

American Association for Employment in Education

Educator Supply and Demand Report 2018-19



Positively Impacting Education Through Professional Connections

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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 2018-19 Educator Supply & Demand Survey on behalf of the American Association for Employment in Education (AAEE).

- Surveys were collected between September 5, 2018 and February 13, 2019.
- The initial email invitation with a link to complete the online survey was sent to the list provided by AAEE on September 5, 2018. 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.
- 513 surveys were completed.
 - 184 colleges/universities (6.04% margin of error using a 90% confidence level)
 - 329 school districts (4.50% margin of error)

ABOUT CMOR:

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 60 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
English/Language Arts Education	Support Services
Family and Consumer Science	Audiology
Health Education	Counseling
Journalism Education	Gifted/Talented Education
Music Education	Library Science/Media Technology
Physical Education	Occupational Therapy
Reading Specialist/Interventionist	Physical Therapy
Social Studies Education	Reading Diagnostician
Speech Education	School Nursing
Technology Education	School Psychology
Theatre/Drama Education	School Social Work
Languages	Speech Pathology
Chinese	Elementary & Middle School Education
Classical	Intermediate Education
ESL/ELL (English Language Learner)	Kindergarten/Primary Education
French	Middle School Education
German	Pre-K Education
Japanese	Special Education
Other Languages	Cognitive Disabilities Special Education
Spanish	Dual Cert (General & Special Education)
Administration	Early Childhood Special Education
Elementary Principal	Emotion/Behavioral Disorders Special Ed.
High School Principal	Hearing Impaired Special Education
Middle School Principal	Learning Disability Special Education
Central Office Administrator	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 60 fields of study as having **CONSIDERABLE SHORTAGE**, **SOME SHORTAGE**, **SOME SURPLUS**, **CONSIDERABLE SURPLUS** of qualified applicants or **BALANCED** between applicants and positions.

- ✓ Overall, there was agreement between colleges/universities and school districts on three-fourths of the fields, 45 of the 60 (75%).
- ✓ At least half of the fields were reported as having some level of shortage by both colleges/universities and school districts, 39 by colleges/universities and 42 by school districts. Thirty-one were identified as having some level of shortage by both groups.
- ✓ **CONSIDERABLE SHORTAGE:** Of the 60 fields listed, 11 were reported as having considerable shortage by colleges/universities while school districts noted considerable shortage in 20 fields. All the fields that were identified by colleges/universities as having a considerable shortage were also identified by school districts. These fields were Bilingual Education, Math, Physics, Chemistry and seven of the ten special education fields.
- ✓ **SOME SHORTAGE:** Colleges/Universities identified 28 fields as having some shortages while school districts identified 22 fields with some shortage. They were in agreement on 20 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 81% of their graduates find full-time teaching positions after graduation, while 13% find part-time positions. In addition, it was noted that decreases in funding that school districts receive was a challenge by 79% of responding school districts, with 51% indicating it is a *Big Challenge*.

Comparison of Colleges and Districts: 2018-19

COLLEGES AND UNIVERSITIES

FIELDS WITH CONSIDERABLE SHORTAGE (5.00 – 4.21)	
Severe/Profound Disabilities Special Ed.	4.74
Mild/Moderate Disabilities Special Ed.	4.62
Bilingual Education/Multicultural	4.58
Multicategorical Special Education	4.57
Visually Impaired Special Education	4.40
Math	4.38
Physics	4.37
Cognitive Disabilities Special Education	4.36
Dual Cert (General & Special Education)	4.34
Emotion/Behavioral Disorders Special Ed.	4.33
Chemistry	4.33
FIELDS WITH SOME SHORTAGE (4.20 – 3.41)	
Reading Diagnostician	4.20
ESL/ELL (English Language Learner)	4.18
Earth/Physical Science	4.14
Learning Disability Special Education	4.13
General Math and Science	4.09
Biology	4.07
Technology Education	4.03
Spanish	4.01
Hearing Impaired Special Education	4.00
Speech Pathology	4.00
Early Childhood Special Education	3.96
School Nursing	3.93
Chinese	3.89
Computer Science Education	3.88
Family and Consumer Science	3.79
School Psychology	3.78
Occupational Therapy	3.75
Audiology	3.71
Middle School Education	3.68
Library Science/Media Technology	3.68
Reading Specialist/Interventionist	3.67
Agriculture Education	3.61
Gifted/Talented Education	3.57
French	3.52
Physical Therapy	3.50
Other Languages	3.46
Counseling	3.45
Intermediate Education	3.44
BALANCED FIELDS (3.40 – 2.61)	
Classical	3.36
German	3.36
Speech Education	3.33
School Social Work	3.33
High School Principal	3.32
Pre-K Education	3.32
Business Education	3.30
Middle School Principal	3.30
Elementary Principal	3.28
Central Office Administrator	3.26
Dance Education	3.19
Art/Visual Education	3.16
Japanese	3.15
English/Language Arts Education	3.15
Music Education	3.09
Journalism Education	3.08
Kindergarten/Primary Education	3.07
Theatre/Drama Education	3.04
Health Education	2.83
Physical Education	2.82
Social Studies Education	2.67
FIELDS WITH SOME (2.60 – 1.81) or CONSIDERABLE SURPLUS (1.80 – 1.00)	
None	

SCHOOL DISTRICTS

FIELDS WITH CONSIDERABLE SHORTAGE (5.00 – 4.21)	
Severe/Profound Disabilities Special Ed.	4.68
Visually Impaired Special Education	4.64
Emotion/Behavioral Disorders Special Ed.	4.64
Hearing Impaired Special Education	4.62
Multicategorical Special Education	4.55
Physics	4.51
Cognitive Disabilities Special Education	4.51
Chinese	4.51
Dual Cert (General & Special Education)	4.47
Japanese	4.47
Classical	4.45
Mild/Moderate Disabilities Special Ed.	4.40
Learning Disability Special Education	4.40
Chemistry	4.39
Math	4.37
Speech Pathology	4.36
Other Languages	4.32
Early Childhood Special Education	4.31
Bilingual Education/Multicultural	4.28
German	4.21
FIELDS WITH SOME SHORTAGE (4.20 – 3.41)	
Audiology	4.19
School Psychology	4.17
General Math and Science	4.16
ESL/ELL (English Language Learner)	4.13
Biology	4.09
Speech Education	4.09
Occupational Therapy	4.07
Earth/Physical Science	4.06
Physical Therapy	4.06
French	3.99
School Nursing	3.96
Spanish	3.89
Agriculture Education	3.87
Reading Diagnostician	3.83
Technology Education	3.77
School Social Work	3.73
Family and Consumer Science	3.67
Computer Science Education	3.66
Middle School Education	3.64
Reading Specialist/Interventionist	3.58
Library Science/Media Technology	3.57
Gifted/Talented Education	3.57
BALANCED FIELDS (3.40 – 2.61)	
High School Principal	3.38
Pre-K Education	3.34
Counseling	3.32
Art/Visual Education	3.31
Theatre/Drama Education	3.30
Business Education	3.29
Intermediate Education	3.27
Dance Education	3.26
Music Education	3.26
Middle School Principal	3.24
Central Office Administrator	3.18
Journalism Education	3.14
Elementary Principal	3.11
English/Language Arts Education	3.07
Kindergarten/Primary Education	3.05
Health Education	2.86
FIELDS WITH SOME SURPLUS (2.60 – 1.81)	
Physical Education	2.51
Social Studies Education	2.36
FIELDS WITH CONSIDERABLE SURPLUS (1.80 – 1.00)	
None	

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

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	4.58	4.28
	Technology Education	4.03	3.77
	Computer Science Education	3.88	3.66
	Family and Consumer Science	3.79	3.67
	Reading Specialist/Interventionist	3.67	3.58
	Agriculture Education	3.61	3.87
	Speech Education	3.33	4.09
	Business Education	3.30	3.29
	Dance Education	3.19	3.26
	Art/Visual Education	3.16	3.31
	English/Language Arts Education	3.15	3.07
	Music Education	3.09	3.26
	Journalism Education	3.08	3.14
	Theatre/Drama Education	3.04	3.30
	Health Education	2.83	2.86
	Physical Education	2.82	2.51
	Social Studies Education	2.67	2.36
Languages	ESL/ELL (English Language Learner)	4.18	4.13
	Spanish	4.01	3.89
	Chinese	3.89	4.51
	French	3.52	3.99
	Other Languages	3.46	4.32
	Classical	3.36	4.45
	German	3.36	4.21
	Japanese	3.15	4.47
Math & Science Education	Math	4.38	4.37
	Physics	4.37	4.51
	Chemistry	4.33	4.39
	Earth/Physical Science	4.14	4.06
	General Math and Science	4.09	4.16
	Biology	4.07	4.09

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	4.20	3.83
	Speech Pathology	4.00	4.36
	School Nursing	3.93	3.96
	School Psychology	3.78	4.17
	Occupational Therapy	3.75	4.07
	Audiology	3.71	4.19
	Library Science/Media Technology	3.68	3.57
	Gifted/Talented Education	3.57	3.57
	Physical Therapy	3.50	4.06
	Counseling	3.45	3.32
	School Social Work	3.33	3.73
Elem./ Middle	Middle School Education	3.68	3.64
	Intermediate Education	3.44	3.27
	Pre-K Education	3.32	3.34
	Kindergarten/Primary Education	3.07	3.05
Adm.	High School Principal	3.32	3.38
	Middle School Principal	3.30	3.24
	Elementary Principal	3.28	3.11
	Central Office Administrator	3.26	3.18
Special Education	Severe/Profound Disabilities Special Ed.	4.74	4.68
	Mild/Moderate Disabilities Special Ed.	4.62	4.40
	Multicategorical Special Education	4.57	4.55
	Visually Impaired Special Education	4.40	4.64
	Cognitive Disabilities Special Education	4.36	4.51
	Dual Cert (General & Special Education)	4.34	4.47
	Emotion/Behavioral Disorders Special Ed.	4.33	4.64
	Learning Disability Special Education	4.13	4.40
	Hearing Impaired Special Education	4.00	4.62
	Early Childhood Special Education	3.96	4.31

	Colleges	Districts	Agreement
Considerable Shortage	11	20	11
Some Shortage	28	22	20
Balanced	21	16	14
Some Surplus	0	2	0
Considerable Surplus	0	0	-

75% Agreement
between groups

	Colleges/ Universities	School Districts
Decrease in school district funding	1.58	2.22
Candidates for open positions	0.97	2.56

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)	300
Students participating in student teaching programs (median)	56
% that are participating in student teaching programs	19%

	Increased	Stayed the same	Decreased	Not offered
Traditional	21.3%	30.6%	39.3%	8.7%
M.Ed./MAT/5 th year added to baccalaureate	23.1%	24.2%	15.9%	36.8%
TESOL	7.8%	22.8%	13.3%	56.1%
Alternative certifications/licenses	22.0%	15.3%	10.2%	52.5%
Doctorates	10.0%	20.0%	4.4%	65.6%
<i>Has enrollment for each degree program increased, remained about the same, or decreased in the past year?</i>				

Student Success

STUDENT SUCCESS IN FINDING POSITIONS	
Full-time	81%
Part-time	13%
<i>Approximately, what percentage of your graduates find FULL-TIME/ PART-TIME teaching positions after graduation?</i>	

CHALLENGES IN FINDING TEACHING POSITIONS	Big challenge	Moderate challenge	Small challenge	Not a challenge	Mean*
Decreases in funding school districts receive	22.1%	32.6%	26.2%	19.2%	1.58
Districts not hiring or replacing vacancies	12.1%	26.6%	25.4%	35.8%	1.15
Too many candidates for open positions	8.6%	19.5%	32.2%	39.7%	0.97
Candidates not earning multiple credentials	6.3%	17.1%	36.6%	40.0%	0.90
<i>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</i>					

OTHER REASONS FOR DIFFICULTY	N	% of Responses
Unwilling to relocate	42	37.2%
Demographics	12	10.6%
Licensure requirement	12	10.6%
Lack of vacancies	10	8.8%
Low salary	10	8.8%
Many candidates apply	9	8.0%
Timing of vacancies	4	3.5%
Opt out after graduation	3	2.7%
Hiring teachers with experience	2	1.8%
Poor recruitment initiatives	2	1.8%
Grad school/other opportunities	1	0.9%
Profession not valued	1	0.9%
Seeking diversity	1	0.9%
MISCELLANEOUS	4	3.5%
<i>What other reasons have made it difficult for qualified candidates from your institution to find teaching positions?</i>		

Biggest Challenges Faced by First-Year Teachers	N	% of Responses
Classroom management	65	26.2%
Supportive culture	38	15.3%
Reality of demands	25	10.1%
Student to professional transition	20	8.1%
Effective teaching using curriculum	16	6.5%
Responsibility of challenging classroom	11	4.4%
District/School Culture	10	4.0%
Needs of students	10	4.0%
Emotional stability	9	3.6%
Student assessments	9	3.6%
Time management	9	3.6%
Managing Behaviors	8	3.2%
Adequate training	6	2.4%
State/Federal mandates	6	2.4%
Parent Teacher communication	5	2.0%
Theoretical to practical transition	1	0.4%

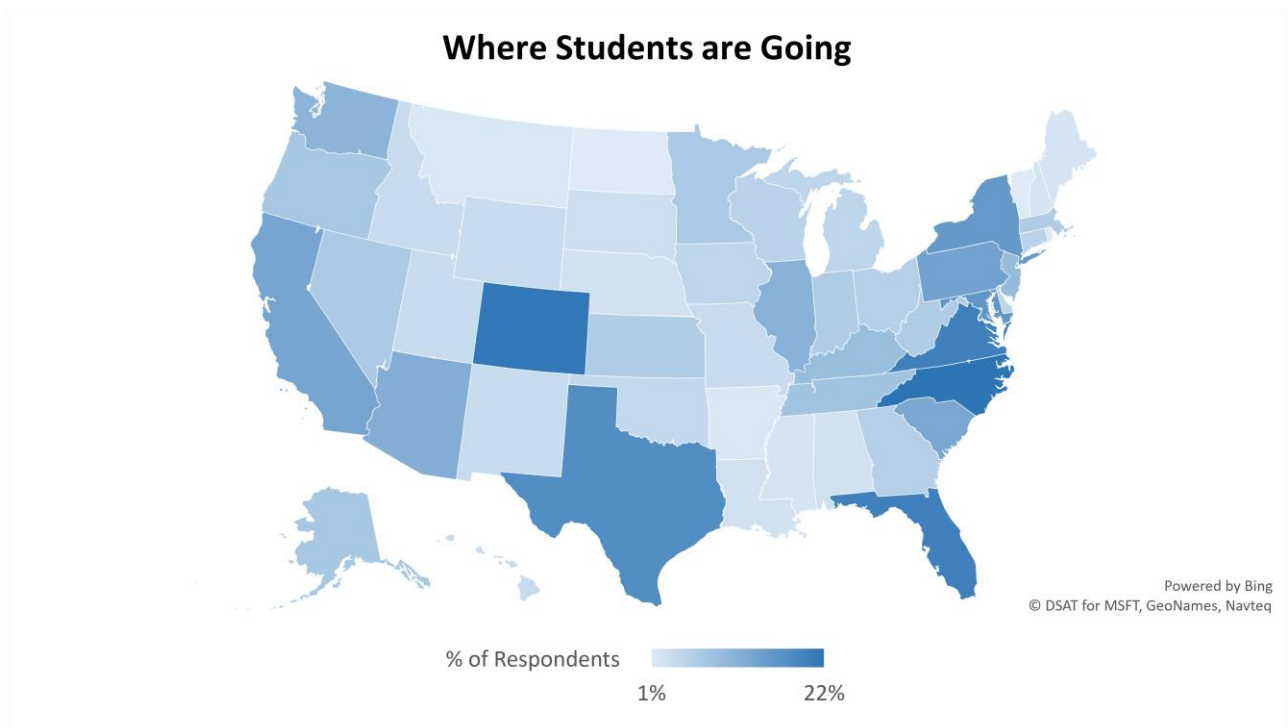
Best Way to Attract High School Students to Study Education in College	N	% of Responses
Compensation incentive	52	24.0%
Promote prestige of profession	28	12.9%
Communicate positives	23	10.6%
Involvement from Elementary to High School	29	13.4%
High school to college Teacher Programs	32	14.7%
Inspiration from highly regarded teachers	24	11.1%
Mentoring programs	12	5.5%
Attractive options to earn degree	7	3.2%
Early identification	7	3.2%
Encourage diversity	1	0.5%
Assured placement	1	0.5%
Set realistic expectations	1	0.5%

STUDENT LEAVING STATE TO FIND FULL-TIME EMPLOYMENT	
2018-19 Academic Year	18.3%
<i>Approximately what percentage of your education graduates left your state to find full-time employment for the 2018-19 academic year?</i>	

WHERE STUDENTS ARE GOING	N	%
North Carolina	41	22.3%
Colorado	40	21.7%
Florida	37	20.1%
Virginia	37	20.1%
Texas	33	17.9%
Maryland	30	16.3%
New York	29	15.8%
Pennsylvania	26	14.1%
California	25	13.6%
South Carolina	24	13.0%
Arizona	22	12.0%
Illinois	21	11.4%
Washington	20	10.9%
New Jersey	18	9.8%
Kentucky	17	9.2%
Tennessee	15	8.2%
Alaska	14	7.6%
Oregon	14	7.6%
District of Columbia	13	7.1%
Minnesota	13	7.1%
Nevada	13	7.1%
Indiana	12	6.5%
Kansas	12	6.5%
Massachusetts	12	6.5%
West Virginia	12	6.5%
Georgia	11	6.0%

WHERE STUDENTS ARE GOING	N	%
Ohio	11	6.0%
Connecticut	10	5.4%
Wisconsin	10	5.4%
Delaware	9	4.9%
Iowa	9	4.9%
Michigan	9	4.9%
Oklahoma	8	4.3%
Hawaii	7	3.8%
Idaho	7	3.8%
Missouri	7	3.8%
New Mexico	7	3.8%
Utah	7	3.8%
Wyoming	7	3.8%
South Dakota	6	3.3%
Alabama	5	2.7%
Louisiana	5	2.7%
Nebraska	5	2.7%
Maine	4	2.2%
Mississippi	4	2.2%
New Hampshire	4	2.2%
Arkansas	3	1.6%
Montana	3	1.6%
North Dakota	2	1.1%
Rhode Island	2	1.1%
Vermont	2	1.1%

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, Chemistry, Social Studies, English, and Kindergarten/Primary Education*.
- ✓ Over half offer programs in *Music Education, Spanish, Physics, Middle School Education, and Middle School 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, Audiology, Occupational Therapy, and Reading Diagnostician.

Educational Fields	English/Language Arts Education	85
	Social Studies Education	82
	Music Education	62
	Art/Visual Education	54
	Physical Education	50
	Reading Specialist/Interventionist	39
	Health Education	32
	Theatre/Drama Education	28
	Business Education	26
	Bilingual Education/Multicultural	23
	Technology Education	20
	Speech Education	18
	Family and Consumer Science	17
	Agriculture Education	11
	Dance Education	10
	Computer Science Education	10
	Journalism Education	8
Languages	Spanish	70
	French	49
	ESL/ELL (English Language Learner)	41
	German	31
	Chinese	14
	Classical	11
	Japanese	10
	Other Languages	10
Math & Science Education	Math	91
	Biology	88
	Chemistry	78
	Physics	61
	Earth/Physical Science	52
	General Math and Science	40

Support Services	Counseling	42
	School Psychology	25
	Speech Pathology	17
	Library Science/Media Technology	13
	Gifted/Talented Education	12
	School Social Work	10
	Physical Therapy	10
	School Nursing	10
	Occupational Therapy	8
	Audiology	7
	Reading Diagnostician	4
Elem./ Middle	Kindergarten/Primary Education	83
	Middle School Education	65
	Pre-K Education	55
	Intermediate Education	53
Adm.	Elementary Principal	42
	High School Principal	41
	Middle School Principal	39
	Central Office Administrator	23
Special Education	Dual Cert (General & Special Education)	40
	Multicategorical Special Education	28
	Early Childhood Special Education	28
	Mild/Moderate Disabilities Special Ed.	22
	Severe/Profound Disabilities Special Ed.	11
	Learning Disability Special Education	9
	Emotion/Behavioral Disorders Special Ed.	7
	Cognitive Disabilities Special Education	6
	Visually Impaired Special Education	5
	Hearing Impaired Special Education	4

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: Kindergarten/Primary Education, School Nursing, School Social Work, and Physical Therapy.
- ✓ The degrees that will have the lowest number of graduates this year include: Journalism Education, most languages, and Physics.

Educational Fields	Health Education	12	Support Services	School Nursing	27
	Computer Science Education	12		School Social Work	25
	Social Studies Education	12		Physical Therapy	25
	Bilingual Education/Multicultural	12		Speech Pathology	21
	Reading Specialist/Interventionist	11		Occupational Therapy	20
	Physical Education	11		Counseling	19
	Agriculture Education	11		Reading Diagnostician	17
	Music Education	11		School Psychology	15
	Technology Education	11		Library Science/Media Technology	10
	English/Language Arts Education	11		Gifted/Talented Education	10
	Speech Education	10		Audiology	8
	Family and Consumer Science	9	Elem./ Middle	Kindergarten/Primary Education	29
	Art/Visual Education	7		Intermediate Education	26
	Business Education	7		Pre-K Education	19
	Dance Education	4		Middle School Education	17
	Theatre/Drama Education	4	Adm.	Elementary Principal	16
	Journalism Education	2		High School Principal	13
				Middle School Principal	13
				Central Office Administrator	12
Languages	ESL/ELL (English Language Learner)	12	Special Education	Early Childhood Special Education	21
	Other Languages	9		Dual Cert (General & Special Education)	17
	Spanish	4		Multicategorical Special Education	17
	Classical	3		Mild/Moderate Disabilities Special Ed.	16
	Chinese	2		Learning Disability Special Education	15
	French	1		Cognitive Disabilities Special Education	14
	Japanese	1		Severe/Profound Disabilities Special Ed.	11
	German	1		Emotion/Behavioral Disorders Special Ed.	10
Math & Science Education	Math	9		Hearing Impaired Special Education	7
	Biology	9		Visually Impaired Special Education	5
	General Math and Science	7			
	Earth/Physical Science	4			
	Chemistry	4			
	Physics	3			

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)

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)

Educational Fields	Bilingual Education/Multicultural	4.58
	Technology Education	4.03
	Computer Science Education	3.88
	Family and Consumer Science	3.79
	Reading Specialist/Interventionist	3.67
	Agriculture Education	3.61
	Speech Education	3.33
	Business Education	3.30
	Dance Education	3.19
	Art/Visual Education	3.16
	English/Language Arts Education	3.15
	Music Education	3.09
	Journalism Education	3.08
	Theatre/Drama Education	3.04
	Health Education	2.83
	Physical Education	2.82
	Social Studies Education	2.67
Languages	ESL/ELL (English Language Learner)	4.18
	Spanish	4.01
	Chinese	3.89
	French	3.52
	Other Languages	3.46
	Classical	3.36
	German	3.36
	Japanese	3.15
Math & Science Education	Math	4.38
	Physics	4.37
	Chemistry	4.33
	Earth/Physical Science	4.14
	General Math and Science	4.09
	Biology	4.07

Support Services	Reading Diagnostician	4.20
	Speech Pathology	4.00
	School Nursing	3.93
	School Psychology	3.78
	Occupational Therapy	3.75
	Audiology	3.71
	Library Science/Media Technology	3.68
	Gifted/Talented Education	3.57
	Physical Therapy	3.50
	Counseling	3.45
	School Social Work	3.33
Elem./ Middle	Middle School Education	3.68
	Intermediate Education	3.44
	Pre-K Education	3.32
	Kindergarten/Primary Education	3.07
Adm.	High School Principal	3.32
	Middle School Principal	3.30
	Elementary Principal	3.28
	Central Office Administrator	3.26
Special Education	Severe/Profound Disabilities Special Ed.	4.74
	Mild/Moderate Disabilities Special Ed.	4.62
	Multicategorical Special Education	4.57
	Visually Impaired Special Education	4.40
	Cognitive Disabilities Special Education	4.36
	Dual Cert (General & Special Education)	4.34
	Emotion/Behavioral Disorders Special Ed.	4.33
	Learning Disability Special Education	4.13
	Hearing Impaired Special Education	4.00
	Early Childhood Special Education	3.96

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 some or a considerable 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 several special education fields have considerable shortage.

FIELDS WITH CONSIDERABLE SHORTAGE (5.00 – 4.21)

Severe/Profound Disabilities Special Ed.	4.74
Mild/Moderate Disabilities Special Ed.	4.62
Bilingual Education/Multicultural	4.58
Multicategorical Special Education	4.57
Visually Impaired Special Education	4.40
Math	4.38
Physics	4.37
Cognitive Disabilities Special Education	4.36
Dual Cert (General & Special Education)	4.34
Chemistry	4.33
Emotion/Behavioral Disorders Special Ed.	4.33

FIELDS WITH SOME SHORTAGE (4.20 – 3.41)

Reading Diagnostician	4.20
ESL/ELL (English Language Learner)	4.18
Earth/Physical Science	4.14
Learning Disability Special Education	4.13
General Math and Science	4.09
Biology	4.07
Technology Education	4.03
Spanish	4.01
Speech Pathology	4.00
Hearing Impaired Special Education	4.00
Early Childhood Special Education	3.96
School Nursing	3.93
Chinese	3.89
Computer Science Education	3.88
Family and Consumer Science	3.79
School Psychology	3.78
Occupational Therapy	3.75
Audiology	3.71
Library Science/Media Technology	3.68
Middle School Education	3.68
Reading Specialist/Interventionist	3.67
Agriculture Education	3.61
Gifted/Talented Education	3.57
French	3.52
Physical Therapy	3.50
Other Languages	3.46
Counseling	3.45
Intermediate Education	3.44

BALANCED FIELDS (3.40 – 2.61)

Classical	3.36
German	3.36
Speech Education	3.33
School Social Work	3.33
Pre-K Education	3.32
High School Principal	3.32
Business Education	3.30
Middle School Principal	3.30
Elementary Principal	3.28
Central Office Administrator	3.26
Dance Education	3.19
Art/Visual Education	3.16
English/Language Arts Education	3.15
Japanese	3.15
Music Education	3.09
Journalism Education	3.08
Kindergarten/Primary Education	3.07
Theatre/Drama Education	3.04
Health Education	2.83
Physical Education	2.82
Social Studies Education	2.67

FIELDS WITH SOME SURPLUS (2.60 – 1.81)

None

FIELDS WITH CONSIDERABLE SURPLUS (1.80 – 1.00)

None

Summary by Field

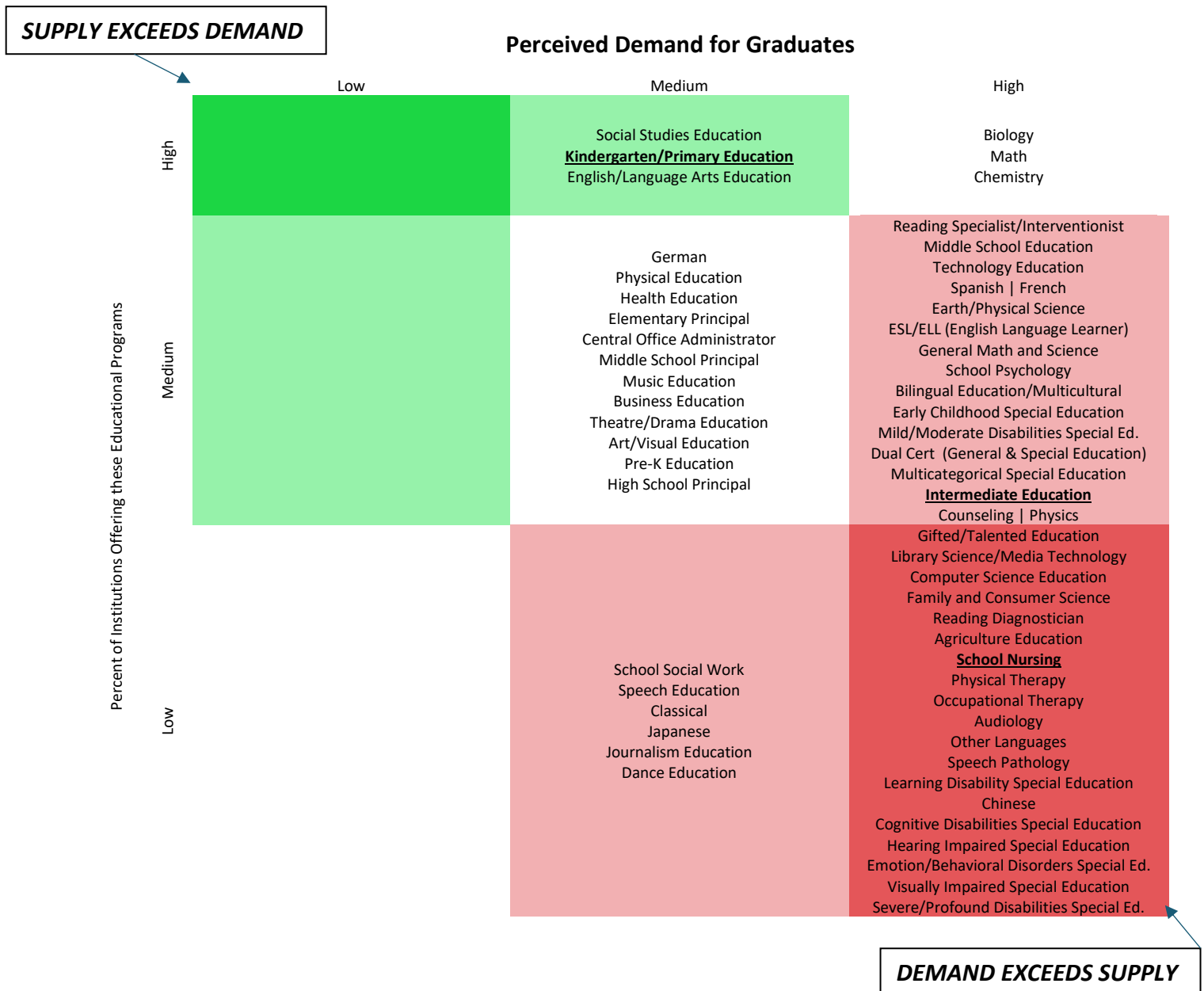
*Considerable shortage (4.21 – 5.00)	Some shortage (3.41 – 4.20)	Balanced (2.61 – 3.40)	Some surplus (1.81 – 2.60)	Considerable surplus (1.00 – 1.80)
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		% Offering	Graduating Students	Supply & Demand*
Educational Fields	Bilingual Education/Multicultural	23	12	4.58
	Technology Education	20	11	4.03
	Computer Science Education	10	12	3.88
	Family and Consumer Science	17	9	3.79
	Reading Specialist/Interventionist	39	11	3.67
	Agriculture Education	11	11	3.61
	Speech Education	18	10	3.33
	Business Education	26	7	3.30
	Dance Education	10	4	3.19
	Art/Visual Education	54	7	3.16
	English/Language Arts Education	85	11	3.15
	Music Education	62	11	3.09
	Journalism Education	8	2	3.08
	Theatre/Drama Education	28	4	3.04
	Health Education	32	12	2.83
	Physical Education	50	11	2.82
	Social Studies Education	82	12	2.67
Languages	ESL/ELL (English Language Learner)	41	12	4.18
	Spanish	70	4	4.01
	Chinese	14	2	3.89
	French	49	1	3.52
	Other Languages	10	9	3.46
	Classical	11	3	3.36
	German	31	1	3.36
	Japanese	10	1	3.15
Math & Science Education	Math	91	9	4.38
	Physics	61	3	4.37
	Chemistry	78	4	4.33
	Earth/Physical Science	52	4	4.14
	General Math and Science	40	7	4.09
	Biology	88	9	4.07

*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	Reading Diagnostician	4	17	4.20
	Speech Pathology	17	21	4.00
	School Nursing	10	27	3.93
	School Psychology	25	15	3.78
	Occupational Therapy	8	20	3.75
	Audiology	7	8	3.71
	Library Science/Media Technology	13	10	3.68
	Gifted/Talented Education	12	10	3.57
	Physical Therapy	10	25	3.50
	Counseling	42	19	3.45
	School Social Work	10	25	3.33
Elem./ Middle	Middle School Education	65	17	3.68
	Intermediate Education	53	26	3.44
	Pre-K Education	55	19	3.32
	Kindergarten/Primary Education	83	29	3.07
Adm.	High School Principal	41	13	3.32
	Middle School Principal	39	13	3.30
	Elementary Principal	42	16	3.28
	Central Office Administrator	23	12	3.26
Special Education	Severe/Profound Disabilities Special Ed.	11	11	4.74
	Mild/Moderate Disabilities Special Ed.	22	16	4.62
	Multicategorical Special Education	28	17	4.57
	Visually Impaired Special Education	5	5	4.40
	Cognitive Disabilities Special Education	6	14	4.36
	Dual Cert (General & Special Education)	40	17	4.34
	Emotion/Behavioral Disorders Special Ed.	7	10	4.33
	Learning Disability Special Education	9	15	4.13
	Hearing Impaired Special Education	4	7	4.00
	Early Childhood Special Education	28	21	3.96

- ✓ 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.
 - **19** programs are *far* out of alignment where 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 – (**15** of 60 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, 17% 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. Rural (25%) 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						83%	
Non-traditional preparation						12%	
Emergency hires						5%	
URBAN STATUS				Urban	Suburban	Rural	ALL
Traditional preparation				82%	89%	76%	83%
Non-traditional preparation				13%	8%	17%	12%
Emergency hires				4%	3%	8%	5%
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%	83%	87%	80%	82%	83%	
Non-traditional preparation	13%	11%	9%	14%	15%	12%	
Emergency hires	5%	6%	4%	7%	4%	5%	

Reasons for Hiring Teachers without Traditional Preparation	N	% of Responses
Lack of traditional candidates who apply	74	29.5%
Must hire for difficult-to-fill positions in certain subject areas	63	25.1%
Shortage of education majors in colleges	60	23.9%
Need to fill position at present time	18	7.2%
Strong knowledge/Diverse experience is focus rather than pedagogy	16	6.4%
Hirees agree to earn desired certification if employed.	11	4.4%
Goal is to hire the best candidate for the job	9	3.6%

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	1174					
Full-time vacancies	21					
Expect to lose	109					
Replacement hires	111					
New position hires	39					
Net change in teachers	+41					
URBAN STATUS		Urban	Suburban	Rural	ALL	
Full-time positions		2166	1258	364	1174	
Full-time vacancies		19	36	4	21	
Expect to lose		174	135	30	109	
Replacement hires		179	136	31	111	
New positions		57	59	5	39	
Net change in teachers		+62	+60	+6	+41	
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	115	287	596	1043	4468	1174
Full-time vacancies	1	3	5	8	100	21
Expect to lose	8	20	45	96	442	109
Replacement hires	7	22	48	93	445	111
New positions	2	4	14	21	177	39
Net change in teachers	+1	+6	+17	+18	+180	+41

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	50.8%	28.3%	12.9%	8.0%		
Having enough candidates for open positions	67.6%	22.8%	7.7%	1.9%		
URBAN STATUS	Urban	Suburban	Rural	ALL		
Decreases in the funding your districts receives	2.25	2.11	2.34	2.22		
Having enough candidates for open positions	2.59	2.41	2.73	2.56		
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	2.12	2.12	2.31	2.27	2.32	2.22
Having enough candidates for open positions	2.42	2.54	2.64	2.59	2.65	2.56
Reported as means: 3=Big challenge; 2=Moderate challenge; 1=Small challenge; 0=Not a challenge						

Other Reasons for Difficulty in Hiring Teachers	N	% of Responses
Low salary/benefits	129	25.2%
Shortage of teachers	99	19.3%
Undesired location/demographics	98	19.1%
Lacks certification	33	6.4%
Demanding work load	32	6.3%
Competition among districts	28	5.5%
Timing of vacancies	22	4.3%
Complex licensure requirements	19	3.7%
Profession not valued	17	3.3%
Teacher preparation is lacking	13	2.5%
Seeking diversity with candidates	11	2.1%
Lack of experience	7	1.4%
MISCELLANEOUS	4	0.8%

Anticipated Hiring in 2019-20 Compared to 2018-19	N	% of Responses
Expect to hire more teachers	150	46.3%
Expect to hire fewer teachers	174	53.7%

Major Reasons for Hiring More	N	% of Responses
Retirement	36	25.5%
Increased enrollment	35	24.8%
Expansion of school district	24	17.0%
Resignations	15	10.6%
Planning on filling vacancies	11	7.8%
Creating new positions	9	6.4%
New programs	6	4.3%
Budget increase	3	2.1%
Reconfiguration	2	1.4%

Major Reasons for Hiring Fewer	N	% of Responses
Fewer resignations	53	32.5%
Steady/Decreased enrollment	40	24.5%
Fewer retirements	26	16.0%
Budget restraints	22	13.5%
Fewer/No new positions	10	6.1%
No new programs	4	2.5%
Attrition	3	1.8%
Lack of qualified teachers	3	1.8%
Expansion phase is complete	2	1.2%

Biggest Challenges Faced by First-Year Teachers	N	% of Responses
Classroom management	114	23.2%
Reality of demands	65	13.2%
Effective teaching using curriculum	57	11.6%
Supportive culture	44	9.0%
District/School Culture	42	8.6%
Student to professional transition	39	7.9%
Managing Behaviors	36	7.3%
Time management	30	6.1%
Mental health	18	3.7%
Student evaluations	12	2.4%
Parent Teacher communication	11	2.2%
Adequate training	10	2.0%
Needs of students	9	1.8%
Theoretical to practical transition	4	0.8%

Best Way to Attract High School Students to Study Education in College	N	% of Responses
Compensation incentive	94	22.8%
High school to college Teacher Programs	85	20.6%
Involvement from Elementary to High School	75	18.2%
Teaching as an honorable profession	48	11.6%
Communicate positives	36	8.7%
Inspiration	32	7.7%
Mentoring programs	18	4.4%
Assured placement	16	3.9%
Early identification	6	1.5%
Alternative education programs	2	0.5%
Set realistic expectations	1	0.2%

Perceived Supply and Demand

- ✓ School districts reported considerable shortages of qualified applicants in the following areas:
Bilingual Education/Multicultural, Chinese, Classical, Japanese, German, other languages, Physics, Chemistry, Math, Speech Pathology, 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)

Educational Fields	Educational Fields	
	Bilingual Education/Multicultural	4.28
	Speech Education	4.09
	Agriculture Education	3.87
	Technology Education	3.77
	Family and Consumer Science	3.67
	Computer Science Education	3.66
	Reading Specialist/Interventionist	3.58
	Art/Visual Education	3.31
	Theatre/Drama Education	3.30
	Business Education	3.29
	Dance Education	3.26
	Music Education	3.26
	Journalism Education	3.14
	English/Language Arts Education	3.07
	Health Education	2.86
	Physical Education	2.51
	Social Studies Education	2.36
Languages	Languages	
	Chinese	4.51
	Japanese	4.47
	Classical	4.45
	Other Languages	4.32
	German	4.21
	ESL/ELL (English Language Learner)	4.13
	French	3.99
	Spanish	3.89
Math/Science Education	Math/Science Education	
	Physics	4.51
	Chemistry	4.39
	Math	4.37
	General Math and Science	4.16
	Biology	4.09
	Earth/Physical Science	4.06

Support Services	Support Services	
	Speech Pathology	4.36
	Audiology	4.19
	School Psychology	4.17
	Occupational Therapy	4.07
	Physical Therapy	4.06
	School Nursing	3.96
	Reading Diagnostician	3.83
	School Social Work	3.73
	Library Science/Media Technology	3.57
	Gifted/Talented Education	3.57
	Counseling	3.32
Elem./ Middle	Elem./ Middle	
	Middle School Education	3.64
	Pre-K Education	3.34
	Intermediate Education	3.27
	Kindergarten/Primary Education	3.05
Adm.	Adm.	
	High School Principal	3.38
	Middle School Principal	3.24
	Central Office Administrator	3.18
	Elementary Principal	3.11
Special Education	Special Education	
	Severe/Profound Disabilities Special Ed.	4.68
	Visually Impaired Special Education	4.64
	Emotion/Behavioral Disorders Special Ed.	4.64
	Hearing Impaired Special Education	4.62
	Multicategorical Special Education	4.55
	Cognitive Disabilities Special Education	4.51
	Dual Cert (General & Special Education)	4.47
	Mild/Moderate Disabilities Special Ed.	4.40
	Learning Disability Special Education	4.40
	Early Childhood Special Education	4.31

FIELDS WITH CONSIDERABLE SHORTAGE (5.00 – 4.21)

Severe/Profound Disabilities Special Ed.	4.68
Visually Impaired Special Education	4.64
Emotion/Behavioral Disorders Special Ed.	4.64
Hearing Impaired Special Education	4.62
Multicategorical Special Education	4.55
Chinese	4.51
Physics	4.51
Cognitive Disabilities Special Education	4.51
Japanese	4.47
Dual Cert (General & Special Education)	4.47
Classical	4.45
Mild/Moderate Disabilities Special Ed.	4.40
Learning Disability Special Education	4.40
Chemistry	4.39
Math	4.37
Speech Pathology	4.36
Other Languages	4.32
Early Childhood Special Education	4.31
Bilingual Education/Multicultural	4.28
German	4.21

FIELDS WITH SOME SHORTAGE (4.20 – 3.41)

Audiology	4.19
School Psychology	4.17
General Math and Science	4.16
ESL/ELL (English Language Learner)	4.13
Speech Education	4.09
Biology	4.09
Occupational Therapy	4.07
Earth/Physical Science	4.06
Physical Therapy	4.06
French	3.99
School Nursing	3.96
Spanish	3.89
Agriculture Education	3.87
Reading Diagnostician	3.83
Technology Education	3.77
School Social Work	3.73
Family and Consumer Science	3.67
Computer Science Education	3.66
Middle School Education	3.64
Reading Specialist/Interventionist	3.58
Library Science/Media Technology	3.57
Gifted/Talented Education	3.57

BALANCED FIELDS (3.40 – 2.61)

High School Principal	3.38
Pre-K Education	3.34
Counseling	3.32
Art/Visual Education	3.31
Theatre/Drama Education	3.30
Business Education	3.29
Intermediate Education	3.27
Dance Education	3.26
Music Education	3.26
Middle School Principal	3.24
Central Office Administrator	3.18
Journalism Education	3.14
Elementary Principal	3.11
English/Language Arts Education	3.07
Kindergarten/Primary Education	3.05
Health Education	2.86

FIELDS WITH SOME SURPLUS (2.60 – 1.81)

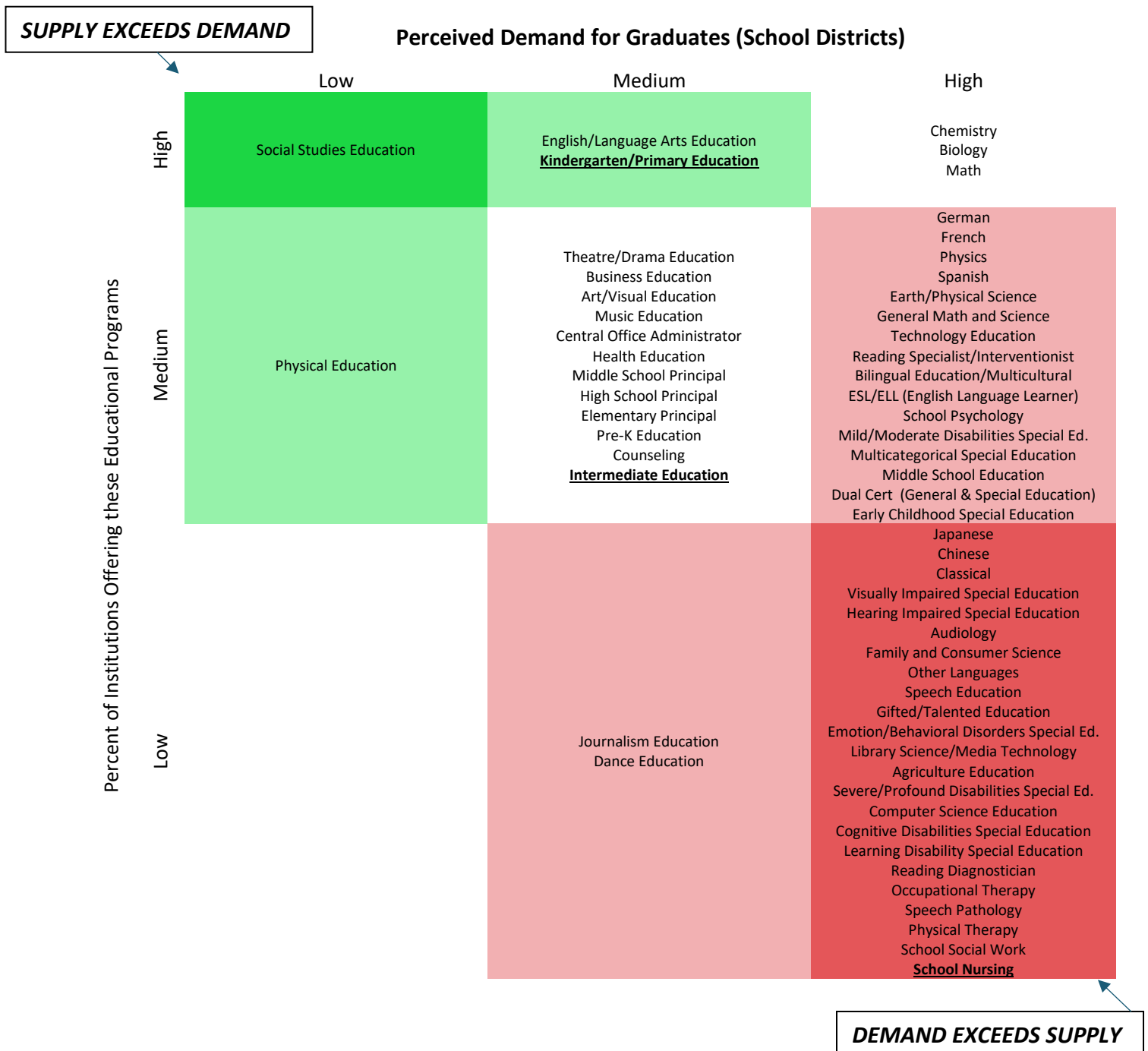
Physical Education	2.51
Social Studies Education	2.36

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.
- **24** 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)

		1	2	3	4	5	6	7	8	9	10	Total
Educational Fields	Agriculture Education	3.93	3.61	4.25	3.67	3.58	3.72	4.47	4.00	3.00	5.00	3.87
	Art/Visual Education	3.50	3.32	3.13	3.27	3.25	3.25	3.40	3.33	2.83	4.50	3.31
	Bilingual Education/Multicultural	4.35	3.87	4.50	4.26	4.40	4.18	4.50	4.53	4.43	4.50	4.28
	Business Education	3.37	3.21	3.64	3.13	2.56	3.12	3.44	3.53	3.40	4.50	3.29
	Computer Science Education	3.59	3.63	3.81	3.54	3.36	3.50	3.73	3.89	3.75	4.50	3.66
	Dance Education	3.10	3.47	2.90	3.50	2.89	3.06	3.32	3.45	3.50	5.00	3.26
	English/Language Arts Education	2.65	3.25	3.09	2.61	3.73	3.55	2.66	2.96	1.88	3.67	3.07
	Family and Consumer Science	3.33	3.41	3.85	4.10	3.19	3.51	3.81	3.95	3.20	5.00	3.67
	Health Education	2.86	2.93	3.09	2.80	2.53	2.66	3.09	2.79	3.13	3.00	2.86
	Journalism Education	2.94	3.16	3.35	3.22	3.00	3.13	3.16	3.15	2.80	3.50	3.14
	Music Education	3.61	3.42	3.17	3.19	3.07	3.03	3.30	3.27	3.00	4.00	3.26
	Physical Education	2.77	2.62	2.17	1.93	2.00	2.51	2.56	2.82	2.63	4.00	2.51
	Reading Specialist/Interventionist	3.41	3.58	3.77	3.10	3.69	3.57	3.75	3.66	3.57	3.67	3.58
	Social Studies Education	2.23	2.36	2.22	1.83	2.88	2.55	2.11	2.65	1.88	3.33	2.36
	Speech Education	3.75	4.17	4.10	3.59	3.47	4.37	3.97	4.41	3.75	4.33	4.09
	Technology Education	3.82	3.75	3.82	3.42	3.07	3.87	3.78	4.02	3.75	3.00	3.77
	Theatre/Drama Education	3.38	3.28	3.33	3.52	3.07	3.18	3.31	3.31	3.43	4.00	3.30
Languages	Chinese	4.56	4.45	4.83	4.62	4.33	4.29	4.44	4.71	5.00	4.00	4.51
	Classical	4.29	4.25	4.50	4.73	4.60	4.43	4.33	4.63	4.33	4.00	4.45
	ESL/ELL (English Language Learner)	4.25	3.80	4.35	4.21	4.19	4.08	4.19	4.19	4.75	4.00	4.13
	French	3.55	3.89	3.94	3.96	3.86	4.00	3.86	4.35	4.33	4.00	3.99
	German	3.90	3.85	4.20	4.35	4.57	4.30	4.07	4.50	5.00	4.00	4.21
	Japanese	4.00	4.27	5.00	4.71	5.00	4.38	4.55	4.75	5.00	4.00	4.47
	Spanish	3.60	3.64	4.00	3.58	3.94	4.16	3.64	4.22	3.88	4.50	3.89
	Other Languages	4.11	4.06	4.33	4.50	4.67	4.32	4.24	4.57	4.67	4.50	4.32
Math & Science Education	Math	4.35	4.59	4.61	3.77	4.31	4.83	3.80	4.33	4.38	4.00	4.37
	Biology	3.83	4.40	3.83	3.73	4.00	4.58	3.51	4.21	3.75	3.50	4.09
	Chemistry	4.09	4.60	4.35	4.13	4.44	4.65	3.90	4.56	4.38	4.00	4.39
	Earth/Physical Science	4.04	4.29	4.09	3.70	4.00	4.40	3.41	4.23	3.63	4.33	4.06
	General Math and Science	4.00	4.47	4.22	3.55	4.13	4.62	3.51	4.21	4.13	4.00	4.16
	Physics	4.17	4.62	4.50	4.37	4.56	4.71	4.20	4.71	4.38	4.00	4.51

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)

		1	2	3	4	5	6	7	8	9	10	Total
Support Services	Audiology	4.15	4.06	4.48	4.14	4.33	4.19	4.11	4.20	3.50	4.00	4.19
	Counseling	3.96	3.39	4.09	3.27	3.25	3.10	3.23	3.00	2.86	4.33	3.32
	Gifted/Talented Education	3.61	3.42	3.81	3.41	3.53	3.70	3.57	3.47	4.00	4.00	3.57
	Library Science/Media Technology	3.33	3.39	3.45	3.45	3.67	3.76	3.51	3.77	3.50	4.00	3.57
	Occupational Therapy	4.35	4.04	4.52	3.86	3.87	3.98	4.05	4.11	3.57	5.00	4.07
	Physical Therapy	4.35	4.05	4.48	3.81	3.80	3.91	4.13	4.06	3.86	5.00	4.06
	Reading Diagnostician	3.80	3.81	4.06	3.62	4.14	3.69	3.79	3.86	4.00	4.50	3.83
	School Nursing	4.22	3.98	4.14	3.72	3.31	3.70	4.21	4.15	4.29	4.67	3.96
	School Psychology	4.45	4.03	4.61	4.04	3.94	4.04	4.26	4.22	3.86	5.00	4.17
	School Social Work	4.20	3.81	4.50	3.21	3.31	3.59	3.80	3.62	3.86	4.00	3.73
	Speech Pathology	4.26	4.38	4.70	4.04	3.81	4.55	4.32	4.42	3.86	4.33	4.36
Elem./ Middle	Pre-K Education	3.63	3.46	3.82	3.17	3.06	3.56	3.03	3.00	1.86	4.67	3.34
	Kindergarten/Primary Education	3.30	3.43	3.04	2.52	3.13	3.44	2.50	2.78	1.57	4.33	3.05
	Intermediate Education	3.26	3.70	2.87	2.55	3.47	3.57	3.03	3.20	2.50	4.33	3.27
	Middle School Education	3.65	3.86	3.39	3.13	3.73	3.92	3.33	3.66	3.57	4.33	3.64
Adm.	Elementary Principal	3.13	3.12	3.17	2.93	3.06	2.97	3.18	3.20	3.57	4.00	3.11
	Middle School Principal	3.17	3.24	3.39	3.13	3.19	3.08	3.30	3.36	3.57	4.00	3.24
	High School Principal	3.22	3.40	3.65	3.37	3.31	3.15	3.47	3.53	3.71	4.00	3.38
	Central Office Administrator	3.33	3.12	3.39	3.24	2.94	3.00	3.23	3.32	3.29	3.00	3.18
Special Education	Multicategorical Special Education	4.76	4.62	4.61	4.45	4.44	4.65	4.33	4.53	4.17	4.33	4.55
	Dual Cert (General & Special Ed.)	4.63	4.66	4.39	4.42	4.50	4.60	4.26	4.26	4.29	4.33	4.47
	Early Childhood Special Education	4.65	4.49	4.61	4.23	4.31	4.52	4.10	3.80	3.57	4.33	4.31
	Emotion/Behavioral Disorders Spec Ed.	4.79	4.70	4.78	4.71	4.69	4.66	4.48	4.55	4.29	4.33	4.64
	Hearing Impaired Special Education	4.79	4.54	4.68	4.62	4.44	4.79	4.62	4.58	3.67	4.50	4.62
	Learning Disability Special Education	4.57	4.57	4.52	4.33	4.56	4.50	4.05	4.29	4.00	4.33	4.40
	Cognitive Disabilities Special Education	4.68	4.65	4.70	4.42	4.63	4.60	4.15	4.44	4.14	4.33	4.51
	Mild/Moderate Disabilities Special Ed.	4.58	4.52	4.48	4.16	4.69	4.57	3.95	4.39	4.00	4.33	4.40
	Severe/Profound Disabilities Special Ed.	4.71	4.73	4.78	4.78	4.88	4.70	4.45	4.63	4.57	4.33	4.68
	Visually Impaired Special Education	4.76	4.64	4.68	4.81	4.44	4.68	4.63	4.63	3.50	4.50	4.64

Code	Region
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Appendix: Year-to-Year Comparison

Colleges and Universities

		PROGRAM ENROLLMENT					
		2018-19	2017-18	2016-17	2015-16	2014-15	2013-14
TRADITIONAL	Increased	21.3%	26.4%	18.7%	12.4%	12.5%	8.2%
	Stayed the same	30.6%	32.6%	31.6%	34.9%	38.2%	44.9%
	Decreased	39.3%	28.5%	41.2%	40.9%	40.8%	39.5%
	Not offered	8.7%	12.4%	8.6%	11.8%	8.6%	7.5%
M.ED./MAT/5 TH YEAR ADDED TO BACCALAUREATE	Increased	23.1%	24.1%	18.6%	16.7%	14.9%	9.9%
	Stayed the same	24.2%	22.5%	19.1%	26.9%	28.4%	28.9%
	Decreased	15.9%	15.2%	16.9%	18.3%	24.3%	21.1%
	Not offered	36.8%	38.2%	45.4%	38.2%	32.4%	40.1%
TESOL	Increased	7.8%	13.1%	12.0%	14.8%	18.0%	15.5%
	Stayed the same	22.8%	22.5%	26.6%	17.5%	26.7%	22.5%
	Decreased	13.3%	13.1%	8.2%	8.7%	8.7%	7.0%
	Not offered	56.1%	51.3%	53.3%	59.0%	46.7%	54.9%
ALTERNATIVE CERTIFICATIONS/LICENSURES	Increased	22.0%	18.1%	12.0%	13.7%	12.6%	17.6%
	Stayed the same	15.3%	24.4%	23.0%	27.5%	23.8%	21.1%
	Decreased	10.2%	7.8%	8.7%	8.2%	5.3%	9.9%
	Not offered	52.5%	49.7%	56.3%	50.5%	58.3%	51.4%
DOCTORATES	Increased	10.0%	11.5%	8.4%	10.6%	8.0%	7.0%
	Stayed the same	20.0%	19.3%	19.7%	19.0%	26.0%	21.0%
	Decreased	4.4%	8.3%	4.5%	5.6%	2.7%	5.6%
	Not offered	65.6%	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					
		2018-19	2017-18	2016-17	2015-16	2014-15	2013-14
Full-time		81%	73%	79%	76%	70%	72%
Part-time		13%	15%	15%	15%	19%	20%
Approximately, what percentage of your graduates find FT/ PT teaching positions after graduation?							
		CHALLENGES IN FINDING TEACHING POSITIONS					
Decreases in the funding school districts receive		2018-19	2017-18	2016-17	2015-16	2014-15	2013-14
Big challenge		22.1%	31.5%	22.2%	34.1%	33.1%	36.1%
Moderate challenge		32.6%	30.9%	30.1%	34.1%	35.8%	39.8%
Small challenge		26.2%	18.5%	26.1%	16.8%	18.9%	18.0%
Not a challenge		19.2%	19.1%	21.6%	15.1%	12.2%	6.0%
Mean (3=Big Challenge; 0=Not a challenge)		1.58	1.75	1.53	1.87	1.90	2.06
Too many candidates for open positions		2018-19	2017-18	2016-17	2015-16	2014-15	2013-14
Big challenge		8.6%	8.9%	13.0%	21.8%	26.0%	29.5%
Moderate challenge		19.5%	24.4%	29.4%	23.5%	46.0%	41.7%
Small challenge		32.2%	28.3%	29.4%	29.6%	20.0%	21.2%
Not a challenge		39.7%	38.3%	28.2%	25.1%	8.0%	7.6%
Mean (3=Big Challenge; 0=Not a challenge)		0.97	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				
		2018- 19	2017- 18	2016- 17	2015- 16	2014- 15	2018- 19	2017- 18	2016- 17	2015- 16	2014- 15
Educational Fields	English/Language Arts Education	85	80	81	81	88	11	15	12	15	25
	Social Studies Education	82	76	83	78	85	12	13	12	13	17
	Music Education	62	59	62	59	62	11	12	11	13	16
	Art/Visual Education	54	49	47	44	52	7	8	8	7	16
	Physical Education	50	49	46	49	51	11	12	12	13	15
	Reading Specialist/Interventionist	39	41	38	38	48	11	12	13	16	14
	Health Education	32	35	32	32	38	12	13	11	15	14
	Theatre/Drama Education	28	30	24	25	29	11	6	4	3	11
	Business Education	26	26	22	25	29	7	5	7	5	11
	Technology Education	20	25	25	19	22	11	20	10	15	7
	Speech Education	18	24	18	17	19	10	21	17	14	7
	Bilingual Education/Multicultural	23	23	19	22	32	12	19	17	18	11
	Family and Consumer Science	17	19	14	14	16	9	12	9	9	6
	Computer Science Education	10	19	14	11	9	12	18	9	7	1
	Agriculture Education	11	15	14	13	13	11	13	10	9	6
	Dance Education	10	14	9	9	10	4	10	6	5	2
	Journalism Education	8	13	11	9	12	2	16	4	1	4
Languages	Spanish	70	71	71	65	69	4	10	7	6	30
	French	49	50	47	48	55	1	16	3	2	9
	ESL/ELL (English Language Learner)	41	35	39	31	40	12	4	14	34	5
	German	31	33	39	35	40	1	4	3	1	3
	Chinese	14	20	14	11	16	2	5	5	2	3
	Other Languages	10	17	9	8	11	9	13	4	2	2
	Japanese	10	13	12	9	11	1	4	6	2	2
	Classical: Greek, Latin	11	13	14	14	15	3	5	3	2	3
Math & Science Education	Math	91	87	89	85	86	9	12	9	11	16
	Biology	88	83	88	77	82	9	13	12	11	13
	Chemistry	78	76	75	69	78	4	10	7	4	11
	Physics	61	61	65	54	63	3	8	4	3	9
	General Math and Science	40	51	48	42	47	7	12	10	7	4
	Earth/Physical Science	52	47	50	45	50	4	9	8	4	6

		PROGRAM OFFERINGS					GRADUATING STUDENTS				
		2018-19	2017-18	2016-17	2015-16	2014-15	2018-19	2017-18	2016-17	2015-16	2014-15
Support Services	Counseling	42	40	40	34	47	19	19	22	22	32
	School Psychology	25	29	22	28	29	15	17	14	51	27
	Speech Pathology	17	26	23	17	29	21	27	22	28	23
	Physical Therapy	10	19	11	9	17	25	33	26	52	21
	School Social Work	10	18	13	15	17	25	21	34	24	17
	School Nursing	10	17	16	12	16	27	21	27	52	17
	Library Science/Media Technology	13	13	12	11	17	10	18	16	18	23
	Audiology	7	12	7	8	9	8	10	11	5	7
	Occupational Therapy	8	12	8	7	12	20	20	31	30	14
	Gifted/Talented Education	12	11	9	9	8	10	8	7	11	6
	Reading Diagnostician	4	6	5	8	8	17	7	13	11	4
Elem./Middle	Kindergarten/Primary Education	83	70	79	81	80	29	30	46	49	43
	Middle School Education	65	54	64	59	70	17	20	21	21	33
	Pre-K Education	55	46	57	47	55	19	25	28	25	28
	Intermediate Education	53	40	50	46	49	26	30	28	32	19
Adm.	Elementary Principal	42	36	36	39	43	16	15	15	18	13
	High School Principal	41	35	35	39	45	13	14	14	17	16
	Middle School Principal	39	31	34	35	40	13	12	14	17	11
	Central Office Administrator	23	N/A	N/A	N/A	N/A	12	N/A	N/A	N/A	N/A
Special Education	Dual Cert (General & Special Education)	40	31	39	31	35	17	26	36	26	30
	Early Childhood Special Education	28	31	34	25	38	21	22	19	31	30
	Multicategorical Special Education	28	20	22	20	23	17	24	23	29	17
	Mild/Moderate Disabilities Special Ed.	22	18	25	24	29	16	12	21	18	27
	Learning Disability Special Education	9	11	13	9	13	15	11	31	19	16
	Severe/Profound Disabilities Special Ed.	11	10	14	14	11	11	12	13	11	13
	Emotion/Behavioral Disorders Sp. Ed.	7	8	8	5	11	10	7	25	18	14
	Hearing Impaired Special Education	4	8	8	5	8	7	11	5	6	12
	Cognitive Disabilities Special Education	6	7	8	6	7	14	14	16	14	5
	Visually Impaired Special Education	5	5	5	3	5	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>

		2018-19	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-H	L-M	L-M
	Art/Visual Education	M-M	M-M	M-M	M-L	M-L	M-L	M-L	M-L
	Bilingual Education/Multicultural	M-H	M-H	L-H	M-H	M-H	M-H	M-H	M-H
	Business Education	M-M	M-M	M-M	M-M	M-L	M-M	M-M	M-M
	Computer Science Education	L-H	L-M	L-H	L-H	L-M	L-M	L-H	M-M
	Dance Education	L-M	L-M	L-M	L-L	L-L	L-L	L-L	L-L
	English/Language Arts Education	H-M	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-H	L-M	L-H	M-M	M-M
	Health Education	M-M	M-M	M-M	M-L	M-L	M-L	M-L	M-L
	Journalism Education	L-M	L-M	L-M	L-M	L-L	L-M	L-L	L-L
	Music Education	M-M	M-M	M-M	M-L	M-L	H-M	M-H	M-M
	Physical Education	M-M	M-M	M-L	M-L	M-L	M-L	M-L	M-L
	Reading Specialist/Interventionist	M-H	M-H	M-H	M-H	M-M	M-H	M-H	M-M
	Social Studies Education	H-M	H-M	H-L	H-L	H-L	H-L	H-L	H-L
	Speech Education	L-M	M-H	L-H	L-H	L-M	M-M	M-M	M-M
	Technology Education	M-H	M-H	M-H	L-H	M-H	L-H	M-H	M-M
	Theatre/Drama Education	M-M	M-M	M-M	M-L	M-L	M-L	M-L	M-L
Languages	Chinese	L-H	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	L-M	M-H	L-M
	ESL/ELL (English Language Learner)	M-H	M-M	M-H	M-H	M-H	M-H	M-H	M-H
	French	M-H	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	M-M
	Japanese	L-M	L-M	L-M	L-H	L-M	L-M	L-H	L-H
	Spanish	M-H	M-H	M-H	H-M	H-H	H-H	H-H	H-H
	Other Languages	L-H	L-H	L-M	L-H	L-H	L-M	L-M	L-M
Math & Science Education	Biology	H-H	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	H-H
	Earth/Physical Science	H-H	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-H	M-M	M-H
	Math	M-H	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	M-H

		2018-19	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	L-H
	Counseling	M-H	M-M	M-M	M-M	M-M	M-M	M-M	M-M
	Gifted/Talented Education	L-H	L-H	L-H	L-H	L-M	L-M	L-M	M-M
	Library Science/Media Technology	L-H	L-M	L-M	L-M	L-M	L-M	L-M	M-M
	Occupational Therapy	L-H	L-M	L-H	L-H	L-H	L-H	L-H	L-M
	Physical Therapy	L-H	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	L-H	M-H
	School Nursing	L-H	L-H	L-H	L-H	L-H	L-H	L-M	L-M
	School Psychology	M-H	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	L-M	M-M
	Speech Pathology	L-H	M-H	M-H	L-H	M-H	M-H	M-H	M-H
Elem./Middle	Intermediate Education	M-M	M-M	M-M	M-L	M-L	M-L	H-L	H-L
	Kindergarten/Primary Education	H-M	M-M	H-M	H-L	H-L	H-L	H-L	H-L
	Middle School Education	M-H	M-M	M-M	M-L	H-M	H-M	H-M	H-L
	Pre-K Education	M-H	M-H	M-M	M-M	M-L	M-L	M-L	H-L
Adm.	Elementary Principal	M-M	M-M	M-H	M-M	M-M	M-M	M-M	M-M
	High School Principal	M-M	M-H	M-H	M-M	M-M	M-M	M-M	M-M
	Middle School Principal	M-M	M-H	M-H	M-M	M-M	M-M	M-M	M-M
	Central Office Administrator	M-M	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Special Education	Cognitive Disabilities Special Ed.	M-H	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	M-H
	Early Childhood Special Education	M-H	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	L-H	M-H	M-H
	Hearing Impaired Special Education	L-H	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	L-H	M-H	M-H	M-H
	Mild/Moderate Disabilities Sp. Ed.	L-H	L-H	M-H	M-H	M-H	M-H	M-H	M-H
	Multi-categorical Special Education	M-H	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	L-H	M-H	M-H
	Visually Impaired Special Education	L-H	L-H	L-H	L-H	L-H	L-H	L-H	L-H

	2018-19	2017-18	2016-17
Low-High <i>Demand exceeds Supply</i> <i>Low Supply & High Demand</i>	Agriculture Education Computer Science Education Family and Consumer Science Chinese Other Languages Audiology Gifted/Talented Education Library Science/Media Technology Occupational Therapy Physical Therapy Reading Diagnostician School Nursing Speech Pathology Emotion/Behavioral Disorders Special Ed. Hearing Impaired Special Education Learning Disability Special Education Cognitive Disabilities Special Education Severe/Profound Disabilities Special Ed. Visually Impaired Special Education	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 Spec Ed. Cognitive Disabilities Special Ed. Hearing Impaired Special Ed.
High-Low <i>Supply exceeds Demand</i> <i>High Supply & Low Demand</i>	None	None	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					
		2018-19	2017-18	2016-17	2015-16	2014-15	2013-14
Educational Fields	Bilingual Education/Multicultural	4.58	3.93	4.47	4.45	4.25	3.87
	Family and Consumer Science	3.79	3.71	3.84	3.72	3.46	3.48
	Reading Specialist/Interventionist	3.67	3.70	3.58	3.54	3.31	3.62
	Agriculture Education	3.61	3.61	3.85	4.00	3.62	3.45
	Technology Education	4.03	3.57	4.04	3.65	3.67	3.67
	Speech Education	3.33	3.50	3.72	3.52	3.17	3.38
	Computer Science Education	3.88	3.39	3.88	3.75	3.47	3.35
	English/Language Arts Education	3.15	3.23	3.02	2.84	2.77	2.69
	Business Education	3.30	3.20	2.98	3.16	2.89	2.76
	Dance Education	3.19	3.16	2.78	2.82	2.88	2.56
	Music Education	3.09	3.15	2.81	2.93	2.85	2.74
	Theatre/Drama Education	3.04	3.13	2.98	2.76	2.78	2.43
	Art/Visual Education	3.16	3.03	2.86	2.87	2.61	2.44
	Health Education	2.83	2.95	2.81	2.53	2.69	2.29
	Physical Education	2.82	2.82	2.51	2.43	2.30	1.91
	Social Studies Education	2.67	2.80	2.51	2.34	2.14	1.81
	Journalism Education	3.08	2.79	3.25	3.19	2.83	2.88
Languages	ESL/ELL (English Language Learner)	4.18	4.06	4.27	4.09	4.06	4.00
	Chinese	3.89	3.72	3.73	3.82	3.62	3.31
	Spanish	4.01	3.72	3.79	3.96	3.68	3.60
	Other Languages	3.46	3.45	3.38	3.40	3.63	3.36
	Japanese	3.15	3.38	3.11	3.50	3.19	2.72
	German	3.36	3.31	3.25	3.30	3.15	2.82
	French	3.52	3.30	3.06	3.26	3.05	2.92
	Classical: Greek, Latin	3.36	3.26	2.80	3.00	3.05	3.04
Math & Science Education	Physics	4.37	4.27	4.41	4.46	4.24	4.52
	Chemistry	4.33	4.19	4.36	4.38	4.18	4.21
	Math	4.38	4.16	4.33	4.34	4.18	4.23
	General Math and Science	4.09	3.93	4.00	4.10	3.85	3.70
	Biology	4.07	3.90	3.94	4.07	3.80	3.73
	Earth/Physical Science	4.14	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)

		2018-19	2017-18	2016-17	2015-16	2014-15	2013-14
Support Services	Gifted/Talented Education	3.57	3.86	3.73	3.69	3.42	3.33
	Speech Pathology	4.00	3.85	3.88	4.00	3.80	4.15
	Audiology	3.71	3.83	4.08	3.54	3.93	3.86
	Reading Diagnostician	4.20	3.67	4.10	3.87	3.55	3.73
	School Psychology	3.78	3.56	3.55	3.53	3.37	3.55
	School Nursing	3.93	3.48	3.61	3.53	3.55	3.72
	Physical Therapy	3.50	3.40	3.53	3.87	3.57	3.94
	Library Science/Media Technology	3.68	3.38	3.33	3.17	3.12	3.15
	Occupational Therapy	3.75	3.36	3.64	3.91	3.59	4.00
	Counseling	3.45	3.15	3.18	3.33	3.03	2.90
	School Social Work	3.33	3.13	2.95	3.42	3.29	3.10
Elem./ Middle	Middle School Education	3.68	3.62	3.36	3.38	3.18	2.90
	Intermediate Education	3.44	3.29	2.99	2.80	2.74	2.38
	Pre-K Education	3.32	3.01	3.04	2.81	2.80	2.56
	Kindergarten/Primary Education	3.07	3.01	2.75	2.70	2.42	2.24
Adm.	High School Principal	3.32	3.47	3.52	3.25	3.22	3.10
	Middle School Principal	3.30	3.41	3.55	3.29	3.25	3.13
	Elementary Principal	3.28	3.34	3.45	3.20	3.19	3.05
	Central Office Administration	3.26	N/A	N/A	N/A	N/A	N/A
Special Education	Mild/Moderate Disabilities Special Ed.	4.62	4.50	4.24	4.50	4.08	4.04
	Multicategorical Special Education	4.57	4.49	4.15	4.22	4.09	4.13
	Severe/Profound Disabilities Special Ed.	4.74	4.47	4.64	4.59	4.22	4.36
	Learning Disability Special Education	4.13	4.33	4.36	4.43	4.20	3.94
	Visually Impaired Special Education	4.40	4.30	4.22	4.60	4.14	4.33
	Emotion/Behavioral Disorders Special Ed.	4.33	4.21	4.07	4.75	4.47	3.96
	Cognitive Disabilities Special Education	4.36	4.21	3.93	4.50	4.45	3.84
	Dual Cert (General & Special Education)	4.34	4.07	4.06	3.85	3.84	3.88
	Hearing Impaired Special Education	4.00	4.06	3.73	3.75	3.62	4.00
	Early Childhood Special Education	3.96	3.74	3.92	3.74	3.45	3.53

School Districts

TEACHER PREPARATION	2018-19	2017-18	2016-17	2015-16	2014-15	2013-14
Traditional preparation	83%	84%	85%	88%	88%	88%
Non-traditional preparation	12%	13%	12%	10%	8%	9%
Emergency hires	5%	3%	3%	2%	1%	1%
TEACHER MAKEUP	2018-19	2017-18	2016-17	2015-16	2014-15	2013-14
Full-time positions	1174	961	1361	1138	1440	1011
Current full-time teachers	21	10	15	1126	1241	1016
Expect to lose	109	74	105	81	123	74
Replacement hires	111	76	135	99	123	82
New position hires	39	13	28	25	24	29
Net change in teachers	+41	+15	+58	+43	+24	+37

HIRING CHALLENGES						
Decreases in funding your district receives	2018-19	2017-18	2016-17	2015-16	2014-15	2013-14
Big challenge	50.8%	48.6%	46.3%	55.9%	50.7%	63.6%
Moderate challenge	28.3%	32.1%	33.5%	39.6%	30.4%	19.7%
Small challenge	12.9%	12.1%	12.3%	6.4%	10.1%	9.1%
Not a challenge	8.0%	7.1%	7.9%	7.0%	8.7%	7.6%
Mean (3=Big Challenge; 0=Not a challenge)	2.22	2.22	2.18	2.36	2.23	2.39
Having enough candidates for open positions	2018-19	2017-18	2016-17	2015-16	2014-15	2013-14
Big challenge	67.6%	64.8%	68.6%	59.5%	55.8%	28.8%
Moderate challenge	22.8%	28.1%	23.5%	31.1%	31.9%	48.5%
Small challenge	7.7%	6.4%	5.3%	7.8%	8.7%	18.2%
Not a challenge	1.9%	0.7%	2.7%	1.6%	3.6%	4.5%
Mean (3=Big Challenge; 0=Not a challenge)	2.56	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>

		2018-19	2017-18	2016-17	2015-16	2014-15	2013-14
Educational Fields	Agriculture Education	L-H	L-H	L-H	L-H	L-H	L-H
	Art/Visual Education	M-M	M-M	M-M	M-M	M-M	M-M
	Bilingual Education/Multicultural	M-H	M-H	L-H	M-H	M-H	M-H
	Business Education	M-M	M-M	M-M	M-M	M-M	M-M
	Computer Science Education	L-H	L-H	L-H	L-H	L-H	L-M
	Dance Education	L-M	L-M	L-M	L-M	L-M	L-M
	English/Language Arts Education	H-M	H-M	H-M	H-M	H-M	H-M
	Family and Consumer Science	L-H	L-H	L-H	L-H	L-H	L-M
	Health Education	M-M	M-M	M-M	M-L	M-M	M-L
	Journalism Education	L-M	L-M	L-M	L-M	L-M	L-M
	Music Education	M-M	M-M	M-M	M-M	M-M	H-M
	Physical Education	M-L	M-L	M-L	M-L	M-L	M-L
	Reading Specialist/Interventionist	M-H	M-H	M-H	M-H	M-M	M-M
	Social Studies Education	H-L	H-L	H-L	H-L	H-L	H-L
	Speech Education	L-H	M-H	L-H	L-H	L-H	M-H
	Technology Education	M-H	M-H	M-H	L-H	M-H	L-H
	Theatre/Drama Education	M-M	M-M	M-M	M-M	M-M	M-M
Languages	Chinese	L-H	M-H	L-H	L-H	M-H	L-H
	Classical	L-H	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	M-H
	French	M-H	M-H	M-H	M-H	M-H	M-H
	German	M-H	M-H	M-H	M-H	M-H	M-H
	Japanese	L-H	L-H	L-H	L-H	L-H	L-H
	Spanish	M-H	M-H	M-H	H-H	H-H	H-H
	Other Languages	L-H	L-H	L-H	L-H	L-H	L-H
Math & Science Education	Biology	H-H	H-H	H-H	H-H	H-H	H-H
	Chemistry	H-H	H-H	H-H	H-H	H-H	H-H
	Earth/Physical Science	H-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-H
	Math	M-H	M-H	H-H	M-H	H-H	H-H
	Physics	M-H	M-H	M-H	M-H	M-H	M-H

		2018-19	2017-18	2016-17	2015-16	2014-15	2013-14
Support Services	Audiology	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
	Gifted/Talented Education	L-H	L-H	L-H	L-H	L-H	L-H
	Library Science/Media Technology	L-H	L-H	L-M	L-H	L-H	L-M
	Occupational Therapy	L-H	L-H	L-H	L-H	L-H	L-H
	Physical Therapy	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
	School Nursing	L-H	L-H	L-H	L-H	L-H	L-H
	School Psychology	M-H	M-H	M-H	M-H	M-H	M-H
	School Social Work	L-H	L-H	L-M	L-H	L-H	L-M
	Speech Pathology	L-H	M-H	M-H	L-H	M-H	M-H
Elem./ Middle	Pre-K Education	M-M	M-M	M-M	M-M	M-M	M-L
	Kindergarten/Primary Education	H-M	M-M	H-M	H-L	H-L	H-L
	Intermediate Education	M-M	M-M	M-M	M-M	H-M	H-M
	Middle School Education	M-H	M-H	M-M	M-M	M-M	M-L
Adm.	Elementary Principal	M-M	M-M	M-M	M-M	M-M	M-M
	Middle School Principal	M-M	M-M	M-M	M-H	M-H	M-M
	High School Principal	M-M	M-H	M-M	M-M	M-H	M-M
	Central Office Administrator	M-M	N/A	N/A	N/A	N/A	N/A
Special Education	Multicategorical Special Education	M-H	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	M-H
	Early Childhood Special Education	M-H	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	L-H
	Hearing Impaired Special Education	L-H	L-H	L-H	L-H	L-H	L-H
	Learning Disability Special Education	L-H	L-H	L-H	L-H	L-H	M-H
	Cognitive Disabilities Special Education	L-H	L-H	M-H	M-H	M-H	M-H
	Mild/Moderate Disabilities Special Ed.	M-H	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	L-H
	Visually Impaired Special Education	L-H	L-H	L-H	L-H	L-H	L-H

	2018-19	2017-18	2016-17
Low-High Demand exceeds Supply Low Supply & High Demand	Agriculture Education	Severe/Profound Disabilities Special Ed.	Bilingual Education/Multicultural
	Computer Science Education	Visually Impaired Special Education	Computer Science Education
	Family and Consumer Science	Emotion/Behavioral Disorders Special Ed.	Agriculture Education
	Speech Education	Hearing Impaired Special Education	Family and Consumer Science
	Chinese	Cognitive Disabilities Special Education	Speech Education
	Classical	Classical: Greek, Latin	Chinese
	Japanese	Mild/Moderate Disabilities Special Ed.	Reading Diagnostician
	Other Languages	Learning Disability Special Education	Audiology
	Audiology	Japanese	Gifted/Talented Education
	Gifted/Talented Education	Other Languages	Occupational Therapy
	Library Science/Media Technology	Audiology	School Nursing
	Occupational Therapy	Occupational Therapy	Physical Therapy
	Physical Therapy	Physical Therapy	Sever/Profound Disabilities Special Ed.
	Reading Diagnostician	School Nursing	Learning Disability Special Ed.
	School Nursing	Reading Diagnostician	Visually Impaired Special Ed.
	School Social Work	Family and Consumer Science	Emotion/Behavioral Disorders Special Ed.
	Speech Pathology	Agriculture Education	Cognitive Disabilities Special Ed.
	Emotion/Behavioral Disorders Special Ed.	Computer Science Education	Hearing Impaired Special Ed.
	Hearing Impaired Special Education	Library Science/Media Technology	Other Languages
	Learning Disability Special Education	School Social Work	Japanese
	Cognitive Disabilities Special Education	Gifted/Talented Education	Classical (Greek, Latin)
	Severe/Profound Disabilities Special Ed.		
	Visually Impaired Special Education		
High-Low Supply exceeds Demand High Supply & Low Demand	Social Studies Education	Social Studies 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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		2018-19	2017-18	2016-17	2015-16	2014-15	2013-14
Educational Fields	Bilingual Education/Multicultural	4.28	4.42	4.31	4.28	4.33	4.32
	Speech Education	4.09	4.11	4.20	4.12	3.98	3.95
	Technology Education	3.77	3.81	3.87	3.72	3.65	3.41
	Family and Consumer Science	3.67	3.80	3.80	3.71	3.46	3.37
	Agriculture Education	3.87	3.79	3.95	3.95	3.88	3.67
	Computer Science Education	3.66	3.70	3.80	3.59	3.49	3.38
	Reading Specialist/Interventionist	3.58	3.51	3.60	3.55	3.32	3.40
	Business Education	3.29	3.32	3.35	3.22	3.21	2.83
	Theatre/Drama Education	3.30	3.23	3.34	3.23	3.13	3.00
	Music Education	3.26	3.19	3.24	3.20	2.98	2.79
	English/Language Arts Education	3.07	3.17	3.26	3.03	2.85	2.72
	Art/Visual Education	3.31	3.16	3.21	3.11	3.00	2.94
	Dance Education	3.26	3.16	3.23	3.25	3.22	3.18
	Journalism Education	3.14	3.14	3.25	3.18	2.95	2.84
	Health Education	2.86	2.77	2.77	2.75	2.64	2.30
	Social Studies Education	2.36	2.48	2.29	2.29	1.92	1.88
	Physical Education	2.51	2.41	2.44	2.31	2.22	1.82
Languages	Classical: Greek, Latin	4.45	4.42	4.49	4.34	4.32	4.38
	Chinese	4.51	4.41	4.49	4.47	4.38	4.75
	Japanese	4.47	4.34	4.37	4.33	4.38	4.46
	Other Languages	4.32	4.24	4.10	4.15	3.96	4.14
	ESL/ELL (English Language Learner)	4.13	4.14	4.07	4.04	4.10	4.09
	German	4.21	4.14	4.06	4.05	4.04	3.89
	Spanish	3.89	3.98	4.01	3.84	3.85	3.60
	French	3.99	3.94	4.01	3.95	3.99	3.60
Math & Science Education	Physics	4.51	4.53	4.59	4.52	4.49	4.56
	Math	4.37	4.40	4.49	4.38	4.41	4.38
	Chemistry	4.39	4.38	4.47	4.39	4.38	4.47
	General Math and Science	4.16	4.14	4.25	4.08	4.12	4.13
	Earth/Physical Science	4.06	4.05	4.18	3.99	3.95	4.02
	Biology	4.09	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)

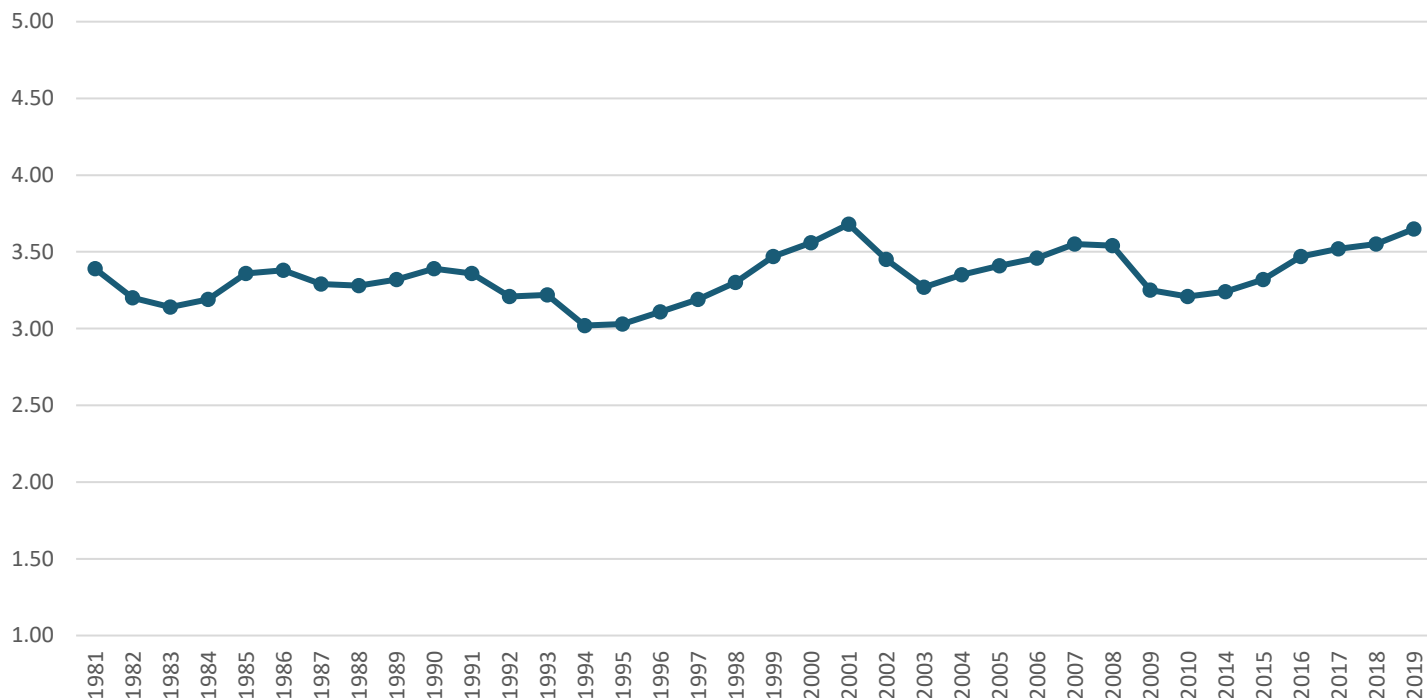
Considerable
surplus
(1.00 – 1.80)

		2018-19	2017-18	2016-17	2015-16	2014-15	2013-14
Support Services	Speech Pathology	4.36	4.38	4.44	4.34	4.44	4.20
	Audiology	4.19	4.24	4.20	4.27	3.98	3.98
	School Psychology	4.17	4.12	4.04	3.96	3.97	3.70
	Occupational Therapy	4.07	4.11	4.11	4.15	4.20	3.98
	Physical Therapy	4.06	4.10	4.09	4.11	4.13	4.00
	School Nursing	3.96	4.04	4.07	3.96	3.94	3.68
	Reading Diagnostician	3.83	3.88	3.78	3.80	3.68	3.65
	Library Science/Media Technology	3.57	3.58	3.66	3.52	3.52	3.23
	School Social Work	3.73	3.56	3.52	3.53	3.48	3.28
	Gifted/Talented Education	3.57	3.41	3.49	3.51	3.48	3.42
	Counseling	3.32	3.29	3.26	3.26	2.98	3.08
Elem./ Middle	Middle School Education	3.64	3.67	3.67	3.48	3.34	3.02
	Pre-K Education	3.34	3.28	3.28	3.12	2.89	2.59
	Intermediate Education	3.27	3.26	3.18	3.05	2.69	2.21
	Kindergarten/Primary Education	3.05	3.03	2.92	2.81	2.34	2.05
Adm.	High School Principal	3.38	3.42	3.54	3.57	3.63	3.39
	Middle School Principal	3.24	3.34	3.35	3.19	3.26	3.00
	Elementary Principal	3.11	3.17	3.16	3.19	3.26	2.92
	Central Office Administrator	3.18	N/A	N/A	N/A	N/A	N/A
Special Education	Severe/Profound Disabilities Special Ed.	4.68	4.67	4.61	4.57	4.61	4.58
	Visually Impaired Special Education	4.64	4.59	4.60	4.50	4.51	4.20
	Emotion/Behavioral Disorders Special Ed.	4.64	4.58	4.58	4.54	4.55	4.45
	Hearing Impaired Special Education	4.62	4.51	4.60	4.47	4.53	4.08
	Multicategorical Special Education	4.55	4.48	4.52	4.39	4.41	4.18
	Cognitive Disabilities Special Education	4.51	4.47	4.41	4.32	4.39	4.11
	Dual Cert (General & Special Education)	4.47	4.42	4.34	4.35	4.33	3.98
	Mild/Moderate Disabilities Special Ed.	4.40	4.36	4.35	4.27	4.25	4.52
	Learning Disability Special Education	4.40	4.35	4.31	4.20	4.25	4.28
	Early Childhood Special Education	4.31	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 2019.

Longitudinal Chart: 1981 - 2019



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
2019	3.65

Appendix: Demographic Characteristics

SCHOOL DISTRICTS						
Size (number of students)	2018-19	2017-18	2016-17	2015-16	2014-15	2013-14
2,500 or fewer	25.7%	26.8%	28.3%	28.0%	12.8%	7.0%
2,501 to 5,000	18.0%	22.1%	16.8%	21.2%	13.5%	25.4%
5,001 to 10,000	22.6%	17.4%	13.7%	16.9%	21.3%	22.5%
10,001 to 20,000	15.9%	15.6%	15.0%	14.8%	23.4%	28.2%
More than 20,000	17.7%	18.1%	26.1%	19.1%	29.1%	16.9%
Urban Status	2018-19	2017-18	2016-17	2015-16	2014-15	2013-14
Urban	24.9%	23.2%	26.9%	23.7%	30.9%	21.2%
Suburban	42.1%	40.7%	41.9%	44.8%	47.5%	54.5%
Rural	33.0%	36.1%	31.3%	31.5%	21.6%	24.2%

COLLEGES AND UNIVERSITIES						
Size (number of education students)	2018-19	2017-18	2016-17	2015-16	2014-15	2013-14
Less than 100	21.1%	21.5%	19.7%	23.4%	14.8%	15.8%
100 to 199	15.6%	13.0%	18.5%	16.0%	16.8%	18.0%
200 to 299	11.7%	10.7%	10.7%	9.7%	10.7%	13.7%
300 to 499	12.8%	11.9%	15.7%	13.1%	15.4%	13.7%
500 or more	38.9%	42.9%	35.4%	37.7%	42.3%	38.8%

Region		Colleges/ Universities						School Districts					
		2018-19	2017-18	2016-17	2015-16	2014-15	2013-14	2018-19	2017-18	2016-17	2015-16	2014-15	2013-14
1	Northwest	9	9	8	7	8	7	24	17	14	13	3	2
2	West	16	10	11	10	8	11	61	56	59	101	26	8
3	Rocky Mountain	8	6	7	4	7	5	23	14	12	33	31	7
4	Great Plains/Midwest	16	26	26	23	26	31	31	20	13	23	5	5
5	South Central	15	17	18	21	15	18	16	21	13	22	5	9
6	Southeast	32	42	29	42	19	16	65	56	48	75	35	19
7	Great Lakes	34	30	35	33	29	34	46	32	22	43	15	13
8	Middle Atlantic	43	41	50	45	45	25	49	46	44	57	24	6
9	Northeast	6	10	5	6	4	4	8	4	2	12	0	2
10	Alaska	2	0	1	1	0	0	3	8	3	1	0	0
11	Hawaii	1	0	0	0	0	0	0	0	0	0	0	0

[illegible]

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