TO:                    Illinois State Board of Education
FROM:                  Robert E. Schiller, Superintendent  
                        Lynne Haeffele Curry, Director

Agenda Topic:          Action Item: Educator Supply and Demand in Illinois
                        2002 Annual Report

Materials:             Full Report

Staff Contact(s):      Connie Wise  
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Purpose of Agenda Item

• To review the results of the 2002 annual report with the Board.
• To obtain approval to forward the report to the Governor, General Assembly, and institutions of higher education.

Expected Outcome(s) of Agenda Item

The Board will have an understanding of the relative supply and demand for teachers, administrators, and other certified personnel in Illinois.

Background Information

Section 2-3.11c of the School Code requires the Illinois State Board of Education to submit an annual report to the Governor, the General Assembly, and institutions of higher education on the relative supply and demand for education staff. Specifically, the report must provide at least the following information:

1. The relative supply and demand for teachers, administrators, and other certified personnel by field, content area, and levels;
2. State and regional analysis of fields, content areas, and levels with an over/under supply of educators; and
3. Projections of likely high/low demand for educators in a manner sufficient to advise the public, individuals, and institutions regarding career opportunities in education.
This is the fourth report the agency has prepared to fulfill the requirements of Section 2-3.11c.

*Highlights from the report’s findings include:*

- An under-supply of minority teachers persists.
- The number of students in the teacher-preparation “pipeline” increased by 12%; however, the overall active education workforce grew by only one-tenth of 1%, down from an average of 2% growth in each of the past ten years.
- Illinois has an aging educator workforce. Over 39% of teachers and nearly 60% of administrators are at least 50 years old. Nearly 13% of teachers and 28% of administrators were eligible to retire in 2002. By 2005, it is estimated that 18% of teachers and 38% of administrators will be eligible to retire.
- Teacher attrition rates have leveled out at about 7% after increasing for the previous four consecutive years. Attrition rates are higher for alternative education teachers (11%) and bilingual education (10%). However, since 1996, the administrator attrition rate has more than doubled, and now stands at 9%.
- Specialty shortages persist, especially in special education and bilingual education. Geographic shortages exist in every area of the state.

Overall, the demand for teachers continues to increase. Through 2006, it is estimated that Illinois will need about 44,000 teachers, of which nearly 27,000 will be first-time teachers. In that same time period, Illinois is expected to need about 2,400 administrators and over 4,000 other educators.

**Analysis and Implications for Policy, Budget, Legislative Action and Communications**

Communication:

The agency should develop a communication plan targeted at institutions of higher education and grade 11 and 12 high school students that includes the results of this study, as well as any regional or national comparable studies.

**Superintendent’s Recommendation**

Accept the report and approve its transmittal to the Governor, General Assembly, and institutions of higher education.

**Next Steps**

The report will be transmitted to the Governor, General Assembly, institutions of higher education, and placed on the agency's webpage.