

# American Association for Employment in Education

## Educator Supply and Demand Report 2019-20



[www.aaee.org](http://www.aaee.org)

*Prepared by:*



441 Wolf Ledges Pkwy, Suite 103  
Akron, OH 44311  
[www.cmoresearch.com](http://www.cmoresearch.com)



## 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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## American Association for Employment in Education, PO Box 510, Sycamore, IL 60178

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### ABOUT THE EDUCATOR SUPPLY AND DEMAND SURVEY:

The Center for Marketing and Opinion Research (CMOR) conducted the 2019-20 Educator Supply & Demand Survey on behalf of the American Association for Employment in Education (AAEE).

- Surveys were collected between September 16, 2019 and February 28, 2020.
- The initial email invitation with a link to complete the online survey was sent to the list provided by AAEE on September 16, 2019. 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.
- 542 surveys were completed.
  - 203 colleges/universities (5.79% margin of error using a 90% confidence level)
  - 339 school districts (4.48% 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 64 education fields asked about in the survey:

Education Fields	Math & Science Education
Agriculture Education	Biology
Art/Visual Education	Chemistry
Bilingual/Multicultural Education	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
American Sign Language	Elementary & Middle School Education
Arabic	Intermediate Education
Chinese	Kindergarten/Primary Education
Classical	Middle School Education
ESL/ELL (English Language Learner)	Pre-K Education
French	Special Education
German	Cognitive Disabilities Special Education
Italian	Dual Cert (General & Special Education)
Japanese	Early Childhood Special Education
Russian	Emotional/Behavioral Disorders Special Ed.
Spanish	Hearing Impaired Special Education
Other Languages	Learning Disability Special Education
Administration	Mild/Moderate Disabilities Special Ed.
Elementary Principal	Multi-categorical Special Education
High School Principal	Severe/Profound Disabilities Special Ed.
Middle School Principal	Visually Impaired Special Education
Central Office Administrator	

## Study Highlights

Both colleges/universities as well as school districts were asked to evaluate demand for educators by rating 64 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 two-thirds of the fields, 41 of the 64 (64%).
- ✓ At least three-quarters of the fields were reported as having some level of shortage by both colleges/universities and school districts, 50 by colleges/universities and 47 by school districts. Thirty-four were identified as having some level of shortage by both groups.
- ✓ **CONSIDERABLE SHORTAGE:** Of the 64 fields listed, 19 were reported as having considerable shortage by colleges/universities while school districts noted considerable shortage in 20 fields. Fifteen of the fields that were identified by colleges/universities as having a considerable shortage were also identified by school districts.
- ✓ **SOME SHORTAGE:** Colleges/Universities identified 31 fields as having some shortages while school districts identified 27 fields with some shortage. They were in agreement on 19 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/5<sup>th</sup> 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, strong knowledge/diverse experience being the focus of hiring rather than pedagogy, and a national shortage of education majors.

On average, colleges/universities reported that 85% of their graduates find full-time teaching positions after graduation, while 12% find part-time positions. In addition, it was noted that decreases in funding that school districts receive was a challenge by 75% of responding school districts, with 43% indicating it is a *Big Challenge*.

# Comparison of Colleges and Districts: 2019-20

## COLLEGES AND UNIVERSITIES

FIELDS WITH CONSIDERABLE SHORTAGE (5.00 – 4.21)	
Arabic	5.00
Severe/Profound Disabilities Special Ed.	4.70
Multicategorical Special Education	4.67
Mild/Moderate Disabilities Special Ed.	4.62
Physics	4.55
Math	4.53
Chemistry	4.53
Cognitive Disabilities Special Education	4.50
Bilingual/Multicultural Education	4.46
Emotional/Behavioral Disorders Special Ed.	4.44
ESL/ELL (English Language Learner)	4.40
Dual Cert (General & Special Education)	4.39
General Math and Science	4.35
Learning Disability Special Education	4.29
Early Childhood Special Education	4.28
Biology	4.27
Visually Impaired Special Education	4.27
Hearing Impaired Special Education	4.27
Earth/Physical Science	4.22
FIELDS WITH SOME SHORTAGE (4.20 – 3.41)	
Audiology	4.09
Agriculture Education	4.08
Technology Education	4.06
Middle School Education	4.02
Computer Science Education	4.00
Family and Consumer Science	4.00
Speech Pathology	3.93
Physical Therapy	3.93
Spanish	3.91
American Sign Language	3.86
Occupational Therapy	3.79
School Social Work	3.74
School Psychology	3.70
Intermediate Education	3.69
Middle School Principal	3.69
Gifted/Talented Education	3.68
Reading Specialist/Interventionist	3.68
High School Principal	3.67
Counseling	3.63
School Nursing	3.60
Library Science/Media Technology	3.59
Elementary Principal	3.57
Central Office Administrator	3.56
Business Education	3.54
Chinese	3.53
Japanese	3.53
Pre-K Education	3.51
Russian	3.50
Reading Diagnostician	3.50
German	3.44
English/Language Arts Education	3.43
BALANCED FIELDS (3.40 – 2.61)	
Speech Education	3.40
Journalism Education	3.40
Dance Education	3.38
Kindergarten/Primary Education	3.37
Music Education	3.32
French	3.30
Classical	3.25
Other Languages	3.25
Italian	3.21
Art/Visual Education	3.21
Theatre/Drama Education	3.15
Health Education	3.14
Physical Education	3.13
Social Studies Education	2.94
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.	4.59
Emotional/Behavioral Disorders Special Ed.	4.59
Visually Impaired Special Education	4.57
Physics	4.56
Hearing Impaired Special Education	4.53
Arabic	4.52
Multicategorical Special Education	4.52
Chemistry	4.48
American Sign Language	4.46
Chinese	4.46
Classical	4.46
Math	4.45
Dual Cert (General & Special Education)	4.43
Cognitive Disabilities Special Education	4.39
Mild/Moderate Disabilities Special Ed.	4.37
Bilingual/Multicultural Education	4.37
Learning Disability Special Education	4.32
Speech Pathology	4.27
Russian	4.24
Early Childhood Special Education	4.23
FIELDS WITH SOME SHORTAGE (4.20 – 3.41)	
Japanese	4.19
Audiology	4.18
Biology	4.17
German	4.16
General Math and Science	4.14
Earth/Physical Science	4.14
School Psychology	4.13
Italian	4.13
ESL/ELL (English Language Learner)	4.12
School Nursing	4.09
Spanish	4.06
French	4.06
Physical Therapy	4.05
Occupational Therapy	4.05
Speech Education	4.04
Other Languages	4.01
Reading Diagnostician	3.87
Agriculture Education	3.84
Technology Education	3.83
Computer Science Education	3.82
Middle School Education	3.74
Family and Consumer Science	3.73
School Social Work	3.71
Library Science/Media Technology	3.64
Reading Specialist/Interventionist	3.57
Gifted/Talented Education	3.56
Business Education	3.47
BALANCED FIELDS (3.40 – 2.61)	
Art/Visual Education	3.38
Dance Education	3.34
Counseling	3.33
Music Education	3.32
Theatre/Drama Education	3.30
High School Principal	3.28
Pre-K Education	3.27
Intermediate Education	3.26
English/Language Arts Education	3.24
Journalism Education	3.22
Middle School Principal	3.19
Central Office Administrator	3.15
Elementary Principal	3.04
Kindergarten/Primary Education	2.96
Health Education	2.85
FIELDS WITH SOME SURPLUS (2.60 – 1.81)	
Physical Education	2.55
Social Studies Education	2.40
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/Multicultural Education	4.46	4.37
	Agriculture Education	4.08	3.84
	Technology Education	4.06	3.83
	Computer Science Education	4.00	3.82
	Family and Consumer Science	4.00	3.73
	Reading Specialist/Interventionist	3.68	3.57
	Business Education	3.54	3.47
	English/Language Arts Education	3.43	3.24
	Speech Education	3.40	4.04
	Journalism Education	3.40	3.22
	Dance Education	3.38	3.34
	Music Education	3.32	3.32
	Art/Visual Education	3.21	3.38
	Theatre/Drama Education	3.15	3.30
	Health Education	3.14	2.85
	Physical Education	3.13	2.55
	Social Studies Education	2.94	2.40
Languages	Arabic	5.00	4.52
	ESL/ELL (English Language Learner)	4.40	4.12
	Spanish	3.91	4.06
	American Sign Language	3.86	4.46
	Chinese	3.53	4.46
	Japanese	3.53	4.19
	Russian	3.50	4.24
	German	3.44	4.16
	French	3.30	4.06
	Classical	3.25	4.46
	Other Languages	3.25	4.01
	Italian	3.21	4.13
Math & Science Education	Physics	4.55	4.56
	Chemistry	4.53	4.48
	Math	4.53	4.45
	General Math and Science	4.35	4.14
	Biology	4.27	4.17
	Earth/Physical Science	4.22	4.14

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	Audiology	4.09	4.18
	Speech Pathology	3.93	4.27
	Physical Therapy	3.93	4.05
	Occupational Therapy	3.79	4.05
	School Social Work	3.74	3.71
	School Psychology	3.70	4.13
	Gifted/Talented Education	3.68	3.56
	Counseling	3.63	3.33
	School Nursing	3.60	4.09
	Library Science/Media Technology	3.59	3.64
	Reading Diagnostician	3.50	3.87
Elem./ Middle	Middle School Education	4.02	3.74
	Intermediate Education	3.69	3.26
	Pre-K Education	3.51	3.27
	Kindergarten/Primary Education	3.37	2.96
Adm.	Middle School Principal	3.69	3.19
	High School Principal	3.67	3.28
	Elementary Principal	3.57	3.04
	Central Office Administrator	3.56	3.15
Special Education	Severe/Profound Disabilities Special Ed.	4.70	4.59
	Multicategorical Special Education	4.67	4.52
	Mild/Moderate Disabilities Special Ed.	4.62	4.37
	Cognitive Disabilities Special Education	4.50	4.39
	Emotional/Behavioral Disorders Special Ed.	4.44	4.59
	Dual Cert (General & Special Education)	4.39	4.43
	Learning Disability Special Education	4.29	4.32
	Early Childhood Special Education	4.28	4.23
	Visually Impaired Special Education	4.27	4.57
	Hearing Impaired Special Education	4.27	4.53

	Colleges	Districts	Agreement
Considerable Shortage	19	20	15
Some Shortage	31	27	19
Balanced	14	15	7
Some Surplus	0	2	0
Considerable Surplus	0	0	-

64% Agreement  
between groups

	Colleges/ Universities	School Districts
Decrease in school district funding	1.56	2.06
Candidates for open positions	0.89	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 had a median 200 degree-seeking candidates enrolled at their institutions.
- ✓ Approximately 25% of those, or a median of 49 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/5<sup>th</sup> year.

ENROLLMENT	
Education degree-seeking candidates currently enrolled (median)	200
Students participating in student teaching programs (median)	49
% that are participating in student teaching programs	25%

	Increased	Stayed the same	Decreased	Not offered
Traditional	22.0%	40.5%	32.5%	5.0%
M.Ed./MAT/5 <sup>th</sup> year added to baccalaureate	16.1%	28.1%	17.6%	38.2%
TESOL	10.2%	21.4%	10.7%	57.7%
Alternative certifications/licenses	19.4%	16.8%	8.2%	55.6%
Doctorates	11.3%	21.5%	5.6%	61.5%
<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	85%
Part-time	12%
<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	22.4%	33.2%	22.4%	21.9%	1.56
Districts not hiring or replacing vacancies	8.2%	29.9%	23.7%	38.1%	1.08
Too many candidates for open positions	8.2%	19.6%	24.7%	47.4%	0.89
Candidates not earning multiple credentials	3.6%	11.9%	37.3%	47.2%	0.72
<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	38	33.6%
Licensure requirement	21	18.6%
Demographics	13	11.5%
Low salary	12	10.6%
Lack of vacancies	11	9.7%
Hiring teachers with experience	7	6.2%
Many candidates apply	3	2.7%
Opt out after graduation	3	2.7%
Grad school/other opportunities	2	1.8%
Timing of vacancies	2	1.8%
Profession not valued	1	0.9%
<i>What other reasons have made it difficult for qualified candidates from your institution to find teaching positions?</i>		

<b>Biggest Challenges Faced by First-Year Teachers</b>	<b>N</b>	<b>% of Responses</b>
Classroom management	60	21.7%
Supportive culture	50	18.1%
Effective teaching using curriculum	25	9.1%
Student to professional transition	25	9.1%
Reality of demands	21	7.6%
Managing Behaviors	20	7.2%
Needs of students	18	6.5%
District/School Culture	10	3.6%
Time management	10	3.6%
Emotional stability	9	3.3%
Theoretical to practical transition	7	2.5%
Parent Teacher communication	6	2.2%
State/Federal mandates	5	1.8%
Student assessments	5	1.8%
Responsibility of challenging classroom	4	1.4%
Adequate training	1	0.4%

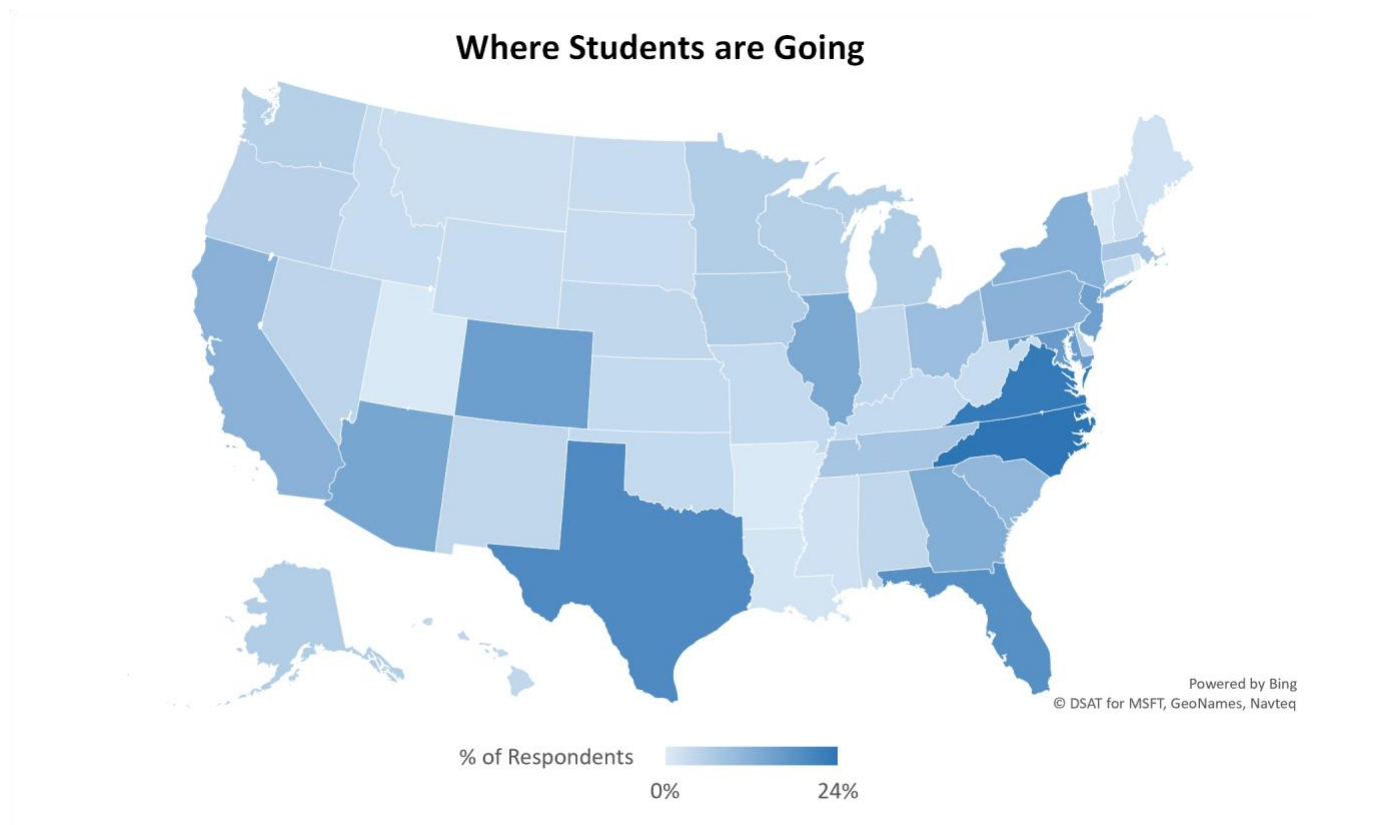
<b>Best Way to Attract High School Students to Study Education in College</b>	<b>N</b>	<b>% of Responses</b>
Compensation incentive	66	25.9%
Promote prestige of profession	41	16.1%
High school to college Teacher Programs	37	14.5%
Involvement from Elementary to High School	28	11.0%
Inspiration from highly regarded teachers	22	8.6%
Attractive options to earn degree	16	6.3%
Communicate positives	14	5.5%
Mentoring programs	13	5.1%
Set realistic expectations	10	3.9%
Early identification	4	1.6%
Assured placement	3	1.2%
Encourage diversity	1	0.4%

<b>STUDENT LEAVING STATE TO FIND FULL-TIME EMPLOYMENT</b>	
2019-20 Academic Year	<b>17.2%</b>
<i>Approximately what percentage of your education graduates left your state to find full-time employment for the 2019-20 academic year?</i>	

WHERE STUDENTS ARE GOING	N	%
North Carolina	48	23.6%
Virginia	46	22.7%
Texas	39	19.2%
Florida	37	18.2%
Maryland	32	15.8%
Colorado	31	15.3%
New Jersey	30	14.8%
Arizona	28	13.8%
Illinois	27	13.3%
Georgia	25	12.3%
New York	24	11.8%
California	23	11.3%
Pennsylvania	23	11.3%
South Carolina	21	10.3%
Ohio	18	8.9%
Massachusetts	15	7.4%
Tennessee	15	7.4%
Alaska	12	5.9%
Iowa	12	5.9%
Michigan	12	5.9%
Minnesota	12	5.9%
Washington	11	5.4%
Wisconsin	11	5.4%
Delaware	10	4.9%
District of Columbia	10	4.9%
Oregon	10	4.9%

WHERE STUDENTS ARE GOING	N	%
Nevada	9	4.4%
Alabama	8	3.9%
Hawaii	8	3.9%
Indiana	8	3.9%
Nebraska	8	3.9%
New Mexico	8	3.9%
Connecticut	7	3.4%
Kansas	7	3.4%
Kentucky	7	3.4%
Missouri	7	3.4%
Oklahoma	7	3.4%
Idaho	6	3.0%
North Dakota	6	3.0%
South Dakota	6	3.0%
West Virginia	6	3.0%
Wyoming	6	3.0%
Montana	5	2.5%
New Hampshire	5	2.5%
Maine	4	2.0%
Mississippi	4	2.0%
Louisiana	3	1.5%
Vermont	2	1.0%
Arkansas	1	0.5%
Utah	1	0.5%
Rhode Island	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 Kindergarten/Primary Education*.
- ✓ Over half offer programs in *Music Education, Physical Education, Spanish, Chemistry, Physics, Middle School Education, and Pre-K Education*.
- ✓ Very few institutions (20% or fewer) offer programs listed in red below.
- ✓ The programs offered least often (less than 10%) were Computer Science Education, Journalism Education, Italian, American Sign Language, Russian, Arabic, School Nursing, Physical Therapy, Occupational Therapy, Audiology, Reading Diagnostician, Hearing Impaired Special Education, Learning Disability Special Education, Cognitive Disabilities Special Education, Visually Impaired Special Education.

Educational Fields	English/Language Arts Education	85
	Social Studies Education	81
	Music Education	64
	Physical Education	52
	Art/Visual Education	44
	Reading Specialist/Interventionist	39
	Health Education	30
	Business Education	21
	Theatre/Drama Education	21
	Bilingual/Multicultural Education	20
	Technology Education	17
	Family and Consumer Science	14
	Agriculture Education	13
	Speech Education	11
	Dance Education	10
	Computer Science Education	7
	Journalism Education	6
Languages	Spanish	60
	French	40
	ESL/ELL (English Language Learner)	35
	German	25
	Chinese	11
	Classical	10
	Japanese	10
	Italian	9
	American Sign Language	8
	Russian	4
	Arabic	3
	Other Languages	3
Math & Science Education	Math	90
	Biology	84
	Chemistry	71
	Physics	56
	Earth/Physical Science	42
	General Math and Science	35

Support Services	Counseling	35
	School Psychology	20
	Speech Pathology	17
	School Social Work	12
	Library Science/Media Technology	11
	Gifted/Talented Education	10
	School Nursing	9
	Physical Therapy	9
	Occupational Therapy	8
	Audiology	6
	Reading Diagnostician	5
Elem./ Middle	Kindergarten/Primary Education	80
	Middle School Education	52
	Pre-K Education	51
	Intermediate Education	46
Adm.	High School Principal	38
	Elementary Principal	35
	Middle School Principal	32
	Central Office Administrator	21
Special Education	Dual Cert (General & Special Education)	30
	Multicategorical Special Education	25
	Mild/Moderate Disabilities Special Ed.	24
	Early Childhood Special Education	23
	Severe/Profound Disabilities Special Ed.	11
	Emotional/Behavioral Disorders Special Ed.	10
	Hearing Impaired Special Education	7
	Learning Disability Special Education	7
	Visually Impaired Special Education	6
	Cognitive Disabilities Special Education	3

**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, Speech Pathology, and Intermediate Education.
- ✓ The degrees that will have the lowest number of graduates this year include: Computer Science Education, Journalism Education, most languages, and Physics.

Educational Fields	Bilingual/Multicultural Education	16
	Physical Education	13
	Family and Consumer Science	13
	Agriculture Education	13
	Technology Education	12
	Social Studies Education	11
	Reading Specialist/Interventionist	11
	Health Education	11
	English/Language Arts Education	10
	Music Education	10
	Business Education	7
	Speech Education	7
	Art/Visual Education	6
	Theatre/Drama Education	3
	Dance Education	3
	Journalism Education	2
	Computer Science Education	1
Languages	ESL/ELL (English Language Learner)	12
	American Sign Language	11
	Spanish	6
	Chinese	3
	Japanese	3
	Italian	3
	Other Languages	3
	French	2
	German	2
	Arabic	2
	Classical	1
	Russian	0
Math & Science Education	Biology	11
	Math	9
	General Math and Science	9
	Earth/Physical Science	5
	Chemistry	4
	Physics	4

Support Services	School Nursing	50
	Speech Pathology	30
	Library Science/Media Technology	28
	Physical Therapy	24
	Occupational Therapy	19
	Audiology	18
	Counseling	17
	School Social Work	16
	School Psychology	13
	Reading Diagnostician	9
	Gifted/Talented Education	7
Elem./ Middle	Kindergarten/Primary Education	40
	Intermediate Education	30
	Pre-K Education	18
	Middle School Education	15
Adm.	High School Principal	11
	Elementary Principal	9
	Middle School Principal	8
	Central Office Administrator	8
Special Education	Early Childhood Special Education	19
	Learning Disability Special Education	19
	Dual Cert (General & Special Education)	17
	Emotional/Behavioral Disorders Special	16
	Mild/Moderate Disabilities Special Ed.	14
	Visually Impaired Special Education	13
	Multicategorical Special Education	12
	Severe/Profound Disabilities Special Ed.	9
	Hearing Impaired Special Education	8
	Cognitive Disabilities Special Education	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)

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/Multicultural Education	4.46
	Agriculture Education	4.08
	Technology Education	4.06
	Family and Consumer Science	4.00
	Computer Science Education	4.00
	Reading Specialist/Interventionist	3.68
	Business Education	3.54
	English/Language Arts Education	3.43
	Speech Education	3.40
	Journalism Education	3.40
	Dance Education	3.38
	Music Education	3.32
	Art/Visual Education	3.21
	Theatre/Drama Education	3.15
	Health Education	3.14
	Physical Education	3.13
	Social Studies Education	2.94
Languages	Arabic	5.00
	ESL/ELL (English Language Learner)	4.40
	Spanish	3.91
	American Sign Language	3.86
	Chinese	3.53
	Japanese	3.53
	Russian	3.50
	German	3.44
	French	3.30
	Other Languages	3.25
	Classical	3.25
	Italian	3.21
Math & Science Education	Physics	4.55
	Math	4.53
	Chemistry	4.53
	General Math and Science	4.35
	Biology	4.27
	Earth/Physical Science	4.22

Support Services	Audiology	4.09
	Speech Pathology	3.93
	Physical Therapy	3.93
	Occupational Therapy	3.79
	School Social Work	3.74
	School Psychology	3.70
	Gifted/Talented Education	3.68
	Counseling	3.63
	School Nursing	3.60
	Library Science/Media Technology	3.59
	Reading Diagnostician	3.50
Elem./ Middle	Middle School Education	4.02
	Intermediate Education	3.69
	Pre-K Education	3.51
	Kindergarten/Primary Education	3.37
Adm.	Middle School Principal	3.69
	High School Principal	3.67
	Elementary Principal	3.57
	Central Office Administrator	3.56
Special Education	Severe/Profound Disabilities Special Ed.	4.70
	Multicategorical Special Education	4.67
	Mild/Moderate Disabilities Special Ed.	4.62
	Cognitive Disabilities Special Education	4.50
	Emotional/Behavioral Disorders Special Ed.	4.44
	Dual Cert (General & Special Education)	4.39
	Learning Disability Special Education	4.29
	Early Childhood Special Education	4.28
	Visually Impaired Special Education	4.27
	Hearing Impaired Special Education	4.27

**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, and several language fields
- ✓ Math, Chemistry, Physics, Bilingual/Multicultural Education, and several special education fields have considerable shortage.

#### **FIELDS WITH CONSIDERABLE SHORTAGE (5.00 – 4.21)**

Arabic	5.00
Severe/Profound Disabilities Special Ed.	4.70
Multicategorical Special Education	4.67
Mild/Moderate Disabilities Special Ed.	4.62
Physics	4.55
Math	4.53
Chemistry	4.53
Cognitive Disabilities Special Education	4.50
Bilingual/Multicultural Education	4.46
Emotional/Behavioral Disorders Special Ed.	4.44
ESL/ELL (English Language Learner)	4.40
Dual Cert (General & Special Education)	4.39
General Math and Science	4.35
Learning Disability Special Education	4.29
Early Childhood Special Education	4.28
Biology	4.27
Visually Impaired Special Education	4.27
Hearing Impaired Special Education	4.27
Earth/Physical Science	4.22

#### **FIELDS WITH SOME SHORTAGE (4.20 – 3.41)**

Audiology	4.09
Agriculture Education	4.08
Technology Education	4.06
Middle School Education	4.02
Family and Consumer Science	4.00
Computer Science Education	4.00
Speech Pathology	3.93
Physical Therapy	3.93
Spanish	3.91
American Sign Language	3.86
Occupational Therapy	3.79
School Social Work	3.74
School Psychology	3.70
Intermediate Education	3.69
Middle School Principal	3.69
Reading Specialist/Interventionist	3.68
Gifted/Talented Education	3.68
High School Principal	3.67
Counseling	3.63
School Nursing	3.60
Library Science/Media Technology	3.59
Elementary Principal	3.57
Central Office Administrator	3.56
Business Education	3.54
Chinese	3.53
Japanese	3.53
Pre-K Education	3.51
Russian	3.50
Reading Diagnostician	3.50
German	3.44
English/Language Arts Education	3.43

#### **BALANCED FIELDS (3.40 – 2.61)**

Speech Education	3.40
Journalism Education	3.40
Dance Education	3.38
Kindergarten/Primary Education	3.37
Music Education	3.32
French	3.30
Other Languages	3.25
Classical	3.25
Art/Visual Education	3.21
Italian	3.21
Theatre/Drama Education	3.15
Health Education	3.14
Physical Education	3.13
Social Studies Education	2.94
Speech Education	3.40
Journalism Education	3.40
Dance Education	3.38
Kindergarten/Primary Education	3.37
Music Education	3.32
French	3.30
Other Languages	3.25
Classical	3.25
Art/Visual Education	3.21
Italian	3.21
Theatre/Drama Education	3.15
Health Education	3.14
Physical Education	3.13
Social Studies Education	2.94

#### **FIELDS WITH SOME SURPLUS (2.60 – 1.81)**

None

#### **FIELDS WITH CONSIDERABLE SURPLUS (1.80 – 1.00)**

None

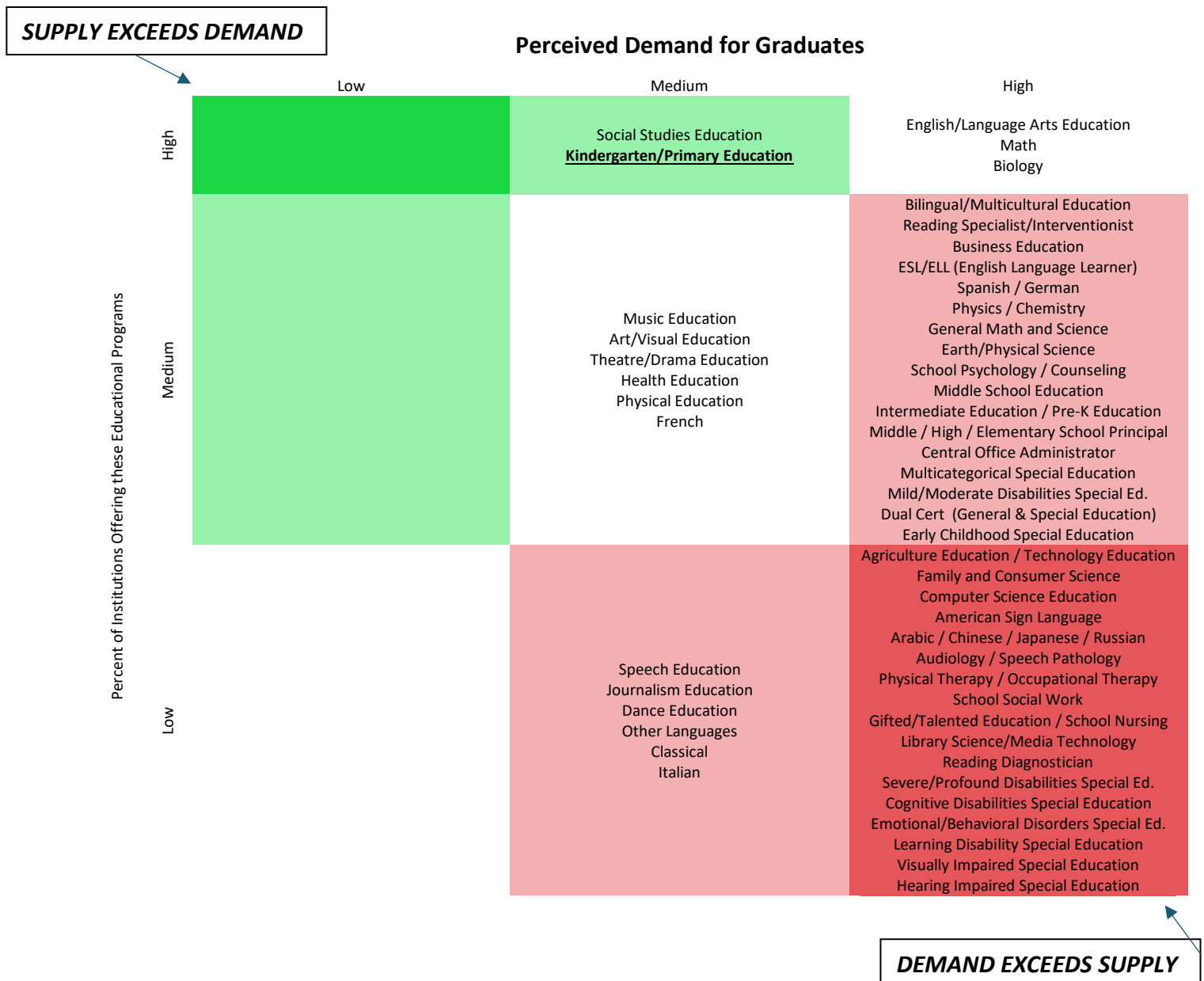
*Considerable shortage (4.21 – 5.00)	Some shortage (3.41 – 4.20)	Balanced (2.61 – 3.40)	Some surplus (1.81 – 2.60)	Considerable surplus (1.00 – 1.80)
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		% Offering	Graduating Students	Supply & Demand*
Educational Fields	Bilingual/Multicultural Education	20	16	4.46
	Agriculture Education	13	13	4.08
	Technology Education	17	12	4.06
	Family and Consumer Science	14	13	4.00
	Computer Science Education	7	1	4.00
	Reading Specialist/Interventionist	39	11	3.68
	Business Education	21	7	3.54
	English/Language Arts Education	85	10	3.43
	Speech Education	11	7	3.40
	Journalism Education	6	2	3.40
	Dance Education	10	3	3.38
	Music Education	64	10	3.32
	Art/Visual Education	44	6	3.21
	Theatre/Drama Education	21	3	3.15
	Health Education	30	11	3.14
	Physical Education	52	13	3.13
	Social Studies Education	81	11	2.94
Languages	Arabic	3	2	5.00
	ESL/ELL (English Language Learner)	35	12	4.40
	Spanish	60	6	3.91
	American Sign Language	8	11	3.86
	Chinese	11	3	3.53
	Japanese	10	3	3.53
	Russian	4	0	3.50
	German	25	2	3.44
	French	40	2	3.30
	Other Languages	3	3	3.25
	Classical	10	1	3.25
	Italian	9	3	3.21
Math & Science Education	Physics	56	4	4.55
	Math	90	9	4.53
	Chemistry	71	4	4.53
	General Math and Science	35	9	4.35
	Biology	84	11	4.27
	Earth/Physical Science	42	5	4.22

*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	Audiology	6	18	4.09
	Speech Pathology	17	30	3.93
	Physical Therapy	9	24	3.93
	Occupational Therapy	8	19	3.79
	School Social Work	12	16	3.74
	School Psychology	20	13	3.70
	Gifted/Talented Education	10	7	3.68
	Counseling	35	17	3.63
	School Nursing	9	50	3.60
	Library Science/Media Technology	11	28	3.59
	Reading Diagnostician	5	9	3.50
Elem./ Middle	Middle School Education	52	15	4.02
	Intermediate Education	46	30	3.69
	Pre-K Education	51	18	3.51
	Kindergarten/Primary Education	80	40	3.37
Adm.	Middle School Principal	32	8	3.69
	High School Principal	38	11	3.67
	Elementary Principal	35	9	3.57
	Central Office Administrator	21	8	3.56
Special Education	Severe/Profound Disabilities Special Ed.	11	9	4.70
	Multicategorical Special Education	25	12	4.67
	Mild/Moderate Disabilities Special Ed.	24	14	4.62
	Cognitive Disabilities Special Education	3	7	4.50
	Emotional/Behavioral Disorders Special Ed.	10	16	4.44
	Dual Cert (General & Special Education)	30	17	4.39
	Learning Disability Special Education	7	19	4.29
	Early Childhood Special Education	23	19	4.28
	Visually Impaired Special Education	6	13	4.27
	Hearing Impaired Special Education	7	8	4.27

- ✓ 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.
  - **24** 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 – (9 of 64 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, 16% 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 (20%) and Urban (21%) 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						4%
URBAN STATUS				Urban	Suburban	Rural
Traditional preparation				80%	86%	80%
Non-traditional preparation				17%	10%	13%
Emergency hires				4%	3%	7%
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
Traditional preparation		84%	81%	87%	84%	78%
Non-traditional preparation		11%	12%	10%	13%	17%
Emergency hires		4%	6%	3%	4%	5%

Reasons for Hiring Teachers without Traditional Preparation	N	% of Responses
Lack of traditional candidates who apply	98	39.2%
Must hire for difficult-to-fill positions in certain subject areas	61	24.4%
Strong knowledge/Diverse experience is focus rather than pedagogy	28	11.2%
Shortage of education majors in colleges	25	10.0%
Hirees agree to earn desired certification if employed.	22	8.8%
Need to fill position at present time	9	3.6%
Goal is to hire the best candidate for the job	7	2.8%

## 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	1020					
Full-time vacancies	13					
Expect to lose	75					
Replacement hires	87					
New position hires	33					
Net change in teachers	+45					
URBAN STATUS		Urban	Suburban	Rural	ALL	
Full-time positions		2095	1087	322	1020	
Full-time vacancies		39	9	3	13	
Expect to lose		166	75	23	75	
Replacement hires		206	82	24	87	
New positions		107	21	4	33	
Net change in teachers		+147	+28	+5	+45	
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	107	283	514	996	3976	1020
Full-time vacancies	1	6	5	9	47	13
Expect to lose	5	17	34	82	302	75
Replacement hires	5	18	36	87	356	87
New positions	2	2	8	17	89	33
Net change in teachers	+2	+3	+10	+22	+143	+45

## 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 district receives		42.9%	31.8%	13.5%	11.7%	
Having enough candidates for open positions		67.5%	23.9%	6.0%	2.7%	
URBAN STATUS	Urban	Suburban	Rural	ALL		
Decreases in the funding your district receives	2.09	1.87	2.27	2.06		
Having enough candidates for open positions	2.69	2.49	2.57	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 district receives	2.12	1.90	1.98	2.24	2.11	2.06
Having enough candidates for open positions	2.34	2.64	2.60	2.67	2.70	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	105	21.0%
Undesired location/demographics	86	17.2%
Shortage of teachers	81	16.2%
Competition among districts	50	10.0%
Demanding workload	36	7.2%
Complex licensure requirements	33	6.6%
Seeking diversity with candidates	29	5.8%
Lacks certification	27	5.4%
Profession not valued	22	4.4%
Lack of experience	21	4.2%
Timing of vacancies	9	1.8%

Anticipated Hiring in 2020-21 Compared to 2019-20	N	% of Responses
Expect to hire more teachers	163	48.7%
Expect to hire fewer teachers	172	51.3%

Major Reasons for Hiring More	N	% of Responses
Increased enrollment	37	25.3%
Retirement	33	22.6%
Expansion of school district	21	14.4%
Resignations	20	13.7%
Creating new positions	15	10.3%
Planning on filling vacancies	13	8.9%
New programs	4	2.7%
Reconfiguration	2	1.4%
Budget increase	1	0.7%

Major Reasons for Hiring Fewer	N	% of Responses
Fewer resignations	38	24.1%
Fewer retirements	30	19.0%
Steady/Decreased enrollment	27	17.1%
Fewer/No new positions	27	17.1%
Budget restraints	16	10.1%
Expansion phase is complete	9	5.7%
Attrition	6	3.8%
Lack of qualified teachers	3	1.9%
No new programs	2	1.3%

Biggest Challenges Faced by First-Year Teachers	N	% of Responses
Classroom management	121	24.3%
Reality of demands	60	12.0%
Effective teaching using curriculum	55	11.0%
Supportive culture	46	9.2%
Time management	36	7.2%
Student to professional transition	31	6.2%
District/School Culture	27	5.4%
Emotional stability	24	4.8%
Needs of students	23	4.6%
Managing Behaviors	22	4.4%
Theoretical to practical transition	20	4.0%
Parent Teacher communication	16	3.2%
Student assessments	12	2.4%
Adequate training	5	1.0%

Best Way to Attract High School Students to Study Education in College	N	% of Responses
High school to college Teacher Programs	83	20.4%
Compensation incentive	76	18.7%
Inspiration	68	16.7%
Communicate positives	49	12.0%
Teaching as an honorable profession	42	10.3%
Involvement from Elementary to High School	40	9.8%
Mentoring programs	24	5.9%
Assured placement	8	2.0%
Set realistic expectations	7	1.7%
Alternative education programs	5	1.2%
Early identification	5	1.2%

## Perceived Supply and Demand

- ✓ School districts reported considerable shortages of qualified applicants in the following areas:  
Bilingual/Multicultural Education, 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	Bilingual/Multicultural Education	4.37
	Speech Education	4.04
	Agriculture Education	3.84
	Technology Education	3.83
	Computer Science Education	3.82
	Family and Consumer Science	3.73
	Reading Specialist/Interventionist	3.57
	Business Education	3.47
	Art/Visual Education	3.38
	Dance Education	3.34
	Music Education	3.32
	Theatre/Drama Education	3.30
	English/Language Arts Education	3.24
	Journalism Education	3.22
	Health Education	2.85
	Physical Education	2.55
	Social Studies Education	2.40
Languages	Arabic	4.52
	American Sign Language	4.46
	Chinese	4.46
	Classical	4.46
	Russian	4.24
	Japanese	4.19
	German	4.16
	Italian	4.13
	ESL/ELL (English Language Learner)	4.12
	Spanish	4.06
	French	4.06
	Other Languages	4.01
Math/Science Education	Physics	4.56
	Chemistry	4.48
	Math	4.45
	Biology	4.17
	General Math and Science	4.14
	Earth/Physical Science	4.14

Support Services	Speech Pathology	4.27
	Audiology	4.18
	School Psychology	4.13
	School Nursing	4.09
	Physical Therapy	4.05
	Occupational Therapy	4.05
	Reading Diagnostician	3.87
	School Social Work	3.71
	Library Science/Media Technology	3.64
	Gifted/Talented Education	3.56
	Counseling	3.33
Elem./ Middle	Middle School Education	3.74
	Pre-K Education	3.27
	Intermediate Education	3.26
	Kindergarten/Primary Education	2.96
Adm.	High School Principal	3.28
	Middle School Principal	3.19
	Central Office Administrator	3.15
	Elementary Principal	3.04
Special Education	Severe/Profound Disabilities Special Ed.	4.59
	Emotional/Behavioral Disorders Special Ed.	4.59
	Visually Impaired Special Education	4.57
	Hearing Impaired Special Education	4.53
	Multicategorical Special Education	4.52
	Dual Cert (General & Special Education)	4.43
	Cognitive Disabilities Special Education	4.39
	Mild/Moderate Disabilities Special Ed.	4.37
	Learning Disability Special Education	4.32
	Early Childhood Special Education	4.23

**FIELDS WITH CONSIDERABLE SHORTAGE (5.00 – 4.21)**

Severe/Profound Disabilities Special Ed.	4.59
Emotional/Behavioral Disorders Special Ed.	4.59
Visually Impaired Special Education	4.57
Physics	4.56
Hearing Impaired Special Education	4.53
Arabic	4.52
Multicategorical Special Education	4.52
Chemistry	4.48
American Sign Language	4.46
Chinese	4.46
Classical	4.46
Math	4.45
Dual Cert (General & Special Education)	4.43
Cognitive Disabilities Special Education	4.39
Bilingual/Multicultural Education	4.37
Mild/Moderate Disabilities Special Ed.	4.37
Learning Disability Special Education	4.32
Speech Pathology	4.27
Russian	4.24
Early Childhood Special Education	4.23

**FIELDS WITH SOME SHORTAGE (4.20 – 3.41)**

Japanese	4.19
Audiology	4.18
Biology	4.17
German	4.16
General Math and Science	4.14
Earth/Physical Science	4.14
Italian	4.13
School Psychology	4.13
ESL/ELL (English Language Learner)	4.12
School Nursing	4.09
Spanish	4.06
French	4.06
Physical Therapy	4.05
Occupational Therapy	4.05
Speech Education	4.04
Other Languages	4.01
Reading Diagnostician	3.87
Agriculture Education	3.84
Technology Education	3.83
Computer Science Education	3.82
Middle School Education	3.74
Family and Consumer Science	3.73
School Social Work	3.71
Library Science/Media Technology	3.64
Reading Specialist/Interventionist	3.57
Gifted/Talented Education	3.56
Business Education	3.47

**BALANCED FIELDS (3.40 – 2.61)**

Art/Visual Education	3.38
Dance Education	3.34
Counseling	3.33
Music Education	3.32
Theatre/Drama Education	3.30
High School Principal	3.28
Pre-K Education	3.27
Intermediate Education	3.26
English/Language Arts Education	3.24
Journalism Education	3.22
Middle School Principal	3.19
Central Office Administrator	3.15
Elementary Principal	3.04
Kindergarten/Primary Education	2.96
Health Education	2.85

**FIELDS WITH SOME SURPLUS (2.60 – 1.81)**

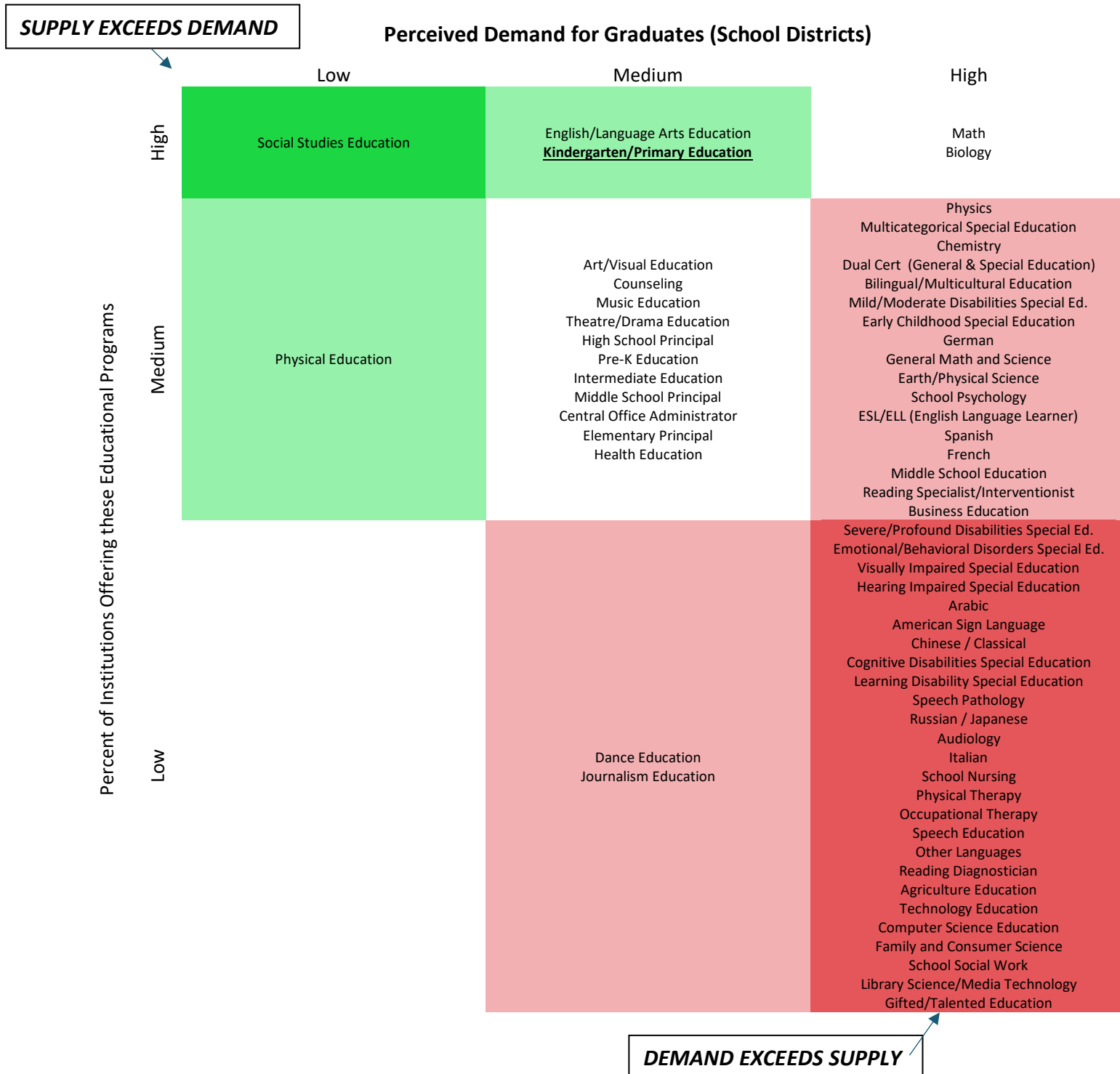
Physical Education	2.55
Social Studies Education	2.40

**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.
- **28** 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	3.50	3.45	4.20	4.38	3.36	3.77	4.25	3.97	4.50	5.00	3.84
	Art/Visual Education	3.59	3.42	3.29	3.50	3.58	3.36	3.29	3.33	3.25	4.00	3.38
	Bilingual/Multicultural Education	4.24	4.06	4.71	4.25	4.50	4.23	4.56	4.60	4.50	4.00	4.37
	Business Education	3.53	3.23	3.88	3.54	3.17	3.15	3.75	3.60	3.67	3.50	3.47
	Computer Science Education	3.70	3.75	4.22	3.54	3.73	3.71	3.82	4.00	3.25	4.25	3.82
	Dance Education	3.11	3.24	3.83	3.29	2.78	3.20	3.44	3.76	3.00	3.50	3.34
	English/Language Arts Education	3.05	3.20	3.17	3.03	3.83	3.66	2.93	3.13	3.00	3.50	3.24
	Family and Consumer Science	3.56	3.00	3.75	4.46	3.25	3.43	4.00	4.02	3.25	3.75	3.73
	Health Education	2.90	2.93	3.29	2.90	2.00	2.89	3.00	2.61	3.25	3.50	2.85
	Journalism Education	3.38	3.09	3.45	3.52	2.91	3.04	3.00	3.43	3.00	3.25	3.22
	Music Education	3.60	3.59	3.37	3.38	3.08	3.14	3.27	3.20	2.75	3.75	3.32
	Physical Education	2.62	2.55	2.56	2.43	1.83	2.66	2.86	2.37	2.50	3.00	2.55
	Reading Specialist/Interventionist	3.55	3.67	3.53	3.21	3.58	3.64	3.60	3.52	4.00	3.25	3.57
	Social Studies Education	2.48	2.44	2.39	2.00	2.83	2.59	2.34	2.36	2.00	1.75	2.40
	Speech Education	3.79	4.24	4.23	3.81	3.30	4.22	3.73	4.13	4.75	3.75	4.04
	Technology Education	3.65	3.71	3.89	3.65	3.67	3.84	3.82	4.01	3.67	4.00	3.83
	Theatre/Drama Education	3.35	3.13	3.80	3.44	3.00	3.30	3.28	3.36	2.50	3.33	3.30
Languages	American Sign Language	4.22	4.35	4.69	4.53	4.42	4.40	4.53	4.50	4.50	3.67	4.46
	Arabic	4.00	4.58	5.00	4.00	4.25	4.07	4.88	4.71	N/R	4.00	4.52
	Chinese	4.00	4.50	4.44	4.17	4.29	4.18	4.63	4.74	4.00	4.00	4.46
	Classical	4.00	4.64	4.50	4.25	4.17	4.32	4.45	4.70	N/R	4.00	4.46
	ESL/ELL (English Language Learner)	3.94	3.71	4.50	4.14	4.08	4.02	4.37	4.30	4.50	3.67	4.12
	French	3.50	3.92	4.29	4.35	4.00	3.80	3.93	4.35	4.00	3.67	4.06
	German	3.57	3.73	4.50	4.38	4.25	4.07	4.09	4.48	N/R	3.67	4.16
	Italian	3.50	4.00	4.33	4.33	4.00	3.50	4.00	4.67	N/R	3.67	4.13
	Japanese	3.25	4.10	4.60	4.33	4.00	3.62	4.44	4.63	N/R	4.50	4.19
	Russian	3.00	4.17	4.80	4.00	4.00	3.92	4.20	4.62	N/R	4.00	4.24
	Spanish	3.95	3.52	4.29	4.30	4.17	4.23	3.95	4.34	3.75	3.33	4.06
	Other Languages	3.50	3.69	4.89	4.00	3.86	3.54	4.33	4.43	2.00	4.00	4.01
Math & Science	Math	4.59	4.44	4.68	4.21	4.67	4.78	4.02	4.44	4.25	4.25	4.45
	Biology	3.95	4.07	4.33	4.03	4.00	4.38	4.00	4.29	4.00	4.00	4.17
	Chemistry	4.43	4.33	4.61	4.52	4.42	4.63	4.26	4.62	4.25	4.33	4.48
	Earth/Physical Science	3.82	4.11	4.33	4.03	4.00	4.24	3.94	4.35	3.75	4.25	4.14
	General Math and Science	4.09	4.13	4.29	3.86	4.27	4.47	3.77	4.21	3.75	4.25	4.14
	Physics	4.48	4.43	4.67	4.45	4.67	4.64	4.49	4.68	4.50	4.67	4.56

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

"N/R" indicates that no responses were collected in the subject area.

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	4.00	4.13	4.36	4.40	4.22	3.89	4.29	4.34	N/R	3.67	4.18
	Counseling	3.95	3.22	4.00	3.72	3.00	3.43	3.07	2.97	3.25	4.25	3.33
	Gifted/Talented Education	3.33	3.43	4.20	3.93	3.36	3.69	3.41	3.30	3.67	4.33	3.56
	Library Science/Media Technology	3.11	3.73	3.89	3.76	3.50	3.58	3.45	3.75	4.25	3.25	3.64
	Occupational Therapy	4.00	4.07	4.53	3.95	3.82	3.98	3.93	4.04	4.25	4.50	4.05
	Physical Therapy	4.00	4.03	4.69	4.00	4.00	3.94	3.92	4.08	4.25	4.50	4.05
	Reading Diagnostician	3.50	4.00	4.00	3.80	4.00	3.75	3.70	3.93	5.00	3.75	3.87
	School Nursing	4.06	4.17	4.12	3.93	3.83	3.83	4.26	4.24	4.25	4.67	4.09
	School Psychology	4.32	3.86	4.61	4.36	4.00	4.08	4.05	4.16	4.50	4.25	4.13
	School Social Work	3.77	3.57	4.44	3.79	3.42	3.63	3.73	3.66	4.25	4.00	3.71
	Speech Pathology	4.16	4.34	4.63	4.16	4.33	4.41	3.95	4.24	4.75	4.00	4.27
Elem./Middle	Pre-K Education	3.35	3.52	3.67	3.34	3.25	3.58	3.19	2.61	3.00	4.50	3.27
	Kindergarten/Primary Education	2.95	3.25	2.94	2.83	3.25	3.60	2.65	2.34	2.00	4.25	2.96
	Intermediate Education	3.18	3.44	3.11	2.76	3.33	3.84	3.20	2.86	2.25	4.00	3.26
	Middle School Education	3.36	3.80	3.79	3.26	3.42	4.20	3.58	3.75	3.00	4.00	3.74
Adm.	Elementary Principal	2.91	3.18	2.94	3.11	2.75	3.04	3.06	2.93	3.00	3.50	3.04
	Middle School Principal	3.00	3.34	3.11	3.25	2.75	3.05	3.35	3.16	3.00	3.75	3.19
	High School Principal	3.18	3.35	3.39	3.39	2.75	3.15	3.45	3.26	3.25	3.75	3.28
	Central Office Administrator	3.05	3.15	2.94	3.21	2.58	3.09	3.17	3.31	3.50	3.75	3.15
Special Education	Multicategorical Special Education	4.55	4.48	4.87	4.68	4.25	4.62	4.37	4.39	4.75	5.00	4.52
	Dual Cert (General & Special Education)	4.32	4.38	4.72	4.41	4.50	4.70	4.49	4.14	4.50	5.00	4.43
	Early Childhood Special Education	4.29	4.30	4.72	4.24	4.25	4.56	4.11	3.78	4.25	4.75	4.23
	Emotional/Behavioral Disorders Sp. Ed.	4.62	4.55	4.79	4.79	4.58	4.64	4.53	4.44	4.75	5.00	4.59
	Hearing Impaired Special Education	4.58	4.23	4.84	4.70	4.55	4.62	4.29	4.60	4.33	4.67	4.53
	Learning Disability Special Education	4.40	4.33	4.63	4.46	4.27	4.45	4.05	4.22	4.25	4.25	4.32
	Cognitive Disabilities Special Education	4.53	4.36	4.79	4.46	4.42	4.52	4.25	4.23	4.25	4.25	4.39
	Mild/Moderate Disabilities Special Ed.	4.53	4.38	4.68	4.29	4.25	4.57	4.23	4.20	4.25	4.25	4.37
	Severe/Profound Disabilities Special Ed.	4.63	4.53	4.84	4.75	4.67	4.70	4.49	4.40	4.25	4.75	4.59
	Visually Impaired Special Education	4.57	4.45	4.89	4.70	4.27	4.54	4.48	4.63	4.00	4.00	4.57

Code	Region
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"N/R" indicates that no responses were collected in the subject area.

## Appendix: Year-to-Year Comparison

### Colleges and Universities

		PROGRAM ENROLLMENT						
		2019-20	2018-19	2017-18	2016-17	2015-16	2014-15	2013-14
TRADITIONAL	Increased	22.0%	21.3%	26.4%	18.7%	12.4%	12.5%	8.2%
	Stayed the same	40.5%	30.6%	32.6%	31.6%	34.9%	38.2%	44.9%
	Decreased	32.5%	39.3%	28.5%	41.2%	40.9%	40.8%	39.5%
	Not offered	5.0%	8.7%	12.4%	8.6%	11.8%	8.6%	7.5%
M.ED./MAT/5 <sup>TH</sup> YEAR ADDED TO BACCALAUREATE	Increased	16.1%	23.1%	24.1%	18.6%	16.7%	14.9%	9.9%
	Stayed the same	28.1%	24.2%	22.5%	19.1%	26.9%	28.4%	28.9%
	Decreased	17.6%	15.9%	15.2%	16.9%	18.3%	24.3%	21.1%
	Not offered	38.2%	36.8%	38.2%	45.4%	38.2%	32.4%	40.1%
TESOL	Increased	10.2%	7.8%	13.1%	12.0%	14.8%	18.0%	15.5%
	Stayed the same	21.4%	22.8%	22.5%	26.6%	17.5%	26.7%	22.5%
	Decreased	10.7%	13.3%	13.1%	8.2%	8.7%	8.7%	7.0%
	Not offered	57.7%	56.1%	51.3%	53.3%	59.0%	46.7%	54.9%
ALTERNATIVE CERTIFICATIONS/LICENSURES	Increased	19.4%	22.0%	18.1%	12.0%	13.7%	12.6%	17.6%
	Stayed the same	16.8%	15.3%	24.4%	23.0%	27.5%	23.8%	21.1%
	Decreased	8.2%	10.2%	7.8%	8.7%	8.2%	5.3%	9.9%
	Not offered	55.6%	52.5%	49.7%	56.3%	50.5%	58.3%	51.4%
DOCTORATES	Increased	11.3%	10.0%	11.5%	8.4%	10.6%	8.0%	7.0%
	Stayed the same	21.5%	20.0%	19.3%	19.7%	19.0%	26.0%	21.0%
	Decreased	5.6%	4.4%	8.3%	4.5%	5.6%	2.7%	5.6%
	Not offered	61.5%	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							
	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15	2013-14
Full-time	85%	81%	73%	79%	76%	70%	72%
Part-time	12%	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	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15	2013-14
Big challenge	22.4%	22.1%	31.5%	22.2%	34.1%	33.1%	36.1%
Moderate challenge	33.2%	32.6%	30.9%	30.1%	34.1%	35.8%	39.8%
Small challenge	22.4%	26.2%	18.5%	26.1%	16.8%	18.9%	18.0%
Not a challenge	21.9%	19.2%	19.1%	21.6%	15.1%	12.2%	6.0%
Mean (3=Big Challenge; 0=Not a challenge)	1.56	1.58	1.75	1.53	1.87	1.90	2.06
Too many candidates for open positions	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15	2013-14
Big challenge	8.2%	8.6%	8.9%	13.0%	21.8%	26.0%	29.5%
Moderate challenge	19.6%	19.5%	24.4%	29.4%	23.5%	46.0%	41.7%
Small challenge	24.7%	32.2%	28.3%	29.4%	29.6%	20.0%	21.2%
Not a challenge	47.4%	39.7%	38.3%	28.2%	25.1%	8.0%	7.6%
Mean (3=Big Challenge; 0=Not a challenge)	0.89	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					
		2019-20	2018-19	2017-18	2016-17	2015-16	2014-15	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15
Educational Fields	English/Language Arts Education	85	85	80	81	81	88	10	11	15	12	15	25
	Social Studies Education	81	82	76	83	78	85	11	12	13	12	13	17
	Music Education	64	62	59	62	59	62	10	11	12	11	13	16
	Art/Visual Education	44	54	49	47	44	52	6	7	8	8	7	16
	Physical Education	52	50	49	46	49	51	13	11	12	12	13	15
	Reading Specialist/Interventionist	39	39	41	38	38	48	11	11	12	13	16	14
	Health Education	30	32	35	32	32	38	11	12	13	11	15	14
	Theatre/Drama Education	21	28	30	24	25	29	3	11	6	4	3	11
	Business Education	21	26	26	22	25	29	7	7	5	7	5	11
	Technology Education	17	20	25	25	19	22	12	11	20	10	15	7
	Speech Education	11	18	24	18	17	19	7	10	21	17	14	7
	Bilingual/Multicultural Education	20	23	23	19	22	32	16	12	19	17	18	11
	Family and Consumer Science	14	17	19	14	14	16	13	9	12	9	9	6
	Computer Science Education	7	10	19	14	11	9	1	12	18	9	7	1
	Agriculture Education	13	11	15	14	13	13	13	11	13	10	9	6
Languages	Dance Education	10	10	14	9	9	10	3	4	10	6	5	2
	Journalism Education	6	8	13	11	9	12	2	2	16	4	1	4
	Spanish	60	70	71	71	65	69	6	4	10	7	6	30
	French	40	49	50	47	48	55	2	1	16	3	2	9
	ESL/ELL (English Language Learner)	35	41	35	39	31	40	12	12	4	14	34	5
	German	25	31	33	39	35	40	2	1	4	3	1	3
	Chinese	11	14	20	14	11	16	3	2	5	5	2	3
	Japanese	10	10	13	12	9	11	3	1	4	6	2	2
	Classical: Greek, Latin	10	11	13	14	14	15	1	3	5	3	2	3
	Italian	9	Not Included in Survey						3	Not Included in Survey			
	American Sign Language	8	Not Included in Survey						11	Not Included in Survey			
	Russian	4	Not Included in Survey						0	Not Included in Survey			
	Arabic	3	Not Included in Survey						2	Not Included in Survey			
Math & Science Education	Other Languages	3	10	17	9	8	11	3	9	13	4	2	2
	Math	90	91	87	89	85	86	9	9	12	9	11	16
	Biology	84	88	83	88	77	82	11	9	13	12	11	13
	Chemistry	71	78	76	75	69	78	4	4	10	7	4	11
	Physics	56	61	61	65	54	63	4	3	8	4	3	9
	General Math and Science	35	40	51	48	42	47	9	7	12	10	7	4
	Earth/Physical Science	42	52	47	50	45	50	5	4	9	8	4	6

		PROGRAM OFFERINGS						GRADUATING STUDENTS					
		2019-20	2018-19	2017-18	2016-17	2015-16	2014-15	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15
Support Services	Counseling	35	42	40	40	34	47	17	19	19	22	22	32
	School Psychology	20	25	29	22	28	29	13	15	17	14	51	27
	Speech Pathology	17	17	26	23	17	29	30	21	27	22	28	23
	Physical Therapy	9	10	19	11	9	17	24	25	33	26	52	21
	School Social Work	12	10	18	13	15	17	16	25	21	34	24	17
	School Nursing	9	10	17	16	12	16	50	27	21	27	52	17
	Library Science/Media Technology	11	13	13	12	11	17	28	10	18	16	18	23
	Audiology	6	7	12	7	8	9	18	8	10	11	5	7
	Occupational Therapy	8	8	12	8	7	12	19	20	20	31	30	14
	Gifted/Talented Education	10	12	11	9	9	8	7	10	8	7	11	6
	Reading Diagnostician	5	4	6	5	8	8	9	17	7	13	11	4
Elem./Middle	Kindergarten/Primary Education	80	83	70	79	81	80	40	29	30	46	49	43
	Middle School Education	52	65	54	64	59	70	15	17	20	21	21	33
	Pre-K Education	51	55	46	57	47	55	18	19	25	28	25	28
	Intermediate Education	46	53	40	50	46	49	30	26	30	28	32	19
Adm.	Elementary Principal	35	42	36	36	39	43	9	16	15	15	18	13
	High School Principal	38	41	35	35	39	45	11	13	14	14	17	16
	Middle School Principal	32	39	31	34	35	40	8	13	12	14	17	11
	Central Office Administrator	21	23	Not Included in Survey				8	12	Not Included in Survey			
Special Education	Dual Cert (General & Special Education)	30	40	31	39	31	35	17	17	26	36	26	30
	Early Childhood Special Education	23	28	31	34	25	38	19	21	22	19	31	30
	Multicategorical Special Education	25	28	20	22	20	23	12	17	24	23	29	17
	Mild/Moderate Disabilities Special Ed.	24	22	18	25	24	29	14	16	12	21	18	27
	Learning Disability Special Education	7	9	11	13	9	13	19	15	11	31	19	16
	Severe/Profound Disabilities Special Ed.	11	11	10	14	14	11	9	11	12	13	11	13
	Emotional/Behavioral Disorders Sp. Ed.	10	7	8	8	5	11	16	10	7	25	18	14
	Hearing Impaired Special Education	7	4	8	8	5	8	8	7	11	5	6	12
	Cognitive Disabilities Special Education	3	6	7	8	6	7	7	14	14	16	14	5
	Visually Impaired Special Education	6	5	5	5	3	5	13	5	9	0	4	4

## Perceived Demand & Institutions Offering

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

[illegible]

		2019-20	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	L-H
	Counseling	M-H	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-H	L-M	L-M	L-M	M-M
	Library Science/Media Technology	L-H	L-H	L-M	L-M	L-M	L-M	L-M	L-M	M-M
	Occupational Therapy	L-H	L-H	L-M	L-H	L-H	L-H	L-H	L-H	L-M
	Physical Therapy	L-H	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	L-H	M-H
	School Nursing	L-H	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-H	M-M	M-H	M-M	M-M
	School Social Work	L-H	L-M	L-M	L-M	L-M	L-M	L-M	L-M	M-M
	Speech Pathology	L-H	L-H	M-H	M-H	L-H	M-H	M-H	M-H	M-H
Elem./Middle	Intermediate Education	M-H	M-M	M-M	M-M	M-L	M-L	M-L	H-L	H-L
	Kindergarten/Primary Education	H-M	H-M	M-M	H-M	H-L	H-L	H-L	H-L	H-L
	Middle School Education	M-H	M-H	M-M	M-M	M-L	H-M	H-M	H-M	H-L
	Pre-K Education	M-H	M-H	M-H	M-M	M-M	M-L	M-L	M-L	H-L
Adm.	Elementary Principal	M-H	M-M	M-M	M-H	M-M	M-M	M-M	M-M	M-M
	High School Principal	M-H	M-M	M-H	M-H	M-M	M-M	M-M	M-M	M-M
	Middle School Principal	M-H	M-M	M-H	M-H	M-M	M-M	M-M	M-M	M-M
	Central Office Administrator	M-H	M-M	Not Included in Survey						
Special Education	Cognitive Disabilities Special Ed.	L-H	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	M-H
	Early Childhood Special Education	M-H	M-H	M-H	M-H	M-H	M-M	M-H	M-H	M-H
	Emotional/Behavioral Disorders Sp. Ed	L-H	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	L-H
	Learning Disability Special Education	L-H	L-H	L-H	L-H	L-H	L-H	M-H	M-H	M-H
	Mild/Moderate Disabilities Sp. Ed.	M-H	L-H	L-H	M-H	M-H	M-H	M-H	M-H	M-H
	Multi-categorical Special Education	M-H	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	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	L-H

	2019-20	2018-19	2017-18
Low-High Demand exceeds Supply Low Supply & High Demand	Agriculture Education / Technology Education Family and Consumer Science Computer Science Education American Sign Language Arabic / Chinese / Japanese / Russian Audiology / Speech Pathology Physical Therapy / Occupational Therapy School Social Work Gifted/Talented Education / School Nursing Library Science/Media Technology Reading Diagnostician Severe/Profound Disabilities Special Ed. Cognitive Disabilities Special Education Emotional/Behavioral Disorders Special Ed. Learning Disability Special Education Visually Impaired Special Education Hearing Impaired Special Education	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 Emotional/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 Sp. Ed. Learning Disability Special Education Visually Impaired Special Education Emotional/Behavioral Disorders Sp. 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
High-Low Supply exceeds Demand High Supply & Low Demand	None	None	None

## 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)

### COLLEGES AND UNIVERSITIES

2019-20 2018-19 2017-18 2016-17 2015-16 2014-15 2013-14

#### Educational Fields

Agriculture Education	4.08	3.61	3.61	3.85	4.00	3.62	3.45
Art/Visual Education	3.21	3.16	3.03	2.86	2.87	2.61	2.44
Bilingual/Multicultural Education	4.46	4.58	3.93	4.47	4.45	4.25	3.87
Business Education	3.54	3.30	3.20	2.98	3.16	2.89	2.76
Computer Science Education	4.00	3.88	3.39	3.88	3.75	3.47	3.35
Dance Education	3.38	3.19	3.16	2.78	2.82	2.88	2.56
English/Language Arts Education	3.43	3.15	3.23	3.02	2.84	2.77	2.69
Family and Consumer Science	4.00	3.79	3.71	3.84	3.72	3.46	3.48
Health Education	3.14	2.83	2.95	2.81	2.53	2.69	2.29
Journalism Education	3.40	3.08	2.79	3.25	3.19	2.83	2.88
Music Education	3.32	3.09	3.15	2.81	2.93	2.85	2.74
Physical Education	3.13	2.82	2.82	2.51	2.43	2.30	1.91
Reading Specialist/Interventionist	3.68	3.67	3.70	3.58	3.54	3.31	3.62
Social Studies Education	2.94	2.67	2.80	2.51	2.34	2.14	1.81
Speech Education	3.40	3.33	3.50	3.72	3.52	3.17	3.38
Technology Education	4.06	4.03	3.57	4.04	3.65	3.67	3.67
Theatre/Drama Education	3.15	3.04	3.13	2.98	2.76	2.78	2.43

#### Languages

American Sign Language	3.86	Not Included in Survey					
Arabic	5.00	Not Included in Survey					
Chinese	3.53	4.18	4.06	4.27	4.09	4.06	4.00
Classical: Greek, Latin	3.25	3.89	3.72	3.73	3.82	3.62	3.31
ESL/ELL (English Language Learner)	4.40	4.01	3.72	3.79	3.96	3.68	3.60
French	3.30	3.46	3.45	3.38	3.40	3.63	3.36
German	3.44	3.15	3.38	3.11	3.50	3.19	2.72
Italian	3.21	Not Included in Survey					
Japanese	3.53	3.36	3.31	3.25	3.30	3.15	2.82
Russian	3.25	Not Included in Survey					
Other Languages	3.50	3.52	3.30	3.06	3.26	3.05	2.92
Spanish	3.91	3.36	3.26	2.80	3.00	3.05	3.04

#### Math & Science Education

Biology	4.27	4.07	3.90	3.94	4.07	3.80	3.73
Chemistry	4.53	4.33	4.19	4.36	4.38	4.18	4.21
Earth/Physical Science	4.22	4.14	3.86	3.92	4.08	3.81	3.59
General Math and Science	4.35	4.09	3.93	4.00	4.10	3.85	3.70
Math	4.53	4.38	4.16	4.33	4.34	4.18	4.23
Physics	4.55	4.37	4.27	4.41	4.46	4.24	4.52

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)

		2019-20	2018-19	2017-18	2016-17	2015-16	2014-15	2013-14
Support Services	Audiology	4.09	3.71	3.83	4.08	3.54	3.93	3.86
	Counseling	3.63	3.45	3.15	3.18	3.33	3.03	2.90
	Gifted/Talented Education	3.68	3.57	3.86	3.73	3.69	3.42	3.33
	Library Science/Media Technology	3.59	3.68	3.38	3.33	3.17	3.12	3.15
	Occupational Therapy	3.79	3.75	3.36	3.64	3.91	3.59	4.00
	Physical Therapy	3.93	3.50	3.40	3.53	3.87	3.57	3.94
	Reading Diagnostician	3.50	4.20	3.67	4.10	3.87	3.55	3.73
	School Nursing	3.60	3.93	3.48	3.61	3.53	3.55	3.72
	School Psychology	3.70	3.78	3.56	3.55	3.53	3.37	3.55
	School Social Work	3.74	3.33	3.13	2.95	3.42	3.29	3.10
	Speech Pathology	3.93	4.00	3.85	3.88	4.00	3.80	4.15
Elem./Middle	Intermediate Education	3.69	3.44	3.29	2.99	2.80	2.74	2.38
	Kindergarten/Primary Education	3.37	3.07	3.01	2.75	2.70	2.42	2.24
	Middle School Education	4.02	3.68	3.62	3.36	3.38	3.18	2.90
	Pre-K Education	3.51	3.32	3.01	3.04	2.81	2.80	2.56
Adm.	Central Office Administration	3.56	3.26	Not Included in Survey				
	Elementary Principal	3.57	3.28	3.34	3.45	3.20	3.19	3.05
	High School Principal	3.67	3.32	3.47	3.52	3.25	3.22	3.10
	Middle School Principal	3.69	3.30	3.41	3.55	3.29	3.25	3.13
Special Education	Cognitive Disabilities Special Education	4.50	4.36	4.21	3.93	4.50	4.45	3.84
	Dual Cert (General & Special Education)	4.39	4.34	4.07	4.06	3.85	3.84	3.88
	Early Childhood Special Education	4.28	3.96	3.74	3.92	3.74	3.45	3.53
	Emotional/Behavioral Disorders Sp. Ed.	4.44	4.33	4.21	4.07	4.75	4.47	3.96
	Hearing Impaired Special Education	4.27	4.00	4.06	3.73	3.75	3.62	4.00
	Learning Disability Special Education	4.29	4.13	4.33	4.36	4.43	4.20	3.94
	Mild/Moderate Disabilities Special Ed.	4.62	4.62	4.50	4.24	4.50	4.08	4.04
	Multicategorical Special Education	4.67	4.57	4.49	4.15	4.22	4.09	4.13
	Severe/Profound Disabilities Special Ed.	4.70	4.74	4.47	4.64	4.59	4.22	4.36
	Visually Impaired Special Education	4.27	4.40	4.30	4.22	4.60	4.14	4.33



## School Districts

TEACHER PREPARATION	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15	2013-14
Traditional preparation	83%	83%	84%	85%	88%	88%	88%
Non-traditional preparation	12%	12%	13%	12%	10%	8%	9%
Emergency hires	4%	5%	3%	3%	2%	1%	1%
TEACHER MAKEUP	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15	2013-14
Full-time positions	1020	1174	961	1361	1138	1440	1011
Current full-time teachers	13	21	10	15	1126	1241	1016
Expect to lose	75	109	74	105	81	123	74
Replacement hires	87	111	76	135	99	123	82
New position hires	33	39	13	28	25	24	29
<b>Net change in teachers</b>	<b>+45</b>	<b>+41</b>	<b>+15</b>	<b>+58</b>	<b>+43</b>	<b>+24</b>	<b>+37</b>

HIRING CHALLENGES							
Decreases in funding your district receives	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15	2013-14
Big challenge	42.9%	50.8%	48.6%	46.3%	55.9%	50.7%	63.6%
Moderate challenge	31.8%	28.3%	32.1%	33.5%	39,6%	30.4%	19.7%
Small challenge	13.5%	12.9%	12.1%	12.3%	6.4%	10.1%	9.1%
Not a challenge	11.7%	8.0%	7.1%	7.9%	7.0%	8.7%	7.6%
Mean (3=Big Challenge; 0=Not a challenge)	2.06	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	67.5%	67.6%	64.8%	68.6%	59.5%	55.8%	28.8%
Moderate challenge	23.9%	22.8%	28.1%	23.5%	31.1%	31.9%	48.5%
Small challenge	6.0%	7.7%	6.4%	5.3%	7.8%	8.7%	18.2%
Not a challenge	2.7%	1.9%	0.7%	2.7%	1.6%	3.6%	4.5%
Mean (3=Big Challenge; 0=Not a challenge)	2.56	2.56	2.57	2.58	2.49	2.40	2.02

# Perceived Demand & Institutions Offering

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

		2019-20	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	L-H
	Art/Visual Education	M-M	M-M	M-M	M-M	M-M	M-M	M-M
	Bilingual/Multicultural Education	M-H	M-H	M-H	L-H	M-H	M-H	M-H
	Business Education	M-H	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-H	L-M
	Dance Education	L-M	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	H-M
	Family and Consumer Science	L-H	L-H	L-H	L-H	L-H	L-H	L-M
	Health Education	M-M	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	L-M
	Music Education	M-M	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	M-L
	Reading Specialist/Interventionist	M-H	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	H-L
	Speech Education	L-H	L-H	M-H	L-H	L-H	L-H	M-H
	Technology Education	L-H	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	M-M
Languages	American Sign Language	L-H	Not Included in Survey					
	Arabic	L-H	Not Included in Survey					
	Chinese	L-H	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	L-H
	ESL/ELL (English Language Learner)	M-H	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	M-H
	German	M-H	M-H	M-H	M-H	M-H	M-H	M-H
	Italian	L-H	Not Included in Survey					
	Japanese	L-H	L-H	L-H	L-H	L-H	L-H	L-H
	Other Languages	L-H	L-H	L-H	L-H	L-H	L-H	L-H
	Russian	L-H	Not Included in Survey					
	Spanish	M-H	M-H	M-H	M-H	H-H	H-H	H-H
Math & Science Education	Biology	H-H	H-H	H-H	H-H	H-H	H-H	H-H
	Chemistry	M-H	H-H	H-H	H-H	H-H	H-H	H-H
	Earth/Physical Science	M-H	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	M-H
	Math	H-H	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	M-H

		2019-20	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	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-H	L-H	L-H	L-H
	Library Science/Media Technology	L-H	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	L-H
	Physical Therapy	L-H	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
	School Nursing	L-H	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	M-H
	School Social Work	L-H	L-H	L-H	L-M	L-H	L-H	L-M
	Speech Pathology	L-H	L-H	M-H	M-H	L-H	M-H	M-H
Elem./ Middle	Intermediate Education	M-M	M-M	M-M	M-M	M-M	H-M	H-M
	Kindergarten/Primary Education	H-M	H-M	M-M	H-M	H-L	H-L	H-L
	Middle School Education	M-H	M-H	M-H	M-M	M-M	M-M	M-L
	Pre-K Education	M-M	M-M	M-M	M-M	M-M	M-M	M-L
Adm.	Central Office Administrator	M-M	M-M	Not Included in Survey				
	Elementary Principal	M-M	M-M	M-M	M-M	M-M	M-M	M-M
	High School Principal	M-M	M-M	M-H	M-M	M-M	M-H	M-M
	Middle School Principal	M-M	M-M	M-M	M-M	M-H	M-H	M-M
Special Education	Cognitive Disabilities Special	L-H	L-H	L-H	M-H	M-H	M-H	M-H
	Dual Cert (General & Special	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-H	M-H	M-H
	Emotional/Behavioral Disorders	L-H	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	L-H
	Learning Disability Special Education	L-H	L-H	L-H	L-H	L-H	L-H	M-H
	Mild/Moderate Disabilities Special	M-H	M-H	L-H	M-H	L-H	M-H	M-H
	Multicategorical Special Education	M-H	M-H	M-H	L-H	L-H	L-H	L-H
	Severe/Profound Disabilities Special	L-H	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	L-H

	2019-20	2018-19	2017-18
Low-High Demand exceeds Supply Low Supply & High Demand	Severe/Profound Disabilities Special Ed. Emotional/Behavioral Disorders Special Ed. Visually Impaired Special Education Hearing Impaired Special Education Arabic American Sign Language Chinese / Classical Cognitive Disabilities Special Education Learning Disability Special Education Speech Pathology Russian / Japanese Audiology Italian School Nursing Physical Therapy Occupational Therapy Speech Education Other Languages Reading Diagnostician Agriculture Education Technology Education Computer Science Education Family and Consumer Science School Social Work Library Science/Media Technology Gifted/Talented Education	Agriculture Education Computer Science Education Family and Consumer Science Speech Education Chinese Classical Japanese Other Languages Audiology Gifted/Talented Education Library Science/Media Technology Occupational Therapy Physical Therapy Reading Diagnostician School Nursing School Social Work Speech Pathology Emotional/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	Severe/Profound Disabilities Special Ed. Visually Impaired Special Education Emotional/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
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)

		2019-20	2018-19	2017-18	2016-17	2015-16	2014-15	2013-14
Educational Fields	Agriculture Education	3.84	3.87	3.79	3.95	3.95	3.88	3.67
	Art/Visual Education	3.38	3.31	3.16	3.21	3.11	3.00	2.94
	Bilingual/Multicultural Education	4.37	4.28	4.42	4.31	4.28	4.33	4.32
	Business Education	3.47	3.29	3.32	3.35	3.22	3.21	2.83
	Computer Science Education	3.82	3.66	3.70	3.80	3.59	3.49	3.38
	Dance Education	3.34	3.26	3.16	3.23	3.25	3.22	3.18
	English/Language Arts Education	3.24	3.07	3.17	3.26	3.03	2.85	2.72
	Family and Consumer Science	3.73	3.67	3.80	3.80	3.71	3.46	3.37
	Health Education	2.85	2.86	2.77	2.77	2.75	2.64	2.30
	Journalism Education	3.22	3.14	3.14	3.25	3.18	2.95	2.84
	Music Education	3.32	3.26	3.19	3.24	3.20	2.98	2.79
	Physical Education	2.55	2.51	2.41	2.44	2.31	2.22	1.82
	Reading Specialist/Interventionist	3.57	3.58	3.51	3.60	3.55	3.32	3.40
	Social Studies Education	2.40	2.36	2.48	2.29	2.29	1.92	1.88
	Speech Education	4.04	4.09	4.11	4.20	4.12	3.98	3.95
	Technology Education	3.83	3.77	3.81	3.87	3.72	3.65	3.41
	Theatre/Drama Education	3.30	3.30	3.23	3.34	3.23	3.13	3.00
Languages	American Sign Language	4.46	Not Included in Survey					
	Arabic	4.52	Not Included in Survey					
	Chinese	4.46	4.51	4.41	4.49	4.47	4.38	4.75
	Classical: Greek, Latin	4.46	4.45	4.42	4.49	4.34	4.32	4.38
	ESL/ELL (English Language Learner)	4.12	4.13	4.14	4.07	4.04	4.10	4.09
	French	4.06	3.99	3.94	4.01	3.95	3.99	3.60
	German	4.16	4.21	4.14	4.06	4.05	4.04	3.89
	Italian	4.13	Not Included in Survey					
	Japanese	4.19	4.47	4.34	4.37	4.33	4.38	4.46
	Other Languages	4.01	4.32	4.24	4.10	4.15	3.96	4.14
	Russian	4.24	Not Included in Survey					
	Spanish	4.06	3.89	3.98	4.01	3.84	3.85	3.60
Math & Science Education	Biology	4.17	4.09	4.00	4.14	4.01	3.96	4.02
	Chemistry	4.48	4.39	4.38	4.47	4.39	4.38	4.47
	Earth/Physical Science	4.14	4.06	4.05	4.18	3.99	3.95	4.02
	General Math and Science	4.14	4.16	4.14	4.25	4.08	4.12	4.13
	Math	4.45	4.37	4.40	4.49	4.38	4.41	4.38
	Physics	4.56	4.51	4.53	4.59	4.52	4.49	4.56

Considerable  
shortage  
(4.21 – 5.00)

Some shortage  
(3.41 – 4.20)

Balanced  
(2.61 – 3.40)

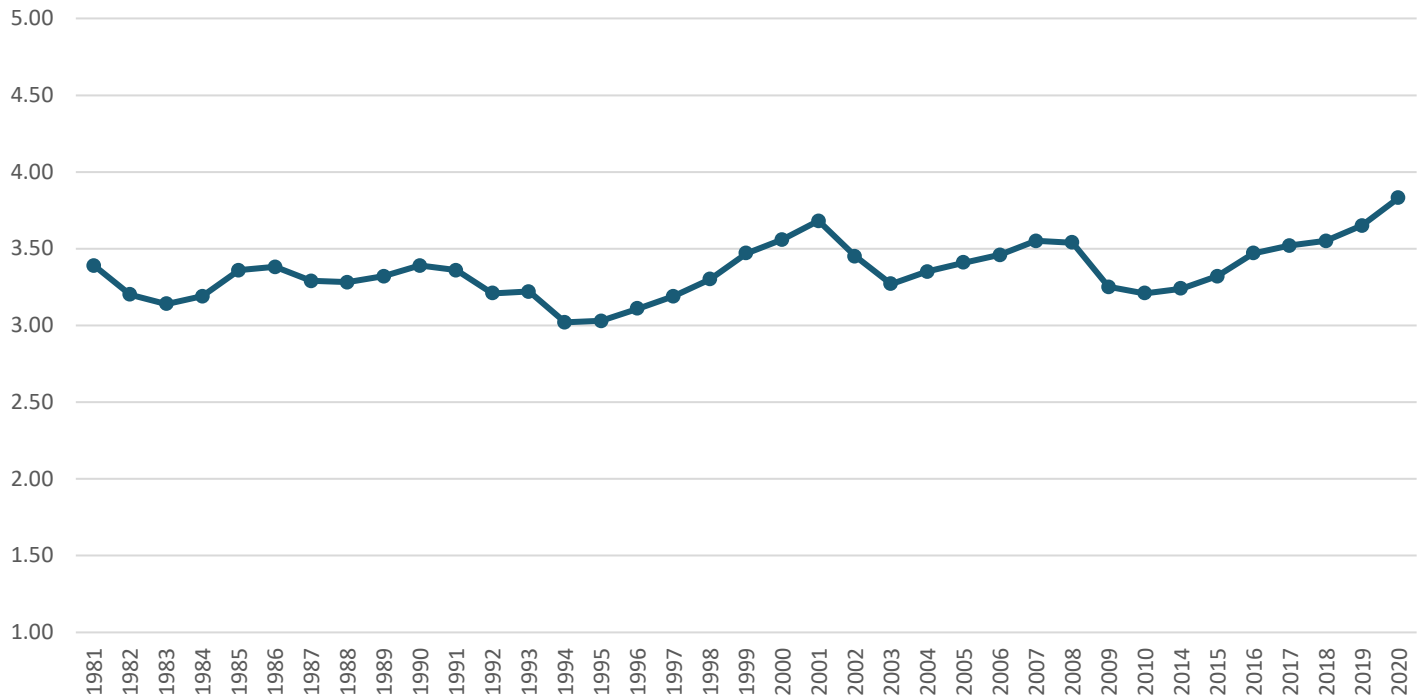
Some surplus  
(1.81 – 2.60)

Considerable  
surplus  
(1.00 – 1.80)

		2019-20	2018-19	2017-18	2016-17	2015-16	2014-15	2013-14
Support Services	Audiology	4.18	4.19	4.24	4.20	4.27	3.98	3.98
	Counseling	3.33	3.32	3.29	3.26	3.26	2.98	3.08
	Gifted/Talented Education	3.56	3.57	3.41	3.49	3.51	3.48	3.42
	Library Science/Media Technology	3.64	3.57	3.58	3.66	3.52	3.52	3.23
	Occupational Therapy	4.05	4.07	4.11	4.11	4.15	4.20	3.98
	Physical Therapy	4.05	4.06	4.10	4.09	4.11	4.13	4.00
	Reading Diagnostician	3.87	3.83	3.88	3.78	3.80	3.68	3.65
	School Nursing	4.09	3.96	4.04	4.07	3.96	3.94	3.68
	School Psychology	4.13	4.17	4.12	4.04	3.96	3.97	3.70
	School Social Work	3.71	3.73	3.56	3.52	3.53	3.48	3.28
	Speech Pathology	4.27	4.36	4.38	4.44	4.34	4.44	4.20
Elem./ Middle	Intermediate Education	3.26	3.27	3.26	3.18	3.05	2.69	2.21
	Kindergarten/Primary Education	2.96	3.05	3.03	2.92	2.81	2.34	2.05
	Middle School Education	3.74	3.64	3.67	3.67	3.48	3.34	3.02
	Pre-K Education	3.27	3.34	3.28	3.28	3.12	2.89	2.59
Adm.	Central Office Administrator	3.15	3.18	Not Included in Survey				
	Elementary Principal	3.04	3.11	3.17	3.16	3.19	3.26	2.92
	High School Principal	3.28	3.38	3.42	3.54	3.57	3.63	3.39
	Middle School Principal	3.19	3.24	3.34	3.35	3.19	3.26	3.00
Special Education	Cognitive Disabilities Special Education	4.39	4.51	4.47	4.41	4.32	4.39	4.11
	Dual Cert (General & Special Education)	4.43	4.47	4.42	4.34	4.35	4.33	3.98
	Early Childhood Special Education	4.23	4.31	4.28	4.33	4.20	4.32	4.50
	Emotional/Behavioral Disorders Special Ed.	4.59	4.64	4.58	4.58	4.54	4.55	4.45
	Hearing Impaired Special Education	4.53	4.62	4.51	4.60	4.47	4.53	4.08
	Learning Disability Special Education	4.32	4.40	4.35	4.31	4.20	4.25	4.28
	Mild/Moderate Disabilities Special Ed.	4.37	4.40	4.36	4.35	4.27	4.25	4.52
	Multicategorical Special Education	4.52	4.55	4.48	4.52	4.39	4.41	4.18
	Severe/Profound Disabilities Special Ed.	4.59	4.68	4.67	4.61	4.57	4.61	4.58
	Visually Impaired Special Education	4.57	4.64	4.59	4.60	4.50	4.51	4.20

## 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 2020, which marked a new high in the score.



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
1999	3.47

Year	Perceived Demand
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
2020	3.83

## Appendix: Demographic Characteristics

SCHOOL DISTRICTS							
Size (number of students)	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15	2013-14
2,500 or fewer	28.0%	25.7%	26.8%	28.3%	28.0%	12.8%	7.0%
2,501 to 5,000	22.0%	18.0%	22.1%	16.8%	21.2%	13.5%	25.4%
5,001 to 10,000	18.1%	22.6%	17.4%	13.7%	16.9%	21.3%	22.5%
10,001 to 20,000	15.1%	15.9%	15.6%	15.0%	14.8%	23.4%	28.2%
More than 20,000	16.9%	17.7%	18.1%	26.1%	19.1%	29.1%	16.9%
Urban Status	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15	2013-14
Urban	20.7%	24.9%	23.2%	26.9%	23.7%	30.9%	21.2%
Suburban	44.6%	42.1%	40.7%	41.9%	44.8%	47.5%	54.5%
Rural	34.7%	33.0%	36.1%	31.3%	31.5%	21.6%	24.2%

COLLEGES AND UNIVERSITIES							
Size (number of education students)	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15	2013-14
Less than 100	23.5%	21.1%	21.5%	19.7%	23.4%	14.8%	15.8%
100 to 199	24.5%	15.6%	13.0%	18.5%	16.0%	16.8%	18.0%
200 to 299	8.0%	11.7%	10.7%	10.7%	9.7%	10.7%	13.7%
300 to 499	10.0%	12.8%	11.9%	15.7%	13.1%	15.4%	13.7%
500 or more	34.0%	38.9%	42.9%	35.4%	37.7%	42.3%	38.8%

Colleges/ Universities								School Districts						
Region	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15	2013-14	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15	2013-14
1 Northwest	5	9	9	8	7	8	7	22	24	17	14	13	3	2
2 West	10	16	10	11	10	8	11	67	61	56	59	101	26	8
3 Rocky Mountain	9	8	6	7	4	7	5	19	23	14	12	33	31	7
4 Great Plains/Midwest	25	16	26	26	23	26	31	29	31	20	13	23	5	5
5 South Central	15	15	17	18	21	15	18	12	16	21	13	22	5	9
6 Southeast	51	32	42	29	42	19	16	55	65	56	48	75	35	19
7 Great Lakes	30	34	30	35	33	29	34	45	46	32	22	43	15	13
8 Middle Atlantic	43	43	41	50	45	45	25	74	49	46	44	57	24	6
9 Northeast	6	6	10	5	6	4	4	4	8	4	2	12	0	2
10 Alaska	1	2	0	1	1	0	0	4	3	8	3	1	0	0
11 Hawaii	1	1	0	0	0	0	0	1	0	0	0	0	0	0

[illegible]

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