

SUPPLY AND DEMAND UPDATE

SPRING 2021



Educator Preparation

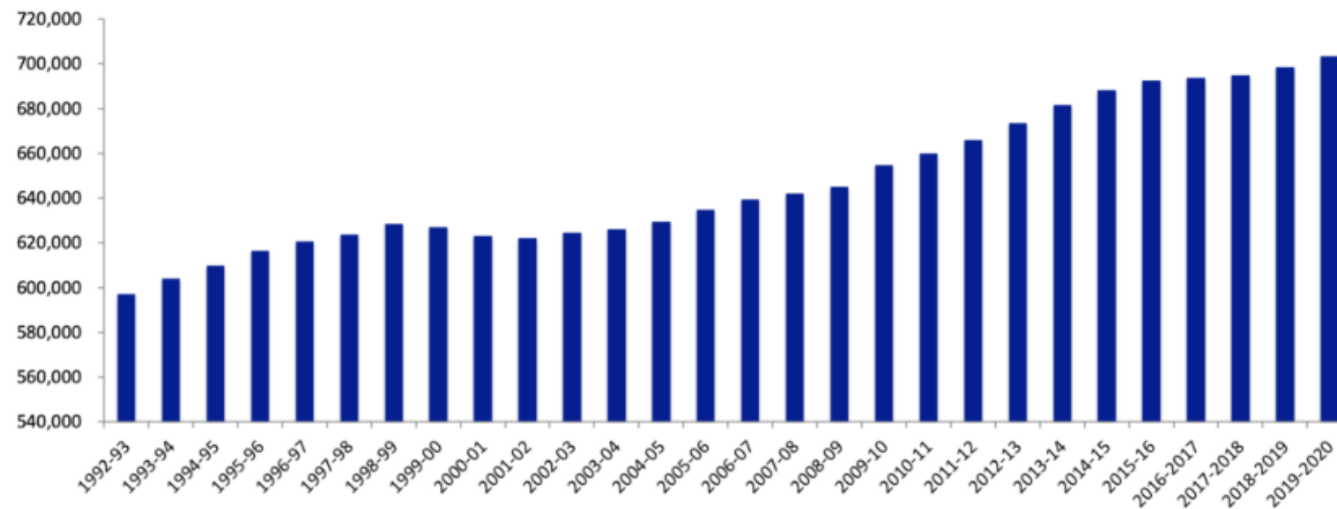
Reflective • Responsive • Resourceful

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/](https://www.ossba.org/advocacy/oklahoma-education-facts/), MARCH 2021

ENROLLMENT

Oklahoma has experienced tremendous public school enrollment growth since the early 1990s.

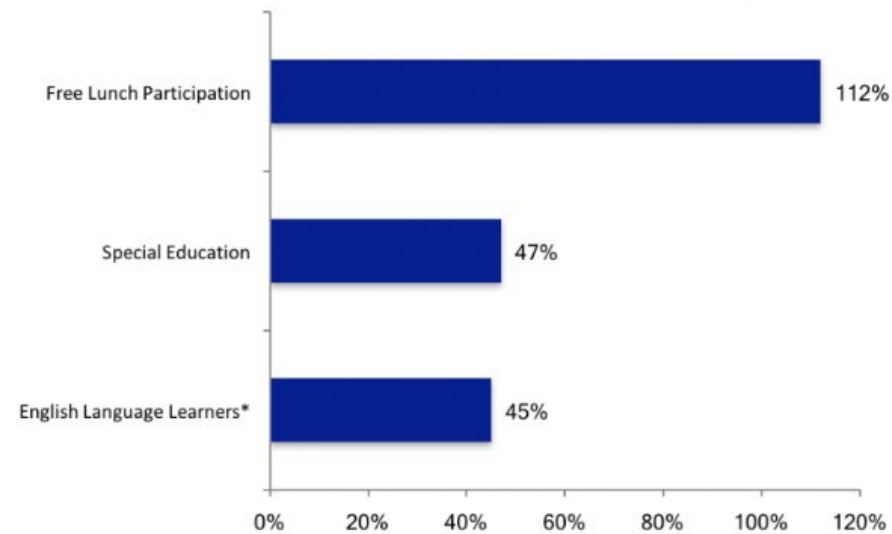


THE NEEDS OF P-12 STUDENTS HAVE ALSO GROWN.

RETRIEVED FROM [HTTPS://WWW.OSSBA.ORG/ADVOCACY/OKLAHOMA-EDUCATION-FACTS/](https://www.ossba.org/advocacy/oklahoma-education-facts/), MARCH 2021

GROWTH IN STUDENT NEEDS

As Oklahoma's student population has grown, so have the needs of students and the necessity of schools to adapt to meet these needs.

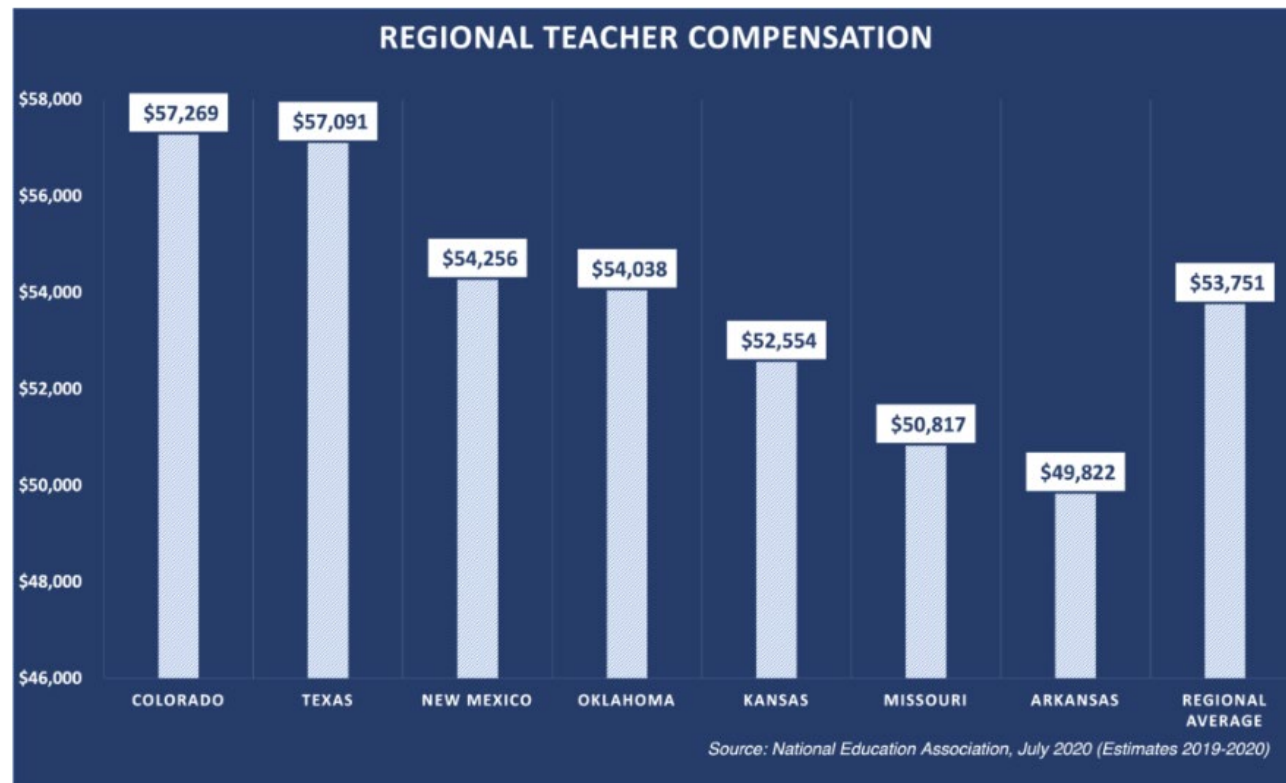


National Center for Education Statistics, 1992-2014 *ELL data available since 1998

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/](https://www.ossba.org/advocacy/oklahoma-education-facts/), MARCH 2021

TEACHER SHORTAGE

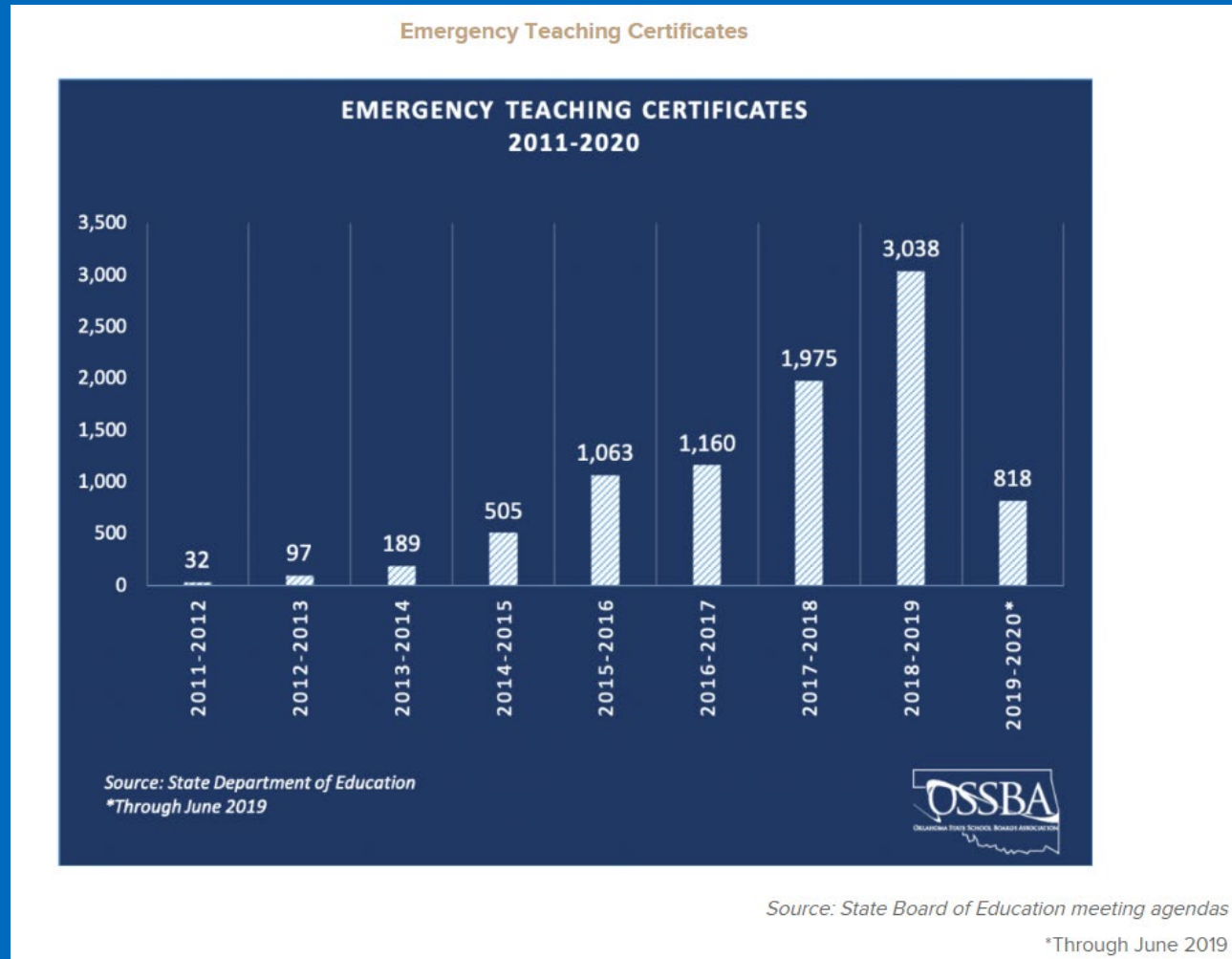


OKLAHOMA TEACHER SHORTAGE AREAS RECOGNIZED BY THE U.S. DEPARTMENT OF EDUCATION

RETRIEVED FROM [HTTPS://WWW2.ED.GOV/ABOUT/OFFICES/LIST/OPE/POL/TSA.HTML](https://www2.ed.gov/about/offices/list/ope/pol/tsa.html), MARCH 2021

<u>2012 - 2013</u>	<u>2013 - 2014</u>	<u>2014 - 2015</u>	<u>2015 - 2016</u>	<u>2016 - 2019</u>	<u>2019 2021</u>
Business Elementary English Foreign Language Mathematics Music Science School Counselor School Psychologist Special Education	Early Childhood Elementary English Foreign Languages Mathematics Science School Counselor School Psychologist Social Studies Special Education	Business Early Childhood Elementary English Foreign Languages Mathematics Physical Education Science School Counselor School Psychologist Social Studies Special Education	Art Early Childhood Elementary English Family/Cons Science Foreign Languages Mathematics Music Physical Education School Counselor School Psychologist Science Social Studies Special Education	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	Art Business Career/Tech Ed Early Childhood 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 3,091 for 2019.

A SUMMARY OF TEACHER SHORTAGE FACTS...

RETRIEVED FROM [HTTPS://WWW.OSSBA.ORG/ADVOCACY/OKLAHOMA-EDUCATION-FACTS/](https://www.ossba.org/advocacy/oklahoma-education-facts/), MARCH 2021

- The state Board of Education has issued a record number of emergency teaching certificates this year.
- The projected demand for teachers in Oklahoma will continue to outpace the supply.
- Special education, elementary, high school science, high school math, and middle school math are the most difficult teaching positions to fill.
- Oklahoma is not producing enough foreign language, math or science teachers to replace those who are leaving.
- 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.

A SUMMARY OF TEACHER SHORTAGE FACTS...

RETRIEVED FROM [HTTPS://WWW.OSSBA.ORG/ADVOCACY/OKLAHOMA-EDUCATION-FACTS/](https://www.ossba.org/advocacy/oklahoma-education-facts/), AUGUST 2019

- 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.

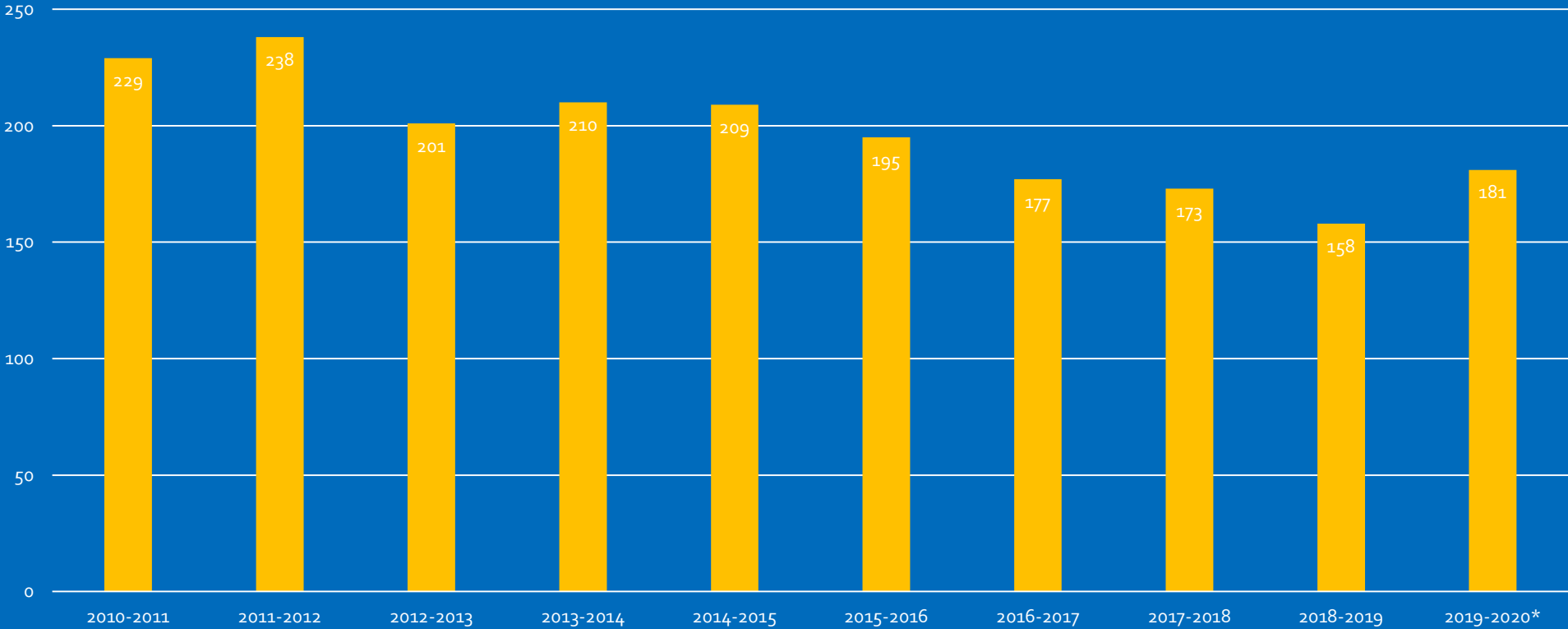
SUPPLY AND DEMAND

- 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, MARCH 2020

Number of UCO Teacher Education Completers
2010-2020

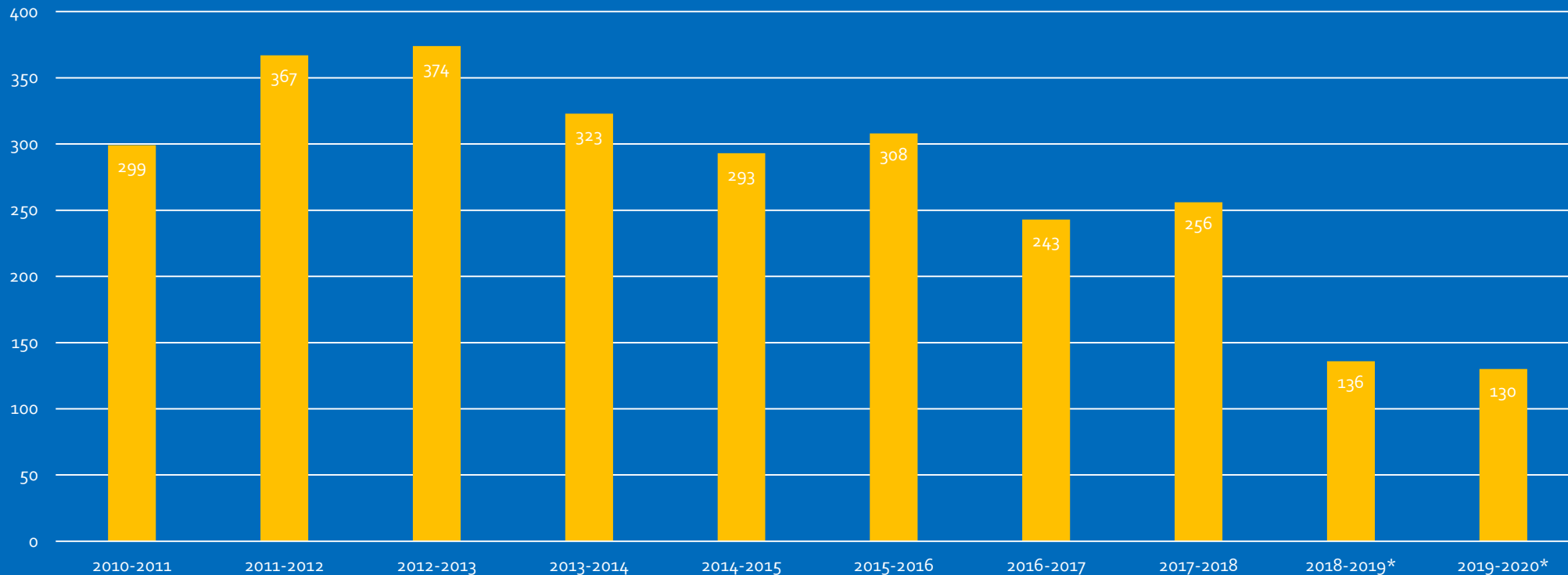


*Note:
Completer numbers for 2019-2020 include graduates granted one year temporary certification due to closed testing centers.

ON THE SUPPLY SIDE, THE NUMBER OF STUDENTS **APPLYING TO AND ADMITTED TO TEACHER EDUCATION** AT UCO CONTINUES TO **DECLINE**, THROUGH THE RATE HAS SLOWED.

DATA FROM THE UCO TEACHER EDUCATION SERVICES OFFICE, MARCH 2021

UCO Admitted to Teacher Education Completers
2010-2020



*Note: Does not include pending status resulting from closed testing centers.

UCO TEACHER EDUCATION COMPLETERS BY SUBJECT AREA FALL 2012 – SPRING 2020 (N=1,490)

DATA FROM THE UCO TEACHER EDUCATION SERVICES OFFICE, AUGUST 2019

Program Area	N	%	Program Area	N	%
Art Education	47	3.1	Music (Instrumental) Educ.	54	3.6
Dance Education	12	0.8	Music (Vocal) Education	33	2.2
Early Childhood Education	325	21.5	Physical Education	83	5.5
Elementary Education	479	32.0	Science Education	20	1.3
English Education	141	9.4	Special Education (M/M)	88	5.9
History Education	85	5.7	Special Education (S/P)	41	2.7
Math Education	52	3.4	Theatre Education	25	1.7
Modern Languages Education	11	0.7	TOTAL	1,496	99.5

SUPPLY AND DEMAND

UCO COMPLETER SELF-REPORT DATA

DATA FROM THE UCO TEACHER EDUCATION SERVICES OFFICE, MARCH 2021

- Self-report data from UCO student teaching completers from fall 2017 – spring 2020 indicate that about 30% were offered a full-time teaching position prior to completing student teaching/internship and by graduation day ($n = 130$ of 425; 30.5%).
- Additionally, self-report data from fall 2019 and spring 2020 ($n = 158$) indicate that...
 - 73.9% plan to teach in a public school (within 60 miles of UCO).
 - 6.3% plan to teach in a public school in Oklahoma but outside of the 60 mile radius.
 - 1.3% plan to teach at a private school in Oklahoma.
 - 15.9% plan to teach outside of the state inside the U.S.
 - 0.6% plan to teach outside of the U.S.
- Self-report data is consistent with previous years except for “plan to teach out of state inside the U.S.”, which is substantial higher for 2019-2020.

UCO TEACHER EDUCATION RECOMMENDED 2016-2019 EMPLOYMENT BY DISTRICTS FOR 2019*

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.)

District	N	%	District	N	%
1. Edmond PS	75	20.9	10. Deer Creek PS	9	2.3
2. Oklahoma City PS	56	14.9	10. Piedmont PS	9	2.3
3. Putnam City PS	38	10.0	11. Guthrie PS	5	1.3
4. Moore PS	37	10.0	12. Jones PS	4	1.0
5. Mid-Del PS	30	8.0	13. 6 School Districts	12	3.0
6. Mustang PS	20	5.3	14. 42 School Districts	42	11.0
7. Yukon PS	16	4.2			
8. Choctaw/Nicoma Park PS	14	3.2			
9. Norman PS	10	2.6	Total	377	100

SUPPLY AND DEMAND: LOCAL “PIPELINES”

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.

Source: Reininger, M. (2012). Hometown Disadvantage? It Depends on Where You’re From. Teachers’ Location Preferences and the Implications for Staffing Schools. Educational Evaluation and Policy Analysis, 34(2), 127-145.

2018-2019 FEEDER HIGH SCHOOLS

RETRIEVED FROM [HTTPS://WWW.UCO.EDU/ACADEMIC-AFFAIRS/OIE/FACTBOOK1819.PDF](https://www.uco.edu/academic-affairs/oie/factbook1819.pdf), MARCH 2021

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 10 top feeder high schools for UCO freshmen are in the OKC metro area. These schools provided 628 freshmen during the fall 2018 semester.

Top Ten Feeder High Schools (New Freshmen):

Edmond Santa Fe (109) Edmond North (85) Putnam City North (81) Edmond Memorial (78)
Mustang (58) Yukon (47) Piedmont (46) Deer Creek (42) Westmoore (42) Putnam City (40)

2018-2019 FEEDER COLLEGES

RETRIEVED FROM [HTTPS://WWW.UCO.EDU/ACADEMIC-AFFAIRS/OIE/FACTBOOK1819.PDF](https://www.uco.edu/academic-affairs/oie/factbook1819.pdf), MARCH 2021

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 75% (1091 of 1453) of these transfers.

Top Ten Feeder Colleges (New Transfers):

OCCC* (419) Rose State* (278) OSU-OKC* (202) OU (11057)* Tulsa CC (87) OSU-Main (82)
Redlands CC* (82) Northern OK (79) SWOSU (57) Seminole State (57)

UCO “PIPELINE” INITIATIVES

- Student Teaching “Early Release” Provision for Partner Schools
- Urban Teacher Preparation Academy (UTPA)
<https://www.uco.edu/ceps/teacher-education-services/urban-teachers-preparation-academy/>
- Bilingual Teacher Pipeline Program(BTPP)
<http://okckids.com/programs/diversity-pipeline-project>
- Diversity Pipeline Program (DPP)
<http://okckids.com/programs/diversity-pipeline-project>
- Prospective Teachers Academy (PTA)
<https://www.uco.edu/ceps/teacher-education-services/prospective-teachers-academy/>
- Teach 2 Reach <https://www.choctawnation.com/T2R>
- Upward Bound <https://www.uco.edu/student-resources/federal-education-programs/>
- Black Male Initiative <https://www.uco.edu/student-resources/odi/student-retention-initiatives/black-male-initiative>
- TeacherPath Program
<https://www.uco.edu/ceps/departments/esfr/uco-teacherpath-program/>
- Student Support Services TEACH Initiative
<https://www.uco.edu/student-resources/federal-education-programs/sss/>

FOR ADDITIONAL INFORMATION...

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

Dr. Mike Nelson, Assistant Dean & Director of Educator Preparation