

# Special Education Teachers Supply and Demand

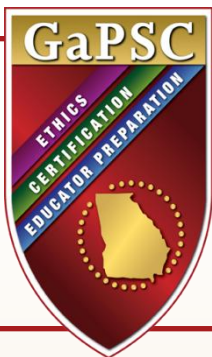
Georgia Professional Standards Commission

Comfort Afolabi  
Cyndy Stephens  
March 23<sup>rd</sup>, 2010

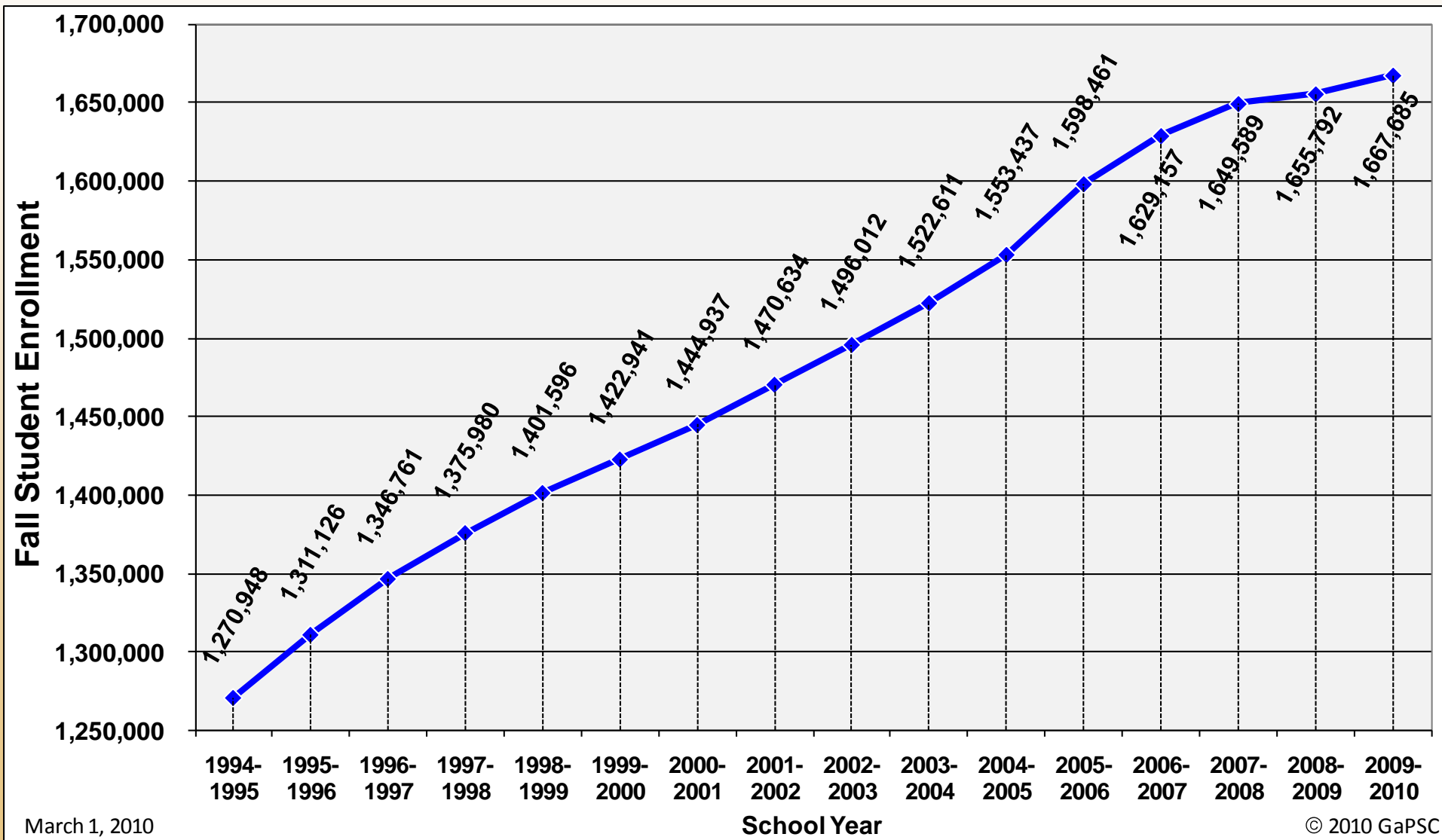
Georgia Professional Standards Commission



# Georgia Student Enrollment Drives Teacher Demand



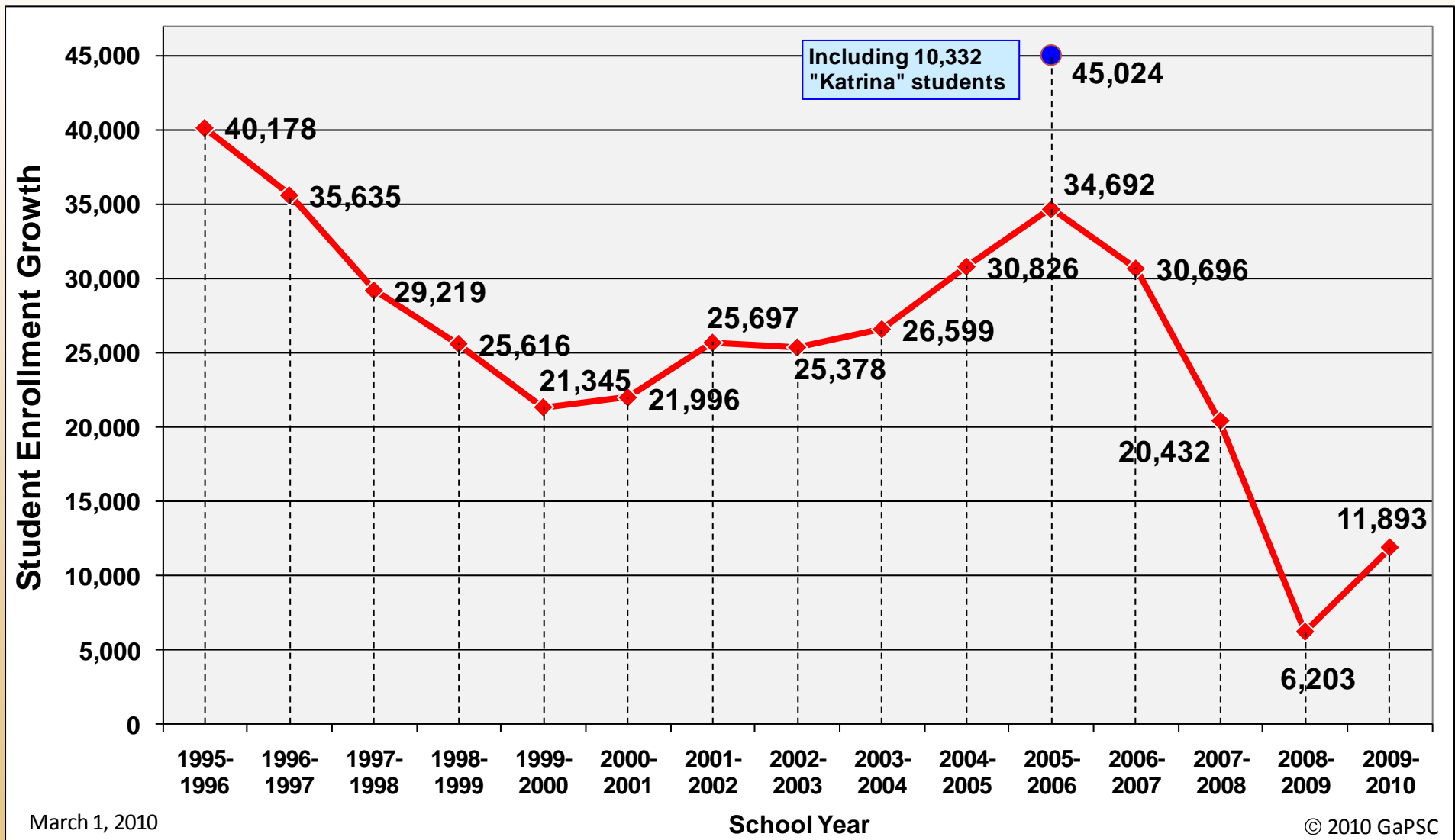
# Student Enrollment Since 1994



Georgia Professional Standards Commission

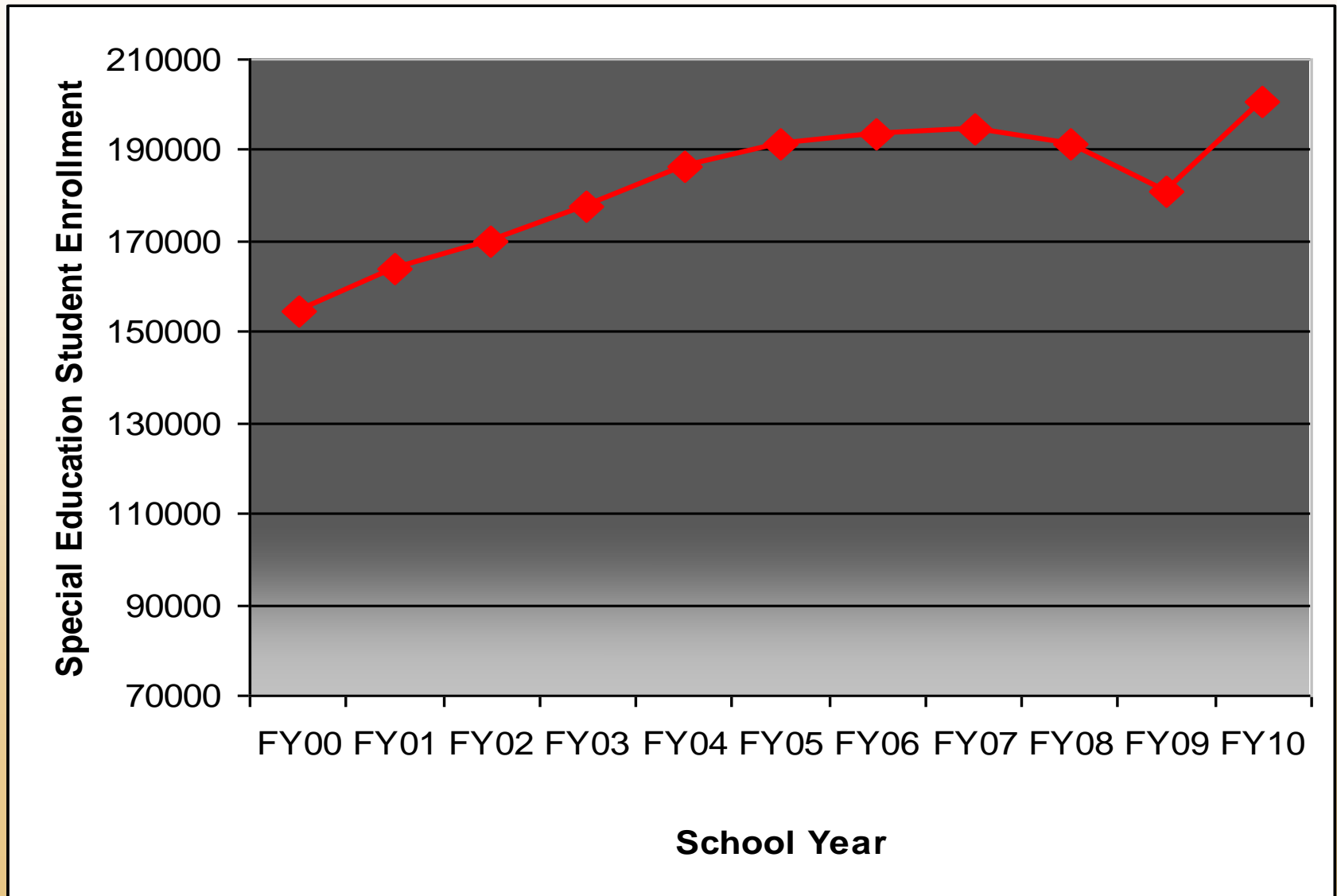


# Annual Growth in Georgia Public School Student Enrollment





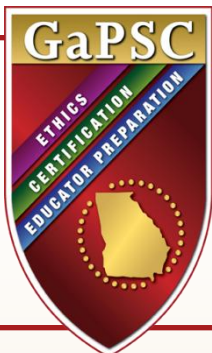
# Georgia Fall Special Education Student Enrollment 1999-2000 through 2008-2009 School Years



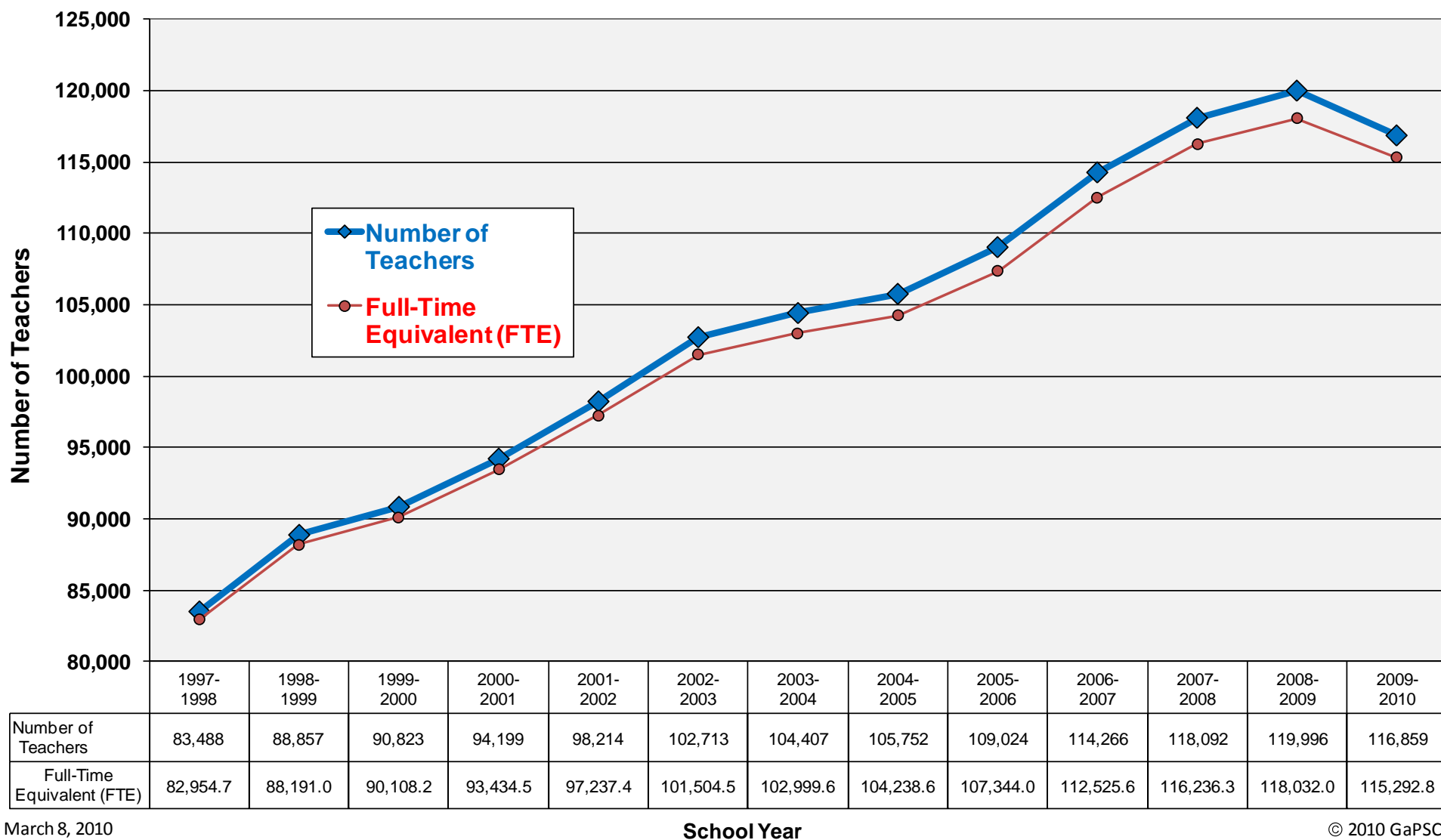
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# Teacher Characteristics



# Teacher Staffing



March 8, 2010

School Year

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# Number of Teachers

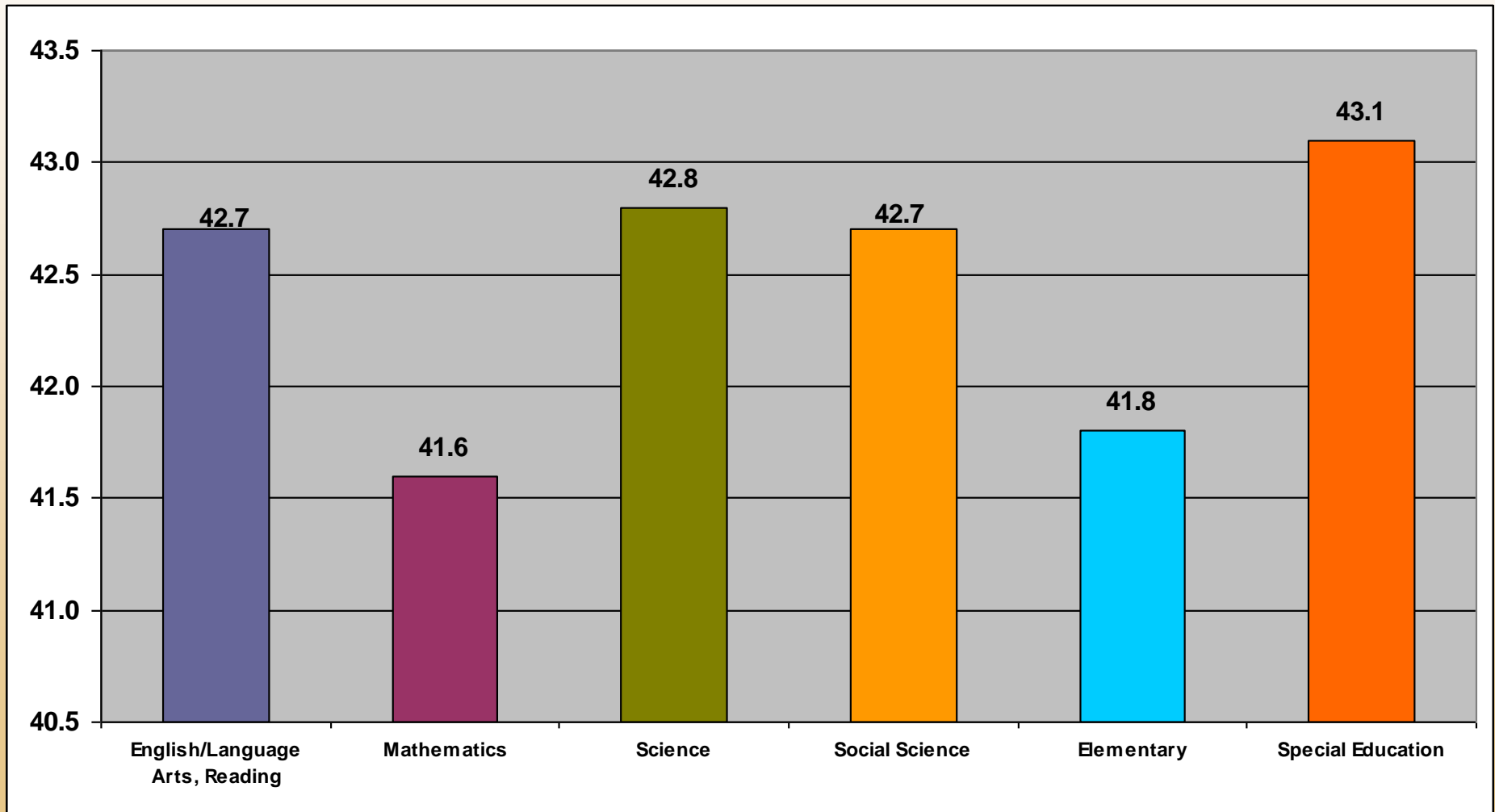
Year	All teachers	Special Education teachers	Percent
2003	102,713	13,343	13.0
2004	104,407	14,236	13.6
2005	105,752	14,943	14.1
2006	109,024	15,713	14.4
2007	114,266	16,410	14.4
2008	118,092	17,439	14.8
2009	119,996	17,540	14.6
2010	116,859	18,084	15.5





# Comparison of Teacher Ages by Specialty:

March 2010

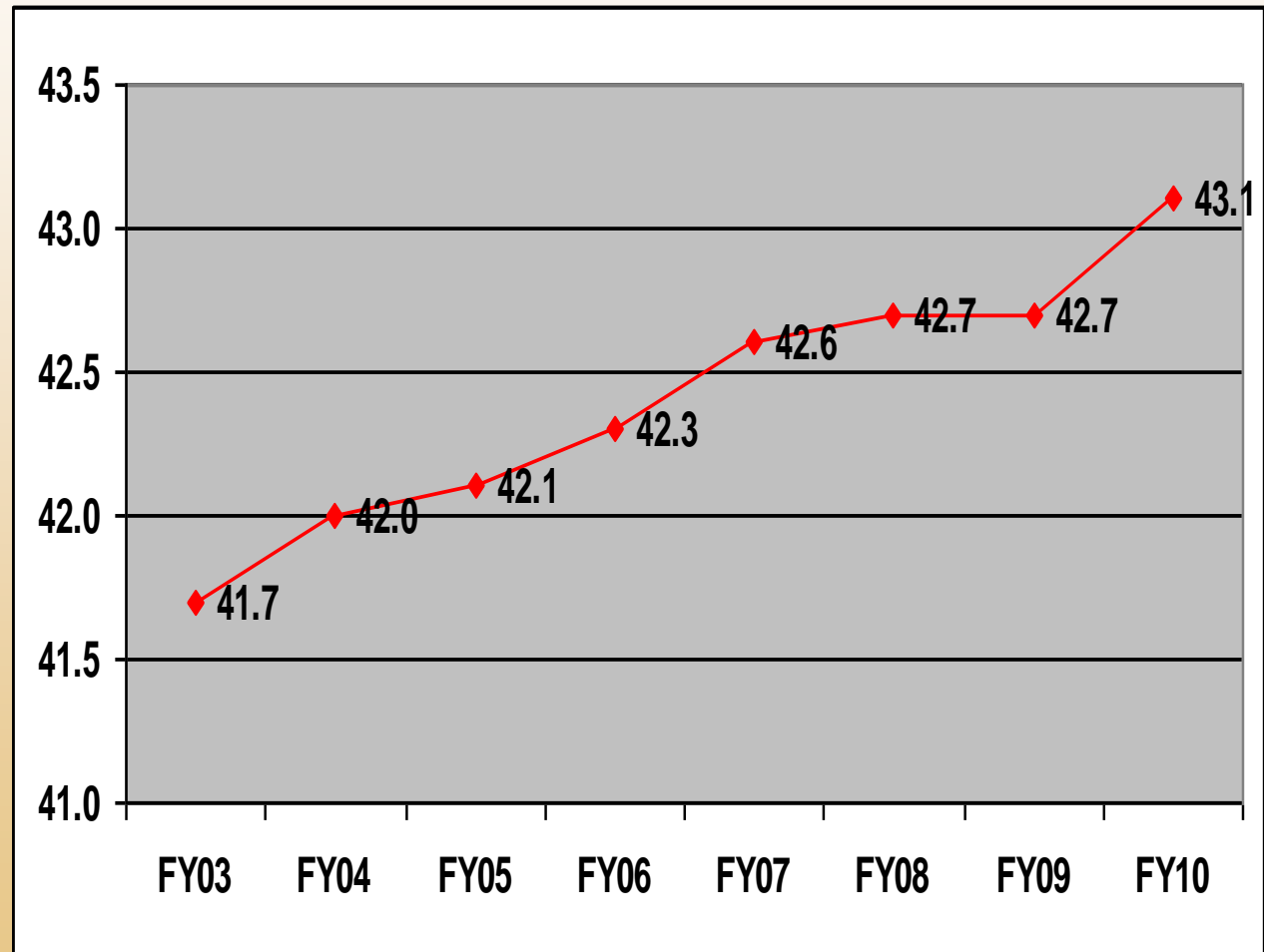


Georgia Professional Standards Commission



# Average Age and Experience of Special Education Teachers

- Average years of experience in 2010 was 11.5 years.



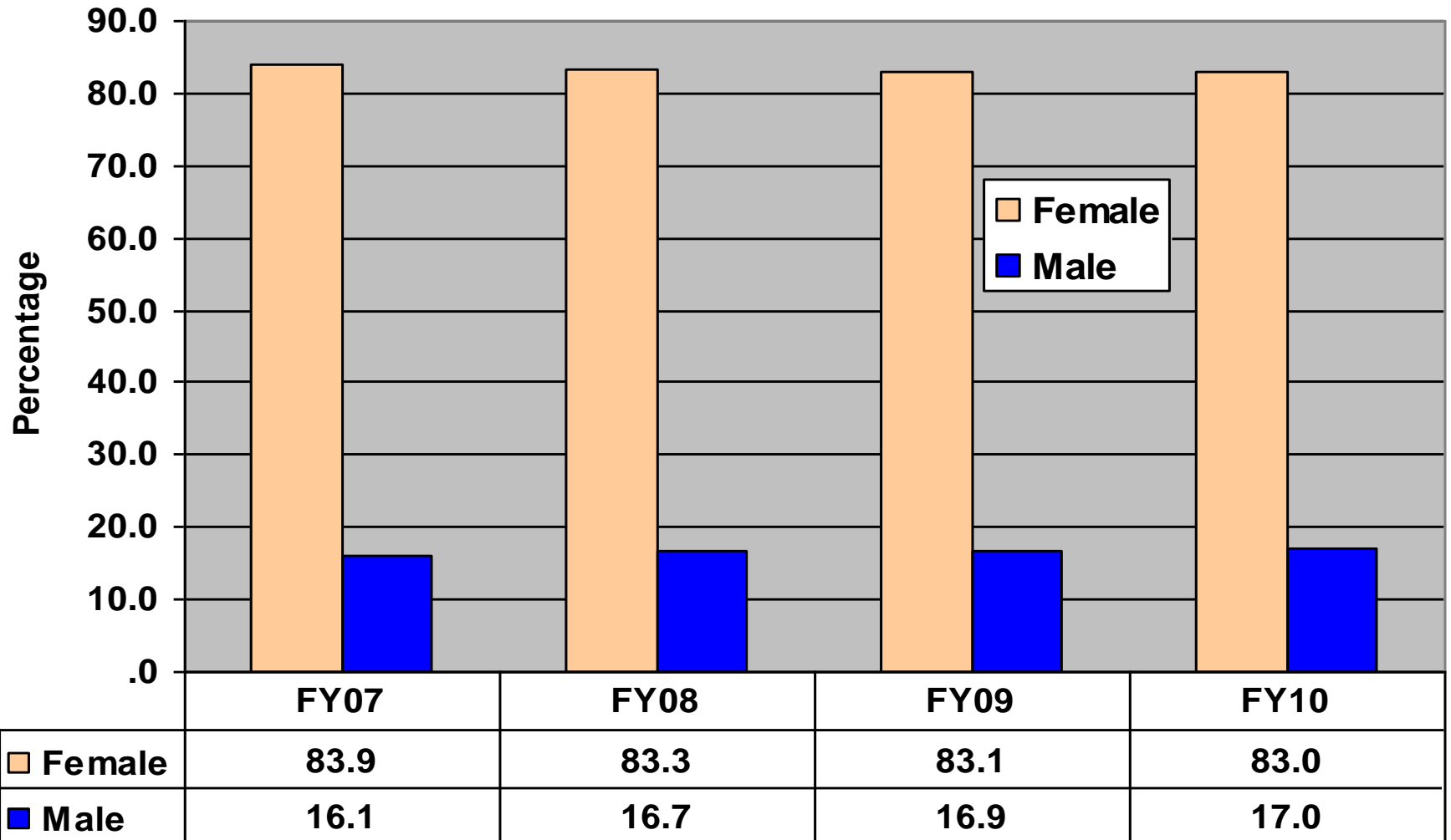


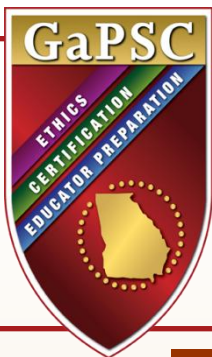
# Ethnicity

Ethnicity	FY07		FY08		FY09		FY10	
	#	%	#	%	#	%	#	%
American Indian	23	.1	33	.2	30	.2	46	.3
White	12,196	74.3	12,578	72.1	12,780	70.7	12,684	70.1
Hispanic	100	.6	119	.7	131	.7	194	1.1
Black	3,935	24.0	4,490	25.7	4,890	27.0	4,737	26.2
Asian	124	.8	166	1.0	181	1.0	183	1.0
Multi-Racial	32	.2	53	.3	76	.4	240	1.3
Total	16,410	100	17,439	100	18,088	100	18,084	100



# Gender





# Number of Teachers Holding Non-Renewable Certificates, FY09

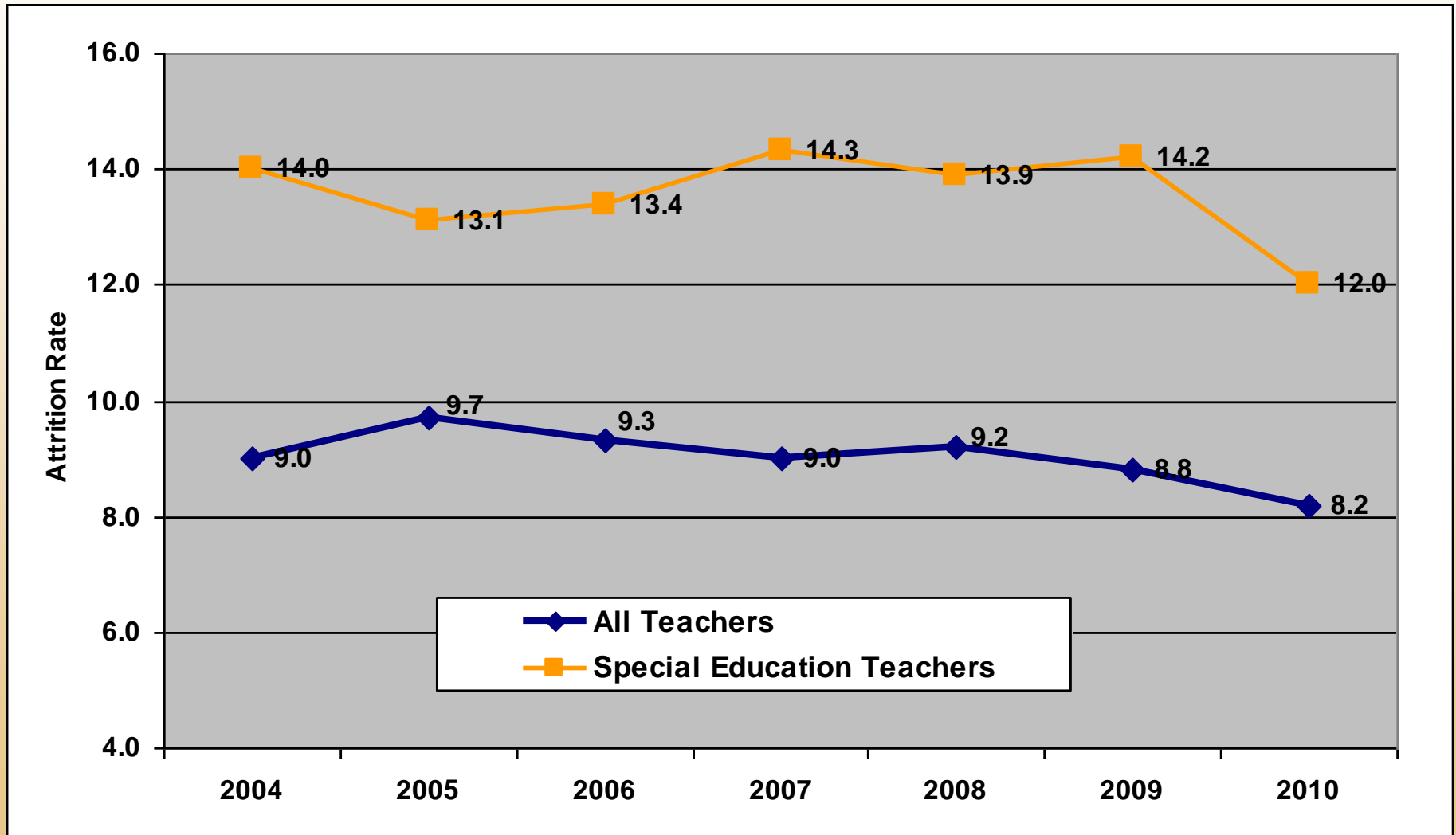
Certification Group	Total	# Holding Clear Renewable Certificates	# Holding Non-Renewable Certificates	% Holding Non-Renewable Certificates
Art / Music / Drama	24,636	21,420	1,840	7.5
Career / Tech Prep	41,472	36,018	3,411	8.2
Elementary Grades	234,632	212,068	9,776	4.2
English (6-12)	6,839	5,778	589	8.6
Foreign Languages	40,131	28,509	7,592	18.9
Health / PE	14,758	13,408	628	4.3
Mathematics (6-12)	5,231	4,283	574	10.97
Middle Grades	286,874	250,705	17,437	6.1
Science (6-12)	24,415	19,945	2,900	11.9
Social Science (6-12)	47,516	41,251	3,388	7.1
Special Education	611,464	479,108	78,260	12.8



# Teacher Attrition

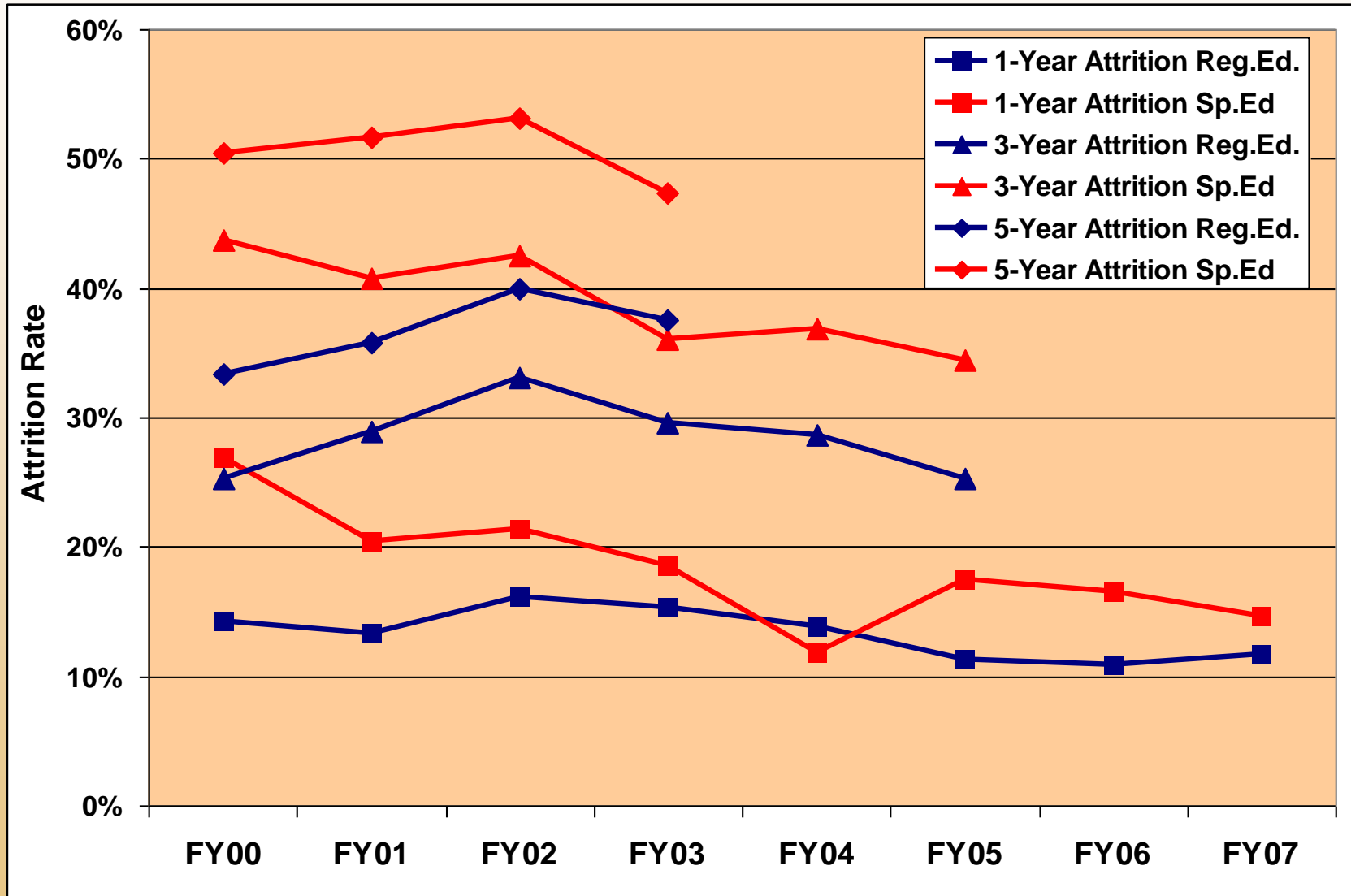


# Overall Teacher Attrition





# New Teacher Attrition – Zero Experience







# New Teacher Attrition – Zero Experience

Year	1-Year Attrition		3-Year Attrition		5-Year Attrition	
	Regular Education	Special Education	Regular Education	Special Education	Regular Education	Special Education
FY00	14.2%	26.9%	25.3%	43.7%	33.4%	50.5%
FY01	13.3%	20.4%	28.9%	40.7%	35.8%	51.6%
FY02	16.1%	21.4%	33.1%	42.5%	40.0%	53.2%
FY03	15.3%	18.6%	29.6%	36.0%	37.6%	47.4%
FY04	13.8%	11.8%	28.7%	36.8%		
FY05	11.3%	17.5%	25.3%	34.4%		
FY06	10.9%	16.6%				
FY07	11.7%	14.7%				



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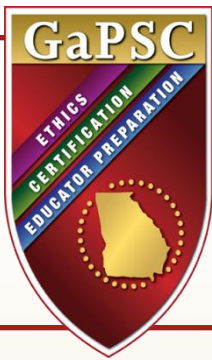
# Teacher Production

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# Special Education Completers

Year	Completers in a Special Education Program
2003	394
2004	577
2005	406
2006	678
2007	946
2008	930

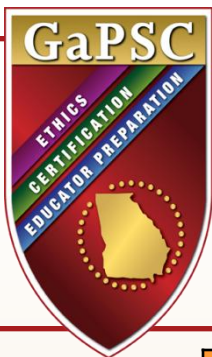


# Special Education Completers by Provider

Provider	2005	2006	2007	2008
Albany State University	11	17	11	18
Armstrong Atlantic State University	23	42	56	48
Augusta State University	10	24	38	38
Berry College	2	0	0	0
Brenau University	16	14	11	0
Brewton-Parker College	1	0	0	0
Clark Atlanta University	17	15	11	3
Columbus State University	15	17	14	28
Georgia College and State University	48	60	21	38
Georgia Southern University	27	24	35	38
Georgia Southwestern State University	6	25	25	31
Georgia State University	70	56	100	143
Kennesaw State University	0	0	22	0
Macon State College	0	0	0	49
Mercer University	2	19	50	86
North Georgia College and State University	41	113	183	103
Piedmont College	21	3	1	16
Thomas University	0	0	15	0
University of Georgia	51	79	181	89
University of West Georgia	40	89	79	91
Valdosta State University	5	81	93	111
<b>TOTAL</b>	<b>406</b>	<b>678</b>	<b>946</b>	<b>930</b>



# New Teacher Hires



# New Teacher Hires

Year	All teachers	Special Education teachers	Percent
2003	12,507	2,366	18.9
2004	10,929	2,019	18.5
2005	11,697	2,467	21.1
2006	12,949	2,616	20.2
2007	14,979	2,890	19.3
2008	14,508	3,232	22.3
2009	11,503	2,089	18.2
2010	6,002	1,350	22.5



# New Special Education Teacher Hires (Zero Experience)

Year	Count
2003	807
2004	975
2005	1,093
2006	1,214
2007	1,260
2008	1,391
2009	1,267
2010	754



# Special Education Paraprofessionals





# Special Education Paraprofessionals

Year	Special Education Paraprofessionals	Total Paraprofessionals	Percent
2006	11,440	29,371	39.0
2007	12,295	30,836	39.9
2008	12,343	31,254	39.5
2009	10,940	28,569	38.3
2010	11,022	28,279	39.0



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# Questions

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