

# American Association for Employment in Education

## Educator Supply and Demand Report 2022-23



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

*Prepared by:*



[www.cmoresearch.com](http://www.cmoresearch.com)

## Table of Contents

	Page
<b>CERTIFICATION FIELDS</b>	<b>3</b>
<b>STUDY HIGHLIGHTS</b>	<b>4</b>
<b>COMPARISON OF COLLEGES AND DISTRICTS</b>	<b>5</b>
<b>COLLEGES AND UNIVERSITIES</b>	<b>8</b>
Enrollment	8
Student Success	8
Supply and Demand	12
<b>SCHOOL DISTRICTS</b>	<b>19</b>
Teacher Preparation & Makeup	19
Hiring Challenges	21
Supply and Demand	24
<b>Appendix: Perceived Supply and Demand by Region</b>	<b>27</b>
<b>Appendix: Year-to-Year Comparisons</b>	<b>29</b>
<b>Appendix: Demographic Characteristics</b>	<b>42</b>

### ABOUT AAEE:

Comprised of college/university career center staff and education department faculty, school district human resources and building administrators, and members of other 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 2022-23 Educator Supply & Demand Survey on behalf of the American Association for Employment in Education (AAEE).

- Surveys were collected between September 21, 2022 and March 31, 2023.
- The initial email invitation with a link to complete the online survey was sent to the list provided by AAEE on September 21, 2022. 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.
- 414 surveys were completed.
  - 176 colleges/universities (6.2% margin of error using a 90% confidence level)
  - 238 school districts (5.4% 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 65 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: Greek, Latin	Middle School Education
ESL/ELL (English Language Learner)	Pre-K Education
French	Special Education
German	Adaptive Physical Education
Italian	Cognitive Disabilities Special Education
Japanese	Dual Cert (General & Special Education)
Russian	Early Childhood Special Education
Spanish	Emotional/Behavioral Disorders Special Ed.
Other Languages	Hearing Impaired Special Education
Administration	Learning Disability Special Education
Central Office Administrator	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

## Study Highlights

Both colleges/universities as well as school districts were asked to evaluate demand for educators by rating 65 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, 44 of the 65 (68%).
- ✓ Nearly two-thirds of the fields were reported as having some level of shortage by both colleges/universities and school districts, 59 by colleges/universities and 62 by school districts. Forty-three were identified as having some level of shortage by both groups.
- ✓ **CONSIDERABLE SHORTAGE:** Of the 65 fields listed, 23 were reported as having considerable shortage by colleges/universities while school districts noted considerable shortage in 34 fields. Twenty 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 36 fields as having some shortages while school districts identified 28 fields with some shortage. They were in agreement on 23 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, M.Ed./MAT/5<sup>th</sup> year programs, or TESOL programs than in alternative certificates/licensure or doctoral programs. At the same time, about 1 in 4 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 91% of their graduates find full-time teaching positions after graduation, while 9% find part-time positions. In addition, it was noted that decreases in funding that school districts receive was a challenge by 82% of responding school districts, with 39% indicating it is a *Big Challenge*.

# Comparison of Colleges and Districts: 2022-23

## COLLEGES AND UNIVERSITIES

FIELDS WITH CONSIDERABLE SHORTAGE (5.00 – 4.21)	
Cognitive Disabilities Special Education	4.92
Multicategorical Special Education	4.74
Dual Cert (General & Special Education)	4.65
Mild/Moderate Disabilities Special Ed.	4.65
Physics	4.61
Emotional/Behavioral Disorders Special Ed.	4.60
Hearing Impaired Special Education	4.60
Math	4.60
Severe/Profound Disabilities Special Ed.	4.57
Visually Impaired Special Education	4.57
ESL/ELL (English Language Learner)	4.54
Chemistry	4.50
Early Childhood Special Education	4.50
Bilingual/Multicultural Education	4.45
General Math and Science	4.45
Biology	4.38
Chinese	4.38
Learning Disability Special Education	4.38
Counseling	4.31
Middle School Education	4.24
Earth/Physical Science	4.23
Spanish	4.23
School Social Work	4.22
FIELDS WITH SOME SHORTAGE (4.20 – 3.41)	
Speech Pathology	4.15
Computer Science Education	4.14
American Sign Language	4.13
Middle School Administrator	4.09
School Nursing	4.08
High School Administrator	4.03
Reading Specialist/Interventionist	4.02
School Psychology	4.02
Intermediate Education	4.01
Audiology	4.00
Other Languages	4.00
Reading Diagnostician	4.00
Speech Education	4.00
Pre-K Education	3.99
Kindergarten/Primary Education	3.96
Elementary School Administrator	3.94
Family and Consumer Science	3.92
Arabic	3.83
Adaptive Physical Education	3.80
Library Science/Media Technology	3.80
Occupational Therapy	3.80
Technology Education	3.79
Agriculture Education	3.77
Physical Therapy	3.75
Gifted/Talented Education	3.74
Central Office Administrator	3.70
English/Language Arts Education	3.70
Japanese	3.60
Business Education	3.59
Journalism Education	3.57
French	3.54
Physical Education	3.54
Music Education	3.53
German	3.50
Art/Visual Education	3.46
Health Education	3.42
BALANCED FIELDS (3.40 – 2.61)	
Social Studies Education	3.34
Russian	3.33
Theatre/Drama Education	3.28
Classical: Greek, Latin	3.14
Italian	3.14
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.	4.74
Multicategorical Special Education	4.64
Visually Impaired Special Education	4.64
Cognitive Disabilities Special Education	4.62
Emotional/Behavioral Disorders Special Ed.	4.62
Physics	4.58
Chinese	4.55
Hearing Impaired Special Education	4.55
Mild/Moderate Disabilities Special Ed.	4.54
Japanese	4.53
Learning Disability Special Education	4.51
Other Languages	4.51
American Sign Language	4.50
Chemistry	4.50
Dual Cert (General & Special Education)	4.50
Early Childhood Special Education	4.48
Math	4.48
Arabic	4.47
Bilingual/Multicultural Education	4.46
Italian	4.45
Russian	4.43
General Math and Science	4.42
Biology	4.37
Earth/Physical Science	4.37
Speech Pathology	4.34
Classical: Greek, Latin	4.33
ESL/ELL (English Language Learner)	4.32
School Psychology	4.32
Speech Education	4.29
Spanish	4.27
Audiology	4.26
French	4.26
Agriculture Education	4.24
German	4.24
FIELDS WITH SOME SHORTAGE (4.20 – 3.41)	
School Nursing	4.18
Occupational Therapy	4.15
Physical Therapy	4.13
Adaptive Physical Education	4.09
School Social Work	4.07
Technology Education	4.07
Middle School Education	4.05
Reading Diagnostician	4.03
Computer Science Education	3.98
Counseling	3.97
Family and Consumer Science	3.94
Reading Specialist/Interventionist	3.94
Library Science/Media Technology	3.83
Pre-K Education	3.80
Gifted/Talented Education	3.79
Intermediate Education	3.77
English/Language Arts Education	3.76
Art/Visual Education	3.70
Music Education	3.70
Theatre/Drama Education	3.69
Dance Education	3.64
High School Administrator	3.62
Journalism Education	3.61
Kindergarten/Primary Education	3.61
Business Education	3.60
Central Office Administrator	3.60
Middle School Administrator	3.56
Elementary School Administrator	3.52
BALANCED FIELDS (3.40 – 2.61)	
Health Education	3.38
Social Studies Education	3.18
Physical Education	3.16
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)
--	--------------------------------	---------------------------	-------------------------------	---------------------------------------

		Colleges and Universities	School Districts
Educational Fields	Agriculture Education	3.77	4.24
	Art/Visual Education	3.46	3.70
	Bilingual/Multicultural Education	4.45	4.46
	Business Education	3.59	3.60
	Computer Science Education	4.14	3.98
	Dance Education	3.00	3.64
	English/Language Arts Education	3.70	3.76
	Family and Consumer Science	3.92	3.94
	Health Education	3.42	3.38
	Journalism Education	3.57	3.61
	Music Education	3.53	3.70
	Physical Education	3.54	3.16
	Reading Specialist/Interventionist	4.02	3.94
	Social Studies Education	3.34	3.18
	Speech Education	4.00	4.29
	Technology Education	3.79	4.07
	Theatre/Drama Education	3.28	3.69
Languages	American Sign Language	4.13	4.50
	Arabic	3.83	4.47
	Chinese	4.38	4.55
	Classical: Greek, Latin	3.14	4.33
	ESL/ELL (English Language Learner)	4.54	4.32
	French	3.54	4.26
	German	3.50	4.24
	Italian	3.14	4.45
	Japanese	3.60	4.53
	Russian	3.33	4.43
	Spanish	4.23	4.27
	Other Languages	4.00	4.51
Math & Science Education	Biology	4.38	4.37
	Chemistry	4.50	4.50
	Earth/Physical Science	4.23	4.37
	General Math and Science	4.45	4.42
	Math	4.60	4.48
	Physics	4.61	4.58

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	School Districts
Related Services	Audiology	4.00	4.26
	Counseling	4.31	3.97
	Gifted/Talented Education	3.74	3.79
	Library Science/Media Technology	3.80	3.83
	Occupational Therapy	3.80	4.15
	Physical Therapy	3.75	4.13
	Reading Diagnostician	4.00	4.03
	School Nursing	4.08	4.18
	School Psychology	4.02	4.32
	School Social Work	4.22	4.07
	Speech Pathology	4.15	4.34
Elem./ Middle	Intermediate Education	4.01	3.77
	Kindergarten/Primary Education	3.96	3.61
	Middle School Education	4.24	4.05
	Pre-K Education	3.99	3.80
Adm.	Central Office Administrator	3.70	3.60
	Elementary School Administrator	3.94	3.52
	High School Administrator	4.03	3.62
	Middle School Administrator	4.09	3.56
Special Education	Adaptive Physical Education	3.80	4.09
	Cognitive Disabilities Special Education	4.92	4.62
	Dual Cert (General & Special Education)	4.65	4.50
	Early Childhood Special Education	4.50	4.48
	Emotional/Behavioral Disorders Special Ed.	4.60	4.62
	Hearing Impaired Special Education	4.60	4.55
	Learning Disability Special Education	4.38	4.51
	Mild/Moderate Disabilities Special Ed.	4.65	4.54
	Multicategorical Special Education	4.74	4.64
	Severe/Profound Disabilities Special Ed.	4.57	4.74
	Visually Impaired Special Education	4.57	4.64

	Colleges	Districts	Agreement
Considerable Shortage	23	34	20
Some Shortage	36	28	23
Balanced	6	3	1
Some Surplus	0	0	-
Considerable Surplus	0	0	-

68% Agreement  
between groups

	Colleges/ Universities	School Districts
Decrease in school district funding	1.26	1.90
Candidates for open positions	0.43	2.73

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 265 degree-seeking candidates enrolled at their institutions.
- ✓ Approximately 19% of those, or a median of 50 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)	265
Students participating in student teaching programs (median)	50
% that are participating in student teaching programs	19%
Students of color currently enrolled (median)	28

	Increased	Stayed the same	Decreased	Not offered
Traditional	21.1%	33.7%	39.4%	5.7%
M.Ed./MAT/5 <sup>th</sup> year added to baccalaureate	21.4%	22.0%	22.0%	34.7%
TESOL	10.5%	22.1%	20.9%	46.5%
Alternative certifications/licenses	24.6%	22.2%	9.4%	43.9%
Doctorates	9.5%	17.8%	11.2%	61.5%
<i>Has enrollment for each degree program increased, remained about the same, or decreased in the past year?</i>				

### Student Success

STUDENT SUCCESS IN FINDING POSITIONS	
Full-time	91%
Part-time	9%
<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	18.5%	26.2%	17.9%	37.5%	1.26
Districts not hiring or replacing vacancies	7.1%	14.8%	17.8%	60.4%	0.69
Too many candidates for open positions	2.4%	8.3%	19.5%	69.8%	0.43
Candidates not earning multiple credentials	2.4%	10.1%	26.2%	61.3%	0.54
<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	28	23.0%
Licensure requirement	21	17.2%
Low salary	18	14.8%
Our candidates are not having difficulty finding jobs	13	10.7%
Lack of vacancies	9	7.4%
School/Teaching environment	8	6.6%
Opt out after graduation	6	4.9%
Profession not valued	5	4.1%
Demographics	4	3.3%
Grad school/other opportunities	3	2.5%
Timing of vacancies	2	1.6%
Hiring teachers with experience	2	1.6%
Issues pertaining to Covid	2	1.6%
Poor interview	1	0.8%
<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 supports	96	17.6%
Academic advising	71	13.0%
Health and mental wellness	55	10.1%
Career services	44	8.1%
Mentors	30	5.5%
Student success program	29	5.3%
Test prep	26	4.8%
Students needing accommodations	24	4.4%
Financial aid	23	4.2%
Internship/Job search preparation	22	4.0%
Field experience support	21	3.8%
Licensure support	17	3.1%
Professional development	17	3.1%
Scholarships	16	2.9%
Praxis support	14	2.6%
Placement services	12	2.2%
Educator student groups	12	2.2%
Cultural resources	7	1.3%
Technology	3	0.5%
Veteran support	2	0.4%
Transportation support	2	0.4%
Tutoring	1	0.2%
International student services	1	0.2%
Minority support	1	0.2%
<i>What kind of support services does your institution currently provide to students enrolled in an education degree-seeking program?</i>		

<b>Biggest Challenges Faced by First-Year Teachers</b>	<b>N</b>	<b>% of Responses</b>
Classroom management	47	19.0%
Reality of demands	41	16.6%
Supportive culture	39	15.8%
Student to professional transition	21	8.5%
Managing Behaviors	19	7.7%
Effective teaching using curriculum	18	7.3%
Parent Teacher communication	11	4.5%
Needs of students	11	4.5%
District/School Culture	10	4.0%
Work/Life balance	9	3.6%
Time management	6	2.4%
Emotional stability	5	2.0%
Student assessments	4	1.6%
Theoretical to practical transition	3	1.2%
State/Federal mandates	2	0.8%
Challenges with Covid	1	0.4%
<i>What is the biggest challenge first-year teachers encounter?</i>		

<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	27	12.7%
Minimize student debt	24	11.3%
Increased salary	23	10.8%
Promote prestige of profession	22	10.3%
Involvement from Elementary to High School	21	9.9%
Attractive options to earn degree	21	9.9%
Inspiration from highly regarded teachers	18	8.5%
Communicate positives	15	7.0%
Market teaching as a career	12	5.6%
Mentoring programs	11	5.2%
Ensure their own K-12 education experience is positive	6	2.8%
Financial incentive	5	2.3%
Compensation incentive	3	1.4%
Assured placement	2	0.9%
Set realistic expectations	2	0.9%
Encourage diversity	1	0.5%
<i>What is the best way to attract high school students to study education in college?</i>		

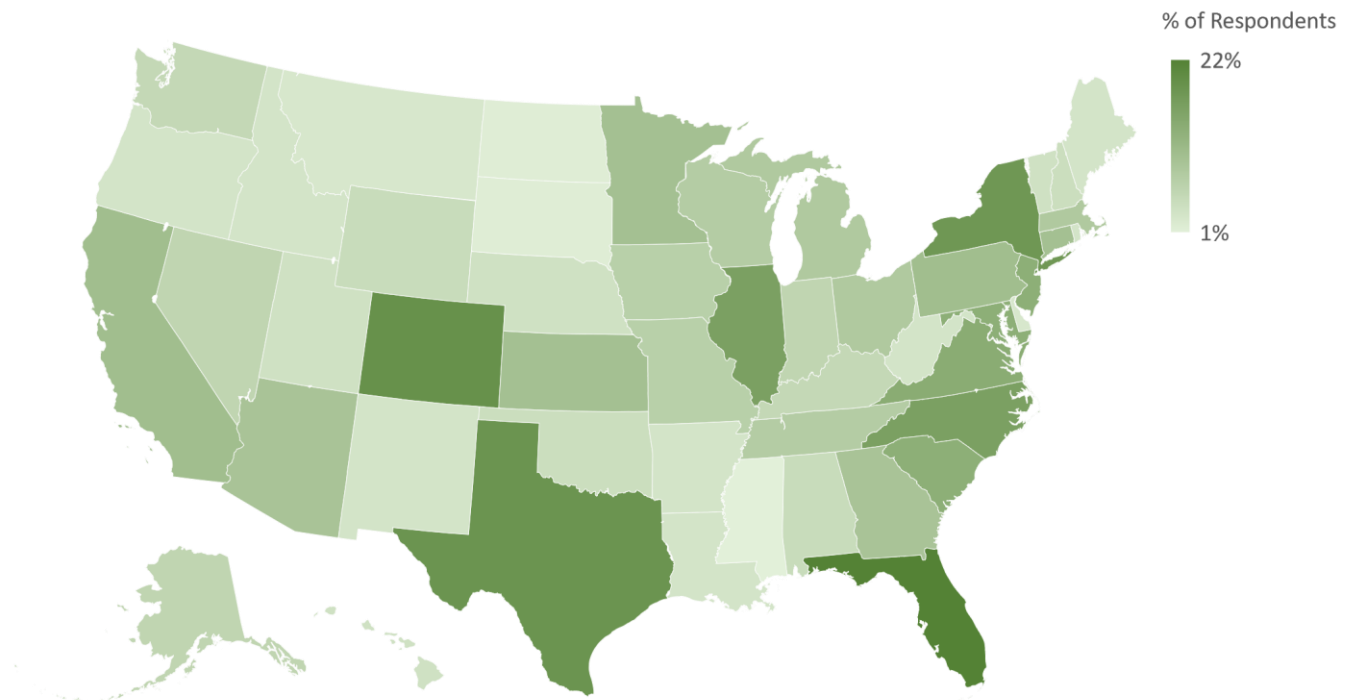
<b>STUDENT LEAVING STATE TO FIND FULL-TIME EMPLOYMENT</b>	
2022-23 Academic Year	<b>24.6%</b>
<i>Approximately what percentage of your education graduates left your state to find full-time employment for the 2022-23 academic year?</i>	

WHERE STUDENTS ARE GOING	N	%
Florida	38	21.6%
Colorado	33	18.8%
Texas	32	18.2%
New York	31	17.6%
Illinois	28	15.9%
North Carolina	28	15.9%
Virginia	24	13.6%
Maryland	23	13.1%
New Jersey	23	13.1%
South Carolina	23	13.1%
California	18	10.2%
Pennsylvania	18	10.2%
Connecticut	17	9.7%
Kansas	17	9.7%
Minnesota	17	9.7%
Arizona	16	9.1%
Georgia	16	9.1%
Massachusetts	14	8.0%
Michigan	14	8.0%
Ohio	14	8.0%
Tennessee	13	7.4%
Wisconsin	13	7.4%
Iowa	12	6.8%
Missouri	12	6.8%
Alaska	10	5.7%
Indiana	10	5.7%

WHERE STUDENTS ARE GOING	N	%
Nevada	10	5.7%
Kentucky	9	5.1%
Washington	9	5.1%
Alabama	8	4.5%
Wyoming	8	4.5%
New Hampshire	7	4.0%
Oklahoma	7	4.0%
District of Columbia	6	3.4%
Hawaii	6	3.4%
Nebraska	6	3.4%
Utah	6	3.4%
Vermont	6	3.4%
Arkansas	5	2.8%
Idaho	5	2.8%
Louisiana	5	2.8%
Maine	5	2.8%
New Mexico	5	2.8%
Oregon	5	2.8%
Rhode Island	5	2.8%
West Virginia	5	2.8%
Delaware	4	2.3%
Montana	4	2.3%
North Dakota	2	1.1%
South Dakota	2	1.1%
Mississippi	1	0.6%

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, 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 Dance Education, Journalism Education, Classical Languages, Italian, Japanese, American Sign Language, Italian, Russian, Arabic, Other Languages, Physical Therapy, Audiology, Reading Diagnostician, Cognitive Disabilities Special Education, Emotional/Behavioral Disorders Special Education, Hearing Impaired Special Education, Adaptive Physical Education, and Visually Impaired Special Education.

Educational Fields		
Educational Fields	English/Language Arts Education	83
	Social Studies Education	82
	Music Education	63
	Art/Visual Education	48
	Physical Education	45
	Reading Specialist/Interventionist	40
	Health Education	29
	Bilingual/Multicultural Education	25
	Technology Education	23
	Theatre/Drama Education	23
	Business Education	20
	Family and Consumer Science	16
	Agriculture Education	14
	Computer Science Education	14
	Speech Education	13
	Dance Education	8
	Journalism Education	6
Languages	Spanish	57
	ESL/ELL (English Language Learner)	41
	French	36
	German	26
	Chinese	14
	Classical: Greek, Latin	9
	Japanese	6
	American Sign Language	5
	Italian	4
	Arabic	3
	Other Languages	3
	Russian	3
Math & Science Education	Math	89
	Biology	83
	Chemistry	77
	Physics	58
	Earth/Physical Science	43
	General Math and Science	40

Related Services		
Related Services	Counseling	38
	School Psychology	26
	Speech Pathology	20
	School Social Work	16
	School Nursing	15
	Library Science/Media Technology	12
	Gifted/Talented Education	11
	Occupational Therapy	10
	Physical Therapy	9
	Audiology	6
	Reading Diagnostician	3
Elem./ Middle	Kindergarten/Primary Education	82
	Middle School Education	53
	Pre-K Education	49
	Intermediate Education	45
Adm.	Elementary School Administrator	43
	High School Administrator	43
	Middle School Administrator	36
	Central Office Administrator	31
Special Education	Mild/Moderate Disabilities Special Ed.	35
	Dual Cert (General & Special Education)	34
	Early Childhood Special Education	33
	Multicategorical Special Education	14
	Severe/Profound Disabilities Special Ed.	14
	Learning Disability Special Education	13
	Cognitive Disabilities Special Education	7
	Adaptive Physical Education	6
	Emotional/Behavioral Disorders Special Ed.	6
	Hearing Impaired Special Education	6
	Visually Impaired Special Education	4

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

## Graduating Students

- ✓ The degrees that will have the most graduates per degree-offering institution this year include Physical Education, Adaptive Physical Education, Speech Pathology, and Kindergarten/Primary Education.
- ✓ The degrees that will have the lowest number of graduates this year include: Art/Visual Education, Computer Science Education, Spanish, Russian, Arabic, Chinese, French, Classical Languages, Japanese, German, Chemistry, and Physics.

Educational Fields	Bilingual/Multicultural Education	17
	Health Education	13
	Physical Education	12
	Reading Specialist/Interventionist	12
	Speech Education	12
	Social Studies Education	11
	Technology Education	11
	English/Language Arts Education	10
	Agriculture Education	9
	Music Education	9
	Family and Consumer Science	8
	Business Education	6
	Dance Education	6
	Journalism Education	6
	Theatre/Drama Education	6
	Art/Visual Education	5
	Computer Science Education	3
Languages	American Sign Language	18
	ESL/ELL (English Language Learner)	15
	Other Languages	15
	Italian	9
	Spanish	5
	Arabic	3
	Russian	3
	Chinese	2
	French	2
	Classical: Greek, Latin	1
	German	1
	Japanese	1
Math & Science Education	General Math and Science	11
	Math	9
	Biology	8
	Earth/Physical Science	6
	Chemistry	4
	Physics	4

Related Services	Physical Therapy	31
	Speech Pathology	25
	School Nursing	23
	Library Science/Media Technology	19
	Counseling	18
	School Social Work	18
	Occupational Therapy	17
	School Psychology	14
	Reading Diagnostician	10
	Audiology	9
	Gifted/Talented Education	8
Elem./Middle	Kindergarten/Primary Education	25
	Intermediate Education	20
	Pre-K Education	19
	Middle School Education	12
Adm.	Central Office Administrator	17
	Elementary School Administrator	14
	High School Administrator	13
	Middle School Administrator	13
Special Education	Adaptive Physical Education	28
	Emotional/Behavioral Disorders Special	23
	Multicategorical Special Education	19
	Cognitive Disabilities Special Education	18
	Dual Cert (General & Special Education)	16
	Early Childhood Special Education	14
	Learning Disability Special Education	14
	Mild/Moderate Disabilities Special Ed.	14
	Hearing Impaired Special Education	8
	Severe/Profound Disabilities Special Ed.	8
	Visually Impaired Special Education	8

**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	4.45
	Computer Science Education	4.14
	Reading Specialist/Interventionist	4.02
	Speech Education	4.00
	Family and Consumer Science	3.92
	Technology Education	3.79
	Agriculture Education	3.77
	English/Language Arts Education	3.70
	Business Education	3.59
	Journalism Education	3.57
	Physical Education	3.54
	Music Education	3.53
	Art/Visual Education	3.46
	Health Education	3.42
	Social Studies Education	3.34
	Theatre/Drama Education	3.28
	Dance Education	3.00
Languages	ESL/ELL (English Language Learner)	4.54
	Chinese	4.38
	Spanish	4.23
	American Sign Language	4.13
	Other Languages	4.00
	Arabic	3.83
	Japanese	3.60
	French	3.54
	German	3.50
	Russian	3.33
	Classical: Greek, Latin	3.14
	Italian	3.14
Math & Science Education	Physics	4.61
	Math	4.60
	Chemistry	4.50
	General Math and Science	4.45
	Biology	4.38
	Earth/Physical Science	4.23

Related Services	Counseling	4.31
	School Social Work	4.22
	Speech Pathology	4.15
	School Nursing	4.08
	School Psychology	4.02
	Audiology	4.00
	Reading Diagnostician	4.00
	Library Science/Media Technology	3.80
	Occupational Therapy	3.80
	Physical Therapy	3.75
	Gifted/Talented Education	3.74
Elem./Middle	Middle School Education	4.24
	Intermediate Education	4.01
	Pre-K Education	3.99
	Kindergarten/Primary Education	3.96
Adm.	Middle School Administrator	4.09
	High School Administrator	4.03
	Elementary School Administrator	3.94
	Central Office Administrator	3.70
Special Education	Cognitive Disabilities Special Education	4.92
	Multicategorical Special Education	4.74
	Dual Cert (General & Special Education)	4.65
	Mild/Moderate Disabilities Special Ed.	4.65
	Emotional/Behavioral Disorders Special Ed.	4.60
	Hearing Impaired Special Education	4.60
	Severe/Profound Disabilities Special Ed.	4.57
	Visually Impaired Special Education	4.57
	Early Childhood Special Education	4.50
	Learning Disability Special Education	4.38
	Adaptive Physical Education	3.80

**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 education fields, School Nursing and other related services, and several language fields.
- ✓ Math, Chemistry, Physics, Biology, General Math and Science, ESL/ELL, Technology Education, Bilingual/Multicultural Education, and nearly all special education fields have considerable shortage.

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

Cognitive Disabilities Special Education	4.92
Multicategorical Special Education	4.74
Dual Cert (General & Special Education)	4.65
Mild/Moderate Disabilities Special Ed.	4.65
Physics	4.61
Emotional/Behavioral Disorders Special Ed.	4.60
Hearing Impaired Special Education	4.60
Math	4.60
Severe/Profound Disabilities Special Ed.	4.57
Visually Impaired Special Education	4.57
ESL/ELL (English Language Learner)	4.54
Chemistry	4.50
Early Childhood Special Education	4.50
Bilingual/Multicultural Education	4.45
General Math and Science	4.45
Biology	4.38
Chinese	4.38
Learning Disability Special Education	4.38
Counseling	4.31
Middle School Education	4.24
Earth/Physical Science	4.23
Spanish	4.23
School Social Work	4.22

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

Speech Pathology	4.15
Computer Science Education	4.14
American Sign Language	4.13
Middle School Administrator	4.09
School Nursing	4.08
High School Administrator	4.03
Reading Specialist/Interventionist	4.02
School Psychology	4.02
Intermediate Education	4.01
Audiology	4.00
Other Languages	4.00
Reading Diagnostician	4.00
Speech Education	4.00
Pre-K Education	3.99
Kindergarten/Primary Education	3.96
Elementary School Administrator	3.94
Family and Consumer Science	3.92
Arabic	3.83
Adaptive Physical Education	3.80
Library Science/Media Technology	3.80
Occupational Therapy	3.80
Technology Education	3.79
Agriculture Education	3.77
Physical Therapy	3.75
Gifted/Talented Education	3.74
Central Office Administrator	3.70
English/Language Arts Education	3.70

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

Japanese	3.60
Business Education	3.59
Journalism Education	3.57
French	3.54
Physical Education	3.54
Music Education	3.53
German	3.50
Art/Visual Education	3.46
Health Education	3.42

**BALANCED FIELDS (3.40 – 2.61)**

Social Studies Education	3.34
Russian	3.33
Theatre/Drama Education	3.28
Classical: Greek, Latin	3.14
Italian	3.14
Dance Education	3.00

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

None

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

None

## Summary by Field

### Supply & Demand Color Key

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)
--	--------------------------------	---------------------------	-------------------------------	---------------------------------------

		% Offering	Graduating Students (mean)	Supply & Demand
Educational Fields	Bilingual/Multicultural Education	25	17	4.45
	Computer Science Education	14	3	4.14
	Reading Specialist/Interventionist	40	12	4.02
	Speech Education	13	12	4.00
	Family and Consumer Science	16	8	3.92
	Technology Education	23	11	3.79
	Agriculture Education	14	9	3.77
	English/Language Arts Education	83	10	3.70
	Business Education	20	6	3.59
	Journalism Education	6	6	3.57
	Physical Education	45	12	3.54
	Music Education	63	9	3.53
	Art/Visual Education	48	5	3.46
	Health Education	29	13	3.42
	Social Studies Education	82	11	3.34
	Theatre/Drama Education	23	6	3.28
	Dance Education	8	6	3.00
Languages	ESL/ELL (English Language Learner)	41	15	4.54
	Chinese	14	2	4.38
	Spanish	57	5	4.23
	American Sign Language	5	18	4.13
	Other Languages	3	15	4.00
	Arabic	3	3	3.83
	Japanese	6	1	3.60
	French	36	2	3.54
	German	26	1	3.50
	Russian	3	3	3.33
	Italian	4	9	3.14
	Classical: Greek, Latin	9	1	3.14
Math & Science Education	Physics	58	4	4.61
	Math	89	9	4.60
	Chemistry	77	4	4.50
	General Math and Science	40	11	4.45
	Biology	83	8	4.38
	Earth/Physical Science	43	6	4.23



### Supply & Demand Color Key

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)
--	--------------------------------	---------------------------	-------------------------------	---------------------------------------

		% Offering	Graduating Students (mean)	Supply & Demand
Related Services	Counseling	38	18	4.31
	School Social Work	16	18	4.22
	Speech Pathology	20	25	4.15
	School Nursing	15	23	4.08
	School Psychology	26	14	4.02
	Audiology	6	9	4.00
	Reading Diagnostician	3	10	4.00
	Library Science/Media Technology	12	19	3.80
	Occupational Therapy	10	17	3.80
	Physical Therapy	9	31	3.75
	Gifted/Talented Education	11	8	3.74
Elem./ Middle	Middle School Education	53	12	4.24
	Intermediate Education	45	20	4.01
	Pre-K Education	49	19	3.99
	Kindergarten/Primary Education	82	25	3.96
Adm.	Middle School Administrator	36	13	4.09
	High School Administrator	43	13	4.03
	Elementary School Administrator	43	14	3.94
	Central Office Administrator	31	17	3.70
Special Education	Cognitive Disabilities Special Education	7	18	4.92
	Multicategorical Special Education	14	19	4.74
	Mild/Moderate Disabilities Special Ed.	35	14	4.65
	Dual Cert (General & Special Education)	34	16	4.65
	Emotional/Behavioral Disorders Special Ed.	6	23	4.60
	Hearing Impaired Special Education	6	8	4.60
	Severe/Profound Disabilities Special Ed.	14	8	4.57
	Visually Impaired Special Education	4	8	4.57
	Early Childhood Special Education	33	14	4.50
	Learning Disability Special Education	13	14	4.38
	Adaptive Physical Education	6	28	3.80

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

## DEMAND EXCEEDS SUPPLY

## School Districts

### Teacher Preparation

- ✓ On average, 25% of the teachers hired in the past year do not have traditional preparation, either being hired with non-traditional preparation or as an emergency hire. Rural (25%) and Urban (31%) districts are more likely to have hired teachers without traditional preparation in the last year.
- ✓ The lack of traditional candidates and shortage of education majors in colleges 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						75%
Non-traditional preparation						17%
Emergency hires						8%
URBAN STATUS		Urban	Suburban	Rural	ALL	
Traditional preparation		70%	81%	74%	75%	
Non-traditional preparation		21%	14%	17%	17%	
Emergency hires		10%	5%	8%	8%	
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	76%	80%	79%	70%	67%	75%
Non-traditional preparation	16%	13%	14%	26%	23%	17%
Emergency hires	8%	7%	7%	4%	10%	8%

Reasons for Hiring Teachers without Traditional Preparation	N	% of Responses
Lack of traditional candidates who apply	77	43.8%
Shortage of education majors in colleges	43	24.4%
Hirees agree to earn desired certification if employed	15	8.5%
Need to fill position at present time	14	8.0%
Must hire for difficult-to-fill positions in certain subject areas	13	7.4%
Strong knowledge/Diverse experience is focus rather than pedagogy	10	5.7%
Goal is to hire the best candidate for the job	3	1.7%
Challenges related to COVID	1	0.6%



## 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 (2023-24) to REPLACE those who leave?
- Full-time teachers does your district plan to hire for the next academic year (2023-24) for NEW positions?

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

TEACHER MAKEUP						
Full-time positions	703					
Full-time vacancies	20					
Expect to lose	65					
Replacement hires	73					
New position hires	14					
Net change in teachers	+22					
URBAN STATUS	Urban	Suburban	Rural	ALL		
Full-time positions	1,603	960	136	703		
Full-time vacancies	49	25	3	20		
Expect to lose	139	94	13	65		
Replacement hires	165	103	13	73		
New positions	34	20	2	14		
Net change in teachers	+60	+29	+2	+22		
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	65	279	539	973	3,872	703
Full-time vacancies	2	12	21	27	100	20
Expect to lose	4	21	45	108	380	65
Replacement hires	4	23	78	109	410	73
New positions	1	13	4	33	68	14
Net change in teachers	+1	+15	+37	+34	+98	+22

**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	14%					
URBAN STATUS	Urban	Suburban	Rural	ALL		
Average percentage of teachers hired in the past year	31%	17%	4%	14%		
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%	19%	18%	22%	31%	14%

## 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	39.3%	29.5%	12.8%	18.4%		
Having enough candidates for open positions	79.4%	14.6%	5.2%	0.9%		
Recruiting teachers of color	61.6%	20.7%	6.0%	11.6%		
URBAN STATUS	Urban	Suburban	Rural	ALL		
Decreases in the funding your district receives	1.78	1.77	1.98	1.90		
Having enough candidates for open positions	2.65	2.71	2.76	2.73		
Recruiting teachers of color	1.94	2.60	2.29	2.32		
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	1.90	1.97	1.63	2.40	1.73	1.90
Having enough candidates for open positions	2.66	2.65	2.88	2.90	2.90	2.73
Recruiting teachers of color	2.16	2.41	2.54	2.74	2.47	2.32
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
Shortage of teachers	78	23.5%
Low salary/benefits	66	19.9%
Undesired location/demographics	43	13.0%
Demanding work load	31	9.3%
Profession not valued	28	8.4%
Competition among districts	22	6.6%
Complex licensure requirements	19	5.7%
State and federal mandates	17	5.1%
Housing	13	3.9%
Challenges related to Covid	8	2.4%
Lack of quality candidates	3	0.9%
Seeking diversity with candidates	2	0.6%
Lack of experience	1	0.3%
Timing of vacancies	1	0.3%

Anticipated Hiring in 2023-24 Compared to 2022-23	N	% of Responses
Expect to hire more teachers	114	49.1%
Expect to hire fewer teachers	118	50.9%

Major Reasons for Hiring More	N	% of Responses
Resignations	35	25.2%
Retirement	28	20.1%
Planning on filling vacancies	28	20.1%
Increased enrollment	22	15.8%
New programs	11	7.9%
Creating new positions	6	4.3%
Expansion of school district	5	3.6%
Budget increase	2	1.4%
Many leaving profession due to COVID	1	0.7%
Foresee filling in learning gaps due to COVID	1	0.7%

Major Reasons for Hiring Fewer	N	% of Responses
Fewer/No new positions	59	50.0%
Fewer retirements	16	13.6%
Steady/Decreased enrollment	15	12.7%
Budget restraints	14	11.9%
Lack of qualified teachers	9	7.6%
Implementing 4-day work week	3	2.5%
Fewer resignations	2	1.7%

Biggest Challenges Faced by First-Year Teachers	N	% of Responses
Classroom management	71	23.9%
Reality of demands	38	12.8%
Managing Behaviors	37	12.5%
Effective teaching using curriculum	32	10.8%
Supportive culture	26	8.8%
Student to professional transition	20	6.7%
District/School Culture	18	6.1%
Parent Teacher communication	14	4.7%
Time management	12	4.0%
Emotional stability	8	2.7%
Needs of students	6	2.0%
Work/Life balance	6	2.0%
Teaching changes due to COVID	6	2.0%
Student assessments	3	1.0%

Best Way to Attract High School Students to Study Education in College	N	% of Responses
Compensation incentive	53	22.4%
Involvement from Elementary to High School	38	16.0%
High school to college Teacher Programs	36	15.2%
Alternative education programs	25	10.5%
Conversations with teachers who lead by example	23	9.7%
Teaching as an honorable profession	17	7.2%
Ensure their own K-12 educational experience is positive	16	6.8%
Communicate positives	15	6.3%
Mentoring programs	9	3.8%
Assured placement	3	1.3%
Specifics on teaching licensure in high demand	2	0.8%

Best Way to Attract Teachers of Color	N	% of Responses
Benefit and financial incentives	30	17.5%
Relatable demographics	30	17.5%
Recruitment	24	14.0%
Promote diversity and inclusion	23	13.5%
Market the teaching career	14	8.2%
Go to middle/high schools/colleges to inspire	13	7.6%
Supportive atmosphere	12	7.0%
Grow Your Own programs	11	6.4%
Recruit at HBCUs	6	3.5%
Relationships with teachers/students	6	3.5%
Available housing in area	1	0.6%
Be present in community	1	0.6%

## Perceived Supply and Demand (School Districts)

- ✓ School districts reported considerable shortages of qualified applicants in the following areas:  
Bilingual/Multicultural Education, Speech Education, Agriculture Education, Chinese, Japanese, all language fields, all math and science fields, Speech Pathology, School Psychology, Audiology, and nearly 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	4.46
	Speech Education	4.29
	Agriculture Education	4.24
	Technology Education	4.07
	Computer Science Education	3.98
	Family and Consumer Science	3.94
	Reading Specialist/Interventionist	3.94
	English/Language Arts Education	3.76
	Art/Visual Education	3.70
	Music Education	3.70
	Theatre/Drama Education	3.69
	Dance Education	3.64
	Journalism Education	3.61
	Business Education	3.60
	Health Education	3.38
	Social Studies Education	3.18
	Physical Education	3.16
Languages	Chinese	4.55
	Japanese	4.53
	Other Languages	4.51
	American Sign Language	4.50
	Arabic	4.47
	Italian	4.45
	Russian	4.43
	Classical: Greek, Latin	4.33
	ESL/ELL (English Language Learner)	4.32
	Spanish	4.27
	French	4.26
	German	4.24
Math/Science Education	Physics	4.58
	Chemistry	4.50
	Math	4.48
	General Math and Science	4.42
	Biology	4.37
	Earth/Physical Science	4.37

Related Services	Speech Pathology	4.34
	School Psychology	4.32
	Audiology	4.26
	School Nursing	4.18
	Occupational Therapy	4.15
	Physical Therapy	4.13
	School Social Work	4.07
	Reading Diagnostician	4.03
	Counseling	3.97
	Library Science/Media Technology	3.83
	Gifted/Talented Education	3.79
Elem./ Middle	Middle School Education	4.05
	Pre-K Education	3.80
	Intermediate Education	3.77
	Kindergarten/Primary Education	3.61
Adm.	High School Administrator	3.62
	Central Office Administrator	3.60
	Middle School Administrator	3.56
	Elementary School Administrator	3.52
Special Education	Severe/Profound Disabilities Special Ed.	4.74
	Multicategorical Special Education	4.64
	Visually Impaired Special Education	4.64
	Cognitive Disabilities Special Education	4.62
	Emotional/Behavioral Disorders Special Ed.	4.62
	Hearing Impaired Special Education	4.55
	Mild/Moderate Disabilities Special Ed.	4.54
	Learning Disability Special Education	4.51
	Dual Cert (General & Special Education)	4.50
	Early Childhood Special Education	4.48
	Adaptive Physical Education	4.09



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

Severe/Profound Disabilities Special Ed.	4.74
Multicategorical Special Education	4.64
Visually Impaired Special Education	4.64
Cognitive Disabilities Special Education	4.62
Emotional/Behavioral Disorders Special Ed.	4.62
Physics	4.58
Chinese	4.55
Hearing Impaired Special Education	4.55
Mild/Moderate Disabilities Special Ed.	4.54
Japanese	4.53
Learning Disability Special Education	4.51
Other Languages	4.51
American Sign Language	4.50
Chemistry	4.50
Dual Cert (General & Special Education)	4.50
Early Childhood Special Education	4.48
Math	4.48
Arabic	4.47
Bilingual/Multicultural Education	4.46
Italian	4.45
Russian	4.43
General Math and Science	4.42
Biology	4.37
Earth/Physical Science	4.37
Speech Pathology	4.34
Classical: Greek, Latin	4.33
ESL/ELL (English Language Learner)	4.32
School Psychology	4.32
Speech Education	4.29
Spanish	4.27
Audiology	4.26
French	4.26
Agriculture Education	4.24
German	4.24

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

School Nursing	4.18
Occupational Therapy	4.15
Physical Therapy	4.13
Adaptive Physical Education	4.09
School Social Work	4.07
Technology Education	4.07
Middle School Education	4.05
Reading Diagnostician	4.03
Computer Science Education	3.98
Counseling	3.97
Family and Consumer Science	3.94
Reading Specialist/Interventionist	3.94

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

Library Science/Media Technology	3.83
Pre-K Education	3.80
Gifted/Talented Education	3.79
Intermediate Education	3.77
English/Language Arts Education	3.76
Art/Visual Education	3.70
Music Education	3.70
Theatre/Drama Education	3.69
Dance Education	3.64
High School Administrator	3.62
Journalism Education	3.61
Kindergarten/Primary Education	3.61
Business Education	3.60
Central Office Administrator	3.60
Middle School Administrator	3.56
Elementary School Administrator	3.52

**BALANCED FIELDS (3.40 – 2.61)**

Health Education	3.38
Social Studies Education	3.18
Physical Education	3.16

**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.
- 30 programs are *far* out of alignment where 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	4.80	3.87	4.64	4.53	4.12	3.96	4.32	4.11	N/R	N/R	4.24
	Art/Visual Education	3.91	3.80	3.76	3.90	3.67	3.56	3.70	3.43	4.00	N/R	3.70
	Bilingual/Multicultural Education	4.50	4.20	4.50	4.87	4.48	4.28	4.48	4.52	N/R	N/R	4.46
	Business Education	3.80	3.00	3.81	3.86	3.53	3.21	3.94	3.78	3.00	N/R	3.60
	Computer Science Education	4.08	3.57	4.22	4.22	4.10	3.71	4.14	3.87	5.00	N/R	3.98
	Dance Education	4.00	3.54	4.00	4.33	3.26	3.52	3.73	3.50	N/R	N/R	3.64
	English/Language Arts Education	3.58	3.81	3.76	3.91	3.91	4.18	3.57	3.38	2.00	N/R	3.76
	Family and Consumer Science	3.80	3.43	4.33	4.57	3.52	3.67	4.14	4.00	N/R	N/R	3.94
	Health Education	3.25	3.62	3.41	3.52	3.09	3.35	3.52	3.22	4.00	N/R	3.38
	Journalism Education	3.64	3.42	3.78	4.14	3.54	3.64	3.33	3.38	N/R	N/R	3.61
	Music Education	4.00	3.84	4.18	4.05	3.48	3.44	3.66	3.44	4.00	N/R	3.70
	Physical Education	2.92	3.58	3.35	3.14	2.66	3.27	3.39	2.78	4.00	N/R	3.16
	Reading Specialist/Interventionist	4.00	4.12	4.19	4.05	3.78	4.19	3.90	3.48	5.00	N/R	3.94
	Social Studies Education	2.82	3.35	3.41	3.19	3.15	3.36	3.18	2.85	2.00	N/R	3.18
	Speech Education	4.10	4.54	4.62	4.58	4.00	4.39	4.14	4.11	5.00	N/R	4.29
	Technology Education	3.91	3.91	4.47	4.32	3.79	3.93	4.05	4.39	5.00	N/R	4.07
	Theatre/Drama Education	3.80	3.58	3.93	4.27	3.50	3.65	3.50	3.64	4.00	N/R	3.69
Languages	American Sign Language	4.43	4.64	4.40	4.89	4.60	4.41	4.25	4.50	N/R	N/R	4.50
	Arabic	4.75	4.67	4.75	4.67	4.57	4.33	4.09	4.67	N/R	N/R	4.47
	Chinese	4.40	4.57	4.57	4.71	4.56	4.60	4.22	4.80	5.00	N/R	4.55
	Classical: Greek, Latin	4.75	3.60	4.80	4.50	4.36	4.24	4.13	4.50	5.00	N/R	4.33
	ESL/ELL (English Language Learner)	4.25	4.20	4.55	4.53	4.16	4.42	4.30	4.30	5.00	N/R	4.32
	French	4.17	4.22	4.44	4.58	4.17	4.16	4.00	4.39	5.00	N/R	4.26
	German	4.17	3.89	4.20	4.71	4.36	4.29	4.00	4.36	5.00	N/R	4.24
	Italian	4.75	4.00	4.50	4.80	4.71	4.50	3.88	4.50	5.00	N/R	4.45
	Japanese	4.75	4.67	4.50	4.80	4.71	4.38	4.00	4.75	5.00	N/R	4.53
	Russian	4.75	4.00	4.75	4.80	4.71	4.56	4.11	3.33	5.00	N/R	4.43
	Spanish	4.25	4.30	4.31	4.37	4.23	4.24	4.16	4.38	5.00	N/R	4.27
	Other Languages	4.20	4.67	4.80	4.86	4.50	4.38	4.25	4.67	N/R	N/R	4.51
Math & Science	Math	4.42	4.44	4.69	4.71	4.50	4.85	4.24	4.15	5.00	N/R	4.48
	Biology	4.17	4.44	4.50	4.55	4.39	4.58	4.05	4.33	5.00	N/R	4.37
	Chemistry	4.17	4.42	4.56	4.86	4.41	4.70	4.33	4.50	5.00	N/R	4.50
	Earth/Physical Science	4.08	4.42	4.50	4.68	4.32	4.48	4.13	4.46	5.00	N/R	4.37
	General Math and Science	4.17	4.50	4.50	4.68	4.47	4.68	4.13	4.30	5.00	N/R	4.42
	Physics	4.33	4.57	4.69	4.86	4.50	4.61	4.47	4.63	5.00	N/R	4.58

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	4.00	4.46	4.64	4.67	4.12	4.15	3.96	4.50	N/R	N/R	4.26
	Counseling	4.25	4.04	3.89	4.22	3.77	4.15	3.92	3.69	5.00	N/R	3.97
	Gifted/Talented Education	3.67	4.11	4.00	4.22	3.48	3.72	3.78	3.55	5.00	N/R	3.79
	Library Science/Media Technology	3.64	3.79	3.87	4.32	3.80	3.70	3.79	3.79	5.00	N/R	3.83
	Occupational Therapy	4.13	4.35	4.41	4.63	4.00	4.06	4.05	4.00	3.00	N/R	4.15
	Physical Therapy	4.13	4.26	4.41	4.63	3.96	4.00	4.10	3.90	3.00	N/R	4.13
	Reading Diagnostician	3.78	4.00	4.50	4.50	4.00	4.20	3.86	3.74	5.00	N/R	4.03
	School Nursing	4.18	4.75	3.93	4.10	3.81	4.03	4.09	4.54	5.00	N/R	4.18
	School Psychology	4.33	4.37	4.41	4.56	3.81	4.24	4.42	4.46	5.00	N/R	4.32
	School Social Work	4.10	4.36	3.83	4.05	3.64	4.03	4.17	4.08	5.00	N/R	4.07
	Speech Pathology	4.20	4.59	4.47	4.71	4.00	4.44	4.30	4.15	5.00	N/R	4.34
Elem./ Middle	Pre-K Education	3.80	3.84	3.81	4.05	3.87	4.03	3.75	3.32	3.00	N/R	3.80
	Kindergarten/Primary Education	3.50	4.00	3.71	3.59	3.74	3.94	3.44	3.00	3.00	N/R	3.61
	Intermediate Education	3.45	4.15	3.75	3.95	3.87	4.15	3.61	3.21	3.00	N/R	3.77
	Middle School Education	3.91	4.22	4.29	4.18	3.97	4.55	3.73	3.71	4.00	N/R	4.05
Adm.	Central Office Administrator	4.17	3.58	3.81	3.73	3.30	3.33	3.68	3.65	4.00	N/R	3.60
	Elementary School Administrator	4.08	3.74	3.69	3.36	3.58	3.39	3.41	3.33	4.00	N/R	3.52
	High School Administrator	4.17	3.80	3.75	3.55	3.53	3.48	3.62	3.43	4.00	N/R	3.62
	Middle School Administrator	4.08	3.89	3.69	3.50	3.52	3.39	3.46	3.33	4.00	N/R	3.56
Special Education	Adapted Physical Education	4.22	4.05	4.23	4.58	3.77	4.16	4.13	3.89	4.00	N/R	4.09
	Cognitive Disabilities Special Education	4.45	4.71	4.94	4.84	4.48	4.76	4.38	4.60	5.00	N/R	4.62
	Dual Cert (General & Special Education)	4.40	4.59	4.94	4.61	4.30	4.55	4.35	4.48	5.00	N/R	4.50
	Early Childhood Special Education	4.40	4.56	4.82	4.70	4.37	4.58	4.33	4.28	5.00	N/R	4.48
	Emotional/Behavioral Disorders Sp. Ed.	4.73	4.65	5.00	4.90	4.43	4.74	4.44	4.48	5.00	N/R	4.62
	Hearing Impaired Special Education	4.30	4.56	4.47	4.88	4.50	4.67	4.53	4.40	N/R	N/R	4.55
	Learning Disabilities Special Education	4.55	4.65	4.76	4.79	4.43	4.68	4.32	4.24	5.00	N/R	4.51
	Mild/Moderate Disabilities Special Ed.	4.45	4.59	4.76	4.90	4.46	4.76	4.27	4.33	5.00	N/R	4.54
	Multicategorical Special Education	4.78	4.62	4.94	4.90	4.46	4.76	4.41	4.70	N/R	N/R	4.64
	Severe/Profound Disabilities Special Ed.	4.70	4.82	4.94	4.95	4.57	4.78	4.60	4.76	5.00	N/R	4.74
	Visually Impaired Special Education	4.63	4.61	4.67	5.00	4.50	4.71	4.48	4.65	N/R	N/R	4.64

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								
		2022-23	2021-22	2020-21	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15
TRADITIONAL	Increased	21.1%	22.7%	30.4%	22.0%	21.3%	26.4%	18.7%	12.4%	12.5%
	Stayed the same	33.7%	36.8%	39.9%	40.5%	30.6%	32.6%	31.6%	34.9%	38.2%
	Decreased	39.4%	35.0%	23.8%	32.5%	39.3%	28.5%	41.2%	40.9%	40.8%
	Not offered	5.7%	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	21.4%	19.9%	24.1%	16.1%	23.1%	24.1%	18.6%	16.7%	14.9%
	Stayed the same	22.0%	25.5%	27.7%	28.1%	24.2%	22.5%	19.1%	26.9%	28.4%
	Decreased	22.0%	18.0%	14.5%	17.6%	15.9%	15.2%	16.9%	18.3%	24.3%
	Not offered	34.7%	36.6%	33.7%	38.2%	36.8%	38.2%	45.4%	38.2%	32.4%
TESOL	Increased	10.5%	12.5%	11.5%	10.2%	7.8%	13.1%	12.0%	14.8%	18.0%
	Stayed the same	22.1%	28.8%	25.5%	21.4%	22.8%	22.5%	26.6%	17.5%	26.7%
	Decreased	20.9%	10.6%	15.2%	10.7%	13.3%	13.1%	8.2%	8.7%	8.7%
	Not offered	46.5%	48.1%	47.9%	57.7%	56.1%	51.3%	53.3%	59.0%	46.7%
ALTERNATIVE CERTIFICATIONS/LICENSURES	Increased	24.6%	22.3%	24.8%	19.4%	22.0%	18.1%	12.0%	13.7%	12.6%
	Stayed the same	22.2%	20.4%	20.6%	16.8%	15.3%	24.4%	23.0%	27.5%	23.8%
	Decreased	9.4%	8.9%	4.2%	8.2%	10.2%	7.8%	8.7%	8.2%	5.3%
	Not offered	43.9%	48.4%	50.3%	55.6%	52.5%	49.7%	56.3%	50.5%	58.3%
DOCTORATES	Increased	9.5%	14.4%	10.8%	11.3%	10.0%	11.5%	8.4%	10.6%	8.0%
	Stayed the same	17.8%	23.1%	23.4%	21.5%	20.0%	19.3%	19.7%	19.0%	26.0%
	Decreased	11.2%	6.3%	6.6%	5.6%	4.4%	8.3%	4.5%	5.6%	2.7%
	Not offered	61.5%	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									
	2022-23	2021-22	2020-21	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15
Full-time	91%	87%	86%	85%	81%	73%	79%	76%	70%
Part-time	9%	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	2022-23	2021-22	2020-21	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15
Big challenge	18.5%	15.4%	21.8%	22.4%	22.1%	31.5%	22.2%	34.1%	33.1%
Moderate challenge	26.2%	25.0%	34.6%	33.2%	32.6%	30.9%	30.1%	34.1%	35.8%
Small challenge	17.9%	17.9%	21.2%	22.4%	26.2%	18.5%	26.1%	16.8%	18.9%
Not a challenge	37.5%	41.7%	22.4%	21.9%	19.2%	19.1%	21.6%	15.1%	12.2%
Mean (3=Big Challenge; 0=Not a	1.26	1.14	1.56	1.56	1.58	1.75	1.53	1.87	1.90
Too many candidates for open	2022-23	2021-22	2020-21	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15
Big challenge	2.4%	3.2%	10.8%	8.2%	8.6%	8.9%	13.0%	21.8%	26.0%
Moderate challenge	8.3%	12.7%	23.4%	19.6%	19.5%	24.4%	29.4%	23.5%	46.0%
Small challenge	19.5%	17.8%	25.3%	24.7%	32.2%	28.3%	29.4%	29.6%	20.0%
Not a challenge	69.8%	66.2%	40.5%	47.4%	39.7%	38.3%	28.2%	25.1%	8.0%
Mean (3=Big Challenge; 0=Not a	0.43	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					
		2022-23	2021-22	2020-21	2019-20	2018-19	2017-18	2022-23	2021-22	2020-21	2019-20	2018-19	2017-18
Educational Fields	English/Language Arts Education	83	87	88	85	85	80	10	11	10	10	11	15
	Social Studies Education	82	80	86	81	82	76	11	13	11	11	12	13
	Music Education	63	64	68	64	62	59	9	12	11	10	11	12
	Art/Visual Education	48	48	54	44	54	49	5	8	7	6	7	8
	Physical Education	45	50	54	52	50	49	12	14	16	13	11	12
	Reading Specialist/Interventionist	40	42	44	39	39	41	12	14	11	11	11	12
	Health Education	29	31	33	30	32	35	13	7	15	11	12	13
	Bilingual/Multicultural Education	25	24	20	20	23	23	17	11	18	16	12	19
	Theatre/Drama Education	23	25	28	21	28	30	6	6	3	3	11	6
	Business Education	20	18	19	21	26	26	6	4	19	7	7	5
	Technology Education	23	17	17	17	20	25	11	9	29	12	11	20
	Family and Consumer Science	16	13	14	14	17	19	8	8	22	13	9	12
	Agriculture Education	14	13	12	13	11	15	9	9	16	13	11	13
	Computer Science Education	14	13	10	7	10	19	3	2	28	1	12	18
	Speech Education	13	11	9	11	18	24	12	6	17	7	10	21
Languages	Dance Education	8	10	11	10	10	14	6	7	7	3	4	10
	Journalism Education	6	6	8	6	8	13	6	1	2	2	2	16
	Spanish	57	68	68	60	70	71	5	6	7	6	4	10
	ESL/ELL (English Language Learner)	41	40	41	35	41	35	15	17	16	12	12	4
	French	36	43	46	40	49	50	2	3	2	2	1	16
	German	26	25	28	25	31	33	1	2	3	2	1	4
	Chinese	14	15	15	11	14	20	2	4	3	3	2	5
	Classical: Greek, Latin	9	9	14	10	11	13	1	3	2	1	3	5
	Japanese	6	8	11	10	10	13	1	3	2	3	1	4
	American Sign Language	5	6	8	8	Not Included		18	6	8	11	Not Included	
	Italian	4	9	11	9	Not Included		9	6	3	3	Not Included	
	Arabic	3	3	4	3	Not Included		3	1	5	2	Not Included	
Math & Science Education	Other Languages	3	2	4	3	10	17	15	7	7	3	9	13
	Russian	3	7	8	4	Not Included		3	2	3	0	Not Included	
	Math	89	91	95	90	91	87	9	11	11	9	9	12
	Biology	83	90	95	84	88	83	8	16	22	11	9	13
	Chemistry	72	77	85	71	78	76	4	10	8	4	4	10
	Physics	58	63	61	56	61	61	4	7	4	4	3	8
	Earth/Physical Science	43	52	47	42	52	47	6	5	8	5	4	9
	General Math and Science	40	34	35	35	40	51	11	14	27	9	7	12

		PROGRAM OFFERINGS						GRADUATING STUDENTS					
		2022- 23	2021- 22	2020- 21	2019- 20	2018- 19	2017- 18	2022- 23	2021- 22	2020- 21	2019- 20	2018- 19	2017- 18
Related Services	Counseling	38	34	38	35	42	40	18	29	21	17	19	19
	School Psychology	26	22	25	20	25	29	14	31	20	13	15	17
	Speech Pathology	20	15	19	17	17	26	25	32	26	30	21	27
	School Social Work	16	15	17	12	10	18	18	25	27	16	25	21
	School Nursing	15	11	10	9	10	17	23	23	27	50	27	21
	Library Science/Media Technology	12	10	7	11	13	13	19	22	30	28	10	18
	Gifted/Talented Education	11	7	12	10	12	11	8	11	7	7	10	8
	Occupational Therapy	10	6	12	8	8	12	17	16	31	19	20	20
	Physical Therapy	9	8	12	9	10	19	31	23	40	24	25	33
	Audiology	6	5	6	6	7	12	9	31	6	18	8	10
	Reading Diagnostician	3	4	5	5	4	6	10	41	10	9	17	7
Elem./Middle	Kindergarten/Primary Education	82	83	82	80	83	70	25	57	56	40	29	30
	Middle School Education	53	55	57	52	65	54	12	20	28	15	17	20
	Pre-K Education	49	53	47	51	55	46	19	28	31	18	19	25
	Intermediate Education	45	48	47	46	53	40	20	45	50	30	26	30
Adm.	Elementary School Administrator	43	42	43	35	42	36	14	26	12	9	16	15
	High School Administrator	43	43	43	38	41	35	13	25	12	11	13	14
	Middle School Administrator	36	55	37	32	39	31	13	24	12	8	13	12
	Central Office Administrator	31	26	30	21	23	N/A	17	21	15	8	12	N/A
Special Education	Mild/Moderate Disabilities Special Ed.	35	33	28	24	22	18	14	25	13	14	16	12
	Dual Cert (General & Special Education)	34	35	38	30	40	31	16	18	25	17	17	26
	Early Childhood Special Education	33	29	33	23	28	31	14	13	18	19	21	22
	Multicategorical Special Education	14	14	23	25	28	20	19	27	18	12	17	24
	Severe/Profound Disabilities Special Ed.	14	17	14	11	11	10	8	13	10	9	11	12
	Learning Disability Special Education	13	15	11	7	9	11	14	16	27	19	15	11
	Cognitive Disabilities Special Education	7	9	5	3	6	7	18	16	3	7	14	14
	Adaptive Physical Education	6	Not Included in Survey					28	Not Included in Survey				
	Emotional/Behavioral Disorders Sp. Ed.	6	10	11	10	7	8	23	9	17	16	10	7
	Hearing Impaired Special Education	6	10	8	7	4	8	8	10	9	8	7	11
	Visually Impaired Special Education	4	6	6	6	5	5	8	10	10	13	5	9

<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]



		2022-23	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-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-H	M-M	M-M	M-M	M-M	M-M	M-M
	Gifted/Talented Education	L-H	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-H	L-M	L-M	L-M	L-M	L-M	L-M
	Occupational Therapy	L-H	L-H	L-H	L-H	L-H	L-M	L-H	L-H	L-H	L-H	L-H
	Physical Therapy	L-H	L-M	L-H	L-H	L-H	L-M	L-H	L-H	L-H	L-H	L-H
	Reading Diagnostician	L-H	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-H	L-M
	School Psychology	M-H	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-H	L-M	L-H	L-M	L-M	L-M	L-M	L-M	L-M	L-M
	Speech Pathology	M-H	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-H	M-M	M-M	M-M	M-L	M-L	M-L	H-L
	Kindergarten/Primary Education	H-H	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-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-H	M-M	M-M	M-L	M-L	M-L
Adm.	Central Office Administrator	M-H	M-H	M-H	M-H	M-M	Not Included in Survey					
	Elementary School Administrator	M-H	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-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-H	M-M	M-H	M-H	M-M	M-M	M-M	M-M
Special Education	Cognitive Disabilities Special Ed.	L-H	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	M-H
	Early Childhood Special Education	M-H	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	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	L-H
	Learning Disability Special Education	L-H	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	M-H	L-H	L-H	M-H	M-H	M-H	M-H	M-H
	Multi-categorical Special Education	L-H	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	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	L-H
	Adaptive Physical Education	L-H	Not Included in Survey									

	2022-23	2021-22	2020-21	2019-20
Low-High Demand exceeds Supply Low Supply & High Demand	Agriculture Education Computer Science Education Family and Consumer Science Journalism Education Speech Education American Sign Language Arabic   Chinese   Japanese Other Languages Audiology   Gifted/Talented Education Library Science/Media Technology Occupational Therapy Physical Therapy Reading Diagnostician School Nursing   School Social Work Adaptive Physical Education Cognitive Disabilities Special Ed. Emotional/Behavioral Disorders Sp. Ed. Hearing Impaired Special Education Learning Disability Special Education Multicategorical Special Education Severe/Profound Disabilities Sp. Ed. Visually Impaired Special Education	Agriculture Education American Sign Language Arabic   Audiology Business Education   Chinese Cognitive Disabilities Special Education Computer Science Education Emotional/Behavioral Disorders Sp. 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 Ed. 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	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										
		2022- 23	2021- 22	2020- 21	2019- 20	2018-19	2017- 18	2016- 17	2015- 16	2014-15
Educational Fields	Agriculture Education	3.77	3.67	3.67	4.08	3.61	3.61	3.85	4.00	3.62
	Art/Visual Education	3.46	3.43	3.18	3.21	3.16	3.03	2.86	2.87	2.61
	Bilingual/Multicultural Education	4.45	4.47	4.38	4.46	4.58	3.93	4.47	4.45	4.25
	Business Education	3.59	3.73	3.33	3.54	3.30	3.20	2.98	3.16	2.89
	Computer Science Education	4.14	4.05	3.50	4.00	3.88	3.39	3.88	3.75	3.47
	Dance Education	3.00	3.00	3.17	3.38	3.19	3.16	2.78	2.82	2.88
	English/Language Arts Education	3.70	3.57	3.36	3.43	3.15	3.23	3.02	2.84	2.77
	Family and Consumer Science	3.92	3.95	3.68	4.00	3.79	3.71	3.84	3.72	3.46
	Health Education	3.42	3.26	3.04	3.14	2.83	2.95	2.81	2.53	2.69
	Journalism Education	3.57	3.71	2.92	3.40	3.08	2.79	3.25	3.19	2.83
	Music Education	3.53	3.34	3.22	3.32	3.09	3.15	2.81	2.93	2.85
	Physical Education	3.54	3.14	2.89	3.13	2.82	2.82	2.51	2.43	2.30
	Reading Specialist/Interventionist	4.02	3.79	3.66	3.68	3.67	3.70	3.58	3.54	3.31
	Social Studies Education	3.34	3.04	2.91	2.94	2.67	2.80	2.51	2.34	2.14
	Speech Education	4.00	4.07	3.29	3.40	3.33	3.50	3.72	3.52	3.17
	Technology Education	3.79	4.35	3.56	4.06	4.03	3.57	4.04	3.65	3.67
	Theatre/Drama Education	3.28	3.24	3.11	3.15	3.04	3.13	2.98	2.76	2.78
Languages	American Sign Language	4.13	3.78	3.85	3.86	Not Included in Survey				
	Arabic	3.83	3.60	3.67	5.00	Not Included in Survey				
	Chinese	4.38	3.81	3.68	3.53	4.18	4.06	4.27	4.09	4.06
	Classical: Greek, Latin	3.14	3.27	3.47	3.25	3.89	3.72	3.73	3.82	3.62
	ESL/ELL (English Language Learner)	4.54	4.37	4.41	4.40	4.01	3.72	3.79	3.96	3.68
	French	3.54	3.53	3.48	3.30	3.46	3.45	3.38	3.40	3.63
	German	3.50	3.50	3.34	3.44	3.15	3.38	3.11	3.50	3.19
	Italian	3.14	3.57	2.92	3.21	Not Included in Survey				
	Japanese	3.60	3.45	3.15	3.53	3.36	3.31	3.25	3.30	3.15
	Russian	3.33	3.36	3.73	3.25	Not Included in Survey				
	Spanish	4.23	4.00	3.93	3.91	3.36	3.26	2.80	3.00	3.05
	Other Languages	4.00	3.33	3.20	3.50	3.52	3.30	3.06	3.26	3.05
Math & Science Education	Biology	4.38	4.45	4.27	4.27	4.07	3.90	3.94	4.07	3.80
	Chemistry	4.50	4.20	4.39	4.53	4.33	4.19	4.36	4.38	4.18
	Earth/Physical Science	4.23	4.36	4.32	4.22	4.14	3.86	3.92	4.08	3.81
	General Math and Science	4.45	4.14	4.43	4.35	4.09	3.93	4.00	4.10	3.85
	Math	4.60	4.38	4.45	4.53	4.38	4.16	4.33	4.34	4.18
	Physics	4.61	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)
--	--------------------------------	---------------------------	-------------------------------	---------------------------------------

		2022-23	2021-22	2020-21	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15
Related Services	Audiology	4.00	4.00	3.33	4.09	3.71	3.83	4.08	3.54	3.93
	Counseling	4.31	3.90	3.77	3.63	3.45	3.15	3.18	3.33	3.03
	Gifted/Talented Education	3.74	3.30	3.59	3.68	3.57	3.86	3.73	3.69	3.42
	Library Science/Media Technology	3.80	3.57	3.50	3.59	3.68	3.38	3.33	3.17	3.12
	Occupational Therapy	3.80	3.43	3.75	3.79	3.75	3.36	3.64	3.91	3.59
	Physical Therapy	3.75	3.33	3.75	3.93	3.50	3.40	3.53	3.87	3.57
	Reading Diagnostician	4.00	3.40	3.25	3.50	4.20	3.67	4.10	3.87	3.55
	School Nursing	4.08	3.79	3.92	3.60	3.93	3.48	3.61	3.53	3.55
	School Psychology	4.02	3.94	3.81	3.70	3.78	3.56	3.55	3.53	3.37
	School Social Work	4.22	3.50	3.30	3.74	3.33	3.13	2.95	3.42	3.29
	Speech Pathology	4.15	3.84	3.84	3.93	4.00	3.85	3.88	4.00	3.80
Elem./Middle	Intermediate Education	4.01	3.79	3.49	3.69	3.44	3.29	2.99	2.80	2.74
	Kindergarten/Primary Education	3.96	3.67	3.44	3.37	3.07	3.01	2.75	2.70	2.42
	Middle School Education	4.24	3.86	3.79	4.02	3.68	3.62	3.36	3.38	3.18
	Pre-K Education	3.99	3.94	3.46	3.51	3.32	3.01	3.04	2.81	2.80
Adm.	Central Office Administration	3.70	3.67	3.42	3.56	3.26	Not Included in Survey			
	Elementary Principal	3.94	3.73	3.38	3.57	3.28	3.34	3.45	3.20	3.19
	High School Principal	4.03	3.68	3.49	3.67	3.32	3.47	3.52	3.25	3.22
	Middle School Principal	4.09	3.60	3.51	3.69	3.30	3.41	3.55	3.29	3.25
Special Education	Cognitive Disabilities Special Education	4.92	4.77	4.38	4.50	4.36	4.21	3.93	4.50	4.45
	Dual Cert (General & Special Education)	4.65	4.24	4.28	4.39	4.34	4.07	4.06	3.85	3.84
	Early Childhood Special Education	4.50	4.42	4.25	4.28	3.96	3.74	3.92	3.74	3.45
	Emotional/Behavioral Disorders Sp. Ed.	4.60	4.80	4.59	4.44	4.33	4.21	4.07	4.75	4.47
	Hearing Impaired Special Education	4.60	4.43	4.45	4.27	4.00	4.06	3.73	3.75	3.62
	Learning Disability Special Education	4.38	4.70	4.44	4.29	4.13	4.33	4.36	4.43	4.20
	Mild/Moderate Disabilities Special Ed.	4.65	4.78	4.60	4.62	4.62	4.50	4.24	4.50	4.08
	Multicategorical Special Education	4.74	4.82	4.59	4.67	4.57	4.49	4.15	4.22	4.09
	Severe/Profound Disabilities Special Ed.	4.57	4.80	4.37	4.70	4.74	4.47	4.64	4.59	4.22
	Visually Impaired Special Education	4.57	4.60	4.50	4.27	4.40	4.30	4.22	4.60	4.14
	Adaptive Physical Education	3.80	Not Included in Survey							

## School Districts

TEACHER PREPARATION	2022-23	2021-22	2020-21	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15
Traditional preparation	75%	79%	84%	83%	83%	84%	85%	88%	88%
Non-traditional preparation	17%	15%	12%	12%	12%	13%	12%	10%	8%
Emergency hires	8%	6%	4%	4%	5%	3%	3%	2%	1%
TEACHER MAKEUP	2022-23	2021-22	2020-21	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15
Full-time positions	703	553	798	1020	1174	961	1361	1138	1440
Full-time vacancies	20	11	10	13	21	10	15	12	N/A
Expect to lose	65	41	60	75	109	74	105	81	123
Replacement hires	73	42	65	87	111	76	135	99	123
New position hires	14	11	13	33	39	13	28	25	24
<b>Net change in teachers</b>	<b>+22</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									
	2022-23	2021-22	2020-21	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15
Decreases in funding your district receives									
Big challenge	39.3%	32.9%	40.2%	42.9%	50.8%	48.6%	46.3%	55.9%	50.7%
Moderate challenge	29.5%	29.6%	36.8%	31.8%	28.3%	32.1%	33.5%	39.6%	30.4%
Small challenge	12.8%	16.2%	11.0%	13.5%	12.9%	12.1%	12.3%	6.4%	10.1%
Not a challenge	18.4%	21.3%	12.0%	11.7%	8.0%	7.1%	7.9%	7.0%	8.7%
Mean (3=Big Challenge; 0=Not a challenge)	1.90	1.74	2.05	2.06	2.22	2.22	2.18	2.36	2.23
Having enough candidates for open positions	2022-23	2021-22	2020-21	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15
Big challenge	79.4%	77.6%	60.5%	67.5%	67.6%	64.8%	68.6%	59.5%	55.8%
Moderate challenge	14.6%	15.9%	27.9%	23.9%	22.8%	28.1%	23.5%	31.1%	31.9%
Small challenge	5.2%	4.6%	9.2%	6.0%	7.7%	6.4%	5.3%	7.8%	8.7%
Not a challenge	0.9%	1.9%	2.4%	2.7%	1.9%	0.7%	2.7%	1.6%	3.6%
Mean (3=Big Challenge; 0=Not a challenge)	2.73	2.69	2.47	2.56	2.56	2.57	2.58	2.49	2.40
Recruiting teachers of color	2022-23	2021-22	2020-21	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15
Big challenge	61.6%	61.6%	58.6%	Not Included in Survey					
Moderate challenge	20.7%	20.0%	26.0%						
Small challenge	6.0%	8.5%	7.2%						
Not a challenge	11.6%	9.9%	8.2%						
Mean (3=Big Challenge; 0=Not a challenge)	2.32	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>

[illegible]

		2022-23	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	L-H
	Counseling	M-H	M-H	M-M	M-M	M-M	M-M	M-M	M-M	M-M
	Gifted/Talented Education	L-H	L-H	L-H	L-H	L-H	L-H	L-H	L-H	L-H
	Library Science/Media	L-H	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	L-H
	Physical Therapy	L-H	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	L-H
	School Nursing	L-H	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	M-H
	School Social Work	L-H	L-H	L-H	L-H	L-H	L-H	L-M	L-H	L-H
	Speech Pathology	M-H	L-H	L-H	L-H	L-H	M-H	M-H	L-H	M-H
Elem./Middle	Intermediate Education	M-H	M-H	M-M	M-M	M-M	M-M	M-M	M-M	H-M
	Kindergarten/Primary Education	H-H	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-H	M-M	M-M	M-M
	Pre-K Education	M-H	M-H	M-M	M-M	M-M	M-M	M-M	M-M	M-M
Adm.	Central Office Administrator	M-H	M-M	M-M	M-M	M-M	Not Included in Survey			
	Elementary Principal	M-H	M-H	M-M	M-M	M-M	M-M	M-M	M-M	M-M
	High School Principal	M-H	M-H	M-M	M-M	M-M	M-H	M-M	M-M	M-H
	Middle School Principal	M-H	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	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	M-H
	Early Childhood Special Education	M-H	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	L-H
	Hearing Impaired Special	L-H	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	L-H
	Mild/Moderate Disabilities	M-H	M-H	M-H	M-H	M-H	L-H	M-H	L-H	M-H
	Multicategorical Special	L-H	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	L-H
	Visually Impaired Special	L-H	L-H	L-H	L-H	L-H	L-H	L-H	L-H	L-H
	Adaptive Physical Education	L-H	Not Included in Survey							

	2022-23	2021-22	2020-21
Low-High Demand exceeds Supply Low Supply & High Demand	Agriculture Education Computer Science Education Dance Education Family and Consumer Science Journalism Education Speech 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 Adaptive Physical Education Cognitive Disabilities Special Education Emotional/Behavioral Disorders Special Ed. Hearing Impaired Special Education Learning Disability Special Education Multicategorical Special Education Severe/Profound Disabilities Special Ed. Visually Impaired Special Education	Agriculture Education American Sign Language Arabic   Audiology Business Education   Chinese Classical: Greek, Latin Cognitive Disabilities Special Ed. Computer Science Ed.   Dance Education Emotional/Behavioral Disorders Special Ed. Family and Consumer Science Gifted/Talented Education Hearing Impaired Special Ed. Italian   Japanese   Russian Journalism Education Learning Disability Special Education Library Science/Media Technology Multicategorical Special Education Occupational Therapy   Other Languages Physical Therapy   Reading Diagnostician 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
High-Low Supply exceeds Demand High Supply & Low Demand	None	None	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)

		2022- 23	2021- 22	2020- 21	2019- 20	2018- 19	2017- 18	2016- 17	2015- 16	2014- 15
Educational Fields	Agriculture Education	4.24	4.07	3.83	3.84	3.87	3.79	3.95	3.95	3.88
	Art/Visual Education	3.70	3.61	3.32	3.38	3.31	3.16	3.21	3.11	3.00
	Bilingual/Multicultural Education	4.46	4.29	4.15	4.37	4.28	4.42	4.31	4.28	4.33
	Business Education	3.60	3.66	3.37	3.47	3.29	3.32	3.35	3.22	3.21
	Computer Science Education	3.98	3.90	3.72	3.82	3.66	3.70	3.80	3.59	3.49
	Dance Education	3.64	3.56	3.41	3.34	3.26	3.16	3.23	3.25	3.22
	English/Language Arts Education	3.76	3.60	3.23	3.24	3.07	3.17	3.26	3.03	2.85
	Family and Consumer Science	3.94	4.00	3.64	3.73	3.67	3.80	3.80	3.71	3.46
	Health Education	3.38	3.29	2.97	2.85	2.86	2.77	2.77	2.75	2.64
	Journalism Education	3.61	3.55	3.25	3.22	3.14	3.14	3.25	3.18	2.95
	Music Education	3.70	3.78	3.28	3.32	3.26	3.19	3.24	3.20	2.98
	Physical Education	3.16	3.04	2.62	2.55	2.51	2.41	2.44	2.31	2.22
	Reading Specialist/Interventionist	3.94	3.86	3.54	3.57	3.58	3.51	3.60	3.55	3.32
	Social Studies Education	3.18	3.07	2.58	2.40	2.36	2.48	2.29	2.29	1.92
	Speech Education	4.29	4.14	4.00	4.04	4.09	4.11	4.20	4.12	3.98
	Technology Education	4.07	3.87	3.68	3.83	3.77	3.81	3.87	3.72	3.65
	Theatre/Drama Education	3.69	3.62	3.35	3.30	3.30	3.23	3.34	3.23	3.13
Languages	American Sign Language	4.50	4.47	4.29	4.46	Not Included in Survey				
	Arabic	4.47	4.63	4.30	4.52	Not Included in Survey				
	Chinese	4.55	4.43	4.35	4.46	4.51	4.41	4.49	4.47	4.38
	Classical: Greek, Latin	4.33	4.36	4.26	4.46	4.45	4.42	4.49	4.34	4.32
	ESL/ELL (English Language Learner)	4.32	4.16	3.96	4.12	4.13	4.14	4.07	4.04	4.10
	French	4.26	4.13	3.94	4.06	3.99	3.94	4.01	3.95	3.99
	German	4.24	4.25	4.06	4.16	4.21	4.14	4.06	4.05	4.04
	Italian	4.45	4.56	4.02	4.13	Not Included in Survey				
	Japanese	4.53	4.52	4.09	4.19	4.47	4.34	4.37	4.33	4.38
	Other Languages	4.51	4.56	3.99	4.01	4.32	4.24	4.10	4.15	3.96
	Russian	4.43	4.06	4.19	4.24	Not Included in Survey				
	Spanish	4.27	4.08	3.86	4.06	3.89	3.98	4.01	3.84	3.85
Math & Science Education	Biology	4.37	4.48	4.00	4.17	4.09	4.00	4.14	4.01	3.96
	Chemistry	4.50	4.27	4.29	4.48	4.39	4.38	4.47	4.39	4.38
	Earth/Physical Science	4.37	4.49	3.98	4.14	4.06	4.05	4.18	3.99	3.95
	General Math and Science	4.42	4.27	4.02	4.14	4.16	4.14	4.25	4.08	4.12
	Math	4.48	4.26	4.31	4.45	4.37	4.40	4.49	4.38	4.41
	Physics	4.58	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)
--	--------------------------------	---------------------------	-------------------------------	---------------------------------------

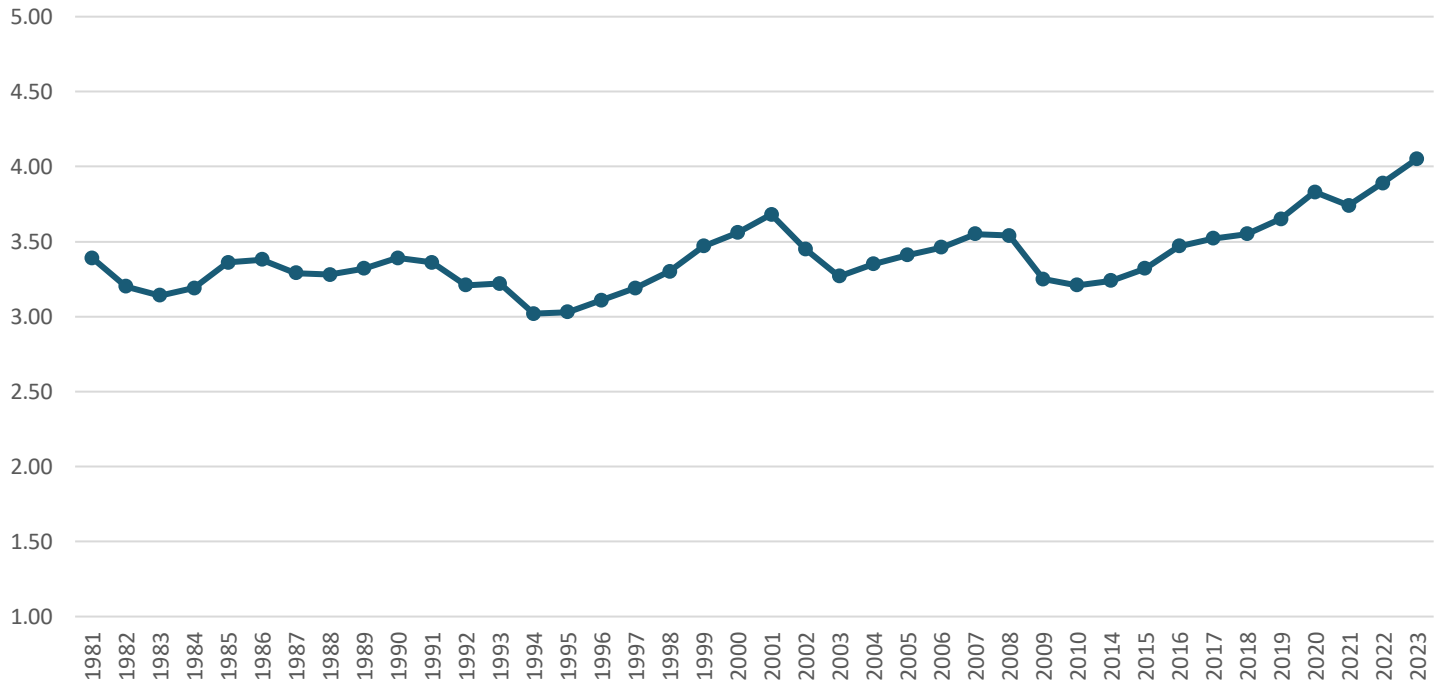
		2022-23	2021-22	2020-21	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15
Related Services	Audiology	4.26	4.24	4.09	4.18	4.19	4.24	4.20	4.27	3.98
	Counseling	3.97	3.89	3.38	3.33	3.32	3.29	3.26	3.26	2.98
	Gifted/Talented Education	3.79	3.84	3.53	3.56	3.57	3.41	3.49	3.51	3.48
	Library Science/Media Technology	3.83	3.78	3.54	3.64	3.57	3.58	3.66	3.52	3.52
	Occupational Therapy	4.15	4.11	3.93	4.05	4.07	4.11	4.11	4.15	4.20
	Physical Therapy	4.13	4.11	3.90	4.05	4.06	4.10	4.09	4.11	4.13
	Reading Diagnostician	4.03	4.03	3.70	3.87	3.83	3.88	3.78	3.80	3.68
	School Nursing	4.18	4.21	3.98	4.09	3.96	4.04	4.07	3.96	3.94
	School Psychology	4.32	4.25	3.99	4.13	4.17	4.12	4.04	3.96	3.97
	School Social Work	4.07	4.07	3.65	3.71	3.73	3.56	3.52	3.53	3.48
	Speech Pathology	4.34	4.31	4.17	4.27	4.36	4.38	4.44	4.34	4.44
Elem./ Middle	Intermediate Education	3.77	3.73	3.27	3.26	3.27	3.26	3.18	3.05	2.69
	Kindergarten/Primary Education	3.61	3.59	3.07	2.96	3.05	3.03	2.92	2.81	2.34
	Middle School Education	4.05	3.72	3.65	3.74	3.64	3.67	3.67	3.48	3.34
	Pre-K Education	3.80	3.99	3.39	3.27	3.34	3.28	3.28	3.12	2.89
Adm.	Central Office Administrator	3.60	3.37	3.13	3.15	3.18	Not Included in Survey			
	Elementary Principal	3.52	3.46	3.02	3.04	3.11	3.17	3.16	3.19	3.26
	High School Principal	3.62	3.56	3.15	3.28	3.38	3.42	3.54	3.57	3.63
	Middle School Principal	3.56	3.55	3.10	3.19	3.24	3.34	3.35	3.19	3.26
Special Education	Cognitive Disabilities Special Education	4.62	4.47	4.33	4.39	4.51	4.47	4.41	4.32	4.39
	Dual Cert (General & Special Education)	4.50	4.43	4.26	4.43	4.47	4.42	4.34	4.35	4.33
	Early Childhood Special Education	4.48	4.36	4.22	4.23	4.31	4.28	4.33	4.20	4.32
	Emotional/Behavioral Disorders Special Ed.	4.62	4.56	4.47	4.59	4.64	4.58	4.58	4.54	4.55
	Hearing Impaired Special Education	4.55	4.56	4.42	4.53	4.62	4.51	4.60	4.47	4.53
	Learning Disability Special Education	4.51	4.43	4.24	4.32	4.40	4.35	4.31	4.20	4.25
	Mild/Moderate Disabilities Special Ed.	4.54	4.41	4.24	4.37	4.40	4.36	4.35	4.27	4.25
	Multicategorical Special Education	4.64	4.57	4.38	4.52	4.55	4.48	4.52	4.39	4.41
	Severe/Profound Disabilities Special Ed.	4.74	4.68	4.55	4.59	4.68	4.67	4.61	4.57	4.61
	Visually Impaired Special Education	4.64	4.62	4.43	4.57	4.64	4.59	4.60	4.50	4.51
	Adaptive Physical Education	4.09	Not Included in Survey							



## 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 - 2023**



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
2001	3.68

Year	Perceived Demand
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
2023	4.05

## Appendix: Demographic Characteristics

Size (number of students)	SCHOOL DISTRICTS								
	2023-23	2021-22	2020-21	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15
2,500 or fewer	54.3%	66.0%	41.4%	28.0%	25.7%	26.8%	28.3%	28.0%	12.8%
2,501 to 5,000	13.8%	10.8%	16.9%	22.0%	18.0%	22.1%	16.8%	21.2%	13.5%
5,001 to 10,000	10.3%	8.9%	14.5%	18.1%	22.6%	17.4%	13.7%	16.9%	21.3%
10,001 to 20,000	8.6%	4.6%	12.4%	15.1%	15.9%	15.6%	15.0%	14.8%	23.4%
More than 20,000	12.9%	9.7%	14.8%	16.9%	17.7%	18.1%	26.1%	19.1%	29.1%
Urban Status	2023-23	2021-22	2020-21	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15
Urban	20.5%	15.6%	16.7%	20.7%	24.9%	23.2%	26.9%	23.7%	30.9%
Suburban	32.3%	26.2%	39.2%	44.6%	42.1%	40.7%	41.9%	44.8%	47.5%
Rural	47.2%	58.2%	44.0%	34.7%	33.0%	36.1%	31.3%	31.5%	21.6%

Size (number of education students)	COLLEGES AND UNIVERSITIES								
	2022-23	2021-22	2020-21	2019-20	2018-19	2017-18	2016-17	2015-16	2014-15
Less than 100	25.6%	22.4%	21.4%	23.5%	21.1%	21.5%	19.7%	23.4%	14.8%
100 to 199	17.0%	20.5%	17.9%	24.5%	15.6%	13.0%	18.5%	16.0%	16.8%
200 to 299	9.1%	9.9%	10.1%	8.0%	11.7%	10.7%	10.7%	9.7%	10.7%
300 to 499	12.5%	11.8%	13.7%	10.0%	12.8%	11.9%	15.7%	13.1%	15.4%
500 or more	35.8%	35.4%	36.9%	34.0%	38.9%	42.9%	35.4%	37.7%	42.3%

Region		Colleges/ Universities							School Districts						
		2022-23	2021-22	2020-21	2019-20	2018-19	2017-18	2016-17	2022-23	2021-22	2020-21	2019-20	2018-19	2017-18	2016-17
1	Northwest	3	6	6	5	9	9	8	12	26	16	22	24	17	14
2	West	11	12	10	10	16	10	11	30	74	93	67	61	56	59
3	Rocky Mountain	5	9	4	9	8	6	7	18	42	21	19	23	14	12
4	Great Plains/Midwest	25	24	20	25	16	26	26	23	83	24	29	31	20	13
5	South Central	13	10	15	15	15	17	18	34	20	12	12	16	21	13
6	Southeast	39	32	39	51	32	42	29	35	37	50	55	65	56	48
7	Great Lakes	34	27	33	30	34	30	35	57	51	29	45	46	32	22
8	Middle Atlantic	33	30	32	43	43	41	50	28	30	38	74	49	46	44
9	Northeast	10	7	9	6	6	10	5	1	8	7	4	8	4	2
10	Alaska	1	1	0	1	2	0	1	0	2	7	4	3	8	3
11	Hawaii	0	3	1	1	1	0	0	0	0	0	1	0	0	0