

# Annual Report 2008-2009

Certificates Issued and Certificated  
Personnel Placement Statistics



**Randy I. Dorn**  
State Superintendent of  
Public Instruction

**April 2010**



# **ANNUAL REPORT 2008-2009**

## **Certificates Issued And Certificated Personnel Placement Statistics**

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March 2010

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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 2008-2009 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 2008-2009. Tables G and H report on limited certificates. In this 2008-09 edition, new tables H(b) through H(e), present information regarding alternative routes to adding endorsements through pathways. These pathways are 1) adding endorsements via testing only (Pathway 1), 2) adding endorsements via testing and pedagogy assessment (pathway 2), adding endorsements through approved programs (pathway 3), and adding additional endorsements through National Board certification (pathway 4). Information for career and technical education (vocational) certificates is found at Table I. This year we have added new tables to support Washington State's issuance of Career and Technical Education certificates and areas of instruction. Table J pertains to states from which out-of-state applicants came.

Part II presents placement statistics gathered during 2008-2009 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 the percent employed each year in the past three decades. Tables O and P show placement by endorsements and Tables Q and R report information by racial/ethnic group.

## EXECUTIVE SUMMARY

The total number of certificates issued in the state in 2008-2009 was 19,643 which represents an increase of 4,679 (21 percent) from the 2007-2008 total. When all certification activity is counted, to include clock hour reporting, endorsements, and administrative actions, the total is, 40,368 or a 2 percent increase from last year's total of 39,549.

- 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) increased by twenty-five percent to 5,079. Of these limited certificates, emergency certificates were the only limited certificates to show a decrease in issuance (15% to 113). All other limited certificates increased respectively: conditional certificates (22%, to 258), emergency substitute certificates (13%, to 1,545), substitute certificates (36% to 2,507) intern substitute certificates (11% to 501) and transitional certificates (30% to 155).
- There was a significant decrease of those receiving their first Washington teaching certificates who completed teacher education programs outside Washington (1,388 in 2007-08 to 666 in 2008-09).
- The number of Professional Teacher certificates issued through instate programs in 2008-09 (2,261) increased 1,161 over last year's total (1,100).
- The numbers of endorsements on First Washington Teacher Certificates increased for instate candidates (3,225 in 2007- 2008 to 6,252 in 2008 - 2009) and decreased for out of state candidates (1,903 in 2007–2008 to 908 in 2008 –2009).

- The top five endorsements on first-issue teaching certificates awarded during 2008–2009 (instate and out of state combined) were elementary education (2,792), special education (537), English or English language arts (471), social studies (320) and mathematics (305).
- Of the 33 current Washington endorsements (excluding world languages) those with fewer than 10 awarded in the year were Psychology, Marketing Education, Technology Education, Health, Dance, Political Science, Sociology, Traffic Safety.
- The top 5 designated world language endorsements included Spanish (107), French (35), German (6), Japanese (7), Chinese (7), Russian (2). This was an increase for each of these languages.
- Fourteen First Peoples Language/Culture Certificates were issued in 2008-09. This is an increase of 10 certificates from the previous year.
- There is a slight increase in the number of conditional certificates issued in 2008-09. 202 in 2007-08 to 258 in 2008-09.
- The 2,506 career and technical education (vocational) certificates issued in 2008-2009 represent a minimal decrease from the previous year's total of 2,978.
- The two top sources for out-of-state teachers, administrators, and ESA's were Oregon (with 205, 14, and 17, respectively) and California (226, 13, and 14). (Note that Arizona did supply 21 administrative educators in 2008-09)
- Washington colleges and universities produced 4,730 new teachers in the 2008-2009 school year.
- Washington teacher preparation programs' full-time placement rate decreased slightly from 2007-08. Fifty-eight percent of the 2007-2008 program completers reported finding contracted certificated positions in 2008–2009, a 4 percent decrease. This is still down from a high of 67 percent in 2001-2002.
- While full-time placement rates dropped slightly, placement of new program completers as substitutes increased to 21 percent.

- Employment as either a teacher or substitute teacher decreased 1percent to 79%.
- The highest placement rates (over 80 percent) for teachers hired 'in the endorsement area' were reported for dance, DWL: Italian, library media, agriculture education, technology education, Japanese, business education, German, physics, chemistry, mathematics, Spanish, English language arts, special education, and visual arts.
- There were 366 program completers in Washington who identified themselves as members of minority groups. This was a 8 percent decrease from the previous year.

**PART I**

**CERTIFICATES ISSUED**

**July 1, 2008–June 30, 2009**

## **PART I - CERTIFICATES ISSUED, JULY 1, 2008 – JUNE 30, 2009**

### **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 applicants<sup>1</sup> from July 1, 2008–June 30, 2009, was 19,643<sup>2</sup> or a 24% increase than the previous year's total of 14,964. 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 19,643 certificates issued.

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<sup>1</sup> For teachers, administrators, and ESAs, an "in-state" applicant is one who completed the approved program for the certificate at a Washington 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."

<sup>2</sup> While the total, 19,643, reflects the number of certificates issued in 2008-09, it does not reflect all certificate activity. For example, an individual issued a continuing certificate after August 1987 needs to complete 150 clock hours every five years to maintain that certificate. This total (19,643) 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 40,368. This represents an increase of 2% from the previous year (39,549).

**Table A. Total Certificates Issued July 1, 2008–June 30, 2009**

	2008-2009	In-State	Out-of-State
Teacher	14755	13171	1584
Administrator	1193	1085	108
Educational Staff Associate	1189	1050	139
CTE/Vocational	2506	2497	9
<b>Total</b>	<b>19643</b>	<b>17803</b>	<b>1840</b>

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 2008-09 there was an increase in all areas of new certificates issued except for CTE/Vocational.

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

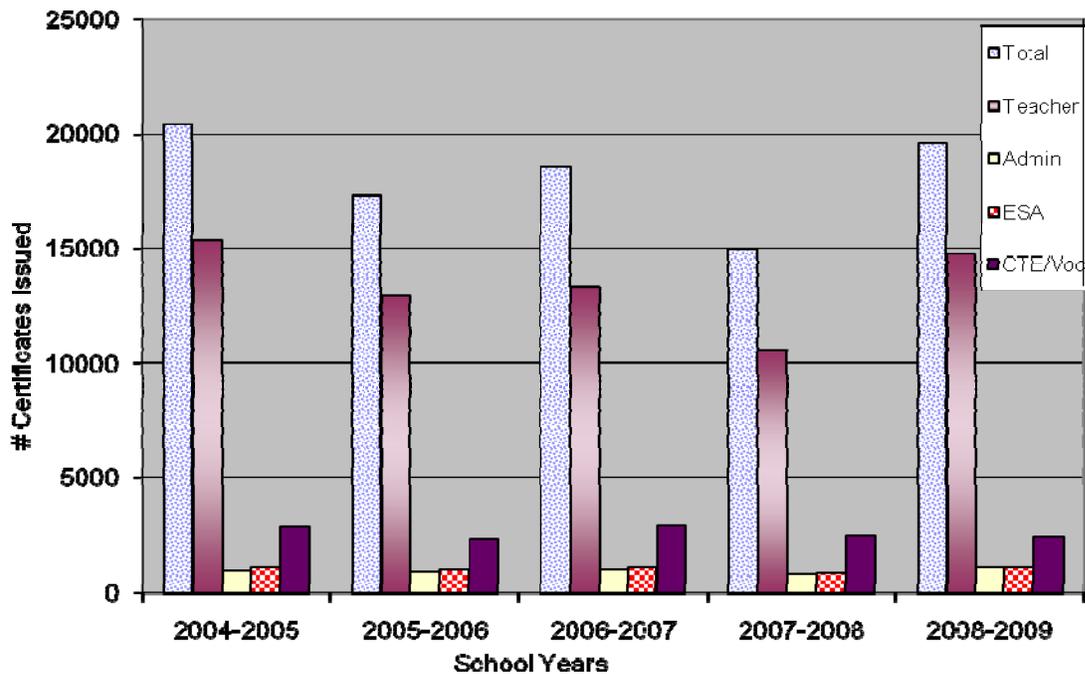


Table B provides information about total certificates issued by type and level of certificate. Overall, there was a 22 percent increase in the number of regular and limited certificates. The largest decrease was recorded in Exchange certificates followed by Career and Technical Education certificates. There was an increase of 35% in the Advanced level administrator certificates. Limited certificates increased 25 percent. Emergency substitute certificates increased 13 percent from last year..

**Table B. Total Certificates Issued in 2008-09 by Level**

		<b># of Certificates Issued</b>	<b>% Change from 2007-08</b>
<b>First level teaching certificates</b>		5,969	26%
Initial teaching certificates	50		
Residency teacher certificates*	5,919		
<b>Advanced level teaching certificates</b>		3,893	35.0%
Continuing teaching certificates	1,565		
Professional teaching certificates	2,328		
<b>First level administrator certificates</b>		743	15%
Initial administrator certificates	70		
Residency administrator certificates	673		
<b>Advanced level administrator certificates</b>		416	46%
Continuing administrator certificates	400		
Professional administrator certificates	16		
<b>First level ESA certificates</b>		787	20%
Initial ESA certificates	373		
Residency ESA certificates	414		
<b>Advanced level ESA certificates</b>		319	27%
Continuing ESA certificates	316		
Professional ESA certificates	3		
<b>Career &amp; Technical Ed Certificates</b>		2,506	-15.8%
<b>Exchange certificates</b>		2	-33.3%
<b>Limited certificates issued</b>		5,079	25%
Conditional certificates	258		22%
Emergency certificates	113		-15.0%
Emergency Substitute certificates	1,545		13%
Substitute certificates	2,507		36%
Intern Substitute certificates	501		11%
Transitional certificates	155		30%
<b>First Peoples Language/Culture</b>		14	350.0%
	<b>Total</b>	<b>19728</b>	<b>22%</b>

### 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.

About thirteen percent of the teachers earning their first Washington certificate completed

**Table C. Total First-Issued Certificate by Type**

		<b>In State</b>	<b>Out Of State</b>	<b>Total</b>	<b>% Change</b>
<b><u>Teacher Certificates</u></b>	Residency	4,370	666	5,036	36%
	Continuing	1,093	31	1,124	8%
	Professional	2,261	11	2,272	93%
<b><u>Administrator Certificates</u></b>					
Principal	Residency	109	58	167	-63%
	Continuing	285	28	313	96%
	Professional	0	0	0	n/a
Superintendent	Initial	11	7	18	-65%
	Continuing	12	1	13	-13%
Program Administrator	Residency	14	4	18	-68%
	Continuing	17	0	17	113%
	Professional	0	0	0	n/a
<b><u>ESA Certificates</u></b>					
School Counselor	Initial	0	0	0	-100%
	Residency	56	24	80	n/a
	Continuing	124	7	131	36%
	Professional	2	1	3	n/a
School Nurse	Initial	36	18	54	-23%
	Continuing	6	2	8	-11%
School Occupational Therapist	Initial	51	5	56	44%
	Continuing	4	0	4	-43%
School Physical Therapist	Initial	18	4	22	57%
	Continuing	1	0	1	-75%
School Psychologist	Initial	0	0	0	n/a
	Residency	27	14	41	n/a
	Continuing	33	2	35	6%
School Social Worker	Initial	0	0	0	n/a
	Residency	9	4	13	n/a
	Continuing	13	0	13	160%
School Speech Language Pathologist/Audiologist	Initial	65	41	106	22%
	Continuing	35	2	37	68%
<b>CTE (vocational)*</b>		2,497	n/a	2,497	100%
	<b>Totals</b>	<b>11,149</b>	<b>930</b>	<b>12,079</b>	<b>41%</b>

an out-of-state preparation program. The number of Professional Teacher certificates for in-state issued cert. nearly doubled, 2,261 as compared to 1,100 program completers in 2007-08. 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 2008-09, there are 21 regionally-accredited 4-year colleges and universities in Washington with Professional Educator Standards Board approval to offer educator preparation programs which included teacher preparation as part of an undergraduate program leading to a certificate combined with a bachelor's degree. There were 11 State-supported 'alternative routes' to teacher certification programs supervised by the Professional Educator Standards Board. 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. The state-identified teaching shortage areas for 2007-09 include: special Education, English as a Second Language, chemistry, physics, science, mathematics, middle level math/science, early childhood special education, biology, earth science and bilingual education.

**Table D. Number of First-Issue Residency Certificates by Institution<sup>1</sup>**

**July 1, 2008 – June 30, 2009**

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	LU	HU	NWU	PLU	SMU	SPU	SU	TESC	UPS	UW	UWB	UWT	Walla	WSU	WWU	WwU
<b>TEACHER</b>	36	370	482	271	69	15	140	30	163	51	159	93	69	34	110	68	42	27	331	478	154
<b>ADMINISTRATOR</b>						--															
Principal	--	68	6	23	10	--	38	--	9	2	40	8	--	0	33	--	15	--	35	54	3
Program Admin.	--	29	2	--	0	--	2	--	2	0	0	1	--	0	10	--	0	--	0	--	--
Superintendent	--	3	--	1	0	--	--	--	--	--	1	5	--	--	7	--	--	--	21	6	--
<b>ESA **</b>																					
Counselor	--	38	1	7	9	--	28	--	-	10	15	24	--	6	0	--	--	--	11	12	8
Psychologist	--	--	4	16	--	--	--	--	--	--	0	16	--	--	12	--	--	--	0	--	--
Social Worker	--	--	-	8	--	--	--	--	--	--	--	--	--	--	10	--	--	1	1	--	--

- <sup>1</sup> 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, 2009. Some individuals who completed a program in 2009 were not issued a certificate until after July 1, 2009. They are not reflected in this report.
- <sup>2</sup> 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.
- <sup>3</sup> 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 Professional Educator Standards Board (PESB). They do not complete PESB 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 (2,792), special education (537), English language arts (471), social studies (320), mathematics (305), reading (245), physics (217), English as a second language (216), early childhood education (185), history (174), health/fitness (155), science (140), biology (132), visual arts (113), Spanish (107) and general music (105).

In-state applicants earned 90 percent of all endorsements awarded. 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, 4,828 in 2007-08 and 7160 in 2008-09.

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

<u>Endorsement In</u>	<u>State</u>	<u>Out of State Total</u>	<u>Total</u>
Elementary Education	2530	262	2792
Special Education	461	76	537
English Language Arts	391	80	471
Social Studies	278	42	320
Mathematics	255	50	305
Reading	224	21	245
Des Science: Physics	210	7	217
English as a Second Language/ELL	188	28	216
Early Childhood Education	160	25	185
History	163	11	174
Health/Fitness	142	13	155
Science	121	19	140
Des Science: Biology	112	20	132
Des Arts: Visual Arts	97	16	113
DWL: Spanish	90	17	107
Des Arts: Music: General	85	20	105
* Multiple Subjects	51	43	94
Des Arts: Music: Instrumental	78	15	93
Middle Level: Math/Science	79	6	85
Middle Level: Humanities	81	2	83
Des Arts: Music: Choral	66	13	79
Des Science: Chemistry	40	9	49
Early Childhood Special Education	30	8	38
DWL: French	31	4	35
Des Arts: Theatre Arts	25	5	30
Des Science: Earth/Space Science	25	5	30
Middle Level-Math	23	5	28
Des CTE: Family and Consumer Sciences Ed	21	5	26
* Physical Education	15	11	26
Bilingual Education	15	10	25
English	13	9	22
Des CTE: Business Education	15	5	20
Library Media	11	3	14
Middle Level-Sci	10	4	14
Deaf Education	9	5	14

Physical Education	9	2	11
Des CTE: Agriculture Education	10	0	10
Music	9	1	10
Psychology	8	1	9
Des CTE: Marketing Education	6	3	9
Des CTE: Technology Education	6	3	9
Health	8	0	8
DWL: Japanese	6	1	7
DWL: Chinese	5	2	7
* Middle School Math	2	5	7
DWL: German	4	2	6
Des Arts: Dance	2	4	6
Political Science	5	0	5
* Health	5	0	5
Sociology	4	0	4
* Speech	3	1	4
* Geography	2	1	3
DWL: Russian	1	1	2
* Journalism	1	1	2
* Social Science	0	2	2
DWL: Italian	1	0	1
DWL: Latin	1	0	1
DWL: Romanian	1	0	1
Traffic Safety	1	0	1
* Family and Child Development	1	0	1
* Environmental Science	1	0	1
* Middle Level English	1	0	1
* Middle Level Science	1	0	1
* Political Science	1	0	1
* Psychology	1	0	1
* Sociology	1	0	1
* Communications	0	1	1
* Government	0	1	1
* Philosophy	0	1	1
* Physical Science	0	1	1
<b>Totals 625</b>	<b>2</b>	<b>908</b>	<b>7160</b>

Table F shows in-state endorsements obtained through program completion, listed by colleges/universities. Colleges must request Professional Educator Standards Board approval

for each endorsement offered. Since September 1, 2000, with the exception of national board-certified teachers ('Pathway 4') 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 ('Pathway 3') 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.

<b>Endorsement A</b>	<b>U</b>	<b>CU</b>	<b>CWU</b>	<b>EWU</b>	<b>GU</b>	<b>Con</b>	<b>HU</b>	<b>LU</b>	<b>NWU</b>	<b>PLU</b>	<b>SMU</b>	<b>SPU</b>	<b>SU</b>	<b>TESC</b>	<b>UPS</b>	<b>UW</b>	<b>UWB</b>	<b>UWT</b>	<b>Walla W</b>	<b>SU WWU</b>	<b>WwU</b>	
Elementary Education	34	323	333	113	30	0	131	0	17	86	19	55	49	38	19	29	58	41	13	221	285	113
Special Education	2	74	27	26	23	1	1	15	0	21	8	16	5	3	0	30	0	10	0	11	54	11
English Language Arts	1	0	12	32	4	0	5	0	4	13	6	27	16	10	3	18	5	1	4	33	43	16
Social Studies	0	0	21	32	13	0	0	0	4	11	8	15	11	11	10	10	0	1	0	10	43	7
Reading	0	0	42	41	3	0	0	0	0	20	9	2	0	0	0	2	0	3	0	9	18	46
Mathematics	0	8	19	13	5	0	0	0	2	12	8	21	10	3	2	10	4	1	1	11	25	15
English Lang. Learner/ESL	0	11	35	7	1	0	26	0	0	4	6	1	2	0	0	13	0	0	0	3	23	12
Health/Fitness	0	0	21	24	6	0	0	0	3	16	2	6	0	0	0	0	0	0	4	17	16	11
History	0	0	17	33	11	0	0	0	0	1	8	14	5	11	0	1	0	0	3	15	0	7
Early Childhood Educ.	0	0	83	6	1	0	0	0	0	0	2	0	0	0	0	0	0	0	0	4	6	0
Des Science: Biology	0	0	4	8	2	0	0	0	1	4	2	11	5	4	0	6	2	4	2	12	19	3
Science	0	0	3	5	0	0	0	0	0	8	3	13	5	4	0	9	0	4	2	7	20	2
Middle Level: Math/Science	3	16	15	0	0	0	2	0	0	0	15	1	0	5	1	0	10	3	0	0	0	0
Middle Level: Humanities	5	5	0	0	0	0	2	0	0	4	15	2	0	9	0	0	6	8	1	0	13	0
Des Arts: Visual Arts	0	0	21	10	0	0	0	0	0	2	1	3	3	3	1	0	1	0	2	0	11	5
Des Arts: Music: General	0	0	12	6	0	0	0	0	0	10	1	5	0	0	5	10	0	0	1	2	1	5
DWL: Spanish	0	0	4	9	3	0	0	0	0	3	1	5	3	0	0	5	0	0	0	3	19	3
Des Arts: Music: Instrumental	0	0	13	6	0	0	0	0	0	6	1	5	0	0	3	8	0	0	0	1	5	4
Des Arts: Music: Choral	0	0	12	6	0	0	0	0	0	4	0	5	0	0	2	10	0	0	0	2	0	1
Des Science: Chemistry	0	0	3	1	0	0	0	0	0	4	1	1	3	1	0	3	0	0	1	0	4	1
Des Science: Earth Science	0	0	2	2	0	0	0	0	0	2	0	3	2	1	1	0	0	1	0	0	6	1
DWL: French	0	0	0	1	0	0	0	0	0	2	0	2	1	1	2	4	0	0	0	0	6	1
Des Arts: Theatre Arts	0	0	1	2	0	0	0	0	0	3	1	3	0	0	0	1	0	0	0	0	5	0
Des Science: Physics	0	0	0	4	0	0	0	0	0	1	0	5	2	0	0	0	0	0	0	0	3	1
Early Childhood Spec. Educ.	0	0	0	4	9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0
Des CTE: Fmly & Con Sci. Ed.	0	0	6	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	6	0	0
Bilingual Education	0	0	2	0	0	0	7	0	0	0	1	0	0	0	0	0	0	0	0	0	2	0
Middle Level-Math	0	0	1	0	0	0	2	0	0	2	2	0	1	1	0	0	1	0	0	1	0	0
Des CTE: Agriculture Ed.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	7	0	0
Des CTE: Business Education	0	0	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Middle Level-Sci	0	0	1	0	0	0	0	0	0	2	0	0	0	1	0	0	1	0	0	0	0	0
Des CTE: Marketing Education	0	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Library Media	0	0	3	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
DWL: Chinese	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	1	0	0	0	0	0	0
DWL: German	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	1	0
DWL: Japanese	0	0	0	0	0	0	0	0	0	1	0	2	0	0	0	0	0	0	0	0	0	0
Des Arts: Dance	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Des CTE: Tech. Education	0	0	1	0	0	0	0	0	0	0	0	0	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 2007-08 and 2008-09 are shown at Table G. There was a increase from 215 to 243 conditional certificates issued. The largest increase was found in ESA certificates.

**Table G. Endorsements on Conditional Certificates 2007-08 and 2008-09**

<u>Teaching Endorsements</u>		07-08	08-09		07-08	08-09
Bilingual Education	3	2	Science	15	6	
Des Arts: Music: Choral	1	5	Special Education	24	27	
Des Arts: Music: General	4	4	Social Studies	1	0	
Des. Arts: Music: Instrum.	1	3	Traffic Safety Education	8	4	
Des Arts: Theatre Arts	6	3	On-Street Instruction Only*	26	22	
Des Arts: Visual Arts	2	3				
Des CTE: Business Ed	1	0	<u>Old Endorsements</u>			
Des CTE: Technology Educ	0	1	American Sign Language	1	1	
Des Science: Biology	1	0	Art	0	5	
Des Science: Chemistry	1	0	Comparative Religion	0	1	
Des Science: Physics	0	0	Computer Science	2	1	
DWL: Chinese	2	0	Drama	0	3	
DWL: French	1	2	Health	0	1	
DWL: Japanese	6	4	Instructional Technology	1	2	
DWL: Latin	0	2	Learning Resources	1	1	
DWL: Spanish	9	11	Middle Level :Primary	2	1	
Early Childhood Education	3	0	Music	0	9	
Early Childhood Special Ed	1	0	Physical Education	2	4	
Elementary Education	7	0	<u>Other</u>			
English as a 2d Language	0	2	ROTC Instructor	11	20	
English Language Arts	4	3	<b>Total Teachers</b>			
Health/Fitness	0	3	<b>186 179</b>			
History	3	0	<u>ESA</u>			
Library Media	1	3	School Nurse	5	24	
Mathematics	32	18	School Speech Language			
Middle Level-Humanities	0	1	Pathologist or Audiologist	24	40	
Middle Level-Math/Sci	0	1	<b>Total ESAs</b>			
Reading	3	0	<b>29 64</b>			
			<b>Total</b>			
			<b>215 243</b>			

\* On-Street Instruction Only permits individuals to instruct behind the wheel, 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 121. Forty-two endorsement areas are represented on this table, an increase of one from the previous year. Endorsement areas recurring from the previous year are compared with last year's total. (Last year's total has been adjusted to match mid-year adjustments 150 has been adjusted to 172)

**Table H (a). Endorsements on Emergency Certificates 2007-08 and 2008-09**

<b>Emergency Teacher Certificates</b>		<b>07-08</b>		<b>08-09</b>		<b>07-08</b>		<b>08-09</b>	
<u>Teaching Endorsements</u>									
Bilingual Education		1	1	History		0	2		
Des Arts: Music Choral		0	1	Mathematics		16	10		
Des Arts: Music: Gen		1	3	Middle Level-Humanities		0	1		
Des Arts: Music: Instr		0	2	Middle Level-Mathematic		0	1		
Des Arts: Visual Arts		0	2	Middle Level-Science		0	1		
Des Science: Biology		2	2	Reading		1	0		
Des Science: Chemistry		1	0	Science		8	6		
Des Science: Physics		1	0	Social Studies		3	3		
DWL: Chinese		1	0	Special Education		29	16		
DWL: French		0	1						
DWL: Japanese		1	1	<b>Old Endorsements</b>					
DWL: Spanish		6	3	Art		0	1		
Des CTE: Family & Cons Sci		1	0	Early Childhood Spec Ed		0	0		
Des CTE: Technology Educ		2	0	English/Language Arts		0	1		
Early Childhood Education		4	1	Mathematics		0	1		
Early Childhood Special Ed		3	1	Middle Level-Math/Sci		0	1		
Elementary Education		25	21	Physical Education		1	0		
English as a 2nd Language		2	1	Special Education		0	1		
English Language Arts		8	8						
Health/Fitness		1	3	<b>Specialty Areas</b>					
<b>Emergency ESA Certs.</b>				Deaf Education		0	2		
School Counselor		17	4						
School Social Worker		0	1	<b>Total Teacher</b>		<b>118</b>	<b>98</b>		
<b>Emergency Admin. Certs.</b>				School Psychologist		30	16		
Principal		5	2						
				<b>Total ESA</b>		<b>47</b>	<b>21</b>		
				Program Administrator		2	0		
				<b>Total Admin</b>		<b>7</b>	<b>2</b>		
				<b>Total Emergency Certificates</b>		<b>172</b>	<b>121</b>		

**Table H (b) Endorsements Added via Pathway 1 (testing only) 2008-09**

These new tables represent partial year data of added endorsements via pathways. This data is now being collected through OSPI's certification office and is coded in the Educational Data System.

<i>Endorsement</i>	<i>Count</i>
CHINESE	1
EARLY CHILDHOOD EDUCATION	3
ENGLISH LANGUAGE ARTS	2
ENGLISH LANGUAGE LEARNER	1
HISTORY	1
KOREAN	2
MATHEMATICS	2
MIDDLE LEVEL MATHEMATICS	1
SCIENCE	1
SOCIAL STUDIES	3
<b>Total</b>	<b>17</b>

**Pathway 1** (table H(b)): is a testing only option to add an endorsement.

**Table H (c) Endorsements Added via Pathway 2 by Institution 2008-09**

These new tables represent partial year data of added endorsements via pathways. This data is now being collected through OSPI's certification office and is coded in the Educational Data System.

<i>Institution</i>	<i>Endorsement</i>	<i>Count</i>
HERITAGE U	MIDDLE LEVEL - HUMANITIES	1
HERITAGE U	MIDDLE LEVEL MATHEMATICS	3
SPU	LIBRARY MEDIA	1
SPU	MIDDLE LEVEL MATHEMATICS	1
SPU	SOCIAL STUDIES	1
SPU	SPANISH	1
UW-SEATTLE	ENGLISH LANGUAGE ARTS	2
UW-TACOMA	MIDDLE LEVEL MATHEMATICS	1
WSU	ELEMENTARY EDUCATION	1
WSU	ENGLISH LANGUAGE ARTS	2
WSU	HISTORY	1
WSU	MIDDLE LEVEL MATHEMATICS	1
WSU	READING	2
WWU	EARLY CHILDHOOD EDUCATION	1
WWU	EARLY CHILDHOOD SPECIAL ED.	1
WWU	ELEMENTARY EDUCATION	1
WWU	MATHEMATICS	1
WWU	SOCIAL STUDIES	1
<b>Total</b>		<b>23</b>

**Pathway 2** (table H (c)): is a testing and pedagogy assessment option to add an endorsement.

**Pathway 3** (table H (d)) below: is an approved college/university program option for adding an endorsement.

**Table H (d) Endorsements Added via Pathway 3 by Institution 2008-09**

<b>Endorsement</b>	<b>AU</b>	<b>CU</b>	<b>CUWU</b>	<b>EWU</b>	<b>GU</b>	<b>HU</b>	<b>IU</b>	<b>NWU</b>	<b>PLU</b>	<b>SMU</b>	<b>SPU</b>	<b>SU</b>	<b>T</b>	<b>ESC</b>	<b>UPS</b>	<b>UW</b>	<b>UWB</b>	<b>UWT</b>	<b>Walla</b>	<b>WSU</b>	<b>WWU</b>	<b>WwU</b>	<b>OSPI</b>	<b>Total</b>
Bilingual Education						3														1	1			5
Des Arts: Music: Choral																2				2				4
Des Arts: Music: General																2				2			1	5
Des Arts: Music: Instrumental			1													1				1				3
Des Arts: Theatre Arts			1																		1			2
Des Arts: Visual Arts			7																		1			8
Des CTE: Family & Consumer Sci. Ed.			2																	1				3
Des CTE: Technology Education																							1	1
Des Science: Biology			2																	1				3
Des Science: Earth/Space Science			1									1									1			3
DWL: French																1							1	2
DWL: Spanish			1								1		1							2	1			6
Early Childhood Educ.			16								1										1			18
Elementary Education		20	61	5		1				1	4					3			5	68	25			193
English Language Arts		2	3	1		1				1	1		1						1	7	3	4		25
English Language Learner/ESL		2	4	1		9					2	2				2				8	10	2		42
Health/Fitness			12								2									6	1			21
History			4	1					1											7				13
Library Media	5		6								6					4							7	28
Mathematics				2					1			2				2			1	6	2			16
Middle Level: Humanities		2								6			1						5	1	3			18
Middle Level: Math/Science		6	3							3									1					13
Middle Level-Math									1										1					2
Middle Level-Sci									1															1
Reading		14	7	4	1				1		2					2			2	9	5	1	2	50
Science			2						2											1	3			8
Social Studies			4	1															1	4	2	1	1	14
Special Education	4	9	5	3		1			2		11	2				3			2	6	11	3	4	66
<b>Institution Total:</b>	<b>9</b>	<b>55</b>	<b>142</b>	<b>18</b>	<b>1</b>	<b>15</b>	<b>0</b>	<b>0</b>	<b>9</b>	<b>11</b>	<b>30</b>	<b>7</b>	<b>3</b>	<b>0</b>	<b>22</b>	<b>0</b>	<b>19</b>	<b>0</b>	<b>133</b>	<b>71</b>	<b>11</b>	<b>17</b>		

**Table H (e) Endorsements Added via Pathway 4 (NBPTS Certification) 2008-09**

<i>Endorsement</i>	<i>Count</i>
ART	1
BILINGUAL EDUCATION	1
DESIGNATED ARTS: MUSIC: CHORAL	1
DESIGNATED ARTS: VISUAL ARTS	1
EARLY CHILDHOOD EDUCATION	14
ELEMENTARY EDUCATION	7
ENGLISH	1
ENGLISH AS A SECOND LANGUAGE	2
ENGLISH LANGUAGE ARTS	18
ENGLISH LANGUAGE LEARNER	1
HEALTH/FITNESS	1
HISTORY	7
LIBRARY MEDIA	2
MATHEMATICS	1
READING	15
SCIENCE	5
SOCIAL STUDIES	5
SPECIAL EDUCATION	1
<b>Total</b>	<b>84</b>

**Pathway 4** (table (e)): represents endorsements added through candidates completing National Board certification option.

## 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 Certification office. The total of 2,562 is a decrease from the previous year (2,969). ***The 2008/09 school year marked the beginning of a new reporting system for Career Technical Education teacher data. The new reporting system now more closely reflects the regular certification reporting system.***

**Table I (a) CTE Certificates Issued, July 1, 2008 - June 30, 2009**

This table has been revised to show new CTE issued certificates

	<b>New</b>	<b>Renewal</b>	<b>Total</b>
<b>Initial CTE Teacher</b>	160	46	206
<b>Continuing CTE Teacher</b>	157	368	525
<b>CTE Director and Assistant Director</b>	22	34	56
<b>CTE Counselor</b>			
1 year	7	5	12
3 year	3	5	8
5 year	2	9	11
<b>CTE Occupational Information Specialist</b>			
1 year	4	5	9
3 year	3	7	10
5 year	0	9	9
<b>Limited CTE Certificates</b>			
Probationary	122	39	161
Conditional	575	980	1555
<b>Totals</b>	<b>1055</b>	<b>1507</b>	<b>2562</b>

*\*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).*

**Table I (b) Conditional CTE Certificate Areas Issued 2008-2009**

The Table I (b) identifies the sixty-eight Career and Technical Education teaching areas that were issued (I) or renewed (R) in 2008-09

<b>Teaching Areas</b>	<b>I R</b>		<b>Total</b>
CTE AGRICULTURE EDUCATION (V010000)	7	10	17
AGRICULTURAL MECHANICS (V010201)	0	1	1
AGRICULTURE PRODUCTION (V010300)	0	1	1
AQUACULTURE (V010303)	3	2	5
HORTICULTURE (V010601)	15	17	32
FLORICULTURE (V010603)	4	1	5
NATURAL RESOURCES (V030101)	10	17	27
CHEMICAL TECHNOLOGY (V410301)	3	13	16
CTE BUSINESS EDUCATION (V070000)	27	43	70
PUBLISHING (V091001)	9	44	53
BUSINESS MANAGEMENT (V520100)	13	13	26
ACCOUNTING & RELATED PROGRAMS (V520300)	18	14	32
MEDICAL ADMINISTRATIVE SERVICES (V520404)	0	1	1
BUSINESS LAWS (V520703)	5	3	8
BANKING SUPPORT SERVICES (V520895)	8	4	12
COMPUTER APPS & RELATED PROG (521206)	41	82	123
FASHION MERCHANDISING (VO80102)	0	5	5
ENTREPRENEURSHIP (V080301)	3	3	6
GENERAL SALES OPERATIONS (V080706)	5	2	7
SPORTS & RECREATIONAL MARKETING (V080907)	0	4	4
LODGING MANAGEMENT (V520902)	0	2	2
MARKETING MANAGEMENT (V521401)	8	5	13
CTE MARKETING EDUCATION (V080000)	15	36	51
CTE FAMILY & CONSUMER SCIENCES ED (V200002)	72	116	188
HEALTH THERAPEUTIC CAREERS (V510800)	62	100	162
HEALTH DIAGNOSTIC CAREERS (V510900)	1	2	3
DENTAL ASSISTING (V510301)	1	3	4
SPORTS MEDICINE (V510709)	2	11	13
NURSING ASSISTANT	0	1	1
COSMETOLOGY (V120403)	9	13	22
FOOD PRODUCTION AND SERVICES (V120505)	3	2	5
TRANSLATION AND INTERPRETATION (V160103)	3	3	6
CONSUMER SERVICES (V190403)	1	1	2
FOOD SCIENCE DIETETICS & NUTRITION (190504)	1	0	1
EARLY CHILDHOOD ED. & SERVICES (V190708)	2	2	4
CAREER IN EDUCATION (V200212)	4	1	5
CULINARY ARTS (V200493)	7	10	17
HOSPITALITY, RECREATION & TOURISM (V310101)	4	1	5
SIGN LANGUAGE INTERPRETER (V510205)	9	31	40
CTE TECHNOLOGY EDUCATION (V210100)	40	70	110
COMMUNICATION TECHNOLOGIES (V100100)	65	182	247
MATERIAL ENGINEERING (V141801)	0	1	1
MANUFACTURING TECHNOLOGY (V150100)	1	5	6

CRIMINAL PROTECTIVE SERVICES (V430100)	10	16	26
FORENSIC TECHNOLOGY (V430106)	3	5	8
FIRE SERVICE (V430203)	15	38	53
CONSTRUCTION TRADES (V460200)	15	47	62
ELECTRICIAN (V460302)	0	1	1
BUILDING MAINTENANCE TECHNICIAN (V460401)	0	1	1
ELECTRICAL & ELECTRONIC EQUIP REPR. V470101	4	6	10
COMPUTER TECHNOLOGY (V470110)	15	40	55
REFRIGERATION/AIR-COND/HEATING (V470201)	1	0	1
AUTOMOTIVE TECHNOLOGY (V470600)	9	24	33
AUTO BODY REPAIR (V470603)	3	3	6
AIRCRAFT TECHNICIAN (V470608)	4	0	4
DRAFTING (V480101)	15	37	52
PRECISION METAL WORKER (V480500)	10	12	22
AVIATION OCCUPATIONS (V490100)	3	6	9
WATER TRANSPORTATION WORKER (V490300)	0	1	1
COMMERCIAL DESIGN/APPLIED ART (V500400)	12	26	38
STAGE DESIGN TECHNICIAN (V500502)	7	30	37
PROFESSIONAL CRAFTS (V500700)	5	4	9
JROTC (V280300)	20	14	34
ENGINEERING (V143501)	31	28	59
DIVERSIFIED OCCUPATIONS (V600091)	12	24	36
WORK-BASED LEARNING COORDINATOR (V600096)	12	30	42
CAREER CHOICES (V600092)	31	18	49
WORKSITE LEARNING COORDINATOR (V600097)	36	26	62
<b>Sub-Total</b>	<b>754</b>	<b>1315</b>	
<b>Total</b>			<b>2069</b>

The Table I (b) identifies the sixty-eight Career and Technical Education teaching areas that were issued (I) or renewed (R) in 2008-09.

**Table I(c) Teaching Areas on First Washington (Initial) CTE Teaching Certificates 2008-09**

<b>College Programs:</b>			
CTE AGRICULTURE ED. (V010000)	5	CTE FAMILY & CONSUMER SCI (V200002)	17
CTE BUSINESS EDUCATION (V070000)	19	CTE TECH EDUCATION (V210100)	8
CTE MARKETING EDUCATION (V080000)	8	Total	32
<b>Specialty Areas:</b>			
<b>Agriculture:</b>		<b>Human Services</b>	
AGRIBUSINESS (V010101)	5	FOOD PROD. AND SERVICES (V120505)	1
AGRICULTURAL MECHANICS (V010201)	2	EDUCATIONAL PARA PRO (V200206)	1
AGRICULTURAL PRODUCTION (V010300)	3	CAREER IN EDUCATION (V200212)	5
HORTICULTURE (V010601)	1	CULINARY ARTS (V200493)	1
FLORICULTURE (V010603)	2	SIGN LANG. INTERPRETER (V510205)	4
NATURAL RESOURCES (V030101)	5	Sub-Total:	12
Sub-Total:	18		
<b>Business &amp; Marketing:</b>		<b>Skills and Technology Sciences</b>	
		COMMUNICATION TECH (V100100)	29
PUBLISHING (V091001)	4	MANUFACTURING TECH. (V150100)	2
BUSINESS MANAGEMENT (V520100)	12	CRIM. PROT SERVICES (V430100)	2
ACCOUNT. & RELATED PRGRM (V520300)	9	CONSTRUCTION TRADES (V460200)	6
MEDICAL ADMIN. SERVICES (V520404)	1	BLDG MAINTENANCE TECH. (V460401)	2
BANKING SUPRT SERVICES (V520895)	1	ELCTRL & ELCTRNC EQUIP RPR V470101	2
COMPR. APPS & RELATED PROG (521206)	26	COMPUTER TECHNOLOGY (V470110)	15
ENTREPRENEURSHIP (V080301)	9	AUTOMOTIVE TECHNOLOGY (V470600)	6
GENERAL SALES OPERATIONS (V080706)	7	AUTO BODY REPAIR (V470603)	1
SPORTS & REC. MARKETING (V080907)	1	DRAFTING (V480101)	5
ADVERTISING SERVICE (V090201)	4	PRECISION METAL WORKER (V480500)	3
LODGING MANAGEMENT (V520902)	1	COMCL DESIGN/APPLD ART (V500400)	7
MARKETING MANAGEMENT (V521401)	11	STAGE DESIGN TECHNICIAN (V500502)	3
REAL ESTATE (V510501)	2	PROFESSIONAL CRAFTS (V500700)	2
Sub-Total:	88	ENGINEERING (V143501)	1
		Sub-Total:	86

<b>Health</b>		<b>Work Site Learning</b>	
HEALTH INFOMATIC CAREERS (V510700)	1		
HEALTH THERAPEUTIC CAREERS (V510800)	8	WORK-BASED LEARNING COORDINATOR (V600096)	52
HEALTH DIAGNOSTIC CAREERS (V510900)	1	WORKSITE LEARNING COORDINATOR (V600097)	72
SPORTS MEDICINE (V510709)	2	Sub-Total:	124
Sub-Total:	12		
<b>Career Choices</b>			
CAREER CHOICES (V600092)			28
DIVERSIFIED OCCUPATIONS (V600091)			13
			Sub-Total: 41
			<b>Grand Total 413</b>

**Table I (d) CTE Probationary Certificates 2008-2009**

<u>Teaching Areas</u>	<b>1<sup>st</sup> Issue</b>	<b>Renewal</b>	<b>Total</b>
AGRICULTURAL MECHANICS (V010201)	1	0	1
AGRICULTURAL PRODUCTION (V010300)	2	0	2
HORTICULTURE (V010601)	4	1	5
FLORICULTURE (V010603)	2	2	4
NATURAL RESOURCES (V030101)	3	0	3
CHEMICAL TECHNOLOGY (V410301)	1	2	3
VETERINARIAN ASSISTANT (V510808)	1	0	1
PUBLISHING (V091001)	6	1	7
BUSINESS MANAGEMENT (V520100)	9	0	9
ACCOUNTING & RELATED PROGRAMS (V520300)	5	0	5
BANKING SUPPORT SERVICES (V520895)	1	0	1
COMPUTER APPLICATIONS & RELATED PROG (521206)	12	5	17
ENTREPRENEURSHIP (V080301)	4	0	4
GENERAL SALES OPERATIONS (V080706)	3	1	4
SPORTS & RECREATIONAL MARKETING (V080907)	2	0	2
ADVERTISING SERVICE (V090201)	1	0	1
MARKETING MANAGEMENT (V521401)	7	2	9
CTE FAMILY & CONSUMER SCIENCES ED (V200002)	5	1	6
HEALTH INFOMATIC CAREERS (V510700)	2	0	2
HEALTH SUPPORT SERVICES CAREERS (V510799)	1	0	1
HEALTH THERAPEUTIC CAREERS (V510800)	17	1	18
HEALTH DIAGNOSTIC CAREERS (V510900)	2	0	2
SPORTS MEDICINE (V510709)	1	0	1
NURSING ASSISTANT	1	0	1
COSMETOLOGY (V120403)	5	0	5
FOOD PRODUCTIONAL AND SERVICES (V120505)	0	1	1
TRANSLATION AND INTERPRETATION (V160103)	2	1	3

<b>Teaching Areas</b>	<b>1<sup>st</sup> Issue</b>	<b>Renewal</b>	<b>Total</b>
CAREER IN EDUCATION (V200212)	3	1	4
CULINARY ARTS (V200493)	4	4	8
HOSPITALITY, RECREATION & TOURISM (V310101)	1	0	1
SIGN LANGUAGE INTERPRETER (V510205)	6	0	6
CTE TECHNOLOGY EDUCATION (V210100)	2	0	2
COMMUNICATION TECHNOLOGIES (V100100)	16	12	28
MATERIAL ENGINEERING (V141801)	1	0	1
MANUFACTURING TECHNOLOGY (V150100)	2	0	2
FORENSIC TECHNOLOGY (V470110)	0	1	1
FIRE SERVICE (V430203)	1	0	1
CONSTRUCTION TRADES (V460200)	7	4	11
ELECTRICAL & ELECTRONIC EQUIP REPAIR V470101	1	0	1
COMPUTER TECHNOLOGY (V470110)	5	4	9
AUTOMOTIVE TECHNOLOGY (V470600)	3	1	4
AUTO BODY REPAIR (V470603)	1	1	2
AIRCRAFT TECHNICIAN (V470608)	1	0	1
DRAFTING (V480101)	4	0	4
PRECISION METAL WORKER (V480500)	1	4	5
COMMERCIAL DESIGN/APPLIED ART (V500400)	7	2	9
STAGE DESIGN TECHNICIAN (V500502)	5	0	5
PROFESSIONAL CRAFTS (V500700)	2	0	2
JROTC (V280300)	3	0	3
ENGINEERING (V143501)	4	0	4
DIVERSIFIED OCCUPATIONS (V600091)	4	1	5
WORK-BASED LEARNING COORDINATOR (V600096)	4	2	6
CAREER CHOICES (V600092)	1	1	2
WORKSITE LEARNING COORDINATOR (V600097)	3	1	4
<b>Sub-Total</b>	<b>192</b>	<b>57</b>	
<b>Grand Total</b>		<b>249</b>	

## 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 2008–09, there were 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, and Idaho, are the top states-of-origin for all out-of-state certification applicants (teacher, administrator, and ESA). “Foreign country” ranked less than it has for the last few years as a source for teachers (47) from out-of-state during 2008-09.

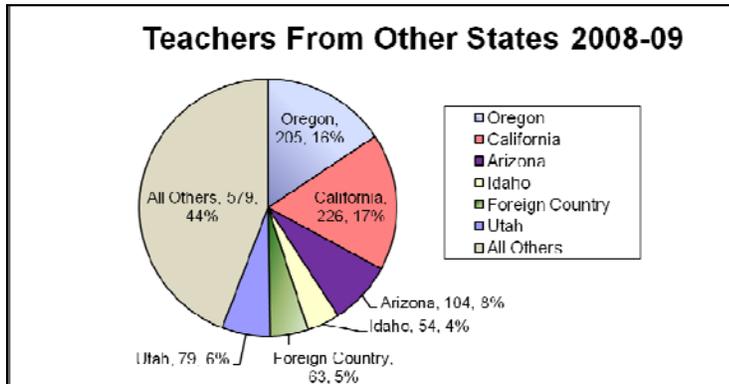
**Table J. Top Ten Sources of Out-of-state Educators, 2008-09**

	<u>Teacher</u>		<u>Administrator</u>		<u>Educational Staff Associate</u>	
1.	California	226	Arizona	21	Oregon	17
2.	Oregon	205	Oregon	14	California	14
3.	Arizona	104	California	13	New York	9
4.	Utah	79	Alaska	7	Colorado	6
5.	<i>Idaho</i>	54	Idaho	6	Texas	5
6.	Texas	52	Colorado	6	Montana	5
7.	Foreign Country	47	Nevada	4	Idaho	4
8.	New York	42	Texas	3	Pennsylvania	4
9.	Virginia	33	Pennsylvania	3	<i>Illinois</i>	4
10.	Colorado	30	<i>Florida</i>	3	Florida	3
	<b>2007-08 Oregon</b>	<b>290</b>	<b>2007-08 California</b>	<b>21</b>	<b>2007-08 California</b>	<b>22</b>
	<b>2008-09 California</b>	<b>226</b>	<b>2008-09 Arizona</b>	<b>21</b>	<b>2008-09 Oregon</b>	<b>17</b>

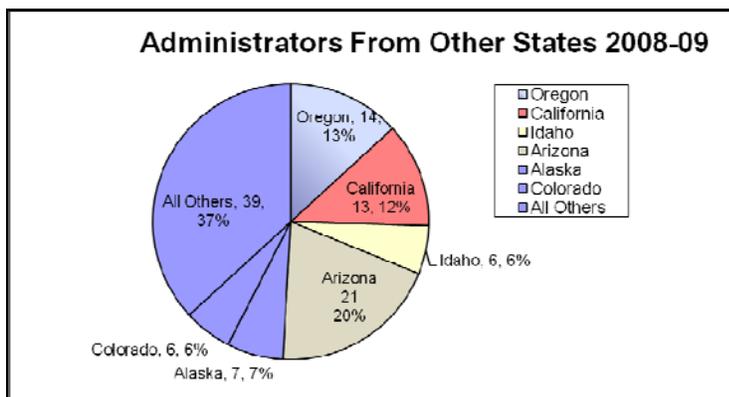
Note: During 2008-2009 more than half of all out-of-state teachers came from five sources: Oregon, California, Arizona, Idaho, Montana, and Texas. For administrators, three states (Oregon, California, and Arizona) contributed over half the total. For ESAs, six states contributed over half the total.

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

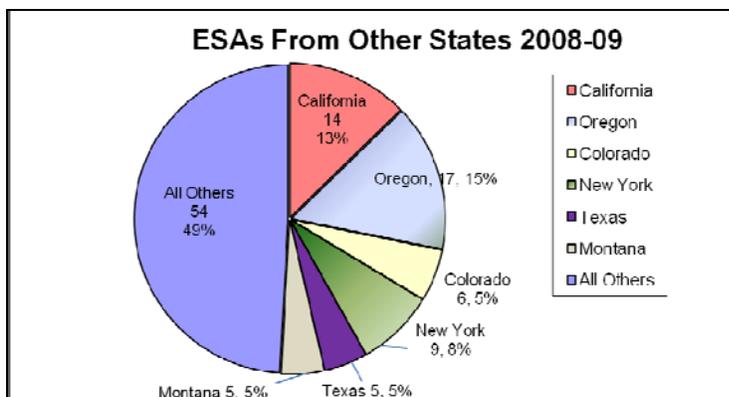
**Figure 2. Top Sources of Out-of-State Educators, 2007-2008**



During 2008-09, thirty-three percent of out-of-state applicants for teaching certificates came from California (226) and Oregon (205). Arizona (104), Idaho (54), Foreign Country (63), and Utah (79) accounted for twenty-three percent. Other state combined for the remaining forty-four percent.



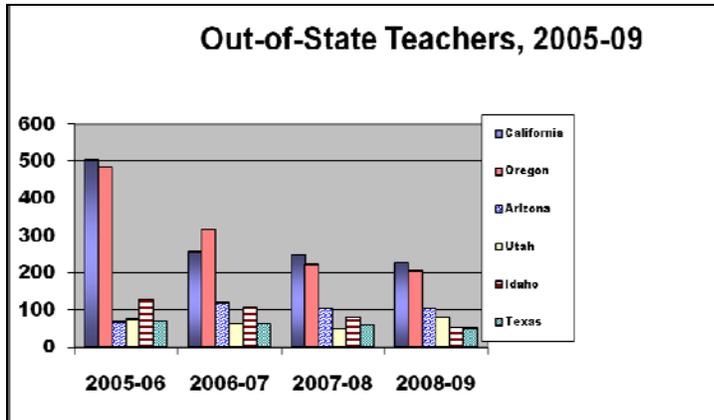
During 2008-09, more than half of the out-of-state applicants for administrator certificates came from California (13), Oregon (14), Arizona (21), and Idaho (6). All other states accounted for near 50% of out-of-state administrators.



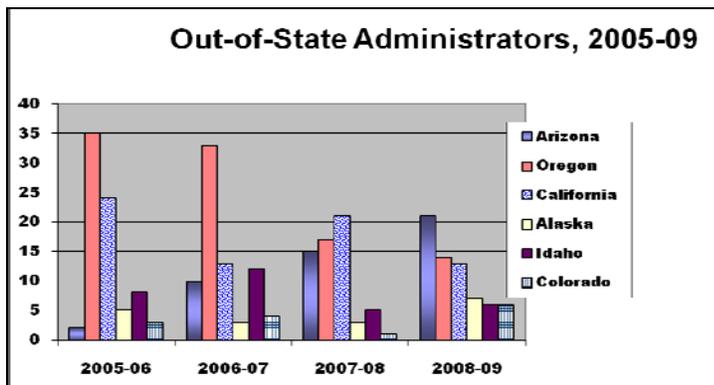
During 2008-09, almost half of the 110 out-of-state applicants for ESA certificates came from California (14), Oregon (17), Colorado (6), New York (9), Texas (5) and Montana (5). All other states accounted for 54 out-of-state educational staff associates.

During the four years 2005-06, 2006-07, 2007-08 and 2008-09, 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, 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.

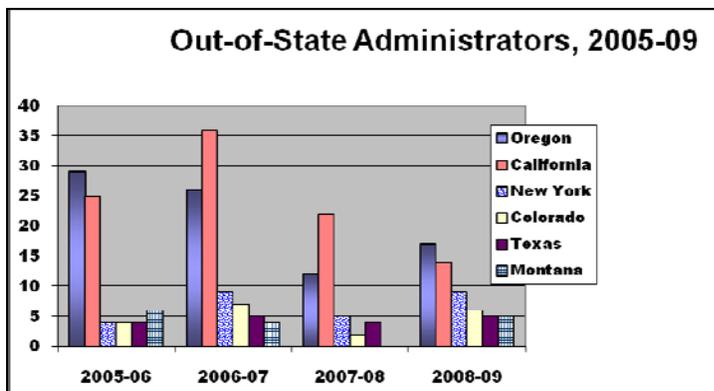
**Figure 3. Top Sources of Out-of-State Educators, 2005-2009**



<b>Teacher</b>	2005-06	2006-07	2007-08	2008-09	Total
California	503	255	247	226	1231
Oregon	483	316	221	205	1225
Arizona	69	120	105	104	398
Utah	74	61	49	79	263
Idaho	127	106	82	54	369
Texas	71	62	60	52	245



<b>Administrator</b>	2005-06	2006-07	2007-08	2008-09	Total
Arizona	2	10	15	21	48
Oregon	35	33	17	14	99
California	24	13	21	13	71
Alaska	5	3	3	7	18
Idaho	8	12	5	6	31
Colorado	3	4	1	6	14



<b>ESA</b>	2005-06	2006-07	2007-08	2008-09	Total
Oregon	29	26	12	17	84
California	25	36	22	14	97
New York	4	9	5	9	27
Colorado	4	7	2	6	19
Texas	4	5	4	5	18
Montana	6	4	0	5	15

**PART II**  
**CERTIFICATED PERSONNEL PLACEMENT STATISTICS**  
**2008–2009**

## PART II - CERTIFICATED PERSONNEL PLACEMENT STATISTICS, 2008-09

### 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 2008-09 report are for persons who completed teacher education programs during the previous year (2007-08) and were placed during the current year (2008-09).

### Program Completion Data

Colleges/universities reported a decrease in 2008-09 to 2,599 new teachers completing certification programs at Washington colleges and universities from the 3,042 in 2007-08. 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 2005-06. A steady decrease has occurred since 2005. Program completion and certification issuance of the same set of candidates may be different. Issuance cut off is June 30<sup>th</sup> of each year.

Figure 4. Trends in Teacher Certification in Washington, 1972-2009

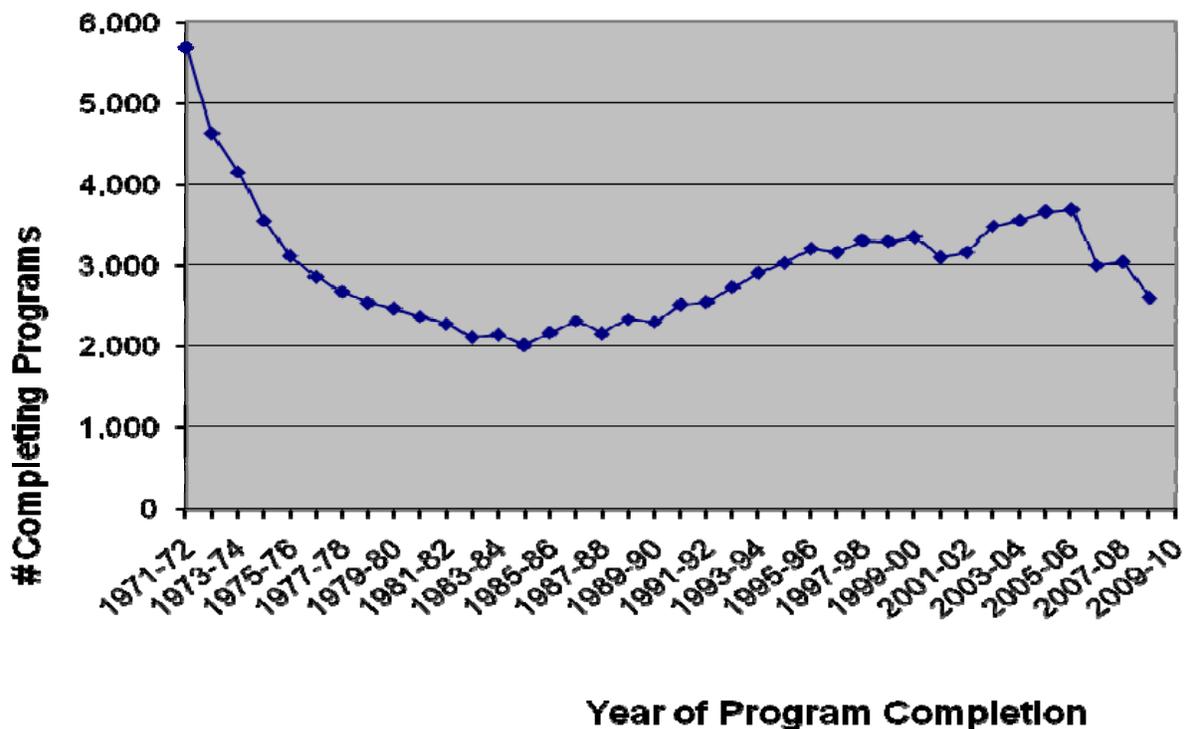


Figure 4 was derived from Table K below, which provides specific totals for certificates granted and the percent change year by year.

**Table K. Number Completing Teacher Education Programs, 1972-2009**

<b>Year</b>	<b>Number Completing Programs</b>	<b>Percentage Change from Previous Year</b>	<b>Year</b>	<b>Number Completing Programs</b>	<b>Percentage Change from Previous Year</b>
<b>1971-72</b>	5,685		<b>1990-91</b>	2,519	9.8%
<b>1972-73</b>	4,631	-18.5%	<b>1991-92</b>	2,549	1.2%
<b>1973-74</b>	4,151	-10.4%	<b>1992-93</b>	2,732	7.2%
<b>1974-75</b>	3,554	-14.4%	<b>1993-94</b>	2,907	6.4%
<b>1975-76</b>	3,114	-12.4%	<b>1994-95</b>	3,028	4.2%
<b>1976-77</b>	2,858	-8.2%	<b>1995-96</b>	3,204	5.8%
<b>1977-78</b>	2,675	-6.4%	<b>1996-97</b>	3,160	-1.4%
<b>1978-79</b>	2,537	-5.2%	<b>1997-98</b>	3,303	4.5%
<b>1979-80</b>	2,472	-2.6%	<b>1998-99</b>	3,289	-0.4%
<b>1980-81</b>	2,367	-4.2%	<b>1999-00</b>	3,345	1.7%
<b>1981-82</b>	2,270	-4.1%	<b>2000-01</b>	3,099	-7.4%
<b>1982-83</b>	2,105	-7.3%	<b>2001-02</b>	3,159	1.9%
<b>1983-84</b>	2,133	1.3%	<b>2002-03</b>	3,484	10.3%
<b>1984-85</b>	2,007	-5.9%	<b>2003-04</b>	3,559	2.2%
<b>1985-86</b>	2,158	7.5%	<b>2004-05</b>	3,667	3.0%
<b>1986-87</b>	2,308	7.0%	<b>2005-06</b>	3,691	0.7%
<b>1987-88</b>	2,146	-7.0%	<b>2006-07</b>	2,997	-18.8%
<b>1988-89</b>	2,332	8.7%	<b>2007-08</b>	3,042	1.5%
<b>1989-90</b>	2,294	-1.6%	<b>2008-09</b>	2,599	-14.6%

### **Placement Statistics**

Figure 5 provides a quick overview of employment status for the 2,599 people who completed teacher education programs in 2008-09. The data were collected in a voluntary survey with a response rate of 88.5 percent. Nearly 60 percent reported holding teaching contracts, which is a 2 percent decrease. If one also considers substitute teaching, 79 percent were employed in full-time or part-time teaching positions, a 1 percent decrease. 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, 2007-08 Program Completers**

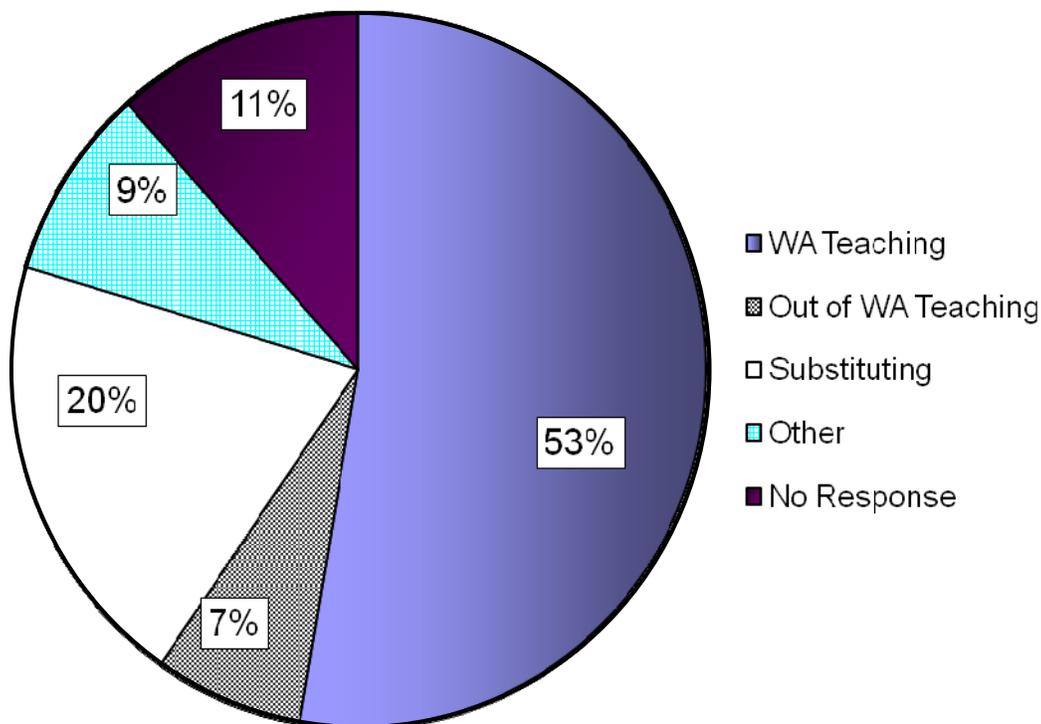


Table L below expands information provided by the "pie" graph in Figure 5 and provides some historical perspective. It contains placement data in the year after program completion for those completing teacher training in 2006-07, 2007-08 and 2008-09. The percentage for each category is based on the total 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 from 226 (7.6 %) to 179 (6.9%). The number employed in-state also decreased from 1,601 (53.5 %) in 2007-08 to 1,358 (52.0 %) in 2008-09. The number employed as substitutes decreased from 542 (18.1 %) in 2007-08 to 516 (19.9%) in 2008-09, and the total of those teaching and substituting remained constant at 79 percent. This figure remains below or near the 80 percent level attained throughout the 1990's.

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

Part 1. Summary		Placed in year <sup>1</sup> :					
		2006-2007		2007-2008		2008-2009	
		Qty	%	Qty	%	Qty	%
Total Surveyed		2997	100%	2990	100%	2599	100%
Unable to Contact Respondents		388	12.9%	342	11.4%	299	11.5%
		2609	87.1%	2648	88.6%	2300	88.5%
Part 2. Population Report by Category							
Category		Qty	%	Qty	%	Qty	%
1. Employed as teacher in state		1466	48.9%	1601	53.5%	1358	52.3%
	<i>public</i>	1356	45.2%	1450	48.5%	1255	48.0%
	<i>private</i>	110	3.7%	151	5.1%	103	4.0%
2. Employed as teacher out-of-state		231	7.7%	226	7.6%	179	6.9%
	<i>public</i>	190	6.3%	189	6.3%	144	5.5%
	<i>private</i>	41	1.4%	37	1.2%	35	1.3%
3. Employed as substitute teacher		649	21.7%	542	18.1%	516	19.9%
	<i>seeking position</i>	601	20.1%	489	16.4%	472	18.2%
	<i>not seeking position</i>	48	1.6%	53	1.8%	44	1.7%
4. Employed position in non-certified position (e.g. para-educator)		31	1.0%	40	1.3%	38	1.5%
5. Employed, nonteaching		59	2.0%	65	2.2%	41	1.6%
6. Employed, non-teaching, seeking teaching		36	1.2%	36	1.2%	52	2.0%
7. Unemployed, seeking teaching		26	0.9%	26	0.9%	20	0.8%
8. Unemployed, seeking non-teaching position		3	0.1%	0	0.0%	2	0.1%
9. Not seeking any employment		36	1.2%	34	1.1%	11	0.4%
10. Primarily in grad study		42	1.4%	45	1.5%	43	1.7%
11. Other		61	2.0%	32	1.1%	19	0.7%
	Respondents	2640		2647		2279	

<sup>1</sup> Year of program completion is one year prior to the placement year.

<sup>2</sup> Total includes both respondents and non-respondents. The 11.5 percent non-respondents (for 2008-2009) must be included for percentages to total 100 percent.

Completion quantities and rates for each Washington college/university during 2007-08 are presented in Table M. The lowest response rates were reported by Pacific Lutheran University and the University of Washington, Seattle (Data was not available for Eastern Washington University). The full-time placement rate of 59 percent in 2007-08 dropped by three percent. Full-time placements varied widely from institution to institution. Six institutions reporting placement rates over 70 percent were St. Martin's University, Seattle University, Whitworth University, Gonzaga University, University of Puget Sound, and Heritage University.

**Table M. Number and Percentage of Placements by Institution**

<u>College</u>	<u>Total Cert</u>	<u># of Resp</u>	<u>% Resp</u>	<u>WA Tchg</u>	<u>Non-WA Tchg</u>	<u>Total Tchg</u>	<u>% Teaching</u>
Eastern	NA	NA	NA	NA	NA	NA	NA
<i>St. Martin's</i>	59	59	100%	43	2	45	76%
Seattle U	91	91	100%	64	5	69	76%
<i>Whitworth</i>	127	127	100%	62	31	93	73%
Gonzaga	76	75	99%	26	28	54	71%
<i>UPS</i>	34	33	97%	23	1	24	71%
Heritage	104	89	86%	72	1	73	70%
<i>TESC</i>	35	33	94%	21	3	24	69%
City	293	248	85%	191	6	197	67%
<i>UW Tacoma</i>	37	33	89%	24	0	24	65%
UW Bothell	59	59	100%	36	2	38	64%
<i>WallaWalla</i>	29	29	100%	10	8	18	62%
WSU	357	329	92%	189	26	215	60%
<i>UW Seattle</i>	111	70	63%	62	2	64	58%
SPU	123	120	98%	64	5	69	56%
<i>Northwest</i>	40	39	98%	21	1	22	55%
Central	490	458	93%	223	31	254	52%
<i>Western</i>	344	281	82%	147	25	172	50%
PLU	148	93	63%	64	2	66	45%
<i>Antioch</i>	42	34	81%	16	0	16	38%
<b>Totals</b>	<b>2599</b>	<b>2300</b>	<b>88%</b>	<b>1358</b>	<b>179</b>	<b>1537</b>	<b>59%</b>
<i>Percent</i>	100.0%	88.5%		52.3%	6.9%	59.1%	

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

Table N shows data for persons completing preparation programs in the years 1981-82 through 2007-08, and their employment status including employment as substitutes in the subsequent reporting year. This year's percentage of full-time teachers decreased from last year 5.3% to 55.8%.

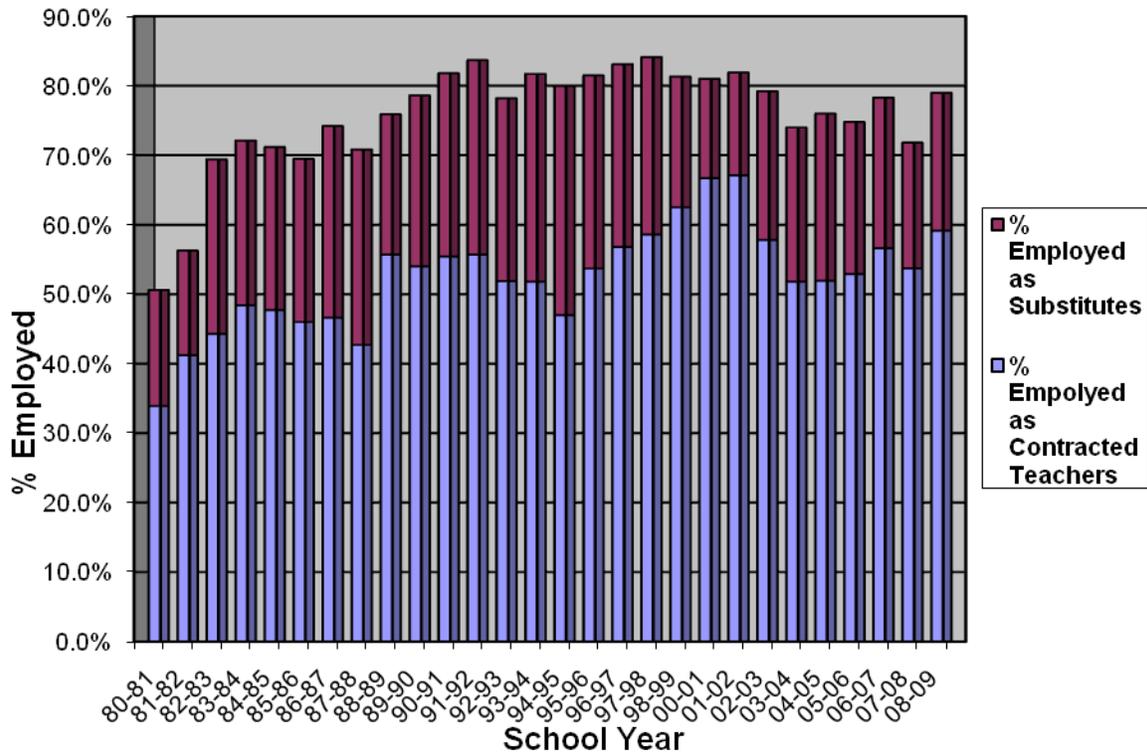
The percentage employed as substitutes had increased almost 2% from the year before. Total employed in full-time teaching increased nearly 7 percent yet remains below the 80 percent level for the seventh straight year.

**Table N. Percentage of Persons Employed**

<b>Reporting Year</b>	<b>Year of Program Completion</b>	<b>Percentage Employed Full-Time</b>	<b>Percentage Employed as Substitutes</b>	<b>Total Employed in Teaching</b>
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%	71.8%
2008-09	07-08	55.8%	19.9%	79.0%

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 seven 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 2008-09**



### 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 4,370 persons completing initial teacher certification programs in 2008-09 completed 6,252 endorsement programs for a maintained rate of approximately 1.4 endorsements per person. This remains below the rate reported in earlier years, when respondents reported more than 2 endorsements per person.

Table O lists endorsements held by individuals who were successful in securing contracted teaching positions—regardless of the endorsement area in which they were employed. All endorsements for each person are reported. For example, a teacher who has both 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, Early Childhood Special Ed. (100%) Italian (100%) Library Media (100%) Japanese (100%), Technology Ed. (100%), Special Education (87.4%), Biology (83%), Mathematics (82.6%). Agriculture and Marketing Ed were both at 80%. Ten endorsements equaled or exceeded 80% placement this year.

**Table O. Rank Order of Endorsement Areas by Percentages of Persons Employed in Schools during 2008-2009**

<b><u>Endorsement Area</u></b>	<b><u>Endorsements Reported</u></b>	<b><u>#Employed in School Districts</u></b>	<b><u>%Employed in School Districts</u></b>
Early Childhood Special Ed	5	5	100.0%
DWL: Italian	1	1	100.0%
Library Media	1	1	100.0%
DWL: Japanese	2	2	100.0%
Des CTE: Technology Ed	2	2	100.0%
Special Education	231	202	87.4%
Des Science: Biology	47	39	83.0%
Mathematics	138	114	82.6%
Des CTE: Agriculture Ed	5	4	80.0%
Des CTE: Marketing Ed	5	4	80.0%
Middle Level: Math/Science	47	37	78.7%
Middle Level: Humanities	41	32	78.0%
History	94	73	77.7%
Des Arts: Theatre Arts	13	10	76.9%
Science	47	36	76.6%
Des Science: Chemistry	16	12	75.0%
DWL: French	16	12	75.0%
English Language Arts	173	129	74.6%
Des Arts: Music: Choral	27	20	74.1%
Des Arts: Music: General	39	28	71.8%
Des Science: Earth Science	14	10	71.4%
Health/Fitness	108	75	69.4%
Des Science: Physics	13	9	69.2%
Social Studies	168	113	67.3%
Des CTE: Business Ed	6	4	66.7%
DWL: German	3	2	66.7%
Des Arts: Music: Instrumental	32	21	65.6%
Reading	119	78	65.5%

DWL: Spanish	47	30	63.8%
ESL/ELL	104	62	59.6%
Elementary Education	1670	964	57.7%
Bilingual Education	14	8	57.1%
Des CTE: Fam/Cons Sci Ed	11	6	54.5%
Early Childhood Education	78	42	53.8%
Des Arts: Visual Arts	37	19	51.4%
<b>Totals</b>	<b>3386</b>	<b>2222</b>	<b>65.6%</b>

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, 2008-09**

<i>Endorsement Area</i>	<i>Endorsements Reported</i>	<i># Employed Within Endorsement</i>	<i>Percentage Employed Within Endorsement</i>
<i>Des Arts: Dance</i>	1	1	100.0%
<i>DWL: Italian</i>	1	1	100.0%
<i>Library Media</i>	1	1	100.0%
<i>Des CTE: Agriculture Ed</i>	4	4	100.0%
<i>Des CTE: Technology Ed</i>	2	2	100.0%
<i>DWL: Japanese</i>	2	2	100.0%
<i>Des CTE: Business Ed</i>	1	1	100.0%
<i>DWL: German</i>	2	2	100.0%
<i>Des Science: Physics</i>	6	6	100.0%
<i>Des Science: Chemistry</i>	12	11	91.7%
<i>Mathematics</i>	103	93	90.3%
<i>DWL: Spanish</i>	21	18	85.7%
<i>English Language Arts</i>	118	100	84.7%
<i>Special Education</i>	181	153	84.5%
<i>Des Arts: Visual Arts</i>	19	16	84.2%
<i>Health/Fitness</i>	54	42	77.8%
<i>Elementary Education</i>	964	732	75.9%

<i>Science</i>	29	22	75.9%
<i>Des Arts: Music: General</i>	27	20	74.1%
<i>Des Arts: Theatre Arts</i>	10	7	70.0%
<i>Middle Level: Math/Science</i>	37	25	67.6%
<i>Des CTE: Fam/Cons Sci Ed</i>	6	4	66.7%
<i>Early Childhood Education</i>	42	26	61.9%
<i>Des Arts: Music: Instrumental</i>	20	12	60.0%
<i>Social Studies</i>	89	53	59.6%
<i>Des Arts: Music: Choral</i>	19	11	57.9%
<i>Des Science: Earth Science</i>	7	4	57.1%
<i>English-as-a-2d Language</i>	62	33	53.2%
<i>Des Science: Biology</i>	39	20	51.3%
<i>Des CTE: Marketing Ed</i>	2	1	50.0%
<i>DWL: French</i>	11	5	45.5%
<i>Early Childhood Special Ed</i>	7	3	42.9%
<i>DWL: Puget Sound Salish</i>	7	3	42.9%
<i>Middle Level: Humanities</i>	32	12	37.5%
<i>History</i>	49	16	32.7%
<i>DWL: Chinese</i>	3	1	30.0%
<i>Bilingual Education</i>	8	2	25.0%
<i>Reading</i>	78	7	9.0%
<b>Totals</b>	<b>2073</b>	<b>1472</b>	<b>71.0%</b>

Table P contains less duplication in the counting of individual teachers, but does not eliminate all 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, 366 candidates who earned their first teaching certificates in Washington during the year 2007-08 reported membership in a minority group (including ‘other’). This was a decrease from last year’s total of 402. Of these, 261 or 71.3 percent were employed as full time teachers, compared to a state average of 58 percent. Seventy-six Asian American, 48 African American, 93 Hispanic American, 19 Native American, and 130 “Other”

teachers who earned certificates through Washington institutions in 2007-08 were employed full-time as teachers in 2008-09. Twenty-four percent of newly certificated teachers were male, a slight 12 percent decrease 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 2007-08 and responded to the survey.

**Table Q. Contracted and Substitute Employment in 2008-09 by Racial/Ethnic Group, of Persons Certificated in 2007-08**

	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	10	38	11	26	269	837	15	48	1	6	26	58	1,345
2-Employed as a Teacher out-of-state	1	7	0	2	46	112	0	2	2	1	3	4	180
3-Employed as a Substitute teacher	3	6	1	6	83	367	4	17	1	3	6	15	512
4-11-Nonteaching	4	7	1	1	53	128	1	6	1	4	5	13	224
<b>Totals:</b>	<b>18</b>	<b>58</b>	<b>13</b>	<b>35</b>	<b>451</b>	<b>1,444</b>	<b>20</b>	<b>73</b>	<b>5</b>	<b>14</b>	<b>40</b>	<b>90</b>	<b>2,261</b>

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**

	97-98	98-99	99-00	00-01	01-02	02-03	03-04	04-05	05-06	06-07	07-08
<i>Asian</i>	110	<u>82</u>	91	<u>83</u>	<u>79</u>	85	89	109	<u>93</u>	<u>82</u>	<u>76</u>
<i>African Am.</i>	46	58	<u>49</u>	57	155	64	<u>40</u>	45	<u>33</u>	34	48
<i>Hispanic</i>	85	107	<u>94</u>	<u>90</u>	97	<u>88</u>	94	118	<u>85</u>	86	93
<i>Native Am.</i>	<u>39</u>	<u>30</u>	45	53	<u>49</u>	<u>47</u>	<u>35</u>	35	<u>27</u>	29	<u>19</u>
<i>Other</i>	<u>76</u>	241	<u>86</u>	<u>74</u>	157	<u>132</u>	144	153	<u>138</u>	171	<u>130</u>
<b>Total Minority</b>	356	518	<u>365</u>	<u>357</u>	537	<u>416</u>	<u>402</u>	460	<u>376</u>	402	<u>366</u>
<b>% Increase</b>	4.7%	45.5%	-29.5%	-2.2%	50.4%	-22.5%	-3.4%	14.4%	-18.3%	7.0%	-2.7

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 16.2 percent was the twelfth year in a row with more than ten percent minority program completers.

**Figure 7. Percentage of Teaching Certificates Issued to Minorities**

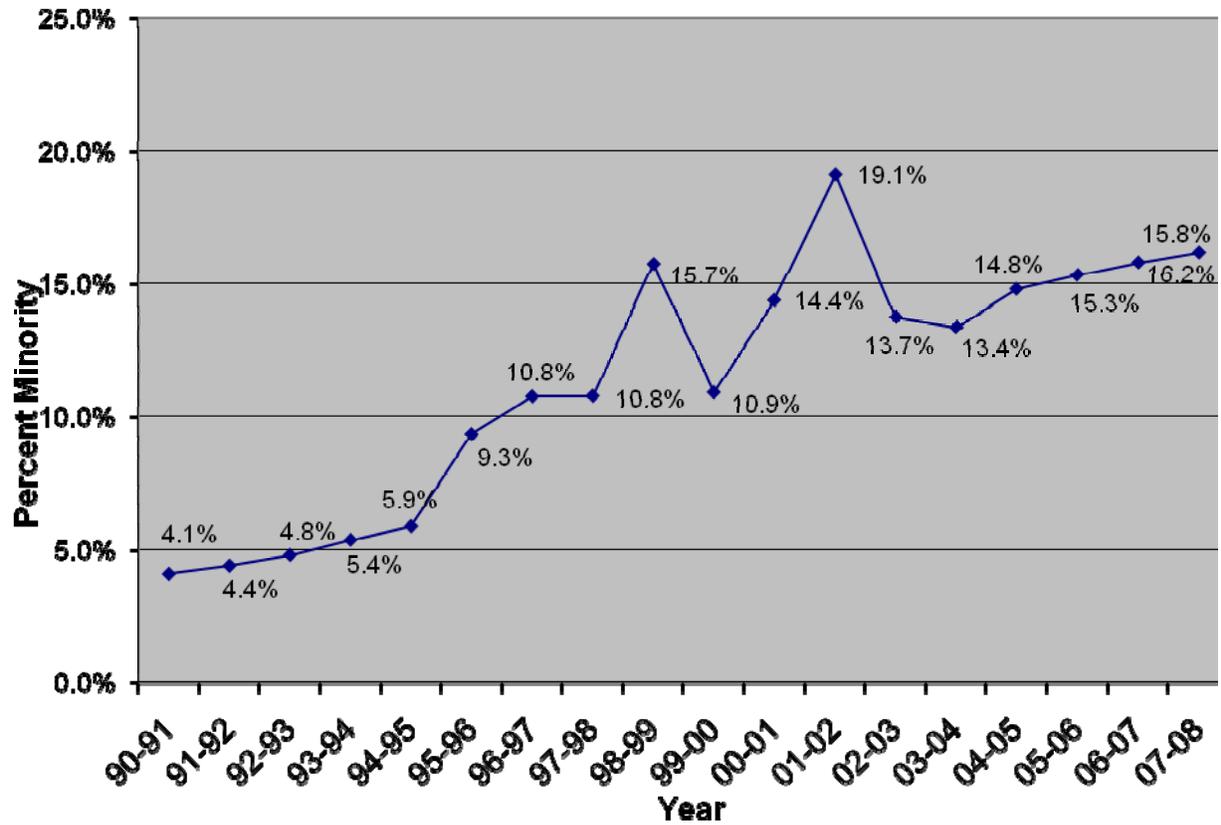


Figure 8 shows a proportional view of the number of members of specific minority groups earning certificates over the last nineteen years. The thirteen years since 1995 represent a significant increase over earlier years in the number of minority group members reported as completing teacher preparation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

**Figure 8. Number of Minority Group Members Earning Certificates**

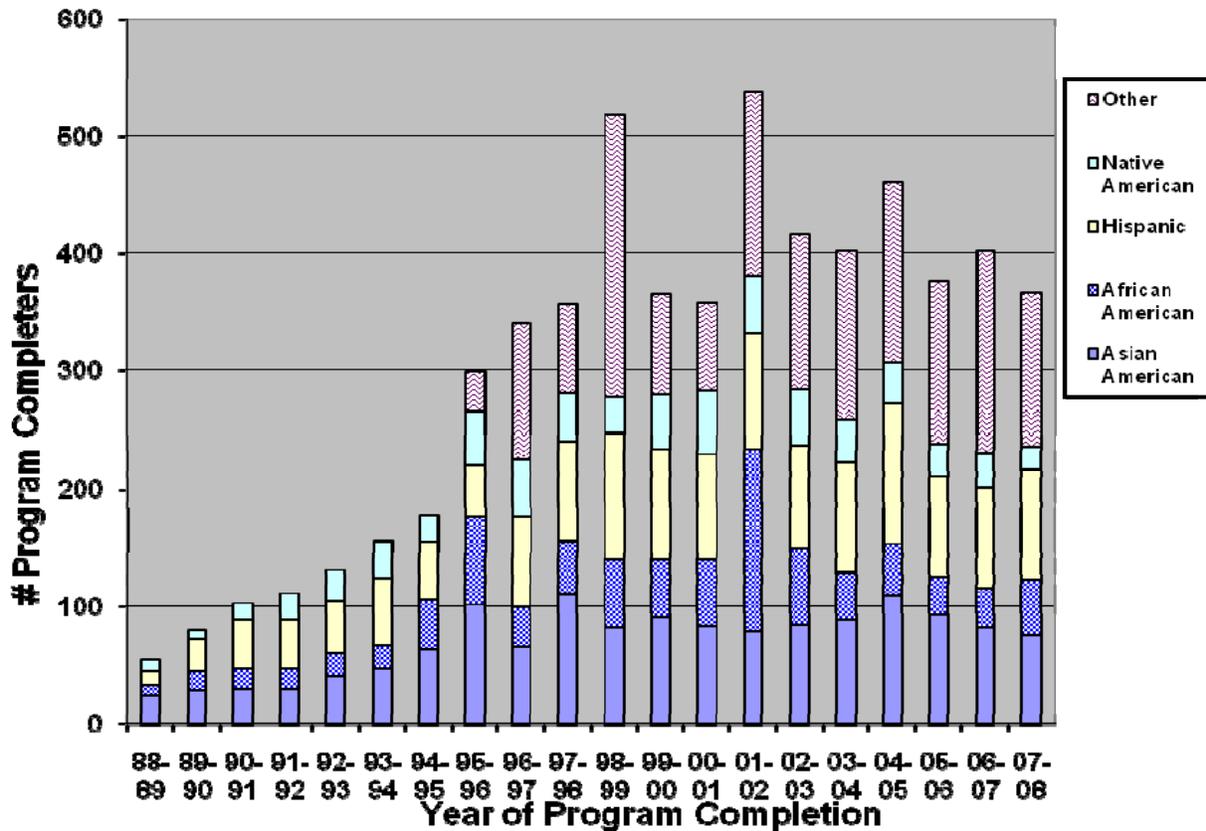
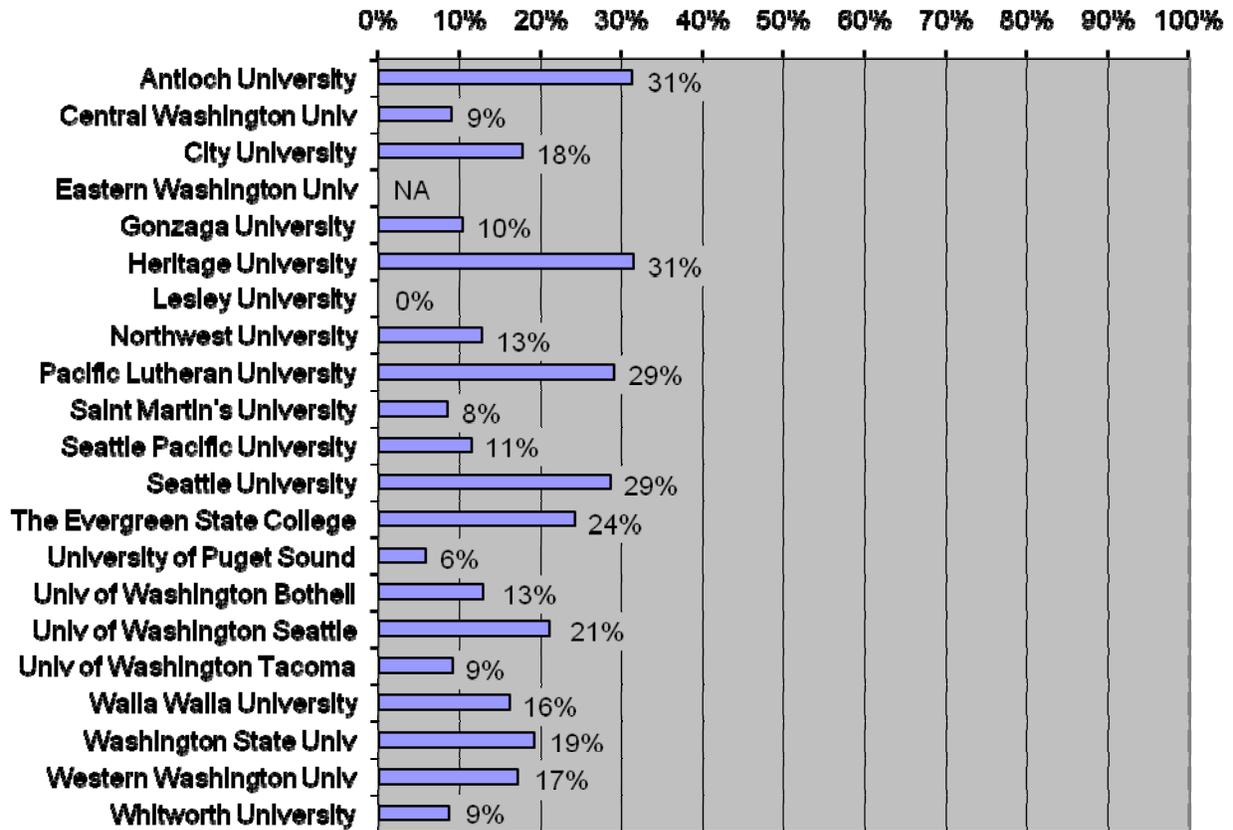


Figure 9 is a bar graph for each Washington state-approved program showing minority group members as a percentage of all those completing a program in the year. One college reported zero minority group members, while four reported twenty percent or more.

**Figure 9. Percent Minority Group Members Reported, By College**



College/University	Total	Minority	%	College/University	Total	Minority	%
Antioch University	32	10	31%	Seattle University	91	26	29%
Central Washington Univ	453	41	9%	The Evergreen State College	33	8	24%
City University	248	44	18%	University of Puget Sound	34	2	6%
Eastern Washington Univ	NA	NA	NA	Univ of Washington Bothell	54	7	13%
Gonzaga University	77	8	10%	Univ of Washington Seattle	71	15	21%
Heritage University	89	28	31%	Univ of Washington Tacoma	33	3	9%
Northwest University	39	5	13%	Walla Walla University	31	5	16%
Pacific Lutheran University	93	27	29%	Washington State Univ	329	63	19%
Saint Martin's University	59	5	8%	Western Washington Univ	281	48	17%
Seattle Pacific University	87	10	11%	Whitworth University	127	11	9%



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