



Illinois
State Board of
Education

2020 Illinois Educator Supply and Demand
Public Business Rules

Revision History

Version	Date Updated	Revision(s)
1.0	January 26, 2021	Original version
1.1	August 13, 2021	Updated Teacher Retention

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Teacher Preparation Completers

Definition

Educator preparation program completers are those who have satisfied all requirements of their respective programs and have been listed as “completed” by their educator preparation provider in Annual Program Report (APR)/Partnership for Educator Preparation (PEP) data. This metric will be presented as a head count. Completers are not necessarily licensed, and providers choose whether they award entitlements for specific programs. Existing teachers who are earning subsequent teaching endorsements are excluded, as this metric is only considering initial teachers. Educators who are earning a principal endorsement are included, as they are initial principals.

Source(s) of Data

APR/PEP

Entities

All participating APR entities are included.

Grades

All

- APR data is for college-level students and contains data from:
 - Two-year colleges
 - Four-year colleges and universities
 - Postgraduate students

Business Rules

Include the following APR/PEP positions:

- Teachers: APR/PEP program group = “Teaching”
 - Existing teachers who are earning subsequent teaching endorsements are excluded, as this metric is only considering initial teachers.
- Principals: APR/PEP program = “Principal”
 - Existing educators who are earning a principal endorsement are included, as they are initial principals.

Formula(s) / Calculation(s)

- For each Illinois Educator Identification Number (IEIN)/completer by program: Count the candidate if they are marked as “completed” in the APR/PEP data for their program in a given year.
 - Status Code = “C”
- Sum all the IEINs/completers, satisfying the above requirement, to obtain the total completers for a given program in a given year.

Aggregation Level(s)

- Geographic Area (Entity Profile System (EPS) schema: Chicago, NE, NW, E Central, W Central, SE, & SW)
 - Institutes of higher education have RCDTS codes and EPS data.
- State (default)

Subgroup(s)

- Subject Area (APR/PEP)

- Applicable to teachers only.
- Teachers are assigned to subject areas based on their preparation program(s). See *Appendix A* for details.
- Each teacher should be included in every subject area that applies to them.
- Race Description (White, Black, Hispanic, Asian, Two or more races, American Indian/Alaska Native, Native Hawaiian/Pacific Islander, or Unknown)
 - Default to unknown if missing.
- Gender (gender name: female, male, or unknown)
 - Default to unknown if missing.
 - Another option collected is “prefer not to say.”
- Age (as of July 1 in a given school year)
 - Rounded up to the nearest whole number.
 - Age should be displayed by individual ages with a low-end bucket for ≤ 21 and a high-end bucket for ≥ 70 .

Reporting of the Metric(s)

Stacked bar chart with completers as the base, then completers with licenses, then completers with licenses who were hired in a public school.

Appendix A: Subject Areas

APR Program ID	APR Program Code	APR Program Description	Assigned Subject Area
1	AGED	Agricultural Education	CTE
2	BMC	Business, Marketing, and Computer Education	CTE
3	DA	Dance	Arts
4	DTA	Drama/Theater Arts	Arts
5	SCG3	Early Childhood Education (Self-Contained General Education)	Early Childhood
6	ECS3	Early Childhood Special Education	Special Education
7	SCGE	Elementary Education (Self-Contained General Education)	Elementary
8	ELA	English Language Arts	ELA
9	FACS	Family and Consumer Science	CTE
10	ARAB	Foreign Language - Arabic	Foreign Languages
11	CANT	Foreign Language - Cantonese	Foreign Languages
12	FREN	Foreign Language - French	Foreign Languages
13	GERM	Foreign Language - German	Foreign Languages
14	HEB	Foreign Language - Hebrew	Foreign Languages
15	ITAL	Foreign Language - Italian	Foreign Languages
16	JAPA	Foreign Language - Japan	Foreign Languages
17	KORE	Foreign Language - Korean	Foreign Languages
18	LATI	Foreign Language - Latin	Foreign Languages
19	RUSS	Foreign Language - Russian	Foreign Languages
20	SPAN	Foreign Language - Spanish	Foreign Languages
21	GESC	General Science	Sciences
22	HEED	Health Education	Physical Education

23	LA	Language Arts	ELA
24	LBIS	LBS II/Behavior Intervention Specialist	Special Education
25	LBSE	LBS II/Bilingual Education Specialist	Special Education
26	LCAS	LBS II/Curriculum Adaptation Specialist	Special Education
27	LMDS	LBS II/Multiple Disabilities Specialist	Special Education
28	LTS	LBS II/Technology Specialist	Special Education
29	LTRS	LBS II/Transition Specialist	Special Education
30	LBSI	Learning Behavior Specialist I	Special Education
31	LIS	Library Information Specialist	Other Cert Staff
32	MATH	Mathematics	Math
33	MUS	Music	Arts
34	PE	Physical Education	Physical Education
35	SREA	Reading Specialist	ELA
36	SCES	Science - Earth and Space Science	Sciences
37	SCIE	Science - Environmental	Sciences
38	SCIP	Science - Physics	Sciences
39	SCIB	Science - Biology	Sciences
40	SCIC	Science - Chemistry	Sciences
41	SOSC	Social Science	Social Sciences
42	SSEC	Social Science - Economics	Social Sciences
43	SSGE	Social Science - Geography	Social Sciences
44	SSHI	Social Science - History	Social Sciences
45	SSPS	Social Science - Political Science	Social Sciences
46	SSPY	Social Science - Psychology	Social Sciences
47	SSSA	Social Science - Sociology and Anthropology	Social Sciences
48	TEED	Technology Education (Industrial Arts)	CTE
49	TESP	Technology Specialist	Other Cert Staff
50	VART	Visual Arts	Arts
51	BPS	Blind or Visually Impaired	Special Education
52	CSBO	Chief School Business Official	Administrative
53	DHH	Deaf or Hard of Hearing	Special Education
54	DSE	Director of Special Education	Administrative
55	GIF	Gifted Education	Miscellaneous
56	MAND	Foreign Language - Mandarin	Foreign Languages
57	PRIN	Principal	Administrative
58	SCOU	School Counselor	Support
59	SLPN	Speech and Language Pathologist	Support
60	SN	School Nurse	Support
61	SPSY	School Psychologist	Support
62	SSW	School Social Worker	Support
63	SUPT	Superintendent	Administrative
64	TLAD	Teacher Leader	Administrative
65	MMATH	Mathematics (Middle Grade)	Math
66	MSPAN	Foreign Language - Spanish (Middle Grades)	Foreign Languages

67	MFREN	Foreign Language - French (Middle Grades)	Foreign Languages
68	MMUS	Music (Middle Grades)	Arts
69	MPE	Physical Education (Middle Grades)	Physical Education
70	MSSGE	Social Science - Geography (Middle Grades)	Social Sciences
71	MVART	Visual Arts (Middle Grades)	Arts
72	BMCE	Business, Marketing, and Computer Education	CTE
73	COSC	Computer Science	CTE

Teacher Preparation Completers Licensure

Definition

Educator preparation program completers are those who have satisfied all requirements of their respective programs and have been listed as “completed” by their educator preparation provider in APR/PEP data. Completers must also meet licensure requirements and pass associated licensure assessments to obtain their associated license. This metric will be presented as a head count of those who have completed an educator preparation program (EPP) and obtained licensure within one year of completing it. Existing teachers who are earning subsequent teaching endorsements are excluded, as this metric is only considering initial teachers. Educators who are earning a principal endorsement are included, as they are initial principals.

Source(s) of Data

APR/PEP

Educator Licensure Information System (ELIS)

Entities

All participating APR entities are included.

Grades

All

- APR data is for college-level students and contains data from:
 - Two-year colleges
 - Four-year colleges and universities
 - Postgraduate students

Business Rules

Include the following APR/PEP positions, connecting these educators to licensure data (ELIS) via IEINs.

- Teachers: program group = “Teaching” (APR/PEP)
 - Existing teachers who are earning subsequent teaching endorsements are excluded, as this metric is only considering initial teachers.
- Principals: program = “Principal” (APR/PEP)
 - Existing educators who are earning a principal endorsement are included, as they are initial principals.

Formula(s) / Calculation(s)

- For each IEIN/completer by program: Count the candidate if they are marked as “completed” in the APR/PEP data for their program and have a Professional Educator License (PEL) according to ELIS data in a given year.
 - Status Code = “C”
- Sum all the IEINs/completers, satisfying the above requirements, to obtain the total completers with licenses for a given program in a given year.

Aggregation Level(s)

- Geographic Area (EPS schema: Chicago, NE, NW, E Central, W Central, SE, & SW)
 - Institutes of higher education have RCDTS codes and EPS data.
- State (default)

Subgroup(s)

- Subject Area (APR/PEP)
 - Applicable to teachers only
 - Teachers are assigned to subject areas based on their preparation program(s). See *Appendix A* for details.
 - Each teacher should be included in every subject area that applies to them.
- Race Description (White, Black, Hispanic, Asian, Two or more races, American Indian/Alaska Native, Native Hawaiian/Pacific Islander, or Unknown)
 - Default to unknown if missing.
- Gender (gender name: female, male, or unknown)
 - Default to unknown if missing.
 - Another option collected is “prefer not to say.”
- Age (as of July 1 in a given school year)
 - Rounded up to the nearest whole number.
 - Age should be displayed by individual ages with a low-end bucket for ≤ 21 and a high-end bucket for ≥ 70 .

Reporting of the Metric(s)

Stacked bar chart with completers as the base, then completers with licenses, then completers with licenses who were hired in a public school.

Appendix A: Subject Areas

* Identical to Appendix A on page 5

APR Program ID	APR Program Code	APR Program Description	Assigned Subject Area
1	AGED	Agricultural Education	CTE
2	BMC	Business, Marketing, and Computer Education	CTE
3	DA	Dance	Arts
4	DTA	Drama/Theater Arts	Arts
5	SCG3	Early Childhood Education (Self-Contained General Education)	Early Childhood
6	ECS3	Early Childhood Special Education	Special Education
7	SCGE	Elementary Education (Self-Contained General Education)	Elementary
8	ELA	English Language Arts	ELA
9	FACS	Family and Consumer Science	CTE
10	ARAB	Foreign Language - Arabic	Foreign Languages
11	CANT	Foreign Language - Cantonese	Foreign Languages
12	FREN	Foreign Language - French	Foreign Languages
13	GERM	Foreign Language - German	Foreign Languages
14	HEB	Foreign Language - Hebrew	Foreign Languages
15	ITAL	Foreign Language - Italian	Foreign Languages
16	JAPA	Foreign Language - Japan	Foreign Languages
17	KORE	Foreign Language - Korean	Foreign Languages
18	LATI	Foreign Language - Latin	Foreign Languages
19	RUSS	Foreign Language - Russian	Foreign Languages

20	SPAN	Foreign Language - Spanish	Foreign Languages
21	GESC	General Science	Sciences
22	HEED	Health Education	Physical Education
23	LA	Language Arts	ELA
24	LBIS	LBS II/Behavior Intervention Specialist	Special Education
25	LBSE	LBS II/Bilingual Education Specialist	Special Education
26	LCAS	LBS II/Curriculum Adaptation Specialist	Special Education
27	LMDS	LBS II/Multiple Disabilities Specialist	Special Education
28	LTS	LBS II/Technology Specialist	Special Education
29	LTRS	LBS II/Transition Specialist	Special Education
30	LBSI	Learning Behavior Specialist I	Special Education
31	LIS	Library Information Specialist	Other Cert Staff
32	MATH	Mathematics	Math
33	MUS	Music	Arts
34	PE	Physical Education	Physical Education
35	SREA	Reading Specialist	ELA
36	SCES	Science - Earth and Space Science	Sciences
37	SCIE	Science - Environmental	Sciences
38	SCIP	Science - Physics	Sciences
39	SCIB	Science - Biology	Sciences
40	SCIC	Science - Chemistry	Sciences
41	SOSC	Social Science	Social Sciences
42	SSEC	Social Science - Economics	Social Sciences
43	SSGE	Social Science - Geography	Social Sciences
44	SSHI	Social Science - History	Social Sciences
45	SSPS	Social Science - Political Science	Social Sciences
46	SSPY	Social Science - Psychology	Social Sciences
47	SSSA	Social Science - Sociology and Anthropology	Social Sciences
48	TEED	Technology Education (Industrial Arts)	CTE
49	TESP	Technology Specialist	Other Cert Staff
50	VART	Visual Arts	Arts
51	BPS	Blind or Visually Impaired	Special Education
52	CSBO	Chief School Business Official	Administrative
53	DHH	Deaf or Hard of Hearing	Special Education
54	DSE	Director of Special Education	Administrative
55	GIF	Gifted Education	Miscellaneous
56	MAND	Foreign Language - Mandarin	Foreign Languages
57	PRIN	Principal	Administrative
58	SCOU	School Counselor	Support
59	SLPN	Speech and Language Pathologist	Support
60	SN	School Nurse	Support
61	SPSY	School Psychologist	Support
62	SSW	School Social Worker	Support
63	SUPT	Superintendent	Administrative

64	TLAD	Teacher Leader	Administrative
65	MMATH	Mathematics (Middle Grade)	Math
66	MSPAN	Foreign Language - Spanish (Middle Grades)	Foreign Languages
67	MFREN	Foreign Language - French (Middle Grades)	Foreign Languages
68	MMUS	Music (Middle Grades)	Arts
69	MPE	Physical Education (Middle Grades)	Physical Education
70	MSSGE	Social Science - Geography (Middle Grades)	Social Sciences
71	MVART	Visual Arts (Middle Grades)	Arts
72	BMCE	Business, Marketing, and Computer Education	CTE
73	COSC	Computer Science	CTE

Teacher Preparation Completers Licensed and Hired

Definition

Educator preparation program completers are those who have satisfied all requirements of their respective programs and have been listed as “completed” by their educator preparation provider in APR/PEP data. Completers must also meet licensure requirements and pass associated licensure assessments to obtain their associated license. Finally, many licensed completers are hired by Illinois public schools. This metric will be presented as a head count of those who have completed an EPP, obtained a license within one year of completing it, and have been hired in an Illinois public school within a year of completing it. Existing teachers who are earning subsequent teaching endorsements are excluded, as this metric is only considering initial teachers. Educators who are earning a principal endorsement are included, as they are initial principals.

Source(s) of Data

APR/PEP

Employment Information System (EIS)

ELIS

Entities

- Hires
 - Educators whose work location is in entity categories 1, 2, 4, 5, 6, 7, 8, 9, and A are included.
 - Category E is also included if the work location entity rolls up into a public district.
- All participating APR entities are included.

Grades

All

- APR data is for college-level students and contains data from:
 - Two-year colleges
 - Four-year colleges and universities
 - Postgraduate students

Business Rules

Include the following APR/PEP positions, connecting these educators to employment (EIS) and licensure (ELIS) data via IEINs.

- Teachers: APR/PEP program group = “Teaching”
 - Existing teachers who are earning subsequent teaching endorsements are excluded, as this metric is only considering initial teachers.
- Principals: APR/PEP program = “Principal”
 - Existing educators who are earning a principal endorsement are included, as they are initial principals.
- Teacher Prep consists of teachers only. Principals are considered Administrative. There are also School Support Personnel records, but they are also excluded from “Teaching.”

Formula(s)/Calculation(s)

- For each IEIN/completer by program: Count the candidate if they are marked as “completed” in the APR/PEP data for their program, have been issued a PEL within one calendar year of EPP completion according to ELIS and APR data, and were hired by an Illinois public school district within one calendar year of EPP completion according to EIS and APR data.

- Status Code = “C” in APR.
- Those completing an instructional preparation program must be hired in an instructional position by a public school district.
- Those completing a principal preparation program must be hired in a principal position, including assistant principal, by a public school district.
- Sum all the IEINs/completers, satisfying the above requirements, to obtain the total number of completers with licenses and were hired by program in a given school year, based on the EPP completion school year.

Aggregation Level(s)

- Geographic Area (EPS schema: Chicago, NE, NW, E Central, W Central, SE, & SW)
 - Institutes of higher education have RCDTS codes and EPS data.
- State (default)

Subgroup(s)

- Subject Area (APR/PEP)
 - Only applicable to teachers.
 - Teachers are assigned to subject areas based on their preparation program(s). See *Appendix A* for details.
 - Each teacher should be included in every subject area that applies to them.
- Race Description: (White, Black, Hispanic, Asian, Two or more races, American Indian/Alaska Native, Native Hawaiian/Pacific Islander, or Unknown)
 - Default to unknown if missing.
- Gender (gender name: female, male, or unknown)
 - Default to unknown if missing.
 - Another option collected is “prefer not to say.”
- Age (as of July 1 in a given school year)
 - Rounded up to the nearest whole number.
 - Age should be displayed by individual ages with a low-end bucket for ≤ 21 and a high-end bucket for ≥ 70.

Reporting of the Metric(s)

Stacked bar chart with completers as the base, then completers with licenses, then completers with licenses who were hired in a public school.

Appendix A: Subject Areas

* Identical to Appendix A on page 5

APR Program ID	APR Program Code	APR Program Description	Assigned Subject Area
1	AGED	Agricultural Education	CTE
2	BMC	Business, Marketing, and Computer Education	CTE
3	DA	Dance	Arts
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6	ECS3	Early Childhood Special Education	Special Education

7	SCGE	Elementary Education (Self-Contained General Education)	Elementary
8	ELA	English Language Arts	ELA
9	FACS	Family and Consumer Science	CTE
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11	CANT	Foreign Language - Cantonese	Foreign Languages
12	FREN	Foreign Language - French	Foreign Languages
13	GERM	Foreign Language - German	Foreign Languages
14	HEB	Foreign Language - Hebrew	Foreign Languages
15	ITAL	Foreign Language - Italian	Foreign Languages
16	JAPA	Foreign Language - Japan	Foreign Languages
17	KORE	Foreign Language - Korean	Foreign Languages
18	LATI	Foreign Language - Latin	Foreign Languages
19	RUSS	Foreign Language - Russian	Foreign Languages
20	SPAN	Foreign Language - Spanish	Foreign Languages
21	GESC	General Science	Sciences
22	HEED	Health Education	Physical Education
23	LA	Language Arts	ELA
24	LBIS	LBS II/Behavior Intervention Specialist	Special Education
25	LBSE	LBS II/Bilingual Education Specialist	Special Education
26	LCAS	LBS II/Curriculum Adaptation Specialist	Special Education
27	LMDS	LBS II/Multiple Disabilities Specialist	Special Education
28	LTS	LBS II/Technology Specialist	Special Education
29	LTRS	LBS II/Transition Specialist	Special Education
30	LBSI	Learning Behavior Specialist I	Special Education
31	LIS	Library Information Specialist	Other Cert Staff
32	MATH	Mathematics	Math
33	MUS	Music	Arts
34	PE	Physical Education	Physical Education
35	SREA	Reading Specialist	ELA
36	SCES	Science - Earth and Space Science	Sciences
37	SCIE	Science - Environmental	Sciences
38	SCIP	Science - Physics	Sciences
39	SCIB	Science - Biology	Sciences
40	SCIC	Science - Chemistry	Sciences
41	SOSC	Social Science	Social Sciences
42	SSEC	Social Science - Economics	Social Sciences
43	SSGE	Social Science - Geography	Social Sciences
44	SSHI	Social Science - History	Social Sciences
45	SSPS	Social Science - Political Science	Social Sciences
46	SSPY	Social Science - Psychology	Social Sciences
47	SSSA	Social Science - Sociology and Anthropology	Social Sciences
48	TEED	Technology Education (Industrial Arts)	CTE
49	TESP	Technology Specialist	Other Cert Staff
50	VART	Visual Arts	Arts

51	BPS	Blind or Visually Impaired	Special Education
52	CSBO	Chief School Business Official	Administrative
53	DHH	Deaf or Hard of Hearing	Special Education
54	DSE	Director of Special Education	Administrative
55	GIF	Gifted Education	Miscellaneous
56	MAND	Foreign Language - Mandarin	Foreign Languages
57	PRIN	Principal	Administrative
58	SCOU	School Counselor	Support
59	SLPN	Speech and Language Pathologist	Support
60	SN	School Nurse	Support
61	SPSY	School Psychologist	Support
62	SSW	School Social Worker	Support
63	SUPT	Superintendent	Administrative
64	TLAD	Teacher Leader	Administrative
65	MMATH	Mathematics (Middle Grade)	Math
66	MSPAN	Foreign Language - Spanish (Middle Grades)	Foreign Languages
67	MFREN	Foreign Language - French (Middle Grades)	Foreign Languages
68	MMUS	Music (Middle Grades)	Arts
69	MPE	Physical Education (Middle Grades)	Physical Education
70	MSSGE	Social Science - Geography (Middle Grades)	Social Sciences
71	MVART	Visual Arts (Middle Grades)	Arts
72	BMCE	Business, Marketing, and Computer Education	CTE
73	COSC	Computer Science	CTE

Teacher Licensure Source

Definition

Teachers with PELs are categorized as receiving their PEL via an entitlement from an ISBE-approved educator preparation provider or via an ISBE evaluation of their qualifications. This metric is measured in full-time equivalents (FTEs).

Source(s) of Data

ELIS

Entities

- Teachers whose work location is in entity categories 1, 2, 4, 5, 6, 7, 8, 9, and A are included.
- Category E is also included if the work location entity rolls up into a public district.

Grades

All

Business Rules

Positions are as follows:

- **Teachers:** Position category ID of “3” or “4” with an employment record in the applicable school year.
- **Categories:** 1) all teachers and 2) new teachers: “In-State Experience” from the table “RDS1EducatorExperience” = 1.

Formula(s)/Calculation(s)

- A teacher is counted as earning their PEL via entitlement when “RecommendationInstitutionID” in “[HITLS].[dbo].[tb_hitls_EducatorCertificate]” (PROD6) is not null.
- A teacher is counted as earning their PEL via ISBE evaluation when “RecommendationInstitutionID” in “[HITLS].[dbo].[tb_hitls_EducatorCertificate]” (PROD6) is null.

Aggregation Level(s)

Entities:

- Geographic Area (EPS schema: Chicago NE, NW, E Central, W Central, SE, & SW)
 - Educators should be included in each of their [school/district/geographic area] work locations by FTE.
- State

Subgroup(s)

Subject Area

- Teachers are assigned to subject areas based on their endorsement subject(s). See *Appendix A* for details. Only active endorsements on active licenses are considered.
- Each teacher should be included in every subject area that applies to them.

Reporting of the Metric(s)

This will be displayed as a stacked bar chart by year, with the ability to change the geographic area and subject area. There will be one stacked bar per year of data.

Appendix A: Subject Areas

* Identical to Appendix A on page 5

License Endorsement Subject ID	License Endorsement Subject Code	License Endorsement Subject Description	Assigned Subject Area
1	ADMIN	Administration	Administrative
2	ADULT	Adult Education	Miscellaneous
3	AG	Agriculture	CTE
4	ARTS	Arts and Theater	Arts
5	AUTO	Automotive	CTE
6	AVIAT	Aviation	CTE
7	BILIN	Bilingual Education	Bilingual
8	BUS	Business and Marketing Education	CTE
9	CLOTH	Clothing	CTE
10	COMM	Communications and Public Media	CTE
11	COMP	Computers and Related Technology	CTE
12	CONST	Construction and Related Skills	CTE
13	CRIM	Criminal Justice	CTE
14	EARLY	Early Childhood	Early Childhood
15	ELEM	Elementary Self-Contained	Elementary
16	ESL	English as a Second Language	ESL
17	FOOD	Food	CTE
18	FORN	Foreign Languages	Foreign Languages
19	GIFT	Gifted Education	Miscellaneous
20	GRAPH	Graphic Arts	Arts
21	HIST	History	Social Sciences
22	HOMECE	Family and Consumer Sciences	CTE
23	LANG	English, Language Arts and Literature	ELA
24	LIBR	Library and Media	Other Cert Staff
25	MATH	Mathematics	Math
26	MEDIC	Health and Medical	CTE
27	MUSIC	Music	Arts
28	NATUR	Nature	Miscellaneous
29	NBPTS	National Board For Professional Teaching Standards	Miscellaneous
30	OFFIC	Office Skills	CTE
31	PE	Physical Education, Safety, and Driver's Education	Physical Education
32	PSYCH	Psychology	Social Sciences
33	SCI	Science Education	Sciences
34	SERVE	School Service Personnel	Support
35	SOSCI	History and Social Sciences	Social Sciences
36	SPED	Special Education	Special Education
37	VOCED	Vocational Education	CTE
38	ADM	Administrative	Administrative
39	SSP	School Support Personnel	Support

40	ECED	Early Childhood Education	Early Childhood
41	ELED	Elementary Education	Elementary
42	SECED	Secondary Teaching	Miscellaneous
43	SPL	Special Teaching	Miscellaneous
44	TBE	Transitional Bilingual Teaching Kindergarten	Bilingual
45	CTE	Career and Technical Educator	CTE
46	PCTE	Provisional Career and Technical Educator	CTE
47	SUB	Substitute	Substitute
48	PARA	Paraprofessional Educator	Parapro
49	PIDU	Provisional In-State Educator	Miscellaneous

Hires

Definition

Hired teachers are those employed by Illinois public districts each school year. This metric is measured in FTEs.

Source(s) of Data

EIS
ELIS

Entities

- Teachers whose work location is in entity categories 1, 2, 4, 5, 6, 7, 8, 9, and A are included.
- Category E is also included if the work location entity rolls up into a public district.

Grades

All

Business Rules

Include the following EIS positions, connecting these educators to licensure (ELIS) data via IEINs.

- Teachers: EIS position category ID of "3" or "4."
- Schools: Category "2" or "8."

Formula(s) / Calculation(s)

- Include FTEs of IEIN/teacher by work location(s) for a given school year if teacher is employed by an Illinois public district as a teacher in a given school year.
- Sum all the included IEINs/teachers' FTEs by the [school/geographic area/state] in which they work.

Aggregation Level(s)

- School
 - Teachers should be included in each of their work locations by their FTE (e.g., Teacher X: WL A at 0.5 FTE, WL B at 0.25 FTE, & WL C at 0.25 FTE).
- Geographic Area (EPS schema: Chicago, NE, NW, E Central, W Central, SE, & SW)
- State (default)

Subgroup(s)

- Subject Area
 - Teachers are assigned to subject areas based on their endorsement subject(s). See *Appendix A* for details. Only active endorsements on active licenses are considered.
 - Each teacher should be included in every subject area that applies to them.
- "In-State Experience" for a given school year from the table "RDS1EducatorExperience" shows teaching experience in whole numbers.
 - Teaching experience buckets:
 - Initial/new teacher: "In-State Experience" ≤ 1
 - Novice teacher: "In-State Experience" < 2
 - 2 to 9: "In-State Experience" ≥ 2 and < 10
 - 10 to 19: "In-State Experience" ≥ 10 and < 20
 - 20 to 29: "In-State Experience" ≥ 20 and < 30

- 30+: “In-State Experience” ≥ 30
- Race Description (White, Black, Hispanic, Asian, Two or more races, American Indian/Alaska Native, Native Hawaiian/Pacific Islander, or Unknown)
 - Default to unknown if missing.
- Gender (gender name: female, male, or unknown)
 - Gender data for educators should be sourced from EIS.
 - Default to unknown if missing.
- Age (as of July 1 in a given school year)
 - Age is rounded to the nearest whole number.
 - Age should be displayed by individual ages with a low-end bucket for ≤ 21 and a high-end bucket for ≥ 70.

Reporting of the Metric(s)

- A stacked bar chart over all included school years will show overall teacher demand in Illinois. Demand includes hired teachers and unfilled teaching positions to show actual demand for teachers. Both of these categories will be represented in the stacked area graph.
- A stacked bar chart over all included school years will show overall teacher supply in Illinois. Supply includes hired teachers, Illinois EPP completers who earned a PEL but were not hired within a year (eligible teachers), and Illinois EPP completers who did not earn a PEL (potential teachers). Each of these categories will be represented in the stacked area graph. Eligible and potential teachers will have an assumed FTE of 1. Observed FTEs will be used for hired teachers.

Appendix A: Subject Areas

** Identical to Appendix A on page 5*

License Endorsement Subject ID	License Endorsement Subject Code	License Endorsement Subject Description	Assigned Subject Area
1	ADMIN	Administration	Administrative
2	ADULT	Adult Education	Miscellaneous
3	AG	Agriculture	CTE
4	ARTS	Arts and Theater	Arts
5	AUTO	Automotive	CTE
6	AVIAT	Aviation	CTE
7	BILIN	Bilingual Education	Bilingual
8	BUS	Business and Marketing Education	CTE
9	CLOTH	Clothing	CTE
10	COMM	Communications and Public Media	CTE
11	COMP	Computers and Related Technology	CTE
12	CONST	Construction and Related Skills	CTE
13	CRIM	Criminal Justice	CTE
14	EARLY	Early Childhood	Early Childhood
15	ELEM	Elementary Self-Contained	Elementary
16	ESL	English as a Second Language	ESL
17	FOOD	Food	CTE
18	FORN	Foreign Languages	Foreign Languages
19	GIFT	Gifted Education	Miscellaneous

20	GRAPH	Graphic Arts	Arts
21	HIST	History	Social Sciences
22	HOMECE	Family and Consumer Sciences	CTE
23	LANG	English, Language Arts and Literature	ELA
24	LIBR	Library and Media	Other Cert Staff
25	MATH	Mathematics	Math
26	MEDIC	Health and Medical	CTE
27	MUSIC	Music	Arts
28	NATUR	Nature	Miscellaneous
29	NBPTS	National Board For Professional Teaching Standards	Miscellaneous
30	OFFIC	Office Skills	CTE
31	PE	Physical Education, Safety, and Driver's Education	Physical Education
32	PSYCH	Psychology	Social Sciences
33	SCI	Science Education	Sciences
34	SERVE	School Service Personnel	Support
35	SOSCI	History and Social Sciences	Social Sciences
36	SPED	Special Education	Special Education
37	VOCED	Vocational Education	CTE
38	ADM	Administrative	Administrative
39	SSP	School Support Personnel	Support
40	ECED	Early Childhood Education	Early Childhood
41	ELED	Elementary Education	Elementary
42	SECED	Secondary Teaching	Miscellaneous
43	SPL	Special Teaching	Miscellaneous
44	TBE	Transitional Bilingual Teaching Kindergarten	Bilingual
45	CTE	Career and Technical Educator	CTE
46	PCTE	Provisional Career and Technical Educator	CTE
47	SUB	Substitute	Substitute
48	PARA	Paraprofessional Educator	Parapro
49	PIDU	Provisional In-State Educator	Miscellaneous

Unfilled Positions

Definition

Unfilled positions are reported by districts to ISBE documenting positions that remained unfilled as of October 1 of a given year. Unfilled positions are measured in FTEs.

Source(s) of Data

Unfilled Positions Survey

Entities

All entities eligible to participate in the Unfilled Position Survey are included.

Grades

All

Business Rules

Include the following EIS positions to align EIS-filled positions with unfilled positions, connecting these educators to licensure (ELIS) data via IEINs to determine subject area.

- Special education teachers:
 - Filled: EIS position codes = (250, 251, 601, 602, 603, 604, 605, 606, 607, 608, 609, 610, 611, 699)
 - Unfilled: Unfilled Positions (UFP) staff code = "Instructional" and Subject Area = "SpEd"
- Bilingual teachers
 - Filled: EIS position codes = (202)
 - Unfilled: UFP staff code = "Instructional" and UFP position title = "Bilingual Education"
- ESL teachers
 - Filled: EIS position code = (203)
 - Unfilled: UFP staff code = "Instructional" and UFP position title = "English as a Second Language"
- CTE teachers
 - Filled: EIS position code = (208)
 - Unfilled: staff code = "Instructional" and UFP Subject Area = "CTE"
- General education teachers
 - Filled: EIS position code = (200)
 - Unfilled: UFP staff code = "Instructional" and Subject Area /= (SpEd, Bil/ESL, CTE)
 - Aligning filled and unfilled subject areas TBD

Formula(s) / Calculation(s)

Sum unfilled position FTEs by subject area and/or geographic area to obtain the total in a given year. Any unfilled positions with an FTE of 0 or NULL should be excluded.

Aggregation Level(s)

- Geographic Area (EPS schema: Chicago, NE, NW, E Central, W Central, SE, & SW)
- State (default)

Subgroup(s)

Subject Area (UFP)

- Positions are assigned to subject areas based on their assignment ID. See *Appendix A* for details.

Reporting of the Metric(s)

A stacked bar chart over all included school years will show overall teacher demand in Illinois. Demand includes hired teachers and unfilled teaching positions to show actual demand for teachers. Both of these categories will be represented in the stacked area graph.

Appendix A: Subject Areas

** Identical to Appendix A on page 5*

Unfilled Position Assignment ID	Unfilled Position Assignment Desc	Assigned Subject Area
000	aa_ Non-Instructional Assignment	Other Cert Staff
001	English - English	ELA
002	English - Reading	ELA
003	English - Speech	ELA
004	English - Journalism	ELA
005	English - Dramatics	ELA
006	English - Other English	ELA
007	Social Science - Civics	Social Sciences
008	Social Science - Geography	Social Sciences
009	Social Science - History	Social Sciences
010	Social Science - Economics	Social Sciences
011	Social Science - Psychology	Social Sciences
012	Social Science - General and/or Other	Social Sciences
013	Natural Science - General Science	Sciences
014	Natural Science - Biology	Sciences
015	Natural Science - Chemistry	Sciences
016	Natural Science - Physics	Sciences
017	Natural Science - Other Science	Sciences
018	Math - Algebra	Math
019	Math - Geometry	Math
020	Math - Trigonometry	Math
021	Math - Other Math	Math
022	Foreign Language - French	Foreign Languages
023	Foreign Language - German	Foreign Languages
024	Foreign Language - Latin	Foreign Languages
025	Foreign Language - Spanish	Foreign Languages
026	Foreign Language - Other Foreign Language	Foreign Languages
027	Math - Business Math	Math
028	English - Business English	ELA
033	Art	Arts
034	Music - Vocal Music	Arts
035	Music - Instrumental Music	Arts
036	Physical Education (K-12)	Physical Education
037	Driver Education	Miscellaneous
038	Consumer Education	CTE

043	Voc Tech - Industrial: Electrical Installer/Repair	CTE
047	Other Subject or Program Area Not Listed	Miscellaneous
048	Natural Science - Earth Science	Sciences
049	Natural Science - Physical Science	Sciences
050	Special Ed - Other/General Special Education	Special Education
051	Audio Visual	Miscellaneous
055	Self-Contained	Elementary
056	Voc Tech - Misc: Cooperative Voc Education	CTE
057	Learning/Resource Center	Miscellaneous
058	English - Language Arts	ELA
059	English as a Second Language	ESL
060	Voc Tech - Business: Information Processing	CTE
061	Research	Other Cert Staff
064	Community Education	Miscellaneous
065	Gifted Education	Miscellaneous
066	Human Relations/Desegregation Ed	Social Sciences
067	At Risk (Pre-K)	Early Childhood
068	Foreign Language - Japanese	Foreign Languages
069	Foreign Language - Russian	Foreign Languages
071	Health Education	Physical Education
072	Special Ed - EMH	Special Education
073	Special Ed - Deaf	Special Education
074	Special Ed - Early Childhood	Special Education
075	Special Ed - Educationally Handicapped	Special Education
076	Special Ed - Learning Disabled	Special Education
077	Special Ed - Physically Handicapped	Special Education
078	Special Ed - Behavior Disordered	Special Education
079	Special Ed - Speech and Language Impaired	Special Education
080	Special Ed - TMH	Special Education
081	Special Ed - Visually Impaired	Special Education
082	Special Ed - Multiply Handicapped	Special Education
083	Title I - Remedial Reading	Math
084	Title I - Remedial Math	Math
085	Reading Improvement - NonTitle I Remedial Reading	ELA
086	Math - NonTitle I Remedial Math	Math
087	Bilingual Education	Bilingual
088	Math - Basic and/or General Math	Math
089	Special Ed - Severe/Profound Mentally Handicapped	Special Education
093	Computer Ed - Computer Literacy/Technology	CTE
094	Computer Ed - Computer Programming	CTE
096	Special Ed - Adapted PE	Special Education
097	Special Ed - Cross Categorical	Special Education
098	Special Ed - Hard of Hearing	Special Education

099	Special Ed - Homebound/Hospital	Special Education
100	Voc Tech - Ag: Orientation to Agriculture	CTE
101	Voc Tech - Ag: Business and Management	CTE
102	Voc Tech - Ag: Mechanization	CTE
103	Voc Tech - Ag: Resources/Conservation	CTE
104	Voc Tech - Ag: Sciences	CTE
105	Voc Tech - Ag: Horticulture Services	CTE
106	Voc Tech - Ag: Other Occupations	CTE
107	Voc Tech - Business: Orientation to Business Ops	CTE
108	Voc Tech - Business: Accounting/Bookkeeping	CTE
109	Voc Tech - Business: Admin Assist/Secretarial	CTE
110	Voc Tech - Business: Banking & Financial Support	CTE
111	Voc Tech - Business: Business Admin/Management	CTE
112	Voc Tech - Business: Business Comp Programming	CTE
113	Voc Tech - Business: Enterprise Management	CTE
114	Voc Tech - Business: Legal Admin Assistant	CTE
115	Voc Tech - Business: Marketing Operations	CTE
116	Voc Tech - Business: Medical Admin Assistant	CTE
117	Voc Tech - Business: Product Marketing	CTE
118	Voc Tech - Business: Other Business Operations	CTE
119	Voc Tech - Health: Orientation to Health Services	CTE
120	Voc Tech - Health: Clinical Laboratory	CTE
121	Voc Tech - Health: Dental Assistant	CTE
122	Voc Tech - Health: Medical/Office Assistant	CTE
123	Voc Tech - Health: Medical Records	CTE
124	Voc Tech - Health: Nursing Assistant/Aide	CTE
125	Voc Tech - Health: Nursing Services	CTE
126	Voc Tech - Health: Ophthalmic Services	CTE
127	Voc Tech - Health: Other Health Occupations	CTE
128	Voc Tech - Family: Orientation to Sciences/Foods	CTE
129	Voc Tech - Family: Child Care & Guidance	CTE
130	Voc Tech - Family: Clothing & Apparel	CTE
131	Voc Tech - Family: Cosmetology	CTE
132	Voc Tech - Family: Custodial, Housekeeping	CTE
133	Voc Tech - Family: Foods Services Occupations	CTE
134	Voc Tech - Family: Foods Services/Lodging Mgmt	CTE
135	Voc Tech - Family: Home Furnishings	CTE
136	Voc Tech - Family: Hospitality	CTE
137	Voc Tech - Family: Occupation of Homemaking	CTE
138	Voc Tech - Family: Social Work	CTE
139	Voc Tech - Family: Teacher Aide	CTE
140	Voc Tech - Family: Other Occupations	CTE
141	Voc Tech - Industrial: Orientation & General Shop	CTE
142	Voc Tech - Industrial: Architectural Drafting	CTE

143	Voc Tech - Industrial: Auto Body Repair	CTE
144	Voc Tech - Industrial: Auto Mechanic/Technician	CTE
145	Voc Tech - Industrial: Aviation Systems/Maint	CTE
146	Voc Tech - Industrial: Building & Propert Maint	CTE
147	Voc Tech - Industrial: Cabinet Maker/Woodworking	CTE
148	Voc Tech - Industrial: Carpenter	CTE
149	Voc Tech - Industrial: Comm Systems Install/Repair	CTE
150	Voc Tech - Industrial: Computer Installer/Repairer	CTE
151	Voc Tech - Industrial: Construction	CTE
152	Voc Tech - Industrial: Drafting	CTE
153	Voc Tech - Industrial: Graphic Design/Comm Art	CTE
154	Voc Tech - Industrial: Graphic & Print Equip Oper	CTE
155	Voc Tech - Industrial: Heating, AC & Refrigeration	CTE
156	Voc Tech - Industrial: Machine Shop Assistant	CTE
157	Voc Tech - Industrial: Manufacturing	CTE
158	Voc Tech - Industrial: Mechanical Drafting	CTE
159	Voc Tech - Industrial: Precision Metal Worker	CTE
160	Voc Tech - Industrial: Protective Serv/Law Enforce	CTE
161	Voc Tech - Industrial: Radio & TV Broadcasting	CTE
162	Voc Tech - Industrial: Tech Prep/Engineering	CTE
163	Voc Tech - Industrial: Welding	CTE
164	Voc Tech - Industrial: Other Industrial Occupation	CTE
165	Voc Tech - Misc: Specialized Vocational Education	CTE
166	Voc Tech - Misc: Career Awareness & Development	CTE
167	Alternative Education	Miscellaneous
168	Class-Size Reduction	Miscellaneous
200	Administration	Administrative
215	Dean (Junior/High School)	Administrative
220	Guidance Counselor	Miscellaneous
221	Nurse	Support
222	Psychologist	Support
223	Social Worker	Support
230	Intern (Psychologist/Social Worker)	Support
235	Adult Education	Administrative
240	Attendance Officer	Administrative
245	Audiologist	Other Cert Staff
250	Diagnostician	Other Cert Staff
255	Instructional TV	Miscellaneous
260	Librarian/Media Specialist	Other Cert Staff
265	Therapist (Physical/Occupational)	Other Cert Staff
301	Special Ed - Bilingual	Special Education
361	Special Ed - Autism	Special Education
364	Special Ed - Mentally Handicapped (EMH/TMH)	Special Education

367	Special Ed - Traumatic Brain Injury	Special Education
391	Special Ed - LBS I	Special Education
392	Special Ed - LBS II	Special Education
501	Voc Tech - Agriculture	CTE
502	Voc Tech - Business, Marketing, Management	CTE
503	Voc Tech - Family & Consumer Sciences	CTE
504	Voc Tech - Health Occupations	CTE
505	Voc Tech - Industrial Occupations	CTE
506	Voc Tech - Misc.	CTE
507	Math	Math
508	Music	Arts
510	Social Science	Social Sciences

Retention Rate

Definition

Retention rate will be calculated for SYs 2018, 2019, and 2020 as the percentage of full-time (FTE = 1) teachers in SY who returned in SY+1 to work as a teacher at the same [school/district/geographic area/state] in SY+1 by October 1 at any FTE.

Attrition rate will be calculated for SYs 2018, 2019, and 2020 as the percentage of full-time (FTE = 1) teachers in SY who did not return in SY to work as a teacher at the same [school/district/geographic area/state] in SY+1 by October 1 at any FTE.

- “Teacher” includes all Instructional, Resource and Special Education Educators.
- “Teachers” are educators within the Employment Information System defined by the following rules:
 - Has an active Employment record and associated Position and Working Location details.
 - The Position record is associated with the School Year to be calculated.
 - Note: Position Codes of 209 and 210 are no longer valid teacher position codes. There are no employees assigned to these codes after SY 2017.
 - A Position Time Frame of either:
 - 1 – Regular School Year
 - 3 – Both
 - Note: Starting in the 2015-16 school year, both are being transitioned out; however, it needs to be included as not all records have been transitioned. Summer school-only teachers are excluded.
- Positions are as follows:
 - Teachers: Position category ID of “3” or “4”
- Teacher FTE is determined by the following:
 - If a district has submitted “Contract Override Days” for its EIS records then Teacher FTE is: $\text{Percent Full time} * (\text{Days Paid} / \text{Contract Override Days for Full Time})$, otherwise
 - Teacher FTE is: $\text{Percent Full time} * (\text{Days Paid} / \text{Contract Days for Full Time})$
 - If either Percent Full Time, Days Paid, Contract Days Full Time, or Contract Override Days is missing use the EIS Function.
 - Note Regarding Full Time vs Part Time and FTE:
 - A teacher’s Full-Time /Part-Time distinction is submitted by the district at the position’s level.
 - An educator can occupy two different positions based on the Position Category Codes (e.g., teacher and assistant principal) for the same district – they would be considered a part-time teacher and a part-time administrator. Each position’s “percent full time” would be less than 100%; the total percent full time for both positions cannot exceed 100%.
 - An educator can occupy one position based on the Position Category Code (e.g., Teacher) and be assigned to multiple work locations. The FTE is determined at the position level and the work location FTE is determined by multiplying the work location “workload” value by the position FTE.

- If an educator holds the same position at multiple employers (district), the educator’s FTE is determined by each employer.

Source(s) of Data

ISBE Data Warehouse

Entities

- Teachers whose work location is in entity categories 1, 2, 4, 5, 6, 7, 8, 9, and A are included.
- Category E is also included if the work location entity rolls up into a public district.

Grades

All

Business Rules

Positions are as follows:

- Teachers: Position category ID of “3” or “4”

Formula(s) / Calculation(s)

NOTE: Retention and Attrition are determined by comparing school year employment location and position to Oct. 1 of SY+1 employment location and position.

Retention

Sum FTE and in-state experience by IEIN for school year

- School: $((\# \text{ retained from SY to SY+1 as a [teacher] at [work location] at any FTE) / (\# \text{ [teachers] with FTE = 1 at [work location] in SY})) * 100$
- District: $((\# \text{ retained from SY to SY+1 as [teacher] at [district employer] at any FTE) / (\# \text{ [teachers] with FTE = 1 at [district employer] in SY})) * 100$
- Geographic Area: $((\# \text{ retained from SY to SY+1 as [teacher] in [geographic area] at any FTE) / (\# \text{ [teachers] with FTE = 1 in [geographic area] in SY})) * 100$
- State: $((\# \text{ retained from SY to SY+1 as [teacher] in [state] at any FTE) / (\# \text{ [teachers] with FTE = 1 in [state] in SY})) * 100$

Attrition

Sum FTE and in-state experience by IEIN for school year

- School: $((\# \text{ [teachers] with FTE = 1 at [work location] in SY) - (\# \text{ retained from SY to SY+1 as a [teacher] at [work location] at any FTE)) / (\# \text{ [teachers] with FTE = 1 at [work location] in SY})) * 100$
- District: $((\# \text{ [teachers] with FTE = 1 at [District] in SY) - (\# \text{ retained from SY to SY+1 as a [teacher] at [district] at any FTE)) / (\# \text{ [teachers] with FTE = 1 at [district] in SY})) * 100$
- Geographic Area: $((\# \text{ [teachers] with FTE = 1 at [geographic area] in SY) - (\# \text{ retained from SY to SY+1 as a [teacher] at [geographic area] at any FTE)) / (\# \text{ [teachers] with FTE = 1 at [geographic area] in SY})) * 100$
- State: $((\# \text{ [teachers] with FTE = 1 at [state] in SY) - (\# \text{ retained from SY to SY+1 as a [teacher] at [state] at any FTE)) / (\# \text{ [teachers] with FTE = 1 at [state] in SY})) * 100$

Aggregation Level(s)

Entities:

- School (Primary Work Location)
- District (Primary Work Location)
- Geographic Area (EPS schema: Chicago, NE, NW, E Central, W Central, SE, & SW)
 - Educators should be included in each of their [school/district/geographic area] work locations.
- State

Subgroup(s)

- **Retained** (Retained, Not Retained) (at teacher level data)
 - RetainedSchool = 1
 - Teacher School in SY matches Teacher School in SY+1
 - RetainedDistrict = 1
 - Teacher District in SY matches Teacher District in SY+1
 - RetainedArea = 1
 - Teacher Geographic Area in SY matches Teacher Geographic Area in SY+1
 - RetainedState = 1
 - Teacher State in SY matches State School in SY+1
- **Attrition** (Retained, Not Retained) (at teacher level data)
 - RetainedSchool = 0
 - Teacher School in SY does not matches Teacher School in SY+1
 - RetainedDistrict = 0
 - Teacher District in SY does not match Teacher District in SY+1
 - RetainedArea = 0
 - Teacher Geographic Area in SY does not match Teacher Geographic Area in SY+1
 - RetainedState = 0
 - Teacher State in SY does not match State School in SY+1
- Race Description (White, Black, Hispanic, Asian, Two or more races, American Indian/ Alaska Native, Native Hawaiian/Pacific Islander, or Unknown)
- Gender name (female, male, or default to unknown if missing)
 - Gender data for educators should be sourced from EIS.
- Experience (In-state teaching experience)
 - "In-State Experience" for a given school year is from the table "RDS1EducatorExperience."
 - Round experience to the nearest whole number.
 - ~~Teaching experience buckets:~~
 - ~~Initial/new teacher: "In State Experience" ≤ 1~~
 - ~~Novice teacher: "In State Experience" < 2~~
 - ~~2 to 9: "In State Experience" ≥ 2 and < 10~~
 - ~~10 to 19: "In State Experience" ≥ 10 and < 20~~
 - ~~20 to 29: "In State Experience" ≥ 20 and < 30~~
 - ~~30+: "In State Experience" ≥ 30~~
 - Teacher Experience counts will be calculated for every year of experience.
 - Counts will be summed to create experience ranges.
- Subject Area

- Teachers are assigned to subject areas based on their endorsement subject(s). See *Appendix A* for details. Only active endorsements on active licenses are considered.
- Each teacher should be included in every subject area that applies to them.
- **Grade Bands** (Elementary, Middle/Junior School, High School, Special Ed, Other)
 - 5-category indicator based on RCDTS code 12th character (school code first character)
 - 0 = High
 - 1 = Middle
 - 2 = Elementary
 - 6 = Special Ed
 - 3,4,9 = Other

Reporting of the Metric(s)

Table: Columns – numerator, denominator, and retention rate; rows – categories for each disaggregation (race, gender, or subject area) separately or the overall total (default).

Appendix A: Subject Areas

* Identical to Appendix A on page 5

License Endorsement Subject ID	License Endorsement Subject Code	License Endorsement Subject Description	Assigned Subject Area
1	ADMIN	Administration	Administrative
2	ADULT	Adult Education	Miscellaneous
3	AG	Agriculture	CTE
4	ARTS	Arts and Theater	Arts
5	AUTO	Automotive	CTE
6	AVIAT	Aviation	CTE
7	BILIN	Bilingual Education	Bilingual
8	BUS	Business and Marketing Education	CTE
9	CLOTH	Clothing	CTE
10	COMM	Communications and Public Media	CTE
11	COMP	Computers and Related Technology	CTE
12	CONST	Construction and Related Skills	CTE
13	CRIM	Criminal Justice	CTE
14	EARLY	Early Childhood	Early Childhood
15	ELEM	Elementary Self-Contained	Elementary
16	ESL	English as a Second Language	ESL
17	FOOD	Food	CTE
18	FORN	Foreign Languages	Foreign Languages
19	GIFT	Gifted Education	Miscellaneous
20	GRAPH	Graphic Arts	Arts
21	HIST	History	Social Sciences
22	HOMECEC	Family and Consumer Sciences	CTE
23	LANG	English, Language Arts and Literature	ELA
24	LIBR	Library and Media	Other Cert Staff
25	MATH	Mathematics	Math

26	MEDIC	Health and Medical	CTE
27	MUSIC	Music	Arts
28	NATUR	Nature	Miscellaneous
29	NBPTS	National Board For Professional Teaching Standards	Miscellaneous
30	OFFIC	Office Skills	CTE
31	PE	Physical Education, Safety, and Driver's Education	Physical Education
32	PSYCH	Psychology	Social Sciences
33	SCI	Science Education	Sciences
34	SERVE	School Service Personnel	Support
35	SOSCI	History and Social Sciences	Social Sciences
36	SPED	Special Education	Special Education
37	VOCED	Vocational Education	CTE
38	ADM	Administrative	Administrative
39	SSP	School Support Personnel	Support
40	ECED	Early Childhood Education	Early Childhood
41	ELED	Elementary Education	Elementary
42	SECED	Secondary Teaching	Miscellaneous
43	SPL	Special Teaching	Miscellaneous
44	TBE	Transitional Bilingual Teaching Kindergarten	Bilingual
45	CTE	Career and Technical Educator	CTE
46	PCTE	Provisional Career and Technical Educator	CTE
47	SUB	Substitute	Substitute
48	PARA	Paraprofessional Educator	Parapro
49	PIDU	Provisional In-State Educator	Miscellaneous

Returning Teacher

Definition

Returning teachers are those who have been employed in Illinois public district in the past, were not employed by an Illinois district in SY-1, and were again employed by an Illinois public district in SY. This metric is part of teacher demand, as these teachers were hired by an Illinois public district. These returning teachers are also part of the supply of potential returning teachers who could return to public school classrooms in Illinois. This metric is displayed as a sum of returning teacher FTEs.

Source(s) of Data

EIS
ELIS

Entities

- Teachers whose work location is in entity categories 1, 2, 4, 5, 6, 7, 8, 9, and A are included.
- Category E is also included if the work location entity rolls up into a public district.

Grades

All

Business Rules

Include the following EIS positions, connecting these educators to licensure (ELIS) data via IEINs.

- Teachers: EIS position category ID of “3” or “4”

Formula(s) / Calculation(s)

Sum teacher FTE: Employed by an Illinois public district prior to SY-1, not employed by an Illinois public district as a teacher in SY-1, and employed by an Illinois public district as a teacher in SY.

- 2020 example: IEIN 12345 was employed by Illinois District 111 2010-15, not employed by any Illinois public district in 2019, and employed by Illinois District 111 in 2020 = count as 2020 returning teacher

Aggregation Level(s)

- Geographic Area (EPS schema: Chicago, NE, NW, E Central, W Central, SE, & SW)
 - Educators should be included in each of their [school/district/geographic area] work locations by FTE.
- State (default)

Subgroup(s)

- Subject Area
 - Teachers are assigned to subject areas based on their endorsement subject(s). See *Appendix A* for details. Only active endorsements on active licenses are considered.
 - Each teacher should be included in every subject area that applies to them.
- “In-State Experience” for a given school year from the table “RDS1EducatorExperience” shows teaching experience in whole numbers.
 - Teaching experience buckets:
 - Initial/new teacher: “In-State Experience” ≤ 1
 - Novice teacher: “In-State Experience” < 2
 - 2 to 9: “In-State Experience” ≥ 2 and < 10

- 10 to 19: “In-State Experience” ≥ 10 and < 20
- 20 to 29: “In-State Experience” ≥ 20 and < 30
- 30+: “In-State Experience” ≥ 30
- Race Description (White, Black, Hispanic, Asian, Two or more races, American Indian/Alaska Native, Native Hawaiian/Pacific Islander, or Unknown)
 - Default to unknown if missing.
- Gender (gender name: female, male, or unknown)
 - Default to unknown if missing.
 - Gender data for educators should be sourced from EIS.
- Age (as of July 1 in a given school year)
 - Rounded up to the nearest whole number.
 - Age should be displayed by individual ages with a low-end bucket for ≤ 21 and a high-end bucket for ≥ 70.

Reporting of the Metric(s)

Bar charts with bars displaying returning teacher FTEs by subject area, experience, age, race, and gender separately.

Appendix A: Subject Areas

** Identical to Appendix A on page 5*

License Endorsement Subject ID	License Endorsement Subject Code	License Endorsement Subject Description	Assigned Subject Area
1	ADMIN	Administration	Administrative
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5	AUTO	Automotive	CTE
6	AVIAT	Aviation	CTE
7	BILIN	Bilingual Education	Bilingual
8	BUS	Business and Marketing Education	CTE
9	CLOTH	Clothing	CTE
10	COMM	Communications and Public Media	CTE
11	COMP	Computers and Related Technology	CTE
12	CONST	Construction and Related Skills	CTE
13	CRIM	Criminal Justice	CTE
14	EARLY	Early Childhood	Early Childhood
15	ELEM	Elementary Self-Contained	Elementary
16	ESL	English as a Second Language	ESL
17	FOOD	Food	CTE
18	FORN	Foreign Languages	Foreign Languages
19	GIFT	Gifted Education	Miscellaneous
20	GRAPH	Graphic Arts	Arts
21	HIST	History	Social Sciences
22	HOMEC	Family and Consumer Sciences	CTE
23	LANG	English, Language Arts and Literature	ELA

24	LIBR	Library and Media	Other Cert Staff
25	MATH	Mathematics	Math
26	MEDIC	Health and Medical	CTE
27	MUSIC	Music	Arts
28	NATUR	Nature	Miscellaneous
29	NBPTS	National Board For Professional Teaching Standards	Miscellaneous
30	OFFIC	Office Skills	CTE
31	PE	Physical Education, Safety, and Driver's Education	Physical Education
32	PSYCH	Psychology	Social Sciences
33	SCI	Science Education	Sciences
34	SERVE	School Service Personnel	Support
35	SOSCI	History and Social Sciences	Social Sciences
36	SPED	Special Education	Special Education
37	VOCED	Vocational Education	CTE
38	ADM	Administrative	Administrative
39	SSP	School Support Personnel	Support
40	ECED	Early Childhood Education	Early Childhood
41	ELED	Elementary Education	Elementary
42	SECED	Secondary Teaching	Miscellaneous
43	SPL	Special Teaching	Miscellaneous
44	TBE	Transitional Bilingual Teaching Kindergarten	Bilingual
45	CTE	Career and Technical Educator	CTE
46	PCTE	Provisional Career and Technical Educator	CTE
47	SUB	Substitute	Substitute
48	PARA	Paraprofessional Educator	Parapro
49	PIDU	Provisional In-State Educator	Miscellaneous

Educator License and Endorsement Totals

Definition

Teachers are categorized into subject areas by their licensure and endorsements. If a teacher holds multiple endorsements, they will be counted in each subject area for which they hold the requisite licensure.

Source(s) of Data

EIS

ELIS

Student Information System (SIS)

Entities

- Teachers whose work location is in entity categories 1, 2, 4, 5, 6, 7, 8, 9, and A are included.
- Category E is also included if the work location entity rolls up into a public district.

Grades

All

Business Rules

Positions are as follows:

- Teachers: Position category ID of "3" or "4"

Formula(s) / Calculation(s)

Count IEIN/teacher in [subject area] if teacher [endorsement] aligns with [subject area].

Aggregation Level(s)

Entities:

- Geographic Area (EPS schema: Chicago, NE, NW, E Central, W Central, SE, & SW)
 - Educators should be included in each of their [school/district/geographic area] work locations.
- State

Subgroup(s)

- Race Description (White, Black, Hispanic, Asian, Two or more races, American Indian/Alaska Native, Native Hawaiian/Pacific Islander, or Unknown)
- Gender name (female, male, or default to unknown if missing)
 - Gender data for educators should be sourced from EIS.
- Age (as of July 1 in each school year)
 - Rounded to the nearest whole number.
 - Age should be displayed by individual ages with a low-end bucket for ≤ 21 and a high-end bucket for ≥ 70 .
- Experience (In-state teaching experience)
 - Rounded to the nearest whole number.
 - Teaching experience buckets:
 - Initial/new teacher: "In-State Experience" ≤ 1
 - Novice teacher: "In-State Experience" < 2
 - 2 to 9: "In-State Experience" ≥ 2 and < 10
 - 10 to 19: "In-State Experience" ≥ 10 and < 20

- 20 to 29: “In-State Experience” ≥ 20 and < 30
 - 30+: “In-State Experience” ≥ 30
- Degree (Bachelor’s, Master’s, Doctorate)
 - Highest degree held.
 - Create an “Unknown” category for educators without a degree listed.
- Grade Band (PK, KG, 1-8, 9-12)
 - Educator grade data should be sourced from EIS position grade level data.
 - Each teacher should be included in each applicable grade band according to position FTE(s).
- Subject Area
 - Teachers are assigned to subject areas based on their endorsement subject(s). See *Appendix A* for details. Only active endorsements on active licenses are considered.
 - Each teacher should be included in every subject area that applies to them.

Reporting of the Metric(s)

Stacked bar chart showing teacher count sums by subject areas across each year of analysis.

Appendix A: Subject Areas

* Identical to Appendix A on page 5

License Endorsement Subject ID	License Endorsement Subject Code	License Endorsement Subject Description	Assigned Subject Area
1	ADMIN	Administration	Administrative
2	ADULT	Adult Education	Miscellaneous
3	AG	Agriculture	CTE
4	ARTS	Arts and Theater	Arts
5	AUTO	Automotive	CTE
6	AVIAT	Aviation	CTE
7	BILIN	Bilingual Education	Bilingual
8	BUS	Business and Marketing Education	CTE
9	CLOTH	Clothing	CTE
10	COMM	Communications and Public Media	CTE
11	COMP	Computers and Related Technology	CTE
12	CONST	Construction and Related Skills	CTE
13	CRIM	Criminal Justice	CTE
14	EARLY	Early Childhood	Early Childhood
15	ELEM	Elementary Self-Contained	Elementary
16	ESL	English as a Second Language	ESL
17	FOOD	Food	CTE
18	FORN	Foreign Languages	Foreign Languages
19	GIFT	Gifted Education	Miscellaneous
20	GRAPH	Graphic Arts	Arts
21	HIST	History	Social Sciences
22	HOMEC	Family and Consumer Sciences	CTE
23	LANG	English, Language Arts and Literature	ELA
24	LIBR	Library and Media	Other Cert Staff

25	MATH	Mathematics	Math
26	MEDIC	Health and Medical	CTE
27	MUSIC	Music	Arts
28	NATUR	Nature	Miscellaneous
29	NBPTS	National Board For Professional Teaching Standards	Miscellaneous
30	OFFIC	Office Skills	CTE
31	PE	Physical Education, Safety, and Driver's Education	Physical Education
32	PSYCH	Psychology	Social Sciences
33	SCI	Science Education	Sciences
34	SERVE	School Service Personnel	Support
35	SOSCI	History and Social Sciences	Social Sciences
36	SPED	Special Education	Special Education
37	VOCED	Vocational Education	CTE
38	ADM	Administrative	Administrative
39	SSP	School Support Personnel	Support
40	ECED	Early Childhood Education	Early Childhood
41	ELED	Elementary Education	Elementary
42	SECD	Secondary Teaching	Miscellaneous
43	SPL	Special Teaching	Miscellaneous
44	TBE	Transitional Bilingual Teaching Kindergarten	Bilingual
45	CTE	Career and Technical Educator	CTE
46	PCTE	Provisional Career and Technical Educator	CTE
47	SUB	Substitute	Substitute
48	PARA	Paraprofessional Educator	Parapro
49	PIDU	Provisional In-State Educator	Miscellaneous

Teacher Mobility

Definition

Teacher mobility compares a teacher's primary work location from SY-1 to SY. If the teacher's primary work location (e.g., school) changed from SY-1 to SY to a different entity (e.g., school, district, county, or region), then that teacher would be included in teacher mobility as a mover. Mover teachers would be counted as a negative (-1) for their SY-1 work location entity and as a positive (+1) for their work location entity in SY. New teachers (+1), whether initial teachers or experienced teachers new to Illinois public schools, and leaving teachers (-1) (leaving for any reason) are both included in teacher mobility. A teacher whose primary work location did not change from SY-1 to SY or whose primary work location stayed within the same entity (e.g., district, county, or region) would be included as neutral (0).

- "Teacher" **includes** all Instructional, Resource and Special Education Educators.
- "Teachers" are educators within the Employment Information System defined by the following rules:
 - Has an active Employment record and associated Position and Working Location details.
 - The Position record is associated with the School Year to be calculated.
 - The position has a Position Category Code of one of the following:
 - 3 – Regular Educational Instructional
 - 4 – Special Education Instructional
 - Note: Position Codes of 209 and 210 are no longer valid teacher position codes. There are no employees assigned to these codes after SY 2017.
 - A Position Time Frame of either:
 - 1 – Regular School Year
 - 3 – Both
 - Note: Starting in the 2015-16 school year, both are being transitioned out; however, it needs to be included as not all records have been transitioned. Summer school-only teachers are excluded.

Source(s) of Data

ISBE Data Warehouse

Entities

- Teachers whose work location is in entity categories 1, 2, 4, 5, 6, 7, 8, 9, and A are included.
- Category E is also included if the work location entity rolls up into a public district.

Grades

N/A

Business Rules

Positions are as follows:

- Teachers: Position category ID of "3" or "4"

Formula(s) / Calculation(s)

Teacher mobility is based at the school level but rolls up to the geographic area level.

- Include teacher if SY-1 primary work location [entity] \neq SY primary work location [entity].
- If there is a change in primary work location, then the teacher will be counted as a negative for the old primary work location and a positive for the new primary work location.

- Example: 2018 primary work location Geographic Area: NE ≠ 2019 primary work location Geographic Area: E Central --> (This teacher would be included in teacher mobility.)

Aggregation Level(s)

Entities:

- Geographic Area (EPS schema: Chicago, NE, NW, E Central, W Central, SE, & SW)
 - Educators should be included in each of their [school/district/geographic area] work locations by FTE.

Subgroup(s)

N/A

Reporting of the Metric(s)

- Map of geographic regions shaded as either net losers or net gainers of teachers.
- Table with rows and columns for each geographic region. The columns show the number of teachers going to the region from each other region (rows). There will also be a column for net change, showing either a net gain or lose due to teacher mobility.

Appendix

N/A

Enrollment Projections

Definition

Enrollment projections use historic Illinois enrollment data to project Illinois enrollment totals in the future. Fall enrollment K-12 data is used to produce enrollment projections. Projections are based on 5-year averages of statewide grade retention rates.

Source(s) of Data

SIS

Entities

Enrollment counts are based on Report Card data, which are based on Fall Enrollment; thus, included entities are those listed in the Report Card.

Grades

K-12

Business Rules

Include fall enrollment for all students in public school districts in grades K-12.

Formula(s) / Calculation(s)

- Use 3-year moving average for 2021 kindergarten projection
 - $2020 \text{ kindergarten enrollment} + (2020 \text{ kindergarten enrollment} - 2018 \text{ kindergarten enrollment}) / 2$
- Average grade retention rate to project enrollment for grades 1 through 12
 - $\text{Grade retention rate} = \# [\text{SY}] [\text{Grade}] / \# [\text{SY}-1] [\text{Grade} -1]$
 - Round grade retention rates to the nearest 10th
 - 2018 Grade 4 Retention Example: $\# 2018 \text{ Grade 4} / \# 2017 \text{ Grade 3}$
- 2021 grades 1-8 enrollment projection
 - $(\text{Average 4-year retention rates}) * \# [\text{SY}-1] [\text{Grade} -1]$
- 2021 grades 9-12 enrollment projection
 - $(2020 \text{ retention rate} + (2020 \text{ retention rate} - 2017 \text{ retention rate}) / 4) * \# [\text{SY}-1] [\text{Grade} -1]$

Aggregation Level(s)

State

Subgroup(s)

N/A

Reporting of the Metric(s)

Table with rows for K-8, 9-12, and K-12 grade spans showing 2021 enrollment projections in the column.

Appendix

N/A

Teacher Age

Definition

Teacher Age is the age as of July 1 in a given school year, rounded up to the nearest whole number. The metric will be displayed as FTEs per age. The upper and lower ends of the age range will consist of buckets for those 21 or younger and those 70 or older.

- “Teacher” **includes** all Instructional, Resource and Special Education Educators.
- “Teachers” are educators within the Employment Information System defined by the following rules:
 - Has an active Employment record and associated Position and Working Location details.
 - The Position record is associated with the School Year to be calculated.
 - The position has a Position Category Code of one of the following:
 - 3 – Regular Educational Instructional
 - 4 – Special Education Instructional
 - Note: Position Codes of 209 and 210 are no longer valid teacher position codes. There are no employees assigned to these codes after SY 2017.
 - A Position Time Frame of either:
 - 1 – Regular School Year
 - 3 – Both
 - Note: Starting in the 2015-16 school year, both are being transitioned out; however, it needs to be included as not all records have been transitioned. Summer school-only teachers are excluded.

Source(s) of Data

ISBE Data Warehouse

Entities

- Teachers whose work location is in entity categories 1, 2, 4, 5, 6, 7, 8, 9, and A are included.
- Category E is also included if the work location entity rolls up into a public district.

Grades

All

Business Rules

Positions are as follows:

- Teachers: position category ID of “3” or “4”

Formula(s) / Calculation(s)

Age = age as of July 1 in a given school year, rounded up to the nearest whole number.

- Teacher FTEs summed by each age, with buckets on both ends of the range.
 - Low-end bucket of ≤ 21 years old
 - High-end bucket of ≥ 70 years old

Aggregation Level(s)

Entities:

- Districts
 - Educators should be included in each of their [school/district/geographic area] work locations by FTE.
- Geographic Area (EPS schema: Chicago, NE, NW, E Central, W Central, SE, & SW)
- State

Subgroup(s)

- Race Description (White, Black, Hispanic, Asian, Two or more races, American Indian/Alaska Native, Native Hawaiian/Pacific Islander, or Unknown)
- Gender name (female, male, or default to unknown if missing)
 - Gender data for educators should be sourced from EIS.
- Experience (In-state teaching experience, round to nearest whole number)
 - “In-State Experience” for a given school year from the table “RDS1EducatorExperience” shows teaching experience in whole numbers.
 - Teaching experience buckets:
 - Initial/new teacher: “In-State Experience” ≤ 1
 - Novice teacher: “In-State Experience” < 2
 - 2 to 9: “In-State Experience” ≥ 2 and < 10
 - 10 to 19: “In-State Experience” ≥ 10 and < 20
 - 20 to 29: “In-State Experience” ≥ 20 and < 30
 - 30+: “In-State Experience” ≥ 30
- Degree (Bachelor’s, Master’s, Doctorate)
 - Highest degree level held.
 - Create an “Unknown” category for educators without a degree listed.
- Grade Band (PK, KG, 1-8, 9-12)
 - Each teacher should be included in each applicable grade band according to position FTE(s).
 - Educator grade data should be sourced from EIS position grade level data.
- Subject Area
 - Teachers are assigned to subject areas based on their endorsement subject(s). See *Appendix A* for details. Only active endorsements on active licenses are considered.
 - Each teacher should be included in every subject area that applies to them.

Reporting of the Metric(s)

A distribution chart showing the sum of FTEs for each age value among teachers in a given school year.

Appendix A: Subject Areas

** Identical to Appendix A on page 5*

License Endorsement Subject ID	License Endorsement Subject Code	License Endorsement Subject Description	Assigned Subject Area
1	ADMIN	Administration	Administrative
2	ADULT	Adult Education	Miscellaneous
3	AG	Agriculture	CTE
4	ARTS	Arts and Theater	Arts
5	AUTO	Automotive	CTE

6	AVIAT	Aviation	CTE
7	BILIN	Bilingual Education	Bilingual
8	BUS	Business and Marketing Education	CTE
9	CLOTH	Clothing	CTE
10	COMM	Communications and Public Media	CTE
11	COMP	Computers and Related Technology	CTE
12	CONST	Construction and Related Skills	CTE
13	CRIM	Criminal Justice	CTE
14	EARLY	Early Childhood	Early Childhood
15	ELEM	Elementary Self-Contained	Elementary
16	ESL	English as a Second Language	ESL
17	FOOD	Food	CTE
18	FORN	Foreign Languages	Foreign Languages
19	GIFT	Gifted Education	Miscellaneous
20	GRAPH	Graphic Arts	Arts
21	HIST	History	Social Sciences
22	HOMECEC	Family and Consumer Sciences	CTE
23	LANG	English, Language Arts and Literature	ELA
24	LIBR	Library and Media	Other Cert Staff
25	MATH	Mathematics	Math
26	MEDIC	Health and Medical	CTE
27	MUSIC	Music	Arts
28	NATUR	Nature	Miscellaneous
29	NBPTS	National Board For Professional Teaching Standards	Miscellaneous
30	OFFIC	Office Skills	CTE
31	PE	Physical Education, Safety, and Driver's Education	Physical Education
32	PSYCH	Psychology	Social Sciences
33	SCI	Science Education	Sciences
34	SERVE	School Service Personnel	Support
35	SOSCI	History and Social Sciences	Social Sciences
36	SPED	Special Education	Special Education
37	VOCED	Vocational Education	CTE
38	ADM	Administrative	Administrative
39	SSP	School Support Personnel	Support
40	ECED	Early Childhood Education	Early Childhood
41	ELED	Elementary Education	Elementary
42	SECED	Secondary Teaching	Miscellaneous
43	SPL	Special Teaching	Miscellaneous
44	TBE	Transitional Bilingual Teaching Kindergarten	Bilingual
45	CTE	Career and Technical Educator	CTE
46	PCTE	Provisional Career and Technical Educator	CTE
47	SUB	Substitute	Substitute

48	PARA	Paraprofessional Educator	Parapro
49	PIDU	Provisional In-State Educator	Miscellaneous

Public In-State Experience

Definition

“In-State Experience” for a given school year from the table “RDS1EducatorExperience” shows years of teaching experience for a teacher in that particular year. This metric will display teacher FTE sums by years of teaching experience (e.g., 1,000 FTEs with 25 years of experience and 900 FTEs with 26 years of teaching experience). Additionally, there will be a low-end teaching experience bucket of 1 or fewer years of teaching experience and an upper-end bucket for 40 or more years of teaching experience.

Source(s) of Data

EIS

Entities

- Teachers whose work location is in entity categories 1, 2, 4, 5, 6, 7, 8, 9, and A are included.
- Category E is also included if the work location entity rolls up into a public district.

Grades

All

Business Rules

Positions are as follows:

- Teachers: Position category ID of “3” or “4”

Formula(s) / Calculation(s)

Public In-State Experience: “In-State Experience” for a given school year from the table “RDS1EducatorExperience” = teaching experience years in whole number.

- Teacher FTEs summed by each year of experience, with buckets on both ends of the range.
 - Low-end bucket of ≤ 1 year of teaching experience
 - High-end bucket of ≥ 40 years of teaching experience

Aggregation Level(s)

Entities:

- Geographic Area (EPS schema: Chicago, NE, NW, E Central, W Central, SE, & SW)
 - Educators should be included in each of their [school/district/geographic area] work locations by FTE.
- State

Subgroup(s)

- Race Description (White, Black, Hispanic, Asian, Two or more races, American Indian/Alaska Native, Native Hawaiian/Pacific Islander, or Unknown)
- Gender name (female, male, or default to unknown if missing)
 - Gender data for educators should be sourced from EIS.
- Age (as of July 1 in each school year)
 - Rounded to the nearest whole number.
 - Age should be displayed by individual ages with a low-end bucket for ≤ 21 and a high-end bucket for ≥ 70 .
- Subject Area

- Teachers are assigned to subject areas based on their endorsement subject(s). See *Appendix A* for details. Only active endorsements on active licenses are considered.
- Each teacher should be included in every subject area that applies to them.

Reporting of the Metric(s)

A distribution chart showing the sum of FTEs for each experience value among teachers in a given school year.

Appendix A: Subject Areas

** Identical to Appendix A on page 5*

License Endorsement Subject ID	License Endorsement Subject Code	License Endorsement Subject Description	Assigned Subject Area
1	ADMIN	Administration	Administrative
2	ADULT	Adult Education	Miscellaneous
3	AG	Agriculture	CTE
4	ARTS	Arts and Theater	Arts
5	AUTO	Automotive	CTE
6	AVIAT	Aviation	CTE
7	BILIN	Bilingual Education	Bilingual
8	BUS	Business and Marketing Education	CTE
9	CLOTH	Clothing	CTE
10	COMM	Communications and Public Media	CTE
11	COMP	Computers and Related Technology	CTE
12	CONST	Construction and Related Skills	CTE
13	CRIM	Criminal Justice	CTE
14	EARLY	Early Childhood	Early Childhood
15	ELEM	Elementary Self-Contained	Elementary
16	ESL	English as a Second Language	ESL
17	FOOD	Food	CTE
18	FORN	Foreign Languages	Foreign Languages
19	GIFT	Gifted Education	Miscellaneous
20	GRAPH	Graphic Arts	Arts
21	HIST	History	Social Sciences
22	HOMECEC	Family and Consumer Sciences	CTE
23	LANG	English, Language Arts and Literature	ELA
24	LIBR	Library and Media	Other Cert Staff
25	MATH	Mathematics	Math
26	MEDIC	Health and Medical	CTE
27	MUSIC	Music	Arts
28	NATUR	Nature	Miscellaneous
29	NBPTS	National Board For Professional Teaching Standards	Miscellaneous
30	OFFIC	Office Skills	CTE
31	PE	Physical Education, Safety, and Driver's Education	Physical Education

32	PSYCH	Psychology	Social Sciences
33	SCI	Science Education	Sciences
34	SERVE	School Service Personnel	Support
35	SOSCI	History and Social Sciences	Social Sciences
36	SPED	Special Education	Special Education
37	VOCED	Vocational Education	CTE
38	ADM	Administrative	Administrative
39	SSP	School Support Personnel	Support
40	ECED	Early Childhood Education	Early Childhood
41	ELED	Elementary Education	Elementary
42	SECED	Secondary Teaching	Miscellaneous
43	SPL	Special Teaching	Miscellaneous
44	TBE	Transitional Bilingual Teaching Kindergarten	Bilingual
45	CTE	Career and Technical Educator	CTE
46	PCTE	Provisional Career and Technical Educator	CTE
47	SUB	Substitute	Substitute
48	PARA	Paraprofessional Educator	Parapro
49	PIDU	Provisional In-State Educator	Miscellaneous

Teacher, Principal, and Paraprofessional Demographics

Definition

Teacher/Principal/Paraprofessional Demographics will be calculated for SYs 2018, 2019, and 2020 as a Percent of Teacher/Principal/Paraprofessional FTEs, displayed by the disaggregation categories listed in the Subgroups section. Data will be displayed for paraprofessionals, teachers, and principals separately.

- “Teacher” includes all Instructional, Resource and Special Education Educators.
- “Teachers” are educators within the Employment Information System defined by the following rules:
 - Has an active Employment record and associated Position and Working Location details.
 - The Position record is associated with the School Year to be calculated.
 - Note: Position Codes of 209 and 210 are no longer valid teacher position codes. There are no employees assigned to these codes after SY 2017.
 - A Position Time Frame of either:
 - 1 – Regular School Year
 - 3 – Both
 - Note: Starting in the 2015-16 school year, both are being transitioned out; however, it needs to be included as not all records have been transitioned. Summer school-only teachers are excluded.
- Positions are as follows:
 - Teachers: Position category ID of “3” or “4”
 - Principal: Position code of “103”
 - Paraprofessionals: Position code of “310” or “384”
- Teacher FTE is determined by the following:
 - If a district has submitted “Contract Override Days” for its EIS records, then Teacher FTE is: Percent Full time * (Days Paid / Contract Override Days for Full Time), otherwise
 - Teacher FTE is: Percent Full time * (Days Paid / Contract Days for Full Time)
 - Note Regarding Full-Time vs Part-Time and FTE:
 - A teacher’s Full-Time /Part-Time distinction is submitted by the district at the position’s level.
 - An educator can occupy two different positions based on the Position Category Codes (e.g., teacher and assistant principal) for the same district – they would be considered a part-time teacher and a part-time administrator. Each position’s “percent full time” would be less than 100%; the total percent full time for both positions cannot exceed 100%.
 - An educator can occupy one position based on the Position Category Code (e.g., Teacher) and be assigned to multiple work locations. The FTE is determined at the position level and the work location FTE is determined by multiplying the work location “workload” value by the position FTE.
 - If an educator holds the same position at multiple employers (district), the educator’s FTE is determined by each employer.

Source(s) of Data

ISBE Data Warehouse

Entities

- Educators whose work location is in entity categories 1, 2, 4, 5, 6, 7, 8, 9, and A are included.
- Category E is also included if the work location entity rolls up into a public district.

Grades

All

Business Rules

Positions are as follows:

- Teachers: Position category ID of “3” or “4”
- Principal: Position code of “103”
- Paraprofessionals: Position code of “310” or “384”

Formula(s) / Calculation(s)

$$\left(\frac{([\text{Position}] \text{ FTE by } [\text{Category}] \text{ for } [\text{Entity}])}{([\text{Position}] \text{ FTE for } [\text{Entity}])} \right) \times 100$$

- For example: $\left(\frac{(\text{Teacher FTE by Race for the State of Illinois})}{(\text{Teacher FTE for the State of Illinois})} \right) \times 100$

Aggregation Level(s)

Entities:

- Districts
 - Educators should be included in each of their [school/district/geographic area] work locations by FTE.
- Geographic Area (EPS schema: Chicago, NE, NW, E Central, W Central, SE, & SW)
- State

Subgroup(s)

- Race Description (White, Black, Hispanic, Asian, Two or more races, American Indian/Alaska Native, Native Hawaiian/Pacific Islander, or Unknown)
- Gender (female, male, or default to unknown if missing)
 - Gender data for educators should be sourced from EIS.
- Age (as of July 1 in each school year)
 - Rounded to the nearest whole number.
 - Age should be displayed by individual ages with a low-end bucket for ≤ 21 and a high-end bucket for ≥ 70 .
- Degree (Bachelor’s, Master’s, Doctorate)
 - Highest degree level held.
 - For paraprofessionals, include HS/GED and associate.
 - Create an “Unknown” category for educators without a degree listed.
- Experience (In-state teaching experience)
 - Applicable to teachers only.
 - Round years of experience to the nearest whole number.
 - Experience bands
 - Initial/new teacher: “In-State Experience” ≤ 1
 - Novice teacher: “In-State Experience” < 2
 - 2 to 9: “In-State Experience” ≥ 2 and < 10
 - 10 to 19: “In-State Experience” ≥ 10 and < 20
 - 20 to 29: “In-State Experience” ≥ 20 and < 30
 - 30+: “In-State Experience” ≥ 30
- Grade Band (PK, KG, 1-8, 9-12)

- Applicable to teachers only.
- Teacher grade data should be sourced from EIS position grade level data.
- Each teacher should be included in each applicable grade band according to position FTE(s).
- Subject Area
 - Applicable to teachers only.
 - Teachers are assigned to subject areas based on their endorsement subject(s). See *Appendix A* for details. Only active endorsements on active licenses are considered.
 - Each teacher should be included in every subject area that applies to them.

Reporting of the Metric(s)

A series of stacked bar charts. Each stacked bar chart representing a different category of demographics across all three positions.

Appendix A: Subject Areas

** Identical to Appendix A on page 5*

License Endorsement Subject ID	License Endorsement Subject Code	License Endorsement Subject Description	Assigned Subject Area
1	ADMIN	Administration	Administrative
2	ADULT	Adult Education	Miscellaneous
3	AG	Agriculture	CTE
4	ARTS	Arts and Theater	Arts
5	AUTO	Automotive	CTE
6	AVIAT	Aviation	CTE
7	BILIN	Bilingual Education	Bilingual
8	BUS	Business and Marketing Education	CTE
9	CLOTH	Clothing	CTE
10	COMM	Communications and Public Media	CTE
11	COMP	Computers and Related Technology	CTE
12	CONST	Construction and Related Skills	CTE
13	CRIM	Criminal Justice	CTE
14	EARLY	Early Childhood	Early Childhood
15	ELEM	Elementary Self-Contained	Elementary
16	ESL	English as a Second Language	ESL
17	FOOD	Food	CTE
18	FORN	Foreign Languages	Foreign Languages
19	GIFT	Gifted Education	Miscellaneous
20	GRAPH	Graphic Arts	Arts
21	HIST	History	Social Sciences
22	HOMEC	Family and Consumer Sciences	CTE
23	LANG	English, Language Arts and Literature	ELA
24	LIBR	Library and Media	Other Cert Staff
25	MATH	Mathematics	Math
26	MEDIC	Health and Medical	CTE
27	MUSIC	Music	Arts

28	NATUR	Nature	Miscellaneous
29	NBPTS	National Board For Professional Teaching Standards	Miscellaneous
30	OFFIC	Office Skills	CTE
31	PE	Physical Education, Safety, and Driver's Education	Physical Education
32	PSYCH	Psychology	Social Sciences
33	SCI	Science Education	Sciences
34	SERVE	School Service Personnel	Support
35	SOSCI	History and Social Sciences	Social Sciences
36	SPED	Special Education	Special Education
37	VOCED	Vocational Education	CTE
38	ADM	Administrative	Administrative
39	SSP	School Support Personnel	Support
40	ECED	Early Childhood Education	Early Childhood
41	ELED	Elementary Education	Elementary
42	SECED	Secondary Teaching	Miscellaneous
43	SPL	Special Teaching	Miscellaneous
44	TBE	Transitional Bilingual Teaching Kindergarten	Bilingual
45	CTE	Career and Technical Educator	CTE
46	PCTE	Provisional Career and Technical Educator	CTE
47	SUB	Substitute	Substitute
48	PARA	Paraprofessional Educator	Parapro
49	PIDU	Provisional In-State Educator	Miscellaneous

Student Demographics

Definition

Student demographics will be calculated for SYs 2018, 2019, and 2020 as a percent of total student counts and will be displayed by the disaggregation categories listed in the Subgroups section.

Source(s) of Data

SIS

Entities

- Entity categories 1, 2, 4, 5, 6, 7, 8, 9, and A are included.
- Category E is also included if the entity rolls up into a public district.

Grades

All

Business Rules

- Grades (all grades individually, PK-12)
- Grades will be put into grade spans after the fact (PK, K-2, 3-5, 6-8, 9-12)

Formula(s) / Calculation(s)

$$\left(\frac{([\text{Student count}] \text{ by } [\text{Disaggregation Category}] \text{ for } [\text{Entity}])}{([\text{Student count}] \text{ for } [\text{Entity}])} \right) \times 100$$

Aggregation Level(s)

Entities:

- Districts
 - Educators should be included in each of their [school/district/geographic area] work locations by FTE.
- Geographic Area (EPS schema: Chicago, NE, NW, E Central, W Central, SE, & SW)
- State

Subgroup(s)

- Race Description (White, Black, Hispanic, Asian, Two or more races, American Indian/Alaska Native, Native Hawaiian/Pacific Islander, or Unknown)
- Gender name (female, male, or default to unknown if missing)
- Grade (all grades individually, PK-12)
 - Grades will be put into grade spans after the fact (PK, K-2, 3-5, 6-8, 9-12)
- All student data should be sourced from SIS.

Reporting of the Metric(s)

A series of stacked bar charts. Each stacked bar chart representing a different category of demographics across students.

Appendix

N/A

EBF Staffing Comparisons

Definition

EBF Staffing Comparisons compare what the Evidence-Based Funding (EBF) formula recommends for a district/area/the state for each category of educator to the actual staffing of each educator category in the district/area/state. This analysis is displayed in FTEs.

Source(s) of Data

EIS
ELIS

Entities

Entity category: 2 (public districts) and any schools that are parented by a public district

Grades

All

Business Rules

These business rules calculate actual district FTE sums for each EBF educator category. Categorizations of course assignment subject areas as core or specialist and EBF-EIS position alignment can be found in the appendix B.

- Core Teachers:
 - Include teachers with an EIS position code ID of “200” who teaches a course(s) in elementary (self-contained), math, science, English, reading, writing, language arts, history, social studies, world languages, and/or AP classes (in any subject at any level).
 - Calculate core teacher FTE: $\# \text{ [core] courses} / \# \text{ total courses} \times \text{FTE} = \text{core teacher FTE}$.
 - Sum core teacher FTEs.
- Specialist Teachers:
 - Include each teacher with an EIS position code ID of “200” or “208” who teaches any course(s) that is a non-core, aka specialist, course (e.g., arts, physical education, CTE, etc.).
 - Calculate specialist teacher FTE: $\# \text{ [specialist] courses} / \# \text{ total courses} \times \text{FTE} = \text{specialist teacher FTE}$.
 - Sum specialist teacher FTEs.
- Instructional Facilitators:
 - FTE sum of all employment records with an EIS position code ID = “105,” “111,” “119,” “120,” “125,” “127,” “153,” “209,” “210,” “306,” or “308.”
- Core Intervention Teachers:
 - FTE sum of all employment records with an EIS position code ID = “201” or “207.”
- EL Core Teacher:
 - FTE sum of all employment records with an EIS position code ID = “202,” “203,” or “204.”
- EL Intervention Teacher:
 - FTE sum all employment records with an EIS position code ID = N/A
 - Unable to identify teachers in this position with current ISBE data.
- Special Education Core Teacher:
 - FTE sum of all employment records with an EIS position code ID = “250,” “251,” “602,” “604,” “605,” “606,” “607,” “608,” “610,” or “699.”
- Guidance Counselor:

- FTE sum all employment records with an EIS position code ID = "372."
- School Site Staff:
 - Secretarial/clerical staff, no equivalent in EIS.
- Nurse:
 - FTE sum of all employment records with an EIS position code ID = "374."
- Supervisory Aide:
 - Security staff, no equivalent in EIS.
- Librarian:
 - FTE sum of all employment records with an EIS position code ID = "309."
- Library Aide / Media Tech:
 - No equivalent in EIS.
- Principal:
 - FTE sum of all employment records with an EIS position code ID = "103."
- Assistant Principal:
 - FTE sum of all employment records with an EIS position code ID = "104."

Formula(s) / Calculation(s)

These formulas calculate how many staff the EBF formula would project for each EBF educator category in each district based on district enrollment. These projections can be compared to actual district staffing calculated above. Enrollment is based on serving school, and staffing recommendations are displayed in FTEs.

- Core Teachers:
 - $(\text{Low Income K-3 enrollment} / 15) +$
 - $(\text{Non-Low Income K-3 enrollment for} / 20) +$
 - $(\text{Low Income 4-12 enrollment} / 20) +$
 - $(\text{Non-Low Income 4-12 enrollment} / 25) = \text{FTEs of recommended "Core Teachers."}$
- Specialist Teachers:
 - $((\text{Low Income PK-8 enrollment} / 15) +$
 - $((\text{Non-Low Income PK-8 enrollment} / 2)) * 0.2 = \text{FTEs of recommended Elementary and Middle "Specialist Teachers."}$
 - $(\text{Low Income 9-12 enrollment} / 20) +$
 - $(\text{Non-Low Income 9-12 enrollment} / 25) * 0.33 = \text{FTEs of recommended High School "Specialist Teachers."}$
- Instructional Facilitators:
 - $\text{Enrollment} / 200 = \text{FTEs of recommended "Instructional Facilitators."}$
- Core Intervention Teachers:
 - $(\text{PK-8 Enrollment} / 450) + (\text{9-12 Enrollment} / 600) = \text{FTEs of recommended "Core Intervention Teachers."}$
- EL Core Teachers:
 - $(\text{Enrollment} / 100) = \text{FTEs of recommended "EL Core Teachers."}$
- EL Intervention Teachers:
 - $(\text{Enrollment} / 125) = \text{FTEs of recommended "EL Intervention Teachers."}$
- Special Education Core Teachers:
 - $(\text{Enrollment}) / 141 = \text{FTEs of recommended "Special Education Teachers."}$
- Guidance Counselor:
 - $(\text{PK-5 Enrollment} / 450) + (\text{6-12 Enrollment} / 250) = \text{FTEs of recommended "Guidance Counselors."}$

- School Site Staff:
 - Not in EIS.
- Nurse:
 - Enrollment / 750 = FTEs of recommended “Nurses.”
- Supervisory Aide
 - Security staff, not in EIS.
- Librarian:
 - (PK-8 Enrollment / 450) + (9-12 Enrollment / 600) = FTEs of recommended “Librarians.”
- Library Aide / Media Tech:
 - Not defined in statute – excluded.
- Principal:
 - (PK-8 Enrollment / 450) + (9-12 Enrollment / 600) = FTEs of recommended “Principals.”
- Assistant Principal:
 - (PK-8 Enrollment / 450) + (9-12 Enrollment / 600) = FTEs of recommended “Assistant Principals.”

Aggregation Level(s)

- District
- Geographic Area (EPS schema: Chicago, NE, NW, E Central, W Central, SE, & SW)
- State (default)

Subgroup(s)

N/A

Reporting of the Metric(s)

This data will be displayed as a bar chart of student-staff ratios by position and by entity [district/region/state]. For a particular position, one bar will show the EBF prescribed student-staff ratio and the other bar will show the actual student-staff of the entity [district/region/state]. This display can be manipulated by position and by entity.

Appendix B: Course Assignment Subject Area Core/Specialist Categorization

Course Assignment Subject Area Core/Specialist Categorization

Subject Area Id	Subject Area Description	Core or Specialist
-1	N/A	Specialist
1	English Language Arts	Core
2	Mathematics	Core
3	Life and Physical Sciences	Core
4	Social Sciences and History	Core
5	Fine and Performing Arts	Specialist
6	Foreign Language and Literature	Core
7	Religious Education and Theology	Specialist
8	Physical, Health, and Safety Education	Specialist
9	Military Science	Specialist
10	Computer and Information Sciences	Specialist
11	Communication and Audio/Visual Technology	Specialist
12	Business and Marketing	Specialist

13	Manufacturing	Specialist
14	Health Care Sciences	Specialist
15	Public, Protective, and Government Service	Specialist
16	Hospitality and Tourism	Specialist
17	Architecture and Construction	Specialist
18	Agriculture and Natural Resources	Specialist
19	Human Services	Specialist
20	Transportation, Distribution and Logistics	Specialist
21	Engineering and Technology	Specialist
22	Miscellaneous	Specialist
51	English Language and Literature (prior-to-secondary)	Core
52	Mathematics (prior-to-secondary)	Core
53	Life and Physical Sciences (prior-to-secondary)	Core
54	Social Sciences and History (prior-to-secondary)	Core
55	Fine and Performing Arts (prior-to-secondary)	Specialist
56	Foreign Language and Literature (prior-to-secondary)	Core
57	Religious Education and Theology (prior-to-secondary)	Specialist
58	Physical/ Health/ and Safety Education (prior-to-secondary)	Specialist
60	Computer and Information Sciences (prior-to-secondary)	Specialist
61	Communications and Audio/Video Technology (prior-to-secondary)	Specialist
62	Business and Marketing (prior-to-secondary)	Specialist
63	Manufacturing (prior-to-secondary)	Specialist
64	Health Care Sciences (prior-to-secondary)	Specialist
65	Public/ Protective/ and Government Service (prior-to-secondary)	Specialist
66	Hospitality and Tourism (prior-to-secondary)	Specialist
67	Architecture and Construction (prior-to-secondary)	Specialist
68	Agriculture/ Food/ and Natural Resources (prior-to-secondary)	Specialist
69	Human Services (prior-to-secondary)	Specialist
70	Transportation/Distribution/and Logistics (prior-to-secondary)	Specialist
71	Engineering and Technology (prior-to-secondary)	Specialist
72	Academic Enrichment (prior-to-secondary)	Specialist

EBF – EIS Position Alignment

EIS Position Code Id	EIS Position Code Desc	EIS Position Category Id	EBF Category	EBF Position
100	District Superintendent		Exclude	Exclude
101	Assistant/Associate District Superintendent		Exclude	Exclude
102	Chief Executive Officer		Exclude	Exclude
103	Principal		Principal	Principal
104	Assistant Principal		Assistant Principal	Assistant Principal
105	Supervisory Dean		Instructional Facilitator	Instructional Facilitator

107	General Administrator or General Supervisor		Exclude	Exclude
111	Director Area Voc Cent or Supervisor or More 1 field in CTE		Instructional Facilitator	Instructional Facilitator
114	Chief School Business Official		Exclude	Exclude
119	Head Teacher		Instructional Facilitator	Instructional Facilitator
120	Supervisor of One Field in Career and Technical Education		Instructional Facilitator	Instructional Facilitator
121	Administrator in a Bilingual Education Program		Exclude	Exclude
122	Regional Superintendent		Exclude	Exclude
123	Assistant Regional Superintendent		Exclude	Exclude
124	Dean of Students Admin (admin endorsement held)		Exclude	Exclude
125	Head of Gen Ed (Depart chair admin endorsement held)		Instructional Facilitator	Instructional Facilitator
126	Dean of Students Teacher no admin endorsement)		Exclude	Exclude
127	Head of Gen Ed (Department chair no admin endorsement held)		Instructional Facilitator	Instructional Facilitator
151	Assistant Special Education Director		Exclude	Exclude
152	Special Education Director		Exclude	Exclude
153	Special Education Supervisor		Instructional Facilitator	Instructional Facilitator
154	Supervisor of More Than One School Support Personnel Area		Exclude	Exclude
155	Supervisor of One School Support Personnel Area		Exclude	Exclude
199	Citywide Administrator		Exclude	Exclude
200	Teacher	3	General Education	Core/Specialist Teacher
201	Reading Teacher	3	General Education	Core Intervention Teacher
202	Bilingual Education Teacher	3	EL Education	EL Core Teacher
203	English as a Second Language Teacher	3	EL Education	EL Core Teacher
204	Visiting International Teacher	3	EL Education	EL Core Teacher
205	Pre-Kindergarten Teacher	3	Exclude	Exclude
206	Substitute Teacher	3	Exclude	Exclude
207	Speech Language Pathology Teacher	3	General Education	Core Intervention Teacher
208	Career and Technical Educator (CTE)	3	General Education	Specialist Teacher

209	Dean of Student Teacher (no admin endorsement)	3	Instructional Facilitator	Instructional Facilitator
210	Head of Gen Ed (Depart chair no admin endorsement held)	3	Instructional Facilitator	Instructional Facilitator
250	Special Education Teacher		Special Education	Core Special Education Teacher
251	Bilingual Special Education Teacher		Special Education	Core Special Education Teacher
306	Curriculum Specialist		Instructional Facilitator	Instructional Facilitator
308	Instructional Coach		Instructional Facilitator	Instructional Facilitator
309	Library Information Specialist		Librarian	Librarian
310	Paraprofessional		Exclude	Exclude
311	Reading Specialist		Support Staff	Exclude
312	Technology Specialist		Support Staff	Exclude
354	Cued Speech Interpreter		Support Staff	Exclude
358	In-Service Coordinator		Support Staff	Exclude
359	Sign Language Interpreter		Support Staff	Exclude
372	School Counselor		Guidance Counselor	Guidance Counselor
374	School Nurse		Nurse	Nurse
377	School Psychologist		Support Staff	Exclude
378	School Psychology Intern		Exclude	Exclude
379	School Social Worker		Support Staff	Exclude
380	School Social Worker Intern		Exclude	Exclude
381	Speech Language Pathologist-non-teaching		Support Staff	Exclude
382	Speech Language Pathologist Intern		Exclude	Exclude
383	Speech/Language Assistant		Exclude	Exclude
384	Speech/Language Paraprofessional		Exclude	Exclude
387	Vocational Coordinator		Support Staff	Exclude
399	Citywide Student Support Personnel		Support Staff	Exclude
601	Resource Teacher Arts (Visual Art, Music, Drama, and Theatre)		Special Education	Exclude
602	Resource Teacher History		Special Education	Special Education Core Teacher
603	Resource Teacher Government/Civics/Political Science		Special Education	Exclude
604	Resource Teacher English/Language Arts		Special Education	Special Education Core Teacher
605	Resource Teacher Reading		Special Education	Special Education Core Teacher

606	Resource Teacher Math		Special Education	Special Education Core Teacher
607	Resource Teacher Science (all sciences)		Special Education	Special Education Core Teacher
608	Resource Teacher Foreign Language		Special Education	Special Education Core Teacher
609	Resource Teacher Economics		Special Education	Exclude
610	Resource Teacher Elementary		Special Education	Special Education Core Teacher
611	Resource Teacher Other		Special Education	Exclude
699	Citywide Resource Teacher		Special Education	Special Education Core Teacher