

1.1. Sources of Supply: The Certification Recipient Reserve Pool

The analysis presented so far shows that retained educators are the largest source of supply. Exiting educators were observed to reenter the educator workforce over many years, and that IHE bachelor graduates in public education. And education majors, yield from 40% to 60% of their cohort to the public education workforce. Further, bachelor degree graduates who become certified are often hired at rates exceeding 80%.

The following table examines the reserve pool in terms of the data in the SDE certification files. Certifications with expiration dates in excess of 1997 were extracted. Given the results of previous study, we removed all certifications with effective dates earlier than 1993, as the probability of entry given earlier dates is reduced greatly. Then, all individuals who were in the workforce in 1996 were extracted. The number of certifications in table 47 represents the credentials of the remaining individuals. Table 47 shows results summed over a large set of certifications that are presented in detail in appendix 2.

Table 47 presents the certificate by class, and then sums them for a grand total. Also, given that the average number of certifications per person is approximately 2.9, a rough estimate of the number of individuals by area is provided in the rightmost column.

Table 47: Estimated Reserve Pool

Certification	Level												Grand Total of Certifications	Estimated Individuals
		Provisional I (1 Year)	Provisional II (2 Years)	Provisional I-Voc (1 Year)	Provisional II-Voc (5 Year)	Provisional old (3 Year)	Licenses (1 year)	Alternative Licenses	Standard (5 Year)	Conditional Prov. (1 Year)	Alternative Standard (5 Year)	Alternative (1 Year)		
Total Gifted and Talented		0	8	0	0	0	1	0	13	0	0	0	22	8
Total ESL		0	17	0	0	0	6	0	17	0	0	2	42	14
Total Drivers Ed		0	20	0	0	0	2	0	29	0	1	3	55	19
Total Librarian		1	21	0	0	0	3	0	49	0	0	0	74	25
Total Psychology		0	33	0	0	0	7	4	75	0	2	2	123	42
Total Miscellaneous		0	86	0	0	0	0	2	79	0	0	1	168	58
Total Foreign Languages		1	39	0	0	0	44	7	103	0	16	17	227	78
Total Counselors		0	53	0	0	0	4	11	172	0	27	13	280	96
Total Administrative		0	119	0	0	2	0	0	302	0	0	0	423	145
Total Arts and Music		0	112	0	0	0	92	7	210	0	7	10	438	151
Total Physical Education		1	104	0	1	0	150	15	272	0	14	31	588	202
Total Special Education		13	306	0	0	0	184	5	405	0	7	9	929	319
Total Vocational Education		1	162	20	104	0	114	10	491	0	58	53	1013	348
Total Business		0	204	0	0	0	292	118	639	0	107	283	1643	565
Total Mathematics		7	375	0	0	0	449	67	932	0	100	125	2055	706
Total Science		7	398	0	0	0	467	83	942	0	126	235	2258	776
Total Language Arts		23	606	0	0	0	652	17	1054	5	37	53	2447	841
Total Social Studies		5	692	0	0	0	766	128	968	7	69	262	2897	996
Total Elementary		12	545	0	0	0	1199	0	1302	1	0	0	3059	1051
TOTALS		72	3900	20	105	2	4432	474	8054	13	571	1099	18741	6440

The results show that particular areas are quite low in terms of reserves.

- In particular are ESL teachers where there are only 14 people in the reserve pool, gifted and talented (8 people), driver's education (19 people), and librarians (25 people).
- The areas of greatest supply in the reserve pool are elementary areas, social studies, language arts, science, mathematics, and business. Special education has approximately 319 persons.
- As discussed earlier, emergency certificates were issued for emotionally disturbed, learning disability, and mentally handicapped.
- However, the data show (see appendix 2) that there are approximately 45 individuals with certificates for the emotionally disturbed, 108 individuals with certificates for learning disabilities, and 89 persons with certificates for the mentally handicapped.

This raises issues about whether emergency certificates truly represent a measure of a supply shortage.