

# **STATUS REPORT: THE GEORGIA EDUCATOR WORKFORCE 2003**

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



Educator Workforce Research and Development Division  
Georgia Professional Standards Commission  
November 2003

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SCHOOLS**

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# EXECUTIVE SUMMARY

The *Status Report 2003: A Report of the Supply, Demand, and Utilization of Teachers, Administrators, and Student Services Personnel in Georgia Public Schools* presents a profile of the educator workforce in Georgia's public P-12 schools. Like the previous *Status Reports*, the current report provides an evaluation and projections of the supply and demand of Georgia's educator workforce. The major highlights of the *Status Report 2003* are summarized below.

## SECTION I: GEORGIA'S TEACHERS

### **A Profile of Georgia's Teaching Workforce**

- In FY03, Georgia's **total educator workforce grew by 3.85% to 120,773** from 116,292 in FY02. The teacher workforce increased from 99,470 in FY02 to 103,350 in FY03, a growth rate of 3.9% compared to 5% in the previous year. Despite the slowing rate of increase, it is projected that Georgia will need over 117,000 teachers in FY08. The anticipated relaxation in FY04 of reduced class size requirements may have helped to reduce the demand of new teacher hires in FY03.
- Over twelve thousand (12,507) **new teachers** were hired into Georgia classrooms in FY03, a decrease of 4.4% from the 13,084 newly hired in FY02.
- At the **RESA level**, from FY02 to FY03, growth occurred in every RESA except Oconee where the total teacher workforce decreased. Most of the growth occurred in the northern half of the state. Metro RESA employed 36.6% of all public school teachers and 42.31% of new teacher hires in FY03.
- The FTE count of **Vocational Education** teachers increased by 6.8% from FY02 to FY03 after a 1.6% decline between FY01 and FY02.
- **Demographically**, Georgia's teaching workforce is still overwhelmingly female (81.8%) and White (77.9%). In FY03, the average age was 41.6 years and the average experience was 12.3 years. More than 11,000 teachers (11,017) are older than 55 years and as many as 11,605 teachers have more than 25 years of experience. Many of them will be retiring soon and will need to be replaced. The teaching workforce is becoming more diversified as the percentage of White teachers declined from 78.5% in FY02 to 77.9% in FY03 and the number of Hispanic teachers increased 11.5% from FY02.
- In FY03, a total of 705 **National Board Certified Teachers** (NBCTs) were in Georgia classrooms, up from 413 in FY02. Forty-one NBCTs held non-teaching positions. A total of 1,404 candidates are awaiting NBCT attainment results to be released in December 2003.
- **Out-of-field teaching** remains a concern for Georgia's school systems. No incidence was recorded in Science at the high school level in FY03. However, the problem persists at a rate of 4-8% in English, Math, and Social Science. The highest rates of misassignment in FY03 were in Mathematics (7.9%) and English (6.2%).

## Teacher Demand in Georgia

- **Teacher demand** is influenced by demographic trends, such as overall student enrollment counts, student characteristics, teacher attrition, and education policies.
- In FY03, Georgia's public school P-12 **student population** totaled 1,496,012, a 1.73% increase from FY02 and only 1,739 less than projected for FY03. The largest increases over FY02 numbers occurred among Hispanic (63.3%), Multiracial (54.3%), and Asian (22.3%) students, making student enrollment more diversified.
- **White student enrollment** continued the decline that started in FY99. Also Central Savannah, Chattahoochee-Flint, First District, and Oconee RESAs experienced a second consecutive year of decline in student enrollment.
- From 1995-2001, Georgia's **high school dropout rate** reached a peak of 40.49% in FY01, and continues its downward trend to 37.45% in FY03.
- **Teacher attrition** in Georgia decreased for a second consecutive year from 8.8% for FY01 to 8.7% for FY02 possibly a result of the current economic climate with more teachers deciding not to exit the workforce.
- **Teacher mobility (or relocation)** within public schools is low in Georgia. At the system level, only 4.37% (and 2.3% at the RESA level) of the teaching workforce relocated between FY02 and FY03.
- More than 25% of teachers who left after FY02 were newly hired in FY02; 34.7% had only 0-4 years experience. This leads to a high cost of turnover. Only about 21% of total teacher attrition (1,825) was due to retirement.

## Georgia Teacher Supply

- **Teacher retention** continues to be the chief source of supply of teachers into Georgia classrooms. Over 90% of Georgia teachers return to the classroom from one year to the next.
- **Five main sources of new teacher supply** in Georgia are: out-of-state teachers, new teacher graduates from educator preparation institutions, returning teachers, provisional/alternative route certified teachers, and delayed entry teachers.
- In FY03, 46.1% of the 12,507 new teacher hires in Georgia were from **out-of-state**; 18.4% were graduates from educator preparation institutions; 16.4% were returning teachers; 12.0% were provisional/alternative route teachers; and 3.4% were delayed entry teachers.
- As many as 3,615 permits, provisional, and probationary certificates were issued. The largest numbers of applications were in Interrelated Special Education (1,068), Middle Grades (469), and Early Childhood Education (296). Increases in non-regular certificates are projected to continue unless supply/production is specifically targeted to these **shortage areas**. Hopefully, teacher preparation programs and education majors would see this as an opportunity.



- The number of **teachers** prepared in Georgia institutions increased by 3.5% from 3,388 **student teachers** in FY02 to 3,507 in FY03. Most of the student teachers produced in FY02 became certified in FY03 (85.5% or 2,896); and 81.1% (2,347) of those certified were employed in Georgia classrooms as teachers in FY03, for a teacher yield of 69.3%.
- Statewide initiatives to **market teaching** in Georgia and to **recruit** teachers continue to grow. These include the **Reach to Teach** federal grant program, **TeachGeorgia.org**, Georgia **Troops-to-Teachers**, the **HOPE** scholarship for teachers, and alternative preparation routes such as **GATAPP**.
- The number of **Paraprofessionals/Teacher Aides** in Georgia increased from 24,882 in FY02 to 25,276 in FY03. The number of Hispanic Paraprofessionals/Teacher Aides increased 8.75% during this period. This is a potential source for teachers in general and Hispanic teachers, in particular.

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

### **Demography of Administrative Personnel**

- In FY03, Georgia's **administrative workforce numbered 7,728**, a 3.38% increase from 7,475 in FY02.
- In FY03, **2,071 Principals** and **2,822 Assistant Principals** were employed in Georgia.
- The **typical Principal or Assistant Principal** remains a White female, though these personnel categories are increasingly becoming more ethnically diverse. The mean age of Principals is 50.08 years and the mean years of experience is 23.63.
- The **typical Superintendent and Assistant Superintendent** are White and male. The number of females and Blacks has risen in the last five years. RESA Directors and Athletic Directors remain predominantly White males, while Special Education, Curriculum, and Human Resources Directors are predominantly White females. Technology and Vocational Education Directors remain diversified with regard to gender. The number of Vocational Education Directors increased in 2003.

### **Demography of Student Services Personnel**

- In FY03, 9,695 **student services** personnel were employed in Georgia's public school system, a 3.72% increase from 9,347 in FY02. Every personnel category increased in number except for Middle Grades Counselors and Speech and Language Pathologists.
- Student services personnel remain typically female and White. Social Work personnel are the most ethnically diversified. Of note is the improvement (25%) in the number of Hispanic Elementary Grades Counselors.

## Demand of Administrative and Student Services Personnel

### Administrative Personnel Demand

- **Attrition among Principals** remained high at 14.11% in FY02. This is, however, an improvement from the previous year when attrition was 15%. Principal attrition was most acute in Oconee RESA, which lost nearly one-fourth (24.32%) of its FY02 Principals, and least acute in West Georgia RESA (9.30%).
- **Assistant Principals' attrition** declined to 16.69% in FY02 from 19.95% in FY01. Nevertheless, the attrition of Assistant Principals was very high in RESAs such as Oconee (50%) and Heart of Georgia (25.71%).
- Inter-system and inter-RESA **mobility** remain minimal among Georgia public school administrators.

### Student Services Personnel Demand

- **Attrition among student services personnel** in the Georgia public school system rose to 10.86%, an increase of 15.87% from 876 in FY01 to 1,015 in FY02. Over 20% of the total attrition was from the Speech and Language Pathologist category, continuing the perennial turnover among this personnel group.
- More than one-third (35.17%) of attrition among student services personnel was due to **job change** to either teaching or administrative positions. The most stable groups remain School Psychologists and Social Workers.
- **Increases are projected** for all administrative and student services personnel categories through FY13 except for the following where **decreases are projected**: Human Resources Director, Curriculum Director, Instructional Supervisor, and Middle Grades Counselor.

## Supply of Administrative and Student Services Personnel

### Administrative Supply

- **New Principals are hired from a variety of sources**, such as teachers, counselors, and other administrative and student services positions typically from within the system. The largest source of supply of administrators each year remains **retention**. In FY03, retention accounted for 84.93% (1,759) of Principals and 77.68% (2,192) of Assistant Principals.
- Promotion from within the system was the second largest source of Principals (10.0%) and Assistant Principals (5.03%). Out-of-state hiring remains a very small source of administrative personnel, accounting for only 1.5% of Principals and 2.3% of Assistant Principals in FY03.

## Student Services Personnel

- Student services personnel are hired from a **variety of sources**, such as teachers, administrators, and out-of-state. **Retention** remains the major source, accounting for 85.94% (8,332) of student services personnel in FY03.
- Of the 761 **new student services hires** in FY03, 26.68% were Speech and Language Pathologists. **Metro RESA** accounted for the largest percentage (43.36%) of new student services hires in FY03.

## CONCLUSIONS AND RECOMMENDATIONS

- Student enrollment continues to rise, though at a slowing rate. Males outnumber females at nearly every grade level, except in grades 11 and 12.
- The number of new teachers produced in traditional teacher preparation programs at Georgia Colleges of Education rose slightly in FY03.
- The number of teachers hired from out-of-state continues to rapidly rise. Results of PSC-conducted Beginning Teachers surveys continue to verify that new teachers prepared outside Georgia rate themselves, and are rated by their Principals, as ready for the classroom as are teachers prepared in Georgia.
- Georgia continues to pursue multiple solutions to the problem of in-balance between supply and demand of qualified teachers in the classroom. Increased new teacher production, aggressive marketing of teaching through the Reach to Teach program, recruitment of teachers through the TeachGeorgia.org website, creative alternative preparation programs like GATAPP, and other programs such as Troops-to-Teachers and the HOPE Teacher Scholarship are some of the numerous ways through which Georgia seeks to place and keep a qualified teacher in every classroom by the year 2006.
- Out-of-field teaching was reduced to zero in Science at the high school level in FY03. Nevertheless, out-of-field teaching worsened in English and Social Science in FY03.
- The Hi-Q verification initiative by the PSC helped to ferret out misassignments of teachers in the public schools. It appears that some school systems are responding to this scrutiny by reclassifying some teachers into omnibus job and subject matter codes.
- Retention remains the most important source of educators from year to year. The cost of turnover could be reduced if retention could be increased especially among newly hired teachers with zero experience, Speech and Language Pathologists, and Media Specialists, to name a few.
- The proportion of teachers holding graduate level certificates continues to increase, 51.3% in FY03. While this translates directly into higher salaries, the relationship of advanced degrees to higher student achievement is not as obvious.
- The number of National Board Certified Teachers (NBCTs) continues to rise, though NBCTs in the classroom constitute only 0.68% of Georgia's teaching workforce.



**SECTION I:  
GEORGIA'S TEACHERS**

# Chapter 1: A Profile of Georgia's Teaching Workforce

## Introduction

The Educator Workforce Research and Development Division (EWRAD) in the Georgia Professional Standards Commission (PSC) monitors and provides information on Georgia's public Pre-Kindergarten through 12<sup>th</sup> grade (P-12) labor force. This information is reported on an annual basis.

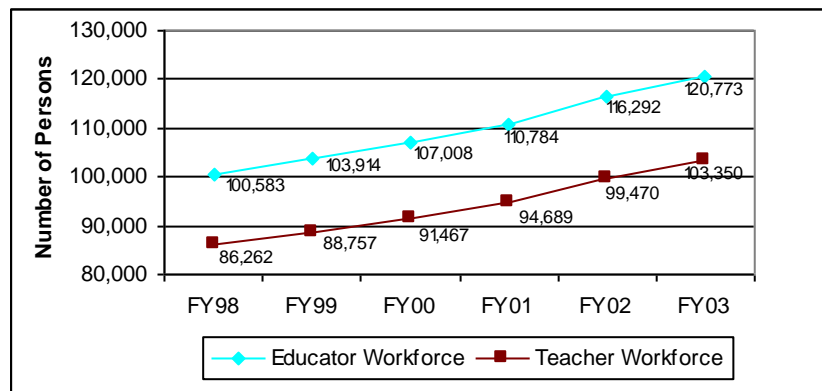
The *Status Report 2003: A Report of the Supply, Demand, and Utilization of Teachers, Administrators, and Student Services Personnel in Georgia Public Schools* provides data on the demography, supply and demand, attrition, and mobility of Georgia's teaching and non-teaching (i.e., administrative and student services personnel) educators. As in previous *Status Reports*, data utilized for the 2003 report were gathered from a variety of sources<sup>3</sup>.

## Demographic Characteristics

### Workforce Size

In the 2002-2003 school year (FY03), the total P-12 public school educator workforce in Georgia numbered 120,773 educators, an increase of 3.9% from 116,292 in FY02. Similarly, Georgia's teacher workforce experienced an increase of 3.9%, from 99,470 in FY02 to 103,350 in FY03. Consistent with the previous year, the majority of the educator workforce (85.6%) were teachers. Figure 1.1 and Table 1.1 show the steady increase in Georgia's educator and teacher workforce.

**Figure 1.1. Georgia's Educator and Teacher Workforce, FY98-FY03**  
(Source: EWRAD/PSC, 2003)



<sup>3</sup> The Certified Personnel Information Report (CPI) generated by the Georgia Department of Education (GDOE); PSC certification records; student-teacher information (Capstone); the GDOE student enrollment reports; the Georgia Teacher Retirement System (TRS); and the Georgia Department of Human Resources (DHR).

**Table 1.1. Georgia's Educator and Teacher Workforce, FY98-FY03**

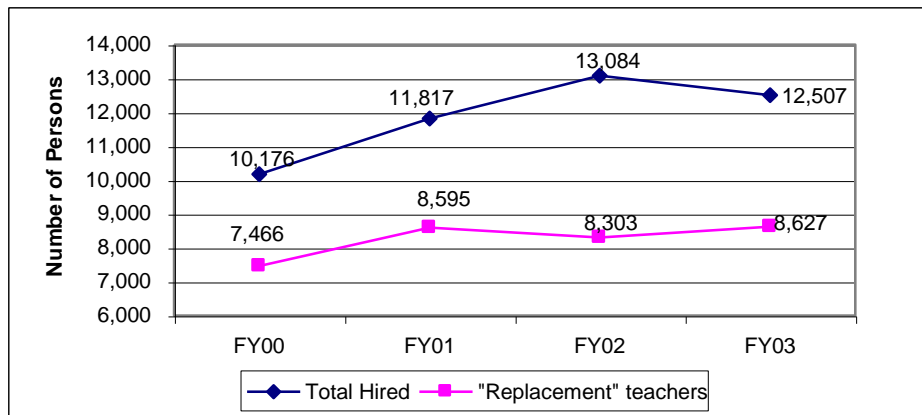
Category	FY98	FY99	FY00	FY01	FY02	FY03
<b>Educator Workforce</b>	100,583	103,914	107,008	110,784	116,292	120,773
Year-to-Year # Change in Educator Workforce		3,331	3,094	3,776	5,508	4,481
Year-to-Year % Change in Educator Workforce		3.31	2.98	3.53	4.97	3.85
<b>Teacher Workforce</b>	86,262	88,757	91,467	94,689	99,470	103,350
Year-to-Year # Change in Teacher Workforce		2,495	2,710	3,222	4,781	3,880
Year-to-Year % Change in Teacher Workforce		2.86	3.05	3.52	5.05	3.90
Teachers as a % of the Educator Workforce	85.79	85.41	85.48	85.47	85.53	85.57

Source: EWRAD/PSC, 2003

Over 12,000 (12,507) new teachers were hired into Georgia classrooms in FY03, reflecting a 4.4% drop from the 13,084 teachers hired in FY02. Over two-thirds (68.9%), or 8,627 of the newly hired teachers were hired to replace teachers who did not return to any Georgia public school classroom for the FY03 school year. This is an increase from the 63.5% that was hired in FY02 to replace teachers who left the classroom. Although, the total number of new teachers hired in FY03 dropped from FY02, the numbers hired to replace teachers who left increased. The number of "replacement" teachers hired increased by 3.9%, from 8,303 in FY02 to 8,627 in FY03. This is shown in Figure 1.2 and Table 1.2.

**Figure 1.2. Newly Hired Teachers and Replacement Teachers, FY00-FY03**

(Source: EWRAD/PSC, 2003)



**Table 1.2. Newly Hired Teachers and Replacement Teachers, FY00-FY03**

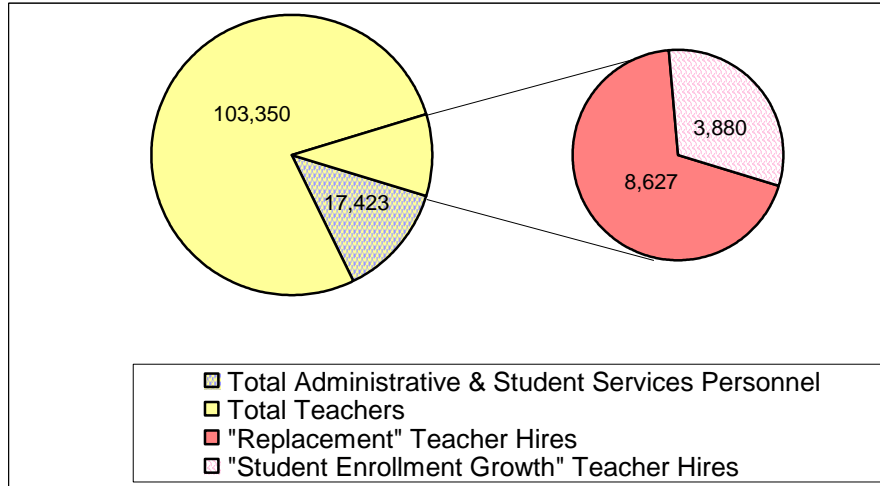
Category	FY00	FY01	FY02	FY03
<b>Total # of New Teachers Hired</b>	10,176	11,817	13,084	12,507
Year-to-Year # Change in Total # of Teachers Hired		1,641	1,267	-577
Year-to-Year % Change in Total # of Teachers Hired		16.13	10.72	-4.41
<b>Total # of "Replacement" Teachers Hired</b>	7,466	8,595	8,303	8,627
Year-to-Year # Change in Total # of "Replacement" Teachers Hired		1,129	-292	324
Year-to-Year % Change in Total # of "Replacement" Teachers Hired		15.12	-3.40	3.90
"Replacement" Teachers as a % of Total New Teachers Hired	73.37	72.73	63.46	68.98

Source: EWRAD/PSC, 2003

The remaining 31% were hired in FY03 to meet the demand for teachers due to an increase in student enrollment (See Figure 1.3). The apparent anomaly may be explained by the reduced demand engendered by the relaxing of the reduced class size requirement.

**Figure 1.3. Georgia's Educator Workforce and New Teacher Hires, FY03**

(Source: EWRAD/PSC, 2003)



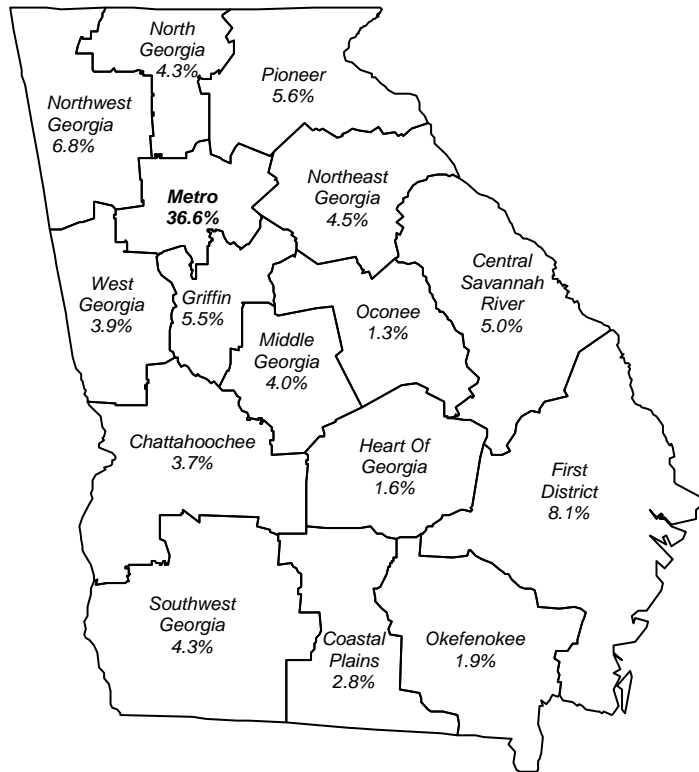
\*Note: The extracted slice from the Total Teachers portion represents new teacher hires. New teacher hires are then divided into replacement and student enrollment growth hires.

### **RESA Workforce Counts**

All Georgia school systems belong to a Regional Education Service Agency (RESA). These RESAs, 16 in total, are defined by geographical boundaries, not by population (See Figure 1.4). RESAs support the school systems by assisting with personnel hiring and providing a variety of training and educational services to educators, parents, and students.



**Figure 1.4. Distribution of Public School Teachers by RESA, FY03**  
 (Source: EWRAD/PSC, 2003)



Metro RESA had the highest number of teachers in FY03 with 37,792 teachers, or 36.6% of the total P-12 public school teacher workforce in Georgia. First District RESA comes a distant second with a teaching workforce of 8.1%.

Although the numbers hired by Metro RESA dropped in FY03, it remains the number one employer of teachers in the state, with 42.3% of the total newly hired teachers in Georgia in FY03. Oconee RESA was the only RESA in FY03 that witnessed a decrease (-1.12%) in its total teacher workforce (see Table 1.3 and Figure 1.5).

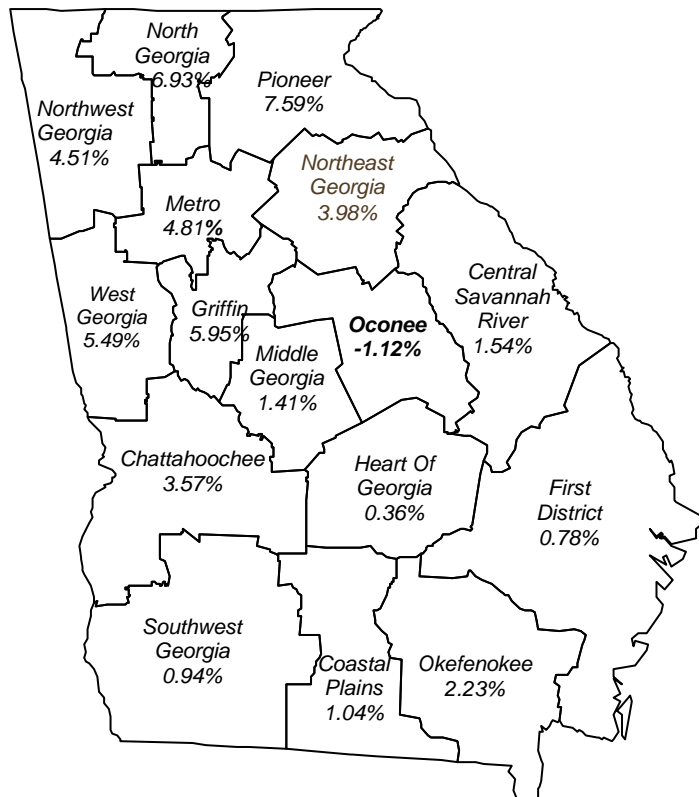
**Table 1.3. Georgia's Teacher Count by RESA, FY01-FY03**

RESA	FY01 Total Teacher Force	FY02 Total Teacher Force	FY03 Total Teacher Force	% Change from FY02-FY03
Central Savannah	4,949	5,122	5,201	1.54
Chattahoochee	3,647	3,721	3,854	3.57
Coastal Plains	2,841	2,886	2,916	1.04
First District	7,982	8,335	8,400	0.78
Griffin	5,081	5,380	5,700	5.95
Heart of Georgia	1,648	1,668	1,674	0.36
Metro	33,870	36,057	37,792	4.81
Middle Georgia	4,014	4,107	4,165	1.41
North Georgia	3,886	4,140	4,427	6.93
Northeast Georgia	4,163	4,417	4,593	3.98
Northwest Georgia	6,325	6,719	7,022	4.51
Oconee	1,316	1,342	1,327	-1.12
Okefenokee	1,902	1,932	1,975	2.23
Pioneer	5,015	5,374	5,782	7.59
Southwest Georgia	4,460	4,446	4,488	0.94
West Georgia	3,590	3,824	4,034	5.49
<b>Total</b>	<b>94,689</b>	<b>99,470</b>	<b>103,350</b>	<b>3.9</b>

Source: EWRAD/PSC, 2003

**Figure 1.5. FY02-FY03 Percentage Change in Georgia's Public School Teachers By RESA**

(Source: EWRAD/PSC, 2003)



## Teaching Positions

The teaching force in Georgia is counted using two methods: Full-time Equivalency (FTE) and Personnel counts. The distinction between these two is important when comparing the size of the work assigned to particular jobs or groups of jobs. The FTE refers to the number of personnel working full-time needed to do the job or jobs. With the FTE count, portions of the workday are represented by decimals or fractions (Appendix 1 provides the FTE count of educators by personnel category and RESA from FY98 to FY03). Personnel count reflects each individual with a teaching certificate and employed, whether it be full- or part-time. The teacher FTE count increased by 3.84% from 98,658.6 in FY02 to 102,448.8 in FY03 (See Table 1.4).

**Table 1.4. FTE Count By Personnel Categories, FY00–FY03**

Personnel Categories	FTE Count FY00	% FY00 Workforce	FTE Count FY01	% FY01 Workforce	FTE Count FY02	% FY02 Workforce	FTE Count FY03	% FY03 Workforce
Pre-Kindergarten	1324.3	1.5	1325.8	1.4	1354.8	1.4	1373.8	1.3
Kindergarten	5575.5	6.1	5308.3	5.6	5424.8	5.5	5654.6	5.5
EIP-Kindergarten	N/A	N/A	N/A	N/A	1015.5	1	1219.1	1.2
1 <sup>st</sup> Grade	5977.4	6.5	5682.2	6.0	5720	5.8	5892.6	5.8
2 <sup>nd</sup> Grade	5549.2	6.1	5433.5	5.8	5513.6	5.6	5681.3	5.5
3 <sup>rd</sup> Grade	5406.2	5.9	5318.7	5.6	5474.8	5.5	5680.8	5.5
EIP-Grades 1-3	N/A	N/A	N/A	N/A	2763.8	2.8	2980.3	2.9
4 <sup>th</sup> Grade	4917.7	5.4	5047.1	5.3	5003.7	5.1	4959.4	4.8
5 <sup>th</sup> Grade	4700.7	5.2	4872.3	5.2	4843.1	4.9	4884.2	4.8
EIP-Grades 4-5	N/A	N/A	N/A	N/A	933.6	0.9	1034.8	1.0
EIP Teacher	N/A	N/A	2974.1	3.2	N/A	N/A	N/A	N/A
6 <sup>th</sup> Grade	3613.4	4.0	3750.1	4.0	3861.5	3.9	3502.7	3.4
7 <sup>th</sup> Grade	3409.5	3.7	3545.7	3.8	3687.4	3.7	3426.8	3.3
8 <sup>th</sup> Grade	3178.1	3.5	3334.7	3.5	3414.3	3.5	3224.2	3.1
9 <sup>th</sup> -12 <sup>th</sup> Grades (High School)	16779	18.4	17055.8	18.1	17523	17.8	17790.2	17.4
Vocational Education	2767.8	3.0	2829.1	3.0	2784.3	2.8	2974.3	2.9
K-12 Instructional Specialist	4711.4	5.2	4856.6	5.1	5034.8	5.1	5069.4	4.9
K-12 Special Education	11120	12.2	11610.3	12.3	12449	12.6	13098.3	12.8
Other Elementary	5408.3	5.9	4499.7	4.8	3997.4	4.1	4078.2	4.0
Other Middle Grades	6256.8	6.9	6305.5	6.7	6517.1	6.6	7833.8	7.6
Other Teachers	580.4	0.6	636	0.7	1342.2	1.4	2090.1	2.0
<b>Total</b>	<b>91275.7</b>	<b>100</b>	<b>94385.3</b>	<b>100</b>	<b>98658.6</b>	<b>100</b>	<b>102448.8</b>	<b>100</b>

Source: EWRAD/PSC, 2003; FTE data, GDOE 2003

Note: EIP counts by grade level were unavailable before FY03.

Data derived from CPI reports for fiscal years 2000 through 2003.

## Change in Teaching Positions

The elementary school grades (K-5) comprised the largest group in FY03, accounting for 41.1% of the total FY03 teachers, followed by middle grades (6-8) (17.6%) and then high school (9-12) (17.4%). In FY03, the number and percentages of Vocational Education or Career/Technical Education teachers increased from FY02 after fluctuating for three years. This is a positive change in trend (See Figure 1.6). Perhaps strengthening vocational education offerings and thus providing a good alternative to non-college bound students might help reduce high school dropout rates.

**Figure 1.6. FTE Count for Vocational Education Teachers, FY00-FY03**  
(Source: EWRAD/PSC, 2003)

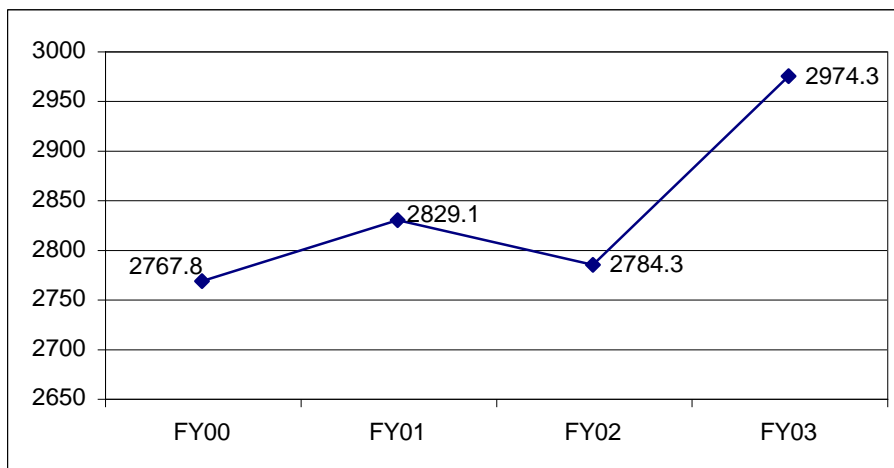


Table 1.5 shows that from FY02 to FY03 an increase in FTE counts occurred in all teaching personnel categories except these: 4<sup>th</sup> Grade (-0.9%), 6<sup>th</sup> Grade (-9.3%), 7<sup>th</sup> Grade (-7.1%), and 8<sup>th</sup> Grade (-5.6%). It is interesting to note that all middle grades experienced a decline in teacher FTE counts. The highest percentage increase in FTE counts from FY02 to FY03 occurred in the Other Teachers<sup>2</sup> category (55.7%), followed by Other Middle (20.2%) and EIP-K (20.0%). Nevertheless, in raw numbers, the highest increase from FY02 to FY03 was among the Other Middle classification. This occurs at the same time as the number of teachers in all the middle grades level declined. Is it possible that some grade 6-8 teachers in FY02 were reclassified into Other Middle? If so, why? A further examination showed that while 64% (5,017) of teachers in this category were classified the same in FY02, as many as 1,185 (15%) were classified as regular middle grades (6-8) teachers in FY02.

<sup>2</sup> The "Other Teachers" category includes Military Science Teacher, Extended Year Teacher, In-School Suspension (ISS) Teacher, Hospital/Homebound Instructor, Adult Education Teacher, Other Instructional Provider, and 20 Day – Extended Day/Extended Year QBE Funded.

**Table 1.5. Change in Teaching Position, FY02-FY03**

Teaching Position	FY02 FTE	FY03 FTE	FY02-FY03 Change
Pre-Kindergarten	1354.8	1373.8	1.4
Kindergarten	5424.8	5654.6	4.2
EIP-K	1015.5	1219.1	20.0
Grade 1	5720	5892.6	3.0
Grade 2	5513.6	5681.3	3.0
Grade 3	5474.8	5680.8	3.8
EIP-Grade 1 - 3	2763.8	2980.3	7.8
Grade 4	5003.7	4959.4	-0.9
Grade 5	4843.1	4884.2	0.8
EIP- Grade 4 - 5	933.6	1034.8	10.8
Grade 6	3861.5	3502.7	-9.3
Grade 7	3687.4	3426.8	-7.1
Grade 8	3414.3	3224.2	-5.6
High School	17523	17790.2	1.5
Vocational Education	2784.3	2974.3	6.8
Instructional Specialist	5034.8	5069.4	0.7
Special Education	12449	13098.3	5.2
Other Elementary	3997.4	4078.2	2.0
Other Middle	6517.1	7833.8	20.2
Other Teachers	1342.2	2090.1	55.7
<b>Total</b>	<b>98658.6</b>	<b>102448.8</b>	<b>3.8</b>

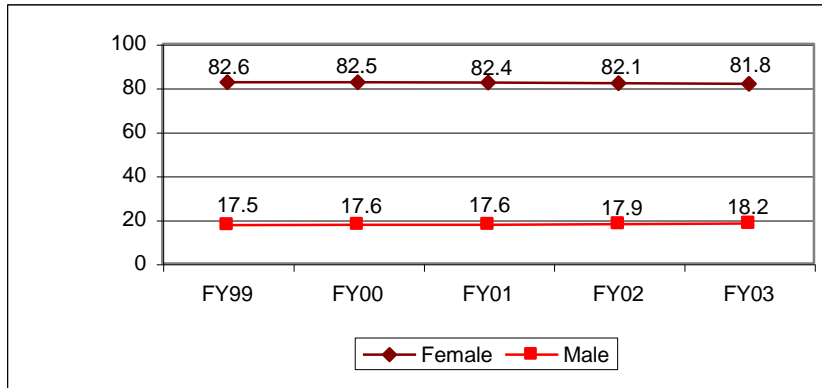
Source: EWRAD/PSC, GDOE, 2003

The FTE Count Data derived from CPI reports for fiscal years 2000 through 2003 represents employees in positions that require certification, who were classified in a teaching position, and who were not terminated during the fiscal year.

### Gender

The majority of teachers in Georgia continue to be female (81.8%). However, the percentage of female teachers is slowly decreasing, while the percentage of male teachers continued to increase from FY01 to FY03 (See Figure 1.7). In FY03, Georgia employed an additional 950 male teachers in classrooms, bringing the total number of male teachers to 18,769. From FY02 to FY03, there was a 5.3% increase in the number of male teachers compared to a 3.6% increase of female teachers. The number of male teachers in Georgia public schools has increased by 16.2% since FY00, increasing from 16,159 (FY00) to 18,769 (FY03). It is likely that the Georgia Teacher Alternative Preparation Program (GATAPP), and the Georgia Troops to Teachers (TTT) programs have played significant roles in the recruitment and preparation of male teachers.

**Figure 1.7. Demographic Profile by Gender, FY99-FY03**  
(Source: EWRAD/PSC, 2003)

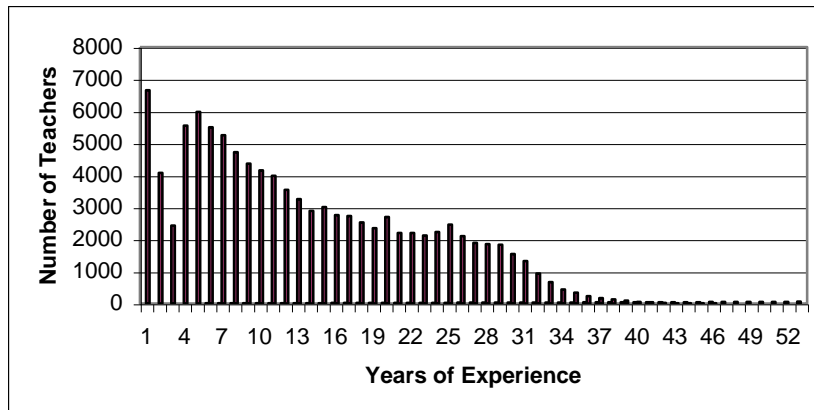


**Age and Experience**

In FY03, the average age of Georgia teachers was 41.6 years. The average age for teachers has remained slightly above 41 years for the past 4 years. Over half (54.7%) of the teacher population is between the ages of 31 and 50 years. The number of teachers ages 61 and over increased by 426 in FY03, a 19.3% increase from FY02. This suggests that older teachers might be delaying retirement or returning to the classroom because of the poor economy.

The average years of experience for Georgia teachers in FY03 was 12.3; the years of teaching experience for Georgia teachers ranged from 0 to 59 years. Teachers with zero years of experience comprised the highest percentage in Georgia with 6.4% and were 6,653 of the workforce. Figure 1.8 depicts the years of experience of Georgia teachers. The obvious plunge in experience for years 1 and 2 is due to a practice in some parts of Georgia that counts years 0-2 as one-year, followed by an abrupt jump to show three years of experience. In FY03, over 4,000 (4,371) had between 30-39 years of teaching experience, 108 had between 40-49 years, and 6 teachers had over 50 years of teaching experience.

**Figure 1.8. Teacher Experience, FY03**  
(Source: EWRAD/PSC, 2003)



## Ethnicity

In FY03, over three-quarters (77.9%) of teachers were White. Although the teacher workforce in Georgia remains predominantly White, the percentage of White teachers has declined from 78.5% in FY01 to 77.9% in FY03. The number of Black teachers in Georgia continues to increase gradually, rising by over 2,500 (or 14.8%) since FY00. However, the percentage of Black teachers in relation to total teachers slightly dropped in FY03. Table 1.6 shows that the number of non-White teachers continued to increase, especially Hispanic individuals which increased by about 100 teachers per year in the last two years (Appendix 2 provides the ethnic distribution of Georgia's teachers by RESA).

**Table 1.6. Distribution of Teacher Ethnicity, FY01-FY03**

Ethnicity	FY01		FY02		FY03	
	#	%	#	%	#	%
American Indian	131	0.1	135	0.1	140	0.1
Asian	294	0.3	354	0.4	389	0.4
Black	19,159	20.2	20,483	20.6	21,203	20.5
Hispanic	710	0.8	818	0.8	912	0.9
Multiracial	75	0.1	94	0.1	155	0.2
White	74,320	78.5	77,586	78.0	80,551	77.9
<b>Total</b>	<b>94,689</b>	<b>100</b>	<b>99,470</b>	<b>100</b>	<b>103,350</b>	<b>100.00</b>

Source: EWRAD/PSC, 2003

Currently, Hispanic teachers constitute only 0.9% of the FY03 total teacher workforce in Georgia. The number of Hispanic teachers increased by 94 (11.5%) from FY02, while the number of Hispanic students increased by over 12,000 students (14.8%) from FY02 to FY03. Although the number of Hispanic teachers continues to increase, the rapid growth in the Hispanic student enrollment requires sustained efforts in the recruitment of Hispanic and/or bilingual teachers.

## Certification Level

Certification level parallels an educator's academic degree achievement. The PSC established seven certificate levels that correspond to various educational diplomas and degrees according to rule 505-2.10. An educator's certification level is based on his/her highest degree in approved content areas.

In FY03, as in previous years, almost half (48.3%) of the Georgia teacher workforce held certification at the Bachelor's level, a drop from 49.2% reported in FY02. This is shown in Figure 1.9 and Table 1.7. Conversely, 51.3% of Georgia's teacher workforce was certified at graduate levels in FY03, a 1% increase from 50.3% reported in FY02. Thus, Georgia has a highly educated teacher workforce.

What is the impact of an increasingly more educated teacher workforce? For the teacher, higher salaries, especially in tough economic times when there are little or no pay increases. For the student, hopefully there is higher achievement.

Unfortunately, there is no conclusive evidence in the literature that higher degrees translate into higher student performance<sup>3</sup>.

**Figure 1.9. Georgia Teacher Certification Levels, FY00-FY03**  
(Source: EWRAD/PSC, 2003)

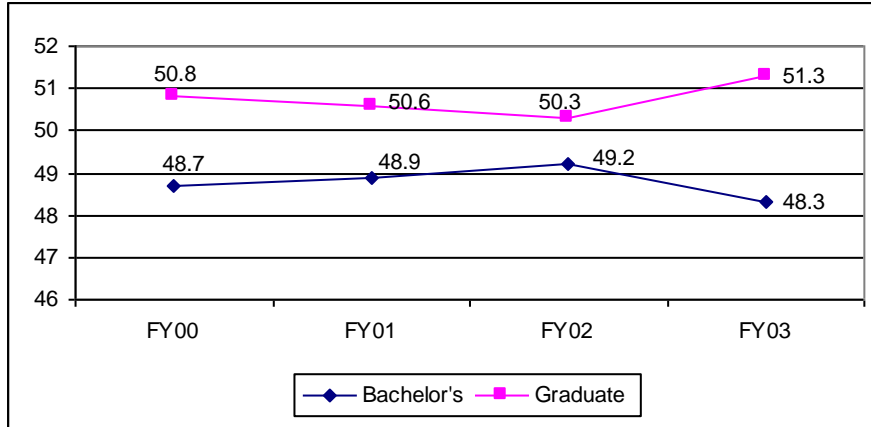


Table 1.7 shows a profile of the demographic characteristics of Georgia’s teachers in FY03.

**Table 1.7. Demographic Profile of the Teaching Workforce in Georgia, FY00-FY03**

Characteristics	FY00		FY01		FY02		FY03	
	#	%	#	%	#	%	#	%
<b>Gender</b>								
Female	75,308	82.3	78,019	82.4	81,651	82.1	84,581	81.8
Male	16,159	17.7	16,670	17.6	17,819	17.9	18,769	18.2
Total	91,476	100	94,689	100	99,470	100	103,350	100
<b>Age Groups</b>								
20 and under	2	0	2	0	7	0	2	0
21-30	18,734	20.5	19,170	20.2	20,013	20.1	20,466	19.8
31-40	23,387	25.6	24,789	26.2	26,644	26.8	28,370	27.5
41-50	28,544	31.2	28,260	29.8	28,207	28.4	28,153	27.2
51-60	19,041	20.8	20,548	21.7	22,394	22.5	23,725	23
61+	1,759	1.9	1,920	2	2,205	2.2	2,631	2.6
Not Defined	N/A	N/A	N/A	N/A	N/A	N/A	3	0
Total	91,476	100	94,689	100	99,470	100	103,350	100
<b>Ethnic Groups</b>								
American Indian	123	0.1	131	0.1	135	0.1	140	0.1
Asian	261	0.3	294	0.3	354	0.4	389	0.4
Black	18,474	20.2	19,159	20.2	20,483	20.6	21,203	20.5
Hispanic	625	0.7	710	0.8	818	0.8	912	0.9
Multiracial	56	0.1	75	0.1	94	0.1	155	0.2
White	71,928	78.6	74,320	78.5	77,586	78	80,551	77.9
Total	91,476	100	94,689	100	99,470	100	103,350	100

<sup>3</sup> Greenwald, R., Hedges, L., & Laine, R. (1996, Fall). The effect of school resources on student achievement. *Review of Educational Research*, 66(3), 361-396. (EJ 596 389)  
Hanushek, E. (1986, September). The economics of schooling: Production and efficiency in public schools. *Journal of Economic Literature*, 24(3), 1141-78.



**Table 1.7. Demographic Profile of the Teaching Workforce in Georgia, FY00-FY03, continued**

Characteristics	FY00		FY01		FY02		FY03	
	#	%	#	%	#	%	#	%
0-5 years	24,706	27	26,790	28.3	29,110	29.3	30,188	29.2
6-10 years	19,218	21	19,885	21	21,018	21.1	22,469	21.7
11-15 years	14,286	15.6	14,526	15.3	14,920	15	15,459	15
16-20 years	11,819	12.9	12,289	13	12,083	12.1	12,514	12.1
21-25 years	11,494	12.6	11,330	12	11,348	11.4	11,114	10.8
26-30 years	7,498	8.2	7,577	8	8,321	8.4	8,446	8.2
31+	2,246	2.7	2,292	2.4	2,670	2.7	3,160	3.1
Total	91,476	100	94,689	100	99,470	100	103,350	100
Certification	#	%	#	%	#	%	#	%
High School <sup>a</sup>	274	0.3	136	0.1	138	0.1	132	0.1
Associate <sup>b</sup>	298	0.3	312	0.3	322	0.3	311	0.3
Bachelor's	44,506	48.7	46,321	48.9	48,970	49.2	49,943	48.3
Master's	37,554	41.1	38,554	40.7	40,118	40.3	42,186	40.8
Specialist	8,101	8.9	8,537	9	9,036	9.1	9,792	9.5
Doctorate	728	0.8	829	0.9	886	0.9	986	1.0
Not Defined	6	0	N/A	N/A	N/A	N/A	N/A	N/A
Total	91,476	100	94,689	100	99,470	100	103,350	100

Source: EWRAD/PSC, 2003

Data derived from CPI reports for fiscal years 2000 through 2003.

<sup>a</sup> Level 1 Vocational Certificate, 3-year Non-renewable. Requires 90-quarter hours to upgrade to Level 2 Vocational Certificate.

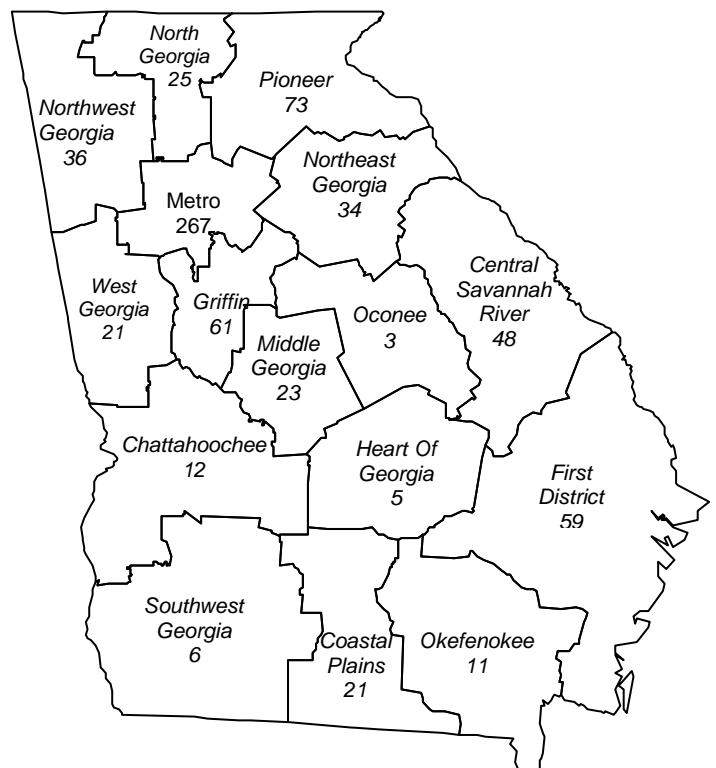
<sup>b</sup> Level 2 Vocational Certificate, Renewable. Requires 10-quarter hours every 5 years to renew.

**National Board for Professional Teaching Standards (NBPTS) Certification**

**Figure 1.10. Distribution of NBCTS by RESA, FY03**

(Source: EWRAD/PSC, 2003)

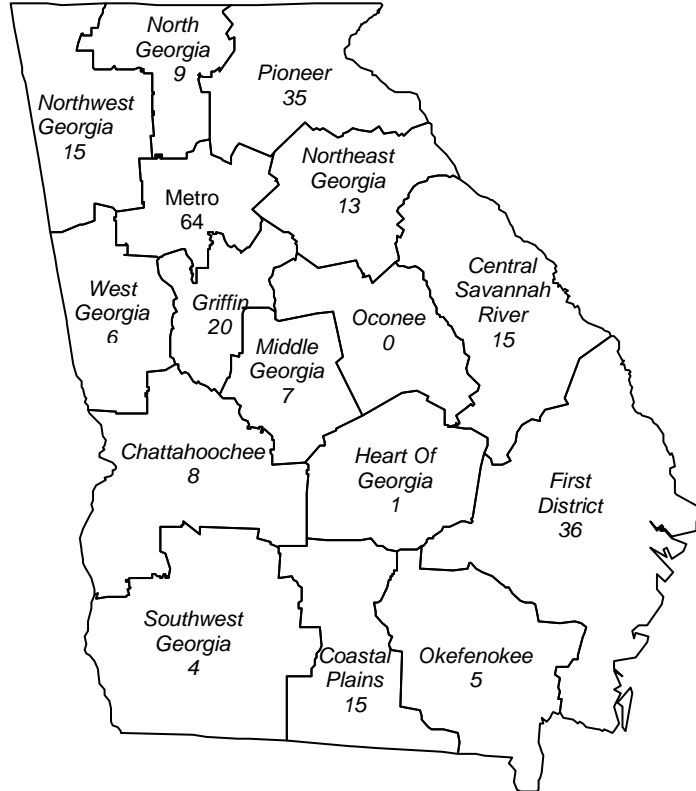
In FY03, there were a total of 813 National Board Certified Teachers (NBCTs) in Georgia. Of these 813 teachers, 705 (86.7%) were teaching in Georgia classrooms. The remaining 108 either performed non-teaching functions (67) or are no longer in the Georgia public school system (41). Figure 1.10 shows the distribution of the 705 NBCTs reported in the FY03 CPI. Almost 38% (37.9%) of all Georgia NBCTs teach in Metro RESA.



Thirty-six percent (n=253) teach in 189 GDOE identified Title 1 schools in Georgia (See Figure 1.11). Over 50% of the NBCTs in four RESAs (Coastal Plains - 71.4%; Chattahoochee - 66.7%; Southwest Georgia - 66.7%; and First District - 61.0%) teach in high need schools. This shows either a targeted use of NBCTs where they are needed most, or a high concentration of high needs schools in these RESA.

**Figure 1.11. Distribution of NBCTs Teaching in Georgia High Need (Title 1) Schools, FY03**

(Source: EWRAD/PSC, 2003)



In FY02, 988 teachers applied to the National Board for Professional Teaching Standards (NBPTS). Of the 988, 372 (37.7%) of the applicants became National Board Certified Teachers (NBCT). Eighty-one percent (81.8%) of those who applied were White, and 15.6% were Black. In FY03, the majority (78.1%) of the applicants for NBCT were White (See Table 1.8).

**Table 1.8. Total Number NBCT Applicants By Ethnicity, FY99 – FY03**

Year	White	Non-White	Unknown	Total
FY99	42	7	0	49
FY00	72	24	0	96
FY01	533	98	4	635
FY02	951	201	9	1,161
FY03	1,096	257	51	1,404
<b>Total</b>	<b>2,694</b>	<b>587</b>	<b>64</b>	<b>3,345</b>

Source: EWRAD/PSC, 2003

Table 1.9 and Figure 1.12 show the pass rates of Georgia applicants for NBCT certification from FY00-FY02. Curiously, the overall pass rate for all candidates decreased to 37.7% in FY02 from 75.4% in FY01. Perhaps the bill (HB1187) instituting a 10% salary supplement to NBCTs motivated non-expert candidates to apply. The PSC has since established practices, such as mentoring, to diversify access and support for the NB certification process. Also, stringent criteria to screen out individuals who are not ready for the assessment have been put in place. These measures are designed to reduce the cost of certification and increase pass rates in the future. It is hoped that the impact of the PSC's efforts to diversify and increase pass rates, through prescreening and the Knowledgeable Teacher course requirement for candidates whose subsidies were paid from state funds, will be reflected in the FY03 results.

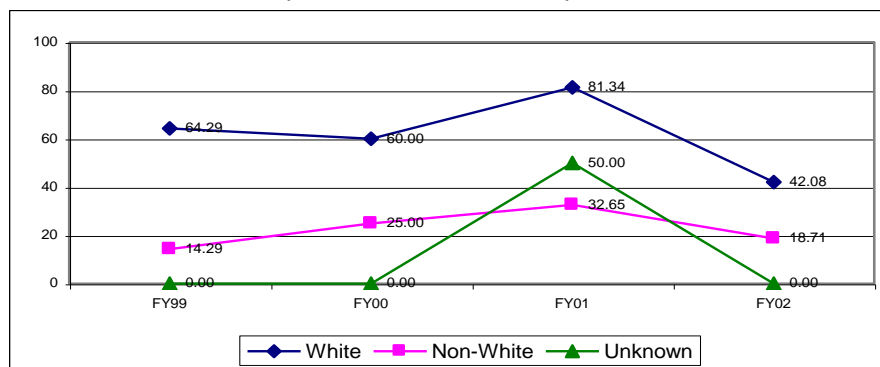
**Table 1.9. Pass Rates of National Board Applicants, FY99-FY02**

Year	Ethnicity			Total
	White	Non-White	Unknown	
<b>FY00</b>				
NB Certified	42	6	0	48
Not NB Certified	28	18	0	46
<b>TOTAL</b>	<b>70</b>	<b>24</b>	<b>0</b>	<b>94</b>
Pass Rate	60	25	0	51.06
<b>FY01</b>				
NB Certified	292	16	1	309
Not NB Certified	67	33	1	101
<b>TOTAL</b>	<b>359</b>	<b>49</b>	<b>2</b>	<b>410</b>
Pass Rate	81.34	32.65	50	75.37
<b>FY02</b>				
NB Certified	340	32	0	372
Not NB Certified	468	139	9	616
<b>TOTAL</b>	<b>808</b>	<b>171</b>	<b>9</b>	<b>988</b>
Pass Rate	42.07	18.71	0	37.65

Source: EWRAD/PSC, 2003

**Figure 1.12. Pass Rates of National Board Applicants by Race, FY99-FY02**

(Source: EWRAD/PSC, 2003)



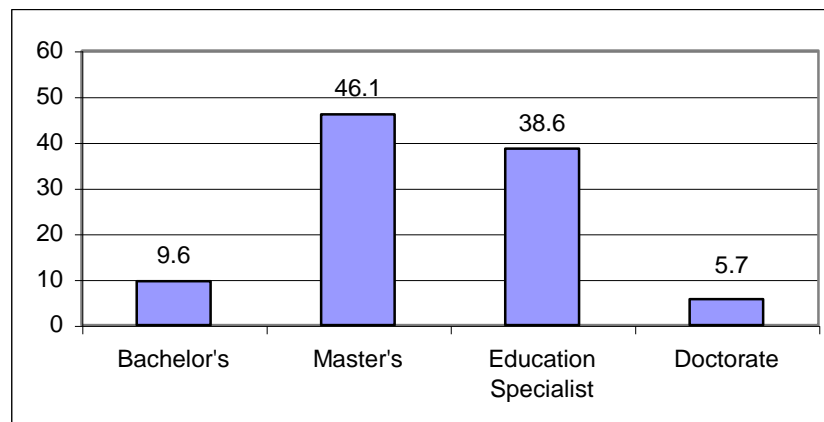
## ***Demographic Characteristics of National Board Certified Teachers***

In FY03, the majority of the NBCTs teaching in Georgia were White (94%) and female (90.4%). The average age of the NBCTs was 45.4 years, while their average years of experience was 16.8 years. Both the average years of experience and the ages of the NBCTs are understandably higher than the averages for the total teaching workforce. National Board certification is supposed to be a confirmation of expertise and competence demonstrated in sustained practice.

### Certification Level of NBCTs

Almost three-quarters (73.6%, n=519) of the NBCTs possessed regular teaching certificates. NBCTs with Performance-based teaching certificates were the second highest with 24.5% (n=173). Ninety percent (90.4%) of the NBCTs were certified at the graduate level (See Figure 1.13).

**Figure 1.13. Certification Level of NBCTs, FY03**  
(Source: EWRAD/PSC, 2003)



### Grade Level Placements of NBCTs

Forty percent (39.6%, n=279) of the NBCTs were employed in the elementary grades (K-5), while 23.5% (n=166) were employed in middle grades (6-8). Table 1.10 shows the distribution of NBCTs by personnel category/grade level.

**Table 1.10. NBCTs Distributed By Personnel Category/Grade Level, FY03**

<b>Grade Level/Personnel Category</b>	<b>#</b>	<b>%</b>
Pre-K	3	0.43
Kindergarten	48	6.81
EIPK	3	0.43
Grade 1	35	4.96
Grade 2	32	4.54
Grade 3	22	3.12
EIP1-3	20	2.84
Grade 4	25	3.55
Grade 5	45	6.38
EIP4-5	6	0.85
Other Elementary	43	6.10
<b>Elementary Total (K-5)</b>	<b>279</b>	<b>39.6</b>
Grade 6	21	2.98
Grade 7	29	4.11
Grade 8	43	6.10
Other Middle	73	10.35
<b>Middle Total (6-8)</b>	<b>166</b>	<b>23.5</b>
<b>High School Total (9-12)</b>	<b>165</b>	<b>23.4</b>
ESOL Teacher	1	0.14
Instructional Specialist	30	4.26
Literacy Coach	1	0.14
Special Education Teachers	44	6.24
Vocational Education Teachers	16	2.27
<b>Total NBCTs</b>	<b>705</b>	<b>100</b>

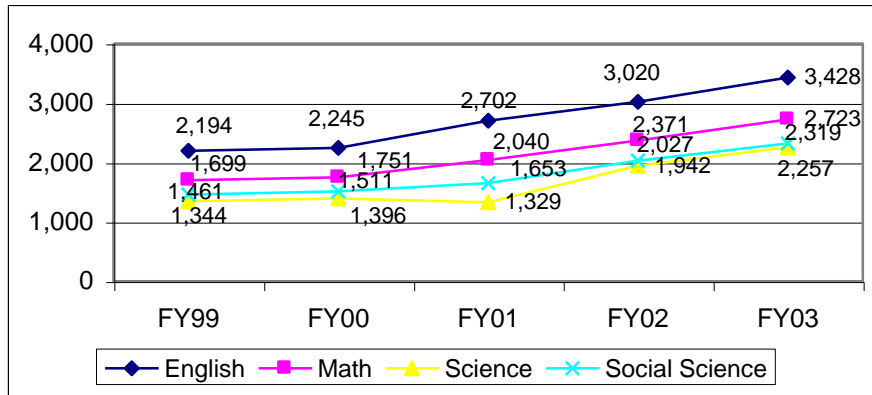
Source: EWRAD/PSC, 2003

### Subject Area

The number of Middle Grades teachers in the four core subject areas (i.e., English, Math, Science, and Social Science) continues to grow at a faster rate than other grade levels. Overall, the percentage of Middle Grades teachers in the four core subject areas increased by 14.6% from FY02 to FY03 with the largest increase occurring in the Science category (16.2%) (See Figure 1.14). The highest concentration of Middle Grades teachers is in English. These increases in these areas might reflect the PSC policy of specifying subject areas on certificates since 1999, thereby making it easier to track and report out-of-field teaching assignments.

**Figure 1.14. Georgia Middle Grades Teacher Workforce by Core Subject Area, FY99-FY03**

(Source: EWRAD/PSC, 2003)



Furthermore, there was an increase in the number of Vocational Education/Career Technical teachers from 2,874 in FY02 to 3,082 in FY03, a 7.2% increase. This is a positive trend considering the fact that their numbers dropped by .14% in FY01 and .83% in FY02. The burst in the computer and technology industry may have led to the boom in vocational education teachers. Table 1.11 presents the distribution by grade level of Georgia teachers for the four core subject areas from FY99 to FY03. It also shows the percent change between FY02 and FY03.

**Table 1.11. Georgia Teacher Workforce by Grade Level and Personnel Category, FY99-FY03**

Personnel Category	FY99	FY00	FY01	FY02	FY03	% Change FY02-FY03
<b>Middle Grades</b>						
English	2,194	2,245	2,702	3,020	3,428	13.5
Math	1,699	1,751	2,040	2,371	2,723	14.8
Science	1,344	1,396	1,329	1,942	2,257	16.2
Social Science	1,461	1,511	1,653	2,027	2,319	14.4
Total	6,698	6,903	7,724	9,360	10,727	14.6
<b>High School</b>						
English	3,385	3,409	3,350	3,460	3,540	2.3
Math	2,944	2,994	3,016	3,144	3,294	4.8
Science	2,703	2,688	2,746	2,855	2,893	1.3
Social Science	2,706	2,778	2,831	2,970	3,068	3.3
Total	11,738	11,869	11,943	12,429	12,795	2.9
<b>Special Education</b>						
Total	10,678	11,153	11,698	12,602	13,283	5.4
<b>Vocational Education</b>						
Total	2,831	2,902	2,898	2,874	3,082	7.2
<b>Instructional Specialist</b>						
Total	4,800	4,755	4,951	5,123	5,166	0.8

Source: EWRAD/PSC, 2003

Note that numbers reflect number of personnel whose major or only assignment is teaching.

## Full- and Part-time Teachers

Part-time teachers are often hired to teach in schools or subject areas that have small enrollments or low incidence subject area. As in previous *Status Reports*, teachers are classified as full-time if 95% or more of their time is spent teaching in the assigned content area(s). In FY03, the majority (96.5%) of Georgia teachers were full-time. This is a decrease, however, from the 97.1% reported in FY02. Part-time teachers increased by 24.1% from FY02 to FY03. Table 1.12 shows the distribution of FY03 teachers by full- or part-time status and the number of positions held.

**Table 1.12. Full/Part-time Teaching Status, FY03**

Teaching Status	Number of Positions Held						Total	%
	1	2	3	4	5	6		
Full-time Status	85,348	11,548	2,102	685	250	130	100,063	96.5
Part-time Status	3,149	390	48	6	2	3	3,598	3.5
Total	88,497	11,938	2,150	691	252	133	103,661*	100.00

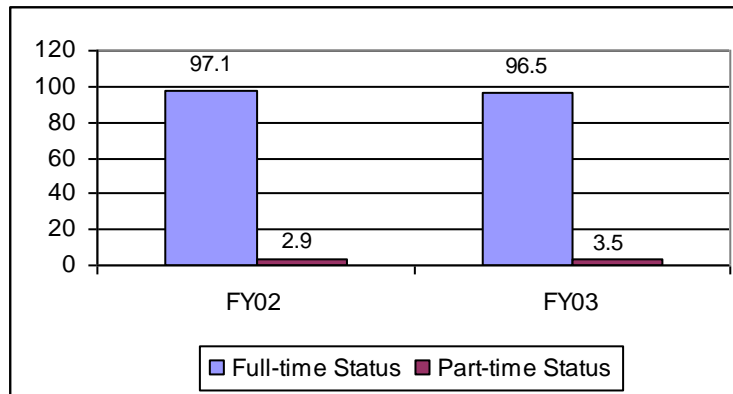
Source: EWRAD/PSC 2003; CPI, 2003

\*Total number includes personnel whose primary assignments are non-teaching positions.

Figure 1.15 shows the distribution of full- and part-time teaching positions for FY02 and FY03.

**Figure 1.15. Full/Part-time Teaching Status, FY02-FY03**

(Source: EWRAD/PSC, 2003)



## Out-of-Field Teaching

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

Table 1.13 details out-of-field teaching in the four core subject areas at the high school level (grades 9-12). The table shows that in FY03, 4-8% of Georgia's public high school teachers in the four core subject areas taught outside their certified subject area for a part of the day. It is worthwhile to note that no Science teachers at the high school level taught out-of-field in FY03.

**Table 1.13. Out-of-field Teaching in Core Subjects in Grades 9-12, FY03**

Subject Area	Number Teaching Subject	Number Certified in Subject	# Certified as % of Number Teaching Subject	# That Taught Outside Certification Field	Percent That Taught Out-of-Field
English	3,710	3,479	93.8	231	6.2
Mathematics	3,394	3,164	93.2	268	7.9
<b>Science</b>	<b>2,945</b>	<b>2,945</b>	<b>100.0</b>	<b>0</b>	<b>0.0</b>
Social Science	3,168	3,027	95.5	141	4.5

Source: CPI and CIS files. EWRAD/PSC, 2003

Number Certified in Social Science includes Social Science, History, Political Science, Economics, Geography and Sociology

The number of Social Science teachers that taught outside their certification field decreased in FY03. In Mathematics and English, however, the situation worsened. The highest rates of teacher misassignments in FY03 were in Mathematics and English (See Figure 1.16). In FY01, data showed that while 330 English teachers were lost after FY02, as many as 1,093 teachers were hired to teach English. The increased percentage of out-of-field teaching in English suggests that some of the newly hired English teachers were misassigned. This phenomenon will be further investigated because it does not augur well for the requirement to have only highly qualified teachers in every classroom by 2006.

**Figure 1.16. Percentage of Out-of-field Teachers in the Core Subject Areas FY99- FY03**

(Source: EWRAD/PSC, 2003)

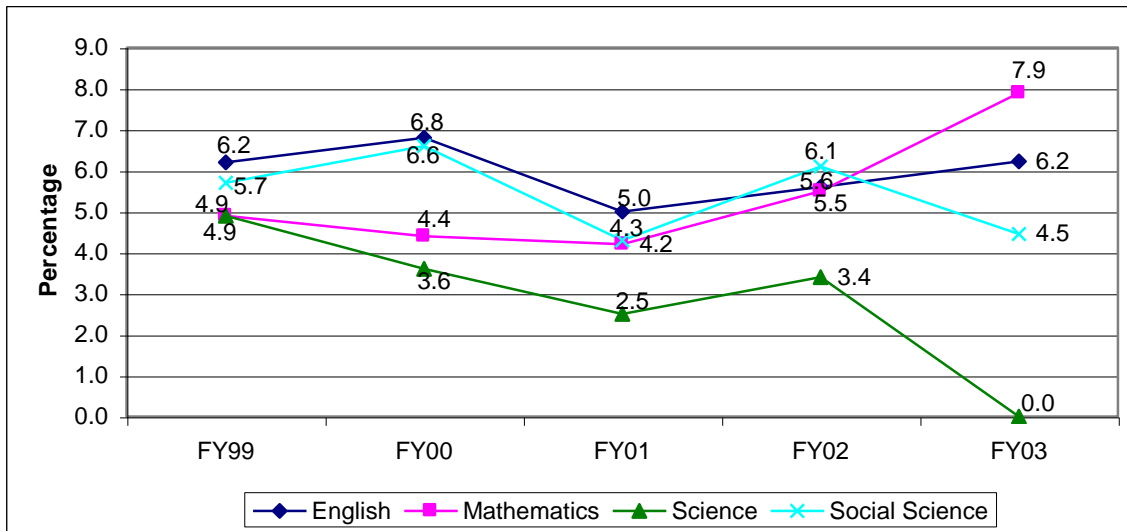


Table 1.14 shows the distribution of Georgia high school teachers teaching in the four core subject areas between FY00 and FY03. It also shows the number and percentages of teachers certified or not certified to teach in the fields to which they were assigned. The total number of misassigned teachers in Georgia



continues to fluctuate. In fact, the number decreased by 4.3% in FY03 (640) from 669 in FY02. (See Table 1.14).

**Table 1.14. Four-Year View of Out-of-field Teaching in Core Subjects in High School, FY00 – FY03**

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
<b>FY00</b>					
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
<b>Total</b>	<b>9,224</b>	<b>8,690</b>	<b>N/A</b>	<b>534</b>	<b>N/A</b>
<b>FY01</b>					
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
<b>Total</b>	<b>11,920</b>	<b>11,436</b>	<b>N/A</b>	<b>484</b>	<b>N/A</b>
<b>FY02</b>					
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
<b>Total</b>	<b>12,879</b>	<b>12,210</b>	<b>N/A</b>	<b>669</b>	<b>N/A</b>
<b>FY03</b>					
English	3,710	3,479	93.8	231	6.2
Mathematics	3,394	3,164	93.2	268	7.9
Science	2,945	2,945	100.0	0	0.0
Social Science	3,168	3,027	95.5	141	4.5
<b>Total</b>	<b>13,217</b>	<b>12,615</b>	<b>N/A</b>	<b>640</b>	<b>N/A</b>

Source: CPI and CIS file EWRAD/PSC, 2003.

NA – Not Applicable

\*Numbers include all who teach each subject, including teachers whose major assignments are not teaching.

Out-of-field teaching in high school (grades 9-12) is distributed by RESA in Table 1.15 to show out-of-field teachers as a percentage of the total teachers in each core area. Consistent with FY02 results, the highest occurrence of out-of-field teaching in English occurred in Heart of Georgia RESA (12.7%). However, this was a drop from the 15.4% recorded for Heart of Georgia in FY02. For the second consecutive year, Oconee RESA had the highest occurrence of out-of-field teaching in Mathematics (18.2%). The highest occurrence of out-of-field teaching in Social Science occurred in Okefenokee RESA (10.2%) followed closely by First District RESA (9.9%). Coastal Plains RESA had the lowest incidence of out-of-field teaching overall in FY03, displacing Pioneer RESA from that position in FY02. There was a significant decrease in Social Science out-of-field teaching in Oconee RESA, dropping from 13.3% in FY02 to 2.4% in FY03.

Increasing percentages of out-of-field teaching in some subject areas are also true for Metro, First District, Northwest, Oconee, Pioneer, Middle Georgia, and Southwest RESAs. It will be important to investigate why out-of-field is increasing in these RESAs.

**Table 1.15. High School Out-of-Field Teaching as Percentage of Total Number of Teachers in RESA, FY02-FY03**

RESA	English Out-of-Field % FY02	English Out-of-Field % FY03	Math Out-of-Field % FY02	Math Out-of-Field % FY03	Social Science Out-of-Field % FY02	Social Science Out-of-Field % FY03
Central Savannah	3.1	1.9	4.0	4.9	4.0	4.1
Chattahoochee	7.0	6.1	3.8	8.1	3.8	1.6
Coastal Plains	3.5	2.9	5.2	4.0	2.4	0.0
First District	3.6	6.4	6.0	9.0	10.1	9.9
Griffin	4.8	2.6	2.5	7.1	5.5	6.1
Heart of Georgia	15.4	12.7	9.0	7.0	7.1	3.8
Metro	4.3	7.0	4.3	8.9	5.1	3.6
Middle Georgia	5.7	9.2	4.2	8.7	7.4	7.8
North Georgia	2.1	1.9	2.5	5.0	3.4	4.7
Northeast Georgia	5.1	3.9	5.9	6.7	6.8	3.4
Northwest Georgia	7.7	10.9	7.8	8.8	5.9	4.4
Oconee	5.1	10.2	12.5	18.2	13.3	2.4
Okefenokee	9.1	7.2	1.4	8.5	5.0	10.2
Pioneer	3.4	5.2	2.5	5.6	4.7	6.0
Southwest Georgia	4.1	4.7	8.7	9.0	7.4	8.6
West Georgia	8.7	7.5	7.4	5.0	3.8	3.6

Source: CPI and CIS files. EWRAD/PSC, 2003

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

## Summary

Overall, Georgia's teaching workforce continues to grow and become more diverse ethnically and gender-wise. Desired increases, though small, were seen in Hispanic and Vocational Education teachers. Out-of-field teaching was eliminated in Science and reduced in Social Science; however, there were increases in English and Mathematics.

Chapter 2 presents the factors that influence teacher demand in Georgia.

# Chapter 2: Teacher Demand in Georgia

## Introduction

Teacher demand in Georgia is impacted by demographic trends, such as increasing overall student enrollments, increasing minority and limited English-proficient student enrollments, teachers exiting the profession, teacher retirements, and education policy (e.g., No Child Left Behind, class size reduction). This is particularly true in certain geographic (i.e., rural, urban, suburban) and subject matter areas (i.e., math, science, special education). This chapter examines each variable and how it impacts demand.

Increasing overall student enrollments create a need for additional teachers. All enrollment projections, irrespective of source (state or federal), show a continuous increase in Georgia's P-12 public elementary and secondary school enrollment through the year 2012.

Other factors that impact teacher demand result from education policy and/or legislative mandates. Education policy enacted at both the federal and state levels directly impacts the teaching and learning environments found in Georgia's P-12 classrooms. The most prominent piece of federal education legislation is the 2002 No Child Left Behind Act (NCLB), the most recent reauthorization of the Elementary and Secondary Education Act of 1965. Four themes are found within NCLB. First, NCLB holds states, school districts, and schools **accountable** for educating all children to high academic standards. A second theme is greater parental and student **choice**. The third theme of NCLB is **flexibility** for educators and administrators in using federal funds to address the particular needs and issues in their communities and schools. And, the fourth major theme of NCLB is a focus on **effective, scientifically based** programs, services, and approaches.

NCLB requires that all teachers meet the following statutory definition of "highly qualified": (1) the teacher holds at least a bachelor's degree; (2) the teacher is fully certified by the state (this may include alternative certification); and (3) the teacher has demonstrated subject area competency. Core academic areas include English, reading or language arts, mathematics, science, foreign languages, civics and government, economics, arts, history, and geography. All teachers newly hired to work in Title I programs after the start of the 2002-2003 school year must meet the NCLB highly qualified requirements. By the end of school year 2005-2006, the law calls for all teachers of academic subjects in public schools, not just those in Title I schools or paid with Title I funds, to meet the requirements. School districts must use at least 5% of their Title I funds for professional development to help teachers become highly qualified according to the federal definition.

An immediate response to the “highly qualified” teacher mandate of NCLB was the rush of school districts to hire teachers who meet the requirements and probably release not so “highly qualified” ones. This rush created a demand for teachers who fit the qualifications of the legislation.

Locally, the following education-related Georgia House and Senate Bills (H.B. and S.B.) amend Title 20 (which governs elementary and secondary education) of the Official Code of Georgia Annotated 2003: S.B. 248, S.B. 249, H.B. 516, and H.B. 590. As they relate to teachers, these House and Senate Bills address education flexibility and accountability, state requirements for teachers, teacher certification, computer proficiency, and in-service requirements for teachers, among other topics. The previous legislation in Georgia H.B. 1187, the “A Plus Education Reform Act of 2000,” was designed to provide for comprehensive reform of the delivery of education services in Georgia at the Pre-Kindergarten, elementary and secondary, and postsecondary levels; and for other purposes. Most notably, the Act called for implementation of new class size ratios and maximum class sizes for funding purposes.

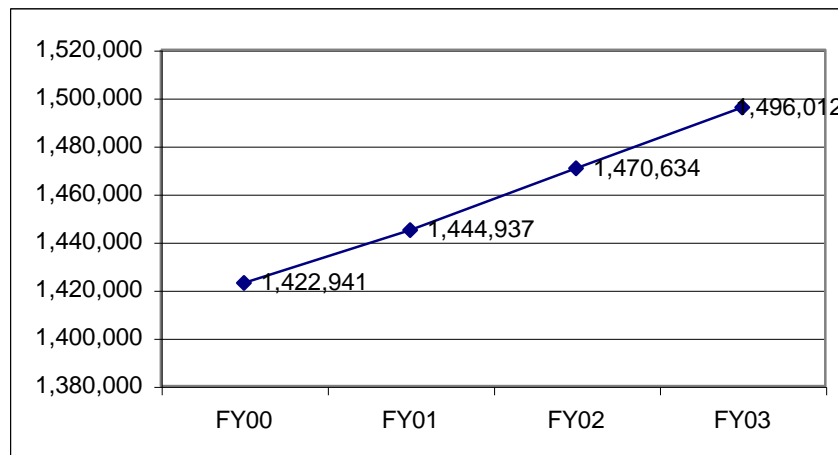
Chapter 2 discusses the impact of student enrollment, teacher attrition, and education policy on teacher demand in Georgia’s public P-12 school system.

## Student Enrollment Demand

### Student Enrollment Counts

From FY02 to FY03, the total P-12 student population increased by 1.73%, or 25,378 students, to 1,496,012 (see Figure 2.1). From FY00 to FY03, Georgia’s P-12 public school student population increased by 5.14%, or 73,071 (37,778 males and 35,293 females). As Table 2.1 displays, the total student enrollment for nearly every grade level, except Grade 1, increased during that period.

**Figure 2.1. Total P-12 Public School Student Enrollment in Georgia, FY00-FY03**  
(Source: EWRAD/PSC, 2003)



**Table 2.1. Student Enrollment by Grade Level, FY00-FY03**

Grade Level	FY00	FY01	FY02	FY03	% Change FY00-FY03
<b>Pre-Kindergarten</b>	<b>31,362</b>	<b>32,248</b>	<b>33,310</b>	<b>34,745</b>	<b>10.79</b>
Kindergarten	110,375	110,960	111,173	114,772	3.98
Grade 1	115,614	114,049	114,464	113,821	-1.55
Grade 2	113,966	114,939	113,911	114,090	0.11
Grade 3	115,478	115,691	116,914	115,643	0.14
Grade 4	116,529	116,678	116,886	118,053	1.31
Grade 5	113,362	117,973	118,363	118,120	4.20
<b>Elem. Total (K-5)</b>	<b>685,324</b>	<b>690,290</b>	<b>691,711</b>	<b>694,499</b>	<b>1.34</b>
Grade 6	111,616	116,072	121,152	122,112	9.40
Grade 7	109,144	112,249	116,877	121,055	10.91
Grade 8	106,696	109,124	112,145	116,150	8.86
<b>Middle Total</b>	<b>327,456</b>	<b>337,445</b>	<b>350,174</b>	<b>359,317</b>	<b>9.73</b>
Grade 9	125,420	126,793	128,734	131,543	4.88
Grade 10	98,035	99,934	102,590	106,335	8.47
Grade 11	82,986	85,910	88,301	91,118	9.80
Grade 12	72,358	72,317	75,814	78,455	8.43
<b>Grades 9-12</b>	<b>378,799</b>	<b>384,954</b>	<b>395,439</b>	<b>407,451</b>	<b>7.56</b>
<b>TOTAL Enrollment</b>	<b>1,422,941</b>	<b>1,444,937</b>	<b>1,470,634</b>	<b>1,496,012</b>	<b>5.14</b>

Source: GDOE, FTE Student Count FY03

**Demographic Characteristics of Georgia's Students**

FY03 student enrollment data show that Georgia's public P-12 student enrollment consists of 51.22% male students and 48.78% female. At nearly every grade level, males outnumber females, the exception being Grades 11 and 12 (see Table 2.2).

**Table 2.2. Student Enrollment by Gender and Grade Level, FY03**

Grade Level	Male	% State Total*	% Grade Level Total	Female	% State Total*	% Grade Level Total	Grade Level Total
Pre-Kindergarten	18,456	1.23	53.12	16,289	1.09	46.88	34,745
Kindergarten	59,864	4.00	52.16	54,908	3.67	47.84	114,772
1 <sup>st</sup> Grade	58,735	3.93	51.60	55,086	3.68	48.40	113,821
2 <sup>nd</sup> Grade	58,548	3.91	51.32	55,542	3.71	48.68	114,090
3 <sup>rd</sup> Grade	59,516	3.98	51.47	56,127	3.75	48.53	115,643
4 <sup>th</sup> Grade	60,593	4.05	51.33	57,460	3.84	48.67	118,053
5 <sup>th</sup> Grade	60,085	4.02	50.87	58,035	3.88	49.13	118,120
6 <sup>th</sup> Grade	63,582	4.25	52.07	58,530	3.91	47.93	122,112
7 <sup>th</sup> Grade	61,851	4.13	51.09	59,204	3.96	48.91	121,055
8 <sup>th</sup> Grade	59,326	3.97	51.08	56,824	3.80	48.92	116,150
9 <sup>th</sup> Grade	68,752	4.60	52.27	62,791	4.20	47.73	131,543
10 <sup>th</sup> Grade	53,836	3.60	50.63	52,499	3.51	49.37	106,335
11 <sup>th</sup> Grade	45,199	3.02	49.60	45,919	3.07	50.40	91,118
12 <sup>th</sup> Grade	37,848	2.53	48.24	40,607	2.71	51.76	78,455
<b>TOTAL Pre-K- 12<sup>th</sup> Grades</b>	<b>766,191</b>	<b>51.22</b>	<b>51.22</b>	<b>729,821</b>	<b>48.78</b>	<b>48.78</b>	<b>1,496,012</b>

Source: GDOE, FTE Student Count FY03

\*State Total Student Enrollment=1,496,012

In FY03, Georgia's public P-12 student enrollment consists of 51.59% White, 37.91% Black, 6.17% Hispanic, and less than 5% American Indian, Asian, and Multiracial students (see Tables 2.3). This mirrors data reported in FY02 for the P-12 student enrollment ethnic composition.

**Table 2.3. Student Ethnic Composition, FY02 & FY03**

<b>Ethnicity</b>	<b>Number Of Students, FY02</b>	<b>% Of Total, FY02</b>	<b>Number Of Students, FY03</b>	<b>% Of Total, FY03</b>
American Indian	2,437	0.17	2,324	0.16
Asian	34,738	2.36	36,725	2.45
Black	557,488	37.91	567,193	37.91
Hispanic	80,336	5.46	92,252	6.17
White	773,183	52.57	771,809	51.59
Multiracial	22,452	1.53	25,709	1.72
<b>Total Students</b>	<b>1,470,634</b>	<b>100</b>	<b>1,496,012</b>	<b>100</b>

Source: GDOE, FTE Student Count FY03

### ***Change in Student Enrollment, FY00-FY03***

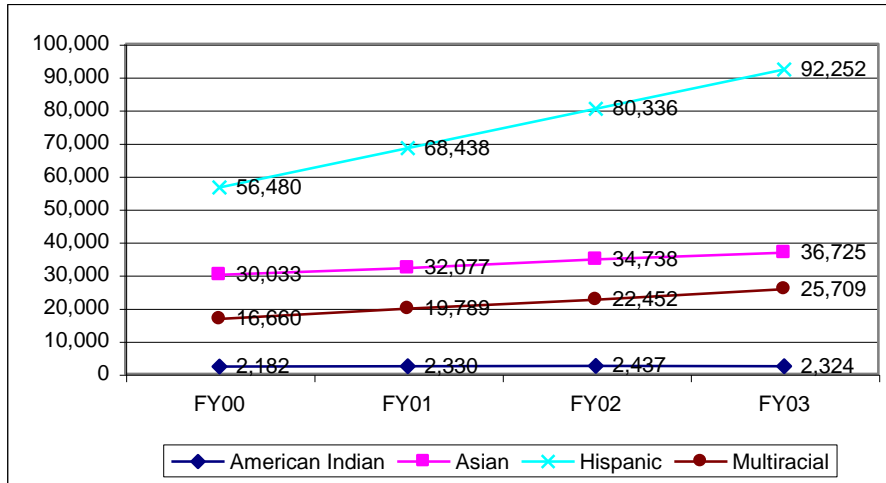
From FY00 to FY03, significant changes occurred in the ethnic composition of Georgia's P-12 public school student population (see Table 2.4). For example, the total enrollment of American Indian students increased 6.5%, Asian students increased 22.3%, Black students increased 4.9%, Hispanic students increased 63.3%, and Multiracial students increased 54.3% (see Figure 2.2). The only decline in student enrollment was seen among White students (0.6% decrease) (see Figure 2.3). From FY02 to FY03, a similar pattern of increases and decreases was seen among the ethnic groups. It is not currently clear why the number of White students has continued to decline. Possible explanations to investigate include population distributions, birthrate shifts, preference of private schools and home schooling, and the increasing concern over Georgia's position among the states on national tests and evaluation.

**Table 2.4. Change in P-12 Student Enrollment by Gender and Ethnicity, FY00 - FY03**

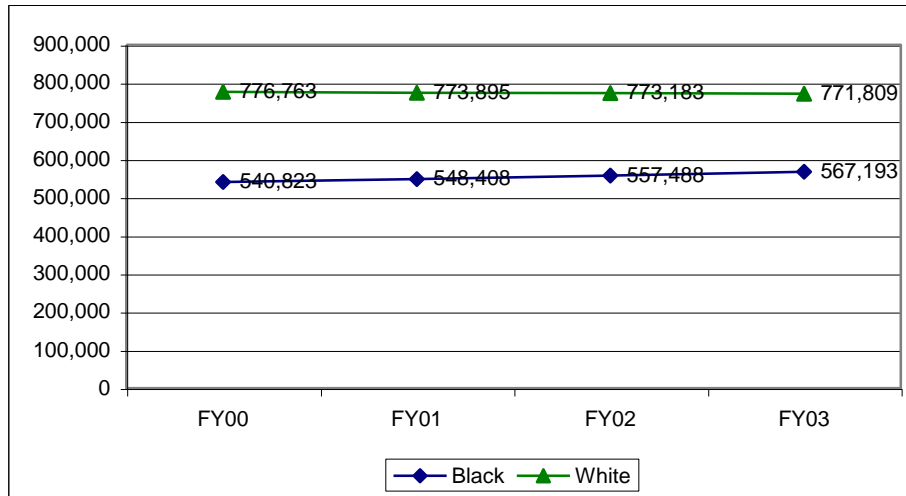
Demographic Characteristic	FY00	FY01	% Change FY00-FY01	# Change FY00-FY01	FY02	% Change FY01-FY02	# Change FY01-FY02	FY03	% Change FY02-FY03	# Change FY02-FY03	% Change FY00-FY03	# Change FY00-FY03
<b>Gender</b>												
Male	728,413	739,618	+1.6	+11,348	752,966	+1.8	+13,348	766,191	+1.8	+13,225	+5.2	+37,778
Female	694,528	705,319	+1.6	+10,926	717,668	+1.8	+12,349	729,821	+1.7	+12,153	+5.1	+35,293
<b>TOTAL</b>	<b>1,422,941</b>	<b>1,444,937</b>	<b>+1.6</b>	<b>+22,274</b>	<b>1,470,634</b>	<b>+1.8</b>	<b>+25,697</b>	<b>1,496,012</b>	<b>+1.7</b>	<b>+25,378</b>	<b>+5.1</b>	<b>+73,071</b>
<b>Ethnicity</b>												
American Indian	2,182	2,330	+6.8	+148	2,437	+4.6	+107	2,324	-4.6	-113	+6.5	+142
Asian	30,033	32,077	+6.8	+2,048	34,738	+8.3	+2,661	36,725	+5.7	+1,987	+22.3	+6,692
Black	540,823	548,408	+1.4	+7,651	557,488	+1.7	+9,080	567,193	+1.7	+9,705	+4.9	+26,370
Hispanic	56,480	68,438	+21.2	+11,960	80,336	+17.4	+11,898	92,252	+14.8	+11,916	+63.3	+35,772
White	776,763	773,895	-0.3	-2,665	773,183	-0.1	-712	771,809	-0.2	-1,374	-0.6	-4,954
Multiracial	16,660	19,789	+18.8	+3,132	22,452	+13.5	+2,663	25,709	+14.5	+3,257	+54.3	+9,049
<b>TOTAL</b>	<b>1,422,941</b>	<b>1,444,937</b>	<b>+1.6</b>	<b>+22,274</b>	<b>1,470,634</b>	<b>+1.8</b>	<b>+25,697</b>	<b>1,496,012</b>	<b>+1.7</b>	<b>+25,378</b>	<b>+5.1</b>	<b>+73,071</b>

Source: GDOE Student FTE, 2003

**Figure 2.2. Ethnicity Other Than White and Black of Student Population in Georgia's P-12 Public Schools, FY00-FY03**  
(Source: EWRAD/PSC, 2003)



**Figure 2.3. Black and White Student Enrollment in Georgia's P-12 Public Schools, FY00-FY03**  
(Source: EWRAD/PSC, 2003)



**Student Enrollment by RESA**

From FY02 to FY03, 4 of the 16 RESAs experienced a decline in student enrollment (i.e., Central Savannah, Chattahoochee-Flint, First District, and Oconee RESAs) (see Table 2.5). Of these four, Oconee RESA suffered the largest drop at 2.36%. Also notable is the increase in student population that occurred in Coastal Plains and Heart of Georgia RESAs after consecutive years of decrease. Also, consistent growth from FY00-FY03 has been maintained in Griffin, Metro, Middle Georgia, North Georgia, Northeast Georgia, Northwest Georgia, Okefenokee, Pioneer, and West Georgia RESAs.



**Table 2.5. Student Enrollment by RESA, FY00-FY03**

RESA	FY00	FY01	FY02	FY03	% Change FY02-FY03	% Change FY00-FY03
Central Savannah	79,794	78,836	78,393	78,037	-0.45	-2.20
Chattahoochee-Flint	57,047	56,496	56,191	55,930	-0.46	-1.96
Coastal Plains	42,330	42,184	41,904	42,195	0.69	-0.32
First District	121,657	121,328	121,181	121,048	-0.11	-0.50
Griffin	75,837	78,781	82,489	86,603	4.99	14.20
Heart of Georgia	23,593	23,544	23,412	23,606	0.83	0.06
Metro	507,770	518,748	531,073	541,731	2.01	6.69
Middle Georgia	62,745	62,876	63,323	64,029	1.11	2.05
North Georgia	58,428	60,551	62,620	64,909	3.66	11.09
Northeast Georgia	58,933	60,461	61,645	62,751	1.79	6.48
Northwest Georgia	92,425	95,403	98,091	100,267	2.22	8.48
Oconee	19,997	19,732	19,613	19,150	-2.36	-4.24
Okefenokee	27,383	27,460	27,496	27,845	1.27	1.69
Pioneer	73,364	76,227	79,844	83,302	4.33	13.55
Southwest Georgia	68,123	67,532	66,983	66,626	-0.53	-2.20
West Georgia	53,515	54,778	56,376	57,983	2.85	8.35
<b>Statewide Total</b>	<b>1,422,941</b>	<b>1,444,937</b>	<b>1,470,634</b>	<b>1,496,012</b>	<b>1.73</b>	<b>5.14</b>

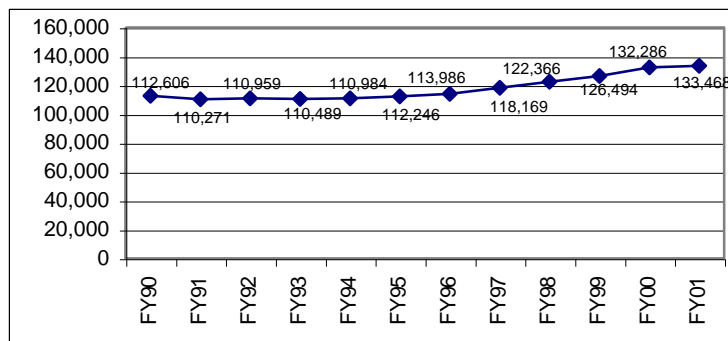
Source: EWRAD/PSC, 2003

**Factors Affecting Student Enrollment Growth**

As mentioned earlier in this chapter, Georgia’s public school student enrollment is projected to increase for the next several years. There are many factors that account for such an increase. One factor is live births (see Figure 2.4). From FY96 through FY00 live birth rate has increased by over 4,000 annually. These children are already entering the school system and the balloon effect on student enrollment will continue to be felt for years as they move through the school system. A reduced rate of increase was observed in FY01. As live birth figures for subsequent years become available, it will be determined if that reduced rate was the beginning of a slowing trend or merely a one year shortfall.

**Figure 2.4. Live Births in Georgia, FY90 – FY02**

(Source: Georgia Department of Human Resources (DHR), 2003)



Another factor impacting student enrollment is population migration. According to U.S. Census figures, by 2025, Georgia is projected to be the 9<sup>th</sup> most populous state with 9.9 million people. In fact, the state is expected to gain 306,000 people through international migration between 1995 and 2025. <sup>4</sup> However, as will be discussed below, student enrollment may also be negatively impacted by factors such as school dropouts.

### High School Dropouts

From 1995-2001, Georgia’s high school dropout rate increased to a high of 40.49 then began to decrease to the 2003 rate of 37.45 (see Table 2.6 and Figure 2.5). As students were promoted from grade to grade, the number who dropped out rose for several years. Note the peak in 2001 at 40.49. Only recently has this number begun to decrease (37.45 in 2003). The level of high school student enrollment has a direct effect on total student enrollment, which impacts teacher demand in these grade levels. In addition, enrollment in high school engenders differentiated demand for teacher by specific subject areas.

**Table 2.6. High School Dropouts in Georgia, 1992-2003\***

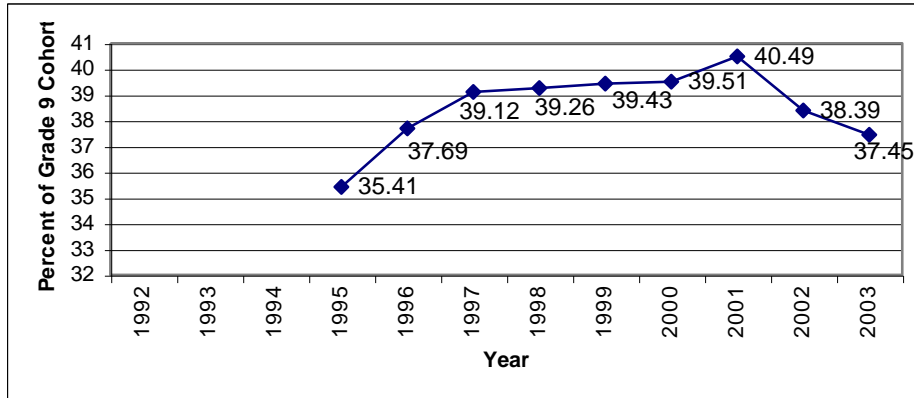
Year	Grade 9	Grade 10	Grade 11	Grade 12	Grade 9 to Grade 12 Dropout #	Grade 9 to Grade 12 Dropout Rate
1992	100,031	77,708	68,777	62,947		
1993	102,292	81,135	68,466	63,646		
1994	107,625	82,822	71,728	62,704		
1995	114,176	85,636	71,880	64,606	35,425	<b>35.41</b>
1996	117,429	90,117	74,137	63,736	38,556	<b>37.69</b>
1997	119,617	92,630	78,137	65,527	42,098	<b>39.12</b>
1998	121,511	94,881	79,682	69,355	44,821	<b>39.26</b>
1999	123,055	95,755	81,968	71,127	46,302	<b>39.43</b>
2000	125,420	98,035	82,986	72,358	47,259	<b>39.51</b>
2001	126,793	99,934	85,910	72,317	49,194	<b>40.49</b>
2002	128,734	102,590	88,301	75,814	47,241	<b>38.39</b>
2003	131,543	106,335	91,118	78,455	46,965	<b>37.45</b>

Source: EWRAD/PSC, 2003

\*This table is interpreted as follows: In 1992, there were 100,031 Grade 9 students. These students transitioned to Grade 12 in 1995. In 1995, there were 64,606 students. This resulted in a 35.41% dropout rate.

<sup>4</sup> Source: Campbell, Paul R., 1996. "Population Projections for States, by Age, Sex, Race and Hispanic Origin: 1995 to 2025," Report PPL-47, U.S. Bureau of the Census, Population Division.

**Figure 2.5. High School Dropout Rate, FY92-FY03**  
(Source: EWRAD/PSC, 2003)



### **Student Enrollment Continuation Ratios**

The student enrollment continuation ratio is the rate at which students progress from one grade to the next from year to year. Table 2.7 presents the grade-to-grade continuation ratios based on student enrollment data from FY92 to FY03.

**Table 2.7. Student Enrollment Continuation Ratios**

<b>Grade</b>	<b>Continuation Ratio (From Previous Grade)</b>
Pre-Kindergarten	0.2722768*
Kindergarten – Grade 1	1.026417
Grade 1 – Grade 2	0.993992
Grade 2 – Grade 3	1.011011
Grade 3 – Grade 4	1.010377
Grade 4 – Grade 5	1.01096
Grade 5 – Grade 6	1.024242
Grade 6 – Grade 7	1.004705
Grade 7 – Grade 8	0.997164
Grade 8 – Grade 9	1.186108
Grade 9 – Grade 10	0.807148
Grade 10 – Grade 11	0.882696
Grade 11 – Grade 12	0.885488

Source: EWRAD/PSC, 2003

\* Continuation ratio from corresponding live birth.

These ratios are interpreted as follows: In FY03, there were 116,150 Grade 8 students in Georgia's public school system. The average continuation ratio into Grade 9 calculated over the last 4-5 years is 1.186108. Once this continuation ratio is applied to the total number of Grade 8 students, it is projected that 137,766 students will be in Grade 9 in FY04. Grade 9 tends to be higher than Grade 8 figures because of the entrance to public schools of private school and home schooling students.

## **Teacher Demand**

### **Teacher Demand Based on Student Enrollment**

Increasing student enrollment places a demand for additional teachers to staff Georgia's P-12 classrooms. This demand based on increasing student enrollment is termed "growth" demand. Table 2.8 shows teacher hiring patterns from FY98 to FY03. Over the 6-year period, over 25% of teachers hired were "growth" hires. Note, however, the decrease in "growth" hires from FY02 to FY03 (901 fewer teachers hired for growth). This is actually deceptive because the relaxing of the class size reduction counteracted the growth need.

**Table 2.8. Teacher Hiring for 'Growth' Demand, FY98-FY03**

<b>Year</b>	<b># Teaching Positions</b>	<b># New Teachers Hired</b>	<b># Teachers Hired to Fill 'Growth' Demand</b>	<b>'Growth' Hires as % of New Teachers Hired</b>
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%
FY03	103,350	12,507	3,880	31.02%

Source: EWRAD/PSC Education Workforce Demand Model, 2003

### **Teacher Demand Based on Student Enrollment and Reduced Class Size**

Computations based on class size regulations specified by the State Board of Education (SBOE) and projected student enrollments yield are utilized to project teacher demand. The SBOE Rule 160-5-1-.08 (Class Size) provides guidelines for funding class size and maximum class size. As Table 2.9 shows, the allowable maximum class size increased from FY03 to FY04 for every grade level except Pre-Kindergarten.

**Table 2.9. Funding Class Size and Maximum Individual Class Size, FY03-  
FY04**

<b>Grade Level</b>	<b>Funding Class Size FY03</b>	<b>Maximum Class Size FY03</b>	<b>Funding Class Size FY04</b>	<b>Maximum Class Size FY04</b>
Pre-	10	10	10	10
Kindergarten	15	19	15	20
Grade 1	17	22	17	23
Grade 2	17	22	17	23
Grade 3	17	22	17	23
Grade 4	23	30	23	32
Grade 5	23	30	23	32
Grade 6	23	30	23	32
Grade 7	23	30	23	32
Grade 8	23	30	23	32
Grade 9	23	30	23	32
Grade 10	23	30	23	32
Grade 11	23	30	23	32
Grade 12	23	30	23	32

Source: State Board of Education Rule 160-5-1-.08 (Class Size)

Table 2.10 presents the projected teacher demand for FY04, FY08, and FY13 based on funding and maximum class size allowances for these years. There is a considerable difference between the numbers of teachers needed when based on either funding or maximum class size. Consequently, a midpoint of demand has been calculated for these years. It is expected that the actual employment counts will be near the midpoint of the two categories presented for each year. Specifically, it is expected that approximately 104,693 teachers will be needed in FY04, 117,310 in FY08, and 132,330 in FY13.

**Table 2.10. Projected Teacher Demand Based on Reduced Class Size and Projected Student Enrollment, FY04-FY13**

Grade Level	Projected Student Enrollments			Funding Class Size	Max. Class Size FY04	Max. Class Size 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
	FY04	FY08	FY13				FY04		FY08		FY13	
Pre-K*	36,018	40,204	43,805	10	10	10	3,602	3,602	4,020	4,020	4,381	4,381
Kindergarten	123,984	139,478	155,065	15	20	18	8,266	6,199	9,299	7,749	10,338	8,615
Grade 1	117,804	138,855	157,084	17	23	21	6,930	5,122	8,168	6,612	9,240	7,480
Grade 2	113,137	132,302	153,403	17	23	21	6,655	4,919	7,782	6,300	9,024	7,305
Grade 3	115,346	132,572	151,762	17	23	21	6,785	5,015	7,798	6,313	8,927	7,227
Grade 4	116,843	129,214	149,517	23	32	28	5,080	3,651	5,618	4,615	6,501	5,340
Grade 5	119,347	120,924	146,956	23	32	28	5,189	3,730	5,258	4,319	6,389	5,248
<b>Elem. Total</b>	<b>706,461</b>	<b>793,345</b>	<b>913,787</b>				<b>38,905</b>	<b>28,636</b>	<b>43,923</b>	<b>35,908</b>	<b>50,419</b>	<b>41,215</b>
Grade 6	120,983	119,669	145,989	23	32	28	5,260	3,781	5,203	4,274	6,347	5,214
Grade 7	122,687	121,244	140,598	23	32	28	5,334	3,834	5,271	4,330	6,113	5,021
Grade 8	120,712	121,212	138,957	23	32	28	5,248	3,772	5,270	4,329	6,042	4,963
<b>Middle Total</b>	<b>364,382</b>	<b>362,125</b>	<b>425,544</b>				<b>15,842</b>	<b>11,387</b>	<b>15,744</b>	<b>12,933</b>	<b>18,502</b>	<b>15,198</b>
Grade 9	137,766	145,259	158,992	23	32	28	5,990	4,305	6,316	5,188	6,913	5,678
Grade 10	106,175	116,040	118,794	23	32	28	4,616	3,318	5,045	4,144	5,165	4,243
Grade 11	93,862	103,384	101,316	23	32	28	4,081	2,933	4,495	3,692	4,405	3,618
Grade 12	80,684	90,328	90,469	23	32	28	3,508	2,521	3,927	3,226	3,933	3,231
<b>9-12 Total</b>	<b>418,487</b>	<b>455,011</b>	<b>469,571</b>	<b>23</b>	<b>32</b>	<b>28</b>	<b>18,195</b>	<b>13,078</b>	<b>19,783</b>	<b>16,250</b>	<b>20,416</b>	<b>16,770</b>
<b>Total</b>	<b>1,525,348</b>	<b>1,650,685</b>	<b>1,852,707</b>				<b>76,544</b>	<b>56,702</b>	<b>83,470</b>	<b>69,111</b>	<b>93,718</b>	<b>77,564</b>
			<b>Total Enrollment-Teacher Ratios**</b>									
Special Ed. (P-12)			121.2736				12,578	12,578	13,611	13,611	15,277	15,277
EIP K (Ratio to K)			105.0182				1,181	1,181	1,328	1,328	1,477	1,477
EIP 1-3 (Ratio to Grades 1-3)			119.8373				2,890	2,890	3,369	3,369	3,857	3,857
EIP 4-5 (Ratio to Grades 4-5)			239.881				985	985	1,043	1,043	1,236	1,236
Other Elem. (Ratio to Grades K-5)			157.1087				4,497	4,497	5,050	5,050	5,816	5,816
Other Middle (Ratio to Grades 6-8)			51.15921				7,123	7,123	7,078	7,078	8,318	8,318
Instructional Specialists (P-12)			296.928				5,137	5,137	5,559	5,559	6,240	6,240
Other Teachers (P-12)			2179.417				700	700	757	757	850	850
Vocational Ed. Teachers (P-12)			512.0157				2,979	2,979	3,224	3,224	3,618	3,618
<b>Total</b>	<b>1,525,348</b>	<b>1,650,685</b>	<b>1,852,707</b>				<b>114,614</b>	<b>94,772</b>	<b>124,489</b>	<b>110,130</b>	<b>140,407</b>	<b>124,253</b>
<b>Midpoint Teacher Demand Projections</b>							<b>104,693</b>		<b>117,310</b>		<b>132,330</b>	

Source: EWRAD/PSC, 2003

\*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.)

\*\*Four year average ratios.

### Projected Teacher Demand by Subject

Table 2.11 presents FTE counts from FY99 to FY03 and projections for FY04, FY08, and FY13 for four core subject areas by personnel category. FTE counts refer to the number of full-time personnel needed to perform a job or jobs. With the FTE count, portions of the workday are signified by decimal fractions. Significant increases were seen in each subject and personnel category between FY99 and FY03. Not surprisingly, the projections indicate an increased demand

for teachers through FY13. The depressed FY08 teacher demand reflects a corresponding lower student enrollment figure for that year.

**Table 2.11. Georgia Education Personnel FTE Counts and Projections by Subject and Personnel Categories, FY99-FY13**

Subject	FTE Counts				Projections			
	FY99	FY00	FY01	FY02	FY03	FY04	FY08	FY13
<b>English</b>								
Pre-K - 5	290.25	256.25	413.72	418.54	513.83	523.15	587.32	674.72
Middle Grades	2236.71	2316.05	2795.8	3167.99	3562.56	3612.78	3590.40	4219.19
High School	3342.68	3363.21	3356.29	3395.88	3472.72	3619.72	3935.64	4061.58
Other	33.33	45.41	72.22	93.13	130.49	96.92	104.88	117.71
Total	5902.96	5980.92	6638.03	7075.54	7679.60	7852.57	8218.24	9073.20
<b>Math</b>								
Pre-K - 5	149.51	132.12	180.235	160.98	263.49	268.27	301.17	345.99
Middle Grades	1649.01	1679.31	1972.01	2279.72	2632.14	2669.24	2652.71	3117.28
High School	2910.43	2956.13	3027.94	3102.31	3229.93	3340.12	3631.63	3747.84
Other	28.15	40.74	32.94	52.95	66.84	68.15	73.75	82.78
Total	4737.10	4808.30	5213.125	5595.96	6192.39	6345.78	6659.26	7293.89
<b>Science</b>								
Pre-K - 5	31.70	19.20	49.609	48.29	130.49	132.86	149.16	171.36
Middle Grades	1268.12	1328.76	1583.95	1849.74	2147.71	2177.99	2164.50	2543.57
High School	2674.44	2659.93	2740.9	2814.78	2839.89	2936.77	3193.08	3295.26
Other	18.36	21.85	26.03	35.73	64.51	65.78	71.18	79.90
Total	3992.61	4029.75	4400.489	4748.54	5182.61	5313.40	5577.92	6090.08
<b>Social Science</b>								
Pre-K - 5	23.92	21.36	45.602	44.55	126.28	128.57	144.34	165.82
Middle Grades	1493.34	1541.42	1678.61	2008.02	2302.05	2334.50	2320.04	2726.35
High School	2673.66	2729.34	2798.03	2909.79	2992.08	3094.16	3364.20	3471.85
Other	34.36	40.13	43.54	25.88	44.38	45.25	48.97	54.97
Total	4225.29	4332.25	4565.782	4988.24	5464.80	5602.49	5877.56	6419.00

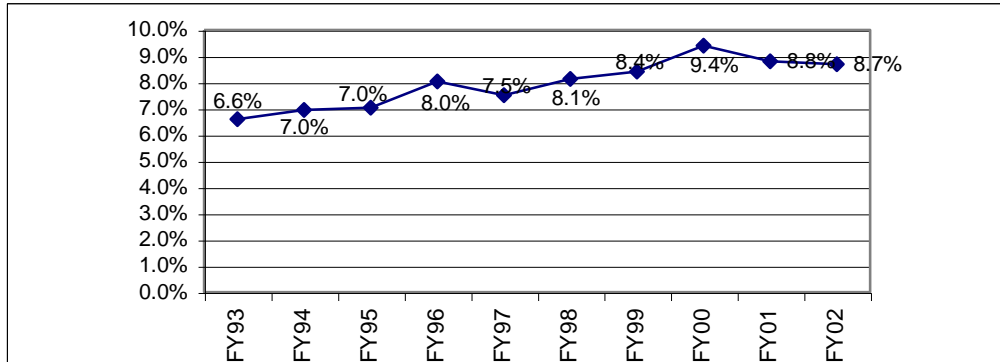
Source: EWRAD/PSC, 2003

## Attrition

Teacher attrition data shows individuals who appear in the Certified Personnel Information Report (CPI) as teachers for a given year, but who are not shown as teachers in the CPI the following year. Attrition can occur at the school, system, and state levels. When teachers are lost to a school or system due to promotions, position changes, relocations, or retirement, attrition occurs. Figure 2.6 illustrates Georgia's annual teacher attrition rates for FY93 to FY02. Teacher attrition decreased from 8.8% in FY01 to 8.7% in FY02, continuing a downward

trend since peaking in FY00. This trend most probably is a result of a greater percentage of teachers remaining in their jobs or not retiring as early as they might have in a stronger economic climate. As such, this trend must be viewed as a function of economic circumstances and should not distort long-term need for teachers because the trend might abruptly change.

**Figure 2.6. Overall Annual Teacher Attrition Rates, FY93-FY02**  
(Source: EWRAD/PSC, 2003)



**Attrition Due to Promotions, Position Changes, or Relocation**

Attrition due to promotions, position changes, relocation, or leaving the workforce produces demand that is referred to as “replacement” demand. Table 2.12 shows teacher hiring for replacement demand. The number of teachers hired to fill replacement demand increased 3.90% from 8,303 in FY02 to 8,627 in FY03.

**Table 2.12. Teacher Hiring for ‘Replacement’ Demand, FY99-FY03**

Year	# Teaching Positions	# Teachers Hired	# Teachers Hired to Fill ‘Replacement’ Demand	‘Replacement’ Hires as % of Teachers Hired
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
FY03	103,350	12,507	8,627	68.98

Source: PSC Education Workforce Demand Model

A considerable proportion (13.2%) of the replacement demand is accounted for by promotion or position change/reassignment, referring 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. Table 2.13 shows that 1,138 teachers assumed non-teaching positions due to promotion or position change from FY02 to FY03, 7.78% fewer than the 1,234 from FY00 to FY01. Of the 1,138, 353 (31.02%) were P-5 teachers; 213 (18.72%) were Grades 6-8 teachers; 232 (20.39%) were High School teachers; and 226 (19.86%) were Special Education teachers.



**Table 2.13. FY02 Teacher Attrition Due to Promotions or Position Changes (Reassignments)**

FY02 Personnel Categories	FY03 Personnel Categories of FY02 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 Grades 1-3	5	2	0	1	3	3	8	0	0	0	0	22
EIP Teachers Grades 4-5	1	1	0	0	1	4	4	0	0	0	0	11
EIP Teachers Kindergarten	2	1	0	0	1	0	1	0	0	0	0	5
ESOL Teachers	1	0	1	0	0	0	0	0	0	0	1	3
Grade 1 Teachers	16	1	0	0	3	6	7	0	0	1	0	34
Grade 2 Teachers	9	5	0	0	5	10	8	0	0	0	0	37
Grade 3 Teachers	5	6	0	0	9	8	14	0	0	0	0	42
Grade 4 Teachers	5	7	0	0	6	6	13	0	0	0	1	38
Grade 5 Teachers	11	4	1	1	7	14	17	0	0	0	0	55
Grade 6 Teachers	19	1	0	0	5	4	8	0	0	0	0	37
Grade 7 Teachers	19	0	2	7	10	8	7	1	0	0	0	54
Grade 8 Teachers	23	1	3	4	4	10	10	0	0	0	0	55
High School Teachers	107	1	13	2	18	57	32	2	0	0	0	232
Instructional Specialists	22	1	2	0	0	7	3	1	0	0	0	36
Kindergarten Teachers	4	0	1	0	3	5	6	0	0	0	0	19
Literacy Coach	1	0	0	0	0	4	2	0	0	0	0	7
Other Elementary Teachers	25	6	0	1	7	12	31	1	0	0	1	84
Other Middle Grades Teachers	20	3	1	2	3	15	20	3	0	0	0	67
Other Teachers	7	0	0	0	1	4	7	3	0	0	1	23
Pre-K Teachers	0	0	0	1	2	2	0	0	0	0	1	6
Special Education Teachers	39	5	5	6	1	27	110	0	6	6	21	226
Vocational Education Teachers	12	2	2	1	2	17	9	0	0	0	0	45
<b>Total</b>	<b>353</b>	<b>47</b>	<b>31</b>	<b>26</b>	<b>91</b>	<b>223</b>	<b>317</b>	<b>11</b>	<b>6</b>	<b>7</b>	<b>26</b>	<b>1,138</b>

Source: EWRAD/PSC, 2003

## Attrition Due to Teacher Mobility

### **System Mobility**

Relocation (also referred to as mobility) means changing school systems. An educator relocates when the school system of employment in one year's CPI is not the same as the subsequent year. Between FY02 and FY03, 4.0% of the educator workforce (or 4,604 educators) relocated (see Table 2.14). This proportion (though not the number) is lower than FY01.

**Table 2.14. Inter-System Relocations by Year, All Educators, FY88-FY02**

Year	Previous Year Workforce #	Relocation #	% of Workforce
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
FY02	116,292	4,604	4.0

Source: EWRAD/PSC, 2003

Over 3,000 (3,973) of the 4,604 educators that moved from one system to another were teachers. This represents 4.37% of the total FY03 teaching force retained from FY02 (n=90,843). Fewer teachers moved between FY02 and FY03 compared to the 4,312 teachers that moved between FY01 to FY02. This smaller number may be due to economic factors, systems not replacing all teachers that moved, or easing of the SBOE Class Size rule for FY04. Table 2.15 presents a summary of inter-system teacher mobility from FY02 to FY03. Table 2.16 presents a detailed look at the inter-system mobility of teachers for this time period for teachers who remained in Georgia. Similar to last year's results, Atlanta City schools had the largest net loss of teachers at 94 (2.71%), and Gwinnett County schools had the highest net growth at 174 (2.41%).

**Table 2.15. Inter-System Mobility of Teachers from FY02 to FY03-Summary**

	Frequency	Percent
Stayed	86,870	95.63
Moved	3,973	4.37
Total Retention	90,843	100.00

Source: EWRAD/PSC, 2003

**Table 2.16. Inter-System Mobility of Retained Teachers Between FY02 and FY03**

System	Moved Out of System after FY02	Total in FY02	Moved into System in FY03	Net Gain/Loss	% Gain/Loss Over FY02
Appling	9	227	9	0	0
Atkinson	4	99	2	-2	-2.02
Atlanta City	193	3,471	99	-94	-2.71
Bacon	4	131	6	2	1.53
Baker	2	35	0	-2	-5.71
Baldwin	35	402	20	-15	-3.73
Banks	16	145	14	-2	-1.38
Barrow	51	617	25	-26	-4.21
Bartow	43	887	25	-18	-2.03
Ben Hill	8	221	4	-4	-1.81
Berrien	3	188	10	7	3.72
Bibb	69	1,365	57	-12	-0.88
Bleckley	4	151	11	7	4.64
Brantley	11	201	5	-6	-2.99
Bremen City	2	93	8	6	6.45
Brooks	14	166	7	-7	-4.22
Bryan	13	300	19	6	2.00
Buford City	4	153	6	2	1.31
Bulloch	16	600	26	10	1.67
Burke	19	286	6	-13	-4.55
Butts	26	179	14	-12	-6.70
Calhoun City	6	166	15	9	5.42
Calhoun	0	48	3	3	6.25
Camden	11	510	24	13	2.55
Candler	6	115	5	-1	-0.87
Carrollton City	21	212	14	-7	-3.30
Carroll	31	792	41	10	1.26
Cartersville City	5	220	18	13	5.91
Catoosa	6	586	21	15	2.56
Charlton	7	119	4	-3	-2.52
Chatham	62	2,252	25	-37	-1.64
Chattahoochee	0	31	0	0	0.00
Chattooga	3	199	3	0	0.00

**Table 2.16. Inter-System Mobility of Retained Teachers Between FY02 and FY03, continued**

<b>System</b>	<b>Moved Out of System after FY02</b>	<b>Total in FY02</b>	<b>Moved into System in FY03</b>	<b>Net Gain/Loss</b>	<b>% Gain/Loss Over FY02</b>
Chickamauga City	3	62	7	4	6.45
Cherokee	48	1,642	68	20	1.22
Clarke	57	784	41	-16	-2.04
Clay	3	24	3	0	0.00
Clayton	198	2,510	118	-80	-3.19
Clinch	3	98	5	2	2.04
Cobb	190	6,186	216	26	0.42
Coffee	13	506	16	3	0.59
Colquitt	15	512	9	-6	-1.17
Columbia	18	1,079	61	43	3.99
Commerce City	3	83	4	1	1.20
Cook	4	198	9	5	2.53
Coweta	32	1,050	63	31	2.95
Crawford	10	124	5	-5	-4.03
Crisp	12	288	18	6	2.08
Dade	6	157	2	-4	-2.55
Dalton	18	344	16	-2	-0.58
Dawson	8	185	15	7	3.78
Decatur	13	356	4	-9	-2.53
Decatur City	4	193	15	11	5.70
DeKalb	285	6,012	199	-86	-1.43
Dodge	4	217	2	-2	-0.92
Dooly	20	101	11	-9	-8.91
Doughty	33	973	52	19	1.95
Douglas	65	1,064	65	0	0.00
Dublin City	13	213	12	-1	-0.47
Early	5	168	6	1	0.60
Echols	2	48	2	0	0.00
Effingham	21	518	39	18	3.47
Elbert	19	262	10	-9	-3.44
Emanuel	8	294	11	3	1.02
Evans	9	133	4	-5	-3.76
Fannin	5	187	8	3	1.60
Fayette	44	1,365	56	12	0.88
Floyd	16	643	32	16	2.49
Forsyth	60	1,133	99	39	3.44
Franklin	11	241	9	-2	-0.83
Fulton	154	4,330	189	35	0.81
Gainesville	23	291	18	-5	-1.72
Gilmer	8	216	16	8	3.70

**Table 2.16. Inter-System Mobility of Retained Teachers Between FY02 and FY03, continued**

<b>System</b>	<b>Moved Out of System after FY02</b>	<b>Total in FY02</b>	<b>Moved into System in FY03</b>	<b>Net Gain/Loss</b>	<b>% Gain/Loss Over FY02</b>
Glascocok	3	42	2	-1	-2.38
Glynn	29	734	30	1	0.14
Gordon	39	403	10	-29	-7.20
Grady	5	289	8	3	1.04
Greene	28	152	14	-14	-9.21
Gwinnett	167	7,217	341	174	2.41
Habersham	6	367	19	13	3.54
Hall	45	1285	93	48	3.74
Hancock	4	92	2	-2	-2.17
Haralson	12	236	6	-6	-2.54
Harris	10	254	10	0	0.00
Hart	8	229	3	-5	-2.18
Heard	7	123	9	2	1.63
Henry	61	1,399	129	68	4.86
Houston	35	1,389	67	32	2.30
Irwin	11	138	5	-6	-4.35
Jackson	23	329	24	1	0.30
Jasper	16	113	13	-3	-2.65
Jefferson Davis	6	180	4	-2	-1.11
Jefferson	19	211	3	-16	-7.58
Jefferson City	8	114	10	2	1.75
Jenkins	1	122	3	2	1.64
Johnson	9	94	3	-6	-6.38
Jones	6	281	13	7	2.49
Lamar	18	147	9	-9	-6.12
Lanier	7	95	3	-4	-4.21
Laurens	19	395	18	-1	-0.25
Lee	17	312	18	1	0.32
Liberty	37	654	16	-21	-3.21
Lincoln	1	97	6	5	5.15
Long	18	112	12	-6	-5.36
Lowndes	20	586	28	8	1.37
Lumpkin	17	191	10	-7	-3.66
Macon	13	137	6	-7	-5.11
Madison	14	282	13	-1	-0.35
Marietta City	23	553	11	-12	-2.17
Marion	3	105	4	1	0.95
McDuffie	10	273	6	-4	-1.47
McIntosh	8	122	5	-3	-2.46
Meriwether	29	294	17	-12	-4.08

**Table 2.16. Inter-System Mobility of Retained Teachers Between FY02 and FY03, continued**

<b>System</b>	<b>Moved Out of System after FY02</b>	<b>Total in FY02</b>	<b>Moved into System in FY03</b>	<b>Net Gain/Loss</b>	<b>% Gain/Loss Over FY02</b>
Miller	0	89	3	3	3.37
Mitchell	31	187	11	-20	-10.70
Monroe	19	227	10	-9	-3.96
Montgomery	7	95	5	-2	-2.11
Morgan	5	203	8	3	1.48
Murray	18	420	13	-5	-1.19
Muscogee	22	1,967	29	7	0.36
Newton	35	777	49	14	1.80
Oconee	14	330	40	26	7.88
Oglethorpe	6	138	6	0	0.00
Paulding	59	1,025	72	13	1.27
Peach	12	252	12	0	0.00
Pelham City	5	100	10	5	5.00
Pickens	11	227	14	3	1.32
Pierce	5	202	4	-1	-0.50
Pike	4	158	8	4	2.53
Polk	17	440	17	0	0.00
Pulaski	5	112	4	-1	-0.89
Putnam	14	165	10	-4	-2.42
Quitman	2	20	1	-1	-5.00
Rabun	8	140	7	-1	-0.71
Randolph	9	93	7	-2	-2.15
Richmond	69	2,116	34	-35	-1.65
Rockdale	71	830	51	-20	-2.41
Rome City	20	347	13	-7	-2.02
Schley	6	64	6	0	0.00
Screven	9	205	8	-1	-0.49
Seminole	3	115	1	-2	-1.74
Social Circle City	4	90	5	1	1.11
Spalding	36	641	33	-3	-0.47
Stephens	12	286	10	-2	-0.70
Stewart	5	54	2	-3	-5.56
Sumter	27	350	16	-11	-3.14
Talbot	3	50	1	-2	-4.00
Taliaferro	1	18	3	2	11.11
Tattnall	15	213	14	-1	-0.47
Taylor	5	109	3	-2	-1.83
Telfair	4	123	7	3	2.44
Terrell	5	114	7	2	1.75
Thomas	11	330	13	2	0.61

**Table 2.16. Inter-System Mobility of Retained Teachers Between FY02 and FY03, continued**

<b>System</b>	<b>Moved Out of System after FY02</b>	<b>Total in FY02</b>	<b>Moved into System in FY03</b>	<b>Net Gain/Loss</b>	<b>% Gain/Loss Over FY02</b>
Thomasville City	12	201	11	-1	-0.50
Tift	16	484	23	7	1.45
Toombs	6	188	7	1	0.53
Towns	3	99	9	6	6.06
Treutlen	6	81	4	-2	-2.47
Trion City	5	77	6	1	1.30
Troup	31	755	20	-11	-1.46
Turner	7	139	4	-3	-2.16
Twiggs	16	109	5	-11	-10.09
Union	7	162	5	-2	-1.23
Upson	16	286	7	-9	-3.15
Valdosta City	26	435	18	-8	-1.84
Vidalia City	6	151	9	3	1.99
Walker	21	571	9	-12	-2.10
Walton	39	634	39	0	0.00
Ware	18	440	17	-1	-0.23
Warren	3	58	1	-2	-3.45
Washington	10	223	14	4	1.79
Wayne	13	315	13	0	0.00
Webster	5	21	3	-2	-9.52
West Point City			2	2	NA
Wheeler	3	75	5	2	2.67
White	11	221	8	-3	-1.36
Whitfield	32	752	38	6	0.80
Wilcox	0	82	7	7	8.54
Wilkes	10	121	8	-2	-1.65
Wilkinson	11	125	2	-9	-7.20
Worth	22	274	13	-9	-3.28
RESA	25	237	15	-10	-4.22
<b>TOTAL</b>	<b>3,973</b>	<b>90,843</b>	<b>3,973</b>	<b>0</b>	<b>0.00</b>

Source: EWRAD/PSC, 2003

***RESA Mobility***

Teacher mobility also occurs between regions or RESAs. From FY02 to FY03, 2,085 teachers moved to a different RESA. This represents 2.3% of the retained teaching force (n=90,843). Table 2.17 presents a summary of the inter-RESA mobility of teachers between FY02 and FY03. Table 2.18 presents a detailed view of the inter-RESA mobility of teachers for this time period. According to the data, Metro RESA lost the largest number of teachers at 42, and Pioneer RESA gained the largest number of teachers at 83. Ten of the sixteen RESAs suffered

a net loss of teachers between FY02 and FY03. These RESAs are not isolated to one part of the state. Losses occurred in north, south, and east Georgia.

**Table 2.17. Inter-RESA Mobility of Teachers Between FY02 and FY03-Summary**

	Frequency	Percent
Stayed	88,758	97.7
Moved	2,085	2.3
<b>Total Retention</b>	<b>90,843</b>	<b>100.00</b>

Source: EWRAD/PSC, 2003

**Table 2.18. Inter-RESA Mobility of Retained Teachers Between FY02 and FY03**

RESA	Moved Out of RESA after FY02	Moved into RESA in FY03	Net Gain/Loss
Central Savannah	77	57	-20
Chattahoochee	87	62	-25
Coastal Plains	70	65	-5
First District	138	112	-26
Griffin	177	242	65
Heart of Georgia	38	49	11
Metro	533	491	-42
Middle Georgia	101	103	2
North Georgia	90	122	32
Northeast Georgia	174	142	-32
Northwest Georgia	151	149	-2
Oconee	82	45	-37
Okefenokee	50	42	-8
Pioneer	117	200	83
Southwest Georgia	98	88	-10
West Georgia	102	116	14
<b>Total Retention</b>	<b>2,085</b>	<b>2,085</b>	<b>0</b>

Source: EWRAD/PSC, 2003

Table 2.19 presents the origins and destinations of teachers who moved among RESA areas between FY02 and FY03. According to the table, Pioneer gained the most at 83 and Metro lost the most at 533. The 533 teachers moved to the following (and neighboring) RESAs in FY03: 151 to Griffin, 94 to Pioneer, 61 to Northwest Georgia, 55 to North Georgia, and 51 to Northeast Georgia. Appendix 3 details the mobility of teachers from systems within Metro RESA to other RESAs in Georgia. Of the systems in Metro RESA, Clayton County lost the most teachers in FY02 at 80. Furthermore, Table 2.19 shows that Pioneer RESA had the largest net gain of 83 in FY03 (i.e., 117 left in FY02 and 200 moved to Pioneer in FY03). Of this large net gain, a significant number moved from Metro and Northeast Georgia RESAs. Table 2.19 should be of special interest to Human Resource officers who want to track where their teachers are going. They could follow this up with finding out why.



**Table 2.19. RESA to RESA Mobility of Teachers Between FY02 and FY03 – Origins and Destinations**

RESA FY02	RESA FY03																Total
	Central Savannah	Chattahoochee	Coastal Plains	First District	Griffin	Heart of Georgia	Metro	Middle Georgia	North Georgia	Northeast Georgia	Northwest Georgia	Oconee	Okefenokee	Pioneer	Southwest Georgia	West Georgia	
Central Savannah		1	3	10	3	6	16	5	2	13	3	9	2	0	2	2	77
Chattahoochee	1		5	3	5	5	11	17	1	1	3	1	1	0	28	5	87
Coastal Plains	4	3		9	7	6	4	3	0	1	0	2	17	2	12	0	70
First District	7	1	8		11	7	38	6	2	7	4	3	14	16	6	8	138
Griffin	7	4	1	5		0	76	16	4	12	7	5	0	9	9	22	177
Heart of Georgia	1	1	3	5	2		5	10	0	2	2	2	3	0	1	1	38
Metro	11	6	4	23	151	0		14	55	51	61	5	2	94	8	48	533
Middle Georgia	1	7	0	9	17	11	18		4	4	7	9	2	4	4	4	101
North Georgia	1	0	1	3	3	0	31	1		1	29	0	0	12	3	5	90
Northeast Georgia	9	3	6	8	8	1	77	3	12		5	4	0	34	3	1	174
Northwest Georgia	1	4	1	3	3	0	74	0	30	8		0	0	10	4	13	151
Oconee	3	1	1	3	8	8	14	21	0	10	4		0	7	1	1	82
Okefenokee	1	1	9	16	2	4	6	1	0	3	1	0		1	3	2	50
Pioneer	2	2	1	5	5	0	56	1	9	25	7	0	0		2	2	117
Southwest Georgia	5	18	19	5	2	1	25	5	1	2	4	3	1	5		2	98
West Georgia	3	10	3	5	15	0	40	0	2	2	12	2	0	6	2		102
<b>Total</b>	<b>57</b>	<b>62</b>	<b>65</b>	<b>112</b>	<b>242</b>	<b>49</b>	<b>491</b>	<b>103</b>	<b>122</b>	<b>142</b>	<b>149</b>	<b>45</b>	<b>42</b>	<b>200</b>	<b>88</b>	<b>116</b>	<b>2,085</b>
<b>FY03 Net Gain/Loss</b>	<b>-20</b>	<b>-25</b>	<b>-5</b>	<b>-26</b>	<b>65</b>	<b>11</b>	<b>-42</b>	<b>2</b>	<b>32</b>	<b>-32</b>	<b>-2</b>	<b>-37</b>	<b>-8</b>	<b>83</b>	<b>-10</b>	<b>14</b>	

Source: EWRAD/PSC, 2003

### **Demographic Characteristics of Teachers Who Exited the Teaching Force**

According to Table 2.20, 80.32% of FY02 teachers who are no longer teaching in Georgia's public school system were female; 75.33% were White; 27% were in the 21-30 age group; 34.7% had 0-4 years experience; and 51.13% held a certificate at the Bachelor's level. These percentages are similar to those reported for FY01 teachers who exited the teaching force. This is troublesome because Blacks are only 20.5% and Hispanics are less than 1% of the teacher workforce. Thus to compare 22.6% and 1.22%, respectively, of those exiting is a net loss of minorities. Efforts need to be intensified in retaining these teachers.

Also, note that the number of teachers in the 51-60 (2,269) and 61+ (553) age groups increased from FY01 to 2,056 and 479, respectively. During this same time period, more teachers in the 25-30 (953) and over 31 years of experience groups (802) were lost than in FY01 (945 and 529, respectively). Lastly, notice that large numbers are also found in the 21-30 and 31-40 age groups and the 0-4 years of experience group. In fact, 55.17% of all who left had 9 or lower years of experience. While retirement may be an obvious factor affecting the attrition of older teachers, there may be other explanations. The factors affecting the attrition of younger less experienced teachers are not as clear as those affecting older teachers. It is hoped that funded programs like the PSC's Reach to Teach Program (RTT), will help to retain novice teachers and hence reduce attrition.

**Table 2.20. Demographic Profile of FY02 Teachers That Are No Longer Teaching in Georgia's Public School System**

Characteristics	FY02		FY03	
	#	%	#	%
<b>Gender</b>				
Female	6,738	81.15	6,929	80.32
Male	1,565	18.85	1,698	19.68
<b>Total</b>	<b>8,303</b>	<b>100</b>	<b>8,627</b>	<b>100</b>
<b>Ethnicity</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
American Indian	11	0.13	15	0.17
Asian	48	0.58	47	0.54
Black	1,709	20.58	1,950	22.6
Hispanic	95	1.14	105	1.22
Multiracial	9	0.11	11	0.13
White	6,431	77.45	6,499	75.33
<b>Total</b>	<b>8,303</b>	<b>100</b>	<b>8,627</b>	<b>100</b>
<b>Age Groups</b>			<b>#</b>	<b>%</b>
20 and under	0	0	2	0.02
21-30	2,250	27.1	2,329	27
31-40	2,065	24.87	2,074	24.04
41-50	1,453	17.5	1,400	16.23
51-60	2,056	24.76	2,269	26.3
61 and above	479	5.77	553	6.41
<b>Total</b>	<b>8,303</b>	<b>100</b>	<b>8,627</b>	<b>100</b>
<b>Experience</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
0-4 years	3,039	36.6	2,994	34.7
5-9 years	1,633	19.67	1,766	20.47
10-14 years	931	11.21	863	10
15-19 years	646	7.78	643	7.45
20-24 years	580	6.98	606	7.02
25-30 years	945	11.38	953	11.05
31 and above	529	6.37	802	9.3
<b>Total</b>	<b>8,303</b>	<b>100</b>	<b>8,627</b>	<b>100</b>
<b>Certificate Level</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
High School	20	0.24	18	0.21
Associate	41	0.49	47	0.54
Bachelors	4,023	48.45	4,411	51.13
Masters	3,364	40.52	3,273	37.94
Ed. Specialist	742	8.94	764	8.86
Doctorate	113	1.36	114	1.32
<b>Total</b>	<b>8,303</b>	<b>100</b>	<b>8,627</b>	<b>100</b>

Source: EWRAD/PSC, 2003

### **Teacher Attrition by Certificate Type**

Of the 8,627 FY02 teachers who exited Georgia's teaching workforce, 5,707 (66.15%) held Teaching (T) certificates; 542 (6.28%) held Conditional Teaching (CT) certificates; and 539 (6.25%) held Performance-based Teaching (PBT) certificates (see Table 2.21). These numbers represent an increase from FY01. In fact, there was a 41.88% increase in the number of CT-certified teachers who exited the workforce. Also, notice that when attrition is expressed as a percentage of the total with that type of certificate, quite a high turnover is occurring among non-regular certificate types, for example ET (25.09%), BT (17.67%), CT (26.23%), PAT (12.05%), and XT (31.07%).

Taken together, above 15% of the leavers are teachers holding non-regular teaching certificates (BT, Permit, CT, ET, XT, IT, etc.). It is expensive to recruit and lose this many teachers through what seems like a revolving door. This suggests that these stopgap measures need to be watched closely or reexamined. Preparation programs that offer mentoring and support, such as the Georgia Teacher Alternative Preparation Program and Reach to Teach, might be a means of help.

**Table 2.21. Teacher Attrition by Certificate Type, FY02**

<b>Certificate Type</b>	<b>Frequency</b>	<b>Percent of Total</b>	<b>% of Cert. Type</b>
Leadership (L)	45	0.52	17.93
Permit (P)	60	0.70	15.58
Service (S)	69	0.80	10.01
Teaching (T)	5,707	66.15	7.67
Provisional Service (BS)	1	0.01	20.00
Provisional Teaching (BT)	520	6.03	17.67
Conditional Teaching (CT)	542	6.28	26.23
Life Leadership (DL)	1	0.01	11.11
Life Service (DS)	2	0.02	13.13
Life Teaching (DT)	435	5.04	22.88
Emergency Service (ES)	1	0.01	16.67
Emergency Teaching (ET)	209	2.42	25.09
Intern (IT)	56	0.65	13.73
Nonrenewable Service (NS)	2	0.02	18.18
Nonrenewable Teaching (NT)	3	0.03	21.43
Exchange Teacher (XT)	64	0.74	31.07
Probationary Service (PAS)	1	0.01	50.00
Probationary Teaching (PAT)	282	3.27	12.05
Performance-based Service (PBS)	5	0.06	20.83
Performance-Based Teaching (PBT)	539	6.25	4.21
Unspecified	83	0.96	44.86
<b>Total</b>	<b>8,627</b>	<b>100.00</b>	<b>8.67</b>

Source: EWRAD/PSC, 2003

### ***Teacher Attrition by Subject Taught***

Table 2.22 shows the attrition of FY02 teachers by subject taught. Large numbers of teachers who exited the teaching force taught in the following subject areas: Elementary Education (3,619; 41.95%), English (730; 8.46%), Math (533; 6.18%), Middle Grades (707; 8.20%), and Social Science (468; 5.42%). This mirrors the findings reported for FY01 teachers. Moreover, when expressed as a percentage of the FY02 total number of teachers in the subject, losses of 10% and over are found in the following categories: Asian Language, Chorus, Dance, Drama/Arts, English, German and Other Related Languages, Life Science, Middle Grades, Professional Career Preparation, Romance Languages, Communication Technologies, Mechanical Occupations, Marketing and Distribution, Precision Production Occupations, Protective Services, Personal Services Occupations, and Technology Education. It is noteworthy that many of the high attrition rates occur in Foreign Language, Fine Arts, and Vocational Education areas. These are some of the areas in which Permits, XT, and BT certificates are issued. This suggests that a more permanent or longer lasting arrangement for the supply of teachers in these areas be sought. More detailed analyses will be conducted to determine if the apparent turnover happened because teaching was used as a career stopgap or because the time allowed was not sufficient to meet the requirements to convert to a full-renewable certificate. New legislation (HB 590) is already in place to address the latter.

**Table 2.22. Teacher Attrition by Subject Taught, FY02**

<b>Subject Taught in FY02</b>	<b>Frequency</b>	<b>Percent of FY02 Total Attrition</b>	<b>Attrition as % of FY02 Total Teachers in Subject</b>
<b>Regular Education</b>			
Asian Language	2	0.02	20.00
Chorus	27	0.31	9.75
Dance	2	0.02	11.76
Drama/Arts	18	0.21	10.29
Education	17	0.20	8.17
Elementary Education	3,619	41.95	8.25
English	730	8.46	9.85
ESOL	73	0.85	8.96
Gifted	88	1.02	7.73
German & Other Related Languages	20	0.23	12.12
Health	63	0.73	7.83
High School (9-12) Miscellaneous	179	2.07	8.63
Life Science	189	2.19	9.68
Math	533	6.18	9.05
Middle Grades	707	8.20	9.96
Music	190	2.20	7.94
P-12 Miscellaneous	253	2.93	8.56
Physical Education	271	3.14	6.59
Physical Science	253	2.93	9.35
Professional Career Preparation	26	0.30	12.75
Romance Languages	181	2.10	11.14
Science	14	0.16	4.50
Social Science	468	5.42	9.01
Visual Arts	104	1.21	6.89
American Sign Language	2	0.02	4.76
Personal & Interpersonal Skills	115	1.33	8.08
<b>Vocational Education (Technical/Career)</b>			
Agricultural Business	14	0.16	7.73
Agricultural Sciences & Technology	12	0.14	8.39
Business Administration	53	0.61	7.27
Business Management	24	0.28	6.52
Communication Technologies	11	0.13	11.70
Computer & Other Related Areas	26	0.30	9.25
Construction Technology	10	0.12	7.52
Home Economics	64	0.74	9.13
Mechanical Occupations	30	0.35	10.34
Marketing & Distribution	15	0.17	15.46
Education & Career Exploration	24	0.28	8.14
Precision Production Occupations	14	0.16	11.02
Protective Services	4	0.05	16.00
Personal Services Occupations	9	0.10	10.47
Technology Education	63	0.73	9.97
<b>Unspecified</b>	<b>110</b>	<b>1.28</b>	<b>12.61</b>
<b>Total</b>	<b>8,627</b>	<b>100</b>	<b>8.67</b>

Source: EWRAD/PSC, 2003

### ***Teacher Attrition by Personnel Category***

The personnel categories of FY02 teachers who exited the classroom are varied (see Table 2.23). Large percentages are accounted for by the following categories: K-5 (33.65%), Middle Grades 6-8 (11.15%), High School (18.99%), and Special Education (13.82%). These proportions are comparable to those found in the overall teacher workforce.

**Table 2.23. Personnel Categories of Teachers Who Exited the Classroom, FY02**

<b>Categories</b>	<b>Frequency</b>	<b>Percent</b>
Pre-Kindergarten Teacher	94	1.09
Kindergarten Teacher	353	4.09
EIP Grades 1-3 Teacher	235	2.72
EIP Grades 4-5 Teacher	87	1.01
EIP Kindergarten Teacher	60	0.70
ESOL Teacher	54	0.63
Grade 1 Teacher	426	4.94
Grade 2 Teacher	451	5.23
Grade 3 Teacher	446	5.17
Grade 4 Teacher	418	4.85
Grade 5 Teacher	427	4.95
K-5 Subtotal	2,903	33.65
Grade 6 Teacher	330	3.83
Grade 7 Teacher	350	4.06
Grade 8 Teacher	282	3.27
Middle Grades (6-8) Subtotal	962	11.15
High School Teachers	1,638	18.99
Other Elementary Grades Teachers	427	4.95
Other Middle Grades Teachers	644	7.46
Instructional Specialist	338	3.92
Literacy Coach	9	0.10
Other Teachers	85	0.99
Special Education Teachers	1,192	13.82
GA TAPP Teachers*	25	0.29
Vocational Education Teachers	256	2.97
<b>Total</b>	<b>8,627</b>	<b>100</b>

Source: EWRAD/PSC, 2003

\*Note: This category represents those teachers coded in the CPI as GATAPP.

The positions that the 1,138 exiting teachers still in the systems filled the following year are just as varied as the personnel categories of the FY02 teachers who exited the classroom. Table 2.24 presents the following year personnel categories. Of the 8,627 persons who exited the classroom in FY02, 7,489 (86.81%) are no longer in the Georgia public school system. Of the 1,138 still in the system, 353 became Assistant Principals, 223 other administrators, and 317 other student services personnel.

**Table 2.24. Educator Attrition by Personnel Categories, FY02**

Categories	Frequency	Percent
Not in GA Public Systems	7,489	86.81
Assistant Principal	353	4.09
Elementary Grades Counselor	47	0.54
High School Counselor	31	0.36
Middle Grades Counselor	26	0.30
Media Specialist	91	1.05
Other Administrators	223	2.58
Other Student Services Personnel	317	3.67
Principal	11	0.13
School Psychologist	6	0.07
School Social Worker	7	0.08
Speech & Language Pathologist	26	0.30
<b>Total</b>	<b>8,627</b>	<b>100.00</b>

Source: EWRAD/PSC, 2003

**Teacher Attrition by RESA**

Table 2.25 presents FY02 teacher attrition by RESA. Metro RESA lost the most teachers at 3,515, or 40.74% of total teacher attrition. Other large losses were seen in First District (772; 8.95%) and Northwest Georgia (587; 6.80%) RESAs. Even as a percentage of total teachers in the RESA, Metro RESA still shows the highest attrition of 9.75%, while Okefenokee showed the lowest attrition rate of 6.47%. These numbers could be higher if inter-RESA mobility is considered.

**Table 2.25. Teacher Attrition by RESA, FY02**

RESA	Total Teachers	Attrition Count	Attrition as % of RESA Total	Attrition as % of Total Attrition
Central Savannah	5,122	393	7.67	4.56
Chattahoochee	3,721	307	8.25	3.56
Coastal Plains	2,886	188	6.51	2.18
First District	8,335	772	9.26	8.95
Griffin	5,380	416	7.73	4.82
Heart of Georgia	1,668	114	6.83	1.32
Metro	36,057	3,515	9.75	40.74
Middle Georgia	4,107	351	8.55	4.07
North Georgia	4,140	335	8.09	3.88
Northeast Georgia	4,417	367	8.31	4.25
Northwest Georgia	6,719	587	8.74	6.80
Oconee	1,342	119	8.87	1.38
Okefenokee	1,932	125	6.47	1.45
Pioneer	5,374	382	7.11	4.43
Southwest Georgia	4,446	343	7.71	3.98
West Georgia	3,824	313	8.19	3.63
<b>Total</b>	<b>99,470</b>	<b>8,627</b>	<b>8.67</b>	<b>100</b>

Source: EWRAD/PSC, 2003



## Attrition in Office of Student Accountability (OSA) Identified Poverty Schools

According to the data presented in Table 2.26, 55,097 (55.39%) of the total FY02 teacher workforce (n=99,470) worked in high poverty schools in which 40% or more of the student population was in the free and reduced lunch program. Of the 55,097 teachers who worked in high poverty schools, 4,802 (8.72%) were lost due to attrition, representing 55.66% of the total teacher attrition in FY02 (n=8,627). In contrast, the number of teachers in low poverty schools accounted for 44.34% of the total lost. However, when examining attrition by poverty level as a percentage of the category total, the percentage for both low- and high-poverty schools are similar (8.50% and 8.72%, respectively).

**Table 2.26. Teacher Attrition by Poverty Level of School, FY02**

OSA Identified Poverty Class	Total FY02 Teachers #	Total FY02 Teacher Attrition #	Attrition as % of Total in Category
Non-Classified Schools*	2,065	227	10.99
High Poverty Schools (40% or more of students in free & reduced lunch program)	55,097	4,802	8.72
Low Poverty Schools (Less than 40% of students in free & reduced lunch program)	42,308	3,598	8.50
<b>Total</b>	<b>99,470</b>	<b>8,627</b>	<b>8.67</b>

Source: EWRAD/PSC, 2003

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

## Attrition of New Teachers

Table 2.27 summarizes the 1-, 3-, and 5-year attrition rates of new teachers with zero experience from FY90 to FY02. As the table shows, the proportion of new teachers who left after one year increased from 13% in FY01 to 15% in FY02. Similarly, the 3-year and 5-year attrition rates increased. This was expected given that FY97-FY01 spanned the economic boom era when many teachers either retired or took better paying jobs in other industries.

**Table 2.27. Attrition Summary for New Teachers with Zero Experience, FY90 – FY02**

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
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%
<b>FY97</b>	<b>4,675</b>	<b>FY98</b>	<b>10%</b>	<b>FY00</b>	<b>24%</b>	<b>FY02</b>	<b>35%</b>
FY98	4,515	FY99	12%	FY01	24%		
FY99	4,961	FY00	12%	FY02	25%		
<b>FY00</b>	<b>5,057</b>	<b>FY01</b>	<b>15%</b>	<b>FY03</b>	<b>26%</b>		
FY01	5,777	FY02	13%				
FY02	7,660	FY03	15%				

Source: EWRAD/PSC, 2003

**Demographic Characteristics of FY02 New Teacher Hires Who Exited the Teaching Force**

Of the 2,223 FY02 new teacher hires that exited the total teaching force, 67.12% were White and 29.33% were Black (see Table 2.28). Blacks seem to be exiting at a higher rate than Whites considering that Blacks made up only 23.3% of new hires, and 20.6% of the teaching workforce in FY02.

**Table 2.28. New Teacher Hire Attrition by Ethnicity, FY02**

Ethnicity	Frequency	Percent
American Indian	3	0.13
Asian	20	0.90
Black	652	29.33
Hispanic	49	2.20
Multiracial	7	0.31
White	1,492	67.12
<b>TOTAL</b>	<b>2,223</b>	<b>100</b>

Source: EWRAD/PSC, 2003

Table 2.29 presents FY02 new teacher hires that exited the teaching workforce by certificate type. Large rates of attrition were seen among individuals who held Conditional Teaching (25.98%), Emergency Teaching (25.38%), Life Teaching

(24.41%), Exchange Teacher (24.29%) certificates and Permits (21.33%). The non-regular certificate teachers (BT, CT, etc.) leave at much higher rates than regular (T) teachers. This may reflect inability of non-fully certified teachers or insufficiency of time to complete requirements to convert to full professional certification. The new regulations (e.g., H.B. 590) may help if the time is the problem. The lowest attrition by certificate type is Teaching (T) at 12.54%. It is noteworthy that the attrition rate among the GATAPP (13.93%) is one of the lowest. This may be some positive evidence to support the GATAPP model of teacher preparation. The systems recruit and prepare individuals who showed interest in their specific system. It is likely that this process ensures a better match between prospective teachers and systems, and hence enhances retention. Nevertheless, it is probably too early to make definitive statements about the merits and/or demerits of the GATAPP teacher preparation model.

**Table 2.29. New Teacher Hire Attrition by Certificate Type, FY02**

<b>Certificate Type</b>	<b>FY02 Total New Hires in Selected Category</b>	<b>FY02 New Teacher Hires Attrition (#)</b>	<b>FY02 New Teacher Attrition as a % of Total New Hires</b>
Leadership (L)	27	8	29.63
Permit (P)	150	32	21.33
Service (S)	72	19	26.39
<b>Teaching (T)</b>	<b>6,733</b>	<b>844</b>	<b>12.54</b>
Provisional Service (BS)	1	1	100.00
<b>Provisional Teaching (BT)</b>	<b>1,778</b>	<b>319</b>	<b>17.94</b>
<b>Conditional Teaching (CT)</b>	<b>1,759</b>	<b>457</b>	<b>25.98</b>
Life Service (DS)	2	1	50.00
Life Teaching (LT)	127	31	24.41
Emergency Service (ES)	5	1	20.00
<b>Emergency Teaching (ET)</b>	<b>725</b>	<b>184</b>	<b>25.38</b>
<b>Intern (IT)</b>	<b>402</b>	<b>56</b>	<b>13.93</b>
Nonrenewable Service (NS)	4	1	25.00
Nonrenewable Teaching (NT)	1	1	100.00
<b>Exchange Teacher (XT)</b>	<b>140</b>	<b>34</b>	<b>24.29</b>
Probationary Teaching (PAT)	692	118	17.05
Performance-based Teaching (PBT)	286	39	13.64
Unspecified	173	77	44.51
<b>Total</b>		<b>2,223</b>	

Source: EWRAD/PSC, 2003

Of the 2,223 FY02 new teacher hires who exited the teaching force, 39.45% taught Elementary Education, 8.28% English, 7.06% Math, 8.68% Middle Grades, and 4.41% Social Science (see Table 2.30).

**Table 2.30. New Teacher Hire Attrition by Subject Taught, FY02**

Subject	Frequency	Percent
Chorus	5	0.22
Dance	2	0.09
Drama/Arts	7	0.31
Education	4	0.18
Elementary Education	877	39.45
English	184	8.28
ESOL	23	1.03
Gifted	9	0.40
German & Other Related Languages	6	0.27
Health	17	0.76
High School (9-12) Miscellaneous	64	2.88
Life Science	60	2.70
Math	157	7.06
Middle Grades	193	8.68
Music	47	2.11
Not Applicable	3	0.13
P-12 Miscellaneous	58	2.61
Physical Education	71	3.19
Physical Science	71	3.19
Professional Career Preparation	7	0.31
Romance Language	74	3.33
American Sign Language	1	0.04
Science	1	0.04
Social Science	98	4.41
Personal & Interpersonal Skills	33	1.48
Agricultural Business	2	0.09
Agricultural Sciences & Technology	2	0.09
Business Administration	13	0.58
Business Management	5	0.22
Communication Technologies	7	0.31
Computer & Other Related Areas	5	0.22
Construction Technology	3	0.13
Home Economics	11	0.49
Visual Arts	28	1.26
Mechanical Occupations	3	0.13
Marketing & Distribution	1	0.04
Education & Career Exploration	5	0.22
Precision Production Occupations	2	0.09
Personal Services Occupations	3	0.13
Technology Education	17	0.76
Unspecified	44	1.98
Total	2,223	100

Source: EWRAD/PSC, 2003

With regard to the system location of FY02 new teacher hires who exited the teaching workforce, large percentages were from Atlanta City (10.26%), Cobb County (9.27%), DeKalb County (8.41%), Gwinnett County (7.02%), Chatham County (4.99%), Fulton County (4.41%), and Clayton County (4.36%). Notice that most of these counties are located near metro-Atlanta (see Table 2.31). When examining attrition as a percentage of the system's total new hires, notice that

losses of over 20% occurred in the following 47 systems: Atlanta City, Baker, Banks, Brantley, Bryan, Calhoun, Candler, Carroll, Chatham, Chattahoochee, Chattooga, Clay, Clayton, Dalton, Decatur, Decatur City, Dooly, Dublin City, Floyd, Greene, Haralson, Houston, Irwin, Jeff Davis, Jefferson, Lamar, Liberty, Long, McDuffie, McIntosh, Miller, Mitchell, Oconee, Oglethorpe, Randolph, Rome City, Social Circle, Stewart, Taliaferro, Telfair, Thomas, Thomasville City, Troup, Washington, Webster, Wheeler, and Wilcox.

**Table 2.31. New Teacher Hire Attrition By System, FY02**

<b>System</b>	<b>Frequency New Hire Attrition</b>	<b>% of Total Attrition</b>	<b>System New Hires Total</b>	<b>Attrition as % of System New Hires Total</b>
Appling	2	0.09	14	14.29
Atkinson	0	NA	13	0.00
Atlanta City	228	10.26	765	29.80
Bacon	1	0.04	6	16.67
Baker	1	0.04	3	33.33
Baldwin	7	0.31	54	12.96
Banks	4	0.18	18	22.22
Barrow	15	0.67	125	12.00
Bartow	14	0.63	156	8.97
Ben Hill	2	0.09	18	11.11
Berrien	3	0.13	8	37.50
Bibb	34	1.53	184	18.48
Bleckley	1	0.04	15	6.67
Brantley	4	0.18	18	22.22
Bremen City	0	NA	5	0.00
Brooks	5	0.22	28	17.86
Bryan	9	0.40	38	23.68
Buford City	2	0.09	13	15.38
Bulloch	8	0.36	56	14.29
Burke	2	0.09	32	6.25
Butts	5	0.22	31	16.13
Calhoun City	2	0.09	25	8.00
Calhoun	5	0.22	8	62.50
Camden	12	0.54	64	18.75
Candler	2	0.09	8	25.00
Carrollton City	2	0.09	23	8.70
Carroll	25	1.12	123	20.33
Cartersville City	3	0.13	24	12.50
Catoosa	10	0.45	95	10.53
Charlton	2	0.09	17	11.76
Chatham	111	4.99	469	23.67

**Table 2.31. New Teacher Hire Attrition By System, FY02, continued**

<b>System</b>	<b>Frequency New Hire Attrition</b>	<b>% of Total Attrition</b>	<b>System New Hires Total</b>	<b>Attrition as % of System New Hires Total</b>
Chattahoochee	3	0.13	5	60.00
Chattooga	6	0.27	28	21.43
Chickamauga City	1	0.04	7	14.29
Cherokee	33	1.48	231	14.29
Clarke	24	1.08	136	17.65
Clay	1	0.04	3	33.33
Clayton	97	4.36	476	20.38
Clinch	0	NA	3	0.00
Cobb	206	9.27	1050	19.62
Coffee	5	0.22	55	9.09
Colquitt	7	0.31	43	16.28
Columbia	10	0.45	106	9.43
Commerce City	1	0.04	8	12.50
Cook	2	0.09	19	10.53
Coweta	32	1.44	167	19.16
Crawford	2	0.09	14	14.29
Crisp	4	0.18	32	12.50
Dade	2	0.09	24	8.33
Dalton	13	0.58	59	22.03
Dawson	3	0.13	19	15.79
Decatur	8	0.36	40	20.00
Decatur City	5	0.22	23	21.74
DeKalb	187	8.41	1045	17.89
Dodge	0	NA	16	0.00
Dooly	4	0.18	13	30.77
Dougherty	11	0.49	88	12.50
Douglas	26	1.17	146	17.81
Dublin City	4	0.18	14	28.57
Early	2	0.09	12	16.67
Echols	1	0.04	8	12.50
Effingham	11	0.49	65	16.92
Elbert	4	0.18	23	17.39
Emanuel	3	0.13	20	15.00
Evans	4	0.18	27	14.81
Fannin	3	0.13	16	18.75
Fayette	15	0.67	146	10.27
Floyd	14	0.63	67	20.90
Forsyth	37	1.66	239	15.48
Franklin	1	0.04	24	4.17
Fulton	98	4.41	748	13.10

**Table 2.31. New Teacher Hire Attrition By System, FY02, continued**

<b>System</b>	<b>Frequency New Hire Attrition</b>	<b>% of Total Attrition</b>	<b>System New Hires Total</b>	<b>Attrition as % of System New Hires Total</b>
Gainesville	9	0.40	50	18.00
Gilmer	1	0.04	18	5.56
Glascocock	0	NA	8	0.00
Glynn	12	0.54	81	14.81
Gordon	7	0.31	51	13.73
Grady	1	0.04	22	4.55
Greene	6	0.27	28	21.43
Gwinnett	156	7.02	1089	14.33
Habersham	7	0.31	38	18.42
Hall	16	0.72	163	9.82
Hancock	2	0.09	13	15.38
Haralson	8	0.36	29	27.59
Harris	2	0.09	21	9.52
Hart	2	0.09	17	11.76
Heard	3	0.13	20	15.00
Henry	27	1.21	179	15.08
Houston	36	1.62	166	21.69
Irwin	2	0.09	8	25.00
Jackson	4	0.18	44	9.09
Jasper	1	0.04	16	6.25
Jeff Davis	2	0.09	8	25.00
Jefferson	9	0.40	42	21.43
Jefferson City	2	0.09	20	10.00
Jenkins	0	NA	8	0.00
Johnson	1	0.04	7	14.29
Jones	2	0.09	14	14.29
Lamar	4	0.18	14	28.57
Lanier	2	0.09	9	22.22
Laurens	3	0.13	33	9.09
Lee	3	0.13	23	13.04
Liberty	30	1.35	128	23.44
Lincoln	1	0.04	9	11.11
Long	5	0.22	25	20.00
Lowndes	3	0.13	40	7.50
Lumpkin	3	0.13	27	11.11
Macon	0	NA	6	0.00
Madison	2	0.09	28	7.14
Marietta City	18	0.81	93	19.35
Marion	1	0.04	10	10.00
McDuffie	5	0.22	25	20.00

**Table 2.31. New Teacher Hire Attrition By System, FY02, continued**

<b>System</b>	<b>Frequency New Hire Attrition</b>	<b>% of Total Attrition</b>	<b>System New Hires Total</b>	<b>Attrition as % of System New Hires Total</b>
McIntosh	6	0.27	24	25.00
Meriwether	3	0.13	51	5.88
Miller	2	0.09	4	50.00
Mitchell	8	0.36	34	23.53
Monroe	2	0.09	24	8.33
Montgomery	0	NA	14	0.00
Morgan	4	0.18	22	18.18
Murray	6	0.27	73	8.22
Muscogee	39	1.75	250	15.60
Newton	9	0.40	152	5.92
Oconee	6	0.27	25	24.00
Oglethorpe	3	0.13	10	30.00
Paulding	25	1.12	162	15.43
Peach	3	0.13	25	12.00
Pelham City	2	0.09	11	18.18
Pickens	3	0.13	23	13.04
Pierce	4	0.18	21	19.05
Pike	3	0.13	16	18.75
Polk	10	0.45	51	19.61
Pulaski	1	0.04	9	11.11
Putnam	1	0.04	16	6.25
Rabun	0	NA	9	0.00
Randolph	7	0.31	18	38.89
Richmond	46	2.07	268	17.16
Rockdale	18	0.81	115	15.65
Rome City	15	0.67	61	24.59
Schley	1	0.04	7	14.29
Screven	0	NA	19	0.00
Seminole	0	NA	7	0.00
Social Circle	5	0.22	15	33.33
Spalding	15	0.67	87	17.24
Stephens	3	0.13	23	13.04
Stewart	5	0.22	14	35.71
Sumter	6	0.27	39	15.38
Talbot	1	0.04	9	11.11
Taliaferro	1	0.04	4	25.00
Tattnall	2	0.09	25	8.00
Taylor	1	0.04	9	11.11
Telfair	2	0.09	8	25.00
Terrell	0	NA	10	0.00



**Table 2.31. New Teacher Hire Attrition By System, FY02, continued**

<b>System</b>	<b>Frequency New Hire Attrition</b>	<b>% of Total Attrition</b>	<b>System New Hires Total</b>	<b>Attrition as % of System New Hires Total</b>
Thomas	8	0.36	36	22.22
Thomasville City	9	0.40	31	29.03
Tift	1	0.04	38	2.63
Toombs	0	NA	20	0.00
Towns	3	0.13	16	18.75
Treutlen	0	NA	3	0.00
Trion City	0	NA	3	0.00
Troup	25	1.12	90	27.78
Turner	2	0.09	13	15.38
Twiggs	1	0.04	9	11.11
Union	0	NA	15	0.00
Upson	3	0.13	23	13.04
Valdosta City	4	0.18	36	11.11
Vidalia City	1	0.04	8	12.50
Walker	17	0.76	130	13.08
Walton	25	1.12	136	18.38
Ware	5	0.22	36	13.89
Warren	1	0.04	10	10.00
Washington	5	0.22	15	33.33
Wayne	2	0.09	30	6.67
Webster	2	0.09	2	100.00
Wheeler	1	0.04	5	20.00
White	1	0.04	28	3.57
Whitfield	17	0.76	116	14.66
Wilcox	1	0.04	4	25.00
Wilkes	1	0.04	17	5.88
Wilkinson	1	0.04	10	10.00
Worth	2	0.09	26	7.69
RESA	8	0.36	63	12.70
<b>Total</b>	<b>2,223</b>	<b>100</b>	<b>13,084</b>	<b>16.99</b>

Source: EWRAD/PSC, 2003

Table 2.32 presents FY02 new teacher hire attrition by RESA. Attrition by RESA among FY02 new teacher hires mirrors the attrition by RESA of the total FY02 teacher workforce.

**Table 2.32. New Teacher Hire Attrition by RESA, FY02**

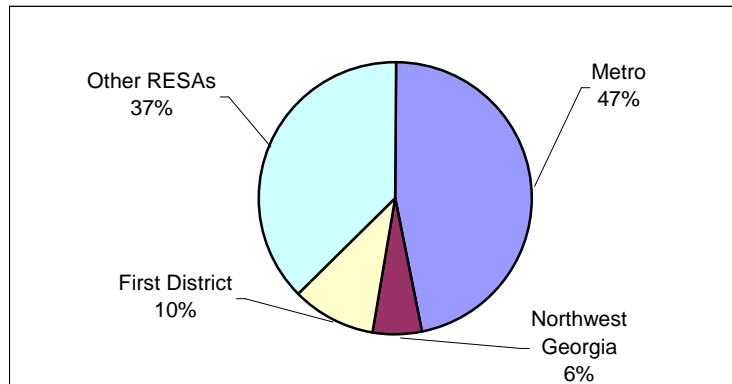
RESA	Frequency	Percent
Central Savannah	79	3.55
Chattahoochee	75	3.37
Coastal Plains	27	1.21
First District	223	10.03
Griffin	82	3.69
Heart of Georgia	13	0.58
Metro	1,041	46.83
Middle Georgia	81	3.64
North Georgia	76	3.42
Northeast Georgia	101	4.54
Northwest Georgia	134	6.03
Oconee	18	0.81
Okefenokee	21	0.94
Pioneer	90	4.05
Southwest Georgia	69	3.10
West Georgia	93	4.18
<b>Total</b>	<b>2,223</b>	<b>100</b>

Source: EWRAD/PSC, 2003

As Figure 2.7 shows, large losses were seen in First District (10.03%), Metro (46.83%), and Northwest Georgia (6.03%) RESAs.

**Figure 2.7. New Teacher Hire Attrition by RESA, FY02**

(Source: EWRAD/PSC, 2003)



With regard to personnel categories, 35.85% of FY02 new teacher hires who exited the teaching force were Pre-K-Grade 5 teachers (including EIP teachers), 20.29% were Grades 6-8 teachers, 18.58% were High School teachers, and 16.37% were Special Education teachers (see Table 2.33).

**Table 2.33. New Teacher Hire Attrition by Personnel Categories, FY02**

Category	Frequency	Percent
EIP Grades 1-3 Teacher	62	2.79
EIP Grades 4-5 Teacher	28	1.26
EIP Kindergarten Teacher	13	0.58
ESOL Teacher	18	0.81
Grade 1 Teacher	92	4.14
Grade 2 Teacher	86	3.87
Grade 3 Teacher	101	4.54
Grade 4 Teacher	122	5.49
Grade 5 Teacher	104	4.68
Grade 6 Teacher	94	4.23
Grade 7 Teacher	94	4.23
Grade 8 Teacher	56	2.52
High School Teacher	413	18.58
Instructional Specialist	72	3.24
Kindergarten Teacher	75	3.37
Literacy Coach	3	0.13
Other Elementary Teachers	96	4.32
Other Middle Grades Teachers	207	9.31
Other Teachers	34	1.53
Pre-Kindergarten Teacher	18	0.81
Special Education Teachers	364	16.37
GA TAPP Teachers	25	1.12
Vocational Education Teachers	46	2.07
<b>Total</b>	<b>2,223</b>	<b>100</b>

Source: EWRAD/PSC, 2003

The five-year attrition rate reported from FY98 to FY03 for all new teachers with zero experience decreased in four of six categories from the FY97 to FY02 percentages (see Table 2.34). The only increase in the five-year attrition rate occurred among Kindergarten teachers, continuing the upward trend that was interrupted the previous year.

**Table 2.34. Five-year Attrition Tabulation by Personnel Category for All New Teachers with Zero Experience**

Time Period	Kinder- garten	Elementary Grades 1-5	Middle Grades 6-8	High School (9-12)	Vocational Education (6-12)	Special Education (P-12)
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%
FY98 to FY03	27%	31%	25%	37%	33%	32%

Source: EWRAD/PSC, GDOE CPI, 2003

**Attrition of New Teachers by Type of Preparation Program**

Table 2.35 shows an increase from FY01 to FY02 in the number of newly hired teachers prepared through both provisional (76.48%) and traditional teacher preparation (6.87%) routes. However, for the same period, the rates of attrition rose from 15.9% for provisional and from 6.4% to 6.60% for traditional preparation routes.

**Table 2.35. A Comparison of Attrition Rates of Provisionally Certified and Traditionally Prepared Teachers, FY00-FY02**

Hired In...	Provisional Certificate (BT)*			All Georgia Teacher Preparation Institutions		
	Newly Hired	Still Employed in FY03	Attrition Rate	Newly Hired	Still Employed in FY03	Attrition Rate
FY00	697	507	27.3%	2,362	2,071	12.3%
FY01	1,216	1,023	15.9%	2,606	2,438	6.4%
FY02	2,146	1,698	20.90%	2,785	2,601	6.60%

Source: EWRAD/PSC, 2003

\*Based on first-issued certificates (Certification Database)

This suggests that teachers prepared through regular routes tend to have greater retention than those prepared through provisional routes. This group of teachers may require special attention in the form of mentoring, professional development, etc. to increase their retention. A program in the PSC, Reach to Teach in Georgia (RTT), may be useful if it could be extended to more provisionally certified teachers, as well as used to enrich and extend preparation opportunities for intern teachers in the GATAPP program.

**Demographic Characteristics of FY02 New Teacher Hires With Zero Experience Who Exited the Teaching Force**

In FY02, there were 1,053 new teacher hires with zero experience that left the teaching workforce. Of this 1,053, 62.58% were White and 75.40% were female (see Tables 2.36 and 2.37). When comparing the ethnicity of new teacher hires with zero experience who exited the teaching force with the ethnicity of the total number of leavers from the teaching force (total=8,627), the percentages for Asian, Black, Hispanic, and Multiracial individuals are much higher among new teachers with zero experience.

**Table 2.36. FY02 Attrition of New Teacher Hires with Zero Experience - Ethnicity**

Ethnicity	Frequency	Percent
American Indian	1	0.09
Asian	10	0.95
Black	360	34.19
Hispanic	19	1.80
Multiracial	4	0.38
White	659	62.58
<b>Total</b>	<b>1,053</b>	<b>100</b>

Source: EWRAD/PSC, 2002

**Table 2.37. FY02 Attrition of New Teacher Hires with Zero Experience - Gender**

Gender	Frequency	Percent
Female	794	75.40
Male	259	24.60
<b>Total</b>	<b>1,053</b>	<b>100</b>

Source: EWRAD/PSC, 2002

The attrition rates of FY02 new teacher hires with zero experience as a percentage of new teacher attrition are high for individuals holding Teaching (45.85%), Provisional Teaching (68.97%), Conditional Teaching (47.92%), Intern (73.21%), Exchange Teacher (91.18%), and Probationary Teaching (27.97%) certificates (see Table 2.38). According to these attrition rates, the non-regular certificate teachers (Provisional, Conditional, etc.) leave at much higher rates than regular (T) teachers. Note the attrition rate for Intern (IT) and Provisional Teaching (BT) Certificates. The rate is higher among ITs than BTs.

**Table 2.38. Attrition of FY02 New Teacher Hires with Zero Experience in Selected Certificate Types**

Certificate Type	Total # FY02 New Teacher Hires in Selected Category	FY02 New Teacher Hire Attrition (#)	FY02 New Teacher Attrition as % of Total New Hires	FY02 New Teacher Hires with Zero Experience Attrition (#)	FY02 New Teacher Hires with Zero Experience Attrition as % of New Teacher Attrition
Leadership (L)	27	8	29.63	0	0
Permit (P)	150	32	21.33	18	56.25
Service (S)	72	19	26.39	3	15.79
Teaching (T)	6,733	844	12.54	387	45.85
Provisional Service (BS)	1	1	100.00	1	100.00
Provisional Teaching (BT)	1,778	319	17.94	220	68.97
Conditional Teaching (CT)	1,759	457	25.98	219	47.92
Life Service (DS)	2	1	50.00	0	0.00
Life Teaching (DT)	127	31	24.41	2	6.45
Emergency Service (ES)	5	1	20.00	0	0.00
Emergency Teaching (ET)	725	184	25.38	29	15.76
Intern (IT)	402	56	13.93	41	73.21
Nonrenewable Service (NS)	4	1	25.00	1	100.00
Nonrenewable Teaching (NT)	1	1	100.00	0	0.00
Exchange Teacher (XT)	140	34	24.29	31	91.18
Probationary Teaching (PAT)	692	118	17.05	33	27.97
Performance-Based Teaching (PBT)	286	39	13.64	0	0.00
Unspecified	173	77	44.51	68	88.31
<b>Total</b>		<b>2,223</b>		<b>1,053</b>	<b>47.37</b>

Source: EWRAD/PSC, 2003

As with the RESA distribution of total teacher attrition, the attrition of FY02 new teacher hires with zero experience was highest in First District (11.02%), Metro (47.58%), and Northwest Georgia (5.79%) RESAs (see Table 2.39). When examining attrition as a percentage of new hires with zero experience, notice that losses of 15% and over occurred in the following RESAs: Chattahoochee, First District, Metro, Northeast Georgia, Southwest Georgia, and West Georgia.

**Table 2.39. FY02 Attrition of New Teacher Hires with Zero Experience - RESA**

<b>RESA</b>	<b>Frequency</b>	<b>Percent</b>	<b>As % of Total New Hires with Zero Experience</b>
Central Savannah	21	1.99	13.29
Chattahoochee	33	3.13	15.21
Coastal Plains	9	0.85	6.34
First District	116	11.02	17.39
Griffin	44	4.18	12.50
Heart of Georgia	4	0.38	5.80
Metro	501	47.58	18.63
Middle Georgia	34	3.23	12.88
North Georgia	34	3.23	12.01
Northeast Georgia	56	5.32	14.97
Northwest Georgia	61	5.79	13.29
Oconee	6	0.57	8.45
Okefenokee	14	1.33	11.57
Pioneer	37	3.51	12.01
Southwest Georgia	29	2.75	14.57
West Georgia	54	5.13	19.22
<b>Total</b>	<b>1,053</b>	<b>100</b>	<b>15.83</b>

Source: EWRAD/PSC, GDOE, 2003

With regard to the subject area of FY02 new teacher hires with zero experience who left the teaching force, large losses were seen in Elementary Education (39.60%), English (8.45%), Math (7.31%), Middle Grades (7.79%), and Social Science (4.75%) (see Table 2.40).

**Table 2.40. FY02 Attrition of New Teacher Hires with Zero Experience - Subject Taught**

<b>Subject</b>	<b>Frequency</b>	<b>Percent</b>
Chorus	2	0.19
Drama/Arts	4	0.38
Education	1	0.09
Elementary Education	417	39.60
English	89	8.45
ESOL	11	1.04
Gifted	2	0.19
German & Other Related Languages	3	0.28
Health	5	0.47
High School (9-12) Miscellaneous	28	2.66
Life Science	25	2.37
Math	77	7.31
Middle Grades	82	7.79
Music	28	2.66
Not Applicable	1	0.09
P-12 Miscellaneous	27	2.56
Physical Education	25	2.37
Physical Science	38	3.61
Professional/Career Preparation	3	0.28
Romance Language	41	3.89
Social Science	50	4.75
Personal & Interpersonal Skills	18	1.71
Agricultural Business	1	0.09
Agricultural Sciences & Technology	2	0.19
Business Administration	3	0.28
Business Management	3	0.28
Communications Technology	2	0.19
Computer & Other Information Sciences	1	0.09
Conservation Technology	2	0.19
Home Economics	7	0.66
Visual Arts	12	1.14
Education & Career Exploration	2	0.19
Precision Production Occupations	1	0.09
Personal Services	1	0.09
Technical Education	10	0.95
Unspecified	29	2.75
<b>Total</b>	<b>1,053</b>	<b>100</b>

Source: EWRAD/PSC, GDOE, 2003

Table 2.41 presents the personnel category of FY02 new teacher hires with zero experience that exited the teaching force. Of the categories presented in the

tables, 28.58% of the individuals were K-5 teachers (including EIP teachers); 19.66% were Grades 6-8 teachers; 18.52% were High School teachers; and 15.10% were Special Education teachers.

**Table 2.41. FY02 Attrition of New Teacher Hires with Zero Experience - Personnel Category**

<b>Category</b>	<b>Frequency</b>	<b>Percent</b>
EIP Grades 1-3 Teacher	34	3.23
EIP Grades 4-5 Teacher	10	0.95
EIP Kindergarten Teacher	7	0.66
ESOL Teacher	7	0.66
Grade 1 Teacher	56	5.32
Grade 2 Teacher	50	4.75
Grade 3 Teacher	53	5.03
Grade 4 Teacher	51	4.84
Grade 5 Teacher	40	3.80
<b>Elementary Subtotal (K-5, EIP)</b>	<b>301</b>	<b>28.58</b>
Grade 6 Teacher	42	3.99
Grade 7 Teacher	43	4.08
Grade 8 Teacher	22	2.09
<b>Middle Grades Subtotal (6-8)</b>	<b>107</b>	<b>10.16</b>
High School Teacher	195	18.52
Instructional Specialist	34	3.23
Kindergarten Teacher	38	3.61
Other Elementary Grades Teachers	54	5.13
Other Middle Grades Teachers	100	9.50
Other Teachers	7	0.66
Pre-Kindergarten Teachers	10	0.95
Special Education Teachers	159	15.10
GA TAPP Teachers	21	1.99
Vocational Education Teachers	20	1.90
<b>Total</b>	<b>1,053</b>	<b>100</b>

Source: EWRAD/PSC, GDOE, 2003

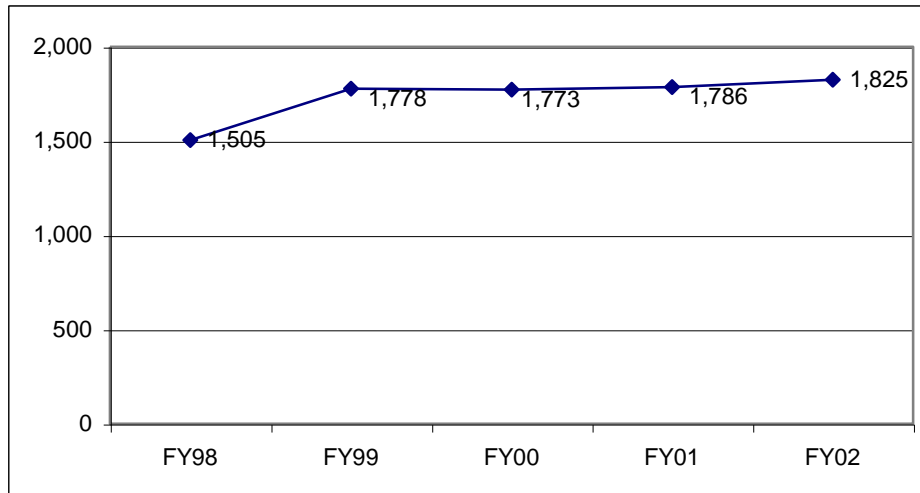
### **Attrition Due to Retirement**

Teachers leaving Georgia's education system due to retirement impact both the attrition rate and the demand for teachers. Increasing numbers of aging teachers are having an immediate impact on both the demand and supply of teachers. As figure 2.8 shows, the total teacher retirement attrition in Georgia increased 2.18% from 1,786 in FY01 to 1,825 in FY03. This follows a 0.73% increase from FY00 to FY01.



**Figure 2.8. Total Retirement Attrition, FY99-FY02**

(Source: EWRAD/PSC, 2003; TRS, 2003)



**Retirement Attrition by Subject Area**

As Table 2.42 shows, the largest percentage of retiring teachers taught in the Elementary subject area (43.29%). Significant percentages of retirees were also found in English (9.21%), Math (6.63%), Middle Grades (6.74%), and Social Science (6.85%).

**Table 2.42. Retirement Attrition by Subject Area, FY02**

Subject	Frequency	Percent
Chorus	5	0.27
Drama Arts	1	0.05
Elementary	790	43.29
English	168	9.21
ESOL	15	0.82
Gifted	32	1.75
German & Other Related Languages	5	0.27
Health	14	0.77
High School (9-12) Miscellaneous	30	1.64
Life Science	41	2.25
Math	121	6.63
Middle Grades	123	6.74
Music	32	1.75
P-12 Miscellaneous	24	1.32
Physical Education	61	3.34
Physical Science	51	2.79
Professional/Career Preparation	8	0.44
Romance Languages	19	1.04
Science	2	0.11
Social Science	125	6.85
Personal, Interpersonal, and Social Skills	11	0.60
Agricultural Business	7	0.38
Agricultural Science and Technology	3	0.16
Business Administration	15	0.82

**Table 2.42. Retirement Attrition by Subject Area, FY02, continued**

<b>Subject</b>	<b>Frequency</b>	<b>Percent</b>
Business Management	6	0.33
Communications Technology	1	0.05
Computer and Other Information Sciences	6	0.33
Conservation Technology	4	0.22
Home Economics	16	0.88
Visual Arts	24	1.32
Mechanical Occupations	16	0.88
Marketing and Distribution	7	0.38
Pr. Of Education and Career Exploration	8	0.44
Precision Production Occupations	7	0.38
Technical Education	13	0.71
Not Applicable	14	0.77
<b>Total</b>	<b>1,825</b>	<b>100.00</b>

Source: EWRAD/PSC, 2003 Teachers' Retirement System (TRS), 2003

### ***Retirement Attrition by Personnel Category***

A large percentage of retirees worked in Kindergarten through Grade 5 (37.10%). According to Table 2.43, other large percentages of retirees worked in the high school (21.37%) and middle grades 6-8 (11.29%).

**Table 2.43. Retirement Attrition by Personnel Category, FY02**

<b>Personnel Category</b>	<b>Frequency</b>	<b>Percent</b>
EIP Teacher Grades 1-3	77	4.22
EIP Teacher Grades 4-5	27	1.48
EIP Teacher Kindergarten	18	0.99
Kindergarten Teacher	74	4.05
Grade 1 Teacher	84	4.60
Grade 2 Teacher	116	6.36
Grade 3 Teacher	83	4.55
Grade 4 Teacher	95	5.21
Grade 5 Teacher	103	5.64
<b>Elementary Grades K-5 Subtotal</b>	<b>677</b>	<b>37.10</b>
Grade 6 Teacher	77	4.22
Grade 7 Teacher	68	3.73
Grade 8 Teacher	61	3.34
<b>Middle Grades 6-8 Subtotal</b>	<b>206</b>	<b>11.29</b>
High School Teacher	390	21.37
Instructional Specialist	71	3.89
ESOL Teacher	7	0.38
Literacy Coach	1	0.05
Other Elementary Grades Teacher	107	5.86
Other Middle Grades Teacher	110	6.03
Other Teacher	21	1.15
Pre-Kindergarten Teacher	16	0.88
Special Education Teacher	133	7.29
Vocational Education Teacher	86	4.71
<b>Total</b>	<b>1,825</b>	<b>100.00</b>

Source: EWRAD/PSC, 2003 TRS, 2003

### **Retirement Attrition by RESA**

From FY98 to FY02, the total retirement attrition in Georgia increased 21.26%, despite a slight decrease that occurred in FY00. As the state retirement count has fluctuated during this time period, so has the retirement count of each RESA. Table 2.44 presents the retirement attrition by RESA for FY99 through FY02. Seven of the sixteen RESAs experienced a more than 50% increase in their retirement count over this 5-year period. However, Metro RESA experienced a 10.50% drop in its retirement count.

**Table 2.44. Retirement Attrition by RESA, FY99-FY02**

RESA	Retirement Attrition					% Change FY98-FY02
	FY98	FY99	FY00	FY01	FY02	
Central Savannah	76	99	101	99	124	63.16
Chattahoochee	68	79	99	91	87	27.94
Coastal Plains	44	55	44	46	58	31.82
First District	137	149	154	140	146	6.57
Griffin	59	78	77	87	96	62.71
Heart of Georgia	41	38	40	39	53	29.27
Metro	600	585	597	556	537	-10.50
Middle Georgia	59	93	101	106	101	71.19
North Georgia	45	62	68	65	88	95.56
Northeast Georgia	48	83	74	67	68	41.67
Northwest Georgia	93	127	120	139	141	51.61
Oconee	18	21	31	28	39	116.67
Okefenokee	29	33	33	32	38	31.03
Pioneer	59	104	100	97	77	30.51
Southwest Georgia	72	90	66	137	110	52.78
West Georgia	57	82	68	57	62	8.77
<b>Total</b>	<b>1,505</b>	<b>1,778</b>	<b>1,773</b>	<b>1,786</b>	<b>1,825</b>	<b>21.26</b>

Source: EWRAD/PSC, 2003; TRS, 2003

## Projected Teacher Demand

Chapter 2 outlined the effects of factors such as student enrollment, education policies, and attrition on teacher demand in Georgia's public school system. Table 2.45 concludes this chapter by presenting 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 in Georgia's P-12 public school system from 1988 to 2013. For 2003, notice the lower actual growth in teaching positions versus the projected growth. This lower number, in turn, reflects the lower number of actual teachers hired versus the projected amount. These lower numbers could be attributed to economic factors and/or to easing of class size regulations.

**Table 2.45. Teacher Demand Model, 2003\***

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	62,673	62,835	5,378	5,459	2,417	2,402	7,754	7,468
1989	65,033	64,967	5,233	5,546	2,288	2,142	7,450	7,591
1990	67,288	67,394	5,151	5,218	2,195	2,427	7,242	7,973
1991	69,473	69,467	5,133	5,031	2,137	2,073	7,131	7,169
1992	71,624	70,945	5,179	4,727	2,114	1,478	7,116	6,352
1993	73,776	73,591	5,288	4,853	2,126	2,646	7,198	7,222
1994	75,966	76,047	5,461	5,288	2,174	2,456	7,375	7,198
1995	78,228	78,815	5,698	5,543	2,256	2,768	7,649	7,912
1996	80,598	81,354	5,998	7,470	2,373	2,539	8,020	7,951
1997	83,111	82,338	6,362	5,233	2,526	984	8,487	8,454
1998	85,804	86,262	6,789	7,012	2,713	3,924	9,050	9,158
1999	88,712	88,757	7,280	7,466	2,936	2,495	9,709	9,507
2000	91,870	91,467	7,835	8,595	3,194	2,710	10,465	10,176
2001	95,314	94,689	8,453	8,303	3,486	3,222	11,317	11,817
2002	99,079	99,470	9,135	8,627	3,814	4,781	12,266	13,084
2003	103,201	103,350	9,880		4,177	3,880	13,310	12,507
2004	107,716		10,689		4,575		14,452	
2005	112,659		11,562		5,008		15,689	
2006	118,066		12,498		5,477		17,023	
2007	123,972		13,498		5,980		18,453	
2008	130,412		14,562		6,518		19,979	
2009	137,423		15,689		7,092		21,602	
2010	145,040		16,880		7,700		23,321	
2011	153,298		18,134		8,344		25,137	
2012	162,233		19,452		9,023		27,048	
2013	171,881		20,834		9,736		29,056	

Source: EWRAD/PSC, 2003

\*Based totally on Regression analyses using 1988-2003 data.

# Chapter 3: Georgia Teacher Supply

## Introduction

In FY03, Georgia's teaching workforce rose to 103,350 teachers. That was an annual growth of 3.9%, down from 5% the previous year. Only 12,507 new teachers were hired in FY03, 4.4% less than the 13,084 in FY02. The newly hired teachers comprise 12.1% of all teachers in FY03. Thus, as in previous years, retention remains the major contributor to Georgia's P-12 teacher supply. The retention rate from FY02 was 91.3%.

This chapter will present the nature and sources of teacher supply in Georgia, ongoing initiatives to increase and ensure an adequate supply of qualified teachers, and the issues involved in the planning and maintenance of such a supply.

## New Teacher Hires

Georgia hires more than 10% of its teacher workforce every year. In FY03, Georgia public schools hired 12,507 new teachers. This section details who these new hires are, where they came from, and into what subject areas, job positions, and geographical areas they were hired.

### Demographics of New Teacher Hires

Females constituted 78.7% of new teachers hired in FY03. Closely mirroring the 79.2% in FY02. The number of new male teachers continues to increase every year. In FY03, the number of new male teachers was 2,659; this was an increase of 20.5% from 2,206 in FY01. As usual, three-quarters of the new teachers had zero to five years of teaching experience.

The ethnic distribution of new teachers resembles that of Georgia's total teacher workforce. Seventy-six percent of the newly hired teachers in FY03 were White, while 21.3% were Black. Over 5,000 (45.2%) of the newly hired teachers were between the ages of 21 and 30, while 26.1% were between the ages of 31 and 40. The mean age of the newly hired teachers in FY03 was 35.1 with a modal age of 24 (See Table 3.1).

**Table 3.1. Demographic Profile of New Hires and the Total Georgia Workforce, FY03**

<b>Demographic Characteristic</b>	<b>New Teacher Hires %</b>	<b>Total Georgia Teacher Workforce %</b>
<b>Gender</b>		
Female	78.7	81.8
Male	21.3	18.2
<b>Ethnicity</b>		
American Indian	0.3	0.1
Asian	0.7	0.4
Black	21.3	20.5
Hispanic	1.6	0.9
Multi-racial	0.5	0.2
White	75.7	77.9

Source: CPI, EWRAD/PSC, 2003

**Certification Level of New Teacher Hires**

Continuing an established trend, teachers certified at the baccalaureate level constituted over two-thirds (69.4%) of new teacher hires in FY03. Twenty-six percent (26.3%) of the new teachers were certified at the Master’s degree level (See Table 3.2).

**Table 3.2. Certification Level of Newly Hired Teachers, FY03**

<b>Educational Attainment</b>	<b>New Teacher Count</b>	<b>Percent of Total New Hires</b>
High School Diploma	21	0.17
Associate Degree	51	0.41
Bachelor’s Degree	8,674	69.35
Master’s Degree	3,290	26.31
Specialist Degree	356	2.85
Doctorate Degree	115	0.92
<b>Total</b>	<b>12,507</b>	<b>100.00</b>

Source: CPI, EWRAD/PSC, 2003

**Grade Level Placements of New Teacher Hires**

In FY03, over 4,000 (39.4%) newly hired teachers were employed in the elementary grades (K-5). The total number of middle grades (6-8) teachers hired was 2,253 (18.01%). The number of teachers classified as “Other Teachers” rose 130%, from 90 in FY02 to 207 on FY03. Also, the number of Literacy Coaches<sup>5</sup> hired in FY03 (18) doubled the 9 hired in FY02. This job category was new in

<sup>5</sup> Literacy Coaches assists the principal and collaborates with lead teachers to support instructional needs at the local school.

FY02 in the CPI and it appears that more Literacy Coaches are being hired in the school systems. Table 3.3 shows the distribution of FY03 new teacher hires by personnel category/grade level.

**Table 3.3. New Teacher Hires Distributed by Personnel Category/Grade Level, FY03**

<b>Grade Level/Personnel Category</b>	<b>#</b>	<b>%</b>
Pre-K	161	1.29
Kindergarten	560	4.48
EIPK	103	0.82
Grade 1	789	6.31
Grade 2	684	5.47
Grade 3	785	6.28
EIP1-3	284	2.27
Grade 4	616	4.93
Grade 5	548	4.38
EIP4-5	134	1.07
Other Elementary	424	3.39
<b>TOTAL K-5</b>	<b>4,927</b>	<b>39.39</b>
Grade 6	417	3.33
Grade 7	465	3.72
Grade 8	364	2.91
Other Middle	1,007	8.05
<b>TOTAL MIDDLE GRADES</b>	<b>2,253</b>	<b>18.01</b>
<b>Total High School (9-12)</b>	<b>1,995</b>	<b>15.95</b>
Instructional Specialists	458	3.66
Literacy Coach	19	0.15
Special Education Teachers	2,056	16.44
GATAPP Teachers	118	0.94
Vocational Education Teachers	313	2.50
Other Teachers	207	1.66
<b>Total New Teacher Hires</b>	<b>12,507</b>	<b>100</b>

Source: CPI, EWRAD/PSC, 2003

### **Newly Hired Teachers by Subject Areas Taught**

New teachers hired in the elementary grade levels accounted for 44.06% (n=5,511) of the total new teacher hires in FY03. This was an increase from 42% in FY02. English was the second largest subject area for new hires in FY03 (n=1,093), followed by Middle Grades (n=925) (See Table 3.4).

**Table 3.4. New Teacher Hires Distributed by Subject Taught, FY02-FY03**

Subject Matter		FY02		FY03	
		#	%	#	%
Regular Education Subjects	Asian Language	1	0.01	3	0.02
	Chorus	26	0.2	44	0.35
	Dance	3	0.02	7	0.06
	Drama Arts	33	0.25	25	0.2
	Education	43	0.33	24	0.19
	Elementary	5,576	42.62	5,511	44.06
	English	1,026	7.84	1,093	8.74
	ESOL	109	0.83	105	0.84
	Gifted	45	0.34	40	0.32
	German, Slavic & Classical Language	23	0.18	19	0.15
	Health	106	0.81	71	0.57
	High School (9-12) Miscellaneous	364	2.78	348	2.78
	Life Science	287	2.19	297	2.37
	Mathematics	797	6.09	879	7.03
	Middle Grades	1,055	8.06	925	7.4
	Military Science	3	0.02	5	0.04
	Music	300	2.29	250	2
	P-12 Miscellaneous	456	3.49	377	3.01
	Physical Education	363	2.77	323	2.58
	Physical Science	386	2.95	364	2.91
Professional/Career Preparation	23	0.18	17	0.14	
Romance Language	308	2.35	259	2.07	
Science	18	0.14	33	0.26	
Social Science	654	5.00	651	5.21	
Visual Arts	183	1.40	166	1.33	
Special Education Subjects	American Sign Language	5	0.04	2	0.02
	Personal, Interpersonal & Social Skills	211	1.61	196	1.57
Vocational Subjects	Agricultural Business	13	0.10	18	0.14
	Agricultural Sciences & Technology	14	0.11	19	0.15
	Business Administration	77	0.59	73	0.58
	Business Management	45	0.34	50	0.4
	Communication Technology	24	0.18	11	0.09
	Computer & Other Information Sciences	30	0.23	39	0.31
	Construction & Renewable Natural Resources	NA	NA	1	0.01
	Construction Technology	20	0.15	15	0.12
	Health & Medical Occupations	NA	NA	16	0.13
	Home Economics	65	0.50	59	0.47
	Manufacturing Science	1	0.01	NA	NA
	Mechanical Occupations	24	0.18	21	0.17
	Marketing & Distribution	9	0.07	6	0.05
	Program of Education & Career Exploration	25	0.19	34	0.27
	Precision Production Occupations	12	0.09	21	0.17
	Protective Services	9	0.07	6	0.05
Personal Services Occupations	14	0.11	8	0.06	
Technology Education	68	0.52	65	0.52	
Not Specified (No Codes)		220	1.68	NA	NA
Not Applicable (Code 999)		10	0.08	11	0.09
<b>Total</b>		<b>13,084</b>	<b>100</b>	<b>12,507</b>	<b>100</b>

Source: CPI, EWRAD/PSC, 2003



## New Teacher Hires in Georgia's High Schools

Nearly three-quarters (73.5%, n=1,467) of the high school teachers hired in FY03 (n=1,995) taught in the four core subject areas. Tables 3.5-3.9 show the distribution of new teachers hired to teach in the four core subject areas in FY03. Consistent with the geographical distribution of the total teacher workforce and new teachers in FY03, Metro RESA hired the highest percentages of teachers in the four core subject areas. This mirrors the FY02 data. Also, new teacher hires constitute 12.1% of the teacher workforce.

**Table 3.5. Distribution of Newly Hired High School Teachers in the Four Core Subjects by RESA, FY03**

RESA	English		Math		Science		Social Science	
	#	%	#	%	#	%	#	%
Central Savannah	25	5.9	13	3.2	21	6.8	13	4.0
Chattahoochee	20	4.7	14	3.4	11	3.5	9	2.8
Coastal Plains	5	1.2	6	1.5	5	1.6	9	2.8
First District	24	5.7	37	9.1	26	8.4	25	7.7
Griffin	33	7.8	22	5.4	13	4.2	24	7.4
Heart of Georgia	5	1.2	3	0.7	3	1.0	3	0.9
Metro	182	43.0	168	41.3	117	37.6	116	35.6
Middle Georgia	10	2.4	14	3.4	11	3.5	13	4.0
North Georgia	20	4.7	19	4.7	17	5.5	19	5.8
Northeast Georgia	11	2.6	22	5.4	17	5.5	13	4.0
Northwest Georgia	19	4.5	31	7.6	16	5.1	30	9.2
Oconee	4	0.9	7	1.7	7	2.3	6	1.8
Okefenokee	6	1.4	7	1.7	9	2.9	7	2.1
Pioneer	28	6.6	17	4.2	17	5.5	12	3.7
Southwest Georgia	8	1.9	11	2.7	13	4.2	13	4.0
West Georgia	23	5.4	16	3.9	8	2.6	14	4.3
<b>Total</b>	<b>423</b>	<b>100</b>	<b>407</b>	<b>100</b>	<b>311</b>	<b>100</b>	<b>326</b>	<b>100</b>

Source: EWRAD/PSC, 2003

Table 3.6 shows that in FY03, 12.1% or more of high school English teachers were newly hired in 6 RESAs.

**Table 3.6. New English Teachers as a Percentage of All High School English Teachers by RESA, FY03**

RESA	All English Teachers	New English Teachers	% of Total Teachers
	#	#	
Central Savannah	208	25	12.02
Chattahoochee	148	20	13.51
Coastal Plains	102	5	4.90
First District	267	24	8.99
Griffin	227	33	14.54
Heart of Georgia	63	5	7.94

**Table 3.6. New English Teachers as a Percentage of All High School English Teachers by RESA, FY03, continued**

RESA	All English Teachers	New English Teachers	% of Total Teachers
	#	#	
Metro	1,341	182	13.57
Middle Georgia	153	10	6.54
North Georgia	159	20	12.58
Northeast Georgia	155	11	7.10
Northwest Georgia	247	19	7.69
Oconee	49	4	8.16
Okefenokee	69	6	8.70
Pioneer	191	28	14.66
Southwest Georgia	170	8	4.71
West Georgia	161	23	14.29
<b>Total</b>	<b>3,710</b>	<b>423</b>	<b>NA</b>

Source: EWRAD/PSC, 2003

In FY03, 12.1% or more of all high school Mathematics teachers were newly hired in 6 of the 16 RESAs (See Table 3.7).

**Table 3.7. New Mathematics Teachers as a Percentage of All High School Mathematics Teachers by RESA, FY03**

RESA	All Mathematics Teachers	New Mathematics Teachers	% of Total Teachers
	#	#	
Central Savannah	182	13	7.14
Chattahoochee	136	14	10.29
Coastal Plains	100	6	6.00
First District	267	37	13.86
Griffin	197	22	11.17
Heart of Georgia	57	3	5.26
Metro	1,233	168	13.63
Middle Georgia	138	14	10.14
North Georgia	140	19	13.57
Northeast Georgia	149	22	14.77
Northwest Georgia	216	31	14.35
Oconee	44	7	15.91
Okefenokee	59	7	11.86
Pioneer	179	17	9.50
Southwest Georgia	156	11	7.05
West Georgia	141	16	11.35
<b>Total</b>	<b>3,394</b>	<b>407</b>	<b>NA</b>

Source: EWRAD/PSC, 2003

In FY03, 12.1% or more of all high school Science teachers were newly hired in 5 of the 16 RESAs (See Table 3.8).

**Table 3.8. New Science Teachers as a Percentage of All High School Science Teachers by RESA, FY03**

RESA	All Science Teachers	New Science Teachers	% of Total Teachers
	#	#	
Central Savannah	169	21	12.43
Chattahoochee	122	11	9.02
Coastal Plains	80	5	6.25
First District	222	26	11.71
Griffin	179	13	7.26
Heart of Georgia	52	3	5.77
Metro	1,085	117	10.78
Middle Georgia	129	11	8.53
North Georgia	128	17	13.28
Northeast Georgia	116	17	14.66
Northwest Georgia	183	16	8.74
Oconee	41	7	17.07
Okefenokee	49	9	18.37
Pioneer	150	17	11.33
Southwest Georgia	128	13	10.16
West Georgia	112	8	7.14
<b>Total</b>	<b>2,945</b>	<b>311</b>	<b>NA</b>

Source: EWRAD/PSC, 2003

As shown in Table 3.9, in FY03, 12.1% or more of all high school Social Science teachers were new hires in 2 RESAs.

**Table 3.9. New Social Science Teachers as a Percentage of All High School Social Science Teachers by RESA, FY03**

RESA	All Social Science Teachers	New Social Science Teachers	% of Total Teachers
	#	#	
Central Savannah	215	13	6.05
Chattahoochee	152	9	5.92
Coastal Plains	94	9	9.57
First District	315	25	7.94
Griffin	231	24	10.39
Heart of Georgia	62	3	4.84
Metro	1,408	116	8.24
Middle Georgia	169	13	7.69
North Georgia	165	19	11.52
Northeast Georgia	154	13	8.44
Northwest Georgia	243	30	12.35
Oconee	44	6	13.64
Okefenokee	68	7	10.29
Pioneer	206	12	5.83
Southwest Georgia	167	13	7.78
West Georgia	169	14	8.28
<b>Total</b>	<b>3,862</b>	<b>326</b>	<b>NA</b>

Source: EWRAD/PSC, 2003

### **Geographical Distribution of Newly Hired High School Teachers**

Consistent with previous *Status Reports*, Metro RESA hired the highest number of new high school teachers in FY03 (n=793, 39.7%). However, Metro RESA hired 16.1% fewer than in FY02. In FY03, half of the RESAs experienced a decline in the total number of new high school teachers hired, compared to FY02 (see Table 3.10).

**Table 3.10. Distribution of All Newly Hired High School Teachers by RESA (All Subjects), FY03**

RESA	#	%
Central Savannah	87	4.4
Chattahoochee	79	4.0
Coastal Plains	37	1.9
First District	157	7.9
Griffin	117	5.9
Heart of Georgia	22	1.1
Metro	793	39.7
Middle Georgia	65	3.3
North Georgia	96	4.8
Northeast Georgia	85	4.3
Northwest Georgia	133	6.7
Oconee	32	1.6
Okefenokee	37	1.9
Pioneer	117	5.9
Southwest Georgia	58	2.9
West Georgia	80	4.0
<b>Total</b>	<b>1,995</b>	<b>100</b>

Source: EWRAD/PSC, 2003

### **New Teacher Hires By RESA**

As in previous *Status Reports*, Metro RESA remains the leading employer of new teachers in Georgia, hiring 42.3% (5,292) of the total new teachers in FY03. There was, however, a 5% drop in the number of new teachers hired in Metro RESA in FY03 when compared to the 5,570 hired in FY02. The second highest employer of new teachers was Northwest Georgia RESA hiring 7.13%, followed by First District RESA hiring 6.90% (See Table 3.11).

Although as many as 42.3% of Georgia's new teachers were hired in Metro RESA, when the number of teachers is viewed in relation to the total number of teachers in Metro RESA, new teacher hires account for only 14% of the total teachers in Metro RESA. This percentage is comparable to those of other RESAs as can be seen in Table 3.11.

**Table 3.11. New Teacher Hires by RESA, FY03**

RESA	#	%	As % of teachers in RESA
Central Savannah	492	3.93	9.46
Chattahoochee	465	3.72	12.07
Coastal Plains	223	1.78	7.65
First District	863	6.9	10.27
Griffin	671	5.36	11.77
Heart of Georgia	109	0.87	6.51
Metro	5,292	42.31	14.00
Middle Georgia	407	3.25	9.77
North Georgia	590	4.72	13.33
Northeast Georgia	575	4.6	12.52
Northwest Georgia	892	7.13	12.70
Oconee	141	1.13	10.63
Okefenokee	176	1.41	8.91
Pioneer	707	5.65	12.23
Southwest Georgia	395	3.16	8.80
West Georgia	509	4.07	12.62
<b>Total</b>	<b>12,507</b>	<b>100</b>	NA

Source: CPI, EWRAD/PSC, 2003

## Sources of Teacher Supply

Over 90% of teachers in Georgia return to the classroom from one year to the next. Typically, it is those that leave and the additional staff needed due to student enrollment growth that Georgia, like every other state, must anticipate, plan for, and find creative ways to replace. Retention refers to those who return to the classroom from one year to the next. The remainder are new to the system.

### Retention

The main source of teachers in Georgia from one year to the next is teacher retention. Some people have actually argued that school systems do not have a problem of attrition, but rather a problem of retention. This section portrays the demographic profile of retained teachers, the trend among these teachers over a 4-5 year period, and projections on retention for FY04, FY08, and FY13. Table 3.12 indicates a continued dependence of future teacher supply on retention. The number of retained teachers rose in the elementary grades from FY02 to FY03, especially in the Early Intervention classes. In the middle grades, however, retention declined in grades 6 through 8. This decline may be superficial since there was an inflation of teachers that were lumped under "Other Middle." Thus, the apparent decline in grades 6 to 8 may be a result of some reclassification into the omnibus label of "Other Middle". Could this be a response to the Hi-Q initiative embarked on by the PSC in FY03? The Hi-Q program was designed to

ferret out teachers who are not highly qualified and who might be teaching out-of-field. Further examination showed that while 64% (5,017) of teachers in this category were classified the same in FY02, as many as 15% (1,185) were classified as Grade 6, Grade 7, or Grade 8 teachers in FY02. It would be unfortunate if reclassification into the “Other Middle” category was a way to shield unqualified teachers or qualified teachers who teach out-of-field.

**Table 3.12. FTE Count for Teacher Retention and Projections, FY01-FY13**

<b>Category</b>	<b>FY01 Retention</b>	<b>FY02 Retention</b>	<b>FY03 Retention</b>	<b>FY04 Projection</b>	<b>FY08 Projection</b>	<b>FY13 Projection</b>
Pre-K	1131.3	1211.5	1213.6	1243.5	1371.0	1548.8
Kindergarten	4675.4	4868.5	5100.1	5144.6	5326.5	5562.9
EIP-K	N/A	905.2	1124.2	1396.2	3321.5	9813.6
Grade 1	4940.3	5013.3	5113.1	5124.2	5169.0	5225.6
Grade 2	4752.7	4868.9	5003.8	5050.6	5242.2	5491.9
Grade 3	4606.2	4711.5	4902.4	4983.0	5318.6	5770.1
EIP 1-3	N/A	2397.5	2710.4	3064.0	5004.5	9240.5
Grade 4	4427.0	4311.8	4350.4	4413.8	4676.7	5027.5
Grade 5	4300.9	4263.8	4345.2	4441.5	4848.6	5410.4
EIP 4-5	N/A	792.5	905.3	1034.2	1761.2	3426.2
Other Elementary	3906.1	3552.6	3683.6	3529.9	2976.6	2405.3
EIP (K-2)	2481.1	N/A	N/A	N/A	N/A	N/A
<b>Elementary Total (K-5)</b>	<b>34089.7</b>	<b>35685.6</b>	<b>37238.6</b>	<b>38182.1</b>	<b>43645.5</b>	<b>57374.0</b>
Grade 6	3317.5	3391.4	3087.9	3071.7	3007.8	2929.7
Grade 7	3109.7	3195.6	2961.6	2958.5	2946.2	2931.0
Grade 8	3030.6	3034.6	2863.0	2881.9	2958.8	3057.9
Other Middle	5482.9	5457.9	6839.8	7256.0	9190.1	12348.0
<b>Middle Total</b>	<b>14940.7</b>	<b>15079.5</b>	<b>15752.1</b>	<b>16168.0</b>	<b>18102.9</b>	<b>21266.5</b>
<b>Grade 9-12 Total</b>	<b>14979.1</b>	<b>15377.9</b>	<b>15830.2</b>	<b>16163.4</b>	<b>17567.5</b>	<b>19495.4</b>
Special Education Teachers	9865.0	10320.3	11078.2	11628.2	14115.3	17984.9
Instructional Specialists	4487.8	4570.5	4625.7	4741.1	5232.1	5917.9
Vocational Education Teachers	2575.0	2523.5	2672.5	2714.4	2888.3	3121.5
ESOL Teachers	N/A	389.3	626.4	626.4	626.4	626.4
Literacy Coaches	N/A	40.6	102.0	102.0	102.0	102.0
Other Teachers	560.5	549.6	997.4	997.4	997.4	997.4
<b>Total</b>	<b>82629.1</b>	<b>85748.2</b>	<b>90136.7</b>	<b>92566.4</b>	<b>104648.2</b>	<b>128434.8</b>

Source: CPI, DOE/EWRAD/PSC, 2003

## New Teachers

New teachers come from a variety of sources. Though comprising less than 15% of the total teaching force, 12.1% in FY03, the new teacher component is needed to meet the demand for teachers engendered annually by attrition due to retirement and promotion, and demand due to student enrollment growth. Newly hired teachers can be classified into five groups corresponding to five identifiable sources of hire into Georgia’s public school classrooms:

- Teachers returning to the educator workforce after some period of absence;
- Teachers who delayed entry into the workforce immediately after initial preparation and/or certification;
- New teacher graduates from educator preparation programs in Georgia’s institutions of higher education;
- Out-of-state teachers seeking employment in Georgia; and
- Teachers certified through alternative or provisional routes.

The PSC has tracked the volume and trend of each source of supply over the last five years. The PSC, more importantly, points out the trends, especially declining trends, to alert the state and local school systems of what to expect in the supply pool in the near future and to start making alternate arrangements in order to continue to meet demands and/or avert critical teacher shortages.

Table 3.13 shows the sources of newly hired teachers in FY02 and FY03. Of note is the decline in the contribution of new teacher graduates from Georgia’s teacher education programs and alternative preparation programs, and the rapid rise in the proportion of teachers hired from out-of-state (46.1%).

**Table 3.13. Sources of New Teacher Hires in Georgia, FY02– FY03**

Source	Academic Year FY02	Academic Year FY03
	%	%
Returning Teachers	21.1	16.4
Delayed Entry teachers	2.3	3.4
Georgia Educator Preparation Institutions	21.9	18.4
Alternative Certification/Provisional Teachers	17.7	12.0
Out-of-state Teachers <sup>a</sup>	32.5	46.1
Non-Lateral transfers to Teaching	2.5	0.0
Other Sources	2.0	3.6
<b>Total</b>	<b>100</b>	<b>100</b>

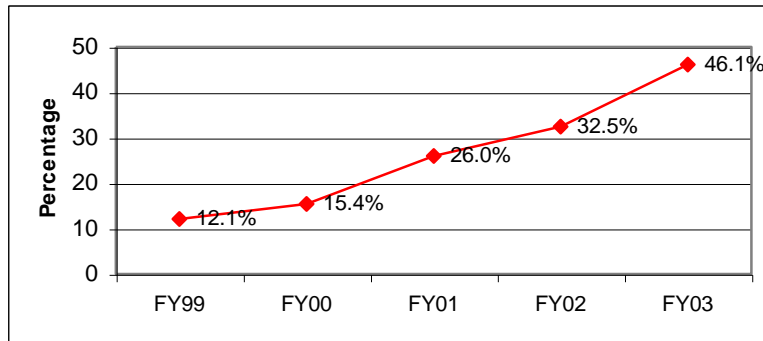
Source: CPI and CSI. DOE/EWRAD/PSC, 2003

<sup>a</sup> Out-of-state Teachers: Teachers who are prepared and/or certified outside of Georgia. In FY03, this group may include returning teachers and Georgia trained teachers who may have submitted college recommendations.

The primary source of new teachers in FY03 was out-of-state hires (5,771), accounting for 46.1% of the total new teachers hired. This continues the upward trend in the proportion of out-of-state hires from 32.5% in FY02 (see Figure 3.1).

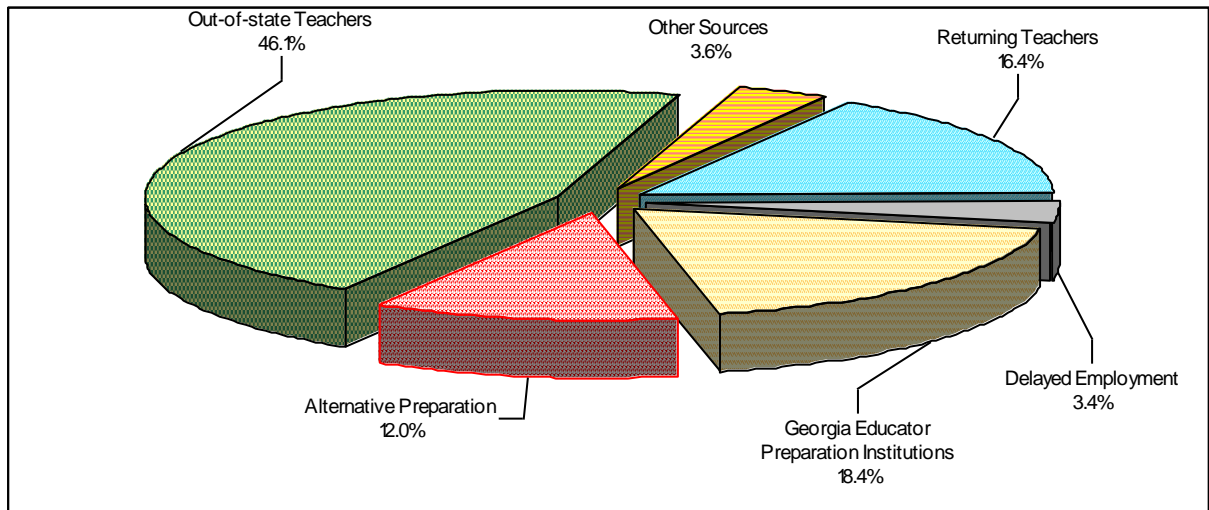
It is definitely easier, faster, and cheaper to hire a new teacher from out of state than to prepare one. This number and percentage will probably increase, given the high mobility of the American workforce, Georgia relaxing the entry requirements for certified teachers from other states (See HB 590), and the insufficient number of teachers prepared by teacher preparation programs. Luckily, the PSC's beginning teacher survey results from 1998, 1999, and 2002 continue to show that out-of-state new teachers feel equally well prepared and ready for the classroom as new teachers prepared in Georgia.

**Figure 3.1. Out-of-State New Teacher Hires, FY99-FY03**  
(Source: CPI, EWRAD/PSC, 2003)



The second largest source of new teachers was from individuals prepared in Georgia colleges and universities. However, this category experienced a 19.7% decline between FY02 and FY03. Eighteen percent (18.4%, n=2,304) of the newly hired teachers in FY03 were prepared through teacher education programs in Georgia. This was a 19.7% decrease from FY02. The third largest source (n=2,053 or 16.4%) was from Georgia teachers returning to the classroom after a break in service (See Figure 3.2). The fourth largest source was from alternative preparation (n=1,501 or 12.0%).

**Figure 3.2. Sources of Newly Hired Teachers, FY03**  
(Source: CPI, EWRAD/PSC, 2003)





## **Teacher Supply Issues - Targeting Supply**

Demand projections often give an overall estimate of teachers or personnel needed in a school year, RESA, system, or subject area. Those in the business of preparing teachers need more focused data on how much of the demand was filled and how much more they need to plan for. Similarly, pragmatic prospective teachers often need to know where the greatest needs (subject or geographic) are or the education majors that would most easily translate into employment after graduation. This information is usually garnered in what are referred to as implied shortage areas. By monitoring the special requests for non-regular certificates from school systems, the PSC collects information that can help teacher preparation programs, or prospective education students trying to choose a major, to segment and focus the supply of teachers to bring it in closer alignment with demand in specific areas.

### **Critical Shortage Areas**

Another factor that drives supply efforts is the list of critical shortage fields published annually by the Georgia Student Finance Commission (GSFC). The list is generated by a multi-agency committee set up by the GSFC, which examines in which subject areas the systems had posted most vacancies in the preceding year. The GSFC manipulates the pattern and nature of supply by awarding forgivable Hope teacher scholarships in those areas. The list also influences supply by influencing student choice of major.

The following are the critical shortage fields that were identified in FY03 by the GSFC:

- Trade and Industrial Education
- Business Education
- Education for Exceptional Children in grades P-12 (Behaviors Disorders, Interrelated Special Education, Learning Disabilities, Mental Retardation)
- Foreign Language Education in French and Spanish (P-12)
- Mathematics Education in 7th through 12th grades
- Science Education in 7th through 12th grades: Broad Field, Biology, Chemistry, Earth/Space, or Physics
- Middle Grades Education in Math or Science in 4th through 8th grades
- Hearing Impaired
- Health Occupations
- Orthopedically Impaired
- Secondary English grades in 7th through 12th grades
- Visually Impaired

### **Implied Shortage Areas**

Table 3.14 and 3.15 present PSC-identified shortage areas. These are identified based on the number of non-regular certificates that are issued during the year of

study. Non-regular certificates are permits, provisional, and probationary certificates.

In FY03, almost four thousand (3,615) non-regular teaching certificates were issued in Georgia. This includes 179 Permits, 1,687 Provisional, 1,538 Probationary, and 211 intern certificates. Table 3.14 shows the leading subject areas for which these certificates were issued in FY03. The highest numbers of non-regular certificates were issued in Interrelated Special Education (1,068), followed by Middle Grades (469), and Early Childhood Education (296).

**Table 3.14. Teacher Counts by Permit, Provisional, Probationary and Waiver Certificates, FY03**

Permits		Provisional		Probationary		Intern	
Subject	#	Subject	#	Subject	#	Subject	#
Spanish (P-12)	80	Interrelated Special Education	427	Interrelated Special Education	607	Middle Grades (4-8)	74
ESOL	39	Early Childhood Education	196	Middle Grades (4-8)	200	Interrelated Special Education	34
French	15	Middle Grades (4-8)	195	Middle Grades Social Science	99	Early Childhood Education	21
German	7	English (7-12)	107	Early Childhood Education	79	Mathematics (7-12)	18
Technology Ed.	6	Middle Grades Social Science	69	Middle Grades English Language Arts	60	English (7-12)	11
Drama (P-12)	4	Middle Grades English Language Arts	68	Gifted In-Field	56	Business Education (7-12)	9
		Middle Grades Math	60	Science (7-12)	54	Science (7-12)	8
		Behavior Disorders (P-12)	57	Middle Grades Science	51	Middle Grades English Language Arts	6
		Mathematics (7-12)	56	Mental Retardation	50	Middle Grades Social Science	5
		Middle Grades Science	49	Mathematics (7-12)	45	Social Science (7-12)	5
		Business Education (7-12)	44	Social Science (7-12)	38		
		Biology (7-12)	33	Behavior Disorders	33		
		Mental Retardation	30	English (7-12)	27		
		History (7-12)	25	Middle Grades Math	25		
		Human Occupations Cluster	24	Health & Physical Education (P-12)	17		
		Social Science (7-12)	23	Orthopedically Impaired	16		
		Science (7-12)	22	Learning Disabilities (P-12)	9		
		Health & Physical Education (P-12)	20	ESOL	8		
		Spanish (P-12)	20	Technology Education (7-12)	7		
		Art (P-12)	19				
		Music (P-12)	12				
		French (P-12)	11				
		Learning Disabilities (P-12)	11				
		Data Processing	10				

Source: CPI, EWRAD/PSC, 2003

Table 3.15 shows the number of non-regular certificates issued in Georgia for the past five years and projections for FY04, FY05, and FY06. There was a sharp decrease in the number of non-regular certificates issued and projected for both

Gifted and Behavior Disorder. A continuous increase is projected to occur in the number of non-regular certificates issued for Early Childhood Education, Interrelated Special Education, English, Mathematics, Science, and Mental Retardation.

**Table 3.15. Demand Projections for Permit, Provisional, and Probationary Certificates in Selected Areas**

Subject	FY99	FY00	FY01	FY02	FY03	Average Two-Year Change	FY04	FY05	FY06
Middle Grades	281	349	556	590	471	0.930	438	407	379
Behavior Disorder	198	202	205	269	92	0.827	76	63	52
Early Childhood	52	69	231	326	296	1.160	343	398	462
Interrelated Special Education	787	930	998	1,195	1,070	1.046	1,120	1,172	1,226
English	70	90	131	278	279	1.563	436	681	1,065
Mathematics	90	110	155	184	208	1.159	241	279	324
Biology	38	40	74	55	38	0.717	27	20	14
Business Education	33	44	60	75	57	1.005	57	58	58
Science	53	102	111	180	187	1.330	249	331	440
Spanish	125	165	162	172	112	0.856	96	82	70
History	12	22	62	27	26	0.903	23	21	19
Chemistry	11	8	19	9	10	0.792	8	6	5
Gifted	364	250	472	673	56	0.755	42	32	24
Mental Retardation	79	76	76	60	81	1.070	87	93	99
ESOL	49	69	107	72	47	0.663	31	21	14
Learning Disabilities	36	30	36	28	21	0.764	16	12	9
French	11	22	32	30	30	0.969	29	28	27
Social Science					240	1	240	240	240

Source: CPI, EWRAD/PSC, 2003

### ***Implied Shortages by RESA***

In FY03, a total of 3,615 permits, provisional, probationary, and intern certificates were issued, constituting 3.5% of the FY03 teacher workforce. This is a 29.7% decline from the 5,140 non-regular certificates issued in FY02. This is a welcome trend. As supply more closely matches demand, the number of non-regular teaching (T) certificates will decrease.

Consistent with previous years, the highest number of these certificates (n=1,227, 33.9%) were issued in FY03 to school systems in Metro RESA (see Table 3.16). It is interesting to note that some systems in some RESAs appear to request more of one type of non-regular certificate than the other. For example, North, Northeast, Northwest, Middle, and Southwest Georgia RESAs all tend to request more probationary certificates than provisional and permits. On the other hand, Metro and Griffin RESAs tend to request more provisional certificates than probationary types. A few RESAs, such as First District, Pioneer, and West Georgia, tend to request provisional and probationary certificates at about the

same frequency. Location and availability of non-education majors or mid-career changers in large metropolitan areas may make a system more likely to request provisional than probationary certificates. On the other hand, systems that have difficulty finding new people may tend to request additional certificates for teachers already in the system. Either method of supply has both financial and educational ramifications and, therefore, needs to be watched closely to ensure that costs do not outweigh the benefits both financially and educationally.

**Table 3.16. Distribution of Permits, Provisional, and Probationary Certificates by RESA, FY03**

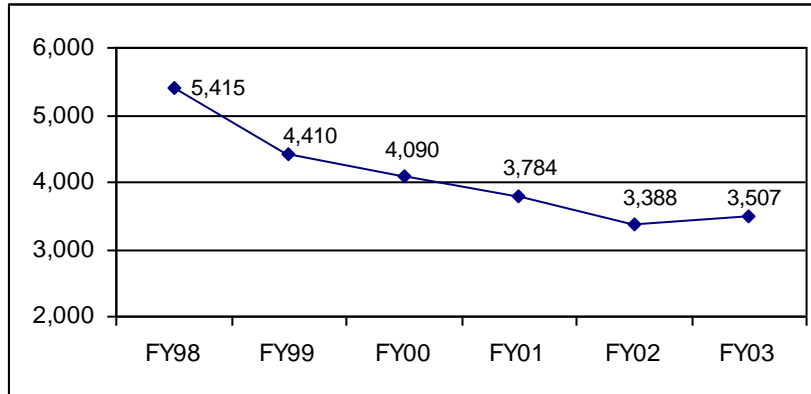
RESA	Permit #	Provisional #	Probationary #	Intern #	Total	RESA Total as % of Overall Total
Central Savannah	2	39	52	38	131	3.6
Chattahoochee	6	36	30	6	78	2.2
Coastal Plains	2	14	42	3	61	1.7
First District	6	105	117	8	236	6.5
Griffin	7	110	87	26	230	6.4
Heart of Georgia	1	15	26	3	45	1.2
Metro	92	655	416	64	1,227	33.9
Middle Georgia	2	36	62	13	113	3.1
North Georgia	6	44	90	0	140	3.9
Northeast Georgia	5	71	112	2	190	5.3
Northwest Georgia	4	79	108	7	198	5.5
Oconee	1	21	16	2	40	1.1
Okefenokee	1	28	40	3	72	2.0
Pioneer	20	95	81	0	196	5.4
Southwest Georgia	2	27	54	2	85	2.4
West Georgia	2	50	59	15	126	3.5
Not Specified	20	262	146	19	447	12.4
<b>Total</b>	<b>179</b>	<b>1,687</b>	<b>1,538</b>	<b>211</b>	<b>3,615</b>	<b>100</b>

Source: CPI, EWRAD/PSC, 2003

### Newly Prepared Georgia Teachers

In FY03, Georgia public and private teacher preparation programs prepared 3,507 student teachers (See Figure 3.3). This is a 3.5% increase from the 3,388 in FY02. About 10% (n=346) of the FY03 newly prepared student teachers, probably the Fall graduates, were in the classroom within the school year.

**Figure 3.3. Georgia Student Teacher Production, FY98-FY03**  
 (Source: CPI, EWRAD/PSC, 2003)



Prior to FY03, data indicated a steady decline in the number of student teachers prepared by Georgia public and private teacher preparation colleges and universities. In FY03, however, a change occurred in this trend. This change may be attributed to the current state of the U.S economy. Teaching typically is not perceived as competitor with other better-paying professions when the economy is strong. However, in a weaker economy, when many people are losing their jobs from cutbacks, teaching appears to be one of a few professions that are safe. Consequently, even college students tend to show increased interest in pursuing teaching careers. Alternatively, the rise in the FY03 total may be a result of aggressive recruiting efforts by colleges of education in recent years. Whatever the explanation, it would be beneficial if this trend would continue.

### **Student Teacher Production by Institution/College**

Table 3.17 depicts the production of student teachers from Georgia public and private colleges and universities. The top six producers in FY03 are:

- University of Georgia – 15.37%
- Valdosta State University – 9.63%
- Kennesaw State University – 9.60%
- Georgia State University – 8.28%
- State University of West Georgia – 6.40%
- Mercer University – 6.00%

However, only three of these institutions increased their new teacher production – Valdosta State University (+72), Mercer University (+60), and Georgia State University (+16). The remaining three either stalled or declined. Other institutions that increased their output considerably were Piedmont College (+21), Georgia College and State University (+15), and North Georgia College and State University (+13). There were considerable losses in institutions such as Brenau University (-28) and Clark-Atlanta University (-25).

**Table 3.17. Student Teacher Production by College, FY00- FY03**

Name of Institution	FY00		FY01		FY02		FY03	
	#	%	#	%	#	%	#	%
Atlanta Christian College	0	0	0	0	0	0	12	0.34
Agnes Scott College	21	0.51	15	0.4	12	0.35	17	0.49
Albany State University	62	1.52	72	1.88	59	1.74	44	1.26
Armstrong Atlantic State	148	3.62	132	3.46	115	3.39	119	3.40
Augusta State University	110	2.69	97	2.56	85	2.51	87	2.49
Berry College	99	2.42	82	2.17	63	1.86	66	1.89
Brenau University	164	4.01	158	4.18	114	3.36	86	2.46
Brewton-Parker College	0	0	66	1.74	50	1.48	60	1.71
Clark Atlanta University	53	1.3	55	1.43	66	1.95	41	1.17
Clayton College & State University	28	0.68	19	0.5	25	0.74	16	0.46
Columbus State University	126	3.08	99	2.62	81	2.39	90	2.57
Covenant College	40	0.98	23	0.61	30	0.89	23	0.66
Emmanuel College	17	0.42	29	0.77	30	0.89	34	0.97
Emory University	12	0.29	13	0.32	14	0.41	7	0.20
Fort Valley State University	68	1.66	28	0.74	32	0.94	30	0.86
Georgia College & State University	123	3.01	122	3.22	112	3.31	127	3.63
Georgia Southern University	370	9.05	248	6.45	198	5.84	200	5.71
Georgia Southwestern University	95	2.32	87	2.3	91	2.69	86	2.46
Georgia State University	329	8.04	274	7.16	274	8.09	290	8.28
Kennesaw State University	337	8.24	353	9.22	337	9.95	336	9.60
LaGrange College	34	0.83	22	0.58	25	0.74	27	0.77
Mercer University	215	6.72	215	5.68	150	4.43	210	6.00
Morris Brown College	18	0.44	29	0.77	2	0.06	0	0.00
North GA College & State University	147	3.59	151	3.73	123	3.63	136	3.88
Oglethorpe University	28	0.68	22	0.58	19	0.56	14	0.40
Paine College	18	0.44	38	1	13	0.38	11	0.31
Piedmont College	94	2.3	116	3.07	80	2.36	101	2.88
Shorter College	56	1.37	63	1.66	65	1.92	55	1.57
Spelman College	18	0.44	34	0.9	28	0.83	21	0.60
State University of West Georgia	225	5.5	276	7.27	225	6.64	224	6.40
Thomas College	2	0.05	13	0.34	19	0.56	26	0.74
Toccoa Falls College	23	0.56	30	0.79	36	1.06	30	0.86
University of Georgia	596	14.6	502	13.11	539	15.91	538	15.37
Valdosta State University	337	8.24	328	8.48	265	7.82	337	9.63
Wesleyan College	17	0.42	12	0.32	11	0.32	6	0.17
<b>Total<sup>a</sup></b>	<b>3,889</b>	<b>100</b>	<b>3,823</b>	<b>100</b>	<b>3,388</b>	<b>100</b>	<b>3,507</b>	<b>100</b>

Source: PSC/EWRAD: Capstone, 2003

<sup>a</sup> 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.

A large proportion of the teachers produced in Georgia teacher education programs stay and work in Georgia's school systems. Table 3.18 shows the top twenty hiring school systems for FY02 student teachers. As was true in FY02, school systems within Metro RESA hired the highest number of newly prepared teachers. With this number of graduates employed in the Metro area, it is easy to see why the rural and remote parts of Georgia have difficulty recruiting and retaining teachers.

**Table 3.18. Top Twenty FY03 Hiring Systems for FY02 Student Teachers**

School System	# Of Newly Hired Student Teachers	School System	# Of Newly Hired Student Teachers
Gwinnett County	241	Muscogee County	39
Cobb County	161	Richmond County	39
Fulton County	83	Henry County	38
DeKalb County	91	Hall County	37
Clayton County	62	Bartow County	35
Paulding County	59	Barrow County	33
Cherokee County	58	Columbia County	33
Atlanta City	50	Chatham County	32
Forsyth County	46	Fayette County	32
Houston County	41	Douglas County	31

Source: EWRAD/PSC: Capstone, CPI, 2003

### Student Teacher Production by Field

Early Childhood Education remains the most popular area of preparation for student teachers, although it continues to fluctuate from year to year (See Table 3.19). Middle Grades is the next highest, though its decline continues. Perhaps the apparent decline can be explained by the requirement that prospective teachers choose specific subject areas within Middle Grades. Fields such as Middle Grades, Interrelated Special Education, Music, Social Science, and Science all declined. This should be cause for concern. Also, it helps to explain why requests for non-regular certificates are so high in FY03 in some of these exact fields. Hopefully, Georgia colleges and universities that prepare teachers will take note of the areas where the systems need more teachers and adjust their pipeline accordingly. The highest increase in preparation from FY02 to FY03 was in English (12.2%).

Health and Physical Education, which was ranked third as a production field in FY02, fell to fifth in the numbers produced in FY03, while Science moved from the sixth highest production field to the tenth. Table 3.19 shows the most common fields of student teachers from FY01 to FY03.

**Table 3.19. Most Common Teaching Fields of FY01-FY03 Student Teachers**

Subject	FY01		FY02		FY03		% Change from FY02 to FY03
	#	%	#	%	#	%	
Early Childhood Education	1,644	43.5	1,435	42.4	1,513	43.1	5.4
Middle Grades Education	571	15.1	510	15.1	492	14.0	-3.5
Social Science	225	6	195	5.8	186	5.3	-4.6
English	159	4.2	147	4.3	165	4.7	12.2
Health and Physical Education	179	4.7	160	4.7	164	4.7	2.5
Music	137	3.6	136	4	123	3.5	-9.6
Mathematics	118	3.1	110	3.3	112	3.2	1.8
Inter-related Special Education	127	3.4	110	3.3	94	2.7	-14.5
Art Education	83	2.2	85	2.5	94	2.7	10.6
Speech & Language Pathologist	113	3	93	2.7	90	2.6	-3.2
Sciences (All areas)	71	1.9	88	2.5	84	2.4	-4.5

Source: EWRAD/PSC, 2003

**Student Teacher Production in Core Academic Subjects in High School**

The number of student teachers produced in the four core subject areas increased in three subjects, the exception being Science, which experienced a decrease of 3.0% from 99 in FY02 to 96 in FY03 (see Table 3.20). The greatest increase from FY02 to FY03 occurred in the production of English teachers (12.2%).

**Table 3.20. Production of Teachers in the Core Subjects**

Subject Area	FY99	FY01	FY02	FY03
English	185	159	147	165
Mathematics	117	118	110	112
Science	146	88	99	96
Social Science (including History)	252	269	236	240

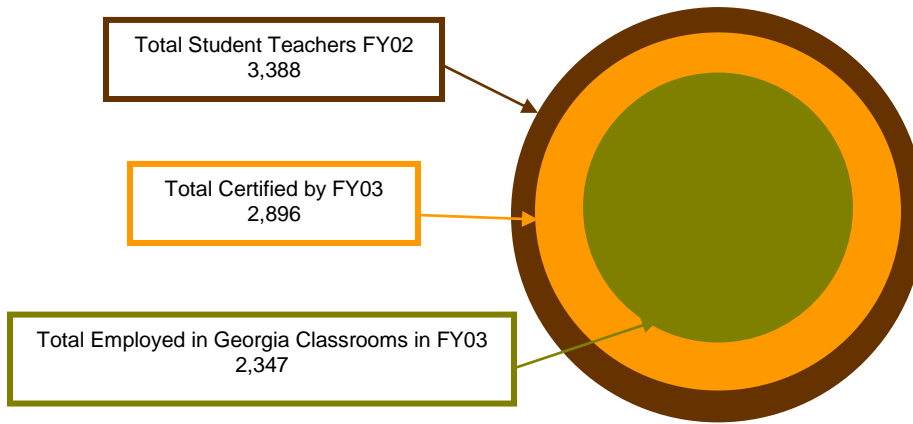
Source: EWRAD/PSC, Capstone 2003

***Certification and Employment Yield of Teachers***

In FY02, Georgia public and private teacher preparation programs prepared a total of 3,388 student teachers that were prospective teacher candidates for Georgia public schools. The majority (85.5%, n=2,896) of the student teachers produced in FY02 became certified in FY03. Over 80% (81.1%, n=2,347) of those certified were employed in Georgia classrooms in FY03 (See Figure 3.4). The first year “yield” (2,347 FY02 student teachers employed to teach in FY03) represents 69.3% of the total number (3,388) of student teachers prepared. This was a drop from 72% in FY02.



**Figure 3.4. Newly Prepared Georgia Teacher Yield**  
(Source: EWRAD/PSC, 2003)



Certification and employment yields of teachers refers to the proportions of student teachers prepared in Georgia public and private colleges and universities who become certified and begin teaching, respectively, in Georgia’s P-12 public schools the school year following graduation from college. In FY03, continuing the trend from the two preceding years, the percentage of student teachers that were certified the year following their graduation continues to increase. Conversely, there was a decline in the number and percentage of FY02 student teachers that taught in Georgia public schools in FY03 (See Table 3.21).

**Table 3.21. Student Teacher Production and Placement in Georgia, FY98 – FY03**

Academic Year	Number of Student Teachers	Certified by the following year		Teaching by the following year		
		#	As % of total student teachers	#	As % of certified	As % of # of student teachers
FY98	5,139	4,391	83.4	2,974	67.7	57.9
FY99	4,410	3,544	80.4	2,277	64.3	51.6
FY00	4,090	3,218	78.7	2,525	78.5	61.7
FY01	3,784	3,159	83.5	2,725	86.3	72
FY02	3,388	2,896	85.5	2,347	81	69.3
FY03	3,507					

Source: EWRAD/PSC: Capstone, 2003

With an employment yield of 60-80% from traditional teacher preparation programs, it becomes obvious that alternative methods of preparation and additional sources of new teachers have to be sought to meet ever-increasing demand. In fact, even if all the new teachers that Georgia prepared each year became certified and go into the classroom the following year (i.e., 100% yield), Georgia colleges and universities would still not meet the state’s demand for new

teachers. Thus, by recognizing this continued mismatch between supply and demand of new teachers, Georgia continues to devise new means and expend increased efforts to prepare and attract new teachers.

### **Teacher Recruitment/Marketing Initiatives**

As the distribution and pattern of non-regular certificates requested in FY03 and previous years indicate, some systems are located in geographical areas where prospective teacher pools, or supply pools, are highly limited. And yet, they are not exempt from federal education legislation such as the No Child Left Behind Act (NCLB) with its requirements for highly qualified teachers in every classroom. Some administrators have resorted to encouraging existing teachers to take on additional subjects through probationary certification routes. In addition, the previous section on the distribution of new teachers from colleges and universities in Georgia shows that most of the new teachers are hired within the Metro area. The PSC, in recognition of the need to improve the capacity of some of these systems to attract and retain new teachers, is helping selected systems to market themselves more effectively to prospective teachers, and to develop alternate preparation programs to prepare and hopefully retain their own teachers.

The PSC is also broadening its supply pool by casting its net nationwide to attract certified teachers from other states that might not need all the teachers they are producing or where the need for new teachers due to student enrollment growth is not as acute as in Georgia.

The following routes are serving to attract, recruit, hire, and retain highly qualified teachers from a variety of experience and preparation sources.

#### ***Reach to Teach in Georgia***

In October 2002, a five-year United States Department of Education (USDOE) Transition to Teaching program grant was awarded to the PSC. The program, Reach to Teach in Georgia (RTT), has four proposed objectives:

1. A corps of highly qualified target teachers will be established in high-need local education agencies (LEAs) and schools.
2. Teacher skills and knowledge will be extended and enriched through a systematic preparation and continuing support program for targeted teachers in high-need LEAs and schools.
3. The RTT program will influence reforms in state policy and certification requirements.
4. Ninety percent (90%) or above retention rate of target teachers in high-need LEAs and schools will be achieved for teachers in their first through third years of teaching.

Seventeen school systems were identified to participate in the 2003 program. They are: Calhoun City, Clarke County, Dooly County, Gordon County, Green County, Hancock County, Jefferson City, Jefferson County, Lamar County, Long County, McIntosh County, Peach County, Social Circle City, Spaulding County, Taliaferro County, Twiggs County, and Warren County. In its first year, RTT met the Year 1 objective of recruiting and placing 100 new teachers from targeted groups in eligible high-need schools. These teachers represent 10.5% of all 2002 new teacher hires in the eligible LEAs.

A total of \$100,000 of forgivable stipends was disbursed in September 2003 in the amount of \$1,000 to every Year 1 RTT teacher who (a) reentered targeted high need LEA and classroom on a Year 2 LEA contract, and (b) agreed to serve a minimum of three years in an eligible high-need school. This stipend helps teachers to defray costs associated with achieving full certification and participating in Reach to Teach in Georgia Academy (RTTA) extension and enrichment activities to reinforce the GATAPP program requirements and traditional preparation pathways of most provisionally certified teachers.

The program also has a website ([www.ReachToTeachinGeorgia.org](http://www.ReachToTeachinGeorgia.org)) which is dedicated to assisting and informing participating LEAs, schools, prospective and current teachers and administrators, and other stakeholders. The website provides job, school, community, and best practices information. It also provides portals into LiveText activities, cohort discussion boards, material banks, and video for prospective and participating teachers, RTTA faculty members, and LEA administrators.

RTT also has a marketing component. The purpose of this component is to assist high-need LEAs with assessing their overall ability to address their Strengths, Weaknesses, Opportunities, and Threats for attracting and retaining highly qualified teachers in their schools and communities. Such a process is called a SWOT analysis and is conducted overtime with school system level and community members in eligible LEAs.

RTT expects to place 400 teachers in eligible high-need schools by fall 2006.

### ***TeachGeorgia.org***

TeachGeorgia.org, Georgia's official teacher recruitment clearinghouse, is a vital component of Georgia's TeachGeorgia strategic plan to have a highly qualified teacher in every classroom by 2006. In addition to traditionally prepared teachers, TeachGeorgia.org serves as a conduit for individuals who seek to become employed and certified via the Georgia Teacher Alternative Preparation Program (GATAPP). A method to track into the workforce individuals who have posted résumés on TeachGeorgia.org will be implemented.

From January 1, 2003 to October 1, 2003, Georgia school systems listed 6,376 job postings on TeachGeorgia.org and received 133,042 online applications via

the website. TeachGeorgia.org received a record of over 2+ million visits in FY03. According to the Annual Teacher Vacancy Survey conducted during Summer 2003 by TeachGeorgia, 79.9% of the responding school systems indicated that the website was helpful or extremely helpful in staffing vacancies.

Furthermore, TeachGeorgia.org and the Georgia Teacher Recruitment Collaborative (GTRC)<sup>6</sup> conducted nine regional and statewide teacher recruitment events in FY03. In addition to the GTRC events, TeachGeorgia.org co-sponsored with Metro RESA and Valdosta State University two statewide teacher job fairs during November 2002 in College Park and Valdosta.

### ***Troops-to-Teachers***

The sole purpose of the Georgia Troops-to-Teachers (TTT) program is to recruit candidates who have served in the nation's Armed Forces or are serving in Reserve and National Guard units and are seeking second careers in Georgia's public schools as teachers. This is accomplished by site visits to seven active military bases and Reserve and National Guard units across Georgia. Between 1994 and 2003, a total of 295 individuals have been recruited for Georgia classrooms through the Georgia Troops-to-Teachers program. Two hundred and twenty-five (76.7%) are male and 70 (23.7%) are female. Table 3.22 shows how the number recruited annually started increasing from FY01, after a steady decline from FY95 to FY00. The rise reflects the effect of the renewed efforts and the revitalization of the Troops-to-Teachers program in Georgia in FY01 when the PSC hired a program manager to facilitate the transition to teaching of retiring military personnel (See Figure 3.5).

**Table 3.22. Troops-to-Teachers (TTT) in Georgia, FY94 – FY03**

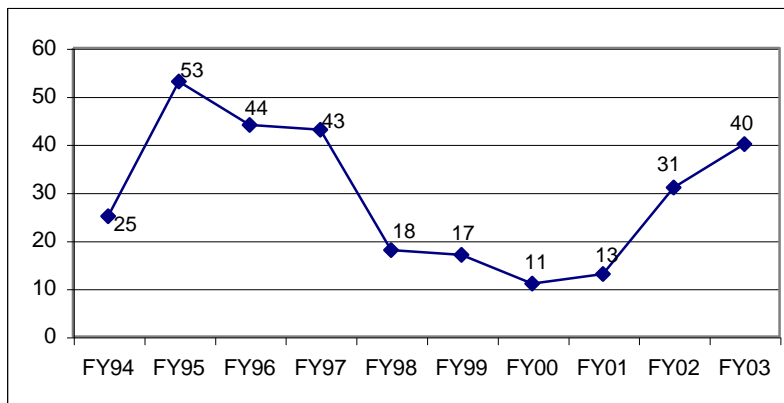
<b>First Year of Employment</b>	<b>All TTT</b>	<b>TTT Teaching in FY03</b>	<b>TTT in Administrative Positions in FY03</b>	<b>TTT in Classified Positions in FY03</b>	<b>TTT Not in FY03*</b>
FY94	25	7	3	3	12
FY95	53	26	8	4	15
FY96	44	19	2	1	22
FY97	43	16	4	6	17
FY98	18	11	0	2	5
FY99	17	10	1	0	6
FY00	11	7	0	2	2
FY01	13	8	1	3	1
FY02	31	26	0	3	2
FY03	40	8	0	4	28
<b>Total</b>	<b>295</b>	<b>138</b>	<b>19</b>	<b>28</b>	<b>110</b>

Source: EWRAD/PSC

\*Note: That year of first employment is calendar year. Thus, some of the individuals who's first year of employment is 2003 actually fall under FY04.

<sup>6</sup> GTRC is a partnership between Georgia's public schools, Armstrong Atlantic State University, Augusta State University, Fort Valley State University, Georgia Southern University, Kennesaw State University, the Metropolitan Regional Educational Service Agency, the State University of West Georgia, the University of Georgia, and Valdosta State University.

**Figure 3.5. Number of Individuals Recruited Through TTT, FY94-FY03**  
 (Source: CPI, EWRAD/PSC, 2003)



The table also shows that 185 TTTs were employed in Georgia school systems. Of that number, 138 TTTs were teachers in the classroom, 19 were in administrative positions, and 28 held classified positions while they worked on certification, such as ROTC instructors, teachers' aides, technology assistants, etc. Table 3.22 also shows that some of the individuals recruited since 1994 may have retired or moved on to other endeavors.

In FY03, of the 138 TTTs in the classroom, 102 (73.9%) were male, and 36 (26.1%) were female. Also, 70 are Black, 66 are White, and 2 are Hispanic. Troops-to-Teachers participants in FY03 taught in the following subject areas: Math, Business/Technical Education, Special Education, Science, Elementary Education, Social Studies, Language Arts, and Physical Education.

An incidental outcome of the Georgia Troops-to-Teachers program has been the recruitment of minority applicants to teaching. The teaching profession is predominantly female and White, while the military tends to be predominantly male and have a high percentage of minorities. The TTT program often recruits mainly male and minority teachers. During this past year, 79.2% of teachers recruited through the Georgia Troops-to-Teachers program are male, and 50% are ethnic minorities. Thus, not only is the TTT program achieving its goal of helping military retirees find a second career in teaching, it is helping to diversify the teaching profession both gender-wise and ethnically.

***HOPE Scholarship for Teachers***

The Georgia Student Finance Commission (GSFC) provides forgivable loans to Georgia teachers and residents who pursue advanced education degrees in critical fields of study. Upon completion of the college training, individuals can repay the loan by teaching in a Georgia public school. This program helps individuals save money while at the same time it helps to fill the need for qualified

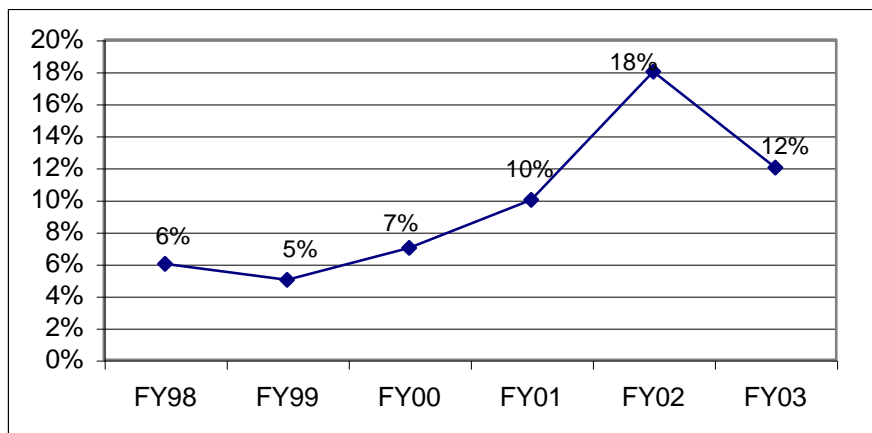
professionals in these critical teaching fields. This program benefits Georgia teachers, individuals, and every student in their classrooms.

### **Alternative Preparation**

Alternative preparation routes, such as GATAPP and Provisional certification, constitute another important source of teacher supply in Georgia. However, the number of alternatively prepared teachers hired declined by 35.2% from 2,317 in FY02 to 1,501 in FY03. The opposite was the case from FY01 to FY02 when there was a dramatic increase in the number of alternative route teachers as a percentage of newly hired teachers (See Figure 3.6). That could be explained by what is referred to as the novelty effect, considering that the first cohort of the GATAPP program got into the classrooms in FY02. In the second year, however, some providers actually did not participate or enroll any prospective teachers in the Summer of 2002, thus a smaller cohort in FY03.

**Figure 3.6. Alternative Route Teachers as a Percentage of Newly Hired Teachers, FY98-FY03**

(Source: CPI, EWRAD/PSC, 2003)



### **Georgia Teacher Alternative Preparation Program**

The Georgia Teacher Alternative Preparation Program (GATAPP) is an alternative preparation program established by the PSC in FY01. The program provides preparation to fully certify and enter the teaching profession for individuals who hold Bachelor's or higher degrees in non-education fields.

From the first two cohorts of the program, a total of 1,345 GATAPP teachers have been hired into Georgia public P-12 classrooms. Slightly over half (58.2%, n=609) of the GATAPP teachers are White, and 38.2% (n=400) are male. It is clear that GATAPP is successfully recruiting male and minority candidates into the Georgia teaching workforce. There was a 2.5 decline in the number of GATAPP candidates from FY01 to FY02 (See Table 3.23).

**Table 3.23. Number of GATAPP Candidates, FY01 – FY02**

	<b>2001</b>	<b>2002</b>
Fall	70	190
Spring	2	10
Summer	603	456
Winter	4	6
Total	679	662

Source: CPI, EWRAD/PSC, 2003

Note: Table shows only FY01 and FY02 candidates.

As of FY03, 1,046 GATAPP participants were in certificate-requiring positions (or certified positions) and 69 were in classified or non-certificate requiring positions. Of the 1,046 teachers in certified positions, 72% are female and 28% are male. This shows that GATAPP is successful in recruiting a higher percentage of male teachers than found in the overall teaching workforce.

About seventy percent (70.5%) of these teachers hold Intern certificates. Other types of certificates held are: teaching, provisional, probationary, waiver, service, permit, and conditional certificates. An overwhelming majority (98.9%, n=1,075) of the GATAPP teachers had 0-5 years of teaching experience. And, over three-quarters (78.6%) were between the ages of 21 and 40 years. The highest number of GATAPP teachers was found in DeKalb County (n=196, 18.7%), followed by Chatham County (n=72, 6.9%), and Atlanta City (n=69, 6.6%).

### **Other Teacher Supply Sources**

#### **Retired Teachers**

Retired teachers constitute another source of supply of new teachers into Georgia classrooms in times of acute need. In FY03, only nine retirees were employed into Georgia's public schools. This was a 95.2% drop from the 186 hired in FY02. This is not surprising given that the number of all new teachers hired in FY03 was less than in the previous year. Thus, there is no need to dip into the retirement pool.

#### **Paraprofessionals/Teacher Aides**

Paraprofessionals constitute a potentially rich source of teachers in Georgia. Paraprofessionals are assigned to assist Lead Teachers in the classroom. In FY03, Paraprofessionals in Georgia numbered 25,276, a 1.6% increase from the 24,882 reported in FY02.

Over 90% (94.5%, n=23,882) of the Paraprofessionals in FY03 were female and 64.2% were White (n=16,236). The number of Hispanic Paraprofessionals rose from 377 (1.51%) in FY02 to 410 (1.62%) in FY03. The age range of this personnel group was 18 to 84, with an average age of 44.3, slightly older than the overall teaching workforce.

Paraprofessionals can be classified into six different job categories (See Table 3.24). Over 50% (57.7%) are Paraprofessionals/Teacher Aides and 30.6% are Special Education Paraprofessionals/Teacher Aides.

**Table 3.24. Distribution of Paraprofessionals/Teacher Aides By Job Title, FY03**

<b>Job</b>	<b>#</b>	<b>%</b>
Counselor Paraprofessional	16	0.1
Library/Media Support Paraprofessional	1,037	4.1
Pre-K Paraprofessional	1,314	5.2
Paraprofessional/Teacher Aide	14,588	57.7
Special Education Paraprofessional/Teacher Aide	7,732	30.6
Psycho-Educational Paraprofessional	589	2.3
<b>Total</b>	<b>25,276</b>	<b>100</b>

Source: CPI, EWRAD/PSC, 2003

Paraprofessionals play an important role in the early childhood classrooms where they help to reduce the student-teacher ratios to prescribed levels at reduced costs. Paraprofessionals could be of even greater importance to Georgia's supply of teachers if many that have two-or four-year degrees could be persuaded to obtain additional training/education to become fully certified teachers. The GSFC has a special scholarship targeted specifically to paraprofessionals to encourage completion of a college degree in education. For now, paraprofessionals remain an inadequately tapped source of supply.

### **Supply Forecast Issues**

The increase in the number of student teachers produced by Georgia public and private colleges and universities in FY03 is a reverse in trend. If this upward trend continues, Georgia can expect to hire more student teachers that have education backgrounds. Furthermore, the current state of the economy continues to encourage non-education individuals to pursue teaching positions, and encourage retirement-ready teachers to stay in the classrooms.

The GTRC partnership continues to conduct job fairs in an effort to attract educators from inside and out of Georgia.

Governor Perdue recently signed into law House Bill 590, which is aimed at facilitating the interstate mobility of out-of-state certified teachers into Georgia. HB 590 will remove barriers that have made it difficult for out-of-state educators to obtain teaching jobs in Georgia. This bill will further make it easier for Georgia to recruit highly qualified teachers from out-of-state. It is, therefore, anticipated that the numbers hired from out-of-state will continue to rise.



# Summary of SECTION I: GEORGIA'S TEACHERS

## A Profile of Georgia's Teaching Workforce

- In FY03, Georgia's **total educator workforce numbered 120,773**, an increase of 3.85% from the 116,292 reported in FY02. Georgia's teacher workforce increased 3.9% from 99,470 in FY02 to 103,350 in FY03.
- Over twelve thousand (12,507) **new teachers** were hired into Georgia classrooms in FY03, a decrease of 4.4% from the 13,084 newly hired in FY02.
- Of the 12,507 new teachers hired in FY03, 8,627 (68.9%) were **hired to replace** teachers who did not return to any Georgia public school classroom in FY03. This represents an increase of 3.9% from the 8,303 reported in FY02.
- At the RESA level, from FY02 to FY03, **growth** occurred in every RESA except Oconee whose total teacher workforce decreased 1.1%. Metro RESA, the state's largest employer of teachers, employed 36.6% of the total P-12 public school teachers in Georgia.
- With regard to teaching positions/personnel categories of Georgia's teachers, elementary grades (K-5, including EIP) teachers **accounted for** the largest amount at 41.1%, followed by middle grades 6-8 (17.6%), then high school (17.4%). Also, the FTE count of Vocational Education teachers increased by 6.8% from FY02 to FY03 after a 1.6% decline from FY01 to FY02. Furthermore, the highest increase in raw numbers from FY02 to FY03 occurred in the "Other Middle" category (a 1316.7 increase) although the number of teachers in grade levels 6-8 declined. This **apparent increase** in the Other Middle category appears to be the result of grade 6-8 teachers being reclassified into Other Middle.
- **Demographically**, the majority of Georgia's teachers are female (81.8%). However, the percentage of female teachers is slowly decreasing while the percentage of male teachers is increasing (a 16.2% increase from FY00). Regarding age, over half (54.7%) of the teacher population is between the ages of 31 and 50 years. And, the number of teachers ages 61 and over increased 19.3% from FY02 to FY03. Moreover, over 4,000 teachers had 30+ years of experience. With regard to diversity, the number of non-White teachers continues to increase. However, the percentage of White teachers has declined from 78.5% in FY02 to 77.9% in FY03. It is important to highlight the increasing number of Hispanic teachers in light of the increasing Hispanic student population. The

number of Hispanic teachers increased 11.5% from FY02, while the number of Hispanic students increased 14.8% from FY02.

- In FY03, there were a total of 813 **National Board Certified Teachers** (NBCTs) in Georgia. The majority of the NBCTs were White (94%), female (90.4%), possessed regular teaching (T) certificates (73.6%), and were employed in grades K-5 (39.6%). Of these 813, 705 (86.7%) were teaching in Georgia classrooms. The remaining 108 either performed non-teaching duties (67) or are no longer in the Georgia public school system (41).
- The number of Middle Grades 6-8 teachers in the **four core subject areas** (i.e., English, Math, Science, and Social Science) grew at a faster rate (14.6%) than other grade levels from FY02 to FY03.
- **Out-of-field teaching** remains a concern for Georgia's school systems. In FY03, 4-8% of Georgia's public high school (grades 9-12) teachers in the four core subject areas (English, Math, Science, and Social Science) taught outside their certified subject area for a part of the day. The highest rates of misassignment in FY03 were in Mathematics (7.9%) and English (6.2%).

#### Teacher Demand in Georgia

- **Teacher demand** is influenced by demographic trends, such as overall student enrollment counts, limited English-proficient student enrollment, teacher attrition, teacher retirement, and education policy. In FY03, Georgia's public school P-12 student population totaled 1,496,012, a 1.73% (25,378 students) increase from FY02. Males continue to outnumber females at nearly every grade level, the exceptions being grades 11 and 12. With regard to student diversity, increases occurred among each group except White students, which declined 0.2% from FY02 to FY03. The largest increases occurred among Hispanic (63.3%), Multiracial (54.3%), and Asian (22.3%) students. Lastly, Central Savannah, Chattahoochee-Flint, First District, and Oconee RESAs experienced a decline in student enrollment.
- From 1995-2001, Georgia's **high school dropout rate** increased to a high of 40.49 in 2001, then decreased to the 2003 rate of 37.45.
- Based on **funding and maximum class size** allowances provided in SBOE Rule 160-5-1-.08 (Class Size), teacher demand based on student enrollment and reduced class size legislation is projected to increase through the FY13 academic year.

- **Teacher attrition** in Georgia decreased from 8.8% for FY01 to 8.7% for FY02. This is the second year that teacher attrition has declined. This trend might be a result of the current economic climate and more individuals deciding not to exit the workforce (i.e., change careers, retire, etc.).
- The number of teachers hired to fill **replacement demand** increased 3.90% from 8,303 in FY02 to 8,627 in FY03. Of the 8,627, 13.2% is accounted for by promotion or position change/reassignment. From FY02 to FY03, 1,138 teachers assumed non-teaching positions due to promotion or position change. This is lower than the 1,234 reported from FY00 to FY01. Of the 1,138 teachers, 353 (31.02%) were P-5 teachers (including EIP teachers); 213 (18.72%) were Grades 6-8 teachers; 232 (20.39%) were High School teachers; and 226 (19.86%) were Special Education teachers.
- With regard to **teacher mobility (or relocation)** on the system level, 4.37% (3,973) of the teaching workforce relocated between FY02 and FY03. Of the school systems, Atlanta City had the largest net loss of teachers at 94 and Gwinnett County had the highest net growth at 174. At the RESA level, 2.3% (2,085) of the teaching workforce moved to a different RESA from FY02 to FY03. Of the RESAs, Metro RESA lost the largest number of teachers at 42, and Pioneer RESA gained the largest number of teachers at 83.
- More than 25% (25.76%) of teachers who left (2,223) were newly hired in FY03.
- Demographic characteristics of the 8,627 FY02 teachers that are no longer teaching in Georgia's public school system (**teacher attrition**):
  - 80.32% female
  - 75.33% White
  - 27% in the 21-30 age group
  - 34.7% with 0-4 years experience
  - 51.13% certified at the Bachelor's degree level
  - 66.15% held Teaching (T) certificates
  - 41.95% taught in the Elementary subject area
  - 33.65% were K-5 teachers
  - 40.74% located in Metro RESA
- Demographic characteristics of the 2,223 FY02 new teacher hires that are no longer teaching in Georgia's public school system (**attrition of newly hired teachers**):
  - 67.12% White
  - 37.97% held Teaching (T) certificates
  - 39.45% taught in the Elementary subject area

- 27.35% were K-5 (including EIP) teachers
- 46.83% located in Metro RESA
- 47.4% had zero experience
- Demographic characteristics of the 1,053 FY02 new teacher hires with zero experience that are no longer teaching in Georgia's public school system (**attrition of newly hired teachers with zero experience**):
  - 75.40% female
  - 62.58% White
  - 36.75% held Teaching (T) certificates
  - 39.60% taught in the Elementary subject area
  - 28.58% were K-5 (including EIP) teachers
  - 47.58% located in Metro RESA
- Demographic characteristics of the 1,825 teachers exiting the workforce due to **retirement**:
  - 82.41% female
  - 17.59% male
  - 43.29% taught in the Elementary subject area
  - 37.10% were K-5 (including EIP) teachers
  - 29.42% located in Metro RESA

### Georgia Teacher Supply

- Teachers are supplied into Georgia's public school P-12 classrooms through **five main sources**: returning teachers, delayed entry teachers, new teacher graduates from educator preparation institutions, out-of-state teachers, and provisional/alternative route certified teachers.
- In FY03, 46.1% of new teacher hires in Georgia were from **out of state**; 18.4% were graduates from educator preparation institutions; 16.4% were returning teachers; 12.0% were provisional/alternative route teachers; and 3.4% were delayed entry teachers.
- The number of **new teacher hires decreased** 4.4% from 13,084 in FY02 to 12,507 in FY03. The number of new teacher hires comprised 12.1% of the total teaching force in FY03. The demographic characteristics of the newly hired were:
  - 75.7% White
  - 78.47% female
  - 69.35% certified at the Bachelor's degree level
  - 42.31% located in Metro RESA
  - 44.06% teach in the Elementary subject area
  - 39.39% are K-5 (including EIP) teachers

- **Teacher retention** continues to be the chief source of supply of teachers into Georgia classrooms. Over 90% of Georgia teachers return to the classroom from one year to the next.
- PSC-identified **shortage areas** characterized by high numbers of non-regular certificates (i.e., permits, provisional, and probationary certificates) include Interrelated Special Education (1,068), Middle Grades (469), and Early Childhood Education (296). Increases in non-regular certificates are projected to continue in the number of Early Childhood Education, Interrelated Special Education, English, Mathematics, Science, and Mental Retardation unless supply is targeted to these areas.
- The number of **student teachers** prepared in Georgia institutions increased 3.5% from 3,388 in FY02 to 3,507 in FY03. The top five producers of teachers in FY03 were the University of Georgia, Valdosta State University, Kennesaw State University, Georgia State University, and the State University of West Georgia. However, only two of these institutions increased their production: Valdosta State University (+72) and Georgia State University (+16). With regard to the teaching field of student teachers, Early Childhood Education remains the most popular area of preparation with a 5.4% increase from 1,435 in FY02 to 1,513 in FY03. Lastly, the majority of the student teachers produced in FY02 became certified in FY03 (85.5% or 2,896); and 81.1% (2,347) of those certified were employed in Georgia classrooms as teachers in FY03.
- Statewide initiatives to **market teaching** in Georgia and to recruit teachers continue to grow. These include the Reach to Teach in Georgia federal grant program, TeachGeorgia.org, Georgia Troops-to-Teachers, the HOPE scholarship for teachers, and alternative preparation routes such as GATAPP.
- The number of **Paraprofessionals/Teacher Aides** in Georgia increased 1.6% from 24,882 in FY02 to 25,276 in FY03. This female dominated personnel group is predominantly White. However, the number of Hispanic Paraprofessionals/Teacher Aides increased 8.75% during this period. This is a potential source for Hispanic teachers.

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

# CHAPTER 4: A PROFILE OF GEORGIA'S NON-TEACHING EDUCATOR WORKFORCE (ADMINISTRATIVE AND STUDENT SERVICES PERSONNEL)

## Introduction

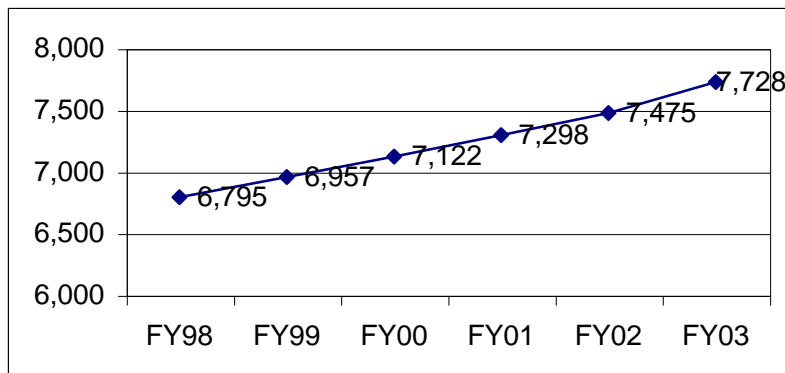
Section II, "Georgia's Administrative and Student Services Personnel," profiles the non-teaching workforce in Georgia's P-12 public schools. The individuals who comprise this group provide leadership and support services that impact teaching and learning for teachers and students, respectively. Chapter 4 presents the demographic characteristics of Georgia's non-teaching educator workforce.

## Demographic Characteristics

### Administrative Personnel

From FY98 to FY03, Georgia's administrative workforce grew by 13.73%. From FY02 to FY03, Georgia's administrative workforce grew by 3.38%, representing an increase from the annual growth rates reported from FY99 to FY02 (see Figure 4.1 and Table 4.1). Although there were decreases from FY02 to FY03 in the number of Superintendents, Human Resources Directors, Curriculum Directors, Technology Directors, Instructional Supervisors, and Kindergarten Directors, marked increases were seen during this period in other categories. In particular, increases were seen in the number of Assistant Superintendents, Principals, Assistant Principals, Special Education Directors, Vocational Education Directors, Pre-Kindergarten Directors, and Athletic Directors.

**Figure 4.1. Total Administrative Personnel, FY98-FY03**  
(Source: EWRAD/PSC, 2003)



**Table 4.1. Administrative Personnel in Georgia, FY98-FY03**

Category	FY98	FY99	FY00	FY01	FY02	FY03
RESA Director	16	16	15	16	16	16
Superintendent	179	180	178	179	184	181
Assistant Superintendent	190	198	201	216	227	242
Principal	1,942	1,959	1,993	2,010	2,048	2,071
Assistant Principal	2,149	2,268	2,343	2,472	2,631	2,822
Human Resources Director	58	61	62	58	55	54
Curriculum Director	232	229	221	219	223	221
Technology Director	49	53	58	55	57	54
Special Education Director	157	155	158	165	159	170
Vocational Education Director	157	152	154	159	157	164
Instructional Supervisor	806	816	858	862	815	767
Kindergarten Director	4	2	2	1	2	1
Pre-Kindergarten Director	8	14	20	24	20	24
Athletic Director	51	48	50	57	41	58
Other Administrators	797	806	809	805	840	883
<b>Total</b>	<b>6,795</b>	<b>6,957</b>	<b>7,122</b>	<b>7,298</b>	<b>7,475</b>	<b>7,728</b>
<b>Year-to-Year Growth Rate</b>	<b>3.70</b>	<b>2.38</b>	<b>2.37</b>	<b>2.47</b>	<b>2.42</b>	<b>3.38</b>

Source: EWRAD/PSC, 2003

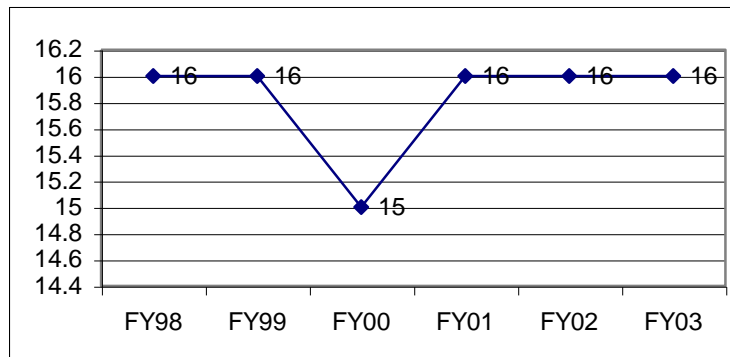
In the following sections, the demographic characteristics of each administrative personnel group will be presented and trends will be distinguished.

**RESA Directors**

In FY03, Georgia had 16 RESA Directors with a mean age of 55.94 years and a mean experience of 27 years (see Figure 4.2).

**Figure 4.2. RESA Directors, FY98-FY03**

(Source: EWRAD/PSC, 2003)

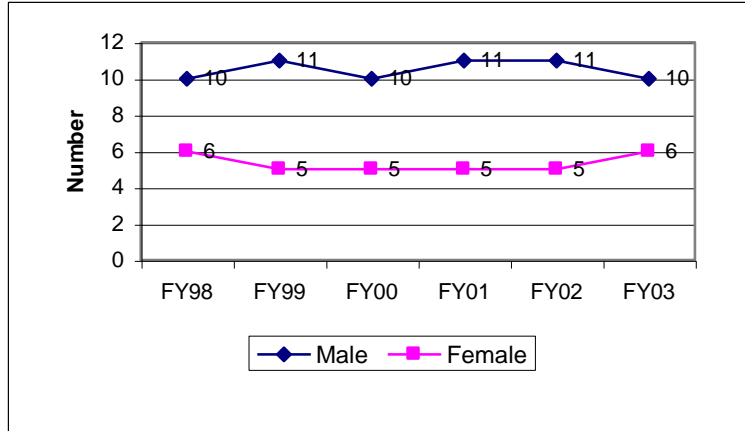


The typical RESA Director is White (87.5%), male (62.5%), and certified at the Education Specialist level (56.3%) (see Figures 4.3-4.5). The number of male RESA Directors decreased by 9.1% and the number of females increased by

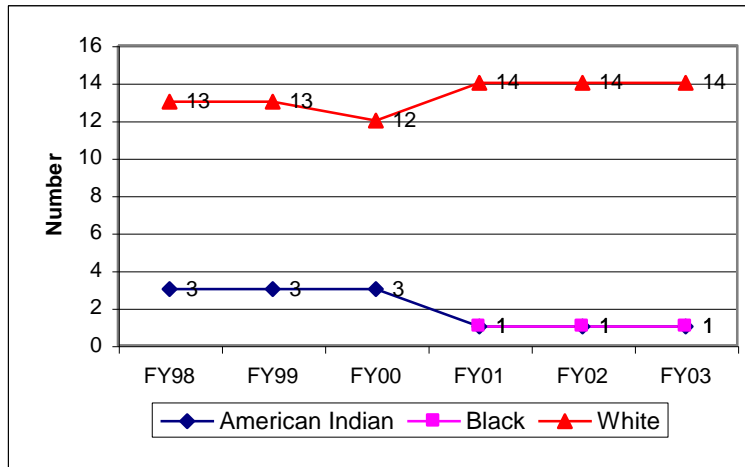


20% from FY02 to FY03. Meanwhile, the number of American Indian and Black RESA Directors remained the same at one.

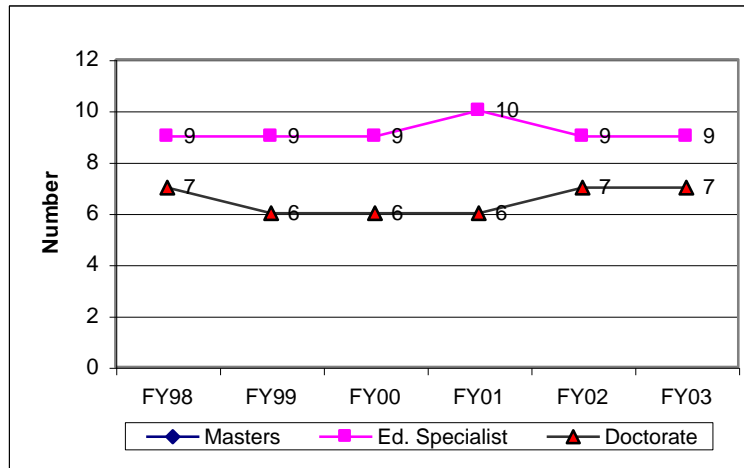
**Figure 4.3. RESA Directors by Gender, FY98-FY03**  
(Source: EWRAD/PSC, 2003)



**Figure 4.4. RESA Directors by Ethnicity, FY98-FY03**  
(Source: EWRAD/PSC, 2003)



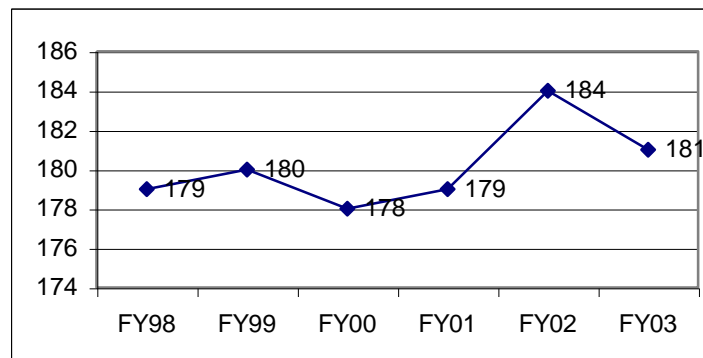
**Figure 4.5. RESA Directors by Certification Level, FY98-FY03**  
(Source: EWRAD/PSC, 2003)



### ***Superintendents***

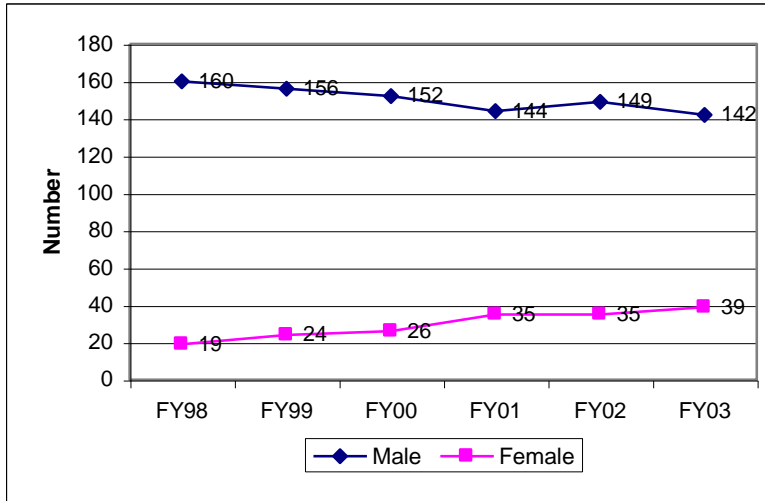
In FY03, Georgia had 181 Superintendents with a mean age of 54.10 years and a mean experience of 26.69 years (see Figure 4.6).

**Figure 4.6. Superintendents, FY98-FY03**  
(Source: EWRAD/PSC, 2003)

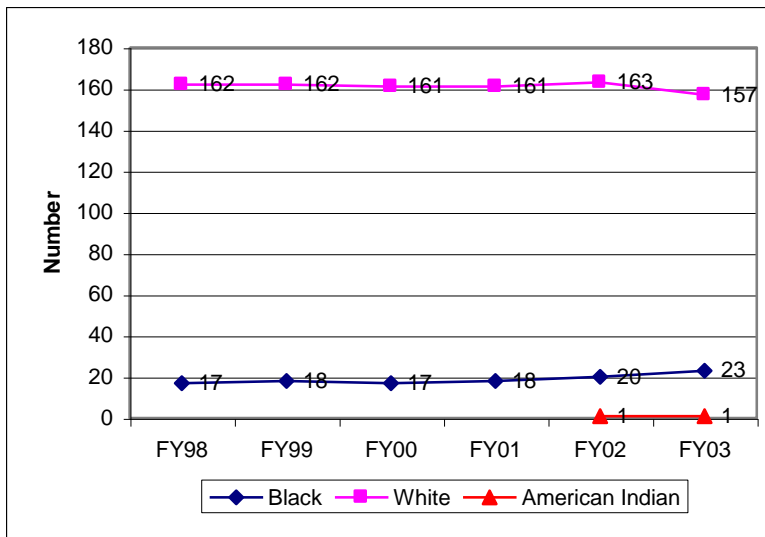


The typical Superintendent is White (86.14%), male (76.45%), and certified at the Education Specialist level (50.28%) (see Figures 4.7-4.9). Also, from FY98 to FY03, the number of male Superintendents decreased by 11.25% and the number of females increased by 105.26%. Furthermore, during this same time period, the number of White Superintendents decreased by 3.09% while the number of Black Superintendents increased by 35.29%. The number of American Indian Superintendents remained the same.

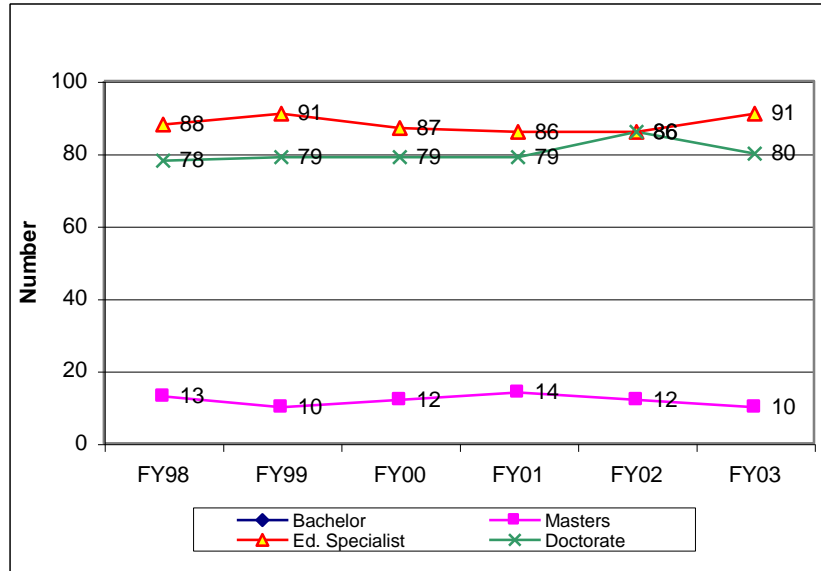
**Figure 4.7. Superintendents by Gender, FY98-FY03**  
 (Source: EWRAD/PSC, 2003)



**Figure 4.8. Superintendents by Ethnicity, FY98-FY03**  
 (Source: EWRAD/PSC, 2003)



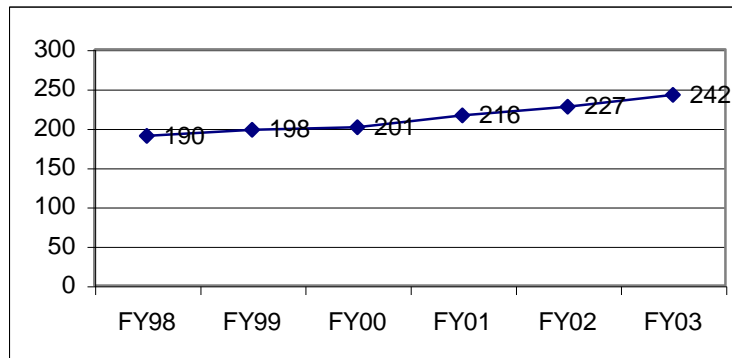
**Figure 4.9 Superintendents by Certification Level, FY98-FY03**  
(Source: EWRAD/PSC, 2003)



### **Assistant Superintendents**

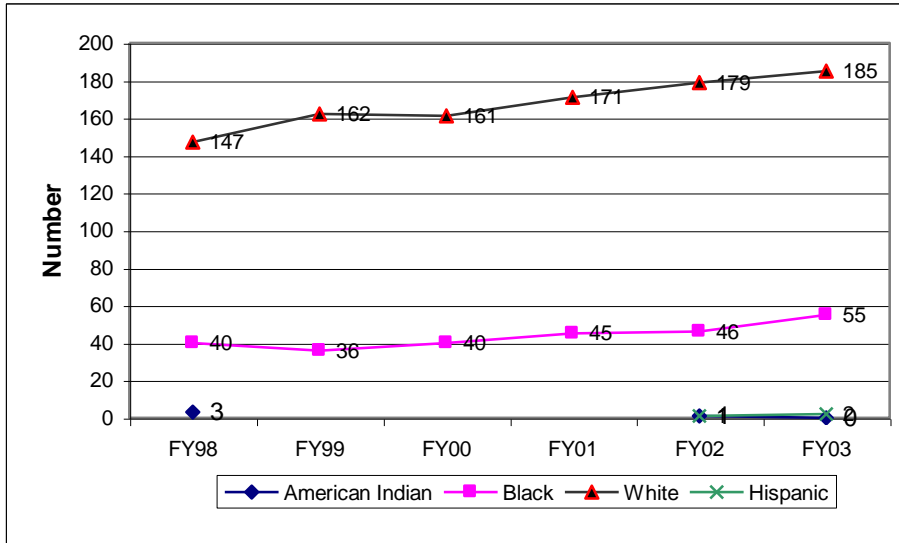
In FY03, Georgia had 242 Assistant Superintendents with a mean age of 52.97 years and a mean experience of 26.55 years (see Figure 4.10).

**Figure 4.10. Assistant Superintendents, FY98-FY03**  
(Source: EWRAD/PSC, 2003)

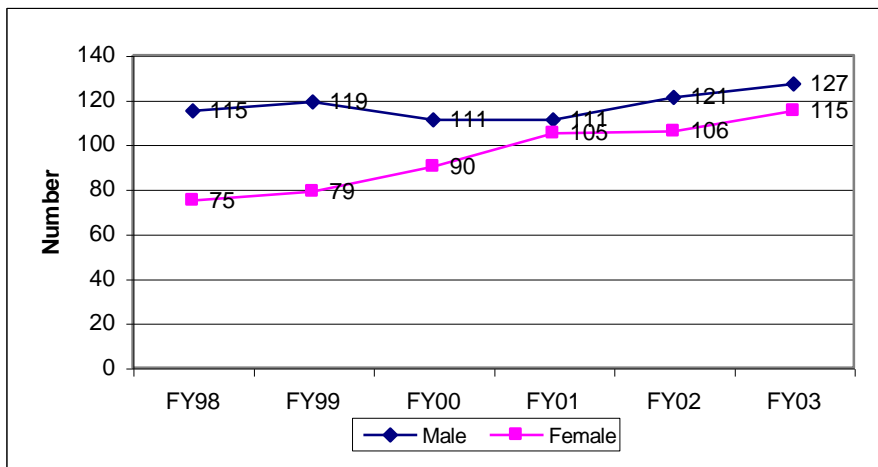


The typical Assistant Superintendent is White (76.45%), male (52.48%), and certified at the Education Specialist level (56.61%) (see Figures 4.11-4.13). The numbers of Black (37.5%), White (25.85%), and Hispanic (100%) Assistant Superintendents increased from FY98 to FY03. Similarly, the numbers of male (10.43%) and female (53.33%) Assistant Superintendents rose during this period. However, the number of American Indian Assistant Superintendents decreased from one to zero.

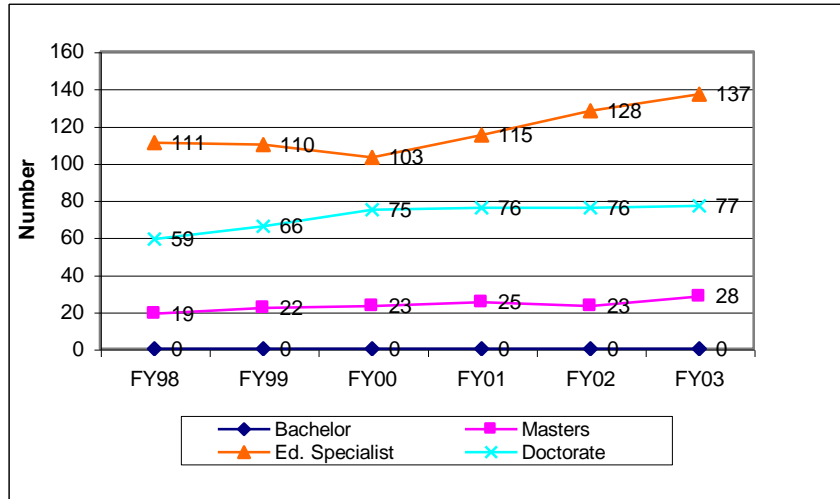
**Figure 4.11. Assistant Superintendents by Ethnicity, FY98-FY03**  
 (Source: EWRAD/PSC, 2003)



**Figure 4.12. Assistant Superintendents by Gender, FY98-FY03**  
 (Source: EWRAD/PSC, 2003)



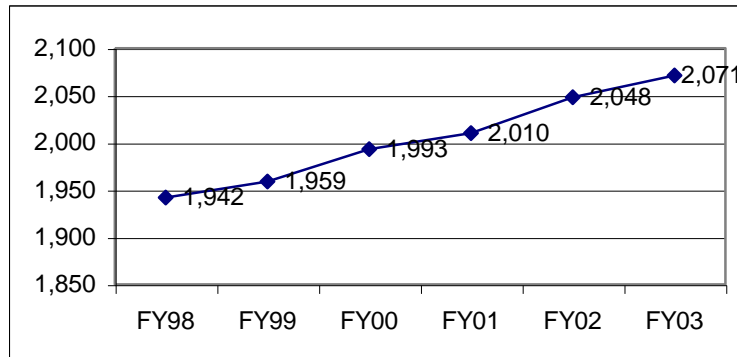
**Figure 4.13. Assistant Superintendents by Certification Level, FY98-FY03**  
(Source: EWRAD/PSC, 2003)



### **Principals**

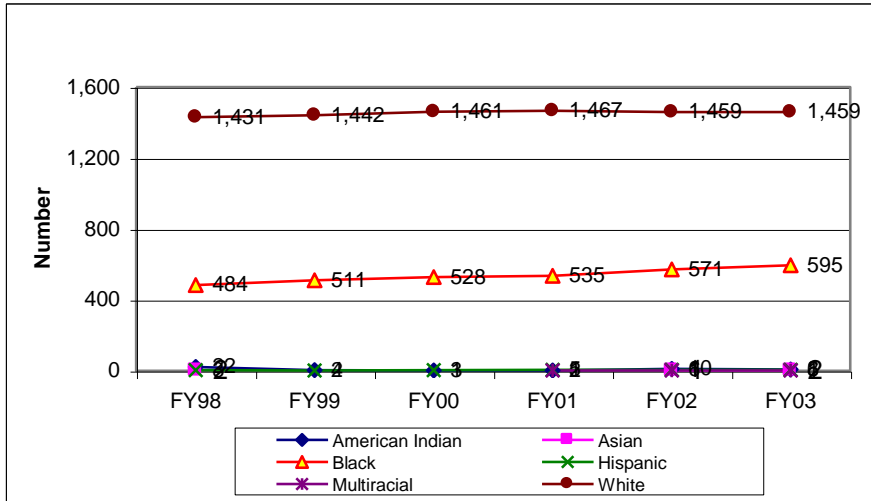
In FY03, Georgia had 2,071 Principals with a mean age of 50.08 years and a mean experience of 23.63 years (see Figure 4.14).

**Figure 4.14. Principals, FY98-FY03**  
(Source: EWRAD/PSC, 2003)

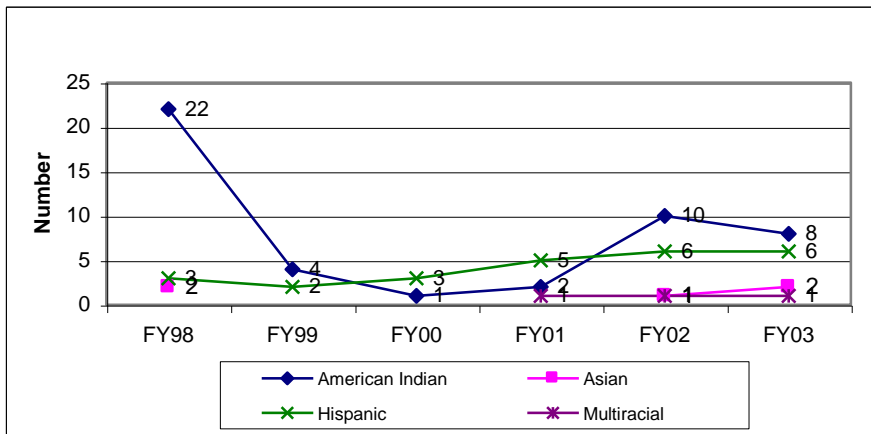


The typical Principal is White (70.45%), female (55.77%), and certified at the Education Specialist level (64.85%) (see Figures 4.15-4.18). From FY98 to FY03, the numbers of White (1.96%), Black (22.93%), and Hispanic (100%) Principals increased. Similarly during this period, the number of female Principals increased by 26.51% and the number of males decreased by 10.98%. Also, the number of American Indian Principals decreased by 63.64%.

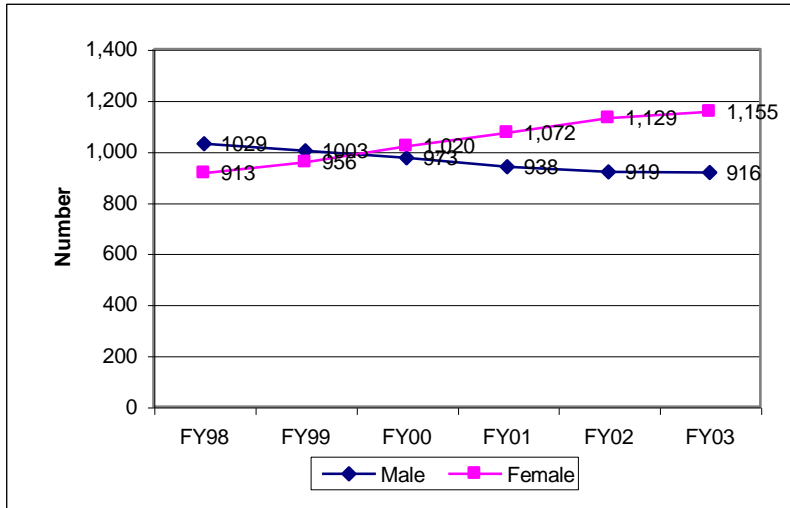
**Figure 4.15. Principals by Ethnicity-All Ethnicities, FY98-FY03**  
 (Source: EWRAD/PSC, 2003)



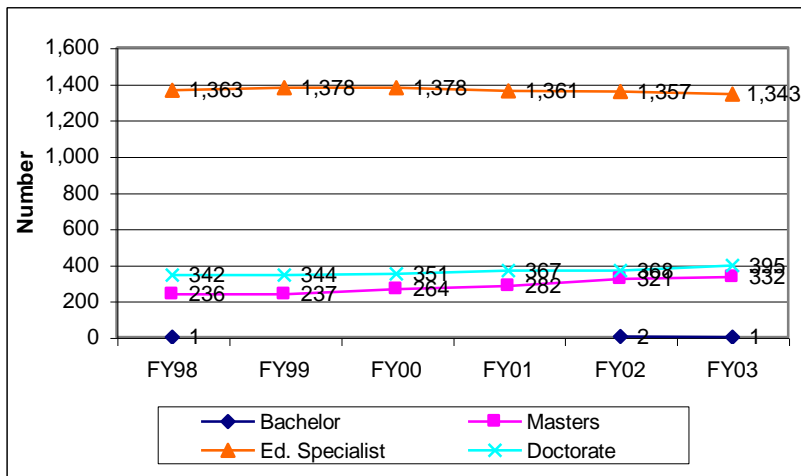
**Figure 4.16. Principals by Ethnicity-Ethnicities Other Than Black & White, FY98-FY03**  
 (Source: EWRAD/PSC, 2003)



**Figure 4.17. Principals by Gender, FY98-FY03**  
(Source: EWRAD/PSC, 2003)



**Figure 4.18. Principals by Certification Level, FY98-FY03**  
(Source: EWRAD/PSC, 2003)

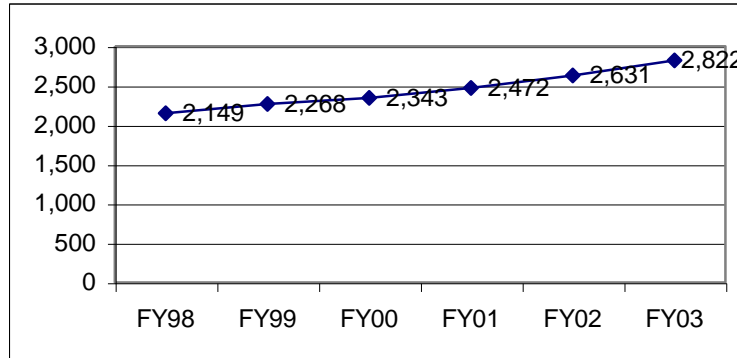


### ***Assistant Principals***

In FY03, Georgia had 2,822 Assistant Principals with a mean age of 45.98 years and a mean experience of 19.01 (see Figure 4.19).

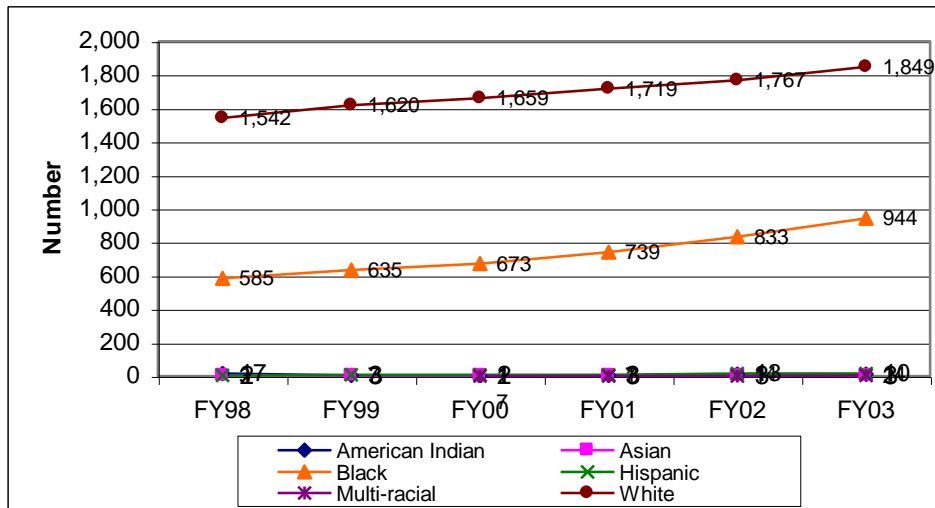


**Figure 4.19. Assistant Principals, FY98-FY03**  
(Source: EWRAD/PSC, 2003)

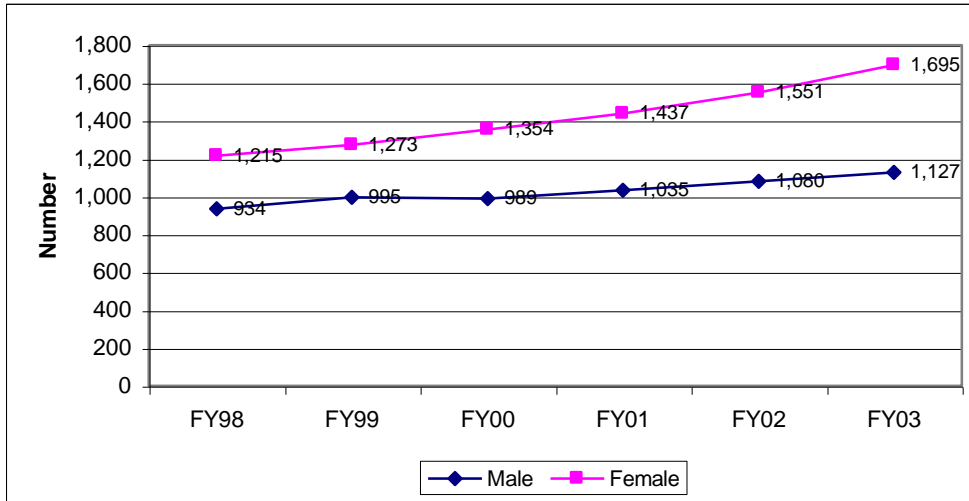


The typical Assistant Principal is White (65.52%), female (60.06%), and certified at the Education Specialist level (53.05%) (see Figures 4.20-4.22). From FY98 to FY03, the numbers of White and Black Assistant Principals rose by 19.91% and 61.37%, respectively. Also, increases occurred in the numbers of male (20.66%) and female (39.51%) Assistant Principals, and the number of Assistant Principals with Education Specialist (12.81%), Master's (68.37%), and Doctorate (40.74%) degrees.

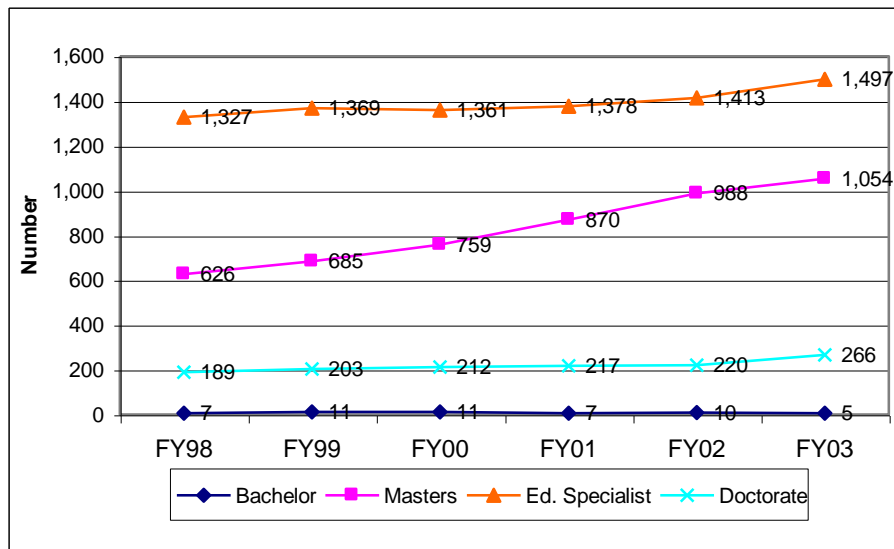
**Figure 4.20. Assistant Principals by Ethnicity, FY98-FY03**  
(Source: EWRAD/PSC, 2003)



**Figure 4.21. Assistant Principals by Gender, FY98-FY03**  
(Source: EWRAD/PSC, 2003)



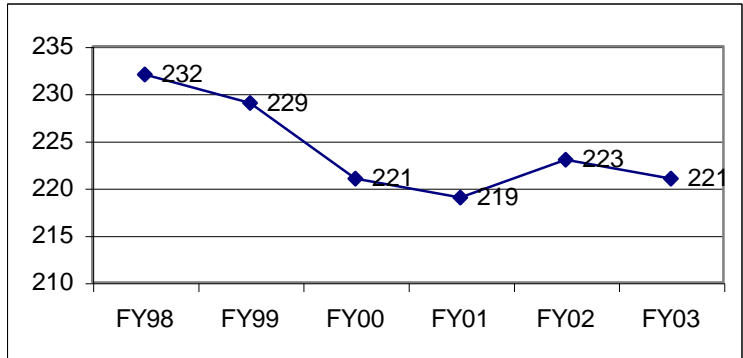
**Figure 4.22. Assistant Principals by Certification Level, FY98-FY03**  
(Source: EWRAD/PSC, 2003)



### **Curriculum Directors**

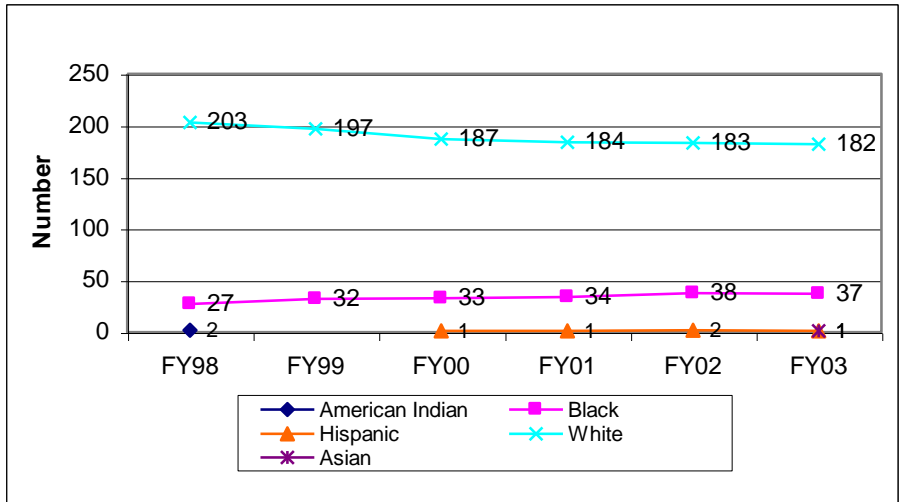
In FY03, Georgia had 221 Curriculum Directors with a mean age of 52.41 years and a mean experience of 24.45 years (see Figure 4.23).

**Figure 4.23. Curriculum Directors, FY98-FY03**  
(Source: EWRAD/PSC, 2003)

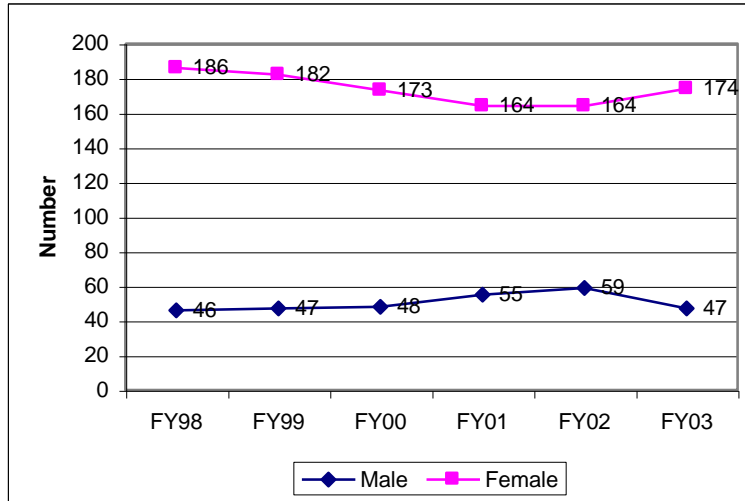


The typical Curriculum Director is White (82.35%), female (78.73%), and certified at the Education Specialist level (55.20%) (see Figures 4.24-4.26). In FY03, the total number of Curriculum Directors for the state declined to its FY00 level. From FY98 to FY03, decreases were seen in the numbers of White (10.34%) and female (6.45%) Curriculum Directors. In contrast, there was an increase in the number of male (2.17%) and Black (37.04%) Curriculum Directors.

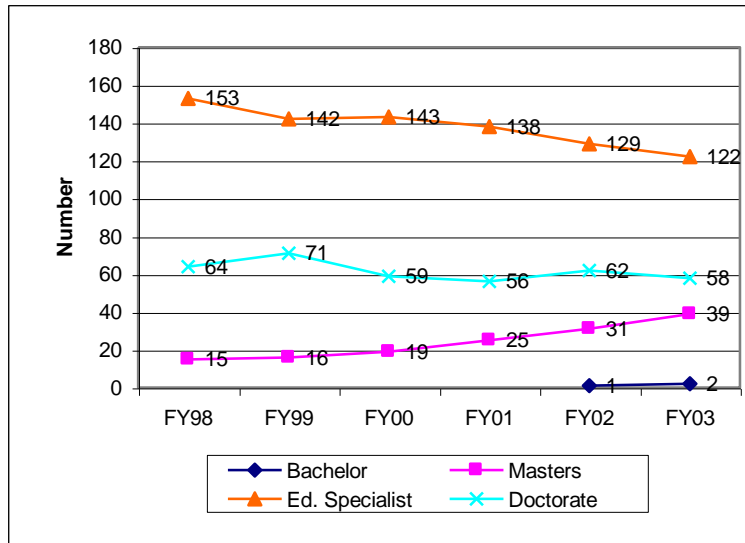
**Figure 4.24. Curriculum Directors by Ethnicity, FY98-FY03**  
(Source: EWRAD/PSC, 2003)



**Figure 4.25. Curriculum Directors by Gender, FY98-FY03**  
(Source: EWRAD/PSC, 2003)



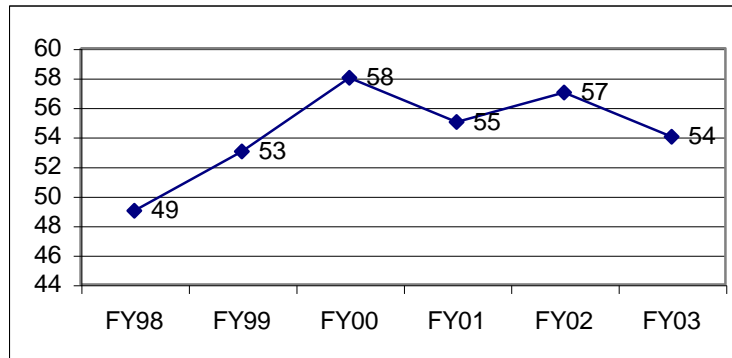
**Figure 4.26. Curriculum Directors by Certification Level, FY98-FY03**  
(Source: EWRAD/PSC, 2003)



**Technology Directors**

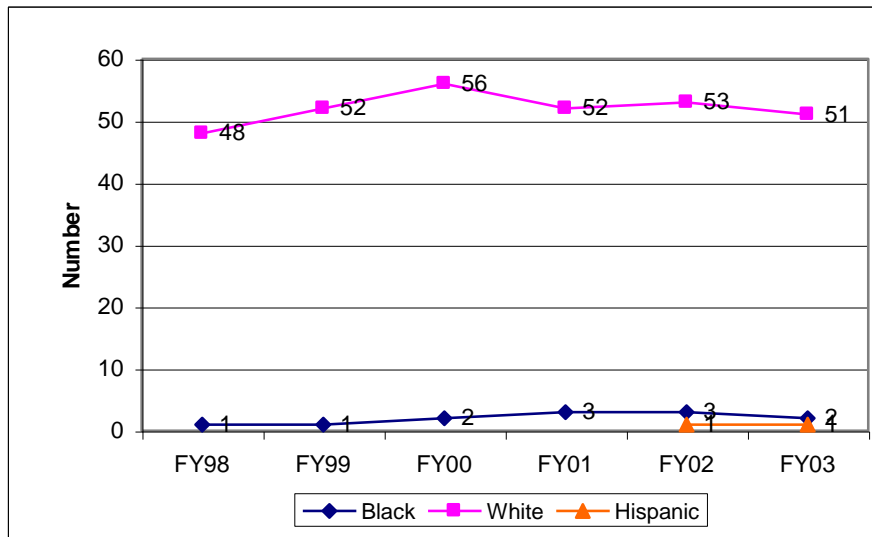
In FY03, Georgia had 54 Technology Directors with a mean age of 48.91 years and a mean experience of 21.70 years (see Figure 4.27).

**Figure 4.27. Technology Directors, FY98-FY03**  
(Source: EWRAD/PSC, 2003)

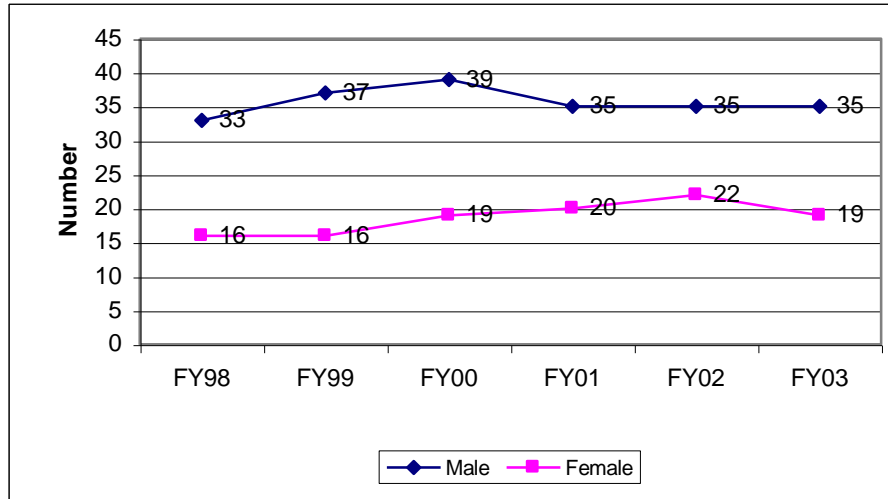


The typical Technology Director is White (94.44%), male (64.81%), and certified at the Education Specialist level (42.59%) (see Figures 4.28-4.30). From FY02 to FY03, the total number of Technology Directors for the state decreased 5.26%. From FY98 to FY03, increases occurred in the number of Black (100%), White (6.25%), male (6.06%), and female (18.75%) Technology Directors. The number of Hispanic Technology Directors remained the same at one. The number of Technology Directors continues to fluctuate. It appears that with easy entry into the job market, this personnel group follows market trends.

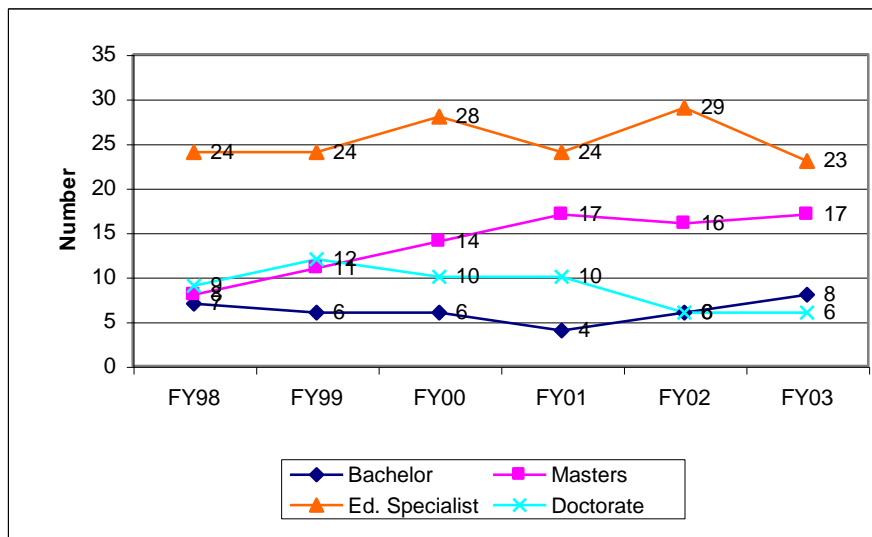
**Figure 4.28. Technology Directors by Ethnicity, FY98-FY03**  
(Source: EWRAD/PSC, 2003)



**Figure 4.29. Technology Directors by Gender, FY98-FY03**  
(Source: EWRAD/PSC, 2003)



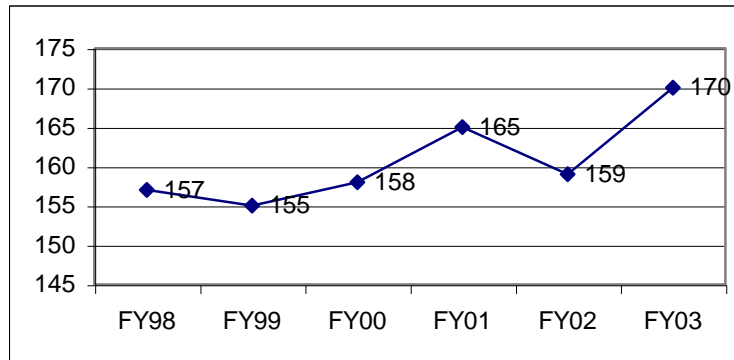
**Figure 4.30. Technology Directors by Certification Level, FY98-FY03**  
(Source: EWRAD/PSC, 2003)



### ***Special Education Directors***

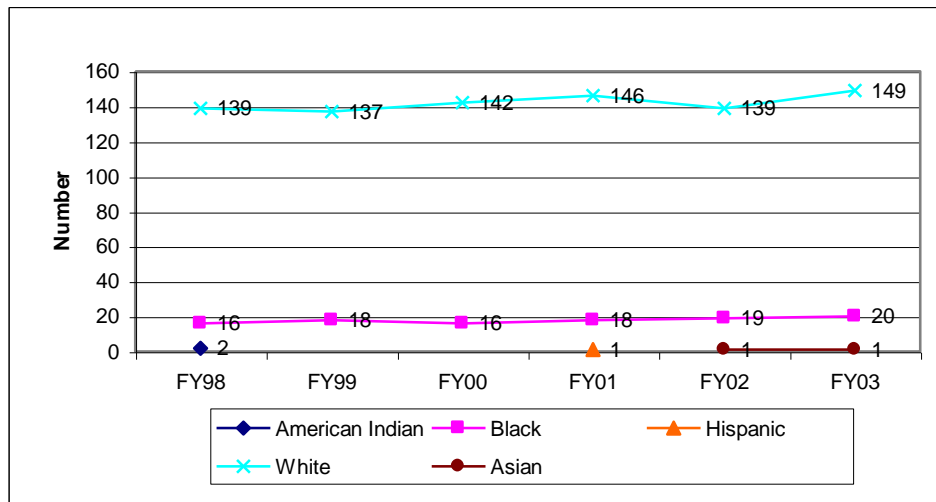
In FY03, Georgia had 170 Special Education Directors with a mean age of 50.21 years and a mean experience of 23.64 years (see Figure 4.31).

**Figure 4.31. Special Education Directors, FY98-FY03**  
(Source: EWRAD/PSC, 2003)

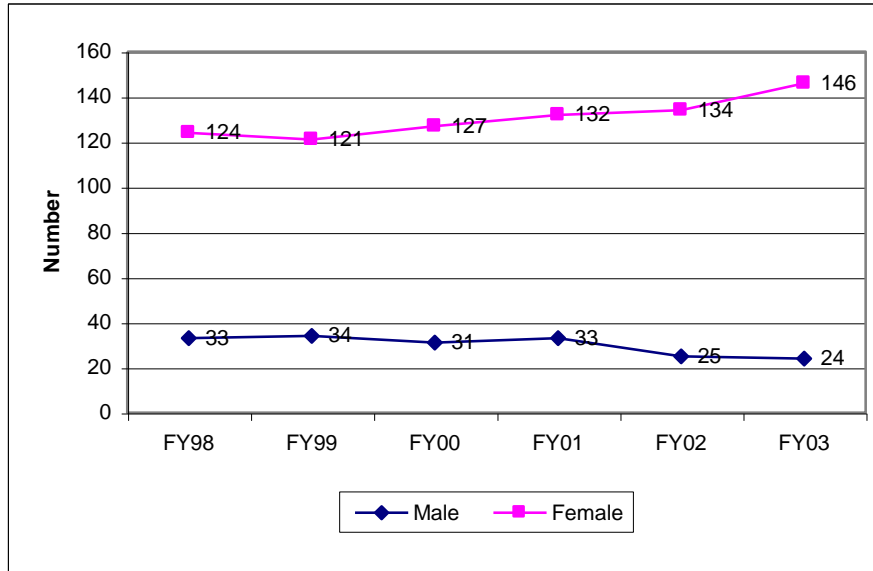


The typical Special Education Director is White (87.65%), female (85.88%), and certified at the Education Specialist level (58.82%) (see Figures 4.32-4.34). From FY98 to FY03, increases occurred in the number of Black (25%), White (7.19%), and female (17.74%) Special Education Directors. A 27.27% decrease occurred in the number of male Special Education Directors, making this group even more female dominated. The number of Asian Special Education Directors remained the same at one.

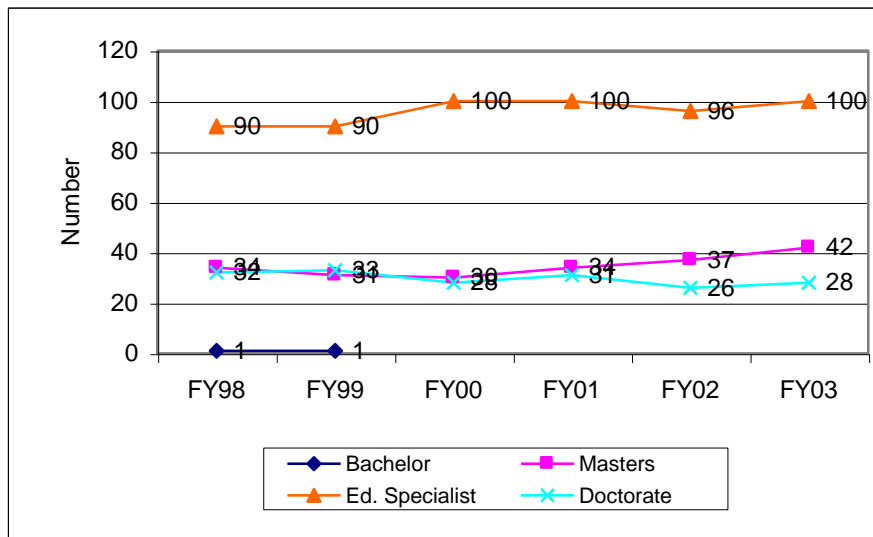
**Figure 4.32. Special Education Directors by Ethnicity, FY98-FY03**  
(Source: EWRAD/PSC, 2003)



**Figure 4.33. Special Education Directors by Gender, FY98-FY03**  
(Source: EWRAD/PSC, 2003)



**Figure 4.34. Special Education Directors by Certification Level, FY98-FY03**  
(Source: EWRAD/PSC, 2003)

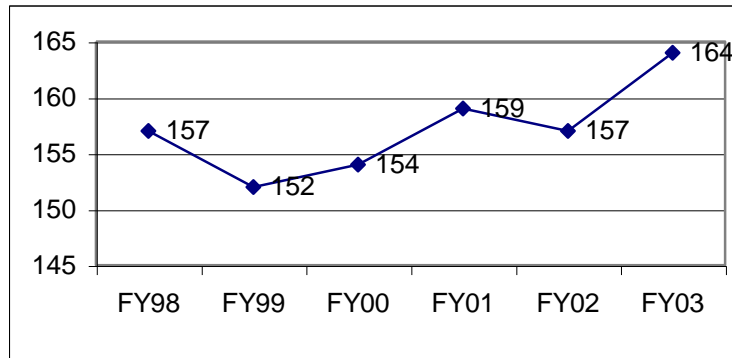


### ***Vocational Education Directors***

In FY03, Georgia had 164 Vocational Education Directors with a mean age of 51.60 years and a mean experience of 24.32 years (see Figure 4.35).

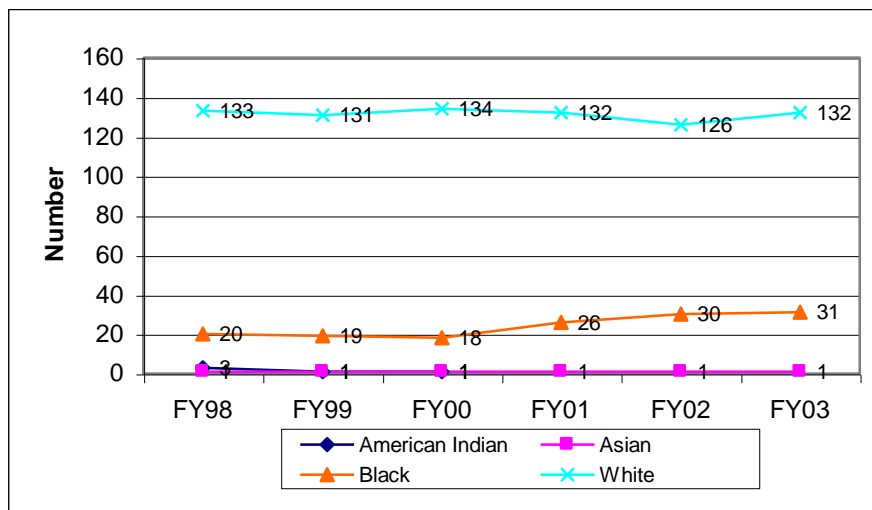


**Figure 4.35. Vocational Education Directors, FY98-FY03**  
(Source: EWRAD/PSC, 2003)

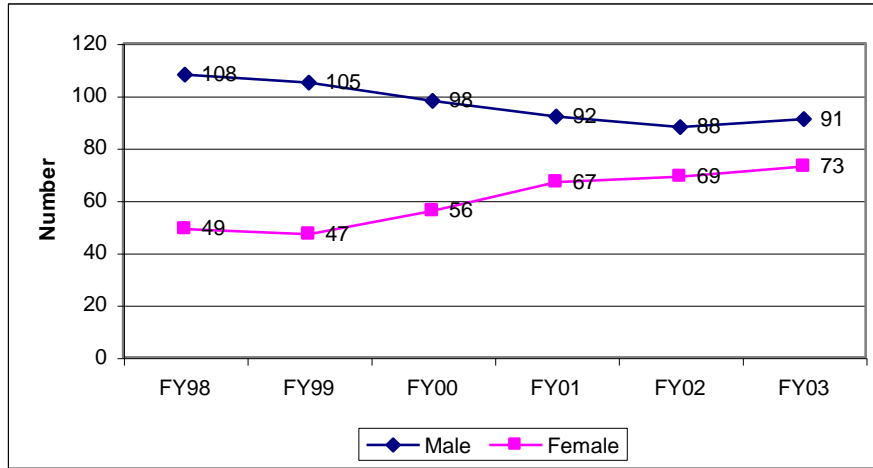


The typical Vocational Education Director is White (80.49%), male (55.49%), and certified at the Education Specialist level (56.10%) (see Figures 4.36-4.38). From FY98 to FY03, the numbers of White and male Vocational Education Directors fell 0.75% and 15.74%, respectively. During this same period, the numbers of Black (55%) and female (48.98%) Vocational Education Directors increased. Similarly, from FY02 to FY03, the number of Vocational Education Directors for the state increased by 4.46%. Increases were seen in the numbers of White (4.76%), Black (3.33%), male (3.41%), and female (5.80%) Vocational Education Directors. The number of Asian Vocational Education Directors remained the same at one. The rise in the number of Vocational Education Directors might be linked to the state-level technology/career education initiatives, such as Tech Prep, designed to prepare students for vocational and technical career paths.

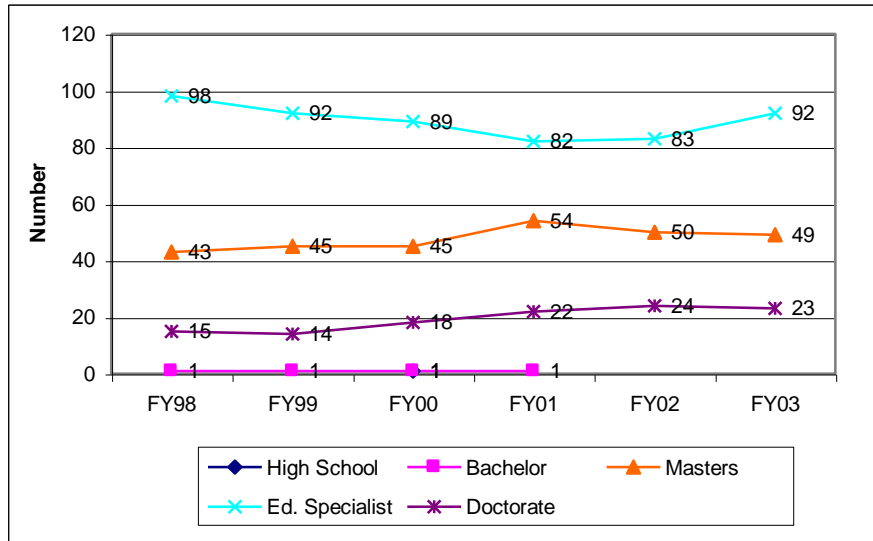
**Figure 4.36. Vocational Education Directors by Ethnicity, FY98-FY03**  
(Source: EWRAD/PSC, 2003)



**Figure 4.37. Vocational Education Directors by Gender, FY98-FY03**  
(Source: EWRAD/PSC, 2003)



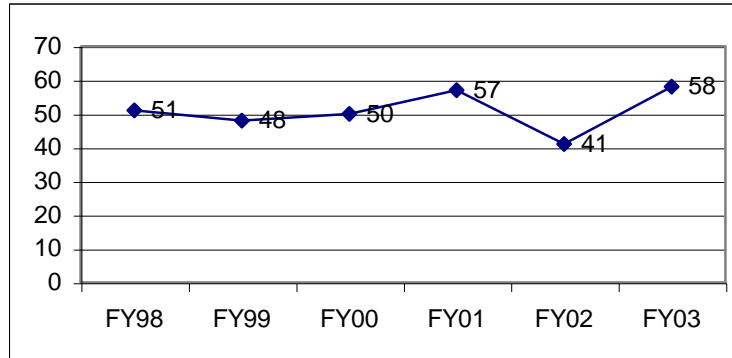
**Figure 4.38. Vocational Education Directors by Certification Level, FY98-FY03**  
(Source: EWRAD/PSC, 2003)



***Athletic Directors***

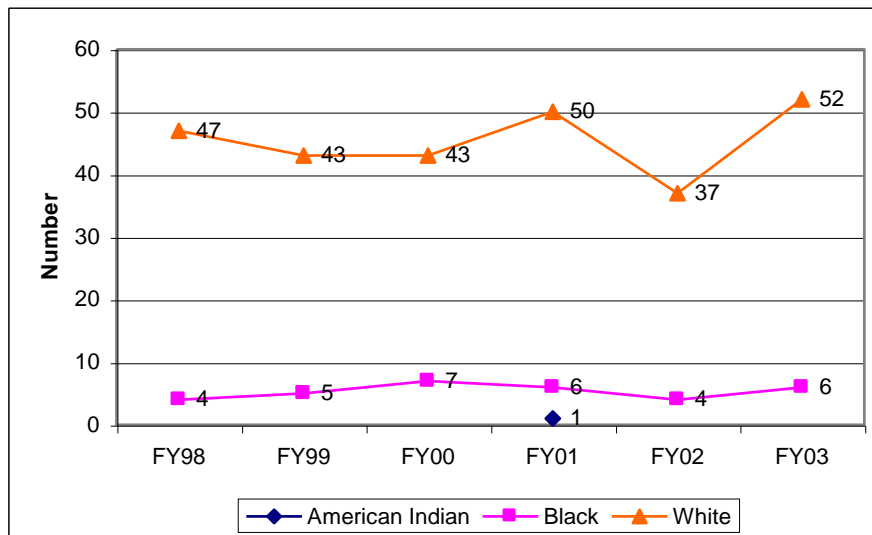
In FY03, Georgia had 58 Athletic Directors with a mean age of 48.45 years and a mean experience of 22.93 years (see Figure 4.39).

**Figure 4.39. Athletic Directors, FY98-FY03**  
(Source: EWRAD/PSC, 2003)

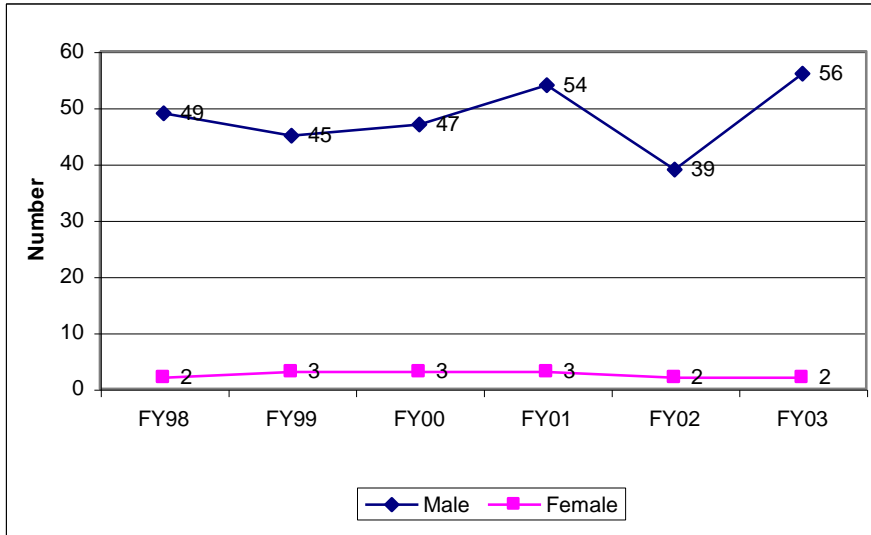


The typical Athletic Director is White (89.66%), male (96.55%), and certified at the Master's level (48.28%) (see Figures 4.40-4.42). From FY02 to FY03, the number of Athletic Directors in the state increased 41.46%. The large increase is due to increases in the numbers of White (40.54%) and male (43.59%) Athletic Directors. Appendix 4 provides a distribution of FY03 Athletic Directors by system. Notice larger numbers of Athletic Directors in "smaller" systems (e.g., Houston County has five while Atlanta City has one). Additionally, Appendix 4 presents information on the personnel positions and subject taught by these Athletic Directors in FY02. Only 4 of the FY03 Athletic Directors are listed as new hires while a total of 14 were teachers.

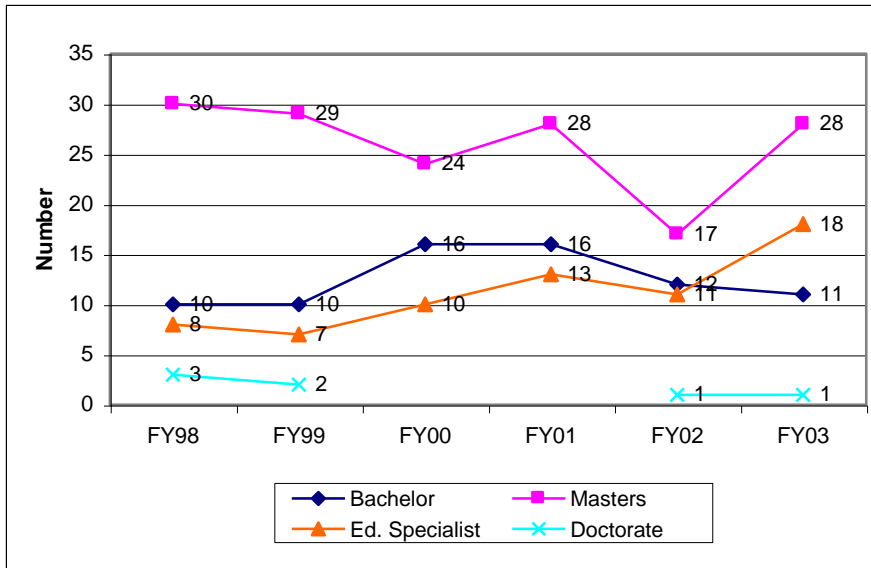
**Figure 4.40. Athletic Directors by Ethnicity, FY98-FY03**  
(Source: EWRAD/PSC, 2003)



**Figure 4.41. Athletic Directors by Gender, FY98-FY03**  
(Source: EWRAD/PSC, 2003)



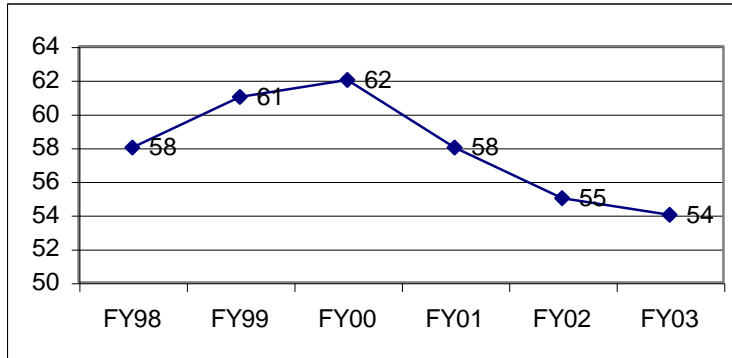
**Figure 4.42. Athletic Directors by Certification Level, FY98-FY03**  
(Source: EWRAD/PSC, 2003)



**Human Resources Directors**

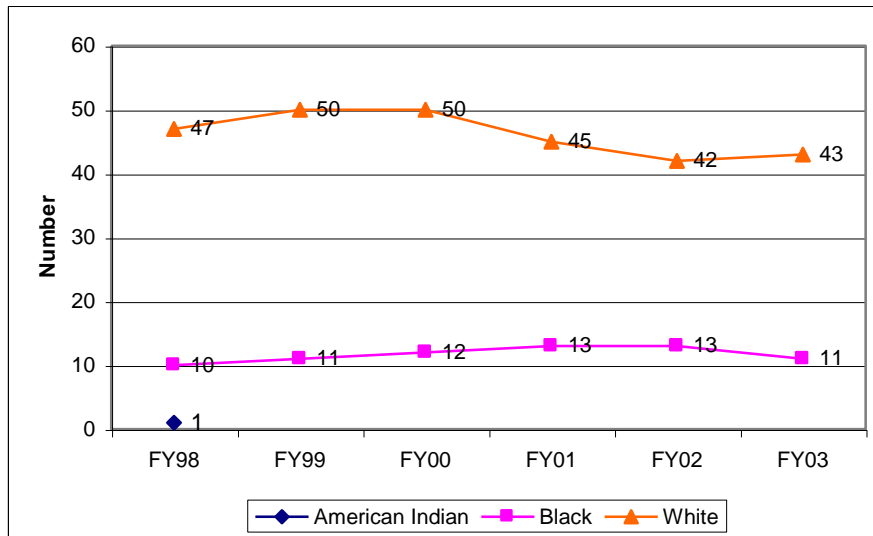
In FY03, Georgia had 54 Human Resources Directors with a mean age of 52.76 years and a mean experience of 26.39 years (see Figure 4.43).

**Figure 4.43. Human Resources Directors, FY98-FY03**  
(Source: EWRAD/PSC, 2003)

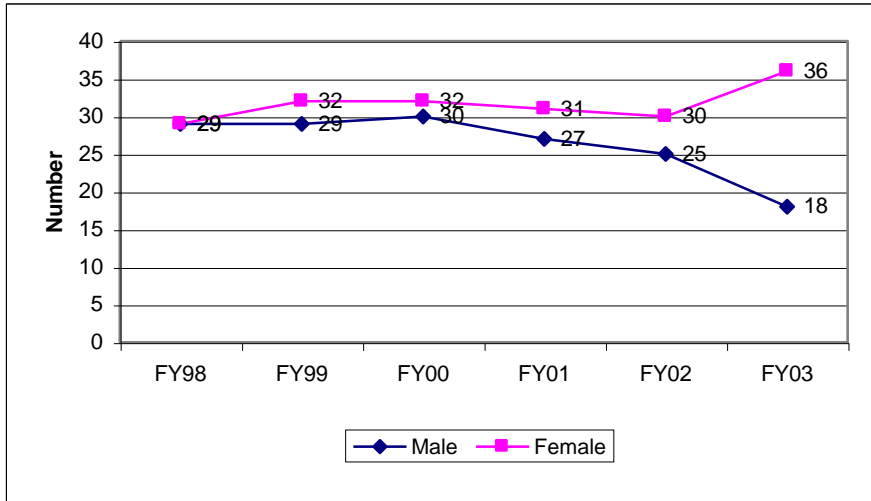


The typical Human Resources Director is White (79.63%), female (66.67%), and certified at the Education Specialist level (61.11%) (see Figures 4.44-4.46). From FY98 to FY03, decreases occurred in the numbers of White (8.51%) and male (37.93%) Human Resources Directors. However, the number of Blacks (10%) and females (24.14%) increased, making the group even more female dominated.

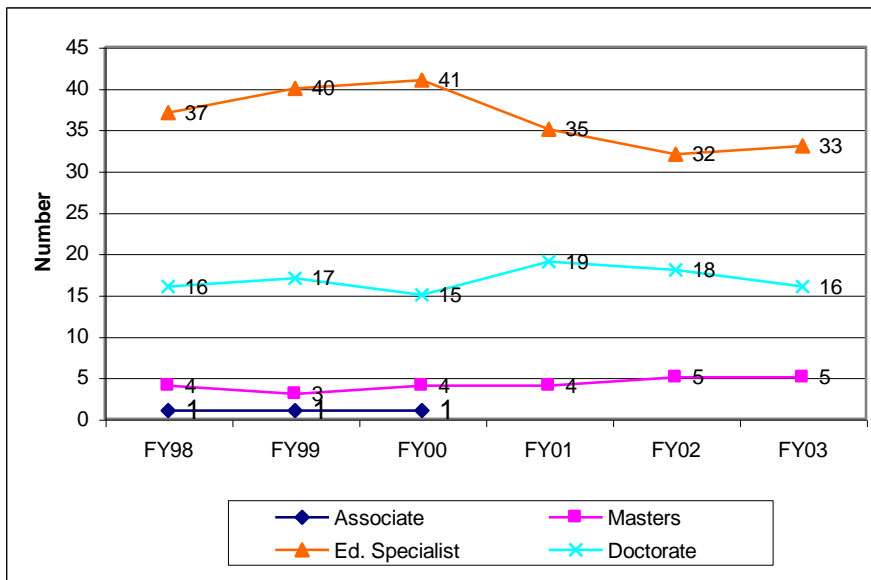
**Figure 4.44. Human Resources Directors by Ethnicity, FY98-FY03**  
(Source: EWRAD/PSC, 2003)



**Figure 4.45. Human Resources Directors by Gender, FY98-FY03**  
(Source: EWRAD/PSC, 2003)



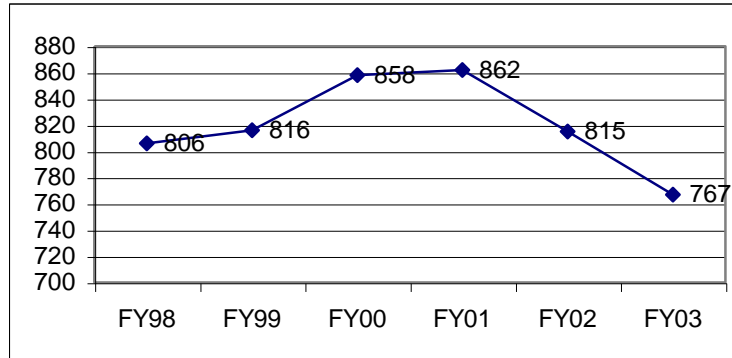
**Figure 4.46. Human Resources Directors by Certification Level, FY98-FY03**  
(Source: EWRAD/PSC, 2003)



### ***Instructional Supervisors***

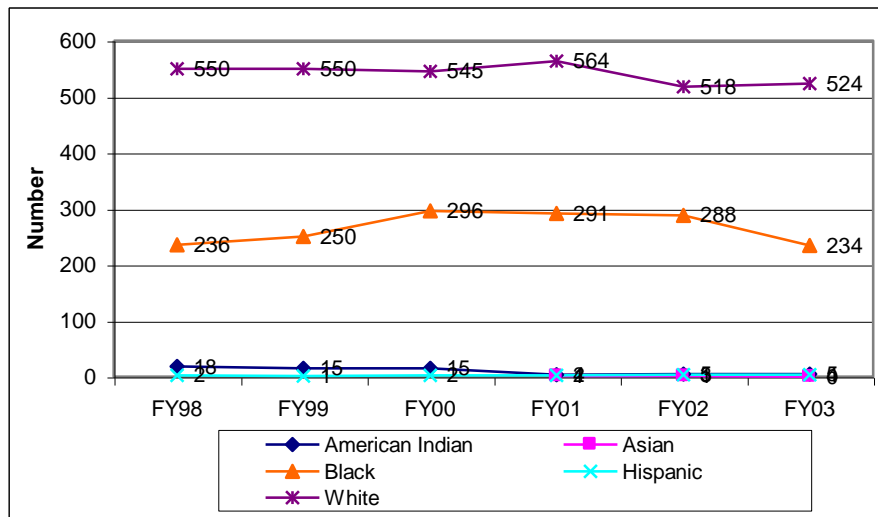
In FY03, Georgia had 767 Instructional Supervisors with a mean age of 49.72 years and a mean experience of 21.98 years (see Figure 4.49).

**Figure 4.47. Instructional Supervisors, FY98-FY03**  
(Source: EWRAD/PSC, 2003)

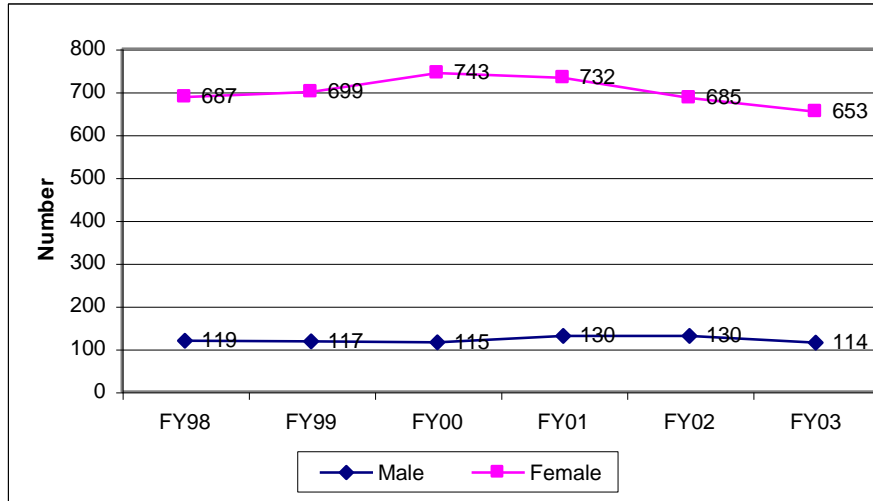


The typical Instructional Supervisor is White (68.32%), female (85.14%), and certified at the Education Specialist level (44.07%) (see Figures 4.50-4.52). The number of Instructional Supervisors for the state decreased 5.89% from FY02 to FY03. This is the second time in a row that a decrease has occurred. From FY98 to FY03, decreases occurred in the number of Black (4.73%), White (0.85%), male (4.20%), and female (4.95%) Instructional Supervisors. A 100% increase occurred in the number of Hispanic Instructional Supervisors. The rise of Hispanic Instructional Supervisors is a welcome occurrence. It is hoped that the increase in Hispanic Instructional Supervisors will continue as the number of Hispanic students rises in Georgia.

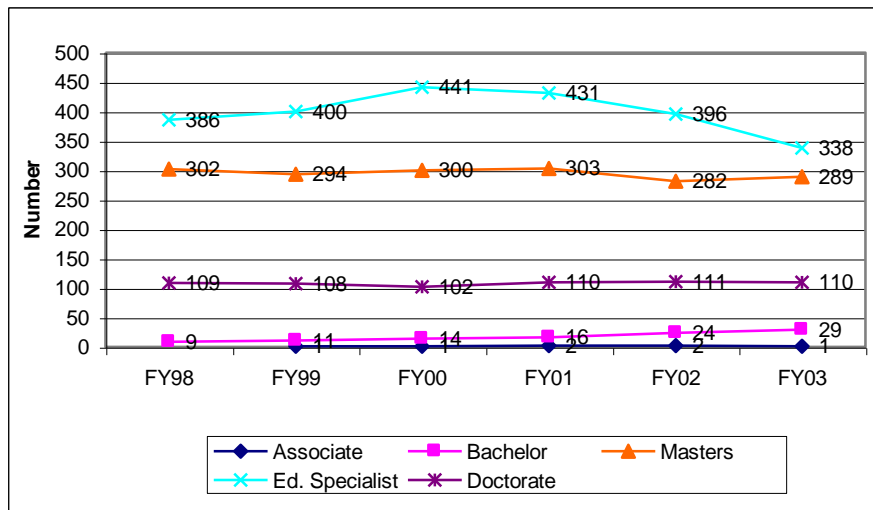
**Figure 4.48. Instructional Supervisors by Ethnicity, FY98-FY03**  
(Source: EWRAD/PSC, 2003)



**Figure 4.49. Instructional Supervisors by Gender, FY98-FY03**  
(Source: EWRAD/PSC, 2003)



**Figure 4.50. Instructional Supervisors by Certification Level, FY98-FY03**  
(Source: EWRAD/PSC, 2003)

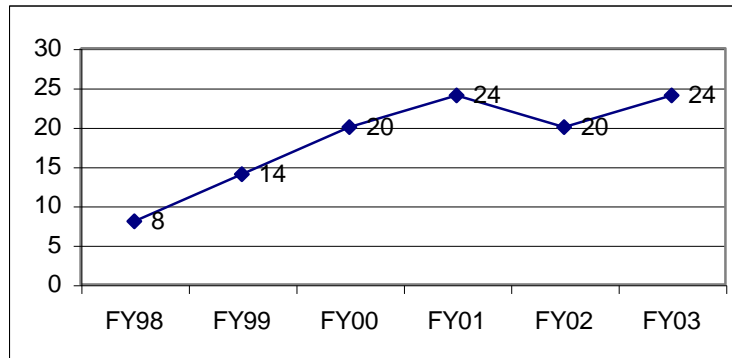


### ***Pre-Kindergarten Directors***

In FY03, Georgia had 24 Pre-Kindergarten Directors with a mean age of 50.46 years and a mean experience of 22.13 years (see Figure 4.53).

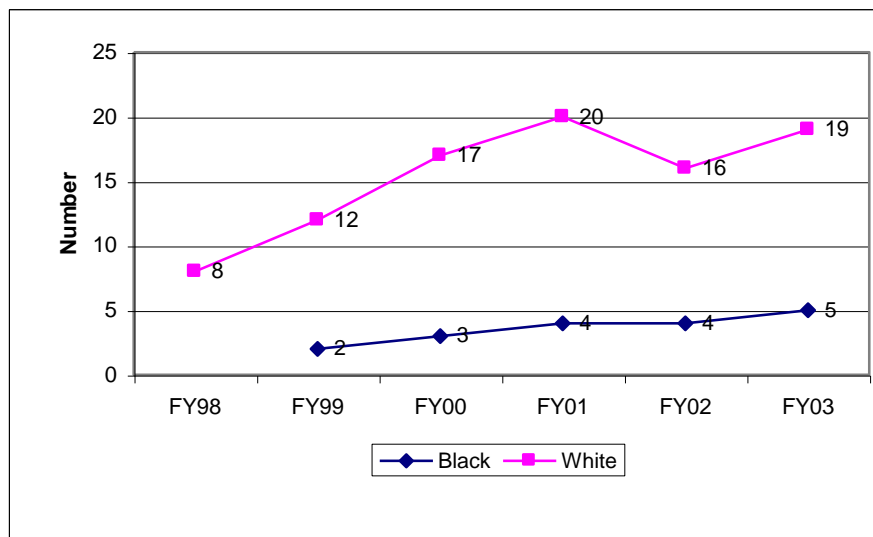


**Figure 4.51. Pre-Kindergarten Directors, FY98-FY03**  
(Source: EWRAD/PSC, 2003)

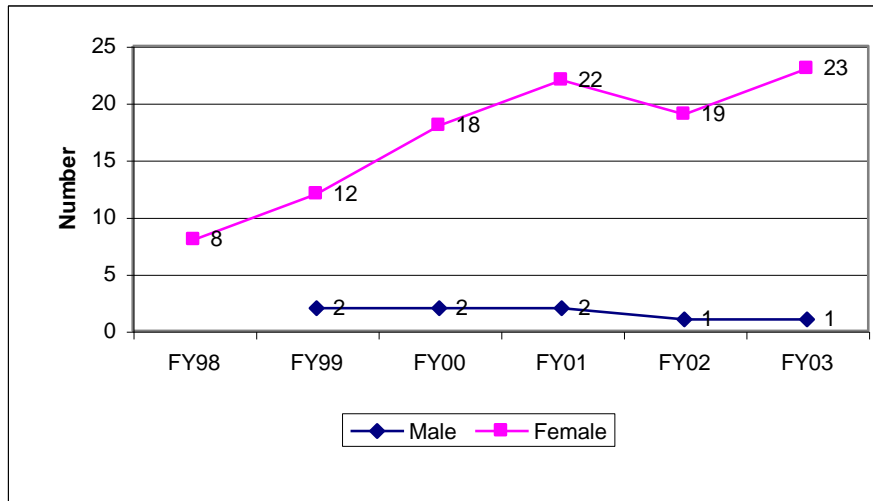


The typical Pre-Kindergarten Director is White (79.17%), female (95.83%), and certified at the Education Specialist level (62.5%) (see Figures 4.54-4.56). From FY98 to FY03, increases occurred in the number of Black (150%) and White (137.5%), and female (187.50%) Pre-Kindergarten Directors. The number of Pre-Kindergarten Directors in the state increased 20% from FY02 to FY03. This increase may be a result of the fast growth (4.31%) in Pre-Kindergarten student enrollment from FY02 to FY03. Increases were seen among the number of Black (18.75%), White (25%), and female (21.05%) Pre-Kindergarten Directors. Also, the numbers of Pre-Kindergarten Directors certified at the Education Specialist (15.38%) and Master's (75%) levels increased.

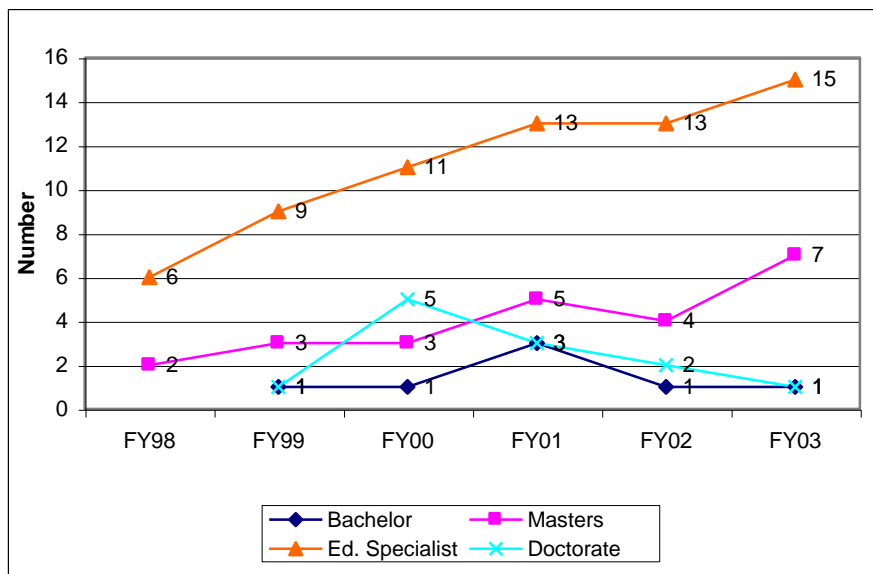
**Figure 4.52. Pre-Kindergarten Directors by Ethnicity, FY98-FY03**  
(Source: EWRAD/PSC, 2003)



**Figure 4.53. Pre-Kindergarten Directors by Gender, FY98-FY03**  
(Source: EWRAD/PSC, 2003)



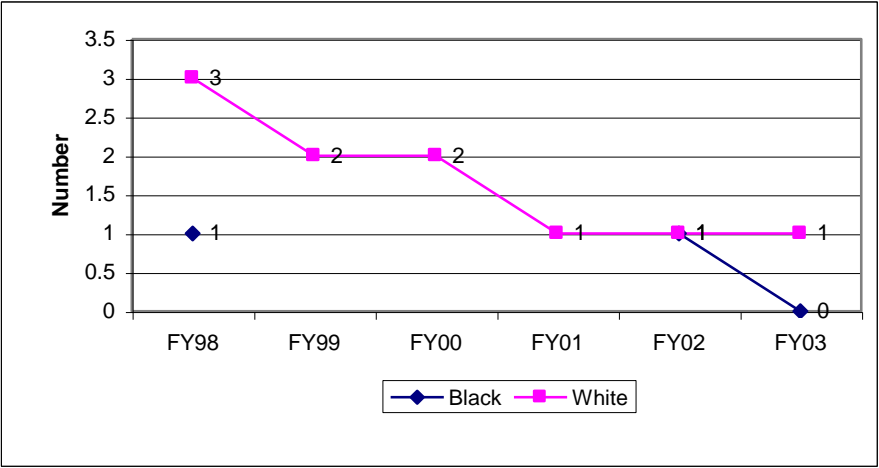
**Figure 4.54. Pre-Kindergarten Directors by Certification Level, FY98-FY03**  
(Source: EWRAD/PSC, 2003)



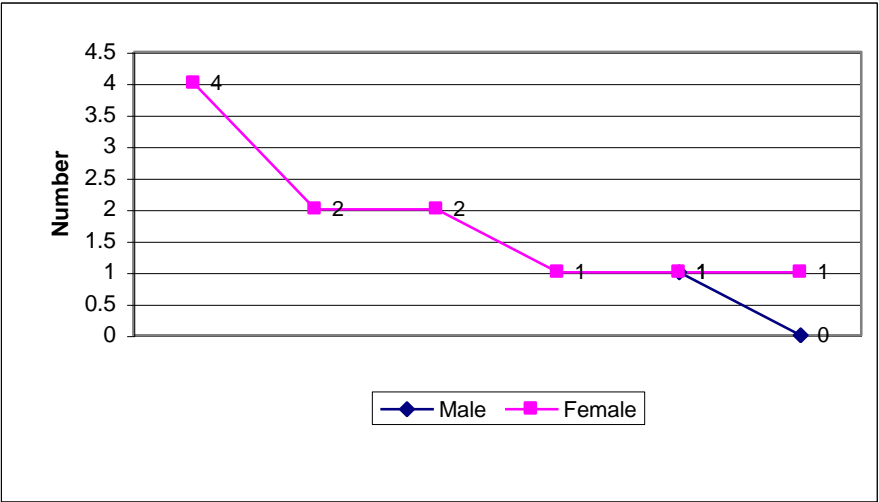
### **Kindergarten Directors**

In FY03, Georgia had 1 Kindergarten Director. This is a 50% decline from FY02. The individual is a White female with 26 years of experience (see Figures 4.57 and 4.58). The Kindergarten Director position is a reflection from earlier program structures when Kindergarten programs were housed in separate facilities from Grades 1-5. This position will probably disappear as all Kindergarten classes become integrated into regular elementary (K-5) schools. Alternatively, given that this individual works for a large metropolitan county, the position may reflect the size and need for a separate Kindergarten Director.

**Figure 4.55. Kindergarten Directors by Ethnicity, FY98-FY03**  
(Source: EWRAD/PSC, 2003)



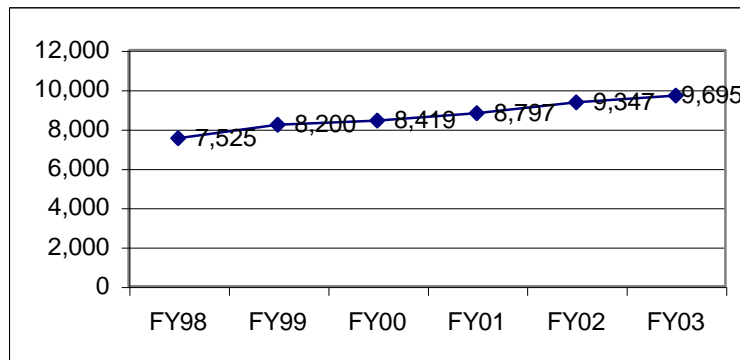
**Figure 4.56. Kindergarten Directors by Gender, FY98-FY03**  
(Source: EWRAD/PSC, 2003)



## Student Services Personnel

From FY98 to FY03, Georgia's student services workforce grew by 28.84%. From FY02 to FY03, Georgia's student services workforce increased by 3.72%, from 9,347 to 9,695. This rate represents a decrease from the annual growth rate reported in FY02 (see Figure 4.59 and Table 4.2). The slower growth is reflecting the loss in the number of Middle Grades Counselors and Speech & Language Pathologists. Increases were seen, however, in the number of Elementary Grades Counselors, High School Counselors, Media Specialists, School Psychologists, and School Social Workers.

**Figure 4.57. Total Student Services Personnel, FY98-FY03**  
(Source: EWRAD/PSC, 2003)



**Table 4.2. Student Services Personnel In Georgia, FY98-FY03**

Category	FY98	FY99	FY00	FY01	FY02	FY03
Elementary Grades Counselor	1,070	1,100	1,162	1,297	1,371	1,444
High School Counselor	578	663	800	927	981	1,021
Middle Grades Counselor	1,066	1,051	953	926	967	961
Media Specialists	1,999	2,013	2,046	2,092	2,137	2,159
Nurses	11	NA	NA	NA	NA	NA
Speech & Language Pathologists	776	1,297	1,415	1,477	1,543	1,537
School Psychologists	531	549	549	583	630	658
School Social Workers	373	395	400	449	483	497
Other Student Services	1,121	1,132	1,094	1,046	1,235	1,418
<b>Total</b>	<b>7,525</b>	<b>8,200</b>	<b>8,419</b>	<b>8,797</b>	<b>9,347</b>	<b>9,695</b>
<b>Year-to-Year Growth Rate</b>	<b>3.86</b>	<b>8.97</b>	<b>2.67</b>	<b>4.49</b>	<b>6.25</b>	<b>3.72</b>

Source: EWRAD/PSC, 2003

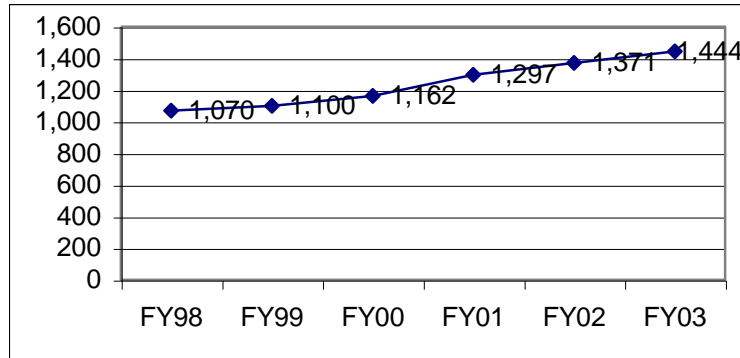
NA – Data not available

In the following sections, the demographic characteristics of each student services personnel group will be presented and trends will be distinguished.

### ***Elementary Grades Counselors***

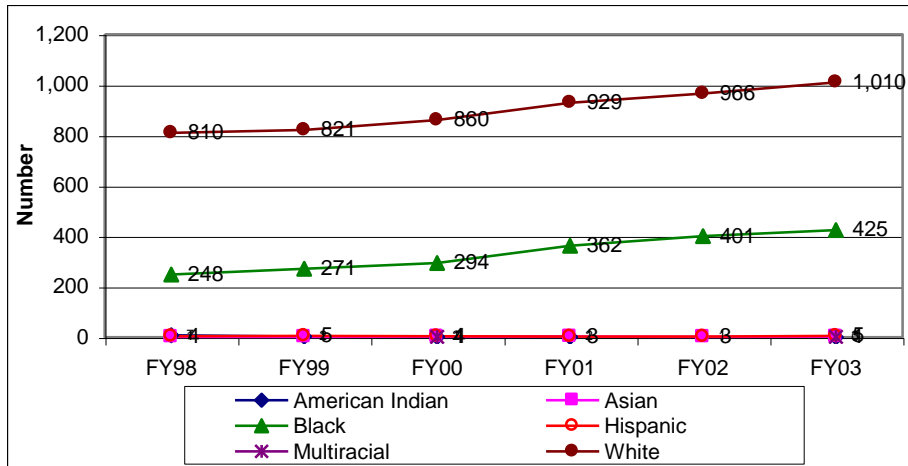
In FY03, Georgia had 1,444 Elementary Grades Counselors with a mean age of 44.89 years and a mean experience of 14.80 years (see Figure 4.60).

**Figure 4.58. Elementary Grades Counselors, FY98-FY03**  
 (Source: EWRAD/PSC, 2003)

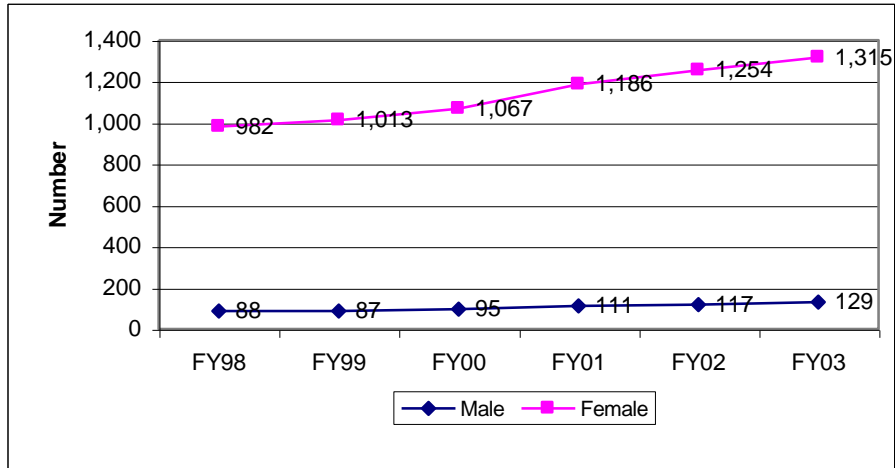


The typical Elementary Grades Counselor is White (69.94%), female (91.07%), and certified at the Master's level (64.68%) (see Figures 4.61-4.63). From FY98 to FY03, increases occurred in the numbers of White (24.69%), Black (71.37%), Asian (200%), and Hispanic (25%) Elementary Grades Counselors. Efforts should be continued to increase the number of minority Counselors at this level, especially Hispanic Counselors as the number of Hispanic students rises, some of who do not speak English. Furthermore, increases occurred among male (46.59%) and female (33.91%) Elementary Grades Counselors. This is encouraging among the personnel group that tends to be dominated by females and considering that students are 51% male in the elementary grades.

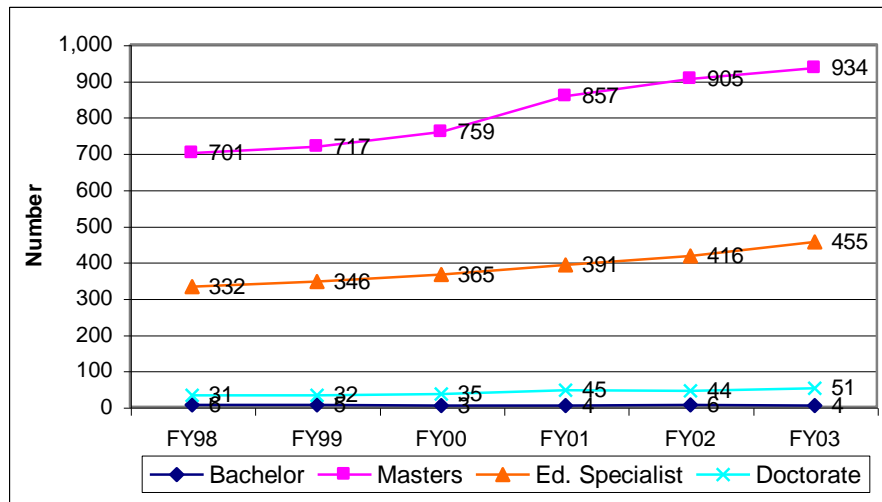
**Figure 4.59. Elementary Grades Counselors by Ethnicity, FY98-FY03**  
 (Source: EWRAD/PSC, 2003)



**Figure 4.60. Elementary Grades Counselors by Gender, FY98-FY03**  
(Source: EWRAD/PSC, 2003)



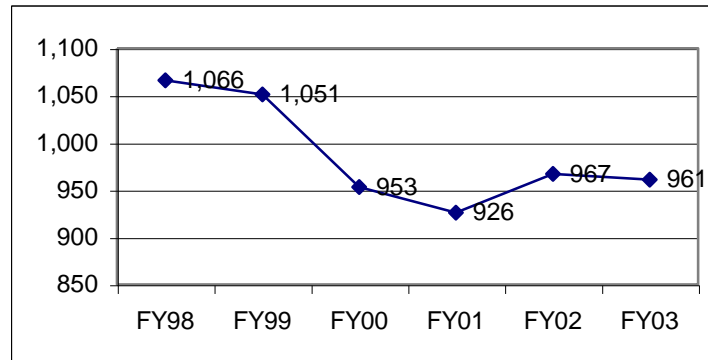
**Figure 4.61. Elementary Grades Counselors by Certification Level, FY98-FY03**  
(Source: EWRAD/PSC, 2003)



### ***Middle Grades Counselors***

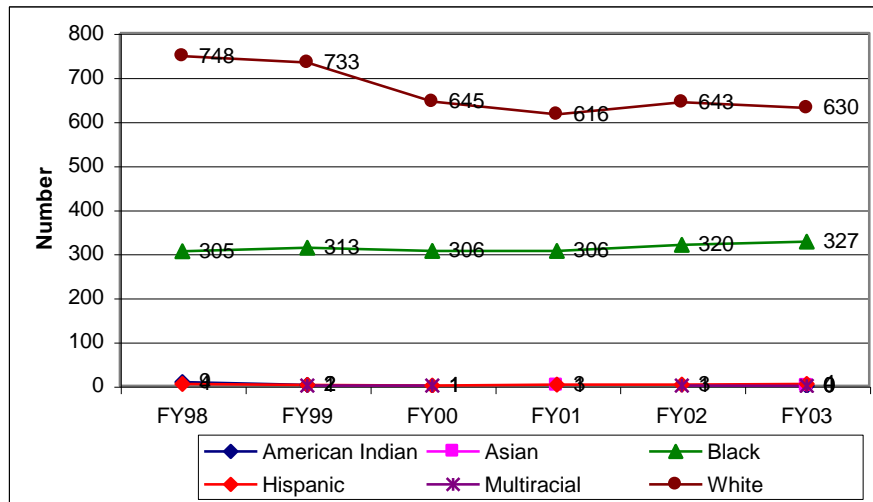
In FY03, Georgia had 961 Middle Grades Counselors with a mean age of 45.65 years and a mean experience of 15.62 years (see Figure 4.64).

**Figure 4.62. Middle Grades Counselors, FY98-FY03**  
(Source: EWRAD/PSC, 2003)

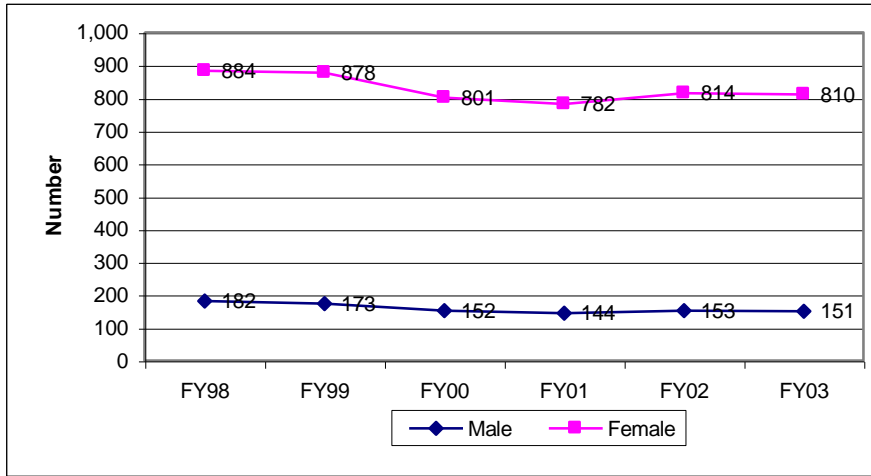


This is a 0.62% decline from 967 in FY02. The typical Middle Grades Counselor is White (65.56%), female (84.29%), and certified at the Master's level (66.60%) (see Figures 4.65-4.67). From FY98 to FY03, decreases occurred in the numbers of White (15.78%), male (17.03%), and female (8.37%) Middle Grades Counselors. The decline among this group is curious given the increases between both the Elementary Grade and High School Counselors. It might be helpful to find out why Counselors prefer to work at either the elementary or the high school level. This issue needs to be addressed before it assumes catastrophic proportions.

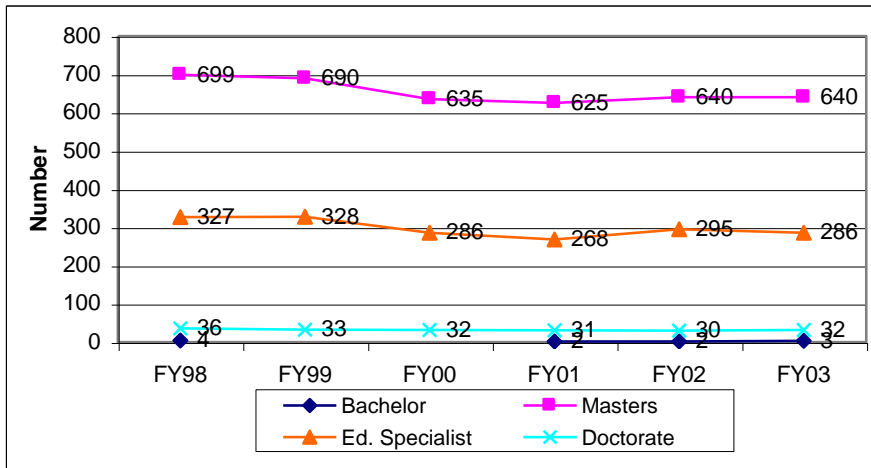
**Figure 4.63. Middle Grades Counselors by Ethnicity, FY98-FY03**  
(Source: EWRAD/PSC, 2003)



**Figure 4.64. Middle Grades Counselors by Gender, FY98-FY03**  
(Source: EWRAD/PSC, 2003)



**Figure 4.65. Middle Grades Counselors by Certification Level, FY98-FY03**  
(Source: EWRAD/PSC, 2003)

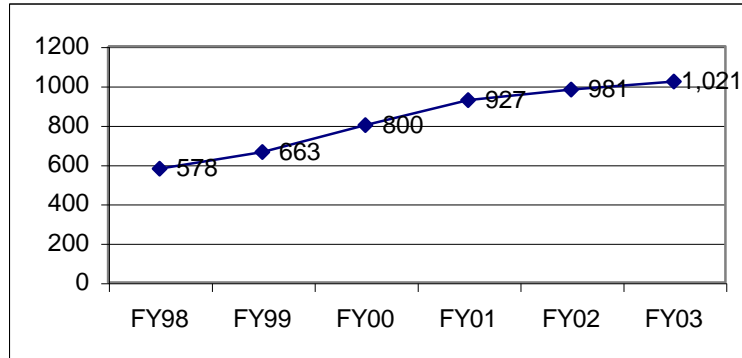


### **High School Counselors**

In FY03, Georgia had 1,021 High School Counselors with a mean age of 46.93 years and a mean experience of 17.65 years (see Figure 4.68).

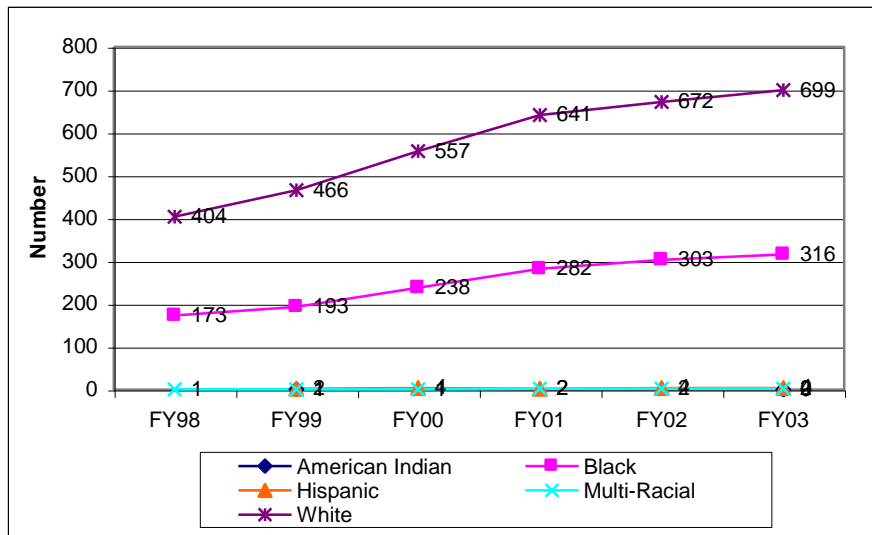


**Figure 4.66. High School Counselors, FY98-FY03**  
(Source: EWRAD/PSC, 2003)

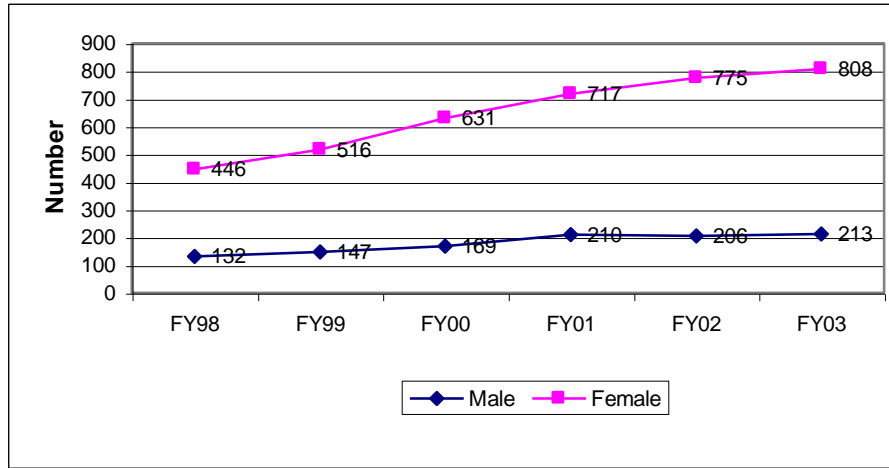


The typical High School Counselor is White (68.46%), female (79.14%), and certified at the Master's level (61.51%) (see Figures 4.69-4.71). The number of High School Counselors in the state continued its rising trend with a 4.08% increase from FY02 to FY03. From FY98 to FY03, increases were seen in the number of White (73.02%), Black (82.66%), male (61.36%), and female (81.17%) High School Counselors. The numbers of Hispanic and Multiracial High School Counselors remained the same.

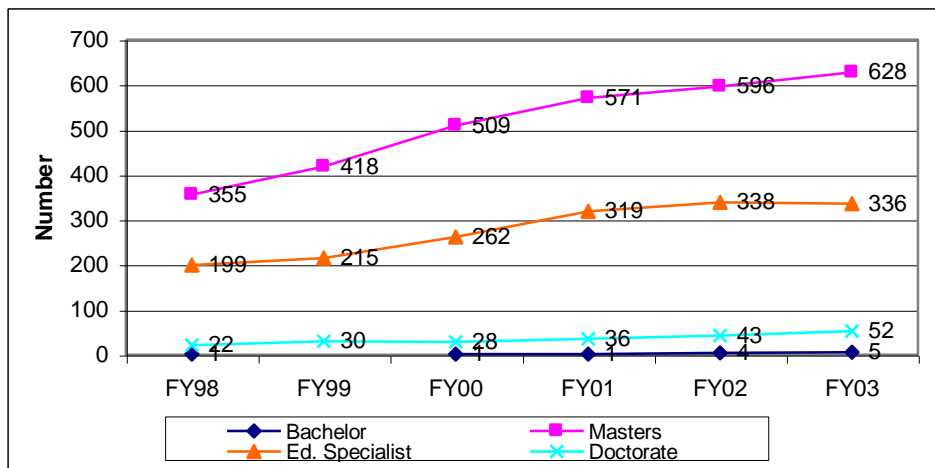
**Figure 4.67. High School Counselors by Ethnicity, FY98-FY03**  
(Source: EWRAD/PSC, 2003)



**Figure 4.68. High School Counselors by Gender, FY98-FY03**  
(Source: EWRAD/PSC, 2003)



**Figure 4.69. High School Counselors by Certification Level, FY98-FY03**  
(Source: EWRAD/PSC, 2003)

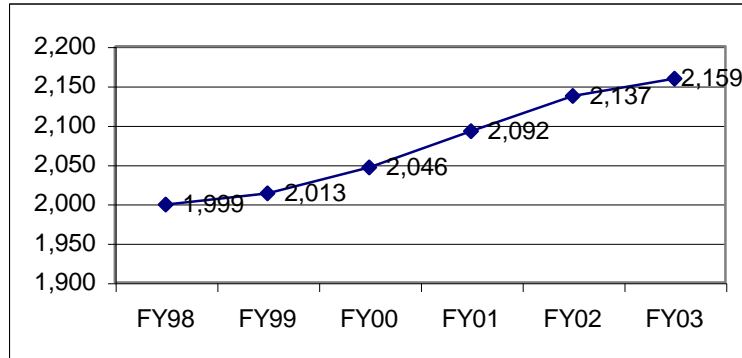


### **Media Specialists**

In FY03, Georgia had 2,159 Media Specialists with a mean age of 49.24 years and a mean experience of 18.77 years (see Figure 4.72).

**Figure 4.70. Media Specialists, FY98-FY03**

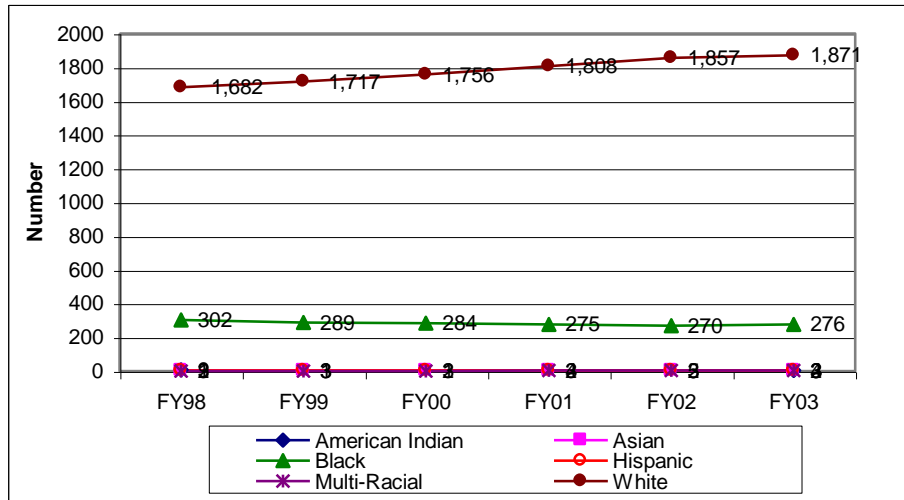
(Source: EWRAD/PSC, 2003)



The typical Media Specialist is White (86.66%), female (93.84%), and certified at the Master's level (63.27%) (see Figures 4.73-4.75). From FY02 to FY03, the number of Media Specialists in the state increased 1.03%. From FY98 to FY03, increases occurred in the numbers of White (11.24%), male (41.49%), and female (6.35%) Media Specialists. Decreases occurred in the number of Black (8.61%) Media Specialists. The Media Specialist group remains highest in need of ethnic and gender diversification. The rise in the number of males is a welcome phenomenon.

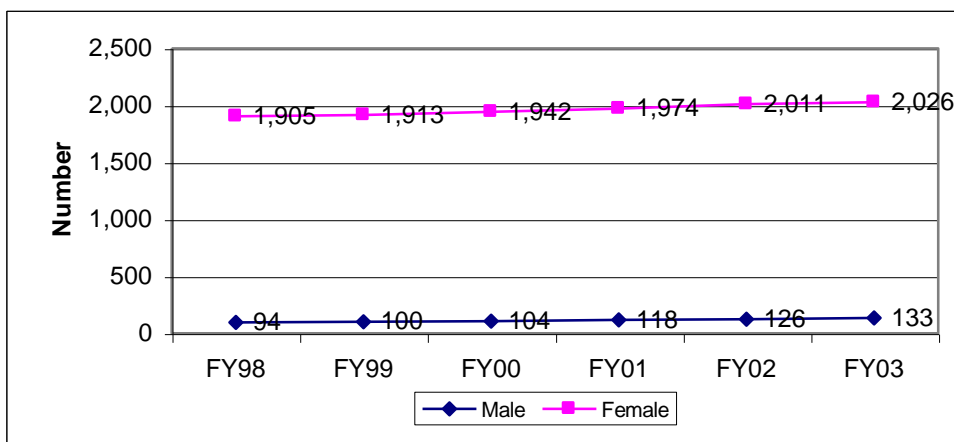
**Figure 4.71. Media Specialists by Ethnicity, FY98-FY03**

(Source: EWRAD/PSC, 2003)



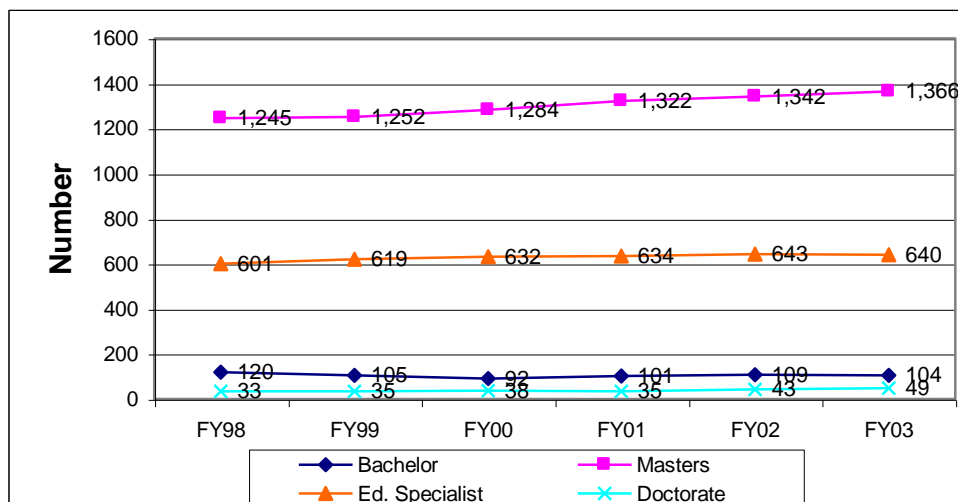
**Figure 4.72. Media Specialists by Gender, FY98-FY03**

(Source: EWRAD/PSC, 2003)



**Figure 4.73. Media Specialists by Certification Level, FY98-FY03**

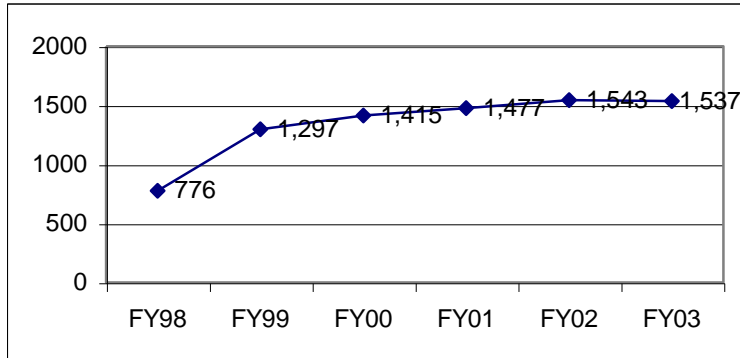
(Source: EWRAD/PSC, 2003)



### ***Speech and Language Pathologists***

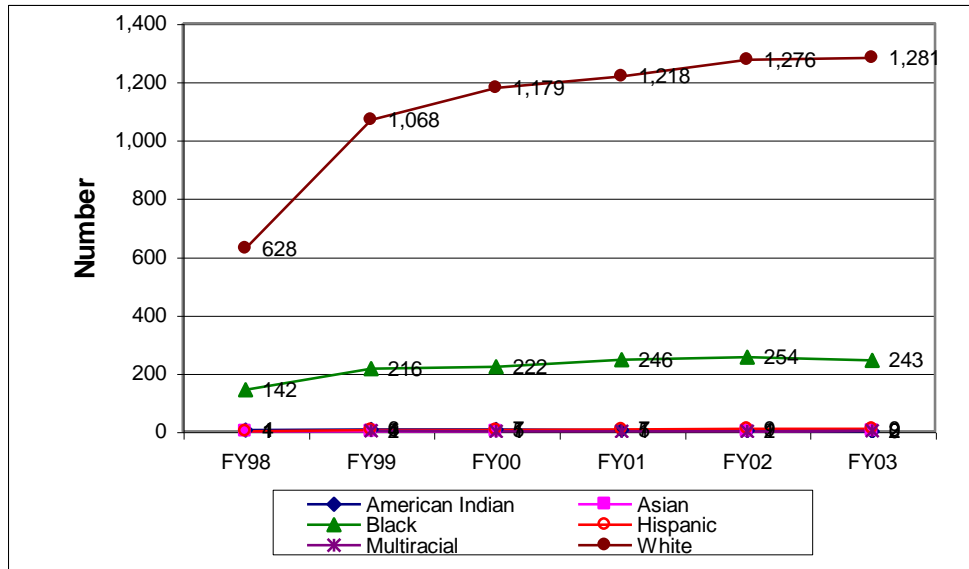
In FY03, Georgia had 1,537 Speech and Language Pathologists with a mean age of 39.20 years and a mean experience of 10.87 years (see Figure 4.76).

**Figure 4.74. Speech & Language Pathologists, FY98-FY03**  
(Source: EWRAD/PSC, 2003)

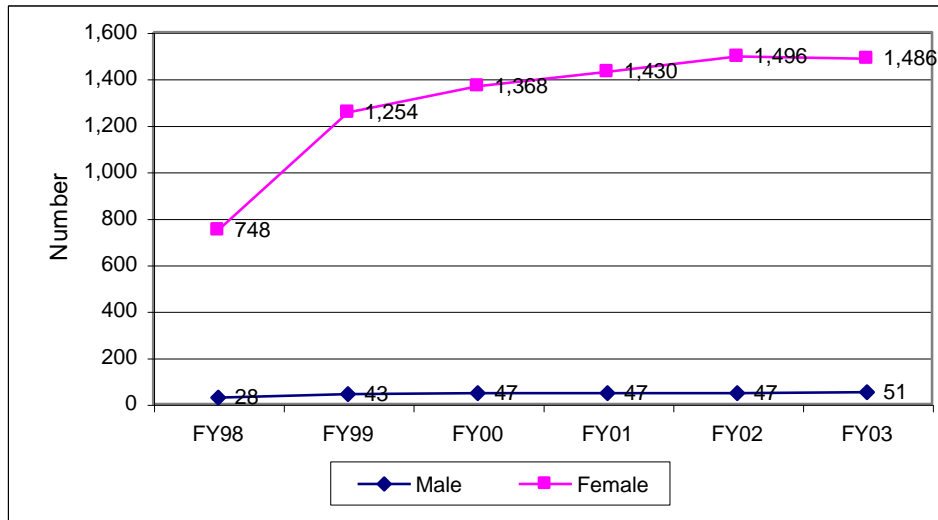


This is a 0.39% decline from FY02. The typical Speech and Language Pathologist is White (83.34%), female (96.68%), and certified at the Master's level (87.96%) (see Figures 4.77-4.79). From FY02 to FY03, the number of Speech and Language Pathologists in the state declined 0.39%. From FY98 to FY03, increases occurred in the numbers of White (103.98%), Black (71.13%), female (98.66%), and male (82.14%) Speech and Language Pathologists. Speech & Language Pathologist remains, on average, the youngest group among the student services personnel.

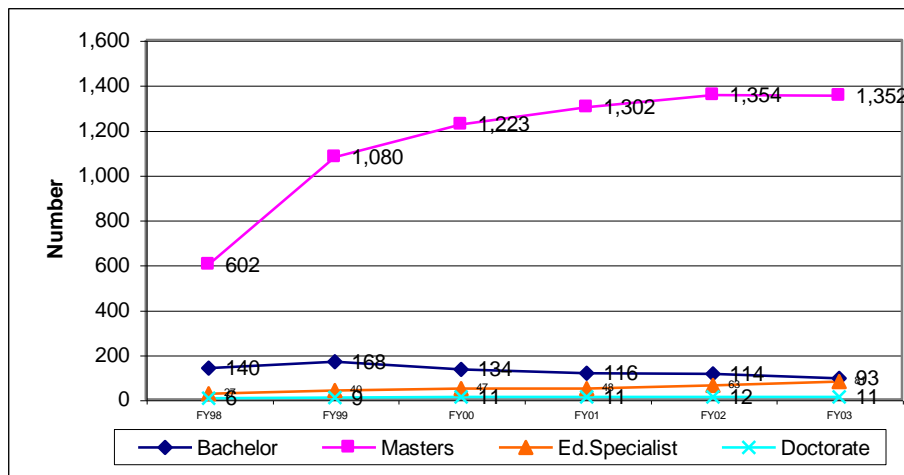
**Figure 4.75. Speech and Language Pathologists by Ethnicity, FY98-FY03**  
(Source: EWRAD/PSC, 2003)



**Figure 4.76. Speech and Language Pathologists by Gender, FY98-FY03**  
 (Source: EWRAD/PSC, 2003)



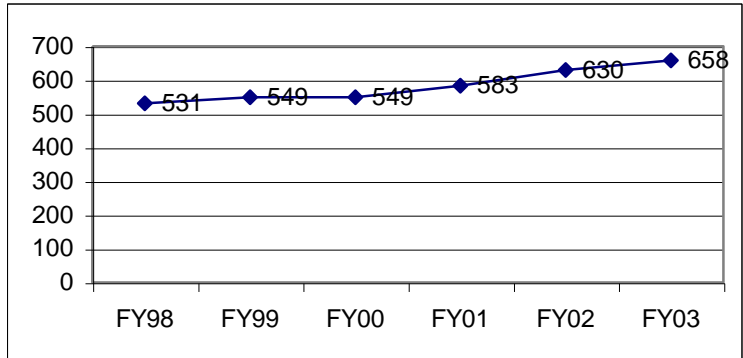
**Figure 4.77. Speech and Language Pathologists by Certification Level, FY98-FY03**  
 (Source: EWRAD/PSC, 2003)



### **School Psychologists**

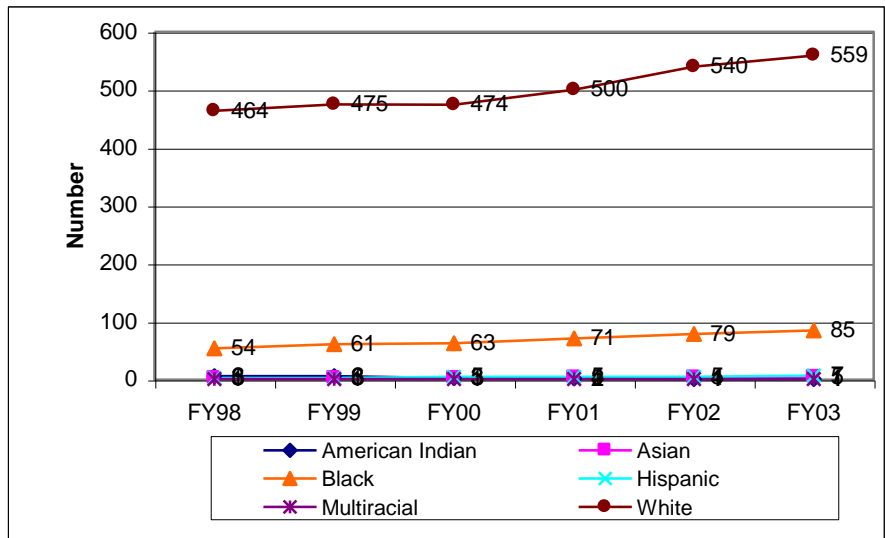
In FY03, Georgia had 658 School Psychologists with a mean age of 44.33 years and a mean experience of 14.20 years (see Figure 4.80).

**Figure 4.78. School Psychologists, FY98-FY03**  
(Source: EWRAD/PSC, 2003)

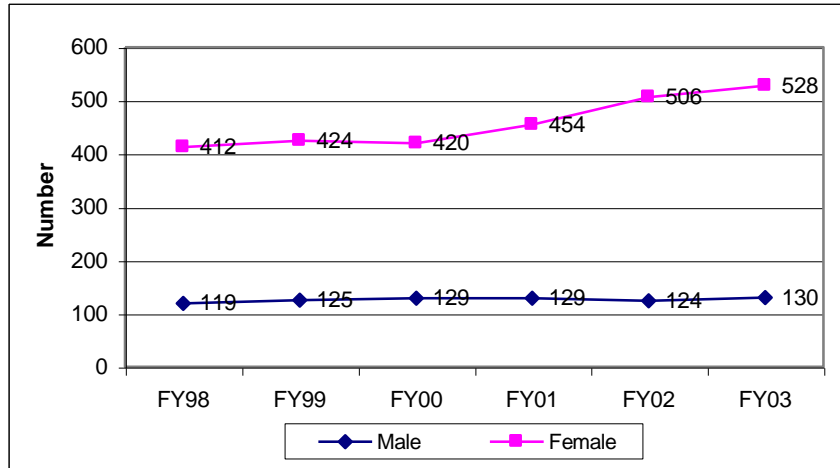


The typical School Psychologist is White (84.95%), female (80.24%), and certified at the Education Specialist level (69.45%) (see Figures 4.81-4.83). From FY98 to FY03, the numbers of White (20.47%) and Black (57.41%), and male (9.24%) and female (28.15%) School Psychologists rose. The number of School Psychologists in the state increased 4.44% from FY02 to FY03. The number of White (3.52%), Black (7.59%), Asian (25%), Hispanic (40%), male (4.84%), and female (4.35%) School Psychologists increased during this period. The number of American Indian and Multiracial School Psychologists remained the same at one.

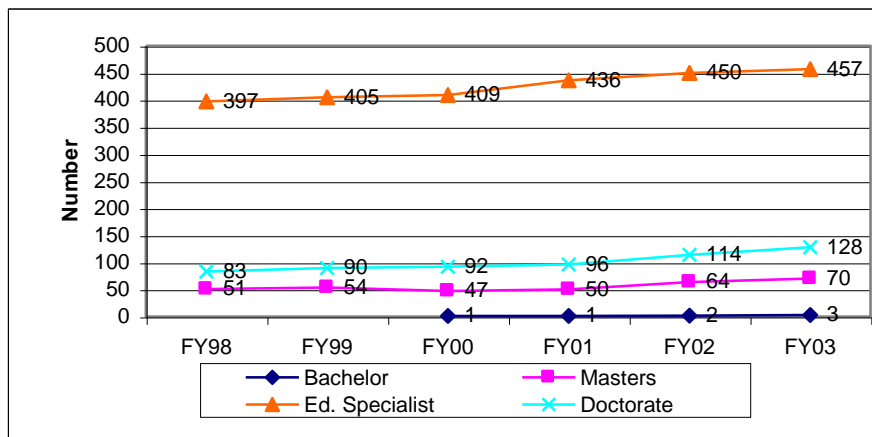
**Figure 4.79. School Psychologists by Ethnicity, FY98-FY03**  
(Source: EWRAD/PSC, 2003)



**Figure 4.80. School Psychologists by Gender, FY98-FY03**  
(Source: EWRAD/PSC, 2003)



**Figure 4.81. School Psychologists by Certification Level, FY98-FY03**  
(Source: EWRAD/PSC, 2003)

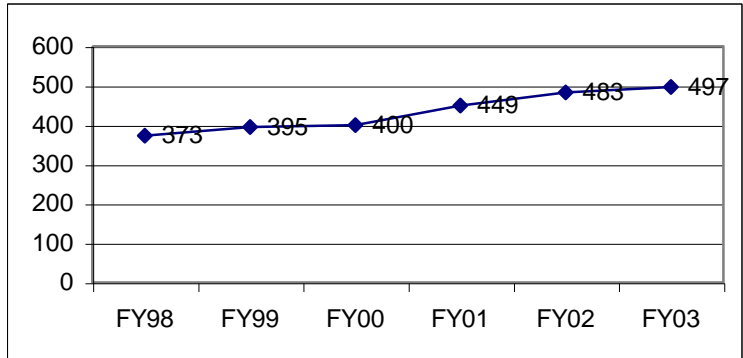


### **School Social Workers**

In FY03, Georgia had 497 School Social Workers with a mean age of 44.48 years and a mean experience of 13.88 years (see Figure 4.84).

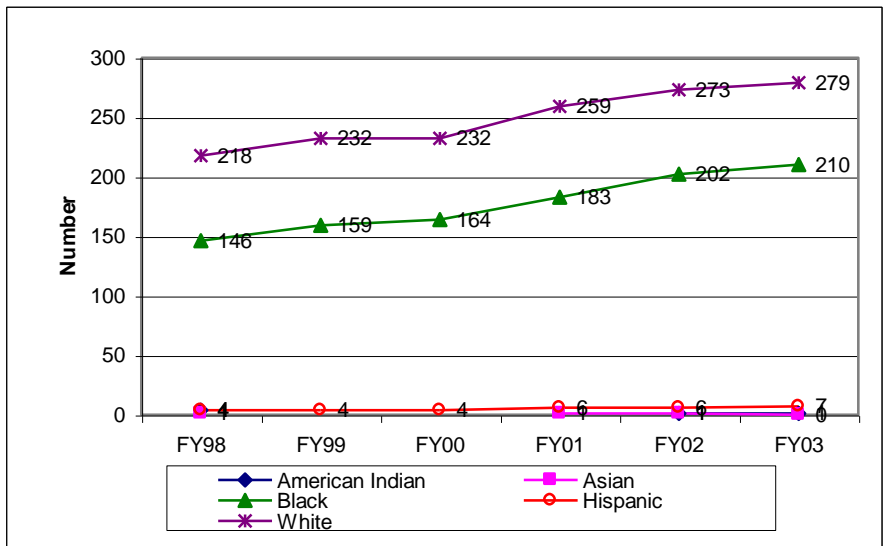


**Figure 4.82. School Social Workers, FY98-FY03**  
(Source: EWRAD/PSC, 2003)

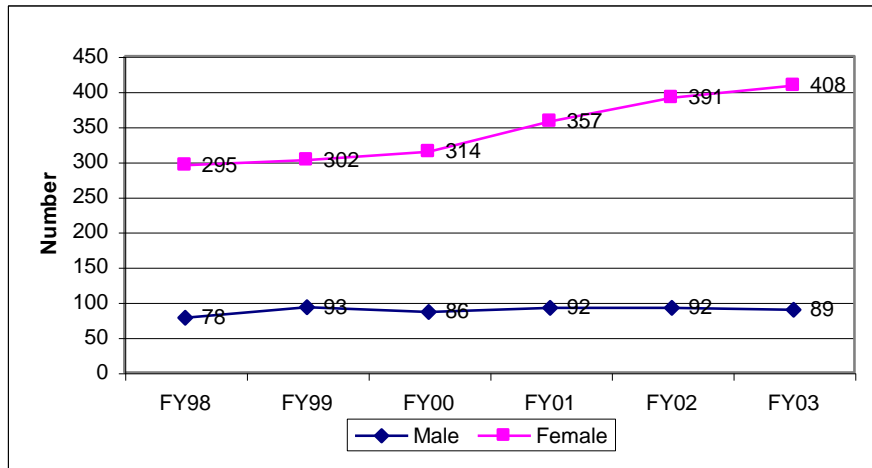


The typical School Social Worker is White (56.14%), female (82.09%), and certified at the Master's level (60.36%) (see Figures 4.85-4.87). From FY98 to FY03, the numbers of White (27.98%) and Black (43.84%), and male (14.10%) and female (38.31%) School Social Workers increased. The number of School Social Workers in the state increased 2.9% From FY02 to FY03. Increases were seen in the numbers of Black (3.96%), White (2.20%), Hispanic (16.67%), and female (4.35%) School Social Workers. A decrease occurred in the number of Asian (100%) and male (3.26%) School Social Workers, continuing the decline among males that started in FY01.

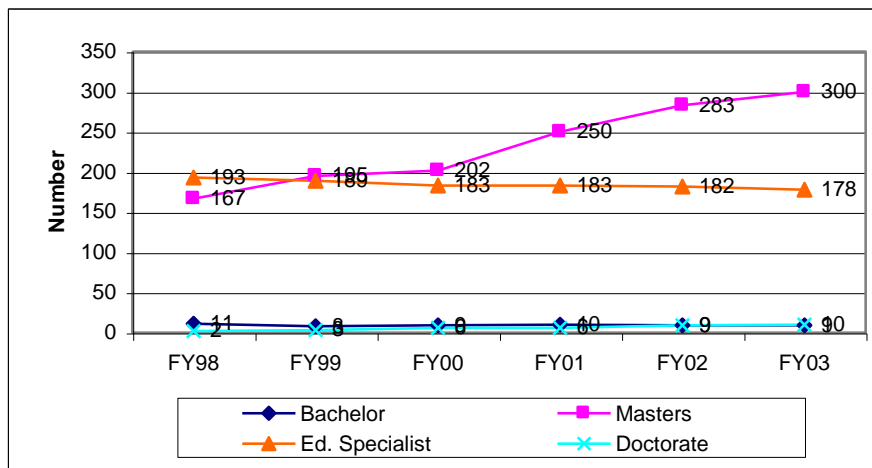
**Figure 4.83. School Social Workers by Ethnicity, FY98-FY03**  
(Source: EWRAD/PSC, 2003)



**Figure 4.84. School Social Workers by Gender, FY98-FY03**  
(Source: EWRAD/PSC, 2003)



**Figure 4.85. School Social Workers by Certification Level, FY98-FY03**  
(Source: EWRAD/PSC, 2003)



Student services personnel remain typically female and White. Efforts should continue in hiring and retaining males and minorities in these fields as student enrollment becomes more diversified. It might even be beneficial to extend these efforts further back into the production pipeline to colleges to encourage more males and minorities to major in these areas.

Appendices 5-17 present further demographic information on Georgia's FY03 administrative and student services workforce. Specifically, personnel category breakdowns by RESA and school system are displayed.

# Chapter 5: Demand of Administrative and Student Services Personnel

## Attrition of Administrative Personnel

### Attrition of Principals

From FY01 to FY02, the number of Principals who left the Georgia public school system decreased 7.07% from 311 to 289. In FY02, the maximum years of experience for Principals who left decreased to 43, the lowest level from FY99 to FY02 (see Tables 5.1). As Table 5.2 shows, the majority of the Principals who left had 26+ years of experience.

**Table 5.1. Experience and Age of Principals Who Left, FY99-FY02**

<b>Experience</b>	<b>FY99</b>	<b>FY00</b>	<b>FY01</b>	<b>FY02</b>
Number	283	307	311	289
Minimum	0	5	1	0
Maximum	46	49	49	43
Mean	25.83	25.52	25.86	25.48
Std. Deviation	6.75	6.73	7.20	7.88
<b>Age</b>	<b>FY99</b>	<b>FY00</b>	<b>FY01</b>	<b>FY02</b>
Number	283	307	311	289
Minimum	27	33	32	33
Maximum	72	73	72	76
Mean	52.12	52.16	53.53	52.88
Std. Deviation	6.96	6.61	6.50	6.57

Source: EWRAD/PSC, 2003

**Table 5.2. Experience Level of Principals Who Left the School System, FY02**

<b>Experience Groups</b>	<b>Frequency</b>	<b>Percent</b>
0-5 years	7	2.42
6-10 years	10	3.46
11-15 years	17	5.88
16-20 years	29	10.03
21-25 years	54	18.69
26-30 years	101	34.95
31 and over	71	24.57
<b>Total</b>	<b>289</b>	<b>100</b>

Source: EWRAD/PSC, 2003

In FY02, the maximum age of the Principals who left was 76. The majority of these individuals were in the 51-60 age group. The minimum age of the Principals who left was 33 (see Table 5.1). There were 16 Principals in the 31-40 age group who left (see Table 5.3). This low number suggests that some of these individuals were not lost due to retirement.

**Table 5.3. Age of Principals Who Left the School System, FY02**

Age Groups	Frequency	Percent
31-40 years	16	5.54
41-50 years	59	20.42
51-60 years	185	64.01
61 and over	29	10.03
<b>Total</b>	<b>289</b>	<b>100</b>

Source: EWRAD/PSC, 2003

Lastly, of the 289 Principals who left, 154 (53.29%) were female and 135 (46.71%) were male. Also, 74.39% were White, 24.57% were Black, 0.69% were American Indian, and 0.35% were Hispanic (see Table 5.4).

**Table 5.4. Ethnicity of Principals Who Left the School System, FY99-FY02**

Ethnicity	FY98		FY99		FY00		FY01		FY02	
	#	%	#	%	#	%	#	%	#	%
American Indian	3	1.3	1	0.35	1	0.3	2	0.6	2	.69
White	171	71.8	215	75.9	226	73.6	222	71.4	215	74.39
Hispanic	1	0.4	NA	NA	NA	NA	NA	NA	1	.35
Black	61	25.6	67	23.7	80	26.1	87	28.0	71	24.57
Asian	2	0.8	NA	NA	NA	NA	NA	NA	NA	NA
Total Attrition	238	100	283	100	307	100	311	100	289	100
Principal Total	1,942		1,959		1,993		2,010		2,048	
Attrition as % of Principal Total	12.26		14.45		15.4		15.47		14.11	

Source: EWRAD/PSC, 2003; NA – Data not available

Figure 5.1 presents a comparison of attrition among Principals and teachers from FY99 to FY02. During this four-year period, the attrition of Principals remained higher than that of teachers. Lastly, notice that the attrition rates for both Principals and teachers decreased from FY01 to FY02. This decline may be a function of the economy (i.e., individuals may be less inclined to leave their jobs due to economic uncertainties).

**Figure 5.1. Comparing Attrition Among Principals and Teachers, FY99-FY02**

(Source: EWRAD/PSC, 2003)

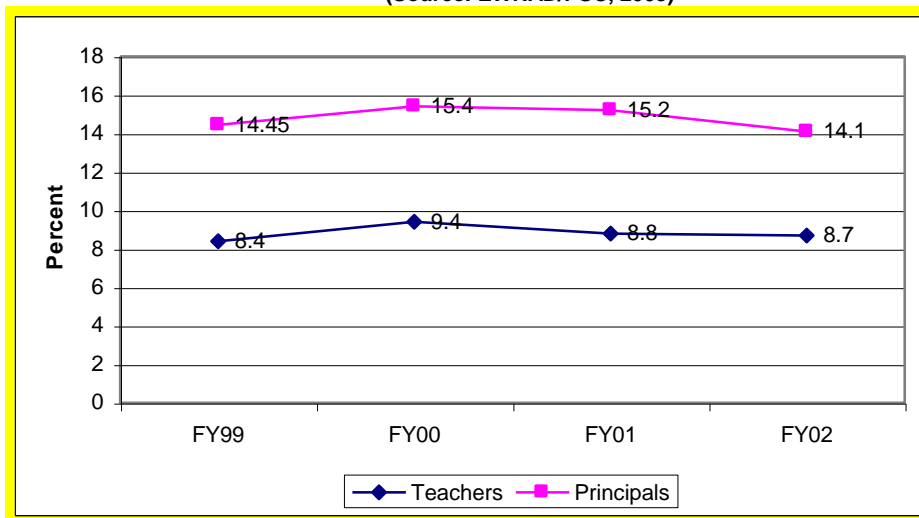


Table 5.5 presents Principals who were employed in the same system as either Principals or Assistant Principals from one year to the next. Of the 2,071 Principals in FY03, 96.23% stayed in the same system from FY02 and 2.27% moved to a different system.

**Table 5.5. Principals in Current Year Who Were Employed in the Same System (as Principals or Assistant Principals) the Previous Year, FY99-FY03**

Principals	FY99		FY00		FY01		FY02		FY03	
	#	%	#	%	#	%	#	%	#	%
Stayers	1,884	96.17	1,898	95.23	1,915	95.27	1,945	94.67	1,993	96.23
New hires from outside of Georgia	16	0.82	24	1.20	28	1.39	32	1.56	31	1.50
Movers	59	3.01	71	3.56	67	3.33	71	3.47	47	2.27
<b>Total</b>	<b>1,959</b>	<b>100</b>	<b>1,993</b>	<b>100</b>	<b>2,010</b>	<b>100</b>	<b>2,048</b>	<b>100</b>	<b>2,071</b>	<b>100</b>

Source: EWRAD/PSC, 2003

Table 5.6 shows system mobility of individuals who were employed as Principals in FY02 and remained as Principals for the FY03 academic year. Of the 1,759 individuals who held the position of Principal both years, 0.80% moved to a different system.

**Table 5.6. Principals' Mobility Among Systems, FY03**

Principals	Frequency	Percent
Stayed	1,745	99.20
Moved	14	0.80
<b>Retained</b>	<b>1,759</b>	<b>100</b>
New Principals	312	
<b>Total</b>	<b>2,071</b>	

Source: EWRAD/PSC, 2003

Together, Tables 5.5 and 5.6 show that Principals are highly stable. Similarly, Table 5.7 shows that Principals are even more stable with regard to RESAs. Less than 1% of Principals moved from one RESA to another from FY02 to FY03.

**Table 5.7. Principals' Mobility Among RESAs, FY99-FY03**

Principals	FY99		FY00		FY01		FY02		FY03	
	#	%	#	%	#	%	#	%	#	%
Principal Retention in RESA from Previous Year	1,680	98.6	1,652	98.6	1,680	98.6	1,684	99.2	1,747	99.32
Moved to a New RESA	24	1.4	24	1.4	24	1.4	15	0.8	12	.68
<b>Total Retained</b>	<b>1,704</b>	<b>100</b>	<b>1,676</b>	<b>100</b>	<b>1,704</b>	<b>100</b>	<b>1,699</b>	<b>100</b>	<b>1,759</b>	<b>100</b>

Source: EWRAD/PSC, 2003

Table 5.8 presents the attrition of Principals by RESA for FY99 through FY02. According to the table, Metro RESA lost the largest number of Principals in FY02 at 85 (or 29.14% of FY02 total Principal attrition). However, when looking at the attrition of Principals as a proportion of the number of Principals in the RESA, Central Savannah, Chattahoochee, Coastal Plains, Northeast Georgia, Northwest Georgia, and Oconee RESAs each incurred losses of over 15% of

Principals. Oconee RESA lost nearly one-fourth of its Principals in FY02. The FY02 attrition of Principals was lowest in Southwest Georgia (9.71%) and West Georgia (9.30%) RESAs, down from FY01 losses of 28.16% and 17.44%, respectively.

**Table 5.8. Principal Attrition by RESA as a Proportion of the Number of Principals in the RESA, FY99-FY02**

RESA	FY99		FY00		FY01		FY02	
	# Lost	% Lost	# Lost	% Lost	# Lost	% Lost	# Lost	% Lost
Central Savannah	24	19.05	17	13.93	16	12.50	21	16.41
Chattahoochee	14	14.89	12	12.37	19	19.19	17	17.17
Coastal Plains	9	15.79	9	16.67	8	13.79	11	18.97
First District	37	20.90	21	12.21	27	15.17	18	10.11
Griffin	13	13.40	11	11.34	22	21.15	14	13.46
Heart of Georgia	4	9.30	12	26.67	5	11.90	5	11.90
Metro	63	10.96	92	15.59	77	12.73	85	14.05
Middle Georgia	15	15.63	17	17.35	19	18.63	15	14.71
North Georgia	19	24.68	14	17.50	14	17.28	10	12.35
Northeast Georgia	11	11.58	20	20.41	17	16.50	18	17.48
Northwest Georgia	26	17.11	33	21.57	19	12.50	24	15.79
Oconee	7	21.21	5	14.71	5	13.51	9	24.32
Okefenokee	6	13.64	3	6.52	7	14.29	6	12.24
Pioneer	10	9.35	14	12.39	12	9.92	18	14.88
Southwest Georgia	15	14.42	12	10.71	29	28.16	10	9.71
West Georgia	10	12.20	15	18.29	15	17.44	8	9.30
<b>Total</b>	<b>283</b>	<b>14.45</b>	<b>307</b>	<b>15.40</b>	<b>311</b>	<b>15.19</b>	<b>289</b>	<b>14.11</b>

Source: EWRAD/PSC, 2003

### Attrition of Assistant Principals

From FY01 to FY02, the number of Assistant Principals who left the Georgia public school system decreased 16.38% from 525 to 439. In FY02, the maximum years of experience for Assistant Principals who left increased to 43, the second highest level from FY99 to FY02 (see Table 5.9).

**Table 5.9. Experience and Age of Assistant Principals Who Left, FY99-FY02**

<b>Experience</b>	<b>FY99</b>	<b>FY00</b>	<b>FY01</b>	<b>FY02</b>
Number	445	496	525	439
Minimum	0	2	0	0
Maximum	45	39	40	43
Mean	20.29	20.71	20.35	19.74
Std. Deviation	7.98	8.01	8.02	8.29
<b>Age</b>	<b>FY99</b>	<b>FY00</b>	<b>FY01</b>	<b>FY02</b>
Number	445	496	525	439
Minimum	26	25	29	27
Maximum	70	67	68	69
Mean	47.07	47.52	48.33	46.65
Std. Deviation	8.12	8.32	8.48	8.85

Source: EWRAD/PSC, 2003

The maximum age of these individuals in FY02 was 69, the second highest during the same period. The minimum age of the Assistant Principals who left was 27. This low number suggests that some of the Assistant Principals were not lost due to retirement and possibly not to promotion either. Thus, inexperience might be a factor in their departure. The majority of the Assistant Principals who left were ages 41-60 (70.39%) and had 11-25 years (57.63%) of experience (see Tables 5.10 and 5.11).

**Table 5.10. Age of Assistant Principals Who Left the School System, FY02**

Age Groups	Frequency	Percent
21-30 years	13	2.96
31-40 years	100	22.78
41-50 years	160	36.45
51-60 years	149	33.94
61 and over	17	3.87
<b>Total</b>	<b>439</b>	<b>100</b>

Source: EWRAD/PSC, 2003

**Table 5.11. Experience Level of Assistant Principals Who Left the School System, FY02**

Experience Groups	Frequency	Percent
0-5 years	5	1.14
6-10 years	66	15.03
11-15 years	80	18.22
16-20 years	77	17.54
21-25 years	96	21.87
26-30 years	70	15.95
31 and over	45	10.25
<b>Total</b>	<b>439</b>	<b>100</b>

Source: EWRAD/PSC, 2003

Lastly, of the 439 Assistant Principals who left, 242 (55.13%) were female and 197 (44.87%) were male. Also, 73.58% were White, 26.20% were Black, and 0.23% were Asian (see Table 5.12).

**Table 5.12. Ethnicity of Assistant Principals Who Left the School System, FY99-FY02**

Ethnicity	FY99		FY00		FY01		FY02	
	#	%	#	%	#	%	#	%
American Indian	1	0.20	0	0	NA	NA	NA	NA
Asian	0	0.20	0	0	1	0.19	1	0.23
Black	115	25.8	130	26.21	140	26.7	115	26.20
Hispanic	3	0.70	2	0.40	NA	NA	NA	NA
Multiracial	0	0	1	0.20	NA	NA	NA	NA
White	325	73	363	73.19	384	73.1	323	73.58
<b>Total</b>	<b>445</b>	<b>100</b>	<b>496</b>	<b>100</b>	<b>525</b>	<b>100</b>	<b>439</b>	<b>100</b>

Source: EWRAD/PSC, 2003

With regard to mobility, of the 2,822 Assistant Principals in FY03, 128 (4.54%) moved to a new system (see Table 5.13) and 18 (0.82%) moved to a new RESA (see Table 5.14). Furthermore, 2,629 (93.16%) stayed in the same system and 2,174 (99.18%) remained in the same RESA. Notice that the number of “stayers” in each table represents increases from the previous years. These individuals might be staying due to job protection or possibility of promotion to the next job level.

**Table 5.13. Assistant Principals’ Mobility Among Systems, FY99-FY03**

Assistant Principals	FY99		FY00		FY01		FY02		FY03	
	#	%	#	%	#	%	#	%	#	%
Stayers	2,100	92.59	2,176	92.87	2,293	92.75	2,408	91.52	2,629	93.16
New Hires	46	2.03	47	2.01	52	2.11	55	2.09	65	2.3
Movers	122	5.38	120	5.12	127	5.14	168	6.39	128	4.54
<b>Total</b>	<b>2,268</b>	<b>100</b>	<b>2,343</b>	<b>100</b>	<b>2,472</b>	<b>100</b>	<b>2,631</b>	<b>100</b>	<b>2,822</b>	<b>100</b>

Source: EWRAD/PSC, 2003

**Table 5.14. Assistant Principals’ Mobility Among RESAs, FY99-FY03**

Assistant Principals	FY99		FY00		FY01		FY02		FY03	
	#	%	#	%	#	%	#	%	#	%
Remained in RESA from Previous Year	1,788	98.84	1,802	98.85	1,821	98.59	1,920	98.61	2,174	99.18
Moved to a New RESA	21	1.16	21	1.15	26	1.41	27	1.41	18	0.82
<b>Total Retained</b>	<b>1,809</b>	<b>100</b>	<b>1,823</b>	<b>100</b>	<b>1,847</b>	<b>100</b>	<b>1,947</b>	<b>100</b>	<b>2,192</b>	<b>100</b>

Source: EWRAD/PSC, 2003

Table 5.15 presents the attrition of Assistant Principals by RESA for FY99 through FY02. According to the table, Metro RESA lost the largest number of Assistant Principals in FY02 at 140 (or 31.89% of FY02 total Assistant Principal attrition). However, when looking at attrition of Assistant Principals as a proportion of the number of Assistant Principals in the RESA, Heart of Georgia, Middle Georgia, Northeast Georgia, and Oconee RESAs each incurred losses of over 20%. The highest loss was found in Oconee RESA at 50%. This high rate possibly reflects individuals who were promoted to Principal positions.

Furthermore, notice that in FY02 the 16.69% attrition rate of Assistant Principals is higher than the 14.11% rate of Principals. This higher rate may be due to greater numbers of Assistant Principals leaving their positions in order to assume other roles, such as that of Principal.



**Table 5.15. Assistant Principal Attrition by RESA as a Proportion of the Number of Assistant Principals in the RESA, FY99-FY02**

RESA	FY99		FY00		FY01		FY02	
	#	%	#	%	#	%	#	%
Central Savannah	22	20.37	38	35.85	27	24.11	21	18.75
Chattahoochee	20	24.10	12	13.64	24	25.53	14	14.89
Coastal Plains	17	19.32	16	18.82	18	19.78	14	15.38
First District	56	30.27	37	19.68	45	21.63	33	15.87
Griffin	19	14.96	24	17.91	32	21.19	29	19.21
Heart of Georgia	9	22.50	12	33.33	4	11.43	9	25.71
Metro	136	16.17	168	18.79	151	14.86	140	13.78
Middle Georgia	21	25.00	27	29.35	28	30.43	24	26.09
North Georgia	29	28.71	27	28.13	21	19.81	21	19.81
Northeast Georgia	16	15.38	34	30.91	29	24.37	25	21.01
Northwest Georgia	35	26.52	35	25.74	37	21.51	28	16.28
Oconee	5	14.71	8	24.24	7	20.59	17	50.00
Okefenokee	9	24.32	7	20.59	13	38.24	4	11.76
Pioneer	15	14.85	23	22.12	29	21.17	22	16.06
Southwest Georgia	23	19.66	13	11.11	35	29.41	23	19.33
West Georgia	13	15.12	15	16.67	25	22.52	15	13.51
<b>Total</b>	<b>445</b>	<b>19.62</b>	<b>496</b>	<b>21.17</b>	<b>525</b>	<b>19.95</b>	<b>439</b>	<b>16.69</b>

Source: EWRAD/PSC, 2003

**Attrition of Other Administrators**

Table 5.16 presents the attrition of administrative personnel other than Principals and Assistant Principals. In FY02, 214 Instructional Supervisors left their positions, representing 42.04% of the total attrition of administrative personnel other than Principals and Assistant Principals. When measuring the 214 Instructional Supervisors who left against the total employed in FY02 (n=815), the attrition percentage equals 26.26%. Some of these may have been lost to promotion to Assistant Principal and Principal positions as Table 5.17 suggests, or position loss due to reduced funding for central office positions.

**Table 5.16. Attrition of Administrative Personnel Other Than Principals and Assistant Principals, FY99-FY02**

Category	FY99		FY00		FY01		FY02	
	#	%	#	%	#	%	#	%
Assistant Superintendent	27	5.71	31	5.89	24	4.40	28	5.50
Athletic Director	16	3.38	13	2.47	30	5.50	5	0.98
Curriculum Director	35	7.40	28	5.32	38	6.97	25	4.91
Human Resources Director	9	1.90	9	1.71	11	2.02	6	1.18
Instructional Supervisor	170	35.94	194	36.88	217	39.82	214	42.04
Other Administrators	120	25.37	152	28.90	141	25.87	146	28.68
Pre-Kindergarten Director	0	0	0	0	2	0.37	3	0.59
RESA Director	2	0.42	3	0.57	1	0.18	3	0.59
Special Education Director	16	3.38	21	3.99	24	4.40	14	2.75
Superintendent	38	8.03	31	5.89	22	4.04	26	5.11
Technology Director	10	2.11	13	2.47	5	0.92	8	1.57
Vocational Education Director	30	6.34	30	5.70	30	5.50	31	6.09
<b>Total</b>	<b>473</b>	<b>100</b>	<b>526</b>	<b>100</b>	<b>545</b>	<b>100</b>	<b>509</b>	<b>100</b>

Source: EWRAD/PSC, 2003

The following year (2002 to 2003) classification of other administrators who left their positions is varied (see Table 5.17). In FY02, large numbers of individuals became Assistant Principals and Principals. Notice that of the 509 other administrators who left their positions, 238 (46.8%) moved out of the Georgia education system and 271 (53.2%) remained in the state but in new positions.

**Table 5.17. Following Year Classification of Other Administrators Who Left Their Positions, FY99-FY02**

<b>Following Year Classification</b>	<b>FY99 Other Admin.</b>	<b>FY00 Other Admin.</b>	<b>FY01 Other Admin.</b>	<b>FY02 Other Admin.</b>
Assistant Principal	73	74	103	142
Elementary Grades Teacher	11	16	4	7
Elementary Grades Counselor	2	0	7	1
High School Counselor	0	3	1	4
High School Teacher	19	11	22	10
Kindergarten Teacher	0	0	0	1
Middle Grades Counselor	0	0	0	1
Middle Grades Teacher	9	11	6	13
Other Student Services Staff	15	37	51	18
Other Teacher	5	8	9	8
Pre-Kindergarten Teacher	0	0	0	1
Principal	58	56	56	53
School Psychologist	3	2	3	1
School Social Worker	3	2	4	3
Special Education Teacher	8	16	7	4
Vocational Education Teacher	3	8	6	4
Out of Georgia System	264	282	265	238
<b>Total Attrition</b>	<b>473</b>	<b>526</b>	<b>545</b>	<b>509</b>
Attrition as % of Other Admin.	17.3	18.9	19.5	18.2
Still in Georgia	209	248	280	271
Same School System	171	206	231	239
Still in GA as % of Attrition	44.2	47.1	51.4	53.2

Source: EWRAD/PSC, 2002

### **Attrition of Student Services Personnel**

This section reports the rates and patterns of attrition among Georgia's student services personnel. The total number of student services personnel that left their position after FY02 was the highest during the four-year period of FY99 to FY02 at 1,015 (see Table 5.18). This represents an attrition rate of 10.86%, compared to the 8.7% rate of attrition for teachers. Over 40% of the number lost was accounted for by Media Specialists (181) and Speech and Language Pathologists (232).

**Table 5.18. Categories of Student Services Personnel Who Left Their Position in the Workforce, FY99-FY02**

Category	FY99		FY00		FY01		FY02	
	#	%	#	%	#	%	#	%
Elementary Grades Counselor	78	8.17	113	11.28	102	11.64	99	9.75
High School Counselor	62	6.49	69	6.89	90	10.27	90	8.87
Middle Grades Counselor	81	8.48	97	9.68	69	7.88	83	8.18
Media Specialist	147	15.39	155	15.47	152	17.35	181	17.83
Other Student Services Staff	337	35.29	303	30.24	210	23.97	246	24.24
School Psychologist	41	4.29	44	4.39	43	4.91	49	4.83
School Social Worker	38	3.98	39	3.89	25	2.85	35	3.45
Speech & Language Pathologist	171	17.91	182	18.16	185	21.12	232	22.86
<b>Total</b>	<b>955</b>	<b>100</b>	<b>1,002</b>	<b>100</b>	<b>876</b>	<b>100</b>	<b>1,015</b>	<b>100</b>
All Student Services Personnel	8,200		8,419		8,797		9,347	
Attrition %	11.65		11.90		9.96		10.86	

Source: EWRAD/PSC, 2003

Table 5.19 presents the following year classifications of student services position leavers. According to the table, some of these position leavers (357) assumed either teaching or administrative roles the following year. For example, over 100 individuals were classified as being Special Education teachers in FY03 after leaving other positions in FY02. As Table 5.20 shows, the FY02 classification of these individuals included Speech & Language Pathologists (77), School Social Workers (2), Middle Grades Counselors (2), High School Counselors (2), Elementary Grades Counselors (2), and other student services personnel (34).

**Table 5.19. Classifications of Student Services Personnel Position Leavers the Following Year, FY99-FY02**

Following Year Classification	FY99	FY00	FY01	FY02
Assistant Principal	45	59	33	42
Elementary Grades Teacher	80	89	39	39
High School Teacher	50	19	30	21
Instructional Specialist	8	6	5	5
Kindergarten Teacher	8	9	8	9
Middle Grades Teacher	40	28	23	25
Other Administrators	58	75	47	68
Other Teachers	24	6	11	14
Pre-K Teacher	5	1	4	0
Principal	4	8	2	10
Special Education Teacher	87	116	63	120
Vocational Education Teacher	7	7	9	4
Total Still in Georgia	416	423	274	357
Not in Georgia Public School System	539	579	602	658
<b>Total</b>	<b>955</b>	<b>1,002</b>	<b>876</b>	<b>1,015</b>

Source: EWRAD/PSC, 2003

**Table 5.20. FY02 Personnel Classifications of FY02 Leavers by FY03 Workforce Classifications**

Personnel Category in FY03	Personnel Category in FY02								Total
	Elementary Grades Counselor	High School Counselor	Middle Grades Counselor	Media Specialist	Other Student Services Personnel	School Psychologist	School Social Worker	Speech & Language Pathologist	
Assistant Principal	7	9	6	0	17	0	2	1	<b>42</b>
Elementary Grades Teacher	2	3	1	12	21	0	0	0	<b>39</b>
High School Teacher	1	3	3	4	8	0	2	0	<b>21</b>
Instructional Specialist	0	0	0	0	5	0	0	0	<b>5</b>
Kindergarten Teacher	2	0	0	2	4	0	0	1	<b>9</b>
Middle Grades Teacher	1	1	4	7	10	0	1	1	<b>25</b>
Other Administrative Personnel	1	4	0	9	39	6	6	3	<b>68</b>
Other Teacher	1	0	0	1	8	0	0	4	<b>14</b>
Principal	0	1	1	0	8	0	0	0	<b>10</b>
Special Education Teacher	2	2	2	0	34	1	2	77	<b>120</b>
Vocational Education Teacher	0	0	0	0	4	0	0	0	<b>4</b>
Total Still in Georgia	17	23	17	35	158	7	13	87	<b>357</b>
Not in Georgia Public School System	82	67	66	146	88	42	22	145	<b>658</b>
<b>Total</b>	<b>99</b>	<b>90</b>	<b>83</b>	<b>181</b>	<b>246</b>	<b>49</b>	<b>35</b>	<b>232</b>	<b>1,015</b>

Source: EWRAD/PSC, 2003

Also noted in Tables 5.19 and 5.20 is the number of student services position leavers who are no longer in Georgia's public school system. Of the 1,015 student services personnel who left their positions, 658 (64.83%) were not found in the CPI. Table 5.21 presents a categorical breakdown of the 658 individuals who left their student services positions after FY02. Notice that large numbers of these individuals were classified as either Media Specialists (146, 22.19%) or Speech & Language Pathologists (145, 22.04%) continuing the concern about the high turnover among Speech & Language Pathologists.

**Table 5.21. Student Services Personnel Who Left the Georgia Workforce After FY02**

Category	Frequency	Percent
Elementary Grades Counselor	82	12.46
High School Counselor	67	10.18
Middle Grades Counselor	66	10.03
Media Specialist	146	22.19
Other Student Services Personnel	88	13.37
School Psychologist	42	6.38
School Social Worker	22	3.34
Speech & Language Pathologist	145	22.04
<b>Total</b>	<b>658</b>	<b>100</b>

Source: EWRAD/PSC, 2003

## Projections of the Demand for Administrative and Student Services Personnel

The year-to-year administrative and student services personnel staffing needs of Georgia's public education system are determined by student enrollment counts and Georgia Department of Education and Southern Association of Colleges and Schools rules and standards. Table 5.22 presents projections for administrative and student services personnel. These projections are based on growth rates from previous years. The average growth was determined using an average of the annual growth from FY97 to FY03, and then used to provide projections for FY04, FY04, FY08, and FY13.

**Table 5.22. Projections for Administrative and Student Services Personnel, FY97-FY13**

Category	FY97	FY98	FY99	FY00	FY01	FY02	FY03	Average Growth	Projections			
									FY04	FY05	FY08	FY13
<b>Administrative Personnel</b>												
RESA Director	17	16	16	15	16	16	16	1.000833	16	16	16	16
Superintendent	177	179	180	178	179	184	181	1.002344	181	182	181	183
Assistant Superintendent	183	190	198	201	216	227	242	1.049778	254	267	275	351
Principal	1,877	1,942	1,959	1,993	2,010	2,048	2,071	1.012955	2,098	2,125	2,144	2,286
Assistant Principal	2,150	2,149	2,268	2,343	2,472	2,631	2,822	1.056083	2,980	3,147	3,247	4,266
Human Resources Director	53	58	61	62	58	55	54	0.986739	53	53	54	51
Curriculum Director	230	232	229	221	219	223	221	0.990476	219	217	209	199
Technology Director	47	49	53	58	55	57	54	1.021596	55	56	61	68
Special Education Director	156	157	155	158	165	159	170	1.016748	173	176	179	195
Vocational Education Director	159	157	152	154	159	157	164	1.009157	166	167	166	174
Instructional Supervisor	721	806	816	858	862	815	767	0.991024	760	753	824	788
Kindergarten Director	3	4	2	2	1	2	1	0.9	1	1	1	0
Pre-Kindergarten Director	0	8	14	20	24	20	24	1.282381	31	39	83	289
Athletic Director	43	51	48	50	57	41	58	1.051355	61	64	73	94
Other Administrators	736	797	806	809	805	840	883	1.020948	901	920	893	990
<b>Total</b>	<b>6,552</b>	<b>6,795</b>	<b>6,957</b>	<b>7,122</b>	<b>7,298</b>	<b>7,475</b>	<b>7,728</b>	<b>1.026074</b>	<b>7,950</b>	<b>8,184</b>	<b>8,407</b>	<b>9,951</b>
<b>Student Services Personnel</b>												
Elementary Grades Counselor	1,153	1,070	1,100	1,162	1,297	1,371	1,444	1.062176	1,534	1,629	1,754	2,371
High School Counselor*		578	663	800	927	981	1021	1.122294	1,146	1,286	1,650	2,939
Middle Grades Counselor	1,438	1,066	1,051	953	926	967	961	0.980485	942	924	839	760
Media Specialist	1,987	1,999	2,013	2,046	2,092	2,137	2,159	1.015537	2,193	2,227	2,260	2,441
Nurses	5	11										
Speech & Language Pathologist*	904	776	1,297	1,415	1,477	1,543	1,537	1.169397	1,797	2,102	3,230	7,063
School Psychologist	496	531	549	549	583	630	658	1.044178	687	717	724	898
School Social Worker	365	373	395	400	449	483	497	1.05977	527	558	600	802
Other Student Services Personnel	897	1,121	1,132	1,094	1,046	1,235	1,418	1.052247	1,492	1,570	1,349	1,741
<b>Total</b>	<b>7,245</b>	<b>7,525</b>	<b>8,200</b>	<b>8,419</b>	<b>8,797</b>	<b>9,347</b>	<b>9,695</b>	<b>1.052212</b>	<b>10,318</b>	<b>11,013</b>	<b>12,406</b>	<b>19,015</b>

Source: EWRAD/PSC, 2003

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

According to the projections presented in the table, the following administrative categories are expected to increase by large numbers through FY13: Assistant Superintendent, Principal, Assistant Principal, Special Education Director, Pre-Kindergarten Director, and Athletic Director. Decreases are expected in the following administrative categories: Human Resources Director, Curriculum Director, and Instructional Supervisor. The trend among Curriculum Directors and Instructional Supervisors should be watched closely. These personnel categories should not be declining at a time when Georgia is revamping its curriculum and needing a lot of instructional changes to meet the Annual Yearly Progress Report (AYP) mandated by the federal government.

In terms of student services personnel, the following categories are expected to increase by large numbers through FY13: Elementary Grades Counselor, High School Counselor, Speech & Language Pathologist, School Psychologist, and School Social Worker. Decreases are expected in the following student services category: Middle Grades Counselor. This should be of some concern as large populations of students move from the elementary grades into the middle grades in the near future. Given that Counselors are not prepared through any alternative/provisional routes, systems should start making long-term plans to ensure sufficient student services personnel in the middle grades. Universities and colleges should view this as a challenge and an opportunity to expand their program offerings and to bring in prospective students interested in student services careers.

# Chapter 6: Supply of Administrative and Student Services Personnel

## Supply of Administrative Personnel

### Principals

Continuing the trend that has held in Georgia in the past years, retention remains the number one source for Principals. In FY03, retention accounted for 84.93% (1,759) of Principals. The second greatest supply source of Principals is the promotion of Assistant Principals (10.0%). Table 6.1 shows that Georgia's public school Principals are hired from a variety of sources including teachers, counselors, and other administrative and student services positions. Out-of-state hires account for 1.5% of the FY03 supply of Principals.

**Table 6.1. Previous Positions of Principals, FY99-FY03**

Preceding Year Position	Principal FY99		Principal FY00		Principal FY01		Principal FY02		Principal FY03	
	#	%	#	%	#	%	#	%	#	%
Assistant Principal	189	9.65	212	10.64	218	10.85	241	11.76	207	10.00
Principal	1,704	86.98	1,676	84.09	1,686	83.88	1,699	82.95	1,759	84.93
Assistant Superintendent	2	0.1	1	0.05	6	0.3	0	0	3	0.14
Superintendent	3	0.15	2	0.1	1	0.05	0	0	1	0.05
RESA Director	1	0.05	0	0	0	0	0	0	0	0
Elementary Grades Counselor	0	0	1	0.05	0	0	0	0	0	0
Middle Grades Counselor	2	0.1	0	0	1	0.05	0	0	1	0.05
High School Counselor	0	0	1	0.05	0	0	1	0.14	1	0.05
Elementary Grades Teacher	1	0.05	5	0.25	4	0.2	4	0.19	0	0
Middle Grades Teacher	2	0.1	6	0.3	1	0.05	5	0.24	1	0.05
High School Teacher	6	0.31	3	0.15	6	0.3	2	0.09	2	0.10
Other Administrators	27	1.38	51	2.56	45	2.24	56	2.73	49	2.37
Other Student Services	3	0.15	6	0.3	8	0.4	1	0.14	8	0.39
Other Teachers	0	0	0	0	1	0.05	0	0	4	0.19
Other Elementary Grades Teachers	0	0	0	0	0	0	2	0.09	1	0.05
Other Middle Grades Teachers	0	0	0	0	0	0	1	0.04	3	0.14
School Social Worker	0	0	0	0	1	0.05	0	0	0	0
Special Education Teacher	1	0.05	2	0.1	0	0	3	0.14	0	0
Pre-K Teacher	1	0.05	0	0	1	0.05	0	0	0	0
Kindergarten Teacher	0	0	0	0	1	0.05	1	0.04	0	0
Vocational Education Teacher	1	0.05	3	0.15	0	0	0	0	0	0
Subtotal	1,943	99.18	1,969	98.8	1,982	98.61	2,016	98.43	2,040	98.50
Not in Georgia	16	0.82	24	1.2	28	1.39	32	1.56	31	1.5
<b>Total</b>	<b>1,959</b>	<b>100</b>	<b>1,993</b>	<b>100</b>	<b>2,010</b>	<b>100</b>	<b>2,048</b>	<b>100</b>	<b>2,071</b>	<b>100</b>
<b>Teachers</b>	<b>12</b>	<b>0.61</b>	<b>19</b>	<b>0.95</b>	<b>14</b>	<b>0.7</b>	<b>18</b>	<b>0.87</b>	<b>11</b>	<b>0.53</b>

Source: EWRAD/PSC, 2003

## Assistant Principals

In FY03, retention accounted for 77.68% (2,192) of Assistant Principals. The second largest supply source of Assistant Principals is from other administrators (5.03%). Table 6.2 shows that Assistant Principals are hired from a variety of sources including teachers, counselors, and other administrative and student services positions. Out-of-state hires account for 2.30% of the FY03 supply of Assistant Principals. When comparing Assistant Principals against Principals, notice larger percentages of preceding year teachers being promoted into the position of Assistant Principal. Specifically, while 0.53% of teachers were promoted to Principals, 11.73% of Assistant Principals were teachers in FY02. This further contributes to teacher attrition.

**Table 6.2. Previous Positions of Assistant Principals, FY99-FY03**

Preceding Year Position	Assistant Principal FY99		Assistant Principal FY00		Assistant Principal FY01		Assistant Principal FY02		Assistant Principal FY03	
	#	%	#	%	#	%	#	%	#	%
Assistant Principal	1,809	79.76	1,823	77.81	1,847	74.72	1,947	74.00	2,192	77.68
Assistant Superintendent	0	0	1	0.04	0	0	0	0	0	0.00
Elementary Grades Teacher	69	3.04	93	3.97	91	3.68	98	3.72	52	1.84
Elementary Grades Counselor	9	0.4	10	0.43	18	0.73	9	0.34	7	0.25
High School Teacher	105	4.63	95	4.05	113	4.57	115	4.37	107	3.79
High School Counselor	4	0.18	10	0.43	6	0.24	9	0.34	9	0.32
Information Services	2	0.09	1	0.04	3	0.12	0	0	0	0.00
Kindergarten Teacher	5	0.22	3	0.13	6	0.24	11	0.41	6	0.21
Middle Grades Counselor	3	0.13	5	0.21	14	0.57	4	0.15	6	0.21
Middle Grades Teacher	75	3.31	78	3.33	116	4.69	64	2.43	61	2.16
Other Administrators	48	2.12	69	2.94	68	2.75	103	3.91	142	5.03
Other Student Services	14	0.62	21	0.9	21	0.85	9	0.34	17	0.60
Other Teachers	24	1.06	23	0.98	33	1.33	10	0.38	9	0.32
Other Elementary Grades Teachers	0	0	0	0	0	0	28	1.06	25	0.89
Other Middle Grades Teachers	0	0	0	0	0	0	57	2.16	20	0.71
Pre-K Teacher	1	0.04	0	0	1	0.04	3	0.11	0	0.00
Principal	19	0.84	28	1.2	29	1.17	25	0.95	28	0.99
School Psychologist	1	0.04	0	0	1	0.04	0	0	0	0.00
School Social Worker	0	0	1	0.04	2	0.08	0	0	2	0.07
Special Education Teacher	24	1.06	25	1.07	33	1.33	40	1.52	39	1.38
Instructional Specialist	0	0	0	0	0	0	22	0.83	22	0.78
Speech & Language Pathologist	0	0	0	0	0	0	2	0.76	1	0.04
Superintendent	0	0	0	0	0	0	0	0	0	0.00
Vocational Education Teacher	10	0.44	10	0.43	18	0.73	20	0.76	12	0.43
Not in Georgia	46	2.03	47	2.01	52	2.1	55	2.09	65	2.30
<b>Total</b>	<b>2,268</b>	<b>100</b>	<b>2,343</b>	<b>100</b>	<b>2,472</b>	<b>100</b>	<b>2,631</b>	<b>100</b>	<b>2,822</b>	<b>100</b>
<b>Teachers</b>	<b>313</b>	<b>13.8</b>	<b>327</b>	<b>13.96</b>	<b>411</b>	<b>16.63</b>	<b>361</b>	<b>13.72</b>	<b>331</b>	<b>11.73</b>

Source: EWRAD/PSC, 2003



## Other Administrative Personnel

In FY03, 93.09% of administrative personnel in positions other than Principal and Assistant Principal stayed in the same system (see Table 6.3). This rate of retention follows a pattern similar to that displayed for the four previous years. Furthermore, the number of other administrators who moved systems decreased 18.87% from FY02 to FY03.

**Table 6.3. Mobility Among Other Administrators, FY99-FY03**

Other Administrators	FY99		FY00		FY01		FY02		FY03	
	#	%	#	%	#	%	#	%	#	%
Stayers	2,590	94.87	2,630	94.40	2,638	93.68	2,595	92.81	2,639	93.09
New Hires	87	3.19	84	3.02	100	3.55	95	3.40	110	3.88
Movers	53	1.94	72	2.58	78	2.77	106	3.79	86	3.03
<b>Total</b>	<b>2,730</b>	<b>100</b>	<b>2,786</b>	<b>100</b>	<b>2,816</b>	<b>100</b>	<b>2,796</b>	<b>100</b>	<b>2,835</b>	<b>100</b>

Source: EWRAD/PSC, 2003

As Table 6.4 shows, there were 110 new administrative hires other than Principals and Assistant Principals in FY03. Table 6.4 provides a categorical breakdown of new administrative hires from FY99 to FY03. According to the table, new hires represented 3.88% of all administrative personnel. Also, larger numbers of hires were seen in the Assistant Superintendent, Instructional Supervisor, and Other Administrators categories.

**Table 6.4. New Administrative Hires (Other Than Principal and Assistant Principal), FY99-FY03**

Category	FY99	FY00	FY01	FY02	FY03
Assistant Superintendent	5	2	3	6	10
Athletic Director	2	1	2	4	4
Curriculum Director	2	12	5	9	4
Human Resources Director	2	1	0	0	2
Instructional Supervisor	11	19	23	15	39
Other Administrators	23	29	25	45	39
Pre-Kindergarten Director	0	0	2	0	1
Kindergarten Director	0	0	0	1	0
RESA Director	0	1	0	1	1
Special Education Director	1	0	3	2	2
Superintendent	6	4	8	8	5
Technology Director	0	1	2	2	1
Vocational Education Director	1	2	5	2	2
<b>Total</b>	<b>53</b>	<b>72</b>	<b>78</b>	<b>95</b>	<b>110</b>
New Hires as % of All Administrators	1.94	2.58	2.77	3.36	3.88
Total Administrative Personnel*	2,730	2,786	2,816	2,796	2,835

Source: EWRAD/PSC, 2003

\*Total Administrative Personnel other than Principals and Assistant Principals

Table 6.5 presents the distribution by RESA of new administrative hires other than Principals and Assistant Principals. In FY03, Metro RESA accounted for 53.64% of these total new hires, a significant increase from FY02. Also, Northeast and Pioneer RESAs each accounted for over 5% of new administrative hires other than Principals and Assistant Principals in FY03.

**Table 6.5. New Administrative Hires (Other Than Principal and Assistant Principal) by RESA, FY99-FY03**

RESA	FY99		FY00		FY01		FY02		FY03	
	#	%	#	%	#	%	#	%	#	%
Central Savannah	0	0	2	2.78	1	1.28	3	3.16	3	2.73
Chattahoochee	2	3.77	1	1.39	2	2.56	4	4.21	3	2.73
Coastal Plains	2	3.77	6	8.33	1	1.28	3	3.16	2	1.82
First District	4	7.55	10	13.89	10	12.82	20	21.05	5	4.55
Griffin	0	0	4	5.56	5	6.41	1	1.05	0	0
Heart of Georgia	0	0	0	0	2	2.56	1	1.05	1	0.91
Metro	19	35.85	24	33.33	19	24.36	38	40.00	59	53.64
Middle Georgia	2	3.77	4	5.56	6	7.69	0	0	3	2.73
North Georgia	2	3.77	4	5.56	0	0	1	1.05	1	0.91
Northeast Georgia	5	9.43	1	1.39	5	6.41	3	3.16	7	6.36
Northwest Georgia	3	5.66	3	4.17	5	6.41	6	6.32	5	4.55
Oconee	4	7.55	2	2.78	3	3.85	3	3.16	3	2.73
Okefenokee	2	3.77	2	2.78	1	1.28	1	1.05	2	1.82
Pioneer	4	7.55	1	1.39	8	10.26	4	4.21	6	5.45
Southwest Georgia	2	3.77	4	5.56	7	8.97	4	4.21	5	4.55
West Georgia	2	3.77	4	5.56	3	3.85	3	3.16	5	4.55
<b>Total</b>	<b>53</b>	<b>100</b>	<b>72</b>	<b>100</b>	<b>78</b>	<b>100</b>	<b>95</b>	<b>100</b>	<b>110</b>	<b>100</b>

Source: EWRAD/PSC, 2003

### Supply of Student Services Personnel

In FY03, retention accounted for 85.94% (8,332) of student services personnel. Table 6.6 shows that new student services personnel in Georgia's public schools are hired from a variety of sources including teachers, other administrative positions, and out-of-state. In FY03, notice that large numbers of individuals served in the preceding year as Counselors (3,047), Media Specialists (1,956), Other Student Services Personnel (989), and Speech & Language Pathologists (1,311). Moreover, out-of-state hires account for 7.85% (761) of the FY03 supply of student services personnel. Compared with the administrative group, student services personnel are more mobile possibly due to not being promoted into positions, but rather having to hold a field-specific degree.

**Table 6.6. Previous Jobs of Student Services Personnel, FY99-FY03**

<b>Preceding Year Position</b>	<b>FY99</b>	<b>FY00</b>	<b>FY01</b>	<b>FY02</b>	<b>FY03</b>
Assistant Principal	5	13	14	13	12
Assistant Superintendent	0	0	0	0	1
Elementary Grades Counselor	990	1,022	1,049	1,195	1,272
Elementary Grades Teacher	85	107	131	142	136
Middle Grades Teacher	40	65	56	55	62
High School Counselor	523	601	731	837	891
High School Teacher	61	70	90	43	66
Instructional Specialist	6	9	12	14	6
Kindergarten Teacher	13	8	17	9	13
Middle Grades Counselor	991	970	856	857	884
Media Specialist	1,853	1,866	1,891	1,940	1,956
Nurse	NA	NA	NA	NA	NA
Other Administrators	34	23	44	62	27
Other Elementary Grades Teachers	30	41	46	42	46
Other Middle Grades Teachers	48	34	46	42	29
Other Student Services	803	795	791	836	989
Other Teachers	196	4	4	2	13
Pre-Kindergarten Teacher	6	6	2	0	4
Principal	3	3	8	5	11
Speech & Language Pathologist	682	1,126	1,233	1,292	1,311
School Psychologist	490	508	505	540	581
School Social Worker	339	357	361	424	448
Special Education Teacher	248	106	126	169	160
Vocational Education Teacher	9	11	14	13	16
Not in Georgia	745	674	770	824	761
<b>Total</b>	<b>8,200</b>	<b>8,419</b>	<b>8,797</b>	<b>9,347</b>	<b>9,695</b>
New Hires as % of Total	9.1	8.0	8.8	8.8	7.85

Source: EWRAD/PSC, 2003

Of the 761 new student services hires in FY03, over 25% are Speech and Language Pathologists (see Table 6.7). Large percentages of new hires also fill the ranks of Elementary Grades, Middle Grades, and High School Counselors (14.85%, 9.46%, and 11.17%, respectively). It is important to note that the attrition of Speech and Language Pathologists in FY02 was 22.86%. The large percentages associated with the attrition and new hires in this personnel category suggest a high turnover and deserve a detailed examination to determine which factors will improve their retention. Also the number of new Counselors shows that high school new hires surpassed new hires in middle grades for the first time. An obvious question is whether this phenomenon is an evidence of difficulty attracting teachers into middle grades or just a case of not being needed.

**Table 6.7. New Student Services Hires by Category, FY99-FY03**

Category	FY99		FY00		FY01		FY02		FY03	
	#	%	#	%	#	%	#	%	#	%
Elementary Grades Counselor	77	10.34	86	12.76	139	18.05	131	15.90	113	14.85
High School Counselor	41	5.50	46	6.82	69	8.96	80	9.71	85	11.17
Middle Grades Counselor	75	10.07	56	8.31	74	9.61	102	12.38	72	9.46
Media Specialist	77	10.34	86	12.76	100	12.99	100	12.14	108	14.19
Nurse	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Other Student Services	127	17.05	67	9.94	52	6.75	83	10.07	79	10.38
School Psychologist	51	6.85	38	5.64	56	7.27	73	8.86	61	8.02
School Social Worker	38	5.10	34	5.04	78	10.13	44	5.31	40	5.26
Speech & Language Pathologist	259	34.77	261	38.72	202	26.23	211	25.61	203	26.68
<b>Total</b>	<b>745</b>	<b>100</b>	<b>674</b>	<b>100</b>	<b>770</b>	<b>100</b>	<b>824</b>	<b>100</b>	<b>761</b>	<b>100</b>

Source: EWRAD/PSC, 2003

NA – Data not available.

As with the RESA distribution of new administrative hires, Metro RESA had the greatest percentage (43.36%) of new student services hires in FY03 (see Table 6.8). First District, Griffin, Northeast Georgia, Northwest Georgia, and Pioneer RESAs each accounted for over 5% of new student services hires in FY03.

**Table 6.8. New Student Services Hires by RESA, FY99-FY03**

RESA	FY99		FY00		FY01		FY02		FY03	
	#	%	#	%	#	%	#	%	#	%
Central Savannah	31	4.16	24	3.56	43	5.58	35	4.25	28	3.68
Chattahoochee	35	4.70	20	2.97	25	3.25	17	2.06	21	2.76
Coastal Plains	20	2.68	15	2.23	19	2.47	15	1.82	18	2.37
First District	58	7.79	48	7.12	58	7.53	50	6.07	51	6.70
Griffin	32	4.30	29	4.30	36	4.68	57	6.92	50	6.57
Heart of Georgia	5	0.67	3	0.45	11	1.43	12	1.46	8	1.05
Metro	316	42.42	303	44.96	299	38.83	348	42.23	330	43.36
Middle Georgia	38	5.10	30	4.45	24	3.12	30	3.64	17	2.23
North Georgia	29	3.89	17	2.52	39	5.06	26	3.16	33	4.34
Northeast Georgia	51	6.85	40	5.93	35	4.55	48	5.83	40	5.26
Northwest Georgia	25	3.36	50	7.42	50	6.49	58	7.04	49	6.44
Oconee	6	0.81	4	0.59	9	1.17	12	1.46	3	0.39
Okefenokee	12	1.61	9	1.34	18	2.34	17	2.06	9	1.18
Pioneer	43	5.77	41	6.08	53	6.88	45	5.46	52	6.83
Southwest Georgia	26	3.49	16	2.37	27	3.51	24	2.91	23	3.02
West Georgia	18	2.42	25	3.71	24	3.12	30	3.64	29	3.81
<b>Total</b>	<b>745</b>	<b>100</b>	<b>674</b>	<b>100</b>	<b>770</b>	<b>100</b>	<b>824</b>	<b>100</b>	<b>761</b>	<b>100</b>

Source: EWRAD/PSC, 2003

# SUMMARY OF SECTION II: GEORGIA'S ADMINISTRATIVE AND STUDENT SERVICES PERSONNEL

## Administrative Personnel

- In FY03, Georgia's **administrative workforce numbered 7,728**, a 3.38% increase from 7,475 in FY02. Georgia's administrative workforce grew by 13.73% from FY98 to FY03.
- **Decreases occurred** in the number of Superintendents (1.63%), Human Resources Directors (1.82%), Curriculum Directors (0.90%), Technology Directors (5.26%), Instructional Supervisors (5.89%), and Kindergarten Directors (50%) from FY02 to FY03.
- **Increases occurred** in the number of Assistant Superintendents (6.61%), Principals (1.12%), Assistant Principals (7.26%), Special Education Directors (6.92%), Vocational Education Directors (4.46%), Pre-Kindergarten Directors (20%), and Athletic Directors (41.46%) from FY02 to FY03.
- From FY98 to FY03, the number of **Superintendents** increased by 1.12%. The number of male Superintendents decreased by 11.25% and the number of females increased by 105.26%. Also, the number of White Superintendents decreased by 3.09% and the number of Blacks increased by 35.29%.
- From FY98 to FY03, the number of **Assistant Superintendents** increased by 27.37%. The number of Black (37.5%), White (25.85%), and Hispanic (100%) Assistant Superintendents increased. Also, the number of male (10.43%) and female (53.33%) Assistant Superintendents increased.
- From FY98 to FY03, the number **Principals** increased by 6.64%. The number of White (1.96%), Black (22.93%), and Hispanic (100%) Principals increased. Also, the number of female Principals increased by 26.51% and the number of males decreased by 10.98%.
- From FY98 to FY03, the number of **Assistant Principals** increased by 31.32%. The number of White Assistant Principals increased by 19.91% and the number of Blacks increased by 61.37%. Also increases occurred in the number of male (20.66%) and female (39.51%) Assistant Principals.

- The number of **Technology Directors** continues to fluctuate. From FY02 to FY03, the total number of Technology Directors in Georgia decreased 5.26%. However, from FY98 to FY03, the number increased 10.20%. It appears that this personnel group follows market trends.
- From FY98 to FY03, the number of **Special Education Directors** increased 8.28%. Increases occurred in the number of Black (25%), White (7.19%), and female (17.74%) Special Education Directors. A 27.27% decrease occurred in the number of male Special Education Directors, thereby making this group even more female dominated.
- From FY98 to FY03, the number of **Vocational Education Directors** increased by 4.46%. Decreases occurred in the number of White (0.75%) and male (15.74%) Vocational Education Directors. The number of Black (55%) and female (48.98%) Vocational Education Directors increased. The current rise in the number of Vocational Education Directors might be linked to the state-level technology/career education initiatives, such as Tech Prep, designed to prepare students for vocational and technical career paths.
- From FY98 to FY03, the number of **Athletic Directors** increased 13.73%, in spite of a large decline (28.07%) from FY01 to FY02. The number of Athletic Directors increased 41.46% from FY02 to FY03. Interestingly, larger numbers of Athletic Directors were found in relatively small systems (e.g., 5 in Houston County and 1 in Atlanta City).
- From FY98 to FY03, the number of **Instructional Supervisors** decreased 4.84%. Decreases occurred in the number of Black (4.73%), White (0.85%), male (4.20%), and female (4.95%) Instructional Supervisors. A 100% increase occurred in the number of Hispanic Instructional Supervisors. This is important in light of the continued rise in the number of Hispanic students in Georgia's public schools.

#### Student Services Personnel

- In FY03, Georgia's **student services workforce numbered 9,695**, a 3.72% increase from 9,347 in FY02. Georgia's student services workforce grew by 28.84% from FY98 to FY03.
- **Decreases occurred** in the number of Middle Grades Counselors (0.62%) and Speech and Language Pathologists (0.39%) from FY02 to FY03.
- **Increases occurred** in the number of Elementary Grades Counselors (5.32%), High School Counselors (4.08%), Media Specialists (1.03%), School Psychologists (4.44%), and School Social Workers (2.90%) from FY02 to FY03.

- From FY98 to FY03, the number of **Elementary Grades Counselors** increased by 34.95%. Increases occurred in the numbers of White (24.69%), Black (71.37%), Asian (200%), and Hispanic (25%) Elementary Grades Counselors. Efforts should be continued to increase the number of minority Counselors at the elementary grades level as these grade levels continue to diversify. Also, increases occurred among male (46.59%) and female (33.91%) Elementary Grades Counselors. This is encouraging considering that students are 51% male in the elementary grades.
- From FY98 to FY03, the number of **Middle Grades Counselors** decreased 9.85%. Decreases occurred in the number of White (15.78%), male (17.03%), and female (8.37%) Middle Grades Counselors. The decline among this group is of concern given the increases among the Elementary Grades and High School Counselors.
- From FY98 to FY03, the number of **Media Specialists** increased 8.00%. Increases occurred in the number of White (11.24%), male (41.49%), and female (6.35%) Media Specialists. Decreases occurred in the number of Black Media Specialists. The Media Specialists group remains highest in need of ethnic and gender diversification.
- From FY98 to FY03, the number of **Speech and Language Pathologists** increased 98.07%. Increases occurred in the number of White (103.98%), Black (71.13%), female (98.66%), and male (82.14%) Speech and Language Pathologists. Also, this group remains, on average, the youngest group among the student services workforce.
- From FY98 to FY03, the number of **School Psychologists** increased 23.92%. Increases occurred in the number of White (20.47%), Black (57.41%), male (9.24%), and female (28.15%) School Psychologists.
- From FY98 to FY03, the number of **School Social Workers** increased 33.24%. Increases occurred in the number of White (27.98%), Black (43.84%), male (14.10%), and female (38.31%) School Social Workers.

#### *Demand of Administrative and Student Services Personnel*

- The number of **Principals who left** the Georgia public school system decreased 7.07% from 311 in FY01 to 289 in FY02.
- **Demographic characteristics** of the 289 FY02 Principals who left Georgia's public school system (Principal attrition):
  - 34.95% in the 26-30 years experience group
  - 64.01% in the 51-60 age group
  - 53.29% female

- 46.71% male
  - 74.39% White
  - 24.57% Black
  - 0.69% American Indian
  - 0.35% Hispanic
- Of the 2,071 Principals employed in FY03, 96.23% (1,993) **stayed in the same system** from FY02 and 2.27% (47) moved to a different system.
  - Of the 1,759 individuals employed as Principals in FY02 and FY03, 0.80% (14) **moved to a different system**. Less than one percent (0.68%, 12) of Principals moved from one RESA to another from FY02 to FY03.
  - When examining **Principal attrition by RESA** as a proportion of the number of Principals in the RESA, Oconee RESA lost nearly one-fourth (24.32%) of its Principals in FY02. FY02 Principal attrition was lowest in West Georgia RESA (9.30%).
  - The number of **Assistant Principals who left** the Georgia public school system decreased 16.38% from 525 in FY01 to 439 in FY02.
  - **Demographic characteristics** of the 439 FY02 Assistant Principals who left Georgia's public school system (Assistant Principal attrition):
    - 21.87% in the 21-25 years experience group
    - 36.45% in the 41-50 age group
    - 55.13% female
    - 44.87% male
    - 73.58% White
    - 26.20% Black
    - 0.23% Asian
  - Of the 2,822 Assistant Principals employed in FY03, 93.16% (2,629) **stayed in the same system** and 4.54% (128) moved to a different system. Furthermore, 99.18% (2,174) remained in the same RESA and 0.82% (18) moved to a new RESA.
  - When examining **Assistant Principal attrition by RESA** as a proportion of the number of Assistant Principals in the RESA, Oconee RESA lost 50% of its Assistant Principals, and Heart of Georgia RESA lost 25.71%. These high rates possibly reflect individuals who were promoted to Principal positions.
  - In FY02, 509 **administrators other than Principals and Assistant Principals** exited their positions in the workforce. The attrition of administrators other than Principal and Assistant Principal is highest among Instructional Supervisors (42.04% in FY02). Some of these



individuals were possibly lost due to promotion to Assistant Principal or Principal positions.

- Of the 509 other administrators who left their positions, 46.8% (238) **moved out** of the Georgia education system and 53.2% (271) remained in the state but in new positions.
- The number of **student services personnel who left** the Georgia public school system increased 15.87% from 876 in FY01 to 1,015 in FY02. Over 22% (22.86%) of the total was accounted for by losses in the Speech and Language Pathologist category.
- Of the 1,015 student services personnel who left their positions, 64.83% (658) are **not in the Georgia public school system** and 35.17% (357) are still in Georgia schools. Of the 658 who are not in Georgia's public school system, 22.19% (146) were classified as Media Specialists and 22.04% (145) as Speech and Language Pathologists. Of the 357 still in Georgia schools, 33.61% (120) became Special Education Teachers and 19.05% (68) assumed other administrative roles.
- **Projections** for administrative and student services personnel show large **increases** in the following categories through FY13: Assistant Superintendent, Principal, Assistant Principal, Special Education Director, Pre-Kindergarten Director, Athletic Director, Elementary Grades Counselor, High School Counselor, Speech and Language Pathologist, School Psychologist, and School Social Worker.
- **Projections** for administrative and student services personnel show large **decreases** in the following categories through FY13: Human Resources Director, Curriculum Director, Instructional Supervisor, and Middle Grades Counselor.

#### Supply of Administrative and Student Services Personnel

- **Principals are hired from a variety of sources**, such as teachers, counselors, and other administrative and student services positions. In FY03, retention accounted for 84.93% (1,759) of Principals, the promotion of Assistant Principals accounted for 10.0% (207), and out-of-state hires accounted for 1.5% (31).
- In FY03, **retention** accounted for 77.68% (2,192) of Assistant Principals, promotion from other administrative positions accounted for 5.03% (142), and out-of-state hires accounted for 2.30% (65).

- The **promotion of teachers into non-teaching roles** contributes to teacher attrition. In FY02, 0.53% of teachers were promoted to Principals, and 11.73% of Assistant Principals were teachers in FY02.
- In FY03, 93.09% (2,639) of administrative personnel other than Principals and Assistant Principals **stayed in the same system**.
- **New administrative hires** other than Principal and Assistant Principal represent 3.88% (110) of all administrators in FY03. Large numbers of hires occurred in the Assistant Superintendent, Instructional Supervisor, and Other Administrators categories.
- **Metro RESA** accounted for 53.64% (59) of the new administrative hires other than Principal and Assistant Principal in FY03. Northeast and Pioneer RESAs each accounted for over 5% of these new hires (6.36% and 5.45%, respectively).
- **Student services personnel are hired from a variety of sources**, such as teachers, administrators, and out-of-state. In FY03, retention accounted for 85.94% (8,332) of student services personnel, counselors accounted for 31.43% (3,047), and out-of-state hires accounted for 7.85% (761).
- Of the 761 **new student services hires** in FY03, 26.68% are Speech and Language Pathologists. Large percentages also fill the position of Elementary Grades, Middle Grades, and High School Counselors (14.85%, 9.46%, and 11.17%, respectively).
- **Metro RESA** accounted for the largest percentage (43.36%) of new student services hires in FY03. First District, Griffin, Northeast Georgia, Northwest Georgia, and Pioneer RESAs each accounted for over 5% of new student services hires in FY03.

## **Chapter 7: Conclusion and Recommendations**

The educator and teacher workforces both witnessed an increase in numbers from FY98 to FY03. Although the relaxing of the reduced class size legislation created an anomaly in that the number of newly hired and replacement teachers declined, these decreases should not be considered a pattern or standard by which to judge future need. Workforce projections through FY13 show the need for increased numbers of both educators and teachers in Georgia's public P-12 school systems. In order to accommodate this expected demand, long-range planning needs to be done by Georgia's school systems. Ensuring adequate staffing levels necessitates such long-range planning. This planning should factor in Georgia's consistently growing and diverse student enrollment, educator attrition, and policy (e.g., reduced class size legislation, No Child Left Behind, etc.) because of the impact these factors have on the educator and teacher workforce need. Furthermore, Georgia's colleges and universities should view this projected demand as an opportunity to expand their program offerings and to recruit students interested in education careers.

Student enrollments in Georgia's public P-12 schools show increasing Hispanic student counts and decreasing White student counts. First, this raises the issue of a need for more Hispanic educators to accommodate the needs of Hispanic students. Second, reasons for the declining White student population need be sought and addressed. The observed rate of decrease may possibly be due to population migration, birth rate shifts, preference of private or home schooling, or concern over Georgia's placement on national tests and evaluations. Furthermore, state-level data show that student counts are decreasing in several RESAs. Are students and their families migrating to other systems, RESAs, or states? If so, why? Accurately predicting student enrollment patterns (or maintaining awareness of fluctuations in student enrollment) is important to predicting and preparing for teacher and educator need in Georgia's public P-12 classrooms and schools.

Considering changes in the student population demographics, what changes are occurring among the teacher workforce demographics? Observed increases in the number of male and minority teachers are quite encouraging. Recruitment and preparation programs, such as Troops-to-Teachers, the Georgia Teacher Alternative Preparation Program, and Reach to Teach in Georgia, serve to bring male and minority teachers into Georgia's educator workforce. Other opportunities to hire new highly qualified teachers occur through initiatives such as TeachGeorgia.org, HOPE teacher scholarships, and a Georgia Student Finance Commission scholarship targeted specifically to paraprofessionals interested in completing a degree in education. In addition, as Georgia's educator workforce becomes more gender and ethnically diverse, efforts should be made

by Georgia's teacher preparation institutions to extend the production pipeline to attract and retain more males and minorities. Male and minority educators routinely serve as role models to the students in Georgia's public P-12 schools. Georgia's school systems must plan for staffing needs based on observed trends in their student populations.

Moreover, a rise in the number of Vocational Education teachers is a welcomed change, especially when considering the dropout rate in Georgia's high school grades 9-12. The present rate of 37.45 reflects two years of decline. It may be that the decreasing high school dropout rate is a function of more Vocational Education offerings in Georgia's public high schools. Such offerings provide an alternative to non-college bound students interested in vocational or career technical fields. Schools and school systems should consider expanding Vocational Education offerings and encouraging greater student participation. It is important to note that a high teacher attrition rate occurs in Vocational Education subject areas. A longer lasting arrangement for teacher supply in these areas need be sought in order to avoid possible misassignment of teachers to these areas. Or, more time should be allowed for teachers to complete the requirements for a full-renewable certificate because Permits and other non-regular certificates are typically issued in Vocational Education subject areas.

A continuing problem is out-of-field teaching in the four core subject areas in high school grades 9-12. It is encouraging to note that there were no out-of-field high school Science teachers in FY03. However, continuing efforts should be made to decrease the number of out-of-field high school teachers in English and Social Science. The mandates of the No Child Left Behind Act (NCLB) might serve as an incentive to decrease out-of-field teaching as schools are required to employ and utilize highly qualified teachers in their areas of preparation or certification.

On a more positive note, the recent downturn in the economy proved favorable to the teaching profession. The attrition rate of teachers decreased from FY01 to FY02 possibly because of teachers deciding not to move, remaining in their positions longer, or not retiring as early as they would in a better economic climate. Also, the number of student teachers produced in Georgia's public and private teacher preparation programs increased possibly due to the economy. In other words, individuals saw the teaching profession as more stable than other professions during uncertain economic times.

However, an item of concern among the student services personnel is the attrition of Speech and Language Pathologists, a group that accounted for 22.86% of student services personnel attrition in FY02 and 26.68% of new student services personnel hires in FY03. These large percentages buttress the concern of high turnover among Speech and Language Pathologists, and deserve a detailed examination to determine which factors will improve their retention.

Maintaining an adequate supply of educators is of utmost importance. Out-of-state hires continue to be an important source of teachers for Georgia's educator workforce. In FY03, over 40% (46.1%) of Georgia's new teacher hires were from out of state. Current efforts to continue this trend include Georgia legislative bills designed to ease entry requirements for out-of-state teachers. Further efforts should be made to sustain this important source of supply while homegrown alternatives are developed or expanded.

Despite increases witnessed in Georgia's overall educator and student populations, decreased numbers of teachers and students occurred in Oconee RESA. This is an item of concern. While the decrease among students may be a matter of family migration to other areas of the state or nation, are there other reasons for teacher loss outside of having fewer students to teach? The data show that RESAs neighboring Oconee RESA (e.g., North Georgia and Griffin RESAs) experienced increases in their teacher counts. Did teachers leave Oconee in order to teach in these neighboring RESAs? If so, why? The exodus of students and teachers from schools and school systems is an issue that requires investigation, especially given the dependence of schools and school systems on state-level funding based on population counts. The federally funded Reach to Teach in Georgia program has been helping high-need and difficult to staff systems analyze their strengths, weaknesses, opportunities, and threats (SWOT analysis) and develop strategies to market their communities. Such efforts should be expanded to help make communities attractive to teachers and businesses.

Lastly, the NCLB Act and its requirement that all teachers meet the statutory definition of "highly qualified" will continue to influence the recruitment, hiring, and retention of teachers in Georgia's public schools. Schools and schools systems are forced to either reassign or release those teachers who do not meet the highly qualified guidelines. Attention should be paid to the phenomenon of reclassifying teachers into omnibus or benign job or subject codes as a shield from violating the NCLB requirements. In the end, it is expensive to recruit, hire, train, and then lose teachers. School, system, and state-level initiatives should be put in place to ensure an adequate supply of highly qualified teachers for Georgia's public P-12 education system.

## APPENDICES

## Appendix 1: FTE Count of Educators by Personnel Categories, FY98-FY03

Table 1a. FTE Count of Georgia Educators by Personnel Categories, FY98-FY03

Personnel Categories	FY98	FY99	FY00	FY01	FY02	FY03
<b>Pre-Kindergarten</b>	1280.2	1294.4	1329.1	1325.8	1354.8	1373.8
Kindergarten	5354.2	5482.4	5565.0	5308.3	5424.8	5654.6
EIP K	NA	NA	NA	NA	1015.5	1219.1
ESOL	NA	NA	NA	NA	492.5	730.8
Grade 1	5652.4	5735.1	5968.8	5682.2	5720.1	5892.6
Grade 2	5239.9	5292.3	5538.8	5433.5	5513.6	5681.3
Grade 3	4975.7	5183.8	5395.3	5318.7	5474.8	5680.8
EIP 1-3	NA	NA	NA	NA	2763.8	2980.3
Grade 4	4508.4	4749.1	4913.0	5047.1	5003.7	4959.4
Grade 5	4283.6	4501.7	4696.0	4872.3	4843.1	4884.2
EIP	NA	NA	NA	2974.1	NA	NA
EIP 4-5	NA	NA	NA	NA	933.6	1034.8
Other Elementary	5178.4	5247.3	5250.1	4499.7	3997.4	4078.2
<b>Elementary Total</b>	<b>35192.7</b>	<b>36191.8</b>	<b>37326.9</b>	<b>39135.8</b>	<b>41182.9</b>	<b>42796.2</b>
Grade 6	3533.8	3630.4	3614.2	3750.1	3861.5	3502.7
Grade 7	3293.8	3320.2	3412.7	3545.6	3687.4	3426.8
Grade 8	3042.9	3102.3	3181.3	3334.7	3414.3	3224.2
Other Middle	5908.7	5813.6	6243.2	6305.5	6517.2	7833.8
<b>Middle Total</b>	<b>15779.2</b>	<b>15866.6</b>	<b>16451.4</b>	<b>16935.9</b>	<b>17480.4</b>	<b>17987.5</b>
High School (9-12) Total	15996.7	16466.5	16712.7	17055.8	17522.6	17790.2
Vocational Education	2660.8	2732.8	2802.7	2829.1	2784.3	2974.3
Special Education	10099.1	10569.8	11061.1	11610.3	12449.3	13098.3
Instructional Specialist	4505.4	4718.2	4683.1	4856.6	5034.8	5069.4
Literacy Coach	NA	NA	NA	NA	49.1	120.1
Other Teachers	319.5	466.6	583.5	636.0	637.3	1015.6
GATAPP Teachers	NA	NA	NA	NA	163.4	223.7
<b>Subtotal (All Teachers)</b>	<b>85833.6</b>	<b>88306.7</b>	<b>90950.5</b>	<b>94385.3</b>	<b>98658.8</b>	<b>102448.8</b>
Elementary Counselors	1054.1	1079.0	1138.3	1268.8	1339.4	1390.3
Middle Counselors	1054.9	1042.9	943.7	910.4	945.3	938.8
High School Counselors	572.5	657.2	785.3	916.3	963.8	997.9
Media Specialist	1986.8	2004.3	2035.8	2078.2	2114.8	2138.2
School Psychologist	512.3	528.6	534.5	568.9	607.8	626.1
School Social Worker	364.2	388.2	393.5	444.1	474.3	484.4
Nurse	10.0	NA	NA	NA	NA	NA
Speech & Language Pathology	753.7	1260.4	1370.5	1431.8	1498.9	1492.2
Other Student Services	1209.3	1216.7	1203.5	1180.1	1352.9	1514.7
<b>Subtotal (Administration)</b>	<b>6814.5</b>	<b>6968.8</b>	<b>7128.9</b>	<b>7332.6</b>	<b>7469.0</b>	<b>9582.6</b>
Principal	1943.4	1958.8	1989.5	2010.3	2044.2	2067.9
Assistant Principals	2143.5	2249.9	2331.0	2468.9	2610.9	2798.1
Other Administrators	2727.6	2760.1	2808.3	2853.5	2813.9	2815.1
<b>Subtotal (Student Services)</b>	<b>7517.7</b>	<b>8177.2</b>	<b>8405.2</b>	<b>8798.5</b>	<b>9297.2</b>	<b>7681.1</b>
<b>Workforce Total</b>	<b>100165.7</b>	<b>103452.7</b>	<b>106484.5</b>	<b>110516.4</b>	<b>115425.0</b>	<b>119712.6</b>

**Table 1b. FTE Count of Central Savannah RESA Educators By Personnel Categories, FY98-FY03**

<b>Personnel Categories</b>	<b>FY98</b>	<b>FY99</b>	<b>FY00</b>	<b>FY01</b>	<b>FY02</b>	<b>FY03</b>
Pre-Kindergarten	116.0	114.8	117.0	100.0	103.0	103.0
Kindergarten	302.3	302.8	308.0	241.2	244.8	243.8
EIP K	NA	NA	NA	NA	37.1	37.3
ESOL	NA	NA	NA	NA	5.5	4.5
Grade 1	316.5	309.8	323.0	252.1	275.8	272.3
Grade 2	291.5	285.5	296.6	248.9	269.2	277.0
Grade 3	288.9	288.8	285.9	271.3	268.6	268.1
EIP 1-3	NA	NA	NA	NA	233.9	228.8
Grade 4	271.8	287.0	278.5	287.3	290.9	282.8
Grade 5	264.7	271.3	273.5	269.8	272.0	269.6
EIP	NA	NA	NA	291.2	NA	NA
EIP 4-5	NA	NA	NA	NA	42.6	56.6
Other Elementary	155.4	156.4	159.4	104.5	67.0	67.7
<b>Elementary Total</b>	<b>1890.9</b>	<b>1901.7</b>	<b>1925.0</b>	<b>1966.3</b>	<b>2007.3</b>	<b>2008.3</b>
Grade 6	185.3	189.4	178.9	241.2	241.5	245.5
Grade 7	187.9	183.1	179.9	241.3	245.7	243.6
Grade 8	174.1	168.8	178.1	223.6	229.3	245.5
Other Middle	451.2	446.4	445.7	192.1	184.1	190.2
<b>Middle Total</b>	<b>998.6</b>	<b>987.7</b>	<b>982.5</b>	<b>898.3</b>	<b>900.6</b>	<b>924.9</b>
High School (9-12)	988.1	989.1	960.6	954.7	984.1	960.1
Vocational Education	208.1	201.8	193.0	203.2	185.3	173.8
Special Education	493.4	487.3	490.1	502.3	562.7	582.5
Instructional Specialist	209.1	206.8	205.2	255.9	298.5	308.0
Literacy Coach	NA	NA	NA	NA	NA	3.0
Other Teachers	16.2	24.4	28.9	37.5	35.7	69.8
GATAPP Teachers	NA	NA	NA	NA	23.0	31.1
<b>Subtotal (All Teachers)</b>	<b>4920.3</b>	<b>4913.6</b>	<b>4902.3</b>	<b>4918.2</b>	<b>5100.1</b>	<b>5136.0</b>
Elementary Counselors	53.9	53.7	56.7	68.5	71.8	74.1
Middle Counselors	71.4	67.7	62.2	42.0	39.9	37.6
High School Counselors	17.5	25.8	29.1	55.8	59.1	57.8
Media Specialist	122.2	124.2	123.0	124.1	126.5	122.8
School Psychologist	24.3	21.0	20.5	30.3	31.3	30.0
School Social Worker	26.6	27.6	28.6	27.2	26.9	24.7
Nurse	NA	NA	NA	NA	NA	NA
Speech & Language Pathology	23.2	40.1	46.5	48.5	48.6	47.1
Other Student Services	66.0	70.5	64.2	53.7	56.3	59.9
<b>Subtotal (Student Services)</b>	<b>405.0</b>	<b>430.7</b>	<b>430.8</b>	<b>450.0</b>	<b>460.3</b>	<b>454.0</b>
Principal	125.0	126.0	123.4	125.9	128.4	126.3
Assistant Principals	117.7	106.4	105.0	103.5	111.7	110.6
Other Administrators	122.9	119.3	124.0	144.8	147.8	141.2
<b>Subtotal (Administration)</b>	<b>365.5</b>	<b>351.7</b>	<b>352.4</b>	<b>374.3</b>	<b>387.9</b>	<b>378.0</b>
<b>Workforce Total</b>	<b>5690.9</b>	<b>5696.0</b>	<b>5685.5</b>	<b>5742.5</b>	<b>5948.3</b>	<b>5996.6</b>



**Table 1c. FTE Count of Chattahoochee RESA Educators By Personnel Categories, FY98-FY03**

<b>Personnel Categories</b>	<b>FY98</b>	<b>FY99</b>	<b>FY00</b>	<b>FY01</b>	<b>FY02</b>	<b>FY03</b>
Pre-Kindergarten	105.0	105.0	102.5	102.0	103.0	98.90
Kindergarten	224.0	224.0	216.8	198.5	204.3	208.81
EIP K	NA	NA	NA	NA	44.8	46.69
ESOL	NA	NA	NA	NA	12.0	14.96
Grade 1	231.0	222.4	219.6	209.8	208.1	209.54
Grade 2	209.0	210.8	219.5	209.4	205.4	204.26
Grade 3	194.7	208.7	219.8	207.8	207.4	207.93
EIP 1-3	NA	NA	NA	NA	103.3	106.73
Grade 4	179.4	183.0	188.5	197.5	184.4	182.16
Grade 5	170.6	175.7	181.7	188.5	185.4	179.05
EIP	NA	NA	NA	140.3	NA	NA
EIP 4-5	NA	NA	NA	NA	49.8	64.89
Other Elementary	223.5	210.7	206.3	133.0	94.3	107.76
<b>Elementary Total</b>	<b>1432.1</b>	<b>1435.2</b>	<b>1452.3</b>	<b>1484.9</b>	<b>1499.0</b>	<b>1532.8</b>
Grade 6	126.2	142.9	122.1	77.8	81.1	66.02
Grade 7	70.4	64.4	62.5	71.6	68.8	62.77
Grade 8	67.6	72.1	69.3	69.6	80.8	67.94
Other Middle	355.3	326.2	404.8	456.8	454.7	502.78
<b>Middle Total</b>	<b>619.6</b>	<b>605.6</b>	<b>658.7</b>	<b>675.7</b>	<b>685.3</b>	<b>699.5</b>
High School (9-12)	659.2	724.7	722.0	712.9	694.2	669.33
Vocational Education	167.0	126.9	114.6	112.0	105.4	147.60
Special Education	383.8	383.8	395.3	399.1	425.8	435.86
Instructional Specialist	238.4	256.1	202.4	142.6	163.8	154.52
Literacy Coach	NA	NA	NA	NA	5.0	12.90
Other Teachers	8.1	36.0	24.7	19.7	18.1	53.92
GATAPP Teachers	NA	NA	NA	NA	12.0	14.10
<b>Subtotal (All Teachers)</b>	<b>3613.2</b>	<b>3673.3</b>	<b>3672.6</b>	<b>3648.8</b>	<b>3711.6</b>	<b>3819.4</b>
Elementary Counselors	42.4	47.2	52.1	55.6	55.8	55.03
Middle Counselors	43.5	41.1	32.7	34.2	34.9	33.55
High School Counselors	32.0	36.5	44.5	49.0	47.1	50.00
Media Specialist	93.5	94.0	92.0	98.4	96.5	98.95
School Psychologist	26.5	29.8	27.8	29.5	29.8	27.93
School Social Worker	8.9	8.8	7.8	10.1	11.5	11.00
Nurse	4.0	NA	NA	NA	NA	NA
Speech & Language Pathology	43.6	47.4	47.9	51.3	49.6	48.06
Other Student Services	59.4	74.5	63.8	56.7	56.1	58.92
<b>Subtotal (Student Services)</b>	<b>353.7</b>	<b>379.3</b>	<b>368.5</b>	<b>384.8</b>	<b>381.3</b>	<b>383.4</b>
Principal	93.8	93.8	96.5	97.0	98.5	98.49
Assistant Principals	84.7	82.7	88.2	95.8	93.3	93.48
Other Administrators	112.6	114.4	111.7	114.2	119.9	121.54
<b>Subtotal (Administration)</b>	<b>291.0</b>	<b>290.8</b>	<b>296.3</b>	<b>307.0</b>	<b>311.7</b>	<b>313.5</b>
<b>Workforce Total</b>	<b>4257.9</b>	<b>4343.4</b>	<b>4337.4</b>	<b>4340.5</b>	<b>4404.6</b>	<b>4516.4</b>

**Table 1d. FTE Count of Coastal Plains RESA Educators by Personnel Categories, FY98-FY03**

<b>Personnel Categories</b>	<b>FY98</b>	<b>FY99</b>	<b>FY00</b>	<b>FY01</b>	<b>FY02</b>	<b>FY03</b>
Pre-Kindergarten	55.0	57.9	56.0	56.0	61.0	58.6
Kindergarten	180.7	182.8	177.7	153.8	156.9	156.0
EIP K	NA	NA	NA	NA	52.6	52.7
ESOL	NA	NA	NA	NA	9.8	13.9
Grade 1	190.6	188.6	204.7	176.9	174.6	167.5
Grade 2	180.8	180.9	180.0	162.8	156.0	159.9
Grade 3	168.4	172.0	171.0	168.1	155.3	153.9
EIP 1-3	NA	NA	NA	NA	121.9	119.6
Grade 4	146.2	156.3	148.0	141.1	132.7	133.1
Grade 5	141.1	146.7	148.7	145.7	126.3	125.5
EIP	NA	NA	NA	173.1	NA	NA
EIP 4-5	NA	NA	NA	NA	53.2	59.1
Other Elementary	103.8	95.5	94.5	78.9	68.0	55.0
<b>Elementary Total</b>	<b>1111.6</b>	<b>1122.7</b>	<b>1124.7</b>	<b>1200.3</b>	<b>1207.3</b>	<b>1196.3</b>
Grade 6	132.0	137.1	132.3	140.0	138.4	135.1
Grade 7	131.8	124.8	125.8	132.6	137.7	138.9
Grade 8	132.2	125.5	127.6	132.7	125.7	133.5
Other Middle	154.2	124.9	102.9	97.7	96.9	90.0
<b>Middle Total</b>	<b>550.2</b>	<b>512.4</b>	<b>488.6</b>	<b>503.0</b>	<b>498.7</b>	<b>497.6</b>
High School (9-12)	508.1	501.7	489.9	478.9	479.2	485.9
Vocational Education	91.9	98.8	114.5	125.3	135.5	134.9
Special Education	247.0	280.1	305.5	308.2	318.9	328.7
Instructional Specialist	95.4	134.3	141.3	142.3	152.7	163.1
Literacy Coach	NA	NA	NA	NA	NA	5.0
Other Teachers	6.6	23.8	41.1	25.1	19.7	20.8
GATAPP Teachers	NA	NA	NA	NA	3.0	2.0
<b>Subtotal (All Teachers)</b>	<b>2665.9</b>	<b>2731.8</b>	<b>2761.6</b>	<b>2839.1</b>	<b>2876.0</b>	<b>2892.8</b>
Elementary Counselors	27.2	29.3	29.3	36.9	37.9	35.7
Middle Counselors	21.6	18.4	18.2	19.9	19.3	19.3
High School Counselors	24.0	28.0	27.5	31.2	32.2	31.7
Media Specialist	55.5	55.6	56.0	60.3	62.0	60.7
School Psychologist	15.8	16.4	17.0	16.5	19.0	19.9
School Social Worker	17.9	21.5	21.3	17.5	18.3	19.3
Nurse	3.0	NA	NA	NA	NA	NA
Speech & Language Pathology	37.4	36.1	50.6	53.0	55.5	59.6
Other Student Services	30.6	34.4	33.5	27.7	33.8	40.5
<b>Subtotal (Student Services)</b>	<b>232.9</b>	<b>239.8</b>	<b>253.3</b>	<b>263.0</b>	<b>278.2</b>	<b>286.8</b>
Principal	56.6	56.6	53.6	56.2	57.9	57.0
Assistant Principals	78.9	84.8	83.5	89.7	90.1	85.3
Other Administrators	117.6	118.2	122.2	118.1	110.5	114.9
<b>Subtotal (Administration)</b>	<b>253.1</b>	<b>259.6</b>	<b>259.3</b>	<b>264.0</b>	<b>258.6</b>	<b>257.3</b>
<b>Workforce Total</b>	<b>3151.8</b>	<b>3231.1</b>	<b>3274.2</b>	<b>3366.1</b>	<b>3412.8</b>	<b>3436.9</b>

**Table 1e. FTE Count of First District RESA Educators By Personnel Categories, FY98-FY03**

<b>Personnel Categories</b>	<b>FY98</b>	<b>FY99</b>	<b>FY00</b>	<b>FY01</b>	<b>FY02</b>	<b>FY03</b>
Pre-Kindergarten	180.2	193.3	183.0	172.4	177.2	186.2
Kindergarten	477.5	474.5	484.3	346.7	341.7	388.0
EIP K	NA	NA	NA	NA	221.9	194.0
ESOL	NA	NA	NA	NA	17.9	26.9
Grade 1	484.7	469.2	497.6	401.7	396.5	406.5
Grade 2	443.5	445.9	467.2	413.7	411.4	410.6
Grade 3	437.1	436.5	473.8	401.9	399.6	395.0
EIP 1-3	NA	NA	NA	NA	487.5	463.5
Grade 4	403.4	427.2	421.1	419.2	410.8	400.1
Grade 5	374.8	391.0	404.3	401.7	423.9	407.1
EIP	NA	NA	NA	649.3	NA	NA
EIP 4-5	NA	NA	NA	NA	96.8	126.8
Other Elementary	573.7	564.1	494.5	328.7	345.2	274.5
<b>Elementary Total</b>	<b>3194.7</b>	<b>3208.6</b>	<b>3242.8</b>	<b>3362.9</b>	<b>3553.0</b>	<b>3492.9</b>
Grade 6	276.7	289.9	280.3	265.6	268.8	273.6
Grade 7	282.1	280.6	284.8	253.7	268.3	265.6
Grade 8	255.8	261.3	270.3	259.3	265.7	265.9
Other Middle	715.6	680.9	679.9	575.2	554.5	605.0
<b>Middle Total</b>	<b>1530.1</b>	<b>1512.7</b>	<b>1515.2</b>	<b>1353.8</b>	<b>1357.4</b>	<b>1410.1</b>
High School (9-12)	1293.4	1325.1	1344.0	1409.4	1449.1	1442.1
Vocational Education	241.1	245.7	241.7	217.7	223.2	235.1
Special Education	797.9	849.7	874.8	900.0	1010.1	1004.5
Instructional Specialist	336.6	375.6	332.4	423.6	439.0	460.4
Literacy Coach	NA	NA	NA	NA	6.0	13.0
Other Teachers	573.7	564.1	494.5	328.7	89.2	90.1
GATAPP Teachers	NA	NA	NA	NA	7.0	16.7
<b>Subtotal (All Teachers)</b>	<b>573.7</b>	<b>564.1</b>	<b>494.5</b>	<b>328.7</b>	<b>8311.1</b>	<b>8351.1</b>
Elementary Counselors	107.4	99.3	101.9	112.0	118.1	115.5
Middle Counselors	69.9	78.1	66.2	67.0	68.2	68.0
High School Counselors	46.6	53.0	62.0	77.1	78.3	77.1
Media Specialist	169.8	173.8	180.9	183.9	185.9	183.4
School Psychologist	40.4	43.2	43.7	44.2	47.6	48.4
School Social Worker	32.9	35.5	33.0	34.8	40.0	39.1
Nurse	1.5	NA	NA	NA	NA	NA
Speech & Language Pathology	59.1	573.7	564.1	494.5	328.7	137.5
Other Student Services	65.0	64.9	60.0	59.5	76.7	102.1
<b>Subtotal (Student Services)</b>	<b>592.6</b>	<b>653.0</b>	<b>662.3</b>	<b>695.6</b>	<b>744.7</b>	<b>771.0</b>
Principal	172.3	176.8	171.8	175.5	178.0	178.2
Assistant Principals	177.4	183.2	190.4	202.2	210.5	209.2
Other Administrators	209.2	218.5	233.9	210.3	236.3	255.8
<b>Subtotal (Administration)</b>	<b>558.9</b>	<b>578.4</b>	<b>596.1</b>	<b>588.0</b>	<b>624.8</b>	<b>643.1</b>
<b>Workforce Total</b>	<b>8754.3</b>	<b>8993.5</b>	<b>9068.3</b>	<b>9231.6</b>	<b>9680.5</b>	<b>9765.3</b>

**Table 1f. FTE Count of Griffin RESA Educators by Personnel Categories, FY98-FY03**

<b>Personnel Categories</b>	<b>FY98</b>	<b>FY99</b>	<b>FY00</b>	<b>FY01</b>	<b>FY02</b>	<b>FY03</b>
Pre-Kindergarten	38.0	40.0	39.0	45.0	52.0	54.90
Kindergarten	201.6	222.9	231.9	231.2	283.2	310.29
EIP K	NA	NA	NA	NA	50.0	50.85
ESOL	NA	NA	NA	NA	26.5	29.39
Grade 1	211.0	225.9	251.5	247.7	244.0	265.43
Grade 2	225.0	233.9	238.9	253.9	260.5	265.47
Grade 3	225.6	248.0	256.9	267.8	272.0	277.99
EIP 1-3	NA	NA	NA	NA	116.8	119.72
Grade 4	214.2	220.0	228.6	240.7	234.8	247.02
Grade 5	196.0	218.9	214.2	229.4	239.9	243.62
EIP	NA	NA	NA	135.8	NA	NA
EIP 4-5	NA	NA	NA	NA	39.3	49.89
Other Elementary	467.1	466.0	485.7	413.6	354.9	354.32
<b>Elementary Total</b>	<b>1740.5</b>	<b>1835.5</b>	<b>1907.7</b>	<b>2020.2</b>	<b>2121.7</b>	<b>2214.0</b>
Grade 6	129.2	186.4	192.5	209.5	221.5	226.56
Grade 7	123.5	182.8	197.8	200.9	217.2	235.89
Grade 8	114.5	176.9	182.4	205.6	219.8	223.07
Other Middle	450.4	332.9	340.3	346.6	361.8	380.02
<b>Middle Total</b>	<b>817.6</b>	<b>879.0</b>	<b>913.0</b>	<b>962.6</b>	<b>1020.3</b>	<b>1065.5</b>
High School (9-12)	829.3	865.5	911.5	967.6	976.1	1024.58
Vocational Education	150.3	143.9	145.1	145.5	149.1	144.45
Special Education	503.5	548.7	596.8	647.5	681.7	723.44
Instructional Specialist	242.4	237.6	235.2	281.4	278.3	278.55
Literacy Coach	NA	NA	NA	NA	NA	1.00
Other Teachers	17.5	20.0	34.4	40.4	38.3	61.73
GATAPP Teachers	NA	NA	NA	NA	18.9	37.67
<b>Subtotal (All Teachers)</b>	<b>4339.1</b>	<b>4570.2</b>	<b>4782.7</b>	<b>5110.1</b>	<b>5336.4</b>	<b>5605.8</b>
Elementary Counselors	55.9	59.0	62.5	64.8	69.9	74.18
Middle Counselors	69.9	45.9	43.0	43.5	46.0	45.75
High School Counselors	19.9	50.0	55.0	62.0	61.5	63.50
Media Specialist	101.6	105.0	107.0	111.0	115.0	115.00
School Psychologist	30.5	31.0	31.0	31.0	34.8	37.85
School Social Worker	16.0	17.0	18.0	23.0	27.0	27.50
Nurse	NA	NA	NA	NA	NA	NA
Speech & Language Pathology	29.8	66.0	73.9	86.7	94.5	97.33
Other Student Services	28.5	19.9	22.1	22.3	37.6	59.59
<b>Subtotal (Student Services)</b>	<b>352.1</b>	<b>393.8</b>	<b>412.4</b>	<b>444.3</b>	<b>486.3</b>	<b>520.7</b>
Principal	95.0	97.0	97.5	105.0	104.5	110.00
Assistant Principals	116.4	127.6	136.0	153.0	152.0	163.50
Other Administrators	116.3	122.5	127.6	123.8	146.1	138.30
<b>Subtotal (Administration)</b>	<b>327.7</b>	<b>347.1</b>	<b>361.1</b>	<b>381.8</b>	<b>402.6</b>	<b>411.8</b>
<b>Workforce Total</b>	<b>5018.9</b>	<b>5311.0</b>	<b>5556.2</b>	<b>5936.1</b>	<b>6225.3</b>	<b>6538.3</b>

**Table 1g. FTE Count of Heart of Georgia RESA Educators By Personnel Categories, FY98-FY03**

<b>Personnel Categories</b>	<b>FY98</b>	<b>FY99</b>	<b>FY00</b>	<b>FY01</b>	<b>FY02</b>	<b>FY03</b>
Pre-Kindergarten	60.0	52.0	51.0	52.5	54.0	53.5
Kindergarten	97.8	105.0	100.4	96.8	95.1	90.5
EIP K	NA	NA	NA	NA	14.7	19.3
ESOL	NA	NA	NA	NA	1.4	0.7
Grade 1	98.0	101.0	102.0	102.1	100.3	101.4
Grade 2	94.8	96.0	94.4	94.0	95.8	98.4
Grade 3	89.6	93.0	95.0	93.6	98.5	96.7
EIP 1-3	NA	NA	NA	NA	36.1	39.3
Grade 4	78.5	83.7	82.5	85.0	81.1	80.9
Grade 5	77.7	77.5	79.3	86.8	84.5	78.5
EIP	NA	NA	NA	40.2	NA	NA
EIP 4-5	NA	NA	NA	NA	20.0	23.8
Other Elementary	80.9	80.9	79.1	64.0	53.0	35.9
<b>Elementary Total</b>	<b>617.4</b>	<b>637.1</b>	<b>632.6</b>	<b>662.6</b>	<b>680.5</b>	<b>665.4</b>
Grade 6	70.9	69.0	73.3	72.3	72.8	81.8
Grade 7	58.1	58.5	57.6	66.9	60.6	64.9
Grade 8	61.4	62.4	64.3	61.8	65.6	65.9
Other Middle	130.5	136.1	137.0	130.9	110.8	91.1
<b>Middle Total</b>	<b>320.9</b>	<b>326.1</b>	<b>332.2</b>	<b>331.9</b>	<b>309.8</b>	<b>303.7</b>
High School (9-12)	305.6	291.3	293.0	282.7	295.7	308.3
Vocational Education	49.9	64.2	63.0	69.1	52.8	54.4
Special Education	175.3	174.5	176.0	180.1	182.0	193.9
Instructional Specialist	55.2	52.3	54.9	58.9	68.0	70.0
Literacy Coach	NA	NA	NA	NA	NA	3.0
Other Teachers	7.5	8.5	8.3	10.6	15.2	19.5
GATAPP Teachers	NA	NA	NA	NA	3.0	2.5
<b>Subtotal (All Teachers)</b>	<b>1591.7</b>	<b>1606.0</b>	<b>1611.0</b>	<b>1648.5</b>	<b>1660.9</b>	<b>1674.1</b>
Elementary Counselors	14.7	11.8	13.3	18.5	22.5	22.7
Middle Counselors	18.7	18.7	19.2	14.2	15.7	15.3
High School Counselors	6.5	5.5	5.8	13.5	14.0	14.5
Media Specialist	37.0	38.0	37.5	36.0	35.1	35.6
School Psychologist	10.6	11.0	10.0	8.0	11.5	10.5
School Social Worker	4.8	5.4	5.4	7.0	10.1	7.2
Nurse	NA	NA	NA	NA	NA	NA
Speech & Language Pathology	11.8	17.0	19.5	22.0	22.0	24.4
Other Student Services	15.0	8.8	10.7	16.8	18.8	16.6
<b>Subtotal (Student Services)</b>	<b>119.1</b>	<b>116.1</b>	<b>121.4</b>	<b>136.0</b>	<b>149.8</b>	<b>146.8</b>
Principal	43.2	43.2	44.5	44.2	42.0	43.0
Assistant Principals	34.9	38.7	34.6	32.9	34.6	30.3
Other Administrators	74.2	72.3	66.5	68.3	67.3	70.5
<b>Subtotal (Administration)</b>	<b>152.4</b>	<b>154.2</b>	<b>145.6</b>	<b>145.3</b>	<b>143.9</b>	<b>143.8</b>
<b>Workforce Total</b>	<b>1863.2</b>	<b>1876.3</b>	<b>1878.0</b>	<b>1929.7</b>	<b>1954.5</b>	<b>1964.7</b>

**Table 1h. FTE Count of Metro RESA Educators By Personnel Categories, FY98-  
FY03**

<b>Personnel Categories</b>	<b>FY98</b>	<b>FY99</b>	<b>FY00</b>	<b>FY01</b>	<b>FY02</b>	<b>FY03</b>
Pre-Kindergarten	199.1	202.6	215.5	219.5	218.0	217.0
Kindergarten	1887.0	1989.6	2002.1	2066.8	2077.2	2159.7
EIP K	NA	NA	NA	NA	145.9	354.5
ESOL	NA	NA	NA	NA	174.8	327.5
Grade 1	2037.8	2072.4	2198.4	2245.6	2217.1	2275.2
Grade 2	1835.6	1841.0	1954.2	2018.0	2068.5	2154.3
Grade 3	1746.7	1815.4	1860.7	1951.7	2060.3	2178.1
EIP 1-3	NA	NA	NA	NA	581.2	734.9
Grade 4	1596.4	1689.2	1752.7	1816.2	1852.9	1850.0
Grade 5	1489.3	1600.9	1671.2	1727.4	1742.4	1811.6
EIP	NA	NA	NA	237.2	NA	NA
EIP 4-5	NA	NA	NA	NA	142.9	106.8
Other Elementary	1718.1	1838.2	1935.8	1912.0	1787.6	1913.0
<b>Elementary Total</b>	<b>12311.0</b>	<b>12846.7</b>	<b>13375.1</b>	<b>13974.9</b>	<b>14850.7</b>	<b>15865.7</b>
Grade 6	1247.1	1243.9	1259.8	1256.3	1262.6	888.2
Grade7	1161.7	1160.3	1207.5	1184.9	1217.5	907.8
Grade 8	986.4	995.1	1030.0	1038.1	1019.1	771.3
Other Middle	1709.6	1896.5	2002.1	2545.2	2922.5	4023.5
<b>Middle Total</b>	<b>5104.8</b>	<b>5295.7</b>	<b>5499.4</b>	<b>6024.5</b>	<b>6421.7</b>	<b>6590.8</b>
High School (9-12)	5697.3	5910.6	6089.1	6146.6	6460.9	6581.8
Vocational Education	701.9	726.8	751.4	722.7	711.9	736.5
Special Education	3756.9	3919.6	4153.3	4415.8	4711.5	5011.0
Instructional Specialist	1940.2	1941.2	2016.2	1963.9	2011.4	1972.5
Literacy Coach	NA	NA	NA	NA	16.5	19.3
Other Teachers	76.1	78.7	103.1	107.7	142.6	324.3
GATAPP Teachers	NA	NA	NA	NA	8.0	20.7
<b>Subtotal (All Teachers)</b>	<b>29787.3</b>	<b>30922.1</b>	<b>32203.1</b>	<b>33575.6</b>	<b>35553.1</b>	<b>37339.6</b>
Elementary Counselors	377.9	385.9	412.7	446.4	477.4	509.0
Middle Counselors	436.0	453.9	413.7	409.4	442.9	443.0
High School Counselors	207.3	208.8	272.2	303.4	322.3	334.7
Media Specialist	636.9	625.4	640.8	651.5	665.1	675.0
School Psychologist	170.6	177.8	186.0	192.6	203.7	207.6
School Social Worker	161.8	162.3	169.4	198.0	200.3	205.3
Nurse	NA	NA	NA	NA	NA	NA
Speech & Language Pathology	276.6	469.4	507.1	504.4	538.7	490.5
Other Student Services	528.9	534.2	566.7	552.6	655.3	729.8
<b>Subtotal (Student Services)</b>	<b>2795.9</b>	<b>3017.7</b>	<b>3168.6</b>	<b>3258.3</b>	<b>3505.6</b>	<b>3595.0</b>
Principal	571.5	575.0	590.0	588.9	603.5	618.8
Assistant Principals	779.4	833.3	883.0	940.1	1001.0	1110.7
Other Administrators	870.2	870.1	903.7	912.2	868.8	819.6
<b>Subtotal (Administration)</b>	<b>2221.1</b>	<b>2278.4</b>	<b>2376.6</b>	<b>2441.2</b>	<b>2473.2</b>	<b>2549.2</b>
<b>Workforce Total</b>	<b>34804.3</b>	<b>36218.1</b>	<b>37748.3</b>	<b>39275.0</b>	<b>41531.9</b>	<b>43483.8</b>

**Table 1i. FTE Count of Middle Georgia RESA Educators By Personnel Categories, FY98-FY03**

<b>Personnel Categories</b>	<b>FY98</b>	<b>FY99</b>	<b>FY00</b>	<b>FY01</b>	<b>FY02</b>	<b>FY03</b>
Pre-Kindergarten	78.0	77.5	76.0	78.0	78.0	78.9
Kindergarten	244.5	233.1	237.3	248.1	236.0	246.8
EIP K	NA	NA	NA	NA	21.1	15.4
ESOL	NA	NA	NA	NA	8.7	7.2
Grade 1	250.0	276.6	277.2	258.7	259.3	268.0
Grade 2	244.9	244.1	244.2	261.2	261.2	263.3
Grade 3	228.4	232.9	251.5	250.4	242.1	253.3
EIP 1-3	NA	NA	NA	NA	54.1	54.9
Grade 4	204.8	208.5	220.2	216.0	213.8	217.5
Grade 5	200.0	211.3	213.3	217.7	215.8	216.3
EIP	NA	NA	NA	49.3	NA	NA
EIP 4-5	NA	NA	NA	NA	35.7	29.9
Other Elementary	214.7	221.7	167.8	107.7	111.5	110.5
<b>Elementary Total</b>	<b>1587.2</b>	<b>1628.1</b>	<b>1611.4</b>	<b>1609.2</b>	<b>1659.2</b>	<b>1683.0</b>
Grade 6	173.5	173.9	178.9	195.2	209.0	198.9
Grade 7	183.9	152.2	173.1	176.2	181.3	190.3
Grade 8	170.6	142.2	153.2	174.1	167.5	164.9
Other Middle	232.5	183.2	210.2	148.2	146.1	158.6
<b>Middle Total</b>	<b>760.5</b>	<b>651.4</b>	<b>715.5</b>	<b>693.7</b>	<b>703.9</b>	<b>712.7</b>
High School (9-12)	745.9	799.5	747.7	749.6	714.7	716.3
Vocational Education	120.2	121.0	124.7	125.7	121.3	134.2
Special Education	462.3	481.9	482.7	487.7	517.8	528.9
Instructional Specialist	144.2	163.6	211.0	237.1	225.0	214.0
Literacy Coach	NA	NA	NA	NA	NA	8.0
Other Teachers	32.5	21.7	32.9	28.8	29.3	33.3
GATAPP Teachers	NA	NA	NA	NA	32.0	19.7
<b>Subtotal (All Teachers)</b>	<b>3930.7</b>	<b>3944.5</b>	<b>4001.7</b>	<b>4009.6</b>	<b>4081.1</b>	<b>4129.1</b>
Elementary Counselors	56.0	57.5	60.4	63.8	64.8	62.3
Middle Counselors	50.5	45.5	36.7	26.5	28.5	29.5
High School Counselors	26.0	31.0	42.2	42.5	43.5	44.5
Media Specialist	92.5	96.6	100.5	100.5	103.4	103.7
School Psychologist	21.0	23.5	23.0	24.1	24.6	25.6
School Social Worker	13.0	15.0	15.0	13.9	13.0	12.0
Nurse	0.5	NA	NA	NA	NA	NA
Speech & Language Pathology	23.0	58.5	65.8	70.3	72.3	76.0
Other Student Services	52.0	81.9	74.8	70.2	62.6	75.1
<b>Subtotal (Student Services)</b>	<b>334.5</b>	<b>409.5</b>	<b>418.3</b>	<b>411.8</b>	<b>412.6</b>	<b>428.7</b>
Principal	94.0	96.5	97.7	99.7	101.7	103.7
Assistant Principals	84.2	83.6	91.6	88.6	88.2	108.6
Other Administrators	136.1	137.8	131.6	133.9	128.1	125.7
<b>Subtotal (Administration)</b>	<b>314.4</b>	<b>317.9</b>	<b>320.9</b>	<b>322.2</b>	<b>318.0</b>	<b>337.9</b>
<b>Workforce Total</b>	<b>4579.6</b>	<b>4671.9</b>	<b>4740.9</b>	<b>4743.7</b>	<b>4811.8</b>	<b>4895.7</b>

**Table 1j. FTE Count of North Georgia RESA Educators By Personnel Categories, FY98-FY03**

<b>Personnel Categories</b>	<b>FY98</b>	<b>FY99</b>	<b>FY00</b>	<b>FY01</b>	<b>FY02</b>	<b>FY03</b>
Pre-Kindergarten	24.0	25.0	25.0	26.0	26.0	31.0
Kindergarten	222.9	230.4	234.1	240.0	248.9	279.7
EIP K	NA	NA	NA	NA	23.5	24.9
ESOL	NA	NA	NA	NA	59.4	82.0
Grade 1	224.8	236.5	236.4	250.5	238.5	271.6
Grade 2	224.4	223.6	223.0	241.5	232.6	256.0
Grade 3	203.8	213.5	225.5	239.0	227.6	268.5
EIP 1-3	NA	NA	NA	NA	91.8	86.4
Grade 4	173.0	190.0	188.0	203.7	199.8	205.3
Grade 5	172.8	176.8	187.0	202.0	192.3	200.5
EIP	NA	NA	NA	86.6	NA	NA
EIP 4-5	NA	NA	NA	NA	103.5	59.5
Other Elementary	189.9	181.9	201.3	173.5	139.7	148.8
<b>Elementary Total</b>	<b>1411.7</b>	<b>1452.7</b>	<b>1495.2</b>	<b>1636.7</b>	<b>1757.5</b>	<b>1883.0</b>
Grade 6	164.5	176.0	182.4	184.3	187.9	196.6
Grade 7	114.0	122.0	135.3	160.8	166.5	162.1
Grade 8	108.0	113.0	120.0	139.4	158.4	162.3
Other Middle	129.7	132.9	169.1	167.9	215.2	244.6
<b>Middle Total</b>	<b>516.2</b>	<b>543.9</b>	<b>606.8</b>	<b>652.5</b>	<b>728.0</b>	<b>765.6</b>
High School (9-12)	661.3	685.1	702.2	725.4	714.8	751.3
Vocational Education	140.6	151.0	164.8	162.6	135.1	149.2
Special Education	433.2	452.6	461.4	470.2	518.5	548.9
Instructional Specialist	190.7	209.0	200.2	206.5	215.7	223.7
Literacy Coach	NA	NA	NA	NA	NA	1.0
Other Teachers	3.0	6.5	12.9	25.5	14.6	28.5
GATAPP Teachers	NA	NA	NA	NA	NA	NA
<b>Subtotal (All Teachers)</b>	<b>3380.6</b>	<b>3525.8</b>	<b>3668.5</b>	<b>3905.4</b>	<b>4110.1</b>	<b>4382.2</b>
Elementary Counselors	52.5	51.0	52.0	60.0	58.7	62.9
Middle Counselors	34.0	33.0	29.6	22.6	26.0	26.0
High School Counselors	22.0	26.6	28.6	36.1	37.0	39.5
Media Specialist	81.0	84.0	83.0	89.3	87.5	90.5
School Psychologist	25.1	23.5	25.0	26.0	28.2	28.6
School Social Worker	8.8	10.8	9.8	13.8	12.8	12.9
Nurse	1.0	NA	NA	NA	NA	NA
Speech & Language Pathology	35.4	49.7	56.5	60.4	57.1	58.6
Other Student Services	53.3	40.8	35.2	44.0	49.9	59.0
<b>Subtotal (Student Services)</b>	<b>313.1</b>	<b>319.4</b>	<b>319.7</b>	<b>352.0</b>	<b>357.1</b>	<b>377.9</b>
Principal	77.0	77.0	79.8	79.9	81.0	84.0
Assistant Principals	96.3	100.3	96.2	110.4	107.3	111.4
Other Administrators	92.5	101.0	104.5	99.1	92.7	102.7
<b>Subtotal (Administration)</b>	<b>265.8</b>	<b>278.3</b>	<b>280.5</b>	<b>289.4</b>	<b>281.0</b>	<b>298.1</b>
<b>Workforce Total</b>	<b>3959.5</b>	<b>4123.5</b>	<b>4268.7</b>	<b>4546.8</b>	<b>4748.2</b>	<b>5058.2</b>



**Table 1k. FTE Count of Northeast Georgia RESA Educators By Personnel Categories, FY98-FY03**

<b>Personnel Categories</b>	<b>FY98</b>	<b>FY99</b>	<b>FY00</b>	<b>FY01</b>	<b>FY02</b>	<b>FY03</b>
Pre-Kindergarten	60.0	60.0	66.0	70.0	70.0	73.9
Kindergarten	219.7	214.0	219.7	214.5	233.7	237.8
EIP K	NA	NA	NA	NA	64.5	75.2
ESOL	NA	NA	NA	NA	23.9	35.9
Grade 1	236.5	239.7	241.3	222.7	242.5	244.1
Grade 2	230.6	241.1	244.6	226.9	245.9	243.7
Grade 3	205.1	220.5	225.3	202.7	237.4	242.8
EIP 1-3	NA	NA	NA	NA	131.4	152.7
Grade 4	193.4	205.2	205.1	207.2	215.1	207.6
Grade 5	174.4	185.1	192.4	209.5	202.1	211.4
EIP	NA	NA	NA	245.8	NA	NA
EIP 4-5	NA	NA	NA	NA	51.0	76.1
Other Elementary	252.6	265.4	273.0	207.3	186.2	153.6
<b>Elementary Total</b>	<b>1512.4</b>	<b>1571.0</b>	<b>1601.4</b>	<b>1736.6</b>	<b>1833.6</b>	<b>1880.9</b>
Grade 6	158.3	149.3	166.4	178.9	188.4	187.8
Grade 7	153.7	145.8	154.5	162.2	173.3	176.8
Grade 8	150.8	138.3	161.3	176.2	160.1	180.0
Other Middle	217.1	261.9	238.3	217.0	211.2	204.2
<b>Middle Total</b>	<b>679.7</b>	<b>695.3</b>	<b>720.5</b>	<b>734.3</b>	<b>732.9</b>	<b>748.9</b>
High School (9-12)	647.9	656.1	669.5	681.6	714.7	715.3
Vocational Education	97.0	113.6	109.3	141.7	148.4	167.7
Special Education	494.5	526.0	547.7	570.2	640.6	668.0
Instructional Specialist	208.8	180.7	174.1	172.4	178.1	200.4
Literacy Coach	NA	NA	NA	NA	3.5	5.3
Other Teachers	7.4	21.0	25.6	25.4	26.5	40.8
GATAPP Teachers	NA	NA	NA	NA	2.0	12.7
<b>Subtotal (All Teachers)</b>	<b>3707.7</b>	<b>3823.6</b>	<b>3914.1</b>	<b>4132.2</b>	<b>4350.3</b>	<b>4513.8</b>
Elementary Counselors	34.7	38.5	43.5	50.7	55.1	59.6
Middle Counselors	39.8	41.8	33.2	27.9	28.4	28.0
High School Counselors	17.0	21.0	32.0	40.4	41.5	48.1
Media Specialist	94.8	97.1	97.9	100.5	103.0	105.0
School Psychologist	27.4	28.7	29.0	33.0	36.0	36.9
School Social Worker	20.5	22.2	22.0	23.1	25.3	26.5
Nurse	NA	NA	NA	NA	NA	NA
Speech & Language Pathology	41.8	50.8	56.3	62.0	63.9	64.3
Other Student Services	82.0	61.7	50.6	49.3	50.1	45.6
<b>Subtotal (Student Services)</b>	<b>358.0</b>	<b>361.7</b>	<b>364.4</b>	<b>386.9</b>	<b>403.3</b>	<b>413.9</b>
Principal	94.6	95.1	97.5	99.1	101.4	103.4
Assistant Principals	95.1	102.1	109.6	111.1	116.2	124.5
Other Administrators	134.5	143.7	133.1	140.7	149.3	163.1
<b>Subtotal (Administration)</b>	<b>324.2</b>	<b>340.9</b>	<b>340.1</b>	<b>350.9</b>	<b>366.9</b>	<b>391.0</b>
<b>Workforce Total</b>	<b>4389.8</b>	<b>4526.2</b>	<b>4618.6</b>	<b>4869.9</b>	<b>5120.5</b>	<b>5318.8</b>

**Table 11. FTE Count of Northwest Georgia RESA Educators By Personnel Categories, FY98-FY03**

<b>Personnel Categories</b>	<b>FY98</b>	<b>FY99</b>	<b>FY00</b>	<b>FY01</b>	<b>FY02</b>	<b>FY03</b>
Pre-Kindergarten	96.0	97.3	106.6	114.0	117.5	125.00
Kindergarten	360.1	366.3	374.0	371.0	358.0	369.95
EIP K	NA	NA	NA	NA	119.7	122.10
ESOL	NA	NA	NA	NA	36.4	41.56
Grade 1	390.8	396.9	388.2	363.6	366.9	377.11
Grade 2	349.3	354.4	366.5	364.5	365.8	366.98
Grade 3	341.2	355.0	376.0	359.6	356.9	359.36
EIP 1-3	NA	NA	NA	NA	298.6	316.26
Grade 4	280.7	304.3	321.1	348.3	317.1	309.47
Grade 5	271.7	282.8	316.8	332.7	321.5	322.86
EIP	NA	NA	NA	265.1	NA	NA
EIP 4-5	NA	NA	NA	NA	104.5	135.47
Other Elementary	330.3	314.5	296.0	211.8	189.4	216.63
<b>Elementary Total</b>	<b>2324.1</b>	<b>2374.2</b>	<b>2438.6</b>	<b>2616.4</b>	<b>2834.7</b>	<b>2937.7</b>
Grade 6	247.2	255.1	254.4	276.7	299.1	303.59
Grade 7	231.4	239.2	255.0	274.1	292.9	293.89
Grade 8	231.5	243.9	251.3	257.7	280.4	287.01
Other Middle	316.6	272.9	296.9	289.0	238.6	286.82
<b>Middle Total</b>	<b>1026.7</b>	<b>1011.1</b>	<b>1057.7</b>	<b>1097.5</b>	<b>1110.9</b>	<b>1171.3</b>
High School (9-12)	952.6	962.3	1005.2	1067.3	1097.4	1105.03
Vocational Education	192.5	195.6	208.7	209.5	217.0	243.86
Special Education	615.1	668.0	704.6	780.4	833.1	899.23
Instructional Specialist	278.4	315.8	335.5	350.3	371.9	370.07
Literacy Coach	NA	NA	NA	NA	1.0	10.00
Other Teachers	35.5	55.4	62.1	70.0	69.5	70.8
GATAPP Teachers	NA	NA	NA	NA	34.0	42.98
<b>Subtotal (All Teachers)</b>	<b>5520.9</b>	<b>5679.8</b>	<b>5918.9</b>	<b>6305.3</b>	<b>6686.8</b>	<b>6976.0</b>
Elementary Counselors	68.3	74.6	76.9	86.8	89.8	91.79
Middle Counselors	51.9	46.9	47.8	50.7	52.3	52.80
High School Counselors	46.2	52.3	54.6	58.8	65.7	67.98
Media Specialist	135.0	144.3	145.1	150.3	151.6	157.57
School Psychologist	26.9	27.3	26.8	27.2	31.2	35.23
School Social Worker	12.1	15.0	13.5	15.2	17.5	21.47
Nurse	NA	NA	NA	NA	NA	NA
Speech & Language Pathology	45.1	93.3	108.2	114.6	118.3	126.45
Other Student Services	76.7	72.5	77.5	76.8	80.8	82.97
<b>Subtotal (Student Services)</b>	<b>462.1</b>	<b>526.0</b>	<b>550.4</b>	<b>580.3</b>	<b>607.2</b>	<b>636.3</b>
Principal	148.0	151.4	152.9	150.7	152.1	152.05
Assistant Principals	125.2	132.0	137.3	153.8	172.4	182.69
Other Administrators	156.5	154.0	163.0	178.4	179.1	181.19
<b>Subtotal (Administration)</b>	<b>429.7</b>	<b>437.4</b>	<b>453.2</b>	<b>482.8</b>	<b>503.5</b>	<b>515.9</b>
<b>Workforce Total</b>	<b>6412.7</b>	<b>6643.2</b>	<b>6922.4</b>	<b>7368.4</b>	<b>7797.5</b>	<b>8128.2</b>

**Table 1m. FTE Count of Oconee RESA Educators By Personnel Categories, FY98-FY03**

<b>Personnel Categories</b>	<b>FY98</b>	<b>FY99</b>	<b>FY00</b>	<b>FY01</b>	<b>FY02</b>	<b>FY03</b>
Pre-Kindergarten	23.0	23.0	23.0	22.0	20.0	24.00
Kindergarten	82.0	80.5	80.4	63.2	63.3	65.33
EIP K	NA	NA	NA	NA	25.7	22.67
ESOL	NA	NA	NA	NA	2.0	4.00
Grade 1	78.4	82.1	86.2	71.0	71.6	66.63
Grade 2	74.4	79.3	87.3	72.4	72.0	71.00
Grade 3	78.0	76.3	79.0	70.9	73.8	68.80
EIP 1-3	NA	NA	NA	NA	49.8	51.61
Grade 4	65.0	66.3	70.0	72.0	65.8	69.17
Grade 5	63.9	68.0	66.0	69.0	61.0	54.67
EIP	NA	NA	NA	67.7	NA	NA
EIP 4-5	NA	NA	NA	NA	19.0	21.00
Other Elementary	64.9	58.8	50.0	45.0	41.4	41.61
<b>Elementary Total</b>	<b>506.6</b>	<b>511.3</b>	<b>518.8</b>	<b>530.9</b>	<b>545.4</b>	<b>536.5</b>
Grade 6	55.0	49.0	50.0	50.0	50.5	55.08
Grade 7	54.0	52.9	49.9	51.0	54.7	49.81
Grade 8	55.0	51.9	54.7	53.6	52.1	51.86
Other Middle	99.5	99.6	95.5	101.8	87.0	72.92
<b>Middle Total</b>	<b>263.4</b>	<b>253.4</b>	<b>250.0</b>	<b>256.4</b>	<b>244.4</b>	<b>229.7</b>
High School (9-12)	234.4	245.5	236.3	239.2	248.5	228.98
Vocational Education	34.3	35.7	36.8	34.7	32.0	50.92
Special Education	166.8	184.2	189.3	196.7	201.9	205.41
Instructional Specialist	45.9	41.5	44.6	39.4	40.9	37.85
Literacy Coach	NA	NA	NA	NA	NA	2.0
Other Teachers	1.2	8.3	11.3	3.8	5.7	8.4
GATAPP Teachers	NA	NA	NA	NA	4.0	5.00
<b>Subtotal (All Teachers)</b>	<b>1275.5</b>	<b>1302.8</b>	<b>1310.1</b>	<b>1323.1</b>	<b>1342.8</b>	<b>1328.7</b>
Elementary Counselors	11.3	12.6	12.1	13.5	14.5	15.99
Middle Counselors	18.5	16.2	11.1	11.6	14.0	11.00
High School Counselors	1.0	3.0	6.5	12.1	10.0	10.00
Media Specialist	30.0	27.3	28.3	27.9	29.9	27.80
School Psychologist	8.2	8.1	5.6	6.7	7.9	7.13
School Social Worker	5.0	6.1	7.3	6.0	9.0	9.00
Nurse	NA	NA	NA	NA	NA	NA
Speech & Language Pathology	9.5	12.1	12.1	13.1	12.0	9.50
Other Student Services	12.0	10.3	12.5	11.4	13.9	10.04
<b>Subtotal (Student Services)</b>	<b>95.5</b>	<b>95.7</b>	<b>95.5</b>	<b>102.2</b>	<b>111.2</b>	<b>100.5</b>
Principal	36.5	33.4	33.4	35.5	36.5	35.50
Assistant Principals	31.7	34.6	32.4	31.4	34.4	35.63
Other Administrators	51.7	51.0	52.6	53.1	54.4	49.79
<b>Subtotal (Administration)</b>	<b>119.8</b>	<b>119.0</b>	<b>118.4</b>	<b>120.0</b>	<b>125.3</b>	<b>120.9</b>
<b>Workforce Total</b>	<b>1490.8</b>	<b>1517.5</b>	<b>1524.0</b>	<b>1545.3</b>	<b>1579.3</b>	<b>1550.1</b>

**Table 1n. FTE Count of Okefenokee RESA Educators By Personnel Categories, FY98-FY03**

<b>Personnel Categories</b>	<b>FY98</b>	<b>FY99</b>	<b>FY00</b>	<b>FY01</b>	<b>FY02</b>	<b>FY03</b>
Pre-Kindergarten	58.0	56.0	55.1	61.0	63.0	61.0
Kindergarten	121.1	119.8	117.8	96.3	105.3	93.7
EIP K	NA	NA	NA	NA	33.1	49.58
ESOL	NA	NA	NA	NA	7.9	8.16
Grade 1	122.9	128.2	128.5	103.2	116.7	101.5
Grade 2	114.6	122.0	132.0	107.0	106.9	95.7
Grade 3	99.3	111.0	121.3	102.9	103.1	98.3
EIP 1-3	NA	NA	NA	NA	92.1	121.89
Grade 4	93.4	96.7	105.9	105.9	103.7	79.3
Grade 5	93.7	90.6	100.1	104.1	97.8	79.2
EIP	NA	NA	NA	140.9	NA	NA
EIP 4-5	NA	NA	NA	NA	25.2	70.80
Other Elementary	102.9	86.9	82.3	64.1	59.4	50.5
<b>Elementary Total</b>	<b>747.8</b>	<b>755.1</b>	<b>787.7</b>	<b>824.2</b>	<b>851.1</b>	<b>848.5</b>
Grade 6	85.4	81.0	75.0	84.0	86.0	83.5
Grade 7	72.4	71.5	74.7	72.4	70.0	84.2
Grade 8	74.4	77.2	76.6	78.4	81.4	79.8
Other Middle	92.3	97.2	104.8	93.8	94.4	94.7
<b>Middle Total</b>	<b>324.5</b>	<b>327.0</b>	<b>331.0</b>	<b>328.6</b>	<b>331.8</b>	<b>342.3</b>
<b>High School (9-12)</b>	<b>312.0</b>	<b>302.9</b>	<b>304.8</b>	<b>304.0</b>	<b>308.2</b>	<b>313.1</b>
Vocational Education	70.8	72.7	72.7	66.7	64.0	75.8
Special Education	210.8	214.8	212.2	223.9	224.1	232.7
Instructional Specialist	57.1	55.9	56.1	71.9	61.4	68.2
Literacy Coach	NA	NA	NA	NA	NA	9.0
Other Teachers	18.9	16.4	19.2	27.1	26.9	26.3
GATAPP Teachers	NA	NA	NA	NA	7.5	5.0
<b>Subtotal (All Teachers)</b>	<b>1799.8</b>	<b>1800.7</b>	<b>1838.8</b>	<b>1907.2</b>	<b>1938.0</b>	<b>1981.9</b>
Elementary Counselors	13.4	13.4	14.5	18.2	22.3	21.24
Middle Counselors	11.1	12.5	11.7	13.2	11.4	12.9
High School Counselors	13.1	13.2	16.3	18.7	19.5	18.6
Media Specialist	41.5	42.0	43.5	44.0	45.0	45.0
School Psychologist	12.4	13.5	13.0	14.5	13.5	12.5
School Social Worker	4.0	4.0	4.0	6.0	9.0	10.0
Nurse	NA	NA	NA	NA	NA	NA
Speech & Language Pathology	12.4	34.5	34.5	37.5	36.5	38.8
Other Student Services	18.4	19.5	14.9	13.6	18.4	18.9
<b>Subtotal (Student Services)</b>	<b>126.3</b>	<b>152.6</b>	<b>152.4</b>	<b>165.7</b>	<b>175.6</b>	<b>177.8</b>
Principal	44.0	44.0	46.0	47.2	48.3	47.3
Assistant Principal	37.5	37.5	34.4	35.9	36.3	41.8
Other Administrators	70.8	73.0	77.0	73.1	75.1	82.0
<b>Subtotal (Administration)</b>	<b>152.4</b>	<b>154.4</b>	<b>157.4</b>	<b>156.3</b>	<b>159.7</b>	<b>171.1</b>
<b>Workforce Total</b>	<b>2078.4</b>	<b>2107.7</b>	<b>2148.5</b>	<b>2229.2</b>	<b>2273.4</b>	<b>2330.8</b>

**Table 1o. FTE Count of Pioneer RESA Educators By Personnel Categories, FY98-FY03**

<b>Personnel Categories</b>	<b>FY98</b>	<b>FY99</b>	<b>FY00</b>	<b>FY01</b>	<b>FY02</b>	<b>FY03</b>
Pre-Kindergarten	4.0	4.0	5.0	1.0		2.0
Kindergarten	283.8	284.7	303.3	319.3	344.2	361.0
EIP K	NA	NA	NA	NA	61.5	55.1
ESOL	NA	NA	NA	NA	97.6	113.2
Grade 1	287.4	290.7	309.1	329.4	332.8	369.5
Grade 2	265.7	280.9	306.6	323.6	310.7	347.8
Grade 3	238.6	255.6	279.7	298.0	312.9	321.4
EIP 1-3	NA	NA	NA	NA	137.1	142.9
Grade 4	225.3	234.2	262.0	282.9	277.6	282.6
Grade 5	221.1	229.2	248.9	272.6	267.5	273.0
EIP	NA	NA	NA	111.0	NA	NA
EIP 4-5	NA	NA	NA	NA	52.6	56.7
Other Elementary	303.5	334.3	351.5	310.0	244.2	276.9
<b>Elementary Total</b>	<b>1825.3</b>	<b>1909.6</b>	<b>2061.2</b>	<b>2246.7</b>	<b>2438.1</b>	<b>2600.0</b>
Grade 6	171.1	174.4	150.0	185.5	188.0	184.2
Grade 7	160.8	172.6	146.9	175.9	177.5	187.5
Grade 8	154.4	164.7	143.0	160.1	178.1	190.4
Other Middle	352.5	333.5	463.9	404.7	411.8	445.8
<b>Middle Total</b>	<b>838.7</b>	<b>845.2</b>	<b>903.8</b>	<b>926.2</b>	<b>955.4</b>	<b>1007.9</b>
High School (9-12)	763.6	778.7	799.5	911.7	923.0	1018.5
Vocational Education	160.8	179.0	189.4	186.6	202.1	215.6
Special Education	490.7	509.9	553.5	583.9	618.4	681.6
Instructional Specialist	144.6	219.5	156.4	184.7	196.1	207.0
Literacy Coach	NA	NA	NA	NA	6.5	15.8
Other Teachers	6.6	32.8	33.2	32.9	27.2	38.7
GATAPP Teachers	NA	NA	NA	NA	NA	NA
<b>Subtotal (All Teachers)</b>	<b>4234.2</b>	<b>4478.7</b>	<b>4701.9</b>	<b>5073.5</b>	<b>5366.8</b>	<b>5787.0</b>
Elementary Counselors	55.0	57.3	57.6	65.1	68.4	73.9
Middle Counselors	45.4	50.8	44.7	55.7	46.7	46.2
High School Counselors	27.5	31.5	39.4	38.5	51.0	55.0
Media Specialist	103.6	106.2	107.3	108.8	109.9	114.6
School Psychologist	22.6	24.1	25.2	29.4	30.4	36.5
School Social Worker	12.0	13.2	16.5	21.0	23.0	24.5
Nurse	NA	NA	NA	NA	NA	NA
Speech & Language Pathology	32.9	46.8	55.3	62.5	67.3	74.2
Other Student Services	39.9	52.0	49.4	48.3	49.4	59.3
<b>Subtotal (Student Services)</b>	<b>338.8</b>	<b>381.7</b>	<b>395.2</b>	<b>429.1</b>	<b>446.1</b>	<b>484.3</b>
Principal	108.0	107.0	112.6	115.0	122.0	120.5
Assistant Principals	94.2	100.7	103.2	109.3	134.3	151.6
Other Administrators	149.2	151.6	149.8	171.7	149.2	162.6
<b>Subtotal (Administration)</b>	<b>351.4</b>	<b>359.2</b>	<b>365.6</b>	<b>395.9</b>	<b>405.4</b>	<b>434.7</b>
<b>Workforce Total</b>	<b>4924.4</b>	<b>5219.6</b>	<b>5462.6</b>	<b>5898.6</b>	<b>6218.3</b>	<b>6706.0</b>

**Table 1p. FTE Count of Southwest Georgia RESA Educators By Personnel Categories, FY98-FY03**

<b>Personnel Categories</b>	<b>FY98</b>	<b>FY99</b>	<b>FY00</b>	<b>FY01</b>	<b>FY02</b>	<b>FY03</b>
Pre-Kindergarten	116.0	113.0	112.5	114.0	110.1	108.4
Kindergarten	261.0	254.0	273.2	249.7	236.6	234.9
EIP K	NA	NA	NA	NA	59.7	61.4
ESOL	NA	NA	NA	NA	7.9	9.4
Grade 1	286.6	284.1	287.5	257.2	261.5	258.6
Grade 2	254.5	246.5	264.7	249.4	244.8	241.4
Grade 3	242.7	253.2	269.1	257.9	245.3	249.3
EIP 1-3	NA	NA	NA	NA	113.9	134.4
Grade 4	215.4	228.4	246.8	234.0	236.1	215.5
Grade 5	207.5	207.0	215.3	226.5	221.3	209.7
EIP	NA	NA	NA	169.3	NA	NA
EIP 4-5	NA	NA	NA	NA	40.4	59.5
Other Elementary	219.0	209.7	210.5	164.9	121.9	131.1
<b>Elementary Total</b>	<b>1686.8</b>	<b>1682.9</b>	<b>1767.0</b>	<b>1808.8</b>	<b>1789.4</b>	<b>1805.1</b>
Grade 6	179.2	173.4	179.0	183.9	199.9	202.5
Grade 7	181.2	174.6	172.9	176.8	188.5	193.4
Grade 8	175.4	172.7	165.6	160.9	177.6	177.7
Other Middle	306.2	308.7	333.8	327.8	253.3	249.4
<b>Middle Total</b>	<b>841.9</b>	<b>829.4</b>	<b>851.3</b>	<b>849.5</b>	<b>819.2</b>	<b>823.0</b>
High School (9-12)	789.4	794.9	795.0	771.8	777.8	749.2
Vocational Education	155.4	163.1	171.3	196.0	180.1	191.7
Special Education	474.5	474.1	485.9	489.6	511.1	542.1
Instructional Specialist	207.1	201.4	194.8	203.7	205.6	203.3
Literacy Coach	NA	NA	NA	NA	10.6	10.8
Other Teachers	19.5	39.1	30.2	30.6	31.3	38.4
GATAPP Teachers	NA	NA	NA	NA	2.0	3.0
<b>Subtotal (All Teachers)</b>	<b>4290.7</b>	<b>4297.8</b>	<b>4408.0</b>	<b>4464.0</b>	<b>4437.1</b>	<b>4475.0</b>
Elementary Counselors	38.3	44.0	46.8	54.1	58.1	60.3
Middle Counselors	41.6	42.2	43.3	41.6	38.5	39.6
High School Counselors	38.0	39.2	37.7	38.7	41.7	43.3
Media Specialist	105.9	105.3	105.4	104.5	107.1	109.8
School Psychologist	26.9	26.9	27.1	30.8	32.5	32.9
School Social Worker	12.1	13.6	14.6	19.6	19.1	21.9
Nurse	NA	NA	NA	NA	NA	NA
Speech & Language Pathology	36.2	65.3	69.8	73.1	73.7	76.3
Other Student Services	47.7	38.9	41.3	45.0	60.0	60.7
<b>Subtotal (Student Services)</b>	<b>346.6</b>	<b>375.3</b>	<b>385.9</b>	<b>407.5</b>	<b>430.5</b>	<b>444.7</b>
Principal	102.0	103.9	110.1	106.8	102.4	101.7
Assistant Principals	118.1	118.1	116.9	118.3	117.2	122.6
Other Administrators	190.0	192.1	187.4	180.7	172.2	167.9
<b>Subtotal (Administration)</b>	<b>410.1</b>	<b>414.1</b>	<b>414.4</b>	<b>405.7</b>	<b>391.7</b>	<b>392.2</b>
<b>Workforce Total</b>	<b>5047.4</b>	<b>5087.2</b>	<b>5208.3</b>	<b>5277.1</b>	<b>5259.4</b>	<b>5311.9</b>

**Table 1q. FTE Count of West Georgia RESA Educators By Personnel Categories, FY98-FY03**

<b>Personnel Categories</b>	<b>FY98</b>	<b>FY99</b>	<b>FY00</b>	<b>FY01</b>	<b>FY02</b>	<b>FY03</b>
Pre-Kindergarten	68.0	73.0	96.0	92.5	102.0	97.5
Kindergarten	188.4	198.0	204.0	171.3	195.8	208.3
EIP K	NA	NA	NA	NA	39.8	37.6
ESOL	NA	NA	NA	NA	1.0	11.5
Grade 1	205.4	211.0	217.5	190.1	214.0	237.7
Grade 2	201.1	206.4	219.3	186.4	207.0	225.5
Grade 3	187.6	203.6	204.9	175.0	214.3	241.4
EIP 1-3	NA	NA	NA	NA	114.4	106.8
Grade 4	167.5	169.0	194.0	190.2	187.3	197.0
Grade 5	164.4	169.0	183.3	189.0	189.5	201.7
EIP	NA	NA	NA	171.5	NA	NA
EIP 4-5	NA	NA	NA	NA	57.3	38.0
Other Elementary	178.3	162.4	162.5	180.8	133.9	140.5
<b>Elementary Total</b>	<b>1292.7</b>	<b>1319.4</b>	<b>1385.5</b>	<b>1454.2</b>	<b>1554.3</b>	<b>1646.0</b>
Grade 6	132.4	139.8	138.9	149.0	166.0	173.8
Grade 7	126.9	135.1	134.5	144.5	167.1	169.4
Grade 8	131.0	136.4	133.8	143.5	152.7	157.0
Other Middle	195.5	179.8	218.0	210.8	174.3	194.0
<b>Middle Total</b>	<b>585.9</b>	<b>591.0</b>	<b>625.2</b>	<b>647.7</b>	<b>660.1</b>	<b>694.2</b>
High School (9-12)	608.6	633.6	642.6	652.6	684.3	720.2
Vocational Education	79.3	93.0	101.9	110.1	121.2	118.5
Special Education	393.2	414.7	431.9	454.7	491.3	511.6
Instructional Specialist	111.4	126.9	122.9	122.3	128.7	137.9
Literacy Coach	NA	NA	NA	NA	NA	1.0
Other Teachers	34.3	22.5	39.8	42.7	47.7	64.2
GATAPP Teachers	NA	NA	NA	NA	7.0	10.5
<b>Subtotal (All Teachers)</b>	<b>3173.3</b>	<b>3274.2</b>	<b>3445.7</b>	<b>3576.8</b>	<b>3796.5</b>	<b>4001.6</b>
Elementary Counselors	45.4	44.0	46.0	54.0	54.5	56.0
Middle Counselors	31.0	30.3	30.5	30.5	32.5	30.5
High School Counselors	28.0	31.7	32.2	38.5	39.4	41.7
Media Specialist	86.0	85.7	87.7	87.3	91.4	92.7
School Psychologist	23.4	22.8	23.8	25.0	26.0	28.6
School Social Worker	8.0	10.5	7.5	8.0	11.6	12.1
Nurse	NA	NA	NA	NA	NA	NA
Speech & Language Pathology	35.9	68.2	51.9	55.4	59.0	63.6
Other Student Services	33.8	31.8	26.5	32.5	33.3	35.6
<b>Subtotal (Student Services)</b>	<b>291.5</b>	<b>325.0</b>	<b>306.1</b>	<b>331.2</b>	<b>347.7</b>	<b>360.8</b>
Principal	82.0	82.3	82.3	83.7	86.0	88.0
Assistant Principals	71.9	84.4	88.7	93.0	111.5	116.2
Other Administrators	123.2	120.7	119.7	131.2	117.3	118.3
<b>Subtotal (Administration)</b>	<b>277.1</b>	<b>287.3</b>	<b>290.7</b>	<b>307.8</b>	<b>314.7</b>	<b>322.5</b>
<b>Workforce Total</b>	<b>3741.9</b>	<b>3886.4</b>	<b>4042.5</b>	<b>4215.8</b>	<b>4458.9</b>	<b>4684.9</b>

**Appendix 2: Ethnic Distribution of Georgia's Teaching Workforce by RESA, FY01-FY03**

**Table 2a. Ethnic Distribution of Georgia's Teaching Workforce by RESA, FY01-FY03**

RESA	FY01		FY02		FY03	
	% Non-White	% White	% Non-White	% White	% Non-White	% White
Central Savannah	29.76	70.24	30.28	69.72	29.96	70.04
<b>Chattahoochee</b>	<b>30.22</b>	<b>69.78</b>	<b>30.07</b>	<b>69.93</b>	<b>29.87</b>	<b>70.13</b>
<b>Coastal Plains</b>	<b>14.61</b>	<b>85.39</b>	<b>14.17</b>	<b>85.83</b>	<b>14.06</b>	<b>85.94</b>
<b>First District</b>	<b>20.95</b>	<b>79.05</b>	<b>20.68</b>	<b>79.32</b>	<b>20.30</b>	<b>79.70</b>
Griffin	13.34	86.66	13.33	86.67	13.37	86.63
<b>Heart of Georgia</b>	<b>14.20</b>	<b>85.80</b>	<b>13.79</b>	<b>86.21</b>	<b>13.38</b>	<b>86.62</b>
Metro	31.19	68.81	32.84	67.16	33.41	66.59
Middle Georgia	29.15	70.85	29.19	70.81	29.32	70.68
North Georgia	1.65	98.35	2.22	97.78	2.26	97.74
Northeast Georgia	9.66	90.34	9.98	90.02	9.95	90.05
<b>Northwest Georgia</b>	<b>3.18</b>	<b>96.82</b>	<b>3.04</b>	<b>96.96</b>	<b>2.93</b>	<b>97.07</b>
<b>Oconee</b>	<b>30.55</b>	<b>69.45</b>	<b>29.21</b>	<b>70.79</b>	<b>29.16</b>	<b>70.84</b>
<b>Okefenokee</b>	<b>10.52</b>	<b>89.48</b>	<b>10.25</b>	<b>89.75</b>	<b>9.82</b>	<b>90.18</b>
Pioneer	2.49	97.51	2.21	97.79	2.56	97.44
<b>Southwest Georgia</b>	<b>27.80</b>	<b>72.20</b>	<b>27.13</b>	<b>72.87</b>	<b>26.60</b>	<b>73.40</b>
<b>West Georgia</b>	<b>11.87</b>	<b>88.13</b>	<b>11.58</b>	<b>88.42</b>	<b>11.25</b>	<b>88.75</b>
Georgia	21.51	78.49	22.00	78.00	22.06	77.94

Note: Though the proportion of non-Whites appears to be increasing overall, much of the increase is in Metro RESA. The proportion of non-Whites actually decreased in nine RESAs. This should be a cause for concern and rationale to intensify recruitment efforts targeted specifically to diversification of Georgia teaching workforce.



**Appendix 3: Inter-RESA Mobility From Systems Within Metro RESA to Other RESAs, FY02-FY03**

**Table 3a. Inter-RESA Mobility from Metro RESA to other RESAs, FY02-FY03**

Systems in Metro RESA FY02	FY03 RESA														Total
	Central Savannah	Chattahoochee	Coastal Plains	First District	Griffin	Middle Georgia	North Georgia	Northeast Georgia	Northwest Georgia	Oconee	Okefenokee	Pioneer	Southwest Georgia	West Georgia	
Atlanta City	0	1	0	1	4	1	1	3	2	0	0	1	0	1	<b>15</b>
Buford City	0	0	0	0	0	0	0	0	0	0	0	1	0	0	<b>1</b>
<b>Clayton</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>80</b>	3	3	3	2	1	1	1	1	10	<b>108</b>
Cobb	0	0	1	6	10	1	<b>32</b>	7	<b>29</b>	1	0	<b>12</b>	2	8	<b>109</b>
Decatur City	0	0	0	0	0	0	0	0	0	0	0	0	0	0	<b>0</b>
DeKalb	1	1	1	3	17	1	4	10	3	0	0	9	2	1	<b>53</b>
Douglas	0	1	1	0	1	0	3	0	17	0	0	0	0	18	<b>41</b>
Fulton	3	1	1	3	6	5	4	1	2	0	0	21	0	8	<b>55</b>
Gwinnett	3	1	0	8	5	3	7	<b>24</b>	3	1	1	<b>40</b>	3	2	<b>101</b>
Marietta City	0	0	0	0	1	0	1	0	3	0	0	1	0	0	<b>6</b>
<b>Rockdale</b>	1	1	0	2	<b>27</b>	0	0	3	0	2	0	8	0	0	<b>44</b>
<b>Total</b>	<b>11</b>	<b>6</b>	<b>4</b>	<b>23</b>	<b>151</b>	<b>14</b>	<b>55</b>	<b>51</b>	<b>61</b>	<b>5</b>	<b>2</b>	<b>94</b>	<b>8</b>	<b>48</b>	<b>533</b>

## Appendix 4: Athletic Directors in Georgia Public Schools, FY03

**Table 4a. Distribution of Athletic Directors by System, FY03**

System	Frequency	Percent
Appling	1	1.72
Atlanta City	1	1.72
Bibb	1	1.72
Bleckley	1	1.72
Buford City	1	1.72
Bulloch	2	3.45
Burke	1	1.72
Camden	1	1.72
Carrollton City	1	1.72
Cartersville City	1	1.72
Chatham	1	1.72
Clayton	1	1.72
Cobb	1	1.72
Colquitt	1	1.72
Crisp	1	1.72
Dalton	1	1.72
DeKalb	2	3.45
Dodge	1	1.72
Doughty	3	5.17
Elbert	1	1.72
Franklin	1	1.72
Gainesville	1	1.72
Gilmer	1	1.72
Glynn	1	1.72
Gwinnett	1	1.72
Habersham	1	1.72
Houston	5	8.62
Irwin	1	1.72
Jackson	1	1.72
Lamar	1	1.72
Lincoln	1	1.72
Long	1	1.72
Lowndes	1	1.72
Madison	1	1.72
Marietta City	1	1.72
Morgan	1	1.72
Paulding	1	1.72
Peach	1	1.72
Rome City	1	1.72
Screven	1	1.72
Sumter	2	3.45
Thomas	1	1.72

**Table 4a. Distribution of Athletic Directors by System, FY03, continued**

<b>System</b>	<b>Frequency</b>	<b>Percent</b>
Troup	2	3.45
Valdosta City	1	1.72
Ware	1	1.72
Washington	1	1.72
Wayne	1	1.72
Whitfield	1	1.72
<b>Total</b>	<b>58</b>	<b>100</b>

**Table 4b. Previous Personnel Positions of Athletic Directors, FY03**

<b>FY02 Personnel Category</b>	<b>Athletic Director in FY03</b>
New Hires	4
Assistant Principal	2
<b>Grade 6 Teacher</b>	<b>1</b>
<b>High School Teacher</b>	<b>11</b>
Instructional Supervisor	1
Athletic Director	36
<b>Other Middle Grades Teacher</b>	<b>2</b>
Principal	1
<b>Total</b>	<b>58</b>

Note: 14 of the FY03 Athletic Directors were teachers in FY02.

**Table 4c. FY03 Subject Taught by Athletic Directors Versus Subject Taught in FY02**

<b>Subject Taught in FY02</b>	<b>Subject Taught in FY03</b>				<b>Total</b>
	<b>Physical Education</b>	<b>Middle Grades</b>	<b>High School</b>	<b>Not Applicable</b>	
Math	0	0	0	1	1
Physical Education	14	0	2	6	22
Social Science	1	1	0	0	2
High School	1	0	2	3	6
Not Applicable	1	0	0	22	23
<b>Total</b>	<b>17</b>	<b>1</b>	<b>4</b>	<b>32</b>	<b>54</b>
New Hires	1			3	4

**Appendices 5-16: Administrative and Student Services Personnel  
Demography, FY03**

**Appendix 5. Administrative Personnel in Georgia by Certification Code, FY03**

Code	Assistant Principal	Assistant Superintendent	Athletic Director	Curriculum Director	Human Resources Director	Instructional Supervisor	Kindergarten Director	Other Administrative Personnel	Pre-K Director	Principal	RESA Director	Special Education Director	Superintendent	Technology Director	Vocational Education Director	Total
Leadership (L)	2,501	218	15	201	50	468	1	440	15	1,998	14	156	158	25	136	6,396
Permit (P)	0	0	0	0	0	1	0	0	0	0	0	0	1	0	0	2
Service (S)	25	4	0	0	1	18	0	193	1	7	0	2	2	8	2	263
Teaching (T)	188	2	24	10	1	185	0	160	3	21	0	5	0	11	13	623
Provisional Service (BS)	0	0	0	0	0	0	0	18	0	0	0	0	0	0	0	18
Provisional Teaching (BT)	0	0	0	0	0	1	0	3	0	0	0	0	0	1	0	5
Conditional Leadership (CL)	17	5	0	1	0	1	0	2	0	9	0	0	2	0	0	37
Conditional Service (CS)	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
Conditional Teaching (CT)	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	1
Life Leadership (DL)	15	12	0	6	1	25	0	9	1	28	2	4	15	0	7	125
Life Service (DS)	3	0	0	0	0	1	0	1	0	0	0	1	0	0	0	6
Life Teaching (DT)	3	1	4	0	0	10	0	13	1	0	0	1	3	3	2	41
Emergency Teaching (ET)	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	2
Nonrenewable Teaching (NT)	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1
Probationary Leadership (PAL)	26	0	0	0	0	3	0	3	0	2	0	0	0	0	0	34
Probationary Service (PAS)	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	2
Probationary Teaching (PAT)	0	0	0	0	0	2	0	1	0	0	0	0	0	0	0	3
Performance-based Service (PBS)	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1
Performance-based Teaching (PBT)	44	0	15	3	1	49	0	36	3	5	0	1	0	6	4	167
<b>Total</b>	<b>2,822</b>	<b>242</b>	<b>58</b>	<b>221</b>	<b>54</b>	<b>767</b>	<b>1</b>	<b>883</b>	<b>24</b>	<b>2,071</b>	<b>16</b>	<b>170</b>	<b>181</b>	<b>54</b>	<b>164</b>	<b>7,728</b>

**Appendix 6. Administrative Personnel in Georgia by Age, FY03**

Age Groups	Assistant Principal	Assistant Superintendent	Athletic Director	Curriculum Director	Human Resources Director	Instructional Supervisor	Kindergarten Director	Other Administrative Personnel	Pre-K Director	Principal	RESA Director	Special Education Director	Superintendent Technology Director	Vocational Education Director	Total	
21-30	58	0	0	1	0	8	0	11	1	3	0	2	0	0	1	85
31-40	799	12	11	11	0	113	0	107	3	231	0	14	1	8	12	1,322
41-50	948	51	21	66	17	228	0	263	7	738	3	60	39	23	52	2,516
51-60	919	158	22	121	35	376	1	458	11	1,000	10	88	126	22	84	3,431
61 and Higher	98	21	4	22	2	42	0	44	2	99	3	6	15	1	15	374
<b>Total</b>	<b>2,822</b>	<b>242</b>	<b>58</b>	<b>221</b>	<b>54</b>	<b>767</b>	<b>1</b>	<b>883</b>	<b>24</b>	<b>2,071</b>	<b>16</b>	<b>170</b>	<b>181</b>	<b>54</b>	<b>164</b>	<b>7,728</b>

**Appendix 7. Administrative Personnel in Georgia by Experience, FY03**

Experience Groups	Assistant Principal	Assistant Superintendent	Athletic Director	Curriculum Director	Human Resources Director	Instructional Supervisor	Kindergarten Director	Other Administrative Personnel	Pre-K Director	Principal	RESA Director	Special Education Director	Superintendent Technology Director	Vocational Education Director	Total	
0-5 years	64	5	0	8	0	22	0	40	0	22	1	0	7	2	1	172
6-10 years	461	3	3	5	2	60	0	62	2	82	0	4	0	5	5	694
11-15 years	524	7	6	13	1	110	0	109	2	198	0	19	4	4	18	1,015
16-20 years	504	28	14	29	5	110	0	128	6	306	2	24	8	9	26	1,199
21-25 years	589	45	15	52	14	173	0	189	6	554	3	51	47	17	37	1,792
26-30 years	479	88	10	77	19	166	1	230	6	587	4	52	65	10	46	1,840
31 and Above	201	66	10	37	13	126	0	125	2	322	6	20	50	7	31	1,016
<b>Total</b>	<b>2,822</b>	<b>242</b>	<b>58</b>	<b>221</b>	<b>54</b>	<b>767</b>	<b>1</b>	<b>883</b>	<b>24</b>	<b>2,071</b>	<b>16</b>	<b>170</b>	<b>181</b>	<b>54</b>	<b>164</b>	<b>7,728</b>

**Appendix 8. Administrative Personnel in Georgia by RESA, FY03**

RESA	Assistant Principal	Assistant Superintendent	Athletic Director	Curriculum Director	Human Resources Director	Instructional Supervisor	Kindergarten Director	Other Administrative Personnel	Pre-K Director	Principal	RESA Director	Special Education Director	Superintendent	Technology Director	Vocational Education Director	Total
Central Savannah	112	15	2	8	2	34	0	48	1	126	1	8	13	1	14	385
Chattahoochee	95	16	3	8	1	21	0	38	2	99	1	9	15	2	11	321
Coastal Plains	87	11	3	9	2	15	0	44	2	57	1	9	11	3	9	263
First District	211	23	9	13	4	62	0	87	3	178	1	16	18	5	15	645
Griffin	163	10	1	11	5	45	0	31	1	110	1	7	8	5	7	405
Heart of Georgia	29	9	2	5	0	9	0	24	1	43	1	4	10	3	3	143
Metro	1,127	56	8	70	11	322	1	257	0	620	1	23	11	7	29	2,543
Middle Georgia	109	9	7	7	2	46	0	35	2	104	1	6	7	2	9	346
North Georgia	108	12	3	8	3	16	0	39	0	84	1	7	7	0	8	296
Northeast Georgia	126	20	4	7	4	35	0	56	2	104	1	13	13	4	10	399
Northwest Georgia	181	14	3	21	7	32	0	53	1	152	1	18	15	8	14	520
Oconee	36	3	1	4	0	12	0	14	0	36	1	5	7	2	1	122
Okefenokee	42	11	1	6	0	17	0	25	2	48	1	6	8	2	3	172
Pioneer	157	13	3	15	5	40	0	46	0	121	1	15	14	5	8	443
Southwest Georgia	122	7	5	17	4	29	0	52	7	101	1	17	17	3	17	399
West Georgia	117	13	3	12	4	32	0	34	0	88	1	7	7	2	6	326
<b>Total</b>	<b>2,822</b>	<b>242</b>	<b>58</b>	<b>221</b>	<b>54</b>	<b>767</b>	<b>1</b>	<b>883</b>	<b>242,071</b>	<b>16</b>	<b>170</b>	<b>181</b>	<b>54</b>	<b>1647,728</b>		

**Appendix 9. Administrative Personnel in Georgia by School System, FY03**

System	Assistant Principal	Assistant Superintendent	Athletic Director	Curriculum Director	Human Resources Director	Instructional Supervisor	Kindergarten Director	Other Administrative Personnel	Pre-K Director	Principal	RESA Director	Special Education Director	Superintendent	Technology Director	Vocational Education Director	Total
Unknown	0	1	0	2	0	91	0	85	0	0	15	0	0	2	6	202
Appling	5	2	1	0	0	1	0	3	1	6	0	1	1	0	1	22
Atkinson	2	1	0	1	0	0	0	1	0	3	0	0	1	0	0	9
Atlanta City	85	0	1	10	0	128	0	19	0	100	0	0	1	0	11	355
Bacon	3	0	0	2	0	0	0	1	0	4	0	0	1	0	0	11
Baker	0	0	0	0	0	0	0	0	0	1	0	1	1	0	0	3
Baldwin	13	0	0	1	0	1	0	2	0	7	0	1	1	0	0	26
Banks	2	1	0	0	0	1	0	2	0	5	0	1	1	0	0	13
Barrow	18	2	0	0	0	4	0	6	1	13	0	1	1	0	1	47
Bartow	29	0	0	3	1	3	0	4	1	18	0	1	0	1	0	61
Ben Hill	6	1	0	1	0	0	0	6	1	4	0	1	1	1	1	23
Berrien	4	2	0	0	1	2	0	1	0	4	0	1	1	0	1	17
Bibb	40	3	1	2	0	9	0	10	0	45	0	1	1	0	3	115
Bleckley	4	0	1	0	0	0	0	3	0	4	0	0	1	0	1	14
Brantley	5	1	0	1	0	0	0	2	2	6	0	1	1	0	1	20
Bremen City	1	0	0	1	0	0	0	0	0	3	0	1	1	1	0	8
Brooks	6	0	0	1	0	4	0	2	0	4	0	1	1	0	1	20
Bryan	10	1	0	0	0	0	0	3	0	9	0	1	1	0	0	25
Buford City	6	1	1	0	0	2	0	0	0	4	0	1	1	0	0	16
Bulloch	15	1	2	0	1	0	0	4	0	16	0	1	1	0	1	42
Burke	11	2	1	1	0	3	0	2	0	5	0	1	1	0	1	28
Butts	6	1	0	1	0	1	0	2	0	4	0	1	1	1	1	19
Calhoun City	4	1	0	0	0	1	0	3	0	4	0	1	1	0	1	16
Calhoun	0	0	0	1	0	0	0	0	1	2	0	1	1	0	1	7
Camden	25	4	1	2	0	0	0	6	0	13	0	1	1	1	1	55
Candler	4	0	0	1	0	0	0	1	0	4	0	1	1	0	1	13
Carrollton City	12	1	1	2	0	2	0	2	0	4	0	1	1	1	0	27
Carroll	26	1	0	2	1	5	0	4	0	20	0	1	1	0	3	64
Cartersville City	7	1	1	1	0	0	0	2	0	4	0	1	1	0	0	18
Catoosa	19	0	0	2	1	2	0	6	0	13	0	1	1	0	2	47
Charlton	4	2	0	0	0	0	0	1	0	4	0	1	1	0	0	13
Chatham	60	9	1	0	0	24	0	14	0	50	0	0	1	0	3	162
Chattahoochee	0	1	0	1	0	0	0	1	0	2	0	0	1	0	0	6
Chattooga	4	1	0	1	0	1	0	0	0	7	0	1	1	1	1	18
Chickamauga City	2	0	0	0	0	0	0	0	0	3	0	1	1	0	0	7
Cherokee	47	4	0	1	1	7	0	14	0	33	0	1	1	0	2	111

Appendix 9. Administrative Personnel in Georgia by School System, FY03, continued

System	Assistant Principal	Assistant Superintendent	Athletic Director	Curriculum Director	Human Resources Director	Instructional Supervisor	Kindergarten Director	Other Administrative Personnel	Pre-K Director	Principal	RESA Director	Special Education Director	Superintendent	Technology Director	Vocational Education Director	Total
Clarke	23	2	0	1	1	5	0	17	1	22	0	1	1	0	1	75
Clay	0	0	0	0	0	0	0	2	0	1	0	0	1	0	0	4
Clayton	76	15	1	14	2	8	0	21	0	50	0	7	1	2	10	207
Clinch	2	2	0	0	0	0	0	1	0	4	0	0	1	0	0	10
Cobb	206	14	1	18	0	30	0	27	0	101	0	5	1	0	0	403
Coffee	9	1	0	2	0	11	0	5	0	11	0	1	1	0	1	42
Colquitt	14	1	1	2	1	1	0	6	1	13	0	1	1	0	1	43
Columbia	36	3	0	4	1	0	0	4	0	26	0	1	1	0	1	77
Commerce City	3	1	0	0	0	0	0	1	0	3	0	1	1	0	0	10
Cook	7	0	0	1	0	0	0	2	0	4	0	1	1	1	0	17
Coweta	43	4	0	3	1	0	0	3	0	27	0	1	1	0	1	84
Crawford	5	1	0	1	0	0	0	0	0	3	0	0	1	0	1	12
Crisp	7	2	1	0	0	2	0	5	0	7	0	1	1	0	1	27
Dade	4	2	0	0	0	0	0	1	0	4	0	1	1	0	1	14
Dalton	8	2	1	1	0	6	0	3	0	7	0	1	1	0	1	31
Dawson	6	0	0	1	1	2	0	2	0	6	0	1	1	0	1	21
Decatur	13	3	0	0	0	0	0	4	1	9	0	2	1	1	1	35
Decatur City	4	1	0	1	0	3	0	0	0	8	0	1	1	0	1	20
DeKalb	255	14	2	3	2	78	0	45	0	136	0	5	1	2	1	544
Dodge	5	0	1	0	0	0	0	3	0	4	0	1	1	0	1	16
Dooly	4	2	0	0	0	2	0	2	1	4	0	1	1	1	0	18
Doughty	33	1	3	2	1	11	0	9	1	27	0	1	1	0	4	94
Douglas	33	2	0	5	1	8	0	10	0	30	0	1	1	0	4	95
Dublin City	2	1	0	1	0	1	0	4	0	6	0	0	1	1	0	17
Early	6	0	0	0	0	3	0	1	1	3	0	1	2	1	1	19
Echols	2	0	0	1	0	0	0	0	0	1	0	0	1	0	0	5
Effingham	13	1	0	0	1	7	0	8	0	12	0	1	1	1	2	47
Elbert	7	1	1	0	0	0	0	3	0	7	0	1	1	1	1	23
Emanuel	6	2	0	1	0	0	0	4	1	9	0	1	1	1	0	26
Evans	4	0	0	1	1	2	0	2	1	3	0	1	1	0	0	16
Fannin	6	1	0	2	0	0	0	2	0	5	0	1	1	0	1	19
Fayette	40	1	0	2	1	8	0	3	0	29	0	1	1	1	3	90
Floyd	27	5	0	3	0	0	0	2	0	20	0	2	1	1	2	63
Forsyth	40	2	0	2	1	14	0	10	0	23	0	1	1	2	1	97
Franklin	7	1	1	1	0	0	0	1	0	5	0	1	1	0	1	19
Fulton	143	1	0	8	2	13	1	37	0	76	0	2	1	1	0	285
Gainesville	3	1	1	1	0	6	0	5	0	5	0	1	1	0	0	24
Gilmer	5	0	1	1	0	1	0	3	0	7	0	1	1	0	1	21



**Appendix 9. Administrative Personnel in Georgia by School System, FY03, continued**

<b>System</b>	<b>Assistant Principal</b>	<b>Assistant Superintendent</b>	<b>Athletic Director</b>	<b>Curriculum Director</b>	<b>Human Resources Director</b>	<b>Instructional Supervisor</b>	<b>Kindergarten Director</b>	<b>Other Administrative Personnel</b>	<b>Pre-K Director</b>	<b>Principal</b>	<b>RESA Director</b>	<b>Special Education Director</b>	<b>Superintendent</b>	<b>Technology Director</b>	<b>Vocational Education Director</b>	<b>Total</b>
Glascocock	0	0	0	0	0	1	0	0	0	1	0	0	1	0	0	3
Glynn	14	2	1	0	1	4	0	7	1	15	0	1	1	0	2	49
Gordon	7	2	0	0	1	7	0	5	0	8	0	2	1	2	1	36
Grady	7	0	0	3	0	6	0	3	0	8	0	2	1	0	1	31
Greene	4	0	0	1	0	4	0	3	0	5	0	1	1	0	1	20
Gwinnett	277	3	1	11	3	34	0	80	0	87	0	0	1	1	0	498
Habersham	9	1	1	2	0	0	0	2	0	11	0	1	1	1	1	30
Hall	51	2	0	2	1	4	0	7	0	32	0	2	1	0	0	102
Hancock	0	0	0	1	0	1	0	1	0	7	0	0	1	0	0	11
Haralson	5	0	0	1	0	0	0	2	0	6	0	1	1	1	1	18
Harris	8	2	0	0	1	1	0	2	0	6	0	1	1	0	0	22
Hart	8	1	0	1	0	0	0	1	0	6	0	1	1	0	0	19
Heard	4	1	0	1	0	0	0	1	0	5	0	1	1	0	0	14
Henry	53	2	0	1	2	21	0	5	0	30	0	0	1	1	0	116
Houston	38	3	5	2	0	29	0	6	1	33	0	2	1	1	1	122
Irwin	6	2	1	0	0	1	0	1	1	4	0	1	1	0	0	18
Jackson	12	2	1	1	1	6	0	3	0	10	0	1	1	1	1	40
Jasper	2	0	0	1	0	2	0	2	0	4	0	1	1	0	0	13
Jeff Davis	4	1	0	1	0	1	0	3	0	4	0	1	1	1	0	17
Jefferson	5	0	0	0	0	8	0	6	0	7	0	1	1	0	1	29
Jefferson City	3	1	0	0	0	1	0	0	0	3	0	1	1	0	0	10
Jenkins	4	0	0	1	0	0	0	2	0	3	0	1	1	0	0	12
Johnson	2	0	0	0	0	0	0	1	0	4	0	1	1	1	0	10
Jones	10	0	0	1	1	0	0	2	0	8	0	1	1	1	1	26
Lamar	4	0	1	1	1	0	0	2	0	3	0	0	1	1	0	14
Lanier	1	1	0	0	0	0	0	2	0	3	0	0	1	0	1	9
Laurens	9	3	0	1	0	0	0	1	0	8	0	1	1	1	1	26
Lee	10	1	0	1	1	1	0	3	0	6	0	1	1	0	1	26
Liberty	19	1	0	3	0	6	0	6	0	14	0	1	1	0	1	52
Lincoln	3	1	1	0	0	0	0	2	0	3	0	0	1	0	0	11
Long	3	0	1	0	0	2	0	2	0	2	0	1	1	0	0	12
Lowndes	18	1	1	2	0	1	0	9	0	10	0	1	1	1	1	46
Lumpkin	6	0	0	1	1	0	0	2	0	5	0	1	1	0	1	18
Macon	6	1	0	0	0	0	0	4	0	3	0	1	1	0	1	17
Madison	9	2	1	2	1	0	0	1	0	7	0	1	1	0	1	26
Marietta City	16	3	1	0	1	3	0	4	0	10	0	0	1	1	1	41
Marion	3	2	0	0	0	0	0	1	0	3	0	1	1	0	0	11
McDuffie	8	3	0	0	0	0	0	2	0	7	0	1	1	0	1	23

Appendix 9. Administrative Personnel in Georgia by School System, FY03, continued

System	Assistant Principal	Assistant Superintendent	Athletic Director	Curriculum Director	Human Resources Director	Instructional Supervisor	Kindergarten Director	Other Administrative Personnel	Pre-K Director	Principal	RESA Director	Special Education Director	Superintendent	Technology Director	Vocational Education Director	Total
McIntosh	3	0	0	1	0	1	0	1	0	3	0	1	1	0	0	11
Meriwether	10	2	0	1	0	3	0	2	0	7	0	1	1	0	0	27
Miller	1	0	0	1	0	0	0	1	0	3	0	1	1	0	1	9
Mitchell	5	0	0	1	0	0	0	3	0	4	0	1	1	0	1	16
Monroe	6	1	0	1	0	3	0	5	0	4	0	1	1	0	1	23
Montgomery	1	1	0	1	0	0	0	0	0	3	0	1	1	0	0	8
Morgan	6	1	1	0	0	2	0	2	0	4	0	1	1	1	1	20
Murray	11	1	0	1	1	1	0	3	0	8	0	1	1	0	0	28
Muscogee	50	2	0	4	1	2	0	16	1	56	0	1	1	0	8	142
Newton	26	3	0	3	0	0	0	2	0	18	0	1	1	1	0	55
Oconee	11	3	0	0	1	2	0	6	0	8	0	1	1	0	1	34
Oglethorpe	4	0	0	1	0	0	0	1	0	4	0	1	1	0	0	12
Paulding	36	1	1	5	1	13	0	5	0	22	0	1	1	0	3	89
Peach	8	1	1	0	1	1	0	4	1	6	0	1	1	0	1	26
Pelham City	1	0	0	1	0	0	0	1	0	3	0	1	1	0	1	9
Pickens	6	1	0	1	1	0	0	1	0	6	0	1	1	0	1	19
Pierce	7	1	0	0	0	2	0	4	0	4	0	2	1	1	0	22
Pike	5	1	0	1	0	0	0	1	0	4	0	1	1	0	0	14
Polk	12	0	0	1	1	0	0	1	0	11	0	2	1	0	1	30
Pulaski	3	1	0	0	0	2	0	2	1	3	0	0	1	0	0	13
Putnam	6	1	0	0	0	0	0	3	0	4	0	1	1	1	0	17
Quitman	0	0	0	0	0	0	0	0	0	1	0	0	1	0	0	2
Rabun	3	0	0	1	0	0	0	1	0	5	0	1	1	1	0	13
Randolph	4	0	0	1	0	6	0	2	0	3	0	1	1	0	0	18
Richmond	34	4	0	1	1	18	0	22	0	57	0	1	1	0	9	148
Rockdale	26	2	0	0	0	9	0	5	0	18	0	1	1	0	1	63
Rome City	9	1	1	1	1	1	0	3	0	11	0	1	1	0	0	30
Schley	2	1	0	0	0	0	0	0	0	2	0	1	1	0	0	7
Screven	8	1	1	1	0	0	0	3	0	3	0	1	1	0	1	20
Seminole	4	1	0	0	0	0	0	2	0	3	0	1	1	0	0	12
Social Circle	2	3	0	0	0	0	0	0	0	5	0	1	1	0	0	12
Spalding	20	1	0	2	1	11	0	10	1	16	0	1	1	0	1	65
Stephens	8	2	0	1	0	4	0	3	0	6	0	1	1	0	1	27
Stewart	1	0	0	1	0	0	0	0	0	2	0	1	1	0	0	6
Sumter	14	2	2	0	0	2	0	3	0	8	0	1	1	0	0	33
Talbot	0	2	0	0	0	0	0	0	0	3	0	0	1	0	0	6
Taliaferro	0	0	0	0	0	0	0	0	0	1	0	0	1	0	0	2
Tattnall	6	0	0	1	0	0	0	2	0	7	0	1	1	0	0	18

**Appendix 9. Administrative Personnel in Georgia by School System, FY03, continued**

<b>System</b>	<b>Assistant Principal</b>	<b>Assistant Superintendent</b>	<b>Athletic Director</b>	<b>Curriculum Director</b>	<b>Human Resources Director</b>	<b>Instructional Supervisor</b>	<b>Kindergarten Director</b>	<b>Other Administrative Personnel</b>	<b>Pre-K Director</b>	<b>Principal</b>	<b>RESA Director</b>	<b>Special Education Director</b>	<b>Superintendent</b>	<b>Technology Director</b>	<b>Vocational Education Director</b>	<b>Total</b>
Taylor	4	0	0	1	0	0	0	1	0	3	0	0	1	1	0	11
Telfair	2	0	0	1	0	0	0	2	0	4	0	0	1	0	0	10
Terrell	5	0	0	1	0	1	0	1	0	3	0	1	1	0	1	14
Thomas	9	0	1	1	1	0	0	10	1	5	0	1	1	1	1	32
Thomasville City	5	0	0	0	0	0	0	6	1	5	0	1	1	0	1	20
Tift	17	0	0	1	1	2	0	4	0	11	0	2	1	0	1	40
Toombs	6	0	0	1	0	0	0	2	0	4	0	1	1	0	1	16
Towns	2	0	0	0	0	0	0	0	0	2	0	1	1	0	0	6
Treutlen	1	2	0	0	0	0	0	1	0	3	0	0	1	0	0	8
Trion City	1	0	0	1	0	0	0	1	0	3	0	0	1	0	0	7
Troup	14	2	2	2	1	13	0	13	0	19	0	1	1	1	2	71
Turner	4	0	0	1	0	0	0	6	0	3	0	1	1	0	1	17
Twiggs	2	0	0	0	0	0	0	6	0	5	0	0	1	0	0	14
Union	5	2	0	0	0	0	0	2	0	5	0	1	1	0	1	17
Upson	9	1	0	0	0	1	0	1	0	6	0	2	1	0	1	22
Valdosta City	16	3	1	1	0	2	0	7	0	9	0	0	1	0	1	41
Vidalia City	4	0	0	1	0	0	0	3	0	4	0	0	1	0	0	13
Walker	14	0	0	1	1	1	0	8	0	15	0	1	1	1	1	44
Walton	24	2	0	1	0	2	0	8	0	13	0	1	1	1	1	54
Ware	10	3	1	0	0	0	0	7	0	12	0	1	1	1	1	37
Warren	2	0	0	0	0	0	0	1	0	3	0	0	2	0	0	8
Washington	9	2	1	0	0	1	0	2	0	6	1	0	1	0	1	24
Wayne	8	0	1	0	0	2	0	2	0	9	0	1	1	1	1	26
Webster	0	1	0	0	0	0	0	0	0	1	0	0	1	0	0	3
Wheeler	0	0	0	1	0	0	0	0	0	5	0	0	1	0	0	7
White	7	0	0	2	1	0	0	1	0	5	0	1	1	0	0	18
Whitfield	25	3	1	1	0	1	0	7	0	18	0	1	1	0	2	60
Wilcox	2	1	0	0	0	0	0	1	0	3	0	1	1	1	0	10
Wilkes	3	0	0	0	0	0	0	1	0	4	0	1	1	0	1	11
Wilkinson	4	0	0	1	0	0	0	1	0	4	0	1	1	0	0	12
Worth	9	0	0	2	0	0	0	2	0	6	0	0	1	0	1	21
<b>Total</b>	<b>2,822</b>	<b>242</b>	<b>58</b>	<b>221</b>	<b>54</b>	<b>767</b>	<b>1</b>	<b>883</b>	<b>24</b>	<b>2,071</b>	<b>16</b>	<b>170</b>	<b>181</b>	<b>54</b>	<b>164</b>	<b>7,728</b>

**Appendix 10. Administrative Personnel in Georgia by Ethnicity, FY03**

<b>Ethnicity</b>	<b>Assistant Principal</b>	<b>Assistant Superintendent</b>	<b>Athletic Director</b>	<b>Curriculum Director</b>	<b>Human Resources Director</b>	<b>Instructional Supervisor</b>	<b>Kindergarten Director</b>	<b>Other Administrative Personnel</b>	<b>Pre-K Director</b>	<b>Principal</b>	<b>RESA Director</b>	<b>Special Education Director</b>	<b>Superintendent</b>	<b>Technology Director</b>	<b>Vocational Education Director</b>	<b>Total</b>
American Indian	10	0	0	0	0	5	0	5	0	8	1	0	1	0	0	<b>30</b>
Asian	3	0	0	1	0	0	0	0	0	2	0	1	0	0	1	<b>8</b>
Black	944	55	6	37	11	234	0	164	5	595	1	20	23	2	31	<b>2,128</b>
Hispanic	14	2	0	1	0	4	0	2	0	6	0	0	0	1	0	<b>30</b>
Multiracial	2	0	0	0	0	0	0	0	0	1	0	0	0	0	0	<b>3</b>
White	1,849	185	52	182	43	524	1	712	19	1,459	14	149	157	51	132	<b>5,529</b>
<b>Total</b>	<b>2,822</b>	<b>242</b>	<b>58</b>	<b>221</b>	<b>54</b>	<b>767</b>	<b>1</b>	<b>883</b>	<b>24</b>	<b>2,071</b>	<b>16</b>	<b>170</b>	<b>181</b>	<b>54</b>	<b>164</b>	<b>7,728</b>

**Appendix 11. Administrative Personnel in Georgia by Certification Level, FY03**

<b>Certification Level</b>	<b>Assistant Principal</b>	<b>Assistant Superintendent</b>	<b>Athletic Director</b>	<b>Curriculum Director</b>	<b>Human Resources Director</b>	<b>Instructional Supervisor</b>	<b>Kindergarten Director</b>	<b>Other Administrative Personnel</b>	<b>Pre-K Director</b>	<b>Principal</b>	<b>RESA Director</b>	<b>Special Education Director</b>	<b>Superintendent</b>	<b>Technology Director</b>	<b>Vocational Education Director</b>	<b>Total</b>
High School	0	0	0	0	0	0	0	3	0	0	0	0	0	0	0	3
Associates	0	0	0	0	0	1	0	4	0	0	0	0	0	0	0	5
Bachelors	5	0	11	2	0	29	0	48	1	1	0	0	0	8	0	105
Masters	1,054	28	28	39	5	289	0	319	7	332	0	42	10	17	49	2,219
Specialist	1,497	137	18	122	33	338	1	400	15	1,343	9	100	91	23	92	4,219
Doctorate	266	77	1	58	16	110	0	109	1	395	7	28	80	6	23	1,177
<b>Total</b>	<b>2,822</b>	<b>242</b>	<b>58</b>	<b>221</b>	<b>54</b>	<b>767</b>	<b>1</b>	<b>883</b>	<b>24</b>	<b>2,071</b>	<b>16</b>	<b>170</b>	<b>181</b>	<b>54</b>	<b>164</b>	<b>7,728</b>

**Appendix 12. Student Services Personnel in Georgia by Certification Code, FY03**

<b>Code</b>	<b>Elementary Grades Counselor</b>	<b>High School Counselor</b>	<b>Middle Grades Counselor</b>	<b>Media Specialist</b>	<b>Other Student Services Personnel</b>	<b>School Psychologist</b>	<b>School Social Worker</b>	<b>Speech &amp; Language Pathologist</b>	<b>Total</b>
Leadership (L)	4	5	7	18	287	8	9	1	339
Service (S)	1,267	884	842	1,802	159	605	440	1,326	7,325
Teaching (T)	63	34	34	102	738	9	17	14	1,011
Provisional Service (BS)	41	17	22	19	0	0	2	0	101
Provisional Teaching (BT)	5	2	0	3	12	0	0	1	23
Conditional Services (CS)	7	11	14	7	0	1	0	6	46
Conditional Teaching (CT)	1	0	0	1	3	0	0	0	5
Life Leadership (DL)	0	0	0	2	3	0	0	0	5
Life Service (DS)	19	34	19	43	1	4	10	4	134
Life Teaching (DT)	2	2	0	46	19	0	1	7	77
Emergency Service (ES)	6	5	5	6	0	1	8	15	46
Emergency Teaching (ET)	0	0	1	0	8	0	1	0	10
Intern (IT)	0	1	0	0	0	0	0	0	1
Nonrenewable Service (NT)	0	0	0	3	2	27	4	43	79
Nonrenewable Teaching (NT)	0	0	0	0	1	0	0	0	1
Probationary Leadership (PAL)	0	0	0	0	1	0	0	0	1
Probationary Service (PAS)	19	16	12	82	1	0	0	0	130
Probationary Teaching (PAT)	1	1	1	7	8	0	0	1	19
Performance-based Service (PBS)	1	0	0	1	6	0	0	113	121
Performance-based Teaching (PBT)	6	5	2	16	168	3	5	2	207
Waiver-Provisional Service (WBS)	0	2	2	1	0	0	0	0	5
Waiver-Provisional Teaching (WBT)	0	0	0	0	1	0	0	0	1
Waiver-Conditional Service (WCS)	1	1	0	0	0	0	0	1	3
Waiver-Nonrenewable Service (WNS)	0	0	0	0	0	0	0	3	3
Waiver-Probationary Service (WPS)	1	1	0	0	0	0	0	0	2
<b>Total</b>	<b>1,444</b>	<b>1,021</b>	<b>961</b>	<b>2,159</b>	<b>1,418</b>	<b>658</b>	<b>497</b>	<b>1,537</b>	<b>9,695</b>

**Appendix 13. Student Services Personnel in Georgia by Age, FY03**

Age Groups	Elementary Grades Counselor	High School Counselor	Middle Grades Counselor	Media Specialist	Other Student Services Personnel	School Psychologist	School Social Worker	Speech & Language Pathologist	Total
21-30	142	64	83	76	74	65	54	450	1,008
31-40	395	230	263	345	309	192	141	400	2,275
41-50	381	264	224	573	496	180	131	423	2,672
51-60	466	396	327	1,020	495	197	147	247	3,295
61 and Higher	60	67	64	145	44	24	24	17	445
Total	1,444	1,021	961	2,159	1,418	658	497	1,537	9,695

**Appendix 14. Student Services Personnel in Georgia by Experience, FY03**

Experience Groups	Elementary Grades Counselor	High School Counselor	Middle Grades Counselor	Media Specialist	Other Student Services Personnel	School Psychologist	School Social Worker	Speech & Language Pathologist	Total
0-5 years	287	131	211	190	106	141	116	543	1,725
6-10 years	272	184	159	288	226	136	102	346	1,713
11-15 years	249	143	132	340	245	100	88	196	1,493
16-20 years	201	134	125	352	260	88	66	204	1,430
21-25 years	204	154	124	394	287	96	51	141	1,451
26-30 years	165	177	134	402	232	65	49	90	1,314
31 and Above	66	98	76	193	62	32	25	17	569
Total	1,444	1,021	961	2,159	1,418	658	497	1,537	9,695

**Appendix 15. Student Services Personnel in Georgia by RESA, FY03**

<b>RESA</b>	<b>Elementary Grades Counselor</b>	<b>High School Counselor</b>	<b>Middle Grades Counselor</b>	<b>Media Specialist</b>	<b>Other Student Services Personnel</b>	<b>School Psychologist</b>	<b>School Social Worker</b>	<b>Speech &amp; Language Pathologist</b>	<b>Total</b>
Central Savannah	76	61	38	125	59	33	23	49	464
Chattahoochee	57	50	32	99	60	29	11	48	386
Coastal Plains	37	33	18	62	40	21	21	63	295
First District	119	78	67	185	92	50	40	140	771
Griffin	76	65	47	115	59	40	29	101	532
Heart of Georgia	23	16	15	35	16	11	9	25	150
Metro	536	340	461	686	676	221	210	510	3,640
Middle Georgia	64	44	30	106	70	28	12	76	430
North Georgia	64	40	27	91	61	30	12	60	385
Northeast Georgia	62	51	28	107	40	39	27	67	421
Northwest Georgia	94	70	55	158	72	36	24	129	638
Oconee	17	10	11	28	8	8	9	10	101
Okefenokee	22	19	12	45	18	12	10	38	176
Pioneer	78	57	49	114	63	37	25	78	501
Southwest Georgia	60	42	41	110	48	33	22	78	434
West Georgia	59	45	30	93	36	30	13	65	371
<b>Total</b>	<b>1,444</b>	<b>1,021</b>	<b>961</b>	<b>2,159</b>	<b>1,418</b>	<b>658</b>	<b>497</b>	<b>1,537</b>	<b>9,695</b>

**Appendix 16. Student Services Personnel in Georgia by System, FY03**

<b>System</b>	<b>Elementary Grades Counselor</b>	<b>High School Counselor</b>	<b>Middle Grades Counselor</b>	<b>Media Specialist</b>	<b>Other Student Services Personnel</b>	<b>School Psychologist</b>	<b>School Social Worker</b>	<b>Speech &amp; Language Pathologist</b>	<b>Total</b>
Unknown	0	0	0	1	47	32	22	2	104
Appling	4	3	1	7	1	1	1	5	23
Atkinson	2	1	0	3	1	0	0	2	9
Atlanta City	67	35	38	84	17	20	39	50	350
Bacon	1	1	1	3	2	0	1	3	12
Baker	1	0	0	1	0	0	0	1	3
Baldwin	5	4	2	7	3	3	2	6	32
Banks	3	2	1	4	0	1	1	0	12
Barrow	9	8	3	15	4	5	2	13	59
Bartow	12	9	10	20	2	6	1	10	70
Ben Hill	4	2	2	4	2	1	1	2	18
Berrien	3	3	1	5	0	1	2	6	21
Bibb	30	18	8	43	18	9	9	37	172
Bleckley	2	2	1	4	2	1	0	2	14
Brantley	3	2	2	5	1	1	1	4	19
Bremen City	1	1	1	2	0	1	0	2	8
Brooks	2	3	1	4	4	1	1	3	19
Bryan	5	3	3	9	8	2	0	4	34
Buford City	2	2	1	4	0	1	1	3	14
Bulloch	9	9	3	16	6	6	1	7	57
Burke	2	4	4	6	0	2	0	3	21
Butts	4	2	2	4	0	2	1	5	20
Calhoun City	2	2	2	3	3	0	0	0	12
Calhoun	1	1	0	2	0	0	1	1	6
Camden	9	7	6	14	20	4	3	13	76
Candler	2	1	1	2	0	0	0	1	7
Carrollton City	3	4	1	5	3	3	2	5	26
Carroll	13	13	7	22	5	7	4	18	89
Cartersville City	5	2	2	4	1	2	2	5	23
Catoosa	9	8	5	15	8	1	3	10	59
Charlton	2	1	1	4	1	1	1	0	11
Chatham	42	20	20	52	12	13	16	43	218
Chattahoochee	1	0	0	1	2	0	0	0	4
Chattooga	2	2	1	7	2	1	1	4	20
Chickamauga City	1	1	1	2	1	0	1	0	7
Cherokee	31	17	9	35	19	15	2	27	155
Clarke	13	11	4	22	21	10	10	14	105
Clay	1	0	0	1	0	0	0	0	2
Clayton	46	34	27	57	59	16	19	0	258
Clinch	0	1	1	3	0	1	0	4	10
Cobb	127	71	60	116	267	42	33	181	897



**Appendix 16. Student Services Personnel in Georgia by System, FY03, continued**

<b>System</b>	<b>Elementary Grades Counselor</b>	<b>High School Counselor</b>	<b>Middle Grades Counselor</b>	<b>Media Specialist</b>	<b>Other Student Services Personnel</b>	<b>School Psychologist</b>	<b>School Social Worker</b>	<b>Speech &amp; Language Pathologist</b>	<b>Total</b>
Coffee	6	5	3	12	9	3	2	12	52
Colquitt	8	4	4	15	15	4	6	10	66
Columbia	20	17	11	28	12	7	3	18	116
Commerce City	1	1	1	3	0	0	0	1	7
Cook	2	2	1	4	0	1	1	6	17
Coweta	20	13	10	28	21	10	2	2	106
Crawford	2	1	1	3	0	0	0	1	8
Crisp	4	3	2	7	3	2	2	3	26
Dade	3	3	1	5	3	0	1	4	20
Dalton	6	4	4	9	8	1	2	7	41
Dawson	3	2	1	5	3	1	1	3	19
Decatur	6	4	2	10	3	3	2	4	34
Decatur City	4	2	2	8	3	3	1	3	26
DeKalb	119	86	65	158	114	36	38	89	705
Dodge	3	2	2	4	3	1	1	2	18
Dooly	2	1	0	2	0	0	1	2	8
Doughty	16	11	13	33	11	11	4	21	120
Douglas	18	13	11	33	39	9	9	26	158
Dublin City	4	2	2	6	2	1	2	7	26
Early	3	2	2	4	1	0	1	4	17
Echols	0	1	0	1	2	1	0	1	6
Effingham	8	6	5	15	5	5	0	16	60
Elbert	2	2	2	7	1	2	1	3	20
Emanuel	3	3	1	8	1	3	0	4	23
Evans	2	1	1	3	1	0	1	4	13
Fannin	3	2	1	5	1	2	1	3	18
Fayette	17	23	13	31	9	10	3	28	134
Floyd	11	10	5	19	6	4	2	20	77
Forsyth	23	13	12	21	27	9	6	30	141
Franklin	3	2	2	4	1	3	1	1	17
Fulton	0	0	176	83	101	44	32	96	532
Gainesville	4	3	2	5	3	1	2	3	23
Gilmer	3	1	2	6	0	1	0	3	16
Glascocok	0	1	0	0	0	0	0	0	1
Glynn	10	8	9	17	8	7	6	16	81
Gordon	5	3	2	9	3	3	2	11	38
Grady	4	3	3	8	1	2	1	4	26
Greene	3	3	0	4	1	1	1	1	14
Gwinnett	132	79	70	109	55	34	22	30	531
Habersham	5	4	2	10	2	3	1	5	32
Hall	20	18	15	33	8	8	7	16	125
Hancock	2	0	2	2	0	0	2	1	9
Haralson	3	3	2	6	3	2	2	4	25

**Appendix 16. Student Services Personnel in Georgia by System, FY03, continued**

<b>System</b>	<b>Elementary Grades Counselor</b>	<b>High School Counselor</b>	<b>Middle Grades Counselor</b>	<b>Media Specialist</b>	<b>Other Student Services Personnel</b>	<b>School Psychologist</b>	<b>School Social Worker</b>	<b>Speech &amp; Language Pathologist</b>	<b>Total</b>
Harris	4	4	2	7	0	1	1	5	24
Hart	3	2	2	5	5	2	1	4	24
Heard	2	1	1	4	2	0	0	3	13
Henry	25	17	16	31	33	12	10	30	174
Houston	21	15	12	37	44	13	1	23	166
Irwin	2	2	1	2	2	1	1	3	14
Jackson	4	4	3	10	2	3	2	7	35
Jasper	2	1	1	3	0	1	1	0	9
Jeff Davis	2	2	1	4	0	0	0	4	13
Jefferson	3	2	2	6	3	0	1	1	18
Jefferson City	2	1	1	3	0	1	0	1	9
Jenkins	2	1	1	2	2	1	0	0	9
Johnson	1	0	1	2	2	0	0	0	6
Jones	3	3	3	8	3	0	1	5	26
Lamar	2	2	1	3	0	1	1	2	12
Lanier	1	1	1	2	0	1	1	3	10
Laurens	7	4	3	8	3	2	2	7	36
Lee	4	4	3	8	2	2	2	4	29
Liberty	8	7	7	16	19	2	4	10	73
Lincoln	1	2	1	2	0	1	0	1	8
Long	1	1	1	2	1	0	0	2	8
Lowndes	7	7	4	13	16	5	7	15	74
Lumpkin	3	2	2	4	3	2	1	4	21
Macon	2	2	1	4	1	0	1	2	13
Madison	5	3	2	9	0	3	1	7	30
Marietta City	10	6	4	11	2	4	3	17	57
Marion	1	1	2	3	1	0	2	2	12
McDuffie	4	3	4	7	4	2	1	3	28
McIntosh	2	1	1	2	1	0	1	2	10
Meriwether	3	2	3	6	2	3	1	8	28
Miller	0	0	2	2	0	1	0	1	6
Mitchell	2	2	1	4	2	0	0	4	15
Monroe	2	3	2	4	0	1	0	5	17
Montgomery	1	0	2	2	1	0	1	1	8
Morgan	3	3	2	4	1	1	1	2	17
Murray	5	4	2	9	7	2	3	2	34
Muscogee	34	34	22	60	44	21	1	28	244
Newton	12	7	7	19	2	6	2	14	69
Oconee	5	4	2	9	1	3	3	7	34
Oglethorpe	2	2	1	4	1	1	1	3	15
Paulding	19	12	10	24	9	8	3	26	111
Peach	3	3	3	8	2	0	1	4	24
Pelham City	1	1	1	2	0	1	0	3	9

**Appendix 16. Student Services Personnel in Georgia by System, FY03, continued**

<b>System</b>	<b>Elementary Grades Counselor</b>	<b>High School Counselor</b>	<b>Middle Grades Counselor</b>	<b>Media Specialist</b>	<b>Other Student Services Personnel</b>	<b>School Psychologist</b>	<b>School Social Worker</b>	<b>Speech &amp; Language Pathologist</b>	<b>Total</b>
Pickens	4	3	2	6	7	2	1	5	30
Pierce	3	2	2	4	0	1	1	5	18
Pike	2	2	1	4	2	1	1	2	15
Polk	5	6	3	12	2	4	1	12	45
Pulaski	1	2	1	2	2	1	0	1	10
Putnam	2	2	1	4	1	1	1	1	13
Quitman	1	0	0	1	0	0	0	1	3
Rabun	1	1	2	5	1	1	0	2	13
Randolph	1	1	1	3	1	0	1	0	8
Richmond	37	26	13	61	28	17	18	16	216
Rockdale	11	12	7	23	19	6	5	15	98
Rome City	7	1	3	11	1	2	2	7	34
Schley	1	1	0	2	0	0	0	1	5
Screven	3	1	2	3	1	1	0	1	12
Seminole	2	1	1	2	1	0	0	3	10
Social Circle	1	1	1	2	0	0	0	1	6
Spalding	11	8	5	16	5	6	10	14	75
Stephens	4	3	4	7	1	2	1	2	24
Stewart	1	1	0	2	1	0	1	1	7
Sumter	5	4	3	8	3	0	1	5	29
Talbot	0	1	0	2	0	0	0	1	4
Taliaferro	1	0	0	0	1	0	0	0	2
Tattnall	3	2	2	6	1	0	1	2	17
Taylor	2	1	1	2	1	0	1	2	10
Telfair	2	2	0	3	0	1	1	2	11
Terrell	1	1	1	3	0	1	1	3	11
Thomas	4	5	2	5	9	4	2	10	41
Thomasville City	3	2	2	5	3	2	1	5	23
Tift	8	5	2	13	2	4	4	9	47
Toombs	2	2	1	4	1	1	1	4	16
Towns	0	2	1	1	2	1	0	1	8
Treutlen	1	1	1	2	1	0	1	1	8
Trion City	1	1	1	2	0	1	0	1	7
Troup	14	8	6	21	2	5	2	24	82
Turner	2	2	1	2	3	1	1	3	15
Twiggs	3	1	1	3	0	0	0	0	8
Union	3	1	1	4	1	0	0	2	12
Upson	3	4	2	7	6	2	1	6	31
Valdosta City	6	5	4	12	0	4	2	12	45
Vidalia City	2	1	1	4	0	1	0	1	10
Walker	8	6	6	17	20	0	3	13	73
Walton	12	8	6	14	4	6	2	6	58
Ware	5	6	2	11	2	4	3	8	41

**Appendix 16. Student Services Personnel in Georgia by System, FY03, continued**

<b>System</b>	<b>Elementary Grades Counselor</b>	<b>High School Counselor</b>	<b>Middle Grades Counselor</b>	<b>Media Specialist</b>	<b>Other Student Services Personnel</b>	<b>School Psychologist</b>	<b>School Social Worker</b>	<b>Speech &amp; Language Pathologist</b>	<b>Total</b>
Warren	1	1	0	2	1	0	0	1	6
Washington	3	2	3	7	2	2	1	2	22
Wayne	5	3	2	9	3	2	1	5	30
Webster	1	0	0	1	1	0	0	0	3
Wheeler	1	0	2	2	0	1	0	1	7
White	3	2	2	6	1	2	1	5	22
Whitfield	12	9	7	21	19	6	3	13	90
Wilcox	1	1	1	2	0	1	0	1	7
Wilkes	2	1	1	3	2	0	0	2	11
Wilkinson	2	1	1	3	0	1	0	0	8
Worth	4	1	4	6	0	2	1	0	18
<b>Total</b>	<b>1,444</b>	<b>1,021</b>	<b>961</b>	<b>2,159</b>	<b>1,418</b>	<b>658</b>	<b>497</b>	<b>1,537</b>	<b>9,695</b>

**Appendix 17. Administrative and Student Services Personnel by Gender and RESA, FY03**

**Table 17a. Student Services Personnel by Gender and RESA, FY03**

RESA	GENDER		Total
	Female	Male	
Central Savannah	397	67	464
Chattahoochee	345	41	386
Coastal Plains	264	31	295
First District	671	100	771
Griffin	487	45	532
Heart of Georgia	131	19	150
Metro	3,247	393	3640
Middle Georgia	385	45	430
North Georgia	325	60	385
Northeast Georgia	362	59	421
Northwest Georgia	553	85	638
Oconee	88	13	101
Okefenokee	153	23	176
Pioneer	438	63	501
Southwest Georgia	391	43	434
West Georgia	332	39	371
<b>Total</b>	<b>8,569</b>	<b>1,126</b>	<b>9,695</b>

**Table 17b. Assistant Principals by Gender and RESA, FY03**

RESA	Gender		Total
	Female	Male	
Central Savannah	65	47	112
Chattahoochee	51	44	95
Coastal Plains	51	36	87
First District	120	91	211
Griffin	87	76	163
Heart of Georgia	10	19	29
Metro	733	394	1127
Middle Georgia	62	47	109
North Georgia	69	39	108
Northeast Georgia	79	47	126
Northwest Georgia	100	81	181
Oconee	25	11	36
Okefenokee	19	23	42
Pioneer	93	64	157
Southwest Georgia	68	54	122
West Georgia	63	54	117
<b>Total</b>	<b>1,695</b>	<b>1,127</b>	<b>2,822</b>

**Table 17c. Assistant Superintendents by Gender and RESA, FY03**

RESA	GENDER		Total
	Female	Male	
Central Savannah	10	5	15
Chattahoochee	9	7	16
Coastal Plains	6	5	11
First District	16	7	23
Griffin	4	6	10
Heart of Georgia	2	7	9
Metro	25	31	56
Middle Georgia	6	3	9
North Georgia	6	6	12
Northeast Georgia	7	13	20
Northwest Georgia	5	9	14
Oconee	2	1	3
Okefenokee	4	7	11
Pioneer	4	9	13
Southwest Georgia	5	2	7
West Georgia	4	9	13
<b>Total</b>	<b>115</b>	<b>127</b>	<b>242</b>

**Table 17d. Athletic Directors by Gender and RESA, FY03**

RESA	GENDER		Total
	Female	Male	
Central Savannah	0	2	2
Chattahoochee	0	3	3
Coastal Plains	0	3	3
First District	1	8	9
Griffin	0	1	1
Heart of Georgia	0	2	2
Metro	0	8	8
Middle Georgia	1	6	7
North Georgia	0	3	3
Northeast Georgia	0	4	4
Northwest Georgia	0	3	3
Oconee	0	1	1
Okefenokee	0	1	1
Pioneer	0	3	3
Southwest Georgia	0	5	5
West Georgia	0	3	3
<b>Total</b>	<b>2</b>	<b>56</b>	<b>58</b>

**Table 17e. Curriculum Directors by Gender and RESA, FY03**

RESA	GENDER		Total
	Female	Male	
Central Savannah	6	2	8
Chattahoochee	5	3	8
Coastal Plains	9	0	9
First District	11	2	13
Griffin	8	3	11
Heart of Georgia	3	2	5
Metro	53	17	70
Middle Georgia	5	2	7
North Georgia	6	2	8
Northeast Georgia	4	3	7
Northwest Georgia	18	3	21
Oconee	4	0	4
Okefenokee	6	0	6
Pioneer	12	3	15
Southwest Georgia	13	4	17
West Georgia	11	1	12
<b>Total</b>	<b>174</b>	<b>47</b>	<b>221</b>

**Table 17f. Human Resources Directors by Gender and RESA, FY03**

RESA	GENDER		Total
	Female	Male	
Central Savannah	2	0	2
Chattahoochee	1	0	1
Coastal Plains	1	1	2
First District	3	1	4
Griffin	3	2	5
Metro	7	4	11
Middle Georgia	2	0	2
North Georgia	1	2	3
Northeast Georgia	3	1	4
Northwest Georgia	4	3	7
Pioneer	3	2	5
Southwest Georgia	3	1	4
West Georgia	3	1	4
<b>Total</b>	<b>36</b>	<b>18</b>	<b>54</b>

**Table 17g. Instructional Supervisors by Gender and RESA, FY03**

RESA	GENDER		Total
	Female	Male	
Central Savannah	28	6	34
Chattahoochee	18	3	21
Coastal Plains	15	0	15
First District	59	3	62
Griffin	37	8	45
Heart of Georgia	8	1	9
Metro	267	55	322
Middle Georgia	42	4	46
North Georgia	13	3	16
Northeast Georgia	33	2	35
Northwest Georgia	28	4	32
Oconee	10	2	12
Okefenokee	13	4	17
Pioneer	28	12	40
Southwest Georgia	27	2	29
West Georgia	27	5	32
<b>Total</b>	<b>653</b>	<b>114</b>	<b>767</b>

**Table 17h. Kindergarten Directors by Gender and RESA, FY03**

RESA	GENDER		Total
	Female	Male	
Metro	1	0	1
<b>Total</b>	<b>1</b>	<b>0</b>	<b>1</b>



**Table 17i. Other Administrators by Gender and RESA, FY03**

RESA	GENDER		Total
	Female	Male	
Central Savannah	32	16	48
Chattahoochee	30	8	38
Coastal Plains	32	12	44
First District	64	23	87
Griffin	23	8	31
Heart of Georgia	17	7	24
Metro	168	89	257
Middle Georgia	24	11	35
North Georgia	22	17	39
Northeast Georgia	38	18	56
Northwest Georgia	39	14	53
Oconee	9	5	14
Okefenokee	21	4	25
Pioneer	31	15	46
Southwest Georgia	33	19	52
West Georgia	28	6	34
<b>Total</b>	<b>611</b>	<b>272</b>	<b>883</b>

**Table 17j. Pre-Kindergarten Directors by Gender and RESA, FY03**

RESA	GENDER		Total
	Female	Male	
Central Savannah	1	0	1
Chattahoochee	2	0	2
Coastal Plains	2	0	2
First District	3	0	3
Griffin	1	0	1
Heart of Georgia	1	0	1
Middle Georgia	2	0	2
Northeast Georgia	2	0	2
Northwest Georgia	1	0	1
Okefenokee	2	0	2
Southwest Georgia	6	1	7
<b>Total</b>	<b>23</b>	<b>1</b>	<b>24</b>

**Table 17k. Principals by Gender and RESA, FY03**

RESA	GENDER		Total
	Female	Male	
Central Savannah	76	50	126
Chattahoochee	57	42	99
Coastal Plains	26	31	57
First District	108	70	178
Griffin	56	54	110
Heart of Georgia	12	31	43
Metro	411	209	620
Middle Georgia	65	39	104
North Georgia	38	46	84
Northeast Georgia	58	46	104
Northwest Georgia	61	91	152
Oconee	16	20	36
Okefenokee	24	24	48
Pioneer	56	65	121
Southwest Georgia	46	55	101
West Georgia	45	43	88
<b>Total</b>	<b>1,155</b>	<b>916</b>	<b>2,071</b>

**Table 17l. RESA Directors by Gender and RESA, FY03**

RESA	GENDER		Total
	Female	Male	
Central Savannah	0	1	1
Chattahoochee	0	1	1
Coastal Plains	0	1	1
First District	1	0	1
Griffin	0	1	1
Heart of Georgia	1	0	1
Metro	1	0	1
Middle Georgia	0	1	1
North Georgia	0	1	1
Northeast Georgia	0	1	1
Northwest Georgia	1	0	1
Oconee	0	1	1
Okefenokee	1	0	1
Pioneer	1	0	1
Southwest Georgia	0	1	1
West Georgia	0	1	1
<b>Total</b>	<b>6</b>	<b>10</b>	<b>16</b>

**Table 17m. Special Education Directors by Gender and RESA, FY03**

RESA	GENDER		Total
	Female	Male	
Central Savannah	8	0	8
Chattahoochee	6	3	9
Coastal Plains	8	1	9
First District	13	3	16
Griffin	6	1	7
Heart of Georgia	3	1	4
Metro	20	3	23
Middle Georgia	6	0	6
North Georgia	6	1	7
Northeast Georgia	11	2	13
Northwest Georgia	16	2	18
Oconee	5	0	5
Okefenokee	4	2	6
Pioneer	13	2	15
Southwest Georgia	14	3	17
West Georgia	7	0	7
<b>Total</b>	<b>146</b>	<b>24</b>	<b>170</b>

**Table 17n. Superintendents by Gender and RESA, FY03**

RESA	GENDER		Total
	Female	Male	
Central Savannah	3	10	13
Chattahoochee	3	12	15
Coastal Plains	0	11	11
First District	6	12	18
Griffin	0	8	8
Heart of Georgia	2	8	10
Metro	3	8	11
Middle Georgia	2	5	7
North Georgia	3	4	7
Northeast Georgia	2	11	13
Northwest Georgia	5	10	15
Oconee	1	6	7
Okefenokee	2	6	8
Pioneer	3	11	14
Southwest Georgia	2	15	17
West Georgia	2	5	7
<b>Total</b>	<b>39</b>	<b>142</b>	<b>181</b>

**Table 17o. Technology Directors by Gender and RESA, FY03**

RESA	GENDER		Total
	Female	Male	
Central Savannah	0	1	1
Chattahoochee	1	1	2
Coastal Plains	1	2	3
First District	4	1	5
Griffin	1	4	5
Heart of Georgia	2	1	3
Metro	2	5	7
Middle Georgia	1	1	2
Northeast Georgia	1	3	4
Northwest Georgia	4	4	8
Oconee	0	2	2
Okefenokee	0	2	2
Pioneer	0	5	5
Southwest Georgia	2	1	3
West Georgia	0	2	2
<b>Total</b>	<b>19</b>	<b>35</b>	<b>54</b>

**Table 17p. Vocational Education Directors by Gender and RESA, FY03**

RESA	GENDER		Total
	Female	Male	
Central Savannah	10	4	14
Chattahoochee	5	6	11
Coastal Plains	2	7	9
First District	4	11	15
Griffin	3	4	7
Heart of Georgia	2	1	3
Metro	14	15	29
Middle Georgia	5	4	9
North Georgia	4	4	8
Northeast Georgia	5	5	10
Northwest Georgia	8	6	14
Oconee	0	1	1
Okefenokee	1	2	3
Pioneer	3	5	8
Southwest Georgia	6	11	17
West Georgia	1	5	6
<b>Total</b>	<b>73</b>	<b>91</b>	<b>164</b>

## Appendix 18. Student Enrollment and Teacher Demand Projections by RESA

### Central Savannah

#### Enrollment By Grade Level, FY92-FY03

RESA NAME	Fiscal Year	Pre-K	KK	Gr1	Gr2	Gr3	Gr4	Gr5	Gr6	Gr7	Gr8	Gr9	G10	Gr11	Gr12	P-12	K-5	Gr6-8
Central Savannah River RESA	1992	241	5906	6166	5959	6123	6140	5998	6192	5805	5355	6521	4632	4182	3785	73005	36292	17352
Central Savannah River RESA	1993	334	6079	6038	6112	6063	6151	6220	6217	6110	5572	6913	4911	4126	3853	74699	36663	17899
Central Savannah River RESA	1994	824	6064	6163	5969	6157	6069	6189	6270	6095	5936	7324	5030	4366	3809	76265	36611	18301
Central Savannah River RESA	1995	1483	6329	6162	6030	5997	6085	6182	6282	6197	5801	7717	5318	4417	4074	78074	36785	18280
Central Savannah River RESA	1996	2125	6266	6493	6158	6113	5986	6138	6320	6220	6010	7424	5643	4613	3912	79421	37154	18550
Central Savannah River RESA	1997	2224	6468	6444	6334	6150	6056	5968	6295	6250	6043	7574	5571	5050	3963	80390	37420	18588
Central Savannah River RESA	1998	2426	6095	6598	6298	6203	6142	5971	6239	6225	6026	7673	5494	4900	4380	80670	37307	18490
Central Savannah River RESA	1999	2305	6081	6430	6312	6217	6271	6106	6164	6188	5958	7763	5382	4908	4167	80252	37417	18310
Central Savannah River RESA	2000	2295	5772	6260	6266	6323	6257	6205	6299	6126	5965	7369	5680	4749	4228	79794	37083	18390
Central Savannah River RESA	2001	2223	5697	5872	6028	6258	6258	6241	6403	6233	5854	7344	5521	4921	3983	78836	36354	18490
Central Savannah River RESA	2002	2252	5427	5800	5740	6037	6258	6273	6488	6372	5940	7207	5407	4956	4236	78393	35535	18800
Central Savannah River RESA	2003	2352	5380	5501	5731	5784	6100	6210	6588	6458	6018	7283	5469	4944	4219	78037	34706	19064

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

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
	1.005	2.465	1.027	0.972	0.999	1.004	0.995	1.037	0.993	0.955	1.243	0.735	0.891	0.853
Year	Pre-K	KK	Gr1	Gr2	Gr3	Gr4	Gr5	Gr6	Gr7	Gr8	Gr9	G10	Gr11	Gr12
2004	2364	5798	5525	5347	5725	5807	6070	6440	6542	6167	7480	5353	4873	4217
2005	2376	5827	5955	5370	5342	5748	5778	6295	6395	6248	7666	5498	4770	4157
2006	2388	5857	5984	5788	5365	5363	5719	5992	6251	6107	7766	5635	4899	4069
2007	2400	5886	6015	5816	5782	5386	5336	5931	5950	5970	7591	5708	5021	4179
2008	2412	5916	6045	5847	5810	5805	5359	5533	5889	5682	7421	5579	5086	4283
2009	2424	5946	6076	5876	5841	5833	5776	5557	5494	5624	7063	5454	4971	4338
2010	2436	5975	6107	5906	5870	5864	5804	5990	5518	5247	6991	5191	4860	4240
2011	2448	6005	6136	5936	5900	5893	5835	6019	5948	5270	6522	5138	4625	4146
2012	2460	6034	6167	5964	5930	5924	5864	6051	5977	5680	6551	4794	4578	3945
2013	2472	6064	6197	5994	5958	5954	5894	6081	6009	5708	7060	4815	4271	3905

# 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
	2003-04	2007-08	2012-13				2003-2004		2007-2008		2012-2013	
<b>Pre-K</b>	<b>2364</b>	<b>2412</b>	<b>2472</b>	<b>10</b>	<b>10</b>	<b>10</b>	<b>236.4</b>	<b>236.4</b>	<b>241.2</b>	<b>241.2</b>	<b>247.2</b>	<b>247.2</b>
Kindergarten	5798	5916	6064	15	20	18	386.5	289.9	394.4	328.7	404.3	336.9
Grade 1	6045	5455	6197	17	23	21	355.6	262.8	320.9	259.8	364.5	295.1
Grade 2	5847	5377	5994	17	23	21	343.9	254.2	316.3	256	352.6	285.4
Grade 3	5810	5460	5958	17	23	21	341.8	252.6	321.2	260	350.5	283.7
Grade 4	5805	5572	5954	23	32	28	252.4	181.4	242.3	199	258.9	212.6
Grade 5	5359	5384	5894	23	32	28	233	167.5	234.1	192.3	256.3	210.5
<b>Elem. Total (K-5)</b>	<b>34664</b>	<b>33164</b>	<b>36061</b>				<b>1913.2</b>	<b>1408.4</b>	<b>1829.2</b>	<b>1495.8</b>	<b>1987.1</b>	<b>1624.2</b>
Grade 6	6440	5533	6081	23	32	28	280	201.3	240.6	197.6	264.4	217.2
Grade 7	6542	5889	6009	23	32	28	284.4	204.4	256	210.3	261.3	214.6
Grade 8	6167	5682	5708	23	32	28	268.1	192.7	247	202.9	248.2	203.9
<b>Middle Total</b>	<b>19149</b>	<b>17104</b>	<b>17798</b>				<b>832.5</b>	<b>598.4</b>	<b>743.6</b>	<b>610.8</b>	<b>773.9</b>	<b>635.7</b>
Grade 9	7480	7421	7060	23	32	28	325.2	233.8	322.7	265	307	252.1
Grade 10	5353	5579	4815	23	32	28	232.7	167.3	242.6	199.3	209.3	172
Grade 11	4873	5086	4271	23	32	28	211.9	152.3	221.1	181.6	185.7	152.5
Grade 12	4217	4283	3905	23	32	28	183.3	131.8	186.2	153	169.8	139.5
<b>High School (9-12) Total</b>	<b>21923</b>	<b>22369</b>	<b>20051</b>				<b>953.1</b>	<b>685.2</b>	<b>972.6</b>	<b>798.9</b>	<b>871.8</b>	<b>716.1</b>
<b>Total Enrollment</b>	<b>78100</b>	<b>75049</b>	<b>76382</b>									
Special Ed P-12				151.5469			515.4	515.4	495.2	495.2	504	504
EIPK				145.2581			39.9	39.9	40.7	40.7	41.7	41.7
EIP1-3				74.75906			236.8	236.8	217.9	217.9	242.8	242.8
EIP4-5				255.8231			43.6	43.6	42.8	42.8	46.3	46.3
Other Elementary (Ratio to K-5)				372.7245			93	93	89	89	96.7	96.7
Other Middle (Ratio to Gr6-8)				76.17237			251.4	251.4	224.5	224.5	233.7	233.7
Instructional Specialists (Based on P-12)				318.5313			245.2	245.2	235.6	235.6	239.8	239.8
Other Teachers				2051.991			38.1	38.1	36.6	36.6	37.2	37.2
Vocational Ed (Based on P-12)				412.3033			189.4	189.4	182	182	185.3	185.3
<b>Total</b>							<b>5588</b>	<b>4581.2</b>	<b>5350.9</b>	<b>4711</b>	<b>5507.5</b>	<b>4850.7</b>

## Chattahoochee-Flint River RESA

### Enrollment By Grade Level, FY92-FY03

RESA NAME	Fiscal Year	Pre-K	KK	Gr1	Gr2	Gr3	Gr4	Gr5	Gr6	Gr7	Gr8	Gr9	G10	Gr11	Gr12	P-12	K-5	Gr6-8
Chattahoochee-Flint RESA	1992	5	4254	4479	4457	4477	4521	4407	4481	4296	3951	5014	3807	3345	2914	54408	26595	12728
Chattahoochee-Flint RESA	1993	26	4126	4126	4209	4353	4327	4301	4126	4347	3956	4878	3674	3256	2947	52652	25442	12429
Chattahoochee-Flint RESA	1994	245	4569	4230	4191	4327	4464	4470	4505	4563	4415	4899	4032	3421	2928	55259	26251	13483
Chattahoochee-Flint RESA	1995	1173	4608	4497	4112	4165	4347	4489	4551	4522	4343	5157	4003	3417	2814	56198	26218	13416
Chattahoochee-Flint RESA	1996	1748	4629	4669	4336	4054	4208	4376	4561	4586	4294	5283	4161	3321	2906	57132	26272	13441
Chattahoochee-Flint RESA	1997	2005	4693	4700	4523	4293	4077	4203	4360	4602	4422	5410	4085	3480	2812	57665	26489	13384
Chattahoochee-Flint RESA	1998	1934	4526	4783	4581	4456	4263	4062	4222	4416	4303	5454	4321	3362	2950	57633	26671	12941
Chattahoochee-Flint RESA	1999	2193	4469	4649	4640	4504	4374	4170	4107	4269	4197	5456	4114	3494	2941	57577	26806	12573
Chattahoochee-Flint RESA	2000	2130	4175	4556	4493	4490	4453	4367	4245	4146	4037	5418	4021	3433	3083	57047	26534	12428
Chattahoochee-Flint RESA	2001	2193	4187	4262	4341	4438	4463	4440	4452	4211	3961	5114	3940	3338	3156	56496	26131	12624
Chattahoochee-Flint RESA	2002	2225	4110	4290	4124	4345	4431	4422	4657	4370	4136	4822	3909	3283	3067	56191	25722	13163
Chattahoochee-Flint RESA	2003	2229	4194	4145	4136	4105	4403	4368	4672	4474	4223	4909	3876	3300	2896	55930	25351	13369

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

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
	1.004	1.988	1.02	0.964	0.987	0.995	0.99	1.031	0.991	0.96	1.246	0.757	0.83	0.895
Year	Pre-K	KK	Gr1	Gr2	Gr3	Gr4	Gr5	Gr6	Gr7	Gr8	Gr9	G10	Gr11	Gr12
2004	2238	4431	4278	3996	4082	4084	4359	4503	4630	4295	5262	3716	3217	2954
2005	2247	4449	4520	4124	3944	4062	4043	4494	4462	4445	5352	3983	3084	2879
2006	2256	4467	4538	4357	4070	3924	4021	4168	4454	4284	5538	4051	3306	2760
2007	2265	4485	4556	4375	4300	4050	3885	4146	4130	4276	5338	4192	3362	2959
2008	2274	4503	4575	4392	4318	4279	4010	4005	4109	3965	5328	4041	3479	3009
2009	2283	4521	4593	4410	4335	4296	4236	4134	3969	3945	4940	4033	3354	3114
2010	2292	4539	4611	4428	4353	4313	4253	4367	4097	3810	4915	3740	3347	3002
2011	2301	4556	4630	4445	4370	4331	4270	4385	4328	3933	4747	3721	3104	2996
2012	2310	4574	4647	4463	4387	4348	4288	4402	4346	4155	4901	3593	3088	2778
2013	2319	4592	4665	4480	4405	4365	4305	4421	4362	4172	5177	3710	2982	2764

# Chattahoochee RESA

## Teacher Demand Projections

	Projected FTE Student Enrollments						Projected Number of Teachers Needed					
				Funding	Max.	Max.	Teachers	Teachers	Teachers	Teachers	Teachers	
	2003-04	2007-08	2012-13	Class	Class	Class	Funded	Based	Funded	Based	Funded	
			Size	Size	Size		on Max.		on Max.		on Max.	
				FY03	FY04-12		Class	Class	Class	Class	Class	
							Size	Size	Size	Size	Size	
							Teachers	Teachers	Teachers	Teachers	Teachers	
							Funded	Based	Funded	Based	Funded	
							on Max.	on Max.	on Max.	on Max.	on Max.	
							Class	Class	Class	Class	Class	
							Size	Size	Size	Size	Size	
<b>Pre-K</b>	<b>2238</b>	<b>2274</b>	<b>2319</b>	<b>10</b>	<b>10</b>	<b>10</b>	<b>223.8</b>	<b>223.8</b>	<b>227.4</b>	<b>227.4</b>	<b>231.9</b>	<b>231.9</b>
Kindergarten	4431	4503	4592	15	20	18	295.4	221.6	300.2	250.2	306.1	255.1
Grade 1	4278	4575	4665	17	23	21	251.6	186	269.1	217.9	274.4	222.1
Grade 2	3996	4392	4480	17	23	21	235.1	173.7	258.4	209.1	263.5	213.3
Grade 3	4082	4318	4405	17	23	21	240.1	177.5	254	205.6	259.1	209.8
Grade 4	4084	4279	4365	23	32	28	177.6	127.6	186	152.8	189.8	155.9
Grade 5	4359	4010	4305	23	32	28	189.5	136.2	174.3	143.2	187.2	153.8
<b>Elem. Total (K-5)</b>	<b>25230</b>	<b>26077</b>	<b>26812</b>				<b>1389.3</b>	<b>1022.6</b>	<b>1442</b>	<b>1178.8</b>	<b>1480.1</b>	<b>1210</b>
Grade 6	4503	4005	4421	23	32	28	195.8	140.7	174.1	143	192.2	157.9
Grade 7	4630	4109	4362	23	32	28	201.3	144.7	178.7	146.8	189.7	155.8
Grade 8	4295	3965	4172	23	32	28	186.7	134.2	172.4	141.6	181.4	149
<b>Middle Total</b>	<b>13428</b>	<b>12079</b>	<b>12955</b>				<b>583.8</b>	<b>419.6</b>	<b>525.2</b>	<b>431.4</b>	<b>563.3</b>	<b>462.7</b>
Grade 9	5262	5328	5177	23	32	28	228.8	164.4	231.7	190.3	225.1	184.9
Grade 10	3716	4041	3710	23	32	28	161.6	116.1	175.7	144.3	161.3	132.5
Grade 11	3217	3479	2982	23	32	28	139.9	100.5	151.3	124.3	129.7	106.5
Grade 12	2954	3009	2764	23	32	28	128.4	92.3	130.8	107.5	120.2	98.7
<b>High School (9-12) Total</b>	<b>15149</b>	<b>15857</b>	<b>14633</b>				<b>658.7</b>	<b>473.3</b>	<b>689.5</b>	<b>566.4</b>	<b>636.3</b>	<b>522.6</b>
<b>Total Enrollment</b>	<b>56045</b>	<b>56287</b>	<b>56719</b>									
Special Ed P-12				139.2353			402.5	402.5	404.3	404.3	407.4	407.4
EIPK				90.78379			48.8	48.8	49.6	49.6	50.6	50.6
EIP1-3				119.7819			103.2	103.2	110.9	110.9	113.1	113.1
EIP4-5				156.4692			54	54	53	53	55.4	55.4
Other Elementary (Ratio to K-5)				192.0501			131.4	131.4	135.8	135.8	139.6	139.6
Other Middle (Ratio to Gr6-8)				30.48401			440.5	440.5	396.2	396.2	425	425
Instructional Specialists (Based on P-12)				304.0637			184.3	184.3	185.1	185.1	186.5	186.5
Other Teachers				1893.168			29.6	29.6	29.7	29.7	30	30
Vocational Ed (Based on P-12)				471.2567			118.9	118.9	119.4	119.4	120.4	120.4
<b>Total</b>							<b>4368.8</b>	<b>3652.5</b>	<b>4368.1</b>	<b>3888</b>	<b>4439.6</b>	<b>3955.2</b>



## Coastal Plains RESA

### Enrollment By Grade Level, FY92-FY03

RESA NAME	Fiscal Year	Pre-K	KK	Gr1	Gr2	Gr3	Gr4	Gr5	Gr6	Gr7	Gr8	Gr9	G10	Gr11	Gr12	P-12	K-5	Gr6-8
Coastal Plains RESA	1992	50	3232	3374	3223	3291	3342	3202	3329	3215	3078	3439	2523	2252	2126	39676	19664	9622
Coastal Plains RESA	1993	24	3164	3329	3296	3279	3345	3331	3258	3417	3214	3471	2629	2169	2081	40007	19744	9889
Coastal Plains RESA	1994	222	3304	3239	3277	3272	3268	3282	3363	3305	3391	3683	2724	2279	2009	40618	19642	10059
Coastal Plains RESA	1995	596	3450	3324	3155	3307	3265	3211	3321	3376	3321	3813	2779	2235	2011	41164	19712	10018
Coastal Plains RESA	1996	710	3433	3511	3276	3174	3287	3267	3320	3299	3340	3695	2957	2332	2023	41624	19948	9959
Coastal Plains RESA	1997	872	3288	3499	3393	3240	3172	3239	3400	3311	3270	3782	2862	2499	2061	41888	19831	9981
Coastal Plains RESA	1998	1183	3436	3368	3475	3368	3232	3196	3396	3339	3279	3662	3044	2407	2174	42559	20075	10014
Coastal Plains RESA	1999	1188	3282	3423	3277	3488	3308	3257	3314	3296	3264	3687	2951	2433	2128	42296	20035	9874
Coastal Plains RESA	2000	1267	3340	3335	3305	3258	3399	3335	3353	3279	3179	3746	2978	2359	2197	42330	19972	9811
Coastal Plains RESA	2001	1291	3206	3279	3229	3276	3223	3358	3481	3377	3117	3775	2989	2489	2094	42184	19571	9975
Coastal Plains RESA	2002	1354	3137	3203	3149	3157	3255	3140	3469	3390	3287	3611	3029	2528	2195	41904	19041	10146
Coastal Plains RESA	2003	1330	3335	3134	3118	3146	3132	3249	3306	3511	3278	3677	3144	2658	2177	42195	19114	10095

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

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
	1.029	2.602	0.998	0.968	0.993	0.986	0.995	1.039	0.991	0.967	1.147	0.817	0.832	0.884
Year	Pre-K	KK	Gr1	Gr2	Gr3	Gr4	Gr5	Gr6	Gr7	Gr8	Gr9	G10	Gr11	Gr12
2004	1369	3461	3328	3034	3096	3102	3116	3376	3276	3395	3760	3004	2616	2350
2005	1409	3562	3454	3222	3013	3053	3086	3238	3346	3168	3894	3072	2499	2313
2006	1450	3666	3555	3343	3199	2971	3038	3206	3209	3236	3634	3181	2556	2209
2007	1492	3773	3659	3441	3320	3154	2956	3156	3177	3103	3712	2969	2647	2260
2008	1535	3882	3765	3542	3417	3274	3138	3071	3128	3072	3559	3033	2470	2340
2009	1580	3994	3874	3645	3517	3369	3258	3260	3043	3025	3524	2908	2523	2183
2010	1626	4111	3986	3750	3619	3468	3352	3385	3231	2943	3470	2879	2419	2230
2011	1673	4231	4103	3858	3724	3568	3451	3483	3355	3124	3376	2835	2395	2138
2012	1722	4353	4223	3972	3831	3672	3550	3586	3452	3244	3583	2758	2359	2117
2013	1772	4481	4344	4088	3944	3777	3654	3688	3554	3338	3721	2927	2295	2085

# Coastal Plains RESA

## Teacher Demand Projections

	Projected FTE Student Enrollments						Projected Number of Teachers Needed					
				Funding	Max.	Max.	Teachers	Teachers	Teachers	Teachers	Teachers	Teachers
	2003-04	2007-08	2012-13	Class	Class	Class	Funded	Based	Funded	Based	Funded	Based
			Size	Size	Size		on Max.		on Max.		on Max.	
				FY03	FY04-12		Class	Class	Class	Class	Class	Class
							Size	Size	Size	Size	Size	Size
<b>Pre-K</b>	<b>1369</b>	<b>1535</b>	<b>1772</b>	<b>10</b>	<b>10</b>	<b>10</b>	<b>136.9</b>	<b>136.9</b>	<b>153.5</b>	<b>153.5</b>	<b>177.2</b>	<b>177.2</b>
Kindergarten	3461	3882	4481	15	20	18	230.7	173.1	258.8	215.7	298.7	248.9
Grade 1	3328	3765	4344	17	23	21	195.8	144.7	221.5	179.3	255.5	206.9
Grade 2	3034	3542	4088	17	23	21	178.5	131.9	208.4	168.7	240.5	194.7
Grade 3	3096	3417	3944	17	23	21	182.1	134.6	201	162.7	232	187.8
Grade 4	3102	3274	3777	23	32	28	134.9	96.9	142.3	116.9	164.2	134.9
Grade 5	3116	3138	3654	23	32	28	135.5	97.4	136.4	112.1	158.9	130.5
<b>Elem. Total (K-5)</b>	<b>19137</b>	<b>21018</b>	<b>24288</b>				<b>1057.5</b>	<b>778.6</b>	<b>1168.4</b>	<b>955.4</b>	<b>1349.8</b>	<b>1103.7</b>
Grade 6	3376	3071	3688	23	32	28	146.8	105.5	133.5	109.7	160.3	131.7
Grade 7	3276	3128	3554	23	32	28	142.4	102.4	136	111.7	154.5	126.9
Grade 8	3395	3072	3338	23	32	28	147.6	106.1	133.6	109.7	145.1	119.2
<b>Middle Total</b>	<b>10047</b>	<b>9271</b>	<b>10580</b>				<b>436.8</b>	<b>314</b>	<b>403.1</b>	<b>331.1</b>	<b>459.9</b>	<b>377.8</b>
Grade 9	3760	3559	3721	23	32	28	163.5	117.5	154.7	127.1	161.8	132.9
Grade 10	3004	3033	2927	23	32	28	130.6	93.9	131.9	108.3	127.3	104.5
Grade 11	2616	2470	2295	23	32	28	113.7	81.8	107.4	88.2	99.8	82
Grade 12	2350	2340	2085	23	32	28	102.2	73.4	101.7	83.6	90.7	74.5
<b>High School (9-12) Total</b>	<b>11730</b>	<b>11402</b>	<b>11028</b>				<b>510</b>	<b>366.6</b>	<b>495.7</b>	<b>407.2</b>	<b>479.6</b>	<b>393.9</b>
<b>Total Enrollment</b>	<b>42283</b>	<b>43226</b>	<b>47668</b>									
Special Ed P-12				137.2459			308.1	308.1	315	315	347.3	347.3
EIPK				61.47777			56.3	56.3	63.1	63.1	72.9	72.9
EIP1-3				78.28618			120.8	120.8	137	137	158.1	158.1
EIP4-5				114.1108			54.5	54.5	56.2	56.2	65.1	65.1
Other Elementary (Ratio to K-5)				259.7948			73.7	73.7	80.9	80.9	93.5	93.5
Other Middle (Ratio to Gr6-8)				98.66126			101.8	101.8	94	94	107.2	107.2
Instructional Specialists (Based on P-12)				280.0647			151	151	154.3	154.3	170.2	170.2
Other Teachers				1637.241			25.8	25.8	26.4	26.4	29.1	29.1
Vocational Ed (Based on P-12)				351.2396			120.4	120.4	123.1	123.1	135.7	135.7
<b>Total</b>							<b>3153.6</b>	<b>2608.5</b>	<b>3270.7</b>	<b>2897.2</b>	<b>3645.6</b>	<b>3231.7</b>

**First District**

**Enrollment By Grade Level, FY92-FY03**

RESA NAME	Fiscal Year	Pre-K	KK	Gr1	Gr2	Gr3	Gr4	Gr5	Gr6	Gr7	Gr8	Gr9	G10	Gr11	Gr12	P-12	K-5	Gr6-8
First District RESA	1992	44	8837	9150	9192	9305	9002	8725	8979	8590	7867	9208	6577	5712	5030	106218	54211	25436
First District RESA	1993	399	8888	8957	8984	8927	9118	8754	9054	8936	8248	10337	6855	5752	5139	108348	53628	26238
First District RESA	1994	615	9383	9363	9075	9216	9210	9379	9161	8970	8629	9740	7337	6141	5035	111254	55626	26760
First District RESA	1995	1384	9738	9665	9224	9135	9187	9180	9402	8928	8738	10360	7444	6211	5373	113969	56129	27068
First District RESA	1996	2436	10030	10010	9518	9256	9234	9171	9454	9343	8710	10860	7725	6303	5375	117425	57219	27507
First District RESA	1997	2841	10032	10290	9837	9585	9317	9179	9553	9408	8949	10902	7990	6270	5494	119647	58240	27910
First District RESA	1998	3855	9832	10142	9960	9828	9605	9236	9286	9481	9095	10950	8202	6599	5541	121612	58603	27862
First District RESA	1999	3875	9878	9878	9817	9839	9678	9474	9433	9232	9234	11250	8300	6702	5659	122249	58564	27899
First District RESA	2000	3959	9316	9915	9487	9651	9721	9539	9532	9349	8978	11274	8388	6706	5842	121657	57629	27859
First District RESA	2001	3964	9087	9356	9684	9470	9708	9652	9808	9533	9157	10862	8257	7033	5757	121328	56957	28498
First District RESA	2002	4040	8846	9018	9105	9674	9462	9756	9891	9742	9313	10821	8255	7140	6118	121181	55861	28946
First District RESA	2003	4350	9021	8818	8812	9134	9596	9434	10069	9765	9462	10878	8411	7066	6232	121048	54815	29296

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

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
	1.03	2.345	1	0.971	0.994	0.994	0.993	1.022	0.993	0.975	1.203	0.755	0.837	0.866
Year	Pre-K	KK	Gr1	Gr2	Gr3	Gr4	Gr5	Gr6	Gr7	Gr8	Gr9	G10	Gr11	Gr12
2004	4481	10201	9021	8562	8759	9079	9529	9642	9999	9521	11383	8213	7040	6119
2005	4615	10508	10201	8759	8511	8706	9015	9739	9575	9749	11454	8594	6874	6097
2006	4753	10822	10508	9905	8706	8460	8645	9213	9671	9336	11728	8648	7193	5953
2007	4896	11146	10822	10203	9846	8654	8401	8835	9149	9429	11231	8855	7238	6229
2008	5043	11481	11146	10508	10142	9787	8593	8586	8773	8920	11343	8479	7412	6268
2009	5194	11826	11481	10823	10445	10081	9718	8782	8526	8554	10731	8564	7097	6419
2010	5350	12180	11826	11148	10758	10382	10010	9932	8721	8313	10290	8102	7168	6146
2011	5511	12546	12180	11483	11081	10693	10309	10230	9862	8503	10001	7769	6781	6207
2012	5676	12923	12546	11827	11414	11015	10618	10536	10158	9615	10229	7551	6503	5872
2013	5846	13310	12923	12182	11756	11346	10938	10852	10462	9904	11567	7723	6320	5632

# 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
	2003-04	2007-08	2012-13				2003-2004		2007-2008		2012-2013	
<b>Pre-K</b>	<b>4481</b>	<b>5043</b>	<b>5846</b>	<b>10</b>	<b>10</b>	<b>10</b>	<b>448.1</b>	<b>448.1</b>	<b>504.3</b>	<b>504.3</b>	<b>584.6</b>	<b>584.6</b>
Kindergarten	10201	11481	13310	15	20	18	680.1	510.1	765.4	637.8	887.3	739.4
Grade 1	9021	11146	12923	17	23	21	530.6	392.2	655.6	530.8	760.2	615.4
Grade 2	8562	10508	12182	17	23	21	503.6	372.3	618.1	500.4	716.6	580.1
Grade 3	8759	10142	11756	17	23	21	515.2	380.8	596.6	483	691.5	559.8
Grade 4	9079	9787	11346	23	32	28	394.7	283.7	425.5	349.5	493.3	405.2
Grade 5	9529	8593	10938	23	32	28	414.3	297.8	373.6	306.9	475.6	390.6
<b>Elem. Total (K-5)</b>	<b>55151</b>	<b>61657</b>	<b>72455</b>				<b>3038.5</b>	<b>2236.9</b>	<b>3434.8</b>	<b>2808.4</b>	<b>4024.5</b>	<b>3290.5</b>
Grade 6	9642	8586	10852	23	32	28	419.2	301.3	373.3	306.6	471.8	387.6
Grade 7	9999	8773	10462	23	32	28	434.7	312.5	381.4	313.3	454.9	373.6
Grade 8	9521	8920	9904	23	32	28	414	297.5	387.8	318.6	430.6	353.7
<b>Middle Total</b>	<b>29162</b>	<b>26279</b>	<b>31218</b>				<b>1267.9</b>	<b>911.3</b>	<b>1142.5</b>	<b>938.5</b>	<b>1357.3</b>	<b>1114.9</b>
Grade 9	11383	11343	11567	23	32	28	494.9	355.7	493.2	405.1	502.9	413.1
Grade 10	8213	8479	7723	23	32	28	357.1	256.7	368.7	302.8	335.8	275.8
Grade 11	7040	7412	6320	23	32	28	306.1	220	322.3	264.7	274.8	225.7
Grade 12	6119	6268	5632	23	32	28	266	191.2	272.5	223.9	244.9	201.1
<b>High School (9-12) Total</b>	<b>32755</b>	<b>33502</b>	<b>31242</b>				<b>1424.1</b>	<b>1023.6</b>	<b>1456.7</b>	<b>1196.5</b>	<b>1358.4</b>	<b>1115.7</b>
<b>Total Enrollment</b>	<b>121549</b>	<b>126481</b>	<b>140761</b>									
Special Ed P-12				131.6449			923.3	923.3	960.8	960.8	1069.2	1069.2
EIPK				43.1824			236.2	236.2	265.9	265.9	308.2	308.2
EIP1-3				57.38137			459.1	459.1	554.1	554.1	642.4	642.4
EIP4-5				174.3162			106.7	106.7	105.4	105.4	127.8	127.8
Other Elementary (Ratio to K-5)				151.0299			365.2	365.2	408.2	408.2	479.7	479.7
Other Middle (Ratio to Gr6-8)				46.42449			628.2	628.2	566.1	566.1	672.4	672.4
Instructional Specialists (Based on P-12)				296.3661			410.1	410.1	426.8	426.8	475	475
Other Teachers				1498.341			81.1	81.1	84.4	84.4	93.9	93.9
Vocational Ed (Based on P-12)				523.2583			232.3	232.3	241.7	241.7	269	269
<b>Total</b>							<b>9620.8</b>	<b>8062.1</b>	<b>10151.7</b>	<b>9061.1</b>	<b>11462.4</b>	<b>10243.3</b>

## Griffin RESA

### Enrollment By Grade Level, FY92-FY03

RESA NAME	Fiscal Year	Pre-K	KK	Gr1	Gr2	Gr3	Gr4	Gr5	Gr6	Gr7	Gr8	Gr9	G10	Gr11	Gr12	P-12	K-5	Gr6-8
Griffin RESA	1992	98	4273	4497	4348	4580	4527	4513	4596	4222	4075	4756	3944	3124	2826	54379	26738	12893
Griffin RESA	1993	26	4612	4804	4656	4609	4801	4750	4844	4724	4477	4952	4160	3263	2961	57639	28232	14045
Griffin RESA	1994	209	4807	4955	4747	4799	4723	4928	4910	4869	4876	5184	4114	3530	2995	59646	28959	14655
Griffin RESA	1995	346	5086	5157	4978	4884	4980	4861	5126	4983	5019	5790	4237	3517	3092	62056	29946	15128
Griffin RESA	1996	638	5161	5453	5302	5199	5116	5155	5150	5264	5054	6152	4670	3691	3084	65089	31386	15468
Griffin RESA	1997	570	5480	5576	5562	5482	5429	5270	5450	5243	5407	6254	4900	4102	3217	67942	32799	16100
Griffin RESA	1998	984	5482	5853	5722	5722	5687	5670	5564	5546	5402	6663	5025	4224	3603	71147	34136	16512
Griffin RESA	1999	1077	5631	5843	5898	5880	5916	5906	5967	5730	5721	6710	5404	4320	3663	73666	35074	17418
Griffin RESA	2000	1086	5379	6059	5927	6128	6075	6110	6215	6137	5920	6939	5454	4590	3818	75837	35678	18272
Griffin RESA	2001	1117	5478	5931	6271	6232	6376	6394	6515	6487	6292	7120	5831	4708	4029	78781	36682	19294
Griffin RESA	2002	1209	5664	6070	6161	6628	6609	6698	6865	6827	6695	7541	6200	5142	4180	82489	37830	20387
Griffin RESA	2003	1356	6269	6153	6323	6517	7036	6989	7239	7137	7027	8002	6627	5392	4536	86603	39287	21403

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

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
	1.06	5.203	1.088	1.028	1.047	1.046	1.046	1.065	1.038	1.03	1.21	0.843	0.865	0.88
Year	Pre-K	KK	Gr1	Gr2	Gr3	Gr4	Gr5	Gr6	Gr7	Gr8	Gr9	G10	Gr11	Gr12
2004	1437	7055	6821	6325	6620	6817	7360	7443	7514	7351	8503	6746	5732	4745
2005	1523	7477	7676	7012	6622	6925	7131	7838	7726	7739	8895	7168	5835	5044
2006	1614	7924	8135	7891	7342	6927	7244	7595	8136	7958	9364	7498	6200	5135
2007	1711	8398	8621	8363	8262	7680	7246	7715	7884	8380	9629	7894	6486	5456
2008	1814	8902	9137	8862	8756	8642	8033	7717	8008	8121	10140	8117	6828	5708
2009	1923	9438	9685	9393	9279	9159	9040	8555	8010	8248	9826	8548	7021	6009
2010	2038	10005	10269	9956	9834	9706	9580	9628	8880	8250	9980	8283	7394	6178
2011	2160	10604	10885	10557	10424	10286	10152	10203	9994	9146	9983	8413	7165	6507
2012	2290	11238	11537	11190	11053	10904	10759	10812	10591	10294	11067	8416	7277	6305
2013	2427	11915	12227	11860	11716	11561	11406	11458	11223	10909	12456	9329	7280	6404

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
	2003-04	2007-08	2012-13				2003-2004		2007-2008		2012-2013	
<b>Pre-K</b>	<b>1437</b>	<b>1814</b>	<b>2427</b>	<b>10</b>	<b>10</b>	<b>10</b>	<b>143.7</b>	<b>143.7</b>	<b>181.4</b>	<b>181.4</b>	<b>242.7</b>	<b>242.7</b>
Kindergarten	7055	8902	11915	15	20	18	470.3	352.8	593.5	494.6	794.3	661.9
Grade 1	6821	9137	12227	17	23	21	401.2	296.6	537.5	435.1	719.2	582.2
Grade 2	6325	8862	11860	17	23	21	372.1	275	521.3	422	697.6	564.8
Grade 3	6620	8756	11716	17	23	21	389.4	287.8	515.1	417	689.2	557.9
Grade 4	6817	8642	11561	23	32	28	296.4	213	375.7	308.6	502.7	412.9
Grade 5	7360	8033	11406	23	32	28	320	230	349.3	286.9	495.9	407.4
<b>Elem. Total (K-5)</b>	<b>40998</b>	<b>52332</b>	<b>70685</b>				<b>2249.4</b>	<b>1655.2</b>	<b>2892.4</b>	<b>2364.2</b>	<b>3898.9</b>	<b>3187.1</b>
Grade 6	7443	7717	11458	23	32	28	323.6	232.6	335.5	275.6	498.2	409.2
Grade 7	7514	8008	11223	23	32	28	326.7	234.8	348.2	286	488	400.8
Grade 8	7351	8121	10909	23	32	28	319.6	229.7	353.1	290	474.3	389.6
<b>Middle Total</b>	<b>22308</b>	<b>23846</b>	<b>33590</b>				<b>969.9</b>	<b>697.1</b>	<b>1036.8</b>	<b>851.6</b>	<b>1460.5</b>	<b>1199.6</b>
Grade 9	8503	10140	12456	23	32	28	369.7	265.7	440.9	362.1	541.6	444.9
Grade 10	6746	8117	9329	23	32	28	293.3	210.8	352.9	289.9	405.6	333.2
Grade 11	5732	6828	7280	23	32	28	249.2	179.1	296.9	243.9	316.5	260
Grade 12	4745	5708	6404	23	32	28	206.3	148.3	248.2	203.9	278.4	228.7
<b>High School (9-12) Total</b>	<b>25726</b>	<b>30793</b>	<b>35469</b>				<b>1118.5</b>	<b>803.9</b>	<b>1338.9</b>	<b>1099.8</b>	<b>1542.1</b>	<b>1266.8</b>
<b>Total Enrollment</b>	<b>90469</b>	<b>108785</b>	<b>142171</b>									
Special Ed P-12				124.7421			725.2	725.2	872.1	872.1	1139.7	1139.7
EIPK				118.2594			59.7	59.7	75.3	75.3	100.8	100.8
EIP1-3				160.027			123.5	123.5	167.2	167.2	223.7	223.7
EIP4-5				309.9457			45.7	45.7	53.8	53.8	74.1	74.1
Other Elementary (Ratio to K-5)				90.98055			450.6	450.6	575.2	575.2	776.9	776.9
Other Middle (Ratio to Gr6-8)				54.86974			406.6	406.6	434.6	434.6	612.2	612.2
Instructional Specialists (Based on P-12)				292.68			309.1	309.1	371.7	371.7	485.8	485.8
Other Teachers				2030.091			44.6	44.6	53.6	53.6	70	70
Vocational Ed (Based on P-12)				545.8429			165.7	165.7	199.3	199.3	260.5	260.5
<b>Total</b>							<b>6812.2</b>	<b>5630.6</b>	<b>8252.3</b>	<b>7299.8</b>	<b>10887.9</b>	<b>9639.9</b>

## Heart of Georgia RESA

### Enrollment By Grade Level, FY92-FY03

RESA NAME	Fiscal Year	Pre-K	KK	Gr1	Gr2	Gr3	Gr4	Gr5	Gr6	Gr7	Gr8	Gr9	G10	Gr11	Gr12	P-12	K-5	Gr6-8
Heart of Georgia RESA	1992	7	1641	1767	1728	1778	1837	1866	1908	1823	1758	1988	1552	1408	1281	22342	10617	5489
Heart of Georgia RESA	1993	13	1717	1680	1692	1765	1781	1842	1876	1979	1779	1936	1639	1385	1275	22359	10477	5634
Heart of Georgia RESA	1994	32	1866	1779	1611	1701	1770	1799	1871	1918	1882	2054	1646	1482	1268	22679	10526	5671
Heart of Georgia RESA	1995	484	1838	1906	1667	1598	1696	1771	1831	1850	1893	2231	1648	1490	1332	23235	10476	5574
Heart of Georgia RESA	1996	1045	1928	1849	1761	1667	1603	1710	1780	1862	1820	2197	1782	1438	1334	23776	10518	5462
Heart of Georgia RESA	1997	1083	2021	1929	1763	1774	1699	1609	1779	1822	1769	2126	1676	1599	1254	23903	10795	5370
Heart of Georgia RESA	1998	1109	1848	2001	1848	1722	1771	1672	1667	1763	1781	2151	1636	1485	1397	23851	10862	5211
Heart of Georgia RESA	1999	1069	1814	1891	1895	1828	1784	1756	1797	1636	1717	2164	1596	1413	1340	23700	10968	5150
Heart of Georgia RESA	2000	1079	1745	1822	1808	1856	1859	1775	1862	1739	1626	2065	1679	1363	1315	23593	10865	5227
Heart of Georgia RESA	2001	1106	1777	1761	1729	1757	1889	1852	1870	1809	1727	1979	1564	1440	1284	23544	10765	5406
Heart of Georgia RESA	2002	1092	1710	1730	1724	1739	1786	1864	1960	1799	1732	2009	1578	1362	1327	23412	10553	5491
Heart of Georgia RESA	2003	1103	1815	1681	1673	1760	1769	1764	2005	1922	1782	1997	1663	1371	1301	23606	10462	5709

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

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
	1.008	1.625	0.999	0.96	0.993	1.021	0.991	1.065	0.973	0.982	1.19	0.78	0.863	0.93
Year	Pre-K	KK	Gr1	Gr2	Gr3	Gr4	Gr5	Gr6	Gr7	Gr8	Gr9	G10	Gr11	Gr12
2004	1112	1792	1708	1614	1661	1797	1753	1879	1951	1887	2121	1558	1435	1275
2005	1121	1807	1790	1640	1603	1696	1781	1867	1828	1916	2246	1654	1345	1335
2006	1130	1822	1805	1718	1629	1637	1681	1897	1817	1795	2280	1752	1427	1251
2007	1139	1836	1820	1733	1706	1663	1622	1790	1846	1784	2136	1778	1512	1327
2008	1148	1851	1834	1747	1721	1742	1648	1727	1742	1813	2123	1666	1534	1406
2009	1157	1866	1849	1761	1735	1757	1726	1755	1680	1711	2157	1656	1438	1427
2010	1166	1880	1864	1775	1749	1771	1741	1838	1708	1650	2036	1682	1429	1337
2011	1175	1895	1878	1789	1763	1786	1755	1854	1788	1677	1964	1588	1452	1329
2012	1184	1909	1893	1803	1776	1800	1770	1869	1804	1756	1996	1532	1370	1350
2013	1193	1924	1907	1817	1790	1813	1784	1885	1819	1772	2090	1557	1322	1274

# 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
	2003-04	2007-08	2012-13				2003-2004		2007-2008		2012-2013	
<b>Pre-K</b>	<b>1112</b>	<b>1121</b>	<b>1193</b>	<b>10</b>	<b>10</b>	<b>10</b>	<b>111.2</b>	<b>111.2</b>	<b>112.1</b>	<b>112.1</b>	<b>119.3</b>	<b>119.3</b>
Kindergarten	1792	1807	1924	15	20	18	119.5	89.6	120.5	100.4	128.3	106.9
Grade 1	1708	1834	1907	17	23	21	100.5	74.3	107.9	87.3	112.2	90.8
Grade 2	1614	1747	1817	17	23	21	94.9	70.2	102.8	83.2	106.9	86.5
Grade 3	1661	1721	1790	17	23	21	97.7	72.2	101.2	82	105.3	85.2
Grade 4	1797	1742	1813	23	32	28	78.1	56.2	75.7	62.2	78.8	64.8
Grade 5	1753	1648	1784	23	32	28	76.2	54.8	71.7	58.9	77.6	63.7
<b>Elem. Total (K-5)</b>	<b>10325</b>	<b>10499</b>	<b>11035</b>				<b>566.9</b>	<b>417.3</b>	<b>579.8</b>	<b>474</b>	<b>609.1</b>	<b>497.9</b>
Grade 6	1879	1727	1885	23	32	28	81.7	58.7	75.1	61.7	82	67.3
Grade 7	1951	1742	1819	23	32	28	84.8	61	75.7	62.2	79.1	65
Grade 8	1887	1813	1772	23	32	28	82	59	78.8	64.8	77	63.3
<b>Middle Total</b>	<b>5717</b>	<b>5282</b>	<b>5476</b>				<b>248.5</b>	<b>178.7</b>	<b>229.6</b>	<b>188.7</b>	<b>238.1</b>	<b>195.6</b>
Grade 9	2121	2123	2090	23	32	28	92.2	66.3	92.3	75.8	90.9	74.6
Grade 10	1558	1666	1557	23	32	28	67.7	48.7	72.4	59.5	67.7	55.6
Grade 11	1435	1534	1322	23	32	28	62.4	44.8	66.7	54.8	57.5	47.2
Grade 12	1275	1406	1274	23	32	28	55.4	39.8	61.1	50.2	55.4	45.5
<b>High School (9-12) Total</b>	<b>6389</b>	<b>6729</b>	<b>6243</b>				<b>277.7</b>	<b>199.6</b>	<b>292.5</b>	<b>240.3</b>	<b>271.5</b>	<b>222.9</b>
<b>Total Enrollment</b>	<b>23543</b>	<b>23631</b>	<b>23947</b>									
Special Ed P-12				130.1988			180.8	180.8	181.5	181.5	183.9	183.9
EIPK				105.0655			17.1	17.1	17.2	17.2	18.3	18.3
EIP1-3				136.9689			37.3	37.3	39.3	39.3	41.2	41.2
EIP4-5				165.6098			21.4	21.4	20.5	20.5	21.7	21.7
Other Elementary (Ratio to K-5)				186.3507			55.4	55.4	56.3	56.3	59.2	59.2
Other Middle (Ratio to Gr6-8)				45.90103			124.6	124.6	115.1	115.1	119.3	119.3
Instructional Specialists (Based on P-12)				387.9797			60.7	60.7	60.9	60.9	61.7	61.7
Other Teachers				2046.334			11.5	11.5	11.5	11.5	11.7	11.7
Vocational Ed (Based on P-12)				400.4172			58.8	58.8	59	59	59.8	59.8
<b>Total</b>							<b>1771.9</b>	<b>1474.4</b>	<b>1775.3</b>	<b>1576.4</b>	<b>1814.8</b>	<b>1612.5</b>



**Metro RESA**

**Enrollment By Grade Level, FY92-FY03**

RESA NAME	Fiscal Year	Pre-K	KK	Gr1	Gr2	Gr3	Gr4	Gr5	Gr6	Gr7	Gr8	Gr9	G10	Gr11	Gr12	P-12	K-5	Gr6-8
Metro RESA	1992	538	33109	33927	32742	32909	32672	32145	31923	29765	28251	32040	25971	23541	22363	391896	197504	89939
Metro RESA	1993	81	34352	35186	33567	33376	33619	33155	33035	31686	30578	32752	27329	23571	22456	404743	203255	95299
Metro RESA	1994	1146	35384	35987	35297	34300	34215	34356	33757	32830	32378	34705	27784	24865	22519	419523	209539	98965
Metro RESA	1995	1739	37621	36557	36401	35927	34868	34672	34411	33613	33412	37298	29170	24803	23472	433964	216046	101436
Metro RESA	1996	4054	38562	38623	37198	37134	36611	35657	34931	34564	34548	38688	30924	26181	23000	450675	223785	104043
Metro RESA	1997	4737	38650	40420	39306	37769	37829	37133	35844	35105	35765	40192	32109	27650	24105	466614	231107	106714
Metro RESA	1998	6018	38817	40236	41053	39770	38348	38134	37197	36158	35777	41417	33223	28248	25800	480196	236358	109132
Metro RESA	1999	6273	40027	40918	41008	41878	40168	39066	38555	37689	36939	41601	34307	29526	26868	494823	243065	113183
Metro RESA	2000	6726	39921	41666	41459	41647	42445	40961	39517	38810	38431	43758	34879	30577	26973	507770	248099	116758
Metro RESA	2001	7212	39763	41656	42154	42370	42172	42961	41326	39723	39405	45114	35909	31694	27289	518748	251076	120454
Metro RESA	2002	7241	40421	41616	42191	43107	42608	43056	43566	41785	40310	46291	37522	32749	28610	531073	252999	125661
Metro RESA	2003	7758	41645	41554	42081	42876	43218	43082	43804	43419	42007	47090	39042	34099	30056	541731	254456	129230

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

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
	1.055	6.057	1.043	1.014	1.019	1.009	1.017	1.013	1.007	1.015	1.173	0.832	0.902	0.916
Year	Pre-K	KK	Gr1	Gr2	Gr3	Gr4	Gr5	Gr6	Gr7	Gr8	Gr9	G10	Gr11	Gr12
2004	8185	46990	43436	42136	42881	43262	43953	43642	44111	44070	49274	39179	35216	31235
2005	8635	49577	49011	44044	42937	43267	43997	44524	43947	44773	51694	40996	35339	32258
2006	9110	52302	51709	49697	44881	43323	44003	44569	44836	44606	52519	43009	36978	32371
2007	9611	55179	54551	52433	50641	45285	44059	44575	44881	45509	52323	43696	38794	33872
2008	10140	58214	57552	55315	53429	51097	46055	44632	44887	45554	53382	43533	39414	35535
2009	10698	61418	60717	58358	56366	53910	51966	46654	44944	45560	53435	44414	39267	36103
2010	11286	64798	64059	61567	59467	56873	54826	52642	46981	45618	53442	44458	40061	35969
2011	11907	68359	67584	64956	62737	60002	57840	55539	53010	47686	53510	44464	40101	36696
2012	12562	72121	71298	68530	66190	63302	61022	58592	55928	53805	55936	44520	40107	36733
2013	13253	76088	75222	72296	69832	66786	64378	61815	59002	56767	63113	46539	40157	36738

# 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
	2003-04	2007-08	2012-13				2003-2004		2007-2008		2012-2013	
<b>Pre-K</b>	<b>8185</b>	<b>10140</b>	<b>13253</b>	<b>10</b>	<b>10</b>	<b>10</b>	<b>818.5</b>	<b>818.5</b>	<b>1014</b>	<b>1014</b>	<b>1325.3</b>	<b>1325.3</b>
Kindergarten	46990	58214	76088	15	20	18	3132.7	2349.5	3880.9	3234.1	5072.5	4227.1
Grade 1	43436	57552	75222	17	23	21	2555.1	1888.5	3385.4	2740.6	4424.8	3582
Grade 2	42136	55315	72296	17	23	21	2478.6	1832	3253.8	2634	4252.7	3442.7
Grade 3	42881	53429	69832	17	23	21	2522.4	1864.4	3142.9	2544.2	4107.8	3325.3
Grade 4	43262	51097	66786	23	32	28	1881	1351.9	2221.6	1824.9	2903.7	2385.2
Grade 5	43953	46055	64378	23	32	28	1911	1373.5	2002.4	1644.8	2799	2299.2
<b>Elem. Total (K-5)</b>	<b>262658</b>	<b>321662</b>	<b>424602</b>				<b>14480.8</b>	<b>10659.8</b>	<b>17887</b>	<b>14622.6</b>	<b>23560.5</b>	<b>19261.5</b>
Grade 6	43642	44632	61815	23	32	28	1897.5	1363.8	1940.5	1594	2687.6	2207.7
Grade 7	44111	44887	59002	23	32	28	1917.9	1378.5	1951.6	1603.1	2565.3	2107.2
Grade 8	44070	45554	56767	23	32	28	1916.1	1377.2	1980.6	1626.9	2468.1	2027.4
<b>Middle Total</b>	<b>131823</b>	<b>135073</b>	<b>177584</b>				<b>5731.5</b>	<b>4119.5</b>	<b>5872.7</b>	<b>4824</b>	<b>7721</b>	<b>6342.3</b>
Grade 9	49274	53382	63113	23	32	28	2142.3	1539.8	2321	1906.5	2744	2254
Grade 10	39179	43533	46539	23	32	28	1703.4	1224.3	1892.7	1554.8	2023.4	1662.1
Grade 11	35216	39414	40157	23	32	28	1531.1	1100.5	1713.7	1407.6	1746	1434.2
Grade 12	31235	35535	36738	23	32	28	1358	976.1	1545	1269.1	1597.3	1312.1
<b>High School (9-12) Total</b>	<b>154904</b>	<b>171864</b>	<b>186547</b>				<b>6734.8</b>	<b>4840.7</b>	<b>7472.4</b>	<b>6138</b>	<b>8110.7</b>	<b>6662.4</b>
<b>Total Enrollment</b>	<b>557570</b>	<b>638739</b>	<b>801986</b>									
Special Ed P-12				117.3601			4750.9	4750.9	5442.6	5442.6	6833.5	6833.5
EIPK				197.2701			238.2	238.2	295.1	295.1	385.7	385.7
EIP1-3				195.2563			678.9	678.9	876.2	876.2	1145.2	1145.2
EIP4-5				703.6764			123.9	123.9	138.1	138.1	186.4	186.4
Other Elementary (Ratio to K-5)				133.2508			1971.2	1971.2	2414	2414	3186.5	3186.5
Other Middle (Ratio to Gr6-8)				48.08886			2741.2	2741.2	2808.8	2808.8	3692.8	3692.8
Instructional Specialists (Based on P-12)				249.1146			2238.2	2238.2	2564	2564	3219.3	3219.3
Other Teachers				4263.849			130.8	130.8	149.8	149.8	188.1	188.1
Vocational Ed (Based on P-12)				711.2059			784	784	898.1	898.1	1127.6	1127.6
<b>Total</b>							<b>41422.9</b>	<b>34095.8</b>	<b>47832.8</b>	<b>42185.3</b>	<b>60682.6</b>	<b>53556.6</b>

## Middle Georgia RESA

### Enrollment By Grade Level, FY92-FY03

RESA NAME	Fiscal Year	Pre-K	KK	Gr1	Gr2	Gr3	Gr4	Gr5	Gr6	Gr7	Gr8	Gr9	G10	Gr11	Gr12	P-12	K-5	Gr6-8
Middle Georgia RESA	1992	53	4658	4715	4626	4459	4954	4713	4701	4573	4229	4906	3650	3237	2881	56355	28125	13503
Middle Georgia RESA	1993	28	4340	4598	4627	4603	4439	4929	4731	4672	4413	4641	3564	3148	2903	55636	27536	13816
Middle Georgia RESA	1994	263	4767	4715	4675	4711	4746	4512	5012	4685	4785	5581	3732	3295	2850	58329	28126	14482
Middle Georgia RESA	1995	647	5012	4800	4741	4694	4714	4704	4609	4933	4555	5780	3940	3341	2872	59342	28665	14097
Middle Georgia RESA	1996	1490	5171	5007	4719	4723	4752	4744	4817	4543	4619	5854	4099	3418	2876	60832	29116	13979
Middle Georgia RESA	1997	1489	5024	5157	4958	4793	4706	4743	4832	4808	4345	5986	4170	3589	2825	61425	29381	13985
Middle Georgia RESA	1998	1578	4976	5150	5161	4994	4764	4741	4787	4734	4567	5766	4169	3751	2810	61948	29786	14088
Middle Georgia RESA	1999	1581	4946	5001	5139	5090	5028	4849	4820	4850	4551	5853	4035	3746	3070	62559	30053	14221
Middle Georgia RESA	2000	1587	4859	4972	4924	5179	5121	4991	4875	4864	4552	5850	4236	3628	3107	62745	30046	14291
Middle Georgia RESA	2001	1634	4851	4912	4948	4973	5134	5180	4977	4804	4668	5789	4293	3820	2893	62876	29998	14449
Middle Georgia RESA	2002	1659	4598	4950	4960	5022	5034	5215	5301	4965	4678	5812	4288	3743	3098	63323	29779	14944
Middle Georgia RESA	2003	1721	4707	4806	4975	5079	5054	5131	5268	5258	4862	5833	4433	3713	3189	64029	29752	15388

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

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
	1.022	2.983	1.017	0.998	1.009	1.005	1.011	1.011	0.999	0.963	1.266	0.732	0.887	0.822
Year	Pre-K	KK	Gr1	Gr2	Gr3	Gr4	Gr5	Gr6	Gr7	Gr8	Gr9	G10	Gr11	Gr12
2004	1759	5134	4787	4796	5020	5104	5110	5187	5263	5063	6155	4270	3932	3052
2005	1798	5247	5221	4777	4839	5045	5160	5166	5182	5068	6410	4505	3787	3232
2006	1838	5363	5336	5211	4820	4863	5100	5217	5161	4990	6416	4692	3996	3113
2007	1878	5483	5454	5325	5258	4844	4916	5156	5212	4970	6317	4697	4162	3285
2008	1919	5602	5576	5443	5373	5284	4897	4970	5151	5019	6292	4624	4166	3421
2009	1961	5724	5697	5565	5492	5400	5342	4951	4965	4960	6354	4606	4101	3424
2010	2004	5850	5821	5686	5615	5519	5459	5401	4946	4781	6279	4651	4086	3371
2011	2048	5978	5949	5809	5737	5643	5580	5519	5396	4763	6053	4596	4125	3359
2012	2093	6109	6080	5937	5861	5766	5705	5641	5513	5196	6030	4431	4077	3391
2013	2139	6243	6213	6068	5990	5890	5829	5768	5635	5309	6578	4414	3930	3351

# 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
	2003-04	2007-08	2012-13				2003-2004		2007-2008		2012-2013	
<b>Pre-K</b>	<b>1759</b>	<b>1919</b>	<b>2139</b>	<b>10</b>	<b>10</b>	<b>10</b>	<b>175.9</b>	<b>175.9</b>	<b>191.9</b>	<b>191.9</b>	<b>213.9</b>	<b>213.9</b>
Kindergarten	5134	5602	6243	15	20	18	342.3	256.7	373.5	311.2	416.2	346.8
Grade 1	4787	5576	6213	17	23	21	281.6	208.1	328	265.5	365.5	295.9
Grade 2	4796	5443	6068	17	23	21	282.1	208.5	320.2	259.2	356.9	289
Grade 3	5020	5373	5990	17	23	21	295.3	218.3	316.1	255.9	352.4	285.2
Grade 4	5104	5284	5890	23	32	28	221.9	159.5	229.7	188.7	256.1	210.4
Grade 5	5110	4897	5829	23	32	28	222.2	159.7	212.9	174.9	253.4	208.2
<b>Elem. Total (K-5)</b>	<b>29951</b>	<b>32175</b>	<b>36233</b>				<b>1645.4</b>	<b>1210.8</b>	<b>1780.4</b>	<b>1455.4</b>	<b>2000.5</b>	<b>1635.5</b>
Grade 6	5187	4970	5768	23	32	28	225.5	162.1	216.1	177.5	250.8	206
Grade 7	5263	5151	5635	23	32	28	228.8	164.5	224	184	245	201.3
Grade 8	5063	5019	5309	23	32	28	220.1	158.2	218.2	179.3	230.8	189.6
<b>Middle Total</b>	<b>15513</b>	<b>15140</b>	<b>16712</b>				<b>674.4</b>	<b>484.8</b>	<b>658.3</b>	<b>540.8</b>	<b>726.6</b>	<b>596.9</b>
Grade 9	6155	6292	6578	23	32	28	267.6	192.3	273.6	224.7	286	234.9
Grade 10	4270	4624	4414	23	32	28	185.7	133.4	201	165.1	191.9	157.6
Grade 11	3932	4166	3930	23	32	28	171	122.9	181.1	148.8	170.9	140.4
Grade 12	3052	3421	3351	23	32	28	132.7	95.4	148.7	122.2	145.7	119.7
<b>High School (9-12) Total</b>	<b>17409</b>	<b>18503</b>	<b>18273</b>				<b>757</b>	<b>544</b>	<b>804.4</b>	<b>660.8</b>	<b>794.5</b>	<b>652.6</b>
<b>Total Enrollment</b>	<b>64632</b>	<b>67737</b>	<b>73357</b>									
Special Ed P-12				126.4217			511.2	511.2	535.8	535.8	580.3	580.3
EIPK				261.782			19.6	19.6	21.4	21.4	23.8	23.8
EIP1-3				273.4428			53.4	53.4	59.9	59.9	66.8	66.8
EIP4-5				313.7406			32.6	32.6	32.5	32.5	37.4	37.4
Other Elementary (Ratio to K-5)				225.8943			132.6	132.6	142.4	142.4	160.4	160.4
Other Middle (Ratio to Gr6-8)				88.48206			175.3	175.3	171.1	171.1	188.9	188.9
Instructional Specialists (Based on P-12)				299.0942			216.1	216.1	226.5	226.5	245.3	245.3
Other Teachers				2069.755			31.2	31.2	32.7	32.7	35.4	35.4
Vocational Ed (Based on P-12)				504.001			128.2	128.2	134.4	134.4	145.5	145.5
<b>Total</b>							<b>4552.9</b>	<b>3715.7</b>	<b>4791.7</b>	<b>4205.6</b>	<b>5219.3</b>	<b>4582.7</b>

## North Georgia RESA

### Enrollment By Grade Level, FY92-FY03

RESA NAME	Fiscal Year	Pre-K	KK	Gr1	Gr2	Gr3	Gr4	Gr5	Gr6	Gr7	Gr8	Gr9	G10	Gr11	Gr12	P-12	K-5	Gr6-8
North Georgia RESA	1992	26	3942	3845	3818	3598	3667	3613	3598	3532	3397	3549	3051	2600	2174	44410	22483	10527
North Georgia RESA	1993	7	4133	3946	3823	3909	3681	3693	3664	3648	3516	3726	3076	2696	2220	45738	23185	10828
North Georgia RESA	1994	104	4255	4127	3986	3908	3971	3740	3804	3749	3603	3808	3272	2774	2226	47327	23987	11156
North Georgia RESA	1995	224	4471	4329	4086	4129	3968	4025	3869	3817	3808	3870	3303	2902	2315	49116	25008	11494
North Georgia RESA	1996	327	4755	4572	4374	4204	4202	4057	4097	3972	3869	4100	3375	2983	2334	51221	26164	11938
North Georgia RESA	1997	478	4683	4846	4600	4446	4322	4305	4195	4167	4021	4238	3564	3083	2458	53406	27202	12383
North Georgia RESA	1998	589	4607	4705	4828	4685	4532	4394	4416	4234	4228	4377	3666	3247	2458	54966	27751	12878
North Georgia RESA	1999	685	4841	4660	4724	4867	4747	4575	4487	4420	4281	4695	3749	3455	2611	56797	28414	13188
North Georgia RESA	2000	756	4774	4852	4657	4784	4934	4848	4654	4598	4548	4690	4002	3582	2749	58428	28849	13800
North Georgia RESA	2001	756	5066	4974	4934	4781	4954	5035	4990	4865	4646	5093	4116	3633	2708	60551	29744	14501
North Georgia RESA	2002	734	5294	5105	5018	5056	4857	5027	5122	5098	4867	5268	4407	3800	2967	62620	30357	15087
North Georgia RESA	2003	940	5450	5364	5086	5141	5110	4981	5168	5202	5171	5516	4687	3970	3123	64909	31132	15541

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

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
	1.089	7.263	1.015	1.005	1.019	1.018	1.018	1.023	1.022	1.013	1.119	0.868	0.926	0.799
Year	Pre-K	KK	Gr1	Gr2	Gr3	Gr4	Gr5	Gr6	Gr7	Gr8	Gr9	G10	Gr11	Gr12
2004	1024	6827	5532	5391	5183	5234	5202	5096	5282	5270	5786	4788	4340	3172
2005	1115	7437	6929	5560	5493	5276	5328	5322	5208	5351	5897	5022	4434	3468
2006	1214	8098	7549	6964	5666	5592	5371	5451	5439	5276	5988	5119	4650	3543
2007	1322	8817	8219	7587	7096	5768	5693	5495	5571	5510	5904	5198	4740	3715
2008	1440	9602	8949	8260	7731	7224	5872	5824	5616	5643	6166	5125	4813	3787
2009	1568	10459	9746	8994	8417	7870	7354	6007	5952	5689	6315	5352	4746	3846
2010	1708	11388	10616	9795	9165	8569	8012	7523	6139	6029	6366	5481	4956	3792
2011	1860	12405	11559	10669	9981	9330	8723	8196	7689	6219	6746	5526	5075	3960
2012	2026	13509	12591	11617	10872	10161	9498	8924	8376	7789	6959	5856	5117	4055
2013	2206	14715	13712	12654	11838	11068	10344	9716	9120	8485	8716	6040	5423	4088

# 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
	2003-04	2007-08	2012-13				2003-2004		2007-2008		2012-2013	
<b>Pre-K</b>	<b>1024</b>	<b>1440</b>	<b>2206</b>	<b>10</b>	<b>10</b>	<b>10</b>	<b>102.4</b>	<b>102.4</b>	<b>144</b>	<b>144</b>	<b>220.6</b>	<b>220.6</b>
Kindergarten	6827	9602	14715	15	20	18	455.1	341.4	640.1	533.4	981	817.5
Grade 1	5532	8949	13712	17	23	21	325.4	240.5	526.4	426.1	806.6	653
Grade 2	5391	8260	12654	17	23	21	317.1	234.4	485.9	393.3	744.4	602.6
Grade 3	5183	7731	11838	17	23	21	304.9	225.3	454.8	368.1	696.4	563.7
Grade 4	5234	7224	11068	23	32	28	227.6	163.6	314.1	258	481.2	395.3
Grade 5	5202	5872	10344	23	32	28	226.2	162.6	255.3	209.7	449.7	369.4
<b>Elem. Total (K-5)</b>	<b>33369</b>	<b>47638</b>	<b>74331</b>				<b>1856.3</b>	<b>1367.8</b>	<b>2676.6</b>	<b>2188.6</b>	<b>4159.3</b>	<b>3401.5</b>
Grade 6	5096	5824	9716	23	32	28	221.6	159.3	253.2	208	422.4	347
Grade 7	5282	5616	9120	23	32	28	229.7	165.1	244.2	200.6	396.5	325.7
Grade 8	5270	5643	8485	23	32	28	229.1	164.7	245.3	201.5	368.9	303
<b>Middle Total</b>	<b>15648</b>	<b>17083</b>	<b>27321</b>				<b>680.4</b>	<b>489.1</b>	<b>742.7</b>	<b>610.1</b>	<b>1187.8</b>	<b>975.7</b>
Grade 9	5786	6166	8716	23	32	28	251.6	180.8	268.1	220.2	379	311.3
Grade 10	4788	5125	6040	23	32	28	208.2	149.6	222.8	183	262.6	215.7
Grade 11	4340	4813	5423	23	32	28	188.7	135.6	209.3	171.9	235.8	193.7
Grade 12	3172	3787	4088	23	32	28	137.9	99.1	164.7	135.3	177.7	146
<b>High School (9-12) Total</b>	<b>18086</b>	<b>19891</b>	<b>24267</b>				<b>786.4</b>	<b>565.1</b>	<b>864.9</b>	<b>710.4</b>	<b>1055.1</b>	<b>866.7</b>
<b>Total Enrollment</b>	<b>68127</b>	<b>86052</b>	<b>128125</b>									
Special Ed P-12				123.9807			549.5	549.5	694.1	694.1	1033.4	1033.4
EIPK				222.124			30.7	30.7	43.2	43.2	66.2	66.2
EIP1-3				172.891			93.2	93.2	144.3	144.3	221	221
EIP4-5				132.5471			78.7	78.7	98.8	98.8	161.5	161.5
Other Elementary (Ratio to K-5)				179.5165			185.9	185.9	265.4	265.4	414.1	414.1
Other Middle (Ratio to Gr6-8)				80.16906			195.2	195.2	213.1	213.1	340.8	340.8
Instructional Specialists (Based on P-12)				259.2584			262.8	262.8	331.9	331.9	494.2	494.2
Other Teachers				4433.908			15.4	15.4	19.4	19.4	28.9	28.9
Vocational Ed (Based on P-12)				400.2939			170.2	170.2	215	215	320.1	320.1
<b>Total</b>							<b>5007.1</b>	<b>4106</b>	<b>6453.4</b>	<b>5678.3</b>	<b>9703</b>	<b>8544.7</b>

## Northeast Georgia RESA

### Enrollment By Grade Level, FY92-FY03

RESA NAME	Fiscal Year	Pre-K	KK	Gr1	Gr2	Gr3	Gr4	Gr5	Gr6	Gr7	Gr8	Gr9	G10	Gr11	Gr12	P-12	K-5	Gr6-8
Northeast Georgia RESA	1992	57	4090	4130	4032	4100	4065	4071	4086	4231	3631	4420	3148	2643	2396	49100	24488	11948
Northeast Georgia RESA	1993	24	4196	4118	4124	4044	4125	4065	4138	4093	3974	4378	3338	2643	2540	49800	24672	12205
Northeast Georgia RESA	1994	425	4269	4170	4094	4254	4003	4118	4133	4219	3972	4743	3426	2830	2448	51104	24908	12324
Northeast Georgia RESA	1995	751	4537	4266	4129	4213	4191	4028	4219	4203	4199	4796	3648	2907	2518	52605	25364	12621
Northeast Georgia RESA	1996	1273	4736	4544	4256	4251	4162	4271	4144	4293	4139	5004	3704	3008	2558	54343	26220	12576
Northeast Georgia RESA	1997	1433	4708	4763	4475	4406	4187	4201	4450	4242	4301	4983	3878	3053	2602	55682	26740	12993
Northeast Georgia RESA	1998	1378	4741	4800	4767	4639	4372	4199	4440	4448	4366	5276	3829	3115	2632	57002	27518	13254
Northeast Georgia RESA	1999	1478	4699	4778	4701	4882	4588	4392	4366	4460	4482	5158	3906	3190	2752	57832	28040	13308
Northeast Georgia RESA	2000	1556	4583	4801	4739	4878	4855	4643	4507	4422	4534	5214	4011	3307	2883	58933	28499	13463
Northeast Georgia RESA	2001	1592	4715	4717	4806	4842	4851	4991	4825	4629	4543	5257	4296	3402	2995	60461	28922	13997
Northeast Georgia RESA	2002	1694	4573	4891	4747	4838	4904	4957	5077	4895	4786	5494	4355	3479	2955	61645	28910	14758
Northeast Georgia RESA	2003	1710	4760	4614	4864	4815	4936	4940	5027	5108	4964	5571	4463	3781	3198	62751	28929	15099

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

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
	1.037	3.045	1.021	0.995	1.021	1.002	1.015	1.027	1.013	1.02	1.176	0.797	0.841	0.896
Year	Pre-K	KK	Gr1	Gr2	Gr3	Gr4	Gr5	Gr6	Gr7	Gr8	Gr9	G10	Gr11	Gr12
2004	1773	5207	4860	4591	4966	4825	5010	5073	5092	5210	5838	4440	3753	3388
2005	1839	5399	5316	4836	4687	4976	4897	5145	5139	5194	6127	4653	3734	3363
2006	1907	5600	5512	5289	4938	4696	5051	5029	5212	5242	6108	4883	3913	3346
2007	1978	5807	5718	5484	5400	4948	4766	5187	5094	5316	6165	4868	4107	3506
2008	2051	6023	5929	5689	5599	5411	5022	4895	5254	5196	6252	4914	4094	3680
2009	2127	6245	6149	5899	5808	5610	5492	5158	4959	5359	6110	4983	4133	3668
2010	2206	6477	6376	6118	6023	5820	5694	5640	5225	5058	6302	4870	4191	3703
2011	2288	6717	6613	6344	6246	6035	5907	5848	5713	5330	5948	5023	4096	3755
2012	2373	6967	6858	6580	6477	6258	6126	6066	5924	5827	6268	4741	4224	3670
2013	2461	7226	7113	6824	6718	6490	6352	6291	6145	6042	6853	4996	3987	3785

# 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
	2003-04	2007-08	2012-13				2003-2004		2007-2008		2012-2013	
<b>Pre-K</b>	<b>1773</b>	<b>2051</b>	<b>2461</b>	<b>10</b>	<b>10</b>	<b>10</b>	<b>177.3</b>	<b>177.3</b>	<b>205.1</b>	<b>205.1</b>	<b>246.1</b>	<b>246.1</b>
Kindergarten	5207	6023	7226	15	20	18	347.1	260.4	401.5	334.6	481.7	401.4
Grade 1	4860	5929	7113	17	23	21	285.9	211.3	348.8	282.3	418.4	338.7
Grade 2	4591	5689	6824	17	23	21	270.1	199.6	334.6	270.9	401.4	325
Grade 3	4966	5599	6718	17	23	21	292.1	215.9	329.4	266.6	395.2	319.9
Grade 4	4825	5411	6490	23	32	28	209.8	150.8	235.3	193.3	282.2	231.8
Grade 5	5010	5022	6352	23	32	28	217.8	156.6	218.3	179.4	276.2	226.9
<b>Elem. Total (K-5)</b>	<b>29459</b>	<b>33673</b>	<b>40723</b>				<b>1622.8</b>	<b>1194.6</b>	<b>1867.9</b>	<b>1527.1</b>	<b>2255.1</b>	<b>1843.7</b>
Grade 6	5073	4895	6291	23	32	28	220.6	158.5	212.8	174.8	273.5	224.7
Grade 7	5092	5254	6145	23	32	28	221.4	159.1	228.4	187.6	267.2	219.5
Grade 8	5210	5196	6042	23	32	28	226.5	162.8	225.9	185.6	262.7	215.8
<b>Middle Total</b>	<b>15375</b>	<b>15345</b>	<b>18478</b>				<b>668.5</b>	<b>480.4</b>	<b>667.1</b>	<b>548</b>	<b>803.4</b>	<b>660</b>
Grade 9	5838	6252	6853	23	32	28	253.8	182.4	271.8	223.3	298	244.8
Grade 10	4440	4914	4996	23	32	28	193	138.8	213.7	175.5	217.2	178.4
Grade 11	3753	4094	3987	23	32	28	163.2	117.3	178	146.2	173.3	142.4
Grade 12	3388	3680	3785	23	32	28	147.3	105.9	160	131.4	164.6	135.2
<b>High School (9-12) Total</b>	<b>17419</b>	<b>18940</b>	<b>19621</b>				<b>757.3</b>	<b>544.4</b>	<b>823.5</b>	<b>676.4</b>	<b>853.1</b>	<b>700.8</b>
<b>Total Enrollment</b>	<b>64026</b>	<b>70009</b>	<b>81283</b>									
Special Ed P-12				102.7498			623.1	623.1	681.4	681.4	791.1	791.1
EIPK				67.08207			77.6	77.6	89.8	89.8	107.7	107.7
EIP1-3				101.8721			141.5	141.5	169	169	202.8	202.8
EIP4-5				161.5079			60.9	60.9	64.6	64.6	79.5	79.5
Other Elementary (Ratio to K-5)				138.6296			212.5	212.5	242.9	242.9	293.8	293.8
Other Middle (Ratio to Gr6-8)				63.12733			243.6	243.6	243.1	243.1	292.7	292.7
Instructional Specialists (Based on P-12)				313.798			204	204	223.1	223.1	259	259
Other Teachers				2188.411			29.3	29.3	32	32	37.1	37.1
Vocational Ed (Based on P-12)				452.8966			141.4	141.4	154.6	154.6	179.5	179.5
<b>Total</b>							<b>4959.8</b>	<b>4130.6</b>	<b>5464.1</b>	<b>4857.1</b>	<b>6400.9</b>	<b>5693.8</b>



## Northwest Georgia RESA

### Enrollment By Grade Level, FY92-FY03

RESA NAME	Fiscal Year	Pre-K	KK	Gr1	Gr2	Gr3	Gr4	Gr5	Gr6	Gr7	Gr8	Gr9	G10	Gr11	Gr12	P-12	K-5	Gr6-8
Northwest Georgia RESA	1992	20	6108	6505	6147	6086	6241	6303	6162	6049	5538	6418	4917	4219	3896	74609	37390	17749
Northwest Georgia RESA	1993	32	6434	6375	6261	6101	6144	6175	6392	6260	5923	6292	5151	4200	3726	75466	37490	18575
Northwest Georgia RESA	1994	262	6638	6673	6279	6328	6210	6245	6287	6520	6161	6800	5051	4270	3780	77504	38373	18968
Northwest Georgia RESA	1995	831	6995	6969	6475	6320	6401	6328	6377	6386	6435	7144	5262	4134	3783	79840	39488	19198
Northwest Georgia RESA	1996	1906	7342	7359	6799	6539	6453	6535	6532	6445	6374	7404	5327	4314	3521	82850	41027	19351
Northwest Georgia RESA	1997	2060	7515	7609	7193	6864	6645	6586	6718	6652	6457	7491	5762	4493	3804	85849	42412	19827
Northwest Georgia RESA	1998	2201	7404	7879	7524	7311	6929	6777	6768	6760	6674	7157	6138	4992	3946	88460	43824	20202
Northwest Georgia RESA	1999	2341	7417	7691	7604	7629	7446	7046	6918	6910	6802	7519	5833	5090	4179	90425	44833	20630
Northwest Georgia RESA	2000	2379	7405	7737	7599	7722	7727	7558	7206	7132	6865	7906	6114	4886	4189	92425	45748	21203
Northwest Georgia RESA	2001	2498	7679	7784	7621	7759	7813	7930	7851	7378	7271	7829	6547	5238	4205	95403	46586	22500
Northwest Georgia RESA	2002	2779	7674	7878	7686	7779	7948	7943	8140	7998	7413	8151	6482	5645	4575	98091	46908	23551
Northwest Georgia RESA	2003	2788	7787	7951	7781	7811	7880	8078	8227	8245	7980	8496	6765	5683	4795	100267	47288	24452

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

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
	1.045	3.127	1.039	0.983	1.018	1.016	1.015	1.029	1.021	1.004	1.139	0.823	0.853	0.849
Year	Pre-K	KK	Gr1	Gr2	Gr3	Gr4	Gr5	Gr6	Gr7	Gr8	Gr9	G10	Gr11	Gr12
2004	2913	8718	8091	7816	7921	7936	7998	8312	8400	8278	9089	6992	5771	4825
2005	3044	9109	9058	7953	7957	8048	8055	8230	8487	8434	9429	7480	5964	4900
2006	3181	9519	9464	8904	8096	8084	8169	8289	8403	8521	9606	7760	6380	5063
2007	3324	9947	9890	9303	9064	8226	8205	8406	8463	8437	9705	7906	6619	5417
2008	3474	10394	10335	9722	9470	9209	8349	8443	8583	8497	9610	7987	6744	5620
2009	3630	10863	10799	10159	9897	9622	9347	8591	8620	8617	9678	7909	6813	5726
2010	3793	11351	11287	10615	10342	10055	9766	9618	8771	8654	9815	7965	6746	5784
2011	3964	11861	11794	11095	10806	10507	10206	10049	9820	8806	9857	8078	6794	5727
2012	4142	12395	12324	11594	11295	10979	10665	10502	10260	9859	10030	8112	6891	5768
2013	4328	12952	12878	12114	11803	11476	11144	10974	10723	10301	11229	8255	6920	5850

# 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
	2003-04	2007-08	2012-13				2003-2004		2007-2008		2012-2013	
<b>Pre-K</b>	<b>2913</b>	<b>3474</b>	<b>4328</b>	<b>10</b>	<b>10</b>	<b>10</b>	<b>291.3</b>	<b>291.3</b>	<b>347.4</b>	<b>347.4</b>	<b>432.8</b>	<b>432.8</b>
Kindergarten	8718	10394	12952	15	20	18	581.2	435.9	692.9	577.4	863.5	719.6
Grade 1	8091	10335	12878	17	23	21	475.9	351.8	607.9	492.1	757.5	613.2
Grade 2	7816	9722	12114	17	23	21	459.8	339.8	571.9	463	712.6	576.9
Grade 3	7921	9470	11803	17	23	21	465.9	344.4	557.1	451	694.3	562
Grade 4	7936	9209	11476	23	32	28	345	248	400.4	328.9	499	409.9
Grade 5	7998	8349	11144	23	32	28	347.7	249.9	363	298.2	484.5	398
<b>Elem. Total (K-5)</b>	<b>48480</b>	<b>57479</b>	<b>72367</b>				<b>2675.5</b>	<b>1969.8</b>	<b>3193.2</b>	<b>2610.6</b>	<b>4011.4</b>	<b>3279.6</b>
Grade 6	8312	8443	10974	23	32	28	361.4	259.8	367.1	301.5	477.1	391.9
Grade 7	8400	8583	10723	23	32	28	365.2	262.5	373.2	306.5	466.2	383
Grade 8	8278	8497	10301	23	32	28	359.9	258.7	369.4	303.5	447.9	367.9
<b>Middle Total</b>	<b>24990</b>	<b>25523</b>	<b>31998</b>				<b>1086.5</b>	<b>781</b>	<b>1109.7</b>	<b>911.5</b>	<b>1391.2</b>	<b>1142.8</b>
Grade 9	9089	9610	11229	23	32	28	395.2	284	417.8	343.2	488.2	401
Grade 10	6992	7987	8255	23	32	28	304	218.5	347.3	285.3	358.9	294.8
Grade 11	5771	6744	6920	23	32	28	250.9	180.3	293.2	240.9	300.9	247.1
Grade 12	4825	5620	5850	23	32	28	209.8	150.8	244.3	200.7	254.3	208.9
<b>High School (9-12) Total</b>	<b>26677</b>	<b>29961</b>	<b>32254</b>				<b>1159.9</b>	<b>833.6</b>	<b>1302.6</b>	<b>1070.1</b>	<b>1402.3</b>	<b>1151.8</b>
<b>Total Enrollment</b>	<b>103060</b>	<b>116437</b>	<b>140947</b>									
Special Ed P-12				123.6054			833.8	833.8	942	942	1140.3	1140.3
EIPK				63.94293			136.3	136.3	162.6	162.6	202.6	202.6
EIP1-3				87.12049			273.5	273.5	338.9	338.9	422.3	422.3
EIP4-5				134.9103			118.1	118.1	130.1	130.1	167.7	167.7
Other Elementary (Ratio to K-5)				196.6129			246.6	246.6	292.3	292.3	368.1	368.1
Other Middle (Ratio to Gr6-8)				81.76294			305.6	305.6	312.2	312.2	391.4	391.4
Instructional Specialists (Based on P-12)				262.334			392.9	392.9	443.9	443.9	537.3	537.3
Other Teachers				2955.193			34.9	34.9	39.4	39.4	47.7	47.7
Vocational Ed (Based on P-12)				444.7631			231.7	231.7	261.8	261.8	316.9	316.9
<b>Total</b>							<b>7786.6</b>	<b>6449.1</b>	<b>8876.1</b>	<b>7862.8</b>	<b>10832</b>	<b>9601.3</b>

## Oconee RESA

### Enrollment By Grade Level, FY92-FY03

RESA NAME	Fiscal Year	Pre-K	KK	Gr1	Gr2	Gr3	Gr4	Gr5	Gr6	Gr7	Gr8	Gr9	G10	Gr11	Gr12	P-12	K-5	Gr6-8
Oconee RESA	1992	6	1573	1658	1686	1661	1684	1668	1670	1529	1432	1661	1208	1027	1028	19491	9930	4631
Oconee RESA	1993	9	1542	1630	1569	1659	1664	1710	1634	1634	1473	1652	1281	1018	980	19455	9774	4741
Oconee RESA	1994	90	1527	1616	1603	1541	1660	1629	1711	1560	1577	1812	1254	1140	958	19678	9576	4848
Oconee RESA	1995	254	1672	1625	1539	1595	1557	1662	1570	1665	1501	1953	1326	1041	998	19958	9650	4736
Oconee RESA	1996	420	1552	1630	1556	1483	1558	1526	1605	1521	1559	1956	1334	1072	890	19662	9305	4685
Oconee RESA	1997	419	1673	1638	1561	1513	1483	1560	1495	1593	1481	2034	1319	1147	931	19847	9428	4569
Oconee RESA	1998	508	1635	1709	1583	1521	1519	1509	1553	1462	1565	2025	1341	1093	1071	20094	9476	4580
Oconee RESA	1999	529	1558	1695	1621	1541	1547	1531	1482	1530	1442	1987	1352	1149	1014	19978	9493	4454
Oconee RESA	2000	568	1571	1560	1637	1617	1547	1529	1591	1462	1449	1818	1385	1173	1090	19997	9461	4502
Oconee RESA	2001	447	1520	1585	1489	1582	1627	1545	1528	1531	1469	1784	1338	1234	1053	19732	9348	4528
Oconee RESA	2002	553	1388	1560	1537	1495	1586	1624	1524	1483	1492	1723	1363	1166	1119	19613	9190	4499
Oconee RESA	2003	412	1452	1429	1472	1512	1517	1557	1585	1524	1414	1720	1337	1192	1027	19150	8939	4523

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

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
	0.961	2.889	1.021	0.956	0.985	1.009	0.995	0.997	0.969	0.973	1.217	0.728	0.872	0.912
Year	Pre-K	KK	Gr1	Gr2	Gr3	Gr4	Gr5	Gr6	Gr7	Gr8	Gr9	G10	Gr11	Gr12
2004	396	1190	1482	1366	1450	1526	1509	1552	1536	1483	1721	1252	1166	1087
2005	381	1144	1215	1417	1346	1463	1518	1504	1504	1495	1805	1253	1092	1063
2006	366	1101	1168	1162	1396	1358	1456	1513	1457	1463	1819	1314	1093	996
2007	352	1057	1124	1117	1145	1409	1351	1452	1466	1418	1780	1324	1146	997
2008	338	1017	1079	1075	1100	1155	1402	1347	1407	1426	1726	1296	1155	1045
2009	325	976	1038	1032	1059	1110	1149	1398	1305	1369	1735	1257	1130	1053
2010	312	939	996	992	1017	1069	1104	1146	1355	1270	1666	1263	1096	1031
2011	300	901	959	952	977	1026	1064	1101	1110	1318	1546	1213	1101	1000
2012	288	867	920	917	938	986	1021	1061	1067	1080	1604	1125	1058	1004
2013	277	832	885	880	903	946	981	1018	1028	1038	1314	1168	981	965

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
	2003-04	2007-08	2012-13				2003-2004		2007-2008		2012-2013	
<b>Pre-K</b>	<b>396</b>	<b>338</b>	<b>277</b>	<b>10</b>	<b>10</b>	<b>10</b>	<b>39.6</b>	<b>39.6</b>	<b>33.8</b>	<b>33.8</b>	<b>27.7</b>	<b>27.7</b>
Kindergarten	1190	1017	832	15	20	18	79.3	59.5	67.8	56.5	55.5	46.2
Grade 1	1482	1079	885	17	23	21	87.2	64.4	63.5	51.4	52.1	42.1
Grade 2	1366	1075	880	17	23	21	80.4	59.4	63.2	51.2	51.8	41.9
Grade 3	1450	1100	903	17	23	21	85.3	63	64.7	52.4	53.1	43
Grade 4	1526	1155	946	23	32	28	66.3	47.7	50.2	41.3	41.1	33.8
Grade 5	1509	1402	981	23	32	28	65.6	47.2	61	50.1	42.7	35
<b>Elem. Total (K-5)</b>	<b>8523</b>	<b>6828</b>	<b>5427</b>				<b>464.1</b>	<b>341.2</b>	<b>370.4</b>	<b>302.9</b>	<b>296.3</b>	<b>242</b>
Grade 6	1552	1347	1018	23	32	28	67.5	48.5	58.6	48.1	44.3	36.4
Grade 7	1536	1407	1028	23	32	28	66.8	48	61.2	50.3	44.7	36.7
Grade 8	1483	1426	1038	23	32	28	64.5	46.3	62	50.9	45.1	37.1
<b>Middle Total</b>	<b>4571</b>	<b>4180</b>	<b>3084</b>				<b>198.8</b>	<b>142.8</b>	<b>181.8</b>	<b>149.3</b>	<b>134.1</b>	<b>110.2</b>
Grade 9	1721	1726	1314	23	32	28	74.8	53.8	75	61.6	57.1	46.9
Grade 10	1252	1296	1168	23	32	28	54.4	39.1	56.3	46.3	50.8	41.7
Grade 11	1166	1155	981	23	32	28	50.7	36.4	50.2	41.3	42.7	35
Grade 12	1087	1045	965	23	32	28	47.3	34	45.4	37.3	42	34.5
<b>High School (9-12) Total</b>	<b>5226</b>	<b>5222</b>	<b>4428</b>				<b>227.2</b>	<b>163.3</b>	<b>226.9</b>	<b>186.5</b>	<b>192.6</b>	<b>158.1</b>
<b>Total Enrollment</b>	<b>18716</b>	<b>16568</b>	<b>13216</b>									
Special Ed P-12				100.9595			185.4	185.4	164.1	164.1	130.9	130.9
EIPK				59.06015			20.1	20.1	17.2	17.2	14.1	14.1
EIP1-3				88.87628			48.4	48.4	36.6	36.6	30	30
EIP4-5				157.5753			19.3	19.3	16.2	16.2	12.2	12.2
Other Elementary (Ratio to K-5)				199.0909			42.8	42.8	34.3	34.3	27.3	27.3
Other Middle (Ratio to Gr6-8)				50.01177			91.4	91.4	83.6	83.6	61.7	61.7
Instructional Specialists (Based on P-12)				464.9422			40.3	40.3	35.6	35.6	28.4	28.4
Other Teachers				2581.458			7.3	7.3	6.4	6.4	5.1	5.1
Vocational Ed (Based on P-12)				531.9802			35.2	35.2	31.1	31.1	24.8	24.8
<b>Total</b>							<b>1419.9</b>	<b>1177.1</b>	<b>1238</b>	<b>1097.6</b>	<b>985.2</b>	<b>872.5</b>

**Okefenokee RESA**

**Enrollment By Grade Level, FY92-FY03**

RESA NAME	Fiscal Year	Pre-K	KK	Gr1	Gr2	Gr3	Gr4	Gr5	Gr6	Gr7	Gr8	Gr9	G10	Gr11	Gr12	P-12	K-5	Gr6-8
Okefenokee RESA	1992	21	2016	2107	1916	2072	2096	2131	2109	2043	1980	2128	1776	1521	1365	25281	12338	6132
Okefenokee RESA	1993	187	1943	1795	1860	1780	1941	1968	1973	1916	1857	1895	1667	1440	1307	23529	11287	5746
Okefenokee RESA	1994	307	2134	2138	2001	1957	1997	2065	2139	2186	2043	2235	1868	1571	1404	26045	12292	6368
Okefenokee RESA	1995	524	2184	2150	2032	2026	1980	2011	2098	2167	2122	2288	1908	1571	1368	26429	12383	6387
Okefenokee RESA	1996	898	2242	2236	2077	2043	2052	1979	2115	2109	2088	2322	1931	1554	1351	26997	12629	6312
Okefenokee RESA	1997	1147	2293	2317	2136	2101	2074	2040	2065	2071	2067	2284	1951	1552	1348	27446	12961	6203
Okefenokee RESA	1998	1210	2216	2340	2232	2133	2096	2048	2094	2039	2043	2240	1942	1612	1372	27617	13065	6176
Okefenokee RESA	1999	1191	2116	2276	2226	2221	2120	2074	2121	2025	1958	2338	1751	1622	1427	27466	13033	6104
Okefenokee RESA	2000	1117	2062	2185	2200	2197	2280	2089	2199	2086	2046	2270	1794	1484	1374	27383	13013	6331
Okefenokee RESA	2001	1251	2143	2113	2105	2174	2205	2280	2197	2122	2072	2231	1880	1378	1309	27460	13020	6391
Okefenokee RESA	2002	1336	2032	2174	2019	2105	2158	2192	2294	2180	2105	2248	1917	1489	1247	27496	12680	6579
Okefenokee RESA	2003	1366	2124	2099	2130	2017	2144	2152	2318	2267	2107	2362	1887	1576	1296	27845	12666	6692

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

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
	1.037	1.723	1.026	0.963	0.994	1.007	0.993	1.042	0.979	0.984	1.12	0.815	0.813	0.878
Year	Pre-K	KK	Gr1	Gr2	Gr3	Gr4	Gr5	Gr6	Gr7	Gr8	Gr9	G10	Gr11	Gr12
2004	1417	2354	2179	2021	2117	2031	2129	2242	2269	2231	2360	1925	1534	1384
2005	1469	2441	2415	2098	2009	2132	2017	2218	2195	2233	2499	1923	1565	1347
2006	1523	2531	2504	2326	2085	2023	2117	2102	2171	2160	2501	2037	1563	1374
2007	1579	2624	2597	2411	2312	2100	2009	2206	2058	2136	2419	2038	1656	1372
2008	1637	2721	2692	2501	2397	2328	2085	2093	2160	2025	2392	1971	1657	1454
2009	1698	2821	2792	2592	2486	2414	2312	2173	2049	2125	2268	1949	1602	1455
2010	1761	2926	2894	2689	2576	2503	2397	2409	2127	2016	2380	1848	1585	1407
2011	1826	3034	3002	2787	2673	2594	2485	2498	2358	2093	2258	1940	1502	1392
2012	1894	3146	3113	2891	2770	2692	2576	2589	2446	2320	2344	1840	1577	1319
2013	1964	3263	3228	2998	2874	2789	2673	2684	2535	2407	2598	1910	1496	1385

# 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
	2003-04	2007-08	2012-13				2003-2004		2007-2008		2012-2013	
<b>Pre-K</b>	<b>1417</b>	<b>1637</b>	<b>1964</b>	<b>10</b>	<b>10</b>	<b>10</b>	<b>141.7</b>	<b>141.7</b>	<b>163.7</b>	<b>163.7</b>	<b>196.4</b>	<b>196.4</b>
Kindergarten	2354	2721	3263	15	20	18	156.9	117.7	181.4	151.2	217.5	181.3
Grade 1	2179	2692	3228	17	23	21	128.2	94.7	158.4	128.2	189.9	153.7
Grade 2	2021	2501	2998	17	23	21	118.9	87.9	147.1	119.1	176.4	142.8
Grade 3	2117	2397	2874	17	23	21	124.5	92	141	114.1	169.1	136.9
Grade 4	2031	2328	2789	23	32	28	88.3	63.5	101.2	83.1	121.3	99.6
Grade 5	2129	2085	2673	23	32	28	92.6	66.5	90.7	74.5	116.2	95.5
<b>Elem. Total (K-5)</b>	<b>12831</b>	<b>14724</b>	<b>17825</b>				<b>709.4</b>	<b>522.3</b>	<b>819.8</b>	<b>670.2</b>	<b>990.4</b>	<b>809.8</b>
Grade 6	2242	2093	2684	23	32	28	97.5	70.1	91	74.8	116.7	95.9
Grade 7	2269	2160	2535	23	32	28	98.7	70.9	93.9	77.1	110.2	90.5
Grade 8	2231	2025	2407	23	32	28	97	69.7	88	72.3	104.7	86
<b>Middle Total</b>	<b>6742</b>	<b>6278</b>	<b>7626</b>				<b>293.2</b>	<b>210.7</b>	<b>272.9</b>	<b>224.2</b>	<b>331.6</b>	<b>272.4</b>
Grade 9	2360	2392	2598	23	32	28	102.6	73.8	104	85.4	113	92.8
Grade 10	1925	1971	1910	23	32	28	83.7	60.2	85.7	70.4	83	68.2
Grade 11	1534	1657	1496	23	32	28	66.7	47.9	72	59.2	65	53.4
Grade 12	1384	1454	1385	23	32	28	60.2	43.3	63.2	51.9	60.2	49.5
<b>High School (9-12) Total</b>	<b>7203</b>	<b>7474</b>	<b>7389</b>				<b>313.2</b>	<b>225.2</b>	<b>324.9</b>	<b>266.9</b>	<b>321.2</b>	<b>263.9</b>
<b>Total Enrollment</b>	<b>28193</b>	<b>30113</b>	<b>34804</b>									
Special Ed P-12				124.4041			226.6	226.6	242.1	242.1	279.8	279.8
EIPK				52.087			45.2	45.2	52.2	52.2	62.6	62.6
EIP1-3				59.83113			105.6	105.6	126.9	126.9	152.1	152.1
EIP4-5				116.6828			35.7	35.7	37.8	37.8	46.8	46.8
Other Elementary (Ratio to K-5)				195.0886			65.8	65.8	75.5	75.5	91.4	91.4
Other Middle (Ratio to Gr6-8)				66.3358			101.6	101.6	94.6	94.6	115	115
Instructional Specialists (Based on P-12)				416.8994			67.6	67.6	72.2	72.2	83.5	83.5
Other Teachers				1160.152			24.3	24.3	26	26	30	30
Vocational Ed (Based on P-12)				392.7011			71.8	71.8	76.7	76.7	88.6	88.6
<b>Total</b>							<b>2201.7</b>	<b>1844.1</b>	<b>2385.3</b>	<b>2129</b>	<b>2789.4</b>	<b>2492.3</b>

**Pioneer RESA**

**Enrollment By Grade Level, FY92-FY03**

RESA NAME	Fiscal Year	Pre-K	KK	Gr1	Gr2	Gr3	Gr4	Gr5	Gr6	Gr7	Gr8	Gr9	G10	Gr11	Gr12	P-12	K-5	Gr6-8
Pioneer RESA	1993	29	4826	4682	4382	4376	4425	4346	4557	4413	4394	4619	3737	3170	2931	54887	27037	13364
Pioneer RESA	1994	173	4927	4851	4612	4477	4429	4491	4471	4656	4450	5065	3709	3374	2812	56497	27787	13577
Pioneer RESA	1995	269	5206	5064	4848	4801	4642	4606	4656	4590	4688	5260	3882	3189	2922	58623	29167	13934
Pioneer RESA	1996	409	5628	5310	5111	5013	4961	4761	4896	4798	4651	5558	4125	3459	2756	61436	30784	14345
Pioneer RESA	1997	448	5965	5632	5434	5292	5153	5110	5048	5047	4822	5559	4355	3666	3008	64539	32586	14917
Pioneer RESA	1998	533	5976	6010	5703	5589	5452	5389	5384	5171	5044	5667	4625	3710	3228	67481	34119	15599
Pioneer RESA	1999	673	6071	6065	6040	5824	5725	5585	5577	5538	5216	6007	4753	3923	3352	70349	35310	16331
Pioneer RESA	2000	621	6191	6301	6079	6163	6025	5961	5868	5722	5651	6183	5065	4091	3443	73364	36720	17241
Pioneer RESA	2001	512	6487	6345	6249	6264	6343	6266	6166	6023	5861	6715	5067	4438	3491	76227	37954	18050
Pioneer RESA	2002	521	6914	6723	6421	6427	6472	6453	6494	6299	6119	6910	5561	4529	4001	79844	39410	18912
Pioneer RESA	2003	620	7370	7004	6721	6539	6619	6570	6673	6634	6365	7184	5866	5038	4099	83302	40823	19672

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

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
	0.989	11.737	1.025	1.002	1.024	1.03	1.028	1.038	1.025	1.016	1.184	0.836	0.877	0.888
Year	Pre-K	KK	Gr1	Gr2	Gr3	Gr4	Gr5	Gr6	Gr7	Gr8	Gr9	G10	Gr11	Gr12
2004	613	7277	7554	7018	6882	6735	6804	6820	6840	6740	7536	6006	5144	4474
2005	606	7195	7459	7569	7186	7088	6924	7063	6991	6949	7980	6300	5267	4568
2006	599	7113	7375	7474	7751	7402	7286	7187	7240	7103	8228	6671	5525	4677
2007	592	7030	7291	7390	7653	7984	7609	7563	7367	7356	8410	6879	5850	4906
2008	585	6948	7206	7306	7567	7883	8208	7898	7752	7485	8710	7031	6033	5195
2009	579	6866	7122	7220	7481	7794	8104	8520	8095	7876	8862	7282	6166	5357
2010	573	6796	7038	7136	7393	7705	8012	8412	8733	8225	9325	7409	6386	5475
2011	567	6725	6966	7052	7307	7615	7921	8316	8622	8873	9738	7796	6498	5671
2012	561	6655	6893	6980	7221	7526	7828	8222	8524	8760	10506	8141	6837	5770
2013	555	6584	6821	6907	7148	7438	7737	8125	8428	8660	10372	8783	7140	6071

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
	2003-04	2007-08	2012-13				2003-2004		2007-2008		2012-2013	
<b>Pre-K</b>	<b>613</b>	<b>585</b>	<b>555</b>	<b>10</b>	<b>10</b>	<b>10</b>	<b>61.3</b>	<b>61.3</b>	<b>58.5</b>	<b>58.5</b>	<b>55.5</b>	<b>55.5</b>
Kindergarten	7277	6948	6584	15	20	18	485.1	363.9	463.2	386	438.9	365.8
Grade 1	7554	7206	6821	17	23	21	444.4	328.4	423.9	343.1	401.2	324.8
Grade 2	7018	7306	6907	17	23	21	412.8	305.1	429.8	347.9	406.3	328.9
Grade 3	6882	7567	7148	17	23	21	404.8	299.2	445.1	360.3	420.5	340.4
Grade 4	6735	7883	7438	23	32	28	292.8	210.5	342.7	281.5	323.4	265.6
Grade 5	6804	8208	7737	23	32	28	295.8	212.6	356.9	293.1	336.4	276.3
<b>Elem. Total (K-5)</b>	<b>42270</b>	<b>45118</b>	<b>42635</b>				<b>2335.7</b>	<b>1719.7</b>	<b>2461.6</b>	<b>2011.9</b>	<b>2326.7</b>	<b>1901.8</b>
Grade 6	6820	7898	8125	23	32	28	296.5	213.1	343.4	282.1	353.3	290.2
Grade 7	6840	7752	8428	23	32	28	297.4	213.8	337	276.9	366.4	301
Grade 8	6740	7485	8660	23	32	28	293	210.6	325.4	267.3	376.5	309.3
<b>Middle Total</b>	<b>20400</b>	<b>23135</b>	<b>25213</b>				<b>886.9</b>	<b>637.5</b>	<b>1005.8</b>	<b>826.3</b>	<b>1096.2</b>	<b>900.5</b>
Grade 9	7536	8710	10372	23	32	28	327.7	235.5	378.7	311.1	451	370.4
Grade 10	6006	7031	8783	23	32	28	261.1	187.7	305.7	251.1	381.9	313.7
Grade 11	5144	6033	7140	23	32	28	223.7	160.8	262.3	215.5	310.4	255
Grade 12	4474	5195	6071	23	32	28	194.5	139.8	225.9	185.5	264	216.8
<b>High School (9-12) Total</b>	<b>23160</b>	<b>26969</b>	<b>32366</b>				<b>1007</b>	<b>723.8</b>	<b>1172.6</b>	<b>963.2</b>	<b>1407.3</b>	<b>1155.9</b>
<b>Total Enrollment</b>	<b>86443</b>	<b>95807</b>	<b>100769</b>									
Special Ed P-12				130.4841			662.5	662.5	734.2	734.2	772.3	772.3
EIPK				123.1264			59.1	59.1	56.4	56.4	53.5	53.5
EIP1-3				142.3037			150.8	150.8	155.2	155.2	146.7	146.7
EIP4-5				239.9657			56.4	56.4	67.1	67.1	63.2	63.2
Other Elementary (Ratio to K-5)				128.2635			329.6	329.6	351.8	351.8	332.4	332.4
Other Middle (Ratio to Gr6-8)				43.85533			465.2	465.2	527.5	527.5	574.9	574.9
Instructional Specialists (Based on P-12)				343.2865			251.8	251.8	279.1	279.1	293.5	293.5
Other Teachers				2351.602			36.8	36.8	40.7	40.7	42.9	42.9
Vocational Ed (Based on P-12)				394.0587			219.4	219.4	243.1	243.1	255.7	255.7
<b>Total</b>							<b>6522.5</b>	<b>5373.9</b>	<b>7153.6</b>	<b>6315</b>	<b>7420.8</b>	<b>6548.8</b>



## Southwest Georgia RESA

### Enrollment By Grade Level, FY92-FY03

RESA NAME	Fiscal Year	Pre-K	KK	Gr1	Gr2	Gr3	Gr4	Gr5	Gr6	Gr7	Gr8	Gr9	G10	Gr11	Gr12	P-12	K-5	Gr6-8
Southwest Georgia RESA	1992	50	5319	5448	5472	5761	5705	5580	5796	5247	5312	5622	4353	3956	3534	67155	33285	16355
Southwest Georgia RESA	1993	213	5204	5221	5169	5100	5329	5141	5760	5622	5234	5874	4493	3764	3604	65728	31164	16616
Southwest Georgia RESA	1994	437	5690	5359	5146	5294	5502	5692	5781	5584	5604	6080	4699	3815	3459	68142	32683	16969
Southwest Georgia RESA	1995	1241	5688	5520	5180	5146	5330	5421	5880	5513	5492	6624	4531	3996	3451	69013	32285	16885
Southwest Georgia RESA	1996	1667	5866	5587	5342	5195	5194	5210	5554	5676	5282	6813	4879	3762	3531	69558	32394	16512
Southwest Georgia RESA	1997	1834	5633	5906	5508	5335	5232	5098	5451	5484	5489	6634	4795	4005	3384	69788	32712	16424
Southwest Georgia RESA	1998	1959	5389	5622	5616	5475	5312	5110	5265	5410	5155	6820	4634	3982	3623	69372	32524	15830
Southwest Georgia RESA	1999	2311	5282	5476	5388	5555	5390	5217	5345	5216	5097	6376	4725	3955	3503	68836	32308	15658
Southwest Georgia RESA	2000	2255	5113	5305	5266	5347	5527	5275	5518	5138	4962	6340	4572	4042	3463	68123	31833	15618
Southwest Georgia RESA	2001	2356	5171	5150	5085	5308	5345	5429	5400	5300	4934	6214	4470	3965	3405	67532	31488	15634
Southwest Georgia RESA	2002	2400	5174	5129	4972	5089	5257	5293	5722	5267	4993	6077	4377	3909	3324	66983	30914	15982
Southwest Georgia RESA	2003	2462	5100	5220	4858	4962	5008	5171	5552	5486	4998	6046	4511	3942	3310	66626	30319	16036

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

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
	1.016	2.305	1.006	0.958	0.998	0.991	0.983	1.046	0.969	0.949	1.235	0.712	0.87	0.857
Year	Pre-K	KK	Gr1	Gr2	Gr3	Gr4	Gr5	Gr6	Gr7	Gr8	Gr9	G10	Gr11	Gr12
2004	2501	5675	5131	5001	4848	4917	4923	5409	5380	5206	6173	4305	3925	3378
2005	2541	5765	5709	4915	4991	4804	4833	5149	5241	5106	6429	4395	3745	3364
2006	2582	5857	5800	5469	4905	4946	4722	5055	4989	4974	6306	4577	3824	3209
2007	2623	5952	5892	5556	5458	4861	4862	4939	4898	4735	6143	4490	3982	3277
2008	2665	6046	5988	5645	5545	5409	4778	5086	4786	4648	5848	4374	3906	3413
2009	2708	6143	6082	5737	5634	5495	5317	4998	4928	4542	5740	4164	3805	3347
2010	2751	6242	6180	5827	5726	5583	5402	5562	4843	4677	5609	4087	3623	3261
2011	2795	6341	6279	5920	5815	5674	5488	5650	5390	4596	5776	3994	3556	3105
2012	2840	6442	6379	6015	5908	5763	5578	5740	5475	5115	5676	4113	3475	3047
2013	2885	6546	6481	6111	6003	5855	5665	5835	5562	5196	6317	4041	3578	2978

## 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
	2003-04	2007-08	2012-13				2003-2004	2007-2008	2012-2013			
<b>Pre-K</b>	<b>2501</b>	<b>2665</b>	<b>2885</b>	<b>10</b>	<b>10</b>	<b>10</b>	<b>250.1</b>	<b>250.1</b>	<b>266.5</b>	<b>266.5</b>	<b>288.5</b>	<b>288.5</b>
Kindergarten	5675	6046	6546	15	20	18	378.3	283.8	403.1	335.9	436.4	363.7
Grade 1	5131	5988	6481	17	23	21	301.8	223.1	352.2	285.1	381.2	308.6
Grade 2	5001	5645	6111	17	23	21	294.2	217.4	332.1	268.8	359.5	291
Grade 3	4848	5545	6003	17	23	21	285.2	210.8	326.2	264	353.1	285.9
Grade 4	4917	5409	5855	23	32	28	213.8	153.7	235.2	193.2	254.6	209.1
Grade 5	4923	4778	5665	23	32	28	214	153.8	207.7	170.6	246.3	202.3
<b>Elem. Total (K-5)</b>	<b>30495</b>	<b>33411</b>	<b>36661</b>				<b>1687.3</b>	<b>1242.6</b>	<b>1856.5</b>	<b>1517.6</b>	<b>2031.1</b>	<b>1660.6</b>
Grade 6	5409	5086	5835	23	32	28	235.2	169	221.1	181.6	253.7	208.4
Grade 7	5380	4786	5562	23	32	28	233.9	168.1	208.1	170.9	241.8	198.6
Grade 8	5206	4648	5196	23	32	28	226.3	162.7	202.1	166	225.9	185.6
<b>Middle Total</b>	<b>15995</b>	<b>14520</b>	<b>16593</b>				<b>695.4</b>	<b>499.8</b>	<b>631.3</b>	<b>518.5</b>	<b>721.4</b>	<b>592.6</b>
Grade 9	6173	5848	6317	23	32	28	268.4	192.9	254.3	208.9	274.7	225.6
Grade 10	4305	4374	4041	23	32	28	187.2	134.5	190.2	156.2	175.7	144.3
Grade 11	3925	3906	3578	23	32	28	170.7	122.7	169.8	139.5	155.6	127.8
Grade 12	3378	3413	2978	23	32	28	146.9	105.6	148.4	121.9	129.5	106.4
<b>High School (9-12) Total</b>	<b>17781</b>	<b>17541</b>	<b>16914</b>				<b>773.2</b>	<b>555.7</b>	<b>762.7</b>	<b>626.5</b>	<b>735.5</b>	<b>604.1</b>
<b>Total Enrollment</b>	<b>66772</b>	<b>68137</b>	<b>73053</b>									
Special Ed P-12				135.458			492.9	492.9	503	503	539.3	539.3
EIPK				54.2108			104.7	104.7	111.5	111.5	120.8	120.8
EIP1-3				122.6395			122.1	122.1	140.1	140.1	151.6	151.6
EIP4-5				216.1071			45.5	45.5	47.1	47.1	53.3	53.3
Other Elementary (Ratio to K-5)				196.2381			155.4	155.4	170.3	170.3	186.8	186.8
Other Middle (Ratio to Gr6-8)				54.52266			293.4	293.4	266.3	266.3	304.3	304.3
Instructional Specialists (Based on P-12)				312.8143			213.5	213.5	217.8	217.8	233.5	233.5
Other Teachers				1969.293			33.9	33.9	34.6	34.6	37.1	37.1
Vocational Ed (Based on P-12)				376.764			177.2	177.2	180.8	180.8	193.9	193.9
<b>Total</b>							<b>5044.6</b>	<b>4186.8</b>	<b>5188.5</b>	<b>4600.6</b>	<b>5597.1</b>	<b>4966.4</b>

**West Georgia RESA**

**Enrollment By Grade Level, FY92-FY03**

RESA NAME	Fiscal Year	Pre-K	KK	Gr1	Gr2	Gr3	Gr4	Gr5	Gr6	Gr7	Gr8	Gr9	G10	Gr11	Gr12	P-12	K-5	Gr6-8
West Georgia RESA	1992	58	2383	2423	2296	2287	2288	2263	2323	2126	2266	2341	1917	1670	1466	28107	13940	6715
West Georgia RESA	1993	19	3357	3313	3295	3134	3201	3210	3263	3191	2894	3369	2663	2231	2152	39292	19510	9348
West Georgia RESA	1994	180	3781	3981	3661	3840	3565	3598	3649	3692	3652	3912	3144	2575	2204	45434	22426	10993
West Georgia RESA	1995	913	3963	3970	3898	3719	3843	3662	3772	3715	3655	4095	3237	2709	2211	47362	23055	11142
West Georgia RESA	1996	1475	4161	4102	3969	3888	3693	3959	3739	3792	3734	4119	3481	2688	2285	49085	23772	11265
West Georgia RESA	1997	1882	4259	4252	4058	4007	3952	3815	3991	3796	3747	4168	3643	2899	2261	50730	24343	11534
West Georgia RESA	1998	1892	4101	4266	4208	4079	3999	4006	3853	4036	3802	4213	3592	2955	2370	51372	24659	11691
West Georgia RESA	1999	2010	4175	4181	4164	4252	4136	4049	4064	3868	4004	4491	3597	3042	2453	52486	24957	11936
West Georgia RESA	2000	1981	4169	4288	4120	4238	4304	4176	4175	4134	3953	4580	3777	3016	2604	53515	25295	12262
West Georgia RESA	2001	2096	4133	4352	4266	4207	4317	4419	4283	4224	4147	4573	3916	3179	2666	54778	25694	12654
West Georgia RESA	2002	2221	4211	4327	4357	4416	4261	4450	4582	4407	4279	4749	3940	3381	2795	56376	26022	13268
West Georgia RESA	2003	2248	4363	4348	4329	4445	4531	4444	4611	4645	4492	4979	4154	3393	3001	57983	26460	13748

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

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
	1.029	2.068	1.034	0.992	1.021	1.017	1.025	1.029	1.015	1.01	1.158	0.857	0.85	0.867
Year	Pre-K	KK	Gr1	Gr2	Gr3	Gr4	Gr5	Gr6	Gr7	Gr8	Gr9	G10	Gr11	Gr12
2004	2313	4649	4511	4313	4420	4521	4644	4573	4680	4691	5202	4267	3531	2942
2005	2380	4783	4807	4475	4404	4495	4634	4779	4642	4727	5432	4458	3627	3061
2006	2449	4922	4946	4769	4569	4479	4607	4768	4851	4688	5474	4655	3789	3145
2007	2520	5065	5089	4906	4869	4647	4591	4741	4840	4900	5429	4691	3957	3285
2008	2593	5211	5237	5048	5009	4952	4763	4724	4812	4888	5674	4653	3987	3431
2009	2668	5362	5388	5195	5154	5094	5076	4901	4795	4860	5660	4863	3955	3457
2010	2745	5517	5544	5345	5304	5242	5221	5223	4975	4843	5628	4851	4134	3429
2011	2825	5677	5705	5500	5457	5394	5373	5372	5301	5025	5608	4823	4123	3584
2012	2907	5842	5870	5659	5616	5550	5529	5529	5453	5354	5819	4806	4100	3575
2013	2991	6012	6041	5823	5778	5711	5689	5689	5612	5508	6200	4987	4085	3555

# 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
	2003-04	2007-08	2012-13				2003-2004	2007-2008	2012-2013			
<b>Pre-K</b>	<b>2313</b>	<b>2593</b>	<b>2991</b>	<b>10</b>	<b>10</b>	<b>10</b>	<b>231.3</b>	<b>231.3</b>	<b>259.3</b>	<b>259.3</b>	<b>299.1</b>	<b>299.1</b>
Kindergarten	4649	5211	6012	15	20	18	309.9	232.5	347.4	289.5	400.8	334
Grade 1	4511	5237	6041	17	23	21	265.4	196.1	308.1	249.4	355.4	287.7
Grade 2	4313	5048	5823	17	23	21	253.7	187.5	296.9	240.4	342.5	277.3
Grade 3	4420	5009	5778	17	23	21	260	192.2	294.6	238.5	339.9	275.1
Grade 4	4521	4952	5711	23	32	28	196.6	141.3	215.3	176.9	248.3	204
Grade 5	4644	4763	5689	23	32	28	201.9	145.1	207.1	170.1	247.3	203.2
<b>Elem. Total (K-5)</b>	<b>27058</b>	<b>30220</b>	<b>35054</b>				<b>1487.5</b>	<b>1094.7</b>	<b>1669.4</b>	<b>1364.8</b>	<b>1934.2</b>	<b>1581.3</b>
Grade 6	4573	4724	5689	23	32	28	198.8	142.9	205.4	168.7	247.3	203.2
Grade 7	4680	4812	5612	23	32	28	203.5	146.3	209.2	171.9	244	200.4
Grade 8	4691	4888	5508	23	32	28	204	146.6	212.5	174.6	239.5	196.7
<b>Middle Total</b>	<b>13944</b>	<b>14424</b>	<b>16809</b>				<b>606.3</b>	<b>435.8</b>	<b>627.1</b>	<b>515.2</b>	<b>730.8</b>	<b>600.3</b>
Grade 9	5202	5674	6200	23	32	28	226.2	162.6	246.7	202.6	269.6	221.4
Grade 10	4267	4653	4987	23	32	28	185.5	133.3	202.3	166.2	216.8	178.1
Grade 11	3531	3987	4085	23	32	28	153.5	110.3	173.3	142.4	177.6	145.9
Grade 12	2942	3431	3555	23	32	28	127.9	91.9	149.2	122.5	154.6	127
<b>High School (9-12) Total</b>	<b>15942</b>	<b>17745</b>	<b>18827</b>				<b>693.1</b>	<b>498.1</b>	<b>771.5</b>	<b>633.7</b>	<b>818.6</b>	<b>672.4</b>
<b>Total Enrollment</b>	<b>59257</b>	<b>64982</b>	<b>73681</b>									
Special Ed P-12				119.8016			494.6	494.6	542.4	542.4	615	615
EIPK				110.8808			41.9	41.9	47	47	54.2	54.2
EIP1-3				118.7129			111.6	111.6	128.8	128.8	148.6	148.6
EIP4-5				194.0778			47.2	47.2	50.1	50.1	58.7	58.7
Other Elementary (Ratio to K-5)				166.8142			162.2	162.2	181.2	181.2	210.1	210.1
Other Middle (Ratio to Gr6-8)				65.93534			211.5	211.5	218.8	218.8	254.9	254.9
Instructional Specialists (Based on P-12)				423.4044			140	140	153.5	153.5	174	174
Other Teachers				1352.73			43.8	43.8	48	48	54.5	54.5
Vocational Ed (Based on P-12)				508.3606			116.6	116.6	127.8	127.8	144.9	144.9
<b>Total</b>							<b>4387.6</b>	<b>3629.3</b>	<b>4824.9</b>	<b>4270.6</b>	<b>5497.6</b>	<b>4868</b>

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