

Trends in Educator Preparation and Employment in South Dakota

Presented by:

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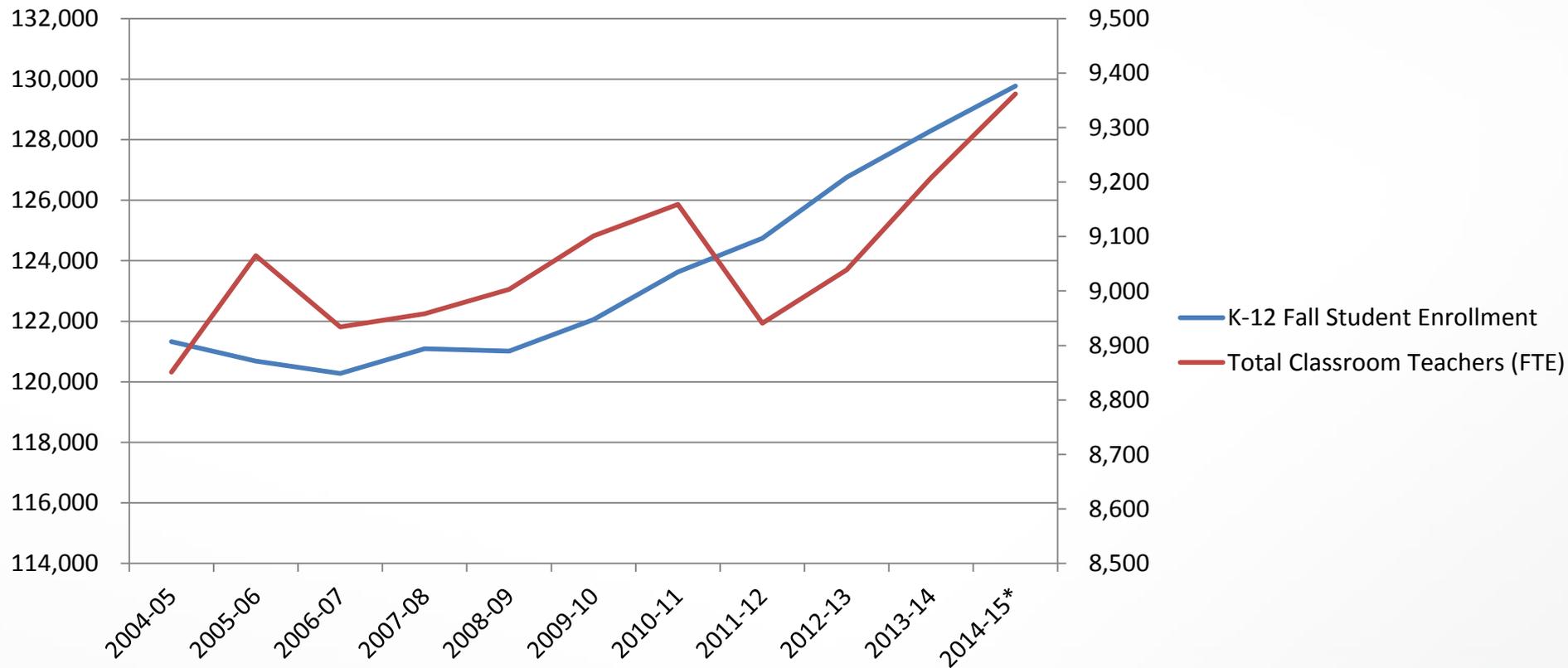
South Dakota Department of Education

09/09/2015

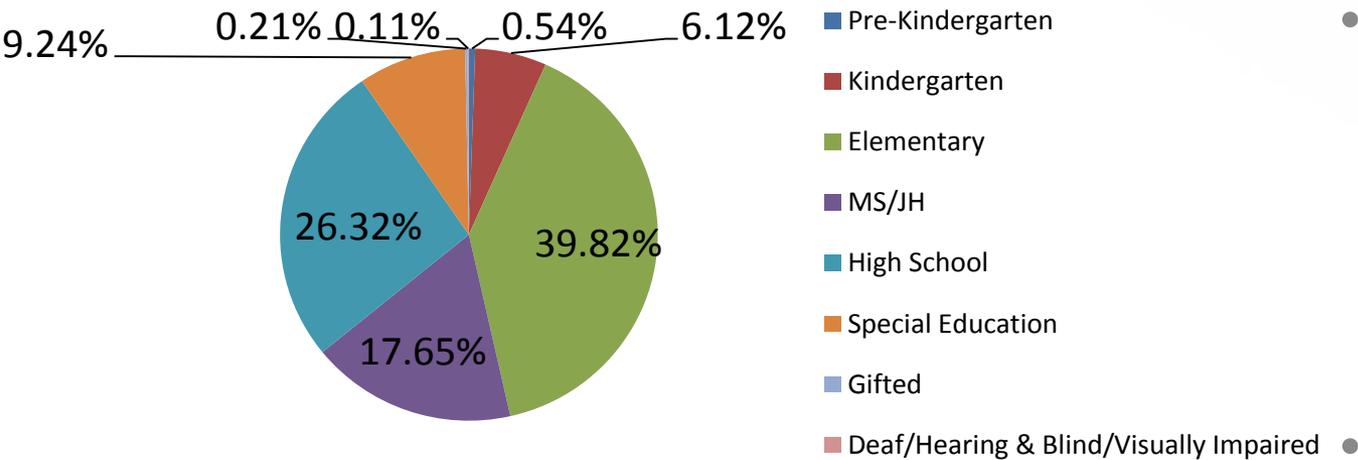
Setting the Stage: Purpose & Source Data

- **Purpose:** Examine South Dakota teacher pipeline
- **Goal:** Help the task-force to frame SD data in the national context they have already seen
- **Data sources:** SD DOE data sets, South Dakota Retirement System, IPEDS federal reports, Board of Regents, 08/19/2015 presentations to BRTF

South Dakota: Number of elementary and secondary school teachers and students 2005-2015



South Dakota: Distribution of Teachers by Grade Span/ Type 2013-14



- Elementary/ Self-Contained is largest group of teachers (nearly 40% of all FTE).
- If combined with Kindergarten, Elementary is greater than Middle and High School combined.

Pre-Kindergarten Teachers FTE	50.15
Kindergarten Teachers FTE	572.98
Elementary Teachers FTE	3,727.41
MS/JH Teachers FTE	1,652.25
High School Teachers FTE	2,463.83
Special Education Teachers FTE	864.93
Gifted Teachers FTE	19.39
Deaf/Hard of Hearing & Blind/Visually Impaired Teachers FTE	10.59
TOTAL:	9,361.53

South Dakota: Overview of the field

2013-14 Year

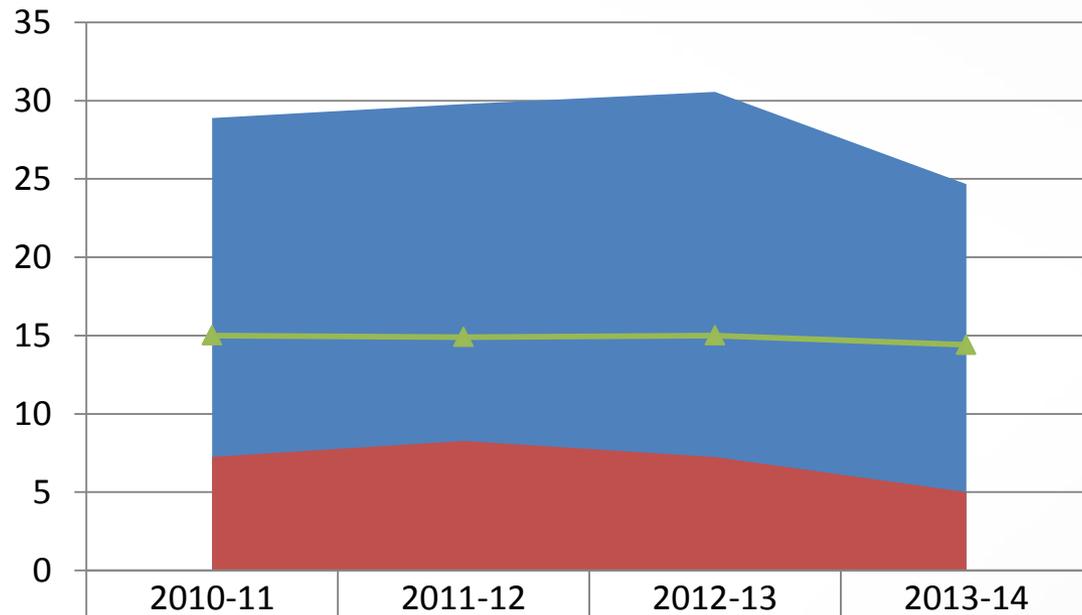
Of the 9,362 Teacher FTE in South Dakota:

Number Plans of Intent:	643	Percent Plans of Intent Completed:	40.75%
Percent of Teachers with Advanced Degrees:	32.7%	Average District Beginning Salary:	\$30,483
Average Years of Experience:	14.4	Average Salary:	\$40,023
Number Students (K-12 Fall Enrollment):	128,294	Student to Teacher Ratio (K-12):	14.0 : 1

SOURCE: SD DOE Statistical Digest, Plans of Intent from Personnel Record Form (PRF)

South Dakota: District norms

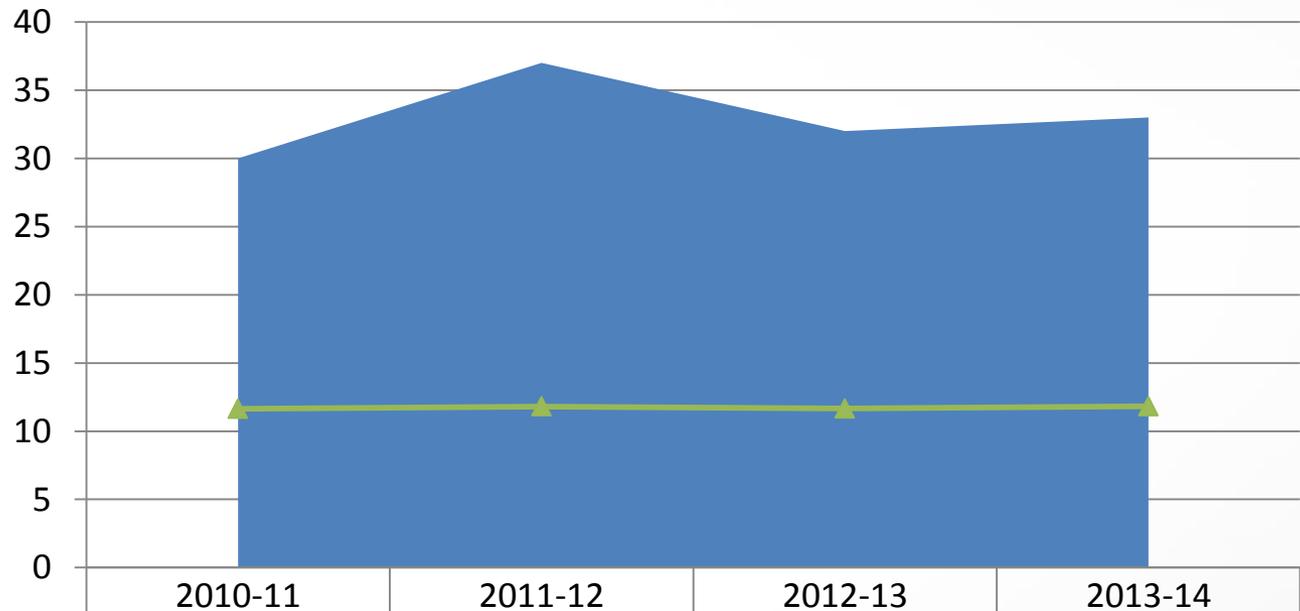
Teacher average years experience



 Max Average years Experience (teacher)	28.89	29.78	30.56	24.67
 Min Average Years experience (teacher)	7.25	8.27	7.24	5
 Average Years Experience (teacher)	15	14.9	15	14.4

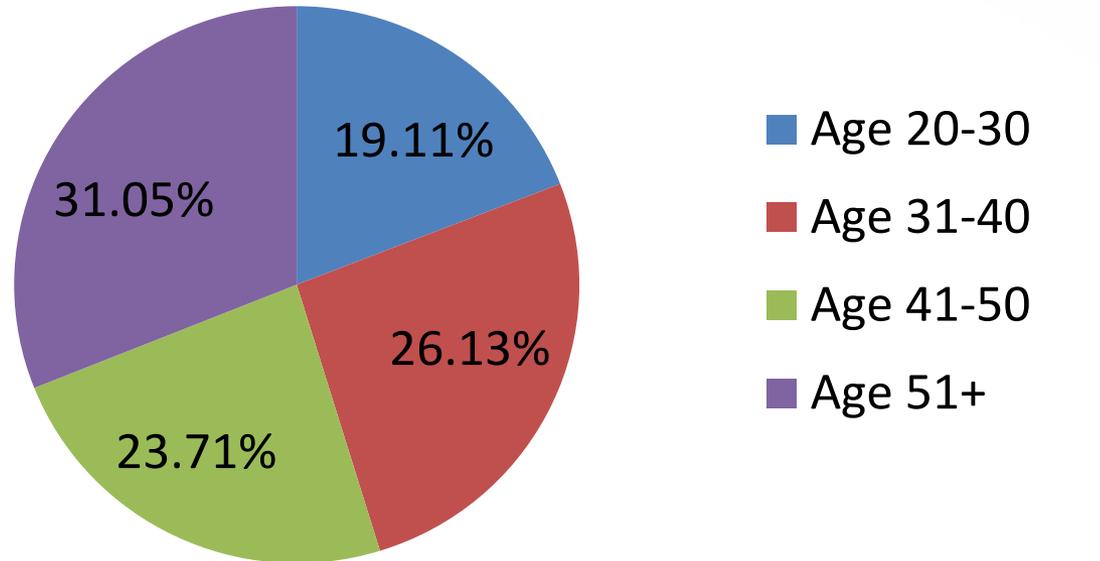
South Dakota: District norms

Administrator average years experience



 Max Average Administrator experience	30	37	32	33
 Min Average Administrator experience	0	0	0	0
 Average Administrator experience	11.63	11.81	11.66	11.82

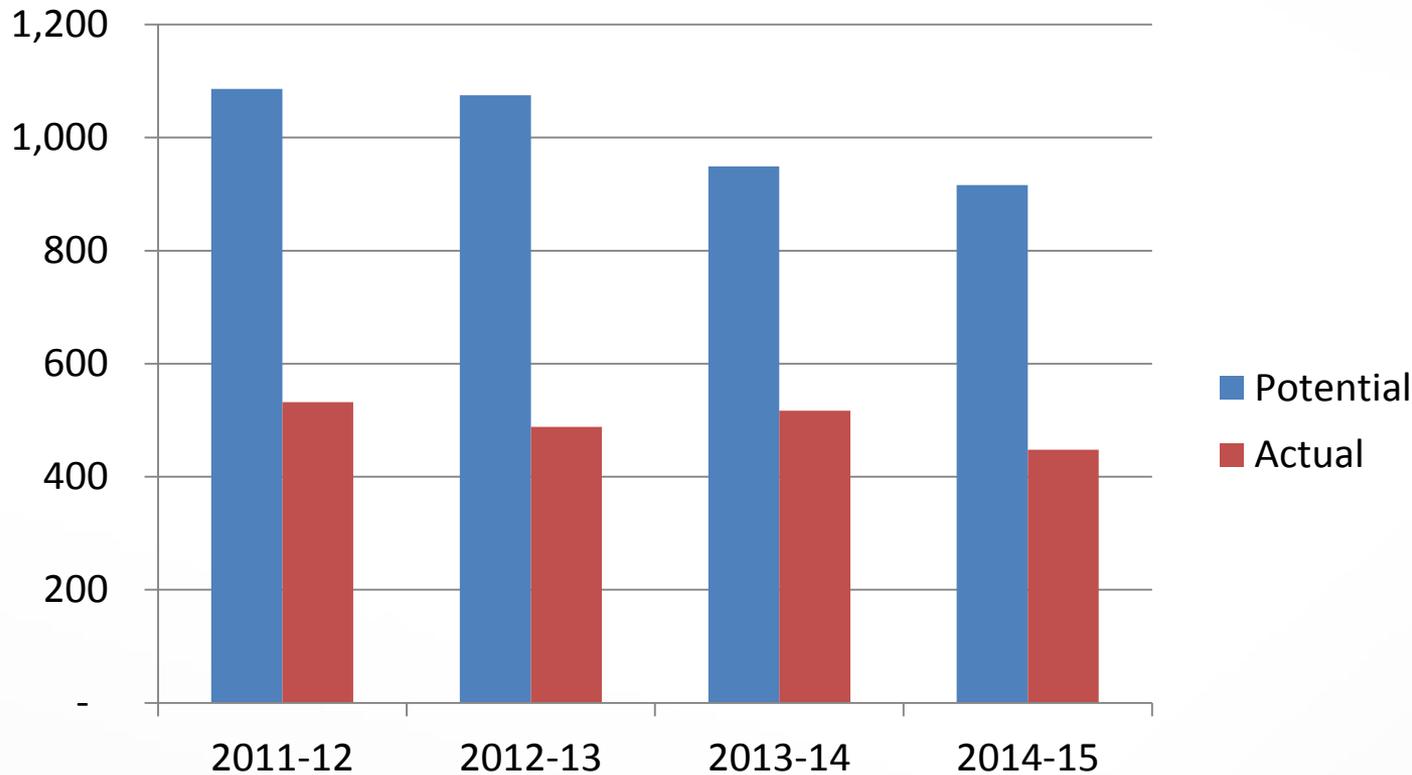
South Dakota: Age distribution of teachers



- More than 30 % of teachers in the state are over the age of 51
- SD has seen the most growth in the numbers of younger teachers, particularly in the 31-40 age range.

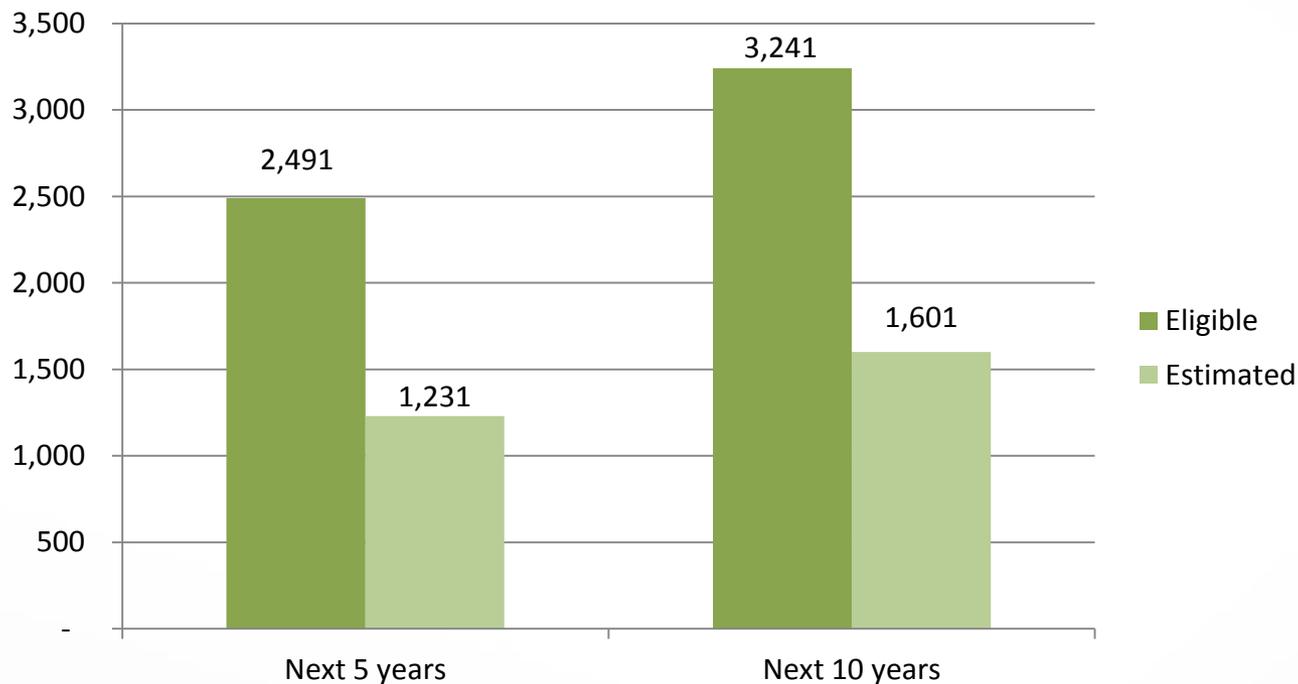
Age 20-30	1,788.57
Age 31-40	2,446.47
Age 41-50	2220
Age 51+	2,906.49

South Dakota: Administrator, teacher, and school service specialist retirements 2011-2014



49.4% of all eligible education retirees actually retire

South Dakota: Five and ten-year retirements eligible versus estimated



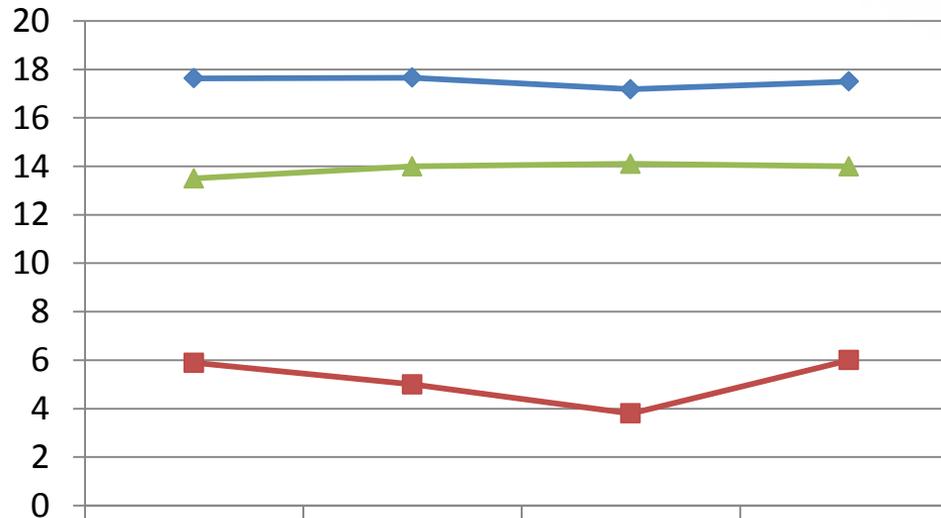
State data indicates that teachers comprise 83.15% of education retirees.

5 year estimate:
1,024 teachers retiring



South Dakota: District Norms

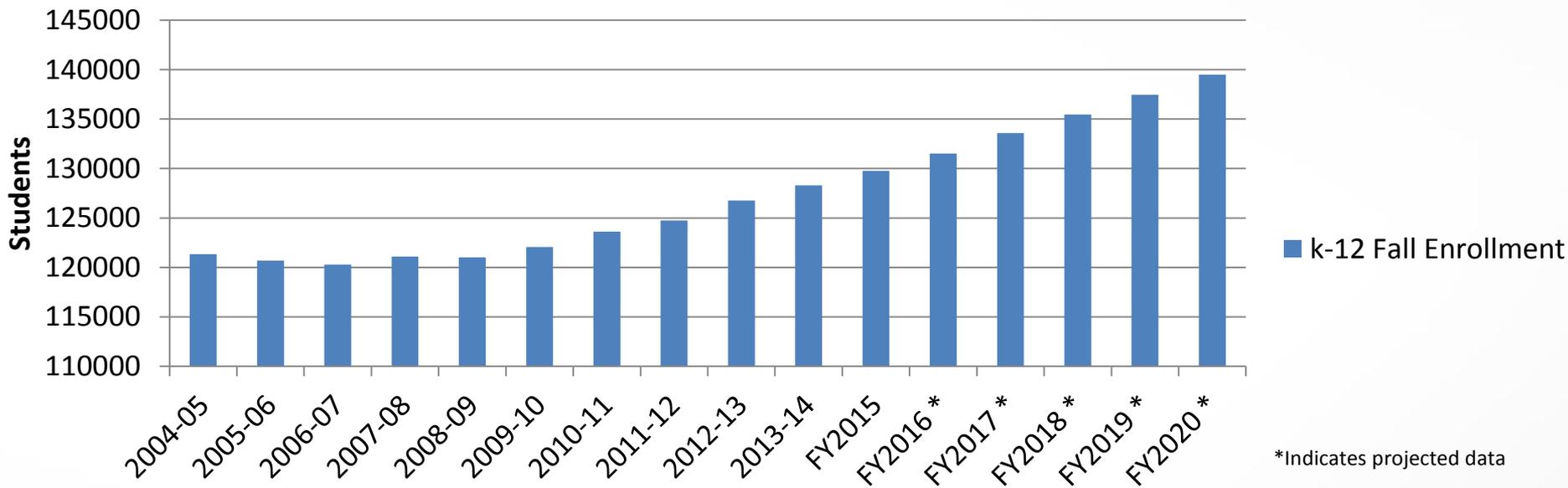
Average Student to Teacher Ratio



Statewide
average
hovers
around 14.0

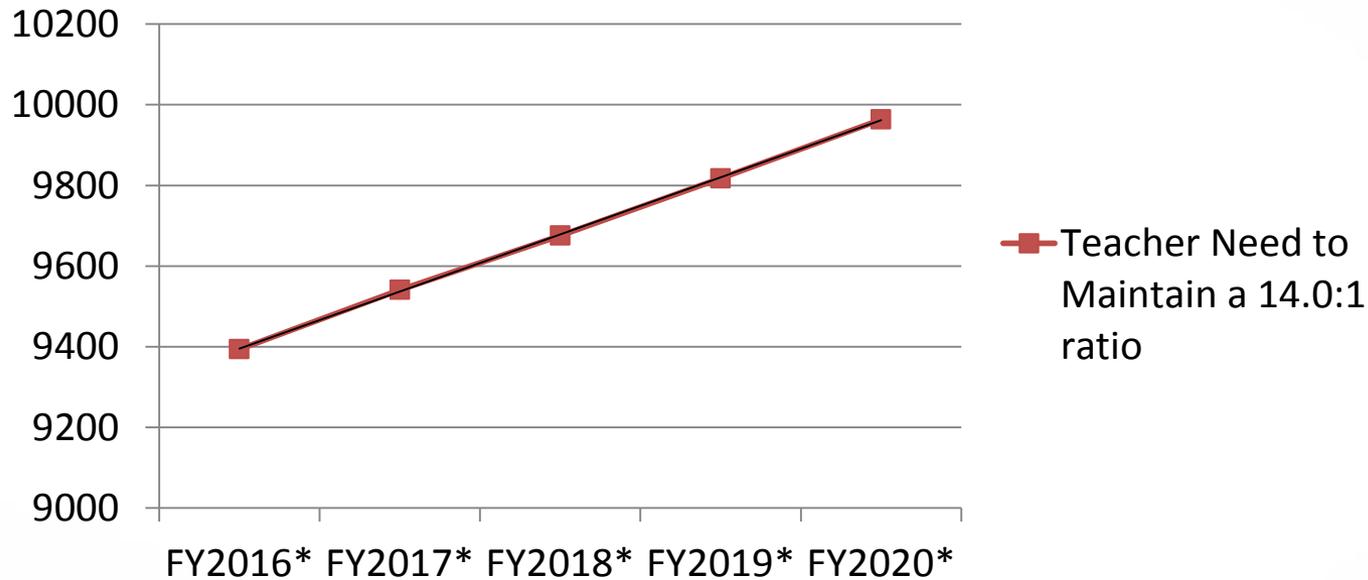
	2010-11	2011-12	2012-13	2013-14
◆ Max Student to Teacher Ratio	17.63	17.66	17.18	17.5
■ Min Student to Teacher Ratio	5.89	5	3.8	6
▲ Statewide Student to Teacher Ratio	13.5	14	14.1	14

South Dakota: K-12 student enrollments including 5 year projections



Projections call for enrollments to increase by about 7,400 over the next 5 years

South Dakota: Teacher need to meet anticipated student growth



To maintain current student to teacher ratios averages, an additional **601** FTE are needed in the next 5 years.

Estimated Projected Teacher Need	FY2016	FY2017	FY2018	FY2019	FY2020
Teachers to Maintain 14.0 Student to Teacher ratio	9,393.9	9,540.8	9,675.5	9,817.6	9,963.3

South Dakota: Reasons teachers do not return to prior position (2014/15 School Year)

	Teachers	Admin	School Spec.
Death	5.96	0	0
Employed by District in another capacity not tracked	7.50	0	5
Employed in another accredited SD school/district.	244.77	23.18	20.69
Employed in another school/district out of state	82.38	5	7.3
Family/personal relocation	91.75	2.87	7.3
Illness	4.00	0	0
Non-Renewal	20.42	1	2
On Leave of Absence or Sabbatical	7.10	0	0
Other employment in education	111.09	11.14	8.33
Other employment outside of education	80.54	4	9.9
Mentor	5.00	0	1.6
Reason Unknown	160.22	3	9.91
Reduction-in-Force	5.00	0	0.56
Retirement	276.16	24.38	31.57
TOTAL	1101.9	74.57	104.2
Percent of Staff Leaving Education in SD	6%	7%	6%
Percent of Staff Still in SD Education Field but in Different Position	4%	6%	3%
Percent Unknown	2%	1%	1%

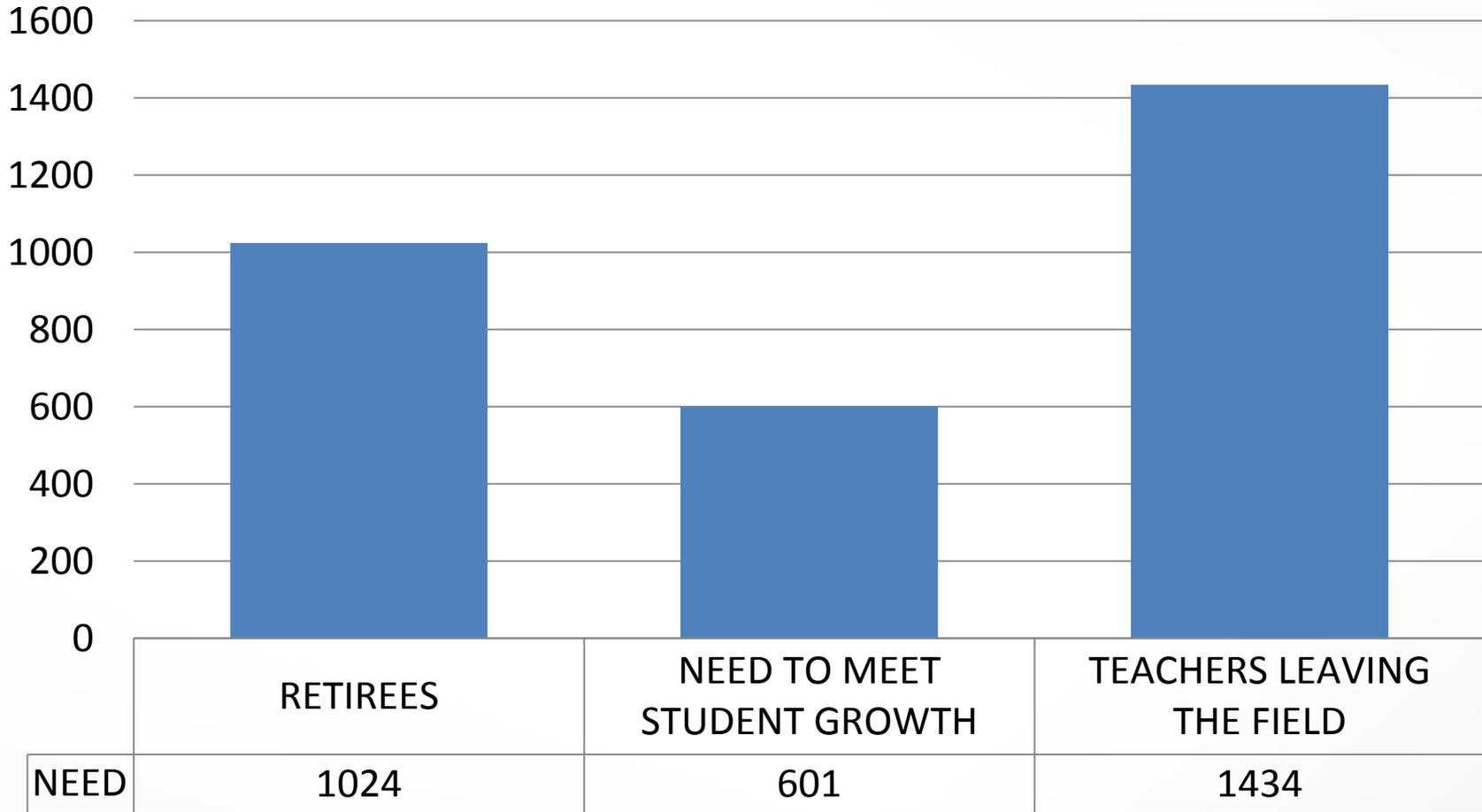
South Dakota: Estimated number of teachers leaving the field

	Estimated number of Teachers	Estimated number No longer Employed
2014-15	9,362	281
2015-16	9,394	282
2016-17	9,541	286
2017-18	9,676	290
2018-19	9,818	295
	Five Year Total	1,434

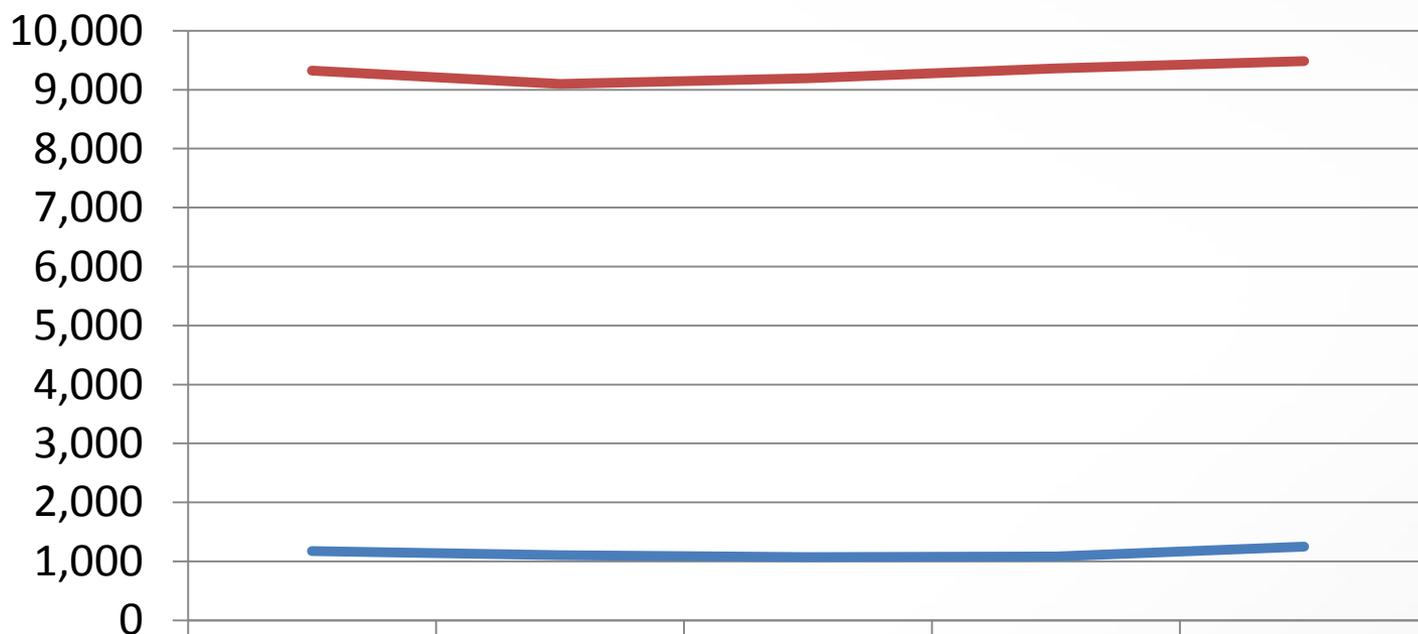
Estimates:

- 3% of teachers will continue to leave the field for reasons other than retirement
- In next 5 years: **1,434** teachers will leave the education field in SD

South Dakota: 5-year projected teacher need



South Dakota: Total FTE of Certified Teachers and Total Number of New Certificates, last 5 years



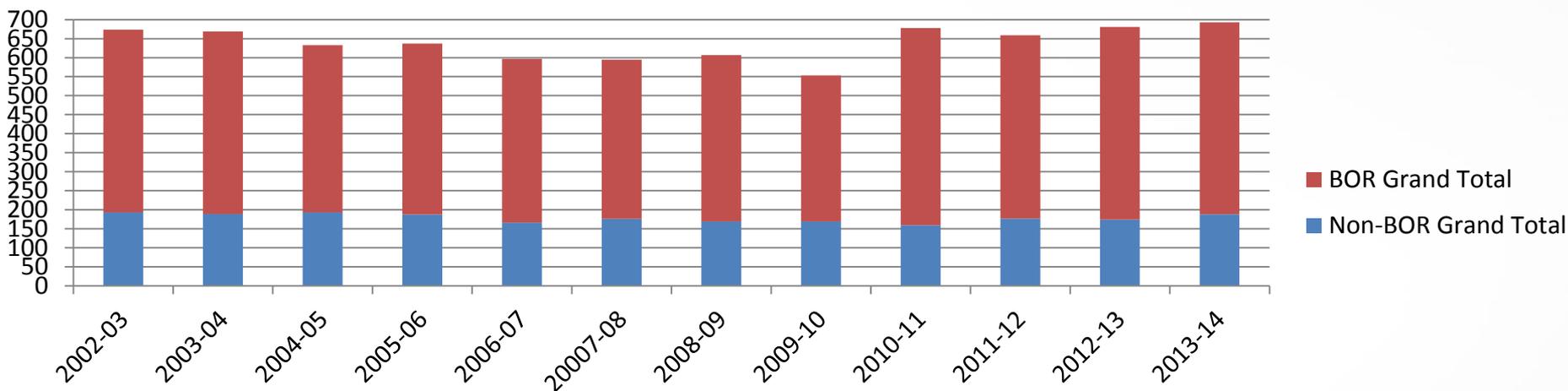
	2010-11	2011-12	2012-13	2013-14	2014-15
— New Certificates Issued	1,174	1,103	1,074	1,083	1,250
— FTE Certified Teachers	9,321	9,099	9,196	9,362	9,483

South Dakota: Key pieces of pipeline data 2013-14

2014 “Other” Certificates		Number of Graduates from South Dakota Teacher Prep-Programs 2013-14 (most recent complete data available)	
Number of Certificates Awarded to non-SD graduates:	394		
Number of Alternative (Non-TFA) Certificates Awarded:	48	Board of Regents Universities:	505
Number of Teach for America Teachers:	23	Private Universities:	188
TOTAL First Time Certificates Issued:		1,083	

SOURCE: SD DOE Certification Database; Board of Regents data; Private data from preliminary IPEDS reports

South Dakota: Teacher preparation graduates 2002-03 to 2013-14



	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014
Non-BOR Grand Total	193	189	193	187	166	176	169	169	159	177	174	188*
BOR Grand Total	481	480	440	450	431	419	438	384	519	482	507	505
Combined Grand Total	674	669	633	637	597	595	607	553	678	659	681	693

South Dakota: Trajectories for new teacher graduates, next 5 years

5 Years Estimated SD Teacher Graduates

	2014-15	2015-16	2016-17	2017-18	2018-19
Board of Regents Universities	485	488	492	495	499
Non-BOR Universities	181	183	184	186	188
TOTAL	666	671	676	681	687
Five Year Total				3,381	

Over the last 10 years, 50.9% of all Board of Regents teacher education graduates were employed in South Dakota.

Estimated SD Placements

	Projected Grads	Projected Placed in SD
2014-15	666	339
2015-16	671	342
2016-17	676	344
2017-18	681	347
2018-19	687	350
TOTAL	3,381	1,721

This means that we expect 1,721 of 3,381 grads to take jobs in SD in the next 5 years

South Dakota: Teachers from out-of-state 2010-2014

Certificates Issued to Out-of-State Graduates

	Certificates Issued	Number Employed in SD	Percent Employed in SD	Administration Endorsement	School Service Specialist Endorsement	Teacher Endorsement
2010	440	268	60.91%	27	24	389
2011	414	247	59.66%	17	21	376
2012	466	283	60.73%	24	30	412
2013	490	320	65.31%	27	11	452
2014	435	265	60.92%	21	20	394

On average 61.51% of out of state teachers who apply for certification in South Dakota will be employed in South Dakota public schools

5 year trajectory:

- 2,281 out-of-state applicants
- 1,403 employed in the SD public schools.

South Dakota: Alternative certificates 2010-11 to 2014-15

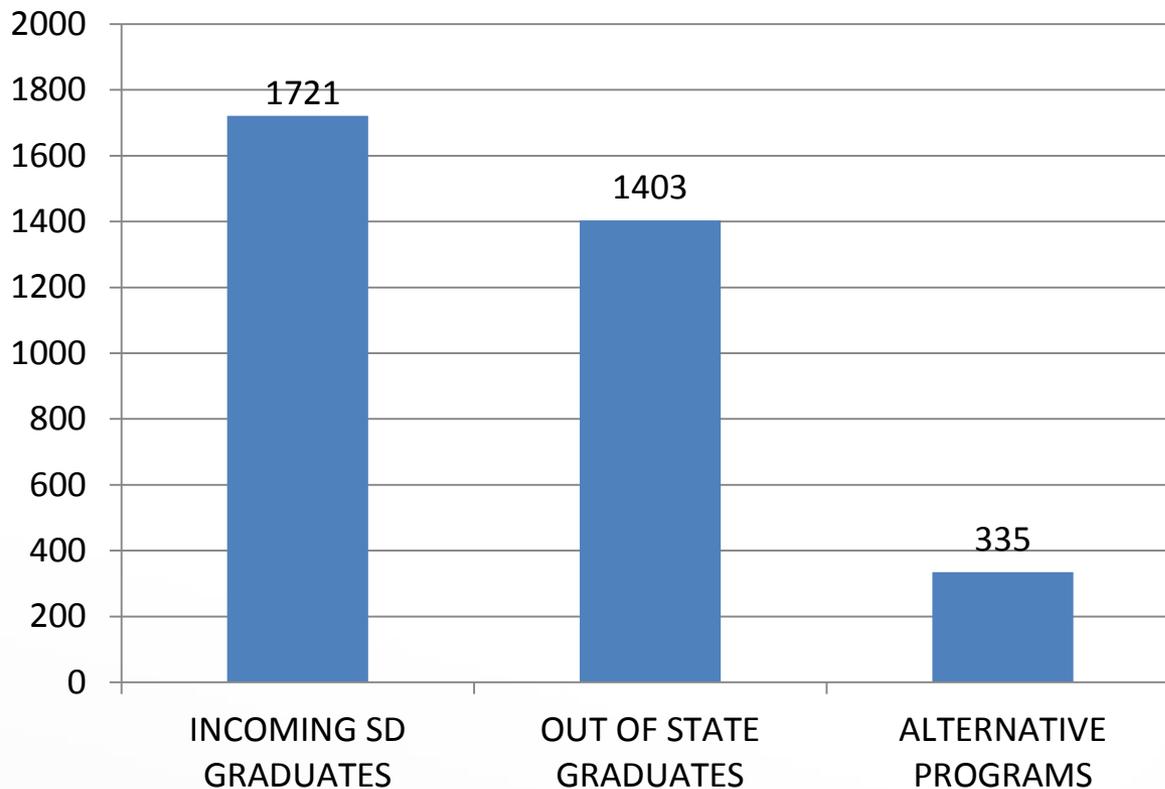
	Alternative Certificates	Teach For America	Total Alternative
2010-11	41	26	67
2011-12	37	17	54
2012-13	51	15	66
2013-14	48	23	71
2014-15	55	31	86

SOURCE: SD DOE Certification and Personnel Record Form databases

Expectations:

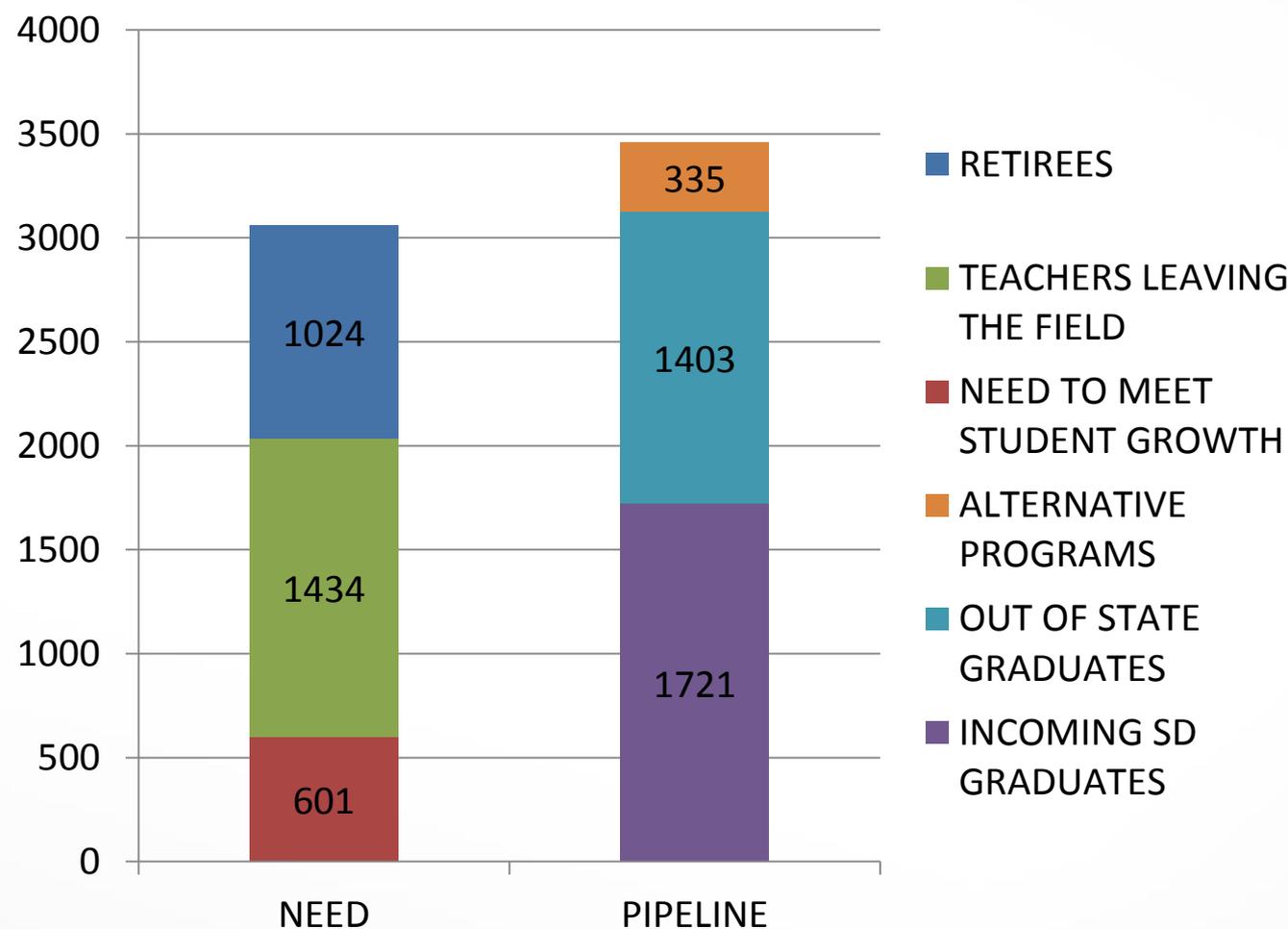
- Alternative Certification program will continue to grow
- Teach For America will remain steady
- 5 year projection: 335 new teachers

South Dakota: Five-year teacher pipeline projections



**5 Year
potential new
teacher pool:
3,459**

South Dakota: Pipeline Overview



The estimated supply of teachers indicates the potential teacher pool will be 400 more than the minimal five-year need.

South Dakota: Highest Needs Areas 2013

GEOGRAPHIC AREAS	Percent of all Teachers (*Does not include subjects listed in areas below for all counties)
Bennett County	0.314%
Corson County	0.446%
Cheyenne River Reservation	0.934%
Crow Creek Reservation	0.159%
Jackson County	0.318%
Lower Brule Reservation	0.117%
Mellette County	0.364%
Roberts County	0.785%
Shannon County	1.422%
Todd County	1.083%
TOTAL	5.9419%
CONTENT AREA	PERCENT OF ALL FTE
7-12 Science	5.45%
7-12 Mathematics	6.31%
7-12 Career & Technical Education	4.03%
English as a New Language	0.23%
Special Education	9.55%
Social Science	5.06%
World Languages	1.62%
7-12 Language Arts	7.97%
TOTAL	40.22%

South Dakota: Plan of Intent Trends

	2011	2012	2013	2014
# Plans of Intent	548	525	612	643
Not Completed	315	291	366	381
Completed	233	234	246	262
Headcount	315	300	329	373

SOURCE: SD DOE Personnel Record Form database

- One teacher may be on multiple plans of intent to teach multiple courses
- Both the number of teachers and the number of plans of intent has been growing
- Plans of Intent are issued for up to 2 years in most cases
- Teachers have completed an average 42.4% and Administrators 34.4% of their Plans of Intent in any given year

South Dakota: ALL Schools Resolution of Unfilled Vacancies 2014-15 (October 15)

	# of Courses	% of Vacancies
Contracting with another school	5	2.01%
Eliminate Course/Program	42	16.87%
Additional duties given to other staff	80	32.13%
Hired certified candidate after school started	11	4.42%
Increased Class size	2	0.80%
Position remains vacant	23	9.24%
Use Distance Learning	44	17.67%
Other	42	16.87%
Total (including Administrators and School Service Specialists)	249	

- Most common resolution was to re-assign duties to other staff
- Use of Distance Learning or eliminating the course section were also common resolutions

South Dakota: Flexible Learning Options

South Dakota Virtual School Courses

	Districts	Courses	Student Enrollments
2010-11	118	233	3,446
2011-12	127	255	3,389
2012-13	133	289	3,750
2013-14	135	298	3,837
2014-15	133	389	3,952

SOURCE: SD Virtual School annual reports

- Represents officially reported public school enrollments
- 14.7% increase in student enrollments in last 5 years

South Dakota: Flexible Learning Options

Dual Credit 2014-15

	Number of Courses Taken* in 2014-15 (Fall & Spring)	Number of Students Enrolled* in 2014-15 (Fall & Spring)	Fall 2014 Credits Taken	Fall 2015 Projected credits	Projected Growth from Fall 2014 to Fall 2015
BHSU	564	295	854	1,190	39.34%
DSU	185	141	145	463	219.31%
LATI	192	118	187	463.5	148.53%
MTI	321	183	276	389	40.94%
NSU	330	184	455	1,259	176.70%
SDSMT	77	34	121	233	92.56%
SDSU	540	341	580	1,519	161.90%
STI	441	172	454	634	39.65%
USD	994	586	1,158	1,928	66.49%
WDT	166	92	147	739	402.72%
TOTALS	3,810	2,146	4,377	8817.5	101.47%

Dual Credit enrollments exceeded expectations and projections indicate the program will more than double this fall

Questions?

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- SD DOE website: <http://doe.sd.gov>
- Dashboards: <http://doe.sd.gov/data/tables/>