

1. Conclusion: Supply and Demand Analysis by Primary Positions

Table 57 below presents a set of demand indicators, and a forecast of the supply and demand conditions for each of the primary areas. Supply is categorized into three categories:

Adequate Supply:	There are no indicators that suggest a shortage will emerge
Possible Shortages:	There are a <i>few</i> indicators that suggest the <i>possibility</i> of shortages, in certain geographic areas. Reserve pool near or less than 100 individuals, increasing enrollments in some clusters, evidence of emergency certificates, and/or a high percentage of older educators.
Shortages:	There are <i>numerous</i> indicators that suggest that shortages, in some geographic areas, are <i>likely</i> : less than 100 in the reserve pool, emergency certificates, increasing enrollments, high percentages of older educators.
Note:	The meaning of the level of the reserve pool, and the number of emergency certificates, is weighed against historical demand (for example: historically there have been less physics teachers needed than language arts teachers).

As mentioned earlier in the report, Oklahoma has done well in meeting the demand for educators. There is no need for policy changes given what has been observed from the historical data. Projections of demand, and the current production of candidates to become educators indicate that some subject areas, in some types of districts, may have difficulty filling supply. However, in terms of the system as a whole, such situations are rare, and though important to address directly, do not warrant the implementation of system-wide policy changes.

Table 57: Supply and Demand by Primary Position

Area	Change in Number of Positions Demanded to the Year 2002	Clusters with Greatest Demand Increases (Ascending)	Percent of Educators with 20+ Years of Experience	Student to Educator Ratios as of 1994-95	Reserve Pool in 1996 in Estimated Persons	Emergency Certificates in 1996	Yield from Bachelors IHE Graduates	Prognosis
Administrative	Steady increase in positions	10, 8,9,3	61%	NA	145	0	NA	Supply comes largely from retained educators. Though this is the oldest of the positions, there is no indication that a shortage will emerge in this position. If there is any trouble filling positions it will occur in rural districts. Adequate Supply
Guidance Counselors	Increase at start, then small decline	8,10,9	44%	NA	96	2	NA	Rural districts are most likely to have trouble filling counselor position. The reserve pool is relatively small, and there were 2 requests for emergency certificates. Shortages
Librarians	Increase until 2002	10,8,9	35%	NA	25	0	NA	The reserve pool is quite small. Some rural districts may have difficulty finding librarians. Shortages
Other Professional Staff	Increase until 2000	10,8,9	36%	NA	NA	0	NA	Adequate Supply
Special Education	Increase until 2001	10,8,9,3,7	15%	All below 16 per class	319 (much lower for particular specialities)	55	Ranges from 65% (Learning Disability) to 20% (Deaf)	Though the reserve pool, in total, is large there are a number of areas where shortages have emerged (note the 55 emergency certificates). The yields from IHE graduates are high, indicating districts are digging deep into supply. Emotionally disturbed, mentally handicapped, and physically handicapped will continue to be difficult to fill, particularly in rural areas. Shortages

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Early Childhood Education	Stable demand, with small fluctuations	10	5%	82% of districts below 21 per class	246	0	43%	This area appears not to be a problem, unless there are changes in the preferences for sending children to pre-kindergarten which could drive up demand. Historically, pre-kindergarten enrollments have been erratic. Adequate Supply
Elementary	Strong increase 98,99, then continued growth	10, 9, 8, 7	22%	92% of districts below 26 per class	796	0	45%	Though enrollments are predicated to grow strongly (particularly in the rural districts) there are adequate numbers in the reserve pool (796), and the IHE yield is only at 45%. There are enough people trained to handle an increase in demand, though rural districts will show a good increase in demand for elementary positions. Adequate Supply
Middle School Language Arts	Declines until 2001	4	24%	79% of districts below 26 per class	275	2	44%	Adequate Supply
Middle School Art & Music	Declines starting in 1998, increase in 2002	4	24%	67% of districts below 26 per class	75	7	Music= 50%, Art=27%	Music had 7 emergency certificates in 1996. The reserve pool has only 75 individuals. There could be some difficulty filling positions as middle school grades increase in size in the future. Shortages
Middle School Social Studies	Decline to 2000, then increase in 2002	4	20%	70% of districts below 26 per class	199	1	43%	Adequate Supply

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Middle School Foreign Lang.	Stable until 2000	Only decreases	9%	87% of districts below 26 per class	39	7	57%	There were 7 emergency certificates, and there are only 39 people in the reserve pool. The IHE yield is high at 57%, The teachers are young (and therefore exit and move more). However, the demand for positions predicated to fall over the next 5 years. Shortages
Middle School Math	Declines until 2001, then increases	4	23%	76% of districts below 26 per class	119	2	60%	A small number of emergency certificates can still be expected but overall: Adequate Supply
Middle School Science	Declines until 2001, increase in 2002	4	21%	70% of districts below 26 per class	128	1	20%	A small number of emergency certificates can still be expected but overall: Adequate Supply
Middle School Voc. Ed.	Declines until 2001, increase in 2002	Only decreases	25%	89% of districts below 26 per class	174	0	8%	Adequate Supply
Middle School Other	Declines until 2000, increase to 2002	4, 7	20%	75% of districts below 26 per class	29	0	40%	Adequate Supply
High School Language Arts	Reduced increases until 2000, declines from 2001-2002	8,3,5,2	29%	97% of districts below 30 per class	566	6	44%	Adequate supply, though there were 6 emergency certificates in 1996. The IHE yield is at 44%, and there are over 500 people estimated to be in the reserve pool. A small number of emergency certificates can still be expected but overall: Adequate Supply
High School Art & Music	Reduced increases until 2000, declines from 2001-2002	8,3,5,2	25%	91% of districts below 30 per class	75	8	Music =50%, Art=27%	The reserve pool has only 75 persons, and there were 8 emergency certificates. Growth in enrollments is projected for some urban and mid-size districts. Shortages

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High School Social Studies	Reduced increases until 2000, declines from 2001-2002	3,5,8,2	31%	94% of districts below 30 per class	797	19	43%	Overall there is ample supply. However, the 19 emergency certificates in specialty areas (such Oklahoma history) seems likely to continue, oddly—even with the vast reserve pool and low yield from IHEs (43% of those trained are hired). Also, the number of educators with 20+ years is among the highest. Expect to see emergency certificates as districts attempt to use existing staff to meet short-term needs. A small number of emergency certificates can still be expected but overall: Adequate Supply
High School Foreign Language	Reduced increases until 2000, declines from 2001-2002	3,5,8,2,9	21%	96% of districts below 30 per class	39	6	57%	The IHE yield is high at 57%, the reserve pool is low at 39 people, and there were 6 emergency certificates. A small number of emergency certificates can be expected overall: Shortages
High School Math	Reduced increases until 2000, declines from 2001-2002	3,8,5,2,9	24%	97% of districts below 30 per class	587 (much lower for particular specialties)	5	60%	The IHE yield is high at 60%, there are 5 emergency certifications---but the reserve pool is large with 587 estimated individuals, and 97% of the districts have class sizes lower than 30. A small number of emergency certificates can still be expected but overall: Adequate Supply with certain specialty areas such as calculus and statistics with Shortages.
High School Biology	Reduced increases until 1999, declines from 2000 and 2002	2,3,5	18%	96% of districts below 30 per class	104	3	NA	A small number of emergency certificates, and a small number in the reserve pool suggest: Possible Shortages

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High School Chemistry	Reduced increases until 1999, declines in 2002	3,5	26%	99% of districts below 30 per class	63	4	NA	A small number of emergency certificates, and a small number in the reserve pool suggest: Possible Shortages
High School Physics	Increases throughout period	9,3,2,6,8	33%	100% of districts below 30 per class	35	3	52%	A small number of emergency certificates can still be expected. This group has one of the largest percentages of educators with 20+ experience. Given the small number in the reserve pool, and some increased demand due to retirement expect: Possible Shortages
High School Other Science	Mixed increases until 2000, declines from 2001-2002	5,8,3,2,4,9	25%	97% of districts below 30 per class	446	6	20%	A small number of emergency certificates can still be expected but overall: Overall Adequate Supply , with Possible Shortages in areas such as earth science and computer science
High School Vocational Education	Reduced increases until 2000, declines from 2001-2002	8,5,3,2,4,9	29%	99% of districts below 30 per class	174	1	8%	Adequate Supply
High School Other	Reduced increases until 2000, declines from 2001-2002	8,3,5,2,9,4	23%	94% of districts below 30 per class	29	56	40%	A number of emergency certificates, and a small number in the reserve pool suggest: Possible Shortages , over a range of areas.