

# American Association for Employment in Education

## Educator Supply and Demand Report 2020-21



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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.

### ABOUT THE EDUCATOR SUPPLY AND DEMAND SURVEY:

The Center for Marketing and Opinion Research (CMOR) conducted the 2020-21 Educator Supply & Demand Survey on behalf of the American Association for Employment in Education (AAEE).

- Surveys were collected between September 21, 2020 and March 31, 2021.
- The initial email invitation with a link to complete the online survey was sent to the list provided by AAEE on September 21, 2020. 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.
- 466 surveys were completed.
  - 169 colleges/universities (6.23% margin of error using a 90% confidence level)
  - 297 school districts (4.73% 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 School Administrator	Multi-categorical Special Education
High School Administrator	Severe/Profound Disabilities Special Ed.
Middle School Administrator	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 more than half of the fields, 38 of the 64 (59%).
- ✓ At least two-thirds of the fields were reported as having some level of shortage by both colleges/universities and school districts, 45 by colleges/universities and 47 by school districts. Twenty-nine were identified as having some level of shortage by both groups.
- ✓ **CONSIDERABLE SHORTAGE:** Of the 64 fields listed, 18 were reported as having considerable shortage by colleges/universities while school districts noted considerable shortage in 17 fields. Thirteen 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 27 fields as having some shortages while school districts identified 30 fields with some shortage. They were in agreement on 16 fields.
- ✓ **SOME SURPLUS:** Colleges/Universities identified no fields as having some surplus and school districts identified one field as having some surplus: 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, alternative certificates/licensure or M.Ed./MAT/5<sup>th</sup> year programs than in TESOL 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 shortage of education majors in colleges, a lack of traditional candidates applying, and that districts must hire for difficult-to-fill positions in certain subject areas.

On average, colleges/universities reported that 86% of their graduates find full-time teaching positions after graduation, while 10% find part-time positions. In addition, it was noted that decreases in funding that school districts receive was a challenge by 77% of responding school districts, with 40% indicating it is a *Big Challenge*.

# Comparison of Colleges and Districts: 2020-21

## COLLEGES AND UNIVERSITIES

FIELDS WITH CONSIDERABLE SHORTAGE (5.00 – 4.21)	
Mild/Moderate Disabilities Special Ed.	4.60
Multicategorical Special Education	4.59
Emotion/Behavioral Disorders Special Ed.	4.59
Physics	4.52
Visually Impaired Special Education	4.50
Math	4.45
Hearing Impaired Special Education	4.45
Learning Disability Special Education	4.44
General Math and Science	4.43
ESL/ELL (English Language Learner)	4.41
Chemistry	4.39
Bilingual/Multicultural Education	4.38
Cognitive Disabilities Special Education	4.38
Severe/Profound Disabilities Special Ed.	4.37
Earth/Physical Science	4.32
Dual Cert (General & Special Education)	4.28
Biology	4.27
Early Childhood Special Education	4.25

FIELDS WITH SOME SHORTAGE (4.20 – 3.41)	
Spanish	3.93
School Nursing	3.92
American Sign Language	3.85
Speech Pathology	3.84
School Psychology	3.81
Middle School Education	3.79
Counseling	3.77
Occupational Therapy	3.75
Physical Therapy	3.75
Russian	3.73
Family and Consumer Science	3.68
Chinese	3.68
Agriculture Education	3.67
Arabic	3.67
Reading Specialist/Interventionist	3.66
Gifted/Talented Education	3.59
Technology Education	3.56
Middle School Administrator	3.51
Computer Science Education	3.50
Library Science/Media Technology	3.50
Intermediate Education	3.49
High School Administrator	3.49
French	3.48
Classical: Greek, Latin	3.47
Pre-K Education	3.46
Kindergarten/Primary Education	3.44
Central Office Administrator	3.42

BALANCED FIELDS (3.40 – 2.61)	
Elementary School Administrator	3.38
English/Language Arts Education	3.36
German	3.34
Business Education	3.33
Audiology	3.33
School Social Work	3.30
Speech Education	3.29
Reading Diagnostician	3.25
Music Education	3.22
Other Languages	3.20
Art/Visual Education	3.18
Dance Education	3.17
Japanese	3.15
Theatre/Drama Education	3.11
Health Education	3.04
Journalism Education	2.92
Italian	2.92
Social Studies Education	2.91
Physical Education	2.89

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.	4.55
Emotion/Behavioral Disorders Special Ed.	4.47
Visually Impaired Special Education	4.43
Hearing Impaired Special Education	4.42
Physics	4.41
Multicategorical Special Education	4.38
Chinese	4.35
Cognitive Disabilities Special Education	4.33
Math	4.31
Arabic	4.30
Chemistry	4.29
American Sign Language	4.29
Dual Cert (General & Special Education)	4.26
Classical: Greek, Latin	4.26
Mild/Moderate Disabilities Special Ed.	4.24
Learning Disability Special Education	4.24
Early Childhood Special Education	4.22

FIELDS WITH SOME SHORTAGE (4.20 – 3.41)	
Russian	4.19
Speech Pathology	4.17
Bilingual/Multicultural Education	4.15
Audiology	4.09
Japanese	4.09
German	4.06
General Math and Science	4.02
Italian	4.02
Biology	4.00
Speech Education	4.00
School Psychology	3.99
Other Languages	3.99
Earth/Physical Science	3.98
School Nursing	3.98
ESL/ELL (English Language Learner)	3.96
French	3.94
Occupational Therapy	3.93
Physical Therapy	3.90
Spanish	3.86
Agriculture Education	3.83
Computer Science Education	3.72
Reading Diagnostician	3.70
Technology Education	3.68
Middle School Education	3.65
School Social Work	3.65
Family and Consumer Science	3.64
Reading Specialist/Interventionist	3.54
Library Science/Media Technology	3.54
Gifted/Talented Education	3.53
Dance Education	3.41

BALANCED FIELDS (3.40 – 2.61)	
Pre-K Education	3.39
Counseling	3.38
Business Education	3.37
Theatre/Drama Education	3.35
Art/Visual Education	3.32
Music Education	3.28
Intermediate Education	3.27
Journalism Education	3.25
English/Language Arts Education	3.23
High School Administrator	3.15
Central Office Administrator	3.13
Middle School Administrator	3.10
Kindergarten/Primary Education	3.07
Elementary School Administrator	3.02
Health Education	2.97
Physical Education	2.62

FIELDS WITH SOME SURPLUS (2.60 – 1.81)	
Social Studies Education	2.58

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	Agriculture Education	3.67	3.83
	Art/Visual Education	3.18	3.32
	Bilingual/Multicultural Education	4.38	4.15
	Business Education	3.33	3.37
	Computer Science Education	3.50	3.72
	Dance Education	3.17	3.41
	English/Language Arts Education	3.36	3.23
	Family and Consumer Science	3.68	3.64
	Health Education	3.04	2.97
	Journalism Education	2.92	3.25
	Music Education	3.22	3.28
	Physical Education	2.89	2.62
	Reading Specialist/Interventionist	3.66	3.54
	Social Studies Education	2.91	2.58
	Speech Education	3.29	4.00
	Technology Education	3.56	3.68
	Theatre/Drama Education	3.11	3.35
Languages	American Sign Language	3.85	4.29
	Arabic	3.67	4.30
	Chinese	3.68	4.35
	Classical: Greek, Latin	3.47	4.26
	ESL/ELL (English Language Learner)	4.41	3.96
	French	3.48	3.94
	German	3.34	4.06
	Italian	2.92	4.02
	Japanese	3.15	4.09
	Russian	3.73	4.19
	Spanish	3.93	3.86
	Other Languages	3.20	3.99
Math & Science Education	Math	4.45	4.31
	Biology	4.27	4.00
	Chemistry	4.39	4.29
	Earth/Physical Science	4.32	3.98
	General Math and Science	4.43	4.02
	Physics	4.52	4.41

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	3.33	4.09
	Counseling	3.77	3.38
	Gifted/Talented Education	3.59	3.53
	Library Science/Media Technology	3.50	3.54
	Occupational Therapy	3.75	3.93
	Physical Therapy	3.75	3.90
	Reading Diagnostician	3.25	3.70
	School Nursing	3.92	3.98
	School Psychology	3.81	3.99
	School Social Work	3.30	3.65
	Speech Pathology	3.84	4.17
Elem./ Middle	Pre-K Education	3.46	3.39
	Kindergarten/Primary Education	3.44	3.07
	Intermediate Education	3.49	3.27
	Middle School Education	3.79	3.65
Adm.	Elementary School Administrator	3.38	3.02
	Middle School Administrator	3.51	3.10
	High School Administrator	3.49	3.15
	Central Office Administrator	3.42	3.13
Special Education	Multicategorical Special Education	4.59	4.38
	Dual Cert (General & Special Education)	4.28	4.26
	Early Childhood Special Education	4.25	4.22
	Emotion/Behavioral Disorders Special Ed.	4.59	4.47
	Hearing Impaired Special Education	4.45	4.42
	Learning Disability Special Education	4.44	4.24
	Cognitive Disabilities Special Education	4.38	4.33
	Mild/Moderate Disabilities Special Ed.	4.60	4.24
	Severe/Profound Disabilities Special Ed.	4.37	4.55
	Visually Impaired Special Education	4.50	4.43

	Colleges	Districts	Agreement
Considerable Shortage	18	17	13
Some Shortage	27	30	16
Balanced	19	16	9
Some Surplus	0	1	0
Considerable Surplus	0	0	-

59% 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 300 degree-seeking candidates enrolled at their institutions.
- ✓ Approximately 21% of those, or a median of 64 per institution, are participating in student teaching programs.
- ✓ Enrollment in alternative certifications/licenses was less likely to have decreased than enrollment in traditional programs, M.Ed./MAT/5<sup>th</sup> year, and TESOL.

ENROLLMENT	
Education degree-seeking candidates currently enrolled (median)	<b>300</b>
Students participating in student teaching programs (median)	<b>64</b>
% that are participating in student teaching programs	<b>21%</b>

	Increased	Stayed the same	Decreased	Not offered
Traditional	30.4%	39.9%	23.8%	6.0%
M.Ed./MAT/5 <sup>th</sup> year added to baccalaureate	24.1%	27.7%	14.5%	33.7%
TESOL	11.5%	25.5%	15.2%	47.9%
Alternative certifications/licenses	24.8%	20.6%	4.2%	50.3%
Doctorates	10.8%	23.4%	6.6%	59.3%
<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	<b>86%</b>
Part-time	<b>10%</b>
<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	21.8%	34.6%	21.2%	22.4%	<b>1.56</b>
Districts not hiring or replacing vacancies	10.8%	23.4%	25.3%	40.5%	<b>1.04</b>
Too many candidates for open positions	4.4%	20.1%	29.6%	45.9%	<b>0.83</b>
Candidates not earning multiple credentials	2.5%	9.5%	32.9%	55.1%	<b>0.59</b>
<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	35	34.0%
Issues pertaining to Covid	12	11.7%
Licensure requirement	9	8.7%
Low salary	9	8.7%
Lack of vacancies	7	6.8%
Grad school/other opportunities	7	6.8%
Many candidates apply	6	5.8%
School/Teaching environment	4	3.9%
Opt out after graduation	3	2.9%
Timing of vacancies	3	2.9%
Profession not valued	2	1.9%
Teacher shortage in area	2	1.9%
Demographics	2	1.9%
Poor interview	2	1.9%
<i>What other reasons have made it difficult for qualified candidates from your institution to find teaching positions?</i>		



Support Services Offered to Education Degree-Seeking Students	N	% of Responses
Tutoring	48	8.8%
Career services	45	8.3%
Academic advising	41	7.6%
Student success/retention	36	6.6%
Writing assistance	35	6.4%
Counseling	29	5.3%
Academic Support Center	24	4.4%
Dedicated advisor/supervisor	23	4.2%
Mentors	22	4.1%
Test prep	22	4.1%
Disability services	20	3.7%
Praxis support	20	3.7%
Licensure support	17	3.1%
Field experience support	15	2.8%
Health and mental wellness	14	2.6%
Internship/Job search preparation	13	2.4%
Financial aid	12	2.2%
Scholarships	9	1.7%
Teaching resource lab	9	1.7%
Employer interviews	8	1.5%
Library resources	8	1.5%
Cultural resources	8	1.5%
Any assistance needed/Comprehensive support (unspecified)	7	1.3%
Placement services	7	1.3%
Professional development	7	1.3%
Math assistance	5	0.9%
Minority support	5	0.9%
Mental health services	5	0.9%
Health and wellness services	4	0.7%
Early alert & support	4	0.7%
Veteran support	4	0.7%
Recreation services	3	0.6%
Support for disadvantaged students	2	0.4%
Speech assistance	2	0.4%
Professional attire consultation	2	0.4%
International student services	2	0.4%
Technology	2	0.4%
Supplemental instruction	1	0.2%
Transportation support	1	0.2%
Implicit bias training	1	0.2%
Educator student groups	1	0.2%

<b>Biggest Challenges Faced by First-Year Teachers</b>	<b>N</b>	<b>% of Responses</b>
Classroom management	54	23.7%
Reality of demands	31	13.6%
Supportive culture	25	11.0%
Challenges with Covid	24	10.5%
District/School Culture	17	7.5%
Needs of students	14	6.1%
Effective teaching using curriculum	13	5.7%
Student to professional transition	11	4.8%
Managing Behaviors	10	4.4%
Time management	7	3.1%
Work/Life balance	7	3.1%
Parent Teacher communication	5	2.2%
State/Federal mandates	4	1.8%
Student assessments	3	1.3%
Theoretical to practical transition	2	0.9%
Emotional stability	1	0.4%

<b>Best Way to Attract High School Students to Study Education in College</b>	<b>N</b>	<b>% of Responses</b>
Financial incentive	55	26.7%
Involvement from Elementary to High School	34	16.5%
Promote prestige of profession	30	14.6%
High school to college Teacher Programs	25	12.1%
Inspiration from highly regarded teachers	18	8.7%
Market teaching as a career	14	6.8%
Communicate positives	11	5.3%
Mentoring programs	10	4.9%
Ensure their own K-12 education experience is positive	5	2.4%
Early identification	2	1.0%
Encourage diversity	1	0.5%
Assured placement	1	0.5%

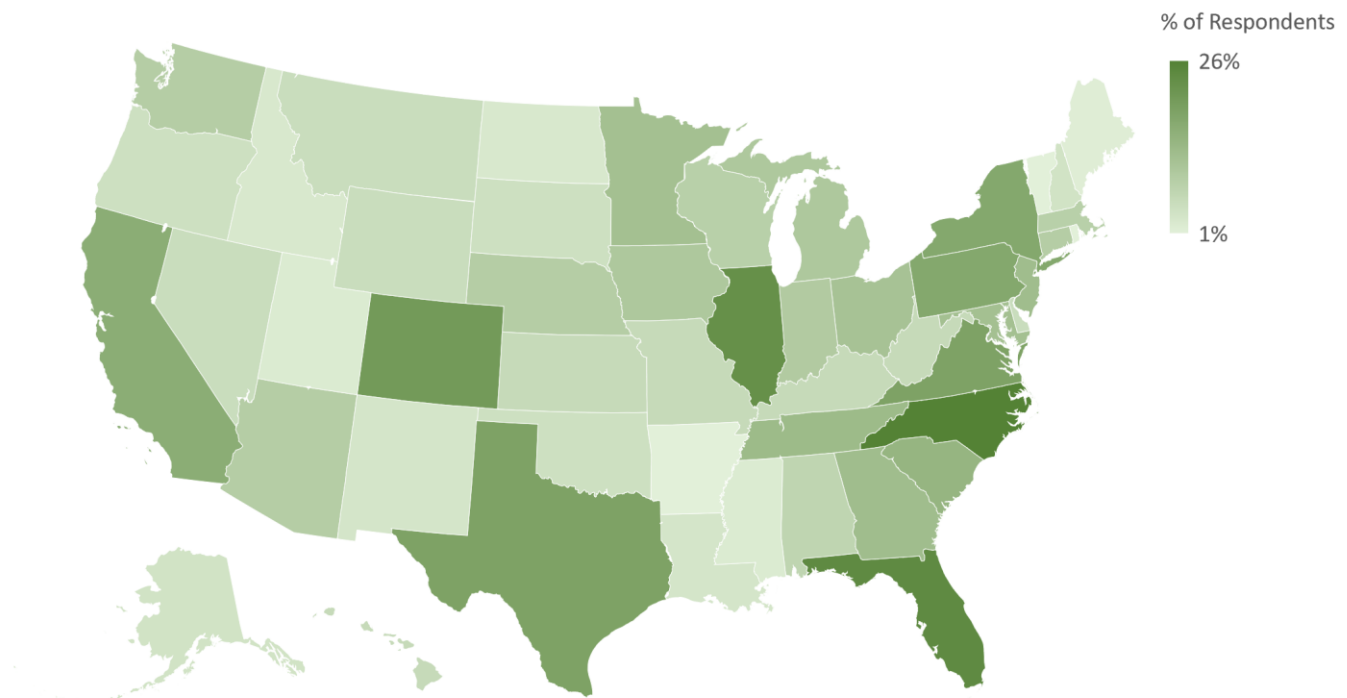
<b>STUDENT LEAVING STATE TO FIND FULL-TIME EMPLOYMENT</b>	
2020-21 Academic Year	<b>17.7%</b>
<i>Approximately what percentage of your education graduates left your state to find full-time employment for the 2020-21 academic year?</i>	

WHERE STUDENTS ARE GOING	N	%
North Carolina	43	26.1%
Florida	40	24.2%
Illinois	38	23.0%
Colorado	34	20.6%
Texas	31	18.8%
Virginia	31	18.8%
New York	29	17.6%
Pennsylvania	29	17.6%
California	27	16.4%
South Carolina	24	14.5%
Tennessee	22	13.3%
Georgia	21	12.7%
New Jersey	21	12.7%
Maryland	20	12.1%
Minnesota	20	12.1%
Ohio	19	11.5%
Iowa	17	10.3%
Michigan	17	10.3%
Indiana	16	9.7%
Arizona	15	9.1%
Connecticut	15	9.1%
Nebraska	15	9.1%
Washington	15	9.1%
Massachusetts	14	8.5%
Wisconsin	14	8.5%
Alabama	12	7.3%

WHERE STUDENTS ARE GOING	N	%
Hawaii	10	6.1%
Kansas	10	6.1%
Kentucky	10	6.1%
Missouri	10	6.1%
West Virginia	10	6.1%
Delaware	9	5.5%
District of Columbia	9	5.5%
Montana	9	5.5%
Nevada	9	5.5%
Wyoming	9	5.5%
Oklahoma	8	4.8%
Oregon	8	4.8%
South Dakota	8	4.8%
Alaska	7	4.2%
New Hampshire	7	4.2%
Louisiana	6	3.6%
New Mexico	6	3.6%
Idaho	5	3.0%
North Dakota	5	3.0%
Mississippi	4	2.4%
Utah	4	2.4%
Maine	3	1.8%
Arkansas	2	1.2%
Rhode Island	2	1.2%
Vermont	2	1.2%

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

## Where Students are Going



## 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, Art/Visual Education, Physical Education, Spanish, Physics, 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 Speech Education, Journalism Education, American Sign Language, Russian, Arabic, Library Science/Media Technology, Audiology, Reading Diagnostician, Hearing Impaired Special Education, Cognitive Disabilities Special Education, Visually Impaired Special Education.

Educational Fields	English/Language Arts Education	88
	Social Studies Education	86
	Music Education	68
	Art/Visual Education	54
	Physical Education	54
	Reading Specialist/Interventionist	44
	Health Education	33
	Theatre/Drama Education	28
	Bilingual/Multicultural Education	20
	Business Education	19
	Technology Education	17
	Family and Consumer Science	14
	Agriculture Education	12
	Dance Education	11
	Computer Science Education	10
	Speech Education	9
	Journalism Education	8
Languages	Spanish	68
	French	46
	ESL/ELL (English Language Learner)	41
	German	28
	Chinese	15
	Classical: Greek, Latin	14
	Japanese	11
	Italian	11
	American Sign Language	8
	Russian	8
	Arabic	4
	Other Languages	4
Math & Science Education	Math	95
	Biology	95
	Chemistry	85
	Physics	61
	Earth/Physical Science	47
	General Math and Science	35

Support Services	Counseling	38
	School Psychology	25
	Speech Pathology	19
	School Social Work	17
	Occupational Therapy	12
	Physical Therapy	12
	Gifted/Talented Education	12
	School Nursing	10
	Library Science/Media Technology	7
	Audiology	6
	Reading Diagnostician	5
Elem./ Middle	Kindergarten/Primary Education	82
	Middle School Education	57
	Intermediate Education	47
	Pre-K Education	47
Adm.	High School Administrator	43
	Elementary School Administrator	43
	Middle School Administrator	37
	Central Office Administrator	30
Special Education	Dual Cert (General & Special Education)	38
	Early Childhood Special Education	33
	Mild/Moderate Disabilities Special Ed.	28
	Multicategorical Special Education	23
	Severe/Profound Disabilities Special Ed.	14
	Emotion/Behavioral Disorders Special Ed.	11
	Learning Disability Special Education	11
	Hearing Impaired Special Education	8
	Visually Impaired Special Education	6
	Cognitive Disabilities Special Education	5

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

## Graduating Students

- ✓ The degrees that will have the most graduates per degree-offering institution this year include: 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	Technology Education	29
	Computer Science Education	28
	Family and Consumer Science	22
	Business Education	19
	Bilingual/Multicultural Education	18
	Speech Education	17
	Agriculture Education	16
	Physical Education	16
	Health Education	15
	Music Education	11
	Reading Specialist/Interventionist	11
	Social Studies Education	11
	English/Language Arts Education	10
	Art/Visual Education	7
	Dance Education	7
	Theatre/Drama Education	3
	Journalism Education	2
Languages	ESL/ELL (English Language Learner)	16
	American Sign Language	8
	Spanish	7
	Other Languages	7
	Arabic	5
	Chinese	3
	German	3
	Italian	3
	Russian	3
	Classical: Greek, Latin	2
	French	2
	Japanese	2
Math & Science Education	General Math and Science	27
	Biology	22
	Math	11
	Chemistry	8
	Earth/Physical Science	8
	Physics	4

Support Services	Physical Therapy	40
	Occupational Therapy	31
	Library Science/Media Technology	30
	School Nursing	27
	School Social Work	27
	Speech Pathology	26
	Counseling	21
	School Psychology	20
	Reading Diagnostician	10
	Gifted/Talented Education	7
	Audiology	6
Elem./Middle	Kindergarten/Primary Education	56
	Intermediate Education	50
	Pre-K Education	31
	Middle School Education	28
Adm.	Central Office Administrator	15
	Elementary School Administrator	12
	Middle School Administrator	12
	High School Administrator	12
Special Education	Learning Disability Special Education	27
	Dual Cert (General & Special Education)	25
	Multicategorical Special Education	18
	Early Childhood Special Education	18
	Emotion/Behavioral Disorders Special Ed.	17
	Mild/Moderate Disabilities Special Ed.	13
	Severe/Profound Disabilities Special Ed.	10
	Visually Impaired Special Education	10
	Hearing Impaired Special Education	9
	Cognitive Disabilities Special Education	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)*

# Perceived Supply and Demand (Colleges and Universities)

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	4.38
	Family and Consumer Science	3.68
	Agriculture Education	3.67
	Reading Specialist/Interventionist	3.66
	Technology Education	3.56
	Computer Science Education	3.50
	English/Language Arts Education	3.36
	Business Education	3.33
	Speech Education	3.29
	Music Education	3.22
	Art/Visual Education	3.18
	Dance Education	3.17
	Theatre/Drama Education	3.11
	Health Education	3.04
	Journalism Education	2.92
	Social Studies Education	2.91
	Physical Education	2.89
Languages	ESL/ELL (English Language Learner)	4.41
	Spanish	3.93
	American Sign Language	3.85
	Russian	3.73
	Chinese	3.68
	Arabic	3.67
	French	3.48
	Classical: Greek, Latin	3.47
	German	3.34
	Other Languages	3.20
	Japanese	3.15
	Italian	2.92
Math & Science Education	Physics	4.52
	Math	4.45
	General Math and Science	4.43
	Chemistry	4.39
	Earth/Physical Science	4.32
	Biology	4.27

Support Services	School Nursing	3.92
	Speech Pathology	3.84
	School Psychology	3.81
	Counseling	3.77
	Occupational Therapy	3.75
	Physical Therapy	3.75
	Gifted/Talented Education	3.59
	Library Science/Media Technology	3.50
	Audiology	3.33
	School Social Work	3.30
	Reading Diagnostician	3.25
Elem./Middle	Middle School Education	3.79
	Intermediate Education	3.49
	Pre-K Education	3.46
	Kindergarten/Primary Education	3.44
Adm.	Middle School Administrator	3.51
	High School Administrator	3.49
	Central Office Administrator	3.42
	Elementary School Administrator	3.38
Special Education	Mild/Moderate Disabilities Special Ed.	4.60
	Multicategorical Special Education	4.59
	Emotional/Behavioral Disorders Special Ed.	4.59
	Visually Impaired Special Education	4.50
	Hearing Impaired Special Education	4.45
	Learning Disabilities Special Education	4.44
	Cognitive Disabilities Special Education	4.38
	Severe/Profound Disabilities Special Ed.	4.37
	Dual Cert (General & Special Education)	4.28
	Early Childhood Special Education Sp. Ed.	4.25

**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)**

Mild/Moderate Disabilities Special Ed.	4.60
Emotion/Behavioral Disorders Special Ed.	4.59
Multicategorical Special Education	4.59
Physics	4.52
Visually Impaired Special Education	4.50
Math	4.45
Hearing Impaired Special Education	4.45
Learning Disability Special Education	4.44
General Math and Science	4.43
ESL/ELL (English Language Learner)	4.41
Chemistry	4.39
Bilingual/Multicultural Education	4.38
Cognitive Disabilities Special Education	4.38
Severe/Profound Disabilities Special Ed.	4.37
Earth/Physical Science	4.32
Dual Cert (General & Special Education)	4.28
Biology	4.27
Early Childhood Special Education	4.25

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

Spanish	3.93
School Nursing	3.92
American Sign Language	3.85
Speech Pathology	3.84
School Psychology	3.81
Middle School Education	3.79
Counseling	3.77
Occupational Therapy	3.75
Physical Therapy	3.75
Russian	3.73
Family and Consumer Science	3.68
Chinese	3.68
Agriculture Education	3.67
Arabic	3.67
Reading Specialist/Interventionist	3.66
Gifted/Talented Education	3.59
Technology Education	3.56
Middle School Administrator	3.51
Computer Science Education	3.50
Library Science/Media Technology	3.50
Intermediate Education	3.49
High School Administrator	3.49
French	3.48
Classical: Greek, Latin	3.47
Pre-K Education	3.46
Kindergarten/Primary Education	3.44
Central Office Administrator	3.42

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

Elementary School Administrator	3.38
English/Language Arts Education	3.36
German	3.34
Business Education	3.33
Audiology	3.33
School Social Work	3.30
Speech Education	3.29
Reading Diagnostician	3.25
Music Education	3.22
Other Languages	3.20
Art/Visual Education	3.18
Dance Education	3.17
Japanese	3.15
Theatre/Drama Education	3.11
Health Education	3.04
Journalism Education	2.92
Italian	2.92
Social Studies Education	2.91
Physical Education	2.89

#### **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 (mean)	Supply & Demand*
Educational Fields	Bilingual/Multicultural Education	20	18	4.38
	Family and Consumer Science	14	22	3.68
	Agriculture Education	12	16	3.67
	Reading Specialist/Interventionist	44	11	3.66
	Technology Education	17	29	3.56
	Computer Science Education	10	28	3.50
	English/Language Arts Education	88	10	3.36
	Business Education	19	19	3.33
	Speech Education	9	17	3.29
	Music Education	68	11	3.22
	Art/Visual Education	54	7	3.18
	Dance Education	11	7	3.17
	Theatre/Drama Education	28	3	3.11
	Health Education	33	15	3.04
	Journalism Education	8	2	2.92
	Social Studies Education	86	11	2.91
	Physical Education	54	16	2.89
Languages	ESL/ELL (English Language Learner)	41	16	4.41
	Spanish	68	7	3.93
	American Sign Language	8	8	3.85
	Russian	8	3	3.73
	Chinese	15	3	3.68
	Arabic	4	5	3.67
	French	46	2	3.48
	Classical: Greek, Latin	14	2	3.47
	German	28	3	3.34
	Other Languages	4	7	3.20
	Japanese	11	2	3.15
	Italian	11	3	2.92
Math & Science Education	Physics	61	4	4.52
	Math	95	11	4.45
	General Math and Science	35	27	4.43
	Chemistry	85	8	4.39
	Earth/Physical Science	47	8	4.32
	Biology	95	22	4.27



*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 (mean)	Supply & Demand*
Support Services	School Nursing	10	27	3.92
	Speech Pathology	19	26	3.84
	School Psychology	25	20	3.81
	Counseling	38	21	3.77
	Physical Therapy	12	40	3.75
	Occupational Therapy	12	31	3.75
	Gifted/Talented Education	12	7	3.59
	Library Science/Media Technology	7	30	3.50
	Audiology	6	6	3.33
	School Social Work	17	27	3.30
	Reading Diagnostician	5	10	3.25
Elem./ Middle	Middle School Education	57	28	3.79
	Intermediate Education	47	50	3.49
	Pre-K Education	47	31	3.46
	Kindergarten/Primary Education	82	56	3.44
Adm.	Middle School Administrator	37	12	3.51
	High School Administrator	43	12	3.49
	Central Office Administrator	30	15	3.42
	Elementary School Administrator	43	12	3.38
Special Education	Mild/Moderate Disabilities Special Ed.	28	13	4.60
	Multicategorical Special Education	23	18	4.59
	Emotion/Behavioral Disorders Special Ed.	11	17	4.59
	Visually Impaired Special Education	6	10	4.50
	Hearing Impaired Special Education	8	9	4.45
	Learning Disability Special Education	11	27	4.44
	Cognitive Disabilities Special Education	5	3	4.38
	Severe/Profound Disabilities Special Ed.	14	10	4.37
	Dual Cert (General & Special Education)	38	25	4.28
	Early Childhood Special Education	33	18	4.25

- ✓ 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.
  - **21** 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 (**11** 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.

SUPPLY EXCEEDS DEMAND		Perceived Demand for Graduates (Colleges and Universities)		
		Low	Medium	High
Percent of Institutions Offering these Educational Programs	High		English/Language Arts Education Social Studies Education	Math Chemistry Biology <u>Kindergarten/Primary Education</u>
	Medium		Music Education Art/Visual Education Theatre/Drama Education Health Education Physical Education German Elementary School Administrator	Bilingual/Multicultural Education Reading Specialist/Interventionist ESL/ELL (English Language Learner) Spanish / French / Physics General Math and Science Earth/Physical Science School Psychology / Counseling Middle School Education Intermediate Education Pre-K Education Middle School Administrator High School Administrator Central Office Administrator Mild/Moderate Disabilities Special Ed. Multicategorical Special Education Dual Cert (General & Special Education) Early Childhood Special Education
	Low		Business Education Speech Education Dance Education Journalism Education Other Languages Japanese Italian Audiology School Social Work Reading Diagnostician	Family and Consumer Science Agriculture Education Technology Education Computer Science Education American Sign Language Russian / Chinese / Arabic / Classical School Nursing / Speech Pathology Physical Therapy / Occupational Therapy Gifted/Talented Education Library Science/Media Technology Emotion/Behavioral Disorders Special Ed. Visually Impaired Special Education Hearing Impaired Special Education Learning Disability Special Education Cognitive Disabilities Special Education Severe/Profound Disabilities Special Ed.
		DEMAND EXCEEDS SUPPLY		

## 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 (18%) and Urban (22%) districts are more likely to have hired teachers without traditional preparation in the last year.
- ✓ The shortage of education majors in colleges, 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/MAKEUP						
Traditional preparation	84%					
Non-traditional preparation	12%					
Emergency hires	4%					
URBAN STATUS		Urban	Suburban	Rural	ALL	
Traditional preparation		77%	89%	82%	84%	
Non-traditional preparation		18%	8%	13%	12%	
Emergency hires		4%	3%	5%	4%	
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	86%	88%	85%	80%	86%	84%
Non-traditional preparation	10%	10%	9%	13%	10%	12%
Emergency hires	4%	2%	6%	6%	4%	4%

Reasons for Hiring Teachers without Traditional Preparation	N	% of Responses
Shortage of education majors in colleges	62	31.5%
Lack of traditional candidates who apply	36	18.3%
Must hire for difficult-to-fill positions in certain subject areas	35	17.8%
Strong knowledge/Diverse experience is focus rather than pedagogy	17	8.6%
Goal is to hire the best candidate for the job	17	8.6%
Need to fill position at present time	16	8.1%
Hirees agree to earn desired certification if employed	12	6.1%
Challenges related to COVID	2	1.0%

## Teacher Makeup

**Question:** *Approximately how many:*

- *Full-time teaching positions exist in your district?*
- *Full-time teaching positions are currently vacant?*
- *Full-time teachers do you expect to lose this year (retirement, attrition, dismissal, etc.)?*
- *Full-time teachers does your district plan to hire for the next academic year (2021-22) to REPLACE those who leave?*
- *Full-time teachers does your district plan to hire for the next academic year (2021-22) for NEW positions?*

*(Reported as mean number of teachers/positions)*

TEACHER MAKEUP						
Full-time positions						798
Full-time vacancies						10
Expect to lose						60
Replacement hires						65
New position hires						13
Net change in teachers						+18
URBAN STATUS		Urban	Suburban	Rural	ALL	
Full-time positions		1592	1142	213		798
Full-time vacancies		22	13	3		10
Expect to lose		158	72	13		60
Replacement hires		164	74	20		65
New positions		42	14	2		13
Net change in teachers		+48	+16	+9		+18
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	81	291	521	983	3604	798
Full-time vacancies	1	3	5	18	40	10
Expect to lose	5	17	29	79	286	60
Replacement hires	5	33	42	76	288	65
New positions	1	8	4	7	69	13
Net change in teachers	+1	+24	+17	+4	+71	+18

**Question:** *Approximately what percentage of teachers hired in the past year would be considered teachers of color?*

TEACHERS OF COLOR HIRED						
Average percentage of teachers hired in the past year						13%
URBAN STATUS		Urban	Suburban	Rural	ALL	
Average percentage of teachers hired in the past year		28%	13%	8%		13%
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
Average percentage of teachers hired in past year	7%	12%	15%	18%	25%	13%



## 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	40.2%	36.8%	11.0%	12.0%		
Having enough candidates for open positions	60.5%	27.9%	9.2%	2.4%		
Recruiting teachers of color	58.6%	26.0%	7.2%	8.2%		
URBAN STATUS	Urban	Suburban	Rural	ALL		
Decreases in the funding your district receives	2.06	1.85	2.23	2.05		
Having enough candidates for open positions	2.57	2.37	2.51	2.47		
Recruiting teachers of color	2.43	2.48	2.23	2.35		
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	2.18	1.88	1.80	2.14	2.14	2.05
Having enough candidates for open positions	2.37	2.51	2.49	2.47	2.67	2.47
Recruiting teachers of color	2.11	2.53	2.58	2.47	2.65	2.35
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
Undesired location/demographics	74	21.8%
Low salary/benefits	71	20.9%
Shortage of teachers	42	12.4%
Competition among districts	27	8.0%
Challenges related to Covid	27	8.0%
Lacks certification	20	5.9%
Profession not valued	18	5.3%
Demanding work load	16	4.7%
Complex licensure requirements	14	4.1%
Timing of vacancies	13	3.8%
Lack of quality candidates	8	2.4%
Seeking diversity with candidates	5	1.5%
Lack of experience	4	1.2%

<b>Anticipated Hiring in 2020-21 Compared to 2019-20</b>	<b>N</b>	<b>% of Responses</b>
Expect to hire more teachers	122	41.6%
Expect to hire fewer teachers	171	58.4%

<b>Major Reasons for Hiring More</b>	<b>N</b>	<b>% of Responses</b>
Many leaving profession due to COVID	37	32.5%
Retirement	24	21.1%
Expansion of school district	15	13.2%
Increased enrollment	10	8.8%
Planning on filling vacancies	10	8.8%
Resignations	7	6.1%
Budget increase	4	3.5%
Foresee filling in learning gaps due to COVID	3	2.6%
New programs	2	1.8%
Creating new positions	1	0.9%
Reconfiguration	1	0.9%

<b>Major Reasons for Hiring Fewer</b>	<b>N</b>	<b>% of Responses</b>
Steady/Decreased enrollment	43	27.9%
Fewer/No new positions	36	23.4%
Budget restraints	34	22.1%
Covid related challenges	18	11.7%
Fewer retirements	12	7.8%
Fewer resignations	6	3.9%
Attrition	4	2.6%
Lack of qualified teachers	1	0.6%

<b>Biggest Challenges Faced by First-Year Teachers</b>	<b>N</b>	<b>% of Responses</b>
Classroom management	84	21.3%
Reality of demands	52	13.2%
Effective teaching using curriculum	42	10.7%
Supportive culture	38	9.6%
Time management	26	6.6%
Teaching changes due to COVID	23	5.8%
District/School Culture	22	5.6%
Student to professional transition	20	5.1%
Managing Behaviors	18	4.6%
Needs of students	17	4.3%
Adequate training	13	3.3%
Work/Life balance	13	3.3%
Emotional stability	12	3.0%
Parent Teacher communication	11	2.8%
Theoretical to practical transition	3	0.8%

Best Way to Attract High School Students to Study Education in College	N	% of Responses
High school to college Teacher Programs	71	24.2%
Involvement from Elementary to High School	56	19.1%
Compensation incentive	47	16.0%
Ensure their own K-12 educational experience is positive	36	12.3%
Inspiration	29	9.9%
Teaching as an honorable profession	19	6.5%
Assured placement	9	3.1%
Mentoring programs	9	3.1%
Communicate positives	6	2.0%
Early identification	5	1.7%
Alternative education programs	4	1.4%
Set realistic expectations	2	0.7%

Best Way to Attract Teachers of Color	N	% of Responses
Promote diversity and inclusion	32	14.5%
Go to middle/high schools/colleges to inspire	30	13.6%
Market the teaching career	30	13.6%
Supportive atmosphere	25	11.3%
Recruitment	21	9.5%
Benefit and financial incentives	21	9.5%
Grow Your Own programs	18	8.1%
Relationships with teachers/students	18	8.1%
Recruit at HBCUs	16	7.2%
Be present in community	5	2.3%
Relatable demographics	3	1.4%
Available housing in area	2	0.9%

## Perceived Supply and Demand (School Districts)

- ✓ 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	4.15
	Speech Education	4.00
	Agriculture Education	3.83
	Computer Science Education	3.72
	Technology Education	3.68
	Family and Consumer Science	3.64
	Reading Specialist/Interventionist	3.54
	Dance Education	3.41
	Business Education	3.37
	Theatre/Drama Education	3.35
	Art/Visual Education	3.32
	Music Education	3.28
	Journalism Education	3.25
	English/Language Arts Education	3.23
	Health Education	2.97
	Physical Education	2.62
	Social Studies Education	2.58
Languages	Chinese	4.35
	Arabic	4.30
	American Sign Language	4.29
	Classical: Greek, Latin	4.26
	Russian	4.19
	Japanese	4.09
	German	4.06
	Italian	4.02
	Other Languages	3.99
	ESL/ELL (English Language Learner)	3.96
	French	3.94
	Spanish	3.86
Math/Science Education	Physics	4.41
	Math	4.31
	Chemistry	4.29
	General Math and Science	4.02
	Biology	4.00
	Earth/Physical Science	3.98

Support Services	Speech Pathology	4.17
	Audiology	4.09
	School Psychology	3.99
	School Nursing	3.98
	Occupational Therapy	3.93
	Physical Therapy	3.90
	Reading Diagnostician	3.70
	School Social Work	3.65
	Library Science/Media Technology	3.54
	Gifted/Talented Education	3.53
	Counseling	3.38
Elem./ Middle	Middle School Education	3.65
	Pre-K Education	3.39
	Intermediate Education	3.27
	Kindergarten/Primary Education	3.07
Adm.	High School Administrator	3.15
	Central Office Administrator	3.13
	Middle School Administrator	3.10
	Elementary School Administrator	3.02
Special Education	Severe/Profound Disabilities Special Ed.	4.55
	Emotional/Behavioral Disorders Special Ed.	4.47
	Visually Impaired Special Education	4.43
	Hearing Impaired Special Education	4.42
	Multicategorical Special Education	4.38
	Cognitive Disabilities Special Education	4.33
	Dual Cert (General & Special Education)	4.26
	Learning Disabilities Special Education	4.24
	Mild/Moderate Disabilities Special Ed.	4.24
	Early Childhood Special Education Sp. Ed.	4.22



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

Severe/Profound Disabilities Special Ed.	4.55
Emotional/Behavioral Disorders Special Ed.	4.47
Visually Impaired Special Education	4.43
Hearing Impaired Special Education	4.42
Physics	4.41
Multicategorical Special Education	4.38
Chinese	4.35
Cognitive Disabilities Special Education	4.33
Math	4.31
Arabic	4.30
American Sign Language	4.29
Chemistry	4.29
Classical: Greek, Latin	4.26
Dual Cert (General & Special Education)	4.26
Learning Disabilities Special Education	4.24
Mild/Moderate Disabilities Special Ed.	4.24
Early Childhood Special Education Sp. Ed.	4.22

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

Russian	4.19
Speech Pathology	4.17
Bilingual/Multicultural Education	4.15
Japanese	4.09
Audiology	4.09
German	4.06
Italian	4.02
General Math and Science	4.02
Speech Education	4.00
Biology	4.00
Other Languages	3.99
School Psychology	3.99
Earth/Physical Science	3.98
School Nursing	3.98
ESL/ELL (English Language Learner)	3.96
French	3.94
Occupational Therapy	3.93
Physical Therapy	3.90
Spanish	3.86
Agriculture Education	3.83
Computer Science Education	3.72
Reading Diagnostician	3.70
Technology Education	3.68
School Social Work	3.65
Middle School Education	3.65
Family and Consumer Science	3.64
Reading Specialist/Interventionist	3.54
Library Science/Media Technology	3.54
Gifted/Talented Education	3.53
Dance Education	3.41

**BALANCED FIELDS (3.40 – 2.61)**

Pre-K Education	3.39
Counseling	3.38
Business Education	3.37
Theatre/Drama Education	3.35
Art/Visual Education	3.32
Music Education	3.28
Intermediate Education	3.27
Journalism Education	3.25
English/Language Arts Education	3.23
High School Administrator	3.15
Central Office Administrator	3.13
Middle School Administrator	3.10
Kindergarten/Primary Education	3.07
Elementary School Administrator	3.02
Health Education	2.97
Physical Education	2.62

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

Social Studies Education	2.58
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**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.
- **30** 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.

		Perceived Demand for Graduates (School Districts)		
		Low	Medium	High
Percent of Institutions Offering these Educational Programs	High	Social Studies Education	English/Language Arts Education <u>Kindergarten/Primary Education</u>	Math Biology Chemistry
	Medium		Art/Visual Education Health Education Music Education Physical Education Theatre/Drama Education Counseling Pre-K Education Intermediate Education Elementary School Administrator Middle School Administrator High School Administrator Central Office Administrator	Bilingual/Multicultural Education Reading Specialist/Interventionist ESL/ELL (English Language Learner) French / German / Spanish Earth/Physical Science General Math and Science / Physics School Psychology Middle School Education Multicategorical Special Education Dual Cert (General & Special Education) Early Childhood Special Education Mild/Moderate Disabilities Special Ed.
	Low		Business Education Journalism Education	Agriculture Education Computer Science Education Dance Education Family and Consumer Science Speech Education Technology Education American Sign Language Arabic / Chinese / Classical / Italian Japanese / Russian Other Languages Audiology Gifted/Talented Education Library Science/Media Technology Occupational Therapy Physical Therapy Reading Diagnostician School Nursing School Social Work 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

**DEMAND EXCEEDS SUPPLY**

## Appendix: Perceived Supply and Demand by Region School Districts

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	3.79	3.82	3.93	3.77	3.56	3.73	4.33	4.00	4.00	4.00	3.83
	Art/Visual Education	3.31	3.40	3.30	3.09	3.45	3.25	3.33	3.38	2.71	4.00	3.32
	Bilingual/Multicultural Education	4.23	3.88	4.29	3.85	4.45	4.00	4.65	4.38	4.83	4.20	4.15
	Business Education	3.31	3.37	3.58	3.45	2.91	3.22	3.65	3.36	3.50	4.00	3.37
	Computer Science Education	3.85	3.62	4.00	3.45	3.36	3.84	3.78	3.85	3.29	4.33	3.72
	Dance Education	3.00	3.33	3.29	2.75	3.56	3.35	3.64	3.86	3.00	4.00	3.41
	English/Language Arts Education	3.13	3.19	3.43	3.17	3.67	3.42	2.79	3.19	2.71	4.00	3.23
	Family and Consumer Science	3.50	3.39	3.82	3.73	3.10	3.48	4.00	4.08	3.80	3.75	3.64
	Health Education	2.93	3.12	3.15	2.76	2.42	2.81	2.96	3.00	3.14	4.33	2.97
	Journalism Education	3.10	3.25	3.40	3.44	3.44	3.07	3.15	3.40	2.67	3.50	3.25
	Music Education	3.43	3.52	3.48	2.91	2.91	3.06	3.34	3.23	2.71	4.00	3.28
	Physical Education	2.93	2.77	2.38	2.48	1.83	2.49	2.66	2.81	2.14	3.50	2.62
	Reading Specialist/Interventionist	3.31	3.51	3.90	3.22	3.67	3.62	3.55	3.58	3.29	3.83	3.54
	Social Studies Education	2.47	2.69	2.35	2.26	2.25	2.63	2.48	2.65	2.14	4.00	2.58
	Speech Education	3.92	4.06	3.87	3.77	3.55	4.22	3.59	4.12	4.14	4.60	4.00
	Technology Education	3.67	3.60	3.76	3.48	3.42	3.73	3.73	3.94	3.57	3.60	3.68
	Theatre/Drama Education	3.08	3.37	3.38	3.22	3.50	3.36	3.35	3.55	2.80	4.50	3.35
Languages	American Sign Language	3.83	4.36	4.50	4.33	4.50	4.14	4.15	4.36	4.60	3.50	4.29
	Arabic	5.00	4.55	4.67	3.00	4.50	4.00	4.13	4.20	4.67	3.00	4.30
	Chinese	5.00	4.52	4.43	4.40	4.50	3.77	4.50	4.33	5.00	3.00	4.35
	Classical: Greek, Latin	5.00	4.45	4.67	4.63	4.40	3.75	4.13	4.33	5.00	3.50	4.26
	ESL/ELL (English Language Learner)	4.07	3.61	4.28	3.81	4.17	4.04	4.11	4.17	4.57	4.33	3.96
	French	3.67	4.03	3.90	4.12	3.88	3.74	4.11	4.09	3.40	3.00	3.94
	German	3.67	4.07	4.00	4.11	4.00	3.88	4.36	4.17	4.00	3.00	4.06
	Italian	3.00	4.28	4.00	3.00	4.00	3.88	3.80	4.30	3.67	3.00	4.02
	Japanese	2.00	4.30	4.25	3.50	4.00	3.67	4.29	4.43	4.50	3.00	4.09
	Russian	4.00	4.40	4.67	3.00	4.00	4.00	4.00	4.40	4.50	3.00	4.19
	Spanish	3.55	3.65	3.80	3.84	3.78	4.02	3.92	4.26	3.57	3.00	3.86
	Other Languages	4.00	4.00	4.33	3.40	4.25	3.69	4.40	4.33	4.00	3.75	3.99
Math & Science	Math	4.19	4.15	4.57	4.13	4.17	4.75	4.03	4.33	4.29	4.71	4.31
	Biology	3.94	3.84	4.14	3.95	3.75	4.21	3.59	4.23	4.14	4.57	4.00
	Chemistry	4.00	4.03	4.38	4.45	4.58	4.46	3.95	4.54	4.29	4.67	4.29
	Earth/Physical Science	3.88	3.79	4.00	4.00	4.18	4.15	3.63	4.23	4.00	4.43	3.98
	General Math and Science	3.69	3.90	4.05	3.95	4.00	4.28	3.86	4.14	4.14	4.43	4.02
	Physics	4.13	4.21	4.33	4.48	4.58	4.50	4.24	4.71	4.43	4.80	4.41

Code	Region	Code	Region
1	Northwest	6	Southeast
2	West	7	Great Lakes
3	Rocky Mountain	8	Middle Atlantic
4	Great Plains/Midwest	9	Northeast
5	South Central	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	3.88	4.04	4.42	3.92	4.00	4.00	3.83	4.50	4.33	4.33	4.09
	Counseling	3.93	3.42	3.71	3.30	3.25	3.39	3.30	2.78	3.43	4.67	3.38
	Gifted/Talented Education	3.29	3.44	4.05	3.64	3.58	3.56	3.45	3.44	3.25	3.50	3.53
	Library Science/Media Technology	3.15	3.43	3.47	3.41	3.40	3.75	3.63	3.75	3.43	4.00	3.54
	Occupational Therapy	3.90	3.88	4.31	3.29	3.82	3.91	4.05	4.25	3.86	4.25	3.93
	Physical Therapy	3.75	3.82	4.33	3.29	3.82	3.85	4.10	4.30	3.86	4.00	3.90
	Reading Diagnostician	3.38	3.54	4.17	3.47	3.92	3.77	3.95	3.70	3.50	4.00	3.70
	School Nursing	3.60	4.05	3.87	3.77	3.75	4.00	4.00	4.24	3.67	4.00	3.98
	School Psychology	4.00	3.86	3.94	3.95	3.91	4.02	4.18	3.97	4.29	4.80	3.99
	School Social Work	3.67	3.86	3.83	3.40	3.58	3.53	3.67	3.18	4.14	4.40	3.65
	Speech Pathology	4.00	4.21	4.19	4.05	4.25	4.27	3.89	4.20	4.14	4.50	4.17
Elem./Middle	Pre-K Education	3.38	3.51	3.60	3.13	3.25	3.40	3.23	3.17	3.14	4.33	3.39
	Kindergarten/Primary Education	2.81	3.25	3.05	2.67	2.92	3.27	2.67	3.06	2.43	4.14	3.07
	Intermediate Education	3.00	3.37	3.24	2.74	3.25	3.49	3.04	3.42	2.29	4.14	3.27
	Middle School Education	3.33	3.69	3.81	3.48	3.50	3.90	3.26	3.69	3.14	4.29	3.65
Adm.	Elementary School Administrator	2.94	3.10	3.19	2.83	3.17	2.81	3.15	2.78	3.00	4.50	3.02
	Middle School Administrator	3.00	3.28	3.29	3.00	3.25	2.84	3.11	2.85	3.14	4.40	3.10
	High School Administrator	3.13	3.23	3.38	3.09	3.25	2.92	3.24	2.88	3.14	4.50	3.15
	Central Office Administrator	3.06	3.18	3.15	2.96	3.33	2.87	3.36	3.03	3.43	4.00	3.13
Special Education	Multicategorical Special Education	4.67	4.21	4.43	4.36	4.50	4.52	4.32	4.34	4.57	4.57	4.38
	Dual Cert (General & Special Education)	4.27	4.18	4.45	4.29	4.33	4.45	4.21	4.03	4.29	4.67	4.26
	Early Childhood Special Education Sp. Ed.	4.33	4.14	4.58	4.23	4.27	4.33	4.07	4.03	4.29	4.50	4.22
	Emotional/Behavioral Disorders Sp. Ed.	4.57	4.34	4.67	4.62	4.42	4.46	4.56	4.38	4.71	4.83	4.47
	Hearing Impaired Special Education	4.46	4.27	4.67	4.59	4.50	4.51	4.47	4.19	4.60	4.75	4.42
	Learning Disabilities Special Education	4.43	4.11	4.47	4.39	4.25	4.35	4.10	4.12	4.29	4.57	4.24
	Cognitive Disabilities Special Education	4.53	4.19	4.53	4.65	4.33	4.39	4.30	4.18	4.29	4.57	4.33
	Mild/Moderate Disabilities Special Ed.	4.53	4.01	4.37	4.23	4.25	4.44	4.22	4.23	4.43	4.57	4.24
	Severe/Profound Disabilities Special Ed.	4.53	4.43	4.61	4.75	4.58	4.54	4.73	4.45	4.71	4.83	4.55
	Visually Impaired Special Education	4.50	4.25	4.82	4.73	4.50	4.49	4.44	4.19	4.40	4.75	4.43

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

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

## Appendix: Year-to-Year Comparison

### Colleges and Universities

		PROGRAM ENROLLMENT						
		2020-21	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15
TRADITIONAL	Increased	30.4%	22.0%	21.3%	26.4%	18.7%	12.4%	12.5%
	Stayed the same	39.9%	40.5%	30.6%	32.6%	31.6%	34.9%	38.2%
	Decreased	23.8%	32.5%	39.3%	28.5%	41.2%	40.9%	40.8%
	Not offered	6.0%	5.0%	8.7%	12.4%	8.6%	11.8%	8.6%
M.ED./MAT/5 <sup>TH</sup> YEAR ADDED TO BACCALAUREATE	Increased	24.1%	16.1%	23.1%	24.1%	18.6%	16.7%	14.9%
	Stayed the same	27.7%	28.1%	24.2%	22.5%	19.1%	26.9%	28.4%
	Decreased	14.5%	17.6%	15.9%	15.2%	16.9%	18.3%	24.3%
	Not offered	33.7%	38.2%	36.8%	38.2%	45.4%	38.2%	32.4%
TESOL	Increased	11.5%	10.2%	7.8%	13.1%	12.0%	14.8%	18.0%
	Stayed the same	25.5%	21.4%	22.8%	22.5%	26.6%	17.5%	26.7%
	Decreased	15.2%	10.7%	13.3%	13.1%	8.2%	8.7%	8.7%
	Not offered	47.9%	57.7%	56.1%	51.3%	53.3%	59.0%	46.7%
ALTERNATIVE CERTIFICATIONS/LICENSURES	Increased	24.8%	19.4%	22.0%	18.1%	12.0%	13.7%	12.6%
	Stayed the same	20.6%	16.8%	15.3%	24.4%	23.0%	27.5%	23.8%
	Decreased	4.2%	8.2%	10.2%	7.8%	8.7%	8.2%	5.3%
	Not offered	50.3%	55.6%	52.5%	49.7%	56.3%	50.5%	58.3%
DOCTORATES	Increased	10.8%	11.3%	10.0%	11.5%	8.4%	10.6%	8.0%
	Stayed the same	23.4%	21.5%	20.0%	19.3%	19.7%	19.0%	26.0%
	Decreased	6.6%	5.6%	4.4%	8.3%	4.5%	5.6%	2.7%
	Not offered	59.3%	61.5%	65.6%	60.9%	67.4%	64.8%	63.3%
Has enrollment for each degree program increased, remained about the same, or decreased in the past year?								

STUDENT SUCCESS IN FINDING POSITIONS							
	2020-21	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15
Full-time	86%	85%	81%	73%	79%	76%	70%
Part-time	10%	12%	13%	15%	15%	15%	19%
Approximately, what percentage of your graduates find FT/PT teaching positions after graduation?							
CHALLENGES IN FINDING TEACHING POSITIONS							
Decreases in the funding school districts	2020-21	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15
Big challenge	21.8%	22.4%	22.1%	31.5%	22.2%	34.1%	33.1%
Moderate challenge	34.6%	33.2%	32.6%	30.9%	30.1%	34.1%	35.8%
Small challenge	21.2%	22.4%	26.2%	18.5%	26.1%	16.8%	18.9%
Not a challenge	22.4%	21.9%	19.2%	19.1%	21.6%	15.1%	12.2%
Mean (3=Big Challenge; 0=Not a challenge)	1.56	1.56	1.58	1.75	1.53	1.87	1.90
Too many candidates for open positions	2020-21	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15
Big challenge	10.8%	8.2%	8.6%	8.9%	13.0%	21.8%	26.0%
Moderate challenge	23.4%	19.6%	19.5%	24.4%	29.4%	23.5%	46.0%
Small challenge	25.3%	24.7%	32.2%	28.3%	29.4%	29.6%	20.0%
Not a challenge	40.5%	47.4%	39.7%	38.3%	28.2%	25.1%	8.0%
Mean (3=Big Challenge; 0=Not a challenge)	1.04	0.89	0.97	1.04	1.27	1.42	1.90

## 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					
		2020-21	2019-20	2018-19	2017-18	2016-17	2015-16	2020-21	2019-20	2018-19	2017-18	2016-17	2015-16
Educational Fields	English/Language Arts Education	88	85	85	80	81	81	10	10	11	15	12	15
	Social Studies Education	86	81	82	76	83	78	11	11	12	13	12	13
	Music Education	68	64	62	59	62	59	11	10	11	12	11	13
	Art/Visual Education	54	44	54	49	47	44	7	6	7	8	8	7
	Physical Education	54	52	50	49	46	49	16	13	11	12	12	13
	Reading Specialist/Interventionist	44	39	39	41	38	38	11	11	11	12	13	16
	Health Education	33	30	32	35	32	32	15	11	12	13	11	15
	Theatre/Drama Education	28	21	28	30	24	25	3	3	11	6	4	3
	Business Education	19	21	26	26	22	25	19	7	7	5	7	5
	Technology Education	17	17	20	25	25	19	29	12	11	20	10	15
	Speech Education	9	11	18	24	18	17	17	7	10	21	17	14
	Bilingual/Multicultural Education	20	20	23	23	19	22	18	16	12	19	17	18
	Family and Consumer Science	14	14	17	19	14	14	22	13	9	12	9	9
	Computer Science Education	10	7	10	19	14	11	28	1	12	18	9	7
	Agriculture Education	12	13	11	15	14	13	16	13	11	13	10	9
Languages	Dance Education	11	10	10	14	9	9	7	3	4	10	6	5
	Journalism Education	8	6	8	13	11	9	2	2	2	16	4	1
	Spanish	68	60	70	71	71	65	7	6	4	10	7	6
	French	46	40	49	50	47	48	2	2	1	16	3	2
	ESL/ELL (English Language Learner)	41	35	41	35	39	31	16	12	12	4	14	34
	German	28	25	31	33	39	35	3	2	1	4	3	1
	Chinese	15	11	14	20	14	11	3	3	2	5	5	2
	Japanese	11	10	10	13	12	9	2	3	1	4	6	2
	Classical: Greek, Latin	14	10	11	13	14	14	2	1	3	5	3	2
	Italian	11	9	Not Included in Survey				3	3	Not Included in Survey			
	American Sign Language	8	8	Not Included in Survey				8	11	Not Included in Survey			
	Russian	8	4	Not Included in Survey				3	0	Not Included in Survey			
	Arabic	4	3	Not Included in Survey				5	2	Not Included in Survey			
	Other Languages	4	3	10	17	9	8	7	3	9	13	4	2
Math & Science Education	Math	95	90	91	87	89	85	11	9	9	12	9	11
	Biology	95	84	88	83	88	77	22	11	9	13	12	11
	Chemistry	85	71	78	76	75	69	8	4	4	10	7	4
	Physics	61	56	61	61	65	54	4	4	3	8	4	3
	General Math and Science	35	35	40	51	48	42	27	9	7	12	10	7
	Earth/Physical Science	47	42	52	47	50	45	8	5	4	9	8	4

		PROGRAM OFFERINGS						GRADUATING STUDENTS					
		2020- 21	2019- 20	2018- 19	2017- 18	2016- 17	2015- 16	2020- 21	2019- 20	2018- 19	2017- 18	2016- 17	2015- 16
Support Services	Counseling	38	35	42	40	40	34	21	17	19	19	22	22
	School Psychology	25	20	25	29	22	28	20	13	15	17	14	51
	Speech Pathology	19	17	17	26	23	17	26	30	21	27	22	28
	Physical Therapy	12	9	10	19	11	9	40	24	25	33	26	52
	School Social Work	17	12	10	18	13	15	27	16	25	21	34	24
	School Nursing	10	9	10	17	16	12	27	50	27	21	27	52
	Library Science/Media Technology	7	11	13	13	12	11	30	28	10	18	16	18
	Audiology	6	6	7	12	7	8	6	18	8	10	11	5
	Occupational Therapy	12	8	8	12	8	7	31	19	20	20	31	30
	Gifted/Talented Education	12	10	12	11	9	9	7	7	10	8	7	11
	Reading Diagnostician	5	5	4	6	5	8	10	9	17	7	13	11
Elem./Middle	Kindergarten/Primary Education	82	80	83	70	79	81	56	40	29	30	46	49
	Middle School Education	57	52	65	54	64	59	28	15	17	20	21	21
	Pre-K Education	47	51	55	46	57	47	31	18	19	25	28	25
	Intermediate Education	47	46	53	40	50	46	50	30	26	30	28	32
Adm.	Elementary School Administrator	43	35	42	36	36	39	12	9	16	15	15	18
	High School Administrator	43	38	41	35	35	39	12	11	13	14	14	17
	Middle School Administrator	37	32	39	31	34	35	12	8	13	12	14	17
	Central Office Administrator	30	21	23	Not Included in Survey			15	8	12	Not Included in Survey		
Special Education	Dual Cert (General & Special Education)	38	30	40	31	39	31	25	17	17	26	36	26
	Early Childhood Special Education	33	23	28	31	34	25	18	19	21	22	19	31
	Multicategorical Special Education	23	25	28	20	22	20	18	12	17	24	23	29
	Mild/Moderate Disabilities Special Ed.	28	24	22	18	25	24	13	14	16	12	21	18
	Learning Disability Special Education	11	7	9	11	13	9	27	19	15	11	31	19
	Severe/Profound Disabilities Special Ed.	14	11	11	10	14	14	10	9	11	12	13	11
	Emotional/Behavioral Disorders Sp. Ed.	11	10	7	8	8	5	17	16	10	7	25	18
	Hearing Impaired Special Education	8	7	4	8	8	5	9	8	7	11	5	6
	Cognitive Disabilities Special Education	5	3	6	7	8	6	3	7	14	14	16	14
	Visually Impaired Special Education	6	6	5	5	5	3	10	13	5	9	0	4

<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]



		2020-21	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15	2013-14	2012-13
Support Services	Audiology	L-M	L-H	L-H	L-H	L-H	L-H	L-H	L-H	L-H
	Counseling	M-H	M-H	M-H	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-M	L-M	L-M
	Library Science/Media Technology	L-H	L-H	L-H	L-M	L-M	L-M	L-M	L-M	L-M
	Occupational Therapy	L-H	L-H	L-H	L-M	L-H	L-H	L-H	L-H	L-H
	Physical Therapy	L-H	L-H	L-H	L-M	L-H	L-H	L-H	L-H	L-H
	Reading Diagnostician	L-M	L-H	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	L-H	L-M
	School Psychology	M-H	M-H	M-H	M-H	M-H	M-H	M-M	M-H	M-M
	School Social Work	L-M	L-H	L-M	L-M	L-M	L-M	L-M	L-M	L-M
	Speech Pathology	L-H	L-H	L-H	M-H	M-H	L-H	M-H	M-H	M-H
Elem./Middle	Intermediate Education	M-H	M-H	M-M	M-M	M-M	M-L	M-L	M-L	H-L
	Kindergarten/Primary Education	H-H	H-M	H-M	M-M	H-M	H-L	H-L	H-L	H-L
	Middle School Education	M-H	M-H	M-H	M-M	M-M	M-L	H-M	H-M	H-M
	Pre-K Education	M-H	M-H	M-H	M-H	M-M	M-M	M-L	M-L	M-L
Adm.	Elementary School Administrator	M-M	M-H	M-M	M-M	M-H	M-M	M-M	M-M	M-M
	High School Administrator	M-H	M-H	M-M	M-H	M-H	M-M	M-M	M-M	M-M
	Middle School Administrator	M-H	M-H	M-M	M-H	M-H	M-M	M-M	M-M	M-M
	Central Office Administrator	M-H	M-H	M-M	Not Included in Survey					
Special Education	Cognitive Disabilities Special Ed.	L-H	L-H	M-H	M-H	L-H	L-H	L-H	L-H	L-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-H	M-M	M-H	M-H
	Emotional/Behavioral Disorders Sp. Ed	L-H	L-H	L-H	L-H	L-H	L-H	L-H	L-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	L-H	M-H	M-H
	Mild/Moderate Disabilities Sp. Ed.	M-H	M-H	L-H	L-H	M-H	M-H	M-H	M-H	M-H
	Multi-categorical Special Education	M-H	M-H	M-H	L-H	M-H	L-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	L-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

	2020-21	2019-20	2018-19
Low-High Demand exceeds Supply Low Supply & High Demand	Agriculture Education American Sign Language Cognitive Disabilities Special Education Computer Science Education Emotion/Behavioral Disorders Special Ed. Family and Consumer Science Gifted/Talented Education Hearing Impaired Special Education Learning Disability Special Education Library Science/Media Technology Physical Therapy / Occupational Therapy Russian / Chinese / Arabic / Classical School Nursing / Speech Pathology Severe/Profound Disabilities Special Ed. Technology Education Visually Impaired Special Education	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
High-Low Supply exceeds Demand High Supply & Low Demand	None	None	None

# Perceived Supply & Demand (Colleges and Universities)

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						
		2020-21	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15
Educational Fields	Agriculture Education	3.67	4.08	3.61	3.61	3.85	4.00	3.62
	Art/Visual Education	3.18	3.21	3.16	3.03	2.86	2.87	2.61
	Bilingual/Multicultural Education	4.38	4.46	4.58	3.93	4.47	4.45	4.25
	Business Education	3.33	3.54	3.30	3.20	2.98	3.16	2.89
	Computer Science Education	3.50	4.00	3.88	3.39	3.88	3.75	3.47
	Dance Education	3.17	3.38	3.19	3.16	2.78	2.82	2.88
	English/Language Arts Education	3.36	3.43	3.15	3.23	3.02	2.84	2.77
	Family and Consumer Science	3.68	4.00	3.79	3.71	3.84	3.72	3.46
	Health Education	3.04	3.14	2.83	2.95	2.81	2.53	2.69
	Journalism Education	2.92	3.40	3.08	2.79	3.25	3.19	2.83
	Music Education	3.22	3.32	3.09	3.15	2.81	2.93	2.85
	Physical Education	2.89	3.13	2.82	2.82	2.51	2.43	2.30
	Reading Specialist/Interventionist	3.66	3.68	3.67	3.70	3.58	3.54	3.31
	Social Studies Education	2.91	2.94	2.67	2.80	2.51	2.34	2.14
	Speech Education	3.29	3.40	3.33	3.50	3.72	3.52	3.17
	Technology Education	3.56	4.06	4.03	3.57	4.04	3.65	3.67
	Theatre/Drama Education	3.11	3.15	3.04	3.13	2.98	2.76	2.78
Languages	American Sign Language	3.85	3.86	Not Included in Survey				
	Arabic	3.67	5.00	Not Included in Survey				
	Chinese	3.68	3.53	4.18	4.06	4.27	4.09	4.06
	Classical: Greek, Latin	3.47	3.25	3.89	3.72	3.73	3.82	3.62
	ESL/ELL (English Language Learner)	4.41	4.40	4.01	3.72	3.79	3.96	3.68
	French	3.48	3.30	3.46	3.45	3.38	3.40	3.63
	German	3.34	3.44	3.15	3.38	3.11	3.50	3.19
	Italian	2.92	3.21	Not Included in Survey				
	Japanese	3.15	3.53	3.36	3.31	3.25	3.30	3.15
	Russian	3.73	3.25	Not Included in Survey				
	Spanish	3.93	3.91	3.36	3.26	2.80	3.00	3.05
	Other Languages	3.20	3.50	3.52	3.30	3.06	3.26	3.05
Math & Science Education	Biology	4.27	4.27	4.07	3.90	3.94	4.07	3.80
	Chemistry	4.39	4.53	4.33	4.19	4.36	4.38	4.18
	Earth/Physical Science	4.32	4.22	4.14	3.86	3.92	4.08	3.81
	General Math and Science	4.43	4.35	4.09	3.93	4.00	4.10	3.85
	Math	4.45	4.53	4.38	4.16	4.33	4.34	4.18
	Physics	4.52	4.55	4.37	4.27	4.41	4.46	4.24

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)

		2020-21	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15
Support Services	Audiology	3.33	4.09	3.71	3.83	4.08	3.54	3.93
	Counseling	3.77	3.63	3.45	3.15	3.18	3.33	3.03
	Gifted/Talented Education	3.59	3.68	3.57	3.86	3.73	3.69	3.42
	Library Science/Media Technology	3.50	3.59	3.68	3.38	3.33	3.17	3.12
	Occupational Therapy	3.75	3.79	3.75	3.36	3.64	3.91	3.59
	Physical Therapy	3.75	3.93	3.50	3.40	3.53	3.87	3.57
	Reading Diagnostician	3.25	3.50	4.20	3.67	4.10	3.87	3.55
	School Nursing	3.92	3.60	3.93	3.48	3.61	3.53	3.55
	School Psychology	3.81	3.70	3.78	3.56	3.55	3.53	3.37
	School Social Work	3.30	3.74	3.33	3.13	2.95	3.42	3.29
	Speech Pathology	3.84	3.93	4.00	3.85	3.88	4.00	3.80
Elem./Middle	Intermediate Education	3.49	3.69	3.44	3.29	2.99	2.80	2.74
	Kindergarten/Primary Education	3.44	3.37	3.07	3.01	2.75	2.70	2.42
	Middle School Education	3.79	4.02	3.68	3.62	3.36	3.38	3.18
	Pre-K Education	3.46	3.51	3.32	3.01	3.04	2.81	2.80
Adm.	Central Office Administration	3.42	3.56	3.26	Not Included in Survey			
	Elementary Principal	3.38	3.57	3.28	3.34	3.45	3.20	3.19
	High School Principal	3.49	3.67	3.32	3.47	3.52	3.25	3.22
	Middle School Principal	3.51	3.69	3.30	3.41	3.55	3.29	3.25
Special Education	Cognitive Disabilities Special Education	4.38	4.50	4.36	4.21	3.93	4.50	4.45
	Dual Cert (General & Special Education)	4.28	4.39	4.34	4.07	4.06	3.85	3.84
	Early Childhood Special Education	4.25	4.28	3.96	3.74	3.92	3.74	3.45
	Emotional/Behavioral Disorders Sp. Ed.	4.59	4.44	4.33	4.21	4.07	4.75	4.47
	Hearing Impaired Special Education	4.45	4.27	4.00	4.06	3.73	3.75	3.62
	Learning Disability Special Education	4.44	4.29	4.13	4.33	4.36	4.43	4.20
	Mild/Moderate Disabilities Special Ed.	4.60	4.62	4.62	4.50	4.24	4.50	4.08
	Multicategorical Special Education	4.59	4.67	4.57	4.49	4.15	4.22	4.09
	Severe/Profound Disabilities Special Ed.	4.37	4.70	4.74	4.47	4.64	4.59	4.22
	Visually Impaired Special Education	4.50	4.27	4.40	4.30	4.22	4.60	4.14

## School Districts

TEACHER PREPARATION	2020-21	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15
Traditional preparation	84%	83%	83%	84%	85%	88%	88%
Non-traditional preparation	12%	12%	12%	13%	12%	10%	8%
Emergency hires	4%	4%	5%	3%	3%	2%	1%
TEACHER MAKEUP	2020-21	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15
Full-time positions	798	1020	1174	961	1361	1138	1440
Current full-time teachers	10	13	21	10	15	1126	1241
Expect to lose	60	75	109	74	105	81	123
Replacement hires	65	87	111	76	135	99	123
New position hires	13	33	39	13	28	25	24
<b>Net change in teachers</b>	<b>+18</b>	<b>+45</b>	<b>+41</b>	<b>+15</b>	<b>+58</b>	<b>+43</b>	<b>+24</b>

HIRING CHALLENGES							
Decreases in funding your district receives	2020-21	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15
Big challenge	40.2%	42.9%	50.8%	48.6%	46.3%	55.9%	50.7%
Moderate challenge	36.8%	31.8%	28.3%	32.1%	33.5%	39.6%	30.4%
Small challenge	11.0%	13.5%	12.9%	12.1%	12.3%	6.4%	10.1%
Not a challenge	12.0%	11.7%	8.0%	7.1%	7.9%	7.0%	8.7%
Mean (3=Big Challenge; 0=Not a challenge)	2.05	2.06	2.22	2.22	2.18	2.36	2.23
Having enough candidates for open positions	2020-21	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15
Big challenge	60.5%	67.5%	67.6%	64.8%	68.6%	59.5%	55.8%
Moderate challenge	27.9%	23.9%	22.8%	28.1%	23.5%	31.1%	31.9%
Small challenge	9.2%	6.0%	7.7%	6.4%	5.3%	7.8%	8.7%
Not a challenge	2.4%	2.7%	1.9%	0.7%	2.7%	1.6%	3.6%
Mean (3=Big Challenge; 0=Not a challenge)	2.47	2.56	2.56	2.57	2.58	2.49	2.40

# Perceived Demand & Institutions Offering (School Districts)

<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>

		2020-21	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15
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	M-H	L-H	M-H	M-H
	Business Education	L-M	M-H	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-H
	Dance Education	L-H	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-H
	Health Education	M-M	M-M	M-M	M-M	M-M	M-L	M-M
	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	M-M
	Physical Education	M-M	M-L	M-L	M-L	M-L	M-L	M-L
	Reading Specialist/Interventionist	M-H	M-H	M-H	M-H	M-H	M-H	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	L-H	M-H	L-H	L-H	L-H
	Technology Education	L-H	L-H	M-H	M-H	M-H	L-H	M-H
	Theatre/Drama Education	M-M	M-M	M-M	M-M	M-M	M-M	M-M
Languages	American Sign Language	L-H	L-H	Not Included in Survey				
	Arabic	L-H	L-H	Not Included in Survey				
	Chinese	L-H	L-H	L-H	M-H	L-H	L-H	M-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	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	L-H	Not Included in Survey				
	Spanish	M-H	M-H	M-H	M-H	M-H	H-H	H-H
Math & Science Education	Biology	H-H	H-H	H-H	H-H	H-H	H-H	H-H
	Chemistry	H-H	M-H	H-H	H-H	H-H	H-H	H-H
	Earth/Physical Science	M-H	M-H	H-H	H-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	H-H	M-H	M-H	H-H	M-H	H-H
	Physics	M-H	M-H	M-H	M-H	M-H	M-H	M-H

		2020-21	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15
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-H	L-M	L-H	L-H
	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-H	L-M	L-H	L-H
	Speech Pathology	L-H	L-H	L-H	M-H	M-H	L-H	M-H
Elem./ Middle	Intermediate Education	M-M	M-M	M-M	M-M	M-M	M-M	H-M
	Kindergarten/Primary Education	H-M	H-M	H-M	M-M	H-M	H-L	H-L
	Middle School Education	M-H	M-H	M-H	M-H	M-M	M-M	M-M
	Pre-K Education	M-M	M-M	M-M	M-M	M-M	M-M	M-M
Adm.	Central Office Administrator	M-M	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-M	M-H	M-M	M-M	M-H
	Middle School Principal	M-M	M-M	M-M	M-M	M-M	M-H	M-H
Special Education	Cognitive Disabilities Special	L-H	L-H	L-H	L-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	L-H
	Mild/Moderate Disabilities Special	M-H	M-H	M-H	L-H	M-H	L-H	M-H
	Multicategorical Special Education	M-H	M-H	M-H	M-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

	2020-21	2019-20	2018-19
Low-High Demand exceeds Supply Low Supply & High Demand	Agriculture Education Computer Science Education Dance Education Family and Consumer Science Speech Education Technology Education American Sign Language Arabic / Chinese / Classical / Italian Japanese / Russian Other Languages Audiology Gifted/Talented Education Library Science/Media Technology Occupational Therapy Physical Therapy Reading Diagnostician School Nursing School Social Work 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	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
High-Low Supply exceeds Demand High Supply & Low Demand	Social Studies Education	Social Studies Education	Social Studies Education

## Perceived Supply & Demand (School Districts)

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)

		2020-21	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15
Educational Fields	Agriculture Education	3.83	3.84	3.87	3.79	3.95	3.95	3.88
	Art/Visual Education	3.32	3.38	3.31	3.16	3.21	3.11	3.00
	Bilingual/Multicultural Education	4.15	4.37	4.28	4.42	4.31	4.28	4.33
	Business Education	3.37	3.47	3.29	3.32	3.35	3.22	3.21
	Computer Science Education	3.72	3.82	3.66	3.70	3.80	3.59	3.49
	Dance Education	3.41	3.34	3.26	3.16	3.23	3.25	3.22
	English/Language Arts Education	3.23	3.24	3.07	3.17	3.26	3.03	2.85
	Family and Consumer Science	3.64	3.73	3.67	3.80	3.80	3.71	3.46
	Health Education	2.97	2.85	2.86	2.77	2.77	2.75	2.64
	Journalism Education	3.25	3.22	3.14	3.14	3.25	3.18	2.95
	Music Education	3.28	3.32	3.26	3.19	3.24	3.20	2.98
	Physical Education	2.62	2.55	2.51	2.41	2.44	2.31	2.22
	Reading Specialist/Interventionist	3.54	3.57	3.58	3.51	3.60	3.55	3.32
	Social Studies Education	2.58	2.40	2.36	2.48	2.29	2.29	1.92
	Speech Education	4.00	4.04	4.09	4.11	4.20	4.12	3.98
	Technology Education	3.68	3.83	3.77	3.81	3.87	3.72	3.65
	Theatre/Drama Education	3.35	3.30	3.30	3.23	3.34	3.23	3.13
Languages	American Sign Language	4.29	4.46	Not Included in Survey				
	Arabic	4.30	4.52	Not Included in Survey				
	Chinese	4.35	4.46	4.51	4.41	4.49	4.47	4.38
	Classical: Greek, Latin	4.26	4.46	4.45	4.42	4.49	4.34	4.32
	ESL/ELL (English Language Learner)	3.96	4.12	4.13	4.14	4.07	4.04	4.10
	French	3.94	4.06	3.99	3.94	4.01	3.95	3.99
	German	4.06	4.16	4.21	4.14	4.06	4.05	4.04
	Italian	4.02	4.13	Not Included in Survey				
	Japanese	4.09	4.19	4.47	4.34	4.37	4.33	4.38
	Other Languages	3.99	4.01	4.32	4.24	4.10	4.15	3.96
	Russian	4.19	4.24	Not Included in Survey				
	Spanish	3.86	4.06	3.89	3.98	4.01	3.84	3.85
Math & Science Education	Biology	4.00	4.17	4.09	4.00	4.14	4.01	3.96
	Chemistry	4.29	4.48	4.39	4.38	4.47	4.39	4.38
	Earth/Physical Science	3.98	4.14	4.06	4.05	4.18	3.99	3.95
	General Math and Science	4.02	4.14	4.16	4.14	4.25	4.08	4.12
	Math	4.31	4.45	4.37	4.40	4.49	4.38	4.41
	Physics	4.41	4.56	4.51	4.53	4.59	4.52	4.49

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)

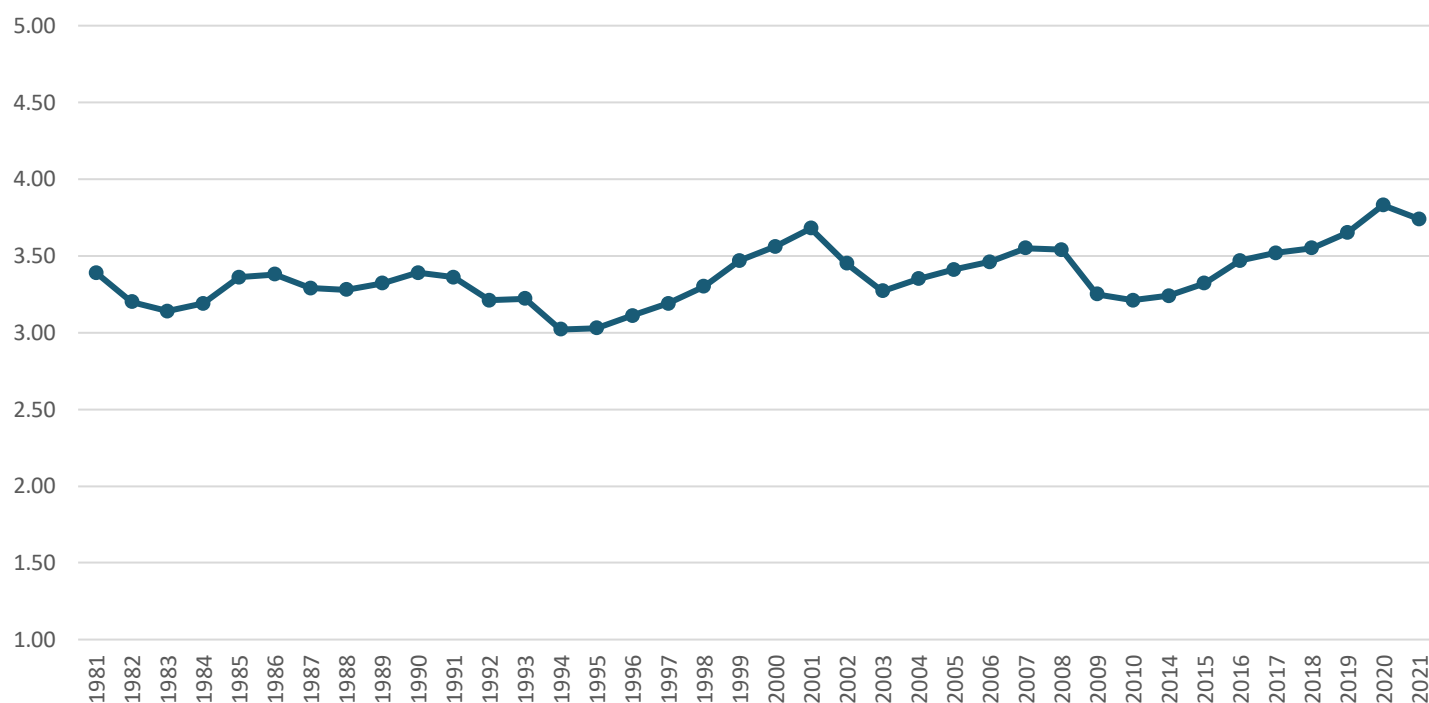
		2020-21	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15
Support Services	Audiology	4.09	4.18	4.19	4.24	4.20	4.27	3.98
	Counseling	3.38	3.33	3.32	3.29	3.26	3.26	2.98
	Gifted/Talented Education	3.53	3.56	3.57	3.41	3.49	3.51	3.48
	Library Science/Media Technology	3.54	3.64	3.57	3.58	3.66	3.52	3.52
	Occupational Therapy	3.93	4.05	4.07	4.11	4.11	4.15	4.20
	Physical Therapy	3.90	4.05	4.06	4.10	4.09	4.11	4.13
	Reading Diagnostician	3.70	3.87	3.83	3.88	3.78	3.80	3.68
	School Nursing	3.98	4.09	3.96	4.04	4.07	3.96	3.94
	School Psychology	3.99	4.13	4.17	4.12	4.04	3.96	3.97
	School Social Work	3.65	3.71	3.73	3.56	3.52	3.53	3.48
	Speech Pathology	4.17	4.27	4.36	4.38	4.44	4.34	4.44
Elem./Middle	Intermediate Education	3.27	3.26	3.27	3.26	3.18	3.05	2.69
	Kindergarten/Primary Education	3.07	2.96	3.05	3.03	2.92	2.81	2.34
	Middle School Education	3.65	3.74	3.64	3.67	3.67	3.48	3.34
	Pre-K Education	3.39	3.27	3.34	3.28	3.28	3.12	2.89
Adm.	Central Office Administrator	3.13	3.15	3.18	Not Included in Survey			
	Elementary Principal	3.02	3.04	3.11	3.17	3.16	3.19	3.26
	High School Principal	3.15	3.28	3.38	3.42	3.54	3.57	3.63
	Middle School Principal	3.10	3.19	3.24	3.34	3.35	3.19	3.26
Special Education	Cognitive Disabilities Special Education	4.33	4.39	4.51	4.47	4.41	4.32	4.39
	Dual Cert (General & Special Education)	4.26	4.43	4.47	4.42	4.34	4.35	4.33
	Early Childhood Special Education	4.22	4.23	4.31	4.28	4.33	4.20	4.32
	Emotional/Behavioral Disorders Special Ed.	4.47	4.59	4.64	4.58	4.58	4.54	4.55
	Hearing Impaired Special Education	4.42	4.53	4.62	4.51	4.60	4.47	4.53
	Learning Disability Special Education	4.24	4.32	4.40	4.35	4.31	4.20	4.25
	Mild/Moderate Disabilities Special Ed.	4.24	4.37	4.40	4.36	4.35	4.27	4.25
	Multicategorical Special Education	4.38	4.52	4.55	4.48	4.52	4.39	4.41
	Severe/Profound Disabilities Special Ed.	4.55	4.59	4.68	4.67	4.61	4.57	4.61
	Visually Impaired Special Education	4.43	4.57	4.64	4.59	4.60	4.50	4.51



## 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. This year saw the first decrease in the national mean since 2010.

**Longitudinal Chart: 1981 - 2021**



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
2021	3.74

## Appendix: Demographic Characteristics

SCHOOL DISTRICTS							
Size (number of students)	2020-21	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15
2,500 or fewer	41.4%	28.0%	25.7%	26.8%	28.3%	28.0%	12.8%
2,501 to 5,000	16.9%	22.0%	18.0%	22.1%	16.8%	21.2%	13.5%
5,001 to 10,000	14.5%	18.1%	22.6%	17.4%	13.7%	16.9%	21.3%
10,001 to 20,000	12.4%	15.1%	15.9%	15.6%	15.0%	14.8%	23.4%
More than 20,000	14.8%	16.9%	17.7%	18.1%	26.1%	19.1%	29.1%
Urban Status	2020-21	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15
Urban	16.7%	20.7%	24.9%	23.2%	26.9%	23.7%	30.9%
Suburban	39.2%	44.6%	42.1%	40.7%	41.9%	44.8%	47.5%
Rural	44.0%	34.7%	33.0%	36.1%	31.3%	31.5%	21.6%

COLLEGES AND UNIVERSITIES							
Size (number of education students)	2020-21	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15
Less than 100	21.4%	23.5%	21.1%	21.5%	19.7%	23.4%	14.8%
100 to 199	17.9%	24.5%	15.6%	13.0%	18.5%	16.0%	16.8%
200 to 299	10.1%	8.0%	11.7%	10.7%	10.7%	9.7%	10.7%
300 to 499	13.7%	10.0%	12.8%	11.9%	15.7%	13.1%	15.4%
500 or more	36.9%	34.0%	38.9%	42.9%	35.4%	37.7%	42.3%

Region		Colleges/ Universities							School Districts						
		2020-21	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15	2020-21	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15
1	Northwest	6	5	9	9	8	7	8	16	22	24	17	14	13	3
2	West	10	10	16	10	11	10	8	93	67	61	56	59	101	26
3	Rocky Mountain	4	9	8	6	7	4	7	21	19	23	14	12	33	31
4	Great Plains/Midwest	20	25	16	26	26	23	26	24	29	31	20	13	23	5
5	South Central	15	15	15	17	18	21	15	12	12	16	21	13	22	5
6	Southeast	39	51	32	42	29	42	19	50	55	65	56	48	75	35
7	Great Lakes	33	30	34	30	35	33	29	29	45	46	32	22	43	15
8	Middle Atlantic	32	43	43	41	50	45	45	38	74	49	46	44	57	24
9	Northeast	9	6	6	10	5	6	4	7	4	8	4	2	12	0
10	Alaska	0	1	2	0	1	1	0	7	4	3	8	3	1	0
11	Hawaii	1	1	1	0	0	0	0	0	1	0	0	0	0	0

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