

Table 1
Sources of Educator Supply
1999-00
Number of Educators

	Total		New			Reentry			Retained from 1998-99				Retained to 1999-00				Exit		
	Total 1998-99	Total 1999-00	OK Public IHE	OK Private IHE	Out-of-State	IHE Attendee	Former OK Educator	Out-of-State	Same District		Different District		Same District		Different District		Exit OK Pub Education	To OK IHE	
									Same Position	Different Position	Same Position	Different Position	Same Position	Different Position	Same Position	Different Position			
Primary Position																			
Administrative Staff																			
Administrative	2,647	2,674	0	0	2	7	28	3	2,300	151	98	85	2,300	37	98	28	183	1	
Guidance Counselors	1,507	1,573	30	3	7	13	30	9	1,283	100	59	39	1,283	39	59	17	109	0	
Librarians	951	1,013	17	0	5	7	17	7	852	56	29	23	852	13	29	7	50	0	
Other Professional Staff	1,165	1,217	40	5	30	9	23	8	960	106	10	26	960	57	10	17	119	2	
Administrative Staff Totals	6,270	6,477	87	8	44	36	98	27	5,395	413	196	173	5,395	146	196	69	461	3	
Special Education	4,707	4,790	209	18	44	33	98	51	4,043	69	205	20	4,043	99	205	25	326	9	
Elem. & Early Childhood																			
Early Childhood Education	405	552	74	2	14	8	13	8	322	84	7	20	322	47	7	8	21	0	
Elementary	18,851	19,187	887	78	205	166	305	122	16,737	200	351	136	16,737	356	351	160	1,227	20	
Elem. & Early Childhood Totals	19,256	19,739	961	80	219	174	318	130	17,059	284	358	156	17,059	403	358	168	1,248	20	
Middle School																			
Language Arts	1,116	1,069	33	6	12	8	8	6	866	98	6	26	866	150	6	19	72	3	
Art & Music	350	349	11	4	3	4	6	2	280	24	1	14	280	33	1	9	27	0	
Social Studies	732	754	28	3	14	4	7	5	557	111	4	21	557	86	4	24	61	0	
Foreign Language	137	148	12	2	7	1	2	3	102	13	0	6	102	16	0	5	14	0	
Math	734	734	42	5	17	5	13	6	543	71	7	25	543	91	7	33	58	2	
Science	707	717	32	3	12	5	16	2	557	70	7	13	557	71	7	21	51	0	
Voc. Ed.	85	89	0	0	2	1	0	1	63	21	0	1	63	12	0	3	7	0	
Other	820	909	68	1	22	20	39	22	500	188	7	42	500	189	7	41	81	2	
Middle School Totals	4,681	4,769	226	24	89	48	91	47	3,468	596	32	148	3,468	648	32	155	371	7	
High School																			
Language Arts	2,328	2,320	93	15	19	13	42	22	1,868	140	75	33	1,868	161	75	45	175	4	
Art & Music	939	963	36	3	19	7	17	5	733	71	44	28	733	40	44	34	87	1	
Social Studie	1,912	1,978	68	8	13	18	23	13	1,499	207	71	58	1,499	173	71	60	108	1	
Foreign Langu	606	587	28	0	14	6	9	9	442	42	26	11	442	43	26	12	81	2	
Math	1,765	1,762	57	3	21	17	34	18	1,368	111	93	40	1,368	108	93	32	157	7	
Biology	508	530	21	0	8	8	9	1	322	125	6	30	322	116	6	29	34	1	
Chemistry	171	165	4	0	3	1	2	2	109	40	2	2	109	42	2	5	13		
Physics	27	29	1	0	0	0	0	0	15	13		0	15	8		1	2	1	
Other Science	882	884	51	3	19	6	16	5	566	176	13	29	566	192	13	46	65	0	
Voc. Ed.	2,065	2,027	71	5	25	15	20	10	1,704	111	54	12	1,704	136	54	22	149	0	
Other	2,327	2,326	141	9	42	34	76	31	1,375	452	55	111	1,375	533	55	147	207	10	
High School Totals	13,530	13,571	571	46	183	125	248	116	10,001	1,488	439	354	10,001	1,552	439	433	1,078	27	
Other	49	57	3	0	4	0	9	1	32	6		2	32	8		3	6	0	
Grand Totals	48,493	49,403	2,057	176	583	416	862	372	39,998	2,856	1,230	853	39,998	2,856	1,230	853	3,490	66	
Supply Totals			2,816			1,650			44,937										
			5.7%			3.3%			91.0%										

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Table 2
Sources of Educator Supply
1999-00
Percentage of Educators

Primary Position	New						Retained from 1999				Retained to 2000				Exit 99 to 00	
	New			Reentry			Same District		Different District		Same District		Different District		Exit OK Pub Education	To OK IHE
	OK Public IHE	OK Private IHE	Other	IHE Attendee	Former OK Educator	Out of State	Same Position	Different Position	Same Position	Different Position	Same Position	Different Position	Same Position	Different Position		
Administrative Staff																
Administrative	0.0%	0.0%	0.1%	0.3%	1.0%	0.1%	86.0%	5.6%	3.7%	3.2%	86.9%	1.4%	3.7%	1.1%	6.9%	0.0%
Guidance Counselors	1.9%	0.2%	0.4%	0.8%	1.9%	0.6%	81.6%	6.4%	3.8%	2.5%	85.1%	2.6%	3.9%	1.1%	7.2%	0.0%
Librarians	1.7%	0.0%	0.5%	0.7%	1.7%	0.7%	84.1%	5.5%	2.9%	2.3%	89.6%	1.4%	3.0%	0.7%	5.3%	0.0%
Other Professional Staff	3.3%	0.4%	2.5%	0.7%	1.9%	0.7%	78.9%	8.7%	0.8%	2.1%	82.4%	4.9%	0.9%	1.5%	10.2%	0.2%
Special Education	4.4%	0.4%	0.9%	0.7%	2.0%	1.1%	84.4%	1.4%	4.3%	0.4%	85.9%	2.1%	4.4%	0.5%	6.9%	0.2%
Elem. & Early Childhood																
Early Childhood Education	13.4%	0.4%	2.5%	1.4%	2.4%	1.4%	58.3%	15.2%	1.3%	3.6%	79.5%	11.6%	1.7%	2.0%	5.2%	0.0%
Elementary	4.6%	0.4%	1.1%	0.9%	1.6%	0.6%	87.2%	1.0%	1.8%	0.7%	88.8%	1.9%	1.9%	0.8%	6.5%	0.1%
Middle School																
Language Arts	3.1%	0.6%	1.1%	0.7%	0.7%	0.6%	81.0%	9.2%	0.6%	2.4%	77.6%	13.4%	0.5%	1.7%	6.5%	0.3%
Art & Music	3.2%	1.1%	0.9%	1.1%	1.7%	0.6%	80.2%	6.9%	0.3%	4.0%	80.0%	9.4%	0.3%	2.6%	7.7%	0.0%
Social Studies	3.7%	0.4%	1.9%	0.5%	0.9%	0.7%	73.9%	14.7%	0.5%	2.8%	76.1%	11.7%	0.5%	3.3%	8.3%	0.0%
Foreign Language	8.1%	1.4%	4.7%	0.7%	1.4%	2.0%	68.9%	8.8%	0.0%	4.1%	74.5%	11.7%	0.0%	3.6%	10.2%	0.0%
Math	5.7%	0.7%	2.3%	0.7%	1.8%	0.8%	74.0%	9.7%	1.0%	3.4%	74.0%	12.4%	1.0%	4.5%	7.9%	0.3%
Science	4.5%	0.4%	1.7%	0.7%	2.2%	0.3%	77.7%	9.8%	1.0%	1.8%	78.8%	10.0%	1.0%	3.0%	7.2%	0.0%
Vocational Educator	0.0%	0.0%	2.2%	1.1%	0.0%	1.1%	70.8%	23.6%	0.0%	1.1%	74.1%	14.1%	0.0%	3.5%	8.2%	0.0%
Other	7.5%	0.1%	2.4%	2.2%	4.3%	2.4%	55.0%	20.7%	0.8%	4.6%	61.0%	23.0%	0.9%	5.0%	9.9%	0.2%
High School																
Language Arts	4.0%	0.6%	0.8%	0.6%	1.8%	0.9%	80.5%	6.0%	3.2%	1.4%	80.2%	6.9%	3.2%	1.9%	7.5%	0.2%
Art & Music	3.7%	0.3%	2.0%	0.7%	1.8%	0.5%	76.1%	7.4%	4.6%	2.9%	78.1%	4.3%	4.7%	3.6%	9.3%	0.1%
Social Studies	3.4%	0.4%	0.7%	0.9%	1.2%	0.7%	75.8%	10.5%	3.6%	2.9%	78.4%	9.0%	3.7%	3.1%	5.6%	0.1%
Foreign Language	4.8%	0.0%	2.4%	1.0%	1.5%	1.5%	75.3%	7.2%	4.4%	1.9%	72.9%	7.1%	4.3%	2.0%	13.4%	0.3%
Math	3.2%	0.2%	1.2%	1.0%	1.9%	1.0%	77.6%	6.3%	5.3%	2.3%	77.5%	6.1%	5.3%	1.8%	8.9%	0.4%
Biology	4.0%	0.0%	1.5%	1.5%	1.7%	0.2%	60.8%	23.6%	1.1%	5.7%	63.4%	22.8%	1.2%	5.7%	6.7%	0.2%
Chemistry	2.4%	0.0%	1.8%	0.6%	1.2%	1.2%	66.1%	24.2%	1.2%	1.2%	63.7%	24.6%	1.2%	2.9%	7.6%	0.0%
Physics	3.4%	0.0%	0.0%	0.0%	0.0%	0.0%	51.7%	44.8%	0.0%	0.0%	55.6%	29.6%	0.0%	3.7%	7.4%	3.7%
Other Science	5.8%	0.3%	2.1%	0.7%	1.8%	0.6%	64.0%	19.9%	1.5%	3.3%	64.2%	21.8%	1.5%	5.2%	7.4%	0.0%
Vocational Educator	3.5%	0.2%	1.2%	0.7%	1.0%	0.5%	84.1%	5.5%	2.7%	0.6%	82.5%	6.6%	2.6%	1.1%	7.2%	0.0%
Other	6.1%	0.4%	1.8%	1.5%	3.3%	1.3%	59.1%	19.4%	2.4%	4.8%	59.1%	22.9%	2.4%	6.3%	8.9%	0.4%
Other	5.3%	0.0%	7.0%	0.0%	15.8%	1.8%	56.1%	10.5%	0.0%	3.5%	65.3%	16.3%	0.0%	6.1%	12.2%	0.0%
Total	4.2%	0.4%	1.2%	0.8%	1.7%	0.8%	81.0%	5.8%	2.5%	1.7%	82.5%	5.9%	2.5%	1.8%	7.2%	0.1%

Table 3
1999-00 Attrition Rate by Experience Level

Primary Position in 1998-99	Years Experience					Total
	0	1-3	4-10	11-19	20+	
HS Foreign Language	31%	15%	24%	8%	11%	16%
Other	10%	30%	11%	9%	0%	14%
HS Physics	0%	0%	22%	0%	17%	13%
Other Professional Staff	33%	16%	11%	8%	9%	12%
MS Foreign Language	19%	16%	7%	0%	18%	11%
MS Other	23%	7%	7%	6%	19%	11%
HS Art & Music	14%	20%	12%	6%	8%	10%
HS Other	23%	13%	8%	6%	10%	10%
HS Math	18%	12%	12%	6%	10%	10%
MS Social Studies	5%	7%	7%	5%	17%	9%
MS Voc. Ed.	0%	17%	22%	0%	4%	9%
MS Math	3%	11%	13%	4%	11%	9%
MS Art & Music	6%	9%	7%	8%	11%	8%
HS Language Arts	21%	10%	8%	4%	9%	8%
HS Chemistry	25%	6%	8%	10%	7%	8%
HS Other Science	15%	13%	8%	3%	9%	8%
Guidance Counselors	14%	10%	14%	6%	7%	8%
HS Vocational Educ.	9%	11%	8%	5%	9%	8%
MS Science	11%	15%	7%	3%	9%	8%
Special Education	13%	12%	8%	5%	7%	8%
Administrative	0%	8%	8%	3%	9%	7%
HS Biology	22%	4%	8%	5%	9%	7%
MS Language Arts	17%	5%	6%	5%	10%	7%
Elementary	12%	9%	7%	4%	9%	7%
HS Social Studies	11%	6%	5%	3%	8%	6%
Librarians	8%	5%	4%	4%	7%	6%
Early Childhood Education	8%	5%	6%	0%	6%	5%
State Totals	13%	9%	7%	4%	8%	7%

Table 4
1999-2000 Attrition Rate by Primary Position
Alternate Certifications

Primary Position	Retained- Alternative Certification	Exit with Alternative Certification	Retained without Alternative Certification	Exit without Alternative Certification	Total	Total Attrition	Attrition without Alternate Certification	Attrition with Alternate Certification
Administrative Staff								
Administrative	11	0	2,452	184	2,647	7%	7%	0%
Guidance Counselors	114	10	1,284	99	1,507	7%	7%	8%
Librarians	5	0	896	50	951	5%	5%	0%
Other Professional Staff	20	4	1,024	117	1,165	10%	10%	17%
Administrative Staff Totals	150	14	5,656	450	6,270	7%	7%	9%
Special Education								
	71	9	4,301	326	4,707	7%	7%	11%
Elem. & Early Childhood								
Early Childhood Education	0	1	384	20	405	5%	5%	100%
Elementary	92	10	17,512	1,237	18,851	7%	7%	10%
Elem. & Early Childhood Totals	92	11	17,896	1,257	19,256	7%	7%	11%
Middle School								
Language Arts	14	6	1,027	69	1,116	7%	6%	30%
Art & Music	6	0	317	27	350	8%	8%	0%
Social Studies	21	2	650	59	732	8%	8%	9%
Foreign Language	18	1	105	13	137	10%	11%	5%
Math	19	1	655	59	734	8%	8%	5%
Science	28	2	628	49	707	7%	7%	7%
Vocational Educ.	4	0	74	7	85	8%	9%	0%
Other	52	6	685	77	820	10%	10%	10%
Middle School Totals	162	18	4,141	360	4,681	8%	8%	10%

Primary Position	Retained- Alternative Certification	Exit with Alternative Certification	Retained without Alternative Certification	Exit without Alternative Certification	Total	Total Attrition	Attrition without Alternate Certification	Attrition with Alternate Certification
High School								
Language Arts	54	11	2,095	168	2,328	8%	7%	17%
Art & Music	33	5	818	83	939	9%	9%	13%
Social Studies	90	5	1,713	104	1,912	6%	6%	5%
Foreign Language	63	8	460	75	606	14%	14%	11%
Math	78	11	1,523	153	1,765	9%	9%	12%
Biology	31	3	442	32	508	7%	7%	9%
Chemistry	14	2	144	11	171	8%	7%	13%
Physics	3	1	21	2	27	11%	9%	25%
Other Science	55	6	762	59	882	7%	7%	10%
Vocational Educ.	93	8	1,823	141	2,065	7%	7%	8%
Other	162	19	1,948	198	2,327	9%	9%	10%
High School Totals	676	79	11,749	1,026	13,530	8%	8%	10%
Other	7	0	36	6	49	12%	14%	0%
Total	1,158	131	43,779	3,425	48,493	7%	7%	10%

Table 5
Attrition Rate of New Teachers
1996 Cohort

Total Entrants with no previous experience in 1996: 1,886

	YEAR			
	1997	1998	1999	2000
Retained to next year in Same District/Same Position	1,264	1,256	1,179	1,120
Retained to next year in Same District/Different Position	221	121	122	99
Retained to next year in Different District/Same Position	95	73	79	71
Retained to next year in Different District/Different Position	61	50	40	54
Total Retained in OK public education	1,641	1,500	1,420	1,344
Exit in the next year, entry to OK Higher Ed. found	25	8	4	1
Exit in the next year	220	133	117	121
Total Exit from OK public education (Attrition Rate)	245 13%	141 7%	121 6%	122 6%
Total Exit to another district, but still in OK public education	156	123	119	125
Total Exit from a district--move and exit OK public education (Attrition Rate)	401 21%	264 14%	240 13%	247 13%
Total Attrition from OK public education from 1996 cohort over time, excluding reentry (Attrition Rate)		386 20%	507 27%	629 33%
Total Attrition from OK public education from 1996 cohort over time, including reentry (Attrition Rate)		323 17%	418 22%	530 28%
Total Attrition at the District Level from Cohort over Time (Attrition Rate)		665 35%	905 48%	1152 61%
Of those who exit, those who reenter by 2000 (Reentry Rate)	63 26%	26 18%	10 8%	

Table 6
Attrition by Age from 1999 to 2000

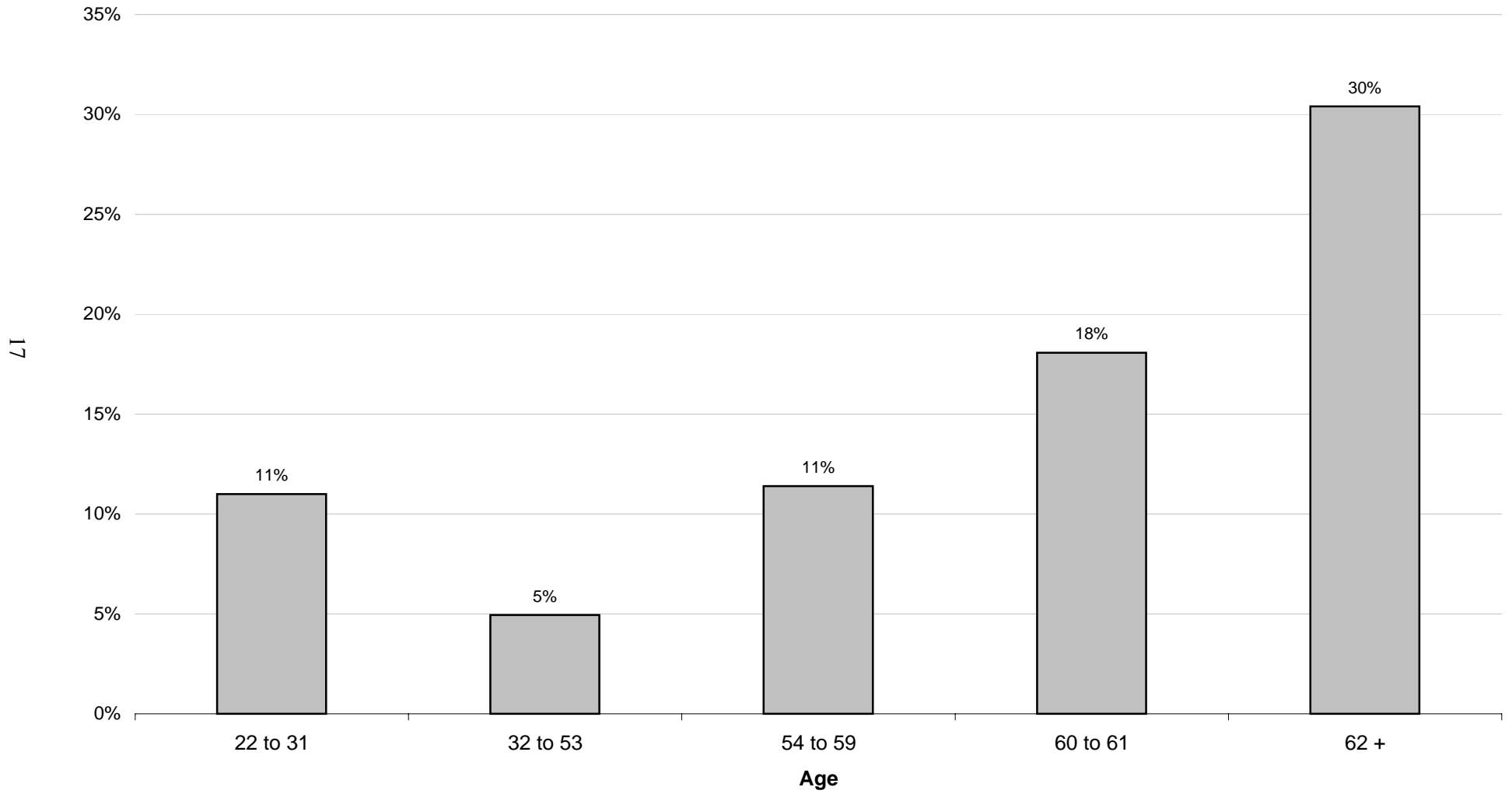


Table 7
Educators Eligible for Retirement by Position
Year 1999-00 Cohort

Primary Position	Total	Normal	Early	Normal+5	Early+5
Administrative Staff					
Administrative	2,674	720 27%	649 24%	1,541 58%	1,497 56%
Guidance Counselors	1,573	294 19%	296 19%	705 45%	743 47%
Librarians	1,013	180 18%	237 23%	473 47%	560 55%
Other Professional Staff	1,217	202 17%	234 19%	493 41%	525 43%
Administrative Staff Totals	6,477	1,396 22%	1,416 22%	3,212 50%	3,325 51%
Special Education					
	4,790	249 5%	379 8%	991 21%	1,166 24%
Elem. & Early Childhood					
Early Childhood Education	552	11 2%	17 3%	35 6%	63 11%
Elementary	19,187	1,726 9%	2,163 11%	4,980 26%	5,725 30%
Elem. & Early Childhood Totals	19,739	1,737 9%	2,180 11%	5,015 25%	5,788 29%
Middle School					
Language Arts	1,069	97 9%	136 13%	325 30%	368 34%
Art & Music	349	22 6%	25 7%	75 21%	87 25%
Social Studies	754	72 10%	92 12%	211 28%	230 31%
Foreign Language	148	4 3%	15 10%	23 16%	36 24%
Math	734	58 8%	60 8%	162 22%	184 25%
Science	717	51 7%	64 9%	144 20%	173 24%
Vocation Educ.	89	10 11%	12 13%	32 36%	38 43%
Other	909	60 7%	65 7%	181 20%	215 24%
Middle School Totals	4,769	374 8%	469 10%	1,153 24%	1,331 28%
High School					
Language Arts	2,320	255 11%	302 13%	696 30%	817 35%
Art & Music	963	94 10%	91 9%	263 27%	283 29%
Social Studies	1,978	212 11%	213 11%	584 30%	602 30%
Foreign Language	587	51 9%	81 14%	149 25%	188 32%
Math	1,762	142 8%	160 9%	448 25%	504 29%
Biology	530	43 8%	45 8%	108 20%	122 23%
Chemistry	165	19 12%	22 13%	49 30%	60 36%
Physics	29	5 17%	5 17%	7 24%	8 28%
Other Science	884	77 9%	80 9%	194 22%	215 24%
Vocational Educ.	2,027	185 9%	206 10%	588 29%	608 30%
Other	2,326	251 11%	236 10%	580 25%	626 27%
High School Totals	13,571	1,334 10%	1,441 11%	3,666 27%	4,033 30%
Other					
	57	5 9%	6 11%	11 19%	15 26%
Grand Totals	49,403	5,095 10%	5,891 12%	14,048 28%	15,658 32%

Normal: Age>=62, Experience>=10
Normal: Age+Experience>=80

Early: Age>=55, Experience>=10
Early: Experience>=30

Table 8
Supply from Higher Education
1995-96 to 1999-00

Position	OU	OSU	UCO	ECU	NSU	NWOSU	SEOSU	SWOSU	CU	LU	USAO	OPSU	TU	SNU	OKCU	OBU	OCUSCI	MABC	BWC	Totals
Administrative Staff																				
Administrative		4								1										1
Guidance Counselors	1	4	2	4		1	1	1	1	1						2				18
Librarians		2	7	4	4	1	1			2										21
Other Professional Staff	6	6	8	2	25	1	4	5	1	2	3	1	2	2						68
Administrative Staff Totals	7	12	17	10	29	3	6	6	2	6	3	1	2	2	0	2	0	0	0	108
Special Education																				
	37	53	212	62	165	7	14	41	7	10	38	0	20		1	11	9			687
Elem. & Early Childhood																				
Early Childhood Education	4	22	23	13	56	13	14	9	3	1	9			1	3	2			1	174
Elementary	121	258	526	213	586	61	164	141	132	127	82	23	34	39	24	38	22		20	2,611
Elem. & Early Childhood Totals	125	280	549	226	642	74	178	150	135	128	91	23	34	40	27	40	22	0	21	2,785
Middle School																				
MS Language Arts	5	12	24	4	32	5	6	6	3	7	8			3	1	9			2	127
MS Art & Music	9	5	14	1	1		1	2		2	1		4	3	1	1	1			46
MS Social Studies	3	12	23	9	15		5	4	3	3	3		3	1			1	1	1	87
MS Foreign Lang.	8	12	13		6	2		2		2			3	2	2	1			2	55
MS Math	4	17	17	14	24	2	3	4	1	6	3		1	6		3	3			108
MS Science	6	21	17	6	24	2	4	8	3	1	3		2	2		2				101
MS Vocational Ed.		1	2		3	1														7
MS Other	12	29	45	17	52	3	6	10	9	10	9		3	5	1	5	1	1		218
Middle School Totals	47	109	155	51	157	15	25	36	19	31	27	0	16	22	5	21	6	2	5	749

Position	OU	OSU	UCO	ECU	NSU	NWOSU	SEOSU	SWOSU	CU	LU	USAO	OPSU	TU	SNU	OK C U	OBU	OCU SCI	MABC	BWC	Totals	
High School																					
HS Language Arts	15	35	56	34	56	8	29	25	15	3	11	4	7	4	1	13	2		3	321	
HS Art & Music	19	10	13	16	3		5	13	6		5	2	2	4	1	8				107	
HS Social Studies	17	24	35	23	34	10	22	17	5	3	15	1	4		2	5	3	1		221	
HS Foreign Language	19	19	17	1	13	6	4	5	6		1	1	1			6				99	
HS Math	11	28	20	27	36	6	12	19	8	2	6	2	4	2	1	2	4		2	192	
HS Biology	5	12	6	7	7	2	9	7	2		2		1				1			61	
HS Chemistry			1	4	1	1	1	1			1		1							11	
HS Physics		1																		1	
HS Other Science	18	29	21	14	19	2	13	10	8		5	1		3			1			144	
HS Vocational Ed.		75	23	15	20	1	11	12	1	2	4	4		3					3	174	
HS Other	29	50	103	53	88	18	49	38	18	7	18	4	4	6	2	10	3	2	3	505	
High School Totals	133	283	295	194	277	54	155	147	69	17	68	19	24	22	7	44	14	3	11	1,836	
Other Teacher																					
		1	3	1						1	2									8	
Grand Totals	349	738	1,231	544	1,270	153	378	380	232	193	229	43	96	86	40	118	51	5	37	6,173	

Table 9
Percent of Supply by Institution
1995-96 to 1999-00 Bachelor's Degrees

Position	OU	OSU	UCO	ECU	NSU	NWOSU	SEOSU	SWOSU	CU	LU	USAO	OPSU	TU	SNU	OCU	OBU	OChU	MABC	BWU	Position Totals
Administrative Staff																				
Administrative										100										100
Guidance Counselors	6	22	11	22		6	6	6	6	6						11				100
Librarians		10	33	19	19	5	5			10										100
Other Professional Staff	9	9	12	3	37	1	6	7	1	3	4	1	3	3						100
Special Education																				
	5	8	31	9	24	1	2	6	1	1	6		3			2	1			99
Elem. & Early Childhood																				
Early Childhood Education:	2	13	13	7	32	7	8	5	2	1	5			1	2	1			1	100
Elementary	5	10	20	8	22	2	6	5	5	5	3	1	1	1	1	1	1		1	100
Middle School																				
Language Arts	4	9	19	3	25	4	5	5	2	6	6			2	1	7			2	100
Art & Music	20	11	30	2	2		2	4		4	2		9	7	2	2	2			100
Social Studies	3	14	26	10	17		6	5	3	3	3		3	1			1	1	1	100
Foreign Lang.	15	22	24		11	4		4		4			5	4	4	2			4	100
Math	4	16	16	13	22	2	3	4	1	6	3		1	6		3	3			100
Science	6	21	17	6	24	2	4	8	3	1	3		2	2		2				100
Vocational Ed.		14	29		43	14														100
Other	6	13	21	8	24	1	3	5	4	5	4		1	2		2				99
High School																				
Language Arts	5	11	17	11	17	2	9	8	5	1	3	1	2	1		4	1		1	100
Art & Music	18	9	12	15	3		5	12	6		5	2	2	4	1	7				100
Social Studies	8	11	16	10	15	5	10	8	2	1	7		2		1	2	1			99
Foreign Language	19	19	17	1	13	6	4	5	6		1	1	1			6				100
Math	6	15	10	14	19	3	6	10	4	1	3	1	2	1	1	1	2		1	100
Biology	8	20	10	11	11	3	15	11	3		3		2				2			100
Chemistry			9	36	9	9	9	9			9		9							100
Physics		100																		100
Other Science	13	20	15	10	13	1	9	7	6		3	1		2			1			100
Vocational Ed.		43	13	9	11	1	6	7	1	1	2	2		2					2	100
Other	6	10	20	10	17	4	10	8	4	1	4	1	1	1		2	1		1	99
Other Teacher																				
		13	38	13						13	25									100
Percent by Institution																				
	5	12	20	9	21	2	6	6	4	3	4	1	2	1	1	2	1		1	100

Highest numbers shown in bold.

Totals less than 100 are due to rounding of very small percentages in some cells to zero.

Table 10
Percent of Supply by Position
1995-96 to 1999-00 Bachelor's Degrees

Position	OU	OSU	UCO	ECU	NSU	NWOSU	SEOSU	SWOSU	CU	LU	USAO	OPSU	TU	SNU	OCU	OBU	OChU	MABC	BWU	Total
Administrative Staff																				
Administrative										1										
Guidance Counselors		1		1		1				1						2				
Librarians			1	1		1				1										
Other Professional Staff		1	1		2	1	1	1		1	1	2	2	2						1
Special Education																				
	7	7	17	11	13	5	4	11	3	5	17		21		3	9	18			11
Elem. & Early Childhood																				
Early Childhood Educator	1	3	2	2	4	8	4	2	1	1	4			1	8	2			3	3
Elementary	37	35	43	39	46	40	43	37	57	66	36	53	35	45	60	32	43		54	42
Middle School																				
Language Arts	2	2	2	1	3	3	2	2	1	4	3			3	3	8			5	2
Art & Music	3	1	1				1	1		1			4	3	3	1	2			1
Social Studies	1	2	2	2	1		1	1	1	2	1		3	1			2	20	3	1
Foreign Lang.	2	2	1			1		1		1			3	2	5	1			5	1
Math	1	2	1	3	2	1	1	1		3	1		1	7		3	6			2
Science	2	3	1	1	2	1	1	2	1	1	1		2	2		2				2
Vocational Ed.						1														
Other	4	4	4	3	4	2	2	3	4	5	4		3	6	3	4	2	20		4
High School																				
Language Arts	5	5	5	6	4	5	8	7	6	2	5	9	7	5	3	11	4		8	5
Art & Music	6	1	1	3			1	3	3		2	5	2	5	3	7				2
Social Studies	5	3	3	4	3	7	6	4	2	2	7	2	4		5	4	6	20		4
Foreign Language	6	3	1		1	4	1	1	3			2	1			5				2
Math	3	4	2	5	3	4	3	5	3	1	3	5	4	2	3	2	8		5	3
Biology	2	2		1	1	1	2	2	1		1		1				2			1
Chemistry				1		1							1							
Physics																				
Other Science	5	4	2	3	1	1	3	3	3		2	2		3			2			2
Vocational Ed.		10	2	3	2	1	3	3		1	2	9		3					8	3
Other	9	7	8	10	7	12	13	10	8	4	8	9	4	7	5	8	6	40	8	8
Other Teacher																				
										1	1									
Total by Institution	100	99	99	99	99	100	99	99	98	100	99	100	100	100	100	100	100	100	100	99

Totals less than 100 are due to rounding of very small percentages in some cells to zero.

Table 11
Institutional Distribution of Supply by District Size
1995-96 to 1999-00 Bachelor's Degrees

Institution of Higher Education	Urban Districts	Mid-size Districts	Rural Districts
University of Oklahoma	64%	28%	8%
Oklahoma State University	30%	52%	18%
University of Central Oklahoma	64%	29%	6%
East Central University	7%	57%	37%
Northeastern State University	33%	46%	21%
Northwestern Oklahoma State University	12%	44%	43%
Southeastern Oklahoma State University	3%	48%	49%
Southwestern Oklahoma State University	19%	49%	33%
Cameron University	45%	32%	22%
Langston University	59%	32%	9%
University of Science & Arts of Oklahoma	14%	53%	33%
Oklahoma Panhandle State University	2%	35%	63%
University of Tulsa	59%	36%	4%
Southern Nazarene University	57%	38%	5%
Oklahoma City University	83%	18%	0%
Oklahoma Baptist University	38%	47%	15%
Oklahoma Christian University	65%	29%	6%
Mid-American Bible College	40%	60%	0%
Bartlesville Wesleyan University	8%	76%	16%
Total	37%	43%	21%

Table 12
Hires by Institution
1996-97 to 1999-00

Non-Education Bachelor's Degrees with Teacher Preparation and Education Bachelor's Degrees

Institution	Non - Education Major with Teacher Preparation							Education Majors						
	Entry Year				Not Hired	All Graduates	Percent Hired	Entry Year				Not Hired	All Graduates	Percent Hired
	96-97	97-98	98-99	99-00				96-97	97-98	98-99	99-00			
U. of Oklahoma	8	18	13	18	791	848	7%	23	52	56	80	789	1,000	21%
Oklahoma State U.	9	29	46	45	1,325	1,454	9%	100	157	141	150	1,045	1,593	34%
U. of Central Oklahoma	11	19	37	27	2,088	2,182	4%	153	268	316	322	1,127	2,186	48%
East Central U.	17	23	38	25	309	412	25%	56	80	126	146	443	851	48%
Northeastern State U.	1	7	3	9	522	542	4%	229	327	384	228	1,211	2,379	49%
Northwestern Oklahoma State U.	2	4	3	6	155	170	9%	17	25	43	44	226	355	36%
Southeastern Oklahoma State U.	3	5	6	10	693	717	3%	46	73	101	107	546	873	37%
Southwestern Oklahoma State U.	1	4	1	5	515	526	2%	55	78	95	109	436	773	44%
Cameron U.	11	13	9	16	437	486	10%	23	37	55	47	572	734	22%
Langston U.	1	4	3	4	519	531	2%	23	49	41	46	227	386	41%
U. of Science & Arts of Oklahoma	11	10	18	15	81	135	40%	23	38	43	47	176	327	46%
Oklahoma Panhandle State U.		3	4	1	103	111	7%	1	10	8	10	120	149	19%
U. of Tulsa	2	1	1	2	8	14	43%	3	7	6	15	112	143	22%
Southern Nazarene U.			1	1	24	26	8%	9	10	10	25	156	210	26%
Oklahoma City U.			1		6	7	14%	2	9	10	7	64	92	30%
Oklahoma Baptist U.				1	12	13	8%	17	27	22	31	204	301	32%
Oklahoma Christian U.					12	12	0%	4	9	15	19	106	153	31%
Mid-American Bible College					1	1	0%		2		2	19	23	17%
Bartlesville Wesleyan University			1		13	14	7%	2	5	12	16	62	97	36%
State Totals	77	140	185	185	7,614	8,201	7%	786	1,263	1,484	1,451	7,641	12,625	39%

Table 13
Hires by Field of Study
1996-97 to 1999-00

Non-Education Bachelor's Degrees with Teacher Preparation and Education Bachelor's Degrees

Field of Study	Non - Education Major with Teacher Prep.						Education Majors							
	Entry Year				Not Hired	All Graduates	Percent Hired	Entry Year				Not Hired	All Graduates	Percent Hired
	96-97	97-98	98-99	99-00				96-97	97-98	98-99	99-00			
Accounting		1			160	161	1%					6	6	0%
Agriculture		1		3	203	207	2%	16	18	13	13	143	203	
Anthropology					9	9	0%							
Art	3	6	8	10	98	125	22%	5	5	7	11	42	70	40%
Biology	5	13	13	15	564	610	8%	2	9	8	5	24	48	50%
Business	1	5	3	4	849	862	2%	10	15	12	27	169	233	27%
Chemistry		3		1	142	146	3%	1	3	1	1	3	9	67%
Communications	1	3	5	3	391	403	3%	8	3	4	1	31	47	34%
Computer Science					217	217	0%					6	6	0%
Counseling				1	23	24	4%					9	9	0%
Criminal Justice		1		1	389	391						19	19	0%
Early Childhood								83	133	194	157	449	1,016	56%
Economics				1	26	27	4%							
Elementary Education								285	522	690	740	2,619	4,856	46%
Engineering					211	211	0%	1			1	495	497	0%
Environment	1	1	2	2	379	385	2%	3	5		5	12	25	52%
Foreign Language	1	10	7	4	52	74	30%	5	6	5	7	24	47	49%
General Education								1		1	3	53	58	9%
Geography					12	12	0%		1			2	3	33%
Geology					10	10	0%							
Health and PE	4	10	30	28	762	834	9%	48	90	90	94	1,400	1,722	19%
Home Economics	2	1	2	1	16	22	27%	10	10	5	4	28	57	51%
Industrial Education	1				206	207	0%	5	6	7	3	130	151	14%
Language Arts	24	21	37	28	344	454	24%	44	47	70	44	190	395	52%
Liberal Arts	3	12	22	17	543	597	9%		3	2		28	33	15%
Library Science												1	1	0%
Mathematics	10	14	15	16	129	184	30%	34	41	46	29	106	256	59%
Medical					172	172	0%					15	15	0%
Miscellaneous		1	3	8	234	246	5%	14	29	30	31	331	435	24%
Music	12	22	15	16	82	147	44%	20	36	25	28	147	256	43%
Performing Arts			2	1	19	22	14%				1	5	6	17%
Philosophy					10	10	0%							
Physics	1				19	20	5%							
Psychology		1	3	4	695	703	1%		1	1	2	211	215	2%
Religious					2	2	0%							
Science	3	2	2	5	25	37	32%	17	27	28	30	108	210	49%
Secondary Education								33	50	37	49	180	349	48%
Social Studies	4	12	15	16	594	641	7%	29	43	57	46	247	422	41%
SP ED- Speech Pathology	1		1		23	25	8%							
SP ED-Mentally Handicap												1	1	0%
Special Education					4	4	0%	111	158	151	118	390	928	58%
Special Education: Deaf								1	2		1	17	21	19%
Grand Total	77	140	185	185	7,614	8,201	7%	786	1,263	1,484	1,451	7,641	12,625	39%

Table 14
Bachelor's Degree Graduates With Alternative Certification
by Field of Study
1996-97 to 1999-00

Field of Study	EntryYear				Not Hired	Total Graduates with Certifications	Percent Certified Graduates
	1996-97	1997-98	1998-99	1999-00			Hired
Early Childhood	0	0	1	0	0	1	100%
Accounting	0	0	0	0	1	1	0%
Agriculture	0	0	0	3	0	3	100%
Art	0	0	1	3	0	4	100%
Biology	0	1	6	7	9	23	61%
Business	0	0	1	8	4	13	69%
Chemistry	0	1	0	1	1	3	67%
Communications	0	0	0	2	2	4	50%
Counseling	0	0	0	1	0	1	100%
Economics	0	0	0	1	0	1	100%
Elementary Education	0	0	2	1	1	4	75%
Engineering	1	0	0	1	0	2	100%
Environment	0	0	0	1	0	1	100%
Foreign Language	0	5	2	2	0	9	100%
General Education	0	0	0	1	0	1	100%
Health and PE	3	4	13	17	17	54	69%
Home Economics	0	0	0	0	1	1	0%
Language Arts	3	4	3	8	6	24	75%
Liberal Arts	2	8	8	6	6	30	80%
Mathematics	1	1	3	4	1	10	90%
Medical	0	0	0	1	1	2	50%
Miscellaneous	0	1	8	6	5	20	75%
Music	0	1	1	4	1	7	86%
Performing Arts	0	0	1	1	0	2	100%
Psychology	0	0	3	5	1	9	89%
Science	0	1	0	5	1	7	86%
Social Studies	0	2	3	9	6	20	70%
Special Education	1	2	4	2	1	10	90%
Grand Total	11	31	60	100	65	267	76%

Table 15
Bachelor's Degree Graduates With Certification by Field of Study
1996-97 to 1999-00

Field of Study	Entry Year				Not Hired	Total Graduates with Certifications	Percent Certified Graduates Hired
	1996-97	1997-98	1998-99	1999-00			
Accounting	0	1	0	0	8	9	11%
Agriculture	11	17	10	16	27	81	67%
Anthropology	0	0	0	1	1	2	50%
Art	7	10	12	22	14	65	78%
Biology	5	17	24	27	53	126	58%
Business	8	13	11	31	58	121	52%
Chemistry	1	2	1	4	12	20	40%
Communications	4	5	8	6	24	47	49%
Computer Science	0	0	7	8	10	25	60%
Counseling	0	0	0	1	1	2	50%
Criminal Justice	0	0	0	1	3	4	25%
Early Childhood	65	113	156	147	113	594	81%
Economics	0	0	0	1	1	2	50%
Elementary Education	201	394	556	666	808	2,625	69%
Engineering	1	0	0	2	8	11	27%
Environment	4	5	2	8	4	23	83%
Foreign Language	6	18	15	13	30	82	63%
General Education	0	0	1	3	1	5	80%
Health and PE	32	75	103	115	250	575	57%
Home Economics	9	8	6	3	9	35	74%
Industrial Education	4	4	7	3	24	42	43%
Language Arts	54	55	85	81	96	371	74%
Liberal Arts	3	11	21	18	35	88	60%
Mathematics	36	45	50	44	55	230	76%
Medical	0	1	4	5	31	41	24%
Miscellaneous	9	20	23	36	67	155	57%
Music	26	47	33	40	42	188	78%
Performing Arts	0	0	3	2	1	6	83%
Physics	0	0	0	0	3	3	0%
Psychology	1	4	7	10	31	53	42%
Religious	0	0	1	0	3	4	25%
Science	14	21	24	34	39	132	70%
Secondary Education	27	36	28	46	52	189	72%
Social Studies	23	45	65	63	118	314	62%
SPEC ED- Speech Pathology	0	0	4	0	6	10	40%
Special Education	43	85	96	110	119	453	74%
Special Education: Deaf	1	1	0	1	5	8	38%
Total	595	1,053	1,363	1,568	2,162	6,741	68%

**Table 16
Reserve Pool**

GroupName	Alternative Standard (5 yr)	License (1 yr)	Professional (7 yr)	Provisional II (2 yr)	Provisional II-Voc (5 yr)	Provisional-Old (3 yr)	Standard (5 yr)	Grand Total	Certifications to Positions*
Gifted and Talented				2			10	12	4
ESL				12			29	41	15
Driver Education	2			24			36	62	23
Librarian	3		1	15			78	97	36
Psychology	11			72			111	194	72
Foreign Languages	31			29			156	216	80
Miscellaneous	4			65			166	235	87
Counselor	65			34			261	360	134
Art and Music	30			134			290	454	169
Physical Education	50			113	1		321	485	180
Vocational Education	66		1	124	118		558	867	323
Administrative	3			109			818	930	346
Special Education	26		2	180		2	894	1,104	411
Business	279			198			672	1,149	427
Mathematics	230			252			1,100	1,582	589
Science	300			275			1,226	1,801	670
Language Arts	86		1	521			1,205	1,813	674
Social Studies	277			576			1,205	2,058	766
Elementary		2		511			1,687	2,200	818
Totals	1,463	2	5	3,246	119	2	10,823	15,660	5,826

*Assumes that the average teacher has 2.7 certifications to get the certifications to positions estimate.

Table 17
Supply and Demand by Primary Position
Average Demand Projection

Area	Percent Change from 1999-2000 to 2004-05	Change in Number from 1999-2000 to 2004-05	Clusters with greater demand increases (descending) from 1999-2000 to 2004-2005	Percent of Educators Eligible for Retirement in 2000 and 2005	Student to educator ratio as of 1999-2000	Reserve pool in 2000 in estimated positions	Emergency certificates from 1998 to 2000	Yield from Bachelors IHE graduates	Number of Hires needed from 2000-2001 to 2004-2005
Administrative	-2.3%	-62	1,3,5,2,4,6,10,8,7,9	27% -- 58%	NA	346	0	NA	917
<p>[Adequate Supply] Supply comes largely from retained educators. Though this is the oldest of the positions, there is no indication that a shortage will emerge in this position as younger educators will become available to fill these positions. Urban districts and mid-size districts are more likely to see any Possible Shortages. Since the demand for administrators changes with total enrollments, and total enrollments are projected to decline, the demand for administrators--assuming historical levels of administrator to enrollment ratios--will decline. To keep the supply of administrators at current levels, in terms of the student-educator ratio, 917 administrators will need to be hired over the next 5 years.</p>									
Guidance Counselors	-1.9%	-29	1,3,5,10,2,6,4,8,7,9	19% -- 45%	NA	134	0	0%	566
<p>[Possible Shortages] Over the next 5 years the number counselors who become eligible for normal retirement increases dramatically. Urban districts are most likely to have trouble filling counselor positions. The reserve pool, estimated at 134, is relatively small given over 500 school districts. There were no emergency certificates. Total enrollments, in a average-demand scenario, are projected to decrease modestly over the next five years, decreasing the demand for counselors. Since the demand for guidance counselors changes with total enrollments, and total enrollments are projected to decline, the demand for guidance counselors--assuming historical levels of guidance counselors to enrollment ratios--will decline. To keep the supply of counselors at current levels, in terms of the student-educator ratio, 566 counselors will need to be hired over the next 5 years.</p>									
Librarians	-2.3%	-23	1,3,5,10,2,6,4,8,7,9	18% -- 47%	NA	36	0	0%	274
<p>[Possible Shortages] Over the next 5 years the number librarians who become eligible for normal retirement increases dramatically. Urban districts are most likely to have trouble filling counselor positions. The reserve pool, estimated at 36, is relatively small given over 500 school districts. There were no emergency certificates. Total enrollments, in a average-demand scenario, are projected to decrease modestly over the next five years, decreasing the demand for librarians. Since the demand for librarians changes with total enrollments, and total enrollments are projected to decline, the demand for librarians--assuming historical levels of librarians to enrollment ratios--will decline. To keep the supply of librarians at current levels, in terms of the student-educator ratio, 274 librarians will need to be hired over the next 5 years.</p>									
Special Education	-1.4%	-68	1,3,5,10,2,4,6,8,7,9	5% -- 21%	Less than 26 students: 96% Less than 21 students: 93% Less than 11 students: 80%	411	30	53%	1735
<p>[Shortages] Though the reserve pool is relatively large (411 persons) there are a number of areas with very few reserves: Deaf-blind at 5, emotionally disturbed at 25, hearing impaired at 6, visually impaired at 5, and autism at 28. There are 30 emergency certificates issued from 1998 to 2000, the same as the number issued for math. The yields from the IHEs at 53 percent are high. Urban areas show the greatest level of demand. There is an overall decline in the demand for special education given the projected decline of total enrollments--but the decline is small and this area has historically had problems To keep the supply of special education teachers at current levels, in terms of the student-educator ratio, 1735 special education teachers will need to be hired over the next 5 years.</p>									

Area	Percent Change from 1999-2000 to 2004-05	Change in Number from 1999-2000 to 2004-05	Clusters with greater demand increases (descending) from 1999-2000 to 2004-2005	Percent of Educators Eligible for Retirement in 2000 and 2005	Student to educator ratio as of 1999-2000	Reserve pool in 2000 in estimated positions	Emergency certificates from 1998 to 2000	Yield from Bachelors IHE graduates	Number of Hires needed from 2000-2001 to 2004-2005
Early Childhood Education and Kindergarten	15.9%	88	1,3,6,5,2,4,9,7,8,10	2% -- 6%	Less than 26 students: 93% Less than 21 students: 87% Less than 11 students: 12%	195	11	51%	266
<p>[Shortages] Due to policy changes this area has grown dramatically over the past five years. There are relatively high yields from the IHE. Urban areas show the greatest level of demand. In the past five years births have grown, except for the last 2 years. . A very low percent of these educators are eligible for normal retirement---the least among all positions. To keep the supply of early childhood teachers at current levels, in terms of the student-educator ratio, 266 early childhood teachers will need to be hired over the next 5 years.</p>									
Elementary	-2.4%	-455	3,5,1,4,6,2,10,8,7,9	9% -- 26%	Less than 26 students: 93% Less than 21 students: 71% Less than 11 students: 10%	624	25	43%	6244
<p>[Adequate Supply] Elementary enrollments have been declining for the past 2 years, and will show--with average-oriented scenario--modest declines over the projection period. Less than 7 percent of classes have more than 25 students. There are 624 in the reserve pool---which is actually quite low compared to the size of the elementary workforce of over 19000 (about 4 percent). There were 25 emergency certificates. Yields from IHEs were at 43 percent. Urban areas show the greatest level of demand. [Possible Shortage] There were 25 emergency certificates (less than math, special education) indicating the certain districts cannot attract adequate supply.</p>									
Middle School Language Arts	-0.3%	-3	1,8,10,2,9,3,7,5,6,4	9% -- 30%	Less than 26 students: 91% Less than 21 students: 63% Less than 11 students: 9%	674	19	47%	384
<p>[Adequate Supply] More than 9 percent of classes have more than 25 students. Thirty percent will be eligible for normal retirement in 2005. There are 674 persons in the reserve pool available for both middle school and high school language arts positions. Middle school enrollments, using an average-oriented scenario, will be decreasing somewhat over the next five years lessening pressure on demand for middle school educators. Urban, and smaller mid-size districts have the greatest increase in demand from 2000 to 2005. To keep the supply of these teachers at current levels, in terms of the student-educator ratio, 384 teachers will need to be hired over the next 5 years.</p>									

Area	Percent Change from 1999-2000 to 2004-05	Change in Number from 1999-2000 to 2004-05	Clusters with greater demand increases (descending) from 1999-2000 to 2004-2005	Percent of Educators Eligible for Retirement in 2000 and 2005	Student to educator ratio as of 1999-2000	Reserve pool in 2000 in estimated positions	Emergency certificates from 1998 to 2000	Yield from Bachelors IHE graduates	Number of Hires needed from 2000-2001 to 2004-2005
Middle School Art & Music	-0.5%	-2	1,2,3,4,5,6,7,8,9,10	6% -- 21%	Less than 26 students: 72% Less than 21 students: 48% Less than 11 students: 10%	169	17	or Art, 39% for	139
<p>[Possible Shortages] About 28 percent of classes have over 25 students. There are only 17 emergency certificates for both middle school and high school art and music positions. There are 169 persons in the reserve pool for both art and music. Twenty-one percent will be available for normal retirement in 2005. Yields from IHEs are low at 35 percent for art and 39 percent for music. Middle school enrollments, using a average-oriented scenario, will be stable over the next five years lessening pressure on demand for middle school educators. To keep the supply of these teachers at current levels, in terms of the student-educator ratio, 139 teachers will need to be hired over the next 5 years.</p>									
Middle School Social Studies	0.0%	0	1,8,10,2,9,3,7,5,6,4	10% -- 28%	Less than 26 students: 85% Less than 21 students: 54% Less than 11 students: 4%	766	24	37%	336
<p>[Adequate Supply] About 15 percent of classes have over 25 students. Twenty-eight percent become eligible for normal retirement in 2005. There were 24 emergency certificates, while there were 766 in the reserve pool (making the emergency certificates surprising) among middle and high schools. Yield from BAs in IHE is 37% that is relatively low. Middle school enrollments, using a average-oriented scenario, will be somewhat the same over the next five years lessening pressure on demand for middle school educators. Smaller middle-sized districts and urban districts will show the greatest increase in demand. [Possible Shortages] While supply seems adequate, there are still emergency certificates raising issues about the inability of particular kinds of schools to attract adequate supply. To keep the supply of these teachers at current levels, in terms of the student-educator ratio, 336 teachers will need to be hired over the next 5 years.</p>									
Middle School Foreign Language	0.2%	0	1,8,2,9,10,7,4,6,5,3	3% -- 16%	Less than 26 students: 85% Less than 21 students: 57% Less than 11 students: 11%	80	17	45%	78
<p>[Shortage] About 15 percent of classes have over 25 students. Very low reserve pool---that must fill positions for a number of different languages, and must compete with demands by high school. There are 15 people for French, 3 for German, 2 for Latin, 2 for Russian, and 56 for Spanish. There were 17 emergency certificates issued for foreign languages at all levels. Middle school enrollments, using a average-oriented scenario, will be remain somewhat the same over the next five years putting some pressure on demand for middle school educators. To keep the supply of these teachers at current levels, in terms of the student-educator ratio, 78 teachers will need to be hired over the next 5 years.</p>									

Area	Percent Change from 1999-2000 to 2004-05	Change in Number from 1999-2000 to 2004-05	Clusters with greater demand increases (descending) from 1999-2000 to 2004-2005	Percent of Educators Eligible for Retirement in 2000 and 2005	Student to educator ratio as of 1999-2000	Reserve pool in 2000 in estimated positions	Emergency certificates from 1998 to 2000	Yield from Bachelors IHE graduates	Number of Hires needed from 2000-2001 to 2004-2005
Middle School Math	-0.1%	-1	1,8,10,2,9,3,7,5,6,4	8% -- 22%	Less than 26 students: 87% Less than 21 students: 62% Less than 11 students: 11%	589	30	52%	308
<p>[Possible Shortage]. About 13 percent of classes are over 25 students. In 2005, 22 percent will be eligible for normal retirement. There were 30 emergency certificates for math at all levels, while there were 589 in the reserve pool for math at all levels. Algebra has 71, calculus has 49, geometry has 67, trigonometry has 54, statistics has 39, and linear algebra has 4. Yield from BAs in IHE is relatively high at 52%. Supplying both middle school and high school math Middle school enrollments, using a average-oriented scenario, will be remain somewhat the same over the next five years lessening pressure on demand for middle school educators. Urban districts will show the greatest increase in demand, along with smaller mid-size districts. To keep the supply of these teachers at current levels, in terms of the student-educator ratio, 308 teachers will need to be hired over the next 5 years.</p>									
Middle School Science	0.0%	0	1,8,2,10,9,3,7,5,6,4	7% -- 20%	Less than 26 students: 83% Less than 21 students: 52% Less than 11 students: 4%	435	16	44%	274
<p>[Possible Shortages] About 5 percent of classes have over 25 students. Twenty percent will be eligible for normal retirement in 2005. There were 16 emergency certificates issued. There was a 44 percent yield from IHE graduates. There are 435 reserves over a range of science subjects. Some areas are quite low with less than 75 reserves. Middle school enrollments, using a average-oriented scenario, will be increasing somewhat over the next five years putting some pressure on demand for middle school educators. To keep the supply of these teachers at current levels, in terms of the student-educator ratio, 274 teachers will need to be hired over the next 5 years.</p>									
Middle School Voc. Ed.	-0.6%	-1	1,8,2,10,9,3,5,4,7,6	11% -- 36%	Less than 26 students: 95% Less than 21 students: 70% Less than 11 students: 11%	323	19	NA	38
<p>[Possible Shortages] About 5 percent of classes have more than 25 students. Thirty-six percent will be eligible for normal retirement in 2005. There were 19 emergency certificates. There are 323 in the reserve pool for both middle school and high school. Many areas are quite low, with less than 5 people in reserve. Middle school enrollments, using a average-oriented scenario, will be remain somewhat over the next five years lessening pressure on demand for middle school educators. Mid-size and rural districts will show the greatest increase in demand. To keep the supply of these teachers at current levels, in terms of the student-educator ratio, 38 teachers will need to be hired over the next 5 years.</p>									
Middle School Other	0.6%	6	1,2,3,4,5,6,7,8,9,10	7% -- 20%	Less than 26 students: 81% Less than 21 students: 58% Less than 11 students: 11%	NA	NA	NA	486
<p>[Adequate Supply] About 19 percent of classes have over 25 students. Middle school enrollments, using a average-oriented scenario, will be the same over the next five years lessening pressure on demand for middle school educators. To keep the supply of these teachers at current levels, in terms of the student-educator ratio, 486 teachers will need to be hired over the next 5 years.</p>									

Area	Percent Change from 1999-2000 to 2004-05	Change in Number from 1999-2000 to 2004-05	Clusters with greater demand increases (descending) from 1999-2000 to 2004-2005	Percent of Educators Eligible for Retirement in 2000 and 2005	Student to educator ratio as of 1999-2000	Reserve pool in 2000 in estimated positions	Emergency certificates from 1998 to 2000	Yield from Bachelors IHE graduates	Number of Hires needed from 2000-2001 to 2004-2005
High School Language Arts	-5.2%	-121	1,4,10,5,3,6,7,2,8,9	11% -- 30%	Less than 26 students: 86% Less than 21 students: 65% Less than 11 students: 20%	674	19	47%	795
<p>[Adequate Supply] More than 13 percent of classes have more than 25 students. Thirty percent will be eligible for normal retirement in 2005. There are 674 persons in the reserve pool available for both middle school and high school language arts positions. High school enrollments, under a very average-oriented scenario, will show declining enrollments over the next five years. Urban, and smaller mid-size districts have the greatest increase in demand from 2000 to 2005. To keep the supply of these teachers at current levels, in terms of the student-educator ratio, 795 teachers will need to be hired over the next 5 years.</p>									
High School Art & Music	-5.2%	-50	1,10,5,4,3,6,2,7,8,9	10% -- 27%	Less than 26 students: 80% Less than 21 students: 63% Less than 11 students: 25%	169	17	35% for Art, 39% for Music	402
<p>[Possible Shortages] About 20 percent of classes have over 25 students. There are only 17 emergency certificates for both middle school and high school art and music positions. There are 169 persons in the reserve pool for both art and music. Twenty-seven percent will be available for normal retirement in 2005. Yields from IHEs are low at 35 percent for art and 39 percent for music. High school enrollments, under a very average-oriented scenario, will show declining enrollments over the next five years. To keep the supply of these teachers at current levels, in terms of the student-educator ratio, 402 teachers will need to be hired over the next 5 years.</p>									
High School Social Studies	-5.5%	-109	1,4,5,3,10,6,2,7,8,9	11% -- 30%	Less than 26 students: 78% Less than 21 students: 52% Less than 11 students: 13%	766	24	37%	486
<p>[Adequate Supply] About 22 percent of classes have over 25 students. Thirty percent become eligible for normal retirement in 2005. There were 24 emergency certificates, while there were 766 in the reserve pool (making the emergency certificates surprising) among middle and high schools. Yield from BAs in IHE is 37% that is relatively low. High school enrollments, under a very average-oriented scenario, will show declining enrollments over the next five years. Urban districts will show the greatest increase in demand. [Possible Shortages] While supply seems adequate, there are still emergency certificates raising issues about the inability of particular kinds of schools to attract adequate supply. To keep the supply of these teachers at current levels, in terms of the student-educator ratio, 486 teachers will need to be hired over the next 5 years.</p>									
High School Foreign Language	-4.6%	-27	1,10,5,6,4,3,7,2,8,9	9% -- 25%	Less than 26 students: 84% Less than 21 students: 64% Less than 11 students: 26%	80	17	45%	275
<p>[Shortage] About 16 percent of classes are over 25 students. As many as 25 percent will become eligible for normal retirement by 2005. Very low reserve pool that must fill positions for a number of different languages, and must compete with demands by middle school. There are 15 people for French, 3 for German, 2 for Latin, 2 for Russian, and 56 for Spanish. There were 17 emergency certificates issued for foreign languages at all levels. Yield from BAs in IHE is 45%. High school enrollments, under a very average-oriented scenario, will show declining enrollments over the next five years. Urban districts will show the greatest increase in demand. To keep the supply of these teachers at current levels, in terms of the student-educator ratio, 736 teachers will need to be hired over the next 5 years.</p>									

Area	Percent Change from 1999-2000 to 2004-05	Change in Number from 1999-2000 to 2004-05	Clusters with greater demand increases (descending) from 1999-2000 to 2004-2005	Percent of Educators Eligible for Retirement in 2000 and 2005	Student to educator ratio as of 1999-2000	Reserve pool in 2000 in estimated positions	Emergency certificates from 1998 to 2000	Yield from Bachelors IHE graduates	Number of Hires needed from 2000-2001 to 2004-2005
High School Math	-5.6%	-98	1,4,3,5,6,10,2,7,8,9	8% -- 25%	Less than 26 students: 84% Less than 21 students: 64% Less than 11 students: 23%	589	30	52%	736
<p>[Possible Shortage] About 16 percent of classes are over 25 students. Relatively small percentage is eligible for retirement. There were 30 emergency certificates for math at all levels, while there were 589 in the reserve pool for math at all levels. Algebra has 71, calculus has 49, geometry has 67, trigonometry has 54, statistics has 39, and linear algebra has 4. Yield from BAs in IHE is relatively high at 52%. Supplying both middle school and high school math High school enrollments, under a very average-oriented scenario, will show declining enrollments over the next five years. Urban districts will show the greatest increase in demand. To keep the supply of these teachers at current levels, in terms of the student-educator ratio, 736 teachers will need to be hired over the next 5 years.</p>									
High School Biology	-5.8%	-31	1,4,3,5,2,6,10,7,8,9	8% -- 20%	Less than 26 students: 84% Less than 21 students: 60% Less than 11 students: 16%	80	2	45%	165
<p>[Possible Shortage] About 14 percent of classes are over 25 students. Twenty percent become eligible for normal retirement in 2005. There were two emergency certificates, and there are only 80 in the reserve pool. Yield from BAs in IHE is relatively lower at 45%. High school enrollments, under a very average-oriented scenario, will show modestly declining enrollments over the next five years. Urban districts will show the greatest change in demand---however, the change overall is very small. To keep the supply of these teachers at current levels, in terms of the student-educator ratio, 165 teachers will need to be hired over the next 5 years.</p>									
High School Chemistry	-3.8%	-6	1,10,4,2,3,5,7,6,9,8	12% -- 30%	Less than 26 students: 91% Less than 21 students: 77% Less than 11 students: 32%	55	1	64%	61
<p>[Possible Shortage] About 9 percent of classes are over 25 students. Thirty percent become eligible for normal retirement in 2005. There was one emergency certificate, and there are only 55 in the reserve pool. Yield from BAs in IHE is relatively high at 64%. High school enrollments, under a very average-oriented scenario, will show relatively stable enrollments over the next five years. Urban districts will show the greatest increase in demand. To keep the supply of these teachers at current levels, in terms of the student-educator ratio, 61 teachers will need to be hired over the next 5 years.</p>									
High School Physics	-3.1%	-1	1,6,10,4,8,5,7,2,9,3	17% -- 24%	Less than 26 students: 97% Less than 21 students: 85% Less than 11 students: 47%	31	1	ns majors, 0%	16
<p>[Possible Shortage] Less than 3 percent of classes are over 25 students. Relatively small percentage is eligible for retirement. There was one emergency certificate, and there are 31 in the reserve pool. High school enrollments, under a very average-oriented scenario, will show relatively stable enrollments over the next five years. Mid-size districts will show the greatest increase in demand. To keep the supply of these teachers at current levels, in terms of the student-educator ratio, 16 teachers will need to be hired over the next 5 years.</p>									

Area	Percent Change from 1999-2000 to 2004-05	Change in Number from 1999-2000 to 2004-05	Clusters with greater demand increases (descending) from 1999-2000 to 2004-2005	Percent of Educators Eligible for Retirement in 2000 and 2005	Student to educator ratio as of 1999-2000	Reserve pool in 2000 in estimated positions	Emergency certificates from 1998 to 2000	Yield from Bachelors IHE graduates	Number of Hires needed from 2000-2001 to 2004-2005
High School Other Science	-5.7%	-50	1,3,5,4,10,6,7,2,8,9	9% -- 22%	Less than 26 students: 82% Less than 21 students: 59% Less than 11 students: 19%	435	12	44%	299
[Adequate Supply] Less than 18 percent of classes are over 25 students. Relatively low percentage is eligible for retirement. There were 12 emergency certificates, and there are 469 in the reserve pool. The yield from BAs is 44 percent. High school enrollments, under a very average-oriented scenario, will show declining enrollments over the next five years. Rural areas have the greatest demand for "Other Science". To keep the supply of these teachers at current levels, in terms of the student-educator ratio, 299 teachers will need to be hired over the next 5 years.									
High School Voc. Ed.	-6.1%	-123	1,2,4,5,3,6,7,10,8,9	9% -- 29%	Less than 26 students: 96% Less than 21 students: 86% Less than 11 students: 41%	323	19	NA	627
[Possible Shortages] About 4 percent of classes have more than 25 students. Twenty-nine percent will be eligible for normal retirement in 2005. There were 19 emergency certificates. There are 323 in the reserve pool for both middle school and high school. Many areas are quite low, with less than 5 people in reserve. High school enrollments, under a very average-oriented scenario, will show declining enrollments over the next five years. Urban districts will show the greatest increase in demand. To keep the supply of these teachers at current levels, in terms of the student-educator ratio, 627 teachers will need to be hired over the next 5 years.									
High School Other	-5.1%	-117	1,3,5,10,4,6,2,7,8,9	11% -- 25%	Less than 26 students: 87% Less than 21 students: 73% Less than 11 students: 32%	NA	NA	NA	979
[Adequate Supply] To keep the supply of these teachers at current levels, in terms of the student-educator ratio, 979 teachers will need to be hired over the next 5 years.									
Other Professional Staff	-1.0%	-12	1,3,10,5,8,2,9,6,4,7	17% -- 41%	NA	NA	NA	NA	635

Table 18
Total Demand by Cluster
1999-00 to 2004-05

Cluster	Actual 1999-00	Projected 2000-01	2001-02	2002-03	2003-04	2004-05	Change from 1999-00		Year-to-Year Difference				
							Number	Percent	2000-01	2001-02	2002-03	2003-04	2004-05
Urban													
1	6,543	6,551	6,583	6,645	6,686	6,749	206	3.1%	8	32	62	41	63
2	4,008	3,982	3,957	3,942	3,909	3,898	-110	-2.8%	-26	-25	-15	-33	-11
3	5,227	5,201	5,192	5,196	5,201	5,205	-22	-0.4%	-26	-9	4	5	4
4	1,732	1,722	1,701	1,684	1,670	1,655	-77	-4.5%	-10	-21	-17	-14	-15
Urban Total	17,510	17,455	17,434	17,468	17,466	17,506	-4	-0.02%	-55	-22	34	-2	40
Mid-Size													
5	4,356	4,319	4,311	4,304	4,305	4,302	-54	-1.2%	-37	-9	-6	0	-3
6	3,500	3,446	3,410	3,400	3,377	3,373	-127	-3.6%	-54	-36	-10	-23	-5
7	7,213	7,109	7,050	7,025	6,991	6,943	-270	-3.7%	-104	-59	-25	-34	-48
8	7,745	7,663	7,610	7,575	7,541	7,505	-240	-3.1%	-82	-53	-35	-34	-36
Mid-Size Total	22,814	22,537	22,381	22,305	22,214	22,123	-691	-3.03%	-277	-157	-76	-90	-92
Rural													
9	6,030	5,888	5,789	5,713	5,624	5,557	-473	-7.8%	-142	-99	-76	-89	-67
10	2,926	2,901	2,889	2,872	2,839	2,799	-127	-4.3%	-25	-12	-17	-33	-40
Rural Total	8,956	8,789	8,678	8,585	8,463	8,356	-600	-6.7%	-167	-111	-93	-122	-107

Table 19
Entry by Cluster
2000-01 to 2004-05

Cluster	Projected					Year to Year Difference				
	2000-01	2001-02	2002-03	2003-04	2004-05	2001-02	2002-03	2003-04	2004-05	
Urban										
1	574	610	653	649	685	36	43	-4	36	
2	312	317	332	318	344	5	14	-13	25	
3	419	442	462	471	480	23	20	9	9	
4	161	152	157	160	160	-9	4	3	0	
Urban Total	1,465	1,521	1,603	1,598	1,668	56	82	-5	70	
Mid-Size										
5	288	320	329	342	345	32	8	13	4	
6	178	198	228	219	241	20	30	-8	22	
7	365	414	455	456	451	49	41	0	-5	
8	445	480	506	516	524	35	26	10	8	
Mid-Size Total	1,275	1,412	1,518	1,533	1,561	137	105	15	28	
Rural										
9	247	290	315	305	330	43	24	-9	25	
10	178	193	192	179	174	16	-1	-13	-5	
Rural Total	425	484	507	484	504	58	23	-22	19	
Total	3,166	3,417	3,627	3,615	3,732	251	210	-12	117	

Table 20
Demand Projection by District Cluster
1999-00 to 2004-05

Position	Cluster	Actual 1999-00	Projected					Change from 1999-00		Year-to-Year Change					Change from 2000-01	
			2000-01	2001-02	2002-03	2003-04	2004-05	Number	Percent	00-01	01-02	02-03	03-04	04-05	Number	Percent
Administrative																
	1	294	295	297	300	301	304	10	3.4%	1	2	3	2	3	9	3%
	2	179	178	177	177	176	175	-4	-2.2%	-1	-1	-1	-1	-1	-3	-2%
	3	225	224	224	224	224	225	0	-0.2%	-1	0	0	0	0	0	0%
	4	76	76	75	74	73	72	-4	-4.8%	0	-1	-1	-1	-1	-3	-4%
	5	200	199	198	198	198	198	-2	-1.1%	-1	0	0	0	0	-1	0%
	6	193	191	189	189	187	187	-6	-3.3%	-2	-1	-1	-2	-1	-4	-2%
	7	398	394	391	390	388	385	-13	-3.3%	-4	-3	-1	-2	-3	-9	-2%
	8	473	470	468	467	465	463	-10	-2.2%	-3	-2	-1	-2	-3	-8	-2%
	9	402	394	389	385	380	376	-26	-6.6%	-8	-5	-3	-5	-5	-18	-5%
	10	230	229	229	229	227	225	-5	-2.3%	-1	0	0	-2	-2	-5	-2%
	Administrative Total	2,670	2,649	2,637	2,633	2,621	2,608	-62	-2.3%	-21	-12	-4	-12	-12	-41	-2%
Early Childhood																
	1	96	104	109	113	113	115	19	20.0%	8	5	4	0	2	11	10%
	2	35	38	40	40	39	39	4	12.3%	3	2	0	-1	1	1	4%
	3	34	45	47	49	49	50	16	46.2%	11	2	2	0	1	5	10%
	4	28	31	32	33	33	32	4	15.2%	3	1	1	0	-1	1	4%
	5	28	30	31	32	32	32	4	14.0%	2	2	0	0	0	2	7%
	6	34	35	38	38	37	38	4	12.4%	1	2	1	-1	1	3	9%
	7	70	80	83	85	83	80	10	14.5%	10	3	2	-3	-2	0	0%
	8	89	101	104	108	104	101	12	13.2%	12	3	3	-4	-3	-1	-1%
	9	92	102	107	108	106	103	11	11.6%	10	5	2	-2	-4	0	0%
	10	44	49	51	51	49	47	3	7.8%	5	2	0	-2	-2	-2	-3%
	Early Childhood Total	550	616	642	658	645	638	88	15.9%	66	26	16	-13	-8	21	3%

Position	Cluster	Actual	Projected					00		Year-to-Year Change					01	
		1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	Number	Percent	00-01	01-02	02-03	03-04	04-05	Number	Percent
Elementary																
	1	2,539	2,517	2,498	2,498	2,502	2,526	-13	-0.5%	-22	-19	-1	4	24	9	0%
	2	1,602	1,578	1,571	1,572	1,553	1,555	-47	-2.9%	-24	-8	1	-19	2	-23	-1%
	3	1,865	1,842	1,839	1,852	1,860	1,881	16	0.9%	-23	-2	12	8	22	40	2%
	4	657	646	637	638	639	645	-12	-1.9%	-11	-8	0	2	5	-1	0%
	5	1,611	1,595	1,596	1,596	1,605	1,622	11	0.7%	-16	1	-1	9	18	27	2%
	6	1,344	1,318	1,305	1,316	1,312	1,315	-29	-2.1%	-26	-13	11	-4	4	-2	0%
	7	2,492	2,454	2,429	2,427	2,411	2,388	-104	-4.2%	-38	-25	-2	-15	-23	-65	-3%
	8	2,749	2,726	2,713	2,700	2,691	2,668	-81	-2.9%	-23	-13	-13	-9	-23	-58	-2%
	9	2,650	2,583	2,568	2,552	2,527	2,509	-141	-5.3%	-67	-16	-16	-25	-18	-74	-3%
	10	1,650	1,645	1,644	1,641	1,623	1,594	-56	-3.4%	-5	-1	-3	-19	-29	-51	-3%
Elementary Totals		19,159	18,903	18,801	18,790	18,722	18,704	-455	-2.4%	-256	-103	-11	-68	-18	-199	-1%
Guidance Counselors																
	1	220	221	222	224	226	228	8	3.4%	1	1	2	1	2	7	3%
	2	140	139	139	138	138	137	-3	-2.2%	-1	-1	0	-1	-1	-2	-2%
	3	191	190	190	190	190	191	0	-0.2%	-1	0	0	0	0	0	0%
	4	69	69	68	67	66	66	-3	-4.8%	0	-1	-1	-1	-1	-3	-4%
	5	155	154	154	154	154	153	-2	-1.1%	-1	0	0	0	0	-1	0%
	6	125	124	123	122	121	121	-4	-3.3%	-1	-1	0	-1	0	-3	-2%
	7	246	243	242	241	240	238	-8	-3.3%	-3	-2	-1	-1	-2	-5	-2%
	8	227	226	224	224	223	222	-5	-2.2%	-1	-1	0	-1	-1	-4	-2%
	9	150	147	145	144	142	140	-10	-6.6%	-3	-2	-1	-2	-2	-7	-5%
	10	47	47	47	47	46	46	-1	-2.3%	0	0	0	0	0	-1	-2%
Guidance Coun. Totals		1,570	1,559	1,553	1,552	1,546	1,541	-29	-1.9%	-11	-6	-1	-5	-5	-18	-1%

Position	Cluster	Actual	Projected					00		Year-to-Year Change					01	
		1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	Number	Percent	00-01	01-02	02-03	03-04	04-05	Number	Percent
High School Art & Music																
	1	88	88	89	90	91	94	6	6.4%	0	1	1	1	3	6	7%
	2	80	80	79	78	77	77	-3	-3.8%	0	-1	-1	-1	0	-3	-4%
	3	93	93	93	92	92	91	-2	-2.6%	0	0	-1	0	-1	-2	-3%
	4	29	29	29	28	28	27	-2	-7.2%	0	0	-1	-1	-1	-2	-7%
	5	79	78	78	77	77	76	-3	-3.8%	-1	-1	-1	0	-1	-2	-3%
	6	70	69	67	66	66	66	-4	-6.2%	-1	-1	-1	0	0	-3	-4%
	7	164	160	157	156	155	155	-9	-5.3%	-4	-3	-2	0	0	-5	-3%
	8	196	191	188	185	183	184	-12	-6.3%	-5	-3	-4	-2	0	-8	-4%
	9	134	130	125	122	119	117	-17	-12.7%	-4	-5	-3	-3	-2	-13	-10%
	10	29	28	28	27	27	26	-3	-8.9%	-1	-1	-1	0	0	-2	-6%
HS Art & Music Total		962	946	932	921	914	912	-50	-5.2%	-16	-13	-12	-7	-2	-34	-4%
High School Biology																
	1	36	36	36	37	37	38	2	6.4%	0	0	1	0	1	2	7%
	2	35	35	35	34	34	34	-1	-3.8%	0	-1	0	0	0	-1	-4%
	3	49	49	49	48	48	48	-1	-2.6%	0	0	0	0	-1	-1	-3%
	4	14	14	14	14	13	13	-1	-7.2%	0	0	0	0	0	-1	-7%
	5	48	47	47	47	47	46	-2	-3.8%	-1	0	0	0	0	-1	-3%
	6	36	35	35	34	34	34	-2	-6.2%	-1	-1	-1	0	0	-2	-4%
	7	82	80	79	78	78	78	-4	-5.3%	-2	-1	-1	0	0	-2	-3%
	8	104	102	100	98	97	97	-7	-6.3%	-2	-2	-2	-1	0	-4	-4%
	9	94	91	88	86	83	82	-12	-12.7%	-3	-3	-2	-2	-1	-9	-10%
	10	31	30	29	29	28	28	-3	-8.9%	-1	-1	-1	0	0	-2	-6%
HS Biology Total		529	520	511	504	500	498	-31	-5.8%	-9	-8	-7	-4	-2	-21	-4%

Position	Cluster	Actual	Projected					00		Year-to-Year Change					01	
		1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	Number	Percent	00-01	01-02	02-03	03-04	04-05	Number	Percent
High School Chemistry																
	1	22	22	22	23	23	23	1	6.4%	0	0	0	0	1	2	7%
	2	10	10	10	10	10	10	0	-3.8%	0	0	0	0	0	0	-4%
	3	22	22	22	22	22	21	-1	-2.6%	0	0	0	0	0	-1	-3%
	4	4	4	4	4	4	4	0	-7.2%	0	0	0	0	0	0	-7%
	5	21	21	21	20	20	20	-1	-3.8%	0	0	0	0	0	-1	-3%
	6	20	20	19	19	19	19	-1	-6.2%	0	0	0	0	0	-1	-4%
	7	28	27	27	27	26	27	-1	-5.3%	-1	0	0	0	0	-1	-3%
	8	27	26	26	25	25	25	-2	-6.3%	-1	0	-1	0	0	-1	-4%
	9	10	10	9	9	9	9	-1	-12.7%	0	0	0	0	0	-1	-10%
	10	0	0	0	0	0	0	0		0	0	0	0	0	0	
HS Chemistry Total		164	162	160	158	158	158	-6	-3.8%	-2	-2	-1	-1	0	-4	-2%
High School Foreign Language																
	1	59	59	60	60	61	63	4	6.4%	0	1	1	1	2	4	7%
	2	58	58	57	57	56	56	-2	-3.8%	0	-1	-1	0	0	-2	-4%
	3	84	84	84	83	83	82	-2	-2.6%	0	0	-1	0	-1	-2	-3%
	4	28	28	28	27	27	26	-2	-7.2%	0	0	-1	-1	-1	-2	-7%
	5	67	66	66	65	65	64	-3	-3.8%	-1	0	0	0	-1	-2	-3%
	6	48	47	46	45	45	45	-3	-6.2%	-1	-1	-1	0	0	-2	-4%
	7	78	76	75	74	74	74	-4	-5.3%	-2	-1	-1	0	0	-2	-3%
	8	84	82	81	79	79	79	-5	-6.3%	-2	-1	-2	-1	0	-3	-4%
	9	67	65	63	61	59	59	-8	-12.7%	-2	-2	-2	-2	-1	-7	-10%
	10	13	13	12	12	12	12	-1	-8.9%	0	0	0	0	0	-1	-6%
HS Foreign Language		586	578	571	564	560	559	-27	-4.6%	-8	-7	-6	-4	-2	-19	-3%

Position	Cluster	Actual	Projected					00		Year-to-Year Change					01	
		1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	Number	Percent	00-01	01-02	02-03	03-04	04-05	Number	Percent
High School Language Arts																
	1	180	179	182	185	186	192	12	6.4%	-1	2	3	2	5	12	7%
	2	253	253	250	247	245	243	-10	-3.8%	0	-4	-3	-2	-1	-10	-4%
	3	260	260	259	257	256	253	-7	-2.6%	0	-1	-2	-1	-3	-7	-3%
	4	77	77	77	75	73	71	-6	-7.2%	0	-1	-2	-1	-2	-6	-7%
	5	227	224	223	221	220	218	-9	-3.8%	-3	-1	-1	-1	-2	-6	-3%
	6	174	171	167	165	163	163	-11	-6.2%	-3	-4	-2	-1	0	-7	-4%
	7	340	332	326	322	322	322	-18	-5.3%	-8	-6	-3	-1	1	-10	-3%
	8	386	377	371	364	361	362	-24	-6.3%	-9	-6	-7	-3	1	-15	-4%
	9	314	305	294	286	279	274	-40	-12.7%	-9	-11	-8	-7	-5	-31	-10%
	10	106	102	101	99	97	97	-9	-8.9%	-4	-2	-2	-1	-1	-6	-6%
HS Language Arts		2,317	2,280	2,248	2,220	2,203	2,196	-121	-5.2%	-37	-32	-28	-17	-7	-84	-4%
High School Math																
	1	119	118	120	122	123	127	8	6.4%	-1	2	2	1	4	8	7%
	2	160	160	158	156	155	154	-6	-3.8%	0	-2	-2	-1	-1	-6	-4%
	3	184	184	183	182	181	179	-5	-2.6%	0	-1	-1	0	-2	-5	-3%
	4	59	59	59	57	56	55	-4	-7.2%	0	-1	-2	-1	-1	-4	-7%
	5	178	176	175	174	173	171	-7	-3.8%	-2	-1	-1	-1	-2	-5	-3%
	6	127	125	122	120	119	119	-8	-6.2%	-2	-3	-2	-1	0	-5	-4%
	7	256	250	245	243	242	243	-13	-5.3%	-6	-4	-3	-1	0	-7	-3%
	8	305	298	293	288	285	286	-19	-6.3%	-7	-4	-6	-2	1	-12	-4%
	9	272	264	255	248	242	237	-35	-12.7%	-8	-10	-7	-6	-4	-27	-10%
	10	99	96	94	92	91	90	-9	-8.9%	-3	-2	-2	-1	-1	-5	-6%
HS Math Total		1,759	1,729	1,704	1,681	1,667	1,661	-98	-5.6%	-30	-26	-23	-14	-6	-68	-4%

Position	Cluster	Actual	Projected					00		Year-to-Year Change					01	
		1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	Number	Percent	00-01	01-02	02-03	03-04	04-05	Number	Percent
High School Other																
	1	255	254	257	261	264	271	16	6.4%	-1	3	4	2	8	18	7%
	2	215	215	212	210	208	207	-8	-3.8%	0	-3	-2	-2	-1	-9	-4%
	3	176	176	175	174	173	171	-5	-2.6%	0	-1	-1	0	-2	-4	-3%
	4	93	93	92	90	88	86	-7	-7.2%	0	-1	-2	-2	-2	-7	-7%
	5	176	174	173	172	171	169	-7	-3.8%	-2	-1	-1	-1	-2	-5	-3%
	6	184	180	177	174	173	173	-11	-6.2%	-4	-4	-3	-1	0	-8	-4%
	7	351	342	336	333	332	333	-18	-5.3%	-9	-6	-4	-1	1	-10	-3%
	8	416	406	400	392	389	390	-26	-6.3%	-10	-6	-8	-3	1	-16	-4%
	9	323	314	302	294	287	282	-41	-12.7%	-9	-11	-8	-7	-5	-32	-10%
	10	120	116	114	112	110	109	-11	-8.9%	-4	-2	-2	-1	-1	-7	-6%
HS Other Total		2,309	2,271	2,239	2,212	2,195	2,192	-117	-5.1%	-38	-32	-27	-17	-3	-79	-3%
High School Other																
	1	53	53	53	54	55	56	3	6.4%	0	1	1	0	2	4	7%
	2	105	105	104	102	101	101	-4	-3.8%	0	-2	-1	-1	-1	-4	-4%
	3	88	88	88	87	87	86	-2	-2.6%	0	0	-1	0	-1	-2	-3%
	4	35	35	35	34	33	32	-3	-7.2%	0	0	-1	-1	-1	-3	-7%
	5	87	86	85	85	85	84	-3	-3.8%	-1	-1	-1	0	-1	-2	-3%
	6	68	67	65	64	64	64	-4	-6.2%	-1	-1	-1	0	0	-3	-4%
	7	115	112	110	109	109	109	-6	-5.3%	-3	-2	-1	0	0	-3	-3%
	8	140	137	135	132	131	131	-9	-6.3%	-3	-2	-3	-1	0	-5	-4%
	9	142	138	133	129	126	124	-18	-12.7%	-4	-5	-4	-3	-2	-14	-10%
	10	50	48	47	47	46	46	-4	-8.9%	-2	-1	-1	-1	0	-3	-6%
HS Other Science Total		883	869	855	844	836	833	-50	-5.7%	-14	-13	-12	-7	-4	-36	-4%

Position	Cluster	Actual	Projected					00		Year-to-Year Change					01	
		1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	Number	Percent	00-01	01-02	02-03	03-04	04-05	Number	Percent
High School Physics																
	1	4	4	4	4	4	4	0	6.4%	0	0	0	0	0	0	7%
	2	4	4	4	4	4	4	0	-3.8%	0	0	0	0	0	0	-4%
	3	9	9	9	9	9	9	0	-2.6%	0	0	0	0	0	0	-3%
	4	1	1	1	1	1	1	0	-7.2%	0	0	0	0	0	0	-7%
	5	3	3	3	3	3	3	0	-3.8%	0	0	0	0	0	0	-3%
	6	0	0	0	0	0	0	0		0	0	0	0	0	0	
	7	4	4	4	4	4	4	0	-5.3%	0	0	0	0	0	0	-3%
	8	2	2	2	2	2	2	0	-6.3%	0	0	0	0	0	0	-4%
	9	2	2	2	2	2	2	0	-12.7%	0	0	0	0	0	0	-10%
	10	0	0	0	0	0	0	0		0	0	0	0	0	0	
HS Physics Total		29	29	29	28	28	28	-1	-3.1%	0	0	0	0	0	-1	-2%
High School Social Studies																
	1	148	147	149	152	153	157	9	6.4%	-1	2	2	1	4	10	7%
	2	171	171	169	167	165	164	-7	-3.8%	0	-3	-2	-1	-1	-7	-4%
	3	211	211	210	208	208	206	-5	-2.6%	0	-1	-2	-1	-2	-5	-3%
	4	56	56	56	54	53	52	-4	-7.2%	0	-1	-1	-1	-1	-4	-7%
	5	180	178	177	176	175	173	-7	-3.8%	-2	-1	-1	-1	-2	-5	-3%
	6	156	153	150	148	147	146	-10	-6.2%	-3	-3	-2	-1	0	-7	-4%
	7	285	278	273	270	270	270	-15	-5.3%	-7	-5	-3	-1	0	-8	-3%
	8	359	350	345	339	336	336	-23	-6.3%	-9	-5	-7	-3	1	-14	-4%
	9	305	296	286	278	271	266	-39	-12.7%	-9	-11	-8	-7	-5	-30	-10%
	10	105	101	100	98	96	96	-9	-8.9%	-4	-2	-2	-1	-1	-6	-6%
HS Social Studies Total		1,976	1,942	1,914	1,889	1,873	1,867	-109	-5.5%	-34	-29	-25	-15	-6	-75	-4%

Position	Cluster	Actual	Projected					00		Year-to-Year Change					01	
		1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	Number	Percent	00-01	01-02	02-03	03-04	04-05	Number	Percent
High School Vocational Education																
	1	162	161	163	166	168	172	10	6.4%	-1	2	3	1	5	11	7%
	2	91	91	90	89	88	88	-3	-3.8%	0	-1	-1	-1	0	-4	-4%
	3	175	175	174	173	172	170	-5	-2.6%	0	-1	-1	0	-2	-4	-3%
	4	50	50	50	48	47	46	-4	-7.2%	0	0	-1	-1	-1	-4	-7%
	5	154	152	151	150	150	148	-6	-3.8%	-2	-1	-1	-1	-1	-4	-3%
	6	124	122	119	117	117	116	-8	-6.2%	-2	-3	-2	-1	0	-5	-4%
	7	285	278	273	270	270	270	-15	-5.3%	-7	-5	-3	-1	0	-8	-3%
	8	405	395	389	382	379	380	-25	-6.3%	-10	-6	-8	-3	1	-16	-4%
	9	427	415	400	389	379	373	-54	-12.7%	-12	-15	-11	-10	-6	-42	-10%
	10	151	146	143	141	139	138	-13	-8.9%	-5	-3	-3	-2	-1	-8	-6%
	HS Vocational Ed.	2,024	1,985	1,953	1,925	1,908	1,901	-123	-6.1%	-39	-32	-28	-18	-6	-84	-4%
Librarians																
	1	99	99	100	101	102	102	3	3.4%	0	1	1	1	1	3	3%
	2	76	76	75	75	75	74	-2	-2.2%	0	0	0	0	0	-1	-2%
	3	111	111	111	111	111	111	0	-0.2%	0	0	0	0	0	0	0%
	4	39	39	38	38	38	37	-2	-4.8%	0	0	0	0	0	-2	-4%
	5	94	93	93	93	93	93	-1	-1.1%	-1	0	0	0	0	0	0%
	6	68	67	67	66	66	66	-2	-3.3%	-1	0	0	-1	0	-1	-2%
	7	164	162	161	161	160	159	-5	-3.3%	-2	-1	0	-1	-1	-4	-2%
	8	159	158	157	157	156	156	-3	-2.2%	-1	-1	0	-1	-1	-3	-2%
	9	141	138	136	135	133	132	-9	-6.6%	-3	-2	-1	-2	-2	-6	-5%
	10	61	61	61	61	60	60	-1	-2.3%	0	0	0	0	-1	-1	-2%
	Librarians Total	1,012	1,004	999	998	993	989	-23	-2.3%	-8	-5	-2	-4	-5	-15	-2%

Position	Cluster	Actual	Projected					00		Year-to-Year Change					01	
		1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	Number	Percent	00-01	01-02	02-03	03-04	04-05	Number	Percent
Middle School Art & Music																
	1	64	66	67	68	69	68	4	7.0%	2	1	1	1	-1	3	4%
	2	20	20	20	20	20	20	0	-0.9%	0	0	0	0	0	0	0%
	3	73	72	72	72	72	71	-2	-2.5%	-1	0	0	0	-1	-1	-1%
	4	16	16	16	15	15	14	-2	-9.9%	0	0	0	0	-1	-2	-10%
	5	47	47	47	47	47	46	-1	-2.4%	0	0	0	0	-1	-1	-2%
	6	26	26	26	26	25	25	-1	-4.7%	0	0	0	0	-1	-1	-5%
	7	63	62	63	63	63	62	-1	-1.8%	-1	0	0	0	-1	-1	-1%
	8	40	40	40	41	41	41	1	1.9%	0	0	1	0	0	1	2%
	9	0	0	0	0	0	0	0		0	0	0	0	0	0	
	10		0	0	0	0	0	0		0	0	0	0	0	0	
MS Art & Music Total		349	349	350	352	352	347	-2	-0.5%	0	1	2	0	-5	-1	0%
Middle School Foreign Language																
	1	35	36	37	37	38	37	2	7.0%	1	1	1	1	-1	2	4%
	2	10	10	10	10	10	10	0	-0.9%	0	0	0	0	0	0	0%
	3	33	33	33	32	32	32	-1	-2.5%	0	0	0	0	0	0	-1%
	4	3	3	3	3	3	3	0	-9.9%	0	0	0	0	0	0	-10%
	5	18	18	18	18	18	18	0	-2.4%	0	0	0	0	0	0	-2%
	6	6	6	6	6	6	6	0	-4.7%	0	0	0	0	0	0	-5%
	7	29	29	29	29	29	28	-1	-1.8%	0	0	0	0	0	0	-1%
	8	14	14	14	14	14	14	0	1.9%	0	0	0	0	0	0	2%
	9							0		0	0	0	0	0	0	
	10							0		0	0	0	0	0	0	
MS Foreign Language		148	148	149	150	150	148	0	0.2%	0	1	1	0	-2	0	0%

Position	Cluster	Actual	Projected					00		Year-to-Year Change					01	
		1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	Number	Percent	00-01	01-02	02-03	03-04	04-05	Number	Percent
Middle School Language Arts																
	1	173	177	181	185	188	185	12	7.0%	4	4	4	3	-3	8	4%
	2	55	55	55	55	55	55	0	-0.9%	0	0	0	1	-1	0	0%
	3	162	160	160	159	159	158	-4	-2.5%	-2	0	0	0	-1	-2	-1%
	4	43	43	42	41	40	39	-4	-9.9%	0	-1	-1	-1	-1	-4	-10%
	5	134	134	133	134	133	131	-3	-2.4%	0	-1	1	-1	-2	-3	-2%
	6	58	58	58	57	57	55	-3	-4.7%	0	0	-1	-1	-1	-3	-5%
	7	224	222	224	223	223	220	-4	-1.8%	-2	2	0	0	-3	-2	-1%
	8	208	207	207	212	213	212	4	1.9%	-1	0	5	1	-1	5	2%
	9	11	11	11	11	11	11	0	-4.2%	0	0	0	0	0	0	-2%
	10	1	1	1	1	1	1	0	1.3%	0	0	0	0	0	0	4%
MS Language Arts		1,069	1,067	1,071	1,078	1,080	1,066	-3	-0.3%	-2	4	7	1	-14	-1	0%
Middle School Math																
	1	133	136	139	142	144	142	9	7.0%	3	3	3	2	-2	6	4%
	2	40	40	40	40	40	40	0	-0.9%	0	0	0	0	-1	0	0%
	3	95	94	94	93	93	93	-2	-2.5%	-1	0	0	0	-1	-1	-1%
	4	27	27	26	26	25	24	-3	-9.9%	0	-1	0	-1	-1	-3	-10%
	5	76	76	75	76	75	74	-2	-2.4%	0	0	0	-1	-1	-2	-2%
	6	44	44	44	44	43	42	-2	-4.7%	0	0	-1	-1	-1	-2	-5%
	7	156	155	156	156	155	153	-3	-1.8%	-1	1	0	0	-2	-1	-1%
	8	147	146	146	150	151	150	3	1.9%	-1	0	3	1	-1	4	2%
	9	15	15	15	15	15	14	-1	-4.2%	0	0	0	0	0	0	-2%
	10	1	1	1	1	1	1	0	2.1%	0	0	0	0	0	0	4%
MS Math Total		734	733	736	742	743	733	-1	-0.1%	-1	3	5	1	-9	1	0%

Position	Cluster	Actual	Projected				00		Year-to-Year Change					01		
		1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	Number	Percent	00-01	01-02	02-03	03-04	04-05	Number	Percent
Middle School Science																
	1	131	134	137	140	142	140	9	7.0%	3	3	3	2	-2	6	4%
	2	42	42	42	42	42	42	0	-0.9%	0	0	0	0	-1	0	0%
	3	98	97	97	96	96	96	-2	-2.5%	-1	0	0	0	-1	-1	-1%
	4	25	25	24	24	23	23	-2	-9.9%	0	-1	0	-1	-1	-2	-10%
	5	78	78	77	78	77	76	-2	-2.4%	0	0	0	-1	-1	-2	-2%
	6	40	40	40	40	39	38	-2	-4.7%	0	0	-1	-1	-1	-2	-5%
	7	146	145	146	146	145	143	-3	-1.8%	-1	1	0	0	-2	-1	-1%
	8	146	145	145	149	150	149	3	1.9%	-1	0	3	1	-1	3	2%
	9	11	11	11	11	11	11	0	-4.2%	0	0	0	0	0	0	-2%
	10	0	0	0	0	0	0	0		0	0	0	0	0	0	
MS Science Total		717	716	719	725	726	717	0	0.0%	-1	3	6	1	-9	1	0%
Middle School Social Studies																
	1	135	138	141	144	147	144	9	7.0%	3	3	3	2	-2	6	4%
	2	42	42	42	42	42	42	0	-0.9%	0	0	0	0	-1	0	0%
	3	96	95	95	94	94	94	-2	-2.5%	-1	0	0	0	-1	-1	-1%
	4	28	28	27	27	26	25	-3	-9.9%	0	-1	0	-1	-1	-3	-10%
	5	75	75	74	75	74	73	-2	-2.4%	0	0	0	-1	-1	-2	-2%
	6	39	39	39	39	38	37	-2	-4.7%	0	0	-1	-1	-1	-2	-5%
	7	168	167	168	167	167	165	-3	-1.8%	-1	1	0	0	-2	-1	-1%
	8	158	157	157	161	162	161	3	1.9%	-1	0	4	1	-1	4	2%
	9	11	11	11	11	11	11	0	-4.2%	0	0	0	0	0	0	-2%
	10	2	2	2	2	2	2	0	1.3%	0	0	0	0	0	0	4%
MS Social Studies Total		754	753	756	762	763	754	0	0.0%	-1	4	6	1	-10	1	0%

Position	Cluster	Actual	Projected					00		Year-to-Year Change					01	
		1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	Number	Percent	00-01	01-02	02-03	03-04	04-05	Number	Percent
Other Professional Staff																
	1	268	269	270	273	275	277	9	3.4%	1	2	3	2	2	8	3%
	2	110	109	109	109	108	108	-2	-2.2%	-1	0	0	-1	0	-2	-2%
	3	211	210	210	210	210	211	0	-0.2%	-1	0	0	0	0	0	0%
	4	58	58	57	56	56	55	-3	-4.8%	0	-1	-1	-1	-1	-2	-4%
	5	125	124	124	124	124	124	-1	-1.1%	-1	0	0	0	0	-1	0%
	6	88	87	86	86	85	85	-3	-3.3%	-1	-1	0	-1	0	-2	-2%
	7	168	166	165	165	164	162	-6	-3.3%	-2	-1	0	-1	-1	-4	-2%
	8	107	106	106	106	105	105	-2	-2.2%	-1	-1	0	0	-1	-2	-2%
	9	42	41	41	40	40	39	-3	-6.6%	-1	-1	0	-1	-1	-2	-5%
	10	23	23	23	23	23	22	-1	-2.3%	0	0	0	0	0	0	-2%
Other Prof.Staff Total		1,200	1,194	1,191	1,192	1,190	1,188	-12	-1.0%	-6	-3	1	-2	-2	-6	0%
Special Education																
	1	977	980	986	995	1,002	1,011	34	3.4%	3	6	10	6	9	31	3%
	2	416	414	412	411	409	407	-9	-2.2%	-2	-1	-1	-3	-2	-7	-2%
	3	566	564	563	564	564	565	-1	-0.2%	-2	-1	1	0	0	1	0%
	4	190	189	187	185	183	181	-9	-4.8%	-1	-2	-2	-2	-2	-8	-4%
	5	395	392	392	391	391	391	-4	-1.1%	-3	-1	0	0	-1	-2	0%
	6	373	369	366	365	362	361	-12	-3.3%	-4	-3	-1	-3	-1	-8	-2%
	7	647	640	636	634	630	626	-21	-3.3%	-7	-4	-2	-3	-5	-14	-2%
	8	625	621	618	617	615	611	-14	-2.2%	-4	-3	-1	-3	-4	-10	-2%
	9	403	395	390	386	381	376	-27	-6.6%	-8	-5	-3	-5	-5	-18	-5%
	10	163	163	162	162	161	159	-4	-2.3%	0	0	0	-1	-2	-3	-2%
Special Education Total		4,755	4,726	4,712	4,711	4,698	4,687	-68	-1.4%	-29	-15	0	-13	-11	-39	-1%