

# American Association for Employment in Education

## Educator Supply and Demand Report 2021-22



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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 2021-22 Educator Supply & Demand Survey on behalf of the American Association for Employment in Education (AAEE).

- Surveys were collected between September 16, 2021 and March 14, 2022.
- The initial email invitation with a link to complete the online survey was sent to the list provided by AAEE on September 16, 2021. 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.
- 536 surveys were completed.
  - 163 colleges/universities (6.4% margin of error using a 90% confidence level)
  - 373 school districts (4.2% 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	Related 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, 40 of the 64 (63%).
- ✓ Nearly two-thirds of the fields were reported as having some level of shortage by both colleges/universities and school districts, 52 by colleges/universities and 60 by school districts. Thirty-seven were identified as having some level of shortage by both groups.
- ✓ **CONSIDERABLE SHORTAGE:** Of the 64 fields listed, 17 were reported as having considerable shortage by colleges/universities while school districts noted considerable shortage in 29 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 35 fields as having some shortages while school districts identified 31 fields with some shortage. They were in agreement on 22 fields.
- ✓ **SOME SURPLUS:** No fields were reported as having some surplus by either colleges/universities or school districts.
- ✓ **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, about 2 in 10 teachers hired in the past year did not have traditional preparation. The most-cited reason given for this was that there was a lack of traditional candidates applying.

On average, colleges/universities reported that 87% of their graduates find full-time teaching positions after graduation, while 13% find part-time positions. In addition, it was noted that decreases in funding that school districts receive was a challenge by 63% of responding school districts, with 33% indicating it is a *Big Challenge*.

# Comparison of Colleges and Districts: 2021-22

## COLLEGES AND UNIVERSITIES

FIELDS WITH CONSIDERABLE SHORTAGE (5.00 – 4.21)	
Multicategorical Special Education	4.82
Emotional/Behavioral Disorders Special Ed.	4.80
Severe/Profound Disabilities Special Ed.	4.80
Mild/Moderate Disabilities Special Ed.	4.78
Cognitive Disabilities Special Education	4.77
Learning Disability Special Education	4.70
Visually Impaired Special Education	4.60
Bilingual/Multicultural Education	4.47
Math	4.45
Physics	4.44
Hearing Impaired Special Education	4.43
Early Childhood Special Education	4.42
General Math and Science	4.38
ESL/ELL (English Language Learner)	4.37
Chemistry	4.36
Technology Education	4.35
Dual Cert (General & Special Education)	4.24
FIELDS WITH SOME SHORTAGE (4.20 – 3.41)	
Biology	4.20
Earth/Physical Science	4.14
Speech Education	4.07
Computer Science Education	4.05
Spanish	4.00
Audiology	4.00
Family and Consumer Science	3.95
School Psychology	3.94
Middle School Education	3.94
Counseling	3.90
Intermediate Education	3.86
Speech Pathology	3.84
Chinese	3.81
Reading Specialist/Interventionist	3.79
School Nursing	3.79
Pre-K Education	3.79
American Sign Language	3.78
Business Education	3.73
Middle School Administrator	3.73
Journalism Education	3.71
High School Administrator	3.68
Agriculture Education	3.67
Kindergarten/Primary Education	3.67
Elementary School Administrator	3.67
Arabic	3.60
Central Office Administrator	3.60
English/Language Arts Education	3.57
Italian	3.57
Library Science/Media Technology	3.57
French	3.53
German	3.50
School Social Work	3.50
Japanese	3.45
Art/Visual Education	3.43
Occupational Therapy	3.43
BALANCED FIELDS (3.40 – 2.61)	
Reading Diagnostician	3.40
Russian	3.36
Music Education	3.34
Other Languages	3.33
Physical Therapy	3.33
Gifted/Talented Education	3.30
Classical: Greek, Latin	3.27
Health Education	3.26
Theatre/Drama Education	3.24
Physical Education	3.14
Social Studies Education	3.04
Dance Education	3.00
FIELDS WITH SOME (2.60 – 1.81) or CONSIDERABLE SURPLUS (1.80 – 1.00)	
None	

## SCHOOL DISTRICTS

FIELDS WITH CONSIDERABLE SHORTAGE (5.00 – 4.21)	
Severe/Profound Disabilities Special Ed.	4.68
Arabic	4.63
Visually Impaired Special Education	4.62
Multicategorical Special Education	4.57
Italian	4.56
Russian	4.56
Physics	4.56
Emotional/Behavioral Disorders Special Ed.	4.56
Hearing Impaired Special Education	4.56
Japanese	4.52
Chemistry	4.49
Math	4.48
American Sign Language	4.47
Cognitive Disabilities Special Education	4.47
Chinese	4.43
Dual Cert (General & Special Education)	4.43
Learning Disability Special Education	4.43
Mild/Moderate Disabilities Special Ed.	4.41
Classical: Greek, Latin	4.36
Early Childhood Special Education	4.36
Speech Pathology	4.31
Bilingual/Multicultural Education	4.29
Biology	4.27
Earth/Physical Science	4.27
General Math and Science	4.26
German	4.25
School Psychology	4.25
Audiology	4.24
School Nursing	4.21
FIELDS WITH SOME SHORTAGE (4.20 – 3.41)	
ESL/ELL (English Language Learner)	4.16
Speech Education	4.14
French	4.13
Occupational Therapy	4.11
Physical Therapy	4.11
Other Languages	4.08
Agriculture Education	4.07
School Social Work	4.07
Spanish	4.06
Reading Diagnostician	4.03
Family and Consumer Science	4.00
Middle School Education	3.99
Computer Science Education	3.90
Counseling	3.89
Technology Education	3.87
Reading Specialist/Interventionist	3.86
Gifted/Talented Education	3.84
Music Education	3.78
Library Science/Media Technology	3.78
Pre-K Education	3.73
Intermediate Education	3.72
Business Education	3.66
Theatre/Drama Education	3.62
Art/Visual Education	3.61
English/Language Arts Education	3.60
Kindergarten/Primary Education	3.59
Dance Education	3.56
High School Administrator	3.56
Journalism Education	3.55
Central Office Administrator	3.55
Middle School Administrator	3.46
BALANCED FIELDS (3.40 – 2.61)	
Elementary School Administrator	3.37
Health Education	3.29
Social Studies Education	3.07
Physical Education	3.04
FIELDS WITH SOME (2.60 – 1.81) or 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	4.07
	Art/Visual Education	3.43	3.61
	Bilingual/Multicultural Education	4.47	4.29
	Business Education	3.73	3.66
	Computer Science Education	4.05	3.90
	Dance Education	3.00	3.56
	English/Language Arts Education	3.57	3.60
	Family and Consumer Science	3.95	4.00
	Health Education	3.26	3.29
	Journalism Education	3.71	3.55
	Music Education	3.34	3.78
	Physical Education	3.14	3.04
	Reading Specialist/Interventionist	3.79	3.86
	Social Studies Education	3.04	3.07
	Speech Education	4.07	4.14
	Technology Education	4.35	3.87
	Theatre/Drama Education	3.24	3.62
Languages	American Sign Language	3.78	4.47
	Arabic	3.60	4.63
	Chinese	3.81	4.43
	Classical: Greek, Latin	3.27	4.36
	ESL/ELL (English Language Learner)	4.37	4.16
	French	3.53	4.13
	German	3.50	4.25
	Italian	3.57	4.56
	Japanese	3.45	4.52
	Russian	3.36	4.56
	Spanish	4.00	4.06
	Other Languages	3.33	4.08
Math & Science Education	Math	4.45	4.48
	Biology	4.20	4.27
	Chemistry	4.36	4.49
	Earth/Physical Science	4.14	4.27
	General Math and Science	4.38	4.26
	Physics	4.44	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)
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		Colleges and Universities	School Districts
Related Services	Audiology	4.00	4.24
	Counseling	3.90	3.89
	Gifted/Talented Education	3.30	3.84
	Library Science/Media Technology	3.57	3.78
	Occupational Therapy	3.43	4.11
	Physical Therapy	3.33	4.11
	Reading Diagnostician	3.40	4.03
	School Nursing	3.79	4.21
	School Psychology	3.94	4.25
	School Social Work	3.50	4.07
	Speech Pathology	3.84	4.31
Elem./ Middle	Pre-K Education	3.79	3.73
	Kindergarten/Primary Education	3.67	3.59
	Intermediate Education	3.86	3.72
	Middle School Education	3.94	3.99
Adm.	Elementary School Administrator	3.67	3.37
	Middle School Administrator	3.73	3.46
	High School Administrator	3.68	3.56
	Central Office Administrator	3.60	3.55
Special Education	Multicategorical Special Education	4.82	4.57
	Dual Cert (General & Special Education)	4.24	4.43
	Early Childhood Special Education	4.42	4.36
	Emotional/Behavioral Disorders Special Ed.	4.80	4.56
	Hearing Impaired Special Education	4.43	4.56
	Learning Disability Special Education	4.70	4.43
	Cognitive Disabilities Special Education	4.77	4.47
	Mild/Moderate Disabilities Special Ed.	4.78	4.41
	Severe/Profound Disabilities Special Ed.	4.80	4.68
	Visually Impaired Special Education	4.60	4.62

	Colleges	Districts	Agreement
Considerable Shortage	17	29	15
Some Shortage	35	31	22
Balanced	12	4	3
Some Surplus	0	0	-
Considerable Surplus	0	0	-

63% Agreement  
between groups

	Colleges/ Universities	School Districts
Decrease in school district funding	1.14	1.74
Candidates for open positions	0.53	2.69

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 250 degree-seeking candidates enrolled at their institutions.
- ✓ Approximately 22% 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>250</b>
Students participating in student teaching programs (median)	<b>56</b>
% that are participating in student teaching programs	<b>22%</b>

	Increased	Stayed the same	Decreased	Not offered
Traditional	22.7%	36.8%	35.0%	5.5%
M.Ed./MAT/5 <sup>th</sup> year added to baccalaureate	19.9%	25.5%	18.0%	36.6%
TESOL	12.5%	28.8%	10.6%	48.1%
Alternative certifications/licenses	22.3%	20.4%	8.9%	48.4%
Doctorates	14.4%	23.1%	6.3%	56.3%
<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>87%</b>
Part-time	<b>13%</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	15.4%	25.0%	17.9%	41.7%	<b>1.14</b>
Districts not hiring or replacing vacancies	4.5%	16.7%	25.0%	53.8%	<b>0.72</b>
Too many candidates for open positions	3.2%	12.7%	17.8%	66.2%	<b>0.53</b>
Candidates not earning multiple credentials	1.3%	12.0%	32.9%	53.8%	<b>0.61</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	21	20.6%
Issues pertaining to Covid	16	15.7%
Licensure requirement	14	13.7%
Low salary	8	7.8%
Our candidates are not having difficulty finding jobs	8	7.8%
Many candidates apply	7	6.9%
Lack of vacancies	6	5.9%
Demographics	6	5.9%
Opt out after graduation	3	2.9%
Grad school/other opportunities	3	2.9%
School/Teaching environment	3	2.9%
Poor recruitment initiatives	2	2.0%
Profession not valued	2	2.0%
Timing of vacancies	1	1.0%
Teacher shortage in area	1	1.0%
Hiring teachers with experience	1	1.0%
<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
Academic advising	61	11.4%
Tutoring	54	10.1%
Academic Support Center	43	8.0%
Career services	38	7.1%
Writing assistance	37	6.9%
Disability services	22	4.1%
Counseling	21	3.9%
Field experience support	21	3.9%
Health and mental wellness	20	3.7%
Test prep	20	3.7%
Mentors	17	3.2%
Student success/retention	17	3.2%
Licensure support	16	3.0%
Financial aid	14	2.6%
Educator student groups	12	2.2%
Dedicated advisor/supervisor	11	2.1%
Any assistance needed/Comprehensive support (unspecified)	10	1.9%
Student teacher assistance	10	1.9%
Cultural resources	10	1.9%
Praxis support	8	1.5%
Supplemental instruction	8	1.5%
Library resources	8	1.5%
Professional development	7	1.3%
Technology	7	1.3%
Placement services	6	1.1%
Teaching resource lab	6	1.1%
Math assistance	6	1.1%
Internship/Job search preparation	5	0.9%
Mental health services	4	0.7%
Scholarships	3	0.6%
Employer interviews	3	0.6%
International student services	3	0.6%
Early alert & support	2	0.4%
Support for disadvantaged students	2	0.4%
Speech assistance	2	0.4%
Minority support	2	0.4%

<b>Biggest Challenges Faced by First-Year Teachers</b>	<b>N</b>	<b>% of Responses</b>
Classroom management	51	24.3%
Supportive culture	26	12.4%
Reality of demands	23	11.0%
Effective teaching using curriculum	20	9.5%
Impact of Covid	19	9.0%
District/School Culture	10	4.8%
Managing Behaviors	9	4.3%
Responsibility of challenging classroom	9	4.3%
Student to professional transition	8	3.8%
Time management	8	3.8%
Student assessments	6	2.9%
Adequate training	6	2.9%
Parent Teacher communication	4	1.9%
Theoretical to practical transition	3	1.4%
Work/Life balance	3	1.4%
Emotional stability	2	1.0%
Needs of students	2	1.0%
Due process of law	1	0.5%

<b>Best Way to Attract High School Students to Study Education in College</b>	<b>N</b>	<b>% of Responses</b>
High school to college Teacher Programs	41	20.6%
Compensation incentive	35	17.6%
Inspiration from highly regarded teachers	27	13.6%
Promote prestige of profession	21	10.6%
Involvement from Elementary to High School	21	10.6%
Financial incentive	21	10.6%
Market teaching as a career	9	4.5%
Ensure their own K-12 education experience is positive	8	4.0%
Mentoring programs	6	3.0%
Communicate positives	5	2.5%
Attractive options to earn degree	4	2.0%
Encourage diversity	1	0.5%

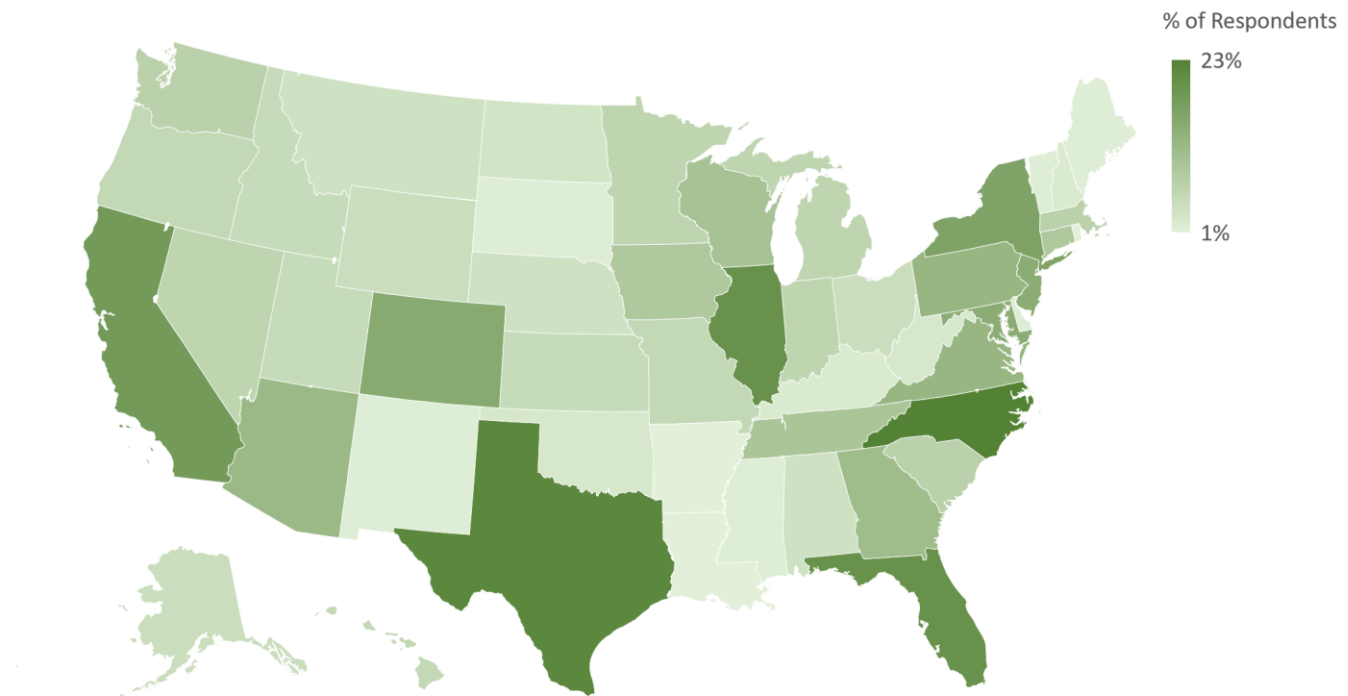
<b>STUDENT LEAVING STATE TO FIND FULL-TIME EMPLOYMENT</b>	
2021-22 Academic Year	<b>16.7%</b>
<i>Approximately what percentage of your education graduates left your state to find full-time employment for the 2021-22 academic year?</i>	

WHERE STUDENTS ARE GOING	N	%
North Carolina	38	23.3%
Texas	36	22.1%
Florida	33	20.2%
Illinois	33	20.2%
California	30	18.4%
New York	27	16.6%
Colorado	25	15.3%
Maryland	24	14.7%
New Jersey	24	14.7%
Pennsylvania	21	12.9%
Virginia	21	12.9%
Arizona	20	12.3%
Georgia	19	11.7%
Wisconsin	17	10.4%
Tennessee	16	9.8%
Connecticut	15	9.2%
Iowa	15	9.2%
Massachusetts	12	7.4%
South Carolina	12	7.4%
Washington	12	7.4%
Indiana	11	6.7%
Michigan	11	6.7%
Minnesota	11	6.7%
Nevada	11	6.7%
Hawaii	10	6.1%
Missouri	10	6.1%

WHERE STUDENTS ARE GOING	N	%
Oregon	10	6.1%
Idaho	9	5.5%
Kansas	9	5.5%
Utah	9	5.5%
Alaska	8	4.9%
Ohio	8	4.9%
Wyoming	8	4.9%
Alabama	7	4.3%
District of Columbia	7	4.3%
Montana	7	4.3%
Nebraska	7	4.3%
North Dakota	6	3.7%
Oklahoma	5	3.1%
West Virginia	5	3.1%
Kentucky	4	2.5%
New Hampshire	4	2.5%
Delaware	3	1.8%
Maine	3	1.8%
Mississippi	3	1.8%
New Mexico	3	1.8%
South Dakota	3	1.8%
Vermont	3	1.8%
Arkansas	2	1.2%
Louisiana	2	1.2%
Rhode Island	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 *English/Language Arts Education, Social Studies Education, Math, Biology, Chemistry, and Kindergarten/Primary Education*.
- ✓ Over half offer programs in *Music Education, Physical Education, Spanish, Physics, Earth/Physical Science, 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 Journalism Education, Classical Languages, Italian, Japanese, Russian, American Sign Language, Arabic, Other Languages, Physical Therapy, Gifted/Talented Education, Occupational Therapy, Audiology, Reading Diagnostician, Cognitive Disabilities Special Education, and Visually Impaired Special Education.

Educational Fields	English/Language Arts Education	87
	Social Studies Education	80
	Music Education	64
	Physical Education	50
	Art/Visual Education	48
	Reading Specialist/Interventionist	42
	Health Education	31
	Theatre/Drama Education	25
	Bilingual/Multicultural Education	24
	Business Education	18
	Technology Education	17
	Agriculture Education	13
	Computer Science Education	13
	Family and Consumer Science	13
	Speech Education	11
	Dance Education	10
	Journalism Education	6
Languages	Spanish	68
	French	43
	ESL/ELL (English Language Learner)	40
	German	25
	Chinese	15
	Classical: Greek, Latin	9
	Italian	9
	Japanese	8
	Russian	7
	American Sign Language	6
	Arabic	3
	Other Languages	2
Math & Science Education	Math	91
	Biology	90
	Chemistry	77
	Physics	63
	Earth/Physical Science	52
	General Math and Science	34

Related Services	Counseling	34
	School Psychology	22
	School Social Work	15
	Speech Pathology	15
	School Nursing	11
	Library Science/Media Technology	10
	Physical Therapy	8
	Gifted/Talented Education	7
	Occupational Therapy	6
	Audiology	5
	Reading Diagnostician	4
Elem./ Middle	Kindergarten/Primary Education	83
	Middle School Education	55
	Pre-K Education	53
	Intermediate Education	48
Adm.	High School Administrator	43
	Elementary School Administrator	42
	Middle School Administrator	39
	Central Office Administrator	26
Special Education	Dual Cert (General & Special Education)	35
	Mild/Moderate Disabilities Special Ed.	33
	Early Childhood Special Education	29
	Severe/Profound Disabilities Special Ed.	17
	Learning Disability Special Education	15
	Multicategorical Special Education	14
	Emotional/Behavioral Disorders Special Ed.	10
	Hearing Impaired Special Education	10
	Cognitive Disabilities Special Education	9
	Visually Impaired Special Education	6

**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 and Intermediate Education.
- ✓ The degrees that will have the lowest number of graduates this year include: Business Education, Computer Science Education, Journalism Education, Chinese, Classical Languages, French, Japanese, German, Russian, Arabic, and Earth/Physical Science.

Educational Fields	Physical Education	14
	Reading Specialist/Interventionist	14
	Social Studies Education	13
	Music Education	12
	Bilingual/Multicultural Education	11
	English/Language Arts Education	11
	Agriculture Education	9
	Technology Education	9
	Art/Visual Education	8
	Family and Consumer Science	8
	Dance Education	7
	Health Education	7
	Speech Education	6
	Theatre/Drama Education	6
	Business Education	4
	Computer Science Education	2
	Journalism Education	1
Languages	ESL/ELL (English Language Learner)	17
	Other Languages	7
	American Sign Language	6
	Italian	6
	Spanish	6
	Chinese	4
	Classical: Greek, Latin	3
	French	3
	Japanese	3
	German	2
	Russian	2
	Arabic	1
Math & Science Education	Biology	16
	General Math and Science	14
	Math	11
	Chemistry	10
	Physics	7
	Earth/Physical Science	5

Related Services	Reading Diagnostician	41
	Speech Pathology	32
	Audiology	31
	School Psychology	31
	Counseling	29
	School Social Work	25
	Physical Therapy	23
	School Nursing	23
	Library Science/Media Technology	22
	Occupational Therapy	16
	Gifted/Talented Education	11
Elem./Middle	Kindergarten/Primary Education	57
	Intermediate Education	45
	Pre-K Education	28
	Middle School Education	20
Adm.	Elementary School Administrator	26
	High School Administrator	25
	Middle School Administrator	24
	Central Office Administrator	21
Special Education	Multicategorical Special Education	27
	Mild/Moderate Disabilities Special Ed.	25
	Dual Cert (General & Special Education)	18
	Learning Disability Special Education	16
	Cognitive Disabilities Special Education	16
	Early Childhood Special Education	13
	Severe/Profound Disabilities Special Ed.	13
	Hearing Impaired Special Education	10
	Visually Impaired Special Education	10
	Emotional/Behavioral Disorders Special	9

**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	4.47
	Technology Education	4.35
	Speech Education	4.07
	Computer Science Education	4.05
	Family and Consumer Science	3.95
	Reading Specialist/Interventionist	3.79
	Business Education	3.73
	Journalism Education	3.71
	Agriculture Education	3.67
	English/Language Arts Education	3.57
	Art/Visual Education	3.43
	Music Education	3.34
	Health Education	3.26
	Theatre/Drama Education	3.24
	Physical Education	3.14
	Social Studies Education	3.04
	Dance Education	3.00
Languages	ESL/ELL (English Language Learner)	4.37
	Spanish	4.00
	Chinese	3.81
	American Sign Language	3.78
	Arabic	3.60
	Italian	3.57
	French	3.53
	German	3.50
	Japanese	3.45
	Russian	3.36
	Other Languages	3.33
	Classical: Greek, Latin	3.27
Math & Science Education	Math	4.45
	Physics	4.44
	General Math and Science	4.38
	Chemistry	4.36
	Biology	4.20
	Earth/Physical Science	4.14

Related Services	Audiology	4.00
	School Psychology	3.94
	Counseling	3.90
	Speech Pathology	3.84
	School Nursing	3.79
	Library Science/Media Technology	3.57
	School Social Work	3.50
	Occupational Therapy	3.43
	Reading Diagnostician	3.40
	Physical Therapy	3.33
	Gifted/Talented Education	3.30
Elem./ Middle	Middle School Education	3.94
	Intermediate Education	3.86
	Pre-K Education	3.79
	Kindergarten/Primary Education	3.67
Adm.	Middle School Administrator	3.73
	High School Administrator	3.68
	Elementary School Administrator	3.67
	Central Office Administrator	3.60
Special Education	Multicategorical Special Education	4.82
	Emotional/Behavioral Disorders Special Ed.	4.80
	Severe/Profound Disabilities Special Ed.	4.80
	Mild/Moderate Disabilities Special Ed.	4.78
	Cognitive Disabilities Special Education	4.77
	Learning Disability Special Education	4.70
	Visually Impaired Special Education	4.60
	Hearing Impaired Special Education	4.43
	Early Childhood Special Education	4.42
	Dual Cert (General & Special Education)	4.24

**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, and several language fields.
- ✓ Math, Chemistry, Physics, General Math and Science, ESL/ELL, Technology Education, Bilingual/Multicultural Education, and all special education fields have considerable shortage.

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

Multicategorical Special Education	4.82
Emotional/Behavioral Disorders Special Ed.	4.80
Severe/Profound Disabilities Special Ed.	4.80
Mild/Moderate Disabilities Special Ed.	4.78
Cognitive Disabilities Special Education	4.77
Learning Disability Special Education	4.70
Visually Impaired Special Education	4.60
Bilingual/Multicultural Education	4.47
Math	4.45
Physics	4.44
Hearing Impaired Special Education	4.43
Early Childhood Special Education	4.42
General Math and Science	4.38
ESL/ELL (English Language Learner)	4.37
Chemistry	4.36
Technology Education	4.35
Dual Cert (General & Special Education)	4.24

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

Biology	4.20
Earth/Physical Science	4.14
Speech Education	4.07
Computer Science Education	4.05
Spanish	4.00
Audiology	4.00
Family and Consumer Science	3.95
School Psychology	3.94
Middle School Education	3.94
Counseling	3.90
Intermediate Education	3.86
Speech Pathology	3.84
Chinese	3.81
Reading Specialist/Interventionist	3.79
School Nursing	3.79
Pre-K Education	3.79
American Sign Language	3.78
Business Education	3.73
Middle School Administrator	3.73
Journalism Education	3.71
High School Administrator	3.68
Agriculture Education	3.67
Kindergarten/Primary Education	3.67
Elementary School Administrator	3.67
Arabic	3.60
Central Office Administrator	3.60
English/Language Arts Education	3.57
Italian	3.57
Library Science/Media Technology	3.57
French	3.53
German	3.50
School Social Work	3.50
Japanese	3.45

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

Art/Visual Education	3.43
Occupational Therapy	3.43

**BALANCED FIELDS (3.40 – 2.61)**

Reading Diagnostician	3.40
Russian	3.36
Music Education	3.34
Other Languages	3.33
Physical Therapy	3.33
Gifted/Talented Education	3.30
Classical: Greek, Latin	3.27
Health Education	3.26
Theatre/Drama Education	3.24
Physical Education	3.14
Social Studies Education	3.04
Dance Education	3.00

**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	24	11	4.47
	Technology Education	17	9	4.35
	Speech Education	11	6	4.07
	Computer Science Education	13	2	4.05
	Family and Consumer Science	13	8	3.95
	Reading Specialist/Interventionist	42	14	3.79
	Business Education	18	4	3.73
	Journalism Education	6	1	3.71
	Agriculture Education	13	9	3.67
	English/Language Arts Education	87	11	3.57
	Art/Visual Education	48	8	3.43
	Music Education	64	12	3.34
	Health Education	31	7	3.26
	Theatre/Drama Education	25	6	3.24
	Physical Education	50	14	3.14
	Social Studies Education	80	13	3.04
	Dance Education	10	7	3.00
Languages	ESL/ELL (English Language Learner)	40	17	4.37
	Spanish	68	6	4.00
	Chinese	15	4	3.81
	American Sign Language	6	6	3.78
	Arabic	3	1	3.60
	Italian	9	6	3.57
	French	43	3	3.53
	German	25	2	3.50
	Japanese	8	3	3.45
	Russian	7	2	3.36
	Other Languages	2	7	3.33
	Classical: Greek, Latin	9	3	3.27
Math & Science Education	Math	91	11	4.45
	Physics	63	7	4.44
	General Math and Science	34	14	4.38
	Chemistry	77	10	4.36
	Biology	90	16	4.20
	Earth/Physical Science	52	5	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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		% Offering	Graduating Students (mean)	Supply & Demand*
Related Services	Audiology	5	31	4.00
	School Psychology	22	31	3.94
	Counseling	34	29	3.90
	Speech Pathology	15	32	3.84
	School Nursing	11	23	3.79
	Library Science/Media Technology	10	22	3.57
	School Social Work	15	25	3.50
	Occupational Therapy	6	16	3.43
	Reading Diagnostician	4	41	3.40
	Physical Therapy	8	23	3.33
	Gifted/Talented Education	7	11	3.30
Elem./ Middle	Middle School Education	55	20	3.94
	Intermediate Education	48	45	3.86
	Pre-K Education	53	28	3.79
	Kindergarten/Primary Education	83	57	3.67
Adm.	Middle School Administrator	39	24	3.73
	High School Administrator	43	25	3.68
	Elementary School Administrator	42	26	3.67
	Central Office Administrator	26	21	3.60
Special Education	Multicategorical Special Education	14	27	4.82
	Emotional/Behavioral Disorders Special Ed.	10	9	4.80
	Severe/Profound Disabilities Special Ed.	17	13	4.80
	Mild/Moderate Disabilities Special Ed.	33	25	4.78
	Cognitive Disabilities Special Education	9	16	4.77
	Learning Disability Special Education	15	16	4.70
	Visually Impaired Special Education	6	10	4.60
	Hearing Impaired Special Education	10	10	4.43
	Early Childhood Special Education	29	13	4.42
	Dual Cert (General & Special Education)	35	18	4.24

- ✓ 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.
  - **25 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.

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

**DEMAND EXCEEDS SUPPLY**

## School Districts

### Teacher Preparation

- ✓ On average, 21% 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 (23%) and Urban (26%) 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/MAKEUP						
Traditional preparation	79%					
Non-traditional preparation	15%					
Emergency hires	6%					
URBAN STATUS		Urban	Suburban	Rural	ALL	
Traditional preparation		74%	85%	78%	79%	
Non-traditional preparation		21%	12%	16%	15%	
Emergency hires		5%	3%	7%	6%	
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	78%	82%	84%	79%	78%	79%
Non-traditional preparation	16%	14%	11%	16%	19%	15%
Emergency hires	6%	4%	5%	5%	3%	6%

Reasons for Hiring Teachers without Traditional Preparation	N	% of Responses
Lack of traditional candidates who apply	188	70.9%
Must hire for difficult-to-fill positions in certain subject areas	26	9.8%
Strong knowledge/Diverse experience is focus rather than pedagogy	17	6.4%
Goal is to hire the best candidate for the job	12	4.5%
Need to fill position at present time	11	4.2%
Hirees agree to earn desired certification if employed	8	3.0%
Challenges related to COVID	3	1.1%

## 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 (2022-23) to REPLACE those who leave?*
- *Full-time teachers does your district plan to hire for the next academic year (2022-23) for NEW positions?*

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

TEACHER MAKEUP						
Full-time positions						553
Full-time vacancies						11
Expect to lose						41
Replacement hires						42
New position hires						11
Net change in teachers						+12
URBAN STATUS		Urban	Suburban	Rural	ALL	
Full-time positions		1315	1047	147	553	
Full-time vacancies		35	16	2	11	
Expect to lose		88	94	6	41	
Replacement hires		99	90	7	42	
New positions		24	26	3	11	
Net change in teachers		+35	+22	+4	+12	
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	68	283	521	1107	3982	553
Full-time vacancies	1	6	8	20	78	11
Expect to lose	4	17	33	98	304	41
Replacement hires	4	18	35	88	310	42
New positions	1	8	6	20	92	11
Net change in teachers	+1	+9	+8	+10	+98	+12

**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						11%
URBAN STATUS		Urban	Suburban	Rural	ALL	
Average percentage of teachers hired in the past year		24%	17%	5%	11%	
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	6%	24%	14%	15%	26%	11%



## 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	32.9%	29.6%	16.2%	21.3%		
Having enough candidates for open positions	77.6%	15.9%	4.6%	1.9%		
Recruiting teachers of color	61.6%	20.0%	8.5%	9.9%		
URBAN STATUS	Urban	Suburban	Rural	ALL		
Decreases in the funding your district receives	1.54	1.47	1.92	1.74		
Having enough candidates for open positions	2.77	2.67	2.69	2.69		
Recruiting teachers of color	2.36	2.48	2.28	2.33		
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	1.81	1.50	1.79	1.71	1.58	1.74
Having enough candidates for open positions	2.67	2.75	2.76	2.59	2.78	2.69
Recruiting teachers of color	2.22	2.42	2.64	2.59	2.67	2.33
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	111	21.1%
Undesired location/demographics	92	17.5%
Shortage of teachers	66	12.5%
Lacks certification	40	7.6%
Profession not valued	38	7.2%
Demanding workload	36	6.8%
Challenges related to Covid	35	6.6%
Complex licensure requirements	31	5.9%
Competition among districts	21	4.0%
Housing	20	3.8%
Lack of quality candidates	16	3.0%
Timing of vacancies	10	1.9%
Seeking diversity with candidates	8	1.5%
Lack of experience	3	0.6%

Anticipated Hiring in 2022-23 Compared to 2021-22	N	% of Responses
Expect to hire more teachers	188	50.5%
Expect to hire fewer teachers	184	49.5%

Major Reasons for Hiring More	N	% of Responses
Planning on filling vacancies	44	26.8%
Resignations	30	18.3%
Retirement	26	15.9%
Increased enrollment	22	13.4%
New programs	15	9.1%
Foresee filling in learning gaps due to COVID	11	6.7%
Creating new positions	7	4.3%
Many leaving profession due to COVID	4	2.4%
Expansion of school district	3	1.8%
Budget increase	2	1.2%

Major Reasons for Hiring Fewer	N	% of Responses
Fewer/No new positions	63	38.0%
Steady/Decreased enrollment	34	20.5%
Budget restraints	18	10.8%
Fewer resignations	17	10.2%
Fewer retirements	15	9.0%
Lack of qualified teachers	8	4.8%
Attrition	6	3.6%
Covid related challenges	3	1.8%
No new programs	2	1.2%

Biggest Challenges Faced by First-Year Teachers	N	% of Responses
Classroom management	117	22.5%
Effective teaching using curriculum	78	15.0%
Reality of demands	54	10.4%
Supportive culture	40	7.7%
Time management	38	7.3%
Managing Behaviors	34	6.6%
District/School Culture	28	5.4%
Student to professional transition	21	4.0%
Parent Teacher communication	21	4.0%
Theoretical to practical transition	21	4.0%
Emotional stability	20	3.9%
Teaching changes due to COVID	18	3.5%
Needs of students	14	2.7%
Work/Life balance	10	1.9%
Adequate training	3	0.6%
Student assessments	2	0.4%

Best Way to Attract High School Students to Study Education in College	N	% of Responses
Compensation incentive	96	24.3%
High school to college Teacher Programs	76	19.2%
Conversations with teachers who lead by example	69	17.5%
Involvement from Elementary to High School	57	14.4%
Ensure their own K-12 educational experience is positive	31	7.8%
Teaching as an honorable profession	23	5.8%
Specifics on teaching licensure in high demand	13	3.3%
Assured placement	11	2.8%
Alternative education programs	9	2.3%
Mentoring programs	8	2.0%
Identify and develop students interested in teaching	2	0.5%

Best Way to Attract Teachers of Color	N	% of Responses
Benefit and financial incentives	59	18.5%
Promote diversity and inclusion	49	15.4%
Supportive atmosphere	42	13.2%
Market the teaching career	39	12.2%
Recruitment	31	9.7%
Recruit at HBCUs	22	6.9%
Relatable demographics	21	6.6%
Grow Your Own programs	20	6.3%
Go to middle/high schools/colleges to inspire	15	4.7%
Be present in community	12	3.8%
Relationships with teachers/students	7	2.2%
Available housing in area	2	0.6%

## Perceived Supply and Demand (School Districts)

- ✓ School districts reported considerable shortages of qualified applicants in the following areas:  
Bilingual/Multicultural Education, Arabic, Italian, Russian, Japanese, American Sign Language, Chinese, Classical, German, Physics, Chemistry, Math, Biology, Earth/Physical Science, General Math and Science, Speech Pathology, School Psychology, Audiology, School Nursing, and all areas of Special Education.
- ✓ No areas show a surplus of qualified candidates according to the averages of school district ratings.

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	4.29
	Speech Education	4.14
	Agriculture Education	4.07
	Family and Consumer Science	4.00
	Computer Science Education	3.90
	Technology Education	3.87
	Reading Specialist/Interventionist	3.86
	Music Education	3.78
	Business Education	3.66
	Theatre/Drama Education	3.62
	Art/Visual Education	3.61
	English/Language Arts Education	3.60
	Dance Education	3.56
	Journalism Education	3.55
	Health Education	3.29
	Social Studies Education	3.07
	Physical Education	3.04
Languages	Arabic	4.63
	Italian	4.56
	Russian	4.56
	Japanese	4.52
	American Sign Language	4.47
	Chinese	4.43
	Classical: Greek, Latin	4.36
	German	4.25
	ESL/ELL (English Language Learner)	4.16
	French	4.13
	Other Languages	4.08
	Spanish	4.06
Math/Science Education	Physics	4.56
	Chemistry	4.49
	Math	4.48
	Biology	4.27
	Earth/Physical Science	4.27
	General Math and Science	4.26

Related Services	Speech Pathology	4.31
	School Psychology	4.25
	Audiology	4.24
	School Nursing	4.21
	Occupational Therapy	4.11
	Physical Therapy	4.11
	School Social Work	4.07
	Reading Diagnostician	4.03
	Counseling	3.89
	Gifted/Talented Education	3.84
	Library Science/Media Technology	3.78
Elem./ Middle	Middle School Education	3.99
	Pre-K Education	3.73
	Intermediate Education	3.72
	Kindergarten/Primary Education	3.59
Adm.	High School Administrator	3.56
	Central Office Administrator	3.55
	Middle School Administrator	3.46
	Elementary School Administrator	3.37
Special Education	Severe/Profound Disabilities Special Ed.	4.68
	Visually Impaired Special Education	4.62
	Multicategorical Special Education	4.57
	Emotional/Behavioral Disorders Special Ed.	4.56
	Hearing Impaired Special Education	4.56
	Cognitive Disabilities Special Education	4.47
	Dual Cert (General & Special Education)	4.43
	Learning Disability Special Education	4.43
	Mild/Moderate Disabilities Special Ed.	4.41
	Early Childhood Special Education	4.36

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

Severe/Profound Disabilities Special Ed.	4.68
Arabic	4.63
Visually Impaired Special Education	4.62
Multicategorical Special Education	4.57
Italian	4.56
Russian	4.56
Physics	4.56
Emotional/Behavioral Disorders Special Ed.	4.56
Hearing Impaired Special Education	4.56
Japanese	4.52
Chemistry	4.49
Math	4.48
American Sign Language	4.47
Cognitive Disabilities Special Education	4.47
Chinese	4.43
Dual Cert (General & Special Education)	4.43
Learning Disability Special Education	4.43
Mild/Moderate Disabilities Special Ed.	4.41
Classical: Greek, Latin	4.36
Early Childhood Special Education	4.36
Speech Pathology	4.31
Bilingual/Multicultural Education	4.29
Biology	4.27
Earth/Physical Science	4.27
General Math and Science	4.26
German	4.25
School Psychology	4.25
Audiology	4.24
School Nursing	4.21

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

ESL/ELL (English Language Learner)	4.16
Speech Education	4.14
French	4.13
Occupational Therapy	4.11
Physical Therapy	4.11
Other Languages	4.08
Agriculture Education	4.07
School Social Work	4.07
Spanish	4.06
Reading Diagnostician	4.03
Family and Consumer Science	4.00
Middle School Education	3.99
Computer Science Education	3.90
Counseling	3.89
Technology Education	3.87
Reading Specialist/Interventionist	3.86
Gifted/Talented Education	3.84
Music Education	3.78
Library Science/Media Technology	3.78
Pre-K Education	3.73
Intermediate Education	3.72

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

Business Education	3.66
Theatre/Drama Education	3.62
Art/Visual Education	3.61
English/Language Arts Education	3.60
Kindergarten/Primary Education	3.59
Dance Education	3.56
High School Administrator	3.56
Journalism Education	3.55
Central Office Administrator	3.55
Middle School Administrator	3.46

**BALANCED FIELDS (3.40 – 2.61)**

Elementary School Administrator	3.37
Health Education	3.29
Social Studies Education	3.07
Physical Education	3.04

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

None

**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.
- **32** 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 Math Biology Chemistry <b><u>Kindergarten/Primary Education</u></b>
	Medium		Health Education Physical Education Elementary School Administrator	Art/Visual Education Bilingual/Multicultural Education Music Education Reading Specialist/Interventionist Theatre/Drama Education ESL/ELL (English Language Learner) French   German   Spanish Earth/Physical Science General Math and Science   Physics Counseling   School Psychology Pre-K Education   Intermediate Education Middle School Education Middle School Administrator High School Administrator Central Office Administrator Dual Cert (General & Special Education) Early Childhood Special Education Mild/Moderate Disabilities Special Ed.
	Low			Agriculture Education   Business Education Computer Science Education Dance Education Family and Consumer Science Journalism Education   Speech Education Technology Education American Sign Language Arabic   Chinese Classical: Greek, Latin 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 Multicategorical Special Education 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
		<div>SUPPLY EXCEEDS DEMAND</div> <div>DEMAND EXCEEDS SUPPLY</div>		

## 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)
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		1	2	3	4	5	6	7	8	9	10	Total
Educational Fields	Agriculture Education	3.89	3.75	4.13	4.19	3.76	3.77	4.45	4.58	4.00	N/A	4.07
	Art/Visual Education	3.23	3.46	3.81	3.88	3.61	3.46	3.70	3.50	3.00	3.00	3.61
	Bilingual/Multicultural Education	4.14	4.04	4.22	4.45	4.44	4.23	4.38	4.58	3.75	4.00	4.29
	Business Education	3.43	3.34	3.94	3.87	3.37	3.38	3.86	3.81	3.00	3.00	3.66
	Computer Science Education	3.70	3.82	3.97	4.02	3.81	3.62	4.03	4.04	3.88	3.00	3.90
	Dance Education	3.38	3.25	4.13	3.71	3.09	3.42	3.85	4.22	3.00	3.00	3.56
	English/Language Arts Education	3.28	3.52	3.64	3.89	4.05	3.84	3.24	3.31	3.00	3.50	3.60
	Family and Consumer Science	3.55	3.57	4.29	4.33	3.68	3.69	4.00	4.27	3.57	4.50	4.00
	Health Education	3.17	3.22	3.53	3.48	2.87	2.97	3.35	3.19	3.13	3.00	3.29
	Journalism Education	3.38	3.36	3.80	3.74	3.53	3.43	3.33	3.83	2.75	4.00	3.55
	Music Education	3.81	3.83	3.90	4.05	3.89	3.33	3.79	3.52	2.67	3.50	3.78
	Physical Education	3.00	2.98	3.18	3.08	2.85	2.97	3.25	2.89	3.00	2.00	3.04
	Reading Specialist/Interventionist	3.52	3.77	3.95	3.97	3.89	3.94	3.83	3.93	3.38	4.00	3.86
	Social Studies Education	2.96	2.97	3.05	3.31	3.35	3.06	2.94	2.82	2.75	3.50	3.07
	Speech Education	3.82	4.22	4.31	4.14	3.78	4.24	4.15	4.13	3.75	5.00	4.14
	Technology Education	3.70	3.86	3.95	3.82	3.68	3.77	3.95	4.14	3.75	4.50	3.87
	Theatre/Drama Education	3.35	3.49	3.93	3.76	3.57	3.56	3.53	3.80	3.43	N/A	3.62
Languages	American Sign Language	4.09	4.32	4.63	4.75	4.38	4.25	4.29	4.75	4.60	5.00	4.47
	Arabic	5.00	4.44	4.75	4.91	4.20	4.80	4.36	4.71	5.00	N/A	4.63
	Chinese	5.00	4.23	4.73	4.64	4.20	3.89	4.50	4.75	4.00	5.00	4.43
	Classical: Greek, Latin	3.50	4.27	4.70	4.69	4.00	4.36	4.18	4.80	3.33	5.00	4.36
	ESL/ELL (English Language Learner)	4.23	3.82	4.31	4.47	4.24	4.03	4.13	4.46	3.71	3.00	4.16
	French	3.40	4.00	4.21	4.43	3.78	3.96	4.53	4.41	2.50	5.00	4.13
	German	4.00	4.19	4.29	4.36	3.83	4.00	4.64	4.30	4.00	5.00	4.25
	Italian	4.00	4.50	4.56	4.90	4.33	4.50	4.57	4.50	4.00	5.00	4.56
	Japanese	4.00	4.30	4.78	4.73	4.00	4.75	4.50	4.67	4.00	N/A	4.52
	Russian	4.50	4.50	4.75	4.73	4.00	4.40	4.50	4.80	4.00	5.00	4.56
	Spanish	3.86	3.60	4.00	4.42	4.25	4.15	4.03	4.34	3.00	5.00	4.06
	Other Languages	4.00	4.06	4.15	4.25	3.67	4.00	4.00	4.50	3.50	4.50	4.08
Math & Science	Math	4.12	4.58	4.66	4.64	4.55	4.65	4.18	4.25	3.75	4.50	4.48
	Biology	3.92	4.19	4.38	4.51	4.45	4.26	4.02	4.32	3.75	4.50	4.27
	Chemistry	3.96	4.35	4.54	4.77	4.45	4.54	4.33	4.80	3.88	4.50	4.49
	Earth/Physical Science	3.80	4.23	4.35	4.53	4.40	4.37	4.02	4.20	3.75	4.00	4.27
	General Math and Science	3.84	4.30	4.48	4.39	4.45	4.47	4.00	4.07	3.63	4.00	4.26
	Physics	4.08	4.44	4.66	4.82	4.53	4.53	4.38	4.79	4.00	5.00	4.56

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
Related Services	Audiology	3.93	4.03	4.50	4.50	3.80	4.05	4.35	4.36	4.25	N/A	4.24
	Counseling	4.16	3.70	4.18	4.05	3.84	3.83	3.92	3.38	3.00	5.00	3.89
	Gifted/Talented Education	3.53	3.83	4.24	4.05	3.55	3.66	3.83	3.39	3.17	5.00	3.84
	Library Science/Media Technology	3.55	3.63	4.03	3.89	3.79	3.53	3.71	4.04	3.63	4.00	3.78
	Occupational Therapy	4.14	4.00	4.46	4.31	3.94	4.03	4.03	3.87	3.25	4.50	4.11
	Physical Therapy	4.19	4.07	4.42	4.19	3.94	4.13	4.03	3.91	3.25	4.50	4.11
	Reading Diagnostician	3.57	4.07	4.31	4.10	4.11	3.72	4.18	3.81	3.50	5.00	4.03
	School Nursing	4.05	4.31	4.31	4.06	3.80	4.43	4.28	4.43	3.00	5.00	4.21
	School Psychology	4.24	4.19	4.41	4.34	3.92	4.13	4.43	4.14	3.67	5.00	4.25
	School Social Work	4.29	4.13	4.38	4.06	3.77	3.97	4.18	3.62	3.50	5.00	4.07
	Speech Pathology	4.19	4.30	4.43	4.39	4.00	4.49	4.30	4.26	3.63	4.00	4.31
Elem./Middle	Pre-K Education	3.71	3.62	3.84	3.78	3.95	3.89	3.62	3.68	3.38	3.00	3.73
	Kindergarten/Primary Education	3.57	3.62	3.66	3.65	3.95	3.83	3.34	3.30	2.88	4.00	3.59
	Intermediate Education	3.48	3.72	3.78	3.80	4.05	4.09	3.48	3.37	3.14	4.50	3.72
	Middle School Education	3.74	3.94	4.05	4.08	4.11	4.27	3.85	3.92	3.50	4.00	3.99
Adm.	Elementary School Administrator	3.42	3.25	3.51	3.47	3.42	3.17	3.64	2.96	3.13	3.50	3.37
	Middle School Administrator	3.48	3.40	3.51	3.63	3.37	3.29	3.58	3.16	3.13	3.50	3.46
	High School Administrator	3.72	3.51	3.58	3.78	3.50	3.29	3.52	3.36	3.38	3.50	3.56
	Central Office Administrator	3.64	3.39	3.68	3.77	3.30	3.12	3.77	3.48	3.38	3.00	3.55
Special Education	Multicategorical Special Education	4.47	4.72	4.72	4.54	4.75	4.56	4.51	4.50	3.57	4.00	4.57
	Dual Cert (General & Special Education)	4.29	4.55	4.64	4.47	4.42	4.41	4.27	4.31	4.00	4.00	4.43
	Early Childhood Special Education Sp. Ed.	4.24	4.24	4.63	4.43	4.61	4.50	4.25	4.22	3.50	4.00	4.36
	Emotional/Behavioral Disorders Sp. Ed.	4.41	4.58	4.74	4.68	4.75	4.54	4.54	4.28	3.75	4.00	4.56
	Hearing Impaired Special Education	4.33	4.50	4.78	4.58	4.40	4.56	4.61	4.58	4.40	4.00	4.56
	Learning Disabilities Special Education	4.32	4.36	4.67	4.49	4.44	4.57	4.42	4.28	3.38	4.00	4.43
	Cognitive Disabilities Special Education	4.52	4.54	4.69	4.50	4.47	4.50	4.44	4.25	3.38	4.00	4.47
	Mild/Moderate Disabilities Special Ed.	4.35	4.43	4.58	4.49	4.53	4.49	4.37	4.19	3.25	4.00	4.41
	Severe/Profound Disabilities Special Ed.	4.70	4.73	4.89	4.67	4.68	4.65	4.70	4.48	3.88	5.00	4.68
	Visually Impaired Special Education	4.53	4.58	4.85	4.64	4.46	4.53	4.69	4.65	4.50	3.00	4.62

Code	Region	Code	Region
1	Northwest	6	Southeast
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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							
		2021-22	2020-21	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15
TRADITIONAL	Increased	22.7%	30.4%	22.0%	21.3%	26.4%	18.7%	12.4%	12.5%
	Stayed the same	36.8%	39.9%	40.5%	30.6%	32.6%	31.6%	34.9%	38.2%
	Decreased	35.0%	23.8%	32.5%	39.3%	28.5%	41.2%	40.9%	40.8%
	Not offered	5.5%	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	19.9%	24.1%	16.1%	23.1%	24.1%	18.6%	16.7%	14.9%
	Stayed the same	25.5%	27.7%	28.1%	24.2%	22.5%	19.1%	26.9%	28.4%
	Decreased	18.0%	14.5%	17.6%	15.9%	15.2%	16.9%	18.3%	24.3%
	Not offered	36.6%	33.7%	38.2%	36.8%	38.2%	45.4%	38.2%	32.4%
TESOL	Increased	12.5%	11.5%	10.2%	7.8%	13.1%	12.0%	14.8%	18.0%
	Stayed the same	28.8%	25.5%	21.4%	22.8%	22.5%	26.6%	17.5%	26.7%
	Decreased	10.6%	15.2%	10.7%	13.3%	13.1%	8.2%	8.7%	8.7%
	Not offered	48.1%	47.9%	57.7%	56.1%	51.3%	53.3%	59.0%	46.7%
ALTERNATIVE CERTIFICATIONS/LICENSURES	Increased	22.3%	24.8%	19.4%	22.0%	18.1%	12.0%	13.7%	12.6%
	Stayed the same	20.4%	20.6%	16.8%	15.3%	24.4%	23.0%	27.5%	23.8%
	Decreased	8.9%	4.2%	8.2%	10.2%	7.8%	8.7%	8.2%	5.3%
	Not offered	48.4%	50.3%	55.6%	52.5%	49.7%	56.3%	50.5%	58.3%
DOCTORATES	Increased	14.4%	10.8%	11.3%	10.0%	11.5%	8.4%	10.6%	8.0%
	Stayed the same	23.1%	23.4%	21.5%	20.0%	19.3%	19.7%	19.0%	26.0%
	Decreased	6.3%	6.6%	5.6%	4.4%	8.3%	4.5%	5.6%	2.7%
	Not offered	56.3%	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								
	2021-22	2020-21	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15
Full-time	87%	86%	85%	81%	73%	79%	76%	70%
Part-time	13%	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 of school districts	2021-22	2020-21	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15
Big challenge	15.4%	21.8%	22.4%	22.1%	31.5%	22.2%	34.1%	33.1%
Moderate challenge	25.0%	34.6%	33.2%	32.6%	30.9%	30.1%	34.1%	35.8%
Small challenge	17.9%	21.2%	22.4%	26.2%	18.5%	26.1%	16.8%	18.9%
Not a challenge	41.7%	22.4%	21.9%	19.2%	19.1%	21.6%	15.1%	12.2%
Mean (3=Big Challenge; 0=Not a challenge)	1.14	1.56	1.56	1.58	1.75	1.53	1.87	1.90
Too many candidates for open positions	2021-22	2020-21	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15
Big challenge	3.2%	10.8%	8.2%	8.6%	8.9%	13.0%	21.8%	26.0%
Moderate challenge	12.7%	23.4%	19.6%	19.5%	24.4%	29.4%	23.5%	46.0%
Small challenge	17.8%	25.3%	24.7%	32.2%	28.3%	29.4%	29.6%	20.0%
Not a challenge	66.2%	40.5%	47.4%	39.7%	38.3%	28.2%	25.1%	8.0%
Mean (3=Big Challenge; 0=Not a challenge)	0.53	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					
		2021-22	2020-21	2019-20	2018-19	2017-18	2016-17	2021-22	2020-21	2019-20	2018-19	2017-18	2016-17
Educational Fields	English/Language Arts Education	87	88	85	85	80	81	11	10	10	11	15	12
	Social Studies Education	80	86	81	82	76	83	13	11	11	12	13	12
	Music Education	64	68	64	62	59	62	12	11	10	11	12	11
	Art/Visual Education	48	54	44	54	49	47	8	7	6	7	8	8
	Physical Education	50	54	52	50	49	46	14	16	13	11	12	12
	Reading Specialist/Interventionist	42	44	39	39	41	38	14	11	11	11	12	13
	Health Education	31	33	30	32	35	32	7	15	11	12	13	11
	Theatre/Drama Education	25	28	21	28	30	24	6	3	3	11	6	4
	Business Education	18	19	21	26	26	22	4	19	7	7	5	7
	Technology Education	17	17	17	20	25	25	9	29	12	11	20	10
	Speech Education	11	9	11	18	24	18	6	17	7	10	21	17
	Bilingual/Multicultural Education	24	20	20	23	23	19	11	18	16	12	19	17
	Family and Consumer Science	13	14	14	17	19	14	8	22	13	9	12	9
	Computer Science Education	13	10	7	10	19	14	2	28	1	12	18	9
	Agriculture Education	13	12	13	11	15	14	9	16	13	11	13	10
Languages	Dance Education	10	11	10	10	14	9	7	7	3	4	10	6
	Journalism Education	6	8	6	8	13	11	1	2	2	2	16	4
	Spanish	68	68	60	70	71	71	6	7	6	4	10	7
	French	43	46	40	49	50	47	3	2	2	1	16	3
	ESL/ELL (English Language Learner)	40	41	35	41	35	39	17	16	12	12	4	14
	German	25	28	25	31	33	39	2	3	2	1	4	3
	Chinese	15	15	11	14	20	14	4	3	3	2	5	5
	Japanese	8	11	10	10	13	12	3	2	3	1	4	6
	Classical: Greek, Latin	9	14	10	11	13	14	3	2	1	3	5	3
	Italian	9	11	9	Not Included in Survey			6	3	3	Not Included in Survey		
	American Sign Language	6	8	8	Not Included in Survey			6	8	11	Not Included in Survey		
	Russian	7	8	4	Not Included in Survey			2	3	0	Not Included in Survey		
	Arabic	3	4	3	Not Included in Survey			1	5	2	Not Included in Survey		
Math & Science Education	Other Languages	2	4	3	10	17	9	7	7	3	9	13	4
	Math	91	95	90	91	87	89	11	11	9	9	12	9
	Biology	90	95	84	88	83	88	16	22	11	9	13	12
	Chemistry	77	85	71	78	76	75	10	8	4	4	10	7
	Physics	63	61	56	61	61	65	7	4	4	3	8	4
	General Math and Science	34	35	35	40	51	48	14	27	9	7	12	10
	Earth/Physical Science	52	47	42	52	47	50	5	8	5	4	9	8

		PROGRAM OFFERINGS						GRADUATING STUDENTS					
		2021- 22	2020- 21	2019- 20	2018- 19	2017- 18	2016- 17	2021- 22	2020- 21	2019- 20	2018- 19	2017- 18	2016- 17
Related Services	Counseling	34	38	35	42	40	40	29	21	17	19	19	22
	School Psychology	22	25	20	25	29	22	31	20	13	15	17	14
	Speech Pathology	15	19	17	17	26	23	32	26	30	21	27	22
	Physical Therapy	8	12	9	10	19	11	23	40	24	25	33	26
	School Social Work	15	17	12	10	18	13	25	27	16	25	21	34
	School Nursing	11	10	9	10	17	16	23	27	50	27	21	27
	Library Science/Media Technology	10	7	11	13	13	12	22	30	28	10	18	16
	Audiology	5	6	6	7	12	7	31	6	18	8	10	11
	Occupational Therapy	6	12	8	8	12	8	16	31	19	20	20	31
	Gifted/Talented Education	7	12	10	12	11	9	11	7	7	10	8	7
	Reading Diagnostician	4	5	5	4	6	5	41	10	9	17	7	13
Elem./Middle	Kindergarten/Primary Education	83	82	80	83	70	79	57	56	40	29	30	46
	Middle School Education	55	57	52	65	54	64	20	28	15	17	20	21
	Pre-K Education	53	47	51	55	46	57	28	31	18	19	25	28
	Intermediate Education	48	47	46	53	40	50	45	50	30	26	30	28
Adm.	Elementary School Administrator	42	43	35	42	36	36	26	12	9	16	15	15
	High School Administrator	43	43	38	41	35	35	25	12	11	13	14	14
	Middle School Administrator	55	37	32	39	31	34	24	12	8	13	12	14
	Central Office Administrator	26	30	21	23	Not Included		21	15	8	12	Not Included	
Special Education	Dual Cert (General & Special Education)	35	38	30	40	31	39	18	25	17	17	26	36
	Early Childhood Special Education	29	33	23	28	31	34	13	18	19	21	22	19
	Multicategorical Special Education	14	23	25	28	20	22	27	18	12	17	24	23
	Mild/Moderate Disabilities Special Ed.	33	28	24	22	18	25	25	13	14	16	12	21
	Learning Disability Special Education	15	11	7	9	11	13	16	27	19	15	11	31
	Severe/Profound Disabilities Special Ed.	17	14	11	11	10	14	13	10	9	11	12	13
	Emotional/Behavioral Disorders Sp. Ed.	10	11	10	7	8	8	9	17	16	10	7	25
	Hearing Impaired Special Education	10	8	7	4	8	8	10	9	8	7	11	5
	Cognitive Disabilities Special Education	9	5	3	6	7	8	16	3	7	14	14	16
	Visually Impaired Special Education	6	6	6	5	5	5	10	10	13	5	9	0

<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]

		2021-22	2020-21	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15	2013-14	2012-13
Related Services	Audiology	L-H	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-H	M-M	M-M	M-M	M-M	M-M	M-M
	Gifted/Talented Education	L-M	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-H	L-M	L-M	L-M	L-M	L-M	L-M
	Occupational Therapy	L-H	L-H	L-H	L-H	L-M	L-H	L-H	L-H	L-H	L-H
	Physical Therapy	L-M	L-H	L-H	L-H	L-M	L-H	L-H	L-H	L-H	L-H
	Reading Diagnostician	L-M	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-H	L-M
	School Psychology	M-H	M-H	M-H	M-H	M-H	M-H	M-H	M-M	M-H	M-M
	School Social Work	L-H	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	L-H	M-H	M-H	L-H	M-H	M-H	M-H
Elem./Middle	Intermediate Education	M-H	M-H	M-H	M-M	M-M	M-M	M-L	M-L	M-L	H-L
	Kindergarten/Primary Education	H-H	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-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-H	M-M	M-M	M-L	M-L	M-L
Adm.	Elementary School Administrator	M-H	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-H	M-M	M-H	M-H	M-M	M-M	M-M	M-M
	Middle School Administrator	M-H	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-H	M-M	Not Included in Survey					
Special Education	Cognitive Disabilities Special Ed.	L-H	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	M-H
	Early Childhood Special Education	M-H	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	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	L-H
	Learning Disability Special Education	L-H	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	M-H	L-H	L-H	M-H	M-H	M-H	M-H	M-H
	Multi-categorical Special Education	L-H	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	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	L-H

	2021-22	2020-21	2019-20
Low-High Demand exceeds Supply Low Supply & High Demand	Agriculture Education American Sign Language Arabic   Audiology Business Education   Chinese Cognitive Disabilities Special Education Computer Science Education Emotional/Behavioral Disorders Special Ed. Family and Consumer Science Hearing Impaired Special Education Italian   Japanese Journalism Education Learning Disability Special Education Library Science/Media Technology Multicategorical Special Education Occupational Therapy School Nursing School Social Work Severe/Profound Disabilities Special Ed. Speech Education Speech Pathology Technology Education Visually Impaired Special Education	Agriculture Education American Sign Language Cognitive Disabilities Special Education Computer Science Education Emotional/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 Sp. Ed. Cognitive Disabilities Special Education Emotional/Behavioral Disorders Sp. Ed. Learning Disability Special Education Visually Impaired Special Education Hearing 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							
		2021- 22	2020- 21	2019- 20	2018- 19	2017- 18	2016- 17	2015- 16	2014- 15
Educational Fields	Agriculture Education	3.67	3.67	4.08	3.61	3.61	3.85	4.00	3.62
	Art/Visual Education	3.43	3.18	3.21	3.16	3.03	2.86	2.87	2.61
	Bilingual/Multicultural Education	4.47	4.38	4.46	4.58	3.93	4.47	4.45	4.25
	Business Education	3.73	3.33	3.54	3.30	3.20	2.98	3.16	2.89
	Computer Science Education	4.05	3.50	4.00	3.88	3.39	3.88	3.75	3.47
	Dance Education	3.00	3.17	3.38	3.19	3.16	2.78	2.82	2.88
	English/Language Arts Education	3.57	3.36	3.43	3.15	3.23	3.02	2.84	2.77
	Family and Consumer Science	3.95	3.68	4.00	3.79	3.71	3.84	3.72	3.46
	Health Education	3.26	3.04	3.14	2.83	2.95	2.81	2.53	2.69
	Journalism Education	3.71	2.92	3.40	3.08	2.79	3.25	3.19	2.83
	Music Education	3.34	3.22	3.32	3.09	3.15	2.81	2.93	2.85
	Physical Education	3.14	2.89	3.13	2.82	2.82	2.51	2.43	2.30
	Reading Specialist/Interventionist	3.79	3.66	3.68	3.67	3.70	3.58	3.54	3.31
	Social Studies Education	3.04	2.91	2.94	2.67	2.80	2.51	2.34	2.14
	Speech Education	4.07	3.29	3.40	3.33	3.50	3.72	3.52	3.17
	Technology Education	4.35	3.56	4.06	4.03	3.57	4.04	3.65	3.67
	Theatre/Drama Education	3.24	3.11	3.15	3.04	3.13	2.98	2.76	2.78
Languages	American Sign Language	3.78	3.85	3.86	Not Included in Survey				
	Arabic	3.60	3.67	5.00	Not Included in Survey				
	Chinese	3.81	3.68	3.53	4.18	4.06	4.27	4.09	4.06
	Classical: Greek, Latin	3.27	3.47	3.25	3.89	3.72	3.73	3.82	3.62
	ESL/ELL (English Language Learner)	4.37	4.41	4.40	4.01	3.72	3.79	3.96	3.68
	French	3.53	3.48	3.30	3.46	3.45	3.38	3.40	3.63
	German	3.50	3.34	3.44	3.15	3.38	3.11	3.50	3.19
	Italian	3.57	2.92	3.21	Not Included in Survey				
	Japanese	3.45	3.15	3.53	3.36	3.31	3.25	3.30	3.15
	Russian	3.36	3.73	3.25	Not Included in Survey				
	Spanish	4.00	3.93	3.91	3.36	3.26	2.80	3.00	3.05
	Other Languages	3.33	3.20	3.50	3.52	3.30	3.06	3.26	3.05
Math & Science Education	Biology	4.45	4.27	4.27	4.07	3.90	3.94	4.07	3.80
	Chemistry	4.20	4.39	4.53	4.33	4.19	4.36	4.38	4.18
	Earth/Physical Science	4.36	4.32	4.22	4.14	3.86	3.92	4.08	3.81
	General Math and Science	4.14	4.43	4.35	4.09	3.93	4.00	4.10	3.85
	Math	4.38	4.45	4.53	4.38	4.16	4.33	4.34	4.18
	Physics	4.44	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)

		2021- 22	2020- 21	2019- 20	2018- 19	2017- 18	2016- 17	2015- 16	2014- 15
Related Services	Audiology	4.00	3.33	4.09	3.71	3.83	4.08	3.54	3.93
	Counseling	3.90	3.77	3.63	3.45	3.15	3.18	3.33	3.03
	Gifted/Talented Education	3.30	3.59	3.68	3.57	3.86	3.73	3.69	3.42
	Library Science/Media Technology	3.57	3.50	3.59	3.68	3.38	3.33	3.17	3.12
	Occupational Therapy	3.43	3.75	3.79	3.75	3.36	3.64	3.91	3.59
	Physical Therapy	3.33	3.75	3.93	3.50	3.40	3.53	3.87	3.57
	Reading Diagnostician	3.40	3.25	3.50	4.20	3.67	4.10	3.87	3.55
	School Nursing	3.79	3.92	3.60	3.93	3.48	3.61	3.53	3.55
	School Psychology	3.94	3.81	3.70	3.78	3.56	3.55	3.53	3.37
	School Social Work	3.50	3.30	3.74	3.33	3.13	2.95	3.42	3.29
	Speech Pathology	3.84	3.84	3.93	4.00	3.85	3.88	4.00	3.80
Elem./ Middle	Intermediate Education	3.79	3.49	3.69	3.44	3.29	2.99	2.80	2.74
	Kindergarten/Primary Education	3.67	3.44	3.37	3.07	3.01	2.75	2.70	2.42
	Middle School Education	3.86	3.79	4.02	3.68	3.62	3.36	3.38	3.18
	Pre-K Education	3.94	3.46	3.51	3.32	3.01	3.04	2.81	2.80
Adm.	Central Office Administration	3.67	3.42	3.56	3.26	Not Included in Survey			
	Elementary Principal	3.73	3.38	3.57	3.28	3.34	3.45	3.20	3.19
	High School Principal	3.68	3.49	3.67	3.32	3.47	3.52	3.25	3.22
	Middle School Principal	3.60	3.51	3.69	3.30	3.41	3.55	3.29	3.25
Special Education	Cognitive Disabilities Special Education	4.77	4.38	4.50	4.36	4.21	3.93	4.50	4.45
	Dual Cert (General & Special Education)	4.24	4.28	4.39	4.34	4.07	4.06	3.85	3.84
	Early Childhood Special Education	4.42	4.25	4.28	3.96	3.74	3.92	3.74	3.45
	Emotional/Behavioral Disorders Sp. Ed.	4.80	4.59	4.44	4.33	4.21	4.07	4.75	4.47
	Hearing Impaired Special Education	4.43	4.45	4.27	4.00	4.06	3.73	3.75	3.62
	Learning Disability Special Education	4.70	4.44	4.29	4.13	4.33	4.36	4.43	4.20
	Mild/Moderate Disabilities Special Ed.	4.78	4.60	4.62	4.62	4.50	4.24	4.50	4.08
	Multicategorical Special Education	4.82	4.59	4.67	4.57	4.49	4.15	4.22	4.09
	Severe/Profound Disabilities Special Ed.	4.80	4.37	4.70	4.74	4.47	4.64	4.59	4.22
	Visually Impaired Special Education	4.60	4.50	4.27	4.40	4.30	4.22	4.60	4.14

## School Districts

TEACHER PREPARATION	2021-22	2020-21	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15
Traditional preparation	79%	84%	83%	83%	84%	85%	88%	88%
Non-traditional preparation	15%	12%	12%	12%	13%	12%	10%	8%
Emergency hires	6%	4%	4%	5%	3%	3%	2%	1%
TEACHER MAKEUP	2021-22	2020-21	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15
Full-time positions	553	798	1020	1174	961	1361	1138	1440
Current full-time teachers	11	10	13	21	10	15	1126	1241
Expect to lose	41	60	75	109	74	105	81	123
Replacement hires	42	65	87	111	76	135	99	123
New position hires	11	13	33	39	13	28	25	24
<b>Net change in teachers</b>	<b>+12</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	2021-22	2020-21	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15
Big challenge	32.9%	40.2%	42.9%	50.8%	48.6%	46.3%	55.9%	50.7%
Moderate challenge	29.6%	36.8%	31.8%	28.3%	32.1%	33.5%	39.6%	30.4%
Small challenge	16.2%	11.0%	13.5%	12.9%	12.1%	12.3%	6.4%	10.1%
Not a challenge	21.3%	12.0%	11.7%	8.0%	7.1%	7.9%	7.0%	8.7%
Mean (3=Big Challenge; 0=Not a challenge)	1.74	2.05	2.06	2.22	2.22	2.18	2.36	2.23
Having enough candidates for open positions	2021-22	2020-21	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15
Big challenge	77.6%	60.5%	67.5%	67.6%	64.8%	68.6%	59.5%	55.8%
Moderate challenge	15.9%	27.9%	23.9%	22.8%	28.1%	23.5%	31.1%	31.9%
Small challenge	4.6%	9.2%	6.0%	7.7%	6.4%	5.3%	7.8%	8.7%
Not a challenge	1.9%	2.4%	2.7%	1.9%	0.7%	2.7%	1.6%	3.6%
Mean (3=Big Challenge; 0=Not a challenge)	2.69	2.47	2.56	2.56	2.57	2.58	2.49	2.40
Recruiting teachers of color	2021-22	2020-21	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15
Big challenge	61.6%	58.6%	Not Included in Survey					
Moderate challenge	20.0%	26.0%						
Small challenge	8.5%	7.2%						
Not a challenge	9.9%	8.2%						
Mean (3=Big Challenge; 0=Not a challenge)	2.33	2.35	Not Included in Survey					

### 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>

		2021-22	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	L-H
	Art/Visual Education	M-H	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	M-H	L-H	M-H	M-H
	Business Education	L-H	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	L-H
	Dance Education	L-H	L-H	L-M	L-M	L-M	L-M	L-M	L-M
	English/Language Arts Education	H-H	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	L-H
	Health Education	M-M	M-M	M-M	M-M	M-M	M-M	M-L	M-M
	Journalism Education	L-H	L-M	L-M	L-M	L-M	L-M	L-M	L-M
	Music Education	M-H	M-M	M-M	M-M	M-M	M-M	M-M	M-M
	Physical Education	M-M	M-M	M-L	M-L	M-L	M-L	M-L	M-L
	Reading Specialist/Interventionist	M-H	M-H	M-H	M-H	M-H	M-H	M-H	M-M
	Social Studies Education	H-M	H-L	H-L	H-L	H-L	H-L	H-L	H-L
	Speech Education	L-H	L-H	L-H	L-H	M-H	L-H	L-H	L-H
	Technology Education	L-H	L-H	L-H	M-H	M-H	M-H	L-H	M-H
	Theatre/Drama Education	M-H	M-M	M-M	M-M	M-M	M-M	M-M	M-M
Languages	American Sign Language	L-H	L-H	L-H	Not Included in Survey				
	Arabic	L-H	L-H	L-H	Not Included in Survey				
	Chinese	L-H	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	L-H
	ESL/ELL (English Language Learner)	M-H	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	M-H
	German	M-H	M-H	M-H	M-H	M-H	M-H	M-H	M-H
	Italian	L-H	L-H	L-H	Not Included in Survey				
	Japanese	L-H	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	L-H
	Russian	M-H	L-H	L-H	Not Included in Survey				
	Spanish	L-H	M-H	M-H	M-H	M-H	M-H	H-H	H-H
Math & Science	Biology	H-H	H-H	H-H	H-H	H-H	H-H	H-H	H-H
	Chemistry	H-H	H-H	M-H	H-H	H-H	H-H	H-H	H-H
	Earth/Physical Science	H-H	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	M-H
	Math	M-H	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	M-H

		2021-22	2020-21	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15
Related Services	Audiology	L-H	L-H	L-H	L-H	L-H	L-H	L-H	L-H
	Counseling	M-H	M-M	M-M	M-M	M-M	M-M	M-M	M-M
	Gifted/Talented Education	L-H	L-H	L-H	L-H	L-H	L-H	L-H	L-H
	Library Science/Media	L-H	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	L-H
	Physical Therapy	L-H	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	L-H
	School Nursing	L-H	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	M-H
	School Social Work	L-H	L-H	L-H	L-H	L-H	L-M	L-H	L-H
	Speech Pathology	L-H	L-H	L-H	L-H	M-H	M-H	L-H	M-H
Elem./Middle	Intermediate Education	M-H	M-M	M-M	M-M	M-M	M-M	M-M	H-M
	Kindergarten/Primary Education	H-H	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-H	M-M	M-M	M-M
	Pre-K Education	M-H	M-M	M-M	M-M	M-M	M-M	M-M	M-M
Adm.	Central Office Administrator	M-M	M-M	M-M	M-M	Not Included in Survey			
	Elementary Principal	M-H	M-M	M-M	M-M	M-M	M-M	M-M	M-M
	High School Principal	M-H	M-M	M-M	M-M	M-H	M-M	M-M	M-H
	Middle School Principal	M-H	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	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	M-H
	Early Childhood Special	M-H	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	L-H
	Hearing Impaired Special	L-H	L-H	L-H	L-H	L-H	L-H	L-H	L-H
	Learning Disability Special	L-H	L-H	L-H	L-H	L-H	L-H	L-H	L-H
	Mild/Moderate Disabilities	M-H	M-H	M-H	M-H	L-H	M-H	L-H	M-H
	Multicategorical Special	L-H	M-H	M-H	M-H	M-H	L-H	L-H	L-H
	Severe/Profound Disabilities	L-H	L-H	L-H	L-H	L-H	L-H	L-H	L-H
	Visually Impaired Special	L-H	L-H	L-H	L-H	L-H	L-H	L-H	L-H

	2021-22	2020-21	2019-20
Low-High Demand exceeds Supply Low Supply & High Demand	Agriculture Education American Sign Language Arabic   Audiology Business Education   Chinese Classical: Greek, Latin Cognitive Disabilities Special Education Computer Science Education Dance Education Emotional/Behavioral Disorders Special Ed. Family and Consumer Science Gifted/Talented Education Hearing Impaired Special Education Italian   Japanese Journalism Education Learning Disability Special Education Library Science/Media Technology Multicategorical Special Education Occupational Therapy Other Languages Physical Therapy   Reading Diagnostician Russian School Nursing   School Social Work Severe/Profound Disabilities Special Ed. Speech Education   Speech Pathology Technology Education Visually Impaired Special 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 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. 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
High-Low Supply exceeds Demand High Supply & Low Demand	None	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)
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		2021-22	2020-21	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15
Educational Fields	Agriculture Education	4.07	3.83	3.84	3.87	3.79	3.95	3.95	3.88
	Art/Visual Education	3.61	3.32	3.38	3.31	3.16	3.21	3.11	3.00
	Bilingual/Multicultural Education	4.29	4.15	4.37	4.28	4.42	4.31	4.28	4.33
	Business Education	3.66	3.37	3.47	3.29	3.32	3.35	3.22	3.21
	Computer Science Education	3.90	3.72	3.82	3.66	3.70	3.80	3.59	3.49
	Dance Education	3.56	3.41	3.34	3.26	3.16	3.23	3.25	3.22
	English/Language Arts Education	3.60	3.23	3.24	3.07	3.17	3.26	3.03	2.85
	Family and Consumer Science	4.00	3.64	3.73	3.67	3.80	3.80	3.71	3.46
	Health Education	3.29	2.97	2.85	2.86	2.77	2.77	2.75	2.64
	Journalism Education	3.55	3.25	3.22	3.14	3.14	3.25	3.18	2.95
	Music Education	3.78	3.28	3.32	3.26	3.19	3.24	3.20	2.98
	Physical Education	3.04	2.62	2.55	2.51	2.41	2.44	2.31	2.22
	Reading Specialist/Interventionist	3.86	3.54	3.57	3.58	3.51	3.60	3.55	3.32
	Social Studies Education	3.07	2.58	2.40	2.36	2.48	2.29	2.29	1.92
	Speech Education	4.14	4.00	4.04	4.09	4.11	4.20	4.12	3.98
	Technology Education	3.87	3.68	3.83	3.77	3.81	3.87	3.72	3.65
	Theatre/Drama Education	3.62	3.35	3.30	3.30	3.23	3.34	3.23	3.13
Languages	American Sign Language	4.47	4.29	4.46	Not Included in Survey				
	Arabic	4.63	4.30	4.52	Not Included in Survey				
	Chinese	4.43	4.35	4.46	4.51	4.41	4.49	4.47	4.38
	Classical: Greek, Latin	4.36	4.26	4.46	4.45	4.42	4.49	4.34	4.32
	ESL/ELL (English Language Learner)	4.16	3.96	4.12	4.13	4.14	4.07	4.04	4.10
	French	4.13	3.94	4.06	3.99	3.94	4.01	3.95	3.99
	German	4.25	4.06	4.16	4.21	4.14	4.06	4.05	4.04
	Italian	4.56	4.02	4.13	Not Included in Survey				
	Japanese	4.52	4.09	4.19	4.47	4.34	4.37	4.33	4.38
	Other Languages	4.56	3.99	4.01	4.32	4.24	4.10	4.15	3.96
	Russian	4.06	4.19	4.24	Not Included in Survey				
	Spanish	4.08	3.86	4.06	3.89	3.98	4.01	3.84	3.85
Math & Science Education	Biology	4.48	4.00	4.17	4.09	4.00	4.14	4.01	3.96
	Chemistry	4.27	4.29	4.48	4.39	4.38	4.47	4.39	4.38
	Earth/Physical Science	4.49	3.98	4.14	4.06	4.05	4.18	3.99	3.95
	General Math and Science	4.27	4.02	4.14	4.16	4.14	4.25	4.08	4.12
	Math	4.26	4.31	4.45	4.37	4.40	4.49	4.38	4.41
	Physics	4.56	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)

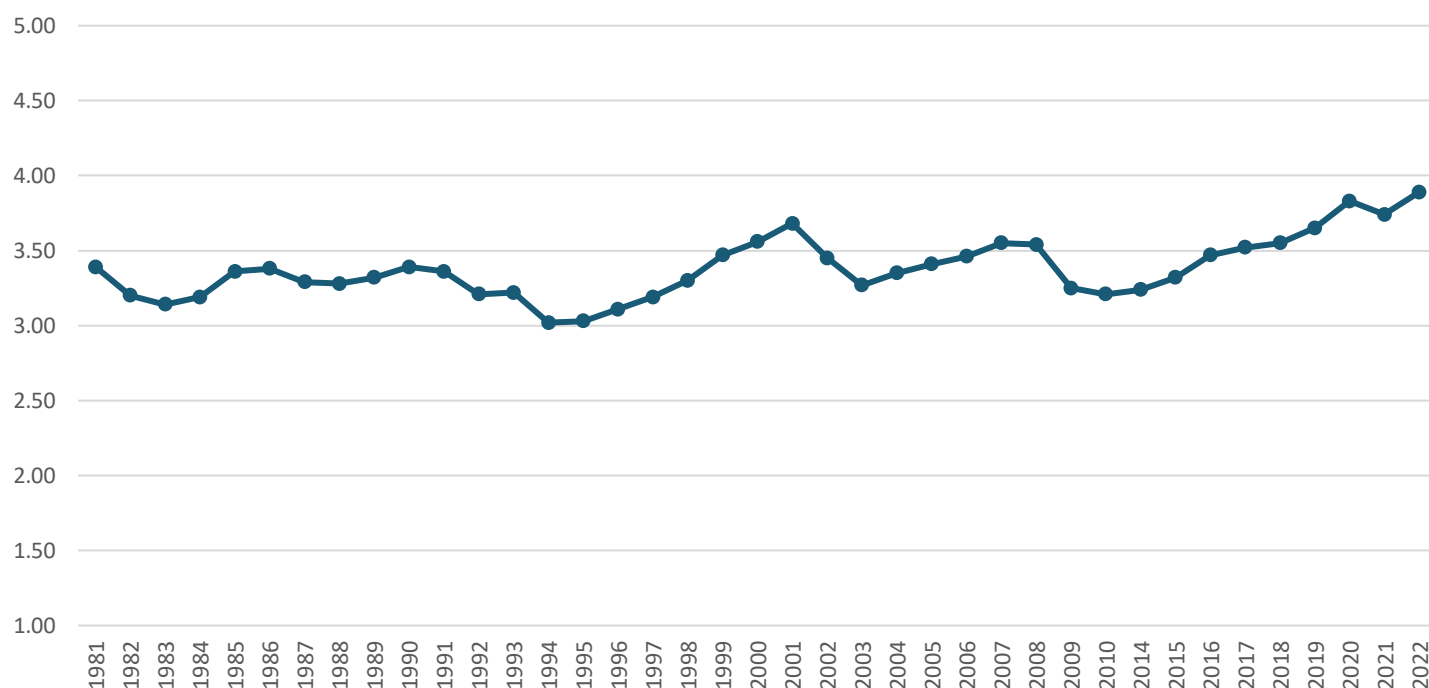
Considerable  
surplus  
(1.00 – 1.80)

		2021- 22	2020- 21	2019- 20	2018- 19	2017- 18	2016- 17	2015- 16	2014- 15
Related Services	Audiology	4.24	4.09	4.18	4.19	4.24	4.20	4.27	3.98
	Counseling	3.89	3.38	3.33	3.32	3.29	3.26	3.26	2.98
	Gifted/Talented Education	3.84	3.53	3.56	3.57	3.41	3.49	3.51	3.48
	Library Science/Media Technology	3.78	3.54	3.64	3.57	3.58	3.66	3.52	3.52
	Occupational Therapy	4.11	3.93	4.05	4.07	4.11	4.11	4.15	4.20
	Physical Therapy	4.11	3.90	4.05	4.06	4.10	4.09	4.11	4.13
	Reading Diagnostician	4.03	3.70	3.87	3.83	3.88	3.78	3.80	3.68
	School Nursing	4.21	3.98	4.09	3.96	4.04	4.07	3.96	3.94
	School Psychology	4.25	3.99	4.13	4.17	4.12	4.04	3.96	3.97
	School Social Work	4.07	3.65	3.71	3.73	3.56	3.52	3.53	3.48
	Speech Pathology	4.31	4.17	4.27	4.36	4.38	4.44	4.34	4.44
Elem./ Middle	Intermediate Education	3.73	3.27	3.26	3.27	3.26	3.18	3.05	2.69
	Kindergarten/Primary Education	3.59	3.07	2.96	3.05	3.03	2.92	2.81	2.34
	Middle School Education	3.72	3.65	3.74	3.64	3.67	3.67	3.48	3.34
	Pre-K Education	3.99	3.39	3.27	3.34	3.28	3.28	3.12	2.89
Adm.	Central Office Administrator	3.37	3.13	3.15	3.18	Not Included in Survey			
	Elementary Principal	3.46	3.02	3.04	3.11	3.17	3.16	3.19	3.26
	High School Principal	3.56	3.15	3.28	3.38	3.42	3.54	3.57	3.63
	Middle School Principal	3.55	3.10	3.19	3.24	3.34	3.35	3.19	3.26
Special Education	Cognitive Disabilities Special Education	4.47	4.33	4.39	4.51	4.47	4.41	4.32	4.39
	Dual Cert (General & Special Education)	4.43	4.26	4.43	4.47	4.42	4.34	4.35	4.33
	Early Childhood Special Education	4.36	4.22	4.23	4.31	4.28	4.33	4.20	4.32
	Emotional/Behavioral Disorders Special Ed.	4.56	4.47	4.59	4.64	4.58	4.58	4.54	4.55
	Hearing Impaired Special Education	4.56	4.42	4.53	4.62	4.51	4.60	4.47	4.53
	Learning Disability Special Education	4.43	4.24	4.32	4.40	4.35	4.31	4.20	4.25
	Mild/Moderate Disabilities Special Ed.	4.41	4.24	4.37	4.40	4.36	4.35	4.27	4.25
	Multicategorical Special Education	4.57	4.38	4.52	4.55	4.48	4.52	4.39	4.41
	Severe/Profound Disabilities Special Ed.	4.68	4.55	4.59	4.68	4.67	4.61	4.57	4.61
	Visually Impaired Special Education	4.62	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, with the exception of a slight decrease in 2021. This year marks the highest national mean since the beginning of the survey.

**Longitudinal Chart: 1981 - 2022**



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
2000	3.56

Year	Perceived Demand
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
2022	3.89

## Appendix: Demographic Characteristics

SCHOOL DISTRICTS								
Size (number of students)	2021-22	2020-21	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15
2,500 or fewer	66.0%	41.4%	28.0%	25.7%	26.8%	28.3%	28.0%	12.8%
2,501 to 5,000	10.8%	16.9%	22.0%	18.0%	22.1%	16.8%	21.2%	13.5%
5,001 to 10,000	8.9%	14.5%	18.1%	22.6%	17.4%	13.7%	16.9%	21.3%
10,001 to 20,000	4.6%	12.4%	15.1%	15.9%	15.6%	15.0%	14.8%	23.4%
More than 20,000	9.7%	14.8%	16.9%	17.7%	18.1%	26.1%	19.1%	29.1%
Urban Status	2021-22	2020-21	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15
Urban	15.6%	16.7%	20.7%	24.9%	23.2%	26.9%	23.7%	30.9%
Suburban	26.2%	39.2%	44.6%	42.1%	40.7%	41.9%	44.8%	47.5%
Rural	58.2%	44.0%	34.7%	33.0%	36.1%	31.3%	31.5%	21.6%

COLLEGES AND UNIVERSITIES								
Size (number of education students)	2021-22	2020-21	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15
Less than 100	22.4%	21.4%	23.5%	21.1%	21.5%	19.7%	23.4%	14.8%
100 to 199	20.5%	17.9%	24.5%	15.6%	13.0%	18.5%	16.0%	16.8%
200 to 299	9.9%	10.1%	8.0%	11.7%	10.7%	10.7%	9.7%	10.7%
300 to 499	11.8%	13.7%	10.0%	12.8%	11.9%	15.7%	13.1%	15.4%
500 or more	35.4%	36.9%	34.0%	38.9%	42.9%	35.4%	37.7%	42.3%

Region		Colleges/ Universities							School Districts						
		2021-22	2020-21	2019-20	2018-19	2017-18	2016-17	2015-16	2021-22	2020-21	2019-20	2018-19	2017-18	2016-17	2015-16
1	Northwest	6	6	5	9	9	8	7	26	16	22	24	17	14	13
2	West	12	10	10	16	10	11	10	74	93	67	61	56	59	101
3	Rocky Mountain	9	4	9	8	6	7	4	42	21	19	23	14	12	33
4	Great Plains/Midwest	24	20	25	16	26	26	23	83	24	29	31	20	13	23
5	South Central	10	15	15	15	17	18	21	20	12	12	16	21	13	22
6	Southeast	32	39	51	32	42	29	42	37	50	55	65	56	48	75
7	Great Lakes	27	33	30	34	30	35	33	51	29	45	46	32	22	43
8	Middle Atlantic	30	32	43	43	41	50	45	30	38	74	49	46	44	57
9	Northeast	7	9	6	6	10	5	6	8	7	4	8	4	2	12
10	Alaska	1	0	1	2	0	1	1	2	7	4	3	8	3	1
11	Hawaii	3	1	1	1	0	0	0	0	0	1	0	0	0	0

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