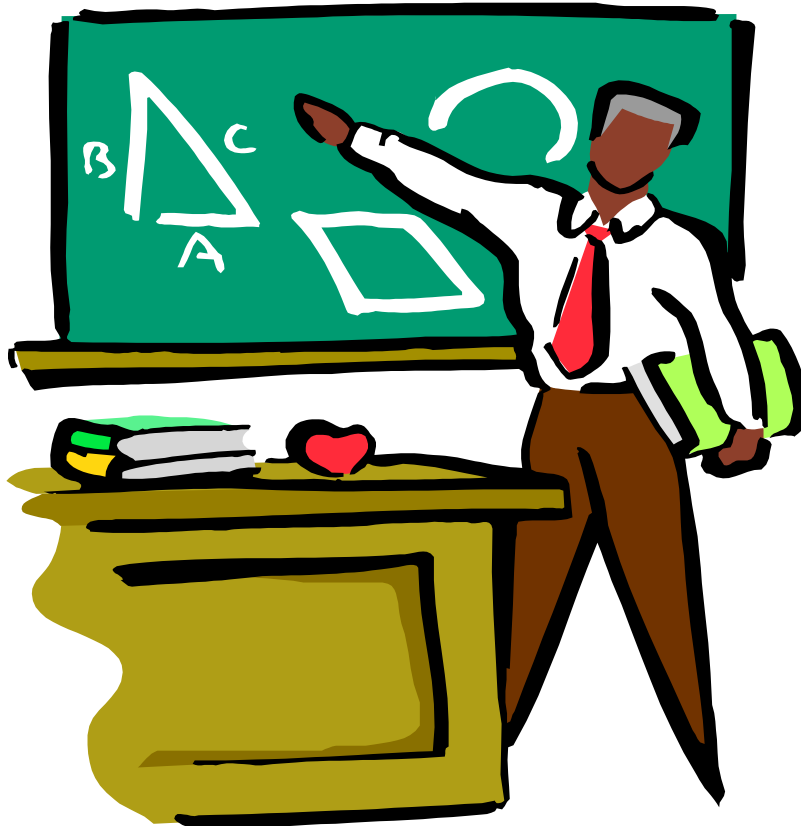




Council for Education Policy,
Research and Improvement

THE FLORIDA TEACHING PROFESSION

DATA UPDATE



Committee on the Status of the Teaching Profession

July 2002

TABLE OF CONTENTS

Summary Points

Introduction

I. Florida Demographics	1
II. Teacher Workforce	6
Teacher Salaries	15
III. Teacher Preparation	20
IV. Teacher Retention	23
V. Financial Aid Programs	31

INTRODUCTION

One of five strategic imperatives identified by CEPRI for its K-20 Master Plan is the ***Status of the Teaching Profession***. The goal of this focus is “to ensure that the critical link between the student and the system at all levels is provided by the highest quality and most motivated teachers available – in numbers sufficient to fully meet the needs of the system.”

To meet the state’s goals for the K-20 educational system, every teacher must be fully prepared to teach upon entering the classroom and an environment in all schools must exist in which a high level of learning can take place and teachers are properly rewarded for achieving that result. CEPRI has identified the following key elements that require review, analysis and reform:

- Ensuring a safe and rewarding environment.
- Methods of training and ongoing professional development.
- Management development, support, accountability, and involvement in decisions that impact the learning process in the classroom.
- Methods of certification and pathways to instruction.
- Methods of compensation.

To provide a framework for a thorough discussion of the status of the teaching profession in Florida, this “DATA UPDATE” presents displays of information that highlight the current status of teaching in Florida and that are representative of key issues related to state-level and district level policies affecting teachers.

DATA UPDATE

Summary Points

I. Florida Demographics

- During this decade, the fastest growing age group in Florida will be the (45-64) age group. In the next decade, the fastest growing age group will be the (65+) age group. Age groups (0-17) and (18-44), the "education" years, will grow the slowest of all age groups. (See Page 2)
- During the past two decades, public school minority enrollment has grown from 32% to 47%, the largest increase realized by Hispanics, 8% to 19%. (See Page 2)
- The number of high school graduates is projected to increase 37% between 2000 and 2010 and will slow to a 7% increase between 2010 and 2020. (See Page 3)
- Florida has six of the 20 largest school districts in the U.S. (See Page 4)
- Enrollment in Florida's 10 largest school districts range from 374,806 (Dade) to 62,718 (Seminole). Enrollment in Florida's 10 smallest districts range from 2,264 (Dixie) to 1,030 (Lafayette). (See Page 5)
- A number of school districts have experienced significant enrollment growth in the last four years (15 districts gained over 10% enrollment), while a number of smaller districts have lost significant enrollment (23 districts lost enrollment) during the period. (See Page 5)

II. Florida Teacher Workforce

- The 2001 Florida Teacher Workforce was comprised of 136,888 teachers. Forty-two percent of these individuals taught at the elementary level, 37% at the secondary level, 17% Exceptional Student Education, and 5% other. (See Page 6)
- In the 1999-2000 year, 102,445 of 107,607, or 95%, of Florida teachers were fully certified. 1,470 teachers held a temporary certificate. (See Page 7)
- A June 26,2002 "point-in-time" count of individuals who currently hold a valid Florida educator's certificate totaled 218,768. (See Page 7)
- In Fall 2000, 24% of the Florida teacher workforce was comprised of minorities. In contrast, total minority public school enrollment was 47%. (See Pages 11 and 2)
- State Board of Education approved 2001-2002 critical teacher shortage areas include math, science, reading, and exceptional education. (See Page 13)
- Average Florida teacher salaries experienced an 18% increase over the period from 1994-1995 through 2000-2001. (See Page 15)
- Florida teacher salaries are generally lower when compared to other selected occupations requiring baccalaureate education. (See Pages 18 & 19)

III. Teacher Preparation

- There are 29 state-approved teacher education programs in Florida. (See Pages 20 & 21)
- Admissions to Florida teacher education programs increased 72% since 1982.
- In 2000, there were 6,306 teacher education graduates from these programs. Between 1990 and 2000, the percent of Hispanic teacher education graduates increased from 7.6% to 16.1%. Over the same period, the number of black graduates increased from 7.2% to 12.2%. (See Page 22)
- A Fall 2001 survey of the 10 SUS teacher education programs identified 1,400 additional bachelor's degree program slots. (See Page 22)

IV. Teacher Retention

- According to a 2000-2001 DOE survey, 7,117 teachers exited in the 2000-2001 year. 6,103 of these exits were voluntary. The primary reasons for voluntary exit from the profession were Family or Personal Reasons (32%); Relocation (28%); and Retirement (20%). (See Page 24-30)

V. Financial Aid Programs

- The 2002 Legislature failed to fund the Critical Teacher Shortage Scholarship Program, the Forgivable Loan program, the Instructional Aide program and the Exceptional Student Education Tuition Reimbursement program for the 2002-03 year. The Legislature reduced funding by approximately 50 percent to the Critical Teacher Shortage Loan Forgiveness and Tuition Reimbursement programs. (See Page 31)

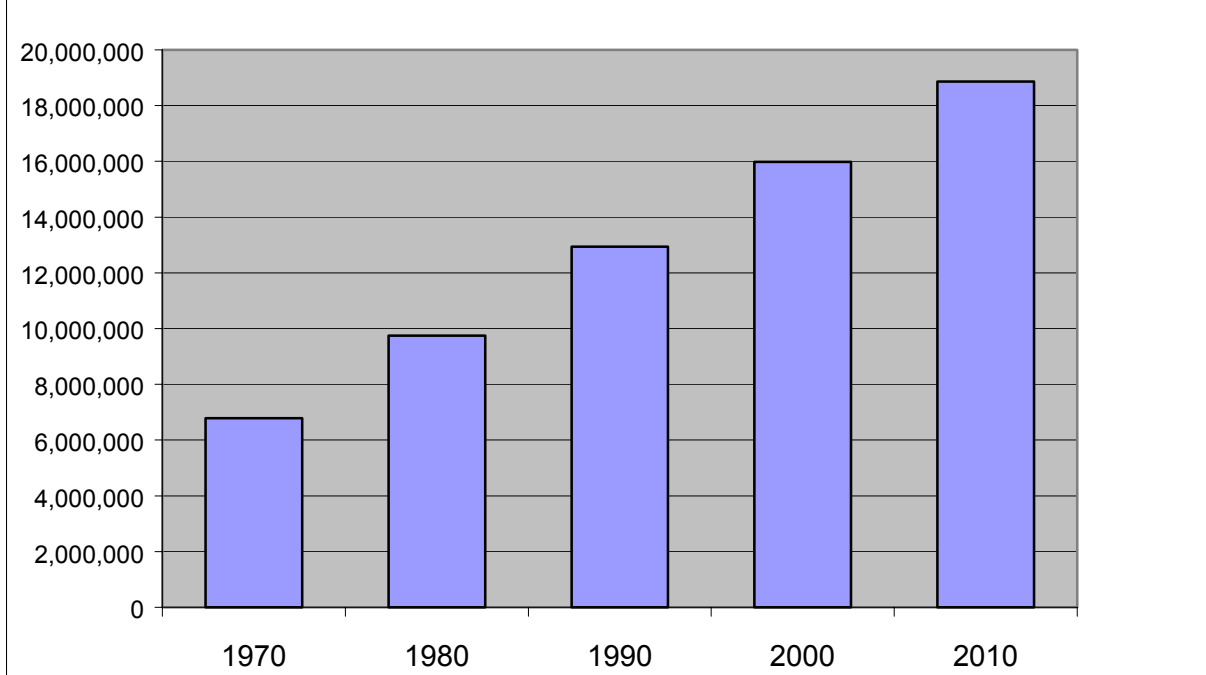
I. FLORIDA DEMOGRAPHICS

FLORIDA POPULATION BY AGE GROUP

	1970 Census <u>Actual</u>	1980 Census <u>Actual</u>	1990 Census <u>Actual</u>	2000 Census <u>Actual</u>	2010 Census <u>Projected</u>
0-4	501,179	570,224	873,022	964,590	1,124,735
5-17	1,607,862	1,789,422	2,010,809	2,698,895	2,875,406
18-24	714,159	1,139,895	1,227,467	1,339,053	1,628,171
25-44	1,508,628	2,450,189	3,920,704	4,565,761	4,426,683
45-64	1,468,249	2,109,021	2,549,998	3,619,912	5,295,212
65 and up	989,366	1,687,573	2,355,926	2,794,167	3,516,480
TOTAL	6,789,443	9,746,324	12,937,926	15,982,378	18,866,687

Source: Florida Office of Economic and Demographic Research

Actual and Projected Census Population: Florida



Source: Florida Office of Economic and Demographic Research

FLORIDA POPULATION PROJECTIONS BY AGE GROUP

Age Group	2000	2010	2020	% Change	
				2000-2010	2010-2020
0-17	3,663,485	5,156,380	5,652,444	10%	10%
18-44	5,904,814	6,054,854	6,509,545	3%	8%
45-64	3,619,912	5,295,212	5,822,663	46%	10%
65 +	2,794,167	3,516,480	5,025,934	26%	43%
TOTAL	15,982,378	20,022,926	23,010,586	18%	15%

Source: Florida Office of Economic and Demographic Research

FLORIDA PUBLIC SCHOOL ENROLLMENT PERCENTAGE BY ETHNIC GROUPS, 1980-2000

Year	White	Black	Hispanic	Other	Total
					Minority
1980	68.0%	23.1%	8.0%	0.9%	32.0%
1985	66.0%	23.6%	9.1%	1.3%	34.0%
1990	61.9%	24.0%	12.4%	1.7%	38.1%
1995	57.5%	25.3%	15.3%	2.0%	42.6%
2000	52.5%	24.8%	19.1%	3.5%	47.4%

Source: DOE Office of Strategy Planning, Trends In the Supply of Minority Teachers, May 2002.

FLORIDA PUBLIC SCHOOL FTE ENROLLMENT PROJECTIONS

	2000	2010	2020	% Change	
				2000-2010	2010-2020
TOTAL K-12	2,385,128	2,913,973	3,269,828	22%	12%
GRADE 9-12	660,269	886,800	976,416	34%	10%

Source: DOE Office of Strategy Planning

Florida Public High School Graduates
 Actual 1969-1970 to 2000-2001
 Projected 2001-2002 to 2020-2021

ACTUAL				PROJECTED			
YEAR	GRADUATES	DIFF	%	YEAR	GRADS	DIFF	%
1969	71,900			2001	113,001	6,627	6.2%
1970	75,649	3,749	5.2%	2002	116,886	3,885	3.4%
1971	78,296	2,647	3.5%	2003	116,714	-172	-0.1%
1972	81,773	3,477	4.4%	2004	123,541	6,827	5.8%
1973	84,098	2,325	2.8%	2005	126,044	2,503	2.0%
1974	86,651	2,553	3.0%	2006	131,016	4,972	3.9%
1975	88,932	2,281	2.6%	2007	135,820	4,804	3.7%
1976	89,937	1,005	1.1%	2008	139,760	3,940	2.9%
1977	91,613	1,676	1.9%	2009	142,731	2,971	2.1%
1978	88,318	-3,295	-3.6%	2010	145,214	2,483	1.7%
1979	87,826	-492	-0.6%	2011	147,710	2,496	1.7%
1980	88,755	929	1.1%	2012	148,664	954	0.6%
1981	89,199	444	0.5%	2013	148,965	301	0.2%
1982	85,505	-3,694	-4.1%	2014	148,422	-543	-0.4%
1983	84,496	-1,009	-1.2%	2015	148,522	100	0.1%
1984	79,686	-4,810	-5.7%	2016	147,825	-697	-0.5%
1985	81,508	1,822	2.3%	2017	152,319	4,494	3.0%
1986	82,184	676	0.8%	2018	152,721	402	0.3%
1987	89,206	7,022	8.5%	2019	153,799	1,078	0.7%
1988	90,759	1,553	1.7%	2020	155,906	2,107	1.4%
1989	89,162	-1,597	-1.8%				
1990	87,647	-1,515	-1.7%				
1991	91,726	4,079	4.7%				
1992	89,646	-2,080	-2.3%				
1993	88,220	-1,426	-1.6%				
1994	90,062	1,842	2.1%				
1995	89,397	-665	-0.7%				
1996	92,531	3,134	3.5%				
1997	95,739	3,208	3.5%				
1998	98,892	3,153	3.3%				
1999	102,835	3,943	4.0%				
2000	106,374	3,539	3.4%				

PERCENT CHANGE

	2000	2010	2020	% Change 2000-2010	% Change 2010-2020
HS Grads	106,374	145,214	155,906	37%	7%

Source: Florida Office of Strategy Planning, Projected Florida High School Graduates, February 2002

**NATIONAL PUBLIC SCHOOL ENROLLMENT
FALL 2000**

1	California	6,045,141
2	Texas	4,059,619
3	New York	2,844,110
4	FLORIDA	2,431,099
5	Illinois	2,048,792
6	Pennsylvania	1,814,311
7	Ohio	1,809,856
8	Michigan	1,716,375
9	Georgia	1,444,915
10	New Jersey	1,308,055

**Largest School Districts in the United States
School Year 1999-2000**

	<u>City</u>	<u>Number of Students</u>	<u>Number of Schools</u>	<u>Number of Teachers (FTE)</u>
1	New York	1,075,710	1,207	63,989
2	Los Angeles	710,007	655	33,754
3	Hato Rey (P.R.)	613,019	1,531	41,349
4	Chicago	431,750	597	23,455
5	Miami	360,136	350	18,104
6	Fort Lauderdale	241,094	234	11,322
7	Las Vegas	217,526	246	10,838
8	Houston	209,716	293	11,638
9	Philadelphia	205,199	259	11,423
10	Honolulu	185,860	256	10,866
13	Tampa	159,517	203	9,610
15	West Palm Beach	149,665	175	8,138
16	Orlando	144,231	173	8,273
20	Jacksonville	126,362	177	6,423

Source: National Center for Education Statistics

FLORIDA SCHOOL DISTRICTS SIZE AND GROWTH

2001 Fall PK-12
Florida Public School Enrollment

1997-2001 Percent Change

School District	2001 Enrollment	Rank
Dade	374,806	1
Broward	262,027	2
Hillsborough	169,682	3
Palm Beach	159,862	4
Orange	156,905	5
Duval	126,919	6
Pinellas	114,251	7
Polk	81,163	8
Brevard	71,718	9
Seminole	62,718	10
Dixie	2,264	58
Gulf	2,218	59
Calhoun	2,212	60
Hamilton	2,152	61
Union	2,130	62
Jefferson	1,709	63
Franklin	1,442	64
Liberty	1,321	65
Glades	1,099	66
Lafayette	1,030	67

School District	Percent Change	Rank
Osceola	31.33%	1
Collier	24.65	2
Flagler	21.15	3
Santa Rosa	18.70	4
Pasco	17.58	5
Orange	17.40	6
Broward	16.78	7
Manatee	13.48	8
Lake	12.92	9
Lee	12.78	10
Dixie	-4.35%	58
Baker	-5.13	59
Taylor	-5.35	60
Gulf	-5.94	61
Hamilton	-7.80	62
Union	-7.95	63
Holmes	-8.42	64
Jackson	-8.90	65
Gadsden	-12.43	66
Jefferson	-15.94	67

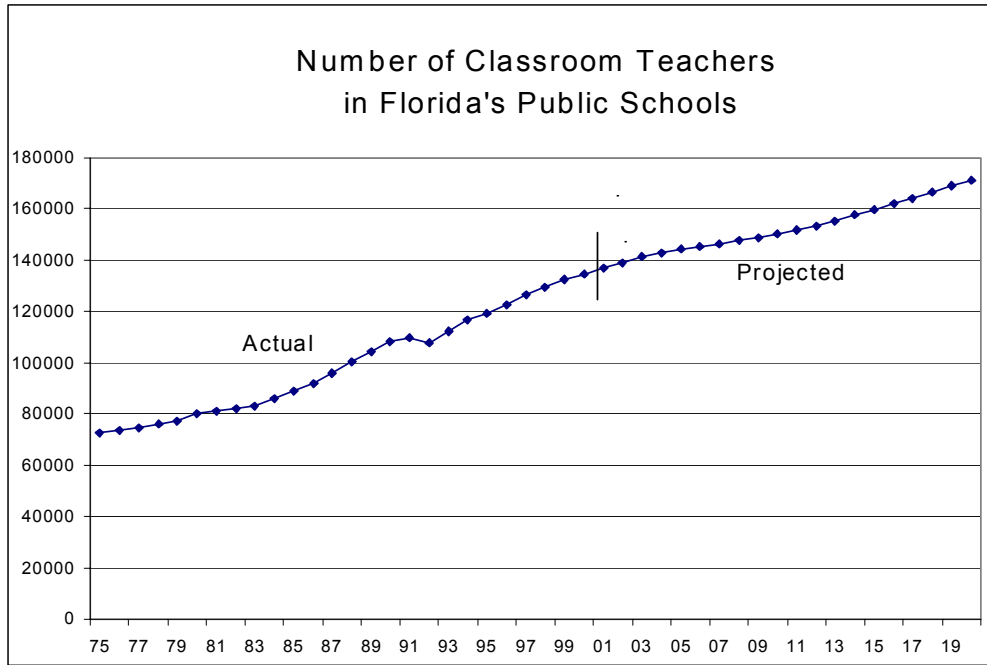
Source: DOE, Bureau of Education Information & Accountability Services, December 2001 Statistical Brief

II. FLORIDA TEACHER WORKFORCE

2001 FLORIDA TEACHERS

<u>AREA</u>	<u>NUMBER</u>
Elementary (PK, K-5 or 6)	56,935
Secondary (6-12)	50,845
Exceptional Education	22,672
Other	6,436
Total Teachers	136,888

Source: DOE Office of Education & Information Advisory Services



Source: Florida Office of Strategy Planning

**TITLE II, HIGHER EDUCATION ACT
STATE QUESTIONNAIRE 1999-2000**

<u>CATEGORIES</u>	<u>Total Number of Teachers</u>	<u>Number of Teachers Fully Certified¹</u>	<u>Number of Teachers NOT Fully Certified²</u>	<u>Number of Teachers NOT Fully Certified But With Content Expertise³</u>
State Totals	107,607	102,445	3,692	1,470
High-Poverty Districts	4,711	4,450	261	73
All Other Districts	102,896	97,995	3,431	1,397
Elementary Education	49,057	48,069	618	370
Arts-All Levels	4,803	4,566	154	83
ESL-All Levels	648	616	6	26
ESE-All Levels	20,776	19,380	1,019	377
Technical Ed-All Levels	6,870	5,240	1,530	100
English-Mid, JH, HS	7,475	7,165	168	142
Languages-Mid, JH, HS	1,956	1,897	22	37
Math-Mid, JH, HS	6,083	5,893	74	116
Science-Mid, JH, HS	5,191	5,014	54	123
Soc. Studies-Mid, JH, HS	4,748	4,605	47	96
Totals	107,607	102,445	3,692	1,470

¹ Reflects individuals employed in a Florida school district in FY 99-00 holding professional certificate, Temporary Certificate with completed Professional Preparation, or who have completed subject specialty and Professional Preparation.

² Reflects individuals employed in a Florida school district in FY 99-00 who did not return certification information from Florida Bureau of Educator Certification database.

³ Reflects individuals employed in a Florida school district in FY 99-00 who hold a Temporary Certificate without completed Professional Preparation or have completed subject specialty but have not completed Professional Preparation.

Number of Individuals Who Currently Hold
A Valid Florida Educator Certificate, June 2002

218,768

Source: Bureau of Professional Educators

2001 FLORIDA TEACHERS BY COUNTY

DISTRICT	ELEMENTARY CLASSROOM TEACHERS (PK, K-5 OR 6)	SECONDARY CLASSROOM TEACHERS (6-12)	EXCEPTIONAL EDUCATION TEACHERS	OTHER TEACHERS
ALACHUA	663	692	337	15
BAKER	102	105	25	-
BAY	618	580	298	38
BRADFORD	107	95	40	5
BREVARD	1,844	1,404	672	73
BROWARD	5,737	4,408	1,396	1,586
CALHOUN	62	64	25	3
CHARLOTTE	318	405	194	17
CITRUS	396	349	145	45
CLAY	736	631	310	7
COLLIER	900	748	318	25
COLUMBIA	254	221	83	8
DADE	8,218	6,314	3,261	1,463
DESOTO	117	99	40	29
DIXIE	50	51	23	3
DUVAL	3,036	2,278	1,152	167
ESCAMBIA	1,085	1,003	449	25
FLAGLER	165	169	64	39
FRANKLIN	40	37	15	-
GADSDEN	197	155	65	24
GILCHRIST	59	73	24	3
GLADES	30	25	3	-
GULF	59	65	20	5
HAMILTON	55	57	22	1
HARDEE	133	113	39	12
HENDRY	164	139	56	11
HERNANDO	420	441	133	20
HIGHLANDS	264	244	112	12
HILLSBOROUGH	4,099	3,424	1,565	215
HOLMES	92	95	29	2
INDIAN RIVER	362	322	140	7
JACKSON	185	181	84	22
JEFFERSON	44	42	21	8
LAFAYETTE	33	27	6	2
LAKE	677	627	228	83
LEE	1,182	1,238	607	84
LEON	728	708	346	46

LEVY	157	135	63	5
LIBERTY	25	33	11	6
MADISON	64	81	37	-
MANATEE	910	832	389	32
MARION	995	947	354	4
MARTIN	357	388	167	39
MONROE	228	216	97	28
NASSAU	216	233	97	5
OKALOOSA	701	721	216	12
OKEECHOBEE	161	142	57	3
ORANGE	3,344	3,181	1,293	578
OSCEOLA	708	735	255	73
PALM BEACH	3,539	3,559	1,446	295
PASCO	1,236	1,161	643	54
PINELLAS	2,632	2,459	1,348	323
POLK	2,029	1,910	819	199
PUTNAM	308	248	115	58
ST. JOHNS	445	547	195	10
ST. LUCIE	656	627	279	390
SANTA ROSA	505	587	194	9
SARASOTA	843	750	407	19
SEMINOLE	1,393	1,463	525	85
SUMTER	138	127	56	2
SUWANNEE	144	138	31	3
TAYLOR	112	85	35	3
UNION	52	78	27	28
VOLUSIA	1,470	1,434	884	49
WAKULLA	96	110	49	2
WALTON	155	155	43	5
WASHINGTON	85	116	27	10
SUBTOTAL	56,935	50,827	22,506	6,434
DEAF/BLIND	-	4	147	1
DOZIER/OKEEC	-	14	19	1
STATE TOTAL	56,935	50,845	22,672	6,436

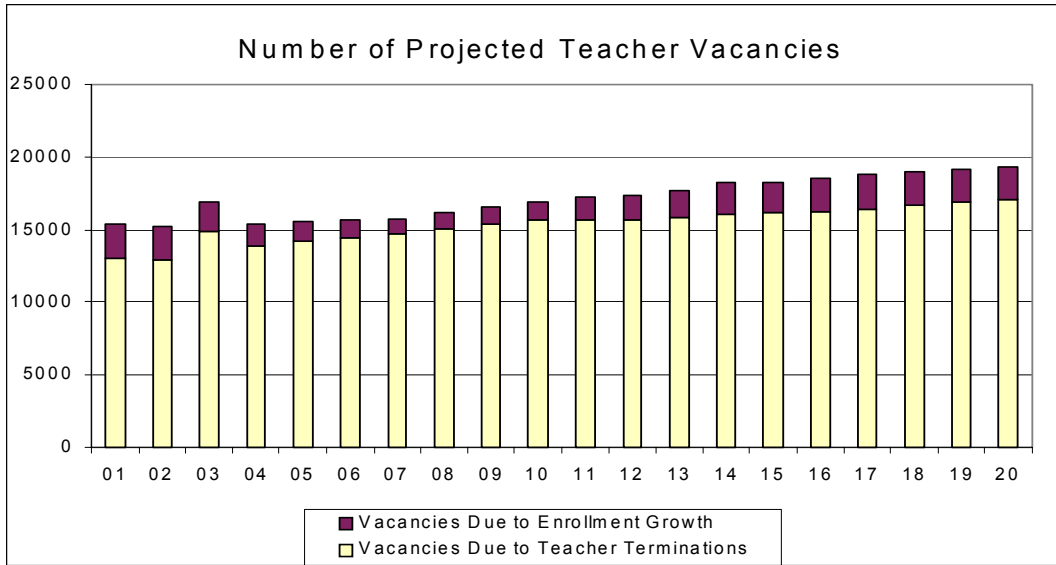
TOTAL 2001 FLORIDA TEACHERS: 136,888

Source: DOE Office of Education & Information Advisory Services

TOTAL FULL-TIME INSTRUCTIONAL STAFF

	MALE					FEMALE					Total Female	Grand Total	
	White Hispanic	Non-Hispanic	Black Hispanic	Non-Hispanic	Hispanic	American Asian/Pacific Islander	Indian/Alaskan Native	Total Male	White Hispanic	Black Non-Hispanic			Hispanic
ALACHUA	641	286	25	4	-	956	2,150	838	65	15	2	3,070	4,026
BAKER	95	13	-	-	-	108	384	16	1	1	-	402	510
BAY	606	85	13	1	3	708	2,297	248	21	11	12	2,589	3,297
BRADFORD	96	23	-	-	-	119	338	64	2	-	-	404	523
BREVARD	1,598	233	64	11	1	1,907	5,195	527	174	37	10	5,943	7,850
BROWARD	3,434	2,180	535	51	65	6,265	10,813	5,826	1,636	170	119	18,564	24,829
CALHOUN	49	10	1	-	-	61	206	18	-	-	2	226	287
CHARLOTTE	531	39	15	3	2	590	1,462	68	28	13	2	1,573	2,163
CITRUS	513	27	8	-	1	549	1,339	59	17	4	4	1,423	1,972
CLAY	597	53	4	4	1	659	2,559	132	11	18	4	2,724	3,383
COLLIER	872	105	179	5	1	1,162	2,500	233	593	11	1	3,338	4,500
COLUMBIA	172	64	2	-	-	238	812	166	11	4	1	994	1,232
DADE	3,374	3,875	3,866	93	43	11,251	6,527	9,507	10,036	200	115	26,385	37,636
DESOTO	119	20	-	-	-	139	413	54	30	4	1	502	641
DIXIE	54	4	-	1	-	59	235	12	-	2	-	249	308
DUVAL	1,694	777	35	84	4	2,594	5,768	3,024	161	79	7	9,039	11,633
ESCAMBIA	854	275	8	15	5	1,157	3,159	949	23	39	20	4,190	5,347
FLAGLER	252	29	10	3	1	295	627	78	28	5	1	739	1,034
FRANKLIN	27	5	-	1	-	33	137	17	3	1	-	158	191
GADSDEN	61	189	4	2	1	257	196	569	16	1	1	783	1,040
GILCHRIST	73	2	1	-	-	76	257	17	-	-	-	274	350
GLADES	26	4	1	-	-	31	67	22	3	-	-	92	123
GULF	65	7	-	-	-	72	210	35	-	-	-	245	317
HAMILTON	40	29	-	-	-	69	183	80	3	-	-	266	335
HARDEE	113	10	3	-	-	126	453	30	59	1	-	543	669
HENDRY	151	21	17	2	-	191	506	100	95	1	-	702	893
HERNANDO	549	69	36	5	-	659	1,490	104	94	6	3	1,697	2,356
HIGHLANDS	262	55	9	-	-	326	877	126	58	3	2	1,066	1,392
HILLSBOROUGH	2,486	610	730	27	22	3,875	9,919	2,509	2,195	84	44	14,751	18,626
HOLMES	112	-	-	-	-	112	323	1	-	-	1	325	437
INDIAN RIVER	323	76	8	1	1	409	1,109	197	46	4	3	1,359	1,768
JACKSON	193	58	3	1	1	256	657	138	3	-	1	799	1,055
JEFFERSON	25	42	-	-	-	67	90	124	-	-	-	214	281
LAFAYETTE	25	1	-	-	-	26	116	2	2	-	-	120	146
LAKE	660	117	19	3	3	802	2,256	335	109	12	5	2,717	3,519
LEE	1,355	200	133	9	6	1,703	3,783	546	326	22	13	4,690	6,393
LEON	488	449	12	6	3	958	2,021	1,055	44	15	6	3,141	4,099
LEVY	144	14	4	1	-	163	568	84	16	-	-	668	831
LIBERTY	28	7	-	-	-	35	120	7	-	-	-	127	162
MADISON	56	45	-	-	-	101	191	140	2	-	-	333	434
MANATEE	945	127	30	5	2	1,109	3,092	430	135	10	1	3,668	4,777
MARION	875	181	51	9	5	1,121	3,000	932	168	27	9	4,136	5,257
MARTIN	374	56	24	3	-	457	1,228	160	81	3	1	1,473	1,930
MONROE	215	28	75	-	2	320	763	87	177	7	2	1,036	1,356
NASSAU	202	30	2	1	-	235	869	97	7	4	3	980	1,215
OKALOOSA	688	84	5	6	6	789	2,294	213	37	26	10	2,580	3,369
OKEECHOBEE	141	15	11	-	-	167	590	51	36	4	-	681	848
ORANGE	2,516	953	702	84	11	4,266	8,431	2,669	2,014	154	33	13,301	17,567
OSCEOLA	692	75	211	9	1	988	2,261	201	663	24	9	3,158	4,146
PALM BEACH	2,636	1,047	615	52	13	4,363	8,295	3,135	1,368	125	26	12,949	17,312
PASCO	1,480	48	38	8	2	1,576	4,910	132	169	22	2	5,235	6,811
PINELLAS	3,023	550	82	41	9	3,705	8,742	1,324	186	60	9	10,321	14,026
POLK	1,790	388	71	5	3	2,257	6,667	1,378	295	30	12	8,382	10,639
PUTNAM	290	79	6	2	-	377	1,126	241	32	5	2	1,406	1,783
ST. JOHNS	533	94	9	3	1	640	1,585	225	22	10	2	1,844	2,484
ST. LUCIE	653	295	27	5	-	980	1,990	989	101	11	6	3,097	4,077
SANTA ROSA	452	21	2	3	1	479	1,731	62	7	9	7	1,816	2,295
SARASOTA	1,003	101	14	7	3	1,128	2,889	253	59	15	4	3,220	4,348
SEMINOLE	1,075	321	132	12	6	1,546	3,895	772	323	36	13	5,039	6,585
SUMTER	142	28	2	-	-	172	516	108	11	4	-	639	811
SUWANNEE	127	28	2	-	-	157	408	88	-	1	1	498	655
TAYLOR	78	19	-	-	1	98	330	77	2	2	2	413	511
UNION	76	8	-	-	-	84	242	25	5	-	-	272	356
VOLUSIA	1,595	329	124	4	6	2,058	5,041	759	288	30	11	6,129	8,187
WAKULLA	83	22	2	-	3	110	405	62	2	-	-	469	579

Source: DOE, Office of Education Information & Accountability Services

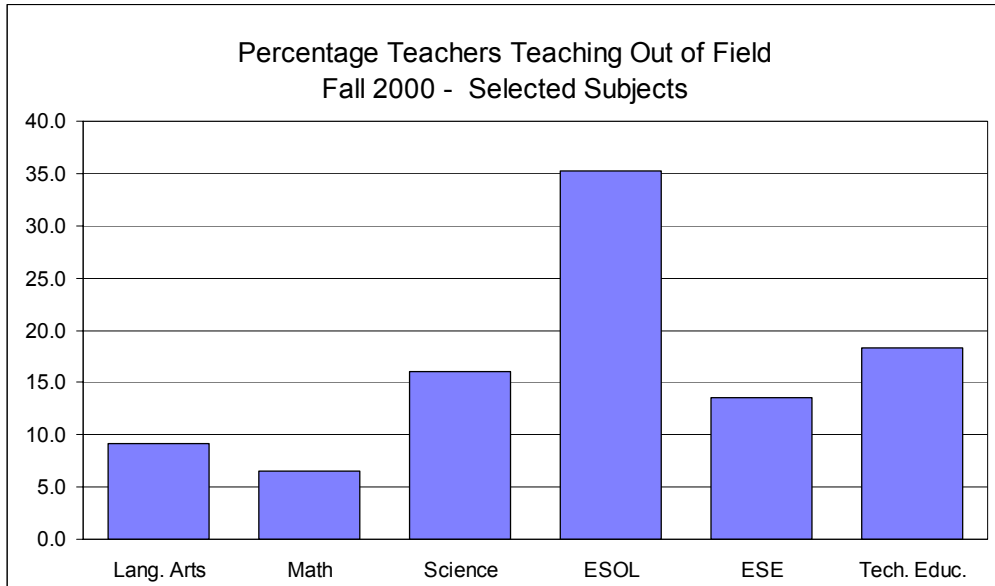


Source: DOE Office of Strategy Planning, Teacher Supply & Demand Trends, April 2002

PERCENTAGE OF FLORIDA TEACHERS BY ETHNICITY, 1980-2000

Fall	White	Black	Hispanic	Other	Total Minority
1980	78.6%	18.1%	3.1%	0.2%	21.4%
1985	79.8%	16.4%	3.6%	0.2%	20.2%
1990	80.2%	14.6%	4.8%	0.3%	19.7%
1995	79.0%	14.1%	6.3%	0.5%	20.9%
2000	76.2%	14.4%	8.6%	0.8%	23.8%

Source: DOE Office of Strategy Planning, Trends In the Supply of Minority Teachers, May 2002.



Source: DOE Office of Strategy Planning, Teacher Supply & Demand Trends, April 2002

**TRENDS IN THE NUMBERS OF BLACKS AND HISPANICS
AS A PERCENTAGE OF THE TOTAL, 1980-2000**

	Black			Hispanic		
	<u>1980</u>	<u>1990</u>	<u>2000</u>	<u>1980</u>	<u>1990</u>	<u>2000</u>
Public School Enrollment	23.1%	24.0%	24.8%	8.0%	12.4%	19.1%
Classroom Teachers	18.1%	14.6%	14.4%	3.1%	4.8%	8.6%
Fall New Hires			14.2%			12.8%
		<u>89-90</u>	<u>99-00</u>		<u>89-90</u>	<u>99-00</u>
Admissions to SUS/Educ.		4.1%	9.9%		10.2%	12.9%
SUS Teacher Ed. Grads		4.8%	9.7%		6.8%	13.9%
All Teacher Ed. Grads		6.2%	12.2%		7.6%	16.1%

Source: DOE Office of Strategy Planning, Trends In the Supply of Minority Teachers, May 2002.

**METHODOLOGY FOR THE IDENTIFICATION OF
TEACHER SHORTAGE AREAS
2002-2003**

Section 231.62, Florida Statutes, requires that the State Board of Education annually identify areas of critical teacher shortage for use in implementing teacher scholarship and loan programs. State Board of Education Rule 6A-20.0131(2) further provides that:

In accordance with procedures approved by the Commissioner, a list of critical teacher shortage areas shall be prepared based on consideration of current supply and demand information related to Florida public school instructional personnel including but not limited to:

- (a) The number and percentage of vacant positions in each teaching discipline;*
- (b) The number and percentage of positions filled by teachers not certified in the appropriate field;*
- (c) The projected annual supply of graduates of state approved Florida teacher education programs for each discipline; and*
- (d) Critical teacher shortage areas which may be identified pursuant to rules adopted by district school boards. Such areas shall be identified based on consideration of at least the information specified in Paragraphs (2)(a) and (b) of this rule and shall be submitted to the Department no later than June 1 of each year.*

Based on the information outlined above, the following subject fields are being recommended to the State Board of Education for adoption as the critical teaching areas for 2001-2002:

- **middle and high school level mathematics;**
- **middle and high school level science;**
- **reading;**
- **exceptional student education programs (ESE) serving students with disabilities including emotionally handicapped (EH), mentally handicapped (MH), physically handicapped, speech and language impaired (speech), hearing impaired, visually impaired, specific learning disabled (SLD), and varying exceptionalities (VE);**
- **English for speakers of other languages (ESOL);**
- **foreign languages;**
- **school psychologists;**
- **technology education/industrial arts; and, (for the Tuition Reimbursement Program) endorsement areas in profoundly handicapped, orientation/mobility, prekindergarten handicapped, and gifted.**

Summary of Teacher Shortage Data: District Vacancies 2001 Department of Education Survey

The total number of vacancies reported for the 2001 school year is 1,863. Of those who reported vacancies for last year, the total was 2,184.

Of 59 responding districts with comparison data:

- **26 had fewer vacancies at the start of this school year;**
- **14 had the same number of vacancies as the prior year;**
- **19 had more vacancies than the prior year;**

For the districts with vacancies at the beginning of the year:

- **45 reported fewer than 21 vacancies. Of these, 34 reported 10 or fewer vacancies;**
- **14 reported 21-50 vacancies;**
- **5 reported between 51-100 vacancies;**
- **3 reported between 101-500 vacancies;**

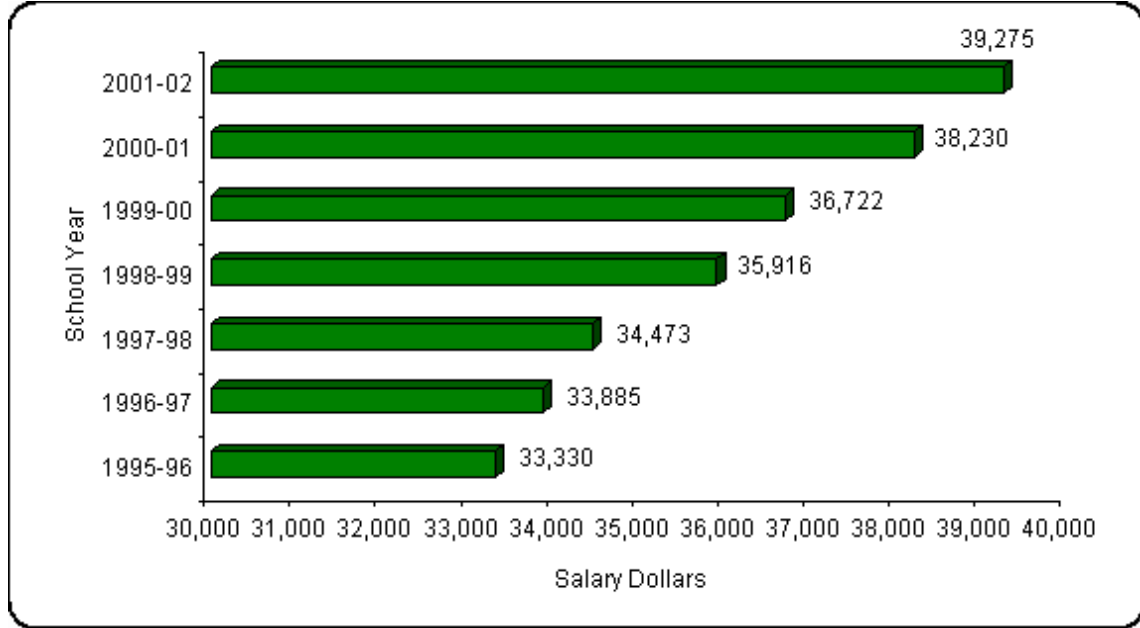
Of the 6 largest districts (Broward, Dade, Duval, Hillsborough, Orange, & Palm Beach):

- **4 reported more vacancies with increases ranging from 15-135;**
- **2 reported fewer vacancies; Duval reported 15 fewer vacancies and Palm Beach 135 vacancies;**

Source: DOE, Bureau of Educator Recruitment and Professional Development.

TEACHER SALARIES

AVERAGE TEACHER SALARY 1995-1996 THROUGH 2000-2001



Source: DOE, Office of Education Information & Accountability Services

AVERAGE SALARIES OF PUBLIC SCHOOL TEACHERS, 2000-2001 SREB STATES

12. DELAWARE	\$ 47,047	31. SOUTH CAROLINA	37,938
13. MARYLAND	45,963	32. TENNESSEE	37,431
UNITED STATES	43,335	34. KENTUCKY	36,589
16. GEORGIA	42,216	41. WEST VIRGINIA	35,888
21. NORTH CAROLINA	41,151	43. ARKANSAS	34,641
23. VIRGINIA	40,197	44. OKLAHOMA	34,499
26. TEXAS	38,361	47. LOUISIANA	33,615
29. FLORIDA	38,230	49. MISSISSIPPI	31,954
30. ALABAMA	37,956		

AVERAGE TEACHER SALARIES BY DEGREE LEVEL: 2001-2002

DIST. NO.	DISTRICT NAME	BACHELOR'S		MASTER'S		SPECIALIST		DOCTORATE		ALL DEGREES	
		NUMBER	SALARY	NUMBER	SALARY	NUMBER	SALARY	NUMBER	SALARY	NUMBER	SALARY
01	ALACHUA**	772	31,045	966	35,424	129	37,088	54	42,329	1,921	33,970
02	BAKER	177	31,875	81	39,279	4	42,911	1	47,260	263	34,382
03	BAY	1,078	34,683	579	39,005	49	42,170	17	41,344	1,723	36,414
04	BRADFORD**	183	31,426	74	38,390	4	36,898	2	43,065	263	33,557
05	BREVARD	2,640	34,776	1,674	41,313	42	46,430	37	41,664	4,393	37,436
06	BROWARD	9,472	39,757	3,875	43,156	310	47,952	178	45,736	13,835	40,970
07	CALHOUN**	99	33,041	71	36,229	0	0	1	35,875	171	34,382
08	CHARLOTTE**	529	32,844	487	40,968	22	43,925	11	46,763	1,049	36,994
09	CITRUS**	619	31,843	416	38,519	17	42,000	11	38,583	1,063	34,688
10	CLAY	1,234	35,390	600	40,132	14	47,700	9	45,161	1,857	37,062
11	COLLIER	1,206	37,973	895	48,008	33	50,939	24	53,999	2,158	42,511
12	COLUMBIA	374	32,704	225	39,271	8	43,315	6	44,661	613	35,370
13	DADE	10,387	39,811	8,244	48,100	2,052	55,526	503	56,881	21,186	44,964
14	DESOTO	256	34,336	57	40,968	2	46,802	3	37,491	318	35,633
15	DIXIE	97	29,083	37	36,400	3	37,841	1	43,340	138	31,338
16	DUVAL	4,644	36,438	2,302	43,496	52	49,124	43	45,266	7,041	38,893
17	ESCAMBIA	1,570	31,102	1,183	37,214	58	38,341	21	37,236	2,832	33,849
18	FLAGLER**	297	33,320	161	40,046	3	47,583	5	43,869	466	35,849
19	FRANKLIN	64	30,558	36	38,410	2	32,028	1	46,342	103	33,484
20	GADSDEN	317	30,570	157	34,059	2	40,500	2	28,694	478	31,750
21	GILCHRIST	123	31,935	52	38,044	3	36,828	1	38,081	179	33,826
22	GLADES	48	33,767	20	41,813	1	57,098	0	0	69	36,437
23	GULF	104	33,232	52	39,017	0	0	1	45,936	157	35,229
24	HAMILTON	107	30,703	25	36,773	6	41,656	1	43,001	139	32,356
25	HARDEE	270	33,859	53	40,285	2	44,932	1	42,564	326	34,998
26	HENDRY	298	35,104	94	41,264	5	37,538	1	47,900	398	36,622
27	HERNANDO	725	31,373	390	37,474	6	41,233	6	40,500	1,127	33,585
28	HIGHLANDS**	493	34,270	209	41,313	0	0	4	36,470	706	36,367
29	HILLSBOROUGH	6,871	35,066	3,968	42,135	168	48,709	120	48,107	11,127	37,933
30	HOLMES**	140	32,269	91	38,251	0	0	1	42,361	232	34,659
31	INDIAN RIVER	579	33,457	244	39,950	48	44,472	4	42,522	875	35,913
32	JACKSON**	293	30,029	214	36,777	36	41,248	1	44,915	544	33,453
33	JEFFERSON**	82	32,261	33	36,722	2	39,027	0	0	117	33,635
34	LAFAYETTE**	54	29,961	21	33,062	2	41,831	0	0	77	31,115
35	LAKE**	1,225	32,925	568	39,024	22	44,130	18	42,870	1,833	35,047
36	LEE	2,094	36,440	1,244	43,824	54	48,353	41	48,089	3,433	39,443
37	LEON**	1,061	33,717	901	38,649	61	42,193	29	43,203	2,052	36,269
38	LEVY**	241	33,922	128	38,394	9	34,424	3	32,993	381	35,429

39	LIBERTY**	60	30,572	27	36,007	0	0	0	0	87	32,259
40	MADISON	127	31,037	70	38,537	1	44,092	0	0	198	33,754
41	MANATEE**	1,285	34,248	849	41,442	45	48,735	26	45,253	2,205	37,444
42	MARION	1,717	32,726	715	38,356	50	42,628	16	43,854	2,498	34,607
43	MARTIN**	659	33,934	357	40,711	22	49,210	11	45,068	1,049	36,677
44	MONROE	371	37,900	226	42,365	1	49,904	7	37,822	605	39,587
45	NASSAU**	392	34,836	197	41,825	3	41,735	2	35,723	594	37,192
46	OKALOOSA	1,056	37,143	695	44,096	48	46,731	27	55,628	1,826	40,315
47	OKEECHOBEE	308	34,485	104	42,824	6	45,453	0	0	418	36,717
48	ORANGE	6,793	39,908	3,597	46,827	100	51,287	90	50,372	10,580	42,457
49	OSCEOLA	1,305	32,423	676	39,249	40	40,405	17	43,813	2,038	34,939
50	PALM BEACH	6,168	41,268	3,366	48,738	119	54,232	101	53,033	9,754	44,126
51	PASCO	2,163	33,079	1,163	38,427	34	40,252	26	40,509	3,386	35,045
52	PINELLAS	4,749	36,777	2,777	41,756	120	45,874	65	46,871	7,711	38,797
53	POLK**	3,879	32,882	1,392	40,094	80	43,142	4	42,134	5,355	34,917
54	PUTNAM	527	34,346	242	41,589	9	45,501	4	44,947	782	36,770
55	ST. JOHNS	784	34,279	520	39,966	0	0	10	42,310	1,314	36,591
56	ST. LUCIE	1,201	34,326	564	41,978	33	47,526	18	43,206	1,816	37,030
57	SANTA ROSA**	924	33,741	497	40,445	19	43,564	8	43,419	1,448	36,225
58	SARASOTA**	897	36,837	1,250	45,429	10	57,126	41	51,968	2,198	42,098
59	SEMINOLE	2,056	32,197	1,522	39,386	116	45,046	65	46,853	3,759	35,758
60	SUMTER**	250	33,915	95	40,806	4	43,472	0	0	349	35,900
61	SUWANNEE**	245	36,115	102	43,072	4	43,752	0	0	351	38,223
62	TAYLOR**	145	32,563	83	40,755	7	43,419	5	41,483	240	35,899
63	UNION**	82	28,823	45	32,005	3	34,900	2	28,875	132	30,047
64	VOLUSIA**	2,549	32,635	1,566	39,909	99	44,985	44	44,489	4,258	35,720
65	WAKULLA	153	32,653	115	37,828	10	38,525	1	46,200	279	35,045
66	WALTON**	232	32,976	120	36,567	5	35,988	1	49,500	358	34,268
67	WASHINGTON**	153	33,659	92	41,500	4	40,955	1	45,787	250	36,710
	SUBTOTAL/AVG	92,053	36,365	53,451	43,059	4,223	50,474	1,754	49,420	151,481	39,272
68	DEAF/BLIND	69	38,796	78	47,907	0	0	1	36,622	148	43,583
69	DOZIER/OKEEC	26	40,959	9	51,170	2	55,128	0	0	37	44,208
72	FAU LAB SCH	2	43,799	19	47,272	3	52,368	2	62,135	26	48,736
73	FSU LAB SCH	47	30,310	43	39,273	3	45,115	3	45,732	96	35,269
74	FAMU LAB SCH	15	29,072	25	41,731	0	0	0	0	40	36,984
75	UF LAB SCH	10	28,653	39	36,683	13	42,680	7	49,682	69	37,968
	STATE TOTAL/AVG	92,222	36,363	53,664	43,061	4,244	50,450	1,767	49,422	151,897	39,275

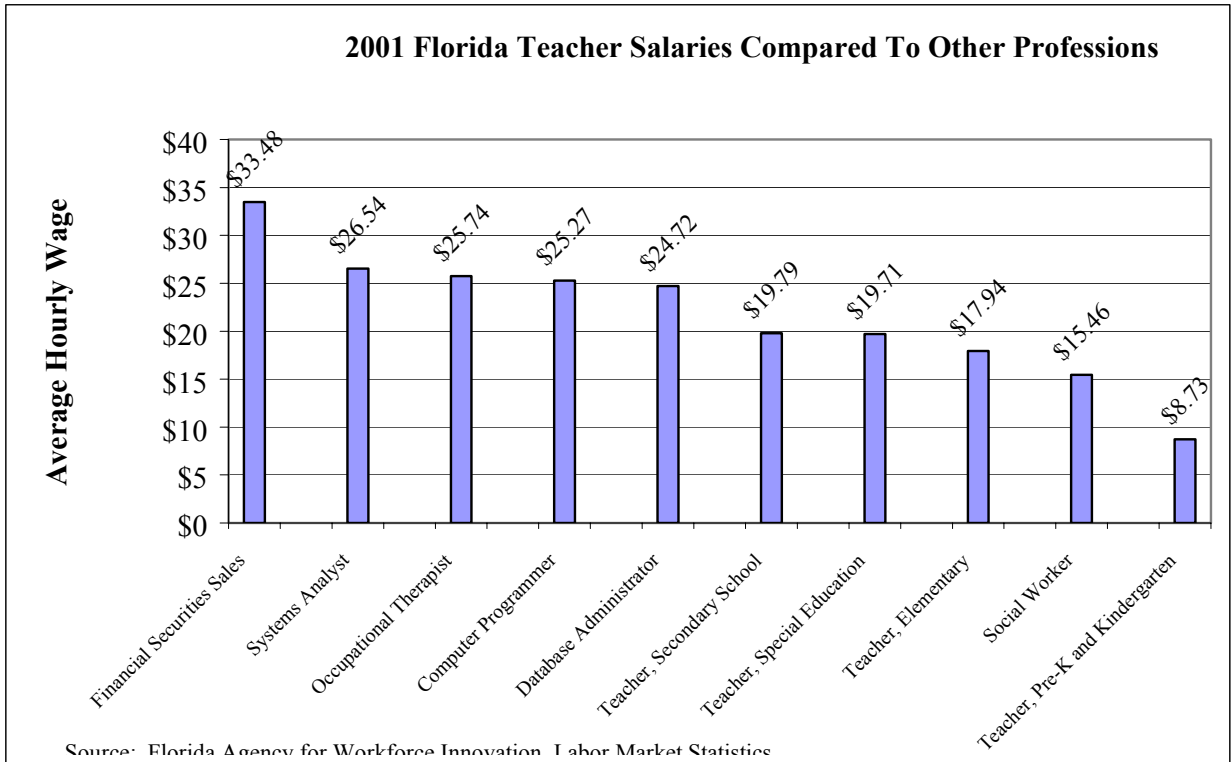
*A professional paid on the instructional salary schedule negotiated by a Florida school district.

**District had not negotiated a new salary schedule prior to reporting.

**LOWEST AND HIGHEST
DISTRICT AVERAGE TEACHER SALARY BY DEGREE, 2001-02**

Degree Level	Lowest		Highest		Difference	
	Salary	District	Salary	District	Dollars	Percent
Bachelor's	28,823	Union	41,268	Palm Beach	12,445	43.18
Master's	32,005	Union	48,738	Palm Beach	16,733	52.28
Specialist	32,028	Franklin	57,126	Sarasota	25,098	78.36
Doctorate	28,694	Gadsden	56,881	Dade	28,187	98.23
All Degrees	30,047	Union	44,964	Dade	14,917	49.65

Source: DOE, Office of Education Information and Accountability Services



Note: Comparison data is based on baccalaureate-level education.

2001 Employment Comparisons Among Selected Occupations Requiring Baccalaureate Education

TITLE	EMPLOYMENT		ANNUAL PERCENT CHANGE	AVERAGE ANNUAL OPENINGS			AVERAGE WAGE
	2001	2009		DUE TO GROWTH	DUE TO SEPARATIONS	TOTAL	
Securities, Financial Service Sales	23,274	31,566	4.45	1,037	161	1,198	33.48
Systems Analyst	35,620	57,463	7.67	2,730	187	2,917	26.54
Occupational Therapist	5,057	6,525	3.63	184	70	254	25.74
Computer Programmer	28,118	33,036	2.19	615	834	1,449	25.27
Database Administrator	4,331	6,233	5.49	238	63	301	24.72
Teacher, Secondary School	65,722	81,664	3.03	1,993	1,971	3,964	19.79
Teacher, Special Education	19,644	26,090	4.10	806	152	958	19.71
Teacher, Elementary	78,249	90,555	1.97	1,538	1,736	3,274	17.94
Social Worker	20,004	25,213	3.25	651	242	893	15.46
Teacher, Preschool and Kindergarten	30,560	35,902	2.19	668	622	1,290	8.73

Source: Florida Agency for Workforce Innovation, Occupational Employment Statistics

2000 Hourly Florida Teacher Salaries Compared To Other Occupations By Region

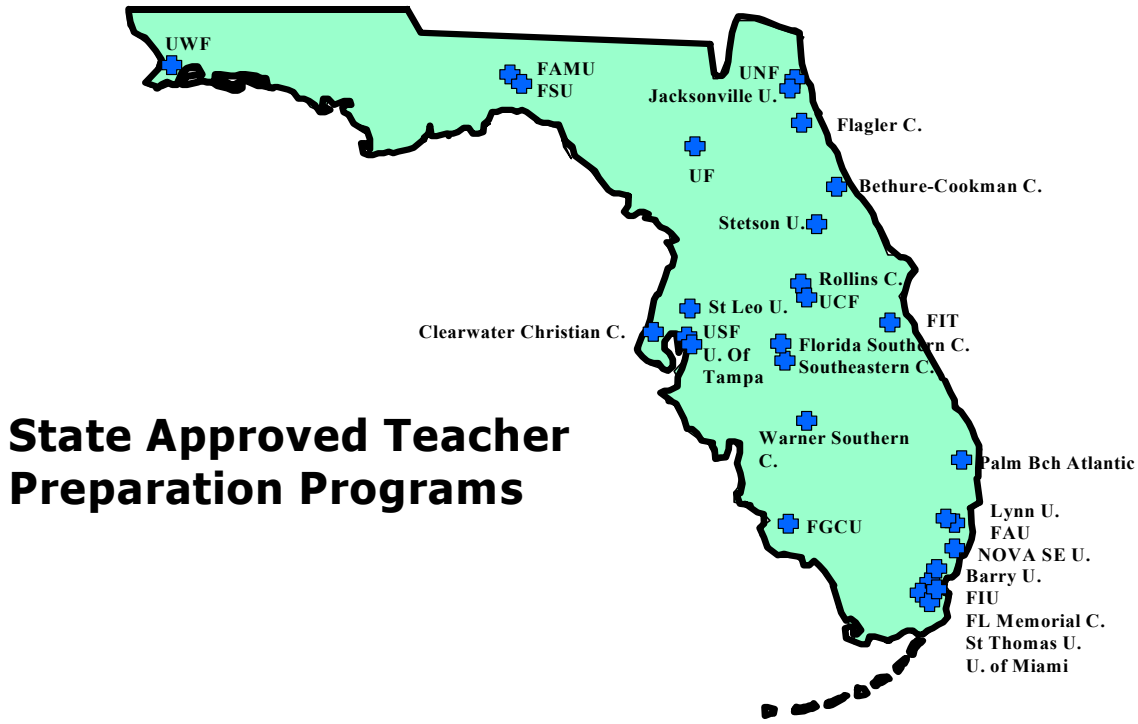
	Ft. Lauderdale	Miami	Tallahassee	Pensacola	Jacksonville	Tampa	Orlando
Financial Securities Sales ¹	\$ 45.66	\$ 37.11	\$ 56.21	\$ 36.86	\$ 32.89	\$ 23.19	\$ 28.05
Occupational Therapist ¹	\$ 17.23	\$ 24.73	\$ 21.17	\$ 27.66	\$ 22.20	\$ 25.63	\$ 22.33
Computer Programmer ¹	\$ 27.23	\$ 26.32	\$ 24.56	\$ 19.14	\$ 27.80	\$ 27.11	\$ 27.13
Database Administrator ¹	\$ 26.88	\$ 22.42	\$ 27.01	\$ 24.10	\$ 33.06	\$ 22.98	\$ 23.34
Social Worker ¹	\$ 10.83	\$ 11.26	\$ 9.34	\$ 11.72	\$ 10.03	\$ 10.03	\$ 10.66
Florida Teacher ²	\$ 24.06	\$ 24.46	\$ 21.17	\$ 17.88	\$ 22.21	\$ 21.89	\$ 20.24

1. Source: Florida Agency for Workforce Innovation, 2000 Occupational Employment Statistics, Average Wage

2. Source: Florida DOE, Office of Education Information and Accountability Services, Fall 2000 Average Bachelor's Degree Teacher Salary by city.

Note: Salary data does not include benefits and is calculated presuming a ten-month employment contract.

III. TEACHER PREPARATION



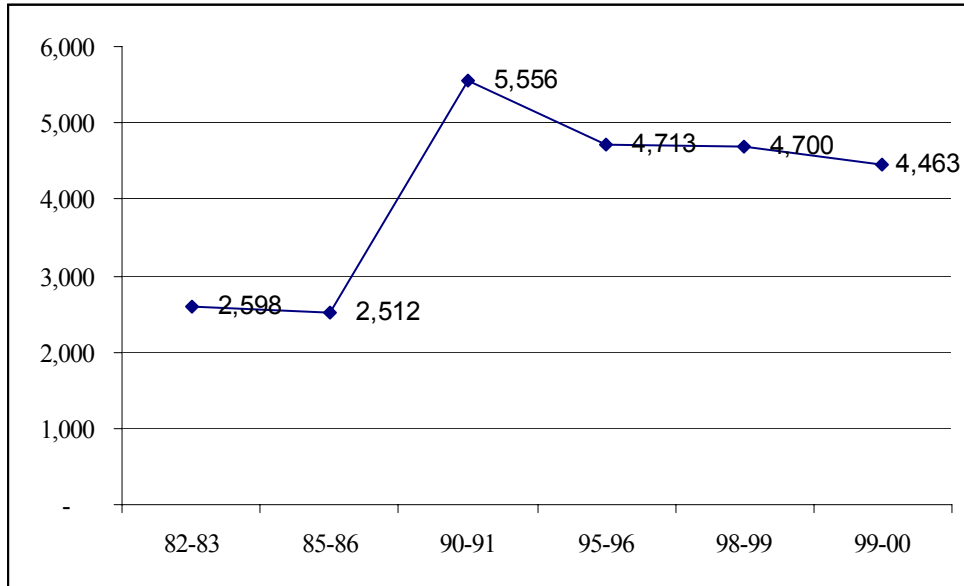
State Approved Teacher Preparation Programs

ADMISSIONS TO TEACHER EDUCATION PROGRAMS STATE UNIVERSITY SYSTEM 1982-1983 TO 1999-2000

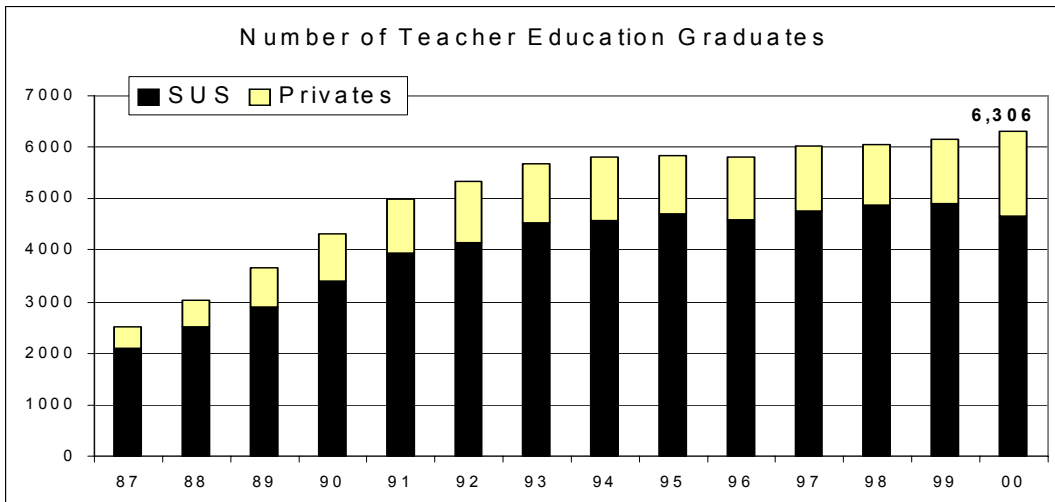
<u>UNIVERSITY</u>	<u>82-83</u>	<u>85-86</u>	<u>90-91</u>	<u>95-96</u>	<u>98-99</u>	<u>99-00</u>	<u>% Diff. 82-83 to 98-99 to</u>	<u>% Diff. 99-00</u>
FAMU	58	38	122	203	137	173	198.3%	26.3%
FAU	233	148	248	433	760	539	131.3%	-29.1%
FGCU	-	-	-	-	115	142	0.0%	23.5%
FIU	209	248	1,138	465	417	308	47.4%	-26.1%
FSU	325	274	832	758	529	486	49.5%	-8.1%
UCF	256	355	494	587	769	787	207.4%	2.3%
UF	515	250	504	444	312	397	-22.9%	27.2%
UNF	134	236	322	401	374	540	303.0%	44.4%
USF	657	722	1,523	1,104	1,063	885	34.7%	-16.7%
UWF	211	241	373	318	224	206	-2.4%	-8.0%
TOTAL	2,598	2,512	5,556	4,713	4,700	4,463	71.8%	-5.0%

Source: DOE Office of Strategy Planning, Trends in the Supply of New Teachers, May 2002

**ADMISSIONS TO TEACHER EDUCATION PROGRAMS
STATE UNIVERSITY SYSTEM
1982-1983 TO 1999-2000**



Source: DOE Office of Strategy Planning, Trends in the Supply of New Teachers, May 2002



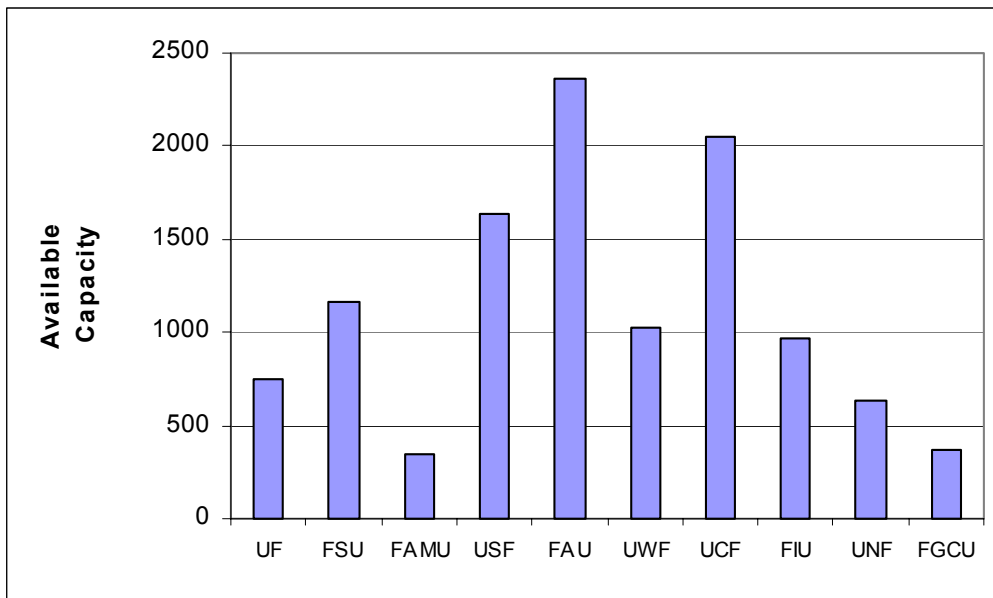
Source: DOE Office of Strategy Planning, Trends in the Supply of New Teachers, May 2002

**GRADUATES OF TEACHER EDUCATION PROGRAMS
ETHNICITY AS A PERCENTAGE OF THE TOTAL, 1986-2000**

	<u>1986</u>	<u>1990</u>	<u>1995</u>	<u>1998</u>	<u>1999</u>	<u>2000</u>
White	86.8%	84.7%	77.7%	74.3%	72.7%	69.1%
Black	7.7%	7.2%	10.0%	11.8%	11.8%	12.2%
Hispanic	5.1%	7.6%	10.9%	11.9%	13.2%	16.1%
Asian	0.2%	0.4%	1.1%	1.4%	1.4%	1.0%
Native American	0.2%	0.1%	0.1%	0.4%	0.2%	0.3%
Other	0.0%	0.0%	0.2%	0.2%	0.7%	1.3%
TOTAL	100%	100%	100%	100%	100%	100%

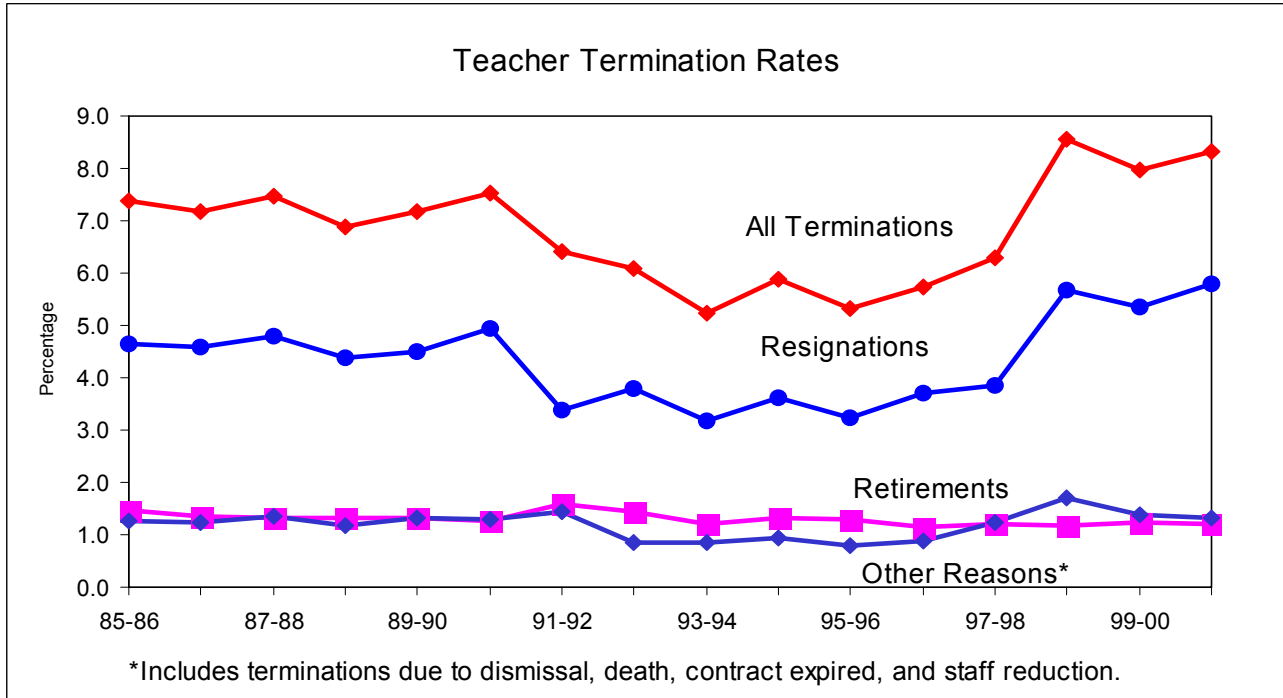
Source: DOE Office of Strategy Planning, Trends In the Supply of Minority Teachers, May 2002.

**SUS TEACHER EDUCATION PROGRAMS
ESTIMATED BACCALAUREATE CAPACITY
FALL 2002**

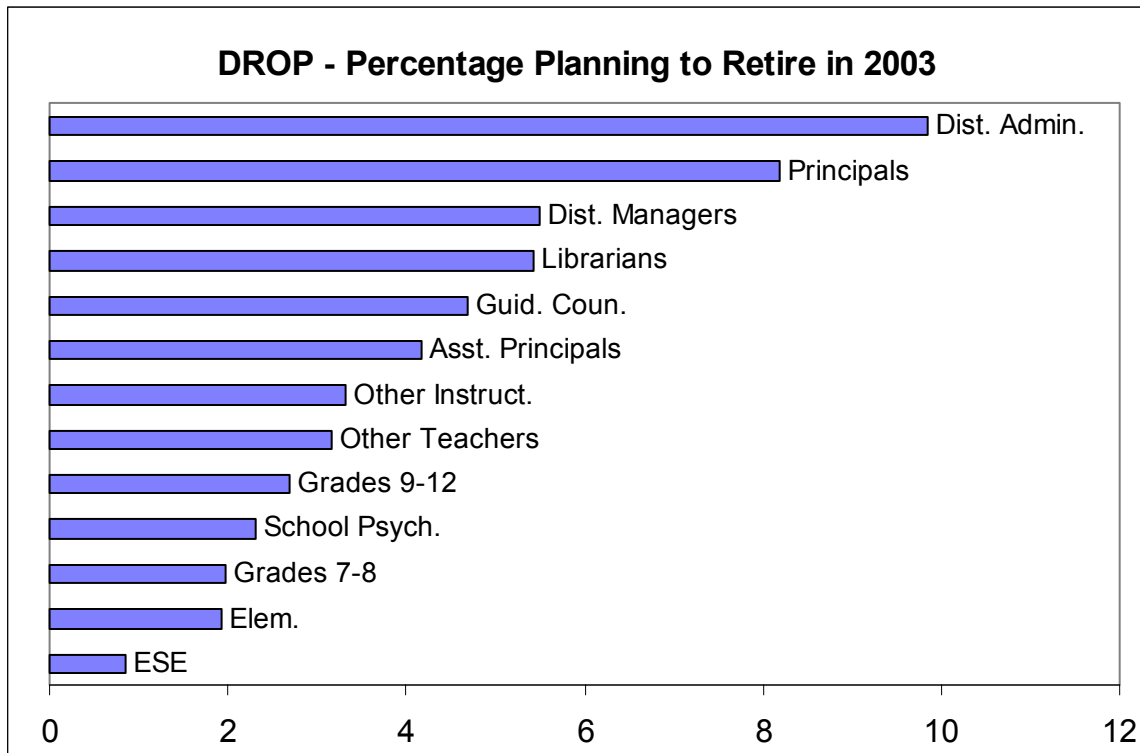


Source: 2002 DOE Division of Colleges & Universities Survey

IV. TEACHER RETENTION



Source: DOE, Office of Strategy Planning, Teacher Supply and Demand Trends, April 2002



Source: DOE, Office of Strategy Planning, Teacher Supply and Demand Trends, April 2002

		Classroom Teachers			
		Number Employed* Oct. 2000	Separated from Teaching in District		Avg. Years of Service as a Teacher
District	7/1/00 to 6/30/01				
	Number		Percent		
1	Alachua	1,688	58	3.4%	9.1
2	Baker	231	9	3.9%	6.0
3	Bay	1,534	39	2.5%	7.4
4	Bradford	255	30	11.8%	10.0
5	Brevard	3,889	118	3.0%	13.9
6	Broward	12,202	63	0.5%	6.0
7	Calhoun	151	9	6.0%	21.7
8	Charlotte	922	21	2.3%	8.7
9	Citrus	923	87	9.4%	9.2
10	Clay	1,650	127	7.7%	8.8
11	Collier	1,876	152	8.1%	9.8
12	Columbia	562	45	8.0%	5.1
13	Dade	18,969	248	1.3%	14.3
14	DeSoto	283	50	17.7%	7.2
15	Dixie	132	16	12.1%	18.3
16	Duval	6,573	228	3.5%	7.0
17	Escambia	2,610	185	7.1%	14.8
18	Flagler	419	16	3.8%	5.8
19	Franklin	940			
20	Gadsden	481	112	23.3%	6.9
21	Gilchrist	165	13	7.9%	4.1
22	Glades	70	10	14.3%	5.4
23	Gulf	144	2	1.4%	10.5
24	Hamilton	139	21	15.1%	12.2
25	Hardee	297	15	5.1%	19.1
26	Hendry	364	39	10.7%	6.0
27	Hernando	969	101	10.4%	9.0
28	Highlands	619	53	8.6%	10.0
29	Hillsborough	10,102	718	7.1%	9.3
30	Holmes	228	3	1.3%	7.4
31	Indian River	761	68	8.9%	11.5
32	Jackson	476	44	9.2%	8.1
33	Jefferson	126	15	11.9%	15.6
34	Lafayette	65	2	3.1%	9.5
35	Lake	1,559	75	4.8%	10.1
36	Lee	3,123	55	1.8%	9.2
37	Leon	1,893	375	19.8%	5.6
38	Levy	371	43	11.6%	8.6
39	Liberty	76	3	3.9%	12.3
40	Madison	196	24	12.2%	11.8
41	Manatee	2,130	18	0.8%	6.4

42	Marion	2,248	235	10.5%	8.1
43	Martin	961	107	11.1%	4.9
44	Monroe	558	89	15.9%	7.9
45	Nassau	540	13	2.4%	7.3
46	Okaloosa	1,707	71	4.2%	15.4
47	Okeechobee	356	33	9.3%	10.0
48	Orange	8,126	601	7.4%	8.8
49	Osceola	1,661	81	4.9%	5.8
50	Palm Beach	8,364	456	5.5%	11.4
51	Pasco	2,915	218	7.5%	7.4
52	Pinellas	6,684	548	8.2%	12.2
53	Polk	4,886	170	3.5%	6.9
54	Putnam	728	50	6.9%	4.6
55	St. Johns	1,133	30	2.6%	9.7
56	St. Lucie	1,993	309	15.5%	6.9
57	Santa Rosa	1,276	144	11.3%	8.9
58	Sarasota	1,950	62	3.2%	6.7
59	Seminole	3,433	254	7.4%	9.4
60	Sumter	316	30	9.5%	7.6
61	Suwannee	316	5	1.6%	17.8
62	Taylor	240	5	2.1%	18.0
63	Union	129	33	25.6%	7.9
64	Volusia	3,796	167	4.4%	8.5
65	Wakulla	262	43	16.4%	7.0
66	Walton	344	19	5.5%	4.2
67	Washington	237	5	2.1%	23.3
68	FSDB	121	17	14.0%	15.5
69	Dozier	32	5	15.6%	2.1
72	FAU	27	2	7.4%	2.1
73	FSU	69	2	2.9%	17.0
74	FAMU	38			
75	UF	74	3	4.1%	3.1
	State	135,683	7,117	5.2%	9.3

Summary Teacher Exit Interview Information - 2000-2001

- 7,117 Teachers exited in the 2000-2001 year (5.2 % of total) with an average of 9.3 years of service.

<u>Reasons for Voluntary Exit</u>	<u>%</u>
•Family or Personal Reasons	31.8%
•Relocation	27.7%
•Retirement	19.9%
•Other	15.4%
•Inadequate Salary	7.4%
•Job Stress	5.5%
•Continuing Education	2.9%
•Dissatisfaction with Assigned Duties	2.7%

Teachers Voluntarily Separating from Teaching in District															
Reasons for Voluntary Separation															
District	Inadequate Salary		Lack of Opportunity for Advancement		Dissatisfaction with Supervisor		Dislike of or Unsuitable for Assigned Duties		Resignation in Lieu of Termination		Family/Personal Reasons		Continuing Education		
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	
1	Alachua	-	0.0%	-	0.0%	-	0.0%	-	0.0%	1	1.8%	42	75.0%	4	7.1%
2	Baker	-	0.0%	-	0.0%	-	0.0%	-	0.0%	2	22.2%	2	22.2%	-	0.0%
3	Bay	5	13.9%	1	2.8%	-	0.0%	-	0.0%	-	0.0%	12	33.3%	2	5.6%
4	Bradford	2	9.5%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	7	33.3%	1	4.8%
5	Brevard	6	5.8%	-	0.0%	2	1.9%	1	1.0%	-	0.0%	16	15.4%	3	2.9%
6	Broward	9	14.3%	4	6.3%	9	14.3%	-	0.0%	7	11.1%	15	23.8%	3	4.8%
7	Calhoun	2	22.2%	2	22.2%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%
8	Charlotte	5	23.8%	-	0.0%	2	9.5%	-	0.0%	-	0.0%	6	28.6%	-	0.0%
9	Citrus	5	6.9%	-	0.0%	-	0.0%	-	0.0%	4	5.6%	20	27.8%	5	6.9%
10	Clay	5	4.4%	1	0.9%	1	0.9%	5	4.4%	2	1.8%	32	28.1%	1	0.9%
11	Collier	11	7.3%	2	1.3%	2	1.3%	2	1.3%	1	0.7%	57	38.0%	3	2.0%
12	Columbia	1	2.4%	1	2.4%	1	2.4%	4	9.5%	-	0.0%	12	28.6%	-	0.0%
13	Dade	7	3.8%	2	1.1%	-	0.0%	10	5.4%	14	7.5%	44	23.7%	10	5.4%
14	DeSoto	5	11.4%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	7	15.9%	1	2.3%
15	Dixie	1	7.1%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	2	14.3%	-	0.0%
16	Duval	24	11.3%	14	6.6%	27	12.7%	13	6.1%	5	2.3%	46	21.6%	6	2.8%
17	Escambia	67	36.4%	7	3.8%	4	2.2%	1	0.5%	-	0.0%	29	15.8%	1	0.5%
18	Flagler	-	0.0%	-	0.0%	-	0.0%	1	10.0%	-	0.0%	-	0.0%	-	0.0%
19	Franklin														
20	Gadsden	15	20.0%	3	4.0%	1	1.3%	1	1.3%	-	0.0%	26	34.7%	6	8.0%
21	Gilchrist	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	3	37.5%	-	0.0%
22	Glades	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%
23	Gulf	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	2	100.0%	-	0.0%
24	Hamilton	-	0.0%	-	0.0%	1	5.0%	-	0.0%	1	5.0%	13	65.0%	1	5.0%
25	Hardee	1	7.7%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	1	7.7%	-	0.0%
26	Hendry	3	8.3%	-	0.0%	-	0.0%	1	2.8%	2	5.6%	6	16.7%	2	5.6%
27	Hernando	16	20.5%	2	2.6%	6	7.7%	6	7.7%	2	2.6%	24	30.8%	6	7.7%
28	Highlands	-	0.0%	1	1.9%	-	0.0%	-	0.0%	-	0.0%	8	15.1%	-	0.0%
29	Hillsborough	39	5.6%	6	0.9%	4	0.6%	14	2.0%	6	0.9%	179	25.9%	21	3.0%
30	Holmes	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%
31	Indian River	3	4.5%	1	1.5%	1	1.5%	1	1.5%	2	3.0%	20	30.3%	2	3.0%
32	Jackson	11	39.3%	1	3.6%	-	0.0%	2	7.1%	-	0.0%	5	17.9%	-	0.0%
33	Jefferson	1	8.3%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	4	33.3%	-	0.0%
34	Lafayette	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	1	50.0%
35	Lake	14	19.4%	3	4.2%	-	0.0%	2	2.8%	-	0.0%	18	25.0%	2	2.8%
36	Lee	7	14.3%	2	4.1%	4	8.2%	4	8.2%	3	6.1%	8	16.3%	4	8.2%
37	Leon	-	0.0%	-	0.0%	-	0.0%	4	3.4%	-	0.0%	11	9.4%	3	2.6%
38	Levy	-	0.0%	1	2.9%	1	2.9%	1	2.9%	2	5.7%	7	20.0%	2	5.7%
39	Liberty	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	1	33.3%	1	33.3%
40	Madison	1	6.7%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	5	33.3%	-	0.0%
41	Manatee	3	17.6%	1	5.9%	1	5.9%	1	5.9%	1	5.9%	5	29.4%	-	0.0%
42	Marion	9	4.1%	3	1.4%	1	0.5%	5	2.3%	20	9.1%	33	15.0%	7	3.2%
43	Martin	5	5.4%	-	0.0%	-	0.0%	2	2.2%	10	10.9%	27	29.3%	4	4.3%
44	Monroe	-	0.0%	-	0.0%	-	0.0%	1	1.4%	1	1.4%	20	27.8%	3	4.2%
45	Nassau	2	16.7%	1	8.3%	-	0.0%	2	16.7%	-	0.0%	4	33.3%	1	8.3%
46	Okaloosa	1	1.4%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	17	24.3%	3	4.3%
47	Okeechobee	2	6.9%	-	0.0%	-	0.0%	3	10.3%	1	3.4%	5	17.2%	-	0.0%
48	Orange	28	5.0%	7	1.2%	11	2.0%	10	1.8%	3	0.5%	340	60.3%	8	1.4%
49	Osceola	11	16.4%	3	4.5%	4	6.0%	3	4.5%	-	0.0%	20	29.9%	4	6.0%
50	Palm Beach	39	10.8%	4	1.1%	17	4.7%	24	6.6%	4	1.1%	97	26.8%	11	3.0%
51	Pasco	6	2.8%	3	1.4%	-	0.0%	7	3.3%	3	1.4%	103	48.1%	8	3.7%

52	Pinellas	120	22.3%	143	26.5%	7	1.3%	-	0.0%	3	0.6%	58	10.8%	539
53	Polk	57	38.0%	23	15.3%	5	3.3%	3	2.0%	6	4.0%	19	12.7%	150
54	Putnam	21	63.6%	-	0.0%	-	0.0%	-	0.0%	1	3.0%	-	0.0%	33
55	St. Johns	15	50.0%	4	13.3%	-	0.0%	-	0.0%	-	0.0%	3	10.0%	30
56	St. Lucie	61	31.3%	18	9.2%	-	0.0%	-	0.0%	5	2.6%	28	14.4%	195
57	Santa Ros	27	29.0%	24	25.8%	7	7.5%	-	0.0%	3	3.2%	9	9.7%	93
58	Sarasota	20	32.8%	12	19.7%	-	0.0%	1	1.6%	7	11.5%	21	34.4%	61
59	Seminole	45	17.9%	61	24.2%	-	0.0%	-	0.0%	2	0.8%	20	7.9%	252
60	Sumter	3	13.0%	7	30.4%	-	0.0%	-	0.0%	1	4.3%	6	26.1%	23
61	Suwannee	1	20.0%	2	40.0%	-	0.0%	-	0.0%	-	0.0%	1	20.0%	5
62	Taylor	2	40.0%	2	40.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	5
63	Union	21	65.6%	1	3.1%	-	0.0%	-	0.0%	2	6.3%	1	3.1%	32
64	Volusia	17	10.5%	28	17.3%	3	1.9%	-	0.0%	1	0.6%	5	3.1%	162
65	Wakulla	11	40.7%	2	7.4%	-	0.0%	-	0.0%	-	0.0%	2	7.4%	27
66	Walton	8	66.7%	2	16.7%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	12
67	Washingt	-	0.0%	3	60.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	5
68	FSDB	3	18.8%	5	31.3%	-	0.0%	-	0.0%	-	0.0%	3	18.8%	16
69	Dozier	3	60.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	1	20.0%	5
72	FAU	1	50.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	1	50.0%	2
73	FSU	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	2	100.0%	2
74	FAMU													
75	UF	2	66.7%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	1	33.3%	3
	State	1,689	27.7%	1,213	19.9%	118	1.9%	72	1.2%	336	5.5%	941	15.4%	6,103

Teachers Voluntarily Separating from Teaching in District													
Reasons for Voluntary Separation (Continued)													
District	Relocation		Retirement		Temporary Assignment		Inadequate Benefits		on the Job		Other		Teachers Voluntarily Separating
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	
1 Alachua	2	3.6%	5	8.9%	-	0.0%	-	0.0%	-	0.0%	2	3.6%	56
2 Baker	2	22.2%	-	0.0%	-	0.0%	-	0.0%	1	11.1%	2	22.2%	9
3 Bay	15	41.7%	2	5.6%	-	0.0%	3	8.3%	2	5.6%	6	16.7%	36
4 Bradford	5	23.8%	3	14.3%	-	0.0%	-	0.0%	2	9.5%	2	9.5%	21
5 Brevard	38	36.5%	39	37.5%	3	2.9%	1	1.0%	7	6.7%	13	12.5%	104
6 Broward	11	17.5%	8	12.7%	-	0.0%	2	3.2%	11	17.5%	16	25.4%	63
7 Calhoun	3	33.3%	2	22.2%	-	0.0%	-	0.0%	-	0.0%	2	22.2%	9
8 Charlotte	6	28.6%	2	9.5%	-	0.0%	1	4.8%	3	14.3%	4	19.0%	21
9 Citrus	28	38.9%	11	15.3%	-	0.0%	2	2.8%	3	4.2%	16	22.2%	72
10 Clay	38	33.3%	23	20.2%	-	0.0%	1	0.9%	3	2.6%	30	26.3%	114
11 Collier	46	30.7%	23	15.3%	1	0.7%	6	4.0%	10	6.7%	27	18.0%	150
12 Columbia	19	45.2%	2	4.8%	-	0.0%	1	2.4%	3	7.1%	8	19.0%	42
13 Dade	41	22.0%	56	30.1%	1	0.5%	-	0.0%	12	6.5%	25	13.4%	186
14 DeSoto	21	47.7%	7	15.9%	-	0.0%	1	2.3%	-	0.0%	8	18.2%	44
15 Dixie	4	28.6%	6	42.9%	-	0.0%	-	0.0%	2	14.3%	1	7.1%	14
16 Duval	59	27.7%	7	3.3%	2	0.9%	3	1.4%	33	15.5%	67	31.5%	213
17 Escambia	56	30.4%	62	33.7%	-	0.0%	5	2.7%	8	4.3%	14	7.6%	184
18 Flagler	8	80.0%	1	10.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	10
19 Franklin													
20 Gadsden	15	20.0%	11	14.7%	-	0.0%	-	0.0%	7	9.3%	7	9.3%	75
21 Gilchrist	4	50.0%	-	0.0%	-	0.0%	-	0.0%	1	12.5%	-	0.0%	8
22 Glades	5	83.3%	1	16.7%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	6
23 Gulf	1	50.0%	-	0.0%	-	0.0%	-	0.0%	1	50.0%	-	0.0%	2
24 Hamilton	9	45.0%	7	35.0%	-	0.0%	-	0.0%	2	10.0%	1	5.0%	20
25 Hardee	5	38.5%	6	46.2%	-	0.0%	-	0.0%	-	0.0%	1	7.7%	13
26 Hendry	16	44.4%	1	2.8%	-	0.0%	-	0.0%	2	5.6%	4	11.1%	36
27 Hernando	8	10.3%	18	23.1%	1	1.3%	16	20.5%	7	9.0%	28	35.9%	78
28 Highlands	22	41.5%	14	26.4%	-	0.0%	-	0.0%	-	0.0%	8	15.1%	53
29 Hillsborot	213	30.8%	151	21.8%	2	0.3%	6	0.9%	49	7.1%	117	16.9%	692
30 Holmes	2	100.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	2
31 Indian Riv	18	27.3%	14	21.2%	-	0.0%	-	0.0%	2	3.0%	14	21.2%	66
32 Jackson	5	17.9%	6	21.4%	-	0.0%	1	3.6%	1	3.6%	-	0.0%	28
33 Jefferson	2	16.7%	3	25.0%	2	16.7%	-	0.0%	-	0.0%	-	0.0%	12
34 Lafayette	1	50.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	2
35 Lake	20	27.8%	9	12.5%	6	8.3%	5	6.9%	4	5.6%	11	15.3%	72
36 Lee	12	24.5%	9	18.4%	-	0.0%	-	0.0%	9	18.4%	19	38.8%	49
37 Leon	40	34.2%	30	25.6%	8	6.8%	-	0.0%	-	0.0%	21	17.9%	117
38 Levy	16	45.7%	6	17.1%	1	2.9%	-	0.0%	1	2.9%	2	5.7%	35
39 Liberty	-	0.0%	-	0.0%	-	0.0%	-	0.0%	1	33.3%	1	33.3%	3
40 Madison	2	13.3%	5	33.3%	-	0.0%	-	0.0%	-	0.0%	2	13.3%	15
41 Manatee	4	23.5%	2	11.8%	-	0.0%	-	0.0%	1	5.9%	4	23.5%	17
42 Marion	56	25.5%	39	17.7%	56	25.5%	-	0.0%	10	4.5%	19	8.6%	220
43 Martin	22	23.9%	9	9.8%	4	4.3%	-	0.0%	1	1.1%	13	14.1%	92
44 Monroe	36	50.0%	7	9.7%	1	1.4%	-	0.0%	-	0.0%	3	4.2%	72
45 Nassau	3	25.0%	-	0.0%	-	0.0%	1	8.3%	1	8.3%	-	0.0%	12
46 Okaloosa	23	32.9%	25	35.7%	-	0.0%	-	0.0%	-	0.0%	2	2.9%	70
47 Okeechob	11	37.9%	6	20.7%	-	0.0%	-	0.0%	-	0.0%	1	3.4%	29
48 Orange	52	9.2%	99	17.6%	2	0.4%	8	1.4%	28	5.0%	112	19.9%	564
49 Osceola	27	40.3%	8	11.9%	-	0.0%	1	1.5%	5	7.5%	15	22.4%	67
50 Palm Bea	123	34.0%	101	27.9%	1	0.3%	4	1.1%	69	19.1%	107	29.6%	362
51 Pasco	76	35.5%	30	14.0%	5	2.3%	-	0.0%	3	1.4%	5	2.3%	214

Source: DOE, Office of Education Information and Accountability Services

52	Pinellas	26	4.8%	3	0.6%	3	0.6%	15	2.8%	8	1.5%	164	30.4%	15	2.8%
53	Polk	16	10.7%	5	3.3%	1	0.7%	3	2.0%	1	0.7%	37	24.7%	6	4.0%
54	Putnam	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	9	27.3%	2	6.1%
55	St. Johns	-	0.0%	-	0.0%	-	0.0%	-	0.0%	1	3.3%	9	30.0%	2	6.7%
56	St. Lucie	4	2.1%	2	1.0%	1	0.5%	3	1.5%	8	4.1%	76	39.0%	7	3.6%
57	Santa Rosa	2	2.2%	1	1.1%	1	1.1%	1	1.1%	1	1.1%	22	23.7%	1	1.1%
58	Sarasota	7	11.5%	2	3.3%	10	16.4%	2	3.3%	1	1.6%	8	13.1%	-	0.0%
59	Seminole	8	3.2%	4	1.6%	1	0.4%	1	0.4%	-	0.0%	117	46.4%	-	0.0%
60	Sumter	-	0.0%	-	0.0%	-	0.0%	2	8.7%	1	4.3%	4	17.4%	-	0.0%
61	Suwannee	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	1	20.0%	-	0.0%
62	Taylor	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	1	20.0%	-	0.0%
63	Union	5	15.6%	-	0.0%	-	0.0%	1	3.1%	-	0.0%	8	25.0%	-	0.0%
64	Volusia	4	2.5%	1	0.6%	-	0.0%	1	0.6%	-	0.0%	105	64.8%	3	1.9%
65	Wakulla	3	11.1%	1	3.7%	1	3.7%	2	7.4%	2	7.4%	8	29.6%	-	0.0%
66	Walton	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	3	25.0%	1	8.3%
67	Washington	-	0.0%	-	0.0%	-	0.0%	-	0.0%	1	20.0%	1	20.0%	-	0.0%
68	FSDB	5	31.3%	1	6.3%	-	0.0%	-	0.0%	1	6.3%	3	18.8%	-	0.0%
69	Dozier	-	0.0%	-	0.0%	-	0.0%	1	20.0%	-	0.0%	1	20.0%	-	0.0%
72	FAU	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%
73	FSU	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%
74	FAMU														
75	UF	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%	-	0.0%
	State	452	7.4%	96	1.6%	118	1.9%	163	2.7%	122	2.0%	1,938	31.8%	177	2.9%

V. Florida Teacher Financial Aid Program Funding, 1997-2003

Program Title	Special				1997-1998			1998-1999			1999-2000		
	Source	Merit	Need	Interest	# of			# of			# of		
					Appropriation	Particip	Expenditure	Appropriation	Particip	Expenditure	Appropriation	Particip	Expenditure
Critical Teacher Shortage Program					\$2,646,795			\$2,646,795			\$4,146,795		
-CTS Loan Forgiveness	*GR		X			1,168	\$3,243,888		1,293	\$3,509,630		1,451	\$4,140,529
-CTS Tuition Reimbursement	*GR	X				1,222	\$539,030		1,110	\$479,649		654	\$145,346
Instructional Aide/Critical Teacher Shortage Program													
Florida Teacher Scholarship/Forgiveable Loan Program					\$1,814,800			\$1,814,800			\$1,857,000		
-Teacher Scholarship	*GR	X				416	\$606,750		437	\$603,000		423	\$602,250
-Teacher Loan	*GR		X			226	\$971,779		199	\$908,373		110	\$493,838
Most Promising Teacher Scholarship													
Exceptional Child Scholarship	*GR	X			\$109,212	300	\$109,019	\$109,212	477 crs	\$109,128	\$109,212	470 crs	\$108,895
Florida Fund for Minority Teachers	GR	X		X	\$3,000,000	710	\$3,000,000	\$3,000,000	355	\$3,000,000	\$3,000,000	355	\$3,000,000

Program Title	Special				2000-2001	2001-2002 Preliminary				2002-2003	
	Source	Merit	Need	Interest	# of	# of			Expenditure	Budget	LBR Base
					Appropriation	Particip	Expenditure	Appropriation	Particip	as of 1/15/02	Request
Critical Teacher Shortage Program					\$5,206,128			\$3,479,133		\$6,467,916	\$1,739,566
-CTS Loan Forgiveness	*GR		X			1,614	\$4,797,127		\$2,959,673		
-CTS Tuition Reimbursement	*GR	X				2,626	\$534,722		\$297,981		
Instructional Aide/Critical Teacher Shortage Program					\$150,000	553	\$148,389	\$112,500		\$150,000	\$0
Florida Teacher Scholarship/Forgiveable Loan Program					\$1,857,000			\$1,392,750		\$1,857,000	\$0
-Teacher Scholarship	*GR	X				424	\$571,500		362	\$271,500	
-Teacher Loan	*GR		X			214	\$857,591		120	\$293,343	
Most Promising Teacher Scholarship											
Exceptional Child Scholarship	*GR	X			\$109,212	417 crs	\$87,289	\$82,159	\$49,369	\$109,212	\$0
Florida Fund for Minority Teachers	GR	X		X	\$3,000,000	355	\$3,000,000	\$2,250,000	355	\$2,250,000	\$3,000,000