

3. Sources of Supply

Positions vary greatly by their *source* of supply. Supply derives from a number of different sources, primarily retention of educators from one year to the next, rehiring former educators, and hiring individuals with no previous experience as educators (largely new college graduates).

In table 19 below, the first set of columns analyzes the source of supply in the current year: where does the supply come from?

The New educators have two sub categories: those from Oklahoma public institutions of higher education and other. "Other" can be private institutions in Oklahoma or entrants from out-of-state institutions.

Reentry has three categories: those with out-of –state experience, those that attended an Oklahoma IHE while out, and those that are former Oklahoma educators that did not attend an IHE while out.

Retained from 1995 has four categories. Those educators that are retained from the same district in the same primary position as the previous year, and those retained to a different position. Then there are those retained from a different district in the same position as the previous year, and those retained to a different position.

Supply can also be analyzed in terms of where educators go in a *subsequent* year. This breaks, broadly, into two categories: retained and exited.

The retained are again considered in terms of whether educators changed positions or districts.

Exiting is considered in terms of whether the exiting educator could be tracked into an Oklahoma IHE, or not (exits Oklahoma public education).

Table 20, translates the numbers in table 19 into percentages for comparison. The highest level for the category is shown in bold, the lowest levels in italics.

Table 19: Sources of Supply

Position	Total		New		Reentry			Retained from 1995				Retained to 1996				Exit	
	Total 1995	Total 1996	OK Public IHE	Other	Out of State	IHE Attendee	Former OK Educator	Same District		Different District		Same District		Different District		95 to 96	
								Same Position	Different Position	Same Position	Different Position	Same Position	Different Position	Same Position	Different Position	Exit OK	Pub Education To OK IHE
Administrative	2596	2587	1	2	23	10	6	2248	140	109	48	2248	59	109	13	179	1
Guidance Counselors	1410	1457	8	8	20	17	10	1242	103	26	23	1242	38	26	11	94	1
Librarians	938	947	7	2	11	6	4	863	24	19	11	863	11	19	4	44	0
Other Professional Staff	1059	1027	15	18	11	3	14	865	77	13	11	865	57	13	15	108	1
Special Education	4364	4401	157	42	68	33	24	3880	38	141	18	3880	65	141	20	255	10
Early Childhood	172	189	16	5	3	1	0	140	19	2	3	140	14	2	9	6	1
Elementary	19026	18852	584	170	141	87	90	17303	200	222	55	17303	308	222	100	1086	18
M S Language Arts	802	918	14	8	8	7	4	626	243	0	8	626	117	0	6	52	0
M S Art & Music	249	271	5	5	3	1	5	199	53	0	0	199	35	0	5	11	0
M S Social Studies	460	559	16	5	3	3	3	342	180	0	7	342	80	0	6	30	0
M S Foreign Lang.	76	90	7	6	1	0	5	47	21	0	3	47	21	0	0	9	0
M S Math	509	589	22	4	6	5	1	394	150	0	7	394	83	0	3	32	0
M S Science	446	527	22	6	3	3	0	325	155	2	11	325	75	2	9	39	0
M S Voc. Ed.	145	161	12	1	4	1	0	95	47	0	1	95	38	0	2	10	0
M S Other	1413	1030	59	24	20	10	9	644	226	6	32	644	611	6	36	121	2
H S Language Arts	1850	1880	55	24	16	11	9	1518	216	17	14	1518	185	17	19	110	2
H S Art & Music	768	808	22	13	11	1	8	617	102	17	17	617	72	17	12	53	0
H S Social Studies	1110	1194	32	17	14	10	9	815	271	8	18	815	207	8	20	65	0
H S Foreign Language	596	635	21	14	13	3	4	493	66	9	12	493	46	9	9	42	1
H S Math	1268	1294	49	17	11	10	8	988	172	17	22	988	160	17	18	90	1
H S Biology	155	136	6	4	1	1	2	70	46	1	5	70	72	1	3	9	0
H S Chemistry	111	97	3	1	3	0	1	56	30	0	3	56	46	0	3	7	0
H S Physics	89	96	1	0	1	3	1	50	38	0	2	50	29	0	0	11	0
H S Other Science	918	1005	45	7	14	5	9	670	223	14	18	670	157	14	20	61	2
H S Voc. Ed.	1817	1834	55	18	11	14	19	1429	251	23	14	1429	234	23	12	130	2
H S Other	4028	3851	168	70	62	41	36	2601	669	119	85	2601	942	119	93	288	7
Unknown	12	10	0	0	0	0	1	6	3	0	0	6	1	0	0	5	0
Totals	46387	46445	1402	491	482	286	282	38526	3763	765	448	38526	3763	765	448	2947	49

Oklahoma Educator Supply and Demand Study: September 1998
 Prepared for the Oklahoma State Regents for Higher Education by the Southern Regional Education Board (SREB)

Table 20: Sources of Supply by Percent

Position	New		Reentry			Retained from 1995				Retained to 1996				Exit	
	OK Public IHE	Other	Out of State	IHE Attendee	Former OK Educator	Same District		Different District		Same District		Different District		95 to 96	
						Same Position	Different Position	Same Position	Different Position	Same Position	Different Position	Same Position	Different Position	Exit OK Pub Education	To OK IHE
Administrative	0.0%	0.1%	0.9%	0.4%	0.2%	86.9%	5.4%	4.2%	1.9%	86.6%	2.3%	4.2%	0.5%	6.9%	0.0%
Guidance Counselors	0.5%	0.5%	1.4%	1.2%	0.7%	85.2%	7.1%	1.8%	1.6%	88.1%	2.7%	1.8%	0.8%	6.7%	0.1%
Librarians	0.7%	0.2%	1.2%	0.6%	0.4%	91.1%	2.5%	2.0%	1.2%	92.0%	1.2%	2.0%	0.4%	4.7%	0.0%
Other Professional Staff	1.5%	1.8%	1.1%	0.3%	1.4%	84.2%	7.5%	1.3%	1.1%	81.7%	5.4%	1.2%	1.4%	10.2%	0.1%
Special Education	3.6%	1.0%	1.5%	0.7%	0.5%	88.2%	0.9%	3.2%	0.4%	88.9%	1.5%	3.2%	0.5%	5.8%	0.2%
Early Childhood	8.5%	2.6%	1.6%	0.5%	0.0%	74.1%	10.1%	1.1%	1.6%	81.4%	8.1%	1.2%	5.2%	3.5%	0.6%
Elementary	3.1%	0.9%	0.7%	0.5%	0.5%	91.8%	1.1%	1.2%	0.3%	90.9%	1.6%	1.2%	0.5%	5.7%	0.1%
M S Language Arts	1.5%	0.9%	0.9%	0.8%	0.4%	68.2%	26.5%	0.0%	0.9%	78.1%	14.6%	0.0%	0.7%	6.5%	0.0%
M S Art & Music	1.8%	1.8%	1.1%	0.4%	1.8%	73.4%	19.6%	0.0%	0.0%	79.9%	14.1%	0.0%	2.0%	4.4%	0.0%
M S Social Studies	2.9%	0.9%	0.5%	0.5%	0.5%	61.2%	32.2%	0.0%	1.3%	74.3%	17.4%	0.0%	1.3%	6.5%	0.0%
M S Foreign Lang.	7.8%	6.7%	1.1%	0.0%	5.6%	52.2%	23.3%	0.0%	3.3%	61.8%	27.6%	0.0%	0.0%	11.8%	0.0%
M S Math	3.7%	0.7%	1.0%	0.8%	0.2%	66.9%	25.5%	0.0%	1.2%	77.4%	16.3%	0.0%	0.6%	6.3%	0.0%
M S Science	4.2%	1.1%	0.6%	0.6%	0.0%	61.7%	29.4%	0.4%	2.1%	72.9%	16.8%	0.4%	2.0%	8.7%	0.0%
M S Voc. Ed.	7.5%	0.6%	2.5%	0.6%	0.0%	59.0%	29.2%	0.0%	0.6%	65.5%	26.2%	0.0%	1.4%	6.9%	0.0%
M S Other	5.7%	2.3%	1.9%	1.0%	0.9%	62.5%	21.9%	0.6%	3.1%	45.6%	43.2%	0.4%	2.5%	8.6%	0.1%
H S Language Arts	2.9%	1.3%	0.9%	0.6%	0.5%	80.7%	11.5%	0.9%	0.7%	82.1%	10.0%	0.9%	1.0%	5.9%	0.1%
H S Art & Music	2.7%	1.6%	1.4%	0.1%	1.0%	76.4%	12.6%	2.1%	2.1%	80.3%	9.4%	2.2%	1.6%	6.9%	0.0%
H S Social Studies	2.7%	1.4%	1.2%	0.8%	0.8%	68.3%	22.7%	0.7%	1.5%	73.4%	18.6%	0.7%	1.8%	5.9%	0.0%
H S Foreign Language	3.3%	2.2%	2.0%	0.5%	0.6%	77.6%	10.4%	1.4%	1.9%	82.7%	7.7%	1.5%	1.5%	7.0%	0.2%
H S Math	3.8%	1.3%	0.9%	0.8%	0.6%	76.4%	13.3%	1.3%	1.7%	77.9%	12.6%	1.3%	1.4%	7.1%	0.1%
H S Biology	4.4%	2.9%	0.7%	0.7%	1.5%	51.5%	33.8%	0.7%	3.7%	45.2%	46.5%	0.6%	1.9%	5.8%	0.0%
H S Chemistry	3.1%	1.0%	3.1%	0.0%	1.0%	57.7%	30.9%	0.0%	3.1%	50.5%	41.4%	0.0%	2.7%	6.3%	0.0%
H S Physics	1.0%	0.0%	1.0%	3.1%	1.0%	52.1%	39.6%	0.0%	2.1%	56.2%	32.6%	0.0%	0.0%	12.4%	0.0%
H S Other Science	4.5%	0.7%	1.4%	0.5%	0.9%	66.7%	22.2%	1.4%	1.8%	73.0%	17.1%	1.5%	2.2%	6.6%	0.2%
H S Voc. Ed.	3.0%	1.0%	0.6%	0.8%	1.0%	77.9%	13.7%	1.3%	0.8%	78.6%	12.9%	1.3%	0.7%	7.2%	0.1%
H S Other	4.4%	1.8%	1.6%	1.1%	0.9%	67.5%	17.4%	3.1%	2.2%	64.6%	23.4%	3.0%	2.3%	7.1%	0.2%