



Goal: Increase the numbers of certified teachers in areas of shortage



Number of Endorsements by Critical Shortage Areas - Historical

Discipline Area	2016	2017	2018	2019	2020	4-year Difference
Career and Technical Education (CTE): Other	2,521	2,502	2,503	2,611	2,667	146
CTE: Computer Science	1,023	995	964	939	905	-118
CTE: Family & Consumer Sciences	4,907	4,850	4,806	4,788	4,752	-155
CTE: Industrial & Technology Education	3,340	3,336	3,321	3,334	3,303	-37
English as a Second Language (ESL)	2,582	2,792	2,986	3,151	3,269	687
ESL: Bilingual Education	1,066	1,049	1,035	1,026	1,024	-42
Mathematics	24,676	24,594	24,456	24,296	24,208	-468
Sciences	39,441	39,058	38,735	38,476	38,106	-1,335
Special Education	44,037	44,098	44,101	44,057	44,002	-35
World Languages	9,967	9,911	9,843	9,829	9,813	-154

Number of Endorsements by Critical Shortage Areas - Recent

Discipline Area	2016	2017	2018	2019	2020	4-year Difference
Art and Music Education: Visual, Music & Dance	5,823	5,990	6,090	6,229	6,326	503
Elementary Education	159,108	158,293	157,634	157,150	156,934	-2,174
Guidance & Counseling	5,205	5,171	5,136	5,094	5,048	-157
Health & Physical Fitness: Health	4,545	4,526	4,511	4,491	4,469	-76
Health & Physical Fitness: Physical Education	10,565	10,487	10,426	10,336	10,297	-268
Instructional Library Media	2,066	2,042	2,021	1,989	1,964	-102
Language Arts: All Reading & Literacy	63,297	62,863	62,358	61,921	61,657	-1,640
Language Arts: Communications	5,577	5,509	5,433	5,335	5,279	-298
Psychology	6,354	6,259	6,194	6,104	6,035	-319
Social Studies	32,782	32,329	31,752	31,296	30,867	-1,915
Social Studies: Sociology	3,004	2,965	2,921	2,878	2,837	-167



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Overview of Positions Reported

Position Status	2016	2017	2018	2019	2020	4-year difference and percentage point (p.p.) change
Permanently Assigned & Certified to Teach the Position	83,211 94.6%	82,358 94.4%	82,835 91.5%	84,615 91.8%	86,705 92.0%	3,494 -2.60 p.p.
Temporarily Assigned or Not Appropriately Credentialed	4,591 5.2%	4,801 5.5%	7,653 8.5%	7,404 8.0%	7,412 7.9%	2,821 2.70 p.p.
Vacant Positions	115 0.1%	105 0.1%	80 0.1%	124 0.1%	134 0.1%	19 0.00 p.p.
Total Positions	87,917	87,264	90,568	92,143	94,251	6,334

Percent FTE for Teachers & Students by School Year & Race/Ethnicity

	2016	2017	2018	2019	2020	4-year percentage point (p.p.) change
Asian						
Teacher	0.79	0.71	0.73	0.78	0.78	-0.001 p.p.
Student	3.17	3.28	3.38	3.44	3.50	0.33 p.p.
Black or African American						
Teacher	6.08	5.96	6.29	6.68	6.91	0.83 p.p.
Student	17.93	17.73	17.70	17.62	17.63	-0.30 p.p.
Hispanic or Latino						
Teacher	1.18	1.20	1.20	1.18	1.21	0.03 p.p.
Student	7.31	7.60	7.78	7.99	8.16	1.29 p.p.
Native American or Alaska Native						
Teacher	0.21	0.24	0.27	0.26	0.26	0.05 p.p.
Student	0.67	0.65	0.62	0.62	0.61	-0.06 p.p.



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Percent FTE for Teachers & Students by School Year & Race/Ethnicity

	2016	2017	2018	2019	2020	4-year percentage point (p.p.) change
Native Hawaiian or Other Pacific Islander						
Teacher	0.11	0.10	0.13	0.12	0.11	0.00 p.p.
Student	0.09	0.09	0.09	0.08	0.08	-0.01 p.p.
Two or More Races						
Teacher	0.27	0.27	0.28	0.30	0.31	0.04 p.p.
Student	3.36	3.67	3.89	4.14	4.38	1.01 p.p.
White						
Teacher	91.36	91.52	91.10	90.69	90.42	-0.94 p.p.
Student	67.48	66.98	66.53	66.10	65.64	-1.84 p.p.

Teachers & Students by School Year & Race/Ethnicity – Ratio Comparison

	2016	2020	4-year difference
Asian	70.9:1	76.0:1	5.1:1
Black or African American	52.1:1	43.4:1	-8.7:1
Hispanic or Latino	109.3:1	114.4:1	5.1:1
Native American or Alaska Native	55.7:1	40.4:1	-15.3:1
Native Hawaiian or Other Pacific Islander	13.8:1	12.2:1	-1.6:1
Two or More Races	219.9:1	238.0:1	18.1:1
White	13.0:1	12.3:1	-0.7:1
All	17.7:1	17.0:1	-0.7:1