

MEMORANDUM

TO: Members, Utah State Board of Education

FROM: Diana Suddreth
Director, Teaching and Learning

DATE: June 9-10, 2016

DISCUSSION: Teacher Retention and Teacher Shortage Data

Background:

LEAs report that they are experiencing increasing difficulty finding sufficient numbers of licensed teachers to meet local demands. This shortage is a complex issue and can be attributed to a variety of reasons. Board members will be presented with data regarding teacher recruitment, retention, and teacher-pupil ratios that may inform future Board and Legislative policy decisions.

Board Strategic Plan:

This item supports the following imperative and strategies in the Board's Strategic Plan: Teacher retention and recruitment - Address the teacher shortage in Utah to support recruitment and retention of effective educators in the state.

Anticipated Action:

The Board will receive the data reports and will have the opportunity to review and discuss the information.

Contact: Travis Rawlings, 801-538-7601
Diana Suddreth, 801-538-7739
Rich Nye, 801-538-7550

Teacher Retention and Teacher Shortage Data



Prepared by the
Utah State Office of Education

June 9 - 10, 2016

Travis Rawlings, Coordinator Licensing
travis.Rawlings@schools.utah.gov

Diana Suddreth, Director Teaching and Learning
Diana.Suddreth@schools.utah.gov

Rich Nye, Acting Deputy Superintendent
Rich.Nye@schools.utah.gov

Utah New Teacher 5-Year Retention Data - October 2015

Population	Each cohort is defined as any individual assigned to a public LEA in a licensed position during the indicated school year that did not have any non-intern, non-paraprofessional experience prior to the cohort year. For the purposes of this analysis, CACTUS experience rows at a Utah private school were not considered experience for cohort definition or for retention counts. This means that a small number of individuals in each cohort may have had prior private school experience. All counts are counts of individuals.
LEA Type	For the purposes of this analysis, individuals were categorized as in a district or charter based only on the cohort year; subsequent employment may have been in either a district or charter school.
Duplication	Each individual educator appears in this data exactly once. If an educator was assigned to multiple LEAs in the same school year the educator was listed as in one LEA based on the highest FTE or the earliest begin date (if FTEs are equal).
Employing LEAs	Represents the number of LEAs an individual was employed by during the 5 year analysis period (i.e. in the 2007-08 cohort, 30 individuals were employed by 3 different LEAs during the 5 year period)

Utah New Teacher 5-Year Retention Data - October 2015

2007-08 Cohort		2007-08	2008-09		2009-10		2010-11		2011-12	
		Count	Count	%Retained	Count	%Retained	Count	%Retained	Count	%Retained
2007-08 LEA Type	District	2,604	2,193	84.22%	1,916	73.58%	1,721	66.09%	1,600	61.44%
	Charter School	396	310	78.28%	264	66.67%	222	56.06%	201	50.76%
State Total		3,000	2,503	83.43%	2,180	72.67%	1,943	64.77%	1,801	60.03%

Number of Employing LEAS		
LEAs	Count	%
1	2505	83.50%
2	465	15.50%
3	30	1.00%

2008-09 Cohort		2008-09	2009-10		2010-11		2011-12		2012-13	
		Count	Count	%Retained	Count	%Retained	Count	%Retained	Count	%Retained
2008-09 LEA Type	District	2,591	2,234	86.22%	1,987	76.69%	1,782	68.78%	1,640	63.30%
	Charter School	463	384	82.94%	310	66.95%	255	55.08%	238	51.40%
State Total		3,054	2,618	85.72%	2,297	75.21%	2,037	66.70%	1,878	61.49%

Number of Employing LEAS		
LEAs	Count	%
1	2581	84.51%
2	430	14.08%
3	42	1.38%
4	1	0.03%

2009-10 Cohort		2009-10	2010-11		2011-12		2012-13		2013-14	
		Count	Count	%Retained	Count	%Retained	Count	%Retained	Count	%Retained
2009-10 LEA Type	District	1,866	1,618	86.71%	1,426	76.42%	1,274	68.27%	1,180	63.24%
	Charter School	460	352	76.52%	303	65.87%	259	56.30%	227	49.35%
State Total		2,326	1,970	84.69%	1,729	74.33%	1,533	65.91%	1,407	60.49%

Number of Employing LEAS		
LEAs	Count	%
1	1976	84.95%
2	323	13.89%
3	26	1.12%
4	1	0.04%

2010-11 Cohort		2010-11	2011-12		2012-13		2013-14		2014-15	
		Count	Count	%Retained	Count	%Retained	Count	%Retained	Count	%Retained
2010-11 LEA Type	District	1,905	1,621	85.09%	1,427	74.91%	1,254	65.83%	1,145	60.10%
	Charter School	512	422	82.42%	356	69.53%	303	59.18%	267	52.15%
State Total		2,417	2,043	84.53%	1,783	73.77%	1,557	64.42%	1,412	58.42%

Number of Employing LEAS		
LEAs	Count	%
1	2010	83.16%
2	359	14.85%
3	44	1.82%
4	4	0.17%

2011-12 Cohort		2011-12	2012-13		2013-14		2014-15	
		Count	Count	%Retained	Count	%Retained	Count	%Retained
2011-12 LEA Type	District	1,936	1,651	85.28%	1,497	77.32%	1,327	68.54%
	Charter School	501	395	78.84%	339	67.66%	291	58.08%
State Total		2,437	2,046	83.96%	1,836	75.34%	1,618	66.39%

Number of Employing LEAS		
LEAs	Count	%
1	1947	79.89%
2	431	17.69%
3	55	2.26%
4	4	0.16%

2012-13 Cohort		2012-13	2013-14		2014-15	
		Count	Count	%Retained	Count	%Retained
2012-13 LEA Type	District	2,213	1,914	86.49%	1,713	77.41%
	Charter School	596	469	78.69%	403	67.62%
State Total		2,809	2,383	84.83%	2,116	75.33%

Number of Employing LEAS		
LEAs	Count	%
1	2363	84.12%
2	413	14.70%
3	33	1.17%

2013-14 Cohort		2013-14	2014-15	
		Count	Count	%Retained
2013-14 LEA Type	District	2,421	2,048	84.59%
	Charter School	605	473	78.18%
State Total		3,026	2,521	83.31%

Number of Employing LEAS		
LEAs	Count	%
1	2677	88.47%
2	349	11.53%

Utah New Teacher 5-Year Retention Data - May 2016

Freshman Ed Cohort	Each Freshman Ed cohort is defined as any individual assigned to a public LEA in a licensed position during the indicated school year that did not have any non-intern, non-paraprofessional experience row prior to the cohort year. For the purposes of this analysis, CACTUS experience rows at a Utah private school were not considered experience for cohort definition or for retention counts. This means that a small number of individuals in each cohort may have had prior private school experience. All counts are counts of individuals. This cohort definition does not perfectly align with the various other cohort definitions but is provided as a frame of reference when reviewing the data.
Recent Univ Graduate Cohort	Defined as an individual who was employed during the cohort year and received their initial license recommendation from a university program in the preceding academic year (e.g. for 2007-08, the individual must have been recommended for licensure between 9/1/2006 and 8/31/2007). The <u>majority</u> of these individuals are included in the Freshman Ed cohort, but some will have had previous teaching experience, typically on a Letter of Authorization
Cohort ARL Enr - No Lic	Defined as an individual who started the ARL program during the indicated school year (PGP date between 7/1/**** and 6/30/****) and did not hold any previous license in the state of Utah. It is <u>likely</u> that these individuals are included in the Freshman Ed cohort as they are typically new to education
Cohort ARL Enr - Prev Lic	Defined as an individual who started the ARL program during the indicated school year (PGP date between 7/1/**** and 6/30/****) and held a standard Utah educator license. These individuals represent those earning additional license areas of concentration. It is <u>unlikely</u> that these individuals are included in the Freshman Ed cohort as they are typically experienced educators
Cohort ARL Comp - No lic	Defined as an individual who successfully completed the ARL program during the indicated school year (PGP date between 7/1/**** and 6/30/****) and did not hold any previous license in the state of Utah. It is <u>unlikely</u> that these individuals are included in the Freshman Ed cohort.
Cohort ARL Comp - Prev Lic	Defined as an individual who successfully completed the ARL program during the indicated school year (PGP date between 7/1/**** and 6/30/****) and held a standard Utah educator license. These individuals represent those earning additional license areas of concentration. It is <u>unlikely</u> that these individuals are included in the Freshman Ed cohort.
LEA Type	For the purposes of this analysis, individuals were categorized as in a district or charter based only on the cohort year; subsequent employment may have been in either a district or charter school.
Duplication	Each individual educator is counted in a cohort exactly once per school year. If an educator was assigned to multiple LEAs in the same school year the educator was listed as in one LEA based on the highest FTE or the earliest begin date (if FTEs are equal).

Utah New Teacher 5-Year Retention Data - May 2016

2007-08 Freshman Educator Cohort		2007-08	2008-09		2009-10		2010-11		2011-12	
		Count	Count	%Retained	Count	%Retained	Count	%Retained	Count	%Retained
2007-08 LEA Type	District	2,604	2,193	84.22%	1,916	73.58%	1,721	66.09%	1,600	61.44%
	Charter School	396	310	78.28%	264	66.67%	222	56.06%	201	50.76%
State Total		3,000	2,503	83.43%	2,180	72.67%	1,943	64.77%	1,801	60.03%

2007-08 Recent Univ Graduate Cohort		2007-08	2008-09		2009-10		2010-11		2011-12	
		Count	Count	%Retained	Count	%Retained	Count	%Retained	Count	%Retained
2007-08 LEA Type	District	1,376	1,172	85.17%	1,034	75.15%	950	69.04%	909	66.06%
	Charter School	89	73	82.02%	66	74.16%	55	61.80%	52	58.43%
State Total		1,465	1,245	84.98%	1,100	75.09%	1,005	68.60%	961	65.60%

2007-08 Cohort ARL Enr - No Lic		2007-08	2008-09		2009-10		2010-11		2011-12	
		Count	Count	%Retained	Count	%Retained	Count	%Retained	Count	%Retained
2007-08 LEA Type	District	126	116	92.06%	105	83.33%	97	76.98%	97	76.98%
	Charter School	87	76	87.36%	66	75.86%	50	57.47%	47	54.02%
State Total		213	192	90.14%	171	80.28%	147	69.01%	144	67.61%

2007-08 Cohort ARL Enr-Prev Lic		2007-08	2008-09		2009-10		2010-11		2011-12	
		Count	Count	%Retained	Count	%Retained	Count	%Retained	Count	%Retained
2007-08 LEA Type	District	42	35	83.33%	32	76.19%	27	64.29%	27	64.29%
	Charter School	5	5	100.00%	5	100.00%	5	100.00%	5	100.00%
State Total		47	40	85.11%	37	78.72%	32	68.09%	32	68.09%

2007-08 Cohort ARL Comp - No Lic		2007-08	2008-09		2009-10		2010-11		2011-12	
		Count	Count	%Retained	Count	%Retained	Count	%Retained	Count	%Retained
2007-08 LEA Type	District	52	47	90.38%	45	86.54%	44	84.62%	41	78.85%
	Charter School	27	21	77.78%	19	70.37%	18	66.67%	17	62.96%
State Total		79	68	86.08%	64	81.01%	62	78.48%	58	73.42%

2007-08 Cohort ARL Comp-Prev Lic		2007-08	2008-09		2009-10		2010-11		2011-12	
		Count	Count	%Retained	Count	%Retained	Count	%Retained	Count	%Retained
2007-08 LEA Type	District	33	33	100.00%	31	93.94%	29	87.88%	28	84.85%
	Charter School	10	10	100.00%	10	100.00%	10	100.00%	10	100.00%
State Total		43	43	100.00%	41	95.35%	39	90.70%	38	88.37%

Utah New Teacher 5-Year Retention Data - May 2016

2008-09 Freshman Educator Cohort		2008-09	2009-10		2010-11		2011-12		2012-13	
		Count	Count	%Retained	Count	%Retained	Count	%Retained	Count	%Retained
2008-09 LEA Type	District	2,591	2,234	86.22%	1,987	76.69%	1,782	68.78%	1,640	63.30%
	Charter School	463	384	82.94%	310	66.95%	255	55.08%	238	51.40%
State Total		3,054	2,618	85.72%	2,297	75.21%	2,037	66.70%	1,878	61.49%

2008-09 Recent Univ Graduate Cohort		2008-09	2009-10		2010-11		2011-12		2012-13	
		Count	Count	%Retained	Count	%Retained	Count	%Retained	Count	%Retained
2008-09 LEA Type	District	1,265	1,133	89.57%	1,017	80.40%	932	73.68%	868	68.62%
	Charter School	105	86	81.90%	73	69.52%	65	61.90%	59	56.19%
State Total		1,370	1,219	88.98%	1,090	79.56%	997	72.77%	927	67.66%

2008-09 Cohort ARL Enr - No Lic		2008-09	2009-10		2010-11		2011-12		2012-13	
		Count	Count	%Retained	Count	%Retained	Count	%Retained	Count	%Retained
2008-09 LEA Type	District	229	207	90.39%	188	82.10%	163	71.18%	146	63.76%
	Charter School	85	78	91.76%	61	71.76%	50	58.82%	47	55.29%
State Total		314	285	90.76%	249	79.30%	213	67.83%	193	61.46%

2008-09 Cohort ARL Enr-Prev Lic		2008-09	2009-10		2010-11		2011-12		2012-13	
		Count	Count	%Retained	Count	%Retained	Count	%Retained	Count	%Retained
2008-09 LEA Type	District	56	51	91.07%	51	91.07%	45	80.36%	45	80.36%
	Charter School	15	15	100.00%	14	93.33%	12	80.00%	13	86.67%
State Total		71	66	92.96%	65	91.55%	57	80.28%	58	81.69%

2008-09 Cohort ARL Comp - No Lic		2008-09	2009-10		2010-11		2011-12		2012-13	
		Count	Count	%Retained	Count	%Retained	Count	%Retained	Count	%Retained
2008-09 LEA Type	District	85	79	92.94%	70	82.35%	66	77.65%	62	72.94%
	Charter School	25	22	88.00%	19	76.00%	17	68.00%	16	64.00%
State Total		110	101	91.82%	89	80.91%	83	75.45%	78	70.91%

2008-09 Cohort ARL Comp-Prev Lic		2008-09	2009-10		2010-11		2011-12		2012-13	
		Count	Count	%Retained	Count	%Retained	Count	%Retained	Count	%Retained
2008-09 LEA Type	District	35	32	91.43%	32	91.43%	29	82.86%	31	88.57%
	Charter School	7	7	100.00%	7	100.00%	5	71.43%	5	71.43%
State Total		42	39	92.86%	39	92.86%	34	80.95%	36	85.71%

Utah New Teacher 5-Year Retention Data - May 2016

2009-10 Freshman Educator Cohort		2009-10	2010-11		2011-12		2012-13		2013-14	
		Count	Count	%Retained	Count	%Retained	Count	%Retained	Count	%Retained
2009-10 LEA Type	District	1,866	1,618	86.71%	1,426	76.42%	1,274	68.27%	1,180	63.24%
	Charter School	460	352	76.52%	303	65.87%	259	56.30%	227	49.35%
State Total		2,326	1,970	84.69%	1,729	74.33%	1,533	65.91%	1,407	60.49%

2009-10 Recent Univ Graduate Cohort		2009-10	2010-11		2011-12		2012-13		2013-14	
		Count	Count	%Retained	Count	%Retained	Count	%Retained	Count	%Retained
2009-10 LEA Type	District	1,184	1,063	89.78%	972	82.09%	875	73.90%	823	69.51%
	Charter School	151	128	84.77%	114	75.50%	104	68.87%	92	60.93%
State Total		1,335	1,191	89.21%	1,086	81.35%	979	73.33%	915	68.54%

2009-10 Cohort ARL Enr - No Lic		2009-10	2010-11		2011-12		2012-13		2013-14	
		Count	Count	%Retained	Count	%Retained	Count	%Retained	Count	%Retained
2009-10 LEA Type	District	98	84	85.71%	76	77.55%	71	72.45%	67	68.37%
	Charter School	67	55	82.09%	51	76.12%	40	59.70%	38	56.72%
State Total		165	139	84.24%	127	76.97%	111	67.27%	105	63.64%

2009-10 Cohort ARL Enr-Prev Lic		2009-10	2010-11		2011-12		2012-13		2013-14	
		Count	Count	%Retained	Count	%Retained	Count	%Retained	Count	%Retained
2009-10 LEA Type	District	32	30	93.75%	27	84.38%	27	84.38%	26	81.25%
	Charter School	7	7	100.00%	6	85.71%	5	71.43%	5	71.43%
State Total		39	37	94.87%	33	84.62%	32	82.05%	31	79.49%

2009-10 Cohort ARL Comp - No Lic		2009-10	2010-11		2011-12		2012-13		2013-14	
		Count	Count	%Retained	Count	%Retained	Count	%Retained	Count	%Retained
2009-10 LEA Type	District	149	136	91.28%	128	85.91%	120	80.54%	117	78.52%
	Charter School	50	42	84.00%	38	76.00%	35	70.00%	32	64.00%
State Total		199	178	89.45%	166	83.42%	155	77.89%	149	74.87%

2009-10 Cohort ARL Comp-Prev Lic		2009-10	2010-11		2011-12		2012-13		2013-14	
		Count	Count	%Retained	Count	%Retained	Count	%Retained	Count	%Retained
2009-10 LEA Type	District	48	44	91.67%	41	85.42%	40	83.33%	40	83.33%
	Charter School	15	14	93.33%	13	86.67%	14	93.33%	13	86.67%
State Total		63	58	92.06%	54	85.71%	54	85.71%	53	84.13%

Utah New Teacher 5-Year Retention Data - May 2016

2010-11 Freshman Educator Cohort		2010-11	2011-12		2012-13		2013-14		2014-15	
		Count	Count	%Retained	Count	%Retained	Count	%Retained	Count	%Retained
2010-11 LEA Type	District	1,905	1,621	85.09%	1,427	74.91%	1,254	65.83%	1,145	60.10%
	Charter School	512	422	82.42%	356	69.53%	303	59.18%	267	52.15%
State Total		2,417	2,043	84.53%	1,783	73.77%	1,557	64.42%	1,412	58.42%

2010-11 Recent Univ Graduate Cohort		2010-11	2011-12		2012-13		2013-14		2014-15	
		Count	Count	%Retained	Count	%Retained	Count	%Retained	Count	%Retained
2010-11 LEA Type	District	1,048	920	87.79%	845	80.63%	762	72.71%	694	66.22%
	Charter School	161	133	82.61%	114	70.81%	99	61.49%	85	52.80%
State Total		1,209	1,053	87.10%	959	79.32%	861	71.22%	779	64.43%

2010-11 Cohort ARL Enr - No Lic		2010-11	2011-12		2012-13		2013-14		2014-15	
		Count	Count	%Retained	Count	%Retained	Count	%Retained	Count	%Retained
2010-11 LEA Type	District	65	59	90.77%	50	76.92%	43	66.15%	36	55.38%
	Charter School	68	63	92.65%	51	75.00%	46	67.65%	41	60.29%
State Total		133	122	91.73%	101	75.94%	89	66.92%	77	57.89%

2010-11 Cohort ARL Enr-Prev Lic		2010-11	2011-12		2012-13		2013-14		2014-15	
		Count	Count	%Retained	Count	%Retained	Count	%Retained	Count	%Retained
2010-11 LEA Type	District	11	10	90.91%	11	100.00%	11	100.00%	9	81.82%
	Charter School	5	5	100.00%	5	100.00%	4	80.00%	4	80.00%
State Total		16	15	93.75%	16	100.00%	15	93.75%	13	81.25%

2010-11 Cohort ARL Comp - No Lic		2010-11	2011-12		2012-13		2013-14		2014-15	
		Count	Count	%Retained	Count	%Retained	Count	%Retained	Count	%Retained
2010-11 LEA Type	District	145	135	93.10%	127	87.59%	122	84.14%	114	78.62%
	Charter School	54	46	85.19%	39	72.22%	37	68.52%	29	53.70%
State Total		199	181	90.95%	166	83.42%	159	79.90%	143	71.86%

2010-11 Cohort ARL Comp-Prev Lic		2010-11	2011-12		2012-13		2013-14		2014-15	
		Count	Count	%Retained	Count	%Retained	Count	%Retained	Count	%Retained
2010-11 LEA Type	District	51	46	90.20%	43	84.31%	41	80.39%	38	74.51%
	Charter School	16	15	93.75%	13	81.25%	13	81.25%	12	75.00%
State Total		67	61	91.04%	56	83.58%	54	80.60%	50	74.63%

Utah University Education Graduates Analysis - Summary

Population	Defined as any individual in CACTUS that was recommended for a license area of concentration during the indicated academic year (9/1/**** to 8/30/****)
License Area	The attached data does not represent all license areas. Only the following license areas were included: Early Childhood Education (K-3), Elementary Education (1-8), Elementary Education (K-6), Preschool Special Education (Birth - age 5), Secondary Education (6-12), Special Education (K-12+). The following license areas were NOT included in this data, but would be available upon request: Administrative/Supervisory(K-12), Communication Disorders (K-12+), School Counselor (K-12), School Psychologist (K-12), School Social Worker (K-12), Speech - Language Pathologist.
2009-10 Active LEA	Defined as the LEA at which the individual was employed during the 2009-2010 school year. This included all data in CACTUS, not just public schools. It is possible for an individual in the population to have worked in multiple LEAs and would therefore be listed in the Active LEA by Recommending Institution multiple times. Individuals employed at charter schools were combined into a single "Charter School" category. Similarly, individuals employed at various private schools were combined into a single "Private School" category. Please note that private school data in CACTUS does not include all private schools in Utah and is not as reliable as public school data.
2008-09 Recommending Institution	The Utah institution that recommended the individual for the license area of concentration.
Total Unique Individuals in Elementary	On the Area by Inst. table, individuals that earned multiple Elementary license areas from the same institution are included in the counts for each license area earned. Therefore this column was included to provide a total of Elementary licensed individuals, by institution, without double counting these individuals.
Institution Total of Unique Individuals	On the Area by Inst. table, individuals that earned multiple license areas from the same institution are included in the counts for each license area earned. Therefore this column (Institution Total of Unique Individuals) was included to provide a total, by institution, without double counting these individuals.

Utah University Education Graduates Analysis - Summary

2008-09 Recommending Institution	License Area of Concentration						Institution Total of Unique Individuals
	Early Childhood Education (K-3)	Elementary Education (1-8)	Elementary Education (K-6)	Preschool Special Education (Birth - age 5)	Secondary Education (6-12)	Special Education (K-12+)	
BRIGHAM YOUNG UNIVERSITY	53	184	2	0	288	62	572
DIXIE STATE COLLEGE	0	34	0	0	0	0	34
SOUTHERN UTAH UNIVERSITY	24	87	0	0	81	14	172
UNIVERSITY OF PHOENIX	1	34	49	0	32	17	127
UNIVERSITY OF UTAH	23	78	11	7	89	41	237
UTAH STATE UNIVERSITY	25	191	2	24	140	124	458
UTAH VALLEY UNIVERSITY	1	75	64	0	113	0	252
WEBER STATE UNIVERSITY	20	104	2	0	81	25	201
WESTERN GOVERNORS UNIVERSITY	103	131	2	0	32	0	166
WESTMINSTER COLLEGE	12	30	0	0	13	13	49
License Area Total	262	948	132	31	869	296	2268

2009-10 Recommending Institution	License Area of Concentration						Total Unique Individuals in Elementary	Institution Total of Unique Individuals
	Early Childhood Education (K-3)	Elementary Education (1-8)	Elementary Education (K-6)	Preschool Special Education (Birth - age 5)	Secondary Education (6-12)	Special Education (K-12+)		
BRIGHAM YOUNG UNIVERSITY	61	249	0	0	301	58	286	645
DIXIE STATE COLLEGE	1	56	0	0	15	0	57	72
SOUTHERN UTAH UNIVERSITY	18	73	9	0	73	15	84	161
UNIVERSITY OF PHOENIX	0	28	43	0	28	20	69	117
UNIVERSITY OF UTAH	28	48	13	10	54	28	87	179
UTAH STATE UNIVERSITY	31	146	10	18	134	95	165	392
UTAH VALLEY UNIVERSITY	0	101	47	0	109	0	148	257
WEBER STATE UNIVERSITY	20	122	0	0	82	37	126	234
WESTERN GOVERNORS UNIVERSITY	150	156	0	0	43	17	157	209
WESTMINSTER COLLEGE	11	37	1	0	27	5	42	71
License Area Total	320	1016	123	28	866	275	1221	2337

Utah University Education Graduates Analysis - Summary

2010-11 Recommending Institution	License Area of Concentration						Total Unique Individuals in Elementary	Institution Total of Unique Individuals
	Early Childhood Education (K-3)	Elementary Education (1-8)	Elementary Education (K-6)	Preschool Special Education (Birth - age 5)	Secondary Education (6-12)	Special Education (K-12+)		
BRIGHAM YOUNG UNIVERSITY	76	239	0	0	340	50	296	686
DIXIE STATE COLLEGE	0	3	45	0	15	0	48	63
SOUTHERN UTAH UNIVERSITY	7	63	28	0	70	19	92	164
UNIVERSITY OF PHOENIX	0	40	53	0	33	26	82	141
UNIVERSITY OF UTAH	23	57	31	7	76	15	108	206
UTAH STATE UNIVERSITY	29	152	7	13	147	83	163	394
UTAH VALLEY UNIVERSITY	8	38	132	0	141	0	174	315
WEBER STATE UNIVERSITY	16	97	0	0	101	30	103	229
WESTERN GOVERNORS UNIVERSITY	8	151	46	0	56	43	198	264
WESTMINSTER COLLEGE	8	8	36	0	32	13	47	83
LICENSE AREA TOTAL	175	848	378	20	1011	279	1311	2545

2011-12 Recommending Institution	License Area of Concentration						Total Unique Individuals in Elementary	Institution Total of Unique Individuals
	Early Childhood Education (K-3)	Elementary Education (1-8)	Elementary Education (K-6)	Preschool Special Education (Birth - age 5)	Secondary Education (6-12)	Special Education (K-12+)		
BRIGHAM YOUNG UNIVERSITY	52	242	0	0	374	47	273	694
DIXIE STATE COLLEGE	0	1	55	0	14	0	56	70
SOUTHERN UTAH UNIVERSITY	27	68	0	0	67	20	68	138
UNIVERSITY OF PHOENIX	3	12	65	0	19	33	76	128
UNIVERSITY OF UTAH	21	21	23	5	75	46	62	188
UTAH STATE UNIVERSITY	22	111	19	18	153	65	141	366
UTAH VALLEY UNIVERSITY	2	8	168	0	133	0	176	310
WEBER STATE UNIVERSITY	15	77	27	0	103	36	110	243
WESTERN GOVERNORS UNIVERSITY	8	192	124	0	78	82	293	382
WESTMINSTER COLLEGE	1	1	36	0	30	5	37	67
LICENSE AREA TOTAL	151	733	517	23	1046	334	1292	2586

Utah University Education Graduates Analysis - Summary

2012-13 Recommending Institution	License Area of Concentration						Total Unique Individuals in Elementary	Institution Total of Unique Individuals
	Early Childhood Education (K-3)	Elementary Education (1-8)	Elementary Education (K-6)	Preschool Special Education (Birth - age 5)	Secondary Education (6-12)	Special Education (K-12+)		
BRIGHAM YOUNG UNIVERSITY	54	151	40	0	342	46	221	609
DIXIE STATE COLLEGE	0	0	48	0	25	0	48	73
SOUTHERN UTAH UNIVERSITY	20	75	0	0	61	28	75	139
UNIVERSITY OF PHOENIX	0	18	47	0	19	10	60	89
UNIVERSITY OF UTAH	24	6	45	4	57	35	73	169
UTAH STATE UNIVERSITY	20	150	13	23	153	66	169	396
UTAH VALLEY UNIVERSITY	3	1	175	0	142	0	176	318
WEBER STATE UNIVERSITY	12	22	48	0	90	42	69	201
WESTERN GOVERNORS UNIVERSITY	21	254	255	0	97	97	276	384
WESTMINSTER COLLEGE	1	0	43	0	30	22	44	79
LICENSE AREA TOTAL	155	677	714	27	1016	346	1211	2457

2013-14 Recommending Institution	License Area of Concentration						Total Unique Individuals in Elementary	Institution Total of Unique Individuals
	Early Childhood Education (K-3)	Elementary Education (1-8)	Elementary Education (K-6)	Preschool Special Education (Birth - age 5)	Secondary Education (6-12)	Special Education (K-12+)		
BRIGHAM YOUNG UNIVERSITY	31	32	144	0	311	46	205	562
DIXIE STATE COLLEGE	0	0	42	0	26	0	42	68
SOUTHERN UTAH UNIVERSITY	23	55	0	0	60	24	55	120
UNIVERSITY OF PHOENIX	1	16	33	0	6	8	50	64
UNIVERSITY OF UTAH	1	0	56	7	65	37	57	166
UTAH STATE UNIVERSITY	22	152	14	22	164	75	171	414
UTAH VALLEY UNIVERSITY	0	0	167	0	154	0	167	321
WEBER STATE UNIVERSITY	15	16	60	0	78	43	75	195
WESTERN GOVERNORS UNIVERSITY	24	226	227	0	100	102	251	369
WESTMINSTER COLLEGE	0	2	49	0	32	16	51	85
LICENSE AREA TOTAL	117	499	792	29	996	351	1124	2364

Utah University Education Graduates Analysis - Summary

2009-10 Active LEA	2008-09 Recommending Institution										Total
	BRIGHAM YOUNG UNIVERSITY	DIXIE STATE COLLEGE	SOUTHERN UTAH UNIVERSITY	UNIVERSITY OF PHOENIX	UNIVERSITY OF UTAH	UTAH STATE UNIVERSITY	UTAH VALLEY UNIVERSITY	WEBER STATE UNIVERSITY	WESTERN GOVERNORS UNIVERSITY	WESTMINSTER COLLEGE	
ALPINE DISTRICT	104	0	7	7	10	10	71	0	2	0	211
BEAVER DISTRICT	0	0	1	0	0	0	0	0	0	0	1
BOX ELDER DISTRICT	0	0	0	0	1	23	0	3	0	0	27
CACHE DISTRICT	1	0	0	1	0	31	0	0	0	0	33
CANYONS DISTRICT	20	1	2	4	19	18	5	3	0	5	77
CARBON DISTRICT	0	0	2	0	0	1	0	0	1	0	4
DAVIS DISTRICT	2	0	3	17	12	22	0	35	5	0	96
DUCHESNE DISTRICT	0	0	1	0	0	8	2	0	0	0	11
EMERY DISTRICT	0	0	0	0	0	2	0	0	0	0	2
GARFIELD DISTRICT	0	0	0	0	0	2	0	0	2	0	4
GRAND DISTRICT	1	0	0	0	0	2	0	0	0	0	3
GRANITE DISTRICT	13	1	5	26	37	32	9	4	6	10	143
IRON DISTRICT	1	0	8	0	0	2	0	0	0	0	11
JORDAN DISTRICT	16	0	6	3	26	22	10	5	2	6	96
JUAB DISTRICT	0	0	2	0	0	0	0	0	0	0	2
KANE DISTRICT	0	1	1	0	0	1	0	0	0	0	3
LOGAN DISTRICT	1	0	1	0	0	12	0	0	0	0	14
MILLARD DISTRICT	0	0	2	1	0	1	0	0	0	0	4
MORGAN DISTRICT	0	0	0	0	0	0	0	0	1	0	1
MURRAY DISTRICT	3	1	0	0	6	4	0	1	0	1	16
NEBO DISTRICT	46	1	3	1	1	11	25	1	0	0	89
NORTH SANPETE DISTRICT	1	0	0	0	1	1	1	0	0	0	4
OGDEN DISTRICT	1	0	4	4	2	6	1	21	0	0	39
PARK CITY DISTRICT	0	0	0	3	1	1	0	0	0	1	6
PROVO DISTRICT	40	0	1	2	1	0	7	1	0	0	52
SALT LAKE DISTRICT	2	0	0	2	25	7	0	2	0	7	45
SAN JUAN DISTRICT	1	0	0	0	1	5	1	0	0	0	8
SEVIER DISTRICT	0	0	5	0	1	0	0	0	0	0	6
SOUTH SANPETE DISTRICT	0	0	0	0	0	1	0	0	0	0	1
SOUTH SUMMIT DISTRICT	0	0	1	0	0	0	0	0	0	0	1
TINTIC DISTRICT	0	0	0	0	1	0	0	0	0	0	1
TOOELE DISTRICT	0	0	2	3	6	18	1	2	0	0	32
UINTAH DISTRICT	0	0	0	2	0	2	0	0	0	0	4
UTAH SCHOOLS FOR DEAF & BLIND	1	0	0	0	4	6	0	2	0	0	13
WASATCH DISTRICT	3	0	0	1	1	0	6	1	1	0	13
WASHINGTON DISTRICT	5	15	14	1	4	1	0	1	2	0	43
WAYNE DISTRICT	0	0	1	0	0	1	0	0	0	0	2
WEBER DISTRICT	0	1	2	6	0	25	1	27	1	0	63
DISTRICT Total	262	21	74	84	160	278	140	109	23	30	1181
CHARTER SCHOOLS	44	5	7	21	18	27	11	22	6	6	167
PRIVATE SCHOOLS	3	0	1	4	5	1	3	2	1	1	21
NOT EMPLOYED	265	9	90	18	56	152	98	69	136	12	905
Institution Total	574	35	172	127	239	458	252	202	166	49	2274

Definitions - Student Education Populations

Data Used in Analysis	
Student Count	Enrollment Counts: October 1 of each School Year: Utah State Office of Education (USOE)
Student Growth	Rate of growth of student enrollment from the previous year
Student Growth Count	Increase in number of students from the previous year
FTE	Full-Time Equivalent of Educators with assignments in regular education and special education positions only
Change in FTE	Increase in FTE of educators with assignments in regular education and special education positions only
Growth in FTE	Rate of growth in FTE from the previous year of educators with assignments in regular and special education only
Students by FTE	Enrollment count divided by FTE of educators with assignments in regular and special education only
Science FTE	FTE of assignments in science
Math FTE	FTE of assignments in math
Science Growth	Rate of growth in FTE from the previous year of educators with assignments in science
Math Growth	Rate of growth in FTE from the previous year of educators with assignments in math
Educators working more than 1.0 FTE	Count of Educators with at least part of their assignments in regular and special education who work more than 1 FTE
Growth of Educators with more than 1 FTE	Rate of growth from the previous year of educators working more than 1 FTE

Student Education Populations 2007-2016

School Year	Student Count	Student Growth	Student Growth Count	FTE	Change in FTE	Growth in FTE	Students by FTE	Science FTE	Math FTE	Science Growth	Math Growth	Educators working more than 1.0 FTE	Growth of Educators with more than 1 FTE
2015-16	633896	1.9%	11743	27828.64	642.63	2.4%	22.8	1445.54	1996.91	5.5%	6.7%	3553	23%
2014-15	622153	1.9%	10413	27186.01	475.7	1.8%	22.9	1369.63	1871.28	3.2%	2.2%	2893	-7%
2013-14	611740	1.7%	10770	26710.31	616.12	2.4%	22.9	1326.82	1830.17	6.7%	5.2%	3098	7%
2012-13	600970	1.8%	13225	26094.19	403.62	1.6%	23.0	1243.02	1740.25	0.9%	6.3%	2906	-4%
2011-12	587745	2.3%	11410	25690.57	289.14	1.1%	22.9	1231.34	1637.78	3.6%	3.9%	3020	1%
2010-11	576335	2.0%	13062	25401.43	229.1	0.9%	22.7	1188.29	1576.68	2.6%	3.8%	2999	1%
2009-10	563273	2.3%	12260	25172.33	259.86	1.0%	22.4	1158.64	1519.61	2.7%	2.2%	2968	1%
2008-9	551013	2.2%	13360	24912.47	1265.93	5.4%	22.1	1127.66	1487.57	6.3%	4.8%	2947	110%
2007-8	537653	2.5%	13650	23646.54	905.66	4.0%	22.7	1060.95	1419.41	2.5%	3.6%	1404	-1%
2006-7	524003			22740.88			23.0	1035.04	1370.23			1420	

SY 2015-16 data was pulled from CACTUS on May 20 and does not reflect any updates after that date

Definitions - License Level Counts

License Level Counts Analyses	
Population	Defined as any individual who had assignments in regular education and special education in public institutions during the given years.
License Level	The attached data includes counts of all license levels held at the end of each school year. Expired licenses are included in the counts. Some license levels are/were only available during some years
1	"Level 1 license" means a Utah professional educator license issued upon completion of an approved preparation program or an alternative preparation program, or pursuant to an agreement under the NASDTEC Interstate Contract, to candidates who have also met all ancillary requirements established by law or rule.
1 - (Conditional)	Defunct: Was a temporary license awarded to educators who had failed to make all of the requirements to be recommended for level 1
1 - Returning	A previously licensed educator who has a license that expired more than 1 year
2	"Level 2 license" means a Utah professional educator license issued by the Board after satisfaction of all requirements for a Level 1 license and: (1) satisfaction of requirements under R277-522 for teachers whose employment as a Level 1 licensed educator began after January 1, 2003 in a Utah public LEA or accredited private school; (2) at least three years of successful education experience in a Utah public LEA or accredited private school or one year of successful education experience in a Utah public LEA or accredited private school and at least three years of successful education experience in a public LEA or accredited private school outside of Utah; (3) additional requirements established by law or rule.
3	"Level 3 license" means a Utah professional educator license issued to an educator who: (1) holds a current Utah Level 2 license; and (2)(a) received National Board Certification; (b) received a doctorate in education or in a field related to a content area in a unit of: (i) the public education system; or (ii) an accredited private school; or (c) holds a Speech-Language Pathology area of concentration and has obtained American Speech-Language Hearing Association (ASHA) certification.
Alt. Route to Licensure (ARL)	ARL license is one held by an individual teaching while completing the requirements to be recommended for licensure (Board Rule 277-503-4)
Certified Paraprofessional	"Paraprofessional" or "paraeducator" means an individual who works under the supervision of a teacher or other licensed/certificated professional who has identified responsibilities in the public school classroom.
District	Defunct: Was the LEA specific competency based license

Intl. Guest Teacher	"International guest teacher (guest teacher)" means a foreign educator who has earned a public teaching credential or license in a foreign country and who is currently legally residing in the United States and the state of Utah with the specific purpose to teach in Utah public schools. For this definition to apply, the international guest teacher shall be a resident of a foreign country that has a Memorandum of Understanding with the Board.
Level 1 LEA-Specific	LEA specific competency based license level 1 (Board Rule 277-503-4D)
Level 2 LEA-Specific	LEA specific competency based license level 2 (Board Rule 277-503-4D)
Student	A license issued to students or interns enrolled in student preparation programs
Temporary	A designation given an individual for one year who have not completes neceary requirements to be licensed but are employed by an LEA
University Recommend	A student has been recommended for licensure by the teacher univeristy but has not completed the application to be licensed
No License	No license or letter of authorization (temporary) has been submitted

License Level Counts 2007 -2016

License Level	2015-16	2014-15	2013-14	2012-13	2011-12	2010-11	2009-10	2008-9	2007-8	2006-7
1	5698	5135	5054	4962	4639	4701	5008	5285	5213	4836
1 - (Conditional)			2	9	35	89	139	157	95	27
1 - Returning	78	31	17	8	10	10	10	15		
2	21241	21814	21760	21602	21531	21044	20359	19472	19022	18832
3	179	181	182	184	188	188	196	182	151	131
Alt. Route to Licensure	603	394	214	190	185	222	398	494	359	221
Certified Paraprofessional	11	2	9	8	4	3	8	6	4	4
District				2	3	6	14	18	13	17
Intl. Guest Teacher	150	132	105	89	70	55	45	38	9	
Level 1 LEA-Specific	115	117	89	77	61	43	34	30	24	15
Level 2 LEA-Specific	6	7								
Student	280	218	188	224	183	42	57	43	15	
Temporary	1029	829	700	509	423	489	409	484	482	422
University Recommend	6		4	13	5	9	6	5		
No License	221	224	273	320	343	365	389	424	452	483
Counts	29617	29084	28597	28197	27680	27266	27072	26653	25839	24988
GROWTH	2%	2%	1%	2%	2%	1%	2%	3%	3%	