

**Projected Number of Teachers Needed
Florida Public Schools**

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Office of Evaluation and Reporting
Florida Department of Education

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Projected Number of Florida Public School Teachers Needed Through 2020-2021

The Florida Department of Education provides projections of the number of teachers needed for use in long-range planning. This report updates projections released in September 2006, incorporating both the latest information on the number of teachers and enrollment projections released subsequent to the December 2006 Enrollment Estimating Conference. The report includes projections at the state level by subject field through 2020-21 and by school district through 2010-11.

The chief findings of the report are:

- Florida will need to fill approximately 17,000 to 23,500 classroom teacher positions per year between 2007-08 and 2016-27.
- Of the projected classroom teachers needed in 2007-08, most of these positions will be needed in elementary education and exceptional student education.
- Approximately 1,500 other instructional positions will need to be filled in 2007-08.¹

Statewide Summary

Projected Number of Teachers (See Table 1 and Figure 1.)

Based on the Staff Data Base² for 2006-07 (Survey 2, fall 2006), Florida employed 168,181 teachers in its public school classrooms and 29,097 additional instructional personnel (guidance counselors, librarians, etc.). The 168,181 teachers represent a 2% increase over the number of teachers in 2005-06, compared to virtually no increase in student enrollments.

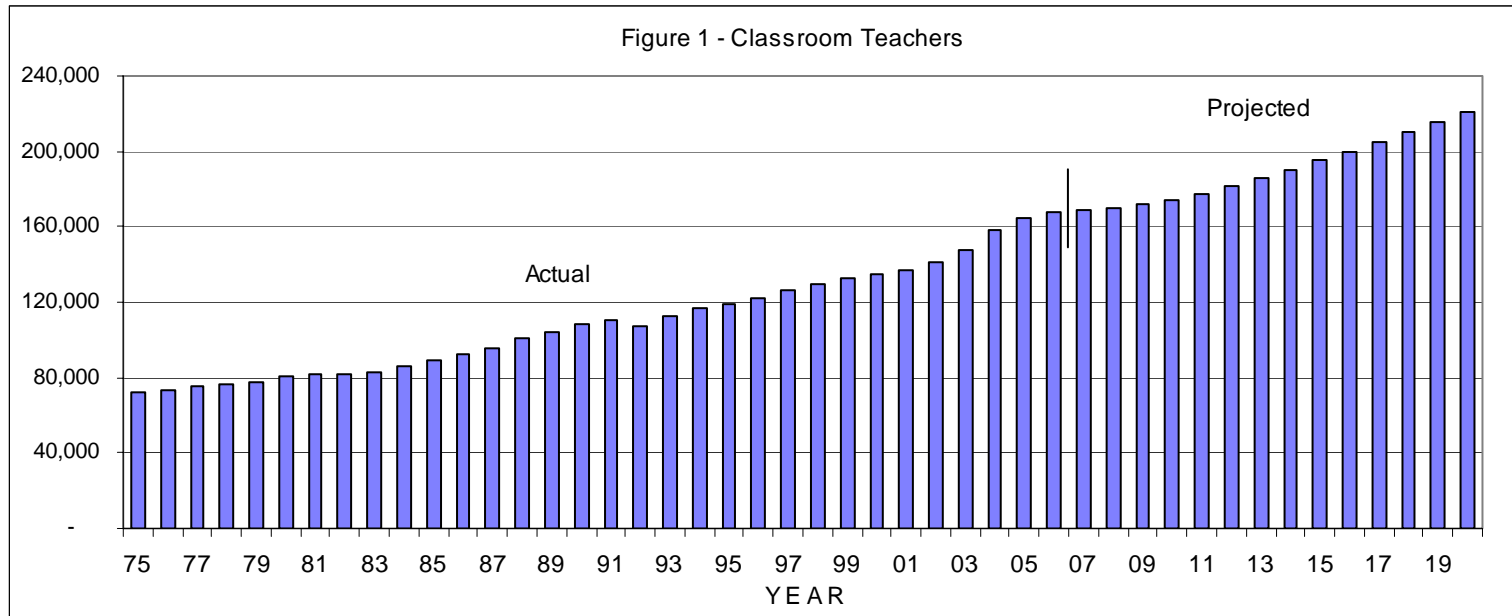
Based on current enrollment projections and the additional teachers needed to further reduce the average class size, the state is likely to face a 5% (9,161) increase in the number of teachers over the next five years (2006 to 2011) and 19% (32,187) over the next ten years (2006 to 2016).

¹ Other instructional positions consist of non-classroom positions. These can include guidance counselors, social workers, school psychologists, and media specialists (librarians).

² File of individual teacher data maintained by the Office of Education Information and Accountability Services, Florida Department of Education.

Table 1
Trends in the Number of Classroom Teachers - Florida Public Schools

Actual				Actual				Projected			
Fall	Number	Diff	% Diff	Fall	Number	Diff	% Diff	Fall	Number	Diff	% Diff
75	72,736			91	109,939	5,812	5.6	07	169,012	831	0.5
76	73,509	773	1.1	92	107,590	(2,349)	-2.1	08	169,997	985	0.6
77	74,908	1,399	1.9	93	112,130	4,540	4.2	09	171,860	1,863	1.1
78	76,277	1,369	1.8	94	116,785	4,655	4.2	10	174,555	2,695	1.6
79	77,321	1,044	1.4	95	119,388	2,603	2.2	11	177,342	2,787	1.6
80	80,285	2,964	3.8	96	122,392	3,004	2.5	12	181,636	4,294	2.4
81	81,291	1,006	1.3	97	126,397	4,005	3.3	13	185,922	4,286	2.4
82	82,008	717	0.9	98	129,731	3,334	2.6	14	190,560	4,638	2.5
83	82,928	920	1.1	99	132,521	2,790	2.2	15	195,274	4,714	2.5
84	86,264	3,336	4.0	00	134,508	1,987	1.5	16	200,176	4,902	2.5
85	88,973	2,709	3.1	01	136,886	2,378	1.8	17	205,209	5,033	2.5
86	91,969	2,996	3.4	02	141,003	4,117	3.0	18	210,281	5,072	2.5
87	95,857	3,888	4.2	03	147,955	6,952	4.9	19	215,418	5,137	2.4
88	100,370	4,513	4.7	04	158,624	10,669	7.2	20	220,478	5,060	2.3
89	104,127	3,757	3.7	05	164,665	6,041	3.8				
90	108,088	3,961	3.8	06	168,181	3,516	2.1				



Projected Number of Positions To Be Filled. (See Table 2 and Table 7.)

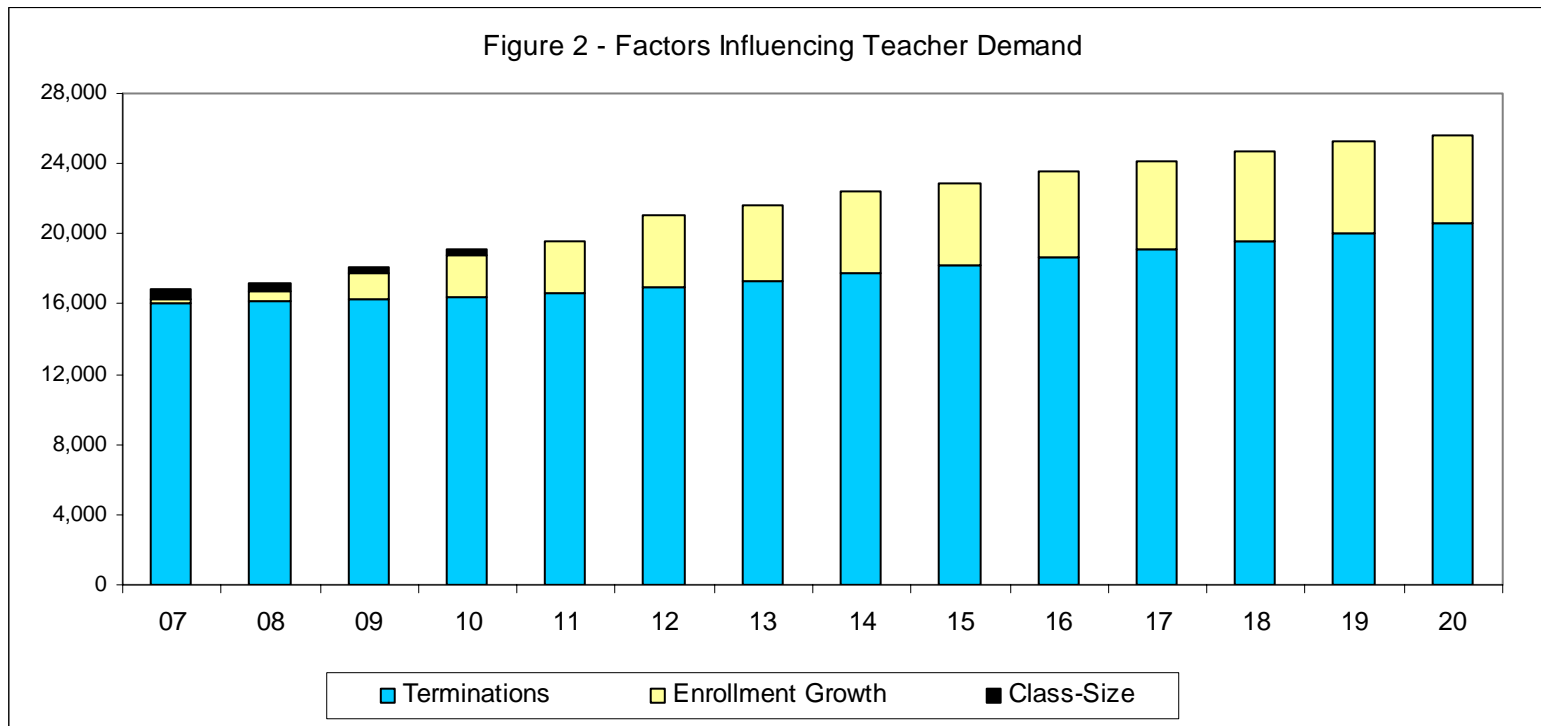
Between 2007-08 and 2016-17 Florida will need to fill between 17,000 and 23,500 classroom teacher positions per year--a total of more than 200,000. This number is nearly 120% of the size of the entire 2006 teacher workforce (168,181). The projected total of 16,878 teachers needed to fill positions in 2007-08 includes 16,047 to replace teachers who retire, resign, or are terminated; 259 to cover projected enrollment growth; and 572 for class size reduction. These numbers are considerably smaller than earlier projections for 2006-07, which included higher enrollment increases than were realized and a larger number of additional teachers needed to meet class size targets.

An estimated additional 1,500 other instructional positions will need to be filled in 2007-08. This number includes 435 guidance counselors and 173 media specialists.

Table 2
Projected Number of Teacher Positions to be Filled*

Years	Teacher Positions to Be Filled					Years	Teacher Positions to Be Filled			
	1 Projected Number of Teachers Prior Year	2 Number Needed to Replace Resigning Teachers	3 Needed for Enrollment Growth	4 Needed Due To Class Size Adjustments	5 Total Teacher Positions To Be Filled		6 Projected Number of Teachers Prior Year	7 Number Needed to Replace Resigning Teachers	8 Needed for Enrollment Growth	5 Total Teacher Positions To Be Filled
2007-08	168,181	16,047	259	572	16,878	2014-15	185,922	17,748	4,638	22,386
2008-09	169,012	16,158	574	411	17,143	2015-16	190,560	18,192	4,717	22,909
2009-10	169,997	16,252	1,501	362	18,115	2016-17	195,274	18,641	4,903	23,544
2010-11	171,860	16,430	2,334	361	19,125	2017-18	200,176	19,112	5,034	24,146
2011-12	174,555	16,687	2,787		19,474	2018-19	205,209	19,591	5,075	24,666
2012-13	177,342	16,947	4,294		21,241	2019-20	210,281	20,078	5,137	25,215
2013-14	181,636	17,343	4,286		21,629	2020-21	215,418	20,569	5,063	25,632

*Classroom teachers only. Does not include guidance counselors, librarians, and other instructional personnel.



Factors Influencing Teacher Demand

Teacher Terminations

From 2001-02 through 2004-05 nearly 10% of Florida's teachers left the classroom each year. (See Table 3.) However, the termination rate dropped to 9.2% in 2005-06, primarily due to the decrease in staff reductions, as noted below. The number of retirements peaked in 2002-03, coinciding with the end of the first five years of DROP.³

In future years, retirements will include teachers born during the World War II baby boom, who will begin turning 60 this year. Figure 3 and Table 4 show the number of retirements by age. Approximately half of the teachers retiring in 2005-06 were younger than 61. Teacher retirements peak at age 61. Although a number of these early baby boomers have already retired, the peak birth years for teachers continues to be 1951 (age 55--see Figure 4 and Table 5). Given Florida's aging teacher workforce, the state is likely to experience a steady increase in teacher retirements.

³ The Deferred Retirement Option Program, a retirement program open to State employees, initiated by the 1997 Legislature. See Department of Education report, *The Effect of the Deferred Retirement Option Program (DROP) on Teacher and Administrator Retirements, Updated February 2004.*

Table 3
Number of Terminations - Classroom Teachers

	98-99	99-00	00-01	01-02	02-03	03-04	04-05	05-06
Resignations	7,350	7,080	8,000	8,889	8,538	9,660	10,440	10,861
Retirements	1,540	1,647	1,811	2,102	2,706	2,259	2,388	2,527
Other Reasons*	2,229	1,822	2,063	2,318	2,507	2,608	2,501	1,780
Total	11,119	10,549	11,874	13,309	13,751	14,527	15,329	15,168

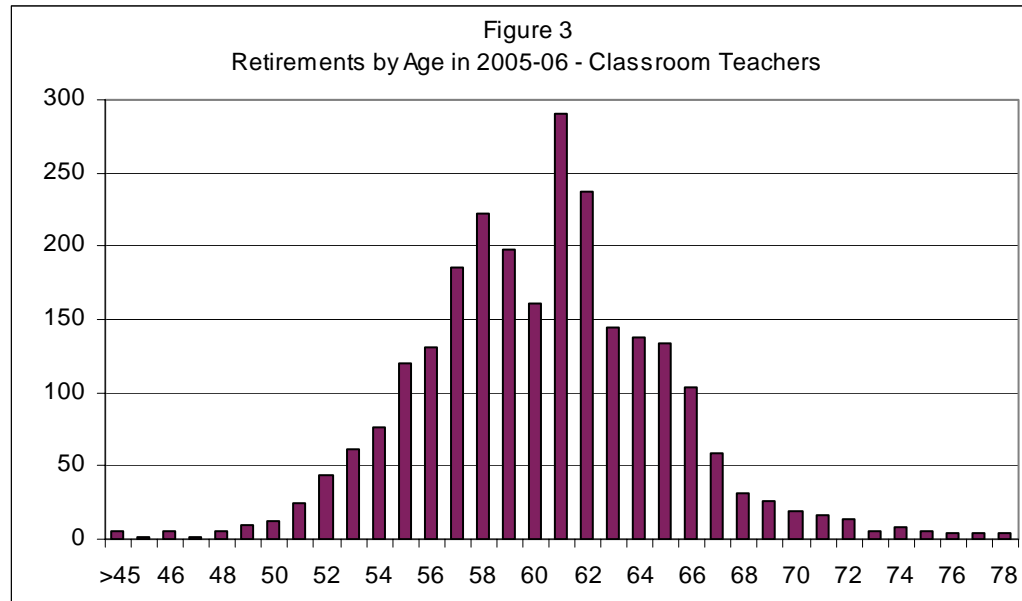
Teacher Terminations as a Percentage of the Teacher Workforce

Resignations	5.7	5.3	5.9	6.5	6.1	6.5	6.6	6.6
Retirements	1.2	1.2	1.3	1.5	1.9	1.5	1.5	1.5
Other Reasons*	1.7	1.4	1.3	1.7	1.8	1.8	1.6	1.1
Total	8.6	8.0	8.6	9.7	9.8	9.8	9.7	9.2

*Includes deaths, dismissals, contracts expired, and staff reductions.

Table 4
Classroom Teachers Who Retired in 2005-06
By Age in Fall 2005

Age	#	Age	#	Age	#	Age	#
>45	6	53	62	62	237	71	17
45	2	54	77	63	145	72	14
46	6	55	120	64	138	73	6
47	2	56	131	65	134	74	8
48	5	57	185	66	103	75	5
49	10	58	222	67	59	76	4
50	12	59	198	68	31	77	4
51	24	60	161	69	26	78	4
52	44	61	290	70	19		

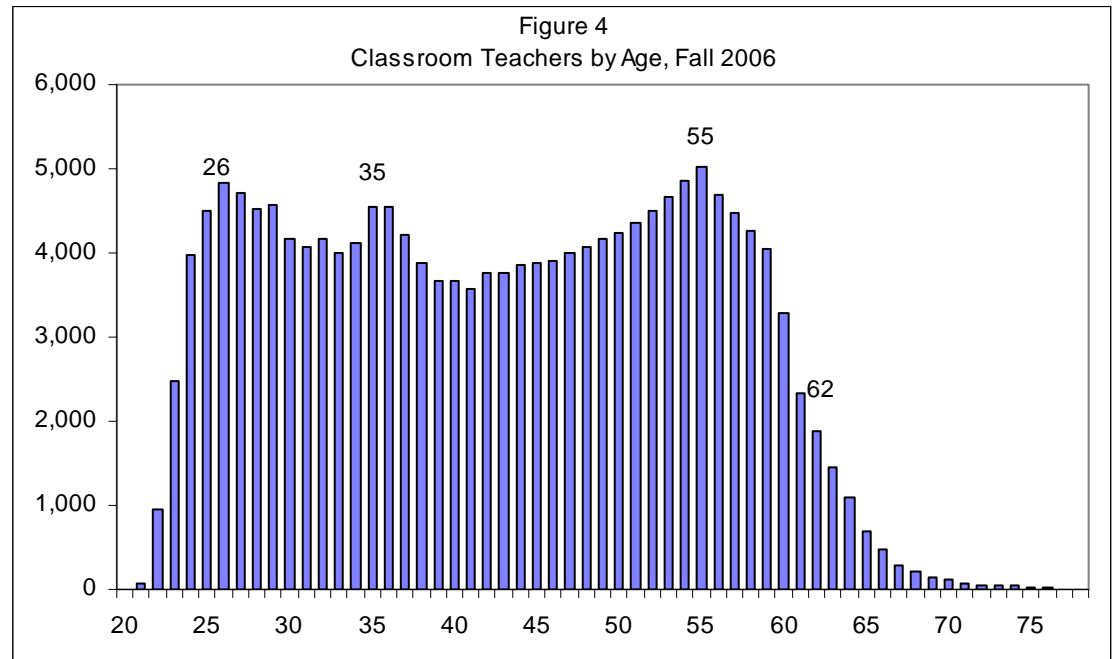


Despite the increase in the percentage of teachers retiring, two thirds or more of the teacher terminations each year continue to be the result of teachers resigning short of retirement. (Table 3) Based on teacher data submitted by the school districts, some of these resigning teachers leave to take teaching jobs in other school districts or systems, some leave the field to stay at home with their families or to return to school, and some leave education for other fields.

The number of resignations has increased at the same time that Florida has been facing an increase in retirements. Prior to 1998-99, from 3% to 4% of the teachers resigned each year. Over the last four years this has increased to 6% per year.

Typically, approximately 16% of the teacher terminations each year (1.6% to 1.8% of the teacher workforce) result from other reasons, including dismissal, death, expired contracts that were not renewed, and staff reduction. In 2005-06 the number of terminations reported in the category *staff reduction* decreased from 586 to 20 and the number in the category *contract expired* from 1,406 to 1,264. It may be that districts, faced with the need for more teachers to meet class-size targets, met this need partially by retaining more recently-hired teachers rather than releasing them as in the past.

Year	#	Year	#	Year	#	Year	#
1924	4	1940	471	1956	4,247	1972	4,130
1925	3	1941	685	1957	4,170	1973	4,001
1926	2	1942	1,105	1958	4,071	1974	4,155
1927	5	1943	1,464	1959	3,995	1975	4,075
1928	8	1944	1,870	1960	3,915	1976	4,163
1929	10	1945	2,337	1961	3,886	1977	4,579
1930	12	1946	3,288	1962	3,856	1978	4,526
1931	15	1947	4,053	1963	3,771	1979	4,722
1932	38	1948	4,262	1964	3,753	1980	4,827
1933	40	1949	4,467	1965	3,577	1981	4,505
1934	56	1950	4,682	1966	3,661	1982	3,980
1935	76	1951	5,016	1967	3,664	1983	2,479
1936	122	1952	4,850	1968	3,874	1984	958
1937	150	1953	4,658	1969	4,219	1985	72
1938	215	1954	4,494	1970	4,548	1986	9
1939	297	1955	4,365	1971	4,551	1987	5



Enrollment Growth⁴

Enrollments in 2007-08 are expected to be relatively flat at the elementary and high school levels when compared with 2006-07 and one percent lower at the middle school level. The decrease in middle school is due mainly to the expected 6% drop in enrollments at the eighth grade, the long-term effect of the significant increase in the number of third-grade retentions in 2003-04.

Overall, annual PreK-12 enrollments increased from 2.6% to 3.6% each year from 1985-86 through 1996-1997. Growth over the five years prior to 2005-06 ranged from 1.8% to 2.8%. Growth slowed to 1.1% in 2005-06 and, as indicated above, the state as a whole experienced virtually no growth in 2006-07.

According to current enrollment forecasts, an annual growth of less than one percent can be expected through 2009-10. Annual enrollment growth is expected to increase to 2.5% by 2014-05, with growth remaining about that level through 2020-21.

Class Size Adjustments⁵

The 2002 Class Size Reduction Amendment to the State Constitution established the maximum number of students in core-curricula courses assigned to a teacher. Initial implementation provided for the reduction of the average number of students in each classroom by at least two students per year until the maximum size targets had been met. The two-students-per-year target applies to district averages in 2003-04 through 2005-06, to school-level averages in 2006-07 and 2007-08, and to the classroom level from 2008-09 on.

In 2007-08, assuming that the districts reached class size targets the prior year, districts will need to hire an estimated additional 572 teachers in addition to 259 additional teachers to keep pace with enrollment growth. (Table 11) The numbers needed for class-size reduction implementation will decrease to 411 in 2008-09, 362 in 2009-10, and 361 in 2010-11.

⁴Enrollment forecasts provided by the Florida Legislature's Office of Economic and Demographic Research.

⁵ See separate documents for Tables 6-15.

Statewide Projections by Subject Field

Tables 6-10 display projections by major subject fields to 2020-01. The number of teachers for each field (TOTAL column in Tables 8-10) equals the number of teachers for the prior year, plus the number of additional teachers needed to keep pace with enrollment growth (ENR column) and the teachers needed to achieve class size targets.

Because class size adjustments apply only to core curricula courses, projected growth is greatest in elementary and academic subjects such as language arts, math, science, and social studies. However, in some fields, the additional number needed for class-size adjustments is offset by the decrease in 8th graders in 2007-08 due to third-grade retentions in 2003-04.

The projected number of positions that will need to be filled each year is the sum of ENR, class size, and the number of terminating teachers anticipated by the end of the prior year. The percentage of teachers leaving the classroom each year differs from field to field. The fields with the highest termination rates are in exceptional education, reportedly because of higher teacher turnover.

Over the next five years the number of classroom positions to be filled is projected to equal nearly 95,000, or more than one half the size of the current teacher workforce. The number of teachers needed in exceptional education (ESE) is likely to equal two thirds of the current ESE workforce.

Projections by District

Detailed projections by district for 2007-08 are shown in Table 11. Included are:

1. the number of teachers for base year 2006-07,
2. the number of terminations by categories (retirements, resignations, other terminations) for 2007-08,
3. the number of additional teachers needed to keep pace with enrollment and to meet class size targets in 2007-08, and
4. the total number of teachers projected for 2007-08.

Retirements are based on the number of teachers in each district who are 57 years of age or older in fall 2006. Statewide, 15% of the classroom teachers were in this age group. Consistent with past statewide trends, the 2007-08 projections assume that 11% of the 2006 teachers in this age group will retire before the next school year.

The other categories of teacher terminations shown in Table 11--resignations short of retirement and other terminations (dismissals, reduction in force, and the expiration of contract without renewal, deaths, and disabilities)--are based on statewide trends. They assume 6.5% of the teachers will resign in the coming year and 1.4% will terminate for other reasons.

Growth is based on district-specific enrollment projections. The largest rates of growth for 2007-08 are projected for Flagler, St. Lucie, Lee, St. Johns, Lake, Hernando, and Clay. Enrollment decreases are projected for 30 districts, including Miami-Dade, Broward, Palm Beach, Duval, and a number of the smaller districts.

Conclusions

It should be emphasized that the projection that districts will need to fill nearly 17,000 teacher positions in 2007-08 does not mean that the state will need that many **new** teachers. As in the past, it is likely that the teachers hired to fill these vacancies will include, not only recent graduates, but teachers returning to the classroom and teachers relocating from nonpublic schools or other districts or states.

Regardless of the mix between new and experienced teachers, districts will face continuing challenges as they try to find qualified teachers to fill these vacancies. The state has an aging teacher workforce and is experiencing an increase in the number of teachers resigning short of retirement. However, with enrollment growth slowing and the greatest demands created by the implementation of the class size amendment behind them, districts may have an easier time filling teacher positions than earlier projected.