

Ethnicity by Primary Position

- The percent ethnicity by group has remained stable over the past three years. Small increases were seen in all non-white groups excluding the “other” category.
- Examining ethnicity by primary position shows advances in administrative positions by African Americans and Hispanics. Native Americans declined slightly in the most recent year, as have Whites. African Americans are more highly represented in this position than their representation in the total educator workforce
- Guidance counselors show increases for Whites, African Americans, and Native Americans in numbers, but only an increase—percentage wise—for Native Americans.
- Librarian share by ethnicity have been largely stable, and predominately White.
- Other Professional Staff shows a small decline in the number of African Americans and Native Americans. Whites drop from 1995 to 1996.
- Special Education shows an increase in Native Americans and Whites, in numbers. African Americans and Hispanics increase slightly. African Americans are more highly represented in this position than their representation in the total educator workforce
- Early Childhood shows small increases for Native Americans and African Americans. Whites increase in number, but decrease in share. Native Americans are more highly represented in this position than their representation in the total educator workforce.
- Elementary shows a decline in White and African American teachers and increases in Native American and Hispanic teachers.
- Middle school results show fairly stable results. More educators are identified in specific positions from 1995 to 1996, moving out of both the middle school and high school “Other” categories. African Americans show the greatest share in language arts and vocational education, Native Americans in social studies, and Hispanics in foreign languages in 1996.
- For high school, the greatest representation for Whites is in physics, for African Americans in social studies and biology, for Native Americans in arts and music, chemistry, and other science, and for Hispanics the greatest representation is in foreign languages.
- Art and Music shows an increase in the number of African Americans, though their share decreases.
- Social studies shows an increase in African Americans, both in number and in share. There is a decline in the number and share of Native Americans.
- All ethnic groups increase in number in foreign languages. The number and share of Hispanics has increased steadily.
- African Americans increase both in number and share in high school mathematics.
- African Americans have increased in both number and share in high school chemistry.
- There are no African Americans in *primary positions* as physics teachers. This does not mean there are no African Americans teaching physics. The total number of primary positions in physics decreased from 1994 to 1995, and then increased from 1995 to 1996.
- African Americans and Native Americans have increased both in number and share in high school other sciences.
- The number of African Americans and Native Americans increased in both number and share for high school vocational education.

Ethnicity by District Clusters

- When ethnicity is examined using the district clusters, the most urban districts (cluster 1) show a large percent of African Americans (21%).
- The percentage of Native Americans increases with the smaller clusters, the largest percentage (9%) being for cluster 10, where districts have less than 26 educators.
- Hispanics show mixed results, but the largest numbers are for clusters 1 and 2, the most urban among the districts.