

Annual Report 2009-2010

Professional Certification
Certificates Issued Report



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Superintendent of
Public Instruction

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ANNUAL REPORT 2009-2010

Washington State Educator Certificates Issued Report

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Introduction

Prior to the 2009-2010 Washington State Educator Certificates Issued Report, the Office of Superintendent of Public Instruction combined two related but separate reports – Certificates Issued and Certificated Personnel Placement Statistics – in its annual report regarding certification. Beginning with 2009-2010, the content of this report will concentrate solely on the previous year’s certificates issued information. Content regarding the educator placement information will be reported through the Professional Educator Standards Board.

This report presents data on certificates issued for various roles during 2009-2010 for both in-

state and out-of-state applicants. The information presented is based solely on the state educator database maintained by the Professional Certification Office. The report includes a series of tables quantifying issuances by number and type of certificates issued, sources of each type of first-issue certificates with emphasis on in-state colleges and universities, detailed information about endorsements on first issue certificates, and statistics on limited certificates. In most cases, the tables and figures compare current activity to the related activity in the previous year.

The report includes detailed data on the pathways used to obtain endorsements, including testing only (Pathway 1), testing and pedagogy assessment (Pathway 2), approved programs (Pathway 3), and National Board certification (Pathway 4). The next series of tables presents information about career and technical education (vocational) certificates and areas of instruction. Finally, information on out-of-state applicants is presented in a separate set of tables and figures.

Executive Summary

The total number of regular teaching certificates issued in Washington state in 2009-2010 was 16,239. This figure represents a decrease of 17 percent from 2008-2009 issuances. When reporting certification activity to include endorsements and administrative actions the total activity is 32,986. This 18 percent decrease closely mirrors the decrease in issuances. Additional changes are noted as follows.

- Four types of regular teaching certificates were issued during the year:
 - Initial
 - Continuing – based on standards in effect prior to 2000
 - Residency
 - Professional – based on standards in effect as of 2000

Because most Initial certificates have already been renewed once since September 2000, very few remain eligible for renewal.

- The number of limited certificates (those not meeting minimum requirements for a regular

certificate) decreased by 16% to 4,253. Of these limited certificates, Intern Substitute certificates was the only group to show an increase in issuances, and that was only by 1%. At 506, the Intern Substitute Certificate was still more than double the number issued two years before. All other limited certificates decreased respectively: conditional certificates (43%), emergency certificates (13%), emergency substitute certificates (14%), substitute certificates (17%), and transitional certificates (29%).

- The number of individuals receiving their first Washington teaching certificates who completed teacher education programs outside Washington nearly double over the prior year from 666 to 1,239. This number was still down slightly from two years before.
- The number of Professional Teacher certificates issued through in-state programs in 2009-10 was 2,275, just a one-half percent increase over the 2008-09 total of 2,261.
- The number of Endorsements on first Washington Teacher Certificates decreased for in-state candidates by 38%, but was still up over two years ago. Out-of-state candidates receiving endorsements, however, increased significantly by 84%, but remained down over two years ago.
- The top five endorsements on first-issue teaching certificates awarded during 2009-10 (in-state and out-of-state combined) were Elementary Education (2,043), Special Education (574), English Language Arts (376), Social Studies (267), and Mathematics (246). While down 21% from the previous year, the subjects remained in the exact order of that year.
- Of the 34 current Washington endorsements (excluding world languages) those with fewer than ten awarded in 2009-10 were Marketing Education, Technology Education, Journalism, Traffic Safety, and Dance.
- The top five designated world language endorsements were Spanish (70), French (19), Chinese (12), German (7), and Japanese (7). While Spanish and French dropped by 35% and

48% respectively, Japanese remained level, German increased by one endorsement, and Chinese increased by 140%.

- Ten (10) First Peoples Language/Culture certificates were issued in 2009-10. This is a decrease of four (4) certificates from the previous year.
- Conditional certificates issued decreased by 43% from 258 in 2008-2009 to 147 in 2009-10.
- The 2,103 career and technical education (vocational) certificates issued in 2009-10 represent a 16% decrease from the previous year's total of 2,506.
- The top two sources for out-of-state teachers, administrators, and ESAs remained Oregon and California. While teacher certificates for those states were down modestly, administrator certificates and ESAs were up in both. Oregon and California have been the lead contributors, alternating back and forth, since the report began in school year 1998-99. Foreign countries remained the number three (3) contributor from 2002-03 to 2005-06 when Arizona overtook them and foreign countries dropped off the top five list. In administrator certificates only, Arizona again topped the list of providers with 27, up 29% over 2008-2009.
- Washington colleges and universities produced 2,519 teachers in the 2009-2010 school year, a decrease of 43% from the 2008-2009 total of 4370.

Total Certificates Issued

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 preparation programs at institutions outside the state of Washington. Information regarding endorsements to teaching certificates is included in the report. The state began requiring candidates for the Residency Teacher certificate to pass a specific Washington State basic skills test (WEST-B) in 2002, and the content knowledge test (WEST-E) has been required for all

teaching endorsements since September 1, 2005. In 2009-2010 Washington state does accept a passing score on the Praxis I and CBEST as meeting the basic skills requirement for issuance of Washington State certification.

A breakdown of certificate issuances by type (teacher, administrator, educational staff associate [ESA], and career/technical educator [CTE]) and by source (in-state and out-of-state) is shown in Table A. Types include the following:

- Teacher
- Administrator
- Educational Staff Associate [ESA]
- Career/Technical Educator [CTE]

The total number of certificates issued to in-state and out-of-state applicants¹ from July 1, 2009 to June 30, 2010 was 11,913², a 30 percent decrease from the previous year's total of 19,643. The figures in Table A include first certificate issuances, reissuances, renewals, reinstatements, progressions from the beginning level of certification (residency/initial) to the second level (professional/continuing), and conversions of expired certificates (e.g., provisional/initial) to new certificate types (e.g., residency). All types of limited certificates (substitute, emergency, emergency substitute, conditional, intern substitute, and transitional) are included in the 11,913 certificates issued.

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

² While the total 11,913 represents the number of certificates issued in 2009-2010 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 does not include the activity required to extend the validity of continuing (clock hour) certificates, nor does it reflect the addition of endorsements to existing certificates. When all certification activity is included, the total is 32,986. This represents an decrease of 18% from the last year.

Table A. Total Certificates Issued July 1, 2009–June 30, 2010

	2009-2010	In-State	Out-of-State
Teacher	11,913	9,646	2,267
Administrator	1,110	961	149
Educational Staff Associate	1,113	949	164
CTE/Vocational	2,103	2,102	1
<i>Total</i>	16,239	13,658	2,581

Figure 1 (next page) compares total certificates issued over the last five years. The 2005-06 report reflects a decrease of approximately 12% from the previous year in all certificates. In 2006-07 all categories had a slight increase over the previous year. They remained down, however, from two years before, again confirming that 2004-2005 was an anomaly caused by the policy change requiring reissuance of the Residency certificate. In 2007-2008 there was a decrease in all issuances, but in 2008-2009 there was an increase in all areas of new certificates issued except for CTE/Vocational, and the totals for that year were the highest in the five-year period being reported. This brought the total issuances almost back to the 2004-2005 levels. With 2009-2010 again being down, long-term trending may be indicative of an *annual* up and down cycle.

Figure 1. Five-Year Comparison of Total Certificates Issued

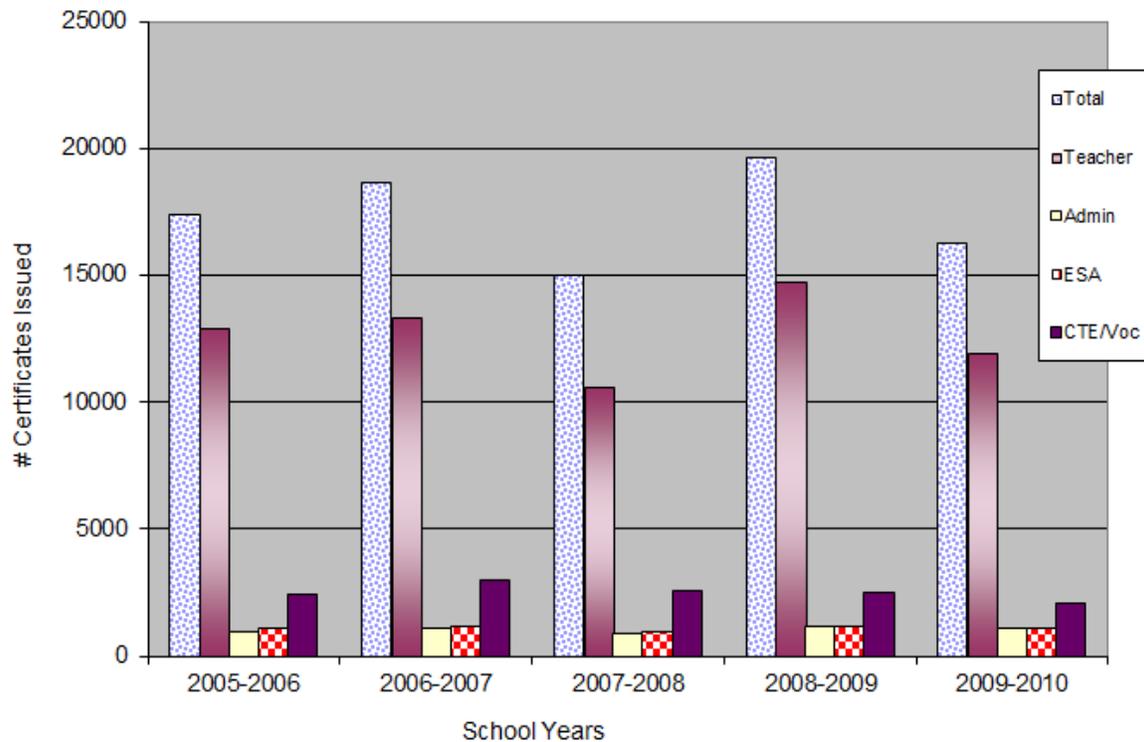


Table B provides information about total certificates issued by type and level of certificate. Overall, there was a 28.6% decrease in the number of regular and limited certificates. The largest decrease – 100 percent – was recorded in Exchange certificates. This represents a zero issuance of these certifications. This was followed by a decrease of 43% in Conditional certificates and 31% in Transitional certificates. Both these certificate categories represent special circumstances such as short-term specialized assignments or extensions to fulfill clock hour requirements. Only Intern Substitute certificates increased, and only by 1%. This could represent effort or intent by educational staff to remain in the field – at least minimally – during the current economic downturn.

Table B. Total Certificates Issued July 1, 2009–June 30, 2010 by Level: Initial/Continuing and Residency/Professional

Certificates Issued in 2009-2010	# of Certs Issued	% Change From 2008-2009
First level teaching certificates	4,640	-22.3%
Initial teaching certificates	12	
Residency teacher certificates*	4,628	
Advanced level teaching certificates	3,180	-18.3%
Continuing teaching certificates	552	
Professional teaching certificates	2,628	
First level administrator certificates	694	-6.6%
Initial administrator certificates	103	
Residency administrator certificates	591	
Advanced level administrator certificates	366	-12.0%
Continuing administrator certificates	331	
Professional administrator certificates	35	
First level ESA certificates	751	-4.6%
Initial ESA certificates	356	
Residency ESA certificates	395	
Advanced level ESA certificates	270	-15.4%
Continuing ESA certificates	268	
Professional ESA certificates	2	
Career & Technical Ed Certificates	2,103	-16.1%
Exchange certificates	0	-100.0%
Limited certificates issued	4,253	-16.3%
Conditional certificates	147	-43.0%
Emergency certificates	98	-13.3%
Emergency Substitute certificates	1,321	-14.5%
Substitute certificates	2,074	-17.3%
Intern Substitute certificates	506	1.0%
Transitional certificates	107	-31.0%
First Peoples Language/Culture**	10	-28.6%
Grand Total	16,267	-17.5%

Certificates Issued Details

Table C shows new certificate holders in the state; it does not include figures for limited certificates, renewals, reinstatements, or conversions. Rather, it indicates the number of first-issue certificates to persons who had never held full certification for that role in Washington. A full 33% of teachers earning their first Washington certificate completed an out-of-state preparation program. This

Table C. Total First-Issued Certificates by Type

		In State	Out of State	Total	% Change
Teacher Certificates	Residency	2,519	1,239	3,758	-25%
	Continuing	150	54	204	-82%
	Professional	2,275	7	2,282	0%
Administrator Certificates					
Principal	Residency	308	80	388	132%
	Continuing	224	40	264	-16%
	Professional	35	0	35	n/a
Superintendent	Initial	71	15	86	378%
	Continuing	18	0	18	38%
Program Administrator	Residency	46	4	50	178%
	Continuing	14	0	14	-18%
	Professional	0	0	0	n/a
Educational Staff Associate Certificates					
School Counselor	Residency	147	55	202	n/a
	Continuing	118	0	118	-10%
	Professional	2	0	2	-33%
School Nurse	Initial	50	2	52	-4%
	Continuing	7	1	8	0%
School Occupational Therapist	Initial	43	6	49	-13%
	Continuing	4	0	4	0%
School Physical Therapist	Initial	13	1	14	-36%
	Continuing	2	0	2	100%
School Psychologist	Residency	52	34	86	n/a
	Continuing	59	5	64	83%
School Social Worker	Residency	17	5	22	n/a
	Continuing	14	1	15	15%
School Speech Language Pathologist/Audiologist	Initial	92	32	124	17%
	Continuing	14	5	19	-49%
Career & Technical Ed (vocational)		1,584	5	1,584	-37%
	Totals	7,878	1,586	9,464	-22%

figure was up dramatically from 2008-09, which was only 13 percent. The number of Professional Teacher certificates for in-state issued certifications increased only one-half of one percent. The total number of program completers was 2,275, compared to 2,261 completers in the prior year. 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 the in-state applicants reported in Table C. It indicates the number of first-issue initial or residency certificates for individuals completing programs at each Washington college/university. Not all colleges and universities are approved to recommend certification for every type of certificated role. In 2009-2010 there were twenty-one 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 eleven 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 a certificate in special education or bilingual education, but many alternative routes candidates are career-changers pursuing a certificate-only in areas such as math and science.

Table D. First-Issue Certificates by Washington College

AU = Antioch University, CU = City University, CWU = Central Washington University, EWU = Eastern Washington University, GU = Gonzaga University, Con = Consortium (Gonzaga), HU = Heritage University, LU = Lesley University, NWU = Northwest University, PLU = Pacific Lutheran University, SMU = Saint Martin’s University, SPU = Seattle Pacific University, SU = Seattle University, TESC = The Evergreen State College, UPS = University of Puget Sound, UW = University of Washington, UW-B= University of Washington-Bothell, UW-T = University of Washington-Tacoma, Walla = Walla Walla University, WSU = Washington State University, WWU = Western Washington University, WwU = Whitworth University

Type of Certificate	AU	CU	CWU	EWU	GU	Con	HU	LU	NWU	PLU	SMU	SPU	SU	TESC	UPS	UW	UWB	UWT	Walla	WSU	WWU	WwU
TEACHER	39	364	601	207	175	--	140	--	53	404	81	826	192	32	41	172	93	81	32	486	231	195
ADMINISTRATOR																						
Principal	--	6	13	9	1	--	31	--	--	3	3	41	11	--	0	25	--	13	--	50	54	8
Program Administrator	--	24	0	--	0	--	6	--	--	0	0	1	2	--	0	11	--	1	--	1	--	--
Superintendent	--	3	--	0	0	--	--	--	--	--	--	10	5	--	--	6	--	--	--	34	1	--
EDUCATIONAL STAFF ASSOCIATE**																						
Counselor	--	75	6	7	10	--	17	--	--	--	7	7	19	--	8	--	--	--	--	7	0	7
Psychologist	--	--	31	20	--	--	--	--	--	--	--	0	14	--	--	9	--	--	--	0	--	--
Social Worker	--	--	--	9	--	--	--	--	--	--	--	--	--	--	--	7	--	--	1	0	--	--

- ¹ Based on OSPI records of certificates issued. Totals vary from year to year, depending on the date the verification of program completion lists are sent to OSPI for processing. This table shows certificates issued before June 30, 2010. Some individuals who completed a program in 2010 were not issued a certificate until after July 1, 2010. They are not reflected in this report.
- ² A consortium involving ESD 101, PLU, WSU, Whitworth University, and Gonzaga University combined to offer an alternative route to certification. Although not an institution per se, this consortium recommends candidates for certification under the state-approved authority granted to Gonzaga University. Gonzaga verifies program completion to OSPI.
- ³ Four other categories of Educational Staff Associates (ESAs) receive certification by completing degree programs approved by appropriate national accrediting agencies, holding valid Washington State licenses (if required), and completing a 30 clock hour course approved by the 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 for 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 (next page) 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.

Overall, endorsements issued were down from 7,160 to 5,528 (23%). The largest group of endorsements, accounting for 72% of the total, were issued in elementary education (2,043), special education (574), English language arts (376), social studies (267), mathematics (246), reading (227), and English as a second language (238). Of these, only English as a second language and Special Education were up, 8% and 7% respectively.

In-state applicants earned 70 percent of all endorsements awarded. These lower numbers continue the downward trend demonstrated since 1999-2000, when 10,894 endorsements were awarded. That was the year that state requirements for endorsements were eliminated in favor of programs-only. Since then endorsements have been awarded as follows: 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

Endorsement	In State	Out of State	Total
Elementary Education	1,515	528	2,043
Special Education	365	209	574
English Language Arts	239	137	376
Reading	194	33	227
Social Studies	176	91	267
Mathematics	166	80	246
English as a Second Language/ELL	163	75	238
Health/Fitness	100	32	132
Early Childhood Education	86	69	155
Des Science: Biology	86	43	129
Middle Level-Math	86	21	107
History	83	34	117
Science	76	25	101
Middle Level: Humanities	67	13	80
Des Arts: Music: General	55	29	84
Des Arts: Music: Instrumental	50	22	72
Des Arts: Music: Choral	42	21	63
Middle Level-Sci	42	5	47
Middle Level: Math/Science	39	3	42
DWL: Spanish	33	37	70
Des Arts: Visual Arts	31	34	65
Des Science: Chemistry	26	11	37
Bilingual Education	18	4	22
Des CTE: Family and Consumer Sciences Ed	17	8	25
Early Childhood Special Education	15	15	30
Des Science: Earth/Space Science	14	10	24
Library Media	12	10	22
Des Science: Physics	12	6	18
Des Arts: Theatre Arts	11	4	15
DWL: Chinese	8	4	12
DWL: French	6	13	19
DWL: German	5	2	7
Des CTE: Agriculture Education	4	3	7
DWL: Japanese	4	3	7
Des CTE: Business Education	3	15	18
Deaf Education	2	11	13
Des CTE: Marketing Education	2	3	5
Des CTE: Technology Education	2	2	4
Journalism	2		2
Traffic Safety	1	2	3
Des Arts: Dance	1		1
DWL: Latin		1	1
DWL: Russian		1	1
Bulgarian			0
DWL: Italian			0
DWL: Romanian			0
Total	3,859	1,669	5,528

Table F shows in-state endorsements obtained through program completion, listed by colleges and 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), the recent content knowledge test only (Pathway 1), or the content knowledge test plus pedagogy assessment (Pathway 2) options, completion of an approved college or university program (Pathway 3) has been the only means available to earn an endorsement. Because few teachers are eligible for the alternative pathways listed, Pathway 3 remains for most interested candidates the only option.

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 2008-09 and 2009-10 are shown in Table G. The 243 endorsements in 2008-2009 represented a 16% increase from 2007-08. In contradiction to that rise, there was a 37% decrease from 2008-09 to 2009-10.

Table G. Endorsements on Conditional Certificates 2008-09 and 2009-10

Teaching Endorsements					
	08-09	09-10		08-09	09-10
Bilingual Education	2	0	Social Studies	0	1
Des Arts: Music: Choral	5	1	Traffic Safety Education	4	6
Des Arts: Music: General	4	5	On-Street Instruction Only*	22	26
Des. Arts: Music: Instrum.	3	1			
Des Arts: Theatre Arts	3	3	Old Endorsements		
Des Arts: Visual Arts	3	1	American Sign Language	1	1
Des CTE: Technology Educ	1	1	Art	5	1
DWL: Chinese	0	4	Comparative Religion	1	1
DWL: French	2	0	Computer Science	1	2
DWL: Japanese	4	4	Drama	3	0
DWL: Latin	2	0	Health	1	0
DWL: Spanish	11	3	Instructional Technology	2	1
Early Childhood Education	0	2	Learning Resources	1	1
Early Childhood Special Ed	0	2	Middle Level :Primary	1	1
Elementary Education	0	7	Music	9	3
English as a 2d Language	2	1	Physical Education	4	1
English Language Arts	3	3	Other		
Health/Fitness	3	2	ROTC Instructor	20	10
Library Media	3	1			
Mathematics	18	8	Total Teachers	179	119
Middle Level-Humanities	1	0	ESA		
Middle Level-Math/Sci	1	0	School Nurse	24	11
Middle Level Science	0	1	School Speech Language		
Science	6	7	Pathologist or Audiologist	40	23
Special Education	27	7	Total ESAs	64	34
			Total	243	153

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

Endorsements on emergency certificates are shown in 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. This data shows 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). Emergency Certificates 2009-10

	08-09	09-10		08-09	09-10
Teaching Endorsements			Old Endorsements		
Bilingual Education	1	1	Art	1	0
Des Arts: Music Choral	1	1	Early Childhood Spec Ed	0	0
Des Arts: Music: Gen	3	1	English/Language Arts	1	0
Des Arts: Music: Instrumenta	2	2	Mathematics	1	0
Des Arts: Visual Arts	2	4	Middle Level-Math/Sci	1	0
Des Science: Biology	2	0	Physical Education	0	0
Des Science: Chemistry	0	1	Special Education	1	0
DWL: French	1	0			
DWL: Japanese	1	0	Speciality Areas		
DWL: Spanish	3	4	Deaf Education	2	1
Early Childhood Education	1	3	Total Teacher	98	67
Early Childhood Special Ed	1	0			
Elementary Education	21	19	Emergency ESA Certs.:		
ESL/ELL	1	1	School Counselor	4	9
English Language Arts	8	3	School Social Worker	1	2
Health/Fitness	3	0	School Psychologist	16	15
History	2	0	Total ESA	21	26
Library Media	0	1			
Mathematics	10	9	Emergency Admin. Certs.:		
Middle Level-Humanities	1	0	Principal	2	8
Middle Level-Mathematic	1	2	Program Administrator	0	0
Middle Level-Science	1	2	Total Admin	2	8
Reading	0	1			
Science	6	2			
Social Studies	3	3			
Special Education	16	16	Total Emergency Certificates	121	101

Table H(b). Endorsements Added via Pathway 1 (testing only) 2009-2010

Pathway 1 is a testing only option to add an endorsement.

<i>Endorsement</i>	<i>Count</i>
DESIGNATED SCIENCE: BIOLOGY	2
DESIGNATED SCIENCE: CHEMISTRY	4
DESIGNATED SCIENCE: EARTH AND SPACE SCIENCE	2
DESIGNATED SCIENCE: PHYSICS	1
EARLY CHILDHOOD EDUCATION	8
ENGLISH LANGUAGE ARTS	4
ENGLISH LANGUAGE LEARNER	1
FRENCH	3
HEALTH/FITNESS	1
MATHEMATICS	4
SCIENCE	5
SOCIAL STUDIES	3
SPANISH	2
Total	40

Table H(c). Endorsements Added via Pathway 2 by Institution 2009-2010

Pathway 2 is a testing and pedagogy assessment option to add an endorsement.

<i>Institution</i>	<i>Endorsement</i>	<i>Count</i>
CENTRAL WASHINGTON UNIVERSITY	ENGLISH LANGUAGE ARTS	3
CENTRAL WASHINGTON UNIVERSITY	MIDDLE LEVEL MATHEMATICS	1
CITY UNIVERSITY	ELEMENTARY EDUCATION	2
CITY UNIVERSITY	MIDDLE LEVEL MATHEMATICS	2
EASTERN WASHINGTON UNIVERSITY	ENGLISH LANGUAGE ARTS	1
EASTERN WASHINGTON UNIVERSITY	MIDDLE LEVEL MATHEMATICS	1
HERITAGE UNIVERSITY	ENGLISH LANGUAGE ARTS	3
HERITAGE UNIVERSITY	ENGLISH LANGUAGE LEARNER	1
HERITAGE UNIVERSITY	MIDDLE LEVEL - HUMANITIES	3
HERITAGE UNIVERSITY	MIDDLE LEVEL MATHEMATICS	4
HERITAGE UNIVERSITY	MIDDLE LEVEL SCIENCE	1
NORTHWEST UNIVERSITY	ELEMENTARY EDUCATION	1
SEATTLE PACIFIC UNIVERSITY	DESIGNATED SCIENCE: PHYSICS	1
SEATTLE PACIFIC UNIVERSITY	ELEMENTARY EDUCATION	2
SEATTLE PACIFIC UNIVERSITY	ENGLISH LANGUAGE ARTS	3
SEATTLE PACIFIC UNIVERSITY	LIBRARY MEDIA	2
SEATTLE PACIFIC UNIVERSITY	MIDDLE LEVEL - HUMANITIES	1
SEATTLE PACIFIC UNIVERSITY	MIDDLE LEVEL MATHEMATICS	2
SEATTLE PACIFIC UNIVERSITY	MIDDLE LEVEL SCIENCE	3
SEATTLE PACIFIC UNIVERSITY	SOCIAL STUDIES	3
SEATTLE PACIFIC UNIVERSITY	SPECIAL EDUCATION	1
THE EVERGREEN STATE COLLEGE	ENGLISH LANGUAGE ARTS	2
THE EVERGREEN STATE COLLEGE	MIDDLE LEVEL MATHEMATICS	3
THE EVERGREEN STATE COLLEGE	MIDDLE LEVEL SCIENCE	1
THE EVERGREEN STATE COLLEGE	SOCIAL STUDIES	1
UNIVERSITY OF WASHINGTON	ENGLISH LANGUAGE ARTS	5
UNIVERSITY OF WASHINGTON	SOCIAL STUDIES	3
UNIVERSITY OF WASHINGTON	SPANISH	1
UNIVERSITY OF WASHINGTON - BOTHELL	MIDDLE LEVEL - HUMANITIES	6
UNIVERSITY OF WASHINGTON - BOTHELL	MIDDLE LEVEL MATHEMATICS	8
UNIVERSITY OF WASHINGTON - BOTHELL	MIDDLE LEVEL SCIENCE	1
WASHINGTON STATE UNIVERSITY	ELEMENTARY EDUCATION	3
WASHINGTON STATE UNIVERSITY	MATHEMATICS	1
WASHINGTON STATE UNIVERSITY	MIDDLE LEVEL MATHEMATICS	1
WESTERN WASHINGTON UNIVERSITY	ENGLISH LANGUAGE ARTS	1
WESTERN WASHINGTON UNIVERSITY	MATHEMATICS	1
WESTERN WASHINGTON UNIVERSITY	MIDDLE LEVEL - HUMANITIES	2
WHITWORTH UNIVERSITY	SOCIAL STUDIES	1
	Total	82

Table H(d). Endorsements Added via Pathway 3 by Institution 2009-2010

Pathway 3 is an approved college or university program option for adding an endorsement.

Endorsement	AU	CWU	CU	EWU	GU	HU	NWU	PLU	SMU	SPU	SU	TESC	UPS	UW	UWB	UWT	Walla	WSU	WWU	WwU	OSPI	Total	
BILINGUAL EDUCATION						1				4									2		1	8	
DESIGNATED ARTS: MUSIC: CHORAL		2									1								1			4	
DESIGNATED ARTS: MUSIC: GENERAL		1								2												3	
DESIGNATED ARTS: MUSIC: INSTRUMENTAL		1																				1	
DESIGNATED ARTS: THEATRE ARTS	1													1								2	
DESIGNATED ARTS: VISUAL ARTS				1				1				3										5	
DESIGNATED SCIENCE: BIOLOGY		1							1		1											3	
DESIGNATED SCIENCE: EARTH AND SPACE SCIENCE		1																				1	
DESIGNATED SCIENCE: PHYSICS		1		1							1									1		4	
EARLY CHILDHOOD EDUCATION		4							1													3	8
EARLY CHILDHOOD SPECIAL EDUCATION									1													3	4
ELEMENTARY EDUCATION		13	1			1		1	1	2	1						3			1	4	28	
ENGLISH LANGUAGE ARTS				6		2		7	1		9		1			3	1		3	2	3	38	
ENGLISH LANGUAGE LEARNER		5	9	2	1	20	1	1		27	10	12		14				11	12	8	10	143	
FAMILY AND CONSUMER SCIENCES		2																				2	
GERMAN												1										1	
HEALTH/FITNESS				1						10									1		2	14	
HISTORY				1							1											2	
JAPANESE											1											1	
LIBRARY MEDIA	6	16		1						18				12								4	57
MATHEMATICS						3		2	1		11	1					1	1				20	
MIDDLE LEVEL - HUMANITIES	1		4						2			2			2	1			1			13	
MIDDLE LEVEL MATH/SCIENCE		3	15						1			1				4						24	
MIDDLE LEVEL MATHEMATICS		3	1					3	1		6	3			1	9					1	28	
MIDDLE LEVEL SCIENCE		4						3							1	4	1					13	
READING		2	28	7	1				3	11	7			1		2	2	8	4	8		84	
SCIENCE				2				2	1		2		2					1		1		11	
SOCIAL STUDIES		1									2	1	2			3		1	1		2	13	
SPANISH											1											1	
SPECIAL EDUCATION	11	10	10	5		5		5	6	60	10	9		11		7		22	17	7	17	212	
SPECIALTY AREA: GIFTED AND TALENTED																				2		2	
SPECIALTY AREA: ORIENTATION AND MOBILITY																					1	1	
SPECIALTY AREA: DEAF EDUCATION																					1	1	
SPECIALTY AREA: VISUALLY IMPAIRED																					3	3	
TRAFFIC SAFETY EDUCATION		4																				4	
Institution Total:	19	74	68	27	2	32	1	25	20	134	64	33	5	39	4	36	5	44	44	32	51	759	

Table H(e). Endorsements Added via Pathway 4 (NBPTS Certification) 2009-2010

Pathway 4 represents endorsements added through a candidate's completion of the National Board Certification option.

<i>Endorsement</i>	<i>Count</i>
DESIGNATED ARTS: VISUAL ARTS	3
EARLY CHILDHOOD EDUCATION	30
EARLY CHILDHOOD SPECIAL EDUCATION	1
ELEMENTARY EDUCATION	1
ELEMENTARY EDUCATION-PRIMARY	1
ENGLISH LANGUAGE ARTS	55
ENGLISH LANGUAGE LEARNER	3
HISTORY	15
LIBRARY MEDIA	2
MATHEMATICS	3
MIDDLE LEVEL MATH/SCIENCE	1
MIDDLE LEVEL MATHEMATICS	34
MIDDLE LEVEL SCIENCE	19
READING	46
SCIENCE	14
SOCIAL STUDIES	10
SPECIAL EDUCATION	3
SPECIAL EDUCATION	1
Total	242

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 purposes 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 2,123 is a decrease of 17% from the previous year's total of 2,562. ***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 aligns with the regular certification reporting system.***

Table I(a). CTE Certificates Issued 2009-2010

	New	Renewal	Total
Initial CTE Teacher	176	20	196
Continuing CTE Teacher	122	414	536
CTE Director and Assistant Director	9	27	36
CTE Counselor			
1 year	7	1	8
3 year	-	4	4
5 year	-	11	11
CTE Occupational Information Specialist			
1 year	10	1	11
3 year	-	3	3
5 year	-	10	10
Limited CTE Certificates			
Probationary	110	17	127
Conditional	489	692	1,181
Totals	923	1,200	2,123

*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 2009-2010

Endorsement Type Name	1st Issue	Renewal	Total
ACCOUNTING & RELATED PROGRAMS (V520300)	17	16	33
AGRIBUSINESS (V010101)	1		1
AGRICULTURAL MECHANICS (V010201)	4		4
AGRICULTURAL PRODUCTION (V010300)	1		1
AIRCRAFT TECHNICIAN (V470608)		2	2
AQUACULTURE (V010303)	1	2	3
AUTO BODY REPAIR (V470603)	1	1	2
AUTOMOTIVE TECHNOLOGY (V470600)	2	13	15
AVIATION OCCUPATIONS (V490100)	3	5	8
BANKING SUPPORT SERVICES (V520895)	4	5	9
BIOMEDICAL SCIENCE (V260102)	3		3
BUSINESS LAW (V520703)	2	4	6
BUSINESS MANAGEMENT (V520100)	12	11	23
CAREER CHOICES (V600092)	18	32	50
CAREERS IN EDUCATION (V200212)	8	2	10
CHEMICAL TECHNOLOGY (V410301)	2	4	6
COMMERCIAL DESIGN/APPLIED ART (V500400)	8	15	23
COMMUNICATION TECHNOLOGIES (V100100)	44	124	168
COMPUTER APPLICATIONS & RELATED PROG (V521206)	40	45	85
COMPUTER TECHNOLOGY (V470110)	14	24	38
CONSTRUCTION TRADES (V460200)	16	27	43
COSMETOLOGY (V120403)	16	23	39
CRIMINAL PROTECTIVE SERVICES (V430100)	4	10	14

CTE AGRICULTURE EDUCATION (V010000)	20	9	29
CTE BUSINESS & MARKETING EDUCATION (V078000)		3	3
CTE BUSINESS EDUCATION (V070000)	17	26	43
CTE FAMILY & CONSUMER SCIENCES ED (V200002)	62	88	150
CTE MARKETING EDUCATION (V080000)	11	16	27
CTE TECHNOLOGY EDUCATION (V210100)	47	26	73
CULINARY ARTS (V200493)	6	7	13
DENTAL ASSISTING (V510601)		1	1
DRAFTING (V480101)	7	14	21
EARLY CHILDHOOD EDUCATION & SERVICES (V190708)	4	4	8
ELECTRICAL & ELECTRONIC EQUIP REPAIR V470101	5	4	9
ELECTRICIAN (V460302)	1		1
ENGINEERING (V143501)	12	18	30
ENTREPRENEURSHIP (V080301)	5	2	7
FAMILY AND COMMUNITY SERVICES (V190707)	3		3
FASHION MERCHANDISING (V080102)	1	3	4
FIRE SERVICE (V430203)	10	31	41
FLORICULTURE (V010603)	1		1
FOOD PRODUCTION AND SERVICES (V120505)	1	3	4
FOOD SCIENCE DIETETICS & NUTRITION (V190504)	3		3
FORENSIC TECHNOLOGY (V430106)	1	4	5
GENERAL SALES OPERATIONS (V080706)	2	2	4
HEALTH DIAGNOSTIC CAREERS (V510900)	2		2
HEALTH SCIENCE BIOTECHNOLOGY (V261202)	6	6	12
HEALTH THERAPEUTIC CAREERS (V510800)	13	38	51
HORTICULTURE (V010601)	5	17	22
HOSPITALITY, RECREATION & TOURISM (V310101)	1	1	2
HOUSING, INTERIORS & FURNISHINGS (V190601)	1		1
JROTC (V280300)	9	21	30
MANUFACTURING TECHNOLOGY (V150100)	5	3	8
MARKETING MANAGEMENT (V521401)	3	3	6
NATURAL RESOURCES (V030101)	11	18	29
NURSING ASSISTANT	11	1	1
PRECISION METAL WORKER (V480500)	15	15	26
PROFESSIONAL CRAFTS (V500700)	11	3	3
PUBLISHING (V091001)	1	16	31
SIGN LANGUAGE INTERPRETER (V510205)	11	18	29
SPORTS & RECREATIONAL MARKETING (V080907)	1	1	2
SPORTS MEDICINE (V510709)	11	15	26
STAGE DESIGN TECHNICIAN (V500502)	4	15	19
STEM TECHNOLOGY (V141000)	29	41	70
TRANSLATION AND INTERPRETATION (V160103)	2	2	4
VETERINARIAN ASSISTANT (V510808)		1	1
WATER TRANSPORTATION WORKER (V490300)	1	1	2
WORKSITE LEARNING COORDINATOR (V600097)	18	45	63
TOTALS	599	907	1,506

Table I(c). Teaching Areas on First Washington CTE Teaching Certificates 2009-2010

College Programs			
CTE AGRICULTURE EDUCATION (V010000)	17	CTE BUSINESS & MARKETING EDUCATION	1
CTE BUSINESS EDUCATION (V070000)	40	CTE FAMILY & CONSUMER SCIENCES ED (V200002)	47
CTE MARKETING EDUCATION (V080000)	19	CTE TECHNOLOGY EDUCATION (V210100)	18
			Total
142			
Speciality Areas			
Agriculture		Human Services	
AGRI-BUSINESS (V010101)	4	COSMETOLOGY (V120403)	1
AGRICULTURAL MECHANICS (V010201)	6	FOOD PRODUCTION AND SERVICES (V120505)	2
AGRICULTURAL PRODUCTION (V010300)	5	FAMILY AND COMMUNITY SERVICES (V190708)	1
AQUACULTURE (V010303)	3	EARLY CHILDHOOD EDUCATION AND SERVICES (V190708)	6
HORTICULTURE (V010601)	3	TEXTILES AND APPAREL (V190901)	1
FLORICULTURE (V010603)	2	CAREERS IN EDUCATION (V200212)	9
NATURAL RESOURCES (V030101)	9	CULINARY ARTS (V200493)	5
CHEMICAL TECHNOLOGY (V410301)	2	HOSPITALITY, RECREATION AND TOURISM (V310101)	3
Sub-Total:		SIGN LANGUAGE INTERPRETER (V510205)	10
		Sub-Total:	
		38	
Business & Marketing		Skills and Technology Sciences	
FASHION MERCHANDISING (V080102)	1	COMMUNICATION TECHNOLOGIES (V100100)	34
PUBLISHING (V091001)	8	ENGINEERING (V143501)	1
BUSINESS MANAGEMENT (V520100)	21	MANUFACTURING TECHNOLOGY (V150100)	3
ACCOUNTING & RELATED PROGRAMS (V520300)	19	JROTC (V280300)	2
MEDICAL ADMINISTRATIVE SERVICES (V520404)	1	CRIMINAL PROTECTIVE SERVICES (V430100)	1
BUSINESS LAW (V520703)	3	FIRE SERVICE (V430203)	3
BANKING SUPPORT SERVICES (V520895)	2	CONSTRUCTION TRADES (V460200)	20
COMPUTER APPLICATIONS & RELATED PROG (521206)	35	ELECTRICAL & ELECTRONIC EQUIP REPAIR V470101	1
ENTREPRENEURSHIP (V080301)	12	COMPUTER TECHNOLOGY (V470110)	12
GENERAL SALES OPERATIONS (V080706)	8	AUTOMOTIVE TECHNOLOGY (V470600)	11
ADVERTISING SERVICE (V090201)	4	AUTO BODY REPAIR (V470603)	2
LODGING MANAGEMENT (V520902)	1	AIRCRAFT TECHNICIAN (V470608)	1
MARKETING MANAGEMENT (V521401)	20	DRAFTING (V480101)	6
REAL ESTATE (V510501)	2	PRECISION METAL WORKER (V480500)	8
TOURISM AND TRAVEL SERVICES (V081198)	1	AVIATION OCCUPATIONS (V490100)	2
AUTO PARTS AND ACCESSORIES MARKETING (V081203)	1	COMMERCIAL DESIGN/APPLIED ART (V500400)	9
Sub-Total:		STAGE DESIGN TECHNICIAN (V500502)	4
		PROFESSIONAL CRAFTS (V500700)	1
		STEM TECHNOLOGY (V141000)	3
		Sub-Total:	
		124	
Health		Work Site Learning	
HEALTH INFORMATION CAREERS (V510700)	2	WORKSITE LEARNING COORDINATOR (V600097)	209
HEALTH SUPPORT SERVICES CAREERS (V510710)	2		
HEALTH THERAPEUTIC CAREERS (V510800)	21		
HEALTH DIAGNOSTIC CAREERS (V510900)	1		
SPORTS MEDICINE (V510709)	13		
NURSING ASSISTANT (V511611)	2	Career Choices	
HEALTH SCIENCE BIOTECHNOLOGY	2	CAREER CHOICES (V600092)	79
Sub-Total:			
		Grand Total	
		808	

Table I(d). CTE Probationary Certificates 2009-2010

Teaching Areas	1st Issue	Renewal	Total
ACCOUNTING & RELATED PROGRAMS (V520300)	5	2	7
AGRIBUSINESS (V010101)	1		1
AGRICULTURAL MECHANICS (V010201)	1		1
AGRICULTURAL PRODUCTION (V010300)	1		1
AIRCRAFT TECHNICIAN (V470608)	1		1
AUTO BODY REPAIR (V470603)	1		1
AUTOMOTIVE TECHNOLOGY (V470600)	5	4	9
BANKING SUPPORT SERVICES (V520895)	1		1
BIOMEDICAL SCIENCE (V260102)	1		1
BUSINESS MANAGEMENT (V520100)	14		14
CAREER CHOICES (V600092)	6	1	7
CAREERS IN EDUCATION (V200212)	2		2
CHEMICAL TECHNOLOGY (V410301)	1		1
COMMERCIAL DESIGN/APPLIED ART (V500400)	3		3
COMMUNICATION TECHNOLOGIES (V100100)	19	3	22
COMPUTER APPLICATIONS & RELATED PROG (V521206)	16	2	18
COMPUTER TECHNOLOGY (V470110)	9		9
CONSTRUCTION TRADES (V460200)	5	1	6
COSMETOLOGY (V120403)	2	2	4
CRIMINAL PROTECTIVE SERVICES (V430100)	4		4
CTE FAMILY & CONSUMER SCIENCES ED (V200002)	5	1	6
CULINARY ARTS (V200493)	1	1	2
DENTAL ASSISTING (V510601)	1		1
DRAFTING (V480101)	4		4
EARLY CHILDHOOD EDUCATION & SERVICES (V190708)	2	1	3
ELECTRICAL & ELECTRONIC EQUIP REPAIR V470101	2		2
ENGINEERING (V143501)	4		4
ENTREPRENEURSHIP (V080301)	4	1	5
FIRE SERVICE (V430203)	1		1
FLORICULTURE (V010603)	1		1
FOOD SCIENCE DIETETICS & NUTRITION (V190504)	1		1
FORENSIC TECHNOLOGY (V430106)	1		1
GENERAL SALES OPERATIONS (V080706)	4	1	5
HEALTH DIAGNOSTIC CAREERS (V510900)	1		1
HEALTH SCIENCE BIOTECHNOLOGY (V261202)	3		3
HEALTH SUPPORT SERVICES CAREERS (V510710)	1		1
HEALTH THERAPEUTIC CAREERS (V510800)	6		6
JROTC (V280300)	4		4
LODGING MANAGEMENT (V520902)	1		1
MANUFACTURING TECHNOLOGY (V150100)	4		4
MARKETING MANAGEMENT (V521401)	7	1	8
MATERIAL ENGINEERING (V141801)	2		2
NATURAL RESOURCES (V030101)	1	1	2
NURSING ASSISTANT	1		1
PRECISION METAL WORKER (V480500)	3	1	4
PUBLISHING (V091001)	3	1	4
SIGN LANGUAGE INTERPRETER (V510205)	4		4
SPORTS MEDICINE (V510709)	2		2
STAGE DESIGN TECHNICIAN (V500502)	4		4
STEM TECHNOLOGY (V141000)	6		6
VETERINARIAN ASSISTANT (V510808)		1	1
WATER TRANSPORTATION WORKER (V490300)		2	2
WORKSITE LEARNING COORDINATOR (V600097)	8	1	9

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 2009-10, 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.

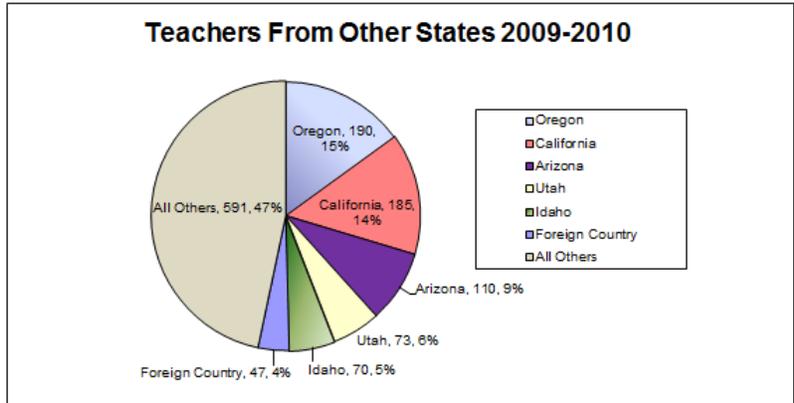
Table J. Top Ten Sources of Out-of-State Educators 2009-2010

<u>Teacher</u>		<u>Administrator</u>		<u>Educational Staff Associate</u>		
1	Oregon	190	Arizona	27	Oregon	27
2	California	185	Oregon	17	California	20
3	Arizona	110	California	15	Idaho	11
4	Utah	73	Idaho	6	Arizona	9
5	Idaho	70	Alaska	5	Alaska	5
6	Foreign Country	47	Illinois	3	Florida	5
7	Montana	42	Minnesota	3	Foreign Country	5
8	Texas	40	Montana	3	Colorado	4
9	New York	36	Nevada	3	Texas	4
10	Colorado	30	Florida	2	Georgia	3
Total		823	Total	84	Total	93
2008-09 California		226	2008-09 Arizona	21	2008-2009 Oregon	17
2007-08 Oregon		290	2007-08 California	21	2007-08 California	22

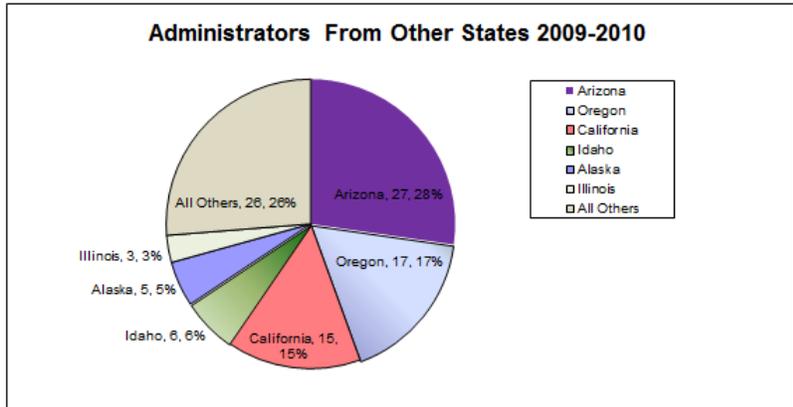
Note: During 2009-2010 more than half of all out-of-state teachers and three-quarters of out-of-state administrators came from just three sources: Oregon, California, and Arizona. For ESAs, Oregon and California alone contributed over half.

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

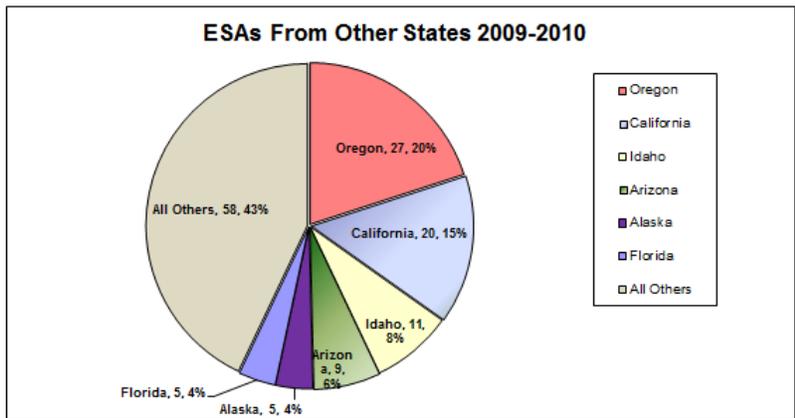
Figure 2. Top Sources of Out-of-State Educators 2009-2010



During 2009-10, 29% of out-of-state applicants for teaching certificates came from Oregon (190) and California (185). While the numbers were down from the previous year and the order reversed, these remained the top two contributing states from 2008-09. Arizona, Utah, and Idaho combined for another 20%, and foreign country applicants accounted for 4%, down from 2008-09. The remaining 47% were other states combined, up 3% from 2008-09.

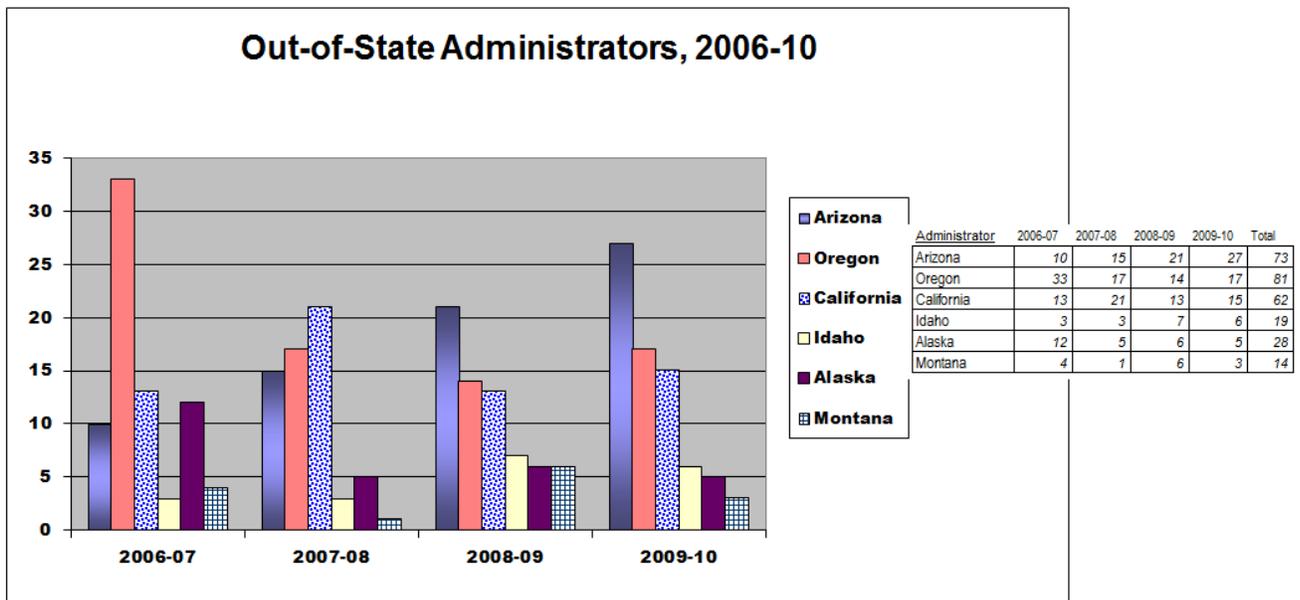
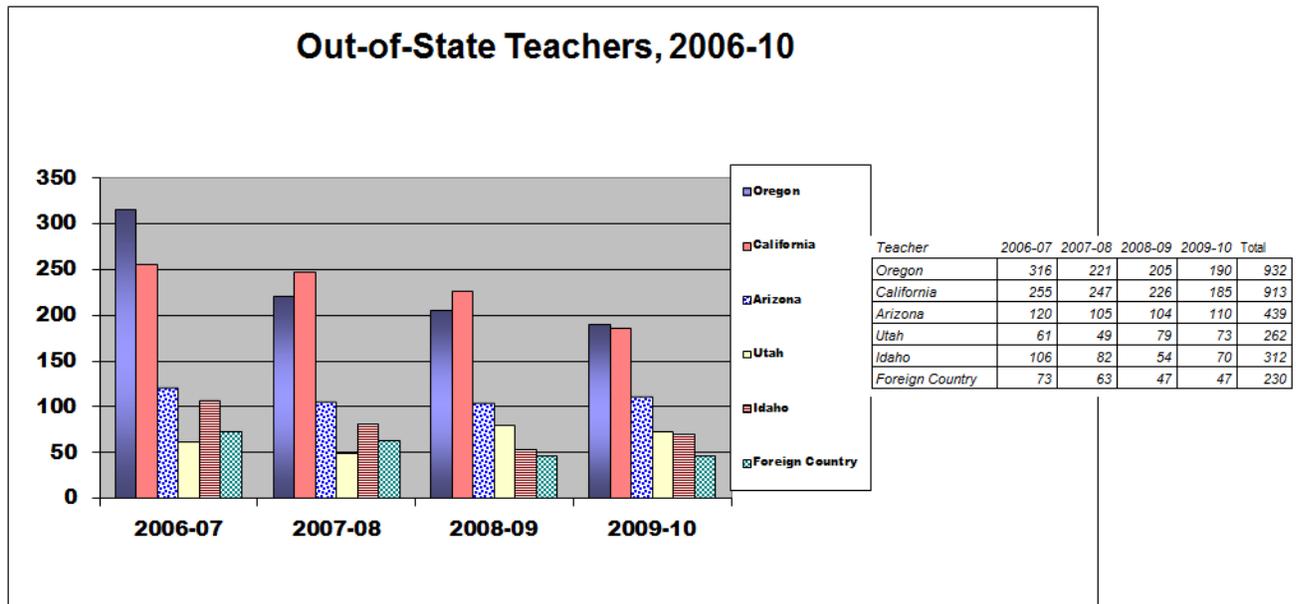


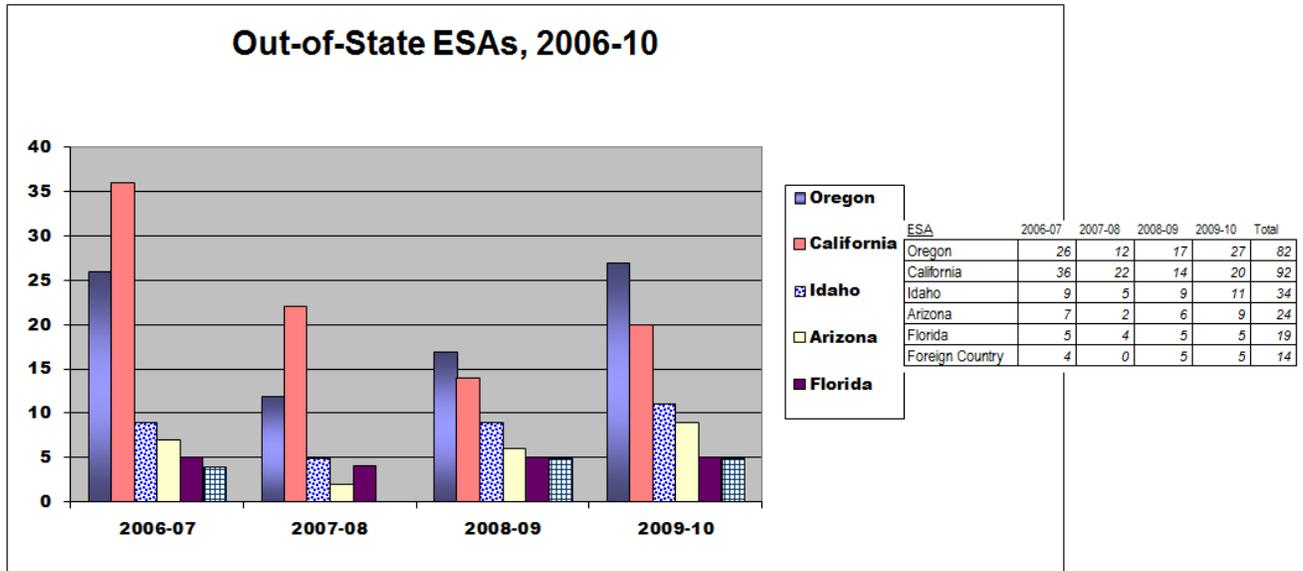
In 2009-10, 60% of administrator certificate applications were for Arizona, Oregon, and California. There were no applications from a foreign country, and all others accounted for the remaining 40% of applicants. At 28%, Arizona came from fourth in 2008-09 to first in 2009-10, with almost a one-third increase. Oregon and California increased, as well, while Alaska dropped by 2% and Colorado had only one applicant.



Oregon and California accounted for 35%, or a third, of all applicants for ESAs. Idaho and Arizona, who were not in the top six in 2008-09, made up 14% of the applicants. All other states brought in 51% of the applications. Like administrator candidates, there were no applications from foreign countries.

During the years 2005-06, 2006-07, 2007-08, 2008-09, and 2009-10, 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 teach, administrator, and educational staff associate certification. Oregon and California banded for first place, each providing the most teachers and ESAs for two of the last four years and the most administrators for all of the last four years.





Certificated Staff Demographic Information

This year, we have begun gathering a number of demographic data points on Certificated staff. This data currently reflects age cohorts, average years of experience, percentage of first year staff, education level, gender, and ethnicity/race. These data points are reported in tables K through P. As time goes on the the data matures, these reports will become longitudinal in nature and trends will become more apparent.

Table K. Staff by Age Range

	School Year	Total Count	Average Age	Age Range (count by age range)								
				18-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60+
Classroom Teachers	2009-10	58,274	44.5	914	5,605	7,299	7,576	7,143	7,540	8,264	8,466	5,467
Certificated Administrative Staff	2009-10	4,472	48.3	2	45	259	681	642	691	786	841	525
Educational Staff Associates	2009-10	10,917	47.0	63	699	1,124	1,271	1,243	1,336	1,667	2,084	1,430

Table L. Staff by Average Number of Years of Experience

	School Year	Total Count	Average No. Years of Experience
Classroom Teachers	2009-10	58,274	14.0
Certificated Administrative Staff	2009-10	4,471	19.3
Educational Staff Associates	2009-10	10,917	15.3

Table M. Percentage of First Year Staff

	School Year	Total Count	Percentage of First Year
Classroom Teachers	2009-10	58,274	1.6
Certificated Administrative Staff	2009-10	4,472	0.7
Educational Staff Associates	2009-10	10,917	1.5

Table N. Staff by Education Level

	School Year	Total Count	Doctorate	Masters	Grandfathered Bachelors	Hold Harmless Bachelors	Bachelors	No Degree (Certificated Under Special Circumstances)	No Degree (Vocational/ CTE Certificates only)	Not Reported
Classroom Teachers	2009-10	58,274	0.6	65.5	1.8	0.0	31.0	0.0	0.9	0.0
Certificated Administrative Staff	2009-10	4,472	6.1	88.9	0.2	-	4.3	0.3	0.1	0.2
Educational Staff Associates	2009-10	10,917	2.2	78.9	1.3	0.0	17.1	0.1	0.3	0.0

Table O. Staff by Gender

Organization Name	School Year	Total Count	Male	Female
Classroom Teachers	2009-10	58,274	16,258	42,016
Certificated Administrative Staff	2009-10	4,472	2,273	2,199
Educational Staff Associates	2009-10	10,917	2,199	8,718

Table P. Staff by Ethnicity/Race

	School Year	Total Count	Hispanic/Latino of any race(s)	American Indian /Alaskan Native	Asian	Black/African American	Native Hawaiian/ Other Pacific Islander	White	Two or More Races	Not Provided
Classroom Teachers	2009-10	58,274	1,622	462	1,524	831	-	53,802	-	33
Certificated Administrative Staff	2009-10	4,472	151	48	105	166	-	4,001	-	1
Educational Staff Associates	2009-10	10,917	279	80	293	168	-	10,091	-	6

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