

American Association for Employment in Education

Educator Supply and Demand Report 2017-18



Connecting professionals who prepare educators with those who hire them

American Association for Employment in Education

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ABOUT AAEE:

Comprised of college/university career center staff and education department faculty, school district human resources and building administrators, and members of education-related organizations, the American Association for Employment in Education is a key organization for building networks to recruit teachers. For 80+ years, AAEE has been providing members with direct access to resources and networking opportunities with colleagues—all focused upon the highest standards in educator preparation, recruitment, hiring, and retention. Prepared and published annually, the AAEE Educator Supply and Demand Report is a nationally-recognized initiative and benchmark report.

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ABOUT THE EDUCATOR SUPPLY AND DEMAND SURVEY:

The Center for Marketing and Opinion Research (CMOR) conducted the 2017-18 Educator Supply & Demand Survey on behalf of the American Association for Employment in Education (AAEE).

- Surveys were collected between September 19, 2017 and January 31, 2018.
- The initial email invitation with a link to complete the online survey was sent to the list provided by AAEE on September 19, 2017. Reminder invitations were sent at varying times and days.
- Reminder invitations were not sent to email addresses that were returned as invalid or belonging to those who had completed the survey or indicated their refusal to participate.
- 478 surveys were completed.
 - 195 colleges/universities (5.91% margin of error using a 90% confidence level)
 - 283 school districts (4.90% margin of error)

The Center for Marketing & Opinion Research (CMOR) provides public opinion research services to colleges and universities, healthcare organizations, community-based organizations, non-profits, and government agencies.

Certification Fields

The table below lists the 59 education fields asked about in the survey:

Education Fields	Math & Science Education
Agriculture Education	Biology
Art/Visual Education	Chemistry
Bilingual Education/Multicultural	Earth/Physical Science
Business Education	General Science
Computer Science Education	Math
Dance Education	Physics
Languages	Support Services
Chinese	Audiology
Classical	Counseling
ESL/ELL (English Language Learner)	Gifted/Talented Education
French	Library Science/Media Technology
German	Occupational Therapy
Japanese	Physical Therapy
Other Languages	Reading Diagnostician
Spanish	School Nursing
Administration	Elementary & Middle School Education
Elementary Principal	Intermediate Education
High School Principal	Kindergarten/Primary Education
Middle School Principal	Middle School Education
	Pre-K Education
	Special Education
	Cognitive Disabilities Special Education
	Dual Cert (General & Special Education)
	Early Childhood Special Education
	Emotion/Behavioral Disorders Special Ed.
	Hearing Impaired Special Education
	Learning Disability Special Education
	Mild/Moderate Disabilities Special Ed.
	Multi-categorical Special Education
	Severe/Profound Disabilities Special Ed.
	Visually Impaired Special Education

Study Highlights

Both colleges/universities as well as school districts were asked to evaluate demand for educators by rating 59 fields of study as having **CONSIDERABLE SHORTAGE**, **SOME SHORTAGE**, **SOME SURPLUS**, **CONSIDERABLE SURPLUS** or **BALANCED** between applicants and positions.

- ✓ Overall, there was agreement between colleges/universities and school districts on about two-thirds of the fields, 37 of the 59 (63%).
- ✓ At least half of the fields were reported as having some level of shortage by both colleges/universities and school districts, 35 by colleges/universities and 43 by school districts. Twenty-four were identified as having some level of shortage by both groups.
- ✓ **CONSIDERABLE SHORTAGE:** Of the 59 fields listed, 8 were reported as having considerable shortage by colleges/universities while school districts noted considerable shortage in 20 fields. Eight of the fields that were identified by colleges/universities as having a considerable shortage were also identified by school districts. These fields were Physics and seven of the ten special education fields.
- ✓ **SOME SHORTAGE:** Colleges/Universities identified 27 fields as having some shortages while school districts identified 23 fields with some shortage. They were in agreement on 16 fields.
- ✓ **SOME SURPLUS:** Colleges/Universities identified no fields as having some surplus and school districts identified 2 fields as having some surplus: Physical Education and Social Studies Education.
- ✓ **CONSIDERABLE SURPLUS:** No fields were reported as having considerable surplus by either colleges/universities or school districts.

Enrollment in degree-seeking programs was more likely to have decreased in traditional or M.Ed./MAT/5th year programs than in TESOL, alternative certificates/licensure or doctoral programs. At the same time, more than 1 in 10 teachers hired in the past year did not have traditional preparation. Reasons given for this were that there was a lack of traditional candidates applying, that districts must hire for difficult-to-fill positions in certain subject areas, and a national shortage of education majors.

On average, colleges/universities reported that 73% of their graduates find full-time teaching positions after graduation, while 15% find part-time positions. In addition, it was noted that decreases in funding that school districts receive was a challenge by 81% of responding school districts, with 49% indicating it is a *Big Challenge*.

Comparison of Colleges and Districts: 2017-18

COLLEGES AND UNIVERSITIES

FIELDS WITH CONSIDERABLE SHORTAGE (5.00 – 4.21)

Mild/Moderate Disabilities Special Ed.	4.50
Multicategorical Special Education	4.49
Severe/Profound Disabilities Special Ed.	4.47
Learning Disability Special Education	4.33
Visually Impaired Special Education	4.30
Physics	4.27
Emotion/Behavioral Disorders Special Ed.	4.21
Cognitive Disabilities Special Education	4.21

FIELDS WITH SOME SHORTAGE (4.20 – 3.41)

Chemistry	4.19
Math	4.16
Dual Cert (General & Special Education)	4.07
ESL/ELL (English Language Learner)	4.06
Hearing Impaired Special Education	4.06
Bilingual Education/Multicultural	3.93
General Math and Science	3.93
Biology	3.90
Earth/Physical Science	3.86
Gifted/Talented Education	3.86
Speech Pathology	3.85
Audiology	3.83
Early Childhood Special Education	3.74
Chinese	3.72
Spanish	3.72
Family and Consumer Science	3.71
Reading Specialist/Interventionist	3.70
Reading Diagnostician	3.67
Middle School Education	3.62
Agriculture Education	3.61
Technology Education	3.57
School Psychology	3.56
Speech Education	3.50
School Nursing	3.48
High School Principal	3.47
Other Languages	3.45
Middle School Principal	3.41

BALANCED FIELDS (3.40 – 2.61)

Physical Therapy	3.40
Computer Science Education	3.39
Japanese	3.38
Library Science/Media Technology	3.38
Occupational Therapy	3.36
Elementary Principal	3.34
German	3.31
French	3.30
Intermediate Education	3.29
Classical: Greek, Latin	3.26
English/Language Arts Education	3.23
Business Education	3.20
Dance Education	3.16
Music Education	3.15
Counseling	3.15
Theatre/Drama Education	3.13
School Social Work	3.13
Art/Visual Education	3.03
Pre-K Education	3.01
Kindergarten/Primary Education	3.01
Health Education	2.95
Physical Education	2.82
Social Studies Education	2.80
Journalism Education	2.79

FIELDS WITH SOME (2.60 – 1.81) or CONSIDERABLE SURPLUS (1.80 – 1.00)

None

**Reported as means: 5=Considerable shortage; 1=Considerable surplus*

SCHOOL DISTRICTS

FIELDS WITH CONSIDERABLE SHORTAGE (5.00 – 4.21)

Severe/Profound Disabilities Special Ed.	4.67
Visually Impaired Special Education	4.59
Emotion/Behavioral Disorders Special Ed.	4.58
Physics	4.53
Hearing Impaired Special Education	4.51
Multicategorical Special Education	4.48
Cognitive Disabilities Special Education	4.47
Bilingual Education/Multicultural	4.42
Classical: Greek, Latin	4.42
Dual Cert (General & Special Education)	4.42
Chinese	4.41
Math	4.40
Chemistry	4.38
Speech Pathology	4.38
Mild/Moderate Disabilities Special Ed.	4.36
Learning Disability Special Education	4.35
Japanese	4.34
Early Childhood Special Education	4.28
Other Languages	4.24
Audiology	4.24

FIELDS WITH SOME SHORTAGE (4.20 – 3.41)

ESL/ELL (English Language Learner)	4.14
German	4.14
General Math and Science	4.14
School Psychology	4.12
Speech Education	4.11
Occupational Therapy	4.11
Physical Therapy	4.10
Earth/Physical Science	4.05
School Nursing	4.04
Biology	4.00
Spanish	3.98
French	3.94
Reading Diagnostician	3.88
Technology Education	3.81
Family and Consumer Science	3.80
Agriculture Education	3.79
Computer Science Education	3.70
Middle School Education	3.67
Library Science/Media Technology	3.58
School Social Work	3.56
Reading Specialist/Interventionist	3.51
High School Principal	3.42
Gifted/Talented Education	3.41

BALANCED FIELDS (3.40 – 2.61)

Middle School Principal	3.34
Business Education	3.32
Counseling	3.29
Pre-K Education	3.28
Intermediate Education	3.26
Theatre/Drama Education	3.23
Music Education	3.19
English/Language Arts Education	3.17
Elementary Principal	3.17
Art/Visual Education	3.16
Dance Education	3.16
Journalism Education	3.14
Kindergarten/Primary Education	3.03
Health Education	2.77

FIELDS WITH SOME SURPLUS (2.60 – 1.81)

Social Studies Education	2.48
Physical Education	2.41

FIELDS WITH CONSIDERABLE SURPLUS (1.80 – 1.00)

None

Considerable shortage (4.21 – 5.00)	Some shortage (3.41 – 4.20)	Balanced (2.61 – 3.40)	Some surplus (1.81 – 2.60)	Considerable surplus (1.00 – 1.80)
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		Colleges and Universities	School Districts
Educational Fields	Bilingual Education/Multicultural	3.93	4.42
	Technology Education	3.71	3.81
	Computer Science Education	3.70	3.70
	Agriculture Education	3.61	3.79
	Family and Consumer Science	3.57	3.80
	Speech Education	3.50	4.11
	Reading Specialist/Interventionist	3.39	3.51
	Journalism Education	3.23	3.14
	English/Language Arts Education	3.20	3.17
	Business Education	3.16	3.32
	Theatre/Drama Education	3.15	3.23
	Art/Visual Education	3.13	3.16
	Health Education	3.03	2.77
	Music Education	2.95	3.19
	Dance Education	2.82	3.16
Physical Education	2.80	2.41	
Social Studies Education	2.79	2.48	
Languages	ESL/ELL (English Language Learner)	4.06	4.14
	Spanish	3.72	3.98
	Chinese	3.72	4.41
	Other Languages	3.45	4.24
	German	3.38	4.14
	Japanese	3.31	4.34
	French	3.30	3.94
	Classical (Greek, Latin)	3.26	4.42
Math & Science Education	Physics	4.27	4.53
	Chemistry	4.19	4.38
	Math	4.16	4.40
	General Math and Science	3.93	4.14
	Biology	3.90	4.00
	Earth/Physical Science	3.86	4.05

Considerable shortage (4.21 – 5.00)	Some shortage (3.41 – 4.20)	Balanced (2.61 – 3.40)	Some surplus (1.81 – 2.60)	Considerable surplus (1.00 – 1.80)
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		Colleges and Universities	School Districts
Support Services	Reading Diagnostician	3.86	3.88
	Audiology	3.85	4.24
	Speech Pathology	3.83	4.38
	Gifted/Talented Education	3.67	3.41
	Occupational Therapy	3.56	4.11
	School Nursing	3.48	4.04
	School Psychology	3.40	4.12
	Physical Therapy	3.38	4.10
	Library Science/Media Technology	3.36	3.58
	Counseling	3.15	3.29
	School Social Work	3.13	3.56
Elem./ Middle	Middle School Education	3.62	3.67
	Pre-K Education	3.29	3.28
	Intermediate Education	3.01	3.26
	Kindergarten/Primary Education	3.01	3.03
Adm.	Middle School Principal	3.47	3.34
	High School Principal	3.41	3.42
	Elementary Principal	3.34	3.17
Special Education	Severe/Profound Disabilities Special Ed.	4.50	4.67
	Learning Disability Special Education	4.49	4.35
	Mild/Moderate Disabilities Special Ed.	4.47	4.36
	Visually Impaired Special Education	4.33	4.59
	Multicategorical Special Education	4.30	4.48
	Emotion/Behavioral Disorders Special Ed.	4.21	4.58
	Dual Cert (General & Special Education)	4.21	4.42
	Cognitive Disabilities Special Education	4.07	4.47
	Early Childhood Special Education	4.06	4.28
	Hearing Impaired Special Education	3.74	4.51

	Colleges	Districts	Agreement
Considerable Shortage	8	20	8
Some Shortage	27	23	16
Balanced	24	14	13
Some Surplus	0	2	0
Considerable Surplus	0	0	-

63% Agreement between groups

	Colleges/ Universities	School Districts
Decrease in school district funding	1.75	2.22
Candidates for open positions	1.04	2.57

Reported as means: 3=Big challenge; 2=Moderate challenge; 1=Small challenge; 0=Not a challenge

Colleges and Universities

Enrollment

- ✓ On average, colleges/universities have over 700 degree-seeking candidates enrolled at their institutions.
- ✓ Approximately 19% of those, or an average of 149 per institution, are participating in student teaching programs.
- ✓ Enrollment in TESOL and alternative certifications/licenses was less likely to have decreased than enrollment in traditional programs and M.Ed./MAT/5th year.

ENROLLMENT	
Education degree-seeking candidates currently enrolled (median)	336
Students participating in student teaching programs (median)	50
% that are participating in student teaching programs	15%

	Increased	Stayed the same	Decreased	Not offered
Traditional	26.4%	32.6%	28.5%	12.4%
M.Ed./MAT/5 th year added to baccalaureate	24.1%	22.5%	15.2%	38.2%
TESOL	13.1%	22.5%	13.1%	51.3%
Alternative certifications/licenses	18.1%	24.4%	7.8%	49.7%
Doctorates	11.5%	19.3%	8.3%	60.9%

Has enrollment for each degree program increased, remained about the same, or decreased in the past year?

Student Success

STUDENT SUCCESS IN FINDING POSITIONS	
Full-time	73%
Part-time	15%

Approximately, what percentage of your graduates find FULL-TIME/ PART-TIME teaching positions after graduation?

CHALLENGES IN FINDING TEACHING POSITIONS	Big challenge	Moderate challenge	Small challenge	Not a challenge	Mean*
Decreases in funding school districts receive	31.5%	30.9%	18.5%	19.1%	1.75
Districts not hiring or replacing vacancies	15.0%	34.4%	20.6%	30.0%	1.34
Too many candidates for open positions	8.9%	24.4%	28.3%	38.3%	1.04
Candidates not earning multiple credentials	3.9%	23.3%	33.3%	39.4%	0.92

*Indicate if it has been a big, moderate, small or not a challenge for qualified candidates graduating from your institution to find teaching positions. *Mean: 3=Big challenge; 2=Moderate challenge; 1=Small challenge; 0=Not a challenge*

OTHER REASONS FOR DIFFICULTY	N	% of Responses
Unwillingness to relocate	28	22.6%
State funding/Legislative actions/Certification	26	21.0%
School not considered for employment (rural/urban//charter)	15	12.1%
Limited job openings	14	11.3%
Low salary and benefits	10	8.1%
Candidates pursue non-teaching opportunities/grad school	8	6.5%
Prospective teachers DO get hired upon graduation	6	4.8%
Lack job searching skills	5	4.0%
Disillusioned with profession after graduation	4	3.2%
Declining school age population	2	1.6%
Delayed retirements of current teachers	1	0.8%
MISCELLANEOUS	5	4.0%

What other reasons have made it difficult for qualified candidates from your institution to find teaching positions?

STUDENT LEAVING STATE TO FIND FULL-TIME EMPLOYMENT	
2017-18 Academic Year	19.2%
<i>Approximately what percentage of your education graduates left your state to find full-time employment for the 2017-18 academic year?</i>	

WHERE STUDENTS ARE GOING	N	%
Colorado	42	21.5%
North Carolina	41	21.0%
Florida	37	19.0%
Illinois	35	17.9%
California	33	16.9%
New York	33	16.9%
Texas	32	16.4%
Virginia	30	15.4%
New Jersey	29	14.9%
Maryland	28	14.4%
Arizona	27	13.8%
Georgia	26	13.3%
South Carolina	26	13.3%
Ohio	21	10.8%
Massachusetts	20	10.3%
Minnesota	18	9.2%
Washington	18	9.2%
Tennessee	17	8.7%
District of Columbia	16	8.2%
Iowa	15	7.7%
Kansas	14	7.2%
Missouri	14	7.2%
Oregon	13	6.7%
Pennsylvania	13	6.7%
Alabama	12	6.2%
Connecticut	12	6.2%

WHERE STUDENTS ARE GOING	N	%
Indiana	12	6.2%
Louisiana	12	6.2%
Alaska	11	5.6%
Oklahoma	10	5.1%
Michigan	9	4.6%
Nebraska	9	4.6%
Wisconsin	9	4.6%
Nevada	8	4.1%
Delaware	7	3.6%
New Mexico	7	3.6%
Hawaii	6	3.1%
Kentucky	6	3.1%
West Virginia	6	3.1%
Mississippi	5	2.6%
Arkansas	4	2.1%
Idaho	4	2.1%
North Dakota	4	2.1%
Utah	4	2.1%
Maine	3	1.5%
Wyoming	3	1.5%
Montana	2	1.0%
Rhode Island	2	1.0%
Vermont	1	0.5%
New Hampshire	0	0.0%
South Dakota	0	0.0%

Question: If some of your graduates leave your state for employment, what states do they tend to move to?

Supply and Demand

Programs Offered

- ✓ Over three-quarters (75% or more) of institutions offer degree programs in *Math, Biology, Social Studies, English, and Chemistry*.
- ✓ Over half offer programs in *Music Education, Spanish, Physics, Middle School Education, and Kindergarten/Primary Education*.
- ✓ Very few institutions (20% or fewer) offer programs listed in red below.
- ✓ The programs offered least often (less than 10%) were *Emotion/Behavioral Disorders Special Education, Hearing Impaired Special Education, Cognitive Disabilities Special Education, Visually Impaired Special Education, and Reading Diagnostician*.

Educational Fields		
Educational Fields	English/Language Arts Education	80
	Social Studies Education	76
	Music Education	59
	Art/Visual Education	49
	Physical Education	49
	Reading Specialist/Interventionist	41
	Health Education	35
	Theatre/Drama Education	30
	Business Education	26
	Technology Education	25
	Speech Education	24
	Bilingual Education/Multicultural	23
	Computer Science Education	19
	Family and Consumer Science	19
	Agriculture Education	15
	Dance Education	14
Journalism Education	13	
Languages		
Languages	Spanish	71
	French	50
	ESL/ELL (English Language Learner)	35
	German	33
	Chinese	20
	Other Languages	17
	Classical: Greek, Latin	13
	Japanese	13
Math & Science Education		
Math & Science Education	Math	87
	Biology	83
	Chemistry	76
	Physics	61
	General Math and Science	51
	Earth/Physical Science	47

Support Services		
Support Services	Counseling	40
	School Psychology	29
	Speech Pathology	26
	Physical Therapy	19
	School Social Work	18
	School Nursing	17
	Library Science/Media Technology	13
	Audiology	12
	Occupational Therapy	12
	Gifted/Talented Education	11
	Reading Diagnostician	6
	Elem./Middle	
Elem./Middle	Kindergarten/Primary Education	70
	Middle School Education	54
	Pre-K Education	46
	Intermediate Education	40
Adm.		
Adm.	Elementary Principal	36
	High School Principal	35
	Middle School Principal	31
Special Education		
Special Education	Dual Cert (General & Special Education)	31
	Early Childhood Special Education	31
	Multicategorical Special Education	20
	Mild/Moderate Disabilities Special Ed.	18
	Learning Disability Special Education	11
	Severe/Profound Disabilities Special Ed.	10
	Emotion/Behavioral Disorders Special Ed.	8
	Hearing Impaired Special Education	8
	Cognitive Disabilities Special Education	7
Visually Impaired Special Education	5	

Question: Which degree or certification programs are offered by your institution? (Reported as percentage)

Graduating Students

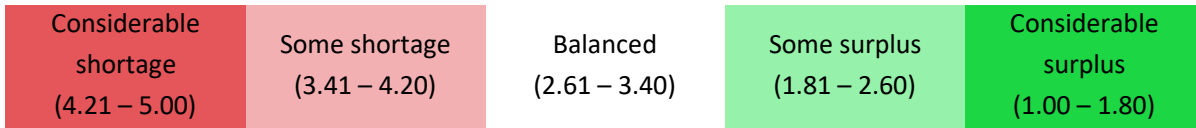
- ✓ The degrees that will have the most graduates per degree-offering institution this year include: Physical Therapy, Intermediate Education, and Kindergarten/Primary Education.
- ✓ The degrees that will have the lowest number of graduates this year include: Classical, Chinese, German, Japanese, ESL/ELL, and Business Education.

Educational Fields	Speech Education	21
	Technology Education	20
	Bilingual Education/Multicultural	19
	Computer Science Education	18
	Journalism Education	16
	English/Language Arts Education	15
	Agriculture Education	13
	Health Education	13
	Social Studies Education	13
	Family and Consumer Science	12
	Reading Specialist/Interventionist	12
	Physical Education	12
	Music Education	12
	Dance Education	10
	Art/Visual Education	8
	Theatre/Drama Education	6
	Business Education	5
	Languages	French
Other Languages		13
Spanish		10
Classical: Greek, Latin		5
Chinese		5
German		4
Japanese		4
ESL/ELL (English Language Learner)		4
Math & Science Education	Biology	13
	General Math and Science	12
	Math	12
	Chemistry	10
	Earth/Physical Science	9
	Physics	8

Support Services	Physical Therapy	33
	Speech Pathology	27
	School Nursing	21
	School Social Work	21
	Occupational Therapy	20
	Counseling	19
	Library Science/Media Technology	18
	School Psychology	17
	Audiology	10
	Gifted/Talented Education	8
	Reading Diagnostician	7
	Elem./ Middle	Intermediate Education
Kindergarten/Primary Education		30
Pre-K Education		25
Middle School Education		20
Adm.	Elementary Principal	15
	High School Principal	14
	Middle School Principal	12
Special Education	Dual Cert (General & Special Education)	26
	Multicategorical Special Education	24
	Early Childhood Special Education	22
	Cognitive Disabilities Special Education	14
	Mild/Moderate Disabilities Special Ed.	12
	Severe/Profound Disabilities Special Ed.	12
	Learning Disability Special Education	11
	Hearing Impaired Special Education	11
Visually Impaired Special Education	9	
Emotion/Behavioral Disorders Special Ed.	7	

Question: *Approximately how many students do you expect will graduate from this institution this academic year with each of the degrees below? (Reported as mean number of students per reporting institution)*

Perceived Supply and Demand



Educational Fields		
Educational Fields	Bilingual Education/Multicultural	3.93
	Technology Education	3.71
	Computer Science Education	3.70
	Agriculture Education	3.61
	Family and Consumer Science	3.57
	Speech Education	3.50
	Reading Specialist/Interventionist	3.39
	Journalism Education	3.23
	English/Language Arts Education	3.20
	Business Education	3.16
	Theatre/Drama Education	3.15
	Art/Visual Education	3.13
	Health Education	3.03
	Music Education	2.95
	Dance Education	2.82
	Physical Education	2.80
Social Studies Education	2.79	
Languages		
Languages	ESL/ELL (English Language Learner)	4.06
	Spanish	3.72
	Chinese	3.72
	Other Languages	3.45
	German	3.38
	Japanese	3.31
	French	3.30
	Classical (Greek, Latin)	3.26
Math & Science Education		
Math & Science Education	Physics	4.27
	Chemistry	4.19
	Math	4.16
	General Math and Science	3.93
	Biology	3.90
	Earth/Physical Science	3.86

Support Services		
Support Services	Reading Diagnostician	3.86
	Audiology	3.85
	Speech Pathology	3.83
	Gifted/Talented Education	3.67
	Occupational Therapy	3.56
	School Nursing	3.48
	School Psychology	3.40
	Physical Therapy	3.38
	Library Science/Media Technology	3.36
	Counseling	3.15
	School Social Work	3.13
	Elem./Middle	
Elem./Middle	Middle School Education	3.62
	Pre-K Education	3.29
	Intermediate Education	3.01
	Kindergarten/Primary Education	3.01
Adm.		
Adm.	Middle School Principal	3.47
	High School Principal	3.41
	Elementary Principal	3.34
Special Education		
Special Education	Severe/Profound Disabilities Special Ed.	4.50
	Learning Disability Special Education	4.49
	Mild/Moderate Disabilities Special Ed.	4.47
	Visually Impaired Special Education	4.33
	Multicategorical Special Education	4.30
	Emotion/Behavioral Disorders Special Ed.	4.21
	Dual Cert (General & Special Education)	4.21
	Cognitive Disabilities Special Education	4.07
	Early Childhood Special Education	4.06
	Hearing Impaired Special Education	3.74

Question: Do you think there is a considerable shortage, some shortage, some surplus, or considerable surplus in qualified candidates in each of the following degree programs or do you feel there is just the right balance between qualified applicants and available positions?

- ✓ No education fields have considerable surplus.
- ✓ Physical Education and Social Studies are areas with some surplus.
- ✓ Some shortage exists in therapies, several science and special education fields, School Nursing, Reading, Technology, Chinese, and Spanish fields
- ✓ Math, Chemistry, Physics, Bilingual Education/Multicultural, and ESL/ELL as well as several special education fields have considerable shortage.

FIELDS WITH CONSIDERABLE SHORTAGE (5.00 – 4.21)

Mild/Moderate Disabilities Special Ed.	4.50
Multicategorical Special Education	4.49
Severe/Profound Disabilities Special Ed.	4.47
Learning Disability Special Education	4.33
Visually Impaired Special Education	4.30
Physics	4.27
Emotion/Behavioral Disorders Special Ed.	4.21
Cognitive Disabilities Special Education	4.21

FIELDS WITH SOME SHORTAGE (4.20 – 3.41)

Chemistry	4.19
Math	4.16
Dual Cert (General & Special Education)	4.07
ESL/ELL (English Language Learner)	4.06
Hearing Impaired Special Education	4.06
Bilingual Education/Multicultural	3.93
General Math and Science	3.93
Biology	3.90
Earth/Physical Science	3.86
Gifted/Talented Education	3.86
Speech Pathology	3.85
Audiology	3.83
Early Childhood Special Education	3.74
Chinese	3.72
Spanish	3.72
Family and Consumer Science	3.71
Reading Specialist/Interventionist	3.70
Reading Diagnostician	3.67
Middle School Education	3.62
Agriculture Education	3.61
Technology Education	3.57
School Psychology	3.56
Speech Education	3.50
School Nursing	3.48
High School Principal	3.47
Other Languages	3.45
Middle School Principal	3.41

BALANCED FIELDS (3.40 – 2.61)

Physical Therapy	3.40
Computer Science Education	3.39
Japanese	3.38
Library Science/Media Technology	3.38
Occupational Therapy	3.36
Elementary Principal	3.34
German	3.31
French	3.30
Intermediate Education	3.29
Classical: Greek, Latin	3.26
English/Language Arts Education	3.23
Business Education	3.20
Dance Education	3.16
Music Education	3.15
Counseling	3.15
Theatre/Drama Education	3.13
School Social Work	3.13
Art/Visual Education	3.03
Pre-K Education	3.01
Kindergarten/Primary Education	3.01
Health Education	2.95
Physical Education	2.82
Social Studies Education	2.80
Journalism Education	2.79

FIELDS WITH SOME SURPLUS (2.60 – 1.81)

None

FIELDS WITH CONSIDERABLE SURPLUS (1.80 – 1.00)

None

Summary by Field

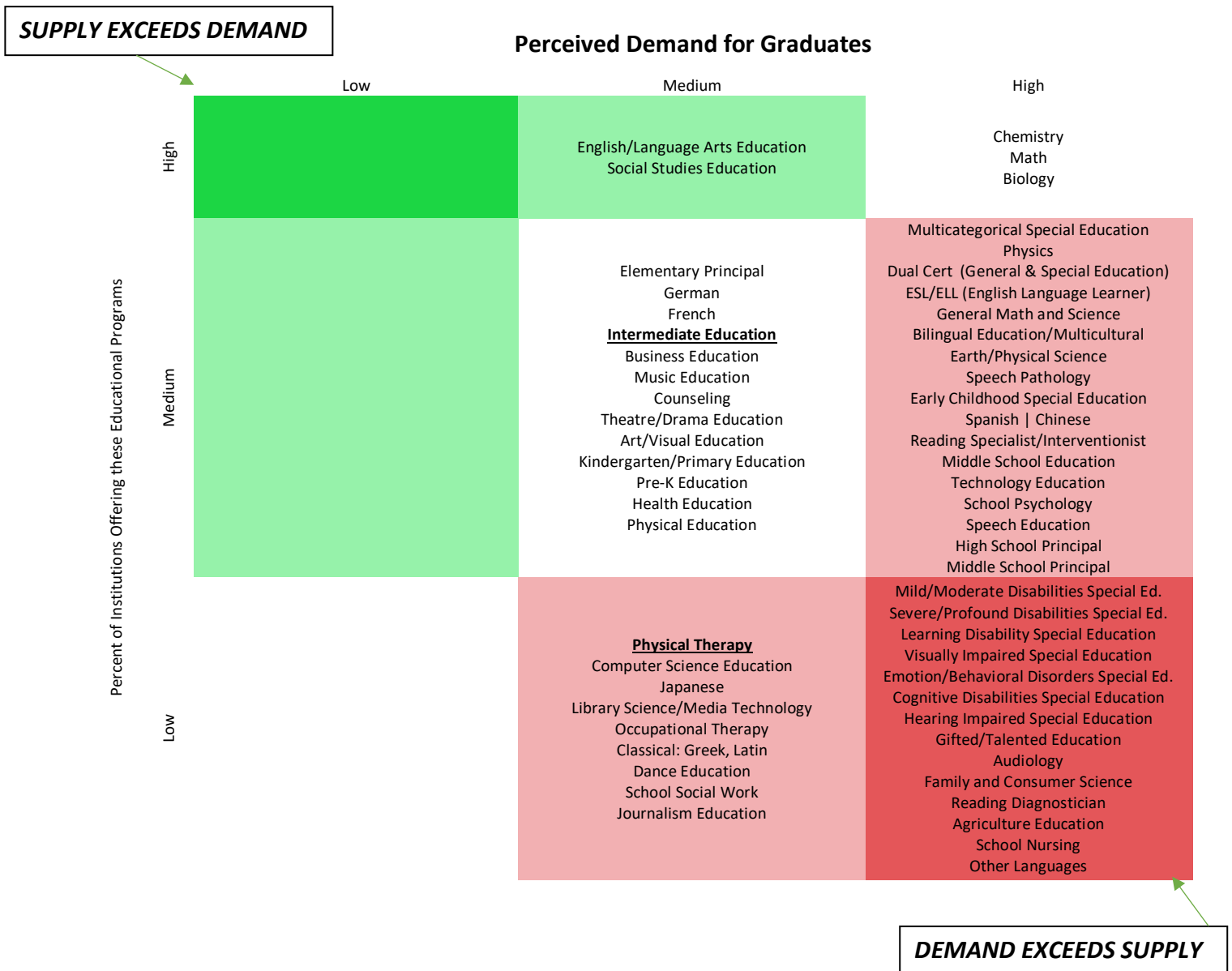
*Considerable shortage (4.21 – 5.00)	Some shortage (3.41 – 4.20)	Balanced (2.61 – 3.40)	Some surplus (1.81 – 2.60)	Considerable surplus (1.00 – 1.80)
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		% Offering	Graduating Students	Supply & Demand*
Educational Fields	Bilingual Education/Multicultural	23	19	3.93
	Family and Consumer Science	19	12	3.71
	Reading Specialist/Interventionist	41	12	3.70
	Agriculture Education	15	13	3.61
	Technology Education	25	20	3.57
	Speech Education	24	21	3.50
	Computer Science Education	19	18	3.39
	English/Language Arts Education	80	15	3.23
	Business Education	26	5	3.20
	Dance Education	14	10	3.16
	Music Education	59	12	3.15
	Theatre/Drama Education	30	6	3.13
	Art/Visual Education	49	8	3.03
	Health Education	35	13	2.95
	Physical Education	49	12	2.82
Social Studies Education	76	13	2.80	
Journalism Education	13	16	2.79	
Languages	ESL/ELL (English Language Learner)	35	4	4.06
	Spanish	71	10	3.72
	Chinese	20	5	3.72
	Other Languages	17	13	3.45
	Japanese	13	4	3.38
	German	33	4	3.31
	French	50	16	3.30
	Classical: Greek, Latin	13	5	3.26
Math & Science Education	Physics	61	8	4.27
	Chemistry	76	10	4.19
	Math	87	12	4.16
	General Math and Science	51	12	3.93
	Biology	83	13	3.90
	Earth/Physical Science	47	9	3.86

*Considerable shortage (4.21 – 5.00)	Some shortage (3.41 – 4.20)	Balanced (2.61 – 3.40)	Some surplus (1.81 – 2.60)	Considerable surplus (1.00 – 1.80)
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		% Offering	Graduating Students	Supply & Demand*
Support Services	Gifted/Talented Education	11	8	3.86
	Speech Pathology	26	27	3.85
	Audiology	12	10	3.83
	Reading Diagnostician	6	7	3.67
	School Psychology	29	17	3.56
	School Nursing	17	21	3.48
	Physical Therapy	19	33	3.40
	Library Science/Media Technology	13	18	3.38
	Occupational Therapy	12	20	3.36
	Counseling	40	19	3.15
	School Social Work	18	21	3.13
Elem./ Middle	Middle School Education	54	20	3.62
	Intermediate Education	40	30	3.29
	Kindergarten/Primary Education	70	30	3.01
	Pre-K Education	46	25	3.01
Adm.	High School Principal	35	14	3.47
	Middle School Principal	31	12	3.41
	Elementary Principal	36	15	3.34
Special Education	Mild/Moderate Disabilities Special Ed.	18	12	4.50
	Multicategorical Special Education	20	24	4.49
	Severe/Profound Disabilities Special Ed.	10	12	4.47
	Learning Disability Special Education	11	11	4.33
	Visually Impaired Special Education	5	9	4.30
	Emotion/Behavioral Disorders Special Ed.	8	7	4.21
	Cognitive Disabilities Special Education	7	14	4.21
	Dual Cert (General & Special Education)	31	26	4.07
	Hearing Impaired Special Education	8	11	4.06
	Early Childhood Special Education	31	22	3.74

- ✓ The following grid represents the intersection between perceived demand for graduates within each degree program (columns) and the percent of institutions offering each degree program (rows):
 - The higher a program appears in the grid, the more institutions offer training in it, and therefore the greater the opportunity of a future educator to obtain training in that field.
 - The further to the right a program appears in the grid, the higher the demand is for new educators in that field.
 - **14** programs are *far* out of alignment where supply either greatly exceeds demand or demand exceeds supply.
 - Programs shown in bold and underlined denote fields that colleges/universities expect relatively large numbers to graduate during the academic year, indicating the potential for higher competition for available openings.
 - Programs in cells with no shading are in alignment, balanced between supply and demand – (**16** of 59 programs).
- ✓ Prospects for employment are best for future educators in the fields appearing in the light red-shaded cell to the lower-right of the grid, where demand appears stronger than supply.
- ✓ Fields in cells shaded in red have somewhat better prospects for employment than most.
- ✓ Prospects for employment are most challenging for those in the green-shaded cell in the upper-left of the grid, where supply exceeds demand.



School Districts

Teacher Preparation

- ✓ On average, 13% of the teachers hired in the past year do not have traditional preparation, either being hired with non-traditional preparation or as an emergency hire. Urban (18%) districts are more likely to have hired teachers without traditional preparation in the last year.
- ✓ The lack of traditional candidates and the need to fill positions in specialized or high need areas drives the need to hire teachers without traditional preparation.

Question: *Approximately what percentage of the teachers hired in the past year have: Traditional preparation – College/University coursework plus completed licensure; Non-traditional preparation – alternative certification programs, subject matter experts without pedagogy, temporary or provisional certification; Emergency hires – without licensure or background in teaching? (Reported as percentage)*

TEACHER PREPARATION						
Traditional preparation						84%
Non-traditional preparation						13%
Emergency hires						3%
URBAN STATUS		Urban	Suburban	Rural	ALL	
Traditional preparation		78%	90%	82%	84%	
Non-traditional preparation		18%	8%	14%	13%	
Emergency hires		4%	2%	4%	3%	
SCHOOL SIZE (NUMBER OF STUDENTS)	2,500 or fewer	2,501 to 5,000	5,001 to 10,000	10,001 to 20,000	More than 20,000	ALL
Traditional preparation	82%	85%	85%	90%	81%	84%
Non-traditional preparation	14%	11%	13%	7%	16%	13%
Emergency hires	3%	4%	2%	3%	3%	3%

Reasons for Hiring Teachers without Traditional Preparation	N	% of Responses
Lack of traditional candidates who apply	68	31.6%
Must hire for difficult-to-fill positions in certain subject areas	49	22.8%
National shortage of education majors in colleges	33	15.3%
Strong knowledge/Diverse experience is focus rather than pedagogy	29	13.5%
Emergency need/Critical need	14	6.5%
Hirees agree to earn desired certification if employed	11	5.1%
Goal is to hire the best candidate for the job	11	5.1%

Teacher Makeup

Question: *Approximately how many:*

- Full-time teaching positions are there in your district?
- Full-time teachers does your district have?
- Full-time teachers do you expect to lose this year (retirement, attrition, etc.)?
- Full-time teachers does your district plan to hire to REPLACE those leaving for the next academic year?
- Full-time teachers does your district plan to hire for NEW positions for the next academic year?

(Reported as mean number of teachers/positions)

TEACHER MAKEUP							
Full-time positions						961	
Full-time vacancies						10	
Expect to lose						74	
Replacement hires						76	
New position hires						13	
Net change in teachers						+15	
URBAN STATUS				Urban	Suburban	Rural	ALL
Full-time positions				1702	910	536	961
Full-time vacancies				22	4	9	10
Expect to lose				146	73	26	74
Replacement hires				148	74	29	76
New positions				26	12	5	13
Net change in teachers				+28	+13	+8	+15
SCHOOL SIZE (NUMBER OF STUDENTS)	2,500 or fewer	2,501 to 5,000	5,001 to 10,000	10,001 to 20,000	More than 20,000	ALL	
Full-time positions	108	290	503	1069	3482	961	
Full-time vacancies	2	4	3	5	41	10	
Expect to lose	7	19	36	83	276	74	
Replacement hires	8	21	39	81	284	76	
New positions	3	2	11	7	48	13	
Net change in teachers	+4	+4	+14	+5	+56	+15	

Hiring Challenges

Question: For each of the following issues, please indicate if it has been a big challenge, a moderate challenge, a small challenge, or not a challenge at all finding qualified candidates for open teaching positions.

HIRING CHALLENGES						
	Big challenge	Moderate challenge	Small challenge	Not a challenge		
Decreases in the funding your districts receives	48.6%	32.1%	12.1%	7.1%		
Having enough candidates for open positions	64.8%	28.1%	6.4%	0.7%		
URBAN STATUS	Urban	Suburban	Rural	ALL		
Decreases in the funding your districts receives	1.95	2.14	2.47	2.22		
Having enough candidates for open positions	2.60	2.47	2.66	2.57		
SCHOOL SIZE (NUMBER OF STUDENTS)	2,500 or fewer	2,501 to 5,000	5,001 to 10,000	10,001 to 20,000	More than 20,000	ALL
Decreases in the funding your districts receives	2.21	2.18	2.23	2.09	2.40	2.22
Having enough candidates for open positions	2.47	2.67	2.48	2.60	2.68	2.57
<i>Reported as means: 3=Big challenge; 2=Moderate challenge; 1=Small challenge; 0=Not a challenge</i>						

Other Reasons for Difficulty in Hiring Teachers	N	% of Responses
Noncompetitive salary & benefits offered	96	23.8%
Candidates will not consider district (urban/rural/location/weather/available housing)	78	19.3%
Competition/Fewer candidates	78	19.3%
Lack certification areas needed	36	8.9%
Demanding requirements/Work load expectations of the job	28	6.9%
Finding highly effective/experienced candidates	25	6.2%
Certification/Licensure process	20	5.0%
Lack of administrative/local/state support for profession	18	4.5%
School funding decisions	17	4.2%
Must hire educators respectful of diversity	5	1.2%
Miscellaneous	3	0.7%



Anticipated Hiring in 2018-19 Compared to 2017-18	N	% of Responses
Expect to hire more teachers	130	46.3%
Expect to hire fewer teachers	151	53.7%

Major Reasons for Hiring More	N	% of Responses
Retirement	36	29.3%
Increased enrollment	22	17.9%
Expansion of school district	20	16.3%
Resignations	14	11.4%
New programs/Curriculum changes	8	6.5%
Creating new positions	8	6.5%
Enrollment will stay the same	7	5.7%
Current openings will still need to be filled	5	4.1%
Increase in special education services	2	1.6%
Budget increase/Grant funding	1	0.8%

Major Reasons for Hiring Fewer	N	% of Responses
Fewer resignations	33	22.9%
Steady/Decreased enrollment	28	19.4%
Budget restraints	23	16.0%
Fewer retirements	21	14.6%
Fewer/No new positions	16	11.1%
Enrollment will stay the same	9	6.3%
Less attrition	5	3.5%
Expansion phase is complete	4	2.8%
Lack of qualified teachers	3	2.1%
No new programs	2	1.4%

Perceived Supply and Demand

- ✓ School districts reported considerable shortages of qualified applicants in the following areas: Bilingual Education/Multicultural, Chinese, Classical, Japanese, Physics, Chemistry, Math, Speech Pathology, Audiology, and all areas of Special Education.
- ✓ Social Studies Education and Physical Education had the highest surplus of qualified candidates.

Considerable shortage (4.21 – 5.00)	Some shortage (3.41 – 4.20)	Balanced (2.61 – 3.40)	Some surplus (1.81 – 2.60)	Considerable surplus (1.00 – 1.80)
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Educational Fields		
Bilingual Education/Multicultural		4.42
Speech Education		4.11
Technology Education		3.81
Family and Consumer Science		3.80
Agriculture Education		3.79
Computer Science Education		3.70
Reading Specialist/Interventionist		3.51
Business Education		3.32
Theatre/Drama Education		3.23
Music Education		3.19
English/Language Arts Education		3.17
Art/Visual Education		3.16
Dance Education		3.16
Journalism Education		3.14
Health Education		2.77
Social Studies Education		2.48
Physical Education		2.41
Languages		
Classical: Greek, Latin		4.42
Chinese		4.41
Japanese		4.34
Other Languages		4.24
ESL/ELL (English Language Learner)		4.14
German		4.14
Spanish		3.98
French		3.94
Math/Science Education		
Physics		4.53
Math		4.40
Chemistry		4.38
General Math and Science		4.14
Earth/Physical Science		4.05
Biology		4.00

Support Services		
Speech Pathology		4.38
Audiology		4.24
School Psychology		4.12
Occupational Therapy		4.11
Physical Therapy		4.10
School Nursing		4.04
Reading Diagnostician		3.88
Library Science/Media Technology		3.58
School Social Work		3.56
Gifted/Talented Education		3.41
Counseling		3.29
Elem./ Middle		
Middle School Education		3.67
Pre-K Education		3.28
Intermediate Education		3.26
Kindergarten/Primary Education		3.03
Adm.		
High School Principal		3.42
Middle School Principal		3.34
Elementary Principal		3.17
Special Education		
Severe/Profound Disabilities Special Ed.		4.67
Visually Impaired Special Education		4.59
Emotion/Behavioral Disorders Special Ed.		4.58
Hearing Impaired Special Education		4.51
Multicategorical Special Education		4.48
Cognitive Disabilities Special Education		4.47
Dual Cert (General & Special Education)		4.42
Mild/Moderate Disabilities Special Ed.		4.36
Learning Disability Special Education		4.35
Early Childhood Special Education		4.28

FIELDS WITH CONSIDERABLE SHORTAGE (5.00 – 4.21)

Severe/Profound Disabilities Special Ed.	4.67
Visually Impaired Special Education	4.59
Emotion/Behavioral Disorders Special Ed.	4.58
Physics	4.53
Hearing Impaired Special Education	4.51
Multicategorical Special Education	4.48
Cognitive Disabilities Special Education	4.47
Bilingual Education/Multicultural	4.42
Classical: Greek, Latin	4.42
Dual Cert (General & Special Education)	4.42
Chinese	4.41
Math	4.40
Chemistry	4.38
Speech Pathology	4.38
Mild/Moderate Disabilities Special Ed.	4.36
Learning Disability Special Education	4.35
Japanese	4.34
Early Childhood Special Education	4.28
Other Languages	4.24
Audiology	4.24

FIELDS WITH SOME SHORTAGE (4.20 – 3.41)

ESL/ELL (English Language Learner)	4.14
German	4.14
General Math and Science	4.14
School Psychology	4.12
Speech Education	4.11
Occupational Therapy	4.11
Physical Therapy	4.10
Earth/Physical Science	4.05
School Nursing	4.04
Biology	4.00
Spanish	3.98
French	3.94
Reading Diagnostician	3.88
Technology Education	3.81
Family and Consumer Science	3.80
Agriculture Education	3.79
Computer Science Education	3.70
Middle School Education	3.67
Library Science/Media Technology	3.58
School Social Work	3.56
Reading Specialist/Interventionist	3.51
High School Principal	3.42
Gifted/Talented Education	3.41

BALANCED FIELDS (3.40 – 2.61)

Middle School Principal	3.34
Business Education	3.32
Counseling	3.29
Pre-K Education	3.28
Intermediate Education	3.26
Theatre/Drama Education	3.23
Music Education	3.19
English/Language Arts Education	3.17
Elementary Principal	3.17
Art/Visual Education	3.16
Dance Education	3.16
Journalism Education	3.14
Kindergarten/Primary Education	3.03
Health Education	2.77

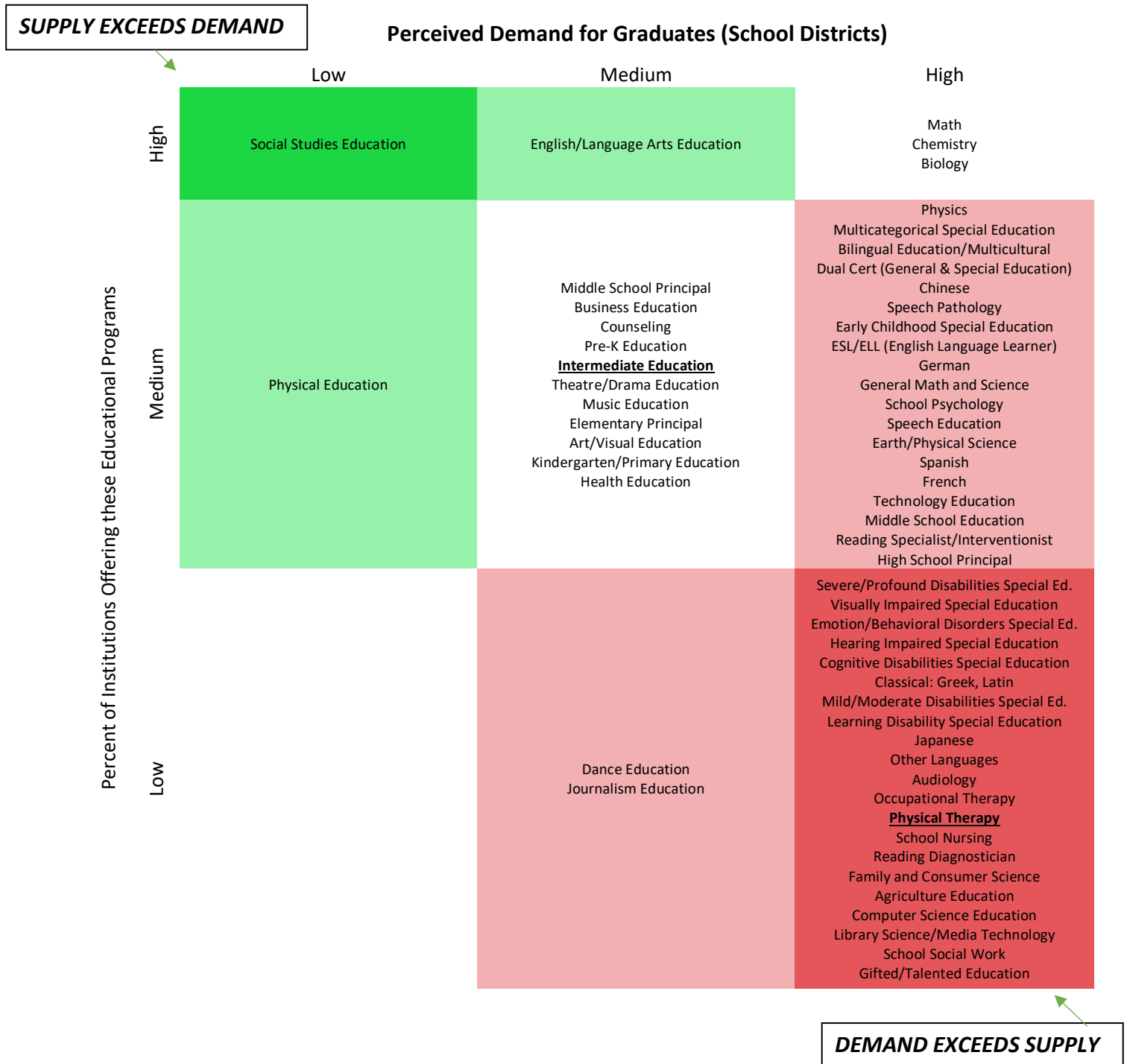
FIELDS WITH SOME SURPLUS (2.60 – 1.81)

Social Studies Education	2.48
Physical Education	2.41

FIELDS WITH CONSIDERABLE SURPLUS 1.80 – 1.00)

None

- ✓ The following grid represents the intersection between perceived demand for *TEACHERS* within each degree program (columns) *AS REPORTED BY SCHOOL DISTRICTS* and the percent of institutions offering each degree program (rows):
 - The higher a program appears in the grid, the more institutions offer training in it, and therefore the greater the opportunity for future educators to obtain training in those fields in order to meet demand.
 - The further to the right, the higher the demand (as reported by school districts) is for new educators in that field.
 - **22** programs are *far* out of alignment where supply either greatly exceeds demand or demand exceeds supply.
 - Programs shown in bold and underlined text denote fields that Colleges/Universities expect relatively large numbers to graduate during the academic year, indicating the potential for **larger supply** for those fields.



Appendix: Perceived Supply and Demand by Region

Considerable shortage (4.21 – 5.00)	Some shortage (3.41 – 4.20)	Balanced (2.61 – 3.40)	Some surplus (1.81 – 2.60)	Considerable surplus (1.00 – 1.80)
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		1	2	3	4	5	6	7	8	9	10	Total
Educational Fields	Agriculture Education	3.86	3.46	4.50	4.00	3.56	3.67	4.25	3.91	3.00	4.50	3.79
	Art/Visual Education	3.44	3.49	2.85	3.00	3.00	3.13	2.97	3.08	3.00	3.14	3.16
	Bilingual Education/Multicultural	4.47	4.34	4.62	4.24	4.62	4.35	4.48	4.31	4.50	4.63	4.42
	Business Education	3.00	3.25	4.15	3.33	3.05	3.23	3.52	3.46	3.00	3.00	3.32
	Computer Science Education	3.50	3.46	4.31	3.53	3.55	3.87	3.96	3.66	3.50	3.50	3.70
	Dance Education	3.17	3.29	3.14	2.67	2.89	3.18	2.86	3.25	3.33	4.50	3.16
	English/Language Arts Education	3.18	3.37	3.64	2.75	3.71	3.55	2.40	2.80	2.00	2.88	3.17
	Family and Consumer Science	3.71	3.43	4.23	3.79	3.45	3.69	4.16	4.21	3.00	3.50	3.80
	Health Education	2.71	3.14	3.00	2.55	2.43	2.75	2.78	2.69	2.75	3.00	2.77
	Journalism Education	3.08	3.36	3.44	3.13	2.80	3.24	2.92	3.06	3.00	3.00	3.14
	Music Education	3.59	3.57	2.79	2.89	2.95	3.14	3.09	3.07	2.50	3.50	3.19
	Physical Education	2.65	2.78	2.21	2.05	1.95	2.52	2.13	2.41	2.00	2.50	2.41
	Reading Specialist/Interventionist	3.41	3.71	3.54	3.30	3.43	3.64	3.34	3.33	3.25	3.63	3.51
	Social Studies Education	2.18	2.67	3.00	1.75	3.05	2.73	1.87	2.38	2.25	2.38	2.48
	Speech Education	3.63	4.52	4.20	3.82	3.30	4.25	3.79	4.28	4.25	4.38	4.11
Technology Education	3.76	3.67	4.15	3.65	3.71	3.83	3.88	3.97	4.00	3.17	3.81	
Theatre/Drama Education	3.46	3.33	3.36	3.29	3.11	3.10	3.30	3.10	3.50	3.25	3.23	
Languages	Chinese	4.20	4.53	5.00	4.50	4.50	4.40	4.50	4.45	4.33	4.00	4.41
	Classical (Greek, Latin)	4.00	4.40	5.00	4.33	4.40	4.27	4.44	4.67	5.00	5.00	4.42
	ESL/ELL (English Language Learner)	4.06	3.84	4.57	4.16	4.14	4.27	4.18	4.16	4.50	4.14	4.14
	French	3.63	3.85	4.00	4.00	4.15	3.89	3.65	4.23	4.50	4.00	3.94
	German	3.83	3.95	4.14	4.22	4.08	4.10	4.00	4.46	4.33	4.33	4.14
	Japanese	3.80	4.20	5.00	4.00	4.29	4.29	4.40	4.82	4.33	4.33	4.34
	Spanish	3.80	3.84	4.29	3.80	4.10	4.26	3.45	4.13	4.75	3.75	3.98
	Other Languages	4.00	4.05	5.00	4.17	4.00	4.30	3.88	4.33	5.00	5.00	4.24
Math & Science	Math	4.53	4.55	4.50	4.26	4.38	4.80	3.81	4.18	4.00	3.88	4.40
	Biology	3.76	4.13	3.86	4.05	3.71	4.38	3.25	4.10	4.25	3.75	4.00
	Chemistry	4.06	4.40	4.36	4.60	4.10	4.55	4.13	4.56	4.25	3.88	4.38
	Earth/Physical Science	3.94	4.23	4.07	4.10	3.71	4.36	3.70	4.00	3.50	3.50	4.05
	General Math and Science	4.18	4.25	4.36	4.00	4.05	4.51	3.68	4.00	4.00	3.75	4.14
	Physics	4.24	4.52	4.43	4.70	4.29	4.64	4.48	4.68	4.75	4.00	4.53

Code	Region
1	Northwest
2	West
3	Rocky Mountain
4	Great Plains/Midwest
5	South Central
6	Southeast
7	Great Lakes
8	Middle Atlantic
9	Northeast
10	Alaska



Considerable shortage (4.21 – 5.00)	Some shortage (3.41 – 4.20)	Balanced (2.61 – 3.40)	Some surplus (1.81 – 2.60)	Considerable surplus (1.00 – 1.80)
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		1	2	3	4	5	6	7	8	9	10	Total
Support Services	Audiology	4.00	4.30	4.73	4.14	3.85	4.12	4.13	4.57	4.33	4.50	4.24
	Counseling	3.94	3.31	3.93	3.79	3.40	3.11	2.93	2.95	3.25	3.63	3.29
	Gifted/Talented Education	3.69	3.62	3.67	3.35	3.17	3.48	3.27	3.15	3.33	3.50	3.41
	Library Science/Media Technology	3.50	3.58	3.38	3.74	3.50	3.70	3.39	3.71	3.75	2.67	3.58
	Occupational Therapy	4.36	4.09	4.71	3.87	3.95	4.05	4.08	4.04	4.25	4.43	4.11
	Physical Therapy	4.31	4.14	4.71	3.77	3.71	4.12	4.08	4.00	4.25	4.43	4.10
	Reading Diagnostician	3.57	4.21	4.20	3.69	4.00	3.89	3.71	3.59	3.75	3.50	3.88
	School Nursing	4.08	4.08	4.15	3.44	3.82	3.88	4.38	4.28	4.25	4.75	4.04
	School Psychology	4.59	4.07	4.43	4.25	3.74	3.98	4.06	4.15	4.25	4.57	4.12
	School Social Work	3.91	3.93	4.15	3.00	3.38	3.46	3.40	3.52	4.00	3.67	3.56
	Speech Pathology	4.31	4.48	4.79	4.50	4.16	4.26	4.32	4.38	4.25	4.50	4.38
Elem./ Middle	Pre-K Education	3.63	3.67	2.83	3.11	2.95	3.41	3.23	2.78	2.25	4.13	3.28
	Kindergarten/Primary Education	3.53	3.46	2.50	2.47	2.86	3.26	2.50	2.73	1.75	3.75	3.03
	Intermediate Education	3.63	3.63	2.86	2.74	3.37	3.60	2.52	2.89	3.00	3.38	3.26
	Middle School Education	3.76	3.94	3.79	3.25	3.57	3.93	3.04	3.57	4.00	3.25	3.67
Adm.	Elementary Principal	3.12	3.10	3.21	3.37	3.05	3.15	3.15	3.16	2.75	3.38	3.17
	Middle School Principal	3.24	3.32	3.36	3.44	3.19	3.24	3.48	3.44	3.25	3.29	3.34
	High School Principal	3.41	3.29	3.57	3.58	3.33	3.36	3.61	3.53	2.75	3.38	3.42
Special Education	Multicategorical Special Education	4.60	4.58	4.71	4.55	4.10	4.61	4.30	4.23	4.25	5.00	4.48
	Dual Cert (General & Special Ed.)	4.44	4.60	4.50	4.50	4.14	4.52	4.37	4.09	4.25	4.75	4.42
	Early Childhood Special Education	4.50	4.57	4.79	4.32	3.90	4.43	4.33	3.46	4.00	4.86	4.28
	Emotion/Behavioral Disorders Sp. Ed.	4.71	4.69	4.71	4.70	4.33	4.64	4.50	4.31	4.25	4.86	4.58
	Hearing Impaired Special Education	4.57	4.55	4.77	4.71	4.15	4.64	4.41	4.42	4.33	4.71	4.51
	Learning Disability Special Education	4.69	4.53	4.46	4.65	4.05	4.48	3.93	4.05	3.75	4.71	4.35
	Cognitive Disabilities Special Ed.	4.76	4.59	4.71	4.60	4.10	4.52	4.23	4.24	4.00	4.86	4.47
	Mild/Moderate Disabilities Sp. Ed.	4.76	4.51	4.29	4.47	4.00	4.54	4.00	4.06	3.50	4.71	4.36
	Severe/Profound Disabilities Sp. Ed.	4.81	4.73	4.86	4.85	4.57	4.69	4.55	4.42	4.50	4.86	4.67
	Visually Impaired Special Education	4.92	4.57	4.92	4.68	4.21	4.63	4.47	4.54	4.75	4.57	4.59

Code	Region
1	Northwest
2	West
3	Rocky Mountain
4	Great Plains/Midwest
5	South Central
6	Southeast
7	Great Lakes
8	Middle Atlantic
9	Northeast
10	Alaska

Appendix: Year-to-Year Comparison

Colleges and Universities

		PROGRAM ENROLLMENT				
		2017-18	2016-17	2015-16	2014-15	2013-14
TRADITIONAL	Increased	26.4%	18.7%	12.4%	12.5%	8.2%
	Stayed the same	32.6%	31.6%	34.9%	38.2%	44.9%
	Decreased	28.5%	41.2%	40.9%	40.8%	39.5%
	Not offered	12.4%	8.6%	11.8%	8.6%	7.5%
M.ED./MAT/5TH YEAR ADDED TO BACCALAUREATE	Increased	24.1%	18.6%	16.7%	14.9%	9.9%
	Stayed the same	22.5%	19.1%	26.9%	28.4%	28.9%
	Decreased	15.2%	16.9%	18.3%	24.3%	21.1%
	Not offered	38.2%	45.4%	38.2%	32.4%	40.1%
TESOL	Increased	13.1%	12.0%	14.8%	18.0%	15.5%
	Stayed the same	22.5%	26.6%	17.5%	26.7%	22.5%
	Decreased	13.1%	8.2%	8.7%	8.7%	7.0%
	Not offered	51.3%	53.3%	59.0%	46.7%	54.9%
ALTERNATIVE CERTIFICATIONS/LICENSURES	Increased	18.1%	12.0%	13.7%	12.6%	17.6%
	Stayed the same	24.4%	23.0%	27.5%	23.8%	21.1%
	Decreased	7.8%	8.7%	8.2%	5.3%	9.9%
	Not offered	49.7%	56.3%	50.5%	58.3%	51.4%
DOCTORATES	Increased	11.5%	8.4%	10.6%	8.0%	7.0%
	Stayed the same	19.3%	19.7%	19.0%	26.0%	21.0%
	Decreased	8.3%	4.5%	5.6%	2.7%	5.6%
	Not offered	60.9%	67.4%	64.8%	63.3%	66.4%

Has enrollment for each degree program increased, remained about the same, or decreased in the past year?

		STUDENT SUCCESS IN FINDING POSITIONS				
		2017-18	2016-17	2015-16	2014-15	2013-14
Full-time		73%	79%	76%	70%	72%
Part-time		15%	15%	15%	19%	20%
<i>Approximately, what percentage of your graduates find FT/ PT teaching positions after graduation?</i>						
		CHALLENGES IN FINDING TEACHING POSITIONS				
Decreases in the funding school districts receive		2017-18	2016-17	2015-16	2014-15	2013-14
Big challenge		31.5%	22.2%	34.1%	33.1%	36.1%
Moderate challenge		30.9%	30.1%	34.1%	35.8%	39.8%
Small challenge		18.5%	26.1%	16.8%	18.9%	18.0%
Not a challenge		19.1%	21.6%	15.1%	12.2%	6.0%
Mean (3=Big Challenge; 0=Not a challenge)		1.75	1.53	1.87	1.90	2.06
Too many candidates for open positions		2017-18	2016-17	2015-16	2014-15	2013-14
Big challenge		8.9%	13.0%	21.8%	26.0%	29.5%
Moderate challenge		24.4%	29.4%	23.5%	46.0%	41.7%
Small challenge		28.3%	29.4%	29.6%	20.0%	21.2%
Not a challenge		38.3%	28.2%	25.1%	8.0%	7.6%
Mean (3=Big Challenge; 0=Not a challenge)		1.04	1.27	1.42	1.90	1.93

Supply and Demand

Program offering: Please select which degree or certification programs below are offered by your institution.

(Reported as percentage of answering institutions)

Graduating Students: Approximately how many students do you expect will graduate from this institution this academic year with each of the degrees below? (Reported as mean number of students per reporting institution)

		PROGRAM OFFERINGS				GRADUATING STUDENTS			
		2017-18	2016-17	2015-16	2014-15	2017-18	2016-17	2015-16	2014-15
Educational Fields	English/Language Arts Education	80	81	81	88	15	12	15	25
	Social Studies Education	76	83	78	85	13	12	13	17
	Music Education	59	62	59	62	12	11	13	16
	Art/Visual Education	49	47	44	52	8	8	7	16
	Physical Education	49	46	49	51	12	12	13	15
	Reading Specialist/Interventionist	41	38	38	48	12	13	16	14
	Health Education	35	32	32	38	13	11	15	14
	Theatre/Drama Education	30	24	25	29	6	4	3	11
	Business Education	26	22	25	29	5	7	5	11
	Technology Education	25	25	19	22	20	10	15	7
	Speech Education	24	18	17	19	21	17	14	7
	Bilingual Education/Multicultural	23	19	22	32	19	17	18	11
	Family and Consumer Science	19	14	14	16	12	9	9	6
	Computer Science Education	19	14	11	9	18	9	7	1
	Agriculture Education	15	14	13	13	13	10	9	6
Dance Education	14	9	9	10	10	6	5	2	
Journalism Education	13	11	9	12	16	4	1	4	
Languages	Spanish	71	71	65	69	10	7	6	30
	French	50	47	48	55	16	3	2	9
	ESL/ELL (English Language Learner)	35	39	31	40	4	14	34	5
	German	33	39	35	40	4	3	1	3
	Chinese	20	14	11	16	5	5	2	3
	Other Languages	17	9	8	11	13	4	2	2
	Japanese	13	12	9	11	4	6	2	2
Classical: Greek, Latin	13	14	14	15	5	3	2	3	
Math & Science Education	Math	87	89	85	86	12	9	11	16
	Biology	83	88	77	82	13	12	11	13
	Chemistry	76	75	69	78	10	7	4	11
	Physics	61	65	54	63	8	4	3	9
	General Math and Science	51	48	42	47	12	10	7	4
	Earth/Physical Science	47	50	45	50	9	8	4	6



		PROGRAM OFFERINGS				GRADUATING STUDENTS			
		2017-18	2016-17	2015-16	2014-15	2017-18	2016-17	2015-16	2014-15
Support Services	Counseling	40	40	34	47	19	22	22	32
	School Psychology	29	22	28	29	17	14	51	27
	Speech Pathology	26	23	17	29	27	22	28	23
	Physical Therapy	19	11	9	17	33	26	52	21
	School Social Work	18	13	15	17	21	34	24	17
	School Nursing	17	16	12	16	21	27	52	17
	Library Science/Media Technology	13	12	11	17	18	16	18	23
	Audiology	12	7	8	9	10	11	5	7
	Occupational Therapy	12	8	7	12	20	31	30	14
	Gifted/Talented Education	11	9	9	8	8	7	11	6
	Reading Diagnostician	6	5	8	8	7	13	11	4
Elem./ Middle	Kindergarten/Primary Education	70	79	81	80	30	46	49	43
	Middle School Education	54	64	59	70	20	21	21	33
	Pre-K Education	46	57	47	55	25	28	25	28
	Intermediate Education	40	50	46	49	30	28	32	19
Adm.	Elementary Principal	36	36	39	43	15	15	18	13
	High School Principal	35	35	39	45	14	14	17	16
	Middle School Principal	31	34	35	40	12	14	17	11
Special Education	Dual Cert (General & Special Education)	31	39	31	35	26	36	26	30
	Early Childhood Special Education	31	34	25	38	22	19	31	30
	Multicategorical Special Education	20	22	20	23	24	23	29	17
	Mild/Moderate Disabilities Special Ed.	18	25	24	29	12	21	18	27
	Learning Disability Special Education	11	13	9	13	11	31	19	16
	Severe/Profound Disabilities Special Ed.	10	14	14	11	12	13	11	13
	Emotion/Behavioral Disorders Sp. Ed.	8	8	5	11	7	25	18	14
	Hearing Impaired Special Education	8	8	5	8	11	5	6	12
	Cognitive Disabilities Special Education	7	8	6	7	14	16	14	5
Visually Impaired Special Education	5	5	3	5	9	0	4	4	

Perceived Demand & Institutions Offering

High-Low (H-L) <i>Supply exceeds Demand</i> <i>High Supply & Low Demand</i>	High-Medium (H-M) <i>Supply exceeds Demand</i> <i>High Supply & Medium Demand</i>	High-High (H-H) <i>Alignment</i> <i>High Supply & High Demand</i>
Medium-Low (M-L) <i>Supply exceeds Demand</i> <i>Medium Supply & Low Demand</i>	Medium-Medium (M-M) <i>Alignment</i> <i>Medium Supply & Medium Demand</i>	Medium-High (M-H) <i>Demand exceeds Supply</i> <i>Medium Supply & High Demand</i>
Low-Low (L-L) <i>Alignment</i> <i>Low Supply & Low Demand</i>	Low-Medium (L-M) <i>Demand exceeds Supply</i> <i>Low Supply and Medium Demand</i>	Low-High (L-H) <i>Demand exceeds Supply</i> <i>Low Supply & High Demand</i>

		2017-18	2016-17	2015-16	2014-15	2013-14	2012-13	2011-12
Educational Fields	Agriculture Education	L-H	L-H	L-H	L-H	L-H	L-M	L-M
	Art/Visual Education	M-M	M-M	M-L	M-L	M-L	M-L	M-L
	Bilingual Education/Multicultural	M-H	L-H	M-H	M-H	M-H	M-H	M-H
	Business Education	M-M	M-M	M-M	M-L	M-M	M-M	M-M
	Computer Science Education	L-M	L-H	L-H	L-M	L-M	L-H	M-M
	Dance Education	L-M	L-M	L-L	L-L	L-L	L-L	L-L
	English/Language Arts Education	H-M	H-M	H-L	H-L	H-M	H-L	H-L
	Family and Consumer Science	L-H	L-H	L-H	L-M	L-H	M-M	M-M
	Health Education	M-M	M-M	M-L	M-L	M-L	M-L	M-L
	Journalism Education	L-M	L-M	L-M	L-L	L-M	L-L	L-L
	Music Education	M-M	M-M	M-L	M-L	H-M	M-H	M-M
	Physical Education	M-M	M-L	M-L	M-L	M-L	M-L	M-L
	Reading Specialist/Interventionist	M-H	M-H	M-H	M-M	M-H	M-H	M-M
	Social Studies Education	H-M	H-L	H-L	H-L	H-L	H-L	H-L
	Speech Education	M-H	L-H	L-H	L-M	M-M	M-M	M-M
Technology Education	M-H	M-H	L-H	M-H	L-H	M-H	M-M	
Theatre/Drama Education	M-M	M-M	M-L	M-L	M-L	M-L	M-L	
Languages	Chinese	M-H	L-H	L-H	M-H	L-M	L-H	L-H
	Classical	L-M	L-M	L-M	L-M	L-M	M-H	L-M
	ESL/ELL (English Language Learner)	M-M	M-H	M-H	M-H	M-H	M-H	M-H
	French	M-H	M-M	M-M	M-M	M-M	M-M	M-M
	German	M-M	M-M	M-M	M-M	M-M	M-M	M-M
	Japanese	L-M	L-M	L-H	L-M	L-M	L-H	L-H
	Spanish	M-H	M-H	H-M	H-H	H-H	H-H	H-H
	Other Languages	L-H	L-M	L-H	L-H	L-M	L-M	L-M
Math & Science Education	Biology	H-H	H-H	H-M	H-H	H-H	H-H	H-H
	Chemistry	H-H	H-H	H-H	H-H	H-H	H-H	H-H
	Earth/Physical Science	H-H	M-H	H-H	M-H	M-H	M-H	M-H
	General Math and Science	M-H	M-H	M-H	M-H	M-H	M-M	M-H
	Math	M-H	H-H	M-H	H-H	H-H	H-H	H-H
	Physics	M-H	M-H	M-H	M-H	M-H	M-H	M-H

		2017-18	2016-17	2015-16	2014-15	2013-14	2012-13	2011-12
Support Services	Audiology	L-H	L-H	L-H	L-H	L-H	L-H	L-H
	Counseling	M-M	M-M	M-M	M-M	M-M	M-M	M-M
	Gifted/Talented Education	L-H	L-H	L-H	L-M	L-M	L-M	M-M
	Library Science/Media Technology	L-M	L-M	L-M	L-M	L-M	L-M	M-M
	Occupational Therapy	L-M	L-H	L-H	L-H	L-H	L-H	L-M
	Physical Therapy	L-M	L-H	L-H	L-H	L-H	L-H	L-H
	Reading Diagnostician	L-H	L-H	L-H	L-H	L-H	L-H	M-H
	School Nursing	L-H	L-H	L-H	L-H	L-H	L-M	L-M
	School Psychology	M-H	M-H	M-H	M-M	M-H	M-M	M-M
	School Social Work	L-M	L-M	L-M	L-M	L-M	L-M	M-M
Speech Pathology	M-H	M-H	L-H	M-H	M-H	M-H	M-H	
Elem./ Middle	Intermediate Education	M-M	M-M	M-L	M-L	M-L	H-L	H-L
	Kindergarten/Primary Education	M-M	H-M	H-L	H-L	H-L	H-L	H-L
	Middle School Education	M-M	M-M	M-L	H-M	H-M	H-M	H-L
	Pre-K Education	M-H	M-M	M-M	M-L	M-L	M-L	H-L
Adm.	Elementary Principal	M-M	M-H	M-M	M-M	M-M	M-M	M-M
	High School Principal	M-H	M-H	M-M	M-M	M-M	M-M	M-M
	Middle School Principal	M-H	M-H	M-M	M-M	M-M	M-M	M-M
Special Education	Cognitive Disabilities Special Ed.	M-H	L-H	L-H	L-H	L-H	L-H	M-H
	Dual Cert (General & Special Ed.)	M-H	M-H	M-H	M-H	M-H	M-H	M-H
	Early Childhood Special Education	M-H	M-H	M-H	M-M	M-H	M-H	M-H
	Emotion/Behavioral Disorders Sp. Ed	L-H	L-H	L-H	L-H	L-H	M-H	M-H
	Hearing Impaired Special Education	L-H	L-H	L-H	L-H	L-H	L-H	L-H
	Learning Disability Special Education	L-H	L-H	L-H	L-H	M-H	M-H	M-H
	Mild/Moderate Disabilities Sp. Ed.	L-H	M-H	M-H	M-H	M-H	M-H	M-H
	Multi-categorical Special Education	L-H	M-H	L-H	M-H	M-H	M-H	M-H
	Severe/Profound Disabilities Sp. Ed.	L-H	L-H	L-H	L-H	L-H	M-H	M-H
	Visually Impaired Special Education	L-H	L-H	L-H	L-H	L-H	L-H	L-H

	2017-18	2016-17	2015-16
Low-High <i>Demand exceeds Supply</i> <i>Low Supply & High Demand</i>	Mild/Moderate Disabilities Special Ed. Severe/Profound Disabilities Special Ed. Learning Disability Special Education Visually Impaired Special Education Emotion/Behavioral Disorders Special Ed. Cognitive Disabilities Special Education Hearing Impaired Special Education Gifted/Talented Education Audiology Family and Consumer Science Reading Diagnostician Agriculture Education School Nursing Other Languages	Bilingual Education/Multicultural Computer Science Education Agriculture Education Family and Consumer Science Speech Education Chinese Reading Diagnostician Audiology Gifted/Talented Education Occupational Therapy School Nursing Physical Therapy Sever/Profound Disabilities Special Ed. Learning Disability Special Ed. Visually Impaired Special Ed. Emotion/Behavioral Disorders Special Ed. Cognitive Disabilities Special Ed. Hearing Impaired Special Ed.	Agriculture Education Audiology Chinese Cognitive Disabilities Special Ed. Computer Science Education Emotion/Behavioral Disorders Sp. Ed Family and Consumer Science Gifted/Talented Education Hearing Impaired Special Education Japanese Learning Disability Special Education Multi-categorical Special Education Occupational Therapy Other Languages Physical Therapy Reading Diagnostician School Nursing Severe/Profound Disabilities Sp. Ed. Speech Education Speech Pathology Technology Education Visually Impaired Special Education
High-Low <i>Supply exceeds Demand</i> <i>High Supply & Low Demand</i>	None	Social Studies Education	English/Language Arts Education Kindergarten/Primary Education Social Studies Education

Perceived Supply & Demand

Considerable shortage (4.21 – 5.00)	Some shortage (3.41 – 4.20)	Balanced (2.61 – 3.40)	Some surplus (1.81 – 2.60)	Considerable surplus (1.00 – 1.80)
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COLLEGES AND UNIVERSITIES						
		2017-18	2016-17	2015-16	2014-15	2013-14
Educational Fields	Bilingual Education/Multicultural	3.93	4.47	4.45	4.25	3.87
	Family and Consumer Science	3.71	3.84	3.72	3.46	3.48
	Reading Specialist/Interventionist	3.70	3.58	3.54	3.31	3.62
	Agriculture Education	3.61	3.85	4.00	3.62	3.45
	Technology Education	3.57	4.04	3.65	3.67	3.67
	Speech Education	3.50	3.72	3.52	3.17	3.38
	Computer Science Education	3.39	3.88	3.75	3.47	3.35
	English/Language Arts Education	3.23	3.02	2.84	2.77	2.69
	Business Education	3.20	2.98	3.16	2.89	2.76
	Dance Education	3.16	2.78	2.82	2.88	2.56
	Music Education	3.15	2.81	2.93	2.85	2.74
	Theatre/Drama Education	3.13	2.98	2.76	2.78	2.43
	Art/Visual Education	3.03	2.86	2.87	2.61	2.44
	Health Education	2.95	2.81	2.53	2.69	2.29
	Physical Education	2.82	2.51	2.43	2.30	1.91
Social Studies Education	2.80	2.51	2.34	2.14	1.81	
Journalism Education	2.79	3.25	3.19	2.83	2.88	
Languages	ESL/ELL (English Language Learner)	4.06	4.27	4.09	4.06	4.00
	Chinese	3.72	3.73	3.82	3.62	3.31
	Spanish	3.72	3.79	3.96	3.68	3.60
	Other Languages	3.45	3.38	3.40	3.63	3.36
	Japanese	3.38	3.11	3.50	3.19	2.72
	German	3.31	3.25	3.30	3.15	2.82
	French	3.30	3.06	3.26	3.05	2.92
	Classical: Greek, Latin	3.26	2.80	3.00	3.05	3.04
Math & Science Education	Physics	4.27	4.41	4.46	4.24	4.52
	Chemistry	4.19	4.36	4.38	4.18	4.21
	Math	4.16	4.33	4.34	4.18	4.23
	General Math and Science	3.93	4.00	4.10	3.85	3.70
	Biology	3.90	3.94	4.07	3.80	3.73
	Earth/Physical Science	3.86	3.92	4.08	3.81	3.59

Considerable shortage (4.21 – 5.00)	Some shortage (3.41 – 4.20)	Balanced (2.61 – 3.40)	Some surplus (1.81 – 2.60)	Considerable surplus (1.00 – 1.80)
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		2017-18	2016-17	2015-16	2014-15	2013-14
Support Services	Gifted/Talented Education	3.86	3.73	3.69	3.42	3.33
	Speech Pathology	3.85	3.88	4.00	3.80	4.15
	Audiology	3.83	4.08	3.54	3.93	3.86
	Reading Diagnostician	3.67	4.10	3.87	3.55	3.73
	School Psychology	3.56	3.55	3.53	3.37	3.55
	School Nursing	3.48	3.61	3.53	3.55	3.72
	Physical Therapy	3.40	3.53	3.87	3.57	3.94
	Library Science/Media Technology	3.38	3.33	3.17	3.12	3.15
	Occupational Therapy	3.36	3.64	3.91	3.59	4.00
	Counseling	3.15	3.18	3.33	3.03	2.90
	School Social Work	3.13	2.95	3.42	3.29	3.10
Elem./ Middle	Middle School Education	3.62	3.36	3.38	3.18	2.90
	Intermediate Education	3.29	2.99	2.80	2.74	2.38
	Pre-K Education	3.01	3.04	2.81	2.80	2.56
	Kindergarten/Primary Education	3.01	2.75	2.70	2.42	2.24
Adm.	High School Principal	3.47	3.52	3.25	3.22	3.10
	Middle School Principal	3.41	3.55	3.29	3.25	3.13
	Elementary Principal	3.34	3.45	3.20	3.19	3.05
Special Education	Mild/Moderate Disabilities Special Ed.	4.50	4.24	4.50	4.08	4.04
	Multicategorical Special Education	4.49	4.15	4.22	4.09	4.13
	Severe/Profound Disabilities Special Ed.	4.47	4.64	4.59	4.22	4.36
	Learning Disability Special Education	4.33	4.36	4.43	4.20	3.94
	Visually Impaired Special Education	4.30	4.22	4.60	4.14	4.33
	Emotion/Behavioral Disorders Special Ed.	4.21	4.07	4.75	4.47	3.96
	Cognitive Disabilities Special Education	4.21	3.93	4.50	4.45	3.84
	Dual Cert (General & Special Education)	4.07	4.06	3.85	3.84	3.88
	Hearing Impaired Special Education	4.06	3.73	3.75	3.62	4.00
	Early Childhood Special Education	3.74	3.92	3.74	3.45	3.53

School Districts

TEACHER PREPARATION	2017-18	2016-17	2015-16	2014-15	2013-14
Traditional preparation	84%	85%	88%	88%	88%
Non-traditional preparation	13%	12%	10%	8%	9%
Emergency hires	3%	3%	2%	1%	1%
TEACHER MAKEUP	2017-18	2016-17	2015-16	2014-15	2013-14
Full-time positions	961	1361	1138	1440	1011
Current full-time teachers	10	15	1126	1241	1016
Expect to lose	74	105	81	123	74
Replacement hires	76	135	99	123	82
New position hires	13	28	25	24	29
Net change in teachers	+15	+58	+43	+24	+37

HIRING CHALLENGES					
Decreases in funding your district receives	2017-18	2016-17	2015-16	2014-15	2013-14
Big challenge	48.6%	46.3%	55.9%	50.7%	63.6%
Moderate challenge	32.1%	33.5%	39.6%	30.4%	19.7%
Small challenge	12.1%	12.3%	6.4%	10.1%	9.1%
Not a challenge	7.1%	7.9%	7.0%	8.7%	7.6%
Mean (3=Big Challenge; 0=Not a challenge)	2.22	2.18	2.36	2.23	2.39
Having enough candidates for open positions	2017-18	2016-17	2015-16	2014-15	2013-14
Big challenge	64.8%	68.6%	59.5%	55.8%	28.8%
Moderate challenge	28.1%	23.5%	31.1%	31.9%	48.5%
Small challenge	6.4%	5.3%	7.8%	8.7%	18.2%
Not a challenge	0.7%	2.7%	1.6%	3.6%	4.5%
Mean (3=Big Challenge; 0=Not a challenge)	2.57	2.58	2.49	2.40	2.02

Perceived Demand & Institutions Offering

High-Low (H-L) <i>Supply exceeds Demand</i> <i>High Supply & Low Demand</i>	High-Medium (H-M) <i>Supply exceeds Demand</i> <i>High Supply & Medium Demand</i>	High-High (H-H) <i>Alignment</i> <i>High Supply & High Demand</i>
Medium-Low (M-L) <i>Supply exceeds Demand</i> <i>Medium Supply & Low Demand</i>	Medium-Medium (M-M) <i>Alignment</i> <i>Medium Supply & Medium Demand</i>	Medium-High (M-H) <i>Demand exceeds Supply</i> <i>Medium Supply & High Demand</i>
Low-Low (L-L) <i>Alignment</i> <i>Low Supply & Low Demand</i>	Low-Medium (L-M) <i>Demand exceeds Supply</i> <i>Low Supply and Medium Demand</i>	Low-High (L-H) <i>Demand exceeds Supply</i> <i>Low Supply & High Demand</i>

		2017-18	2016-17	2015-16	2014-15	2013-14
Educational Fields	Agriculture Education	L-H	L-H	L-H	L-H	L-H
	Art/Visual Education	M-M	M-M	M-M	M-M	M-M
	Bilingual Education/Multicultural	M-H	L-H	M-H	M-H	M-H
	Business Education	M-M	M-M	M-M	M-M	M-M
	Computer Science Education	L-H	L-H	L-H	L-H	L-M
	Dance Education	L-M	L-M	L-M	L-M	L-M
	English/Language Arts Education	H-M	H-M	H-M	H-M	H-M
	Family and Consumer Science	L-H	L-H	L-H	L-H	L-M
	Health Education	M-M	M-M	M-L	M-M	M-L
	Journalism Education	L-M	L-M	L-M	L-M	L-M
	Music Education	M-M	M-M	M-M	M-M	H-M
	Physical Education	M-L	M-L	M-L	M-L	M-L
	Reading Specialist/Interventionist	M-H	M-H	M-H	M-M	M-M
	Social Studies Education	H-L	H-L	H-L	H-L	H-L
	Speech Education	M-H	L-H	L-H	L-H	M-H
Technology Education	M-H	M-H	L-H	M-H	L-H	
Theatre/Drama Education	M-M	M-M	M-M	M-M	M-M	
Languages	Chinese	M-H	L-H	L-H	M-H	L-H
	Classical	L-H	L-H	L-H	L-H	L-H
	ESL/ELL (English Language Learner)	M-H	M-H	M-H	M-H	M-H
	French	M-H	M-H	M-H	M-H	M-H
	German	M-H	M-H	M-H	M-H	M-H
	Japanese	L-H	L-H	L-H	L-H	L-H
	Spanish	M-H	M-H	H-H	H-H	H-H
	Other Languages	L-H	L-H	L-H	L-H	L-H
Math & Science Education	Biology	H-H	H-H	H-H	H-H	H-H
	Chemistry	H-H	H-H	H-H	H-H	H-H
	Earth/Physical Science	H-H	M-H	M-H	M-H	M-H
	General Math and Science	M-H	M-H	M-H	M-H	M-H
	Math	M-H	H-H	M-H	H-H	H-H
	Physics	M-H	M-H	M-H	M-H	M-H

		2017-18	2016-17	2015-16	2014-15	2013-14
Support Services	Audiology	L-H	L-H	L-H	L-H	L-H
	Counseling	M-M	M-M	M-M	M-M	M-M
	Gifted/Talented Education	L-H	L-H	L-H	L-H	L-H
	Library Science/Media Technology	L-H	L-M	L-H	L-H	L-M
	Occupational Therapy	L-H	L-H	L-H	L-H	L-H
	Physical Therapy	L-H	L-H	L-H	L-H	L-H
	Reading Diagnostician	L-H	L-H	L-H	L-H	L-H
	School Nursing	L-H	L-H	L-H	L-H	L-H
	School Psychology	M-H	M-H	M-H	M-H	M-H
	School Social Work	L-H	L-M	L-H	L-H	L-M
	Speech Pathology	M-H	M-H	L-H	M-H	M-H
Elem./Middle	Pre-K Education	M-M	M-M	M-M	M-M	M-L
	Kindergarten/Primary Education	M-M	H-M	H-L	H-L	H-L
	Intermediate Education	M-M	M-M	M-M	H-M	H-M
	Middle School Education	M-H	M-M	M-M	M-M	M-L
Adm.	Elementary Principal	M-M	M-M	M-M	M-M	M-M
	Middle School Principal	M-M	M-M	M-H	M-H	M-M
	High School Principal	M-H	M-M	M-M	M-H	M-M
Special Education	Multicategorical Special Education	M-H	L-H	L-H	L-H	L-H
	Dual Cert (General & Special Education)	M-H	M-H	M-H	M-H	M-H
	Early Childhood Special Education	M-H	M-H	M-H	M-H	M-H
	Emotion/Behavioral Disorders Special Ed.	L-H	L-H	L-H	L-H	L-H
	Hearing Impaired Special Education	L-H	L-H	L-H	L-H	L-H
	Learning Disability Special Education	L-H	L-H	L-H	L-H	M-H
	Cognitive Disabilities Special Education	L-H	M-H	M-H	M-H	M-H
	Mild/Moderate Disabilities Special Ed.	L-H	M-H	L-H	M-H	M-H
	Severe/Profound Disabilities Special Ed.	L-H	L-H	L-H	L-H	L-H
Visually Impaired Special Education	L-H	L-H	L-H	L-H	L-H	

	2017-18	2016-17	2015-16
Low-High <i>Demand exceeds Supply</i> <i>Low Supply & High Demand</i>	Severe/Profound Disabilities Special Ed. Visually Impaired Special Education Emotion/Behavioral Disorders Special Ed. Hearing Impaired Special Education Cognitive Disabilities Special Education Classical: Greek, Latin Mild/Moderate Disabilities Special Ed. Learning Disability Special Education Japanese Other Languages Audiology Occupational Therapy Physical Therapy School Nursing Reading Diagnostician Family and Consumer Science Agriculture Education Computer Science Education Library Science/Media Technology School Social Work Gifted/Talented Education	Bilingual Education/Multicultural Computer Science Education Agriculture Education Family and Consumer Science Speech Education Chinese Reading Diagnostician Audiology Gifted/Talented Education Occupational Therapy School Nursing Physical Therapy Sever/Profound Disabilities Special Ed. Learning Disability Special Ed. Visually Impaired Special Ed. Emotion/Behavioral Disorders Special Ed. Cognitive Disabilities Special Ed. Hearing Impaired Special Ed. Other Languages Japanese Classical (Greek, Latin)	Agriculture Education Audiology Chinese Classical Cognitive Disabilities Special Ed. Computer Science Education Emotion/Behavioral Disorders Sp. Ed Family and Consumer Science Gifted/Talented Education Hearing Impaired Special Education Japanese Learning Disability Special Education Library Science/Media Technology Multi-categorical Special Education Occupational Therapy Other Languages Physical Therapy Reading Diagnostician School Nursing School Social Work Severe/Profound Disabilities Sp. Ed. Speech Education Speech Pathology Technology Education Visually Impaired Special Education
High-Low <i>Supply exceeds Demand</i> <i>High Supply & Low Demand</i>	Social Studies Education	Social Studies Education	Kindergarten/Primary Education Social Studies Education

Perceived Supply & Demand

Considerable shortage (4.21 – 5.00)	Some shortage (3.41 – 4.20)	Balanced (2.61 – 3.40)	Some surplus (1.81 – 2.60)	Considerable surplus (1.00 – 1.80)
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		2017-18	2016-17	2015-16	2014-15	2013-14
Educational Fields	Bilingual Education/Multicultural	4.42	4.31	4.28	4.33	4.32
	Speech Education	4.11	4.20	4.12	3.98	3.95
	Technology Education	3.81	3.87	3.72	3.65	3.41
	Family and Consumer Science	3.80	3.80	3.71	3.46	3.37
	Agriculture Education	3.79	3.95	3.95	3.88	3.67
	Computer Science Education	3.70	3.80	3.59	3.49	3.38
	Reading Specialist/Interventionist	3.51	3.60	3.55	3.32	3.40
	Business Education	3.32	3.35	3.22	3.21	2.83
	Theatre/Drama Education	3.23	3.34	3.23	3.13	3.00
	Music Education	3.19	3.24	3.20	2.98	2.79
	English/Language Arts Education	3.17	3.26	3.03	2.85	2.72
	Art/Visual Education	3.16	3.21	3.11	3.00	2.94
	Dance Education	3.16	3.23	3.25	3.22	3.18
	Journalism Education	3.14	3.25	3.18	2.95	2.84
	Health Education	2.77	2.77	2.75	2.64	2.30
Social Studies Education	2.48	2.29	2.29	1.92	1.88	
Physical Education	2.41	2.44	2.31	2.22	1.82	
Languages	Classical: Greek, Latin	4.42	4.49	4.34	4.32	4.38
	Chinese	4.41	4.49	4.47	4.38	4.75
	Japanese	4.34	4.37	4.33	4.38	4.46
	Other Languages	4.24	4.10	4.15	3.96	4.14
	ESL/ELL (English Language Learner)	4.14	4.07	4.04	4.10	4.09
	German	4.14	4.06	4.05	4.04	3.89
	Spanish	3.98	4.01	3.84	3.85	3.60
	French	3.94	4.01	3.95	3.99	3.60
Math & Science Education	Physics	4.53	4.59	4.52	4.49	4.56
	Math	4.40	4.49	4.38	4.41	4.38
	Chemistry	4.38	4.47	4.39	4.38	4.47
	General Math and Science	4.14	4.25	4.08	4.12	4.13
	Earth/Physical Science	4.05	4.18	3.99	3.95	4.02
	Biology	4.00	4.14	4.01	3.96	4.02

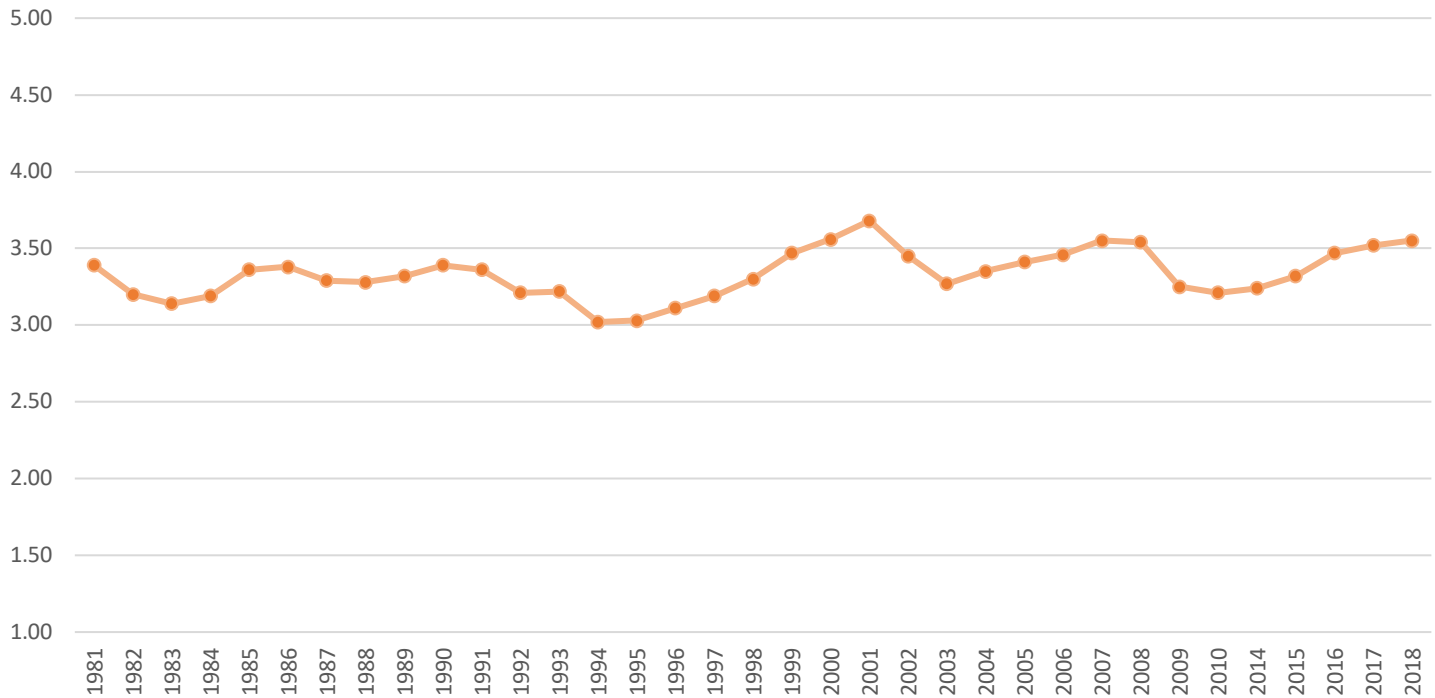
Considerable shortage (4.21 – 5.00)	Some shortage (3.41 – 4.20)	Balanced (2.61 – 3.40)	Some surplus (1.81 – 2.60)	Considerable surplus (1.00 – 1.80)
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		2017-18	2016-17	2015-16	2014-15	2013-14
Support Services	Speech Pathology	4.38	4.44	4.34	4.44	4.20
	Audiology	4.24	4.20	4.27	3.98	3.98
	School Psychology	4.12	4.04	3.96	3.97	3.70
	Occupational Therapy	4.11	4.11	4.15	4.20	3.98
	Physical Therapy	4.10	4.09	4.11	4.13	4.00
	School Nursing	4.04	4.07	3.96	3.94	3.68
	Reading Diagnostician	3.88	3.78	3.80	3.68	3.65
	Library Science/Media Technology	3.58	3.66	3.52	3.52	3.23
	School Social Work	3.56	3.52	3.53	3.48	3.28
	Gifted/Talented Education	3.41	3.49	3.51	3.48	3.42
	Counseling	3.29	3.26	3.26	2.98	3.08
Elem./ Middle	Middle School Education	3.67	3.67	3.48	3.34	3.02
	Pre-K Education	3.28	3.28	3.12	2.89	2.59
	Intermediate Education	3.26	3.18	3.05	2.69	2.21
	Kindergarten/Primary Education	3.03	2.92	2.81	2.34	2.05
Adm.	High School Principal	3.42	3.54	3.57	3.63	3.39
	Middle School Principal	3.34	3.35	3.19	3.26	3.00
	Elementary Principal	3.17	3.16	3.19	3.26	2.92
Special Education	Severe/Profound Disabilities Special Ed.	4.67	4.61	4.57	4.61	4.58
	Visually Impaired Special Education	4.59	4.60	4.50	4.51	4.20
	Emotion/Behavioral Disorders Special Ed.	4.58	4.58	4.54	4.55	4.45
	Hearing Impaired Special Education	4.51	4.60	4.47	4.53	4.08
	Multicategorical Special Education	4.48	4.52	4.39	4.41	4.18
	Cognitive Disabilities Special Education	4.47	4.41	4.32	4.39	4.11
	Dual Cert (General & Special Education)	4.42	4.34	4.35	4.33	3.98
	Mild/Moderate Disabilities Special Ed.	4.36	4.35	4.27	4.25	4.52
	Learning Disability Special Education	4.35	4.31	4.20	4.25	4.28
Early Childhood Special Education	4.28	4.33	4.20	4.32	4.50	

Longitudinal Chart (Colleges and Universities)

The National Composite Score for perceived demand has indicated some fluctuation from year to year since 1981. After reaching a 13-year low of 3.21 in 2010, the national mean has been increasing each year through 2018.

Longitudinal Chart: 1981 - 2018



Year	Perceived Demand
1981	3.39
1982	3.20
1983	3.14
1984	3.19
1985	3.36
1986	3.38
1987	3.29
1988	3.28
1989	3.32
1990	3.39
1991	3.36
1992	3.21
1993	3.22
1994	3.02
1995	3.03
1996	3.11
1997	3.19
1998	3.30

Year	Perceived Demand
1999	3.47
2000	3.56
2001	3.68
2002	3.45
2003	3.27
2004	3.35
2005	3.41
2006	3.46
2007	3.55
2008	3.54
2009	3.25
2010	3.21
2014	3.24
2015	3.32
2016	3.47
2017	3.52
2018	3.55

Appendix: Demographic Characteristics

SCHOOL DISTRICTS					
Size (number of students)	2017-18	2016-17	2015-16	2014-15	2013-14
2,500 or fewer	26.8%	28.3%	28.0%	12.8%	7.0%
2,501 to 5,000	22.1%	16.8%	21.2%	13.5%	25.4%
5,001 to 10,000	17.4%	13.7%	16.9%	21.3%	22.5%
10,001 to 20,000	15.6%	15.0%	14.8%	23.4%	28.2%
More than 20,000	18.1%	26.1%	19.1%	29.1%	16.9%
Urban Status	2017-18	2016-17	2015-16	2014-15	2013-14
Urban	23.2%	26.9%	23.7%	30.9%	21.2%
Suburban	40.7%	41.9%	44.8%	47.5%	54.5%
Rural	36.1%	31.3%	31.5%	21.6%	24.2%

COLLEGES AND UNIVERSITIES					
Size (number of education students)	2017-18	2016-17	2015-16	2014-15	2013-14
Less than 100	21.5%	19.7%	23.4%	14.8%	15.8%
100 to 199	13.0%	18.5%	16.0%	16.8%	18.0%
200 to 299	10.7%	10.7%	9.7%	10.7%	13.7%
300 to 499	11.9%	15.7%	13.1%	15.4%	13.7%
500 or more	42.9%	35.4%	37.7%	42.3%	38.8%

	Region	Colleges/ Universities					School Districts				
		2017-18	2016-17	2015-16	2014-15	2013-14	2017-18	2016-17	2015-16	2014-15	2013-14
1	Northwest	9	8	7	8	7	17	14	13	3	2
2	West	10	11	10	8	11	56	59	101	26	8
3	Rocky Mountain	6	7	4	7	5	14	12	33	31	7
4	Great Plains/Midwest	26	26	23	26	31	20	13	23	5	5
5	South Central	17	18	21	15	18	21	13	22	5	9
6	Southeast	42	29	42	19	16	56	48	75	35	19
7	Great Lakes	30	35	33	29	34	32	22	43	15	13
8	Middle Atlantic	41	50	45	45	25	46	44	57	24	6
9	Northeast	10	5	6	4	4	4	2	12	0	2
10	Alaska	0	1	1	0	0	8	3	1	0	0

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