

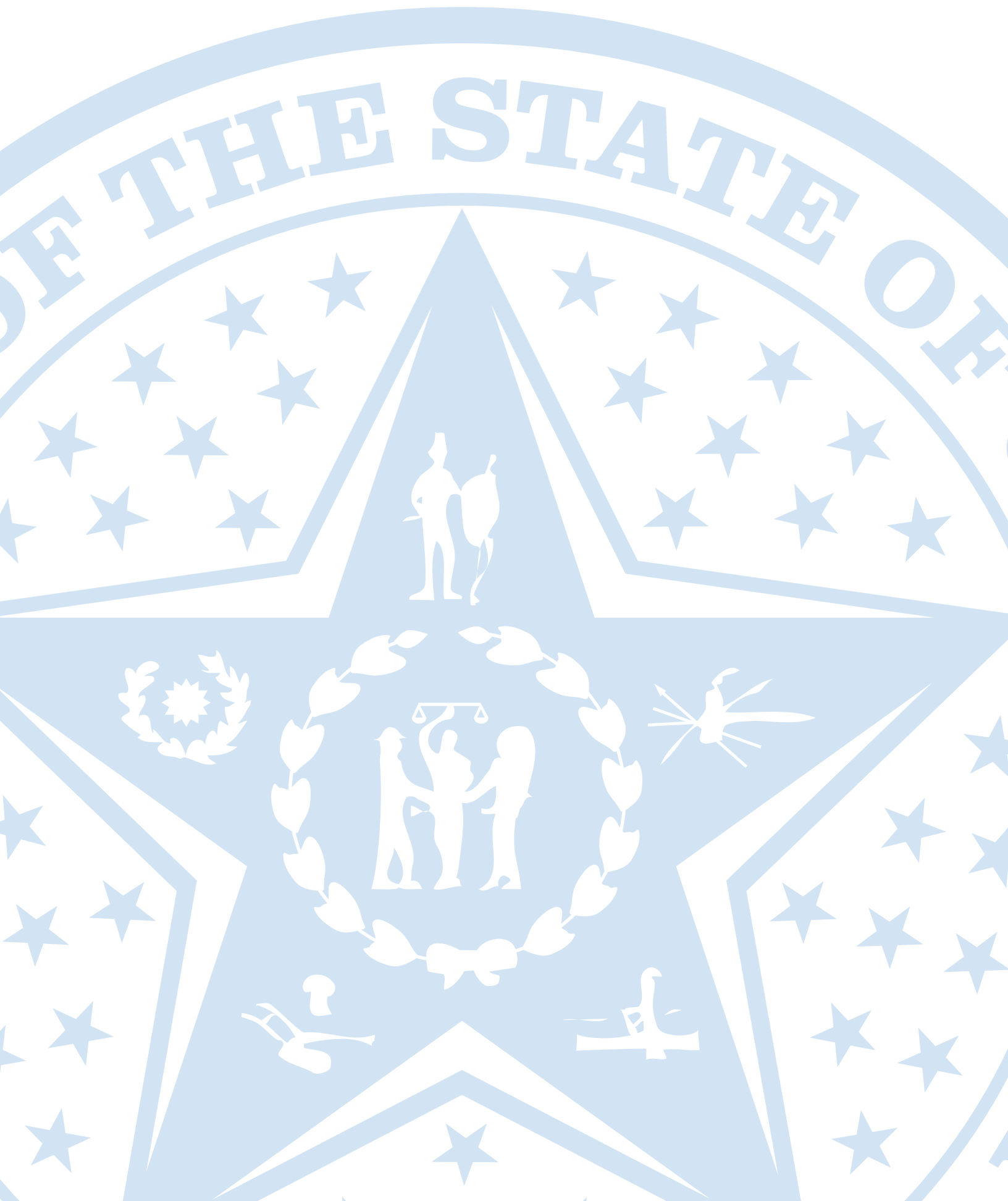
# 2018 OKLAHOMA EDUCATOR SUPPLY & DEMAND


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## *Appendices*



OKLAHOMA STATE DEPARTMENT OF  
**EDUCATION**  
— CHAMPION EXCELLENCE —





# **2018 OKLAHOMA EDUCATOR SUPPLY & DEMAND APPENDICES**

*Trends, projections and recommendations*

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Educator Effectiveness & Policy Research

Oklahoma State Department of Education

December 2018



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## SUPPLY

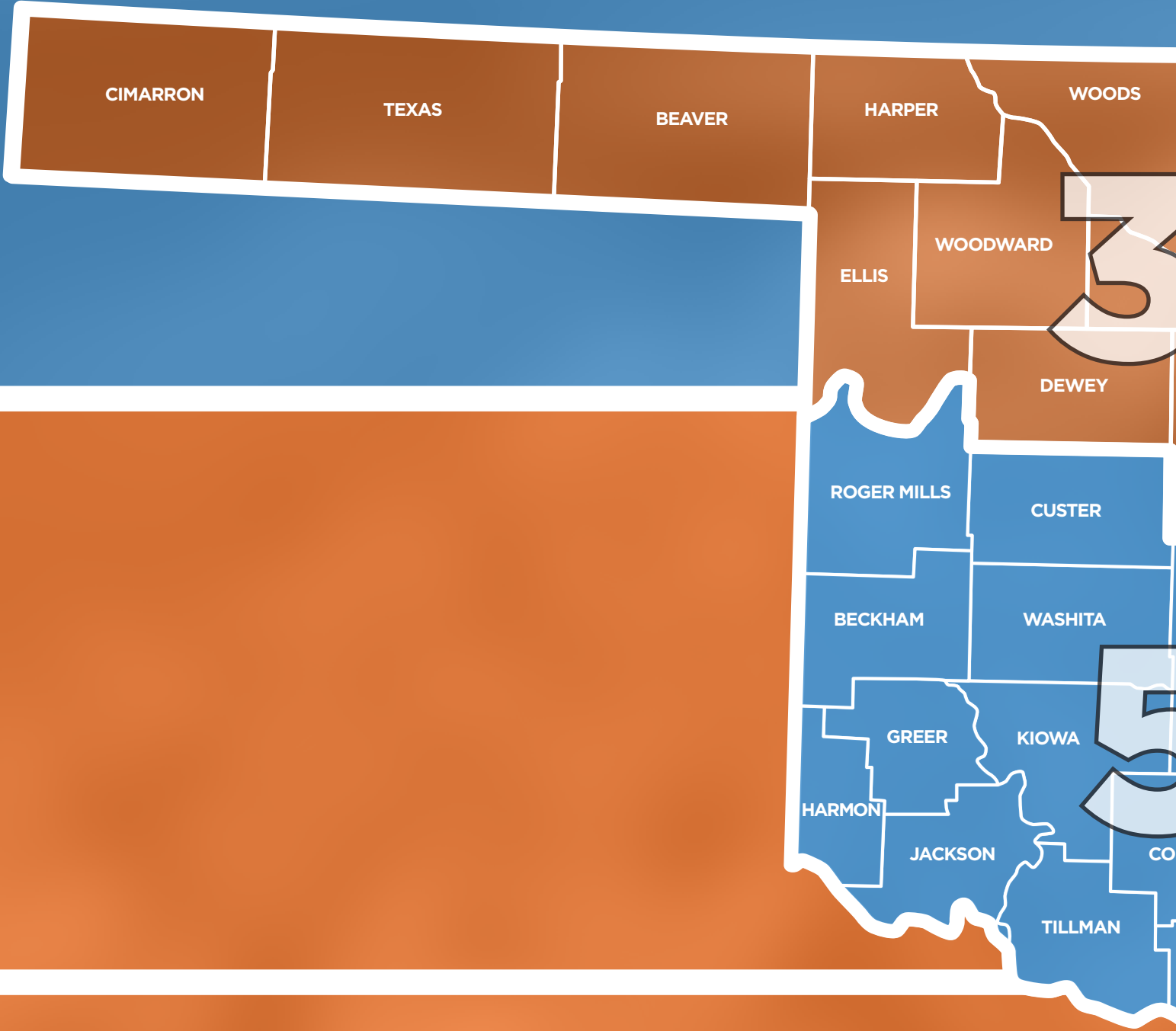
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CIMARRON

TEXAS

BEAVER

HARPER

WOODS

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WOODWARD

DEWEY

ROGER MILLS

CUSTER

BECKHAM

WASHITA

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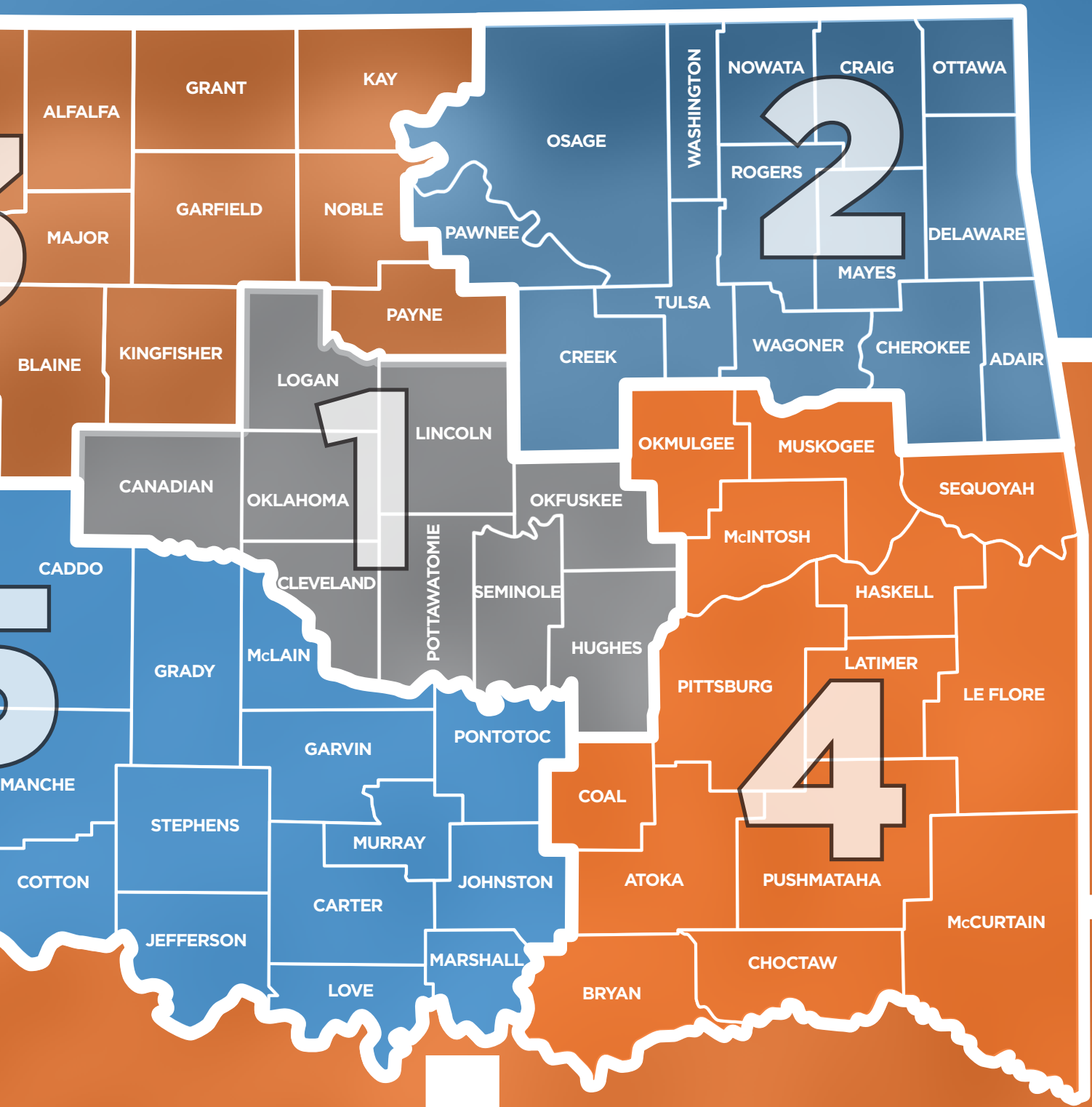
HARMON

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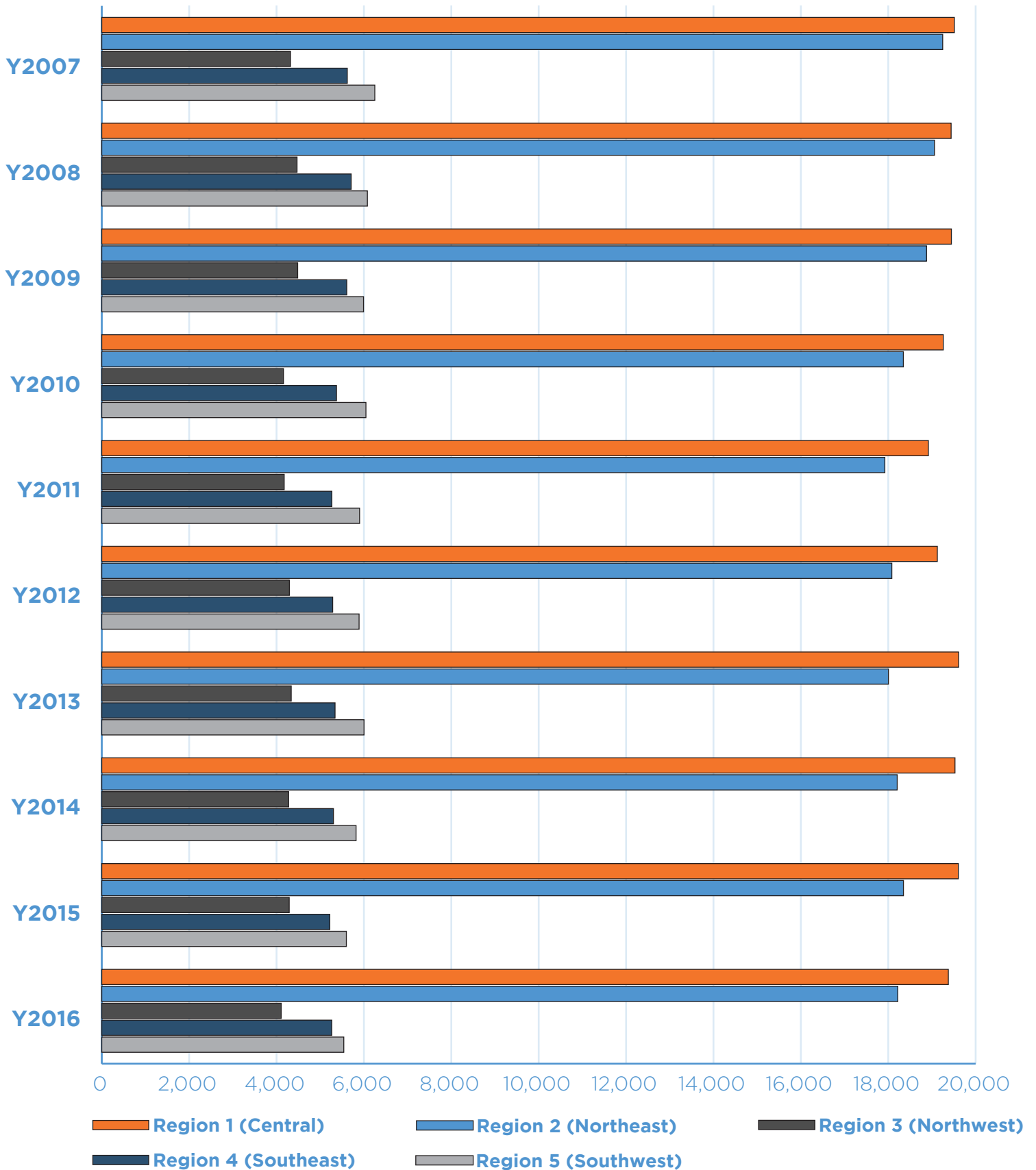
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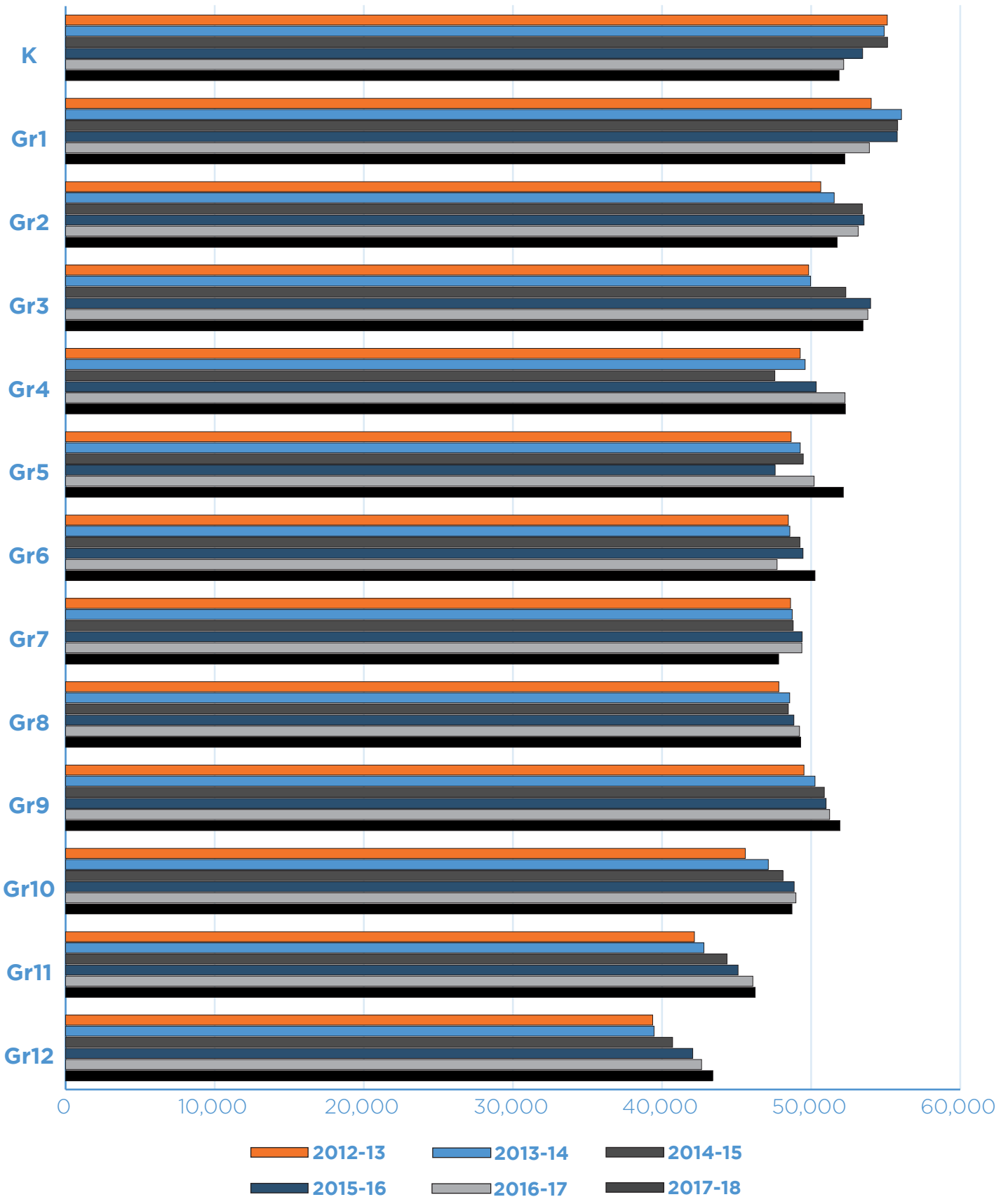
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## LIVE BIRTHS BY REGION 2007 TO 2016



Source: Author's calculations based on county-level birth counts from the Oklahoma State Department of Health, OK2SHARE website.

## STUDENT ENROLLMENT IN PUBLIC SCHOOLS BY GRADE 2012-13 TO 2017-18



Note: Enrollment headcount includes kindergarten and grades 1 thru 12. Ungraded students such as out-of-home placements are not included.

## GRADE PROGRESSION RATIOS (5-YEAR AVERAGES) BY GRADE AND REGION 2012-13 TO 2017-18

Grade	Statewide	Region 1 Central	Region 2 Northeast	Region 3 Northwest	Region 4 Southeast	Region 5 Southwest
<b>GR 1</b>	<b>1.01</b>	1.03	1.00	0.98	1.01	1.01
<b>GR 2</b>	<b>0.96</b>	0.98	0.96	0.96	0.91	0.91
<b>GR 3</b>	<b>1.00</b>	1.01	1.00	0.99	0.99	0.99
<b>GR 4</b>	<b>0.97</b>	0.98	0.97	0.97	0.97	0.97
<b>GR 5</b>	<b>1.00</b>	1.01	0.99	0.99	1.00	0.99
<b>GR 6</b>	<b>1.00</b>	1.01	0.99	1.00	1.00	0.99
<b>GR 7</b>	<b>1.00</b>	1.02	0.99	1.01	1.00	0.99
<b>GR 8</b>	<b>1.00</b>	1.01	0.99	1.00	0.99	0.98
<b>GR 9</b>	<b>1.05</b>	1.08	1.03	1.03	1.02	1.03
<b>GR 10</b>	<b>0.96</b>	0.98	0.94	0.95	0.95	0.95
<b>GR 11</b>	<b>0.94</b>	0.95	0.93	0.96	0.94	0.94
<b>GR 12</b>	<b>0.94</b>	0.95	0.94	0.95	0.93	0.94

Note: GPR in grade 1 represents the current year's grade 1 enrollment expressed as a percentage of the previous year's kindergarten enrollment. The same logic applies to all grades' GPR calculations.

## PUPIL-EDUCATOR RATIOS AND ENROLLMENT PARTICIPATION RATES BY PRIMARY POSITION AND YEAR

Primary Position	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18 <sup>1</sup>
<b>State-wide<sup>2</sup></b>	<b>11.98</b>	<b>12.13</b>	<b>12.21</b>	<b>12.27</b>	<b>12.67</b>	<b>12.88</b>
<b>District-wide Staff</b>						
Pupil-educator ratio	312.63	318.68	325.86	318.63	321.90	312.13
Enrollment participation rate <sup>3</sup>	0.99	0.99	0.98	0.99	0.97	0.96
<b>Administrative</b>						
Pupil-educator ratio	240.42	236.40	236.36	240.75	250.16	241.22
Enrollment participation rate	0.98	0.98	0.97	0.98	0.97	0.97
<b>Guidance Counselor</b>						
Pupil-educator ratio	367.12	369.33	373.08	381.30	386.22	378.89
Enrollment participation rate	0.96	0.96	0.96	0.96	0.95	0.93
<b>Librarian</b>						
Pupil-educator ratio	547.18	555.40	562.03	582.24	607.83	609.65
Enrollment participation rate	0.96	0.95	0.93	0.93	0.90	0.89
<b>Other Professional Staff</b>						
Pupil-educator ratio	494.98	477.88	468.30	470.97	483.79	508.79
Enrollment participation rate	0.81	0.80	0.80	0.78	0.78	0.78
<b>Elementary<sup>4</sup></b>						
Pupil-educator ratio	25.86	25.87	25.58	25.60	26.07	26.26
Enrollment participation rate	1.00	1.00	0.98	0.98	0.98	0.97
<b>Middle School - Language Arts</b>						
Pupil-educator ratio	67.20	67.07	68.10	67.98	72.53	76.61
Enrollment participation rate	0.18	0.18	0.17	0.17	0.17	0.17
<b>Middle School - Arts &amp; Music</b>						
Pupil-educator ratio	176.71	175.94	174.74	171.70	179.18	179.91
Enrollment participation rate	0.16	0.16	0.16	0.16	0.15	0.15
<b>Middle School - Social Studies</b>						
Pupil-educator ratio	109.88	110.25	108.83	110.29	113.90	115.07
Enrollment participation rate	0.18	0.17	0.17	0.17	0.17	0.17
<b>Middle School - Foreign Language</b>						
Pupil-educator ratio	413.88	388.04	453.22	450.74	465.04	462.40
Enrollment participation rate	0.12	0.12	0.11	0.10	0.10	0.10
<b>Middle School - Math</b>						
Pupil-educator ratio	90.94	92.64	90.65	92.14	94.00	98.33
Enrollment participation rate	0.18	0.18	0.17	0.17	0.17	0.17
<b>Middle School - Science</b>						
Pupil-educator ratio	114.01	115.57	114.29	112.82	116.75	117.71
Enrollment participation rate	0.18	0.17	0.17	0.17	0.17	0.17

## PUPIL-EDUCATOR RATIOS AND ENROLLMENT PARTICIPATION RATES BY PRIMARY POSITION AND YEAR (CONTINUED)

Primary Position	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
<b>Middle School - Vocational Education</b>						
Pupil-educator ratio	508.42	456.87	495.91	425.29	550.43	510.74
Enrollment participation rate	0.10	0.08	0.09	0.08	0.10	0.09
<b>Middle School - Other</b>						
Pupil-educator ratio	118.90	115.67	119.30	118.68	125.98	142.41
Enrollment participation rate	0.17	0.17	0.17	0.17	0.16	0.16
<b>High School - Language Arts</b>						
Pupil-educator ratio	78.46	79.13	79.92	80.71	86.26	87.18
Enrollment participation rate	0.27	0.27	0.27	0.27	0.27	0.27
<b>High School - Arts &amp; Music</b>						
Pupil-educator ratio	200.53	205.54	205.27	209.52	214.48	219.50
Enrollment participation rate	0.25	0.24	0.24	0.24	0.24	0.24
<b>High School - Social Studies</b>						
Pupil-educator ratio	98.10	100.52	100.65	102.37	106.61	109.38
Enrollment participation rate	0.27	0.27	0.27	0.27	0.27	0.27
<b>High School - Foreign Language</b>						
Pupil-educator ratio	298.04	302.42	316.77	316.59	338.06	348.88
Enrollment participation rate	0.23	0.23	0.23	0.23	0.23	0.23
<b>High School - Math</b>						
Pupil-educator ratio	94.14	95.17	96.13	97.08	100.44	105.95
Enrollment participation rate	0.27	0.27	0.27	0.27	0.27	0.27
<b>High School - Science</b>						
Pupil-educator ratio	112.19	113.04	117.41	118.28	121.06	120.86
Enrollment participation rate	0.27	0.27	0.27	0.27	0.27	0.27
<b>High School - Vocational Education</b>						
Pupil-educator ratio	251.23	257.69	267.39	280.71	280.74	279.40
Enrollment participation rate	0.23	0.23	0.23	0.23	0.23	0.23
<b>High School - Other</b>						
Pupil-educator ratio	71.40	73.49	73.82	74.33	78.03	87.10
Enrollment participation rate	0.26	0.26	0.26	0.26	0.26	0.26
<b>Charter</b>						
Pupil-educator ratio	28.36	27.41	30.67	30.26	37.32	43.14
Enrollment participation rate	0.02	0.02	0.02	0.02	0.03	0.03
<b>Other Positions</b>						
Pupil-educator ratio	395.47	470.56	466.14	475.86	491.02	389.93
Enrollment participation rate	0.94	0.94	0.94	0.95	0.94	0.94

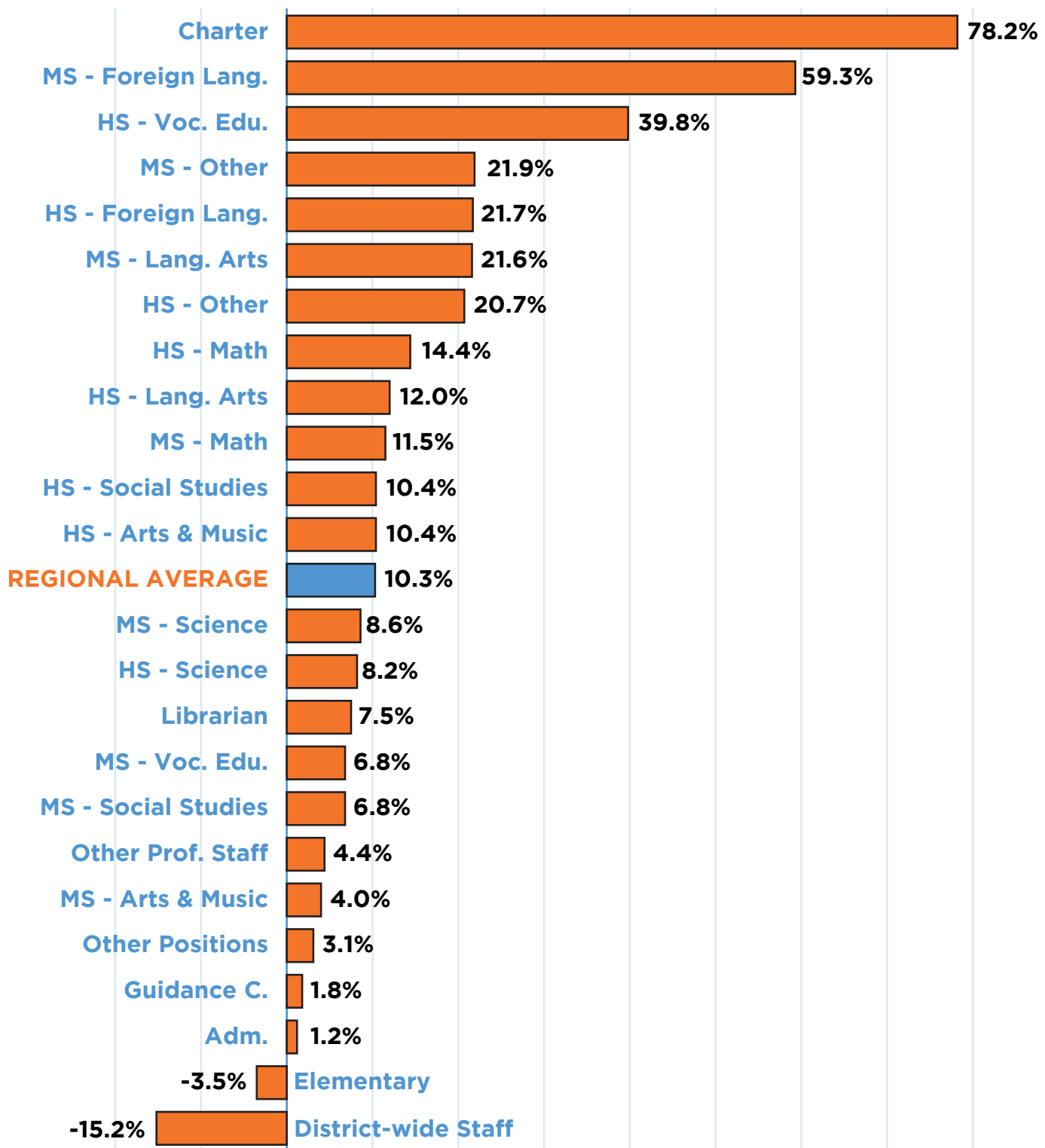
1 2017-18 data as of January 24, 2018.

2 Statewide ratios include enrollment headcount for kindergarten and grades 1 thru 12.

3 Enrollment participation rates compare each position's enrollment to that of the state.

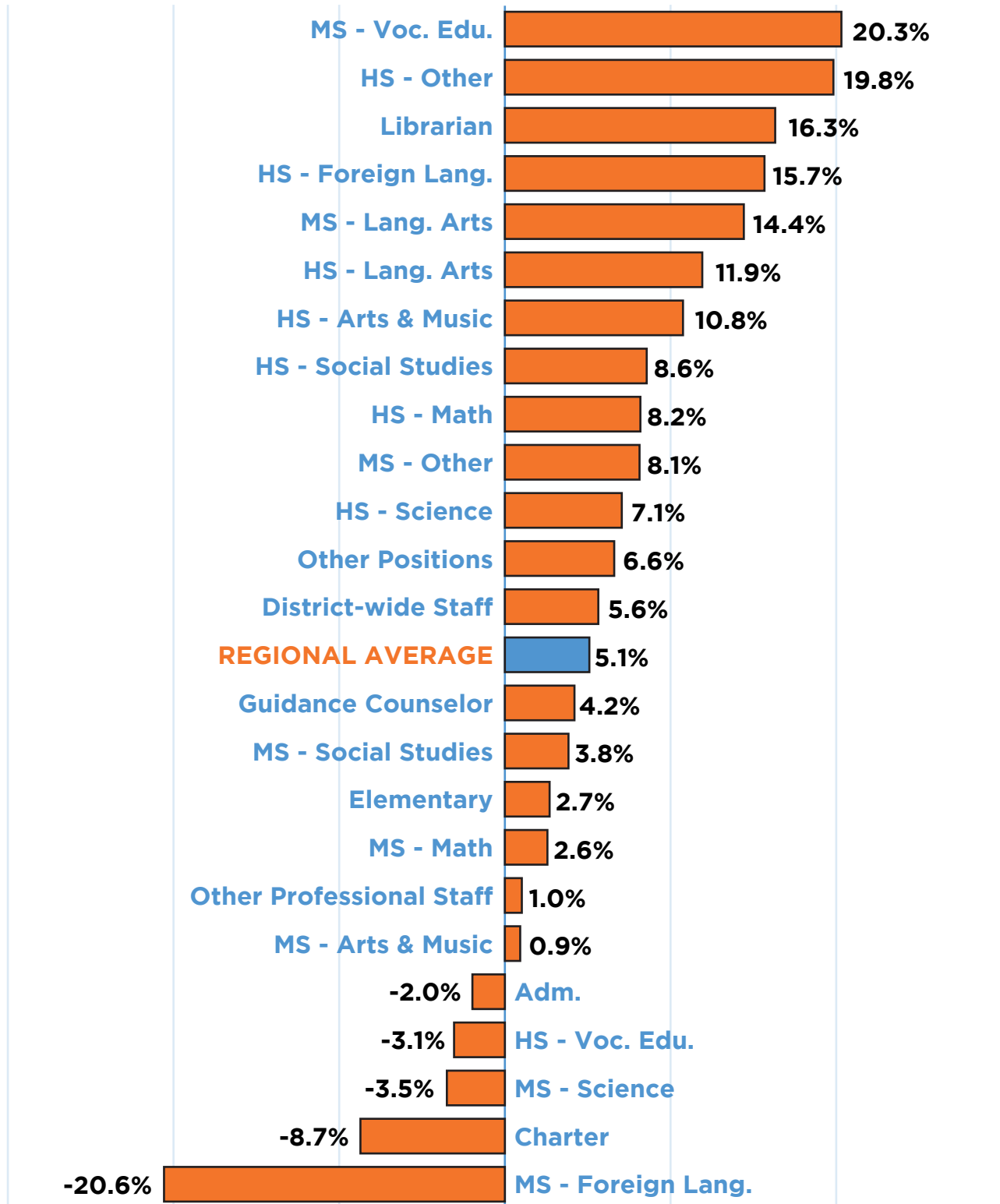
4 The elementary position includes all personnel teaching elementary classes in any grade.

**PUPIL EDUCATOR GROWTH RATES BY PRIMARY POSITION:  
REGION 1 (CENTRAL)  
2012-13 TO 2017-18**



Note: 2017-2018 personnel data as of January 24, 2018. Enrollment headcount includes kindergarten and grades 1 thru 12. Ungraded students such as out-of-home placements are not included.

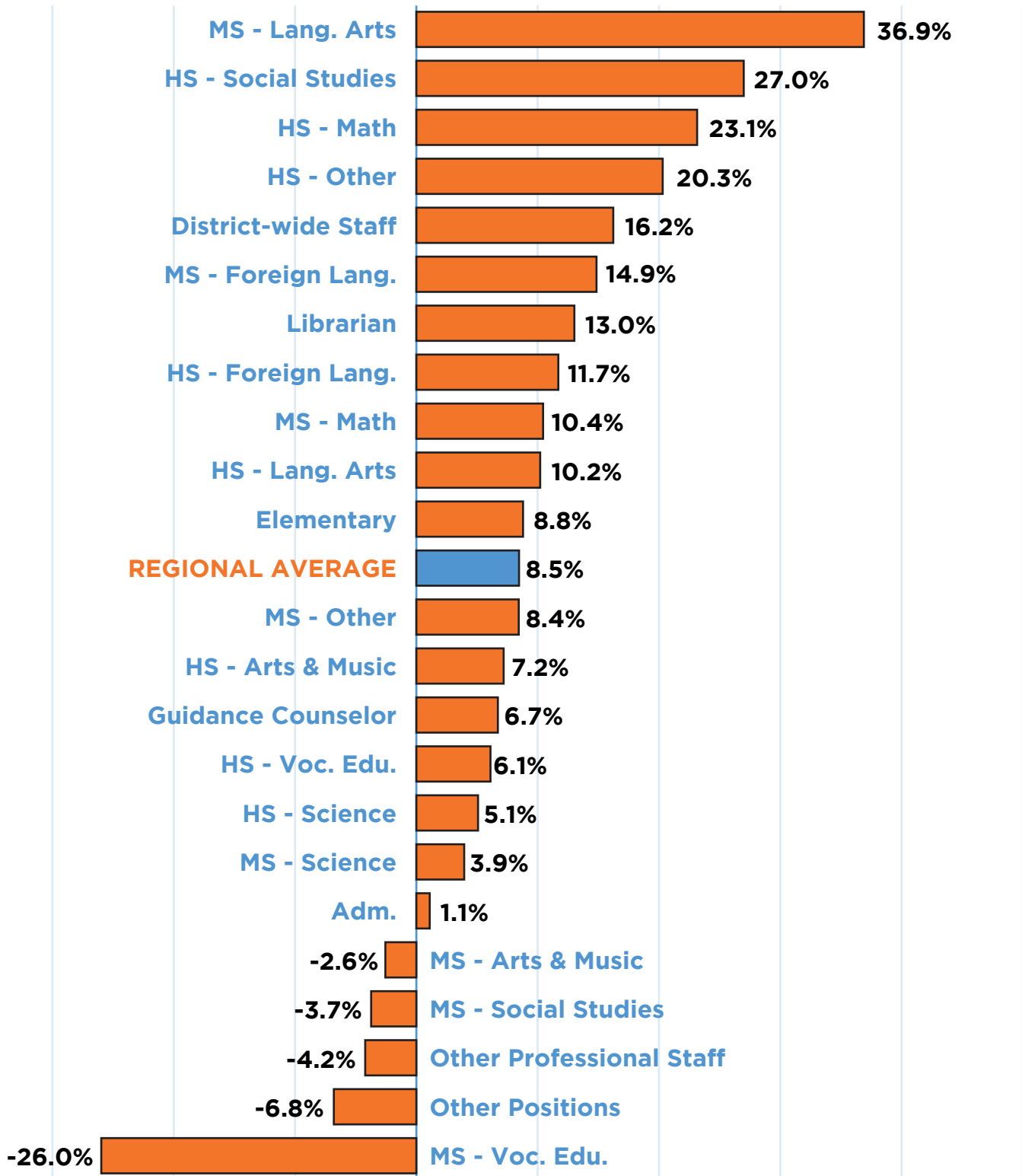
**PUPIL EDUCATOR GROWTH RATES BY PRIMARY POSITION:  
REGION 2 (NORTHEAST)  
2012-13 TO 2017-18**



Note: 2017-2018 personnel data as of January 24, 2018. Enrollment headcount includes kindergarten and grades 1 thru 12. Ungraded students are not included.

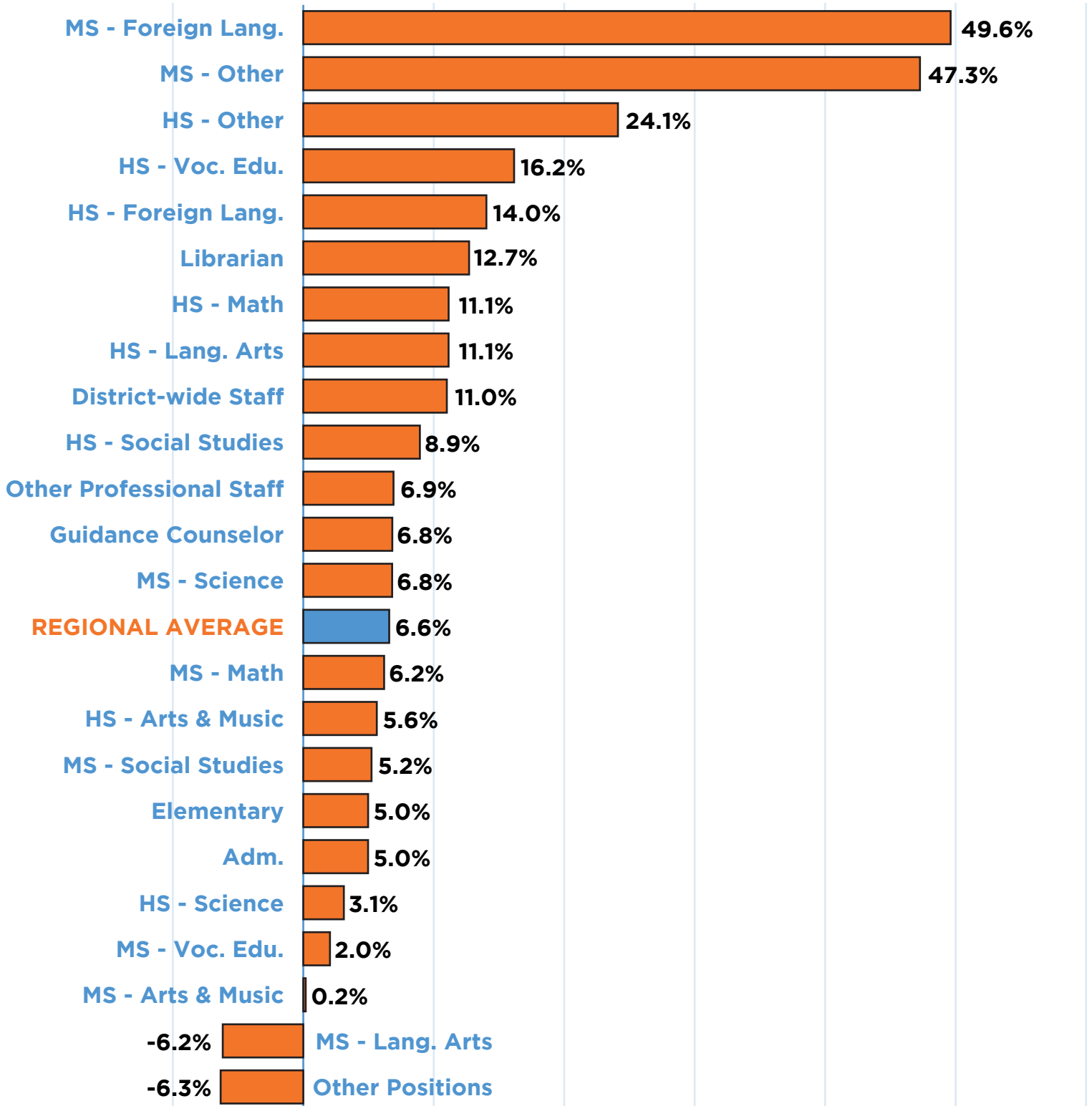


**PUPIL EDUCATOR GROWTH RATES BY PRIMARY POSITION:  
REGION 3 (NORTHWEST)  
2012-13 TO 2017-18**



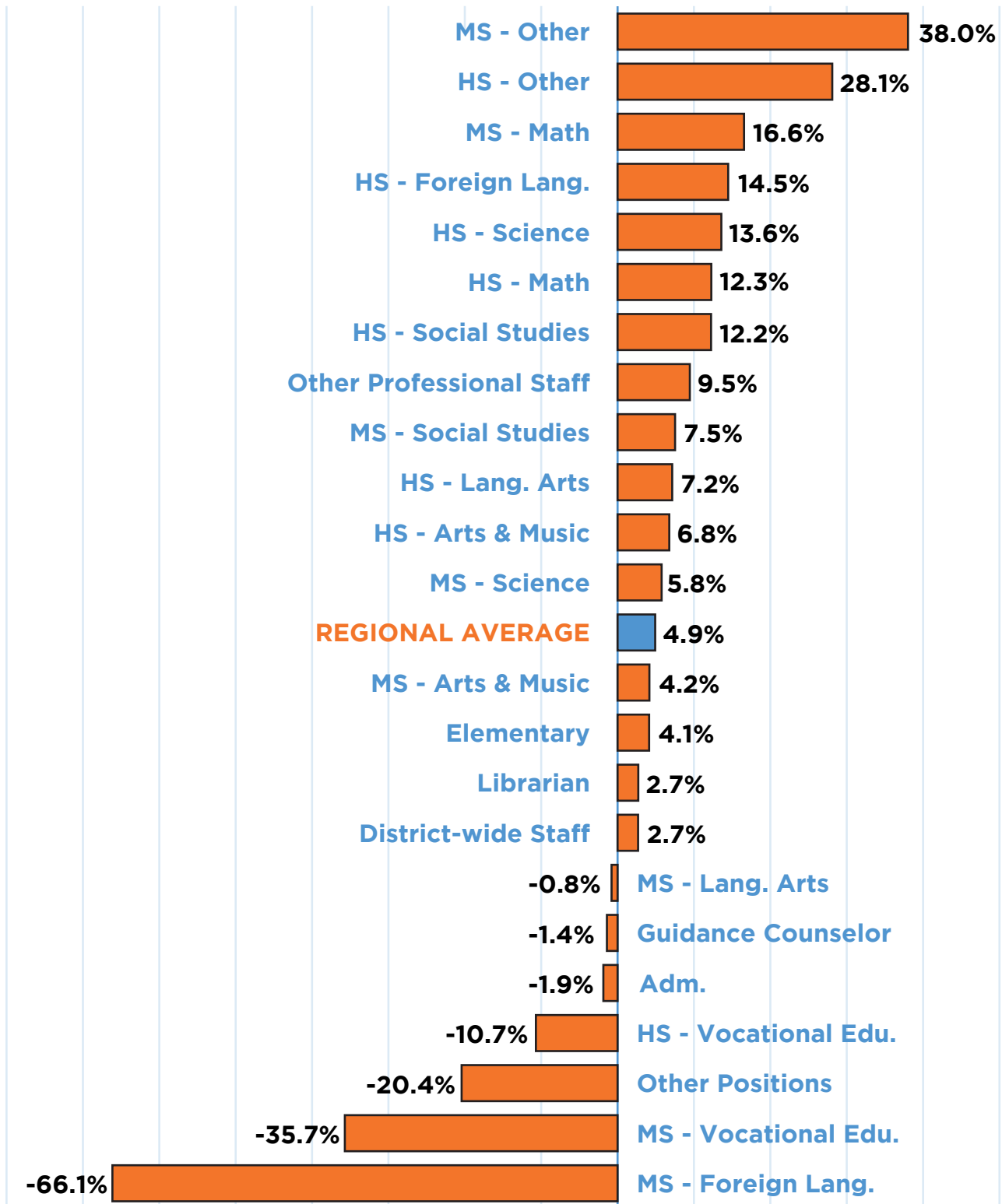
Note: 2017-2018 personnel data as of January 24, 2018. Enrollment headcount includes kindergarten and grades 1 thru 12. Ungraded students are not included.

**PUPIL EDUCATOR GROWTH RATES BY PRIMARY POSITION:  
REGION 4 (SOUTHEAST)  
2012-13 TO 2017-18**



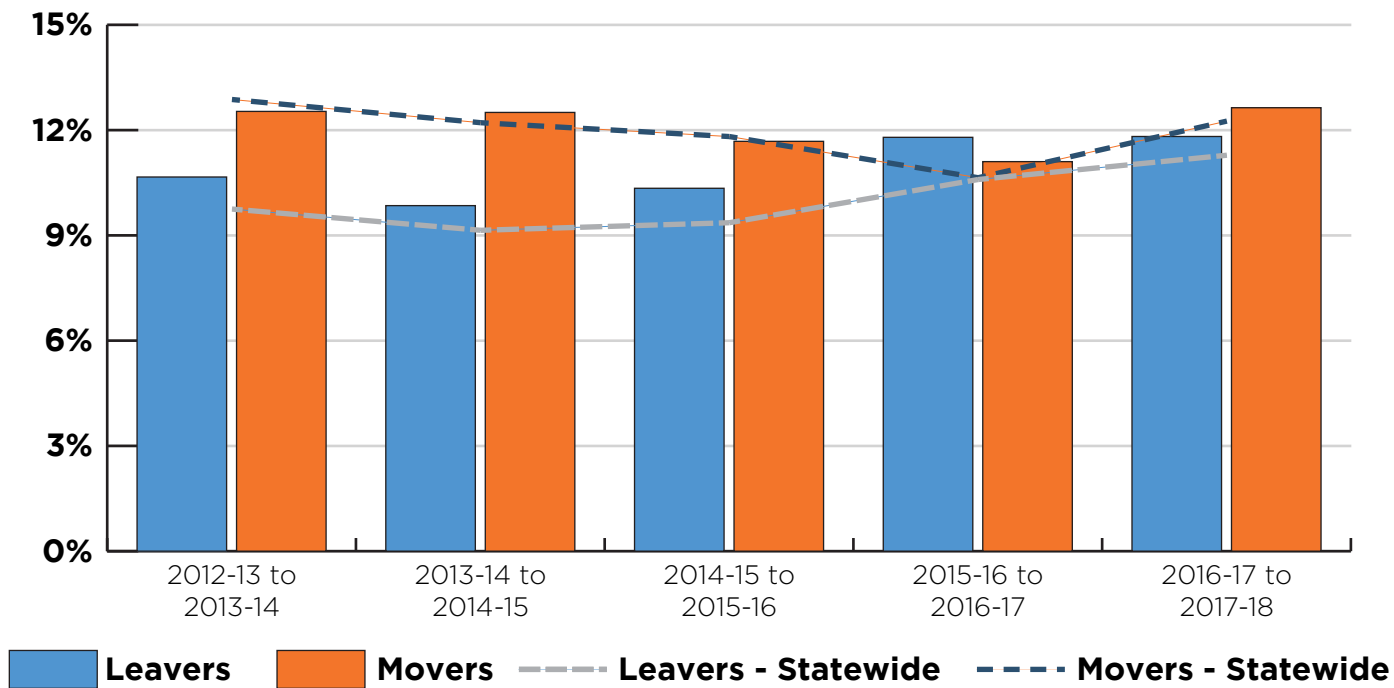
Note: 2017-2018 personnel data as of January 24, 2018. Enrollment headcount includes kindergarten and grades 1 thru 12. Ungraded students are not included.

**PUPIL EDUCATOR GROWTH RATES BY PRIMARY POSITION:  
REGION 5 (SOUTHWEST)  
2012-13 TO 2017-18**

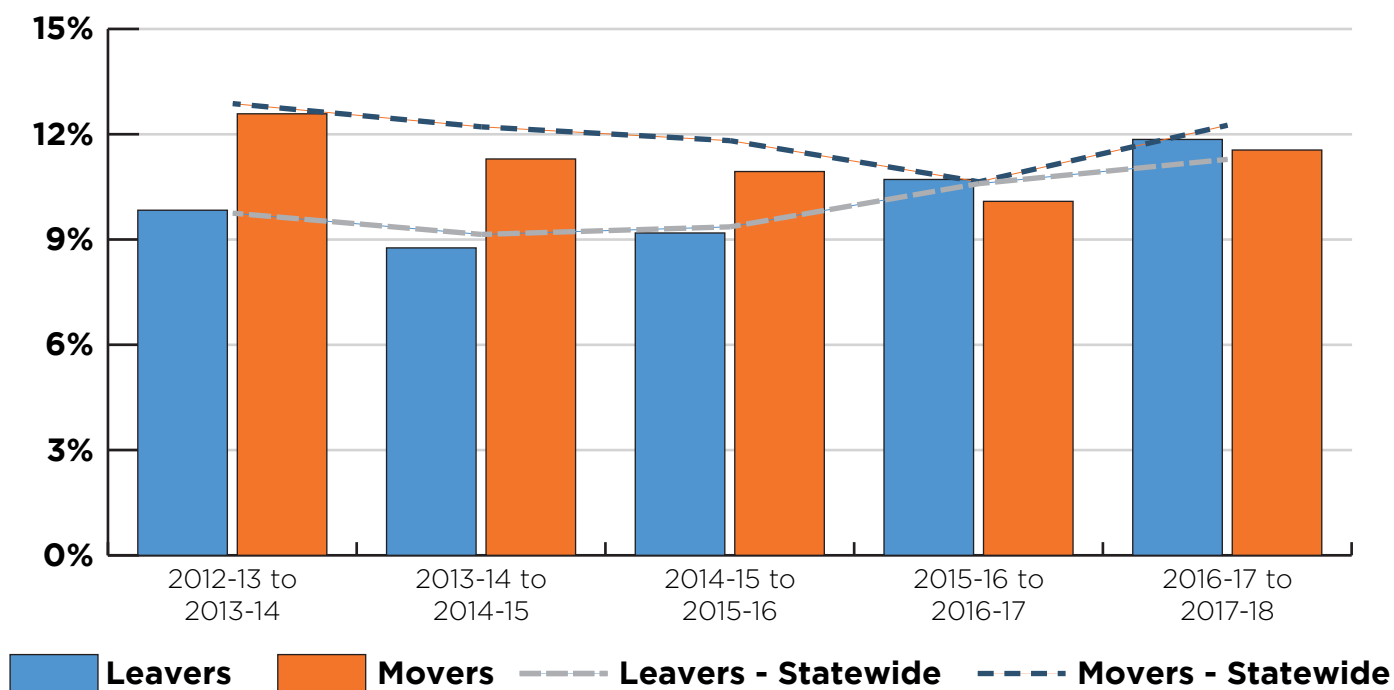


Note: 2017-2018 personnel data as of January 24, 2018. Enrollment headcount includes kindergarten and grades 1 thru 12. Ungraded students are not included.

### RATE OF LEAVING EDUCATORS: REGION 1 (CENTRAL) 2012-13 TO 2017-18

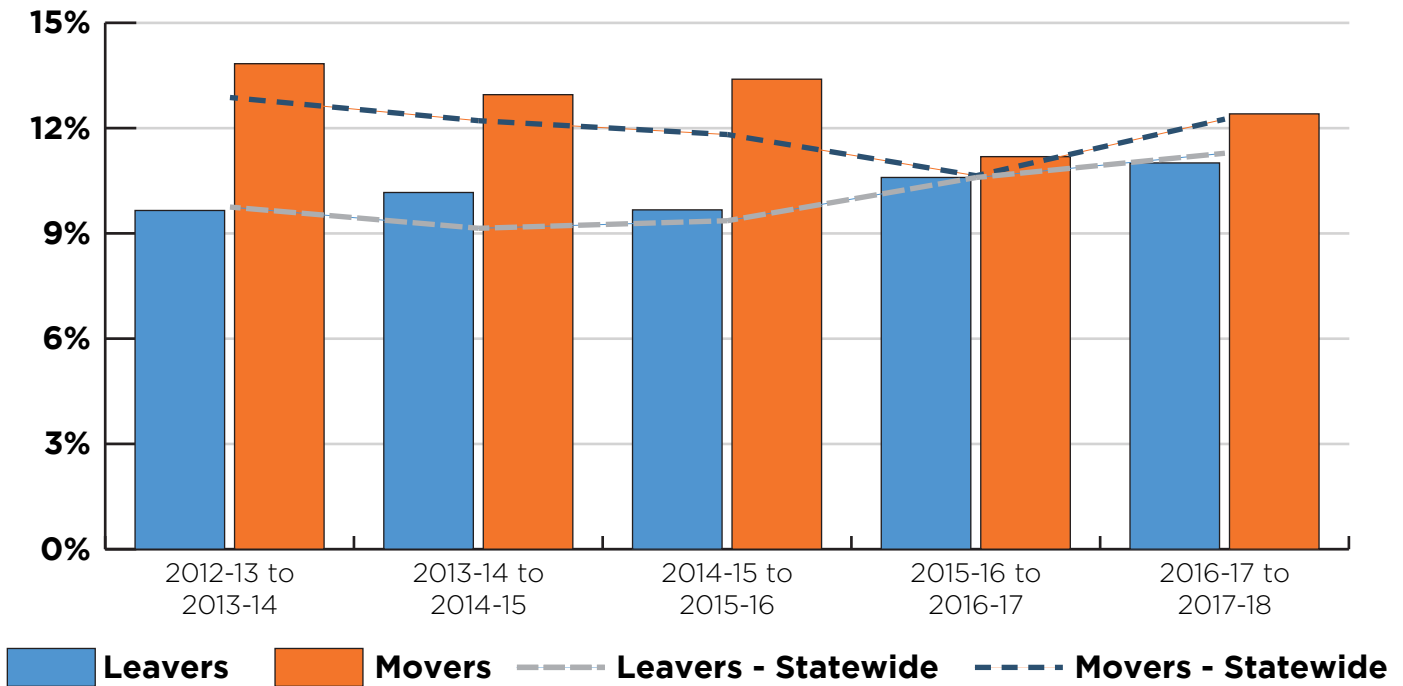


### RATE OF LEAVING EDUCATORS: REGION 2 (NORTHEAST) 2012-13 TO 2017-18

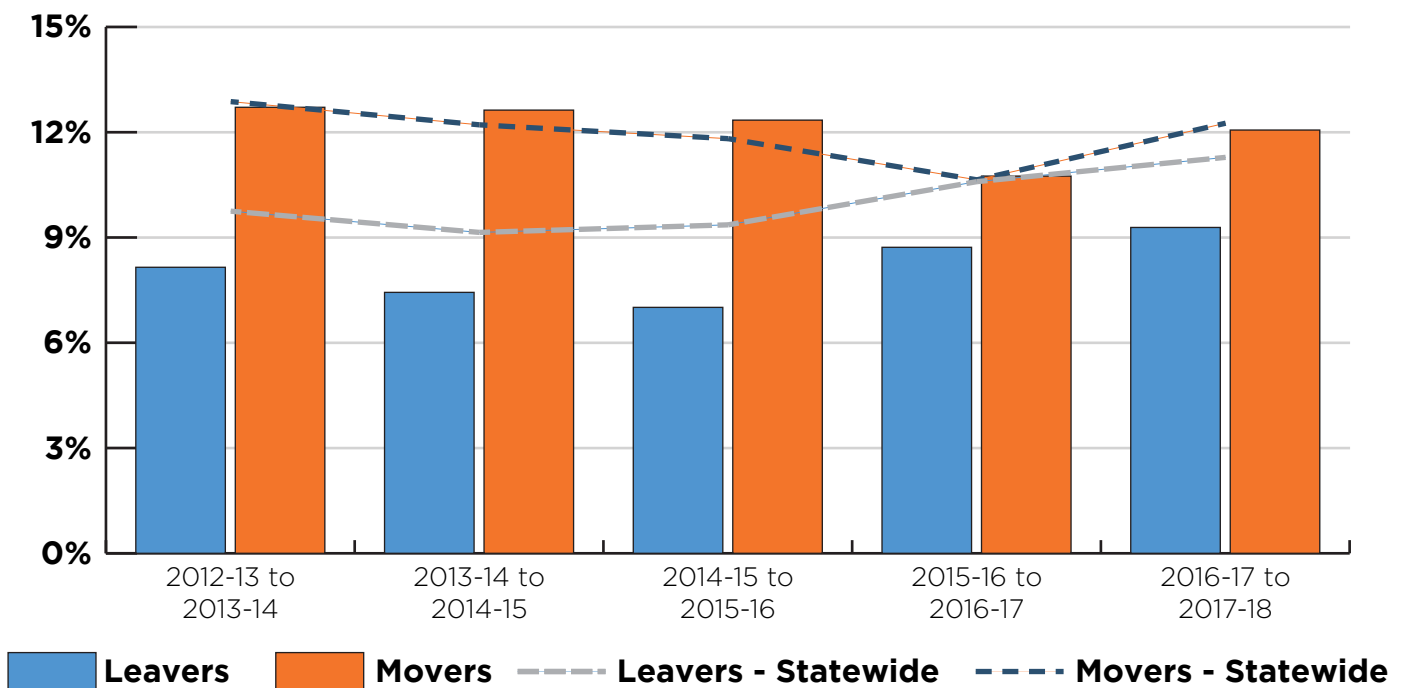


Note: 2017-2018 personnel data as of January 24, 2018. Calculations include individuals who have both personnel and certification records, and complete relevant information, e.g., county/region.

**RATE OF LEAVING EDUCATORS: REGION 3 (NORTHWEST)**  
2012-13 TO 2017-18

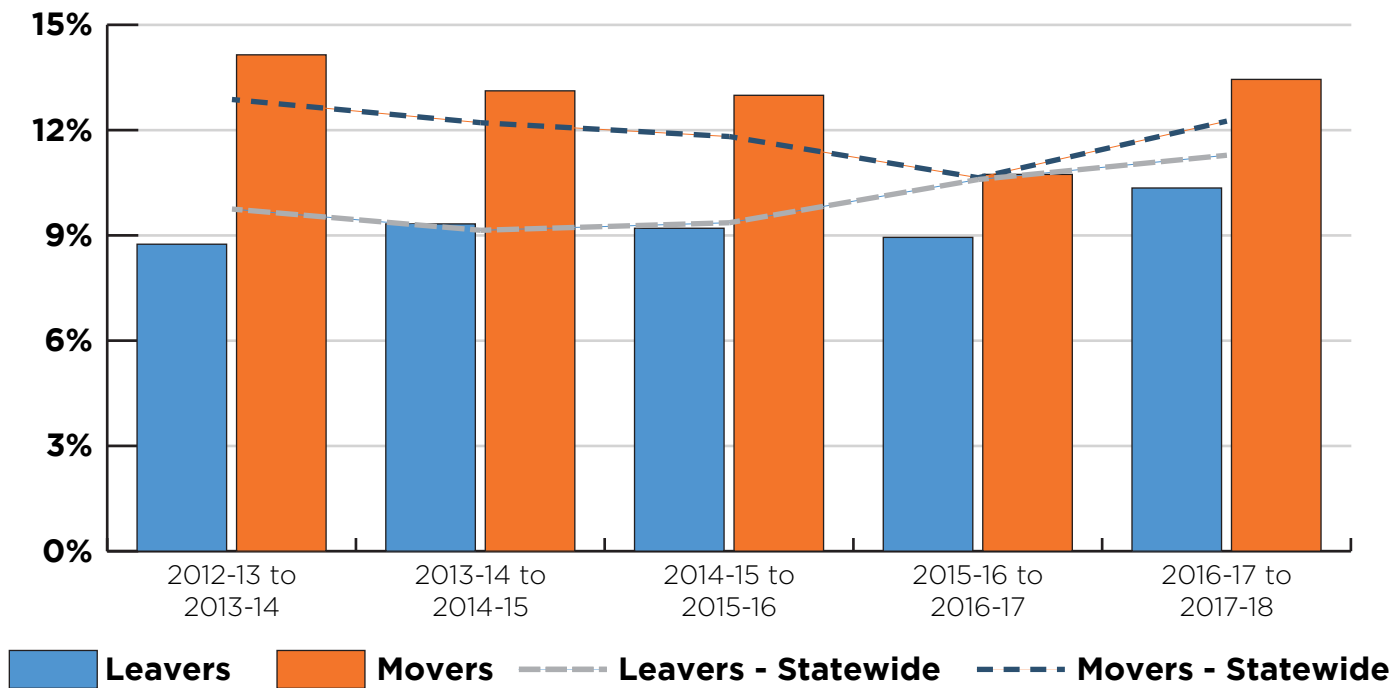


**RATE OF LEAVING EDUCATORS: REGION 4 (SOUTHEAST)**  
2012-13 TO 2017-18



Note: 2017-2018 personnel data as of January 24, 2018. Calculations include individuals who have both personnel and certification records, and complete relevant information, e.g., county/region.

### RATE OF LEAVING EDUCATORS: REGION 5 (SOUTHWEST) 2012-13 TO 2017-18



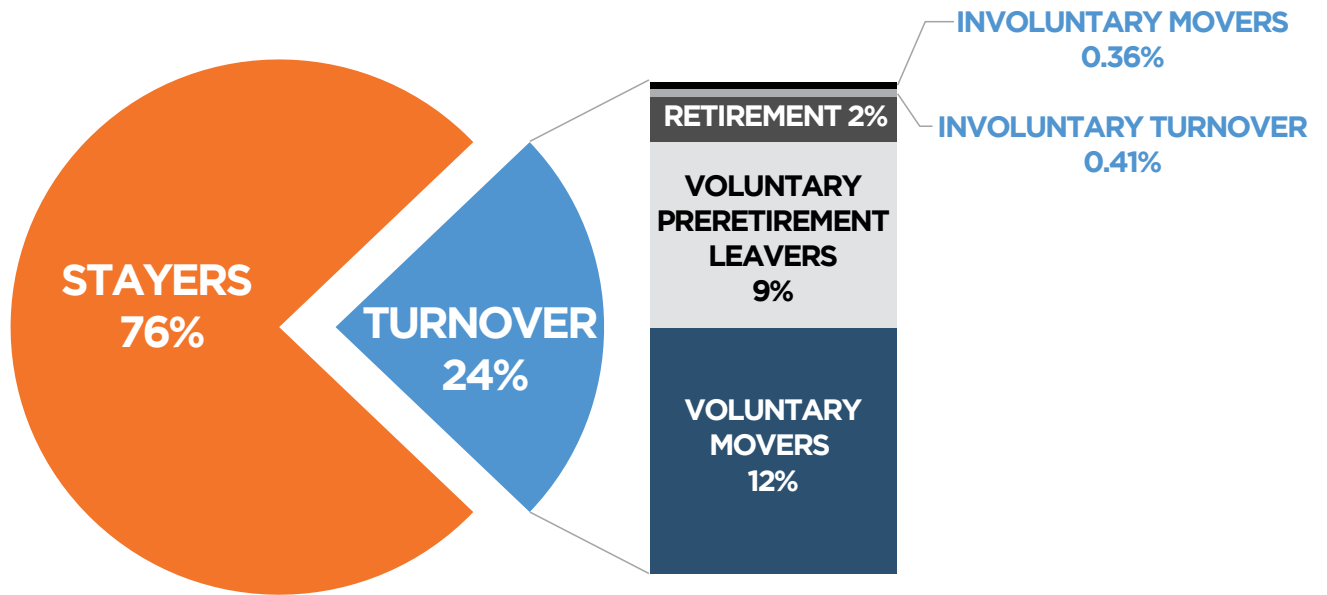
Note: 2017-2018 personnel data as of January 24, 2018. Calculations include individuals who have both personnel and certification records, and complete relevant information, e.g., county/region.

## REGIONAL EDUCATOR TURNOVER IN PUBLIC SCHOOLS

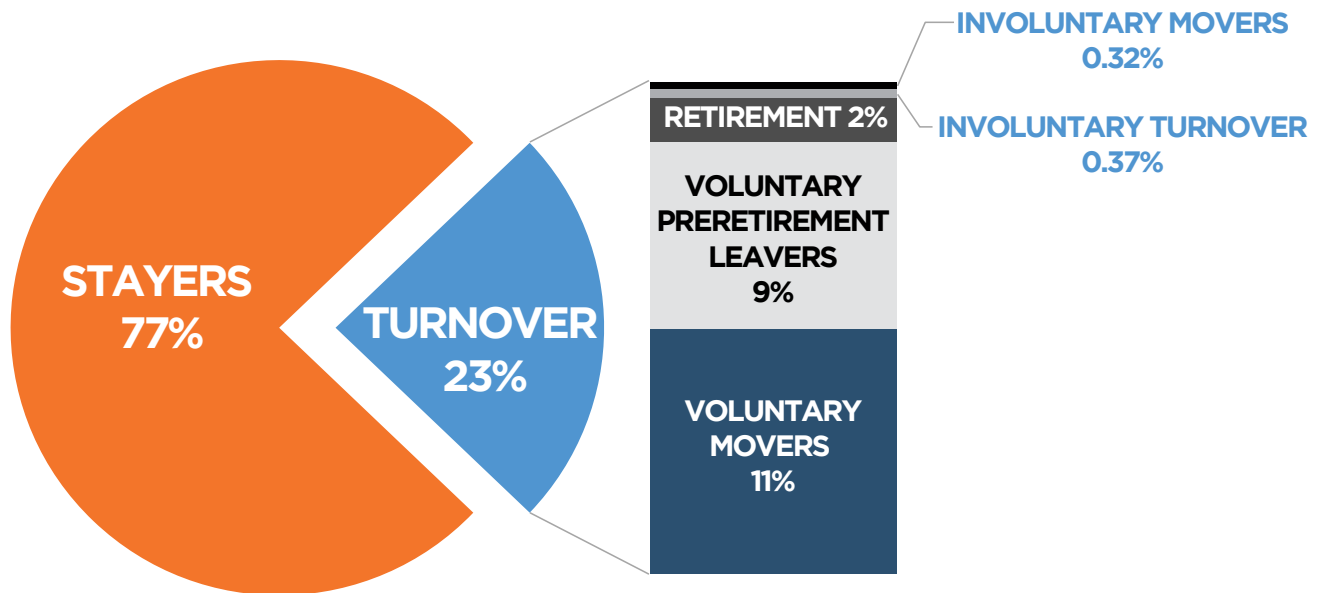
	2012-13 to 2013-14	2013-14 to 2014-15	2014-15 to 2015-16	2015-16 to 2016-17	2016-17 to 2017-18 <sup>1</sup>
<b>Statewide</b>	<b>22.63%</b>	<b>21.37%</b>	<b>21.19%</b>	<b>21.25%</b>	<b>23.55%</b>
<b>Region 1 (Central)</b>	23.20%	22.35%	22.02%	22.90%	24.46%
<b>Region 2 (Northeast)</b>	22.42%	20.06%	20.12%	20.80%	23.40%
<b>Region 3 (Northwest)</b>	23.49%	23.12%	23.06%	21.78%	23.41%
<b>Region 4 (Southeast)</b>	20.86%	20.07%	19.35%	19.47%	21.35%
<b>Region 5 (Southwest)</b>	22.89%	22.45%	22.20%	19.68%	23.80%

<sup>1</sup> 2017-18 data as of January 24, 2018.

**SOURCES OF EDUCATOR TURNOVER: REGION 1 (CENTRAL)**  
2016-17 TO 2017-18



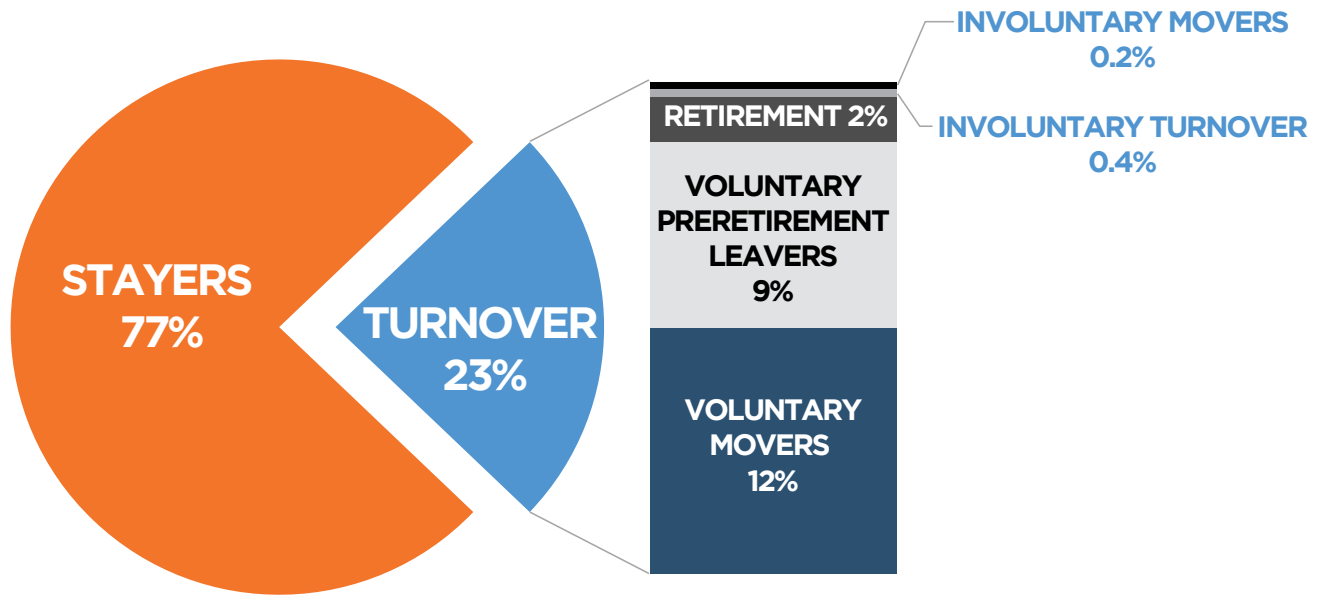
**SOURCES OF EDUCATOR TURNOVER: REGION 2 (NORTHEAST)**  
2016-17 TO 2017-18



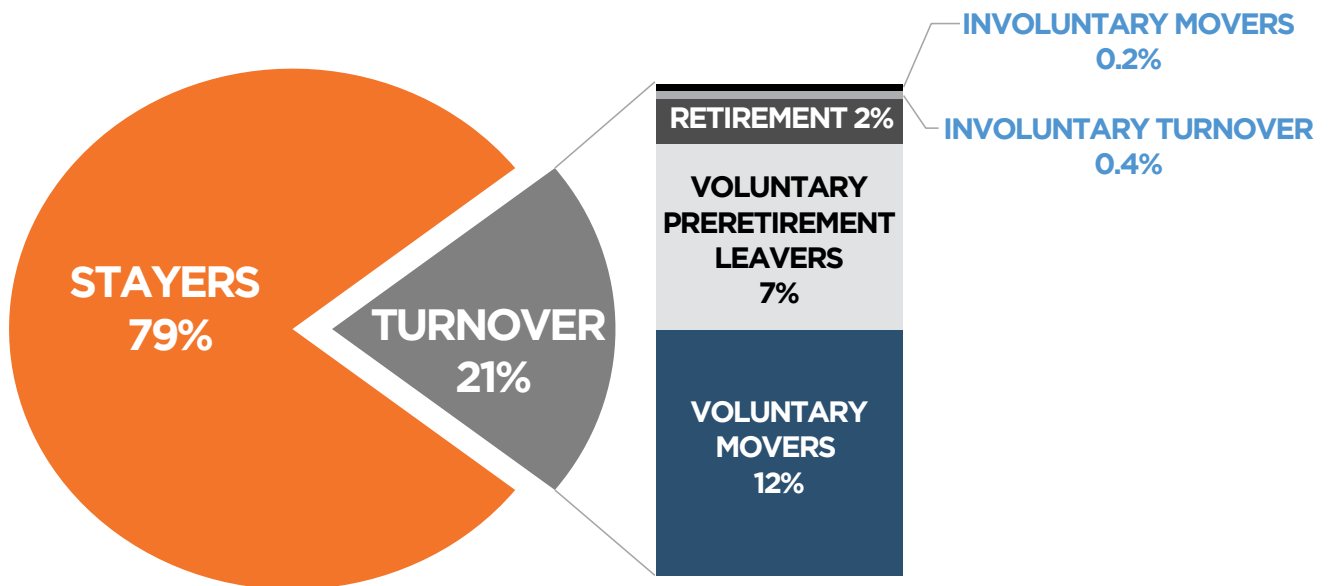
Note: 2017-2018 personnel data as of January 24, 2018. Calculations include individuals who have both personnel and certification records, and complete relevant information, e.g., county/region.



**SOURCES OF EDUCATOR TURNOVER: REGION 3 (NORTHWEST)**  
2016-17 TO 2017-18

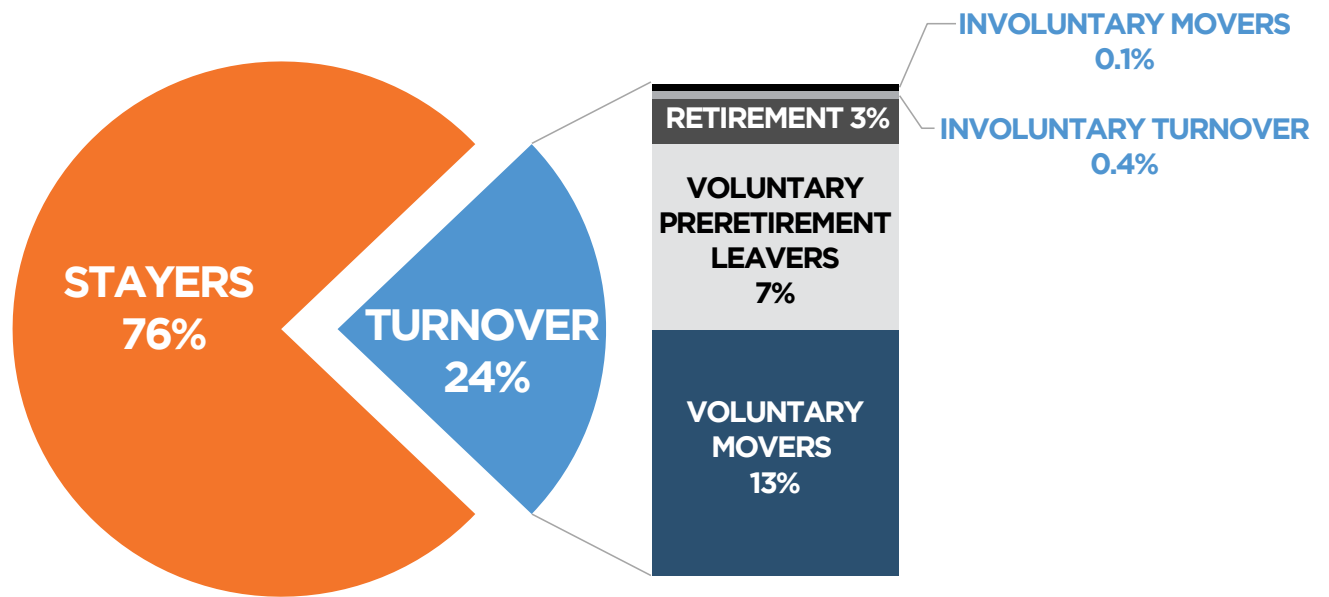


**SOURCES OF EDUCATOR TURNOVER: REGION 4 (SOUTHEAST)**  
2016-17 TO 2017-18



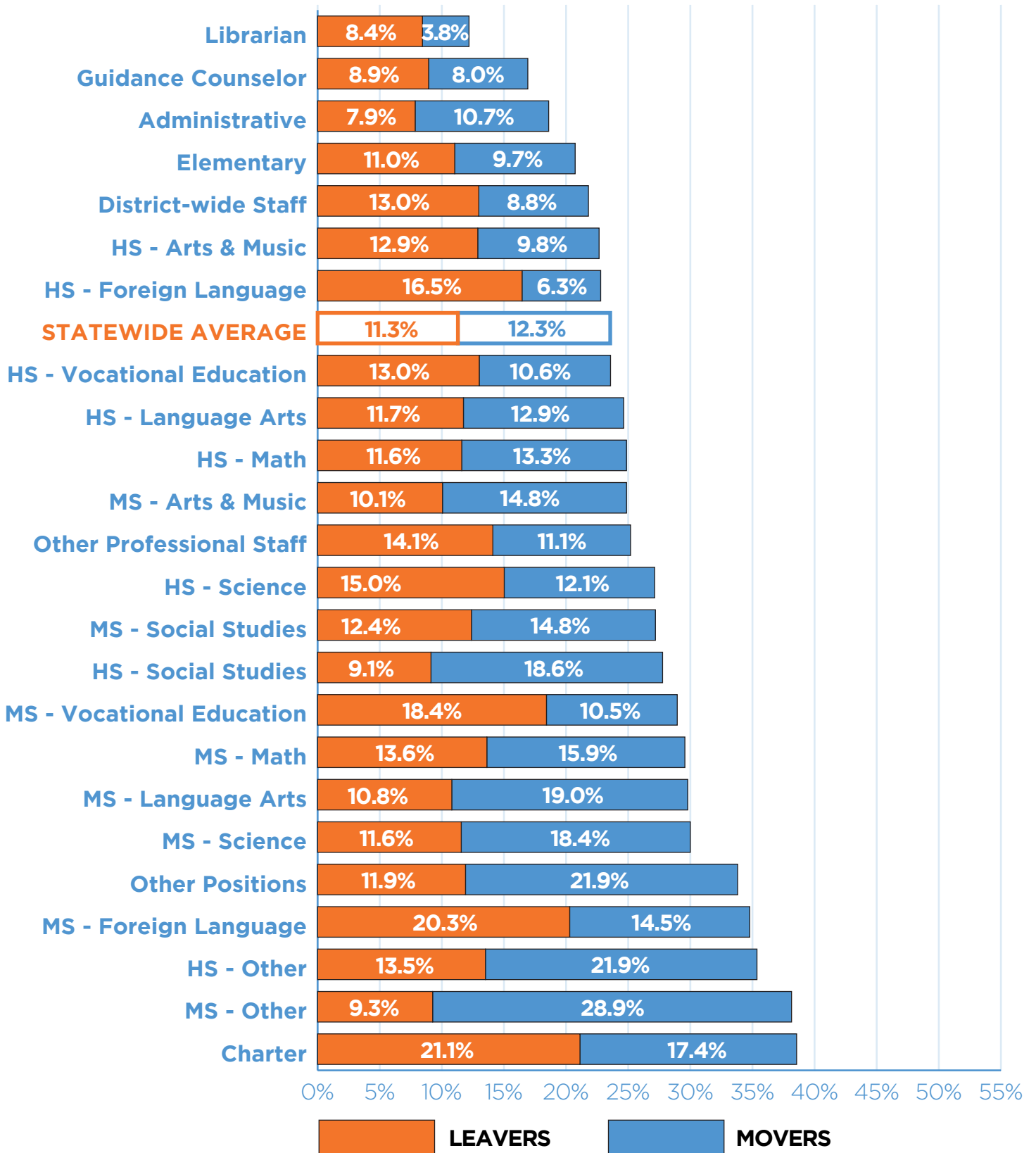
Note: 2017-2018 personnel data as of January 24, 2018. Calculations include individuals who have both personnel and certification records, and complete relevant information, e.g., county/region.

### SOURCES OF EDUCATOR TURNOVER: REGION 5 (SOUTHWEST) 2016-17 TO 2017-18



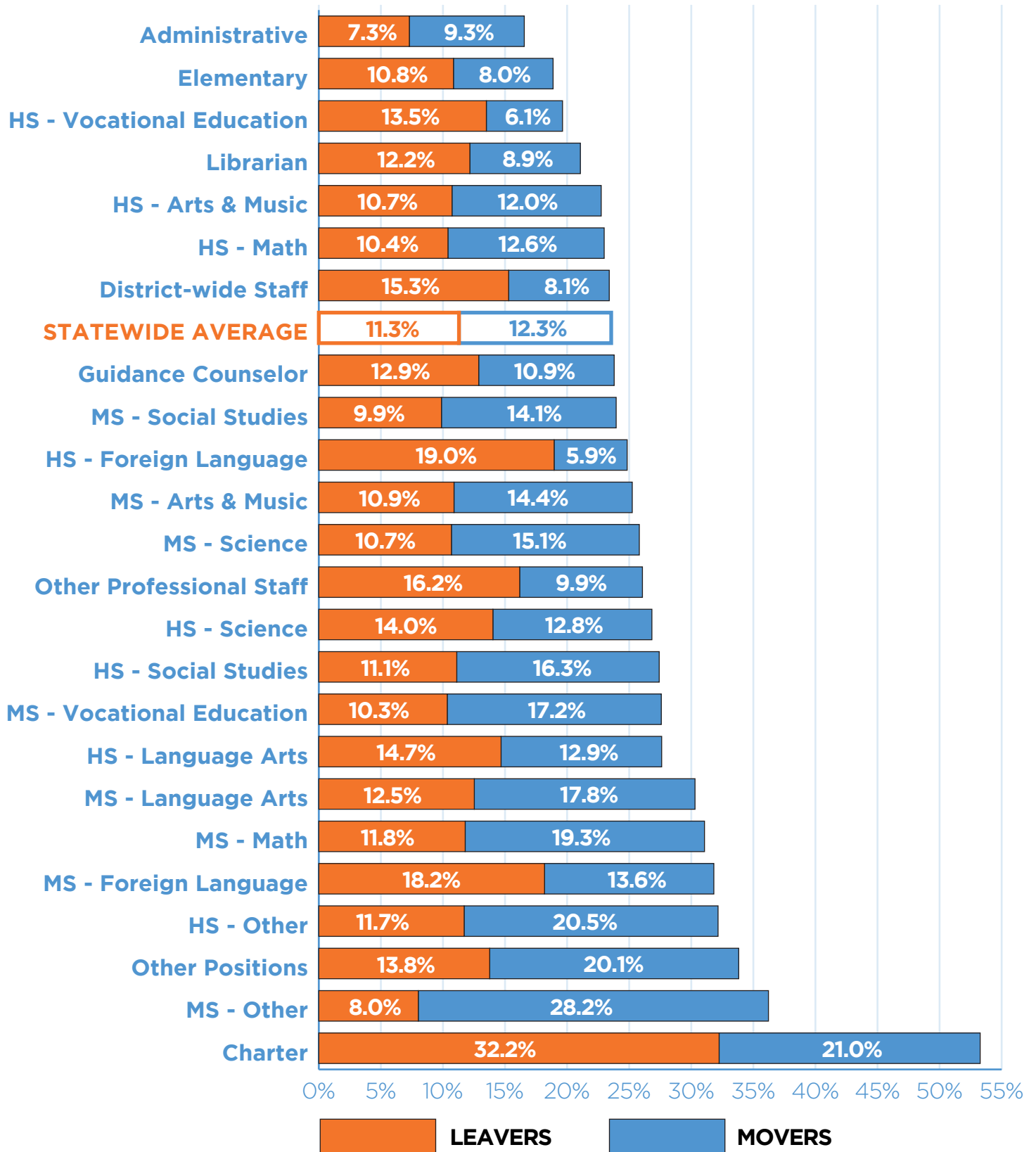
Note: 2017-2018 personnel data as of January 24, 2018. Calculations include individuals who have both personnel and certification records, and complete relevant information, e.g., county/region.

## TURNOVER RATES BY PRIMARY POSITION: REGION 1 (CENTRAL) 2016-17 TO 2017-18



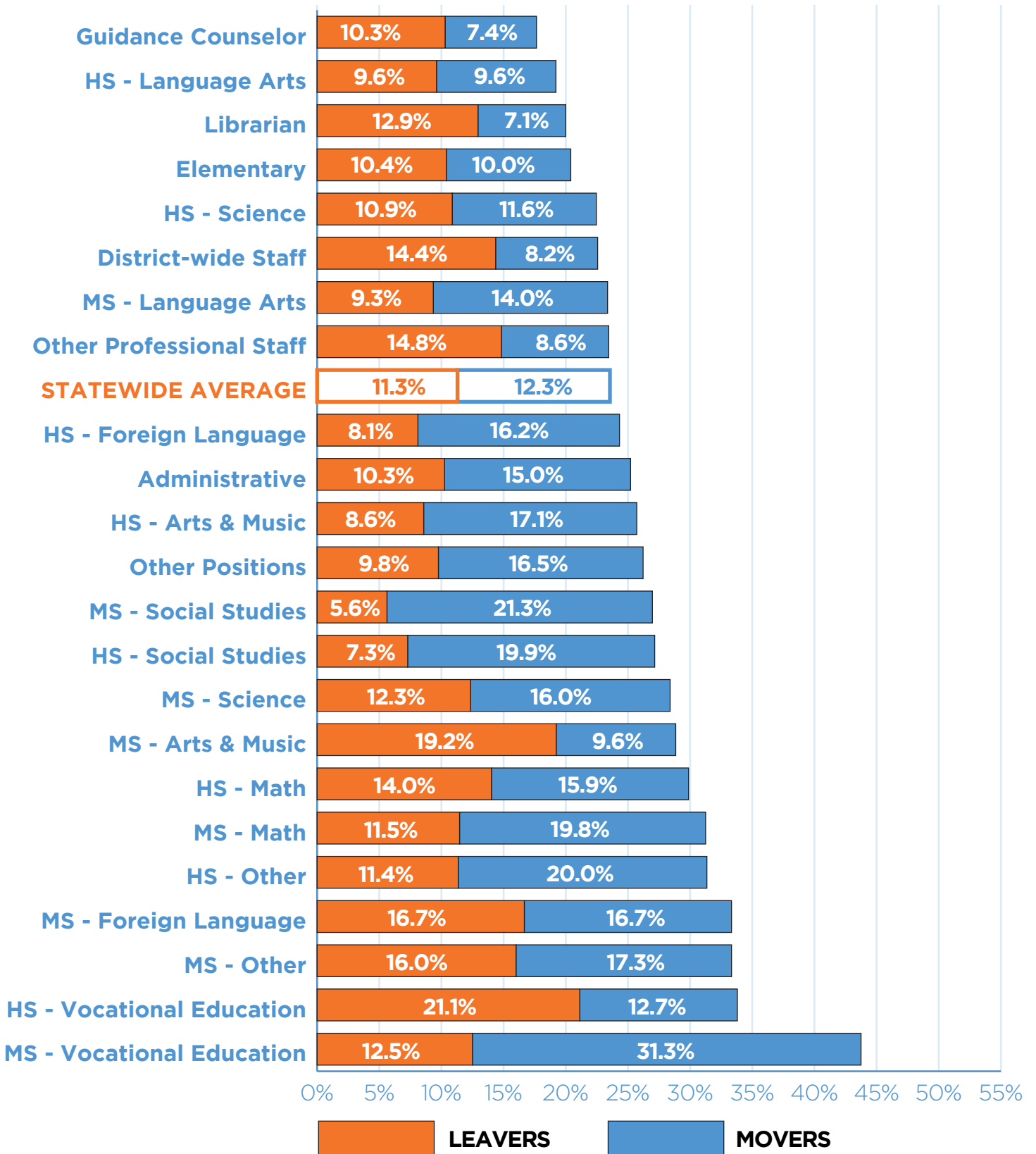
Note: 2017-2018 personnel data as of January 24, 2018. Calculations include individuals who have both personnel and certification records, and complete relevant information, e.g., county/region.

**TURNOVER RATES BY PRIMARY POSITION: REGION 2 (NORTHEAST)  
2016-17 TO 2017-18**



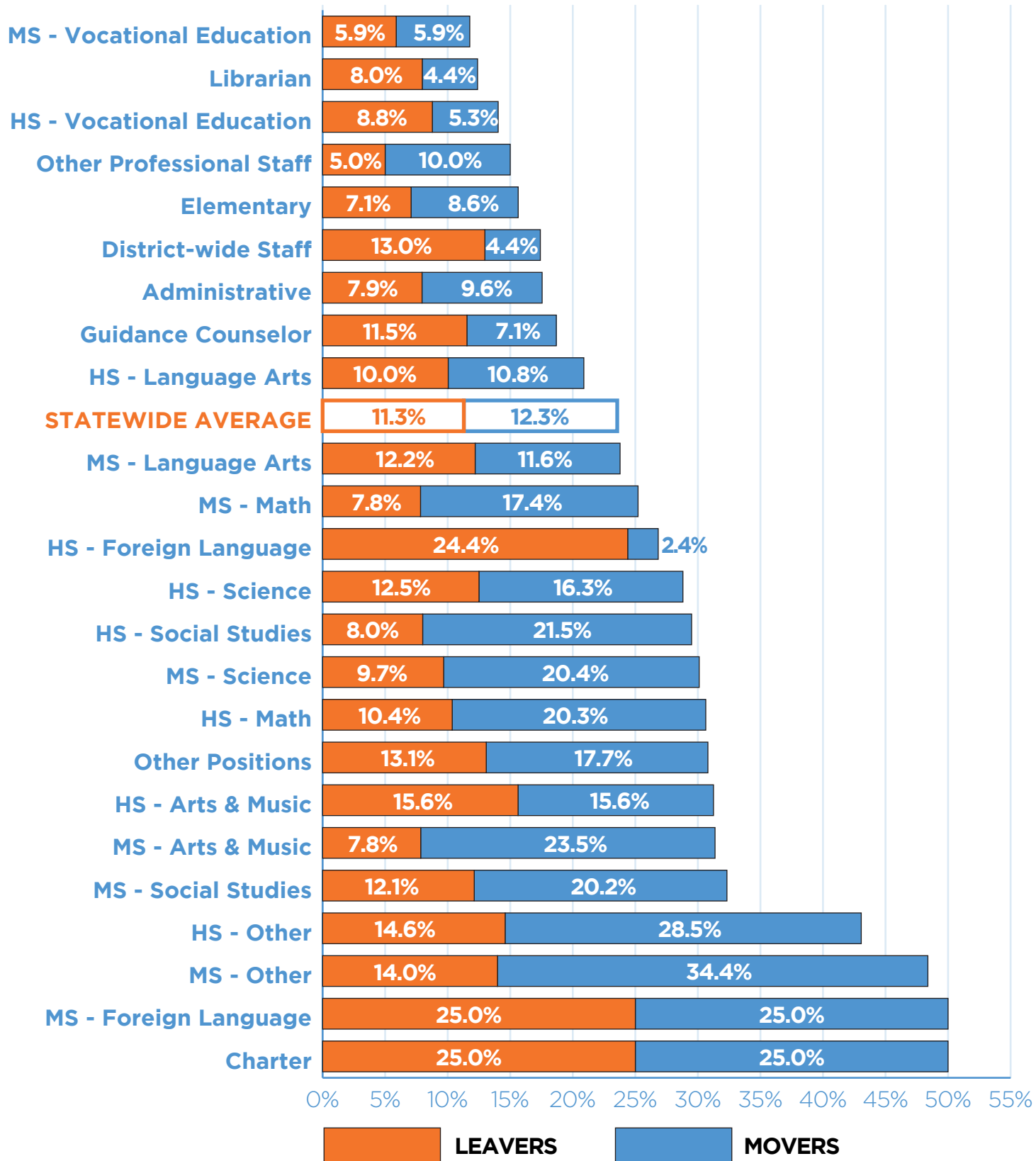
Note: 2017-2018 personnel data as of January 24, 2018. Calculations include individuals who have both personnel and certification records, and complete relevant information, e.g., county/region.

**TURNOVER RATES BY PRIMARY POSITION: REGION 3 (NORTHWEST)  
2016-17 TO 2017-18**



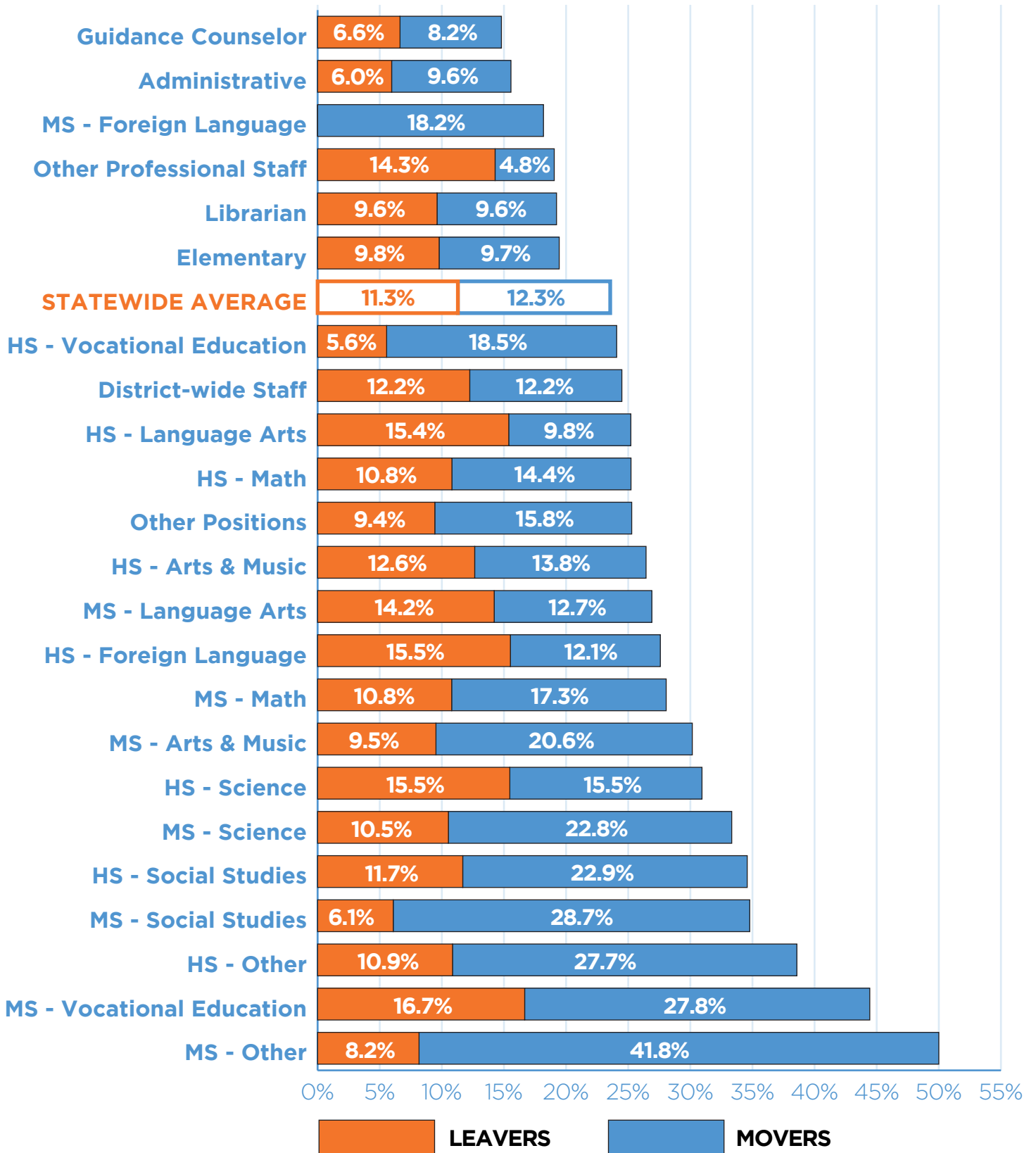
Note: 2017-2018 personnel data as of January 24, 2018. Calculations include individuals who have both personnel and certification records, and complete relevant information, e.g., county/region.

## TURNOVER RATES BY PRIMARY POSITION: REGION 4 (SOUTHWEST) 2016-17 TO 2017-18



Note: 2017-2018 personnel data as of January 24, 2018. Calculations include individuals who have both personnel and certification records, and complete relevant information, e.g., county/region.

**TURNOVER RATES BY PRIMARY POSITION: REGION 5 (SOUTHWEST)  
2016-17 TO 2017-18**



Note: 2017-2018 personnel data as of January 24, 2018. Calculations include individuals who have both personnel and certification records, and complete relevant information, e.g., county/region.

## CUMULATIVE PERCENTAGE OF RETAINED EDUCATORS BY TYPE OF CERTIFICATE: 2012-13 THROUGH 2016-17

Type of Certificate	2013-14	2014-15	2015-16	2016-17	2017-18 <sup>1</sup>
<b>2012-13 BEGINNING EDUCATORS</b>					
All	84.08%	72.72%	65.60%	59.82%	53.90%
Standard	84.54%	75.09%	69.12%	64.11%	58.48%
Provisional	80.07%	62.79%	54.26%	46.20%	38.82%
Alternative	86.36%	77.56%	70.38%	62.84%	57.99%
Multiple Certificates	83.47%	75.79%	70.78%	66.61%	60.43%
Other	87.50%	50.57%	25.57%	18.75%	14.77%
Emergency	76.47%	67.65%	64.71%	58.82%	38.24%
Paraprofessional	97.06%	89.71%	76.47%	72.06%	69.12%
License	83.33%	83.33%	83.33%	50.00%	33.33%
<b>2013-14 BEGINNING EDUCATORS</b>					
All	†	83.39%	70.96%	62.89%	56.05%
Standard	†	84.84%	75.32%	68.85%	61.81%
Provisional	†	76.24%	61.15%	51.46%	44.48%
Alternative	†	85.62%	72.96%	63.78%	57.37%
Multiple Certificates	†	83.01%	71.91%	64.94%	59.93%
Other	†	90.20%	53.06%	34.29%	24.08%
Emergency	†	73.81%	61.90%	52.38%	46.43%
Paraprofessional	†	90.79%	78.95%	71.05%	65.79%
License	†	100.00%	100.00%	100.00%	100.00%
<b>2014-15 BEGINNING EDUCATORS</b>					
All	†	†	82.70%	68.33%	60.00%
Standard	†	†	84.54%	73.29%	66.07%
Provisional	†	†	78.70%	59.92%	49.93%
Alternative	†	†	84.42%	70.77%	63.27%
Multiple Certificates	†	†	81.70%	69.94%	63.78%
Other	†	†	83.33%	52.38%	33.63%
Emergency	†	†	72.40%	54.00%	47.20%
Paraprofessional	†	†	88.41%	76.81%	68.12%
License	†	†	66.67%	66.67%	66.67%



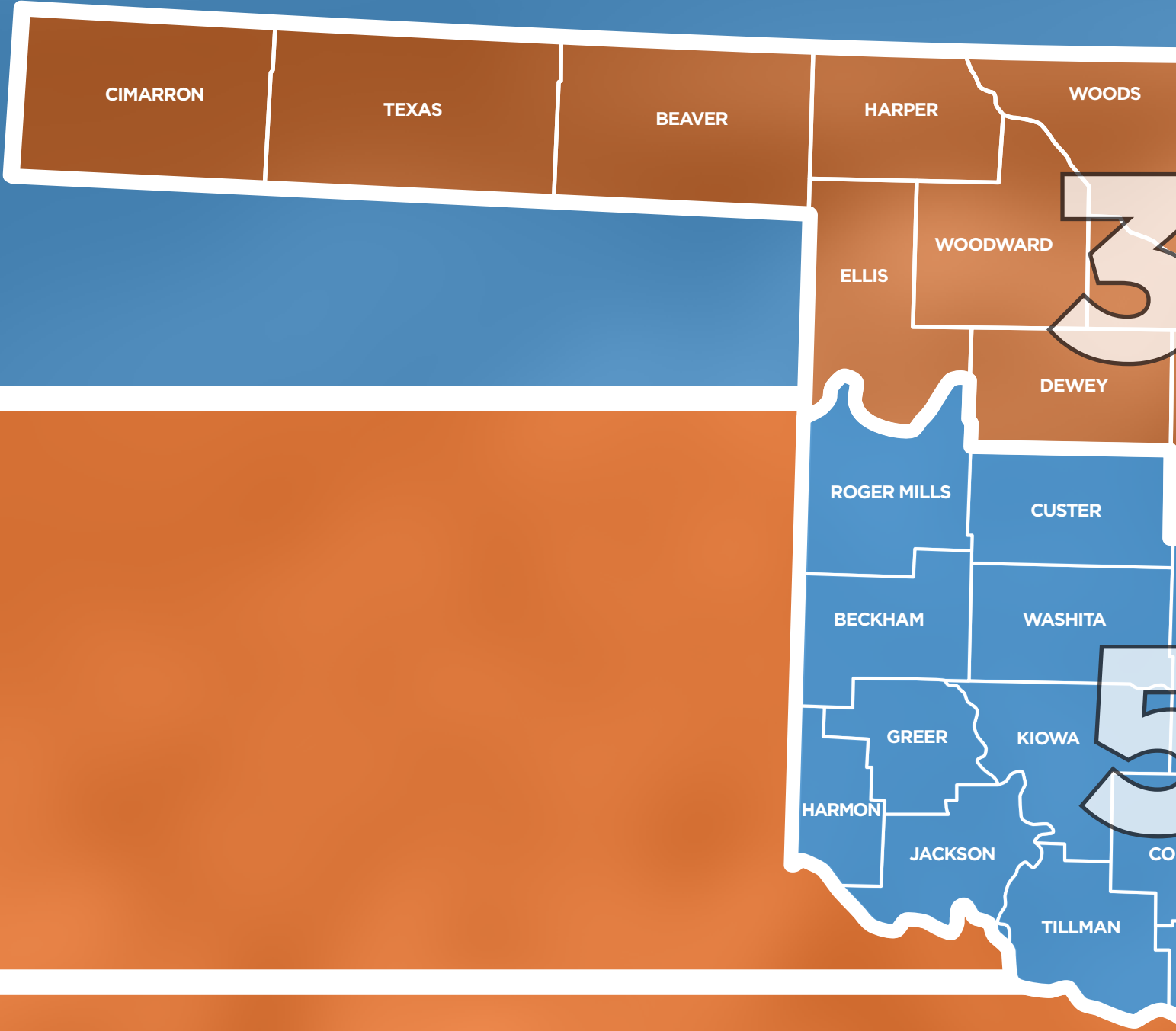
## CUMULATIVE PERCENTAGE OF RETAINED EDUCATORS BY TYPE OF CERTIFICATE: 2012-13 THROUGH 2016-17 (CONTINUED)

Type of Certificate	2013-14	2014-15	2015-16	2016-17	2017-18 <sup>1</sup>
<b>2015-16 BEGINNING EDUCATORS</b>					
All	†	†	†	77.84%	62.82%
Standard	†	†	†	80.93%	68.99%
Provisional	†	†	†	68.62%	53.48%
Alternative	†	†	†	78.45%	66.41%
Multiple Certificates	†	†	†	83.91%	70.34%
Other	†	†	†	81.34%	45.15%
Emergency	†	†	†	68.40%	46.18%
Paraprofessional	†	†	†	91.38%	81.03%
License	†	†	†	100.00%	100.00%
<b>2016-17 BEGINNING EDUCATORS</b>					
All	†	†	†	†	81.14%
Standard	†	†	†	†	82.22%
Provisional	†	†	†	†	75.11%
Alternative	†	†	†	†	81.57%
Multiple Certificates	†	†	†	†	83.74%
Other	†	†	†	†	87.05%
Emergency	†	†	†	†	77.14%
Paraprofessional	†	†	†	†	87.50%
License <sup>2</sup>	†	†	†	†	-

† Not applicable.

<sup>1</sup> 2017-18 data as of January 24, 2018.

<sup>2</sup> The yearly number of educators with a license is fewer than seven and follows a steady decline until no certificates of this type are issued anymore.



CIMARRON

TEXAS

BEAVER

HARPER

WOODS

ELLIS

WOODWARD

DEWEY

ROGER MILLS

CUSTER

BECKHAM

WASHITA

GREER

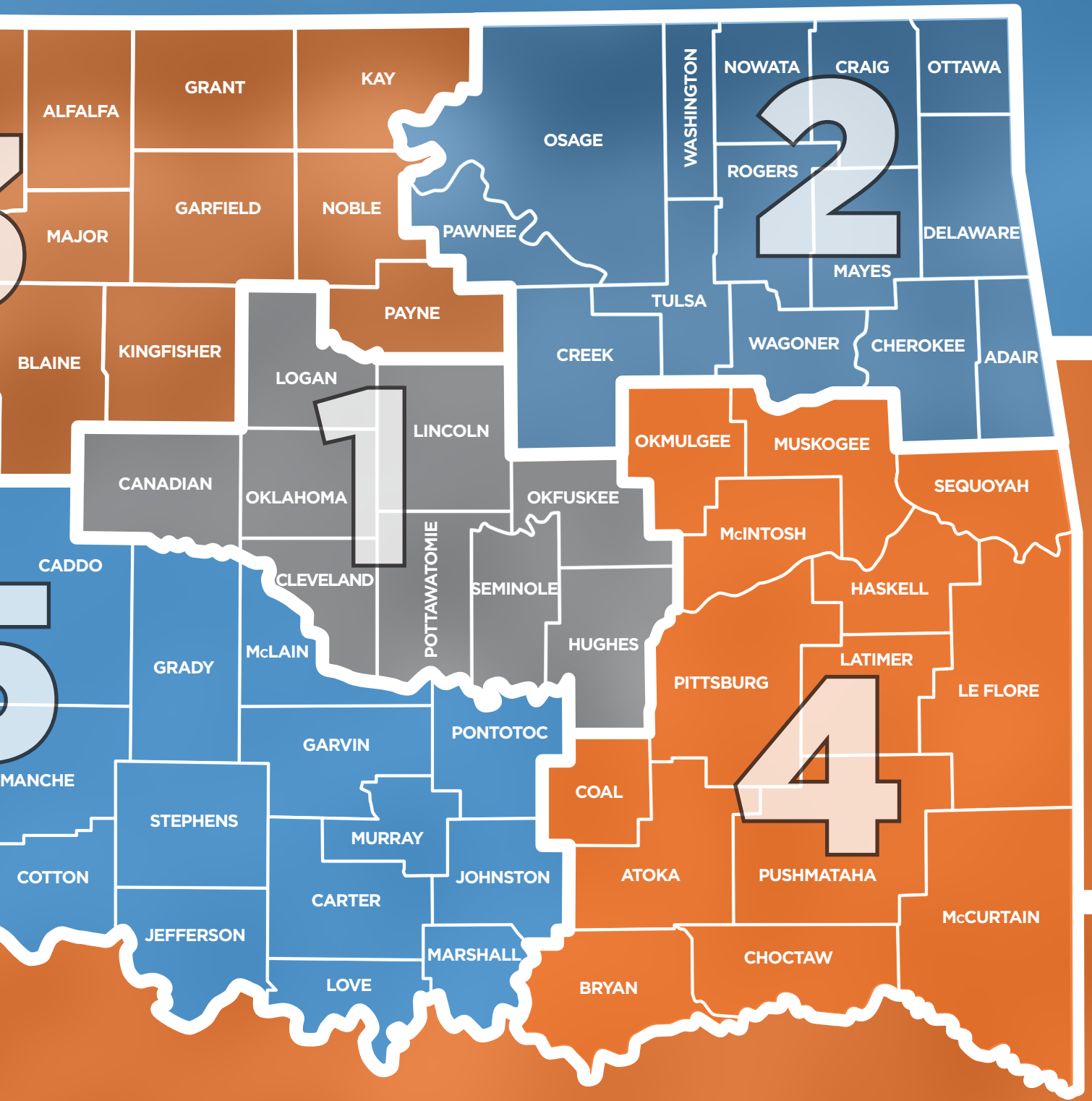
KIOWA

HARMON

JACKSON

TILLMAN

# Suppli



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**SUPPLY PERCENTAGE DISTRIBUTION BY PRIMARY POSITION, REGION AND YEAR: 2012-13 THROUGH 2017-18**

Primary Position	2012-13				
	REGION 1	REGION 2	REGION 3	REGION 4	REGION 5
District-wide Staff	3.01%	4.01%	4.55%	4.70%	3.95%
Administrative	4.76%	4.89%	4.83%	5.06%	5.09%
Guidance Counselor	3.19%	3.14%	3.13%	3.00%	3.19%
Librarian	2.00%	2.17%	2.27%	2.20%	1.90%
Other Professional Staff	2.16%	2.43%	1.61%	1.12%	1.13%
Elementary	43.70%	44.69%	45.62%	46.33%	44.79%
MS - Language Arts	3.74%	3.06%	2.85%	2.45%	3.25%
MS - Arts & Music	1.18%	1.19%	0.92%	0.73%	0.97%
MS - Social Studies	2.08%	1.97%	1.63%	1.70%	1.88%
MS - Foreign Language	0.65%	0.23%	0.21%	0.12%	0.11%
MS - Math	2.45%	2.43%	2.06%	2.03%	2.50%
MS - Science	2.01%	1.88%	1.69%	1.56%	1.90%
MS - Vocational Education	0.24%	0.15%	0.30%	0.33%	0.27%
MS - Other	1.80%	1.74%	1.59%	1.94%	1.63%
HS - Language Arts	4.10%	4.13%	3.99%	4.00%	4.08%
HS - Arts & Music	1.42%	1.41%	1.50%	1.48%	1.71%
HS - Social Studies	3.05%	3.10%	3.73%	3.34%	3.62%
HS - Foreign Language	1.01%	0.94%	0.79%	0.66%	0.98%
HS - Math	3.23%	3.30%	3.82%	3.51%	3.72%
HS - Science	2.64%	2.83%	3.02%	2.97%	3.29%
HS - Vocational Education	0.90%	0.89%	1.54%	1.80%	1.00%
HS - Other	4.21%	4.19%	4.31%	5.00%	5.04%
Charter	2.66%	0.78%	0.00%	0.00%	0.00%
Other Positions	3.84%	4.42%	4.01%	3.97%	4.00%

**SUPPLY PERCENTAGE DISTRIBUTION BY PRIMARY POSITION, REGION AND YEAR: 2012-13 THROUGH 2017-18 (CONTINUED)**

Primary Position	2013-14				
	REGION 1	REGION 2	REGION 3	REGION 4	REGION 5
District-wide Staff	3.21%	3.64%	4.35%	4.82%	4.20%
Administrative	4.91%	5.02%	4.98%	5.21%	5.26%
Guidance Counselor	3.21%	3.14%	3.05%	3.05%	3.18%
Librarian	1.99%	2.13%	2.25%	2.12%	1.97%
Other Professional Staff	2.32%	2.53%	1.76%	1.03%	0.95%
Elementary	44.30%	45.36%	45.66%	46.43%	44.91%
MS - Language Arts	3.62%	3.06%	2.81%	2.56%	3.34%
MS - Arts & Music	1.17%	1.15%	1.01%	0.87%	0.94%
MS - Social Studies	1.94%	1.96%	1.78%	1.72%	1.89%
MS - Foreign Language	0.65%	0.22%	0.19%	0.13%	0.32%
MS - Math	2.29%	2.50%	2.10%	1.83%	2.31%
MS - Science	1.86%	1.92%	1.65%	1.55%	1.82%
MS - Vocational Education	0.21%	0.17%	0.32%	0.28%	0.31%
MS - Other	1.85%	1.73%	1.67%	1.96%	1.81%
HS - Language Arts	4.21%	4.11%	4.05%	3.93%	4.10%
HS - Arts & Music	1.41%	1.44%	1.42%	1.39%	1.63%
HS - Social Studies	3.11%	3.07%	3.60%	3.36%	3.49%
HS - Foreign Language	1.03%	0.94%	0.79%	0.68%	0.90%
HS - Math	3.25%	3.39%	3.60%	3.49%	3.71%
HS - Science	2.65%	2.84%	3.22%	2.98%	3.24%
HS - Vocational Education	0.87%	0.90%	1.44%	1.83%	1.02%
HS - Other	4.30%	4.06%	4.29%	4.94%	4.66%
Charter	2.38%	0.82%	0.00%	0.00%	0.00%
Other Positions	3.25%	3.91%	4.01%	3.85%	4.05%

**SUPPLY PERCENTAGE DISTRIBUTION BY PRIMARY POSITION, REGION AND YEAR: 2012-13 THROUGH 2017-18 (CONTINUED)**

Primary Position	2014-15				
	REGION 1	REGION 2	REGION 3	REGION 4	REGION 5
District-wide Staff	3.03%	3.72%	4.21%	4.68%	3.93%
Administrative	5.05%	4.99%	4.99%	4.97%	5.22%
Guidance Counselor	3.11%	3.15%	3.10%	3.06%	3.27%
Librarian	1.93%	2.08%	2.10%	2.05%	1.95%
Other Professional Staff	2.44%	2.54%	1.78%	1.05%	0.94%
Elementary	44.59%	44.97%	46.17%	46.75%	45.27%
MS - Language Arts	3.43%	3.02%	2.78%	2.69%	3.25%
MS - Arts & Music	1.10%	1.14%	1.11%	0.92%	0.99%
MS - Social Studies	1.93%	2.02%	1.84%	1.80%	1.93%
MS - Foreign Language	0.44%	0.29%	0.15%	0.10%	0.31%
MS - Math	2.35%	2.52%	2.05%	1.88%	2.36%
MS - Science	1.90%	1.96%	1.80%	1.50%	1.77%
MS - Vocational Education	0.20%	0.14%	0.28%	0.33%	0.33%
MS - Other	1.61%	1.75%	1.93%	1.94%	1.58%
HS - Language Arts	4.22%	4.20%	3.94%	3.97%	3.93%
HS - Arts & Music	1.45%	1.41%	1.48%	1.34%	1.69%
HS - Social Studies	3.15%	3.12%	3.44%	3.44%	3.58%
HS - Foreign Language	0.99%	0.89%	0.83%	0.62%	0.91%
HS - Math	3.23%	3.40%	3.55%	3.71%	3.72%
HS - Science	2.56%	2.81%	2.85%	2.95%	3.19%
HS - Vocational Education	0.85%	0.91%	1.56%	1.82%	0.86%
HS - Other	4.32%	4.21%	4.15%	4.70%	4.67%
Charter	2.68%	0.89%	0.00%	0.00%	0.00%
Other Positions	3.45%	3.84%	3.92%	3.73%	4.34%

**SUPPLY PERCENTAGE DISTRIBUTION BY PRIMARY POSITION, REGION AND YEAR: 2012-13 THROUGH 2017-18 (CONTINUED)**

Primary Position	2015-16				
	REGION 1	REGION 2	REGION 3	REGION 4	REGION 5
District-wide Staff	3.33%	3.74%	4.32%	4.79%	4.00%
Administrative	4.90%	4.95%	4.98%	4.99%	5.24%
Guidance Counselor	3.03%	3.12%	3.02%	2.96%	3.29%
Librarian	1.89%	2.00%	2.03%	2.01%	1.86%
Other Professional Staff	2.34%	2.45%	1.86%	1.03%	1.05%
Elementary	44.34%	45.13%	46.16%	46.57%	44.78%
MS - Language Arts	3.43%	2.98%	2.55%	2.76%	3.54%
MS - Arts & Music	1.13%	1.21%	1.20%	0.94%	1.00%
MS - Social Studies	1.95%	1.97%	1.86%	1.66%	1.91%
MS - Foreign Language	0.41%	0.26%	0.17%	0.06%	0.30%
MS - Math	2.29%	2.45%	2.16%	1.87%	2.45%
MS - Science	1.92%	1.96%	1.71%	1.59%	1.84%
MS - Vocational Education	0.20%	0.14%	0.43%	0.29%	0.33%
MS - Other	1.64%	1.78%	1.80%	1.76%	1.68%
HS - Language Arts	4.14%	4.10%	4.09%	4.09%	4.17%
HS - Arts & Music	1.50%	1.32%	1.45%	1.33%	1.58%
HS - Social Studies	3.06%	3.16%	3.36%	3.54%	3.51%
HS - Foreign Language	0.95%	0.90%	0.81%	0.75%	0.96%
HS - Math	3.22%	3.37%	3.61%	3.55%	3.84%
HS - Science	2.56%	2.82%	2.95%	3.04%	3.05%
HS - Vocational Education	0.70%	0.89%	1.50%	1.93%	0.84%
HS - Other	4.31%	4.21%	4.30%	4.69%	4.46%
Charter	3.42%	1.08%	0.00%	0.00%	0.00%
Other Positions	3.32%	4.02%	3.68%	3.79%	4.31%

**SUPPLY PERCENTAGE DISTRIBUTION BY PRIMARY POSITION, REGION AND YEAR: 2012-13 THROUGH 2017-18 (CONTINUED)**

Primary Position	2016-17				
	REGION 1	REGION 2	REGION 3	REGION 4	REGION 5
District-wide Staff	3.34%	3.74%	4.35%	4.84%	4.14%
Administrative	4.80%	4.93%	5.19%	5.01%	5.11%
Guidance Counselor	3.04%	3.19%	3.06%	3.01%	3.31%
Librarian	1.85%	1.92%	1.89%	1.87%	1.76%
Other Professional Staff	2.30%	2.55%	1.80%	0.99%	1.07%
Elementary	43.92%	45.51%	46.38%	46.74%	44.80%
MS - Language Arts	3.32%	2.84%	2.37%	2.71%	3.35%
MS - Arts & Music	1.09%	1.15%	1.15%	0.84%	1.07%
MS - Social Studies	1.92%	1.92%	1.98%	1.64%	1.94%
MS - Foreign Language	0.40%	0.25%	0.13%	0.07%	0.37%
MS - Math	2.25%	2.52%	2.13%	1.90%	2.38%
MS - Science	1.85%	1.92%	1.80%	1.55%	1.94%
MS - Vocational Education	0.22%	0.17%	0.36%	0.28%	0.30%
MS - Other	1.56%	1.78%	1.66%	1.54%	1.66%
HS - Language Arts	4.00%	3.92%	3.95%	4.11%	3.96%
HS - Arts & Music	1.48%	1.33%	1.55%	1.59%	1.47%
HS - Social Studies	2.98%	3.18%	3.35%	3.34%	3.64%
HS - Foreign Language	0.91%	0.87%	0.82%	0.68%	0.98%
HS - Math	3.15%	3.41%	3.64%	3.68%	3.75%
HS - Science	2.58%	2.81%	3.06%	3.06%	3.08%
HS - Vocational Education	0.71%	0.93%	1.58%	1.88%	0.91%
HS - Other	4.38%	4.04%	4.15%	4.66%	4.52%
Charter	4.34%	1.22%	0.00%	0.07%	0.00%
Other Positions	3.65%	3.91%	3.64%	3.95%	4.48%



**SUPPLY PERCENTAGE DISTRIBUTION BY PRIMARY POSITION, REGION AND YEAR: 2012-13 THROUGH 2017-18 (CONTINUED)**

Primary Position	2017-18 <sup>1</sup>				
	REGION 1	REGION 2	REGION 3	REGION 4	REGION 5
District-wide Staff	3.61%	3.96%	4.22%	4.71%	3.99%
Administrative	4.99%	5.22%	5.19%	5.17%	5.47%
Guidance Counselor	3.21%	3.10%	3.23%	2.93%	3.45%
Librarian	1.85%	1.89%	2.03%	1.92%	1.78%
Other Professional Staff	2.18%	2.45%	1.78%	0.97%	1.07%
Elementary	43.44%	45.39%	45.61%	46.78%	44.72%
MS - Language Arts	3.04%	2.68%	2.44%	2.71%	3.57%
MS - Arts & Music	1.12%	1.18%	1.17%	0.82%	0.97%
MS - Social Studies	1.95%	1.92%	2.01%	1.62%	1.81%
MS - Foreign Language	0.39%	0.28%	0.09%	0.03%	0.36%
MS - Math	2.20%	2.37%	2.23%	2.01%	2.19%
MS - Science	1.85%	1.97%	1.92%	1.45%	1.85%
MS - Vocational Education	0.22%	0.18%	0.25%	0.32%	0.38%
MS - Other	1.42%	1.61%	1.58%	1.35%	1.26%
HS - Language Arts	3.94%	3.97%	3.99%	4.00%	4.06%
HS - Arts & Music	1.38%	1.35%	1.58%	1.52%	1.59%
HS - Social Studies	2.97%	3.10%	3.36%	3.26%	3.40%
HS - Foreign Language	0.89%	0.85%	0.86%	0.65%	0.86%
HS - Math	3.04%	3.27%	3.39%	3.44%	3.57%
HS - Science	2.63%	2.84%	3.16%	3.13%	3.07%
HS - Vocational Education	0.73%	0.99%	1.60%	1.86%	0.97%
HS - Other	3.76%	3.75%	3.88%	4.30%	4.20%
Charter	4.61%	1.25%	0.00%	0.10%	0.00%
Other Positions	4.59%	4.45%	4.42%	4.95%	5.39%

<sup>1</sup> 2017-18 data as of January 24, 2018.

**DISTRIBUTION OF VALID CERTIFICATES BY SUBJECT AREA AND YEAR**

Region	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18 <sup>1</sup>	Average rate	Change between 2012-13 & 2017-18	Percentage change <sup>2</sup>
<b>STATEWIDE</b>									
Elementary	20.4%	20.6%	20.8%	21.0%	21.3%	21.7%	21.0%	0.013	-8.4%
Social Studies	11.4%	11.0%	10.6%	10.3%	10.1%	9.8%	10.5%	-0.016	-26.1%
Language Arts	10.3%	10.0%	9.9%	9.7%	9.5%	9.3%	9.8%	-0.010	-22.5%
Early Childhood	9.5%	10.0%	10.4%	10.6%	11.0%	11.5%	10.5%	0.020	4.0%
Other	7.7%	7.6%	7.5%	7.4%	7.3%	7.2%	7.4%	-0.004	-18.7%
Vocational Education	7.0%	6.8%	6.6%	6.5%	6.4%	6.2%	6.6%	-0.008	-23.2%
Science	6.6%	6.4%	6.3%	6.2%	6.1%	6.0%	6.3%	-0.005	-21.0%
Special Education	6.4%	6.5%	6.7%	6.9%	7.0%	7.0%	6.7%	0.007	-5.0%
Mathematics	5.6%	5.7%	5.7%	5.8%	5.8%	5.9%	5.8%	0.002	-10.1%
Administrative	5.2%	5.3%	5.4%	5.4%	5.5%	5.4%	5.4%	0.001	-11.4%
Pupil Support	2.9%	2.9%	2.9%	2.8%	2.9%	2.9%	2.9%	0.000	-13.5%
Art & Music	2.7%	2.7%	2.7%	2.7%	2.7%	2.7%	2.7%	0.000	-13.6%
Instructional Support	2.7%	2.6%	2.6%	2.6%	2.5%	2.4%	2.6%	-0.002	-21.0%
Foreign Language	1.1%	1.1%	1.1%	1.1%	1.1%	1.1%	1.1%	0.000	-16.4%
ELL	0.6%	0.7%	0.8%	0.9%	0.9%	0.9%	0.8%	0.003	31.1%

**DISTRIBUTION OF VALID CERTIFICATES BY SUBJECT AREA AND YEAR (CONTINUED)**

Region	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18 <sup>1</sup>	Average rate	Change between 2012-13 & 2017-18	Percentage change <sup>2</sup>
<b>REGION 1 (CENTRAL)</b>									
Elementary	20.4%	20.5%	20.8%	21.1%	21.4%	21.8%	21.0%	0.014	-4.2%
Social Studies	11.5%	11.2%	10.7%	10.3%	10.1%	9.8%	10.6%	-0.017	-23.9%
Language Arts	10.2%	9.8%	9.6%	9.5%	9.2%	9.1%	9.6%	-0.012	-20.6%
Early Childhood	9.5%	10.0%	10.4%	10.7%	11.1%	11.6%	10.6%	0.021	9.4%
Other	7.1%	7.1%	6.9%	6.8%	6.6%	6.5%	6.9%	-0.006	-18.3%
Vocational Education	6.1%	5.9%	5.7%	5.5%	5.4%	5.2%	5.6%	-0.009	-23.3%
Science	6.3%	6.1%	5.9%	5.8%	5.7%	5.6%	5.9%	-0.006	-19.2%
Special Education	7.0%	7.1%	7.5%	7.6%	7.9%	7.9%	7.5%	0.010	2.0%
Mathematics	5.8%	5.7%	5.8%	6.0%	5.9%	5.9%	5.9%	0.002	-7.8%
Administrative	5.3%	5.4%	5.5%	5.5%	5.6%	5.5%	5.5%	0.002	-7.4%
Pupil Support	3.0%	3.0%	3.1%	3.1%	3.1%	3.1%	3.1%	0.002	-5.1%
Art & Music	3.1%	3.1%	3.1%	3.1%	3.0%	3.1%	3.1%	0.000	-10.5%
Instructional Support	2.5%	2.5%	2.5%	2.4%	2.4%	2.3%	2.4%	-0.002	-18.9%
Foreign Language	1.5%	1.5%	1.4%	1.4%	1.4%	1.4%	1.4%	-0.002	-20.0%
ELL	0.8%	0.9%	1.0%	1.1%	1.2%	1.2%	1.0%	0.003	27.5%

**DISTRIBUTION OF VALID CERTIFICATES BY SUBJECT AREA AND YEAR (CONTINUED)**

Region	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18 <sup>1</sup>	Average rate	Change between 2012-13 & 2017-18	Percentage change <sup>2</sup>
<b>REGION 2 (NORTHEAST)</b>									
Elementary	20.5%	20.7%	20.9%	21.2%	21.4%	21.9%	21.1%	0.014	-8.7%
Social Studies	11.1%	10.6%	10.3%	10.0%	9.8%	9.4%	10.2%	-0.018	-28.3%
Language Arts	11.7%	11.4%	11.1%	10.9%	10.7%	10.4%	11.0%	-0.012	-23.7%
Early Childhood	9.7%	10.2%	10.6%	10.8%	11.1%	11.7%	10.7%	0.019	2.3%
Other	7.0%	6.9%	6.8%	6.7%	6.6%	6.4%	6.7%	-0.005	-21.4%
Vocational Education	6.5%	6.2%	6.0%	5.9%	5.8%	5.6%	6.0%	-0.009	-26.5%
Science	6.8%	6.6%	6.4%	6.4%	6.3%	6.2%	6.5%	-0.006	-21.9%
Special Education	6.6%	6.8%	6.9%	7.1%	7.2%	7.2%	7.0%	0.006	-7.5%
Mathematics	5.3%	5.5%	5.5%	5.6%	5.6%	5.8%	5.6%	0.005	-7.3%
Administrative	5.1%	5.2%	5.4%	5.4%	5.5%	5.3%	5.3%	0.002	-11.3%
Pupil Support	2.6%	2.7%	2.7%	2.6%	2.7%	2.6%	2.7%	0.000	-14.8%
Art & Music	2.5%	2.5%	2.6%	2.6%	2.6%	2.6%	2.6%	0.001	-12.0%
Instructional Support	2.7%	2.7%	2.7%	2.7%	2.6%	2.5%	2.6%	-0.002	-20.1%
Foreign Language	1.1%	1.1%	1.1%	1.1%	1.1%	1.1%	1.1%	0.000	-15.3%
ELL	0.7%	0.8%	0.9%	1.0%	1.1%	1.1%	0.9%	0.005	43.8%

**DISTRIBUTION OF VALID CERTIFICATES BY SUBJECT AREA AND YEAR (CONTINUED)**

Region	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18 <sup>1</sup>	Average rate	Change between 2012-13 & 2017-18	Percentage change <sup>2</sup>
<b>REGION 3 (NORTHWEST)</b>									
Elementary	19.6%	20.0%	20.2%	20.4%	20.7%	20.9%	20.3%	0.012	-11.5%
Social Studies	11.2%	10.7%	10.5%	10.2%	10.0%	9.7%	10.4%	-0.014	-27.4%
Language Arts	9.1%	8.9%	8.8%	8.7%	8.3%	8.2%	8.7%	-0.009	-25.3%
Early Childhood	9.2%	9.7%	9.9%	10.2%	10.7%	10.8%	10.1%	0.016	-2.1%
Other	8.5%	8.4%	8.3%	8.2%	8.4%	8.4%	8.4%	-0.001	-17.8%
Vocational Education	8.7%	8.5%	8.5%	8.3%	8.1%	8.1%	8.4%	-0.006	-22.5%
Science	7.0%	6.8%	6.6%	6.4%	6.3%	6.4%	6.6%	-0.006	-23.7%
Special Education	6.1%	6.2%	6.3%	6.5%	6.4%	6.4%	6.3%	0.003	-13.1%
Mathematics	5.7%	5.6%	5.7%	5.8%	5.8%	5.8%	5.7%	0.001	-14.8%
Administrative	5.4%	5.5%	5.5%	5.4%	5.5%	5.5%	5.5%	0.001	-15.3%
Pupil Support	2.7%	2.6%	2.6%	2.6%	2.6%	2.6%	2.6%	0.000	-18.3%
Art & Music	2.7%	2.7%	2.9%	2.9%	2.9%	2.9%	2.8%	0.003	-8.8%
Instructional Support	2.5%	2.5%	2.4%	2.4%	2.3%	2.3%	2.4%	-0.002	-24.3%
Foreign Language	1.0%	1.0%	1.0%	1.0%	1.1%	1.1%	1.0%	0.001	-12.2%
ELL	0.7%	0.7%	0.8%	0.9%	0.8%	0.9%	0.8%	0.002	12.0%

**DISTRIBUTION OF VALID CERTIFICATES BY SUBJECT AREA AND YEAR (CONTINUED)**

Region	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18 <sup>1</sup>	Average rate	Change between 2012-13 & 2017-18	Percentage change <sup>2</sup>
<b>REGION 4 (SOUTHEAST)</b>									
Elementary	20.6%	20.6%	20.7%	20.7%	20.9%	21.4%	20.8%	0.008	-11.5%
Social Studies	11.3%	11.1%	10.7%	10.6%	10.4%	10.0%	10.7%	-0.013	-24.6%
Language Arts	8.5%	8.4%	8.2%	8.2%	8.0%	7.8%	8.2%	-0.006	-21.2%
Early Childhood	9.8%	10.2%	10.6%	10.7%	11.0%	11.6%	10.7%	0.018	0.9%
Other	9.0%	8.9%	9.0%	9.0%	9.1%	9.0%	9.0%	-0.001	-15.3%
Vocational Education	8.4%	8.3%	8.2%	8.3%	8.2%	8.1%	8.3%	-0.003	-17.7%
Science	6.6%	6.5%	6.4%	6.5%	6.6%	6.3%	6.5%	-0.002	-18.0%
Special Education	5.2%	5.3%	5.5%	5.6%	5.6%	5.6%	5.5%	0.003	-9.6%
Mathematics	5.8%	5.8%	6.0%	5.9%	5.8%	5.9%	5.9%	0.001	-13.1%
Administrative	5.3%	5.5%	5.5%	5.5%	5.4%	5.3%	5.4%	0.001	-13.9%
Pupil Support	3.2%	3.1%	3.0%	2.9%	2.8%	2.8%	2.9%	-0.004	-25.1%
Art & Music	2.2%	2.1%	2.1%	2.2%	2.2%	2.1%	2.1%	-0.002	-21.4%
Instructional Support	3.2%	3.1%	3.1%	3.0%	3.0%	2.9%	3.0%	-0.002	-21.3%
Foreign Language	0.7%	0.7%	0.7%	0.7%	0.7%	0.7%	0.7%	0.000	-13.5%
ELL	0.2%	0.3%	0.3%	0.3%	0.3%	0.4%	0.3%	0.002	43.6%

**DISTRIBUTION OF VALID CERTIFICATES BY SUBJECT AREA AND YEAR (CONTINUED)**

Region	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18 <sup>1</sup>	Average rate	Change between 2012-13 & 2017-18	Percentage change <sup>2</sup>
<b>REGION 5 (SOUTHWEST)</b>									
Elementary	20.9%	20.9%	21.1%	21.3%	21.6%	22.0%	21.3%	0.011	-12.3%
Social Studies	11.8%	11.5%	11.1%	10.8%	10.5%	10.4%	11.0%	-0.014	-26.7%
Language Arts	9.8%	9.6%	9.6%	9.6%	9.3%	9.1%	9.5%	-0.007	-22.3%
Early Childhood	8.8%	9.3%	9.7%	10.2%	10.4%	10.9%	9.9%	0.021	2.9%
Other	8.5%	8.4%	8.4%	8.4%	8.4%	8.4%	8.4%	-0.002	-18.4%
Vocational Education	7.7%	7.6%	7.3%	7.3%	7.3%	7.0%	7.4%	-0.007	-24.3%
Science	6.4%	6.4%	6.3%	6.0%	5.9%	5.8%	6.1%	-0.006	-24.1%
Special Education	5.6%	5.8%	6.0%	6.1%	6.2%	6.2%	6.0%	0.006	-7.7%
Mathematics	5.9%	6.1%	6.0%	6.0%	6.1%	6.0%	6.0%	0.001	-15.9%
Administrative	5.2%	5.1%	5.1%	5.2%	5.2%	5.2%	5.2%	0.000	-16.8%
Pupil Support	3.1%	3.0%	3.1%	3.0%	3.1%	3.1%	3.1%	0.001	-15.3%
Art & Music	2.6%	2.6%	2.7%	2.6%	2.6%	2.4%	2.6%	-0.002	-23.2%
Instructional Support	2.5%	2.5%	2.4%	2.4%	2.3%	2.2%	2.4%	-0.003	-26.3%
Foreign Language	0.8%	0.8%	0.8%	0.8%	0.8%	0.9%	0.8%	0.001	-10.9%
ELL	0.3%	0.3%	0.3%	0.3%	0.3%	0.3%	0.3%	0.000	-2.3%

1 2017-18 data as of January 24, 2018

2 Calculations use the number of certificates (not shown here), with valid data, both at the beginning and the end of the period of analysis.

DISTRIBUTION OF VALID CERTIFICATES BY TYPE AND YEAR

Region	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18 <sup>1</sup>	Average rate	Change between 2012-13 & 2017-18	Percentage change <sup>2</sup>
<b>STATEWIDE</b>									
Standard	75.4%	72.9%	70.6%	71.4%	73.8%	77.3%	73.6%	0.019	-2.5%
Alternative	7.8%	7.9%	8.5%	10.4%	10.7%	11.6%	9.5%	0.038	41.4%
Multiple	12.9%	14.2%	15.3%	12.4%	10.6%	5.0%	11.7%	-0.080	-63.5%
Provisional	2.9%	3.7%	3.4%	2.8%	1.7%	1.8%	2.7%	-0.011	-41.6%
Emergency	0.1%	0.2%	0.5%	1.2%	1.3%	2.2%	0.9%	0.021	3055.9%
Paraprofessional	0.3%	0.4%	0.6%	0.7%	0.9%	1.3%	0.7%	0.009	275.4%
Other	0.6%	0.8%	1.1%	1.1%	1.0%	1.0%	0.9%	0.004	49.5%
License	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.000	-75.0%
<b>REGION 1 (CENTRAL)</b>									
Standard	72.1%	70.0%	68.2%	69.0%	71.9%	75.0%	71.0%	0.030	3.2%
Alternative	8.5%	8.9%	9.6%	11.8%	12.1%	13.0%	10.7%	0.044	50.8%
Multiple	14.6%	14.9%	15.3%	12.0%	9.9%	4.6%	11.9%	-0.101	-69.1%
Provisional	3.4%	4.3%	3.9%	3.1%	1.9%	2.0%	3.1%	-0.014	-42.2%
Emergency	0.1%	0.2%	0.8%	1.8%	1.7%	2.7%	1.2%	0.027	2993.3%
Paraprofessional	0.4%	0.5%	0.7%	0.8%	1.2%	1.6%	0.8%	0.012	325.8%
Other	0.9%	1.3%	1.5%	1.5%	1.2%	1.1%	1.2%	0.003	29.7%
License	0.0%	0.0%	0.0%	0.0%	-	-	0.0%	0.000	-80.0%



**DISTRIBUTION OF VALID CERTIFICATES BY TYPE AND YEAR  
(CONTINUED)**

Region	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18 <sup>1</sup>	Average rate	Change between 2012-13 & 2017-18	Percentage change <sup>2</sup>
<b>REGION 2 (NORTHEAST)</b>									
Standard	76.6%	74.1%	70.7%	72.1%	74.4%	78.7%	74.4%	0.022	-3.5%
Alternative	7.6%	7.7%	8.0%	9.6%	9.8%	10.7%	8.9%	0.031	31.4%
Multiple	12.0%	13.1%	15.9%	12.9%	11.1%	4.6%	11.6%	-0.075	-64.4%
Provisional	2.6%	3.7%	3.5%	2.7%	1.7%	1.8%	2.7%	-0.007	-33.2%
Emergency	0.1%	0.1%	0.2%	0.7%	1.0%	1.8%	0.6%	0.017	3177.8%
Paraprofessional	0.3%	0.4%	0.4%	0.6%	0.7%	1.0%	0.6%	0.008	263.8%
Other	0.9%	1.0%	1.3%	1.5%	1.4%	1.4%	1.2%	0.005	50.6%
License	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.000	0.0%
<b>REGION 3 (NORTHWEST)</b>									
Standard	76.6%	73.4%	71.4%	71.4%	74.9%	78.5%	74.4%	0.019	-4.0%
Alternative	6.9%	6.7%	7.5%	9.0%	9.2%	10.3%	8.2%	0.035	40.8%
Multiple	12.3%	15.0%	15.4%	13.3%	10.8%	5.2%	12.0%	-0.071	-60.4%
Provisional	3.7%	4.0%	3.9%	3.4%	1.9%	1.9%	3.1%	-0.018	-52.3%
Emergency	0.0%	0.3%	1.0%	1.9%	1.9%	2.3%	1.2%	0.023	684.6%
Paraprofessional	0.3%	0.4%	0.6%	0.7%	0.8%	1.3%	0.7%	0.010	262.5%
Other	0.1%	0.2%	0.3%	0.3%	0.4%	0.4%	0.3%	0.003	183.3%
License	0.0%	0.0%	0.0%	-	-	-	0.0%	0.000	-50.0%

**DISTRIBUTION OF VALID CERTIFICATES BY TYPE AND YEAR  
(CONTINUED)**

Region	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18 <sup>1</sup>	Average rate	Change between 2012-13 & 2017-18	Percentage change <sup>2</sup>
<b>REGION 4 (SOUTHEAST)</b>									
Standard	78.3%	75.7%	73.6%	74.6%	75.6%	79.0%	76.2%	0.007	-7.3%
Alternative	7.4%	7.4%	8.0%	9.9%	10.2%	11.4%	9.1%	0.039	40.6%
Multiple	11.7%	13.8%	15.2%	11.8%	11.4%	5.8%	11.6%	-0.059	-54.4%
Provisional	1.9%	2.3%	2.2%	2.1%	0.9%	1.1%	1.8%	-0.008	-45.1%
Emergency	0.1%	0.1%	0.2%	0.6%	0.8%	1.3%	0.5%	0.012	1775.0%
Paraprofessional	0.4%	0.5%	0.6%	0.7%	0.9%	1.2%	0.7%	0.008	165.4%
Other	0.1%	0.1%	0.2%	0.2%	0.2%	0.2%	0.2%	0.001	66.7%
License	-	-	-	0.0%	0.0%	0.0%	0.0%	0.000	0.0%
<b>REGION 5 (SOUTHWEST)</b>									
Standard	77.2%	73.8%	73.8%	73.0%	75.0%	77.1%	75.0%	-0.001	-8.2%
Alternative	7.2%	7.2%	8.0%	10.0%	10.6%	11.2%	9.0%	0.040	42.4%
Multiple	12.7%	15.2%	13.8%	12.3%	10.2%	6.3%	11.7%	-0.064	-54.3%
Provisional	2.4%	2.9%	2.7%	2.1%	1.3%	1.3%	2.1%	-0.011	-50.0%
Emergency	0.1%	0.3%	0.5%	1.3%	1.5%	2.4%	1.0%	0.023	2183.3%
Paraprofessional	0.3%	0.4%	0.6%	0.7%	0.8%	1.1%	0.7%	0.009	306.3%
Other	0.2%	0.2%	0.5%	0.6%	0.6%	0.6%	0.4%	0.004	230.0%
License	-	-	-	-	-	-	-	-	-

1 2017-18 data as of January 24, 2018

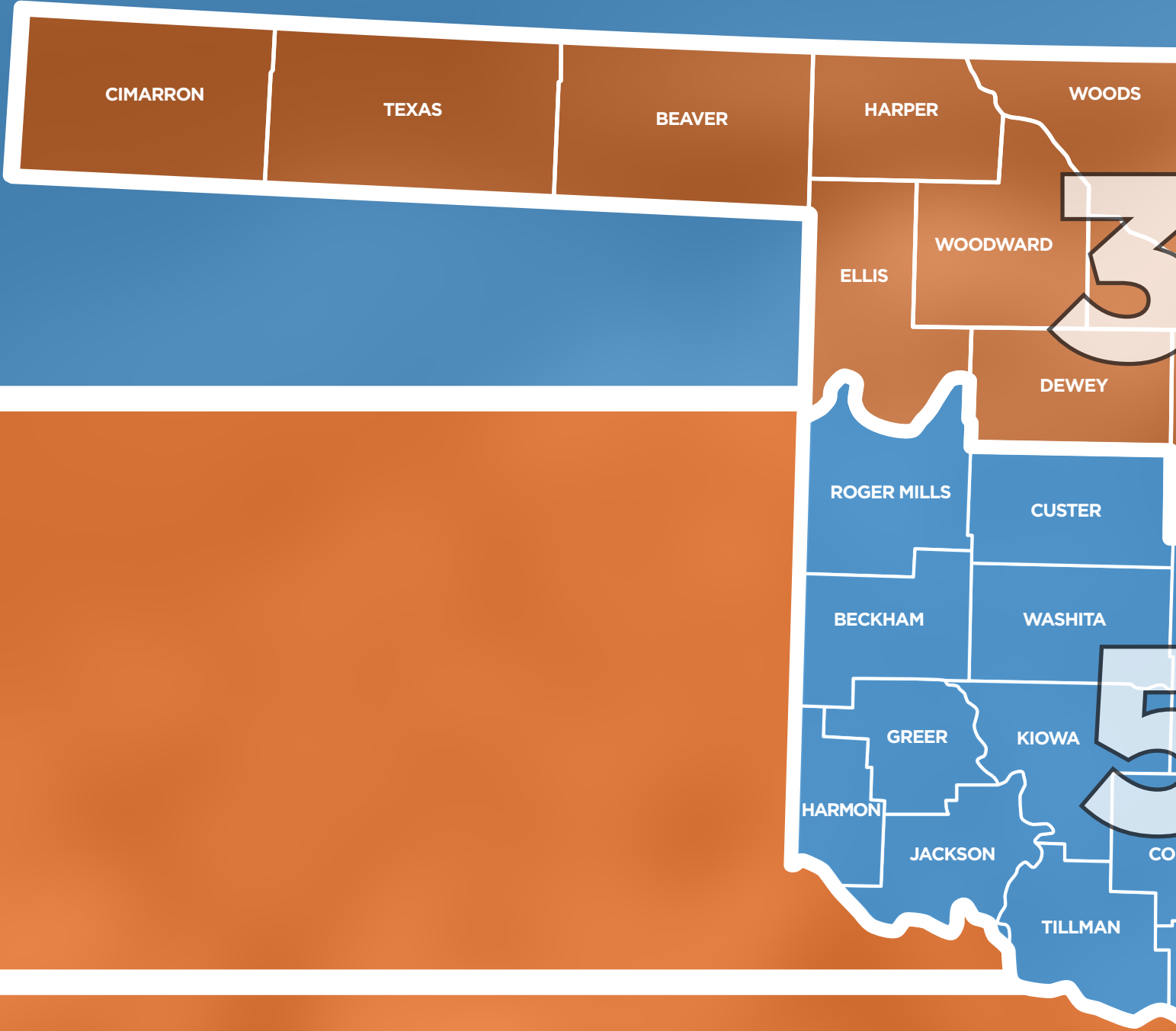
2 Calculations use the number of certificates (not shown here), with valid data, both at the beginning and the end of the period of analysis.

**CERTIFICATE TYPE PERCENTAGE DISTRIBUTION BY SUPPLY COMPONENT: 2012-13 THROUGH 2017-18**

Region	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18 <sup>1</sup>
<b>NEW</b>						
Standard	55.95%	51.92%	50.87%	48.41%	51.32%	47.02%
Emergency	0.65%	1.66%	5.02%	11.49%	11.96%	18.10%
Provisional	16.57%	17.56%	15.07%	14.62%	11.91%	11.89%
Alternative	10.63%	11.41%	10.44%	10.27%	10.12%	9.53%
Multiple Certificates	11.43%	11.05%	10.42%	8.68%	8.33%	7.08%
Other	3.36%	4.84%	6.74%	5.35%	4.93%	4.84%
Paraprofessional License	1.30%	1.50%	1.38%	1.16%	1.43%	1.54%
License	0.11%	0.06%	0.06%	0.02%	0.00%	0.00%
<b>RE-ENTRANTS<sup>2</sup></b>						
Standard	77.56%	75.10%	72.70%	73.83%	75.67%	80.15%
Alternative	7.47%	7.50%	8.30%	10.37%	10.70%	11.77%
Multiple Certificates	13.12%	14.52%	15.84%	12.85%	10.78%	4.77%
Paraprofessional	0.21%	0.32%	0.49%	0.62%	0.87%	1.24%
Provisional	1.33%	2.17%	2.19%	1.49%	0.80%	0.80%
Emergency	0.00%	0.00%	0.01%	0.14%	0.47%	0.66%
Other	0.31%	0.37%	0.46%	0.69%	0.70%	0.61%
License	0.00%	0.00%	0.01%	0.01%	0.00%	0.61%

<sup>1</sup> 2017-18 data as of January 24, 2018

<sup>2</sup> The yearly number of educators with a license is fewer than seven and follows a steady decline until no certificates of this type are issued anymore.



CIMARRON

TEXAS

BEAVER

HARPER

WOODS

ELLIS

WOODWARD

DEWEY

ROGER MILLS

CUSTER

BECKHAM

WASHITA

GREER

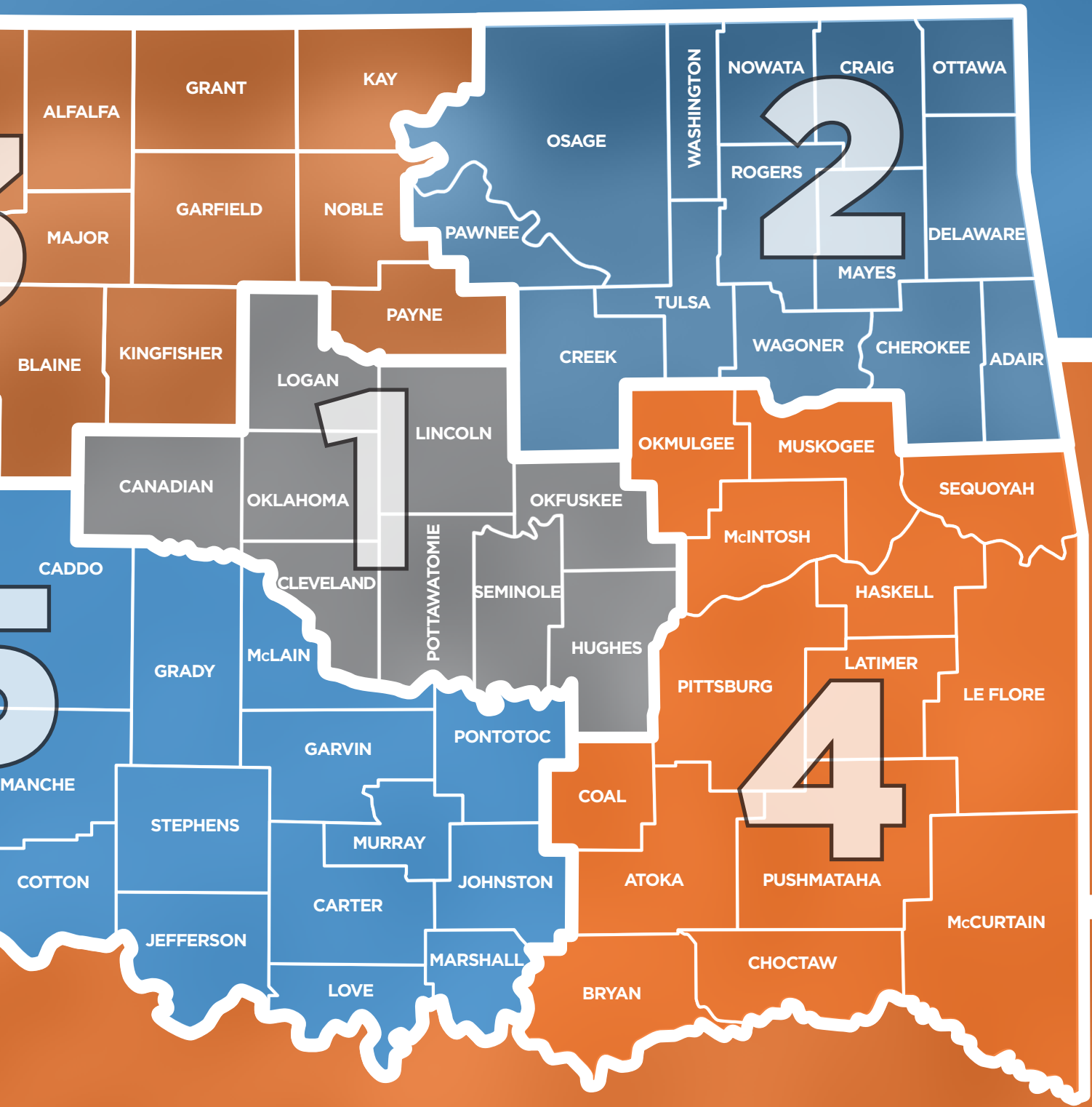
KIOWA

HARMON

JACKSON

TILLMAN

# Trend



S

ENROLLMENT PROJECTIONS BY YEAR AND REGION<sup>1</sup>

YEAR	KINDERGARTEN	GRADE 1	GRADE 2	GRADE 3	GRADE 4	GRADE 5
<b>REGION 1 (CENTRAL)</b>						
2012	18,900	18,640	17,716	17,345	17,132	16,939
2013	18,955	19,266	18,196	17,418	17,304	17,253
2014	19,090	19,473	18,952	18,719	16,665	17,461
2015	18,732	19,689	19,074	19,444	18,032	16,768
2016	18,466	19,251	19,203	19,444	18,860	18,155
2017	18,559	18,988	18,923	19,539	19,154	19,113
2018*	19,058	19,107	18,644	19,317	19,187	19,383
2019*	18,977	19,621	18,760	19,032	18,969	19,114
2020*	19,052	19,538	19,265	19,151	18,689	18,896
2021*	18,830	19,615	19,183	19,666	18,806	18,617
2022*	18,559	19,386	19,259	19,583	19,312	18,734
<b>REGION 2 (NORTHEAST)</b>						
2012	19,084	18,689	17,665	17,369	17,091	17,069
2013	18,773	19,309	17,925	17,453	17,288	17,027
2014	18,854	18,967	18,376	18,267	16,301	17,124
2015	18,302	18,973	18,426	18,640	17,556	16,315
2016	17,694	18,317	18,221	18,444	18,022	17,406
2017	17,711	17,501	17,626	18,295	17,814	17,749
2018*	17,714	17,633	16,902	17,719	17,702	17,626
2019*	17,911	17,636	17,030	16,992	17,144	17,516
2020*	18,052	17,833	17,033	17,120	16,441	16,964
2021*	17,924	17,973	17,223	17,123	16,565	16,268
2022*	17,711	17,845	17,359	17,314	16,569	16,392

GRADE 6	GRADE 7	GRADE 8	GRADE 9	GRADE 10	GRADE 11	GRADE 12
16,618	16,793	16,401	16,922	15,718	14,532	13,213
16,990	16,816	16,919	17,347	16,401	14,816	13,554
17,441	17,150	16,946	17,990	16,989	15,708	14,193
17,588	17,639	17,392	18,209	17,717	16,050	15,062
17,062	17,809	17,791	18,832	18,048	16,966	15,350
18,448	17,446	18,149	19,689	18,347	17,324	16,107
19,433	18,831	17,734	19,933	19,272	17,558	16,526
19,335	19,446	18,812	18,496	19,465	18,683	16,927
19,074	19,357	19,435	19,643	18,060	18,868	18,017
18,855	19,103	19,354	20,317	19,179	17,496	18,193
18,577	18,883	19,107	20,258	19,836	18,577	16,855
17,194	17,144	16,863	17,812	16,003	14,752	13,785
16,988	17,232	17,058	17,847	16,520	14,945	13,771
16,914	16,989	16,970	17,859	16,589	15,310	14,093
17,004	16,877	16,936	17,849	16,772	15,475	14,287
16,239	16,796	16,720	17,563	16,680	15,603	14,510
17,203	16,080	16,595	17,318	16,271	15,523	14,612
17,593	17,049	15,947	17,252	16,293	15,147	14,546
17,472	17,436	16,908	16,578	16,232	15,168	14,194
17,362	17,316	17,292	17,578	15,599	15,111	14,213
16,815	17,207	17,173	17,977	16,540	14,522	14,160
16,126	16,665	17,065	17,853	16,916	15,398	13,608

ENROLLMENT PROJECTIONS BY YEAR AND REGION<sup>1</sup> (CONTINUED)

YEAR	KINDERGARTEN	GRADE 1	GRADE 2	GRADE 3	GRADE 4	GRADE 5
<b>REGION 3 (NORTHWEST)</b>						
2012	4,537	4,291	4,118	3,981	3,941	3,746
2013	4,571	4,562	4,141	4,087	3,996	3,953
2014	4,682	4,528	4,362	4,170	3,962	3,994
2015	4,473	4,549	4,318	4,301	4,027	3,926
2016	4,321	4,321	4,323	4,211	4,119	3,953
2017	4,189	4,166	4,135	4,305	4,074	4,114
2018*	4,345	4,045	3,980	4,097	4,157	4,052
2019*	4,286	4,196	3,864	3,943	3,956	4,134
2020*	4,299	4,139	4,008	3,829	3,807	3,934
2021*	4,115	4,151	3,953	3,970	3,697	3,787
2022*	4,189	3,974	3,965	3,916	3,833	3,677
<b>REGION 4 (SOUTHEAST)</b>						
2012	6,189	6,102	5,401	5,415	5,366	5,436
2013	6,236	6,305	5,545	5,320	5,326	5,356
2014	6,305	6,300	5,741	5,493	5,149	5,282
2015	5,825	6,308	5,754	5,661	5,321	5,165
2016	5,765	5,915	5,750	5,784	5,544	5,337
2017	5,757	5,723	5,456	5,696	5,590	5,534
2018*	5,816	5,775	5,260	5,414	5,519	5,605
2019*	5,776	5,835	5,308	5,219	5,246	5,534
2020*	5,685	5,794	5,362	5,267	5,057	5,260
2021*	5,734	5,703	5,325	5,321	5,104	5,071
2022*	5,757	5,753	5,242	5,284	5,156	5,118



GRADE 6	GRADE 7	GRADE 8	GRADE 9	GRADE 10	GRADE 11	GRADE 12
3,798	3,788	3,813	3,784	3,594	3,358	3,217
3,751	3,862	3,819	3,934	3,646	3,443	3,195
3,927	3,800	3,863	3,983	3,816	3,433	3,278
3,984	3,977	3,782	4,003	3,866	3,592	3,335
3,896	3,992	3,923	3,847	3,884	3,601	3,368
3,936	3,876	3,936	3,993	3,674	3,671	3,441
4,095	3,932	3,828	4,018	3,834	3,520	3,507
4,034	4,091	3,883	3,908	3,858	3,674	3,363
4,115	4,030	4,041	3,964	3,752	3,697	3,509
3,917	4,111	3,980	4,125	3,807	3,596	3,531
3,770	3,913	4,060	4,062	3,961	3,648	3,435
5,452	5,432	5,404	5,475	5,037	4,565	4,495
5,390	5,482	5,371	5,590	5,182	4,747	4,311
5,320	5,408	5,437	5,485	5,363	4,900	4,474
5,318	5,342	5,387	5,610	5,262	5,007	4,626
5,103	5,317	5,296	5,533	5,310	4,984	4,725
5,345	5,043	5,198	5,345	5,210	4,933	4,622
5,535	5,307	4,972	5,281	5,053	4,860	4,602
5,606	5,495	5,232	5,051	4,993	4,714	4,534
5,535	5,566	5,417	5,316	4,776	4,658	4,397
5,261	5,495	5,487	5,504	5,026	4,455	4,345
5,072	5,223	5,418	5,575	5,204	4,689	4,157

ENROLLMENT PROJECTIONS BY YEAR AND REGION<sup>1</sup> (CONTINUED)

YEAR	KINDERGARTEN	GRADE 1	GRADE 2	GRADE 3	GRADE 4	GRADE 5
<b>REGION 5 (SOUTHWEST)</b>						
2012	6,398	6,308	5,748	5,723	5,737	5,469
2013	6,367	6,618	5,741	5,685	5,683	5,680
2014	6,196	6,533	6,005	5,677	5,489	5,612
2015	6,121	6,255	5,977	5,944	5,405	5,416
2016	5,938	6,103	5,660	5,923	5,728	5,349
2017	5,662	5,885	5,608	5,648	5,667	5,653
2018*	5,866	5,635	5,403	5,582	5,420	5,595
2019*	5,689	5,838	5,173	5,378	5,357	5,351
2020*	5,472	5,661	5,360	5,149	5,161	5,289
2021*	5,414	5,445	5,198	5,335	4,941	5,095
2022*	5,662	5,388	4,999	5,173	5,120	4,879

\* Projections

<sup>1</sup> 2017-18 data as of January 24, 2018

GRADE 6	GRADE 7	GRADE 8	GRADE 9	GRADE 10	GRADE 11	GRADE 12
5,408	5,463	5,355	5,529	5,235	4,965	4,665
5,455	5,342	5,395	5,542	5,381	4,860	4,636
5,649	5,448	5,253	5,568	5,362	5,011	4,670
5,561	5,564	5,346	5,333	5,247	4,978	4,751
5,416	5,465	5,491	5,465	5,058	4,938	4,701
5,328	5,380	5,423	5,588	5,216	4,797	4,631
5,630	5,290	5,324	5,537	5,317	4,937	4,512
5,572	5,590	5,235	5,435	5,268	5,033	4,644
5,329	5,532	5,531	5,344	5,171	4,986	4,734
5,267	5,291	5,475	5,647	5,085	4,895	4,690
5,074	5,229	5,236	5,589	5,373	4,813	4,604

## EDUCATOR DEMAND PROJECTIONS BY REGION: SCENARIO 1

	Actual	Projected				
	2017-18 <sup>1</sup>	2018-19	2019-20	2020-21	2021-22	2022-23
<b>STATEWIDE</b>						
Enrollment <sup>2</sup>	651,532	653,560	653,147	652,892	651,035	648,938
Educators	50,598	50,598	50,598	50,598	50,598	50,598
Pupil-Educator Ratio	12.88	12.92	12.91	12.90	12.87	12.83
<b>REGION 1 (CENTRAL)</b>						
Enrollment	239,786	243,982	245,638	247,044	247,215	246,927
Educators	17,218	17,218	17,218	17,218	17,218	17,218
Pupil-Educator Ratio	13.93	14.17	14.27	14.35	14.36	14.34
<b>REGION 2 (NORTHEAST)</b>						
Enrollment	220,298	219,123	218,216	217,913	217,470	216,821
Educators	17,177	17,177	17,177	17,177	17,177	17,177
Pupil-Educator Ratio	12.83	12.76	12.70	12.69	12.66	12.62
<b>REGION 3 (NORTHWEST)</b>						
Enrollment	51,510	51,409	51,189	51,124	50,740	50,404
Educators	4,431	4,431	4,431	4,431	4,431	4,431
Pupil-Educator Ratio	11.62	11.60	11.55	11.54	11.45	11.38
<b>REGION 4 (SOUTHEAST)</b>						
Enrollment	69,452	68,998	68,541	68,090	67,832	67,646
Educators	5,981	5,981	5,981	5,981	5,981	5,981
Pupil-Educator Ratio	11.61	11.54	11.46	11.38	11.34	11.31
<b>REGION 5 (SOUTHWEST)</b>						
Enrollment	70,486	70,047	69,562	68,720	67,778	67,140
Educators	5,791	5,791	5,791	5,791	5,791	5,791
Pupil-Educator Ratio	12.17	12.10	12.01	11.87	11.70	11.59

<sup>1</sup> 2017-18 data as of January 24, 2018

<sup>2</sup> Enrollment headcount includes kindergarten and grades 1 thru 12. Ungraded students are not included.

## EDUCATOR DEMAND PROJECTIONS BY REGION: SCENARIO 2

	Actual	Projected				
	2017-18 <sup>1</sup>	2018-19	2019-20	2020-21	2021-22	2022-23
<b>STATEWIDE</b>						
Enrollment <sup>2</sup>	651,532	653,560	653,147	652,892	651,035	648,938
Educators	50,598	50,755	50,723	50,704	50,559	50,397
Pupil-Educator Ratio	12.88	12.88	12.88	12.88	12.88	12.88
<b>REGION 1 (CENTRAL)</b>						
Enrollment	239,786	243,982	245,638	247,044	247,215	246,927
Educators	17,218	17,519	17,638	17,739	17,751	17,731
Pupil-Educator Ratio	13.93	13.93	13.93	13.93	13.93	13.93
<b>REGION 2 (NORTHEAST)</b>						
Enrollment	220,298	219,123	218,216	217,913	217,470	216,821
Educators	17,177	17,085	17,015	16,991	16,956	16,906
Pupil-Educator Ratio	12.83	12.83	12.83	12.83	12.83	12.83
<b>REGION 3 (NORTHWEST)</b>						
Enrollment	51,510	51,409	51,189	51,124	50,740	50,404
Educators	4,431	4,422	4,403	4,398	4,365	4,336
Pupil-Educator Ratio	11.62	11.62	11.62	11.62	11.62	11.62
<b>REGION 4 (SOUTHEAST)</b>						
Enrollment	69,452	68,998	68,541	68,090	67,832	67,646
Educators	5,981	5,942	5,903	5,864	5,841	5,825
Pupil-Educator Ratio	11.61	11.61	11.61	11.61	11.61	11.61
<b>REGION 5 (SOUTHWEST)</b>						
Enrollment	70,486	70,047	69,562	68,720	67,778	67,140
Educators	5,791	5,755	5,715	5,646	5,569	5,516
Pupil-Educator Ratio	12.17	12.17	12.17	12.17	12.17	12.17

<sup>1</sup> 2017-18 data as of January 24, 2018

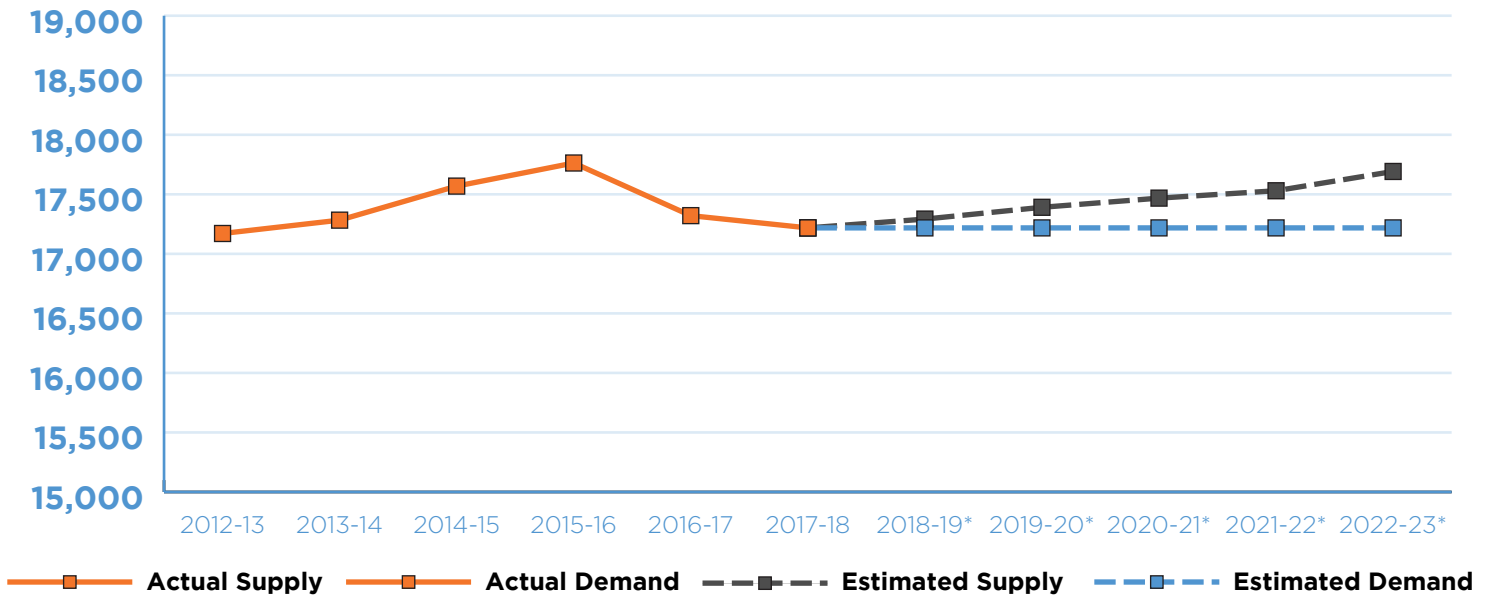
<sup>2</sup> Enrollment headcount includes kindergarten and grades 1 thru 12. Ungraded students are not included.

## EDUCATOR SUPPLY PROJECTIONS BY REGION

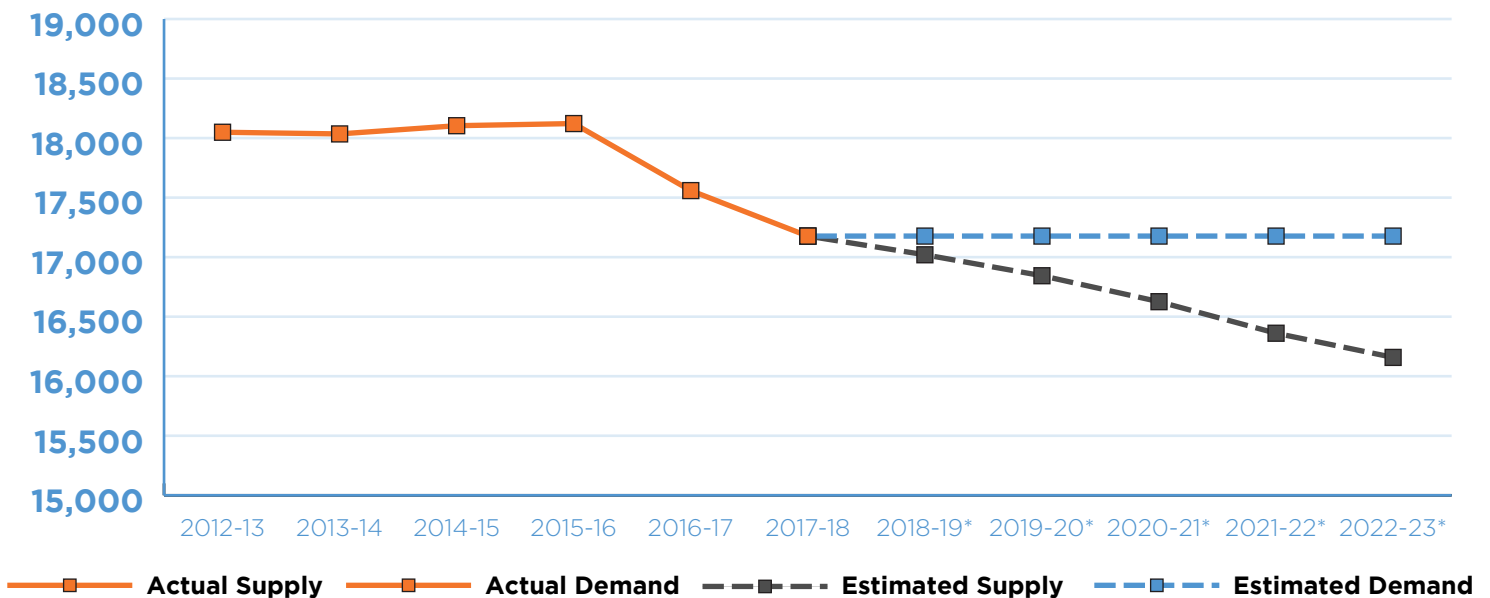
	Actual	Projected				
	2017-18 <sup>1</sup>	2018-19	2019-20	2020-21	2021-22	2022-23
<b>SCENARIO 1</b>						
Region 1 (Central)	17,218	17,292	17,391	17,468	17,530	17,692
Region 2 (Northeast)	17,177	17,020	16,844	16,626	16,364	16,158
Region 3 (Northwest)	4,431	4,395	4,350	4,293	4,228	4,182
Region 4 (Southeast)	5,981	5,915	5,849	5,785	5,707	5,667
Region 5 (Southwest)	5,791	5,729	5,652	5,571	5,491	5,430
<b>SCENARIO 2</b>						
Region 1 (Central)	17,218	17,403	17,703	18,006	18,320	18,695
Region 2 (Northeast)	17,177	17,205	17,256	17,302	17,353	17,414
Region 3 (Northwest)	4,431	4,437	4,447	4,455	4,467	4,481
Region 4 (Southeast)	5,981	5,961	5,951	5,955	5,949	5,947
Region 5 (Southwest)	5,791	5,772	5,733	5,694	5,668	5,639

<sup>1</sup> 2017-18 data as of January 24, 2018

### PUBLIC EDUCATOR JOB MARKET TRENDS: SCENARIO 1.1 REGION 1 (CENTRAL)

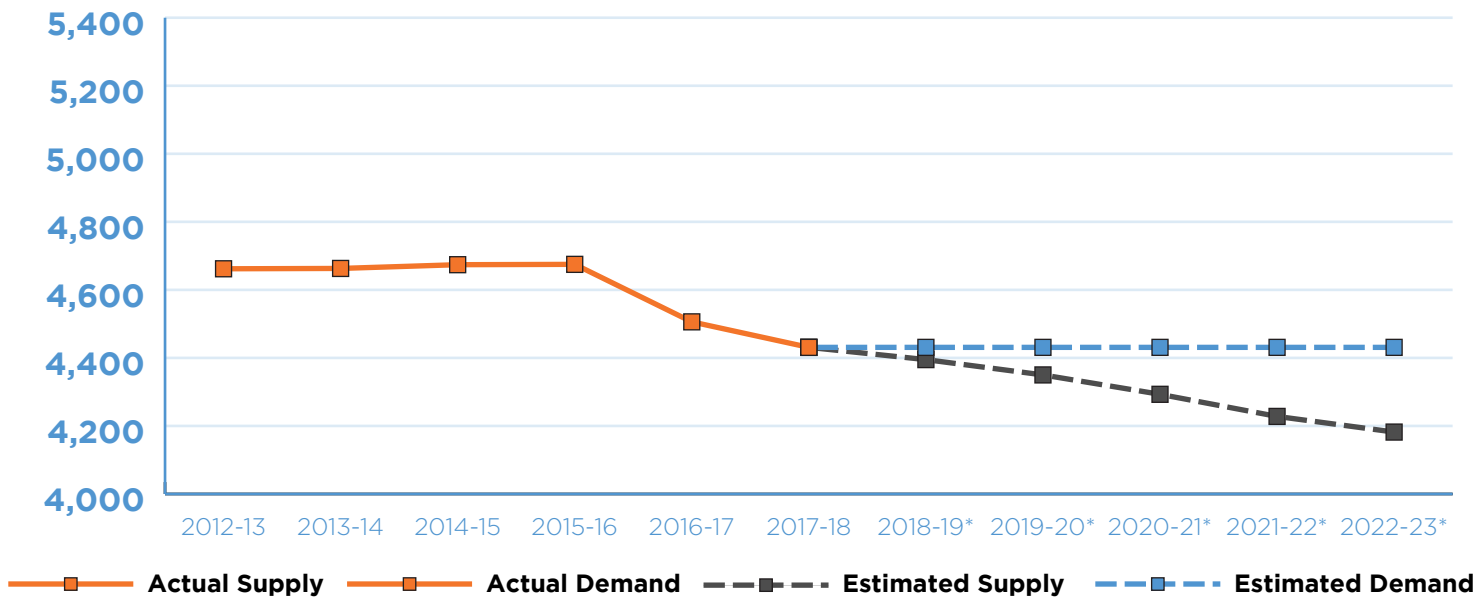


### PUBLIC EDUCATOR JOB MARKET TRENDS: SCENARIO 1.1 REGION 2 (NORTHEAST)

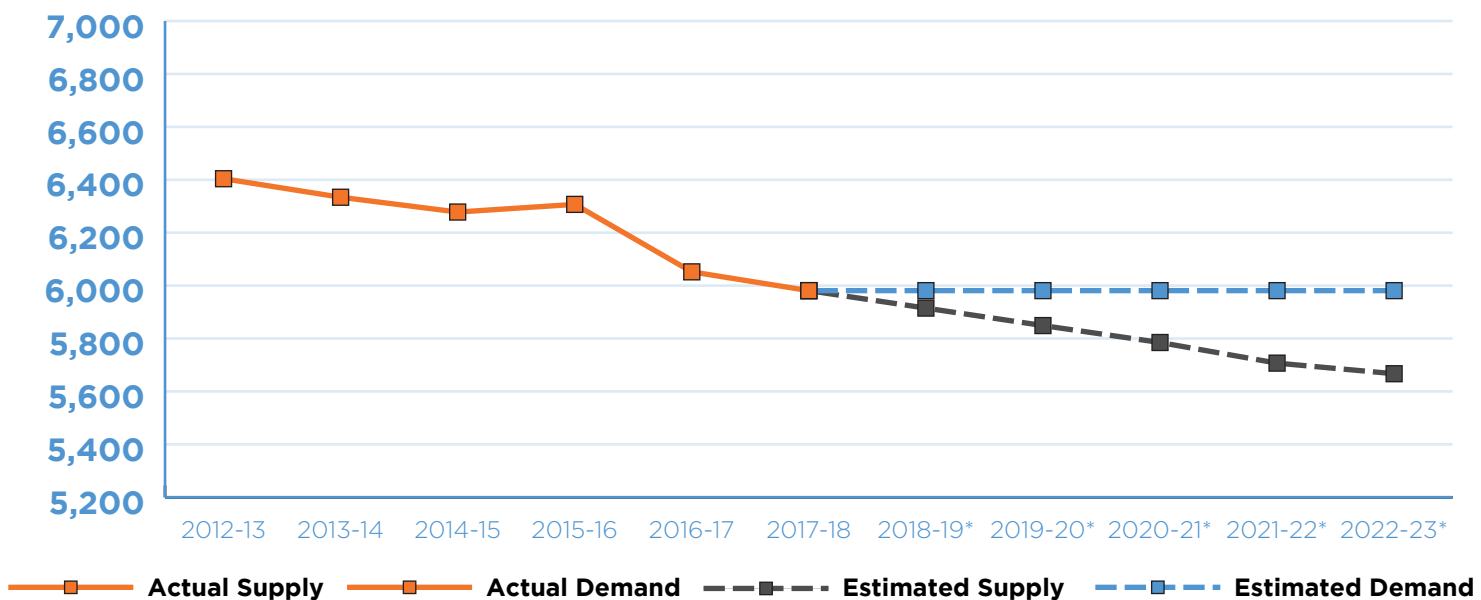


Note: 2017-18 personnel data as of January 24, 2018.

### PUBLIC EDUCATOR JOB MARKET TRENDS: SCENARIO 1.1 REGION 3 (NORTHWEST)



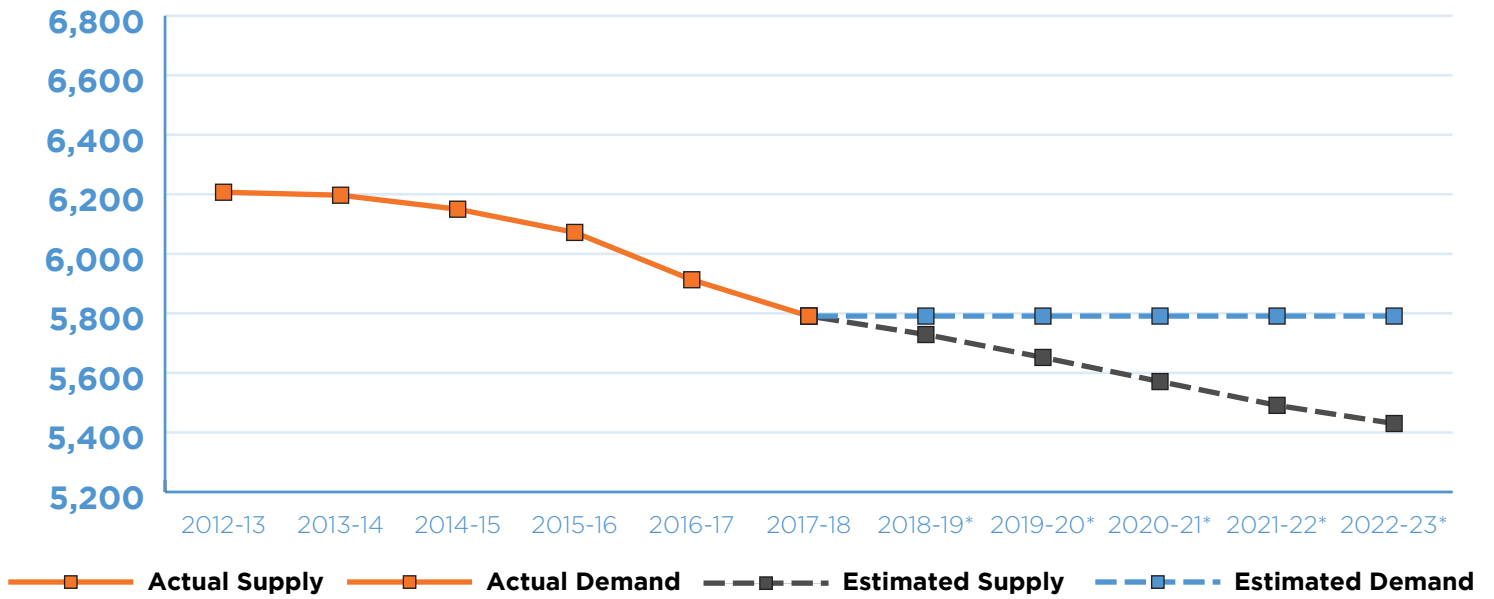
### PUBLIC EDUCATOR JOB MARKET TRENDS: SCENARIO 1.1 REGION 4 (SOUTHEAST)



Note: 2017-18 personnel data as of January 24, 2018.

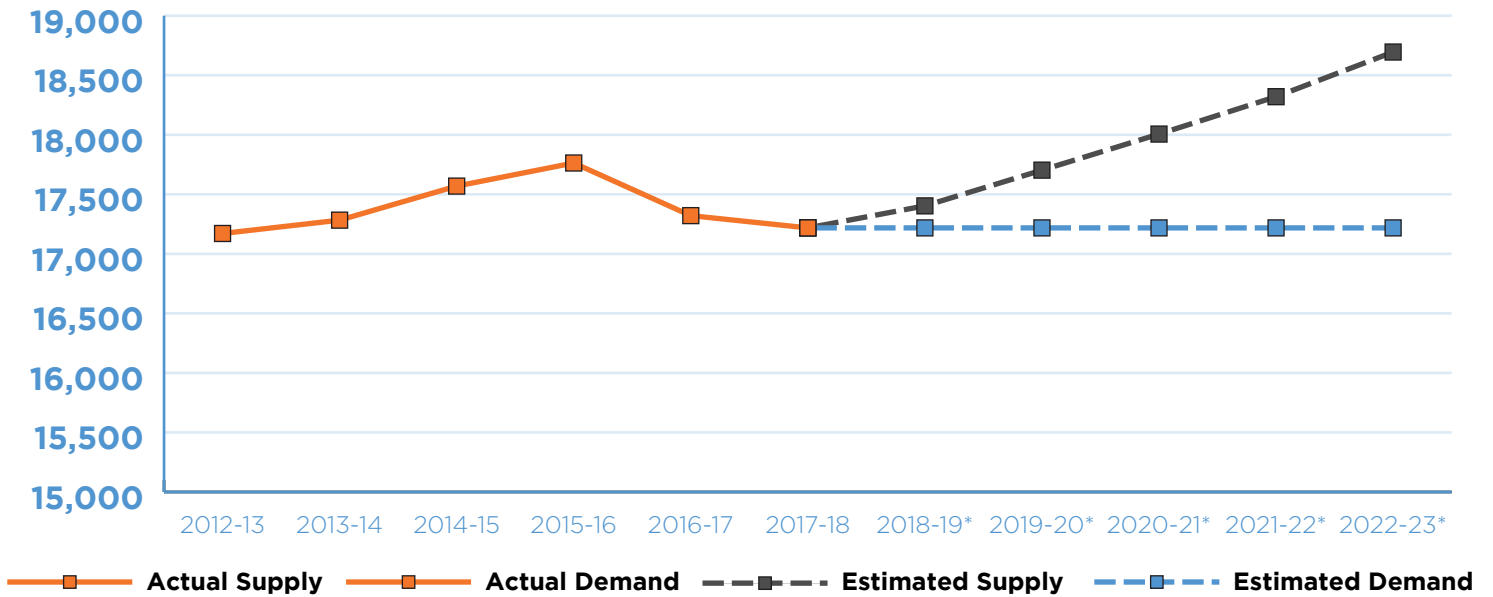


## PUBLIC EDUCATOR JOB MARKET TRENDS: SCENARIO 1.1 REGION 5 (SOUTHWEST)

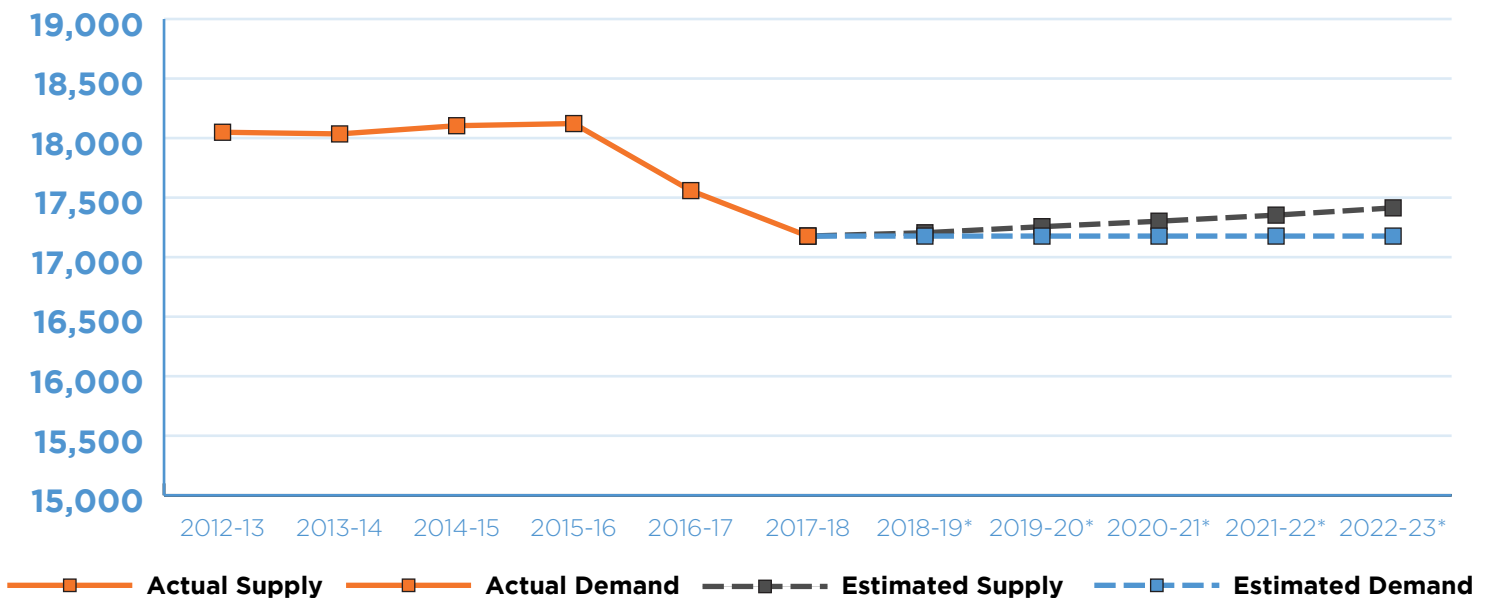


Note: 2017-18 personnel data as of January 24, 2018.

### PUBLIC EDUCATOR JOB MARKET TRENDS: SCENARIO 1.2 REGION 1 (CENTRAL)

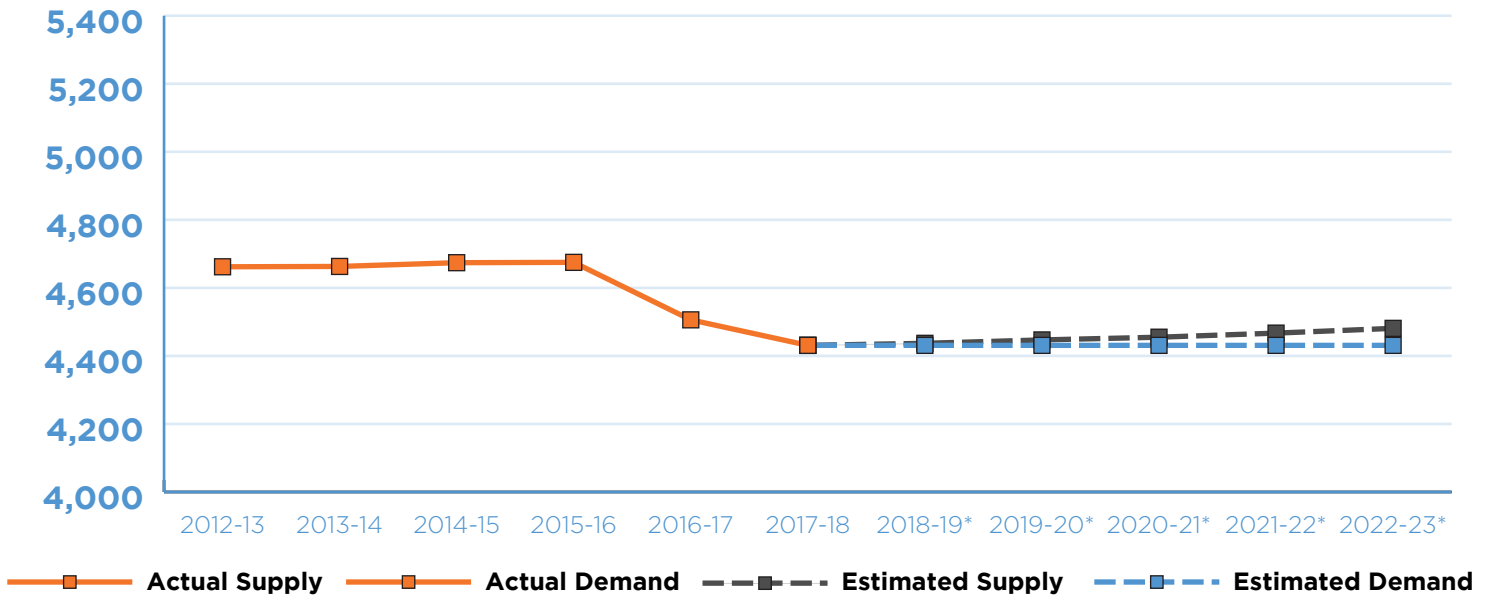


### PUBLIC EDUCATOR JOB MARKET TRENDS: SCENARIO 1.2 REGION 2 (NORTHEAST)

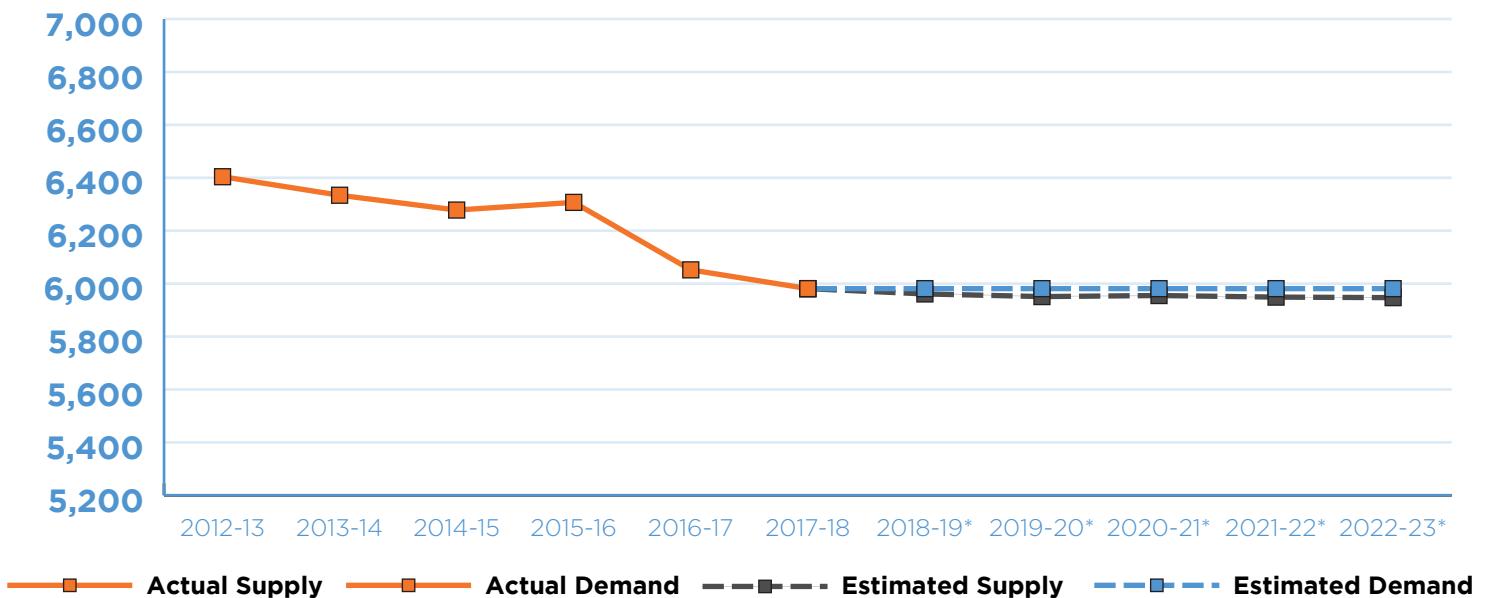


Note: 2017-18 personnel data as of January 24, 2018.

### PUBLIC EDUCATOR JOB MARKET TRENDS: SCENARIO 1.2 REGION 3 (NORTHWEST)

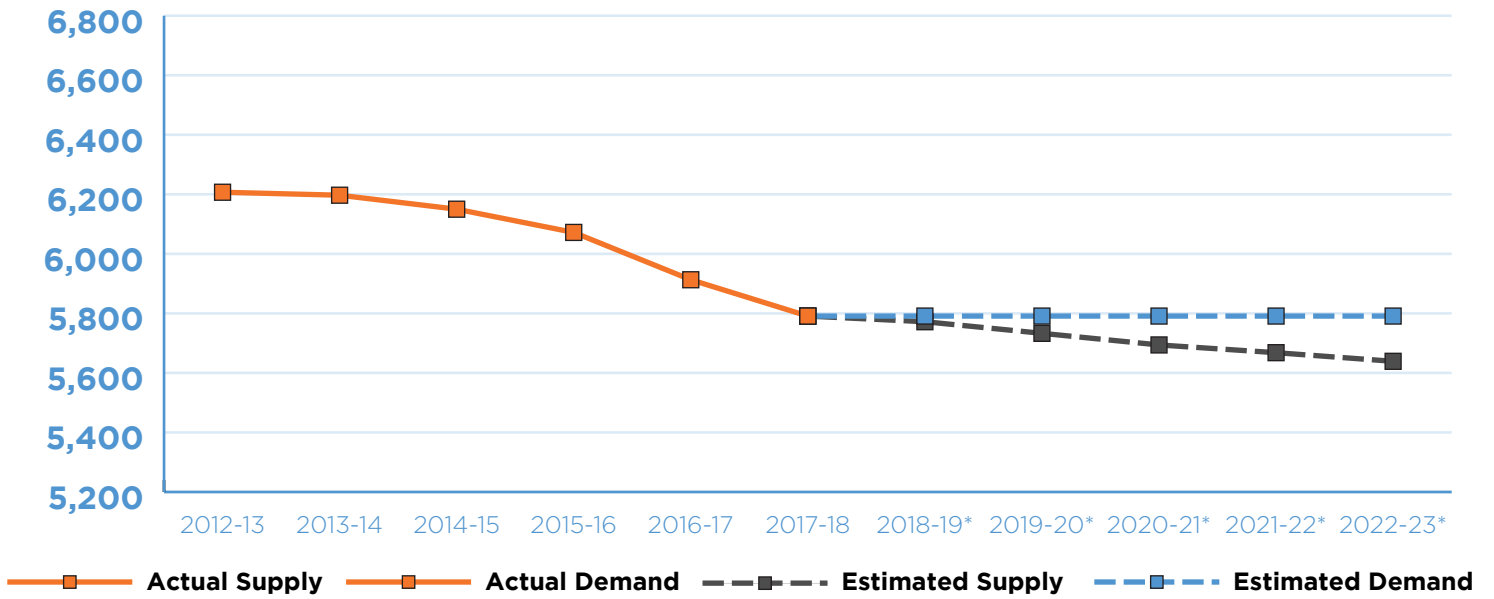


### PUBLIC EDUCATOR JOB MARKET TRENDS: SCENARIO 1.2 REGION 4 (SOUTHEAST)



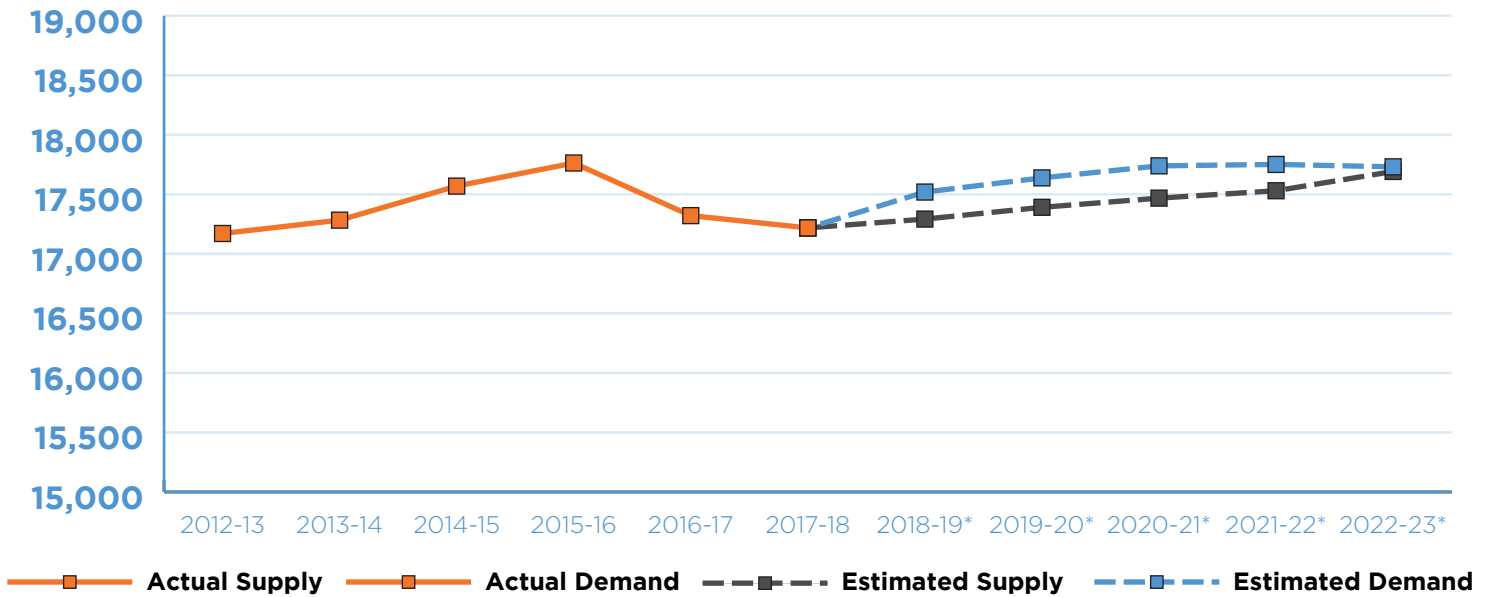
Note: 2017-18 personnel data as of January 24, 2018.

## PUBLIC EDUCATOR JOB MARKET TRENDS: SCENARIO 1.2 REGION 5 (SOUTHWEST)

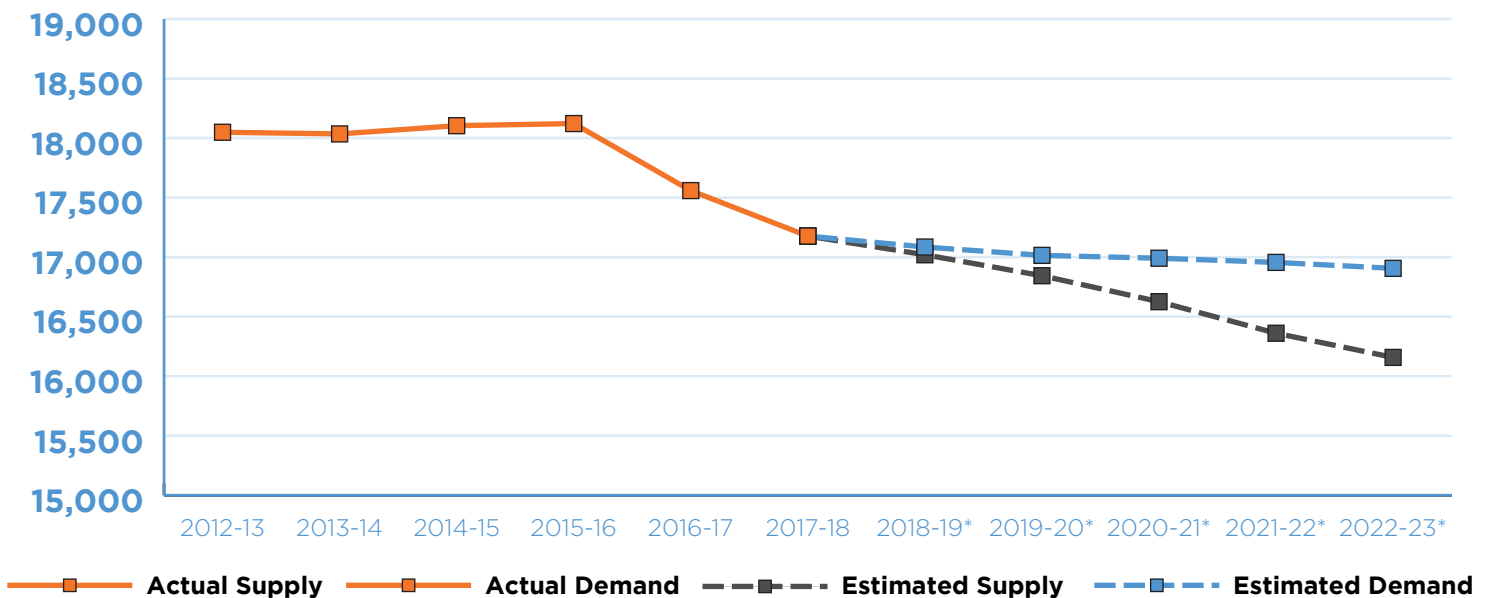


Note: 2017-18 personnel data as of January 24, 2018.

### PUBLIC EDUCATOR JOB MARKET TRENDS: SCENARIO 2.1 REGION 1 (CENTRAL)

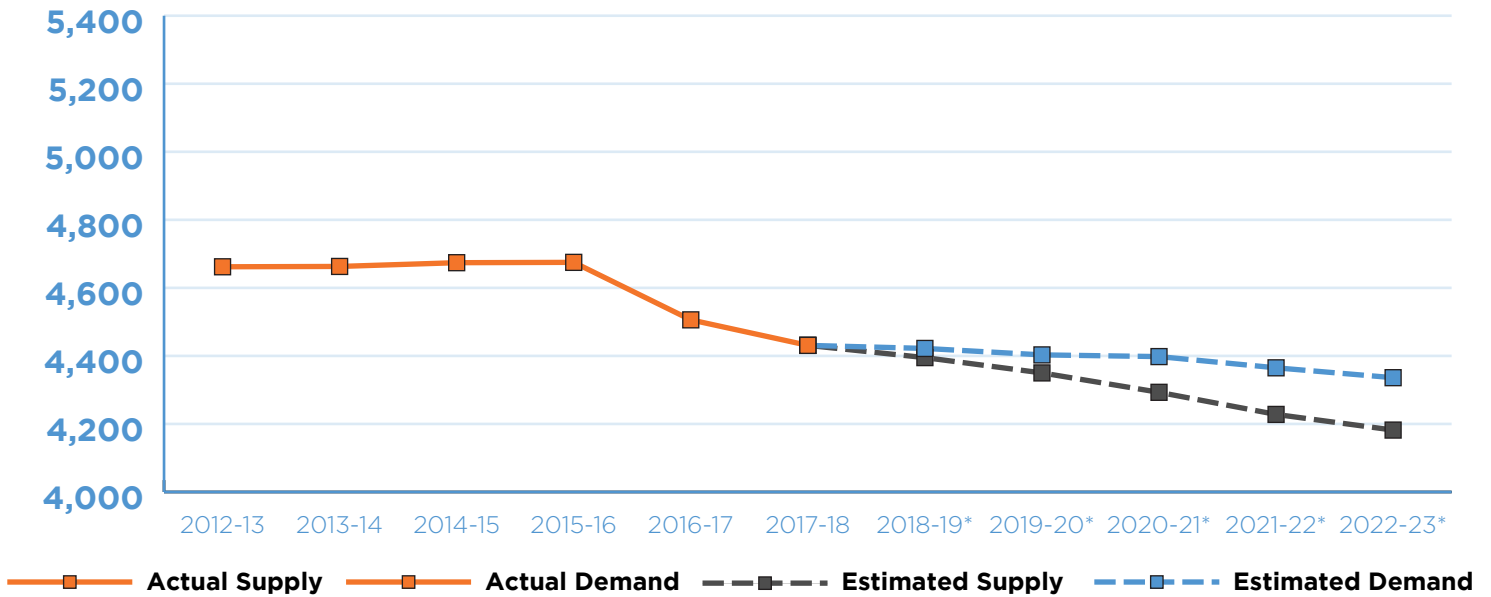


### PUBLIC EDUCATOR JOB MARKET TRENDS: SCENARIO 2.1 REGION 2 (NORTHEAST)

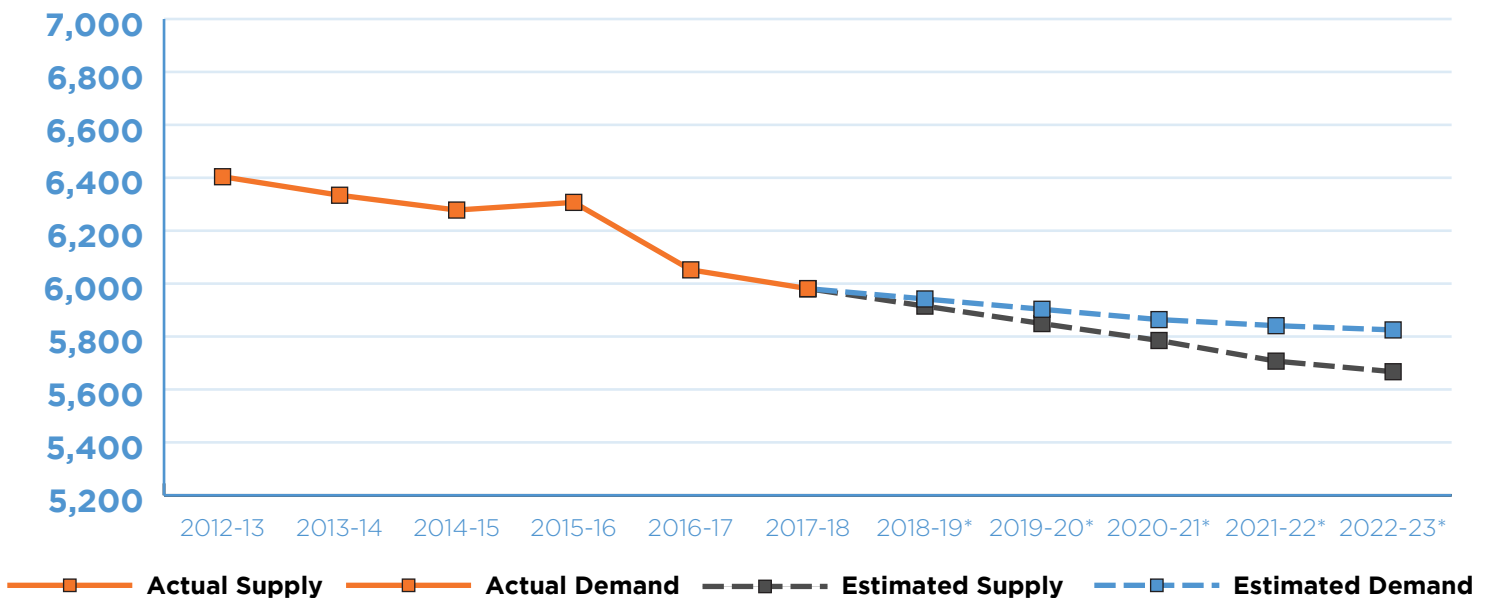


Note: 2017-18 personnel data as of January 24, 2018.

### PUBLIC EDUCATOR JOB MARKET TRENDS: SCENARIO 2.1 REGION 3 (NORTHWEST)

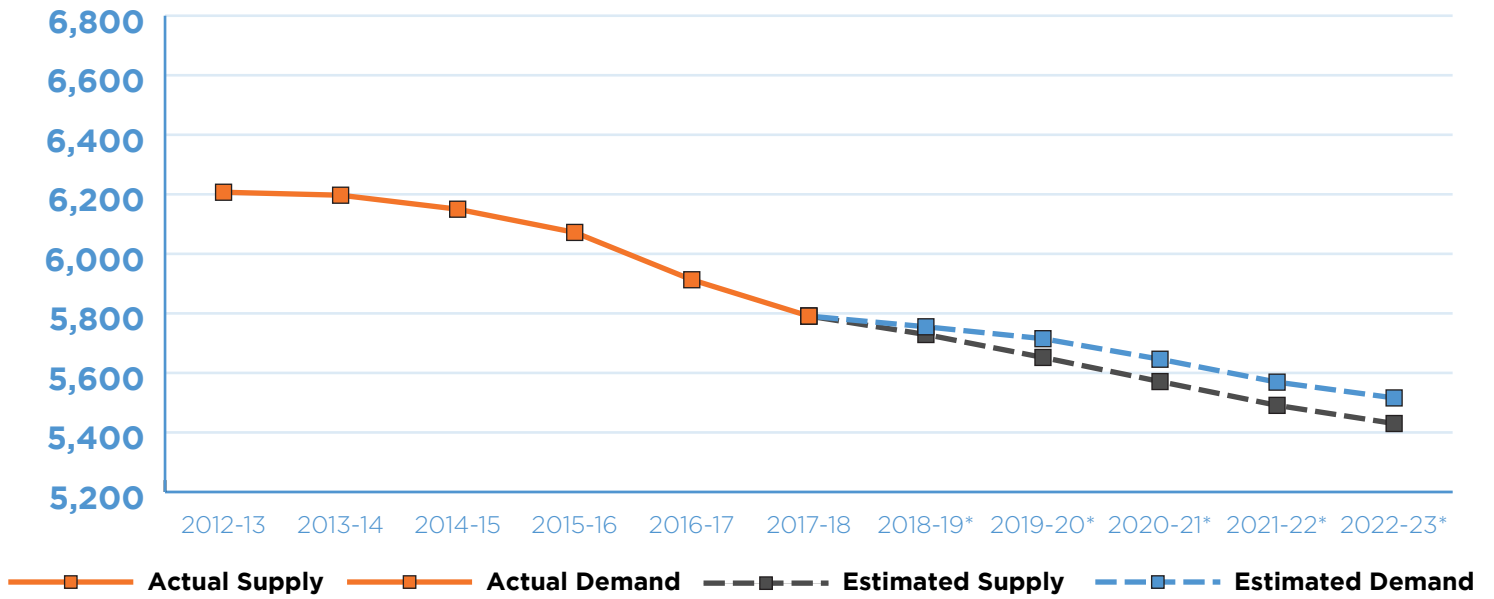


### PUBLIC EDUCATOR JOB MARKET TRENDS: SCENARIO 2.1 REGION 4 (SOUTHEAST)



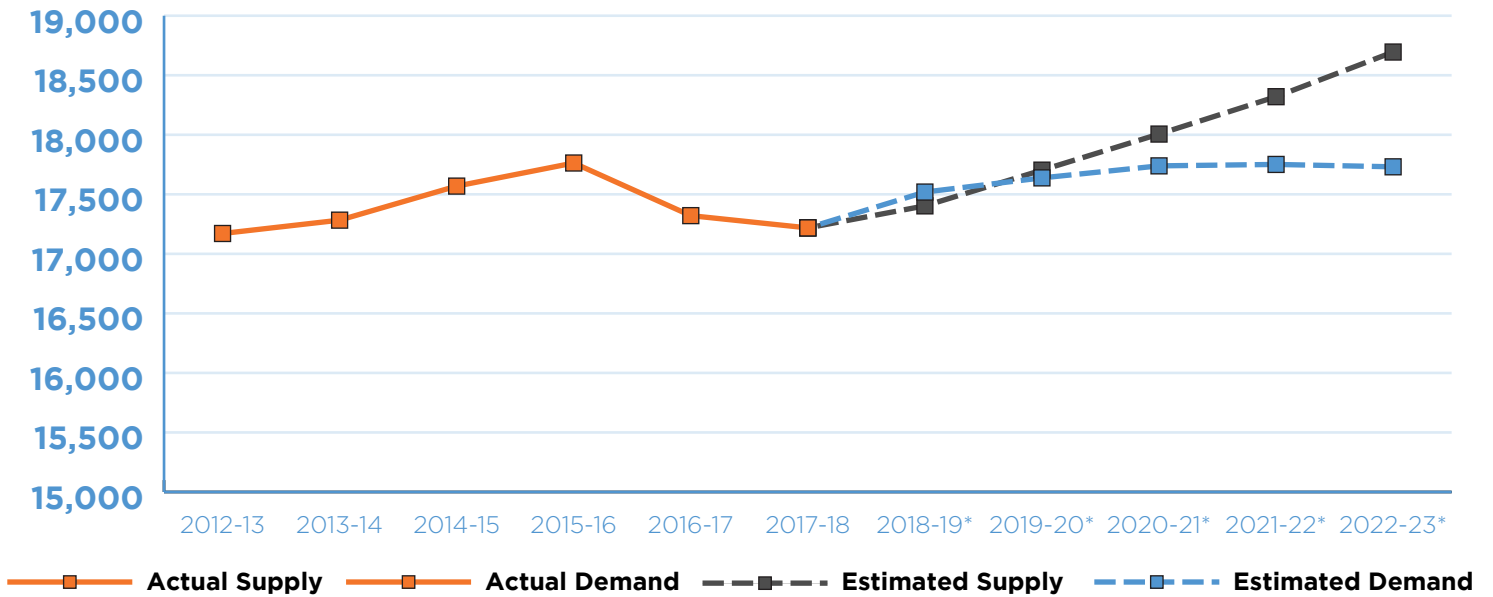
Note: 2017-18 personnel data as of January 24, 2018.

## PUBLIC EDUCATOR JOB MARKET TRENDS: SCENARIO 2.1 REGION 5 (SOUTHWEST)

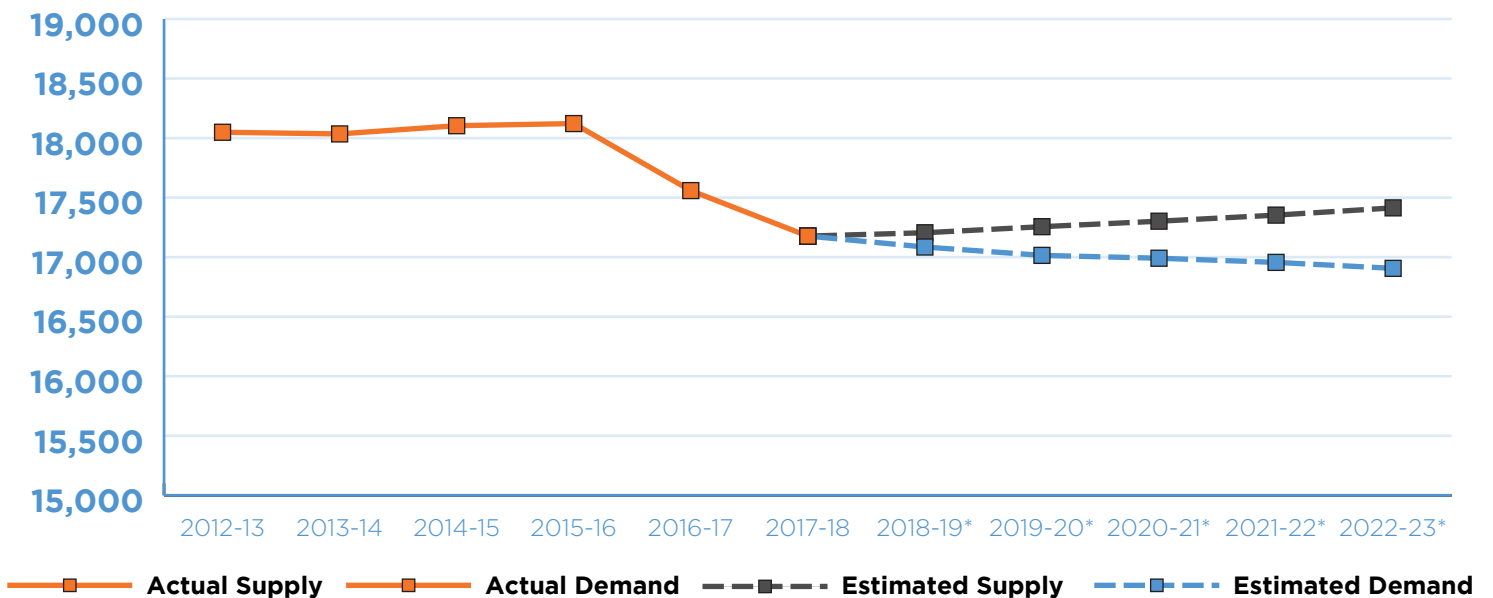


Note: 2017-18 personnel data as of January 24, 2018.

### PUBLIC EDUCATOR JOB MARKET TRENDS: SCENARIO 2.2 REGION 1 (CENTRAL)



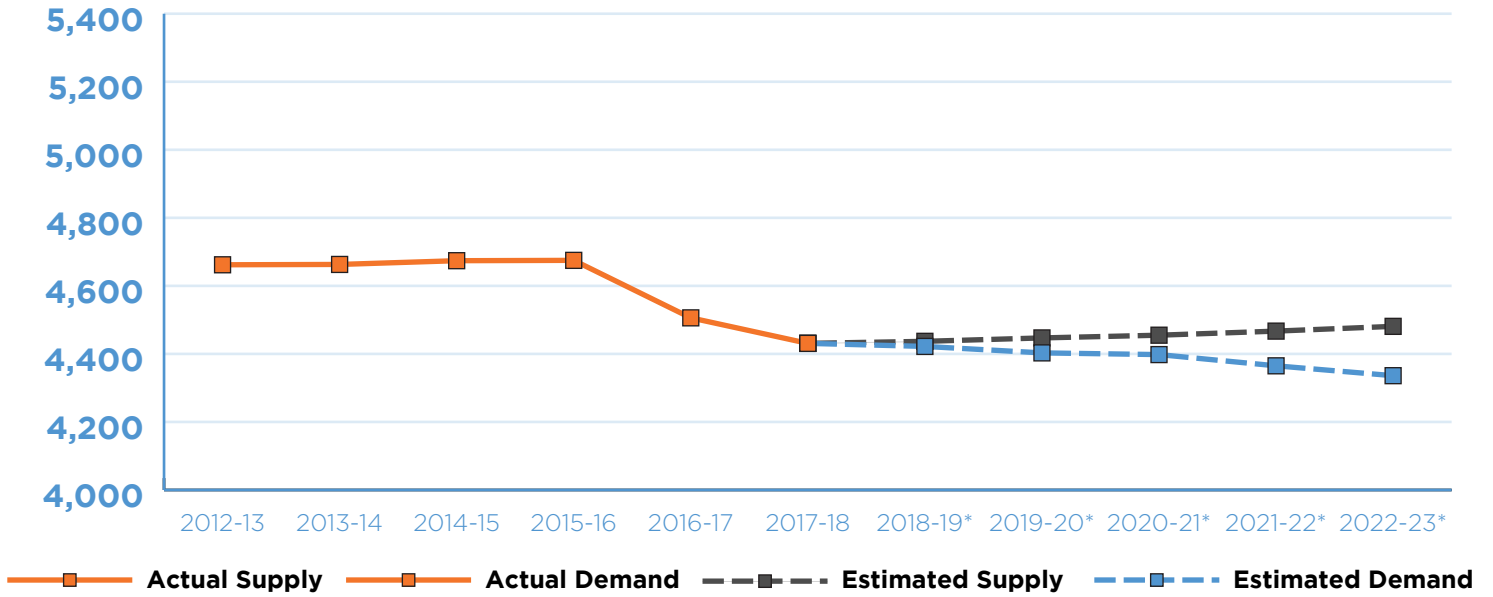
### PUBLIC EDUCATOR JOB MARKET TRENDS: SCENARIO 2.2 REGION 2 (NORTHEAST)



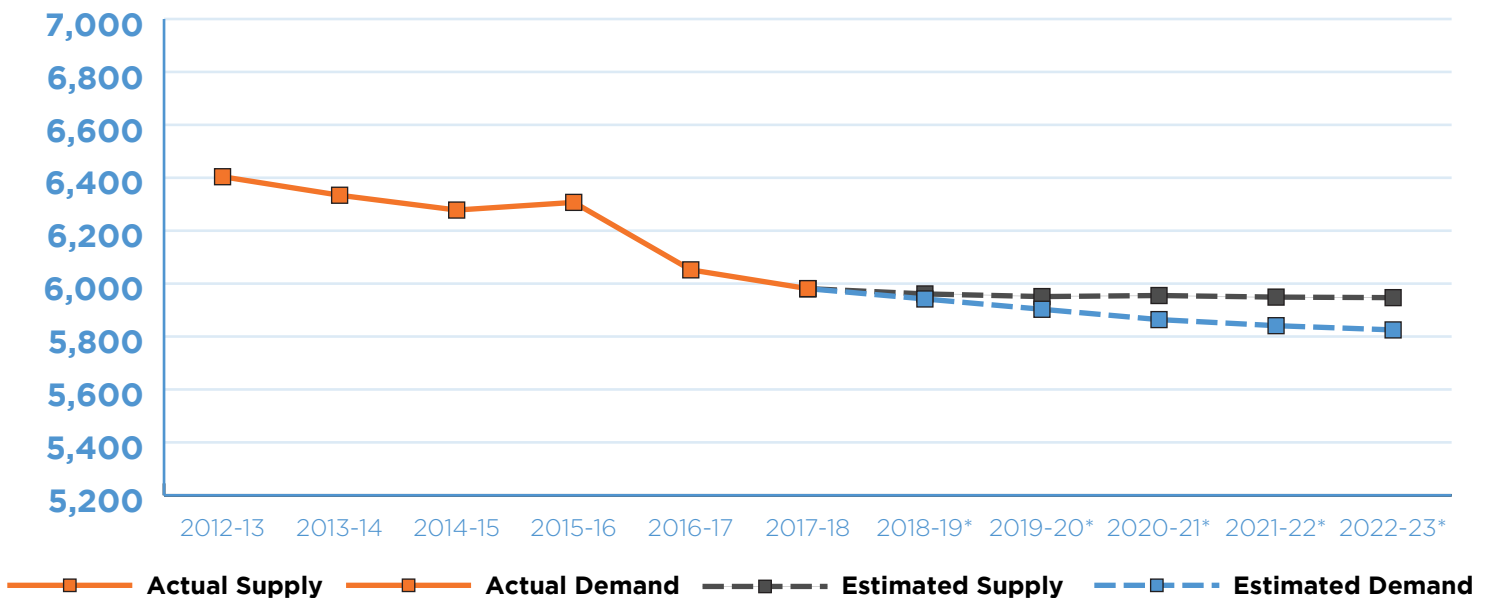
Note: 2017-18 personnel data as of January 24, 2018.



### PUBLIC EDUCATOR JOB MARKET TRENDS: SCENARIO 2.2 REGION 3 (NORTHWEST)

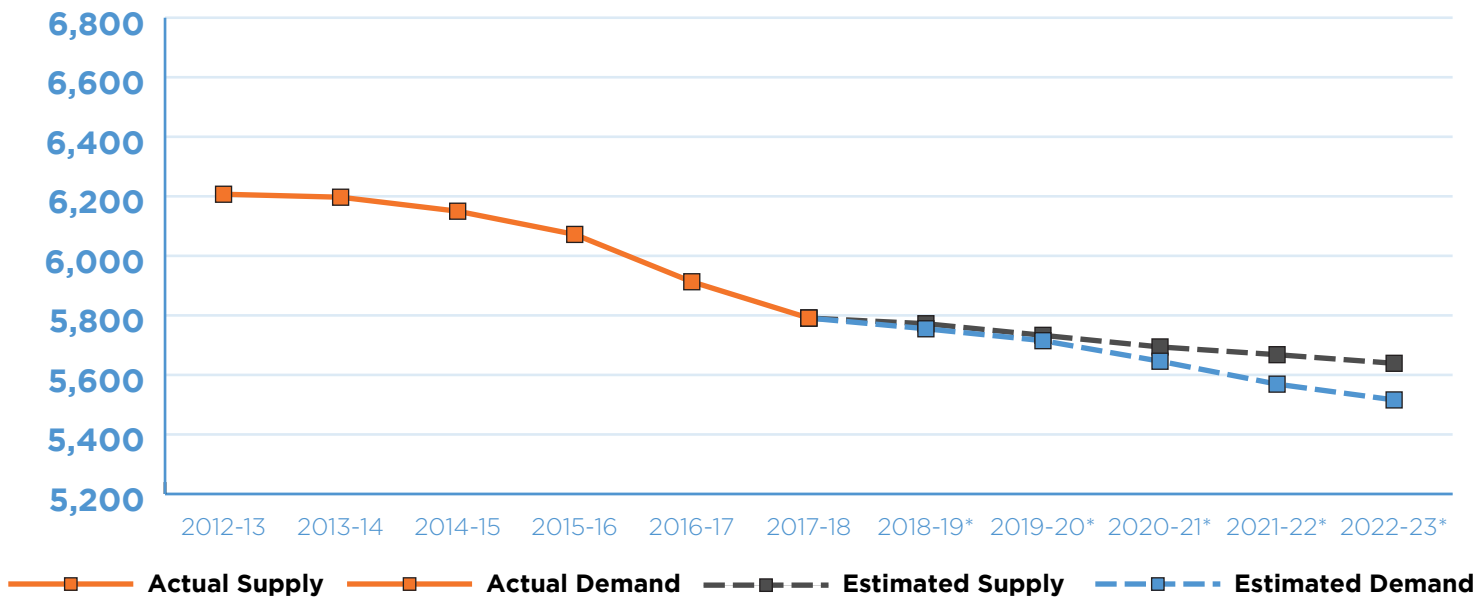


### PUBLIC EDUCATOR JOB MARKET TRENDS: SCENARIO 2.2 REGION 4 (SOUTHEAST)



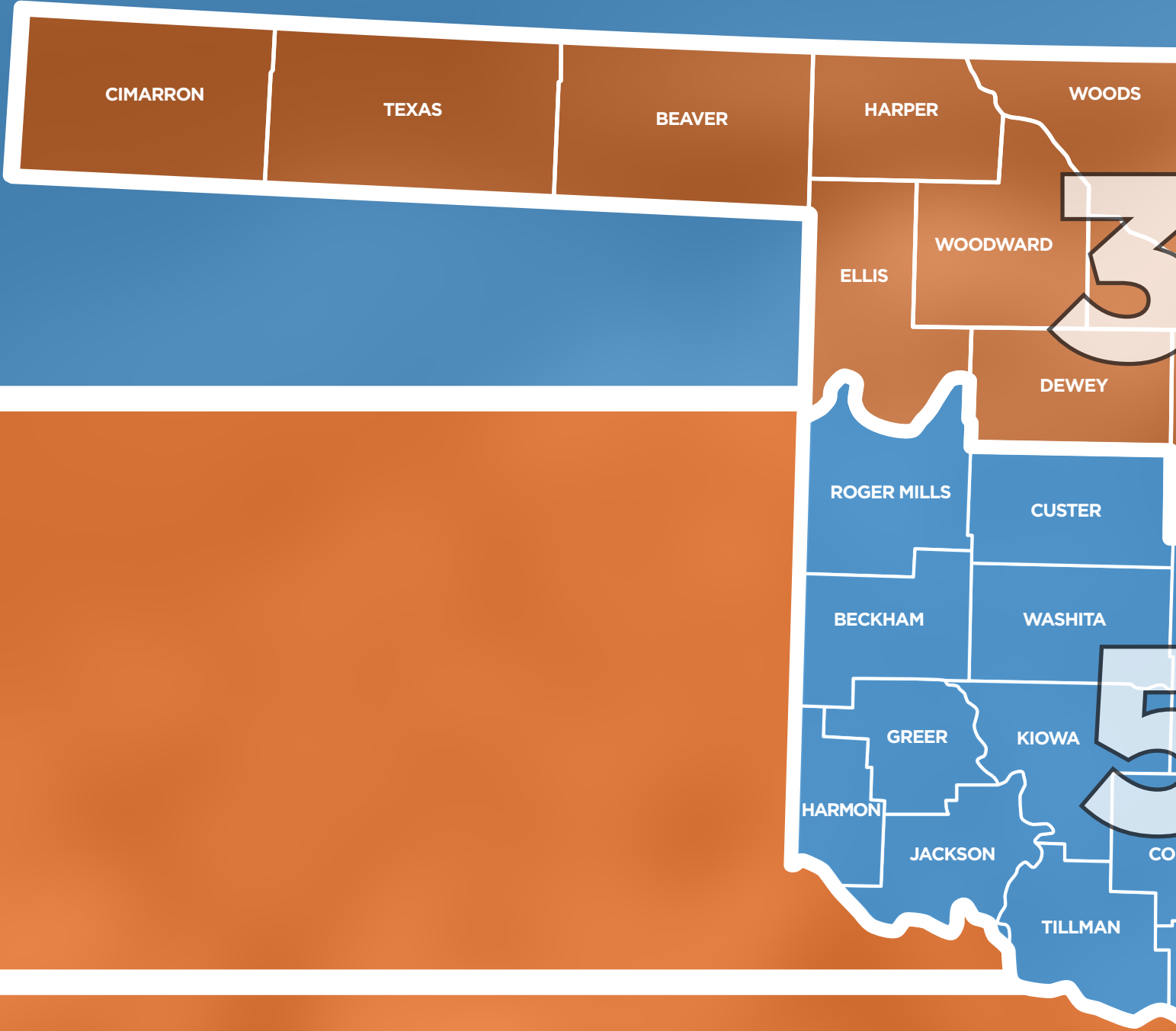
Note: 2017-18 personnel data as of January 24, 2018.

## PUBLIC EDUCATOR JOB MARKET TRENDS: SCENARIO 2.2 REGION 5 (SOUTHWEST)



Note: 2017-18 personnel data as of January 24, 2018.





CIMARRON

TEXAS

BEAVER

HARPER

WOODS

ELLIS

WOODWARD

DEWEY

ROGER MILLS

CUSTER

BECKHAM

WASHITA

GREER

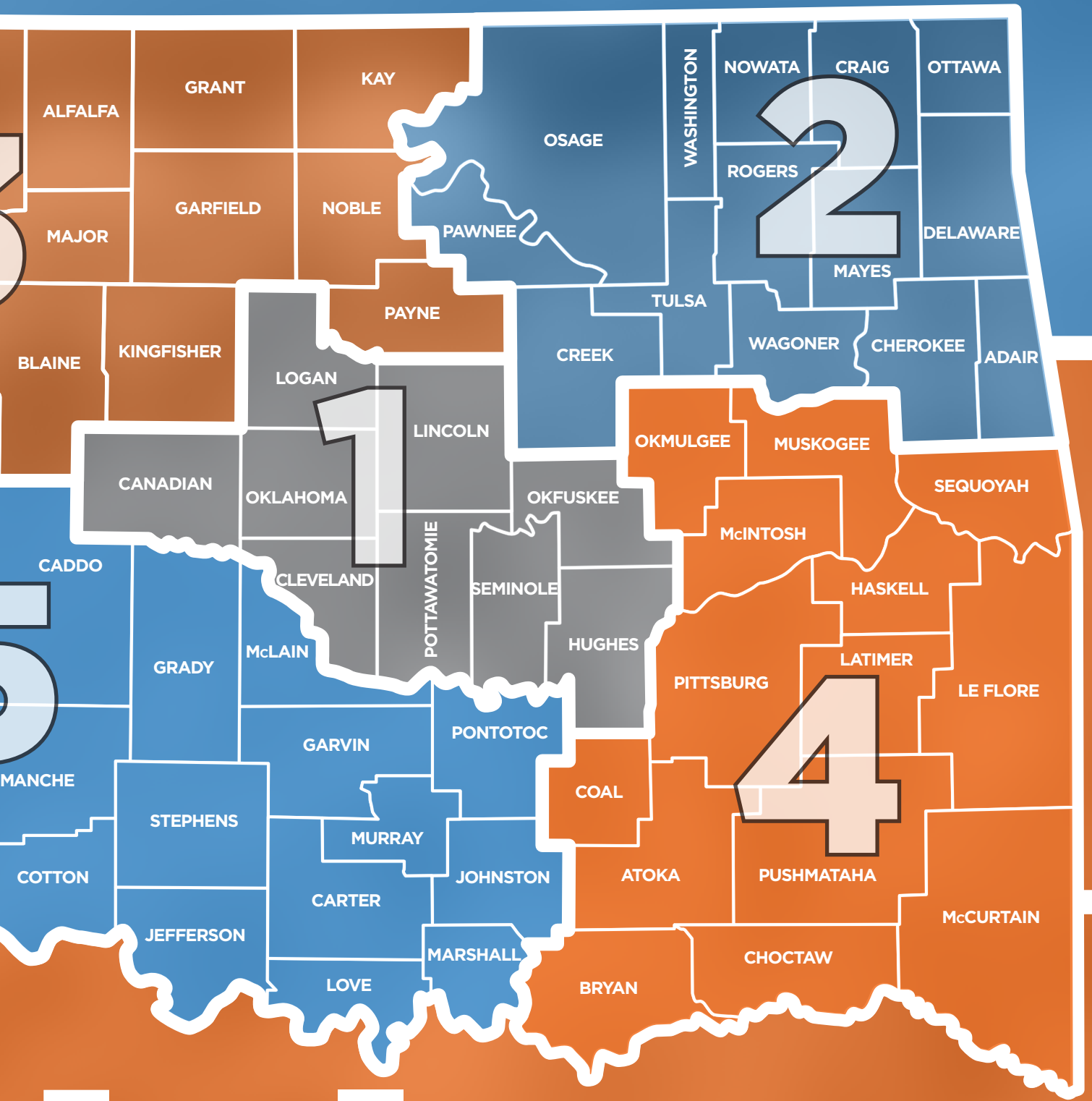
KIOWA

HARMON

JACKSON

TILLMAN

# Method



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**PRIMARY POSITION METRIC CODES**

<b>Position code</b>	<b>Position description</b>	<b>Job code</b>	<b>Site level code<sup>1</sup></b>	<b>Subject code</b>	<b>Consolidated subject code<sup>2</sup></b>
1	District-wide Staff	All codes assigned to listed position	6	All codes assigned to listed position	All codes assigned to listed position
2	Administrative	101, 104, 105, 106, 107, 108, 109, 110, 112, 115	All codes assigned to listed position	Blank	100
3	Guidance Counselor	203	1, 2, 3, 4, 5	Blank	100
4	Librarian	206	1, 2, 3, 4, 5	Blank	100
5	Other Professional Staff	301, 303, 304, 305, 307, 308, 309, 312, 313, 314, 315, 321, 322, 324, 325, 328, 331, 332, 333, 334, 337, 338, 342, 343, 344, 346, 347, 348, 350, 351, 352, 353, 354, 356, 358	1, 2, 3, 4, 5	Blank	100
6	Elementary	210, 213	1, 2, 3, 4, 5	All codes assigned to listed site level and position	All codes assigned to listed site level and position
7	Middle School - Language Arts	210, 213	2, 3	1110, 1130, 4000	400
8	Middle School - Arts & Music	210, 213	2, 3	1170, 1200, 2800, 3000	500
9	Middle School - Social Studies	210, 213	2, 3	2300, 5400	600
10	Middle School - Foreign Language	210, 213	2, 3	2100, 3100	700

**PRIMARY POSITION METRIC CODES (CONTINUED)**

<b>Position code</b>	<b>Position description</b>	<b>Job code</b>	<b>Site level code<sup>1</sup></b>	<b>Subject code</b>	<b>Consolidated subject code<sup>2</sup></b>
11	Middle School - Math	210, 213	2, 3	2200, 4400	800
12	Middle School - Science	210, 213	2, 3	2250, 5000	900
13	Middle School - Vocational Education	210, 213	2, 3	All codes above 8000	1200
14	Middle School - Other	210, 213	2, 3	0000, 1060, 1120, 1140, 1150, 1164, 1220, 1230, 1320, 1330, 1340, 1350, 1360, 1383, 1384, 1385, 1386, 1387, 1450, 2400, 2500, 2600, 2710, 2715, 2720, 2725, 2735, 2740, 2745, 2750, 2755, 2760, 2765, 2770, 2775, 2950, 3300, 3400, 3500	1300
15	High School - Language Arts	210, 213	4	1110, 1130, 4000	400
16	High School - Arts & Music	210, 213	4	1170, 1200, 2800, 3000	500
17	High School - Social Studies	210, 213	4	2300, 5400	600
18	High School - Foreign Language	210, 213	4	2100, 3100	700

**PRIMARY POSITION METRIC CODES (CONTINUED)**

<b>Position code</b>	<b>Position description</b>	<b>Job code</b>	<b>Site level code<sup>1</sup></b>	<b>Subject code</b>	<b>Consolidated subject code<sup>2</sup></b>
19	High School - Math	210, 213	4	2200, 4400	800
20	High School - Science	210, 213	4	2250, 5000	900
21	High School - Vocational Education	210, 213	4	All codes above 8000	1200
22	High School - Other	210, 213	4	0000, 1060, 1120, 1140, 1150, 1164, 1220, 1230, 1320, 1330, 1340, 1350, 1360, 1383, 1384, 1385, 1386, 1387, 1450, 2400, 2500, 2600, 2710, 2715, 2720, 2725, 2735, 2740, 2745, 2750, 2755, 2760, 2765, 2770, 2775, 2950, 3300, 3400, 3500	1300
23	Charter	210, 213	5	All codes assigned to listed position	All codes assigned to listed position
24	Other Positions	Other than above	1, 2, 3, 4, 5	1024, 1310, 8000	100, 300, 1100, 1200

<sup>1</sup> Site level codes values: 1-Elementary; 2-Junior High; 3-Middle School; 4-High School; 5-Charter; and 6-District-wide staff.

<sup>2</sup> Consolidated site code values: 100-Non-Subject; 200-Early Childhood; 300-Elementary; 400-Language Arts; 500-Arts & Music; 600-Social Studies; 700-Foreign Language; 800-Mathematics; 900-Science; 1100-ELL; 1200-Vocation Education; and 1300-Other.



**SCHOOL DISTRICTS' RECODED NAMES**

<b>Original Name</b>	<b>Name Recoded</b>	<b>Applicable Years</b>
Choctaw-Nicoma Park Charter	Choctaw-Nicoma Park	2012-13; 2013-14; 2014-15; 2015-16; 2016-17; 2017-18
Graham Charter: Epic 1 On 1	Graham	2012-13; 2013-14; 2014-15; 2015-16; 2016-17; 2017-18
OKC Charter: Astec Charters	Oklahoma City	2012-13; 2013-14; 2014-15; 2015-16; 2016-17; 2017-18
OKC Charter: Dove Science Acad	Oklahoma City	2012-13; 2013-14; 2014-15; 2015-16; 2016-17; 2017-18
OKC Charter: Dove Science ES	Oklahoma City	2012-13; 2013-14; 2014-15; 2015-16; 2016-17; 2017-18
OKC Charter: Harding Charter	Oklahoma City	2012-13; 2013-14; 2014-15; 2015-16; 2016-17; 2017-18
OKC Charter: Harding Fine Arts	Oklahoma City	2012-13; 2013-14; 2014-15; 2015-16; 2016-17; 2017-18
OKC Charter: Hupfeld/W Village	Oklahoma City	2012-13; 2013-14; 2014-15; 2015-16; 2016-17; 2017-18
OKC Charter: Independence MS	Oklahoma City	2012-13; 2013-14; 2014-15; 2015-16; 2016-17; 2017-18
OKC Charter: Kipp Reach Coll.	Oklahoma City	2012-13; 2013-14; 2014-15; 2015-16; 2016-17; 2017-18
OKC Charter: Marcus Garvey	Oklahoma City	2012-13; 2013-14; 2014-15; 2015-16; 2016-17; 2017-18
OKC Charter: Santa Fe South HS	Oklahoma City	2012-13; 2013-14; 2014-15; 2015-16; 2016-17; 2017-18
OKC Charter: Santa Fe South MS	Oklahoma City	2012-13; 2013-14; 2014-15; 2015-16; 2016-17; 2017-18
OKC Charter: Seeworth Academy	Oklahoma City	2012-13; 2013-14; 2014-15; 2015-16; 2016-17; 2017-18
Tulsa Charter: Kipp Tulsa	Tulsa	2012-13; 2013-14; 2014-15; 2015-16; 2016-17; 2017-18
Tulsa Charter: Lighthouse Acad	Tulsa	2012-13; 2013-14; 2014-15; 2015-16; 2016-17; 2017-18
Tulsa Charter: Schl Arts/Sci.	Tulsa	2012-13; 2013-14; 2014-15; 2015-16; 2016-17; 2017-18

**SCHOOL DISTRICTS' RECODED NAMES (CONTINUED)**

<b>Original Name</b>	<b>Name Recoded</b>	<b>Applicable Years</b>
Graham-Dustin Charter: Epic 1 on 1	Graham-Dustin	2013-14; 2014-15; 2015-16; 2016-17; 2017-18
OKC Charter: Harper Academy	Oklahoma City	2015-16; 2016-17; 2017-18
OKC Charter: Lighthouse OKC	Oklahoma City	2015-16; 2016-17; 2017-18
Tulsa Charter: College Bound	Tulsa	2015-16; 2016-17; 2017-18
Tulsa Charter: Collegiate Hall	Tulsa	2015-16; 2016-17; 2017-18
Tulsa Charter: Honor Academy	Tulsa	2015-16; 2016-17; 2017-18
Tulsa Legacy Charter Schl Inc	Tulsa	2015-16; 2016-17; 2017-18
OKC Charter Santa Fe South	Oklahoma City	2016-17; 2017-18
Carlton Landing Academy	Canadian	2016-17; 2017-18
Dove Schools Of Tulsa	Discovery Schools Of Tulsa	2016-17; 2017-18
Tulsa Legacy Charter Schl Inc	Tulsa	2016-17; 2017-18

**LIST OF COUNTIES BY REGION**

<b>Region 1 Central</b>	<b>Region 2 Northeast</b>	<b>Region 3 Northwest</b>	<b>Region 4 Southeast</b>	<b>Region 5 Southwest</b>
Canadian	Adair	Alfalfa	Atoka	Beckham
Cleveland	Cherokee	Beaver	Bryan	Caddo
Hughes	Craig	Blaine	Carter	Comanche
Lincoln	Creek	Cimarron	Choctaw	Cotton
Logan	Delaware	Dewey	Coal	Custer
Okfuskee	Mayes	Ellis	Garvin	Grady
Oklahoma	McIntosh	Garfield	Haskell	Greer
Pottawatomie	Muskogee	Grant	Johnston	Harmon
Seminole	Nowata	Harper	Latimer	Jackson
	Okmulgee	Kay	Le Flore	Jefferson
	Osage	Kingfisher	Love	Kiowa
	Ottawa	Major	Marshall	McClain
	Pawnee	Noble	McCurtain	Roger Mills
	Rogers	Payne	Murray	Stephens
	Sequoyah	Texas	Pittsburg	Tillman
	Tulsa	Woods	Pontotoc	Washita
	Wagoner	Woodward	Pushmataha	
	Washington			

**CERTIFICATE TYPE METRIC CODES**

<b>Certification code</b>	<b>Certification description</b>	<b>Consolidated certification type description</b>
S	Standard	Standard
ALT	Alternative	Alternative
J	Alternative Administrative	Alternative
M	Alternative License	Alternative
N	Alternative License	Alternative
O	Alternative License	Alternative
Y	Alternative Standard	Alternative
Z	Alternative Standard (Coursework Not Completed)	Alternative
E	Emergency	Emergency
A	Provisional I	Provisional
B	Provisional II	Provisional
C	Provisional I CareerTech	Provisional
D	Provisional II CareerTech	Provisional
F	Provisional	Provisional
H	License (July 01-02 - Residency)	License
I	License (July 01-02 - No Residency)	License
L	License	License
PSTND	Paraprofessional Standard	Paraprofessional
Q	Certified Paraprofessional Path	Paraprofessional
R	Certified Paraprofessional Path	Paraprofessional
G	One-Time Extension	Other
Guest	Visiting Teacher	Other
INF	Infant, Toddler, and Three-Year Olds	Other
K	American Board for Certification of Teacher Excellence	Other

**CERTIFICATE TYPE METRIC CODES (CONTINUED)**

<b>Certification code</b>	<b>Certification description</b>	<b>Consolidated certification type description</b>
NAL	Native American Languages	Other
PSTND	Paraprofessional Standard	Other
SLTA	Speech Language Therapy Assistant	Other
SPED	Non-Traditional Special Education Provisional	Other
T	Teach for America	Other
U	Career Tech License	Other
V	Conditional Provisional I	Other
X	Conditional Provisional II	Other
W	War Emergency	Other
Any 2 or more certification codes	As appropriate	Multiple certificates

**SUBJECT AREA METRIC CODES**

Area code	Consolidated subject area
501, 502, 503, 504, 505, 506, 507, 511	Administrative
517, 519, 524, 525, 526, 527, 529, 550, 7005	Pupil Support
509, 513, 515, 531, 2021, 8021	Instructional Support
1001, 1002, 1003, 1004, 1005	Early Childhood
1501, 1600	Elementary
4001, 4003, 4005, 4015, 4050, 4150, 4075	Language Arts
2001, 2013, 2014, 2015, 2050, 2075, 2085	Arts & Music
3515, 6503, 6501, 6505, 6509, 6515, 6517, 6519, 6523, 6550, 6552, 6554, 6560, 6575, 8013	Social Studies
2002, 2003, 2004, 2005, 2006, 2007, 2008, 2009, 2010, 2011, 2012, 2016, 2025, 2026, 2027, 2028, 2029, 2030, 2031, 2032, 2033, 2034, 2035, 2036, 2080, 3701, 3703, 3705, 3707, 3709, 3711	Foreign Language
5501, 5503, 5505, 5511, 5513, 5515, 5517, 5550, 5553, 5554, 5555, 5575, 5509, 5552	Mathematics
6001, 6003, 6605, 6006, 6009, 6011, 6013, 6015, 6017, 6050, 6052, 6555, 6507, 6075, 6513	Science
520, 521, 522, 523, 621, 622, 1601, 2501, 2503, 2505, 2507, 2509, 2511, 2552, 2556, 2558, 2601, 2605, 2607, 2609, 9801, 9802, 9803, 9804, 9805	Special Education
8011	English Language Learners
3001, 3501, 3503, 3505, 3507, 3509, 3511, 3513, 3517, 3519, 3521, 3523, 3525, 3527, 3529, 3550, 4009, 4501, 4503, 4505, 4507, 4509, 4511, 4513, 4550, 5001, 5003, 5005, 5007, 5009, 5011, 5013, 5507, 6007, 6511, 6521, 7001, 7003, 7501, 7503, 7505, 7509, 7511, 7513, 7514, 7515, 7517, 7550, 7559, 7575, 8001, 8005, 8007, 8009, 8501, 8503, 8505, 8507, 8509, 8550, 8575, 9001, 9003	Vocational Education
2017, 2019, 2020, 2090, 4007, 4011, 4013, 4017, 4101, 4201, 4250, 8003, 8015, 8017, 8019	Other





OKLAHOMA STATE DEPARTMENT OF  
**EDUCATION**  
— CHAMPION EXCELLENCE —