

Annual Report 2007-2008

Certificates Issued and Certificated Personnel Placement Statistics



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State Superintendent of
Public Instruction

February 2009

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ANNUAL REPORT 2007-2008

Certificates Issued And Certificated Personnel Placement Statistics

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INTRODUCTION

Each year the Office of Superintendent of Public Instruction combines two related but separate reports (Certificates Issued and Certificated Personnel Placement Statistics) in its annual report regarding certification, submitted to the Professional Educator Standards Board. The report is not intended to be a comprehensive study of supply and demand for certificated personnel.

Part I of this report presents data on certificates issued for various roles during 2007-2008 for both in-state and out-of-state applicants. Information for Part I is based totally on the state educator database maintained by the Professional Education and Certification Office. Tables A and B show total number and type of certificates issued, comparing the activity to previous years. Tables C and D give the number and source (to include in-state colleges/universities) of each type of first-issue certificate. Tables E and F provide detailed information about endorsements on teaching certificates first issued during 2007-2008. Tables G and H report on limited certificates. Information for career and technical education (vocational) certificates is found at Table I. Table J pertains to states from which out-of-state applicants came.

Part II presents placement statistics gathered during 2007-2008 on persons completing teacher preparation programs in Washington State during the previous year. Information for Part II is provided by colleges/universities, based on follow-up surveys of teachers who completed their preparation programs. Data includes the number of persons completing teacher education programs over the past three decades in Table K, while Table L shows placement statistics for the past three years, Table M reports placement for each college/university, and Table N shows percent employed each year in the past three decades. Tables O and P show placement by endorsement and Tables Q and R report information by racial/ethnic group.

EXECUTIVE SUMMARY

The total number of certificates issued in the state in 2007-2008 was 14,964, a decrease of 3,227 (18 percent) from the 2006-2007 total. When all certification activity is counted, to include clock hour reporting, endorsements, and administrative actions, the total is 39,549, or a 15 percent increase from last year's total of 33,781.

- Four types of regular teaching certificates were issued during the year: Initial (Renewal) and Continuing (based on the standards in effect prior to 2000) and Residency and Professional (based on standards in effect as of 2000). Because most Initial certificates have already been renewed once since September, 2000 very few remain eligible for renewal.
- The number of limited certificates (those not meeting minimum requirements for a regular certificate) decreased by five percent to 3,828. Of these limited certificates, the only increase was in the number of emergency substitute certificates (14% to 1,338). All other limited certificates decreased respectively: conditional certificates (27%, to 202), emergency certificates (34%, to 133), and substitute certificates (8%, to 1,602).
- Twenty-three percent of those receiving their first Washington teaching certificate completed teacher education programs outside Washington. A decrease from the previous year.
- The number of Professional Teacher certificates issued (1,175), decreased 30% over last year's total.
- Since 2000, when state requirements for awarding endorsements were eliminated, the number of endorsements awarded per year declined (from 10,894 in 1999-2000, to 6,722 in 2006-2007, to 4,828 in 2007-08).

- The top five endorsements on first-issue teaching certificates awarded during 2007–2008 were elementary education (1,969), special education (369), English or English language arts (306), social studies (242) and early childhood education (206).
- Of the 33 current Washington endorsements (excluding world languages) those with fewer than 10 awarded in the year were library media (9), marketing education (7) technology education (6), agriculture education (5), deaf education (1), traffic safety (1), and dance (1).
- Specific designated world language endorsements included Spanish (70), French (23), German (3), Japanese (9), Chinese (4), Bulgarian (1).
- Four First Peoples Language/Culture Certificates were issued, a decrease of 10 certificates issued in 2006-07.
- There is significant decrease in the number of conditional (278 to 202) and emergency certificates (158 to 133) issued.
- The 2,969 career and technical education (vocational) certificates issued in 2007-2008 represent a minimal decrease from the previous year's total (2,976).
- The #1 and #2 sources for out-of-state teachers, administrators, and ESA's were Oregon (with 290, 16, and 12, respectively) and California (250, 21, and 22).
- Washington colleges and universities produced 3,042 new teachers (a 2 percent increase) in the 2007-2008 school year.
- Washington teacher preparation programs' full-time placement rate increased slightly from 2006-07. Sixty-two percent of the 2006-2007 program completers reported finding contracted, certificated positions in 2007–2008, a 6 percent increase. This is still down from a high of 67 percent in 2001-2002.
- While full-time placement rates rose slightly, placement of new program completers as substitutes decreased to 18 percent.

- Employment as either a teacher or substitute teacher reached 80 percent for the first time in 5 years.
- The highest placement rates (over 50 percent) for teachers hired 'in the endorsement area' were reported for Japanese, business education, Chinese, bilingual education, Puget Sound Salish, family & consumer sciences education, special education, mathematics, middle level: math/science, science, agriculture education, English language arts, choral music, Spanish, elementary education, visual arts.
- The lowest placement rates (below 20 percent) for teachers 'in the endorsement area' were reported for history, English as a second language and reading.
- There were 402 program completers in Washington who identified themselves as members of minority groups. This was a 7 percent increase from the previous year. The number of minority teachers exceeded 10 percent of their cohort for the eleventh year in a row.

PART I

CERTIFICATES ISSUED

July 1, 2007–June 30, 2008

PART I - CERTIFICATES ISSUED, JULY 1, 2007 – JUNE 30, 2008

Introduction

Each year the Office of Superintendent of Public Instruction 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. The state began requiring candidates for the Residency Teacher certificate to pass a basic skills test in 2002, and content knowledge testing has been required for all teaching endorsements since September 1, 2005.

Total Certificates Issued

A breakdown by type (teacher, administrator, educational staff associate [ESA], and career/technical educator [CTE]) and by source (in-state, out-of-state) is shown at Table A. The total number of certificates issued to in-state and out-of-state applicants¹ from July 1, 2007–June 30, 2008, was 14,964² or a 20% decrease than the previous year's total of 18,623. The figures in Table A include first certificate issuance, reissuance, renewals, reinstatements, progression from the beginning level of certification (residency/initial) to the second level (professional/continuing), and conversion of expired 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 14,964 certificates issued.

¹ For teachers, administrators, and ESAs, an "in-state" applicant is one who completed the approved program for the certificate at a Washington State Board of Education-approved college/university. An "out-of-state" applicant completed the course work at an institution approved outside Washington or last served in an educational setting in another state. All career and technical education (vocational) applicants are considered "in-state."

² While the total, 14,964, reflects the number of certificates issued in 2007-08, 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 (14,964) 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 39,549. This represents an increase of nearly 15% from the previous year (33,781).

Table A. Total Certificates Issued July 1, 2007–June 30, 2008

| | 2007-2008 | In-State | Out-of-State |
|-----------------------------|------------------|-----------------|---------------------|
| Teacher | 10,600 | 9,922 | 678 |
| Administrator | 887 | 760 | 127 |
| Educational Staff Associate | 931 | 783 | 148 |
| CTE/Vocational | 2,546 | 2,546 | n/a |
| Total | 14,964 | 14,011 | 953 |

Figure 1 compares total certificates issued over the last five years. The 2004-05 report reflects a slight increase from the previous year in all certificates. In 2005-06 all categories decreased, from the previous two years. Totals for 2005-06 were at or near the level of two years ago, confirming that 2004-05 was an anomaly, caused by the policy change requiring reissuance of the Residency certificate. In 2007-08 there was a decrease in all areas of new certificates issued.

Figure 1. Five-Year Comparison of Total Certificates Issued

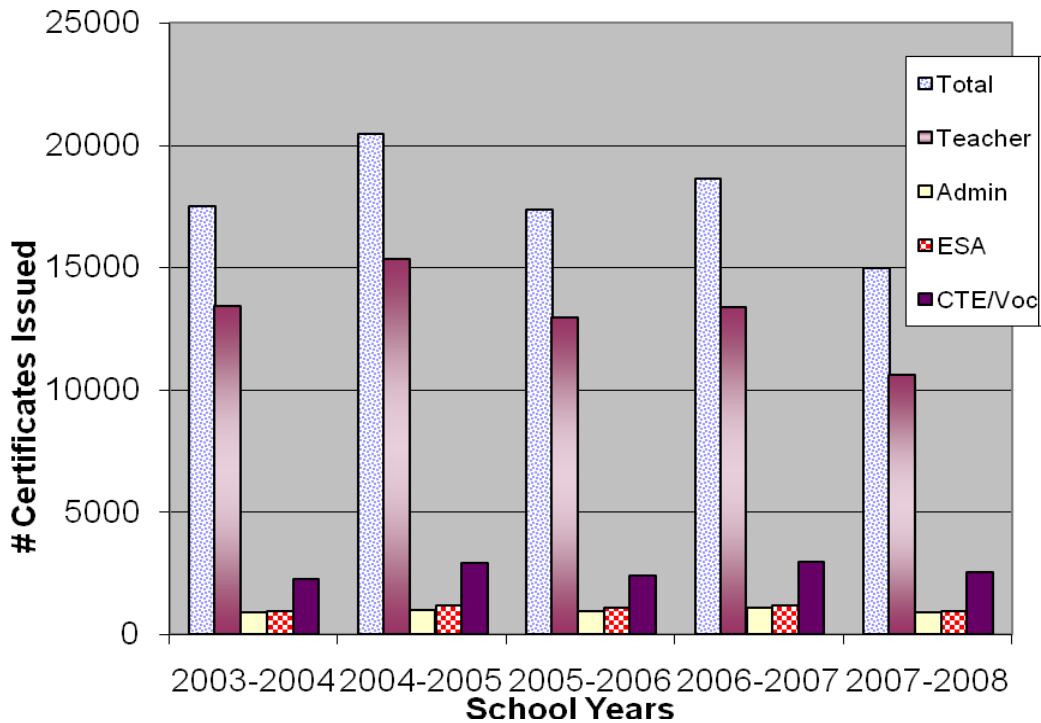


Table B provides information about total certificates issued by type and level of certificate. Overall, there was an 11 percent decrease in the number of regular and limited certificates. The largest decrease was recorded in first-level administrator certificates but an increase of 9% occurred in the Advanced level administrator certificates (9 percent). Limited certificates increased this year by 14 percent. Implementation of testing requirements (basic skills test in 2002 and endorsement tests in 2005) led to a 60 percent increase in the use of the emergency certificate during 2006-07 and decrease to 34 percent in 2007-08. Emergency substitutes increased to 1,338. 14 percent increase from last year, yet down from a high of 2,142 in 2001-02.

Table B. Total Certificates Issued in 2007-08 by Level

| | | # of Certificates Issued | % Change from 2006-07 |
|--|--------------|-------------------------------------|----------------------------------|
| First level teaching certificates | | 4,427 | -31% |
| Initial teaching certificates | 31 | | |
| Residency teacher certificates* | 4,396 | | |
| Advanced level teaching certificates | | 2,512 | -24% |
| Continuing teaching certificates | 1,321 | | |
| Professional teaching certificates | 1,191 | | |
| First level administrator certificates | | 631 | -91% |
| Initial administrator certificates | 68 | | |
| Residency administrator certificates | 563 | | |
| Advanced level administrator certificates | | 226 | 9% |
| Continuing administrator certificates | 226 | | |
| Professional administrator certificates | 0 | | |
| First level ESA certificates | | 634 | -11% |
| Initial ESA certificates | 287 | | |
| Residency ESA certificates | 347 | | |
| Advanced level ESA certificates | | 234 | 19% |
| Continuing ESA certificates | 234 | | |
| Professional ESA certificates | 0 | | |
| Career & Technical Ed Certificates | | 2,978 | 24% |
| Exchange certificates | | 3 | 200% |
| Limited certificates issued | | 3,828 | 14% |
| Conditional certificates | 202 | | 0% |
| Emergency certificates | 133 | | 34% |
| Emergency Substitute certificates | 1,338 | | 14% |
| Substitute certificates | 1,602 | | 8% |
| Intern Substitute certificates | 446 | | 43% |
| Transitional certificates | 107 | | 3% |
| First Peoples Language/Culture | | 4 | 33% |
| | Total | 15,477 | -11% |

First-Issue Certificates

Table C shows new certificate holders in the state; it does not include figures for limited certificates, renewals, reinstatements or conversions, but rather, indicates the number of first-issue certificates to persons who had never held full certification for that role in Washington. Thirty eight percent of the teachers earning their first Washington

Table C. Total First-Issue Certificates by Type

| | | <u>In</u> <u>State</u> | <u>Out-of-</u> <u>State</u> | <u>Total</u> | <u>%</u> <u>Change</u> |
|--|--------------|---------------------------|--------------------------------|--------------|---------------------------|
| <u>Teacher Certificates</u> | | | | | |
| | Residency | 2,304 | 1,388 | 3,692 | -29% |
| | Continuing | 1,038 | 0 | 1,038 | -50% |
| | Professional | 1,100 | 75 | 1,175 | 20% |
| <u>Administrator Certificates</u> | | | | | |
| Principal | | | | | |
| | Residency | 366 | 82 | 448 | 19% |
| | Continuing | 160 | 0 | 160 | 1% |
| | Professional | 0 | 0 | 0 | n/a |
| Superintendent | | | | | |
| | Initial | 34 | 17 | 51 | -4% |
| | Continuing | 15 | 0 | 15 | -6% |
| Program Administrator | | | | | |
| | Residency | 46 | 10 | 56 | 33% |
| | Continuing | 8 | 0 | 8 | -20% |
| | Professional | 0 | 0 | 0 | n/a |
| <u>ESA Certificates</u> | | | | | |
| School Counselor | | | | | |
| | Initial | 0 | 1 | 1 | -100% |
| | Residency | 165 | 39 | 204 | n/a |
| | Continuing | 94 | 2 | 96 | 22% |
| School Nurse | | | | | |
| | Initial | 69 | 1 | 70 | 43% |
| | Continuing | 9 | 0 | 9 | -44% |
| School Occ. Therapist | | | | | |
| | Initial | 30 | 9 | 39 | 11% |
| | Continuing | 7 | 0 | 7 | -36% |
| School Physical Therapist | | | | | |
| | Initial | 13 | 1 | 14 | 17% |
| | Continuing | 4 | 0 | 4 | -20% |
| School Psychologist | | | | | |
| | Initial | 0 | 0 | 0 | -100% |
| | Residency | 57 | 26 | 83 | n/a |
| | Continuing | 33 | 0 | 33 | -3% |
| School Social Worker | | | | | |
| | Initial | 0 | 0 | 0 | -100% |
| | Residency | 15 | 7 | 22 | n/a |
| | Continuing | 5 | 0 | 5 | -38% |
| School Speech Pathologist/Audiologist | | | | | |
| | Initial | 45 | 42 | 87 | 4% |
| | Continuing | 22 | 0 | 22 | -12% |
| Career & Technical Ed | | | | | |
| | | 1,246 | n/a | 1,246 | 32% |
| Totals | | 6,885 | 1,700 | 8,585 | -19% |

certificate completed an out-of-state preparation program. The number of Professional Teacher certificates for instate issued cert. holders decreased in 2007-08 to 1,100 as compared to 1,689 program completers in 2006-07. The totals at the bottom of Table C do not indicate the number of people, but the number of certificates. It is possible, especially for out-of-state applicants, to qualify for more than one certificate at a time. For example, out-of-state applicants for principal or school counselor certification often apply concurrently for a teaching certificate.

Table D (next page) 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 every type of certificated role.

In 2007-08, there were three general pathways to earning a certificate. There were 21 state-approved programs which included teacher preparation as part of an undergraduate program leading to a certificate combined with a bachelor's degree. State-supported 'alternative routes' to teacher certification programs supervised by the Professional Educator Standards Board increased to include 10 programs. These programs include school employees pursuing a bachelor's degree with certificate in special education or bilingual education, but many alternative routes candidates are career-changers pursuing a certificate-only in areas such as math and science.

Table D. Number of First-Issue Initial (or Residency) Certificates by Institution¹

July 1, 2007 – June 30, 2008

AU = Antioch University, CU = City University, CWU = Central Washington University, EWU = Eastern Washington University, GU = Gonzaga University, Con = Consortium (Gonzaga), HU = Heritage University, NWU = Northwest University, PLU = Pacific Lutheran University, SMU = Saint Martin's University, 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, Walla = Walla Walla University, WSU = Washington State University, WWU = Western Washington University, WwU = Whitworth University

| Type of Certificate | AU | CU | CWU | EWU | GU | Con | HU | NWU | PLU | SMU | SPU | SU | TESC | UPS | UW | UWB | UWT | Walla | WSU | WWU | WwU |
|----------------------|----|-----|-----|-----|----|-----|----|-----|-----|-----|-----|----|------|-----|----|-----|-----|-------|-----|-----|-----|
| TEACHER | 41 | 245 | 494 | 268 | 69 | - | 71 | 26 | 90 | 58 | 109 | 77 | - | 4 | 88 | 2 | 19 | 20 | 373 | 165 | 104 |
| ADMINISTRATOR | | | | | | | | | | | | | | | | | | | | | |
| Principal | -- | 77 | 8 | 24 | 9 | -- | 50 | -- | 3 | -- | 31 | 6 | -- | 0 | 8 | -- | 18 | -- | 37 | 53 | 4 |
| Program Admin. | -- | 18 | 2 | -- | 2 | -- | 6 | -- | 2 | 1 | 1 | 1 | -- | 1 | 0 | -- | 0 | -- | 4 | -- | -- |
| Superintendent | -- | -- | -- | 1 | 0 | -- | -- | -- | -- | -- | 13 | 1 | -- | -- | 1 | -- | -- | -- | 12 | 9 | -- |
| ESA ** | | | | | | | | | | | | | | | | | | | | | |
| Counselor | -- | 55 | 0 | 10 | 8 | -- | 21 | -- | - | 3 | 20 | 17 | -- | 12 | 0 | -- | -- | -- | 0 | 1 | 0 |
| Psychologist | -- | -- | 6 | 23 | -- | -- | -- | -- | -- | -- | 0 | 16 | -- | -- | 8 | -- | -- | -- | 0 | -- | -- |
| Social Worker | -- | -- | - | 6 | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | 11 | -- | -- | 1 | -- | -- | -- |

- ¹ Based on OSPI records of certificates issued. Totals vary from year to year, depending on the date the verification of program completion lists are sent to OSPI for processing. This table shows certificates issued before June 30, 2008. Some individuals who completed a program in 2008 were not issued a certificate until after July 1, 2008. They are not reflected in this report.
- ² A consortium involving ESD 101, PLU, WSU, Whitworth University, and Gonzaga University combined to offer an alternative route to certification. Although not an institution per se, this consortium recommends candidates for certification under the state-approved authority granted to Gonzaga University, which verifies program completion to OSPI.
- ³ 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 (if 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

Teaching certificates have been issued with endorsements since 1987, limiting teacher assignment to specific subject areas and/or grade levels. In 2000 a new performance-based endorsement system was introduced in which 'state' requirements (applicants applying directly to OSPI) were eliminated as an alternative to completing state-approved college/university endorsement programs, and the number of Washington endorsements was reduced from 43 to 33. Content knowledge testing for endorsements was initiated in September, 2005. 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 hold two or more endorsements, the total number of endorsements exceeds the number of certificates issued.

Most endorsements were issued in elementary education (1,969), special education (369), English language arts (306), social studies (242), early childhood education (206), math (200), reading (174), history (148), English as a second language (141), health/fitness (130), biology (95), and science (78).

In-state applicants earned 61 percent of all endorsements awarded. More than 80 percent of the following current Washington endorsements were issued to candidates from in-state: bilingual education, health/fitness, theatre arts, and dance. Compared with 10,894 endorsements awarded in 1999-2000, when state requirements for endorsements were eliminated in favor of programs-only, 9,569 endorsements were awarded in 2000-01, 9,626 in 2001-02, 7,741 in 2002-03, 7,533 in 2003-04, 9,100 in 2004-05, 7,744 in 2005-06, 6,722 in 2006-07 and 4,824 in 2007-08.

Table E. Endorsements on First Washington Teacher Certificates

| <u>Endorsement</u> | <u>In State</u> | <u>Out of State</u> | <u>Total</u> |
|--------------------------------------|-----------------|---------------------|--------------|
| Elementary Education | 1419 | 716 | 2135 |
| Special Education | 211 | 164 | 375 |
| English Language Arts | 166 | 153 | 319 |
| Social Studies | 157 | 95 | 252 |
| Early Childhood Education | 141 | 66 | 207 |
| Reading | 144 | 46 | 190 |
| Mathematics | 116 | 90 | 206 |
| Health/Fitness | 117 | 22 | 139 |
| History | 110 | 50 | 160 |
| English as a Second Language/ELL | 90 | 57 | 147 |
| Des Science: Biology | 60 | 40 | 110 |
| Des Arts: Music: General | 57 | 28 | 85 |
| Des Arts: Music: Choral | 53 | 25 | 78 |
| Des Arts: Music: Instrumental | 50 | 30 | 80 |
| DWL: Spanish | 46 | 36 | 82 |
| Science | 42 | 38 | 80 |
| Middle Level: Math/Science | 40 | 17 | 57 |
| Des Arts: Visual Arts | 34 | 25 | 59 |
| Middle Level: Humanities | 27 | 12 | 39 |
| Des Arts: Theatre Arts | 19 | 2 | 21 |
| Bilingual Education | 18 | 3 | 21 |
| DWL: French | 16 | 8 | 24 |
| Des Science: Chemistry | 13 | 13 | 26 |
| Des CTE: Family and Consumer Sci. Ed | 12 | 4 | 16 |
| Des Science: Earth/Space Science | 9 | 4 | 13 |
| Early Childhood Special Education | 9 | 7 | 16 |
| Des CTE: Business Education | 8 | 12 | 20 |
| Des Science: Physics | 8 | 10 | 18 |
| DWL: Japanese | 6 | 3 | 9 |
| Des CTE: Marketing Education | 5 | 2 | 7 |
| Library Media | 11 | 5 | 16 |
| Des CTE: Agriculture Education | 5 | 2 | 7 |
| Des CTE: Technology Education | 2 | 4 | 6 |
| DWL: Chinese | 2 | 2 | 4 |
| Des Arts: Dance | 1 | 0 | 1 |
| DWL: German | 1 | 2 | 3 |
| DWL: Bulgarian | 0 | 1 | 1 |
| Deaf Education | 0 | 2 | 2 |
| Traffic Safety | 0 | 1 | 1 |

| *Not Current Washington State Endorsements | In State | Out-of-State | Total |
|--|-------------|--------------|-------------|
| * Adaptive PE | 0 | 0 | 0 |
| * Anthropology | 0 | 0 | 0 |
| * Communications | 0 | 0 | 0 |
| * Geography | 0 | 2 | 2 |
| * Health | 0 | 3 | 3 |
| * Journalism | 0 | 0 | 0 |
| * Middle Level English | 0 | 1 | 1 |
| * Middle School Math | 0 | 5 | 5 |
| * Multiple Subjects | 0 | 63 | 63 |
| * Music | 0 | 0 | 0 |
| * Philosophy | 0 | 0 | 0 |
| * Physical Education | 0 | 22 | 22 |
| * Physical Science | 0 | 2 | 2 |
| * Political Science | 0 | 0 | 0 |
| * Psychology | 0 | 3 | 3 |
| * Social Science | 0 | 1 | 1 |
| * Sociology | 0 | 3 | 3 |
| * Speech | 0 | 1 | 1 |
| * Theology | 0 | 0 | 0 |
| Total | 3225 | 1903 | 5106 |
| <i>*Not a current Washington State Endorsement</i> | | | |

Table F (next page) shows in-state endorsements obtained through program completion, listed by college/university. Colleges must request Professional Educator Standards Board approval for each endorsement offered. Since September 1, 2000, with the exception of national board-certified teachers and the recent 'Pathway 1' (content knowledge test only) and 'Pathway 2' (content knowledge test plus pedagogy assessment) option, completion of an approved college/university program has been the only means available to earn an endorsement, and (because few teachers are eligible for these alternatives) remains for most teachers the only available means.

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 | Cons | HU | NWU | PLU | SMU | SPU | SU | TESC | UPS | UW | UWB | UWT | Walla | WSU | WWU | WwU |
|----------------------|----|-----|-----|-----|----|------|----|-----|-----|-----|-----|----|------|-----|----|-----|-----|-------|-----|-----|-----|
| Elementary Ed. | 37 | 208 | 293 | 132 | 31 | 0 | 69 | 19 | 42 | 33 | 46 | 39 | 0 | 1 | 7 | 2 | 17 | 21 | 268 | 92 | 62 |
| Special Ed. | 1 | 36 | 26 | 28 | 20 | 0 | 2 | 0 | 17 | 12 | 8 | 8 | 0 | 0 | 15 | 0 | 14 | 0 | 1 | 18 | 5 |
| English Lang/ Arts | 3 | 0 | 11 | 29 | 10 | 0 | 0 | 2 | 13 | 2 | 16 | 16 | 0 | 1 | 15 | 0 | 3 | 3 | 20 | 15 | 7 |
| Social Studies | 1 | 0 | 29 | 28 | 8 | 0 | 0 | 1 | 9 | 8 | 8 | 12 | 0 | 1 | 15 | 0 | 0 | 0 | 12 | 20 | 5 |
| Reading | 0 | 0 | 28 | 51 | 1 | 0 | 0 | 0 | 11 | 15 | 1 | 0 | 0 | 0 | 1 | 0 | 2 | 0 | 11 | 2 | 21 |
| Early Childhd Ed. | 0 | 0 | 128 | 5 | 0 | 0 | 1 | 0 | 0 | 6 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 |
| Health/Fitness | 0 | 0 | 48 | 22 | 5 | 0 | 0 | 1 | 4 | 1 | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 11 | 11 | 2 |
| Mathematics | 0 | 0 | 28 | 9 | 4 | 0 | 1 | 1 | 6 | 2 | 12 | 5 | 0 | 1 | 9 | 0 | 1 | 1 | 16 | 11 | 9 |
| History | 0 | 0 | 26 | 29 | 8 | 0 | 0 | 0 | 0 | 7 | 9 | 4 | 0 | 0 | 4 | 0 | 0 | 1 | 22 | 0 | 0 |
| English/Lang/Lrn | 0 | 0 | 40 | 4 | 2 | 0 | 4 | 0 | 7 | 5 | 2 | 4 | 0 | 0 | 7 | 0 | 0 | 0 | 1 | 8 | 6 |
| Ds Sc. Biology | 0 | 0 | 5 | 10 | 3 | 0 | 0 | 1 | 3 | 6 | 0 | 2 | 0 | 0 | 12 | 0 | 1 | 0 | 8 | 3 | 6 |
| Ds Arts: Mus: Gen | 0 | 0 | 12 | 2 | 0 | 0 | 0 | 0 | 4 | 3 | 6 | 0 | 0 | 0 | 15 | 0 | 0 | 0 | 9 | 4 | 2 |
| Ds Arts: Mus: Chrl. | 0 | 0 | 14 | 4 | 0 | 0 | 0 | 1 | 3 | 1 | 6 | 0 | 0 | 0 | 15 | 0 | 0 | 0 | 5 | 3 | 1 |
| Ds Arts: Mus.: Inst. | 0 | 0 | 14 | 2 | 0 | 0 | 0 | 0 | 0 | 1 | 6 | 0 | 0 | 0 | 15 | 0 | 0 | 0 | 8 | 2 | 2 |
| DWL: Spanish | 0 | 0 | 9 | 5 | 3 | 0 | 0 | 0 | 5 | 0 | 3 | 3 | 0 | 0 | 2 | 0 | 0 | 2 | 5 | 3 | 6 |
| Science | 0 | 0 | 3 | 8 | 0 | 0 | 0 | 0 | 4 | 2 | 1 | 0 | 0 | 1 | 8 | 0 | 2 | 0 | 7 | 3 | 3 |
| ML: Math/Science | 4 | 6 | 16 | 0 | 0 | 0 | 1 | 0 | 3 | 8 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Ds Arts: Vis.Arts | 0 | 1 | 14 | 8 | 0 | 0 | 1 | 0 | 2 | 0 | 2 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 2 |
| ML: Humanities | 2 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 2 | 17 | 2 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 2 | 0 |
| Ds Arts: Thtre. Arts | 0 | 0 | 2 | 0 | 3 | 0 | 0 | 0 | 1 | 0 | 2 | 3 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 4 | 0 |
| Bilingual Ed. | 0 | 0 | 12 | 0 | 0 | 0 | 1 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| DWL: French | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 5 | 0 | 1 | 2 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 2 | 2 |
| Des Sci: Chem. | 0 | 0 | 3 | 1 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 2 | 3 | 0 |
| Ds CTE: F&CS. Ed. | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 0 | 0 |
| Library Media | 0 | 0 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 7 |
| Ds Sci: Earth Sci. | 0 | 0 | 3 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| Early Chd Spc. Ed. | 0 | 0 | 0 | 4 | 4 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Des CTE: Bus. Ed. | 0 | 0 | 5 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Des Sci.: Physics | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 1 | 1 | 0 | 0 |
| DWL: Japanese | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Des CTE: Agri. Ed. | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 0 | 0 |
| Ds CTE: Mkting Ed. | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Des CTE: Tech.Ed. | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| | | | | | | | | | | | | | | | | | | | | | |
|-----------------|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| DWL: Chinese | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Des Arts: Dance | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| DWL: German | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Endorsement Areas on Limited Certificates

Conditional certificates, issued to those who may have expertise in an endorsement area but who do not meet all requirements for a regular certificate, must be requested by the prospective employer, verifying that conditions warrant its issuance. Conditional certificates issued in 2006-07 and 2007-08 are shown at Table G. There was a decrease from 248 to 215 conditional certificates issued. Twelve of the extended list of 43 endorsement areas increased in number compared with last year.

Table G. Endorsements on Conditional Certificates 2006-07 and 2007-08

| <u>Teaching Endorsements</u> | | 06-07 | 07-08 | | 06-07 | 07-08 |
|------------------------------|----|-------|----------------------------|------------|------------|-------|
| Bilingual Education | 7 | 3 | Library Media | 2 | 1 | |
| Des Arts: Dance | 3 | 0 | Mathematics | 28 | 32 | |
| Des Arts: Music: Choral | 2 | 1 | Reading | 0 | 3 | |
| Des Arts: Music: General | 14 | 4 | Science | 8 | 15 | |
| Des. Arts: Music: Instrum. | 0 | 1 | Special Education | 25 | 24 | |
| Des Arts: Theatre Arts | 4 | 6 | Social Studies | | 1 | |
| Des Arts: Visual Arts | 5 | 2 | Traffic Safety Education | 5 | 8 | |
| Des CTE: Business Ed | 2 | 1 | On-Street Instr. Only* | 26 | 26 | |
| Des CTE: Technology Educ | 3 | 0 | <u>Old Endorsements</u> | | | |
| Des Science: Biology | 1 | 1 | American Sign Language | 0 | 1 | |
| Des Science: Chemistry | 3 | 1 | Computer Science | 2 | 2 | |
| Des Science: Physics | 2 | 0 | Health | 1 | 0 | |
| DWL: American Sign Lang | 2 | 0 | Indian Culture Specialist | 2 | 0 | |
| DWL: Chinese | 6 | 2 | Instructional Technology | 2 | 1 | |
| DWL: French | 2 | 1 | Learning Resources | 2 | 1 | |
| DWL: Japanese | 6 | 6 | Middle Level :Primary | 0 | 2 | |
| DWL: Latin | 2 | 0 | Physical Education | 3 | 2 | |
| DWL: Spanish | 8 | 9 | Psychology | 1 | 0 | |
| Early Childhood Education | 4 | 3 | <u>Other</u> | | | |
| Early Childhood Special Ed | 2 | 1 | ROTC Instructor | 11 | 11 | |
| Elementary Education | 11 | 7 | Total Teachers | 217 | 186 | |
| English as a 2d Language | 7 | 0 | <u>ESA</u> | | | |
| English Language Arts | 3 | 4 | School Nurse | 12 | 5 | |
| Health/Fitness | 0 | 0 | School Speech Language | | | |
| History | 0 | 3 | Pathologist or Audiologist | 19 | 24 | |
| | | | Total ESAs | 31 | 29 | |
| | | | Total | 248 | 215 | |

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

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

Endorsements on emergency certificates are shown at Table H. Educational service districts, school districts, or private schools may request that an emergency certificate be issued to individuals who hold the appropriate degree and have substantially met certification requirements provided that a qualified person who holds regular certification is not available. These data show a decrease from the previous year in the use of emergency certification, from 172 to 150. Thirty-four endorsement areas are represented on this table, an increase of one from the previous year and nine from two years ago. Endorsement areas recurring from the previous year are compared with last year's total.

Table H. Endorsements on Emergency Certificates 2006-07 and 2007-08

| Emergency Teacher Certificates | '06-07 | '07-08 | | '06-07 | '07-08 |
|--------------------------------------|--------|--------|-----------------------------------|------------|------------|
| Bilingual Education | 1 | 2 | Early Childhood Spec Ed | 3 | 1 |
| Des Arts: Music: General | 1 | 1 | Elementary Education | 25 | 18 |
| Des Arts: Music: Instrum | 0 | 0 | English as a 2 nd Lang | 2 | 4 |
| Des Arts: Theatre Arts | 0 | 0 | English Language Arts | 8 | 9 |
| Des Arts: Visual Arts | 0 | 1 | Health/Fitness | 1 | 2 |
| Des CTE: Agriculture Ed | 0 | 0 | History | 0 | 0 |
| Des CTE: Fam & Con Sci | 1 | 0 | Mathematics | 16 | 23 |
| Des CTE: Tech Ed | 2 | 0 | Middle Level: Math/Sci | 0 | 0 |
| Des Science: Biology | 2 | 4 | Reading | 1 | 1 |
| Des Science: Chemistry | 1 | 0 | Science | 8 | 8 |
| Des Science: Physics | 1 | 0 | Social Studies | 3 | 3 |
| DWL: Chinese | 1 | 2 | Special Education | 29 | 20 |
| DWL: German | 0 | 0 | <u>Old Endorsements.</u> | | |
| DWL: Japanese | 1 | 0 | Physical Education | 1 | 3 |
| DWL: Spanish | 6 | 4 | Political Science | 0 | 0 |
| Early Childhood Education | 4 | 1 | Total Teacher | 118 | 112 |
| Emergency ESA Certificates | | | | | |
| School Counselor | 17 | 9 | School Psychologist | 30 | 24 |
| | | | Total ESA | 47 | 36 |
| Emergency Administrator Certificates | | | | | |
| Principal | 5 | 2 | Program Administrator | 2 | 0 |
| | | | Total Administrators | 7 | 2 |
| | | | Total | 172 | 150 |

Career and Technical Education (CTE) Certificates

Certificates for career and technical education are issued in the broad categories of agricultural education, business education, marketing education, family and consumer sciences education, and technology education, and/or any of 80 specific subcategory specialty areas. They are required for any courses funded by federal or state CTE dollars. Table I reflects the number of CTE certificates issued in these categories and specialty areas (and whether they were new or renewed). For the purpose of this table, some specialty areas have been grouped under school district program areas. Detailed information regarding specialty areas is available upon request from the Professional Education and Certification office. The total of 2,969 is a slight decrease from the previous year (2,976).

Table I. CTE Certificates Issued, July 1, 2007 - June 30, 2008

| | New | Renewal | Total |
|--|-------------|----------------|--------------|
| CTE Director and Assistant Director | 25 | 52 | 77 |
| Agriculture Education* | 13 | 49 | 62 |
| Agriculture Subcategory Specialty Areas | 51 | 50 | 101 |
| Business Education* | 48 | 177 | 225 |
| Business Subcategory Specialty Areas | 183 | 135 | 318 |
| Marketing Education* | 24 | 76 | 100 |
| Marketing Subcategory Specialty Areas | 87 | 47 | 134 |
| Family and Consumer Sciences Education* | 76 | 131 | 207 |
| Technology Education (all areas, degree required) | 43 | 97 | 140 |
| Health & Human Services | | | 0 |
| Health Subcategory Specialty Areas | 56 | 50 | 106 |
| Human Services Subcategory Specialty Areas | 80 | 56 | 136 |
| Trade and Industrial (all subcategory specialty areas) | 301 | 332 | 633 |
| Diversified Occupations | 71 | 147 | 218 |
| CTE Counselor | 13 | 11 | 24 |
| Occupational Information Specialist | 18 | 17 | 35 |
| Work-Based Learning Coordinator | 157 | 296 | 453 |
| Totals | 1246 | 1723 | 2969 |

**Broad subject area, representing an endorsement on a Residency Teacher Certificate. However, significant numbers of these are conditional certificates (which do not require a certification program).*

Certificates Issued to Out-of-state Candidates

When a candidate from out-of-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 2007–08, there were significantly fewer out-of-state applicants than the previous year. (Shown in Table J) As in previous years, two states (Oregon and California) accounted for a large portion, of the out-of-state recipients of Washington State teaching certificates. Oregon, California, Arizona, Idaho, and *Foreign Country* are the top five states-of-origin for all out-of-state certification applicants (teacher, administrator, and ESA). “Foreign country” ranks fifth as a source for teachers (69) from out-of-state during 2007-08.

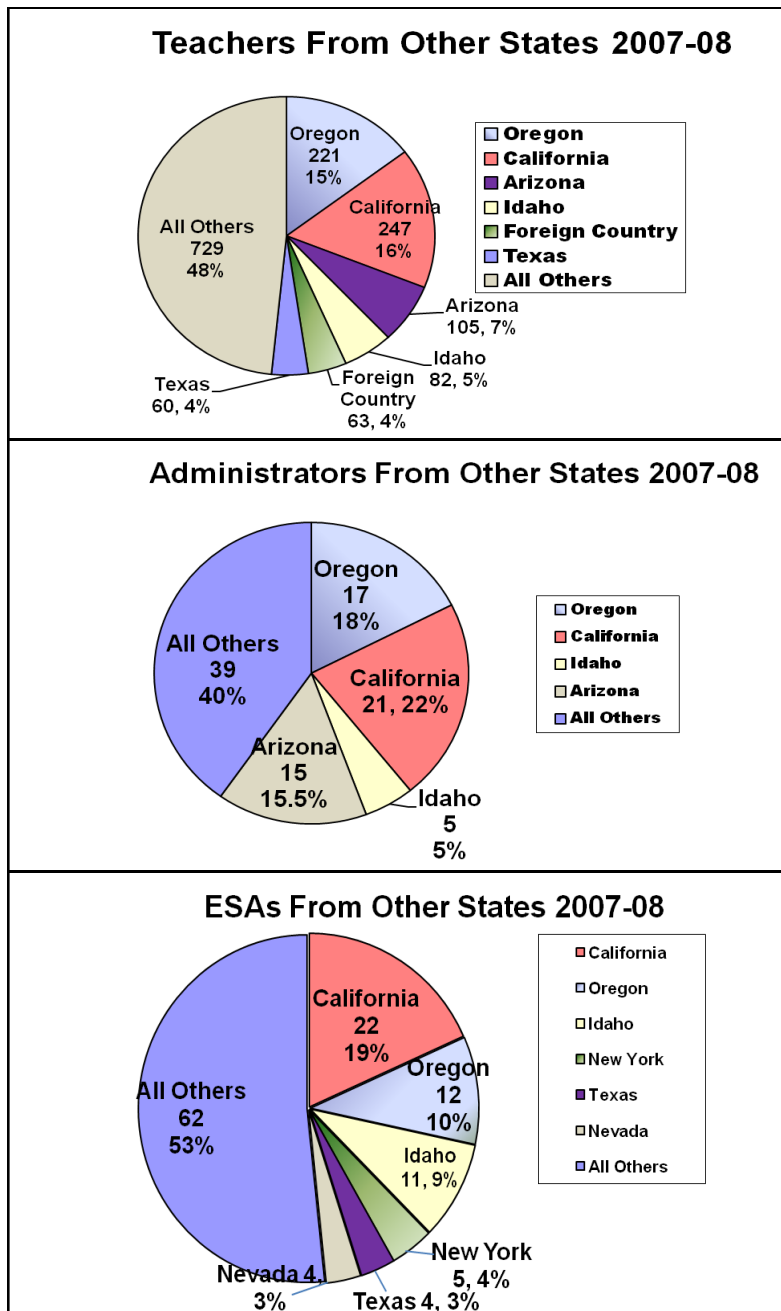
Table J. Top Ten Sources of Out-of-state Educators, 2007-08

| | <u>Teacher</u> | | <u>Administrator</u> | | <u>ESA</u> | |
|----|------------------------|------------|------------------------|-----------|-------------------------|-----------|
| 1 | Oregon | 290 | California | 21 | California | 22 |
| 2 | California | 250 | Oregon | 16 | Oregon | 12 |
| 3 | Arizona | 123 | Arizona | 15 | Idaho | 11 |
| 4 | Idaho | 98 | Idaho | 5 | Utah | 7 |
| 5 | <i>Foreign Country</i> | 69 | Texas | 5 | New York | 5 |
| 6 | Texas | 69 | Montana | 3 | Texas | 4 |
| 7 | Utah | 57 | Illinois | 3 | Nevada | 4 |
| 8 | Montana | 45 | Nevada | 3 | <i>Foreign Country</i> | 4 |
| 9 | Florida | 45 | Alaska | 3 | Massachusetts | 4 |
| 10 | Illinois | 42 | <i>Foreign Country</i> | 2 | Arizona | 3 |
| | Oregon 06-07 | 316 | California 06-07 | 33 | California 06-07 | 36 |
| | Oregon 07-08 | 290 | Oregon 07-08 | 21 | California 07-08 | 22 |

Note: During 2007-2008 more than half of all out-of-state teachers came from four sources (counting “Foreign Country” as a single source): Oregon, California, Arizona, Idaho, Foreign Country, and Texas. For administrators, three states (Oregon, California, and Idaho) contributed over half the total. For ESAs, five states contributed over half the total.

Figure 2 shows sources of teachers, administrators, and ESAs coming to Washington, names the sources which contributed more than half the total, and provides a proportional representation of this information.

Figure 2. Top Sources of Out-of-State Educators, 2007-2008



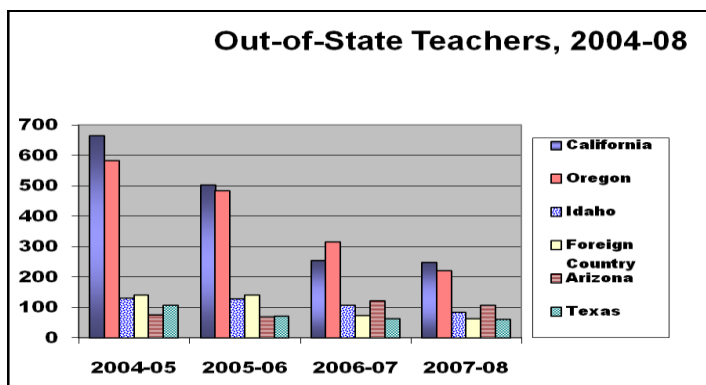
During 2007-08, more than half of the 1507 out-of-state applicants for teaching certificates came from California (247), Oregon (221), Arizona (105), Idaho (82), Foreign Country (63), and Texas (60). All other states accounted for 729 out-of-state teachers.

During 2007-08, more than half of the 97 out-of-state applicants for administrator certificates came from California (21), Oregon (17), Arizona (15), and Idaho (5). All other states accounted for 39 out-of-state administrators.

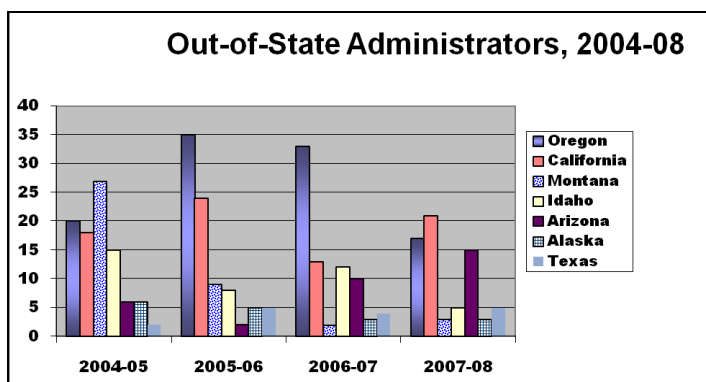
During 2007-08, almost half of the 120 out-of-state applicants for ESA certificates came from California (22), Oregon (12), Idaho (11), New York (5), Texas (4) and Nevada (4). All other states accounted for 62 out-of-state educational staff associates.

During the four years 2004-05, 2005-06, 2006-07 and 2007-08 comparative data for out-of-state applicants provides additional information about their states of origin. Figure 3 provides information about trends for the top six sources of out-of-state applicants for teacher, and seven sources for administrator and educational staff associate certification. Oregon and California alternated in first place, each providing the most teachers and ESAs for two of the last four years, the most administrators for three of the last four years, and the most ESAs for two of the last four years. Oregon, again has provided the most administrators in four of the last five years. Montana provided the most administrators during 2004-05.

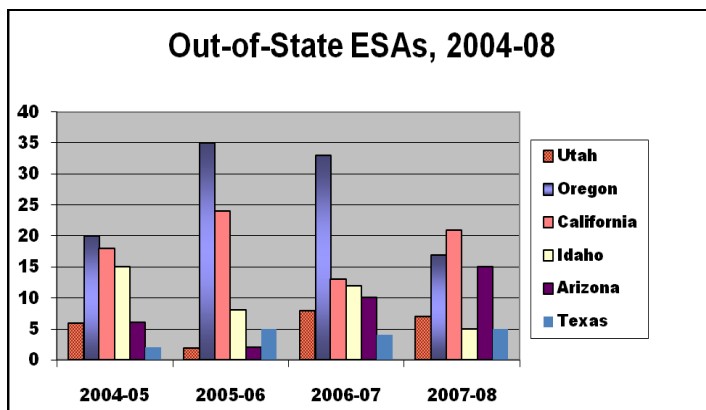
Figure 3. Top Sources of Out-of-State Educators, 2004-2007



| Teacher | 2004-05 | 2005-06 | 2006-07 | 2007-08 | Total |
|-------------|---------|---------|---------|---------|-------|
| California | 666 | 503 | 255 | 247 | 1671 |
| Oregon | 583 | 483 | 316 | 221 | 1603 |
| Idaho | 130 | 127 | 106 | 82 | 445 |
| For'n Cntry | 140 | 141 | 73 | 63 | 417 |
| Arizona | 74 | 69 | 120 | 105 | 368 |
| Texas | 107 | 71 | 62 | 60 | 300 |



| Admin. | 2004-05 | 2005-06 | 2006-07 | 2007-08 | Total |
|------------|---------|---------|---------|---------|-------|
| Oregon | 20 | 35 | 33 | 17 | 105 |
| California | 18 | 24 | 13 | 21 | 76 |
| Montana | 27 | 9 | 2 | 3 | 41 |
| Idaho | 15 | 8 | 12 | 5 | 40 |
| Arizona | 6 | 2 | 10 | 15 | 33 |
| Alaska | 6 | 5 | 3 | 3 | 17 |



| ESA | 2004-05 | 2005-06 | 2006-07 | 2007-08 | Total |
|------------|---------|---------|---------|---------|-------|
| California | 36 | 25 | 36 | 22 | 119 |
| Oregon | 17 | 29 | 26 | 12 | 84 |
| Idaho | 19 | 6 | 10 | 11 | 46 |
| Arizona | 7 | 6 | 8 | 3 | 24 |
| New York | 5 | 4 | 9 | 5 | 23 |
| Utah | 6 | 2 | 8 | 7 | 23 |

PART II

CERTIFICATED PERSONNEL PLACEMENT STATISTICS

2007–2008

PART II - CERTIFICATED PERSONNEL PLACEMENT STATISTICS, 2007-08

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 2007-08 report are for persons who completed teacher education programs during the previous year (2006-07) and were placed during the current year (2007-08).

Program Completion Data

Colleges/universities reported a slight increase in 2007-08 to 3,042 new teachers completing certification programs at Washington colleges and universities from the 2,997 in 2006-07. Figure 4 depicts trends over a 35-year period, including a dramatic decline from 5,685 in 1972 to 2,007 in 1985, followed by a generally increasing trend from 1985 to a high of 3,691 in 2004-05.

Figure 4. Trends in Teacher Certification in Washington, 1972-2008

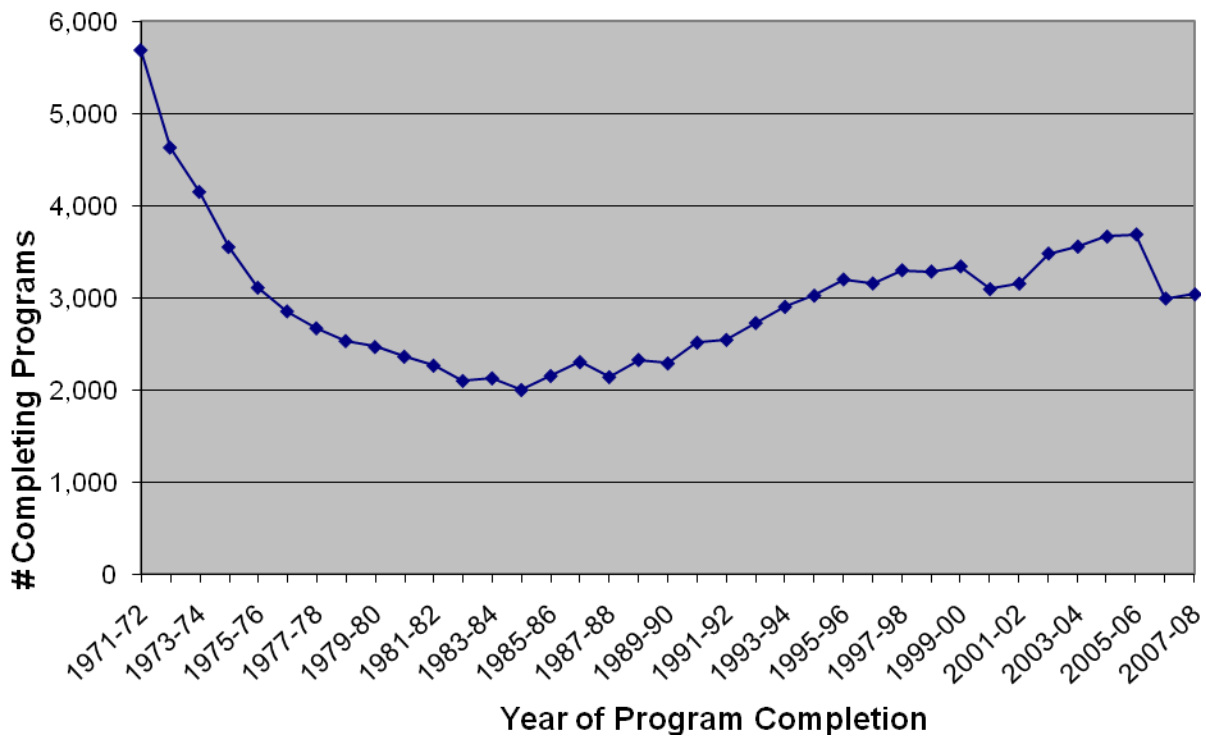


Figure 4 was derived from Table K below, which provides specific totals for certificates granted and the percent change year by year.

Table K. Number Completing Teacher Education Programs, 1972-2007

| Year | Number Completing Programs | Percentage Change from Previous Year | Year | Number Completing Programs | Percentage Change from Previous Year |
|---------|----------------------------|--------------------------------------|---------|----------------------------|--------------------------------------|
| 1971-72 | 5,685 | | 1990-91 | 2,519 | 9.8% |
| 1972-73 | 4,631 | -18.5% | 1991-92 | 2,549 | 1.2% |
| 1973-74 | 4,151 | -10.4% | 1992-93 | 2,732 | 7.2% |
| 1974-75 | 3,554 | -14.4% | 1993-94 | 2,907 | 6.4% |
| 1975-76 | 3,114 | -12.4% | 1994-95 | 3,028 | 4.2% |
| 1976-77 | 2,858 | -8.2% | 1995-96 | 3,204 | 5.8% |
| 1977-78 | 2,675 | -6.4% | 1996-97 | 3,160 | -1.4% |
| 1978-79 | 2,537 | -5.2% | 1997-98 | 3,303 | 4.5% |
| 1979-80 | 2,472 | -2.6% | 1998-99 | 3,289 | -0.4% |
| 1980-81 | 2,367 | -4.2% | 1999-00 | 3,345 | 1.7% |
| 1981-82 | 2,270 | -4.1% | 2000-01 | 3,099 | -7.4% |
| 1982-83 | 2,105 | -7.3% | 2001-02 | 3,159 | 1.9% |
| 1983-84 | 2,133 | 1.3% | 2002-03 | 3,484 | 10.3% |
| 1984-85 | 2,007 | -5.9% | 2003-04 | 3,559 | 2.2% |
| 1985-86 | 2,158 | 7.5% | 2004-05 | 3,667 | 3.0% |
| 1986-87 | 2,308 | 7.0% | 2005-06 | 3,691 | 0.7% |
| 1987-88 | 2,146 | -7.0% | 2006-07 | 2,997 | -18.8% |
| 1988-89 | 2,332 | 8.7% | 2007-08 | 3,042 | 1.5% |
| 1989-90 | 2,294 | -1.6% | | | |

Placement Statistics

Figure 5 provides a quick overview of employment status for the 3,042 people who completed teacher education programs in 2007-08. The data were collected in a voluntary survey with a response rate of 89 percent. Sixty-two percent reported holding teaching contracts, a 9 percent increase. If one also considers substitute teaching, 79 percent were employed in full-time or part-time teaching positions, a 3 percent increase. The 9 percent who are "other" include a variety of categories: people working in classified positions in schools, the unemployed, and those in graduate study.

Figure 5. First-Year Employment, 2006-07 Program Completers

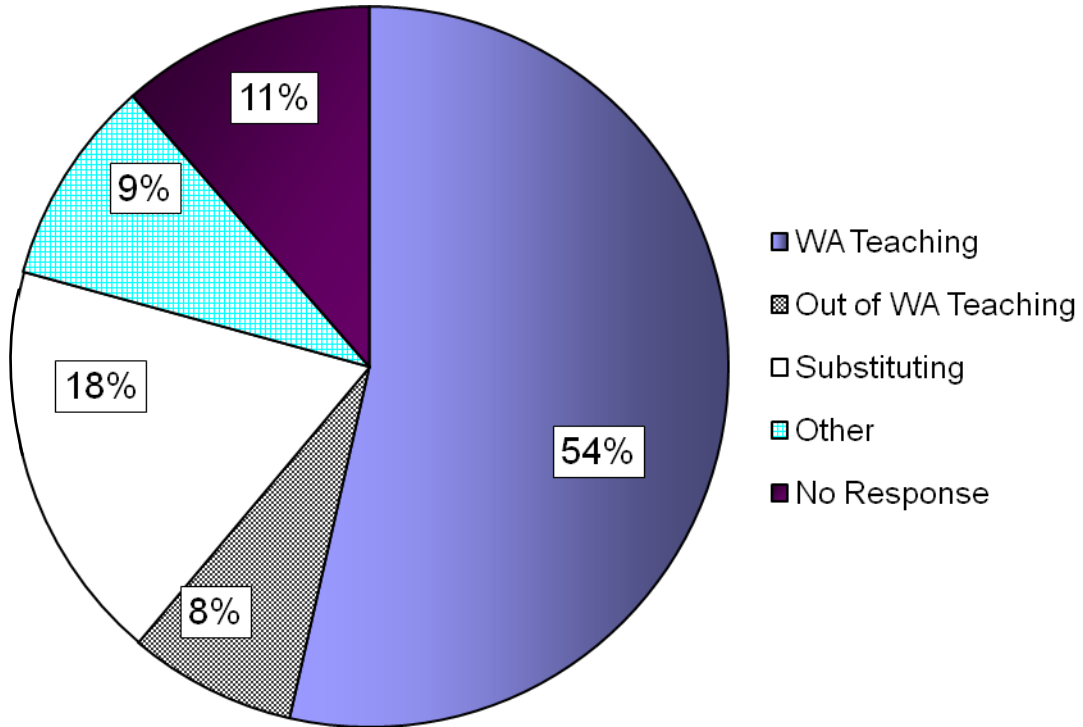


Table L below expands information provided by the "pie" graph in Figure 5 and provides some historical perspective. It contains placement data in the year after program completion for those completing teacher training in 2004-05, 2005-06 and 2006-07. The percentage for each category is based on the total number of people completing programs rather than the number responding to the survey; therefore it is likely to be under representative. The number of Washington prepared teachers employed out-of-state decreased slightly from 231 (7.7%) to 226 (7.6%). The number employed in-state also increased from 1,356 (48.9%) in 2006-07 to 1,601 (53.5%) in 2007-08. The number employed as substitutes decreased from 649 (21.7%) in 2006-07 to 542 (18.1%) in 2007-08, and the total of those teaching and substituting increased by a percent to 79.2 percent. This figure remains below the 80 percent level attained throughout the 1990's.

Table L. Three-Year Placement Statistics

| Part 1. Summary | Placed in year ¹ : | | | | | |
|--|-------------------------------|--------------|------------------|--------------|------------------|--------------|
| | <u>2005-2006</u> | | <u>2006-2007</u> | | <u>2007-2008</u> | |
| | Qty | % | Qty | % | Qty | % |
| Total Surveyed | 3691 | 100% | 2997 | 100% | 2990 | 100% |
| Unable to Contact Respondents | 600 | 16.3% | 388 | 12.9% | 342 | 11.4% |
| | 3085 | 83.6% | 2609 | 87.1% | 2648 | 88.6% |
| Part 2. Population Report by Category | | | | | | |
| <u>Category</u> | Qty | % | Qty | % | Qty | % |
| 1. Employed as teacher in state | 1660 | 45.0% | 1466 | 48.9% | 1601 | 53.5% |
| <i>public</i> | 1521 | 41.2% | 1356 | 45.2% | 1450 | 48.5% |
| <i>private</i> | 139 | 3.8% | 110 | 3.7% | 151 | 5.1% |
| 2. Employed as teacher out-of-state | 294 | 8.0% | 231 | 7.7% | 226 | 7.6% |
| <i>public</i> | 219 | 5.9% | 190 | 6.3% | 189 | 6.3% |
| <i>private</i> | 75 | 2.0% | 41 | 1.4% | 37 | 1.2% |
| 3. Employed as substitute teacher | 808 | 21.9% | 649 | 21.7% | 542 | 18.1% |
| <i>seeking position</i> | 752 | 20.4% | 601 | 20.1% | 489 | 16.4% |
| <i>not seeking position</i> | 56 | 1.5% | 48 | 1.6% | 53 | 1.8% |
| 4. Employed position in non-certified position (e.g. para-educator) | 22 | 0.6% | 31 | 1.0% | 40 | 1.3% |
| 5. Employed, nonteaching | 65 | 1.8% | 59 | 2.0% | 65 | 2.2% |
| 6. Employed, non-teaching, seeking teaching | 43 | 1.2% | 36 | 1.2% | 36 | 1.2% |
| 7. Unemployed, seeking teaching | 31 | 0.8% | 26 | 0.9% | 26 | 0.9% |
| 8. Unemployed, seeking non-teaching position | 5 | 0.1% | 3 | 0.1% | 0 | 0.0% |
| 9. Not seeking any employment | 45 | 1.2% | 36 | 1.2% | 34 | 1.1% |
| 10. Primarily in grad study | 66 | 1.8% | 42 | 1.4% | 45 | 1.5% |
| 11. Other | 46 | 1.2% | 61 | 2.0% | 32 | 1.1% |
| Respondents | 3085 | | 2640 | | 2647 | |

¹ Year of program completion is one year prior to the placement year.

² Total includes both respondents and non-respondents. The 11.4 percent non-respondents (for 2007-2008) must be included for percentages to total 100 percent.

Completion quantities and rates for each Washington college/university during 2006-07 are presented in Table M. The lowest response rates (less than 66%) were reported by Pacific Lutheran University and the University of Washington (Seattle). The full-time placement rate (61 percent for those completing programs in 2006-07) rose by seven percent. Full-time placements varied widely from institution to institution, ranging from 47 percent to 95 percent. Five institutions reporting placement rates over 75 percent were St. Martin's University, University Washington Tacoma, Seattle University, and University of Puget Sound.

Table M. Number and Percentage of Placements by Institution

| College/University | Total Cert. | # of Resp | % of Resp | WA Tchg | Non-WA | | % Teaching |
|--------------------|-------------|-------------|------------|-------------|------------|-------------|------------|
| | | | | | Tchg | Total Tchg | |
| Antioch | 64 | 49 | 77% | 32 | 1 | 33 | 52% |
| Central | 497 | 456 | 92% | 281 | 22 | 303 | 61% |
| City | 344 | 279 | 81% | 197 | 26 | 223 | 65% |
| Eastern | 254 | 219 | 86% | 82 | 38 | 120 | 47% |
| Gonzaga | 65 | 63 | 97% | 25 | 15 | 40 | 62% |
| Heritage | 113 | 108 | 96% | 68 | 3 | 71 | 63% |
| Northwest | 27 | 26 | 96% | 17 | 3 | 20 | 74% |
| PLU | 148 | 93 | 63% | 64 | 2 | 66 | 45% |
| St Martin's | 38 | 38 | 100% | 34 | 2 | 36 | 95% |
| SPU | 124 | 121 | 98% | 80 | 8 | 88 | 71% |
| Seattle U | 88 | 88 | 100% | 72 | 1 | 73 | 83% |
| TESC | 36 | 36 | 100% | 28 | 4 | 32 | 89% |
| UPS | 46 | 44 | 96% | 32 | 4 | 36 | 78% |
| UW Bothell | 54 | 54 | 100% | 33 | 1 | 34 | 63% |
| UW Seattle | 115 | 69 | 60% | 57 | 3 | 60 | 52% |
| UW Tacoma | 37 | 35 | 95% | 34 | 0 | 34 | 92% |
| WallaWalla | 28 | 28 | 100% | 5 | 10 | 15 | 54% |
| WSU | 364 | 329 | 90% | 194 | 31 | 225 | 62% |
| Western | 430 | 395 | 92% | 213 | 31 | 244 | 57% |
| Whitworth | 118 | 118 | 100% | 53 | 21 | 74 | 63% |
| Totals | 2990 | 2648 | 89% | 1601 | 226 | 1827 | 61% |

¹ As reported by the individual higher education institution.

Table N shows data for persons completing preparation programs in the years 1980-81 through 2006-07, and their employment status including employment as substitutes in the subsequent reporting year. This year's percentage of full-time teachers increased to

61.1, an almost 5% increase from last year. The number employed as substitutes (18.1 last year) had increased from 16.7 percent in 1981-82 to a high of 33 percent in 1995-96, then fell to 14.3 percent in 2000-01, before rising again. Total employed in teaching rose 3 percent but remains below the 80 percent level for the sixth straight year.

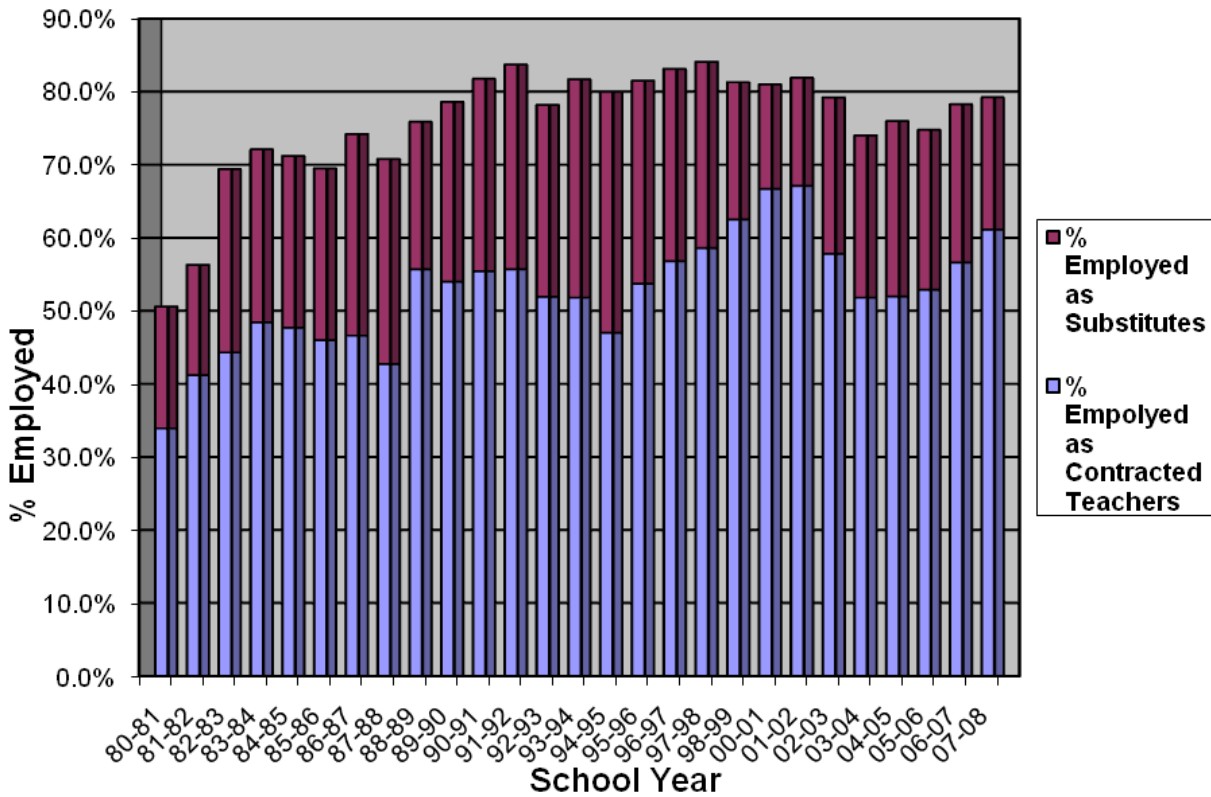
Table N. Percentage of Persons Employed

| Reporting Year | Year of Program Completion | Percentage Employed Full-Time | Percentage Employed as Substitutes | Total Employed in Teaching |
|-----------------------|-----------------------------------|--------------------------------------|---|-----------------------------------|
| 1981-82 | 80-81 | 33.9% | 16.7% | 50.6% |
| 1982-83 | 81-82 | 41.2% | 15.1% | 56.3% |
| 1983-84 | 82-83 | 44.3% | 25.1% | 69.4% |
| 1984-85 | 83-84 | 48.4% | 23.7% | 72.1% |
| 1985-86 | 84-85 | 47.7% | 23.5% | 71.2% |
| 1986-87 | 85-86 | 46.0% | 23.5% | 69.5% |
| 1987-88 | 86-87 | 46.6% | 27.6% | 74.2% |
| 1988-89 | 87-88 | 42.7% | 28.1% | 70.8% |
| 1989-90 | 88-89 | 55.7% | 20.2% | 75.9% |
| 1990-91 | 89-90 | 54.0% | 24.6% | 78.6% |
| 1991-92 | 90-91 | 55.4% | 26.4% | 81.8% |
| 1992-93 | 91-92 | 55.7% | 28.0% | 83.7% |
| 1993-94 | 92-93 | 51.9% | 26.3% | 78.2% |
| 1994-95 | 93-94 | 51.8% | 29.9% | 81.7% |
| 1995-96 | 94-95 | 47.0% | 33.0% | 80.0% |
| 1996-97 | 95-96 | 53.7% | 27.8% | 81.5% |
| 1997-98 | 96-97 | 56.8% | 26.3% | 83.1% |
| 1998-99 | 97-98 | 58.6% | 25.5% | 84.1% |
| 1999-00 | 98-99 | 62.5% | 18.8% | 81.3% |
| 2000-01 | 99-00 | 66.7% | 14.3% | 81.0% |
| 2001-02 | 00-01 | 67.1% | 14.8% | 81.9% |
| 2002-03 | 01-02 | 57.8% | 21.4% | 79.2% |
| 2003-04 | 02-03 | 51.8% | 22.2% | 74.0% |
| 2004-05 | 03-04 | 52.0% | 24.0% | 76.0% |
| 2005-06 | 04-05 | 52.9% | 21.9% | 74.8% |
| 2006-07 | 05-06 | 56.6% | 21.7% | 78.3% |
| 2007-08 | 06-07 | 61.1% | 18.1% | 79.2% |

Figure 6 presents the data in Table N visually, and shows that the percentage of newly certificated teachers placed both full-time and as substitutes exceeded 80 percent during most of the 1990's, but has fallen below 80% for five years in a row. This drop in percentage placed as teachers is a reflection of an increase in overall number of

program completers, and is not necessarily indicative of a decrease in available job openings.

Figure 6. Percentage of Newly Certificated Teachers Employed in 2007-08



Endorsement Statistics

An endorsement on a teaching certificate indicates the subject area(s) or grade levels in which the certificate holder may teach. While applicants need to qualify for only one endorsement for their certificate, many qualify for multiple endorsements. The 3,042 persons completing initial teacher certification programs in 2006-07 completed 3,617 endorsement programs for a maintained rate of approximately 1.18 endorsements per person. This remains below the rate reported in earlier years, when respondents reported more than 2 endorsements per person. When combined with the steady loss (through retirement) of teachers with unendorsed (hence unrestricted) certificates and considering the recent assignment restrictions imposed by the “highly qualified” definition under the No Child Left Behind law, this decrease has the effect of significantly restricting employers’ flexibility in hiring and assignment decisions.

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 math and history endorsements and who accepts a position would be reported as hired for both endorsements. Endorsements with the highest percentage of employment on Table O were, dance, Italian, library media, Japanese, business education, and Chinese (all 100%), Middle level math/science (91%), family and consumer science education (90%), middle level: humanities (88%), physics (85.7%), early childhood special education ((84.2%), bilingual education (83.3%), special education (81%), biology, Puget Sound Salish, and science (all at 80%). Seventeen endorsements equaled or exceeded 80% placement this year, equaling the amount last year.

Table O. Rank Order of Endorsement Areas by Percentages of Persons Employed in Schools during 2007-2008

| <u>Endorsement Area</u> | <u>Endors. Reported</u> | <u># Employed in School Districts</u> | <u>% Employed in School Districts</u> |
|------------------------------------|-------------------------|---------------------------------------|---------------------------------------|
| Des Arts: Dance | 1 | 1 | 100.0% |
| DWL: Italian | 1 | 1 | 100.0% |
| Library Media | 1 | 1 | 100.0% |
| DWL: Japanese | 1 | 1 | 100.0% |
| Des CTE: Business Ed | 7 | 7 | 100.0% |
| DWL: Chinese | 1 | 1 | 100.0% |
| Middle Level: Math/Science | 56 | 51 | 91.1% |
| Des CTE: Fam/Cons Sci Ed | 10 | 9 | 90.0% |
| Middle Level: Humanities | 42 | 37 | 88.1% |
| Des Science: Physics | 14 | 12 | 85.7% |
| Early Childhood Special Ed | 19 | 16 | 84.2% |
| Bilingual Education | 6 | 5 | 83.3% |
| Special Education | 239 | 195 | 81.6% |
| Mathematics | 132 | 107 | 81.1% |
| Des Science: Biology | 71 | 57 | 80.3% |
| DWL: Puget Sound Salish Science | 5 45 | 4 36 | 80.0% 80.0% |
| Des Science: Chemistry | 18 | 14 | 77.8% |
| DWL: French | 9 | 7 | 77.8% |
| Des Arts: Music: Choral | 31 | 24 | 77.4% |
| English-as-a-2d Language | 70 | 52 | 74.3% |
| Des Arts: Music: General | 54 | 40 | 74.1% |
| English Language Arts | 180 | 133 | 73.9% |
| Reading | 117 | 79 | 67.5% |
| DWL: German | 3 | 2 | 66.7% |
| Des Arts: Music: Instrum | 35 | 23 | 65.7% |
| Des Arts: Visual Arts | 47 | 30 | 63.8% |
| DWL: Spanish | 33 | 21 | 63.6% |
| Elementary Education | 1815 | 1155 | 63.6% |
| Early Childhood Education | 113 | 68 | 60.2% |
| Des CTE: Agriculture Ed | 5 | 3 | 60.0% |
| Des Arts: Theatre Arts | 15 | 9 | 60.0% |

| | | | |
|----------------------------|--------------|--------------|--------------|
| Des Science: Earth Science | 12 | 7 | 58.3% |
| Social Studies | 179 | 103 | 57.5% |
| History | 104 | 59 | 56.7% |
| Des CTE: Technology Ed | 4 | 2 | 50.0% |
| Health/Fitness | 122 | 61 | 50.0% |
| Totals | 3,617 | 2,433 | 67.3% |

While Table O offers one view of comparative employability, another perspective is shown in Table P where the endorsement is reported as employed only if the teacher is assigned in that endorsement area. Here, a teacher who has both math and history endorsements and accepts a position in math is listed as employed only in math.

Table P. Percent of Persons Employed in the Endorsement Area, 2006-07

| <u>Endorsement Area</u> | <u>Endors. Reported</u> | <u># Employed in Endorsement</u> | <u>% Employed in Endorsement</u> |
|----------------------------|-------------------------|----------------------------------|----------------------------------|
| DWL: Japanese | 1 | 1 | 100.0% |
| Des CTE: Business Ed | 7 | 7 | 100.0% |
| DWL: Chinese | 1 | 1 | 100.0% |
| Bilingual Education | 6 | 5 | 83.3% |
| DWL: Puget Sound Salish | 5 | 4 | 80.0% |
| Des CTE: Fam/Cons Sci Ed | 10 | 8 | 80.0% |
| Special Education | 239 | 165 | 69.0% |
| Mathematics | 132 | 89 | 67.4% |
| Middle Level: Math/Science | 56 | 35 | 62.5% |
| Science | 45 | 28 | 62.2% |
| Des CTE: Agriculture Ed | 5 | 3 | 60.0% |
| English Language Arts | 180 | 101 | 56.1% |
| Des Arts: Music: Choral | 31 | 16 | 51.6% |
| DWL: Spanish | 33 | 17 | 51.5% |
| Elementary Education | 1815 | 930 | 51.2% |
| Des Arts: Visual Arts | 47 | 24 | 51.1% |
| Des CTE: Technology Ed | 4 | 2 | 50.0% |
| Middle Level: Humanities | 42 | 20 | 47.6% |
| Early Childhood Special Ed | 19 | 9 | 47.4% |
| Des Arts: Music: General | 54 | 24 | 44.4% |
| Des Science: Biology | 71 | 28 | 39.4% |

| | | | |
|----------------------------|--------------|--------------|--------------|
| Health/Fitness | 122 | 48 | 39.3% |
| Early Childhood Education | 113 | 40 | 35.4% |
| Social Studies | 179 | 59 | 33.0% |
| Des Arts: Music: Instrum | 35 | 11 | 31.4% |
| Des Science: Chemistry | 18 | 5 | 27.8% |
| Des Arts: Theatre Arts | 15 | 4 | 26.7% |
| Des Science: Earth Science | 12 | 3 | 25.0% |
| DWL: French | 9 | 2 | 22.2% |
| Des Science: Physics | 14 | 3 | 21.4% |
| History | 104 | 20 | 19.2% |
| English-as-a-2d Language | 70 | 13 | 18.6% |
| Reading | 117 | 10 | 8.5% |
| Totals | 3,617 | 1,735 | 48.0% |

Table P contains less duplication in the counting of individual teachers, but does not eliminate duplicate counts because those hired to teach two or more endorsements (i.e. multiple course “preps”) are reported more than once.

Placement Statistics by Racial/Ethnic Group

Based on reported data, 402 candidates who earned their first teaching certificates in Washington during the year 2006-07 reported membership in a minority group (including ‘other’). This was a increase from last year’s total of 376, and the number from 2003-04. Of these, 290 or 72 percent were employed as teachers, compared to a state average of 62 percent. Sixty-three Asian American, 28 African American, 59 Hispanic American, 23 Native American, and 117 “Other” teachers who earned certificates through Washington institutions in 2006-07 were employed full-time as teachers in 2007-08. Thirty-six percent of newly certificated teachers were male, a slight a 10 percent increase from last year. Table Q shows detailed information on new teacher certification and employment by sex and race/ethnic group for those who completed programs during 2006-07 and responded to the survey.

Table Q. Contracted and Substitute Employment in 2007-08 by Racial/Ethnic Group, of Persons Certificated in 2006-07

| | Asian | | Black | | Caucasian | | Hispanic | | Native Am. | | Other | | |
|--------------------------------------|-----------|-----------|-----------|-----------|------------|--------------|-----------|-----------|------------|-----------|-----------|-----------|--------------|
| | M | F | M | F | M | F | M | F | M | F | M | F | |
| 1-Employed as a Teacher in state | 17 | 36 | 10 | 15 | 295 | 990 | 19 | 32 | 4 | 17 | 45 | 58 | 1538 |
| 2-Employed as a Teacher out-of-state | 2 | 8 | 2 | 1 | 47 | 140 | 1 | 7 | 0 | 2 | 8 | 6 | 224 |
| 3-Employed as a Substitute teacher | 0 | 13 | 0 | 3 | 120 | 330 | 5 | 8 | 0 | 4 | 14 | 17 | 514 |
| 4-11-Nonteaching | 1 | 5 | 0 | 3 | 54 | 165 | 4 | 10 | 0 | 2 | 12 | 11 | 267 |
| Totals: | 20 | 62 | 12 | 22 | 516 | 1,625 | 29 | 57 | 4 | 25 | 79 | 92 | 2,543 |

Table R provides numerical data on a generally positive growth trend for the past ten years in the number of minority group members receiving certificates. This year an increase was reported in every category except for one of minority teachers.

Table R. Trends in Teacher Certification of Minority Group Members

| | 96-97 | 97-98 | 98-99 | 99-00 | 00-01 | 01-02 | 02-03 | 03-04 | 04-05 | 05-06 | 06-07 |
|-----------------------|-----------|-----------|-----------|------------|------------|-----------|------------|------------|-------|------------|-----------|
| Asian | <u>66</u> | 110 | <u>82</u> | 91 | <u>83</u> | <u>79</u> | 85 | 89 | 109 | <u>93</u> | <u>82</u> |
| African Am. | <u>34</u> | 46 | 58 | <u>49</u> | 57 | 155 | 64 | <u>40</u> | 45 | <u>33</u> | 34 |
| Hispanic | 77 | 85 | 107 | <u>94</u> | <u>90</u> | 97 | <u>88</u> | 94 | 118 | <u>85</u> | 86 |
| Native Am. | 48 | <u>39</u> | <u>30</u> | 45 | 53 | <u>49</u> | <u>47</u> | <u>35</u> | 35 | <u>27</u> | 29 |
| Other | 115 | <u>76</u> | 241 | <u>86</u> | <u>74</u> | 157 | <u>132</u> | 144 | 153 | <u>138</u> | 171 |
| Total Minority | 340 | 356 | 518 | <u>365</u> | <u>357</u> | 537 | <u>416</u> | <u>402</u> | 460 | <u>376</u> | 402 |
| % Increase | 13.7% | 4.7% | 45.5% | -29.5% | -2.2% | 50.4% | -22.5% | -3.4% | 14.4% | -18.3% | 7.0% |

Figure 7 presents data on newly certificated teachers who were members of minority groups as a percentage of total program completers. This percentage rose from 1.8 percent in 1987-88 to a high of over 19 percent in 2001-2002. This year's 15.8 percent was the eleventh year in a row with more than ten percent minority program completers.

Figure 7. Percentage of Teaching Certificates Issued to Minorities

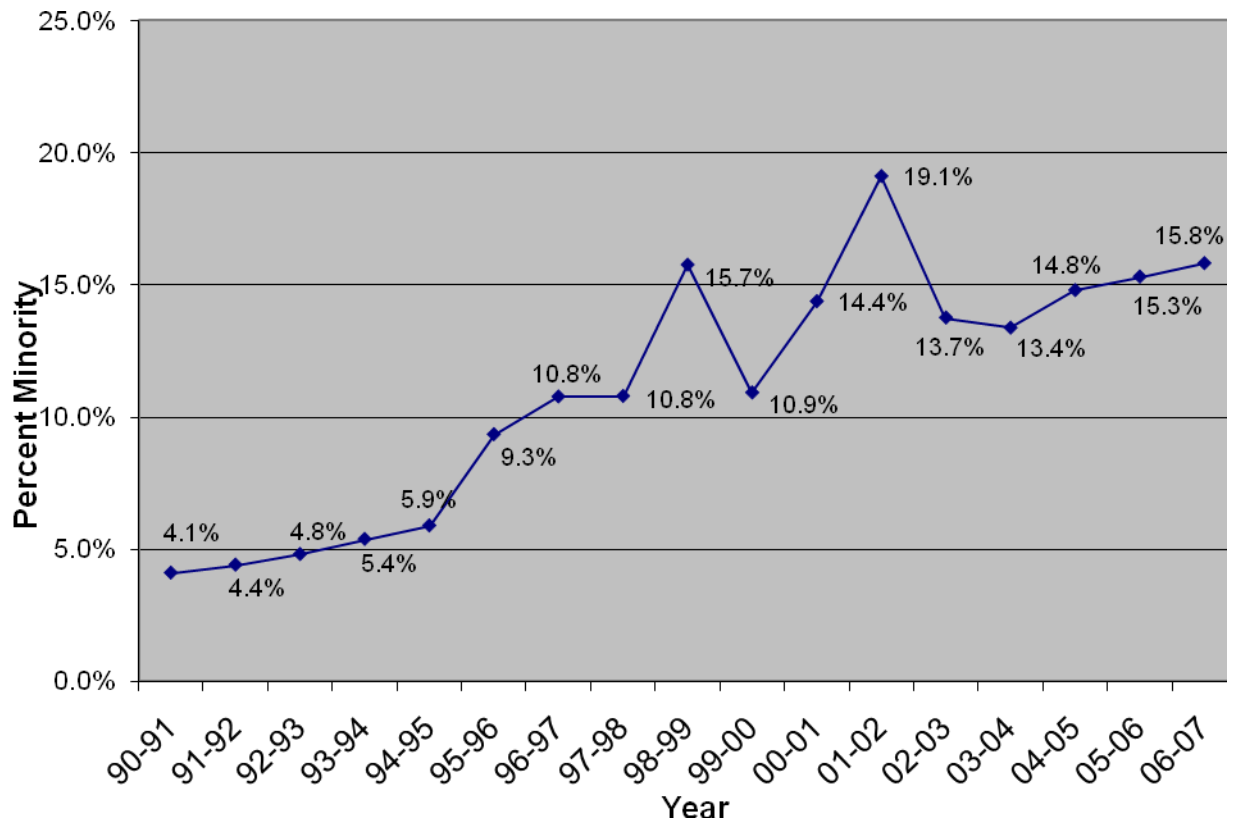


Figure 8 shows a proportional view of the number of members of specific minority groups earning certificates over the last nineteen years. The twelve years since 1995 represent a significant increase over earlier years in the number of minority group members reported as completing teacher preparation programs.

Figure 8. Number of Minority Group Members Earning Certificates

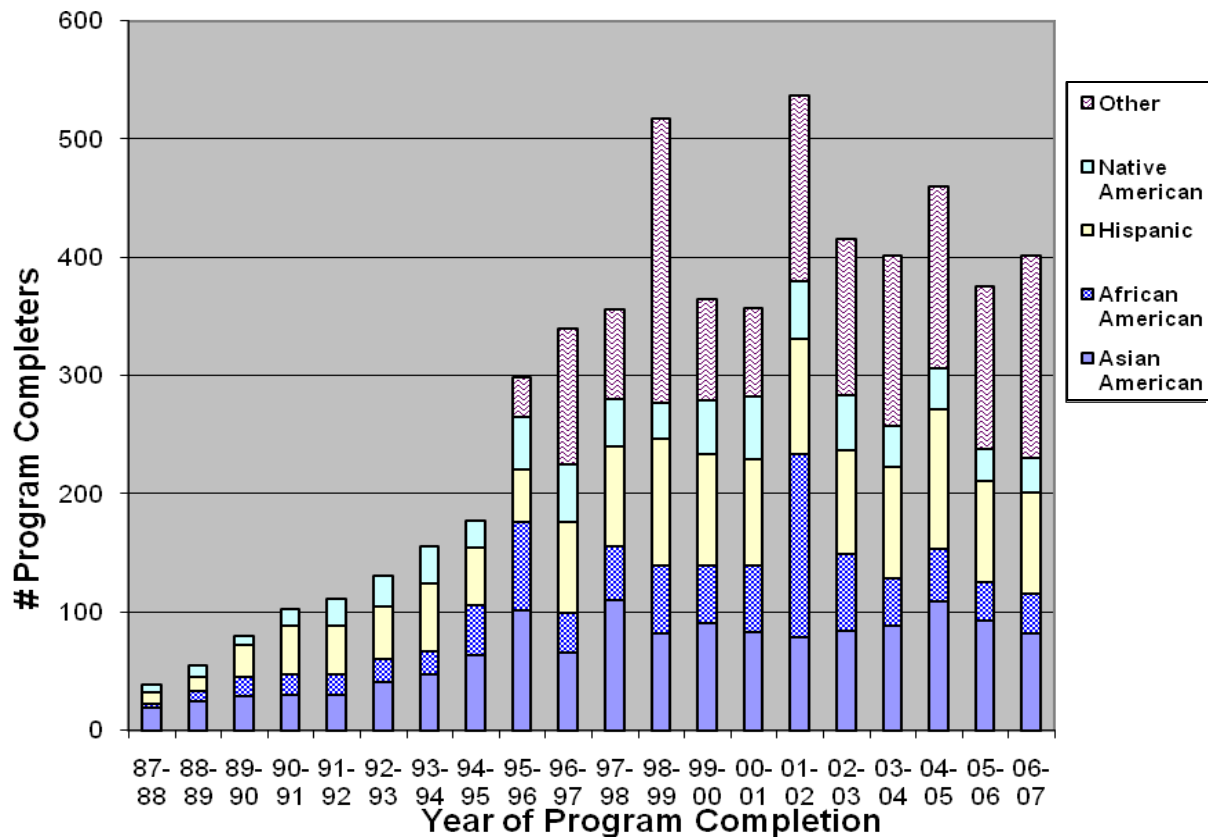
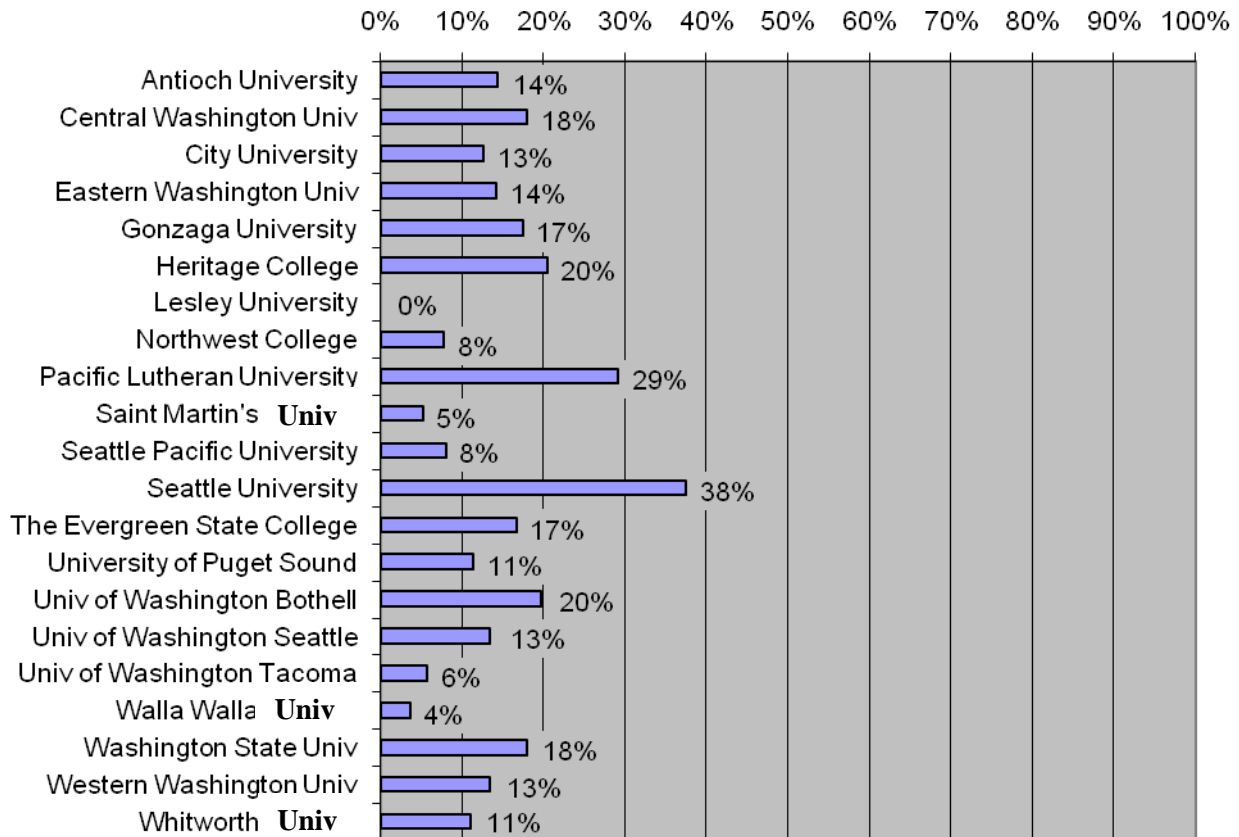


Figure 9 is a bar graph for each Washington state-approved program showing minority group members as a percentage of all those completing a program in the year. One college reported zero minority group members, while four reported twenty percent or more.

Figure 9. Percent Minority Group Members Reported, By College



| College/University | Total | Minority | Percent | College/University | Total | Minority | Percent |
|-----------------------------|-------|----------|---------|-----------------------------|-------|----------|---------|
| Antioch University | 49 | 7 | 14% | Seattle University | 88 | 33 | 38% |
| Central Washington Univ | 381 | 68 | 18% | The Evergreen State College | 36 | 6 | 17% |
| City University | 279 | 35 | 13% | University of Puget Sound | 44 | 5 | 11% |
| Eastern Washington Univ | 219 | 31 | 14% | Univ of Washington Bothell | 51 | 10 | 20% |
| Gonzaga University | 46 | 8 | 17% | Univ of Washington Seattle | 67 | 9 | 13% |
| Heritage College | 108 | 22 | 20% | Univ of Washington Tacoma | 35 | 2 | 6% |
| Northwest College | 26 | 2 | 8% | Walla Walla University | 28 | 1 | 4% |
| Pacific Lutheran University | 93 | 27 | 29% | Washington State Univ | 329 | 59 | 18% |
| Saint Martin's University | 39 | 2 | 5% | Western Washington Univ | 395 | 53 | 13% |
| Seattle Pacific University | 112 | 9 | 8% | Whitworth University | 118 | 13 | 11% |