

# **FY22 Educator Pipeline Report**

**Examining Data Through the 2020-2021 School Year**

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# Overview

## Purpose

- Examine changes and trends in Idaho's educator pipeline to identify potential areas of concern and inform Board decision making.

## Organized in Two Main Sections

- Supply & Demand
- Retention & Mobility

## Primary Data Sources

- Title II Reporting
- Idaho Department of Labor (DOL) Projections
- ISEE (Idaho's Longitudinal Education Database)

# **Educator Supply & Demand**

## Staff Count by Assignment Type

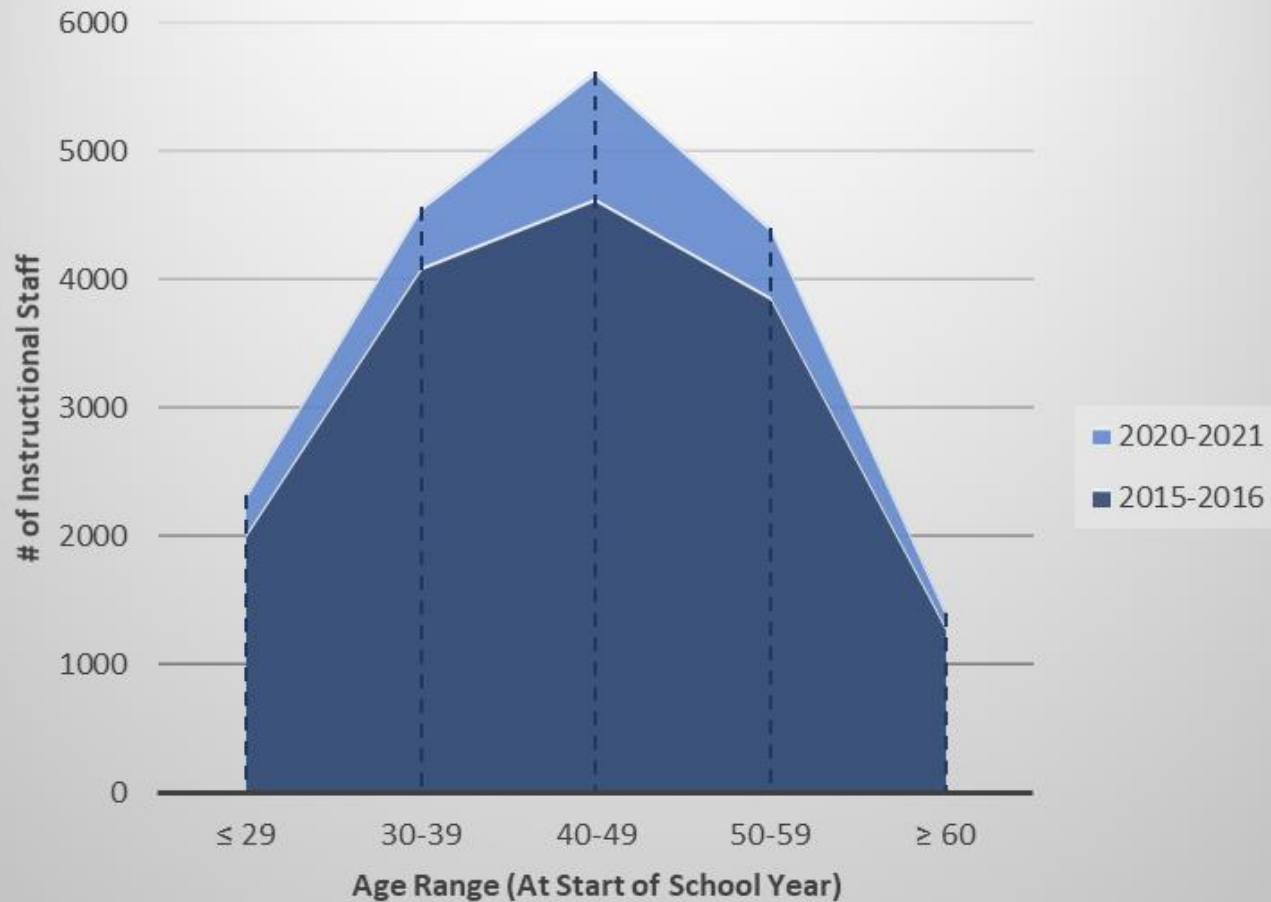
| School Year | Administrator | Instructional | Pupil Services |
|-------------|---------------|---------------|----------------|
| 2013-2014   | 1204          | 15469         | 1589           |
| 2014-2015   | 1231          | 15820         | 1689           |
| 2015-2016   | 1268          | 15917         | 1698           |
| 2016-2017   | 1280          | 16602         | 1249           |
| 2017-2018   | 1312          | 16905         | 1309           |
| 2018-2019   | 1260          | 17397         | 1384           |
| 2019-2020   | 1274          | 17883         | 1443           |
| 2020-2021   | 1304          | 18314         | 1478           |

## Racial & Ethnic Demographics of Idaho Instructional Staff By Academic Year

| Race / Ethnicity                          | 2013-2014 | 2014-2015 | 2015-2016 | 2016-2017 | 2017-2018 | 2018-2019 | 2019-2020 | 2020-2021 | Idaho Population* |
|---|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-------------------|
| American Indian or Alaska Native          | 0.28%     | 0.30%     | 0.30%     | 0.29%     | 0.31%     | 0.30%     | 0.31%     | 0.32%     | <b>1.7%</b>       |
| Asian                                     | 0.47%     | 0.44%     | 0.46%     | 0.47%     | 0.45%     | 0.49%     | 0.58%     | 0.58%     | <b>1.6%</b>       |
| Black or African American                 | 0.14%     | 0.15%     | 0.14%     | 0.16%     | 0.17%     | 0.21%     | 0.21%     | 0.24%     | <b>0.9%</b>       |
| Hispanic or Latino                        | 2.06%     | 2.15%     | 2.31%     | 2.45%     | 2.51%     | 2.69%     | 2.74%     | 2.88%     | <b>12.8%</b>      |
| Native Hawaiian or Other Pacific Islander | 0.08%     | 0.10%     | 0.11%     | 0.14%     | 0.13%     | 0.10%     | 0.10%     | 0.10%     | <b>0.2%</b>       |
| Two Or More Races                         | 0.23%     | 0.23%     | 0.27%     | 0.23%     | 0.25%     | 0.26%     | 0.30%     | 0.28%     | <b>2.6%</b>       |
| White                                     | 96.74%    | 96.63%    | 96.41%    | 96.27%    | 96.18%    | 95.94%    | 95.76%    | 95.59%    | <b>81.6%</b>      |

\* Source: Most recent estimates published on [www.census.gov/quickfacts/ID](http://www.census.gov/quickfacts/ID) as of March 10th, 2022

## Distribution of Instructional Staff by Age



## Distribution of Instructional Staff by Years of Experience







## 2020-2030 Projections of Instructional Staff Demand\*

| Education Region   | # of Projected Annual Openings | Annual Projected Growth Rate | 2020-2030 Projected Total Growth |
|--------------------|--------------------------------|------------------------------|----------------------------------|
| 1                  | 149                            | 1.75%                        | 18.30%                           |
| 2                  | 134                            | 0.85%                        | 8.22%                            |
| 3                  | 648                            | 1.75%                        | 18.93%                           |
| 4                  | 156                            | 1.29%                        | 13.67%                           |
| 5                  | 179                            | 1.35%                        | 14.30%                           |
| 6                  | 222                            | 1.79%                        | 19.47%                           |
| <b>Statewide**</b> | 1452                           | 1.51%                        | 16.15%                           |

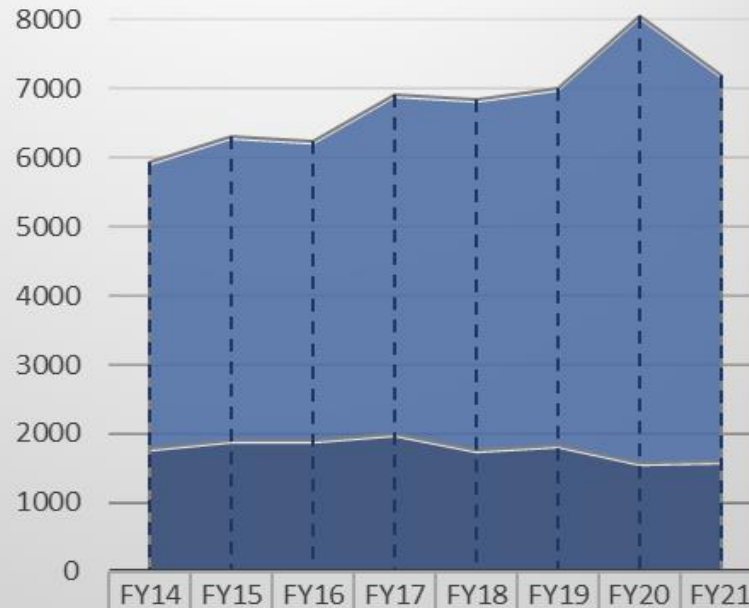
\*Source: Idaho DOL Occupational Projections (Occupational Codes 25-2012, 25-2021, 25-2031, 25-2032, 25-2052, 25-2057, 25-2058)

\*\*Statewide total is taken from the published statewide projections and not calculated directly from the regional projection numbers. This causes it to differ slightly from the sum of all regions.



| # of New Instructional Staff in Idaho Public Schools by Preparation Program |             |             |             |             |             |             |             |             |
|---|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Program   | 2013-2014   | 2014-2015   | 2015-2016   | 2016-2017   | 2017-2018   | 2018-2019   | 2019-2020   | 2020-2021   |
| <b>Public Traditionals</b>  | <b>444</b>  | <b>378</b>  | <b>371</b>  | <b>403</b>  | <b>314</b>  | <b>333</b>  | <b>279</b>  | <b>355</b>  |
| BSU   | 171         | 163         | 140         | 129         | 120         | 141         | 118         | 159         |
| ISU   | 132         | 111         | 127         | 150         | 98          | 104         | 81          | 69          |
| LCSC  | 45          | 29          | 25          | 33          | 23          | 27          | 14          | 43          |
| UI  | 96          | 75          | 79          | 91          | 73          | 61          | 66          | 84          |
| <b>Non-Public Traditionals</b>  | <b>164</b>  | <b>194</b>  | <b>184</b>  | <b>187</b>  | <b>170</b>  | <b>158</b>  | <b>133</b>  | <b>155</b>  |
| BYU-ID  | 116         | 128         | 129         | 136         | 117         | 116         | 97          | 123         |
| COI   | 8           | 19          | 15          | 19          | 18          | 8           | 7           | 12          |
| NNU   | 40          | 47          | 40          | 32          | 35          | 34          | 29          | 20          |
| <b>Non-Traditionals</b>   | <b>57</b>   | <b>83</b>   | <b>99</b>   | <b>79</b>   | <b>97</b>   | <b>198</b>  | <b>219</b>  | <b>162</b>  |
| ABCTE   | 57          | 83          | 86          | 64          | 78          | 172         | 193         | 143         |
| CSI   | -           | -           | -           | -           | 1           | 5           | 5           | 1           |
| TFA-I   | -           | -           | 13          | 15          | 18          | 21          | 21          | 18          |
| <b>Other</b>  | <b>438</b>  | <b>457</b>  | <b>528</b>  | <b>541</b>  | <b>583</b>  | <b>568</b>  | <b>579</b>  | <b>620</b>  |
| Out of State  | 380         | 399         | 469         | 493         | 521         | 506         | 490         | 504         |
| WGU   | 14          | 21          | 19          | 15          | 22          | 21          | 33          | 52          |
| Unmatched / NA  | 44          | 37          | 40          | 33          | 40          | 41          | 56          | 64          |
| <b>Grand Total</b>  | <b>1103</b> | <b>1112</b> | <b>1182</b> | <b>1210</b> | <b>1164</b> | <b>1257</b> | <b>1210</b> | <b>1292</b> |

## Count of Unique Individuals Issued an Instructional Certificate (Any Type) by Year



|  |      |      |      |      |      |      |      |      |
|--|------|------|------|------|------|------|------|------|
| Statewide Grand Total (No Constraints)       | FY14 | FY15 | FY16 | FY17 | FY18 | FY19 | FY20 | FY21 |
|  | 5938 | 6297 | 6240 | 6911 | 6847 | 7011 | 8046 | 7182 |
| Associated w/ Contracted Public School Staff | 1793 | 1913 | 1911 | 1998 | 1771 | 1837 | 1585 | 1590 |

| <b>Count of Instructional Endorsements Issued by Subject Area and Year</b><br>(Statewide Grand Total w/ No Constraints) |             |             |             |             |             |             |             |             |
|---|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| <b>Subject Area Category</b>  | <b>FY14</b> | <b>FY15</b> | <b>FY16</b> | <b>FY17</b> | <b>FY18</b> | <b>FY19</b> | <b>FY20</b> | <b>FY21</b> |
| <b>Agriculture, Food, and Natural Resources</b>   | 68          | 64          | 70          | 54          | 57          | 67          | 254         | 64          |
| <b>Business and Marketing</b>   | 166         | 162         | 155         | 175         | 151         | 156         | 525         | 157         |
| <b>Communications &amp; Media</b>   | 129         | 132         | 115         | 311         | 121         | 150         | 127         | 151         |
| <b>Elementary</b>   | 3115        | 3202        | 3118        | 3215        | 3255        | 3592        | 3439        | 3617        |
| <b>Engineering and Technology</b>   | 40          | 40          | 37          | 40          | 51          | 41          | 115         | 58          |
| <b>English as a Second Language (ESL)</b>   | 253         | 239         | 246         | 247         | 278         | 363         | 333         | 385         |
| <b>English Language Arts (ELA)</b>  | 953         | 1067        | 1019        | 1065        | 1020        | 1103        | 1091        | 1131        |
| <b>Family and Consumer Sciences</b>   | 104         | 95          | 90          | 90          | 89          | 84          | 336         | 78          |
| <b>Health Professions &amp; Public Safety</b>   | 36          | 56          | 57          | 44          | 33          | 57          | 60          | 87          |
| <b>Information and Computer Sciences</b>  | 33          | 24          | 36          | 40          | 43          | 49          | 52          | 122         |
| <b>Life and Physical Sciences</b>   | 498         | 589         | 555         | 576         | 621         | 616         | 723         | 580         |
| <b>Mathematics</b>  | 525         | 586         | 557         | 607         | 641         | 676         | 763         | 678         |
| <b>Physical and Health Education</b>  | 498         | 505         | 461         | 489         | 934         | 532         | 450         | 483         |
| <b>Social Sciences and History</b>  | 798         | 805         | 788         | 1054        | 829         | 891         | 991         | 905         |
| <b>Special Education</b>  | 846         | 900         | 974         | 1100        | 944         | 1085        | 1014        | 1101        |
| <b>Trades and Industry</b>  | 39          | 59          | 41          | 60          | 44          | 41          | 40          | 45          |
| <b>Visual &amp; Performing Arts</b>   | 394         | 397         | 406         | 594         | 398         | 455         | 406         | 418         |
| <b>World Language</b>   | 279         | 265         | 253         | 263         | 275         | 317         | 254         | 263         |

## Count of Instructional Endorsements Issued by Subject Area and Year

(Associated w/ Contracted Public School Staff)

| Subject Area Category                    | FY14 | FY15 | FY16 | FY17 | FY18 | FY19 | FY20 | FY21 |
|--|------|------|------|------|------|------|------|------|
| Agriculture, Food, and Natural Resources | 24   | 18   | 23   | 28   | 22   | 24   | 22   | 18   |
| Business and Marketing                   | 50   | 53   | 44   | 57   | 40   | 40   | 25   | 22   |
| Communications & Media                   | 33   | 37   | 35   | 26   | 16   | 19   | 16   | 10   |
| Elementary                               | 922  | 978  | 983  | 1051 | 959  | 1018 | 838  | 903  |
| Engineering and Technology               | 9    | 13   | 13   | 11   | 11   | 8    | 7    | 5    |
| English as a Second Language (ESL)       | 102  | 108  | 102  | 120  | 88   | 137  | 91   | 105  |
| English Language Arts (ELA)              | 316  | 364  | 346  | 380  | 295  | 282  | 222  | 284  |
| Family and Consumer Sciences             | 28   | 25   | 33   | 27   | 24   | 29   | 18   | 19   |
| Health Professions & Public Safety       | 16   | 23   | 25   | 27   | 16   | 25   | 21   | 10   |
| Information and Computer Sciences        | 13   | 12   | 16   | 21   | 12   | 11   | 11   | 6    |
| Life and Physical Sciences               | 151  | 164  | 152  | 189  | 165  | 152  | 135  | 127  |
| Mathematics                              | 217  | 217  | 186  | 194  | 195  | 196  | 148  | 166  |
| Physical and Health Education            | 126  | 117  | 95   | 112  | 122  | 110  | 82   | 65   |
| Social Sciences and History              | 223  | 236  | 223  | 210  | 215  | 175  | 163  | 156  |
| Special Education                        | 254  | 308  | 343  | 341  | 307  | 331  | 285  | 285  |
| Trades and Industry                      | 8    | 22   | 15   | 13   | 12   | 15   | 11   | 9    |
| Visual & Performing Arts                 | 119  | 111  | 123  | 114  | 91   | 90   | 80   | 68   |
| World Language                           | 73   | 77   | 80   | 70   | 49   | 60   | 35   | 37   |

## Emergency Provisional Certificates by Year

| School Year | # Issued* |
|-------------|-----------|
| 2016-2017   | 29        |
| 2017-2018   | 35        |
| 2018-2019   | 89        |
| 2019-2020   | 90        |
| 2020-2021   | 85        |

\*Includes both those issued to uncertified individuals and those issued to already-certificated staff teaching outside of endorsed areas.

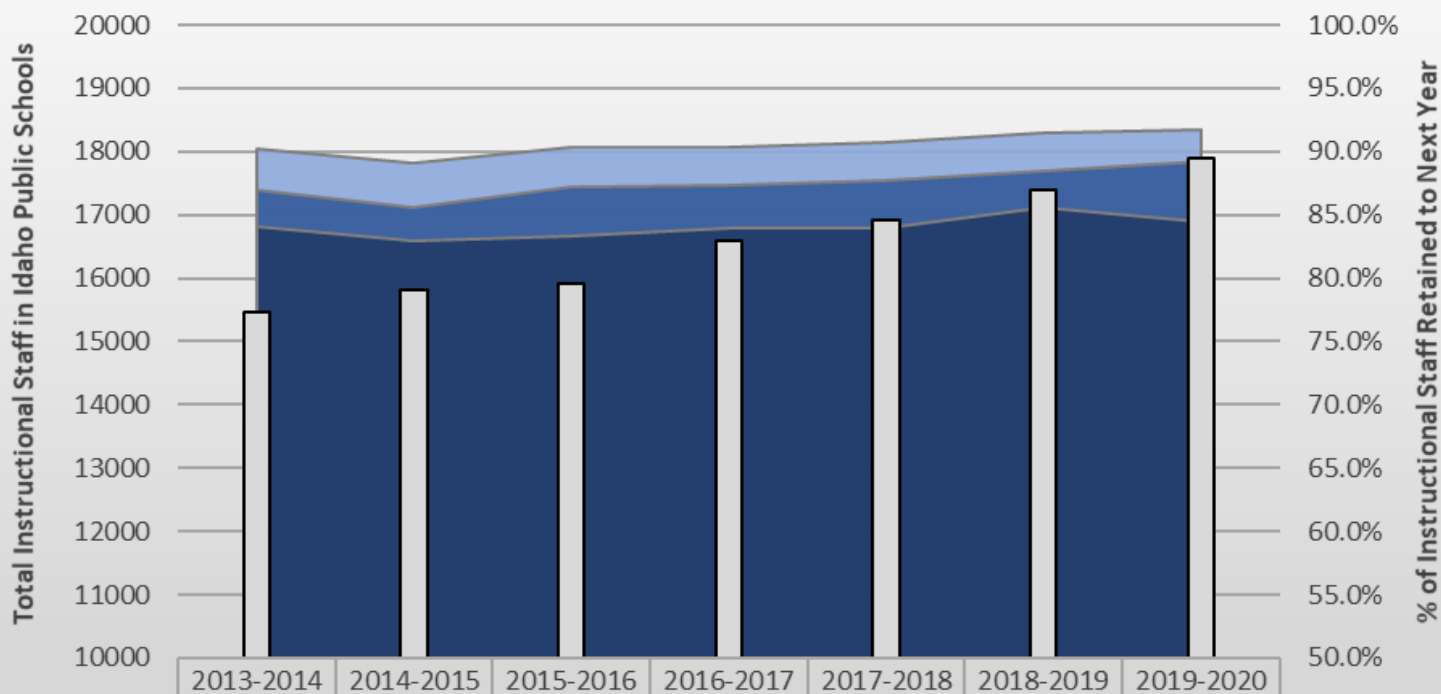
**Count of Pupil Service Endorsements Issued by General Category and Year**  
(Statewide Grand Total w/ No Constraints)

| <b>Endorsement Category</b>                    | <b>FY14</b> | <b>FY15</b> | <b>FY16</b> | <b>FY17</b> | <b>FY18</b> | <b>FY19</b> | <b>FY20</b> | <b>FY21</b> |
|--|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| <b>Audiology and Speech-Language Pathology</b> | 86          | 77          | 69          | 76          | 95          | 109         | 102         | 116         |
| <b>Career and Work Based Advising</b>          | 50          | 40          | 36          | 44          | 39          | 40          | 144         | 29          |
| <b>Occupational and Physical Therapy</b>       | -           | -           | -           | -           | 1           | 27          | 20          | 7           |
| <b>School Counselor</b>                        | 257         | 230         | 250         | 262         | 254         | 295         | 252         | 283         |
| <b>School Nurse</b>                            | 39          | 39          | 47          | 81          | 53          | 54          | 56          | 76          |
| <b>School Psychology</b>                       | 64          | 64          | 71          | 79          | 74          | 75          | 81          | 79          |
| <b>School Social Worker</b>                    | 32          | 32          | 47          | 51          | 55          | 59          | 48          | 51          |

# **Educator Mobility & Retention**

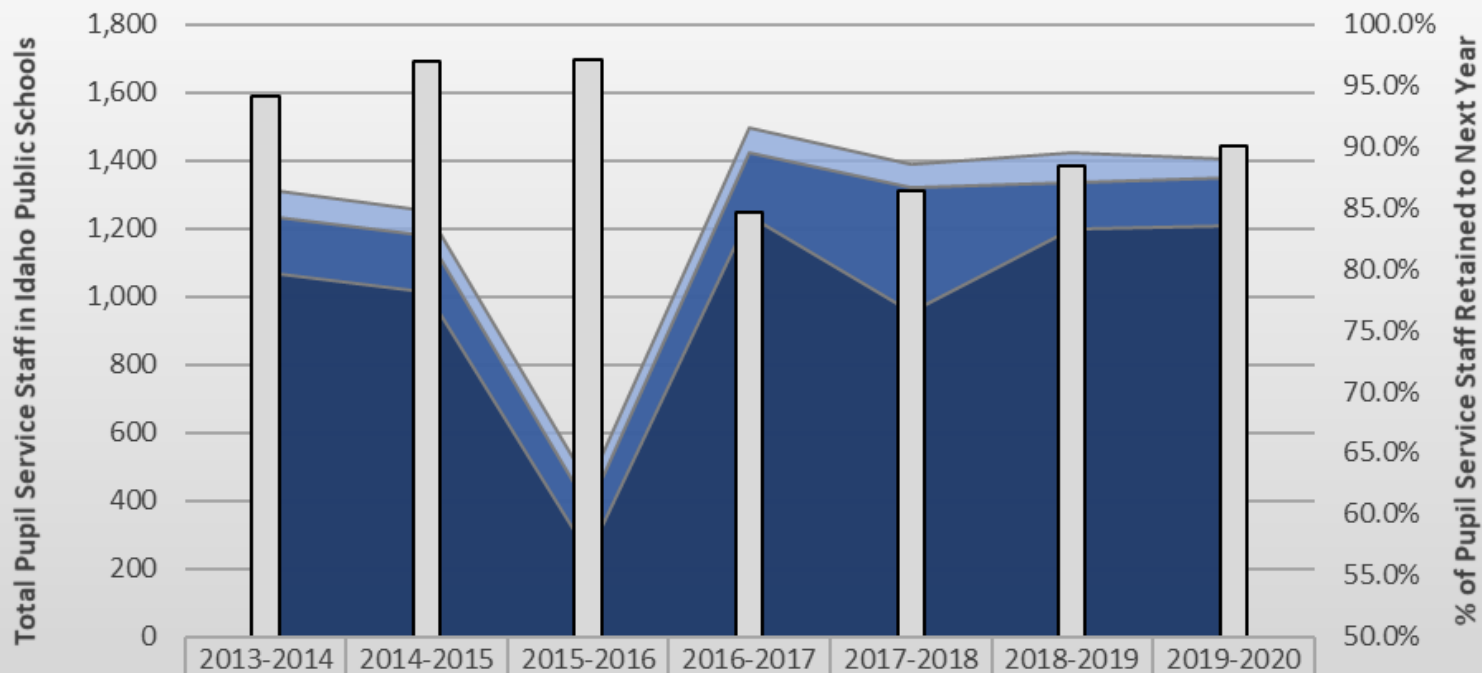


## Instructional Staff Counts and Next-Year Retention Rates



|                          | 2013-2014 | 2014-2015 | 2015-2016 | 2016-2017 | 2017-2018 | 2018-2019 | 2019-2020 |
|--------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| % Retained in State      | 90.3%     | 89.0%     | 90.4%     | 90.3%     | 90.8%     | 91.5%     | 91.7%     |
| % Retained in LEA        | 86.9%     | 85.6%     | 87.2%     | 87.3%     | 87.7%     | 88.5%     | 89.2%     |
| % Retained in School     | 84.1%     | 83.0%     | 83.4%     | 84.0%     | 83.9%     | 85.6%     | 84.5%     |
| # of Instructional Staff | 15469     | 15820     | 15917     | 16602     | 16905     | 17397     | 17883     |

## Pupil Service Staff Counts and Next-Year Retention Rates



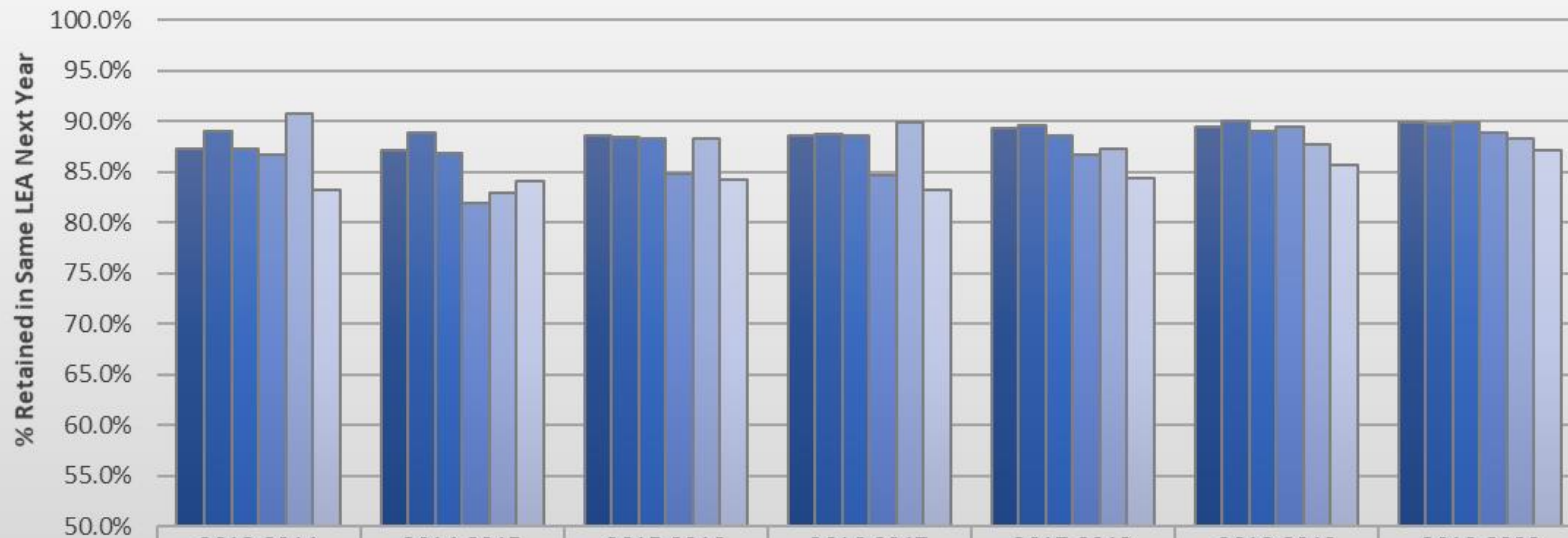
|                          |       |       |       |       |       |       |       |
|--------------------------|-------|-------|-------|-------|-------|-------|-------|
| % Retained in State      | 86.6% | 84.7% | 62.4% | 91.5% | 88.6% | 89.5% | 88.9% |
| % Retained in LEA        | 84.4% | 82.8% | 60.5% | 89.5% | 86.6% | 87.1% | 87.5% |
| % Retained in School     | 79.7% | 78.2% | 56.7% | 84.4% | 76.5% | 83.2% | 83.5% |
| # of Pupil Service Staff | 1,589 | 1,689 | 1,698 | 1,249 | 1,309 | 1,384 | 1,443 |

## Next-Year Retention of Instructional Staff by Experience

| Years of Experience | 2015-2016 School Year | 2019-2020 School Year | Change in Retention Rate |
|---------------------|-----------------------|-----------------------|--------------------------|
| 0-2 Years           | 87.1%                 | 88.5%                 | + 1.3%                   |
| 3-7 Years           | 90.2%                 | 93.9%                 | + 3.7%                   |
| 8+ Years            | 91.9%                 | 91.9%                 | + 0.0%                   |

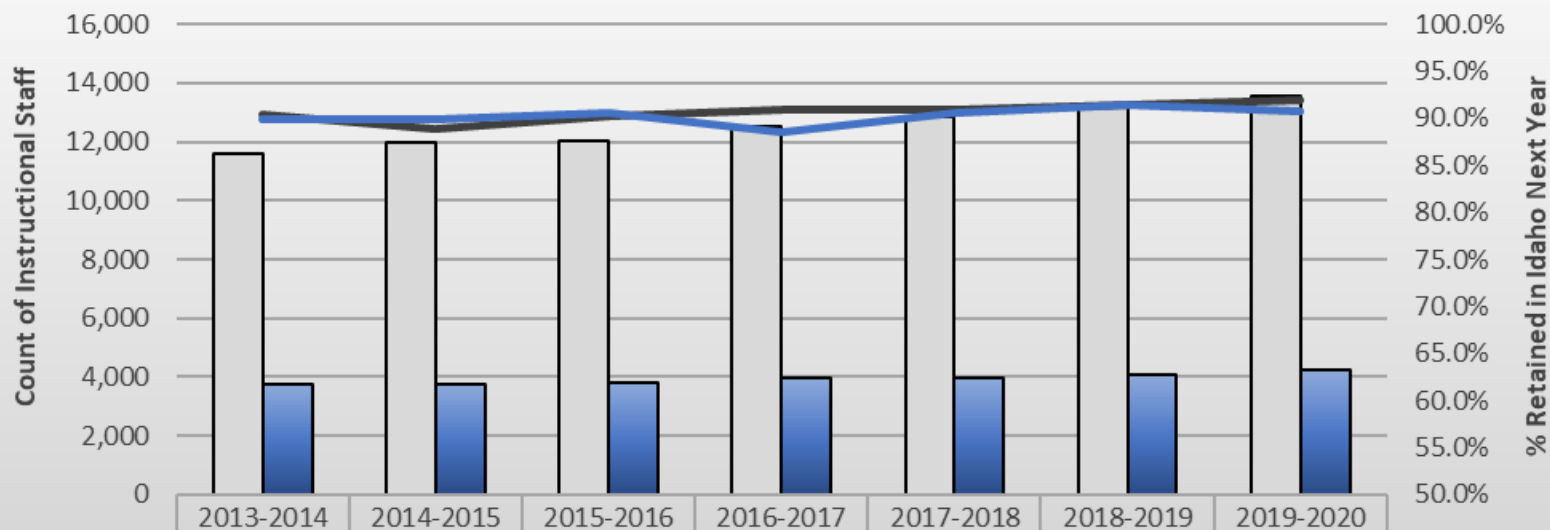
## Retention of Instructional Staff by Region in Which LEA is Located

■ Region 1 ■ Region 2 ■ Region 3 ■ Region 4 ■ Region 5 ■ Region 6



|          | 2013-2014 | 2014-2015 | 2015-2016 | 2016-2017 | 2017-2018 | 2018-2019 | 2019-2020 |
|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Region 1 | 87.2%     | 87.2%     | 88.5%     | 88.6%     | 89.3%     | 89.4%     | 89.9%     |
| Region 2 | 89.0%     | 88.9%     | 88.4%     | 88.7%     | 89.5%     | 90.0%     | 89.7%     |
| Region 3 | 87.2%     | 86.8%     | 88.3%     | 88.5%     | 88.6%     | 89.0%     | 89.9%     |
| Region 4 | 86.7%     | 81.8%     | 84.8%     | 84.6%     | 86.6%     | 89.5%     | 88.9%     |
| Region 5 | 90.8%     | 83.0%     | 88.3%     | 89.8%     | 87.3%     | 87.7%     | 88.2%     |
| Region 6 | 83.3%     | 84.0%     | 84.2%     | 83.3%     | 84.3%     | 85.7%     | 87.1%     |

## State-level Retention of Instructional Staff in Interior vs. Border LEAs



|                     | 2013-2014 | 2014-2015 | 2015-2016 | 2016-2017 | 2017-2018 | 2018-2019 | 2019-2020 |
|---------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| # of Interior Staff | 11,569    | 11,965    | 12,008    | 12,524    | 12,859    | 13,168    | 13,543    |
| # of Border Staff   | 3,762     | 3,776     | 3,819     | 3,965     | 3,948     | 4,099     | 4,232     |
| Interior % Retained | 90.4%     | 88.8%     | 90.3%     | 90.8%     | 90.8%     | 91.5%     | 92.0%     |
| Border % Retained   | 89.9%     | 89.8%     | 90.6%     | 88.6%     | 90.6%     | 91.5%     | 90.8%     |

| Next-Year Retention of Instructional Staff in Same LEA by Locale Type  |           |           |           |           |           |
|--|-----------|-----------|-----------|-----------|-----------|
| NCES Locale Classification   | 2015-2016 | 2016-2017 | 2017-2018 | 2018-2019 | 2019-2020 |
| 12-City: Mid-size  | 89.4%     | 90.2%     | 92.9%     | 91.4%     | 91.1%     |
| 13-City: Small   | 88.3%     | 91.1%     | 88.3%     | 88.6%     | 89.6%     |
| 21-Suburb: Large   | 90.8%     | 90.1%     | 90.3%     | 91.2%     | 91.6%     |
| 22-Suburb: Mid-size  | 86.0%     | 86.5%     | 84.1%     | 86.0%     | 90.4%     |
| 23-Suburb: Small   | 85.0%     | 85.4%     | 85.7%     | 86.1%     | 89.3%     |
| 31-Town: Fringe  | 85.6%     | 86.4%     | 87.3%     | 88.0%     | 90.5%     |
| 32-Town: Distant   | 87.1%     | 87.5%     | 85.7%     | 87.6%     | 88.4%     |
| 33-Town: Remote  | 87.0%     | 85.5%     | 88.0%     | 90.0%     | 89.3%     |
| 41-Rural: Fringe   | 82.6%     | 84.5%     | 85.5%     | 87.1%     | 87.8%     |
| 42-Rural: Distant  | 86.4%     | 85.3%     | 85.2%     | 86.8%     | 86.7%     |
| 43-Rural: Remote   | 86.0%     | 80.1%     | 86.8%     | 85.5%     | 84.3%     |
| Overall Statewide  | 87.2%     | 87.3%     | 87.7%     | 88.6%     | 89.4%     |
| NOTE: Highlighting indicates that the locale-specific retention rate was more than 1% below the overall statewide rate for that school year. |           |           |           |           |           |

# Looking Ahead...

## **Monitor Ongoing Impact of Career Ladder implementation**

- Advanced Professional rung / experienced educator retention

## **Monitor Impact of Rural/Underserved Incentive Program**

## **Develop Supports for LEA Mentoring Programs**

- Seek out and compile exemplar resources to be shared
- Potentially provide access to survey tools that enhance early educator mentorship and reflection

## **Identify Driving Causes for Recent Downturn in Certificates Issued**



# Questions or Follow-Ups?