

# Annual Report 2000 – 2001

Certificates Issued and  
Certificated Personnel  
Placement Statistics



***Dr. Terry Bergeson***  
State Superintendent of  
Public Instruction

**February 2002  
(revised October 2002)**

Errata: On pg 3, first bullet: 22% was changed to 41%  
On pg 10, data for Residency and Continuing in the  
table were transposed in the original version.

Office of Superintendent of Public Instruction  
Old Capitol Building  
P.O. Box 47200  
Olympia, WA 98504-7200

To order more copies of this document,  
Please call 1-888-59-LEARN (1-888-595-3276),  
or visit our Web site at <http://www.k12.wa.us>.  
Please refer to the document number below for quicker service.  
02-0010

This material is available in alternative format upon request.  
Contact Professional Education and Certification, phone: (360) 725-6400.  
Via world-wide web, for:

- Certification: [www.k12.wa.us/cert](http://www.k12.wa.us/cert) or email: [cert@ospi.wednet.edu](mailto:cert@ospi.wednet.edu)
- Professional Education: [www.k12.wa.us/profed](http://www.k12.wa.us/profed) or email: [profed@ospi.wednet.edu](mailto:profed@ospi.wednet.edu)

The Office of Superintendent of Public Instruction complies with all federal and state rules and regulations and does not discriminate on the basis of race, color, national origin, sex, disability, age, or marital status.

**ANNUAL REPORT, 2000–2001**

**CERTIFICATES ISSUED**

**AND**

**CERTIFICATED PERSONNEL PLACEMENT STATISTICS**

Lin Douglas, Ed.D., Director  
Professional Education and Certification

Richard Maloney, Ed.D., Associate Director  
Professional Education and Certification

**February 2002**

## **Office of Superintendent of Public Instruction**

Dr. Terry Bergeson, State Superintendent

Mary Alice Heuschel, Deputy Superintendent, Learning and Teaching

Dr. Andrew Griffin, Assistant Superintendent, Higher Education, Community Outreach,  
and Staff Development

Dr. Lin Douglas, Director, Professional Education and Certification

Dr. Rick Maloney, Associate Director, Professional Education and Certification

### **About This Document**

Copyright © 2002 by the Office of Superintendent of Public Instruction, Olympia, Washington. The contents of this document may be reproduced and distributed without permission for educational purposes.

For more information about the contents of this document or Professional Education and Certification in Washington, please contact:

Dr. Lin Douglas, Director  
Professional Education and Certification  
Office of Superintendent of Public Instruction  
PO BOX 47200  
Olympia, WA 98504-7200  
E-mail: [cert@ospi.wednet.edu](mailto:cert@ospi.wednet.edu) or [profed@ospi.wednet.edu](mailto:profed@ospi.wednet.edu)

This material is available in alternative format upon request. Contact the Resource Center at (888) 595-3276, TTY (360) 664-3631.

### **Acknowledgements**

This report was prepared by OSPI's Professional Education and Certification Office. Part II is based on follow-up surveys and reports completed by the twenty two Washington colleges/universities approved by the State Board of Education to offer educator preparation programs.

# CONTENTS

<b>LIST OF TABLES .....</b>	<b>ii</b>
<b>LIST OF FIGURES .....</b>	<b>ii</b>
<b>INTRODUCTION.....</b>	<b>1</b>
<b>SUMMARY OF FINDINGS .....</b>	<b>2</b>
<b>PART I - CERTIFICATES ISSUED, JULY 1, 2000 – JUNE 30, 2001 .....</b>	<b>7</b>
Introduction.....	7
Total Certificates Issued .....	7
First-Issue Certificates .....	9
Endorsements.....	13
Endorsements on Limited Certificates.....	19
Career and Technical Education (Vocational) Certificates .....	21
Certificates Issued to Out-of-State Candidates .....	22
<b>PART II - CERTIFICATED PERSONNEL PLACEMENT STATISTICS, 2000-2001.....</b>	<b>25</b>
Introduction.....	25
Program Completion Data .....	25
Placement Statistics .....	26
Endorsement Statistics.....	31
Placement Statistics by Racial/Ethnic Group .....	34

## LIST OF TABLES

Table A.	Total Certificates Issued July 1, 2000 – June 30, 2001 .....	8
Table B.	Total Certificates Issued in 2000-2001 by Level: Initial/Residency (Beginning Level) Continuing/Professional (Advanced Level) .....	9
Table C.	Total First-Issue Certificates by Type .....	10
Table D.	Number of First-Issue Initial (or Residency) Certificates by Institution* .....	11
Table E.	Endorsements on First Washington Teacher Certificates.....	14
Table F.	Endorsements on First Washington Teacher Certificates by In-State College/University.....	16
Table G.	Endorsements on Conditional Certificates 2000-2001 .....	19
Table H.	Endorsements on Emergency Certificates 2000-2001 .....	20
Table I.	Career and Technical Certificates Issued, July 1, 2000 - June 30, 2001.....	21
Table J.	Top Ten States From Which Out-of-State Candidates Entered Washington, 2000-2001 .....	22
Table K.	Number Completing Teacher Education Programs, 1972-2000 .....	26
Table L.	Three-Year Placement Statistics .....	27
Table M.	Number and Percentage of Placements by Institution <sup>1</sup> .....	29
Table N.	Percentage of Persons Employed .....	30
Table O.	Rank Order of Endorsement Areas by Percentages of Persons Employed in Schools, 2000-2001.....	32
Table P.	Rank Order of Endorsement Areas by Percentages of Persons Employed in the Endorsement Area, 2000-2001.....	33
Table Q.	Contracted and Substitute Employment by Racial/Ethnic Group of Persons Certificated in 2000-2001 .....	35
Table R.	Trends in Teacher Certification of Minority Group Members .....	35

## LIST OF FIGURES

Figure 1.	Five-Year Comparison of Total Certificates Issued .....	8
Figure 2.	Trends in Teacher Certification in Washington, 1972-2000.....	25
Figure 3.	First-Year Employment, 1999-2000 Program Completers.....	27
Figure 4.	Percentage of Newly Certificated Teachers Employed .....	31
Figure 5.	Percentage of Teaching Certificates Issued to Minorities.....	36
Figure 6.	Number of Minority Group Members Earning Certificates .....	36

## **INTRODUCTION**

The State Board of Education combines two related but separate reports (Certificates Issued and Certificated Personnel Placement Statistics) in its annual report regarding certification. The report is not intended to be a comprehensive study of the supply/demand ratio of certificated personnel in Washington State.

Part I of this report presents data on all certificates issued for various roles during the 2000-2001 year for both in-state and out-of-state applicants. Tables A and B show the total number and type of certificates issued, comparing the activity to previous years. Tables C and D present information on the number of each type of first-issue certificate, and their source, to include in-state college/university. Tables E and F provide detailed information regarding endorsements on teaching certificates first issued during the 2000-2001 year. Tables G and H report detailed information on limited certificates. Information regarding career and technical education (vocational) certificates is found in Table I. Table J pertains to the "home" states of out-of-state applicants. Information for Part I is based totally on records in the office of Professional Education and Certification.

Part II presents placement statistics gathered during 2000-2001 on persons completing teacher education programs in Washington State the previous year. Information presented in Part II includes a comparison of the number of persons completing teacher education programs over the past 29 years, placement statistics for these people for the past three years, and placement statistics for each college/university in Washington as reported by that institution. The final four tables in Part II present placement information relative to endorsements and placement by racial/ethnic group. Information for Part II is based totally on follow-up information reported from the institutions.

## EXECUTIVE SUMMARY

The total number of certificates issued in the state in 2000-2001 was 19,132, an increase of 2,812 (17.2 percent) from the 1999-2000 total. The largest increases occurred in the number of teacher and career and technical education (vocational) certificates issued. When all certification activity is counted, to include clock hour reporting and endorsements, the total is 29,322, which represents an increase of more than 20% for a second straight year.

- A new certificate, the Residency Teacher, was inaugurated with a certification system change on September 1, 2000, joining the Professional Teacher certificate. Four types of regular teaching certificates were issued during the year: Initial and Continuing (based on the standards in effect from 1987 to 2000) and Residency and Professional (based on standards in effect as of 2000).
- A new endorsement system also was initiated on September 1, 2000, consolidating endorsement areas to align more closely with the state essential academic learning requirements. "State" endorsements (consisting of a minimum of 24 credits in endorsement subject areas) were eliminated in favor of verification of college/university program completion. Other states' endorsements not comparable to Washington endorsements are issued "based on out-of-state" standards.
- The number of limited certificates (those not meeting minimum requirements for a first-level certificate) increased by 47 percent (to 3,759) from the previous year.
- Of these limited certificates, the number of emergency substitute certificates increased by more than 81 percent to 1,384. This increase continues a trend from the previous two years, and reflects a growing shortage of substitutes.

- Forty-one percent of the individuals receiving their first initial or residency teaching certificates completed teacher education programs outside Washington. This proportion of first issue teaching certificates from out-of-state has varied from 43 percent in 1996-97 to 39 percent in 1997-98 to 36 percent in 1998-99 to 26 percent in 1999-2000, and back to 41 percent this year.
- The 2,311 career and technical education (vocational) certificates issued in 2000-2001 represent an increase of more than 36 percent from the previous year.
- Washington colleges and universities produced 3,345 teachers in the 1999-2000 school year, a negligible increase (less than 1 percent) from the previous year.
- The Washington teacher preparation programs' placement rate rose for the fifth year in a row in 1999–2000, from 63 percent of the 1998–99 completers of Washington teacher education programs reporting contracted, certificated positions in 1999-2000, to 67 percent of the 1999–2000 program completers finding contracted, certificated positions in 2000–2001.
- While full-time placement rates have increased, the placement of new program completers as substitutes has decreased over the past few years from 25 percent to 19 percent to 14 percent.
- This sustained decrease in the availability of new program completers as substitutes corresponds to the previously cited increase in the use of emergency substitute teachers. Washington State is experiencing an increase in the use of substitute teachers not prepared by college/university teacher preparation programs.
- Based on available information, 365 (11 percent) of the candidates completing initial or residency teacher certification programs in Washington in 1999–2000 identified themselves as members of minority groups. This was a decrease from the preceding year, but was higher than 10 percent for the fourth year in a row. Of those minority group members, 281 (77 percent) were hired as teachers.

- The greatest number of out-of-state recipients of teacher and educational staff associate certificates were from California (again), while the most out-of-state recipients of administrator certificates were again from Oregon.
- The top five areas of endorsement on first-issue teaching certificates awarded during 2000–2001 were elementary education (2,935), English (587), special education (556), early childhood education (538), and history (493).
- Endorsement areas least often obtained were in out-of-state endorsements having no Washington equivalent (e.g. gifted, government, sociology, etc.) and in various designated world languages (e.g. Afrikaans, Pilipino, Polish, Punjabi, Romanian, Swedish, etc.)
- The highest placement rate (50 percent or higher) of teachers in their respective endorsement area occurred in the fields of science, elementary education, technology education, mathematics, business education, and agriculture.
- The lowest placement rate (below 5 percent) of teachers in their respective endorsement area occurred in the fields of political science, sociology, anthropology, computer science, economics, journalism, religion, and traffic safety, with no placements being made in these last six endorsement areas.

**PART I**

**CERTIFICATES ISSUED**

**July 1, 2000–June 30, 2001**



## **PART I - CERTIFICATES ISSUED, JULY 1, 2000 – JUNE 30, 2001**

### **Introduction**

Each year the State Board of Education prepares a comprehensive report of the number and type of certificates issued to individuals completing programs at Washington colleges/universities and to individuals completing preparation programs at institutions outside the state of Washington. Information regarding endorsements on teaching certificates is also reported. On September 1, 2000, two new teaching certificates, the Residency and Professional (which replaced the Initial and Continuing Teacher certificates) and a new endorsement system went into effect. They implement reform legislation calling for performance-based preparation programs.

### **Total Certificates Issued**

The total number of certificates issued to in-state and out-of-state applicants<sup>1</sup> from July 1, 2000–June 30, 2001, was 19,132.<sup>2</sup> This was 17.2% more than the previous year's total. A breakdown by type (teacher, administrator, educational staff associate [ESA], and career/technical) and by source (in state, out of state) is shown in Table A. The figures include first certificate issuance, renewals, reinstatements, movement from the initial level of certification to the continuing level, and conversion of older types of certificates (e.g., provisional/initial) to new certificate types (e.g., residency). All types of limited certificates (substitute, emergency, emergency substitute, conditional, and exchange teacher) are also included in the 19,132 certificates issued.

---

<sup>1</sup> For teachers, administrators, and ESAs, an "in-state" applicant is one who completed the approved program for the certificate at a Washington college/university. An "out-of-state" applicant completed the course work at an institution outside the state of Washington. All career and technical education (vocational) applicants are considered "in-state."

<sup>2</sup> While the total, 19,132, reflects the number of certificates issued in 2000-2001, it does not reflect all certificate activity. For example, an individual issued a continuing certificate after August 1987 needs to complete 150 clock hours every five years to maintain that certificate. This total (19,132) does not include the activity required to extend the validity of continuing (clock hour) certificates. Nor does it reflect the adding of endorsements to existing certificates. When all certification activity is included, the total is more than 29,322. This represents an increase of more than 20% over the previous year.

**Table A. Total Certificates Issued July 1, 2000–June 30, 2001**

	Total	In-State	Out-of-State
Teacher	14988	12117	2871
Administrator	801	667	134
Educational Staff Associate	1017	829	188
Vocational	2326	2326	n/a
Total	19132	15939	3193

Figure 1 compares the total certificates issued in 1996-2001. In 1997-98, the number of teacher certificates increased, while the number of other certificates issued remained relatively stable. In 1998-99, certificates decreased. The 1999-2000 report was similar to 1998-99, except that administrative certificates rose sharply. In 2000-2001, the total rose dramatically, primarily due to increases in teacher and career and technical (vocational) certificates.

**Figure 1. Five-Year Comparison of Total Certificates Issued**

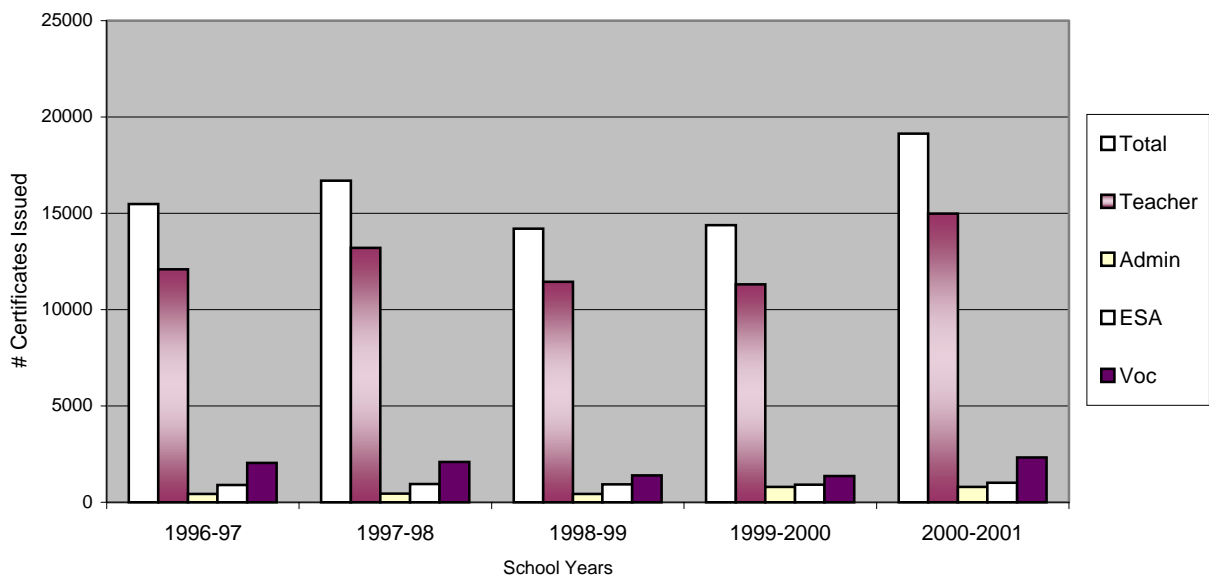


Table B provides more information about the total number of certificates issued. Here, the number of regular certificates issued as well as the types and number of limited certificates are presented. The number of limited certificates issued in 2000-2001 exceeded the number issued the previous year by 42 percent, continuing an upward trend. The residency teacher certificate (the first level of certification under the system

which went into effect on September 1, 2000) was issued for the first time in 2000-2001. It replaces the initial teaching certificate.

**Table B. Total Certificates Issued in 2000-2001 by Level: Initial/Residency (Beginning Level) Continuing/Professional (Advanced Level)**

	Number of <u>Certs</u>	Percentage Change From <u>1999-2000</u>
Beginning level teaching certificates:	7975	2.1%
Initial certificates	5597	
Residency certificates	2378	
Advanced level teaching certificates:	3302	12.4%
Continuing certificates	3281	
Professional certificates	21	
Initial administrator certificates	600	9.5%
Continuing administrator certificates	185	40.2%
Initial ESA certificates	731	0.7%
Continuing ESA certificates	241	2.6%
Career and technical certificates	2311	36.1%
Exchange certificates	13	116.7%
Limited certificates	3759	47.4%
Conditional certificates	298	72.3%
Emergency certificates	62	37.8%
Emergency substitutes	1384	81.6%
Substitute certificates	1884	19.9%
Intern substitute certs	131	<u>n/a</u>
Grand Total:	19132	17.2%

### **First-Issue Certificates**

Table C addresses new certificate holders in the state; it does not include figures for limited certificates, renewals, reinstatements or conversions, but rather indicates the number of certificates issued to persons who had never held certification for that role in Washington. Forty one percent of teachers earning their first Washington certificate completed an out-of-state preparation program. The totals do not indicate the number of people, but, more precisely, the number of certificates. It is possible, especially for out-of-state applicants, to qualify for more than one certificate. For example, applicants for school principal certification often apply concurrently for a teaching certificate.

**Table C. Total First-Issue Certificates by Type**

		In State	Out of State	Total	
<u>Teacher Certificates</u>					
	Initial	1731	1,300	3,031	
	Residency	1238	791	2,029	
	Continuing	3098	84	3,182	
	Professional	14	4	18	
<u>Administrator Certificates</u>					
Principal	Initial	339	89	428	
	Continuing	135	5	140	
Superintendent	Initial	23	23	46	
	Continuing	16	3	19	
Program Administrator	Initial	339	89	428	
	Continuing	14	2	16	
<u>Educational Staff Associate Certificates</u>					
School Speech Language Pathologist/Audiologist	Initial	59	57	116	
	Continuing	37	2	39	
School Counselor	Initial	183	54	237	
	Continuing	101	1	102	
School Nurse	Initial	51	20	71	
	Continuing	10		10	
School Occupational Therapist	Initial	31	11	42	
	Continuing	6		6	
School Physical Therapist	Initial	12	5	17	
	Continuing	3		3	
School Psychologist	Initial	55	33	88	
	Continuing	53		53	
School Social Worker	Initial	29	4	33	
	Continuing	16		16	
Career and technical (vocational)*		2311	n/a	2311	
		Totals	9,904	2,577	12,481

\*not identified by in-state/out-of-state

Table D sets forth more detailed information about certificates issued to in-state applicants reported in Table C. Table D indicates the number of first-issue initial or residency certificates for individuals completing programs at each Washington college/university. Not all colleges/universities are approved to recommend certification for all types of certificated roles.

In 2000-2001, six of 22 programs were postbaccalaureate or master's degree only. Sixteen institutions offer a combined master's degree/teacher certification program. Most institutions offering an undergraduate program make that program available to postbaccalaureate students as well.

**Table D. Number of First-Issue Initial (or Residency) Certificates by Institution\***

**July 1, 2000–June 30, 2001**

AU = Antioch University, CU = City University, CWU = Central Washington University, EWU = Eastern Washington University, GU = Gonzaga University, HC = Heritage College, NWC = Northwest College, PLU = Pacific Lutheran University, PO = Pacific Oaks College, SMC = Saint Martin's College, SPU = Seattle Pacific University, SU = Seattle University, TESC = The Evergreen State College, UPS = University of Puget Sound, UW = University of Washington, UW-B=University of Washington-Bothell, UW-T=University of Washington-Tacoma, WWC = Walla Walla College, WSU = Washington State University, WWU = Western Washington University, WmC = Whitman College, WwC = Whitworth College

Type of Certificate	AU	CU	CWU	EWU	GU	HC	NWC	PLU	PO	SMC	SPU	SU	TESC	UPS	UW	UWB	UWT	WWC	WSU	WWU	WmC	WwC
TEACHER	68	186	312	279	51	63	14	107	29	63	104	89	52	4	61	15	55	34	398	558	9	111
ADMINISTRATOR																						
Principal	--	56	30	23	5	43	--	10	--		28	5	--	9	18	--	--	--	9	46	--	6
Program Administrator	--	--	2	--	--	3	--	1	--	--	2	1	--	--	4	--	--	--	1	1	--	--
Superintendent	--	--	--	--	3	--	--	--	--	--	5		--	--		--	--	--	9	--	--	--
EDUCATIONAL STAFF ASSOCIATE**																						
Counselor	--	45	7	3	6	19	--	--	--	6	19	21	--	4	13	--	--	--	4		--	11
Psychologist	--	1	6	15		--	--	--	--	--	--	15	--	--	8	--	--	--	--	--	--	--
Social Worker	--	--	--	11	--	--	--	--	--	--		--	--	--	14	--	--		--	--	--	--

\* Based on OSPI records of certificates issued. Totals may vary significantly from year to year, depending on the date the verification of program completion lists are sent to OSPI for processing. For example, while the University of Puget Sound shows only 4 teachers receiving certificates in 2000–2001, 36 students actually completed their teacher preparation program in 2000–2001. This table shows certificates issued before June 30, 2001. Some individuals who completed a program this year were not issued a certificate until after July 1, 2001.

\*\* Four other categories of Educational Staff Associates (ESAs) receive certification by completing degree programs approved by appropriate national accrediting agencies, holding valid Washington State licenses (when required), and completing a 30 clock hour course approved by the State Board of Education (SBE). They do not complete SBE approved preparation programs, so they are not included on this chart. Those four ESA categories are School Speech Language Pathologist or Audiologist, School Nurse, School Occupational Therapist, and School Physical Therapist.



## Endorsements

Since 1987, teaching certificates carry subject endorsements. On September 1, 2000 a new endorsement system was introduced. All endorsements must now be verified through completion of a college/university program, and “state” endorsements (consisting of a minimum of 24 credits in endorsement subject areas) were eliminated. The number of Washington endorsements was reduced from 43 to 33, consolidating some areas to more closely correspond with Washington essential academic learning requirements. Although only one endorsement is required, many teachers obtain certificates with more than one endorsement. The figures in Table E indicate the number of each type of endorsement listed on first-issue teaching certificates. Since many certificate recipients will have two or more endorsements, the total number of endorsements exceeds the number of certificates issued.

The most endorsements were issued in elementary education (2,935), English (587), special education (556), early childhood education (538), history (493), social studies (422), reading (301), psychology (291), math (289), biology (248) and physical education (240). Of these, only early childhood education had more out-of-state applicants earning it than in-state applicants.

Three or fewer endorsements each were awarded to individuals in eighteen different endorsement areas, to include designated languages (e.g. Swedish, Punjabi), theology, and other states’ endorsements for which no equivalent Washington endorsement exists (e.g. gifted, government).

In-state applicants earned 64 percent of all endorsements awarded. More than 80 percent of the following endorsements were issued to candidates from in-state: American Sign Language, Chinese, Norwegian, and Punjabi (all 100%), anthropology (85%), traffic safety and reading (both 84%), philosophy (82%), and psychology (80%).

**Table E. Endorsements on First Washington Teacher Certificates**

<u>Endorsement</u>	<u>In State</u>	<u>Out of State</u>	<u>Total</u>
Afrikaans	0	1	1
Agriculture	19	9	28
American Sign Language	2	0	2
Anthropology	39	7	46
Art	104	75	179
Bilingual Education	31	9	40
Biology	158	90	248
Business Education	39	33	72
Chemistry	64	27	91
Chinese	1	0	1
Choral Music	57	18	75
Comparative Religion	12	8	20
Drama	35	17	52
Early Childhood Education	263	275	538
Early Childhood Special Education	27	61	88
Earth Science	42	13	55
Economics	25	9	34
Elementary Education	1908	1027	2935
English	396	191	587
English/Language Arts	72	48	120
English/Second Language	111	84	195
Family and Consumer Sciences Ed	54	19	73
French	40	36	76
Geography	9	11	20
German	22	17	39
Gifted	0	1	1
Government	0	1	1
Health	110	39	149
Health/Fitness	2	14	16
History	365	128	493
Instructional Technology	9	14	23
Instrumental Music	50	16	66
Japanese	5	5	10
Journalism	15	11	26
Korean	1	1	2
Latin	4	2	6
Learning Resources	10	11	21
Library Media	0	5	5
Marketing Education	28	18	46
Mathematics	177	112	289
Middle Level	8	12	20
Middle School Math	0	1	1
Middle School Science	0	1	1
Middle School Social Studies	0	2	2
Music	76	57	133
Norwegian	2	0	2
Philosophy	14	3	17
Physical Education	148	92	240
Physics	43	30	73

<u>Endorsement</u>	<u>In State</u>	<u>Out of State</u>	<u>Total</u>
Pilipino	0	1	1
Polish	0	1	1
Political Science	61	30	91
Portuguese	0	2	2
Psychology	233	58	291
Punjabi	1	0	1
Reading	252	49	301
Romanian	0	1	1
Russian	5	10	15
Science	103	82	185
Social Science	0	12	12
Social Studies	263	159	422
Sociology	87	26	113
Spanish	150	64	214
Special Education	291	265	556
Speech	32	24	56
Swedish	0	1	1
Technology Education	18	8	26
Theology	0	1	1
Traffic Safety	16	3	19
Ukrainian	0	2	2

In-state figures from the previous table are further broken down in Table F to indicate the number of each type of endorsement on certificates issued to individuals completing programs at each of the state's colleges/universities. Not all colleges/ universities are approved to grant all endorsements. During part of the reporting year an individual could add endorsements to certificates by completing the subject's prescribed essential areas of study and included "state" endorsements of 24 credits. As of September 1, 2000, completion of an approved college/university program is required to earn an endorsement, and this report reflects that change. Compared with 10,894 endorsements awarded in 1999-2000, a total of 9,569 endorsements were awarded in 2000-2001, for a decrease of 12%. If an individual was issued a certificate between July 2000 and June 2001, and added an endorsement to the certificate prior to June 30, 2001, the endorsement is included in Table F.

**Table F. Endorsements on First Washington Teacher Certificates by In-State College/University**

See Table D for key to college abbreviation.

Endorsement	AU	CU	CWU	EWU	GU	HC	NWC	PLU	PO	SMC	SPU	SU	TESC	UPS	UW	UWB	UWT	WWC	WSU	WWU	WmC	WwC	
Agriculture																			17				
American Sign Language													1										1
Anthropology		3	2		1					1		2	3		3	1	2		5	13			1
Art		10	12	13	1	2		7	3	1	6	1	7			1			3	25			4
Bilingual Education			2			16			4	1									6				
Biology	2	10	11	10	2	6	1	4	3	6	3	4	5		10		11	1	17	21			12
Business Education			20	7	3	1				1		1	1			1							
Chemistry	1	4	2	4	2	1			2		1	2	3		4		1	3	11	9			6
Chinese															1								
Choral Music		1	15	1	1		1	2					1		8		1	1	11	4			5
Comparative Religion				1	3				2			1									1		1
Danish																							
Drama		5	3	1		1		1			2	1	1		1		1		3	9			4
Early Childhood Educ.		22	24	21		7			20	5	1		1		3		3	4	33	74			1
Early Childhood Spec. Educ.		5	2	2					1						1		1		4	6			1
Earth Science	1	4	2	9				2		3		1	1		2		2		5	6			1
Economics		1	2	1				2	1			3	2		3		4		2	2			1
Elementary Education	48	186	163	182	34	56	11	78	29	22	63	53	28	1	2	15	55	19	294	362	2		57
English	7	19	17	20	10	2	5	20	5	12	28	21	16	2	16	1	12	2	28	96	3		25
English/Second Language		1	13	3		20		4	10		5	10			1		1	1	12	15			8
English/Language Arts	6	5	2	4	2	9		6		10	7	2			4					2	2		5
Family & Consumer Sci. Ed.		6	14								9						1		13	1			
French	1	2	2	1		1			1	3	1	2	3		3		1		3	5			7
Geography		1		1											3						3		
German		4		1				1				4			1		1		5	1			

**Table F. Endorsements on First Washington Teacher Certificates by In-State College/University (continued)**

See Table D for key to college abbreviation.

Endorsement	AU	CU	CWU	EWU	GU	HC	NWC	PLU	PO	SMC	SPU	SU	TESC	UPS	UW	UWB	UWT	WWC	WSU	WWU	WmC	WwC
Health		6	38	10	4			2		5	2	1	1				3	4	11	5		9
History	6	22	24	32	9	2	3	20		26	28	17	15	2	13	2	12	4	39	50	4	16
Instructional Technology		1	1	1				2	1											1		1
Instrumental Music			14		1			2							6				10	7		5
Italian																						
Japanese											1	1			1					2		
Journalism		3		1	1	1		2					1						2	1		2
Korean										1												
Latin																				3		
Learning Resources			1	3					1											1		
Marketing Education		1	4		1	2				3		5	1			1	3		3			
Mathematics	3	8	16	13	3	1		10	3	7	7	6			13		4	4	19	21		13
Music		3	14		3			1						1	6				7	11		9
Norwegian								1												1		
Philosophy			1	1					1			2							1	5		3
Physical Education		6	25	22	4			5	1	4	3	1					2	11	1	20		10
Physics	1	1	2	1	1			2		2	1	2	2		9			1	3	4		4
Political Science		4	3	3	1			3	1	3	2	5	8		4		4		3	6		4
Portuguese																						
Psychology		26	4	6	9	5	3	12	6	10	8	10	3		4		5	1	24	78		7
Reading		1	33	128	4	1		6		10										28	23	
Russian			1					2												1		
Science	3	5	3	6		2		3		5	5	4	4		12		3		5	21		10
Social Studies	9	7	9	28	5	3	1	13		14	19	12	28	1	12	1	8		12	48		8

**Table F. Endorsements on First Washington Teacher Certificates by In-State College/University (continued)**

See Table D for key to college abbreviation.

Endorsement	AU	CU	CWU	EWU	GU	HC	NWC	PLU	PO	SMC	SPU	SU	TESC	UPS	UW	UWB	UWT	WWC	WSU	WWU	WmC	WwC
Sociology		19	4	4	5	2		6	5	3	3	8	1			1	2	1	4	12		5
Spanish	1	6	27	7	2	2		6	3	3	10	5	2	1	4		2	4	15	27	1	12
Special Education		6	43	25	6	2		30	1	7	9	2	6		6		1	4	30	79		11
Speech		4		4	1	1		2		1	1		1		1	2			2	10		1
Swedish																						
Technology Education			3	2		1													1	5		
Traffic Safety			15																			

## Endorsements on Limited Certificates

Conditional certificates are issued to individuals who do not meet all qualifications for a regular certificate but who have expertise in an endorsement area, for a limited assignment in a specific school or school district. The requesting district or private school must verify that no person with regular certification in the field is available. Endorsements on conditional certificates issued in 2000-2001 are listed in Table G. Thirty-two of the forty-one endorsements listed increased compared with last year, while six decreased and three remained the same. This reflects an increase in total conditional certificates issued, from 173 to 298 in conditional certificates issued.

**Table G. Endorsements on Conditional Certificates 2000-2001**

Art	4	Learning Resources	1
Basketball Coach	1	Lushootseed	1
Bilingual Education	6	Mathematics	7
Biology	1	Music	8
Chinese	1	Physical Education	3
Choral Music	3	Physics	1
Dance	8	Psychology	1
Drama	5	Reading	1
Early Childhood Education	5	ROTC Instructor	18
Early Childhood Special Ed	2	School Nurse	11
Elementary Education	7	School Speech Language	
English	3	Pathologist or Audiologist	3
English as a Second Language	7	Science	5
Fam & Cons Sci Ed	2	Social Studies	2
Football Coach	2	Spanish	11
French	2	Special Education	8
History	1	Student Advisor	16
Instructional Technology	2	Traffic Safety	25
Instrumental Music	3	On-Street Instruction Only*	135
Japanese	5	Simulation Only**	3
Latin	1	Volleyball Coach	3

\* On-Street Instruction Only permits individuals to instruct driver education students behind the wheel, but not to teach the class.

\*\* Simulation Only permits individuals to instruct driver education students using a simulator, but not to teach the class.

Endorsements on emergency certificates issued in 2000-2001 are listed in Table H. Educational service districts, school districts, or private schools may recommend that an emergency certificate be issued to individuals who hold the appropriate degree and have substantially completed a preparation program, provided that a qualified person who holds regular certification is not available. These data represent an increase over the previous year in the use of emergency certification for the following: art, elementary education, English, family and consumer science education, music, social studies, school counselor, principal, and program administrator.

**Table H. Endorsements on Emergency Certificates 2000-2001**

Emergency Teacher Certificates	
Art	1
Bilingual Education	1
Business Education	1
Elementary Education	6
English	1
Fam & Cons Sci Ed	1
Mathematics	3
Music	1
Science	1
Social Studies	2
Emergency ESA Certificates	
School Counselor	15
School Psychologist	15
School Social Worker	3
Emergency Administrator Certificates	
Principal	6
Program Admin	2

### **Career and Technical Education (Vocational) Certificates<sup>3</sup>**

Applicants for career and technical education (vocational) certification are certificated in the broad areas of Agricultural Education, Business Education, Marketing Education, Family and Consumer Sciences Education, and Technology Education, and/or specialty areas. Table I reflects the number of Initial, Initial Renewal, Continuing, Probationary and Conditional certificates issued (new and renewed) in these areas. For the purpose of this chart, some specialty areas have been grouped under school district program areas. Detailed information regarding the specialty areas is available upon request from the Professional Education and Certification office. The total of 2,311 represents an increase of 36 percent from the previous year (1,698).

**Table I. Career and Technical Certificates Issued, July 1, 2000 - June 30, 2001**

	<u>New</u>	<u>Renewal</u>	<u>Total</u>
Vocational Director and Assistant Director	21	25	46
Agriculture Education*	28	56	84
Agriculture Specialty Areas	23	18	41
Business Education*	98	196	294
Business Specialty Areas	108	21	129
Marketing Education*	31	74	105
Marketing Specialty Areas	37	12	49
Family and Consumer Sciences Education*	90	144	234
Family and Consumer Sciences Education (Specialty Areas)	14	14	28
Technology Education (all areas, degree required)	50	88	138
Health Occupations (all specialty areas)	67	27	94
Trade and Industrial (all specialty areas)	305	169	474
Diversified Occupations	104	111	215
Vocational Counselor	11	15	26
Occupational Information Specialist	16	21	37
Work-Based Learning Coordinator	135	182	317
<i>Totals</i>	<u>1088</u>	<u>1085</u>	<u>2311</u>

*\* Broad subject area, usually based on a certification program. However, significant numbers of these certificates are conditional certificates (which do not require a certification program).*

<sup>3</sup> In January 2002 the State Board of Education approved a name change, from “vocational” to the new “career and technical” for all matters relating to vocational certification. Certificates referred to in this report were issued before the change, but this report introduces the new name.

### Certificates Issued to Out-of-State Candidates

When a candidate from another state receives a Washington certificate, the state in which the most recent educational service occurred is designated as the entry state. If the candidate has not been in educational service, the state listed is the state where the most recent preparation program was completed.

During 2000–2001, two states (Oregon and California) accounted for approximately 31 percent of the out-of-state recipients of Washington State teaching certificates. Oregon, California, Idaho, Montana, and Texas are the top five states-of-origin for out-of-state applicants.

**Table J. Top Ten States From Which Out-of-State Candidates Entered Washington, 2000-2001**

<u>Teacher</u>		<u>Administrator</u>		<u>Educational Staff Associate</u>	
1. California	448	1. Oregon	35	1. California	19
2. Oregon	446	2. Alaska	19	2. Oregon	14
<i>Foreign Countries</i>	212	3. Montana	17	3. Utah	8
3. Idaho	176	4. California	14	4. Montana	7
4. Texas	128	5. Arizona	8	5. Idaho	6
5. Montana	120	6. Texas	6	<i>Foreign Countries</i>	5
6. New York	94	7. Illinois	4	6. Illinois	4
7. Colorado	83	8. New Mexico	3	7. New York	4
8. Utah	83	9. Oklahoma	3	8. Arizona	3
9. Alaska	79	10. Utah	3	9. Colorado	3
10. Illinois	79	<i>Foreign Countries</i>	1	10. Hawaii	3

Two hundred and twelve teaching certificates were also issued to applicants whose most recent educational experience or education programs were completed in foreign countries. When considered in the category of states, “foreign country” ranks third, behind Oregon and California, as a source of teachers from out of state.

**PART II**

**CERTIFICATED PERSONNEL PLACEMENT STATISTICS**

**2000-2001**



## PART II - CERTIFICATED PERSONNEL PLACEMENT STATISTICS, 2000-2001

### Introduction

Each year Washington State colleges and universities prepare reports for the Superintendent of Public Instruction detailing program completion and placement information. Data collected and reported in this 2000-2001 report are for persons completing teacher education programs during the previous year (1999-2000) and placed during the current year (2000-2001).

### Program Completion Data

There were 3,345 new teachers completing certification programs at Washington State colleges and universities during 1999-2000. Figure 2 depicts those completing programs over a 29-year period, showing a dramatic decline from 5,685 in 1972 to 2,007 in 1985, followed by a gradually increasing trend since 1985.

**Figure 2. Trends in Teacher Certification in Washington, 1972-2000**

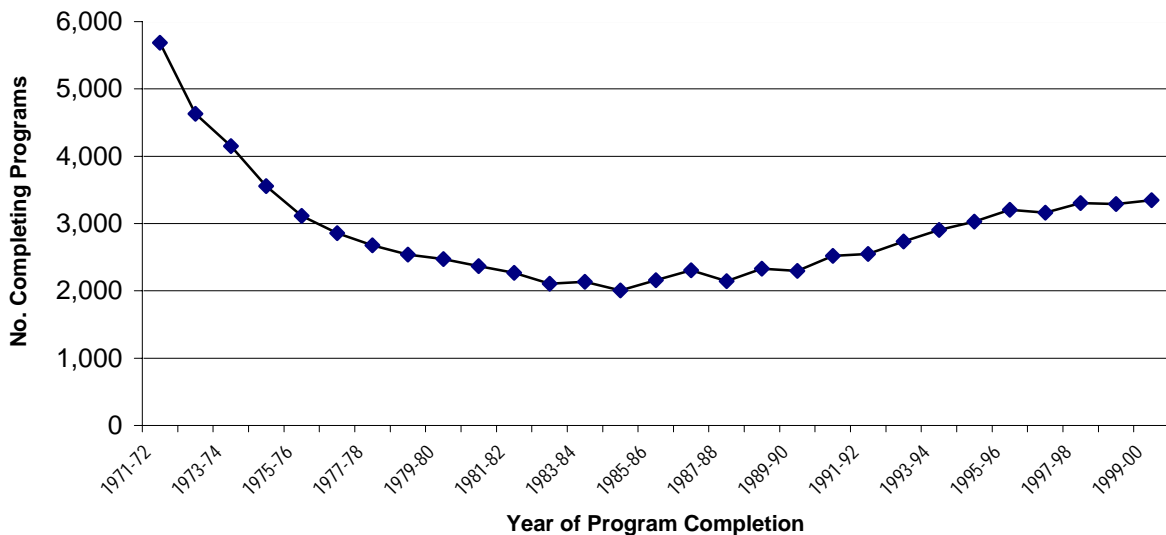


Figure 2 was derived from Table K below, which provides specific totals for certificates granted and the percent change year by year.

**Table K. Number Completing Teacher Education Programs, 1972-2000**

Year	Number Completing Programs	Percentage Change from Previous Year	Year	Number Completing Programs	Percentage Change from Previous Year
1971-72	5,685		1986-87	2,308	+ 7.0
1972-73	4,631	-18.5	1987-88	2,146	- 7.0
1973-74	4,151	-10.4	1988-89	2,332	+ 8.8
1974-75	3,554	-14.4	1989-90	2,294	- 1.7
1975-76	3,114	-12.4	1990-91	2,519	+ 9.8
1976-77	2,858	- 8.2	1991-92	2,549	+ 1.2
1977-78	2,675	- 6.4	1992-93	2,732	+ 7.2
1978-79	2,537	- 5.2	1993-94	2,907	+ 6.5
1979-80	2,472	- 2.6	1994-95	3,028	+ 4.2
1980-81	2,367	- 4.2	1995-96	3,204	+ 5.8
1981-82	2,270	- 4.1	1996-97	3,160	- 1.4
1982-83	2,105	- 7.2	1997-98	3,303	+ 4.5
1983-84	2,133	+ 1.3	1998-99	3,289	- 0.004
1984-85	2,007	- 5.9	1999-00	3,345	+ 0.017
1985-86	2,158	+ 7.5			

### Placement Statistics

Figure 3 provides a quick overview of employment for the 3,345 people who completed teacher education programs in 1999-2000. The data were collected in a voluntary survey with a response rate of 88.3 percent. Sixty-seven percent reported holding teaching contracts (an increase for the fifth year in a row). If one also considers substitute teaching, 79 percent were employed in full-time or part-time teaching positions. The 6 percent who are "other" include a variety of categories: people working in classified positions in schools, the unemployed, and those in graduate study.

**Figure 3. First-Year Employment, 1999-2000 Program Completers**

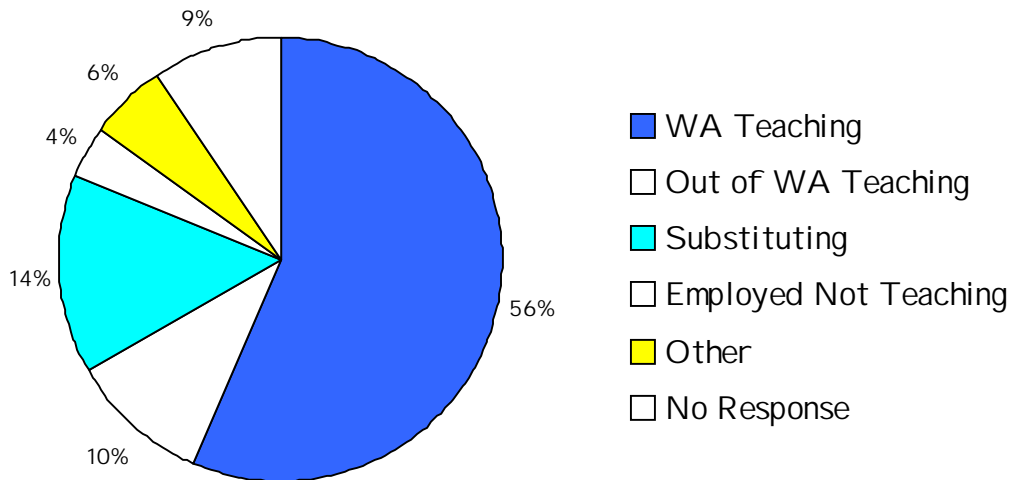


Table L below expands information provided by the "pie" graph in Figure 3 and provides some historical perspective. It contains categorical placement data for the year after program completion for those completing initial teacher training in 1997-98, 1998-99, and 1999-2000, who were placed during the following year. The percentage for each category is based on the total number of people certificated rather than the number of respondents.

**Table L. Three-Year Placement Statistics**

Part 1. Summary:	Placed in year:					
	<u>1998-1999</u>		<u>1999-2000</u>		<u>2000-2001</u>	
Total Number of Respondents	3,173	(96.1%)	3,037	(92.3%)	2,952	(88.3%)
Total Number Unable to Contact	130	(3.9%)	258	(7.8%)	393	(11.7%)
Total Surveyed	3,303	(100%)	3,289	(100%)	3,345	(100%)

Part 2. Population Report by Category						
Category	Respondents		Respondents		Respondents	
	1998-1999	% of Total	1999-2000	% of Total	2000-2001	% of Total
1. Employed as teacher in state	1616	49%	1704	52%	1886	56%
<i>public</i>	1476	45%	1576	48%	1740	52%
<i>private</i>	140	4%	128	4%	146	4%
2. Employed as teacher out of state	321	10%	352	11%	343	10%
<i>public</i>	273	9%	292	9%	281	8%
<i>private</i>	48	1%	60	2%	62	2%
3. Employed as substitute teacher	841	25%	619	19%	478	14%
<i>seeking position</i>					404	
<i>not seeking position</i>					74	
4. Employed position in non-certified position (e.g. paraeducator)	31	1%	20	1%	13	0%
5. Employed, nonteaching	89	3%	89	3%	92	3%
6. Employed, non-teaching, seeking teaching	45	1%	44	1%	30	1%
7. Unemployed, seeking teaching	27	1%	26	1%	26	1%
8. Unemployed, seeking non-teaching position	3	0%	71	2%	5	0%
9. Not seeking any employment	105	3%	31	1%	66	2%
10. Primarily in grad study	56	2%	38	1%	51	2%
11. Other	39	1%	43	1%	38	1%

<sup>1</sup> Total includes both respondents and non-respondents. The 11.7 percent non-respondents must be included for percentages to total 100 percent.

The numbers and percentages of persons completing teacher education programs in Washington colleges and universities during 1999-2000 is presented in Table M. The overall placement rate (67 percent in 2000-2001) represents a 4.5% jump from that for

1999-2000, and an increase for the fifth consecutive year. The percentage of full-time placements varied widely from institution to institution, ranging from 50 percent to 94 percent. The seven institutions reporting the highest placement rates were University of Puget Sound, Seattle University, Pacific Oaks College, University of Washington at Tacoma, Saint Martin's College, Pacific Lutheran University, and University of Washington at Bothell. All seven reported over 75 percent of graduates teaching during the first year after program completion.

**Table M. Number and Percentage of Placements by Institution<sup>1</sup>**

College	Total Cert	# of Resp	WA Tchg	Non-WA		% Teaching
				Tchg	Total Tchg	
Antioch	77	72	49	4	53	69%
Central	597	530	328	42	370	62%
City	171	133	115	8	123	72%
Eastern	366	366	162	48	210	57%
Gonzaga	82	82	27	28	55	67%
Heritage	71	57	46	2	48	68%
Northwest	32	19	13	3	16	50%
PLU	160	86	110	13	123	77%
Pacific Oaks	32	31	26	0	26	81%
Saint Martin's	108	108	76	8	84	78%
SPU	126	108	64	17	81	64%
Seattle U	85	85	63	8	71	84%
TESC	49	49	28	7	35	71%
UPS	54	54	42	9	51	94%
UW Bothell	29	29	20	2	22	76%
UW Seattle	98	54	47	4	51	52%
UW Tacoma	55	55	39	4	43	78%
WallaWalla	35	33	10	16	26	74%
WSU	376	315	214	34	248	66%
Western	571	516	338	45	383	67%
Whitman	10	9	3	4	7	70%
Whitworth	161	161	66	37	103	64%
<i>Totals</i>	<b>3345</b>	<b>2952</b>	<b>1886</b>	<b>343</b>	<b>2229</b>	<b>67%</b>

<sup>1</sup> As reported by the individual higher education institution.

Table N shows the percentage of persons completing preparation programs for the period from 1980-81 through 1999-2000 and their employment status the year after

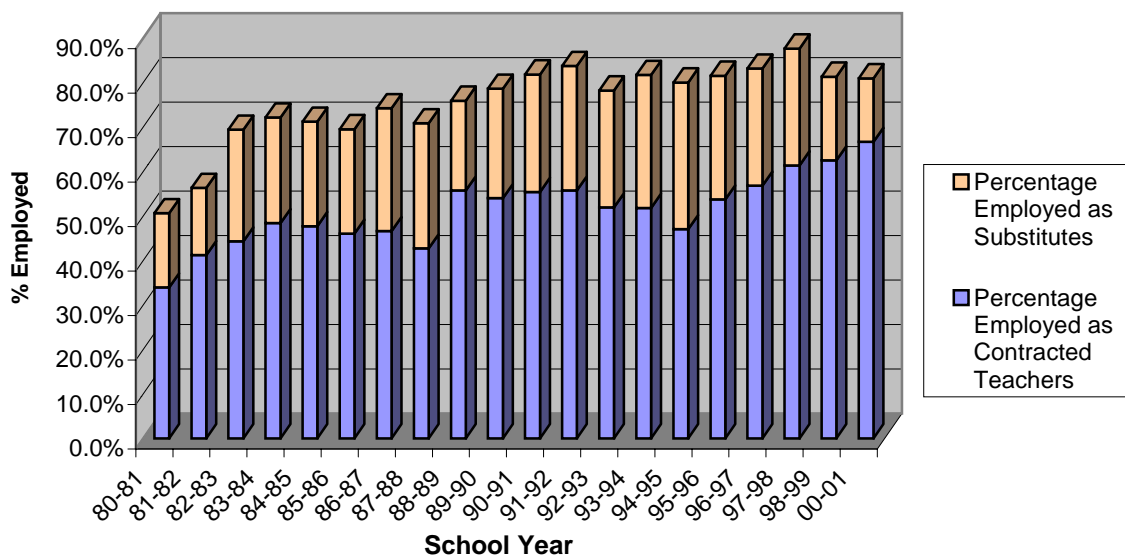
program completion, to include employment as substitutes. This year's increase in employed or contracted teachers continues a trend of higher placement rates. The percentage employed or contracted has risen from 33.9 percent in 1981-82 to the high of 66.7 percent in this survey. The number employed as substitutes has generally increased, from 16.7 percent in 1980-81 to a high of 33 percent in 1994-95, and has fallen since then to 14.3 percent in reporting year 2000-2001. Total employed in teaching (4 out of every 5 completers) has remained relatively stable for the past ten years.

**Table N. Percentage of Persons Employed**

<u>Reporting Year</u>	<u>Year of Program Completion</u>	<u>Percentage Employed or Contracted</u>	<u>Percentage Employed as Substitutes</u>	<u>Total Employed in Teaching</u>
1981-82	1980-81	33.9%	16.7%	50.60%
1982-83	1981-82	41.2%	15.1%	56.30%
1983-84	1982-83	44.3%	25.1%	69.40%
1984-85	1983-84	48.4%	23.7%	72.10%
1985-86	1984-85	47.7%	23.5%	71.20%
1986-87	1985-86	46.0%	23.4%	69.40%
1987-88	1986-87	46.6%	27.6%	74.20%
1988-89	1987-88	42.7%	28.1%	70.80%
1989-90	1988-89	55.7%	20.2%	75.90%
1990-91	1989-90	54.0%	24.6%	78.60%
1991-92	1990-91	55.4%	26.4%	81.80%
1992-93	1991-92	55.7%	28.0%	83.70%
1993-94	1992-93	51.9%	26.3%	78.20%
1994-95	1993-94	51.8%	29.9%	81.70%
1995-96	1994-95	47.0%	33.0%	80.00%
1996-97	1995-96	53.7%	27.8%	81.50%
1997-98	1996-97	56.8%	26.3%	83.10%
1998-99	1997-98	58.6%	25.5%	84.10%
1999-00	1998-99	62.5%	18.8%	81.30%
2000-01	1999-00	66.7%	14.3%	81.00%

Figure 4 presents the data in Table N visually, showing that the percentage of newly certificated teachers placed both full-time and as substitutes has leveled off during the 1990's at about 80 percent. Increases in full-time employment have been accompanied by decreases in fully certificated substitutes available for employment in districts.

**Figure 4. Percentage of Newly Certificated Teachers Employed**



### Endorsement Statistics

An endorsement on a teaching certificate indicates the subject area(s) in which the certificate holder may teach. While applicants need qualify for only one endorsement for their first certificate, many qualify for multiple endorsements. The 2,952 persons completing initial teacher certification programs in 1999–2000 who responded to the survey completed 6,038 endorsements or, on average, slightly over two endorsements per person. Table O lists endorsements held by individuals who were successful in securing contracted teaching positions—regardless of the endorsement area in which they were employed. All endorsements for each person are reported. For example, a teacher who has both art and history endorsements and accepts a position would be reported as hired for both endorsements.

**Table O. Rank Order of Endorsement Areas by Percentages of Persons Employed in Schools, 2000-2001**

<u>Endorsement Area</u>	<u>Endorsements Reported</u>	<u>Number Employed in School Districts</u>	<u>Percentage Employed in School Districts</u>
Chemistry	42	39	92.9%
Speech	31	28	90.3%
Technology Education	19	17	89.5%
Family & Cons Sci Ed	31	27	87.1%
Choral Music	43	37	86.0%
Music	56	48	85.7%
Science	83	71	85.5%
Special Education	332	282	84.9%
Computer Science	6	5	83.3%
Mathematics	138	111	80.4%
Biology	125	100	80.0%
Learning Resources	5	4	80.0%
Instrumental Music	39	31	79.5%
Physics	29	23	79.3%
Marketing Education	24	19	79.2%
Foreign Languages	212	165	77.8%
Bilingual Education	27	21	77.8%
Sociology	90	70	77.8%
Psychology	238	184	77.3%
Early Childhood Education	278	214	77.0%
Political Science	65	50	76.9%
Drama	33	25	75.8%
Early Childhood Special Ed	33	25	75.8%
Eng/Language Arts	69	52	75.4%
Elementary Education	2029	1510	74.4%
Health	85	63	74.1%
English	382	276	72.3%
English-as-a-2d Language	129	93	72.1%
Business Education	37	26	70.3%
Religion	10	7	70.0%
Reading	293	203	69.3%
Journalism	13	9	69.2%
Traffic Safety	13	9	69.2%
Social Studies	261	178	68.2%
Economics	22	15	68.2%
History	379	256	67.5%
Geography	12	8	66.7%
Physical Education	133	88	66.2%
Anthropology	32	21	65.6%

<u>Endorsement Area</u>	<u>Endorsements Reported</u>	<u>Number Employed in School Districts</u>	<u>Percentage Employed in School Districts</u>
Art	93	60	64.5%
Earth Science	44	28	63.6%
Agriculture	10	6	60.0%
Philosophy	13	7	53.8%
<b>Totals</b>	<b>6038</b>	<b>4511</b>	<b>74.7%</b>

Although Table O provides some data about comparative demand for endorsements, a much clearer picture appears in Table P where only employment in the endorsement area is tabulated. Here, a teacher who has both art and history endorsements and accepts a position in art is listed as employed only in art. Less duplication in counting individuals occurs, but it still occurs if the person teaches in two areas.

**Table P. Rank Order of Endorsement Areas by Percentages of Persons Employed in the Endorsement Area, 2000-2001**

<u>Endorsement Area</u>	<u>Endorsements Reported</u>	<u>Number Employed Within Endorsement</u>	<u>Percentage Employed Within Endorsement</u>
Science	83	55	66.3%
Elementary Education	2029	1117	55.1%
Technology Education	19	10	52.6%
Mathematics	138	71	51.4%
Business Education	37	19	51.4%
Agriculture	10	5	50.0%
Special Education	332	143	43.1%
Music	56	24	42.9%
Family & Cons Sci Ed	31	13	41.9%
Learning Resources	5	2	40.0%
Physical Education	133	48	36.1%
Art	93	30	32.3%
Eng/Language Arts	69	22	31.9%
Social Studies	261	81	31.0%
Chemistry	42	13	31.0%
English	382	118	30.9%
Foreign Languages	212	60	28.3%
Health	85	21	24.7%
Physics	29	7	24.1%
Biology	125	30	24.0%
Earth Science	44	10	22.7%

<u>Endorsement Area</u>	<u>Endorsements Reported</u>	<u>Number Employed</u>	<u>Percentage Employed Within Endorsement</u>
		<u>Within Endorsement</u>	
Early Childhood Education	278	63	22.7%
Choral Music	43	9	20.9%
History	379	70	18.5%
Instrumental Music	39	7	17.9%
Geography	12	2	16.7%
Speech	31	4	12.9%
Marketing Education	24	3	12.5%
Early Childhood Special Ed	33	4	12.1%
English-as-a-Second Language	129	13	10.1%
Drama	33	3	9.1%
Philosophy	13	1	7.7%
Bilingual Education	27	2	7.4%
Reading	293	20	6.8%
Psychology	238	13	5.5%
Political Science	65	2	3.1%
Sociology	90	2	2.2%
Anthropology	32	0	0.0%
Computer Science	6	0	0.0%
Economics	22	0	0.0%
Journalism	13	0	0.0%
Religion	10	0	0.0%
Traffic Safety	13	0	0.0%
<b>Totals</b>	<b>6038</b>	<b>2117</b>	<b>35.1%</b>

### Placement Statistics by Racial/Ethnic Group

Based on the available data, 365 candidates who earned their first teaching certificates in Washington during the year 1999-2000 reported membership in minority groups (including "other"). This number represents 11 percent of those earning their first teaching certificates. Of these, 281 or 77 percent were employed as teachers, compared to 73 percent for the state's newly certificated teachers as a whole. Eighty Hispanics, 71 Asians, 53 Other, 41 African Americans, and 36 Native Americans who earned certificates through Washington institutions in 1999-2000 were employed as teachers. Table Q presents detailed information on new teacher certification and employment by sex and race/ethnic group for those who completed programs during 1999-2000.

**Table Q. Contracted and Substitute Employment by Racial/Ethnic Group of Persons Certificated in 2000-2001**

Categories:	Asian		Black		Caucasian		Hispanic		Native American		Other		Total
	M	F	M	F	M	F	M	F	M	F	M	F	
1 – Employed as a Teacher in state	10	47	12	22	400	1184	11	50	9	20	11	24	1800
2 – Employed as a Teacher out of state	1	13	3	4	73	197	9	10	2	5	8	10	335
3&4 – Employed as a Substitute teacher	1	6	0	2	103	315	4	5	0	5	10	13	464
5-12 – Nonteaching or unemployed	4	9	3	3	91	216	3	2	2	2	6	4	345
Totals:	16	75	18	31	667	1912	27	67	13	32	35	51	2944

Table R provides numerical data on a generally positive trend for the past 12 years in the number of minority group members receiving certificates. There were sharp increases in 1995-1996 and 1998-1999, and a sharp decrease in 1999-2000.

**Table R. Trends in Teacher Certification of Minority Group Members**

	88-89	89-90	90-91	91-92	92-93	93-94	94-95	95-96	96-97	97-98	98-99	99-00
Asian	25	29	30	30	41	48	64	102	<u>66</u>	110	<u>82</u>	91
African American	9	17	18	18	20	<u>19</u>	42	75	<u>34</u>	46	58	<u>49</u>
Hispanic	12	27	41	41	44	58	<u>49</u>	<u>44</u>	77	85	107	<u>94</u>
Native American	9	<u>7</u>	14	23	26	31	<u>23</u>	44	48	<u>39</u>	<u>30</u>	45
Other	0	0	0	0	0	0	0	34	115	<u>76</u>	241	<u>86</u>
<b>Total Minority</b>	<b>55</b>	<b>80</b>	<b>103</b>	<b>112</b>	<b>131</b>	<b>156</b>	<b>178</b>	<b>299</b>	<b>330</b>	<b>356</b>	<b>518</b>	<b><u>365</u></b>
% Increase	41%	45%	29%	9%	17%	19%	14%	68%	10.4%	7.9%	45.5%	-30%

Underlined numbers indicate a decrease from the previous year.

Figure 5 presents data on newly certificated teachers who were members of minority groups as a percentage of total teaching certificates issued. This percentage was 1.8 percent of the total number certificated in 1987-88. The 1999-2000 figure (10.9 percent) marked the fourth year in a row in which it exceeded ten percent. The large increase during 1998-99 was due almost entirely to an increase in the “other” category.

**Figure 5. Percentage of Teaching Certificates Issued to Minorities**

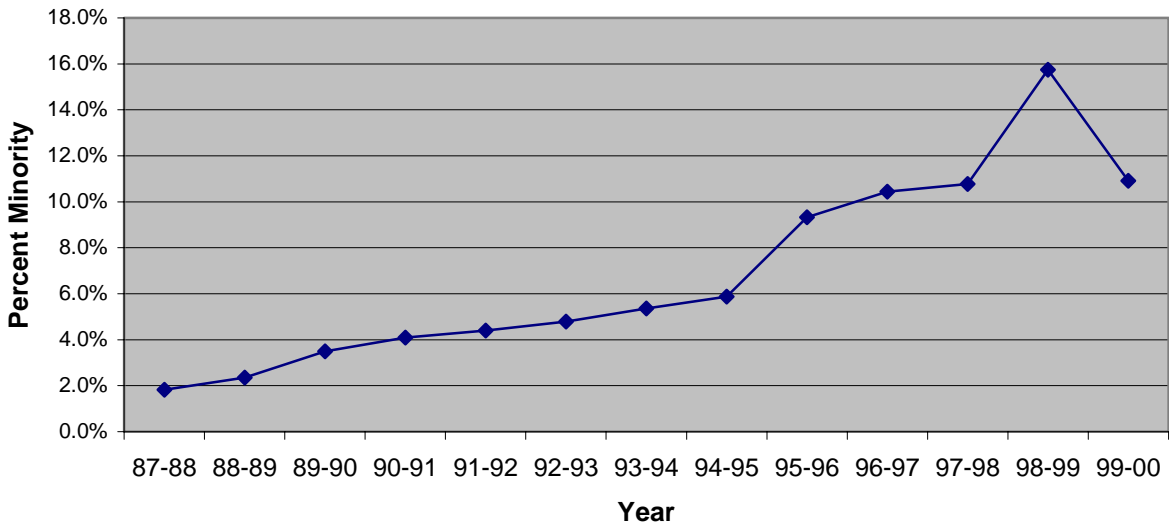


Figure 6 shows a proportional view of the number of members of specific minority groups earning certificates over the previous thirteen years. The five-year period ending in 2001 demonstrated a sustained and significant increase in certification of minority group members over previous years.

**Figure 6. Number of Minority Group Members Earning Certificates**

