SUPPLY AND DEMAND UPDATE

AUGUST 2019
The number of P-12 students enrolled in Oklahoma public schools has grown since the early 1990s.

Retrieved from https://www.ossba.org/advocacy/oklahoma-education-facts/, August 2019
THE NEEDS OF P-12 STUDENTS HAVE ALSO GROWN.

RETRIEVED FROM HTTPS://WWW.OSSBA.ORG/ADVOCACY/OKLAHOMA-EDUCATION-FACTS/, AUGUST 2019
INCREASING DEMANDS, OVERSATURATION OF STANDARDIZED TESTING, PERCEPTIONS OF DECREASING RESPECT FOR THE PROFESSION AND LOW PAY HAVE BEEN REPORTED AS REASONS CERTIFIED TEACHERS ARE LEAVING THE STATE AND/OR CHOOSING NOT TO TEACH.

RETRIEVED FROM HTTPS://WWW.OSSBA.ORG/ADVOCACY/OKLAHOMA-EDUCATION-FACTS/, AUGUST 2019
We must ensure every student has a well-trained, prepared teacher in every classroom. Oklahoma remains in a severe teacher shortage, even after back-to-back teacher pay increases averaging $7,300 a year and an unprecedented infusion of $75 million into the funding formula signed into law last May. Last school year, the State Board of Education approved 3,038 district requests for emergency certifications and has already approved 1,666 for the upcoming school year. As many of you know,

Joy Hofmeister  
State Superintendent of Public Instruction
OKLAHOMA TEACHER SHORTAGE AREAS RECOGNIZED BY THE U.S. DEPARTMENT OF EDUCATION

RETRIEVED FROM HTTPS://WWW2.ED.GOV/ABOUT/OFFICES/LIST/OPE/POL/TSA.HTML, AUGUST 2019

<table>
<thead>
<tr>
<th>Year</th>
<th>Area</th>
</tr>
</thead>
</table>
| 2011 - 2012 | Early Childhood  
Mathematics  
Music  
Science  
Social Studies |
| 2012 - 2013 | Business  
Elementary  
English  
Foreign Language  
Mathematics  
Music  
Science  
School Counselor  
School Psychologist  
Social Studies  
Special Education |
| 2013 - 2014 | Early Childhood  
Elementary  
English  
Foreign Languages  
Mathematics  
Science  
School Counselor  
School Psychologist  
Social Studies  
Special Education |
| 2014 - 2015 | Business  
Early Childhood  
Elementary  
English  
Foreign Languages  
Mathematics  
Physical Education  
Science  
School Counselor  
School Psychologist  
Social Studies  
Special Education |
| 2015 - 2016 | Art  
Early Childhood  
Elementary  
English  
Family/Cons Science  
Foreign Languages  
Mathematics  
Music  
Physical Education  
School Counselor  
School Psychologist  
Science  
Social Studies  
Special Education |
| 2016 – 2019 | Art  
Business  
Career/Tech Ed  
Computer Science  
Early Childhood  
Elementary  
English  
Foreign Languages  
Health Education  
Humanities  
Library Science  
Mathematics  
Music  
School Counselor  
Science  
Social Studies  
Special Education |
THE NUMBER OF EMERGENCY CERTIFIED TEACHERS IN OKLAHOMA HAS INCREASED SIGNIFICANTLY AND IS CONTINUING TO DO SO.


*Note: The actual number of emergency certificates increased to 1,666 as of August 1, 2019.
· Special education, elementary, high school science, high school math, and middle school math are the most difficult teaching positions to fill.

· 11 out of every 100 Oklahoma teachers leave the state or the profession every year.

· 17% of new teachers in Oklahoma leave the state or the profession after their first year.

· 10% of Oklahoma teachers with a decade of experience leave the state or profession every year.
Oklahoma has significant competition from the private sector and from surrounding states.

A high percentage of out-of-state students (76%) who completed teacher preparation programs in Oklahoma in recent years never worked in Oklahoma public schools.

Oklahoma’s special education student-to-teacher ratio is almost 23:1.

The projected demand for teachers in Oklahoma will continue to outpace the supply.
SUPPLY AND DEMAND

- UCO graduates are entering a profession in which there is demand overall, and in some certification areas very high demand.

- Our P-12 school partner feedback, Oklahoma State School Boards Association (OSSBA) data, the USDE teacher shortage list, and the increasing need for Oklahoma districts to hire emergency certified teachers demonstrate the supply is not keeping up with the demand for teachers.
ON THE SUPPLY SIDE, THE NUMBER OF TEACHER PREPARATION CERTIFICATION COMPLETERS FROM UCO CONTINUES TO DECLINE. THIS TREND IS CONSISTENT WITH WHAT IS HAPPENING ACROSS THE STATE AND NATION.

DATA FROM THE UCO TEACHER EDUCATION SERVICES OFFICE, AUGUST 2019

*Note: Completer numbers for 2018-2019 will increase some as graduates pass certification exams.
ON THE SUPPLY SIDE, THE NUMBER OF STUDENTS APPLYING TO AND ADMITTED TO TEACHER EDUCATION AT UCO CONTINUES TO DECLINE. THIS TREND IS CONSISTENT WITH WHAT IS HAPPENING ACROSS THE STATE AND NATION.

DATA FROM THE UCO TEACHER EDUCATION SERVICES OFFICE, AUGUST 2019

*Note: Number of candidates accepted for 2018-2019 will increase as students meet admission requirements.
<table>
<thead>
<tr>
<th>Program Area</th>
<th>N</th>
<th>%</th>
<th>Program Area</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Art Education</td>
<td>43</td>
<td>3.2</td>
<td>Music (Instrumental) Educ.</td>
<td>49</td>
<td>3.7</td>
</tr>
<tr>
<td>Dance Education</td>
<td>12</td>
<td>1.0</td>
<td>Music (Vocal) Educ.</td>
<td>29</td>
<td>2.2</td>
</tr>
<tr>
<td>Early Childhood Education</td>
<td>294</td>
<td>22.1</td>
<td>Physical Education</td>
<td>72</td>
<td>5.4</td>
</tr>
<tr>
<td>Elementary Education</td>
<td>410</td>
<td>30.8</td>
<td>Science Education</td>
<td>18</td>
<td>1.4</td>
</tr>
<tr>
<td>English Education</td>
<td>120</td>
<td>9.0</td>
<td>Special Education (M/M)</td>
<td>80</td>
<td>6.0</td>
</tr>
<tr>
<td>History Education</td>
<td>72</td>
<td>5.4</td>
<td>Special Education (S/P)</td>
<td>36</td>
<td>2.7</td>
</tr>
<tr>
<td>Math Education</td>
<td>50</td>
<td>3.8</td>
<td>Theatre Education</td>
<td>22</td>
<td>1.7</td>
</tr>
<tr>
<td>Modern Languages Education</td>
<td>7</td>
<td>0.5</td>
<td><strong>TOTAL</strong></td>
<td>1332</td>
<td>99</td>
</tr>
</tbody>
</table>
Self-report data from UCO student teaching completers from fall 2017 – spring 2019 indicate that about 30% were offered a full-time teaching position prior to completing student teaching/internship and by graduation day (n = 82 of 267; 29.7%).

Additionally, self-report data from fall 2017 – spring 2019 indicate that...

- 77.2% plan to teach in a public school (within 60 miles of UCO).
- 9% plan to teach in a public school in Oklahoma but outside of the 60 mile radius.
- 2.3% plan to teach at a private school in Oklahoma.
- 7.9% plan to teach outside of the state inside the U.S.
- 2.7% plan to teach outside of the U.S.
UCO TEACHER EDUCATION COMPLETERS’ EMPLOYMENT BY DISTRICTS FOR 2018*

TLE DATA FROM THE OKLAHOMA DATA GOVERNANCE COUNCIL, 2019
(*NOTE: THE CHART BELOW IS AN UNDERESTIMATION SINCE WE DID NOT RECEIVE TLE DATA FOR ALL COMPLETERS.)

<table>
<thead>
<tr>
<th>District</th>
<th>N</th>
<th>%</th>
<th>District</th>
<th>N</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Edmond PS</td>
<td>72</td>
<td>17.6</td>
<td>10. Guthrie PS</td>
<td>6</td>
<td>1.5</td>
</tr>
<tr>
<td>2. Oklahoma City PS</td>
<td>63</td>
<td>15.4</td>
<td>10. Santa Fe South Charter</td>
<td>6</td>
<td>1.5</td>
</tr>
<tr>
<td>3. Putnam City PS</td>
<td>46</td>
<td>11.2</td>
<td>10. Western Heights PS</td>
<td>6</td>
<td>1.5</td>
</tr>
<tr>
<td>5. Mid-Del PS</td>
<td>32</td>
<td>7.8</td>
<td>14. El Reno PS</td>
<td>5</td>
<td>1.2</td>
</tr>
<tr>
<td>6. Mustang PS</td>
<td>22</td>
<td>5.4</td>
<td>15. Jones PS</td>
<td>4</td>
<td>1.0</td>
</tr>
<tr>
<td>7. Yukon PS</td>
<td>16</td>
<td>3.9</td>
<td>16. Newcastle PS</td>
<td>3</td>
<td>0.7</td>
</tr>
<tr>
<td>8. Norman PS</td>
<td>13</td>
<td>3.2</td>
<td>17. 9 School Districts</td>
<td>2</td>
<td>0.5 per</td>
</tr>
<tr>
<td>9. Choctaw/Nicoma Park PS</td>
<td>10</td>
<td>2.4</td>
<td>18. 35 School Districts</td>
<td>1</td>
<td>0.5 per</td>
</tr>
</tbody>
</table>

N = 409
Reininger (2012) claimed that nationally 61% of those who teach will work within 20 miles of the high school from which they graduated. Given that most of UCO’s incoming freshmen and transfer students come from the OKC metropolitan area [see the next two slides], we are deliberately developing “pipelines” and strong partnerships with metro P-12 schools and community colleges for recruiting prospective teachers, training them, and then assisting them with employment opportunities back in local schools.

Although the order changes slightly from year-to-year, the following schools are consistently in the Top 10 from which UCO draws students. All of the top feeder high schools for UCO freshmen are in the OKC metro area. These schools provided 680 freshmen during the fall 2017 semester.

**Top Ten Feeder High Schools (New Freshmen):**
Edmond Santa Fe (121) Edmond North (111) Edmond Memorial (85) Yukon (77) Deer Creek (60) Putnam City North (56) Mustang (47) Piedmont (44) Home Schooled (42) Guthrie (37)
Although the order changes slightly from year-to-year, the following colleges and universities are consistently in the Top 10 from which UCO draws transfer students. 5* of the top 10 feeder schools for UCO transfer students are in the OKC metro area and represent 70% (627 of 894) of these transfers.

**Top Ten Feeder Colleges (New Transfers):**
- OCCC* (234)
- Rose State* (179)
- OSU-OKC* (128)
- OSU-Main (93)
- Northern OK (69)
- OU (55)*
- Tulsa CC (42)
- SWOSU (32)
- Redlands CC* (31)
- Seminole State (31)
UCO “PIPELINE” INITIATIVES

- Student Teaching “Early Release” Provision for Partner Schools
  http://sites.uco.edu/ceps/tes/Partnership-Schools/index.asp

- Urban Teacher Preparation Academy (UTPA) http://sites.uco.edu/ceps/utpa/

- Bilingual Paraprofessional Teachers Training (BPTT)
  http://okckids.com/program/english-language-learning

- Prospective Teachers Academy (PTA) & Connection (PTC)
  http://sites.uco.edu/ceps/tes/Prospective-Teachers-Academy/index.asp

- Future Educators Living Learning Community at UCO
  http://sites.uco.edu/administration/housing/living-learning-communities/communities.asp

- Upward Bound http://sites.uco.edu/academic-affairs/students/upward-bound/

- Black Male Initiative http://sites.uco.edu/student-life/diversity/diversity-initiatives/black-male-initiative.asp

- Student Support Services TEACH Initiative http://sites.uco.edu/student-affairs/sss/Programs.asp
FOR ADDITIONAL INFORMATION…

Please contact the Teacher Education Services office at UCO: (405) 974-5710.

Dr. Bryan Duke, Interim Associate Dean & Director of Educator Preparation