarten	161.25	180.20	193.29	182.95	172.37	177.17
Elementary Total	3031.05	3194.70	3208.56	3242.79	3362.92	3553.01
Kindergarten	462.95	477.47	474.52	484.30	346.73	341.65
EIP K						221.86
ESOL						17.88
Grade 1	466.70	484.69	469.24	497.63	401.68	396.47
Grade 2	435.31	443.54	445.92	467.21	413.74	411.39
Grade 3	423.52	437.07	436.47	473.82	401.94	399.62
EIP 1-3						487.51
Grade 4	372.37	403.42	427.24	421.06	419.21	410.77
Grade 5	373.54	374.83	391.02	404.33	401.67	423.87
EIP					649.25	
EIP 4-5						96.79
Other Elementary	496.66	573.67	564.14	494.45	328.71	345.20
Middle Total	1460.05	1530.12	1512.67	1515.21	1353.77	1357.36
Grade 6	257.43	276.68	289.91	280.28	265.59	268.84
Grade 7	258.20	282.07	280.57	284.75	253.69	268.27
Grade 8	234.60	255.82	261.34	270.33	259.32	265.71
Other Middle	709.83	715.55	680.85	679.85	575.18	554.54
High School (9-12)	1293.26	1293.41	1325.07	1344.03	1409.35	1449.14
Vocational Education	246.30	241.07	245.67	241.66	217.72	223.21
Special Education	756.95	797.89	849.69	874.83	900.01	1010.07
Instructional Specialist	361.52	336.63	375.62	332.42	423.55	439.00
Literacy Coach						6.00
Other Teachers	16.25	28.79	51.45	75.95	108.32	89.15
GATAPP Teachers						7.00
Subtotal (All Teachers)	7326.63	7602.80	7762.02	7809.84	7948.01	8311.12
Elementary Counselors	95.60	107.40	99.33	101.92	112.02	118.07
Middle Counselors	116.94	69.92	78.07	66.15	67.01	68.16
High School Counselors		46.55	53.00	61.97	77.13	78.30
Media Specialist	171.00	169.81	173.81	180.90	183.88	185.89
School Psychologist	34.00	40.40	43.20	43.70	44.20	47.64
School Social Worker	30.10	32.90	35.50	33.00	34.79	39.99
Nurse		1.50				
Speech & Language Pathology	59.24	59.10	105.23	114.75	117.07	129.88
Other Student Services	67.63	65.00	64.90	59.96	59.52	76.73
Subtotal (Student Services)		592.57	653.03	662.34	695.61	744.65
Principal	160.10	172.27	176.75	171.80	175.52	178.00
Assistant Principals	165.62	177.42	183.16	190.44	202.16	210.46
Other Administrators	216.16	209.21	218.53	233.87	210.29	236.29
Subtotal (Administration)	541.88	558.89	578.44	596.10	587.97	624.75
Workforce Total	8443.02	8754.27	8993.50	9068.28	9231.58	9680.51

FTE Count of Griffin RESA Educators by Personnel Categories, FY97-FY02

Personnel Categories	FY97	FY98	FY99	FY00	FY01	FY02
Pre-Kindergarten	13.00	38.00	40.00	39.00	45.00	52.00
Elementary Total	1668.73	1740.50	1835.48	1907.72	2020.17	2121.73
Kindergarten	199.00	201.60	222.94	231.94	231.24	283.15
EIP K						50.02
ESOL						26.49
Grade 1	197.00	211.00	225.86	251.48	247.72	243.95
Grade 2	221.99	225.00	233.93	238.86	253.92	260.48
Grade 3	218.99	225.60	247.95	256.93	267.84	271.95
EIP 1-3						116.84
Grade 4	198.00	214.20	219.95	228.55	240.74	234.77
Grade 5	193.67	196.00	218.86	214.24	229.39	239.93
EIP					135.77	
EIP 4-5						39.28
Other Elementary	440.08	467.10	465.99	485.73	413.55	354.87
Middle Total	764.32	817.59	879.00	913.03	962.63	1020.33
Grade 6	121.23	129.18	186.41	192.53	209.52	221.52
Grade 7	114.51	123.52	182.79	197.84	200.90	217.22
Grade 8	126.51	114.52	176.91	182.39	205.60	219.75
Other Middle	402.07	450.37	332.89	340.27	346.62	361.84
High School (9-12)	786.69	829.31	865.50	911.46	967.55	976.07
Vocational Education	158.93	150.32	143.88	145.08	145.45	149.08
Special Education	459.97	503.53	548.67	596.81	647.50	681.74
Instructional Specialist	257.12	242.39	237.58	235.24	281.42	278.25
Other Teachers	2.00	17.47	20.03	34.38	40.35	38.25
GATAPP Teachers						18.91
Subtotal (All Teachers)	4110.77	4339.11	4570.15	4782.72	5110.08	5336.35
Elementary Counselors	53.99	55.89	59.00	62.49	64.75	69.94
Middle Counselors	78.49	69.90	45.90	43.00	43.50	46.00
High School Counselors		19.90	50.00	55.00	62.00	61.50
Media Specialist	101.00	101.60	104.99	106.98	110.98	114.99
School Psychologist	27.50	30.49	31.00	31.00	31.00	34.75
School Social Worker	15.00	16.00	17.00	18.00	23.00	27.00
Nurse						
Speech & Language Pathology	35.02	29.82	66.00	73.85	86.74	94.48
Other Student Services	24.75	28.50	19.94	22.09	22.30	37.63
Subtotal (Student Services)		352.10	393.83	412.41	444.27	486.29
Principal	91.00	95.00	97.00	97.50	105.00	104.50
Assistant Principals	110.90	116.35	127.60	136.00	152.98	151.99
Other Administrators	111.51	116.34	122.46	127.60	123.80	146.14
Subtotal (Administration)	313.41	327.69	347.06	361.10	381.78	402.63
Workforce Total	4759.93	5018.90	5311.04	5556.24	5936.13	6225.27

FTE Count of Heart of Georgia RESA Educators By Personnel Categories, FY97-FY02

Personnel Categories	FY97	FY98	FY99	FY00	FY01	FY02
Pre-Kindergarten	55.00	60.00	52.00	51.00	52.50	54.00
Elementary Total	596.99	617.37	637.09	632.63	662.62	680.48
Kindergarten	98.96	97.80	105.00	100.37	96.82	95.12
EIP K						14.73
ESOL						1.42
Grade 1	94.80	98.00	101.00	102.00	102.10	100.28
Grade 2	98.00	94.80	96.00	94.35	94.01	95.82
Grade 3	82.37	89.60	93.00	95.00	93.63	98.48
EIP 1-3						36.11
Grade 4	75.87	78.51	83.69	82.51	85.01	81.07
Grade 5	74.38	77.73	77.51	79.33	86.83	84.47
EIP					40.24	
EIP 4-5						19.97
Other Elementary	72.61	80.93	80.89	79.07	63.98	53.01
Middle Total	319.27	320.93	326.06	332.23	331.89	309.78
Grade 6	72.34	70.92	69.00	73.33	72.30	72.80
Grade 7	60.71	58.06	58.50	57.58	66.88	60.59
Grade 8	64.11	61.43	62.42	64.29	61.82	65.61
Other Middle	122.10	130.53	136.14	137.03	130.89	110.79
High School (9-12)	289.39	305.56	291.33	292.96	282.73	295.68
Vocational Education	57.07	49.85	64.18	62.95	69.14	52.82
Special Education	178.02	175.34	174.52	176.04	180.05	181.96
Instructional Specialist	54.70	55.15	52.32	54.90	58.93	67.97
Other Teachers	2.00	7.50	8.48	8.27	10.59	15.18
GATAPP Teachers						3.00
Subtotal (All Teachers)	1552.43	1591.69	1605.97	1610.97	1648.45	1660.86
Elementary Counselors	13.63	14.73	11.75	13.31	18.50	22.50
Middle Counselors	22.89	18.74	18.73	19.23	14.16	15.73
High School Counselors		6.48	5.49	5.75	13.50	13.99
Media Specialist	37.00	37.00	38.00	37.50	35.98	35.12
School Psychologist	8.00	10.60	11.00	10.00	8.00	11.49
School Social Worker	5.70	4.80	5.35	5.35	7.02	10.09
Nurse						
Speech & Language Pathology	12.00	11.80	17.00	19.51	22.00	22.04
Other Student Services	18.31	14.95	8.75	10.73	16.81	18.79
Subtotal (Student Services)	117.53	119.09	116.07	121.38	135.97	149.75
Principal	42.70	43.21	43.21	44.50	44.20	42.00
Assistant Principals	33.76	34.94	38.70	34.61	32.86	34.59
Other Administrators	73.10	74.21	72.32	66.52	68.26	67.29
Subtotal (Administration)	149.56	152.36	154.23	145.63	145.32	143.88
Workforce Total	1819.52	1863.15	1876.27	1877.98	1929.74	1954.49

FTE Count of Metro RESA Educators By Personnel Categories, FY97-FY02

Personnel Categories	FY97	FY98	FY99	FY00	FY01	FY02
Pre-Kindergarten	189.93	199.10	202.62	215.50	219.50	218.00
Elementary Total	11443.56	12310.98	12846.72	13375.05	13974.90	14850.67
Kindergarten	1790.32	1886.97	1989.59	2002.14	2066.77	2077.24
EIP K						145.89
ESOL						174.78
Grade 1	1907.53	2037.81	2072.37	2198.37	2245.64	2217.05
Grade 2	1699.97	1835.63	1841.02	1954.21	2017.98	2068.49
Grade 3	1626.78	1746.72	1815.44	1860.67	1951.69	2060.29
EIP 1-3						581.20
Grade 4	1472.47	1596.43	1689.16	1752.70	1816.17	1852.85
Grade 5	1432.88	1489.31	1600.91	1671.17	1727.44	1742.38
EIP					237.18	
EIP 4-5						142.94
Other Elementary	1513.61	1718.11	1838.22	1935.79	1912.03	1787.56
Middle Total	4893.87	5104.75	5295.74	5499.36	6024.54	6421.71
Grade 6	1226.81	1247.11	1243.90	1259.81	1256.30	1262.64
Grade7	1162.42	1161.71	1160.26	1207.54	1184.89	1217.48
Grade 8	958.27	986.36	995.05	1029.95	1038.13	1019.09
Other Middle	1546.38	1709.57	1896.53	2002.05	2545.23	2922.49
High School (9-12)	5270.79	5697.34	5910.63	6089.14	6146.62	6460.86
Vocational Education	744.41	701.86	726.78	751.36	722.69	711.86
Special Education	3500.16	3756.94	3919.62	4153.34	4415.78	4711.52
Instructional Specialist	1846.17	1940.20	1941.24	2016.20	1963.87	2011.37
Literacy Coach						16.50
Other Teachers	21.35	76.10	78.72	103.14	107.70	142.63
GATAPP Teachers						8.00
Subtotal (All Teachers)	27910.25	29787.27	30922.07	32203.10	33575.59	35553.12
Elementary Counselors	416.55	377.89	385.93	412.65	446.38	477.39
Middle Counselors	548.08	435.99	453.87	413.67	409.44	442.94
High School Counselors		207.31	208.83	272.17	303.39	322.27
Media Specialist	640.96	636.87	625.35	640.84	651.51	665.08
School Psychologist	164.15	170.55	177.80	186.01	192.64	203.68
School Social Worker	157.70	161.75	162.25	169.38	197.96	200.25
Nurse						
Speech & Language Pathology	307.79	276.60	469.42	507.14	504.41	538.68
Other Student Services	409.71	528.93	534.21	566.69	552.56	655.31
Subtotal (Student Services)	2644.95	2795.89	3017.66	3168.55	3258.29	3505.59
Principal	540.70	571.50	575.00	589.99	588.89	603.51
Assistant Principals	801.53	779.40	833.26	882.95	940.06	1000.97
Other Administrators	766.68	870.22	870.14	903.69	912.21	868.75
Subtotal (Administration)	2108.91	2221.13	2278.40	2376.63	2441.16	2473.23
Workforce Total	32664.11	34804.29	36218.13	37748.28	39275.04	41531.94

FTE Count of Middle Georgia RESA Educators By Personnel Categories, FY97-FY02

Personnel Categories	FY97	FY98	FY99	FY00	FY01	FY02
Pre-Kindergarten	75.99	77.95	77.50	76.00	78.00	78.00
Elementary Total	1585.23	1587.21	1628.10	1611.43	1609.21	1659.20
Kindergarten	248.99	244.45	233.10	237.27	248.12	235.97
EIP K						21.10
ESOL						8.70
Grade 1	250.00	250.00	276.62	277.21	258.68	259.28
Grade 2	234.83	244.88	244.05	244.15	261.22	261.19
Grade 3	219.77	228.43	232.85	251.49	250.41	242.10
EIP 1-3						54.06
Grade 4	202.00	204.78	208.50	220.24	215.99	213.79
Grade 5	201.00	199.99	211.25	213.27	217.71	215.82
EIP					49.34	
EIP 4-5						35.73
Other Elementary	228.64	214.68	221.73	167.80	107.74	111.45
Middle Total	753.58	760.45	651.38	715.45	693.65	703.93
Grade 6	174.50	173.50	173.90	178.90	195.15	209.03
Grade 7	180.81	183.90	152.15	173.10	176.15	181.25
Grade 8	160.96	170.58	142.17	153.21	174.14	167.54
Other Middle	237.31	232.47	183.16	210.24	148.21	146.11
High School (9-12)	726.09	745.89	799.46	747.70	749.55	714.65
Vocational Education	121.62	120.17	120.98	124.65	125.66	121.29
Special Education	442.14	462.30	481.86	482.66	487.67	517.81
Instructional Specialist	115.63	144.20	163.56	210.96	237.07	224.98
Other Teachers	7.83	32.50	21.68	32.85	28.83	29.26
GATAPP Teachers						32.00
Subtotal (All Teachers)	3828.12	3930.67	3944.52	4001.69	4009.63	4081.12
Elementary Counselors	67.50	56.00	57.50	60.40	63.75	64.75
Middle Counselors	61.50	50.50	45.50	36.70	26.50	28.50
High School Counselors		26.00	31.00	42.15	42.50	43.50
Media Specialist	90.00	92.50	96.58	100.50	100.50	103.36
School Psychologist	23.00	21.00	23.50	23.00	24.10	24.60
School Social Worker	13.00	13.00	15.00	15.00	13.87	13.00
Nurse	0.83	0.50				
Speech & Language Pathology	42.50	23.00	58.50	65.81	70.32	72.32
Other Student Services	51.16	52.04	81.93	74.77	70.24	62.60
Subtotal (Student Services)	349.49	334.54	409.51	418.33	411.78	412.63
Principal	92.00	94.00	96.50	97.68	99.70	101.70
Assistant Principals	89.60	84.23	83.59	91.60	88.60	88.23
Other Administrators	127.54	136.14	137.78	131.63	133.94	128.11
Subtotal (Administration)	309.14	314.37	317.87	320.91	322.24	318.04
Workforce Total	4486.76	4579.58	4671.90	4740.93	4743.65	4811.80

FTE Count of North Georgia RESA Educators By Personnel Categories, FY97-FY02

Personnel Categories	FY97	FY98	FY99	FY00	FY01	FY02
Pre-Kindergarten	23.00	24.00	25.00	25.00	26.00	26.00
Elementary Total	1360.73	1411.69	1452.65	1495.21	1636.74	1757.53
Kindergarten	219.37	222.90	230.40	234.07	240.00	248.93
EIP K						23.49
ESOL						59.35
Grade 1	221.80	224.83	236.50	236.43	250.50	238.51
Grade 2	214.60	224.43	223.60	222.95	241.50	232.55
Grade 3	196.00	203.84	213.50	225.50	239.00	227.63
EIP 1-3						91.81
Grade 4	169.00	173.00	190.00	188.00	203.70	199.80
Grade 5	168.30	172.80	176.80	187.00	202.00	192.26
EIP					86.59	
EIP 4-5						103.50
Other Elementary	171.66	189.89	181.85	201.26	173.45	139.71
Middle Total	493.56	516.20	543.86	606.77	652.46	728.00
Grade 6	156.50	164.50	176.00	182.40	184.30	187.86
Grade 7	122.94	113.99	121.98	135.29	160.82	166.50
Grade 8	106.99	107.99	112.99	119.99	139.43	158.40
Other Middle	107.13	129.73	132.89	169.09	167.91	215.24
High School (9-12)	649.18	661.26	685.13	702.15	725.41	714.76
Vocational Education	127.31	140.55	151.00	164.83	162.64	135.10
Special Education	376.73	433.20	452.64	461.44	470.22	518.47
Instructional Specialist	184.10	190.70	208.95	200.15	206.48	215.71
Other Teachers	2.50	3.00	6.54	12.90	25.47	14.56
GATAPP Teachers						
Subtotal (All Teachers)	3217.12	3380.59	3525.78	3668.45	3905.43	4110.12
Elementary Counselors	66.00	52.50	51.00	52.00	59.95	58.72
Middle Counselors	44.00	34.00	33.00	29.60	22.60	25.97
High School Counselors		22.00	26.62	28.62	36.06	37.00
Media Specialist	82.00	81.00	84.00	83.00	89.28	87.47
School Psychologist	23.05	25.06	23.50	25.00	26.00	28.15
School Social Worker	7.80	8.80	10.80	9.80	13.80	12.80
Nurse	1.00	1.00				
Speech & Language Pathology	32.03	35.43	49.70	56.50	60.40	57.10
Other Student Services	33.26	53.26	40.77	35.17	43.95	49.87
Subtotal (Student Services)	289.14	313.05	319.39	319.69	352.04	357.08
Principal	77.50	77.00	77.00	79.84	79.90	81.00
Assistant Principals	92.20	96.30	100.30	96.20	110.41	107.28
Other Administrators	95.63	92.54	101.03	104.48	99.06	92.71
Subtotal (Administration)	265.33	265.84	278.33	280.52	289.37	280.99
Workforce Total	3771.59	3959.48	4123.50	4268.66	4546.83	4748.18

FTE Count of Northeast Georgia RESA Educators By Personnel Categories, FY97-FY02

Personnel Categories	FY97	FY98	FY99	FY00	FY01	FY02
Pre-Kindergarten	53.00	60.00	60.00	66.00	70.00	69.99
Elementary Total	1455.80	1512.36	1571.01	1601.42	1736.59	1833.62
Kindergarten	222.38	219.69	213.95	219.71	214.48	233.65
EIP K						64.53
ESOL						23.89
Grade 1	225.97	236.47	239.74	241.33	222.69	242.46
Grade 2	220.27	230.62	241.11	244.61	226.89	245.85
Grade 3	197.32	205.14	220.47	225.26	202.72	237.38
EIP 1-3						131.43
Grade 4	178.95	193.44	205.22	205.14	207.17	215.06
Grade 5	168.83	174.37	185.12	192.39	209.50	202.14
EIP					245.81	
EIP 4-5						51.03
Other Elementary	242.08	252.63	265.41	272.98	207.33	186.20
Middle Total	651.10	679.74	695.30	720.52	734.29	732.92
Grade 6	160.21	158.25	149.26	166.41	178.86	188.38
Grade 7	153.48	153.67	145.79	154.51	162.15	173.29
Grade 8	152.14	150.75	138.32	161.32	176.23	160.10
Other Middle	185.27	217.07	261.93	238.27	217.04	211.15
High School (9-12)	628.74	647.91	656.07	669.45	681.55	714.72
Vocational Education	100.28	96.97	113.59	109.29	141.74	148.41
Special Education	470.59	494.53	525.98	547.73	570.21	640.59
Instructional Specialist	203.38	208.78	180.74	174.09	172.40	178.05
Literacy Coach						3.50
Other Teachers	2.00	7.35	20.95	25.57	25.41	26.52
GATAPP Teachers						2.00
Subtotal (All Teachers)	3564.90	3707.65	3823.63	3914.08	4132.20	4350.33
Elementary Counselors	34.69	34.70	38.50	43.50	50.70	55.10
Middle Counselors	58.73	39.83	41.83	33.24	27.91	28.41
High School Counselors		16.95	20.95	31.95	40.37	41.45
Media Specialist	91.08	94.83	97.05	97.90	100.50	103.00
School Psychologist	25.19	27.39	28.69	29.00	33.01	35.96
School Social Worker	17.45	20.45	22.16	21.98	23.07	25.34
Nurse	1.00					
Speech & Language Pathology	44.67	41.77	50.75	56.28	62.04	63.90
Other Student Services	34.44	82.03	61.73	50.55	49.26	50.10
Subtotal (Student Services)	307.25	357.96	361.67	364.40	386.85	403.27
Principal	90.60	94.60	95.10	97.45	99.12	101.43
Assistant Principals	86.55	95.13	102.10	109.55	111.11	116.22
Other Administrators	121.89	134.47	143.72	133.14	140.65	149.27
Subtotal (Administration)	299.04	324.20	340.91	340.14	350.89	366.92
Workforce Total	4171.18	4389.81	4526.21	4618.62	4869.94	5120.51

FTE Count of Northwest Georgia RESA Educators By Personnel Categories, FY97-FY02

Personnel Categories	FY97	FY98	FY99	FY00	FY01	FY02
Pre-Kindergarten	96.45	95.96	97.33	106.59	114.00	117.50
Elementary Total	2237.19	2324.09	2374.20	2438.55	2616.36	2834.67
Kindergarten	359.61	360.12	366.25	374.01	370.96	357.97
EIP K						119.70
ESOL						36.37
Grade 1	363.73	390.84	396.91	388.22	363.58	366.93
Grade 2	321.94	349.32	354.42	366.50	364.52	365.75
Grade 3	322.63	341.20	355.02	375.96	359.55	356.88
EIP 1-3						298.58
Grade 4	269.17	280.67	304.33	321.12	348.26	317.12
Grade 5	262.00	271.67	282.82	316.77	332.65	321.46
EIP					265.05	
EIP 4-5						104.53
Other Elementary	338.10	330.26	314.45	295.97	211.79	189.40
Middle Total	988.55	1026.67	1011.07	1057.69	1097.47	1110.87
Grade 6	235.88	247.18	255.07	254.44	276.69	299.08
Grade 7	233.27	231.42	239.19	255.00	274.10	292.85
Grade 8	232.14	231.47	243.87	251.32	257.65	280.37
Other Middle	287.27	316.60	272.93	296.93	289.03	238.56
High School (9-12)	943.19	952.61	962.29	1005.15	1067.31	1097.43
Vocational Education	202.09	192.53	195.64	208.66	209.47	216.99
Special Education	560.95	615.13	668.03	704.64	780.39	833.07
Instructional Specialist	276.35	278.43	315.81	335.51	350.28	371.86
Literacy Coach						1.00
Other Teachers	4.95	35.48	55.43	62.06	69.99	69.47
GATAPP Teachers						33.96
Subtotal (All Teachers)	5309.72	5520.90	5679.79	5918.85	6305.27	6686.81
Elementary Counselors	65.25	68.25	74.58	76.88	86.80	89.80
Middle Counselors	94.11	51.94	46.89	47.80	50.69	52.28
High School Counselors		46.17	52.34	54.58	58.77	65.68
Media Specialist	138.00	135.00	144.25	145.13	150.34	151.63
School Psychologist	25.25	26.88	27.25	26.80	27.22	31.20
School Social Worker	13.03	12.08	15.00	13.50	15.17	17.48
Nurse						
Speech & Language Pathology	69.80	45.07	93.25	108.22	114.56	118.32
Other Student Services	47.03	76.71	72.45	77.50	76.79	80.78
Subtotal (Student Services)	452.48	462.11	526.01	550.41	580.33	607.17
Principal	142.99	148.00	151.40	152.85	150.68	152.05
Assistant Principals	123.24	125.19	132.04	137.30	153.75	172.38
Other Administrators	157.31	156.46	153.96	163.04	178.41	179.05
Subtotal (Administration)	423.54	429.65	437.40	453.19	482.83	503.48
Workforce Total	6185.73	6412.66	6643.21	6922.44	7368.43	7797.46

FTE Count of **Oconee** RESA Educators By Personnel Categories, FY97-FY02

Personnel Categories	FY97	FY98	FY99	FY00	FY01	FY02
Pre-Kindergarten	22.00	23.00	23.00	23.00	22.00	20.00
Elementary Total	501.67	506.61	511.32	518.83	530.93	545.42
Kindergarten	78.00	82.00	80.50	80.42	63.15	63.33
EIP K						25.67
ESOL						2.00
Grade 1	76.51	78.40	82.06	86.22	70.99	71.63
Grade 2	75.68	74.43	79.34	87.29	72.35	72.00
Grade 3	71.45	77.99	76.33	79.00	70.85	73.80
EIP 1-3						49.78
Grade 4	59.62	65.00	66.33	70.00	72.00	65.78
Grade 5	65.10	63.88	67.95	65.95	68.95	61.00
EIP					67.67	
EIP 4-5						19.02
Other Elementary	75.31	64.92	58.81	49.95	44.97	41.41
Middle Total	267.41	263.44	253.37	250.03	256.40	244.35
Grade 6	54.99	54.99	48.99	49.99	49.99	50.52
Grade 7	56.56	53.99	52.91	49.87	50.97	54.68
Grade 8	57.94	54.96	51.85	54.68	53.63	52.13
Other Middle	97.92	99.50	99.62	95.49	101.81	87.02
High School (9-12)	234.49	234.39	245.47	236.27	239.17	248.51
Vocational Education	32.78	34.26	35.71	36.83	34.72	31.99
Special Education	155.59	166.80	184.15	189.26	196.74	201.93
Instructional Specialist	45.95	45.87	41.50	44.58	39.38	40.92
Other Teachers	3.00	1.17	8.25	11.28	3.75	5.70
GATAPP Teachers						4.00
Subtotal (All Teachers)	1262.88	1275.54	1302.77	1310.08	1323.10	1342.81
Elementary Counselors	9.30	11.30	12.55	12.05	13.50	14.49
Middle Counselors	20.69	18.54	16.20	11.13	11.55	14.00
High School Counselors		1.00	3.00	6.50	12.08	10.00
Media Specialist	29.00	30.00	27.33	28.33	27.92	29.92
School Psychologist	7.50	8.17	8.14	5.62	6.73	7.87
School Social Worker	4.49	5.00	6.08	7.33	6.00	9.00
Nurse						
Speech & Language Pathology	9.50	9.50	12.05	12.05	13.05	12.00
Other Student Services	10.79	11.97	10.33	12.47	11.37	13.93
Subtotal (Student Services)	91.27	95.48	95.68	95.47	102.20	111.21
Principal	32.96	36.50	33.40	33.40	35.53	36.50
Assistant Principals	33.99	31.66	34.63	32.43	31.43	34.43
Other Administrators	54.40	51.66	50.97	52.61	53.06	54.35
Subtotal (Administration)	121.35	119.82	119.00	118.44	120.02	125.28
Workforce Total	1475.50	1490.84	1517.45	1523.99	1545.32	1579.31

FTE Count of Okefenokee RESA Educators By Personnel Categories, FY97-FY02

Personnel Categories	FY97	FY98	FY99	FY00	FY01	FY02
Pre-Kindergarten	58.00	57.99	56.00	55.05	60.95	63.00
Elementary Total	724.31	747.80	755.09	787.71	824.24	851.09
Kindergarten	116.03	121.05	119.80	117.75	96.31	105.25
EIP K						33.13
ESOL						7.85
Grade 1	117.12	122.92	128.15	128.45	103.15	116.72
Grade 2	109.76	114.60	122.00	131.95	106.96	106.93
Grade 3	100.75	99.29	110.95	121.30	102.94	103.06
EIP 1-3						92.05
Grade 4	86.98	93.36	96.70	105.90	105.85	103.70
Grade 5	88.97	93.69	90.60	100.05	104.05	97.77
EIP					140.92	
EIP 4-5						25.19
Other Elementary	104.70	102.88	86.89	82.31	64.07	59.44
Middle Total	323.37	324.51	326.95	331.02	328.59	331.76
Grade 6	82.59	85.41	81.02	74.95	83.97	85.97
Grade 7	76.73	72.42	71.50	74.70	72.44	69.95
Grade 8	77.25	74.36	77.21	76.57	78.40	81.41
Other Middle	86.80	92.33	97.22	104.79	93.79	94.43
High School (9-12)	307.22	311.98	302.92	304.78	304.00	308.23
Vocational Education	69.52	70.77	72.69	72.71	66.66	63.98
Special Education	205.21	210.80	214.75	212.15	223.85	224.06
Instructional Specialist	54.00	57.05	55.88	56.14	71.85	61.44
Other Teachers	1.67	18.86	16.40	19.24	27.06	26.94
GATAPP Teachers						7.50
Subtotal (All Teachers)	1743.29	1799.75	1800.67	1838.80	1907.22	1937.99
Elementary Counselors	13.00	13.40	13.40	14.50	18.24	22.34
Middle Counselors	25.33	11.13	12.50	11.70	13.15	11.40
High School Counselors		13.10	13.20	16.30	18.73	19.52
Media Specialist	40.50	41.49	42.00	43.50	44.00	45.00
School Psychologist	13.50	12.37	13.50	13.00	14.50	13.50
School Social Worker	6.00	4.00	4.00	4.00	6.00	9.00
Nurse	0.07					
Speech & Language Pathology	25.00	12.35	34.50	34.50	37.51	36.50
Other Student Services	19.12	18.44	19.54	14.85	13.58	18.38
Subtotal (Student Services)	142.52	126.28	152.64	152.35	165.69	175.64
Principal	44.00	44.00	44.00	46.00	47.21	48.30
Assistant Principal	36.15	37.54	37.47	34.36	35.93	36.29
Other Administrators	69.30	70.81	72.95	77.02	73.14	75.14
Subtotal (Administration)	149.45	152.35	154.42	157.38	156.29	159.73
Workforce Total	2035.27	2078.39	2107.74	2148.52	2229.20	2273.36

FTE Count of Pioneer RESA Educators By Personnel Categories, FY97-FY02

Personnel Categories	FY97	FY98	FY99	FY00	FY01	FY02
Pre-Kindergarten	5.00	4.00	4.00	5.00	1.00	
Elementary Total	1691.11	1825.27	1909.63	2061.15	2246.68	2438.13
Kindergarten	273.16	283.75	284.73	303.31	319.28	344.17
EIP K						61.46
ESOL						97.58
Grade 1	266.32	287.36	290.69	309.07	329.39	332.77
Grade 2	255.05	265.71	280.87	306.63	323.56	310.71
Grade 3	229.21	238.62	255.58	279.72	297.95	312.85
EIP 1-3						137.05
Grade 4	211.67	225.28	234.24	262.03	282.90	277.57
Grade 5	197.39	221.09	229.17	248.86	272.64	267.51
EIP					110.99	
EIP 4-5						52.56
Other Elementary	258.30	303.48	334.34	351.53	309.97	244.21
Middle Total	727.02	838.70	845.15	903.76	926.15	955.39
Grade 6	159.17	171.08	174.37	149.99	185.50	188.04
Grade 7	155.07	160.76	172.59	146.94	175.89	177.48
Grade 8	145.75	154.37	164.71	142.95	160.10	178.08
Other Middle	267.03	352.49	333.47	463.89	404.66	411.79
High School (9-12)	721.53	763.64	778.68	799.48	911.73	923.04
Vocational Education	169.81	160.82	178.97	189.42	186.61	202.11
Special Education	478.71	490.67	509.86	553.47	583.85	618.39
Instructional Specialist	207.97	144.59	219.53	156.35	184.66	196.05
Literacy Coach						6.50
Other Teachers	2.00	6.55	32.84	33.23	32.87	27.19
GATAPP Teachers						
Subtotal (All Teachers)	4003.14	4234.24	4478.65	4701.85	5073.54	5366.80
Elementary Counselors	49.27	54.96	57.25	57.55	65.05	68.37
Middle Counselors	62.46	45.40	50.75	44.66	55.66	46.69
High School Counselors		27.49	31.45	39.37	38.54	51.01
Media Specialist	99.66	103.61	106.17	107.25	108.75	109.91
School Psychologist	20.60	22.60	24.10	25.19	29.37	30.43
School Social Worker	12.69	12.00	13.17	16.50	21.00	23.00
Nurse						
Speech & Language Pathology	36.40	32.89	46.79	55.30	62.50	67.30
Other Student Services	47.98	39.89	52.00	49.35	48.25	49.35
Subtotal (Student Services)	329.07	338.84	381.68	395.17	429.12	446.05
Principal	104.45	107.95	106.95	112.60	114.95	121.95
Assistant Principals	84.65	94.18	100.68	103.18	109.29	134.27
Other Administrators	139.54	149.23	151.61	149.79	171.70	149.20
Subtotal (Administration)	328.64	351.36	359.24	365.57	395.94	405.42
Workforce Total	4660.85	4924.44	5219.58	5462.59	5898.59	6218.27

FTE Count of Southwest Georgia RESA Educators By Personnel Categories, FY97-FY02

Personnel Categories	FY97	FY98	FY99	FY00	FY01	FY02
Pre-Kindergarten	123.50	116.00	113.00	112.50	114.00	110.13
Elementary Total	1698.35	1686.75	1682.93	1767.00	1808.84	1789.37
Kindergarten	251.00	261.00	254.00	273.17	249.73	236.64
EIP K						59.67
ESOL						7.85
Grade 1	260.09	286.60	284.13	287.52	257.19	261.49
Grade 2	235.33	254.50	246.50	264.66	249.37	244.84
Grade 3	232.19	242.73	253.19	269.10	257.94	245.28
EIP 1-3						113.89
Grade 4	203.00	215.42	228.42	246.75	234.00	236.14
Grade 5	199.00	207.53	207.00	215.32	226.48	221.29
EIP					169.25	
EIP 4-5						40.40
Other Elementary	317.74	218.97	209.69	210.48	164.87	121.89
Middle Total	849.72	841.93	829.35	851.33	849.45	819.24
Grade 6	170.97	179.16	173.39	178.99	183.90	199.92
Grade 7	169.66	181.22	174.60	172.94	176.84	188.50
Grade 8	176.08	175.35	172.71	165.58	160.94	177.57
Other Middle	333.01	306.20	308.66	333.83	327.78	253.26
High School (9-12)	807.88	789.43	794.90	794.96	771.78	777.79
Vocational Education	154.95	155.44	163.08	171.32	195.99	180.08
Special Education	453.05	474.52	474.10	485.91	489.62	511.05
Instructional Specialist	168.37	207.11	201.37	194.75	203.65	205.61
Literacy Coach						10.57
Other Teachers	6.38	19.48	39.07	30.19	30.62	31.27
GATAPP Teachers						2.00
Subtotal (All Teachers)	4262.20	4290.65	4297.80	4407.95	4463.96	4437.11
Elementary Counselors	38.32	38.25	43.98	46.84	54.13	58.05
Middle Counselors	75.87	41.56	42.16	43.30	41.63	38.52
High School Counselors		38.01	39.24	37.65	38.74	41.74
Media Specialist	103.50	105.88	105.26	105.35	104.53	107.06
School Psychologist	25.40	26.91	26.91	27.09	30.78	32.48
School Social Worker	12.64	12.08	13.57	14.56	19.63	19.06
Nurse						
Speech & Language Pathology	33.00	36.20	65.32	69.75	73.06	73.67
Other Student Services	36.36	47.74	38.89	41.33	44.96	59.95
Subtotal (Student Services)	325.09	346.63	375.32	385.87	407.45	430.53
Principal	102.03	102.00	103.85	110.14	106.75	102.39
Assistant Principals	119.27	118.06	118.12	116.89	118.27	117.19
Other Administrators	168.94	190.04	192.13	187.40	180.65	172.15
Subtotal (Administration)	390.24	410.09	414.10	414.43	405.67	391.73
Workforce Total	4977.54	5047.37	5087.22	5208.26	5277.08	5259.37

FTE Count of West Georgia RESA Educators By Personnel Categories, FY97-FY02

Personnel Categories	FY97	FY98	FY99	FY00	FY01	FY02
Pre-Kindergarten	69.50	68.00	73.00	96.00	92.49	102.00
Elementary Total	1219.67	1292.68	1319.42	1385.49	1454.17	1554.32
Kindergarten	118.67	188.40	198.00	204.00	171.25	195.80
EIP K						39.83
ESOL						1.00
Grade 1	131.40	205.43	211.00	217.50	190.12	214.00
Grade 2	140.90	201.07	206.40	219.30	186.38	207.00
Grade 3	125.78	187.58	203.60	204.85	175.00	214.31
EIP 1-3						114.35
Grade 4	121.68	167.50	169.00	193.99	190.16	187.32
Grade 5	114.05	164.40	169.00	183.33	189.00	189.49
EIP					171.47	
EIP 4-5						57.32
Other Elementary	467.19	178.29	162.42	162.52	180.81	133.90
Middle Total	416.71	585.86	590.97	625.15	647.73	660.14
Grade 6	85.59	132.40	139.76	138.92	148.99	166.00
Grade 7	79.67	126.93	135.06	134.46	144.49	167.12
Grade 8	85.53	131.00	136.40	133.79	143.48	152.72
Other Middle	165.92	195.52	179.75	217.99	210.76	174.31
High School (9-12)	759.98	608.55	633.56	642.56	652.55	684.25
Vocational Education	81.69	79.28	93.01	101.88	110.09	121.15
Special Education	364.63	393.20	414.74	431.90	454.73	491.29
Instructional Specialist	114.86	111.43	126.92	122.94	122.29	128.68
Other Teachers	1.00	34.30	22.53	39.81	42.71	47.68
GATAPP Teachers						7.00
Subtotal (All Teachers)	3028.04	3173.29	3274.15	3445.73	3576.75	3796.52
Elementary Counselors	63.83	45.40	44.00	46.00	54.00	54.48
Middle Counselors	40.00	31.00	30.25	30.50	30.50	32.50
High School Counselors		28.00	31.72	32.24	38.48	39.38
Media Specialist	81.00	86.00	85.67	87.67	87.31	91.37
School Psychologist	20.38	23.37	22.79	23.80	25.00	26.00
School Social Worker	6.00	8.00	10.50	7.50	8.00	11.63
Nurse						
Speech & Language Pathology	64.66	35.91	68.21	51.91	55.41	59.00
Other Student Services	25.50	33.83	31.84	26.50	32.50	33.30
Subtotal (Student Services)	301.37	291.51	324.98	306.12	331.20	347.66
Principal	80.00	82.00	82.25	82.25	83.67	86.00
Assistant Principals	84.05	71.88	84.37	88.71	92.96	111.49
Other Administrators	96.25	123.24	120.70	119.73	131.21	117.26
Subtotal (Administration)	260.30	277.12	287.32	290.69	307.83	314.74
Workforce Total	3589.70	3741.92	3886.44	4042.54	4215.78	4458.92

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