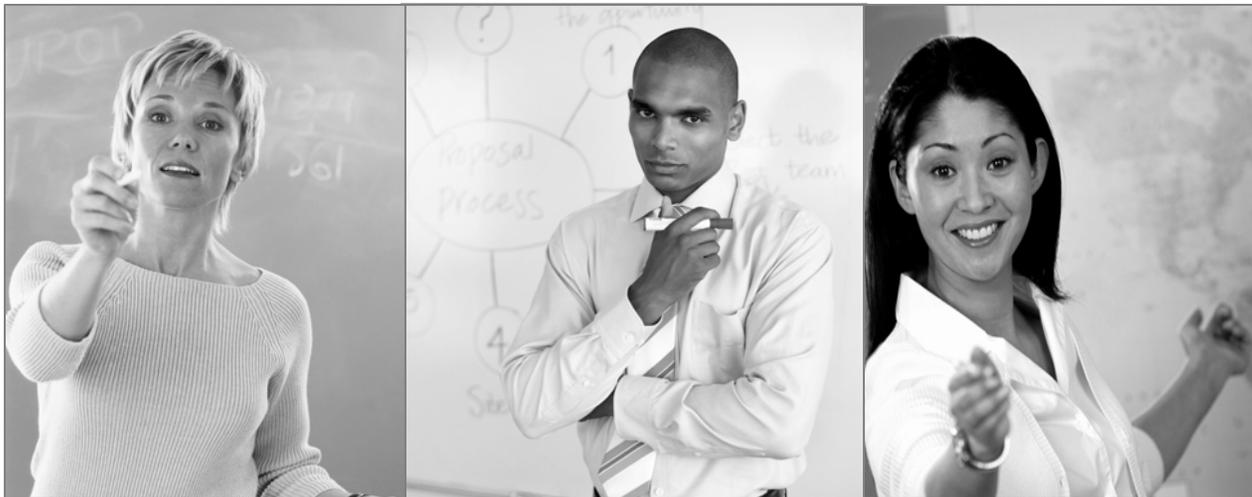


Progress Report: Teacher Supply and Demand in School Year 2006-2007



New York State Education Department

May 2008

Full report at <http://www.highered.nysed.gov/>.

Progress

New York State's students were more likely to have highly qualified & appropriately certified teachers in 2006-2007 than in prior years.

Remaining Gaps

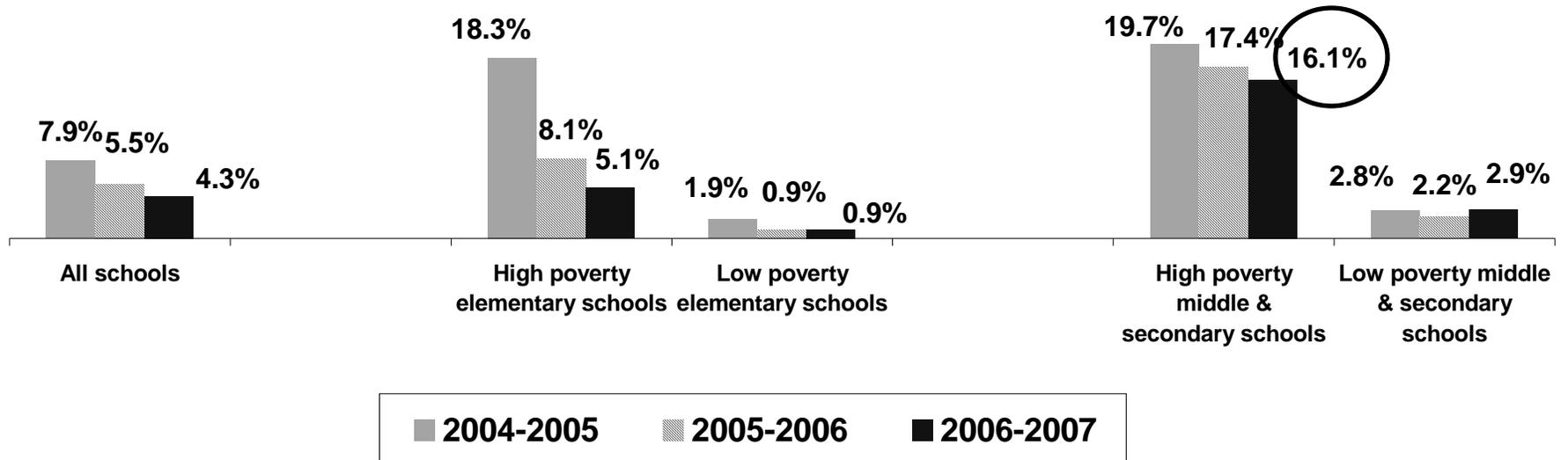
In 2006-2007, gaps remained in:

- some cities**
- career and technical education (CTE)**
- languages other than English (LOTE)**
- science**
- special education in grades 7-12**
- bilingual education**
- librarian/school media specialists**
- other subject areas**
- teacher diversity**

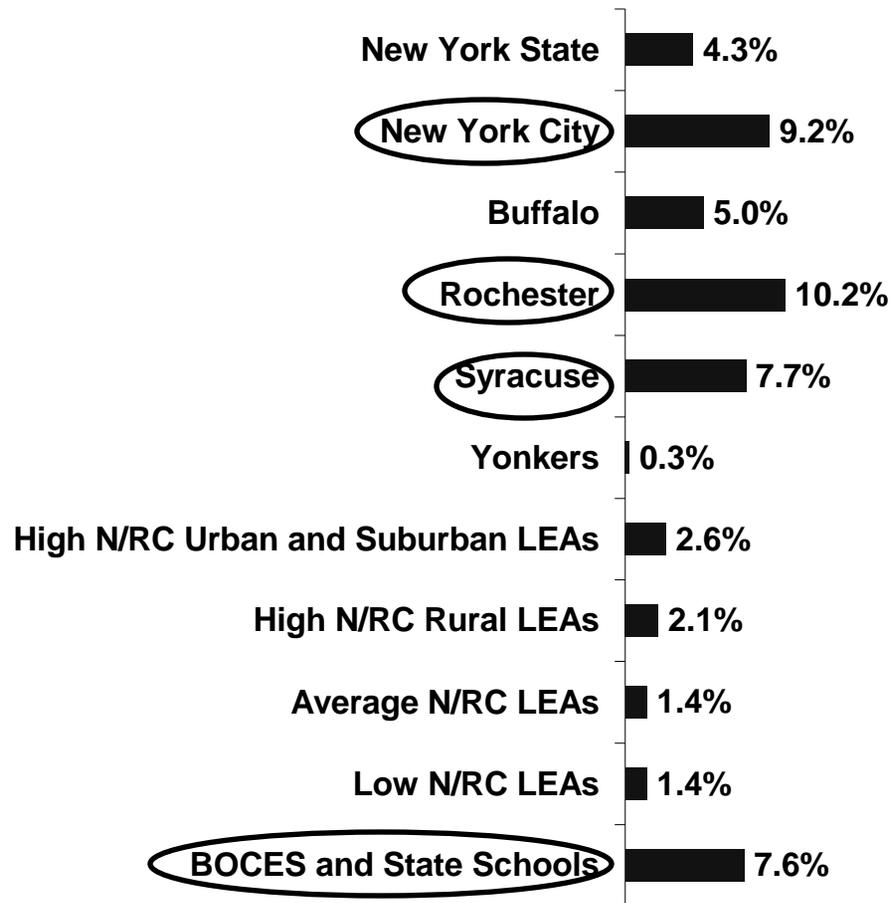
Indicator 1
Percent of Classes in Core
Academic Subjects Taught by
Teachers Who Were
Not Highly Qualified*

*Under NCLB and IDEA, highly qualified teachers have a bachelor's or higher degree, meet State certification requirements and demonstrate subject knowledge.

New York State
**Percent of Classes in Core Academic Subjects
 Taught by Teachers Who Were Not Highly Qualified**

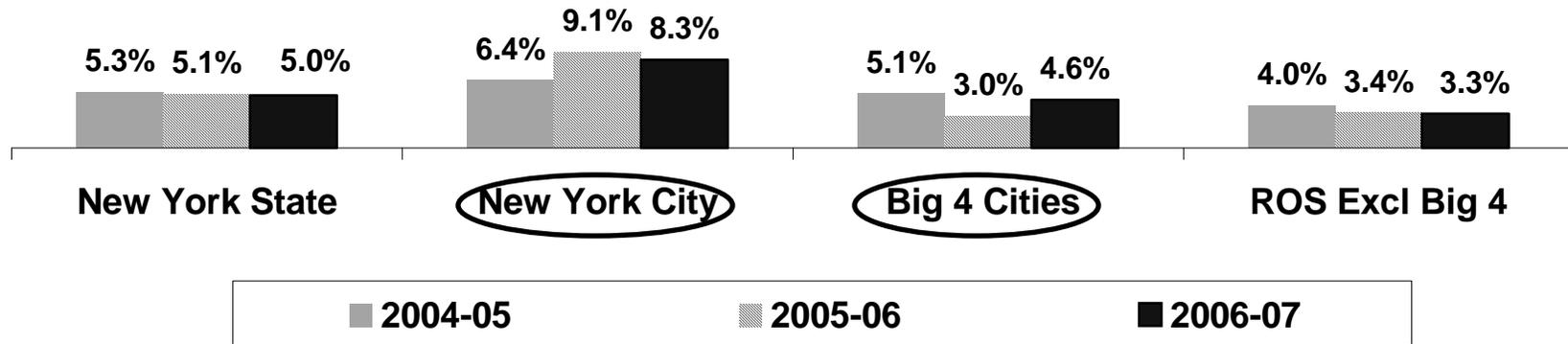


Percent of 2006-2007 Core Classes Taught by Teacher Who Were Not Highly Qualified in Each Need/Resource Capacity (N/RC) Category



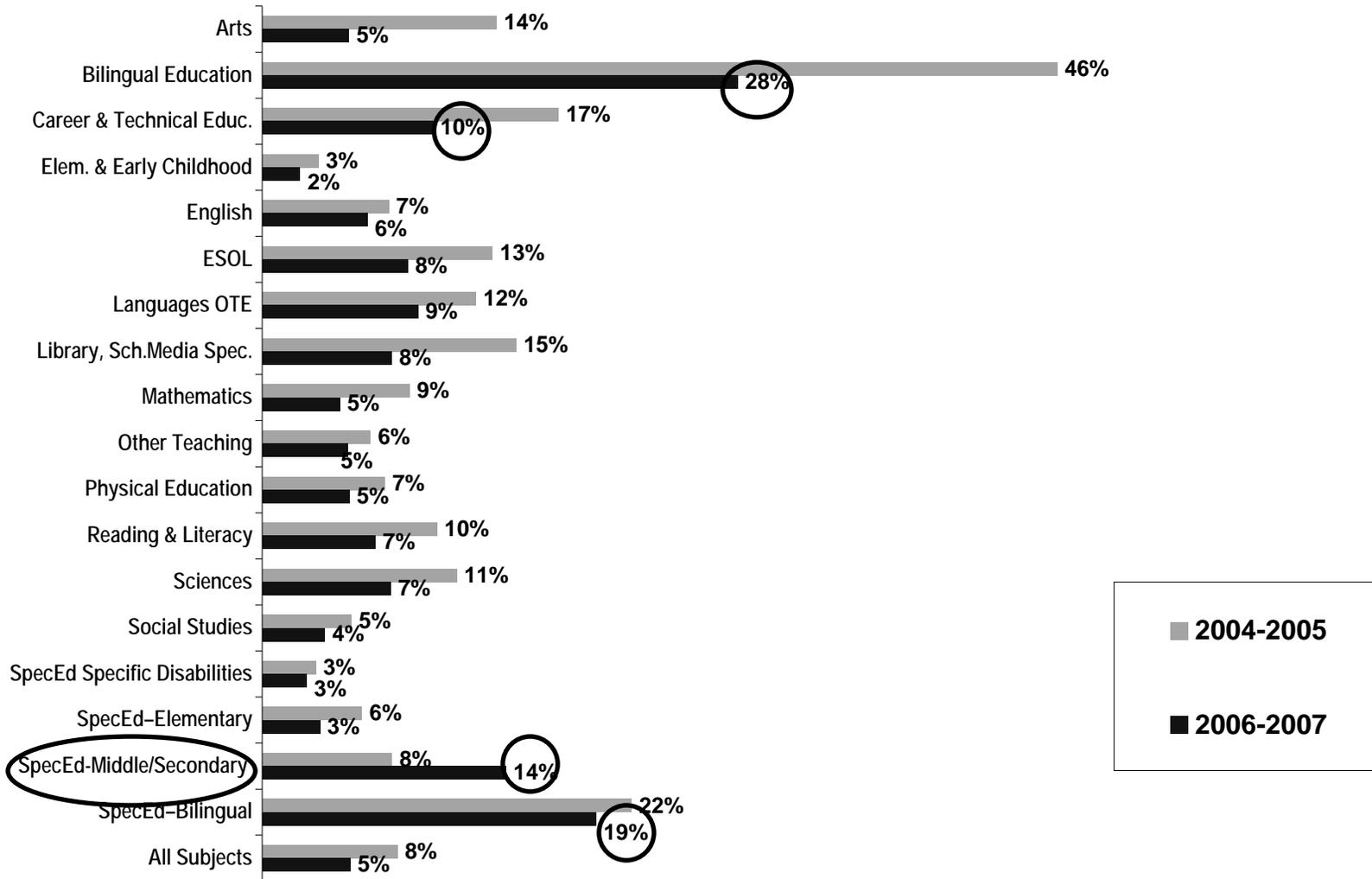
Indicator 2
Percent of
Full-time Equivalent (FTE)
Teaching Assignments
Held by Teachers with
No Prior Teaching Experience

Percent of FTE Teaching Assignments Held by Teachers with No Prior Experience

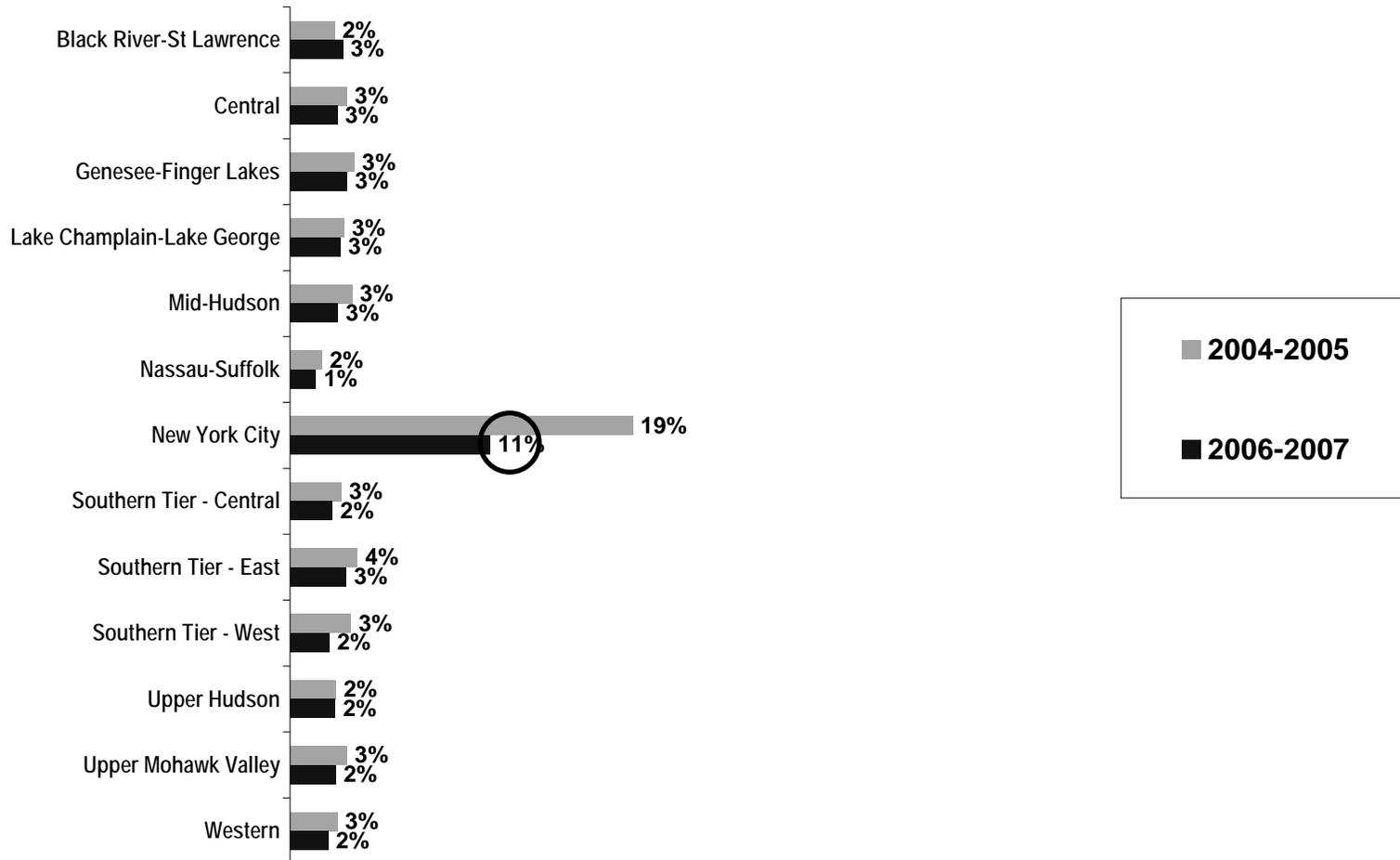


Indicator 3
Percent of FTE
Teaching Assignments
Held by Teachers without
Appropriate Certification

New York State Percent of FTE Teaching Assignments in Each Subject Area Held by Teachers without Appropriate Certification



New York State Percent of FTE Teaching Assignments in Each Geographic Region Held by Teachers without Appropriate Certification



Shortage Areas

Subject Areas and Regions with 5 Percent or More FTE Teaching Assignments

Held by Teachers without Appropriate Certification in 2006-2007

Subject Areas	Black River-St Lawrence	Central	Genesee-Finger Lakes	Lake Champlain-Lake George	Mid-Hudson	Nassau-Suffolk	New York City	Southern Tier - Central	Southern Tier - East	Southern Tier - West	Upper Hudson	Upper Mohawk Valley	Western	New York State
Arts							18%							5%
Bilingual Education		62%	50%		11%	17%	29%			100%	100%		24%	28%
Career & Technical Educ.	6%	8%	9%	9%	8%	5%	22%	6%	11%	9%	9%	6%	5%	10%
Elem. & Early Childhood														
English							12%							6%
ESOL	40%		6%				12%	10%	5%	9%		20%		8%
Languages OTE	17%	11%	5%	13%	8%		16%	9%	9%	7%	6%	17%	7%	9%
Library, Sch. Media Spec.	12%						33%	6%		5%				8%
Mathematics							9%							
Other Teaching							10%							5%
Physical Education							18%							5%
Reading & Literacy			6%				19%							7%
Sciences				5%			17%		5%					7%
Social Studies							9%							
SpecEd Specific Disabilities							7%							
SpecEd Elementary							7%							
SpecEd Middle/Secondary	5%	8%	7%	5%	6%		27%	9%	10%			6%		14%
SpecEd Bilingual		100%	47%				18%							19%
All Subjects							11%							5%

Shaded columns denote regions with a Big Five City.

Indicator 4
Number of Certificates
Issued to New Teachers
For Each Vacancy
Filled by a New Teacher

Shortage Areas

Subject Areas and Regions with 2 or Fewer Certificates Issued to New Teachers in 2006-2007
for Each FTE Vacancy for a New Teacher in 2006-2007

**2 or fewer =
shortage**

Subject Areas	Black River-St Lawrence	Central	Genesee-Finger Lakes	Lake Champlain- Lake George	Mid-Hudson	Nassau-Suffolk	New York City	Southern Tier - Central	Southern Tier - East	Southern Tier - West	Upper Hudson	Upper Mohawk Valley	Western	New York State
Arts							1.5							
Bilingual Education			0.7										0.6	
Career & Technical Educ.		1.9					1.3		1.6	0.9	1.9			
Elem. & Early Childhood														
English							0.9		1.9					
ESOL							1.3							
Languages OTE	1.6	1.7	1.5	0.9			1.3	1.8	1.8			1.0		2.0
Library, Sch.Media Spec.	1.0	1.8		1.0				1.0	0.7	1.0				
Mathematics							1.0		1.2					1.9
Other Teaching	0.7	0.7	1.2	1.3	0.5	1.6	0.3	0.8	1.3	0.6	1.2	0.3		0.8
Physical Education							0.9			1.3				
Reading & Literacy														
Sciences							0.8							
Social Studies							1.1	1.7						
SpecEd Specific Disabilities								1.2						
SpecEd Elementary														
SpecEd Middle/Secondary							1.3							
SpecEd Bilingual	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
All Subjects							1.8							

Certificates assigned to regions based on mailing address in certification records. Shaded columns denote regions with a large city. n/a means not applicable.

CAUTION: Data not adjusted for teachers receiving multiple certificates in the same subject area, or for different certificate titles required in same subject area, which means that table shows a "best case" scenario.

Possible Surpluses														
Subject Areas and Regions with More Than 6.0 Certificates to New Teachers														
for Each FTE Vacancy for a New Teacher in 2006-2007														
Subject Areas	6 or more = possible surplus													
	Black River-St Lawrence	Central	Genesee-Finger Lakes	Lake Champlain-Lake George	Mid-Hudson	Nassau-Suffolk	New York City	Southern Tier - Central	Southern Tier - East	Southern Tier - West	Upper Hudson	Upper Mohawk Valley	Western	New York State
Arts														
Bilingual Education					11.0	9.3								
Career & Technical Educ.														
Elem. & Early Childhood	7.1		8.1	9.0	13.3	18.2		8.8	6.7		8.0	9.0	10.9	
English														
ESOL					6.7									
Languages OTE														
Library, Sch.Media Spec.														
Mathematics														
Other Teaching														
Physical Education												9.0	10.2	
Reading & Literacy	11.7	18.9	11.2	6.3	12.1	27.8	7.1	24.0	12.8		21.6	37.8	10.9	13.4
Sciences													6.6	
Social Studies				25.7	6.2	6.6							8.0	
SpecEd Specific Disabilities			7.3	15.4	6.7	11.2					6.9		22.9	
SpecEd Elementary		6.9	11.5		12.9	16.8		6.9			6.5	6.2	7.3	
SpecEd Middle/Secondary		10.4	6.0			6.1				9.4		9.8	8.4	
SpecEd Bilingual	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
All Subjects					6.5	7.6							7.0	

Certificates assigned to regions based on mailing address in certification records. Shaded columns denote regions with a large city. n/a means not applicable.

Summary of Teacher Shortage Areas in 2006-2007

By Subject Area and Geographic Region

Subject Area	New York State		New York City		Big Four Cities		Rest of State	
	Workforce	Certificates per Vacancy	Workforce	Certificates per Vacancy	Workforce	Certificates per Vacancy	Workforce Excluding Big 4 Cities	Certificates per Vacancy Including Big 4 Cities
Arts	X		X	X	X	-		
Bilingual Education	X		X		X		X	X
Career & Technical Educ.	X		X	X	X	-	X	X
Elem. & Early Childhood						-		
English	X		X	X	X	-		
ESOL	X		X	X		-		
Languages OTE	X	X	X	X	X	-	X	X
Library, Schl. Media Spec.	X		X		X	-		
Mathematics		X	X	X	X	-		
Other Teaching	X	X	X	X	X	-		
Physical Education	X		X	X		-		
Reading & Literacy	X		X		X	-		
Sciences	X		X	X	X	-		
Social Studies			X	X	X	-		
Spec. Ed. Spec. Disabilities			X			-		
Spec. Ed. Elementary			X			-		
Spec. Ed, Middle/Secondary	X		X	X	X	-	X	X
Spec. Ed. Bilingual	X		X	X	X	-		X

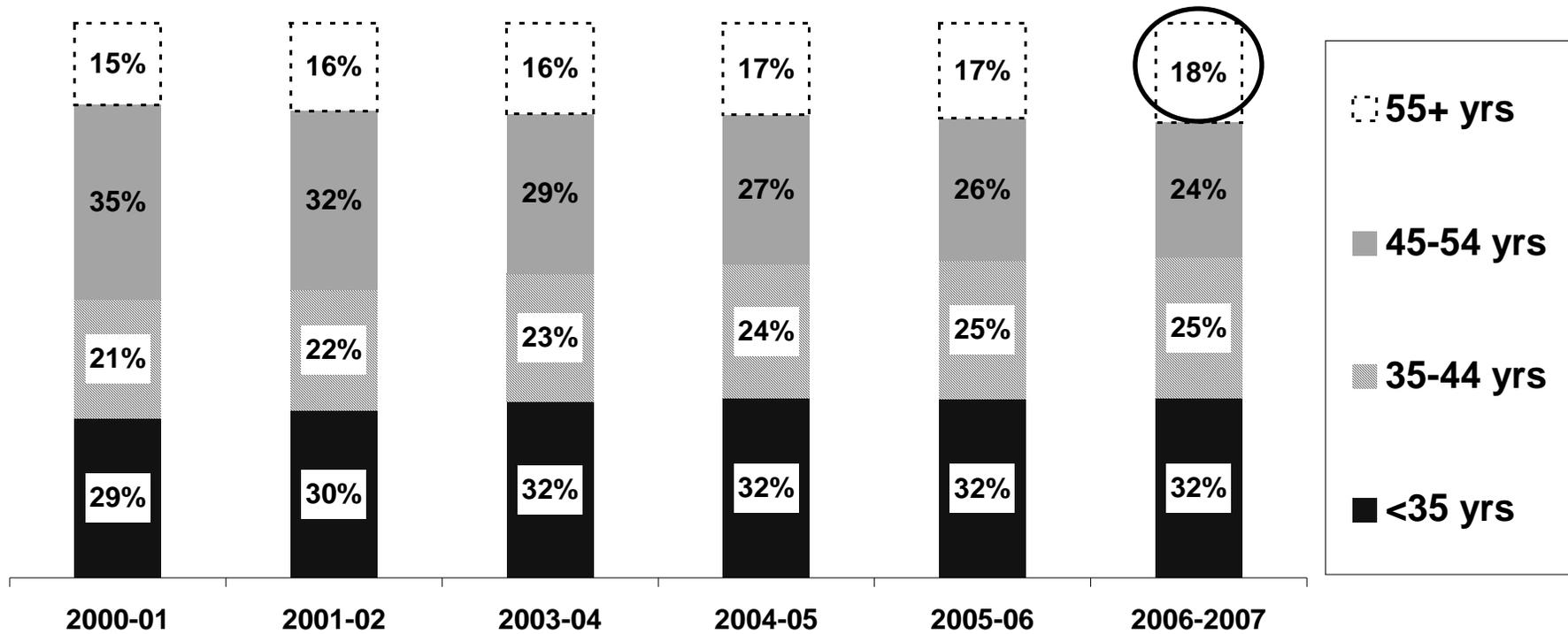
The workforce columns show subject areas with 5 or more percent of FTE teaching assignments held by teachers without appropriate certification.

The certificates per vacancy columns show subject areas with 2 or fewer certificates issued to new teachers for each vacancy for a new teacher.

- denotes that it was not possible to calculate the certificates per vacancy indicator.

Indicator 5
Percent of
FTE Teaching Assignments
Held by Teachers
Age 55 or Older

New York State Changing Age Distribution of Public School Teachers



Data not available for 2002-2003.

Future Demand for New Teachers

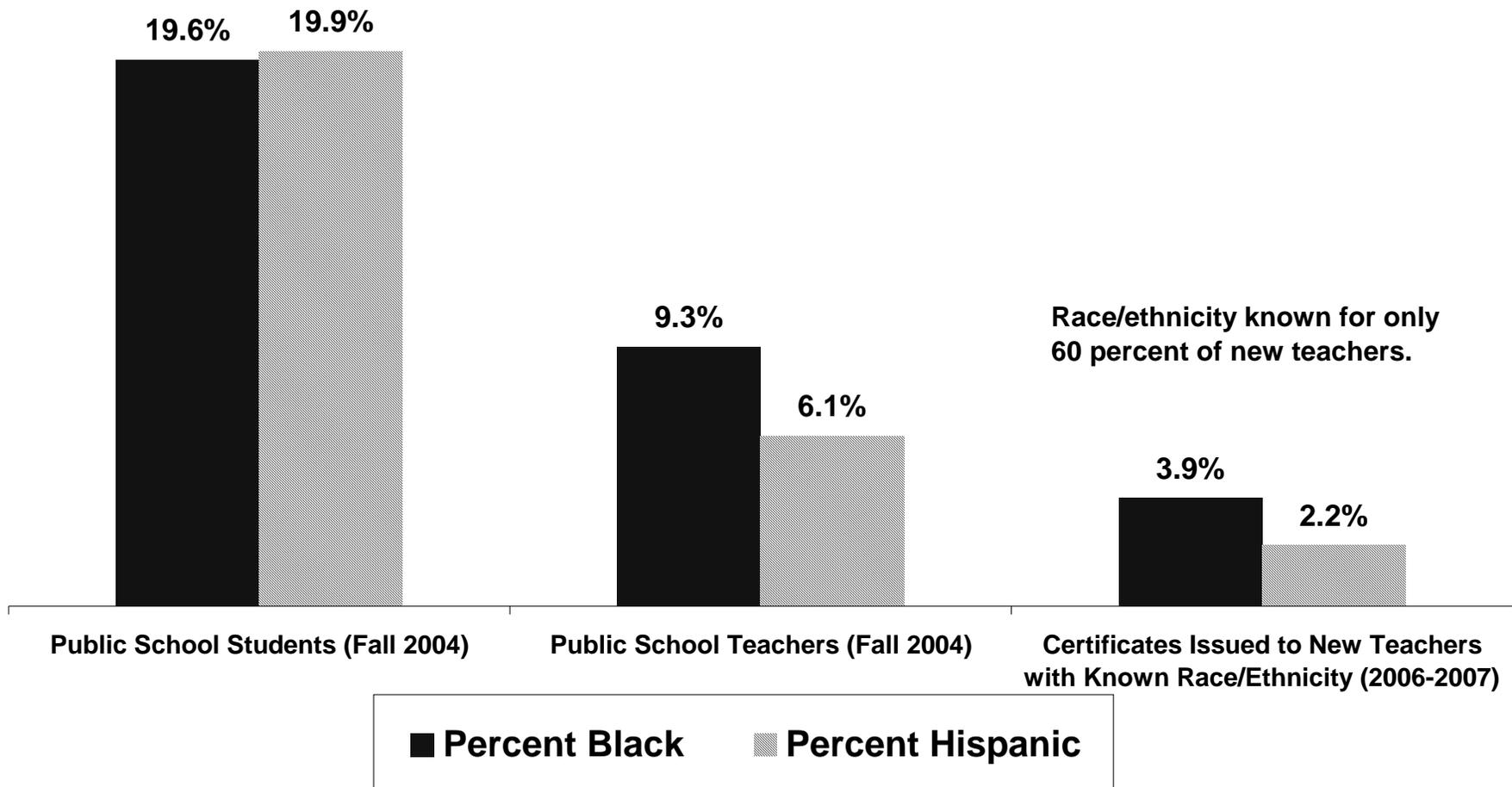
Percent of All FTE Teaching Assignments That Were Held by Teachers Age 55 or Older in 2006-2007

Subject Areas	Black River-St Lawrence	Central	Genesee-Finger Lakes	Lake Champlain-Lake George	Mid-Hudson	Nassau-Suffolk	New York City	Southern Tier - Central	Southern Tier - East	Southern Tier - West	Upper Hudson	Upper Mohawk Valley	Western	New York State
Arts	14%	17%	14%	17%	18%	16%	22%	16%	19%	14%	17%	18%	15%	18%
Bilingual Education	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Career & Technical Educ.	18%	23%	20%	20%	29%	23%	30%	26%	21%	20%	21%	17%	21%	24%
Elem. & Early Childhood	18%	20%	16%	18%	19%	16%	16%	17%	20%	19%	17%	23%	17%	17%
English	17%	17%	14%	18%	18%	15%	16%	22%	20%	20%	16%	18%	14%	16%
ESOL	27%	30%	27%	0%	23%	21%	24%	0%	33%	12%	15%	28%	24%	24%
Languages OTE	17%	16%	15%	14%	22%	17%	24%	21%	20%	17%	18%	22%	16%	19%
Library, Sch. Media Spec.	30%	32%	34%	38%	44%	33%	45%	34%	32%	27%	34%	34%	38%	37%
Mathematics	14%	14%	13%	16%	18%	16%	17%	17%	15%	19%	17%	15%	14%	16%
Other Teaching	13%	22%	18%	20%	22%	20%	24%	20%	22%	20%	19%	23%	18%	21%
Physical Education	11%	11%	10%	12%	15%	11%	16%	12%	10%	13%	11%	15%	10%	13%
Reading & Literacy	19%	22%	23%	22%	31%	25%	35%	25%	24%	26%	25%	25%	22%	27%
Sciences	11%	12%	14%	14%	18%	12%	17%	15%	16%	12%	14%	18%	14%	15%
Social Studies	18%	19%	13%	16%	16%	12%	17%	11%	18%	16%	16%	18%	15%	16%
SpecEd Specific Disabilities	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SpecEd Elementary	10%	13%	14%	13%	16%	14%	19%	11%	13%	10%	13%	15%	12%	16%
SpecEd Middle/Secondary	16%	11%	15%	18%	21%	15%	23%	14%	16%	16%	14%	16%	14%	19%
SpecEd Bilingual		14%	8%		0%	0%	24%						0%	20%
All Subjects	16%	18%	16%	17%	20%	16%	19%	17%	18%	17%	17%	20%	16%	18%

Shaded columns denote regions with a Big Five City.

Indicator 6
Percent of Certificates
Issued to New Teachers
Who Were
Black or Hispanic

New York State Race/Ethnic Distribution of Students and Teachers



Key Initiatives to Address Remaining Shortages

Certification policy review to extend Individual Evaluation pathway (except for Childhood Education) and increase flexibility without compromising quality in shortage areas such as bilingual education, career and technical education, LOTE, science & middle/secondary special education.

Financial incentives to recruit, retain & support teachers such as Teachers of Tomorrow, Teacher Opportunity Corps, Troops to Teachers, Transition to Teaching, Mentoring, Teacher Centers...plus... more strategic use of available resources... plus...advocacy for new State and federal programs such as pension penalty relief and loan forgiveness for BOCES teachers

P-16 regional partnerships for teacher quality representing BOCES, districts, teacher preparation institutions and others – with State coordination and regional data to support their work

Strengthening teaching and learning in urban centers, including a Regents meeting in Yonkers on May 12, 2008 and a proposed urban teaching work group