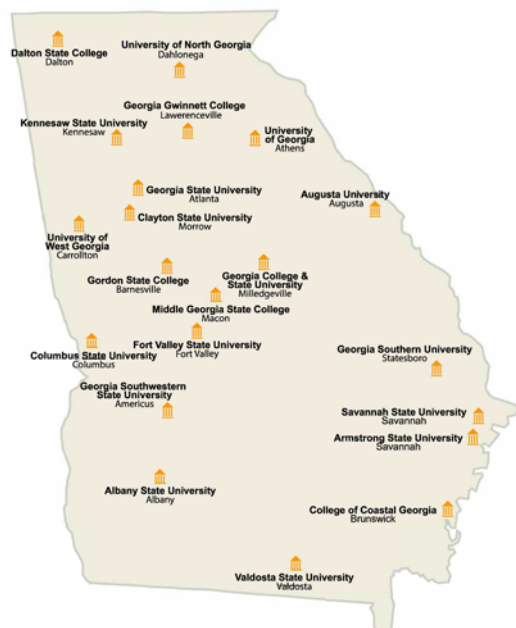
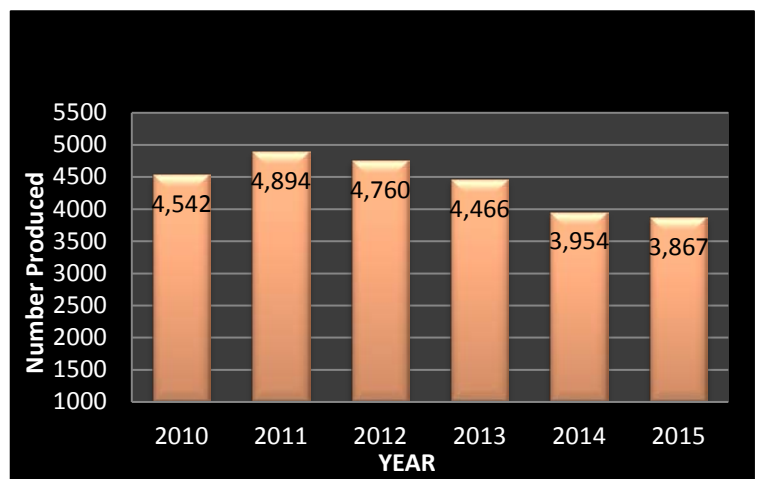


The University System of Georgia (USG) has a longstanding commitment to meeting the State's need for quality teachers and strengthening the effectiveness of Georgia's teaching workforce. Twenty-one institutions across the University system currently offer educator preparation programs (See Figure 1). This report describes the state of teacher preparation for the 2015 academic year, highlighting trends in the overall production and critical areas of teaching need. In addition, the report provides data on the yield/employment rates of new 2015 USG-prepared teachers in the 2015-2016 Georgia public school year.

**Figure 1. USG Institutions with Educator Preparation Programs**



A total of 3,867 completers were reported for the teacher preparation programs in 2015<sup>1</sup> (See Figure 2). This is a 2.2% decline in the number of new teachers produced across the system from 2014 to 2015.



The decline in teacher production is not peculiar to Georgia, but it is in fact a national phenomenon, according to the data reported by the United States Department of Education – see <https://title2.ed.gov>. The top ten producers of new teachers in 2015 by USG institutions are shown in Table 1. Continuing the trend from previous years, the top 5 institutions continue to make large contributions to the overall teacher production, producing more than half (54.5%, n=2,108) of the total new teachers produced by all of USG approved teacher preparation programs.

<sup>1</sup> All reporting years except the 2015 school year include three terms of data; data for the 2015 school year includes four terms of data.

Education Childhood Education continues to produce the most new teachers, accounting for 34.9% (n=1,349) in 2015, followed by Middle Grades (11.9%), Special Education (10.3%), and Early Childhood Special Education (7.0%). (See Figure 3). Top disciplines in the “other category” include English (4.3%), History (3.8%), Mathematics (3.2%), Health/Physical Education (2.9%), Music (2.3%), Art (1.8%), and Biology (1.7%).

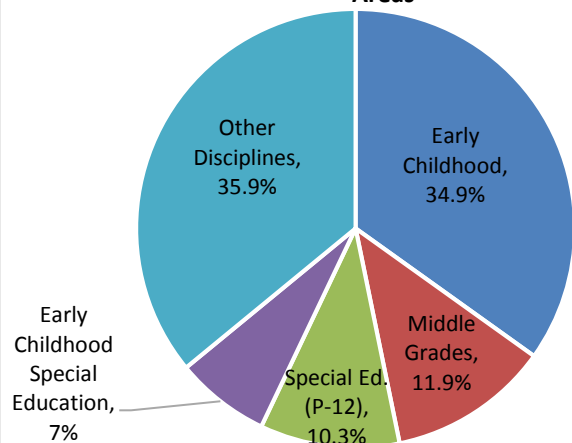
USG-prepared middle grades teachers become certified in two of five areas: reading, mathematics, English/language arts, science, and social science.

Thus, the number of middle grades certifications recommended is almost double the actual number of middle grades program completers. While a total of 460 (8.8%) completed in Middle grades (MG), a total of 245 certificates were issued in MG mathematics, 221 in MG Science, 215 in Social Science, 181 in MG Language Arts, and 56 in MG Reading.

**Table 1. Top 10 USG Producers of Teachers, 2015**

Institution	Number	Percent
University of Georgia	560	14.5
Kennesaw State University	525	13.6
Georgia State University	433	11.2
University of West Georgia	327	8.5
University of North Georgia	263	6.8
Valdosta State University	255	6.6
Georgia Southern University	238	6.2
Armstrong State University	195	5.0
Georgia College & State	195	5.0
Augusta University	137	3.5

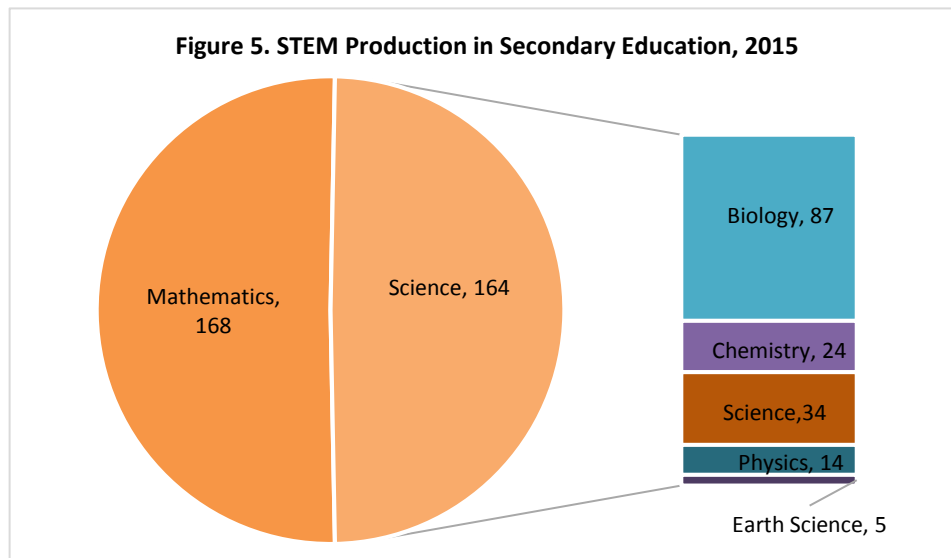
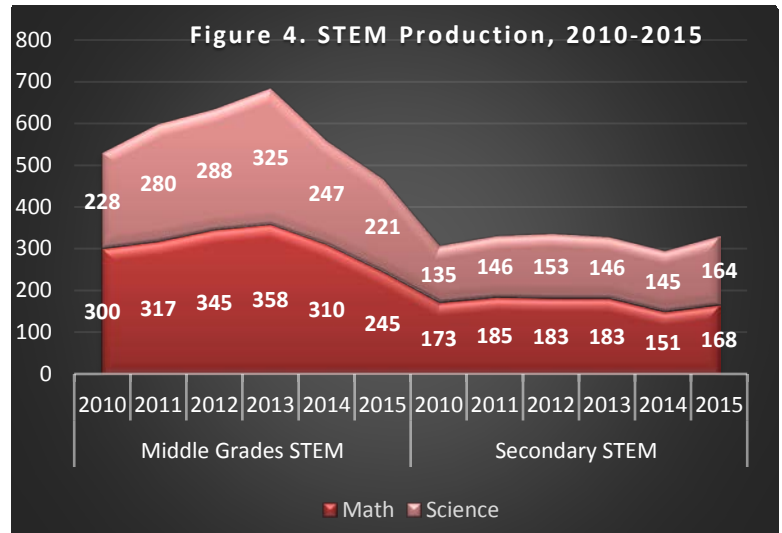
**Figure 3. Distribution of Teacher Discipline Areas**



Hard-to-staff subject areas include Science, Technology, Engineering, and Mathematics (STEM). In 2015, a total of 460 teachers completed 918 Middle Grades areas of certification. Of these, almost half (50.8%, n=466) were in math and science (STEM) fields.

A total of 168 secondary math and 164 secondary science teachers were produced in 2015. This was a 12.2% increase from the number of secondary STEM teachers produced in 2014 (See Figure 4). While the number of STEM completers in the secondary fields increased from 2014 to 2015, the overall STEM middle and secondary teacher production continues to decline, with a 6.4% decline from 2014.

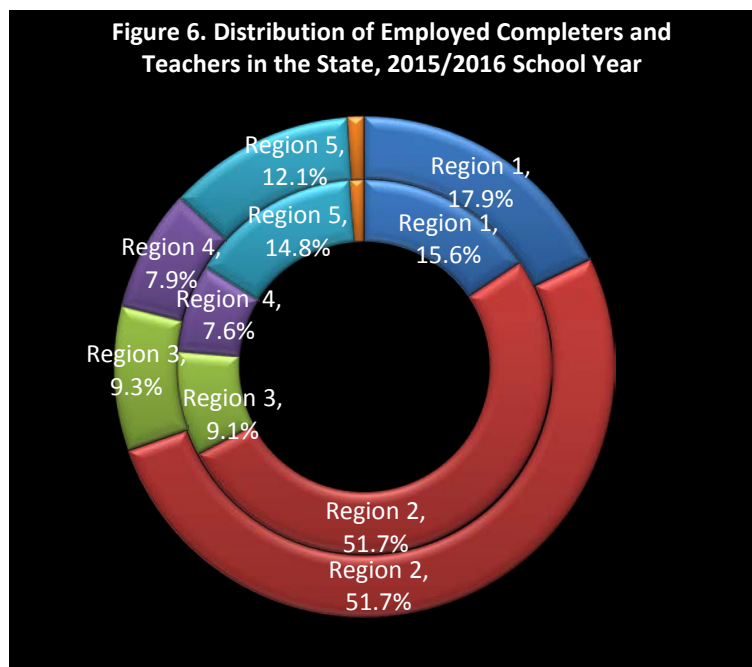
The distribution of secondary STEM completers is shown in Figure 5.



## YIELD RATE ANALYSIS

Yield refers to the number and percentage of completers who are employed in the state’s public school system their first year after graduation. Yield analysis of the 2015 completers revealed that about two-thirds (66.6%, n=2,574) of the completers were employed in Georgia public schools by the Fall of 2015. The yield rate for new completers continues to steadily increase annually, rising from 44% in 2010 to 66.6% in 2016. For this report, the yield rates are shown by the 16 Regional Educational Service Agencies (RESAs) that service the 181 school districts in the state (See Table 2). The distribution of teacher yield for the 2015 completers is shown in Figure 6. Eight of the 20 institutions had yield rates greater than 70%. Furthermore, new 2015 USG-prepared teachers were hired in 163 (90.1%) of the 181 public school districts in the 2015/2016 school year. The inner ring represents the distribution of hired

Table 2. Regions showing Georgia RESAs	
REGION	RESAs
Region 1	North Georgia, Northwest Georgia, Pioneer RESAs
Region 2	Griffin, Metro, Northeast Georgia, West Georgia RESAs
Region 3	Central Savannah River, Middle Georgia, Oconee RESAs
Region 4	Chattahoochee-Flint, Heart of Georgia, Southwest RESAs
Region 5	Coastal Plains, First District, Okefenokee RESA



completers while the outer ring represents the overall teacher population. The small portion in orange depicts the percentage of teachers employed in the State Charter Schools (about 1%) in both categories. Appendix A, shows a geographical distribution of the 2016 completers hired in school districts across the state. New 2016 USG-prepared teachers were hired in 162 (89.5%) of the 181 Georgia public school systems in the Fall of the 2015/2016 school year.

### ENDORSEMENTS

Reading continues to be the area in which the highest number of endorsements are issued. In 2015, 36.1% of all the endorsements were issued in Reading, followed by English to Speakers of Other Languages (ESOL) - 31.0%, Gifted-in-field - 18.2%, Online Teaching - 4.4%, and Teacher Leader - 4.2%. A total of 34 (3.3%) endorsements were issued in STEM fields (mathematics and science endorsements).

### USG Education Leaders and Student Service Personnel Production

The preparation of school leaders and student service personnel (e.g., principals) is of paramount importance as well. A total of 430 completers were reported as completing educational leadership programs in 2015. This was an increase by 26.1% from 2014. Similarly, the number of completers reported for student services programs increased from 2014 to 2015, where a total of 929 candidates were reported as completing service fields in 2015, compared to 460 reported in 2014, an increase by over 100%.

Completers in speech and language pathology and instructional technology service fields accounted for over half (52.1%) of the total service field completers.

### Looking to the Future

The recent declining enrollments and production in USG educator preparation programs reflect nationwide trends. Several factors have been posited as reasons for these declines in Georgia and nationally. These factors include increased program completion costs, expanded field placements affecting students' ability to work while completing their degree, increased challenges to educator autonomy and professional decision making, and general public disregard for the teaching profession.

The USG, as part of the Alliance of Educational Agency Heads (AEAH), works collaboratively to ensure all students have the educational opportunities they deserve and need. Accordingly, USG institutions are at the forefront of preparation program innovation and reform. One- and two-year long field placements, strong school partnerships and significant curricular reform in support of Georgia's tiered certification requirements are a few examples of the commitment and forward-thinking of USG educator preparation programs. Additionally, USG programs continue to strengthen interagency collaboration and communication through such projects as the Network for Transforming Educator Preparation, a project of the Council of Chief State School Officers and the nine regional P-20 Collaboratives. With careful and intentional attention to teacher production, continuous improvement processes, and partnerships with local school districts and other state agencies, the USG continues to ensure the preparation of teachers and leaders who are effective and accountable for making certain that all students in Georgia receive an excellent 21st century education.

**LEGEND**

- 0 hires – White
- 1 - 4 hires – Light Green
- 5 - 10 hires – Orange
- 11- 20 hires – Blue
- 21- 40 hires – Yellow
- 41 - 60 hires – Red
- 61-100 hires– Grey
- 101 - 200 - Brown
- 300 and above - Pink