

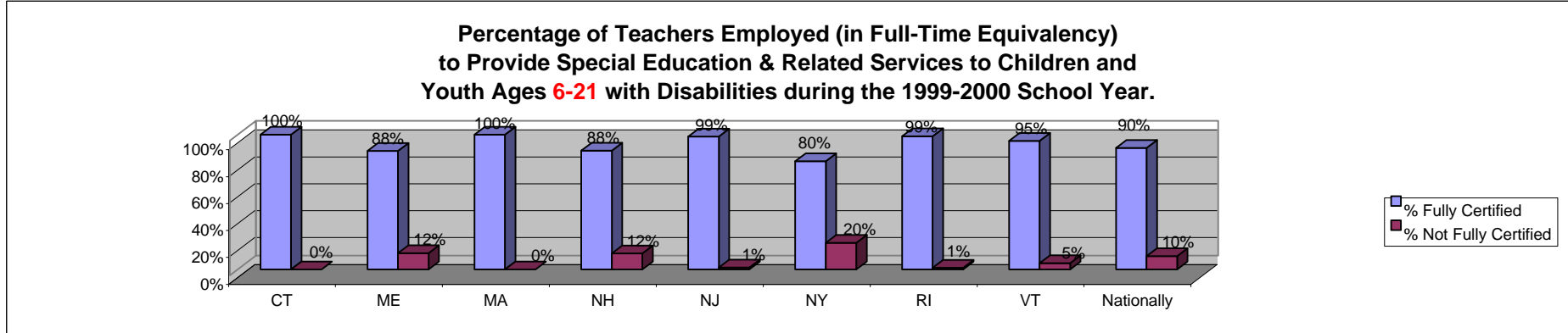
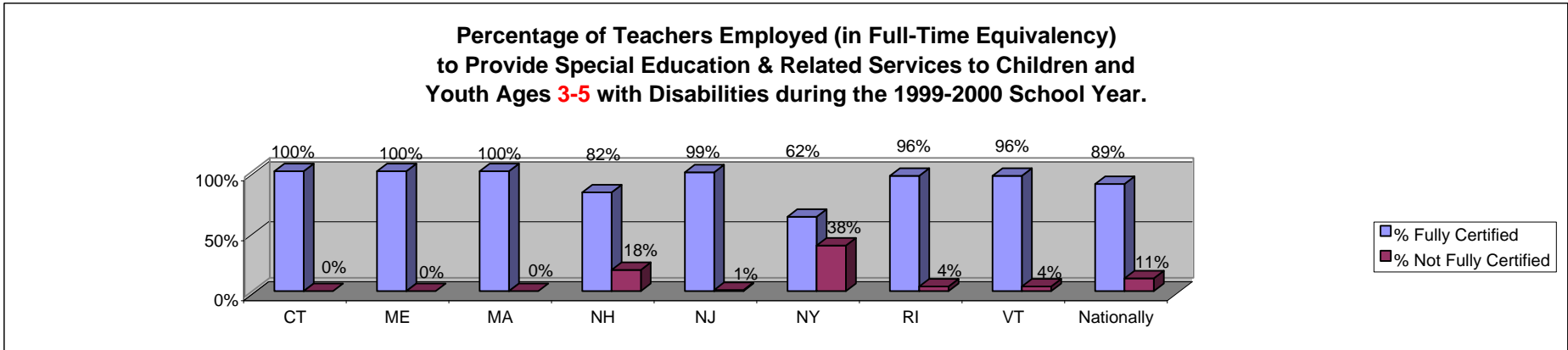


## **Regional Personnel Data Profile for NERRC Region States: CT, ME, MA, NH, NJ, NY, RI, & VT**

- Teacher Certification & Experience
- Out of Area Teaching
- Shortage Areas
- Attrition & Turnover
- Salaries
- Paperwork
- Northeast Regional Credential

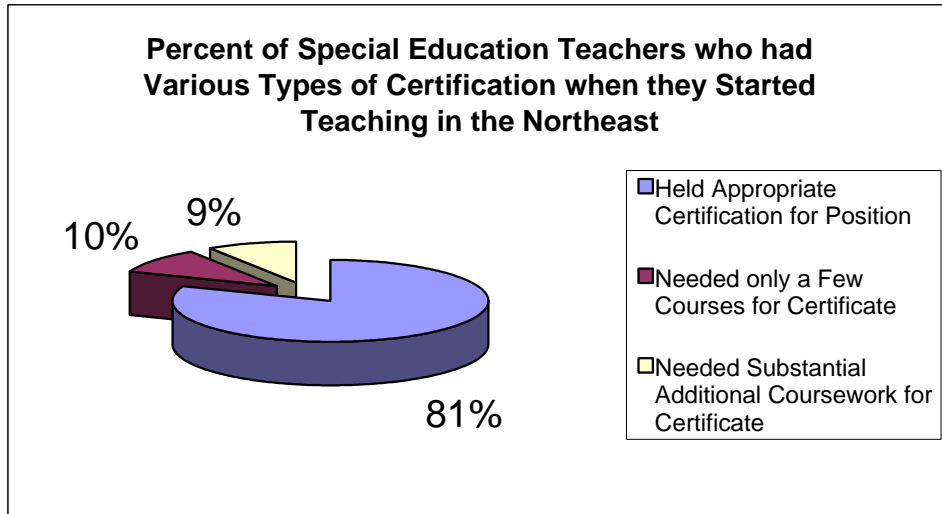
Contact: Karen Mikkelsen, Program Associate  
Northeast Regional Resource Center  
20 Winter Sport Lane  
Williston, VT 05495  
<http://www.wested.org/nerrc/>  
802-951-8200 Office  
802-951-8222/8227 Fax

# Teacher Certification

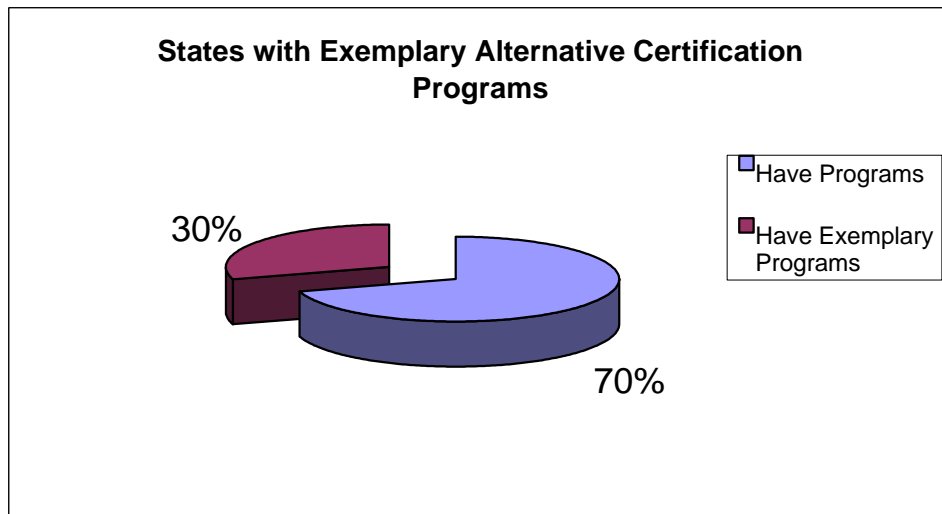


Source: <http://www.ideadata.org/>

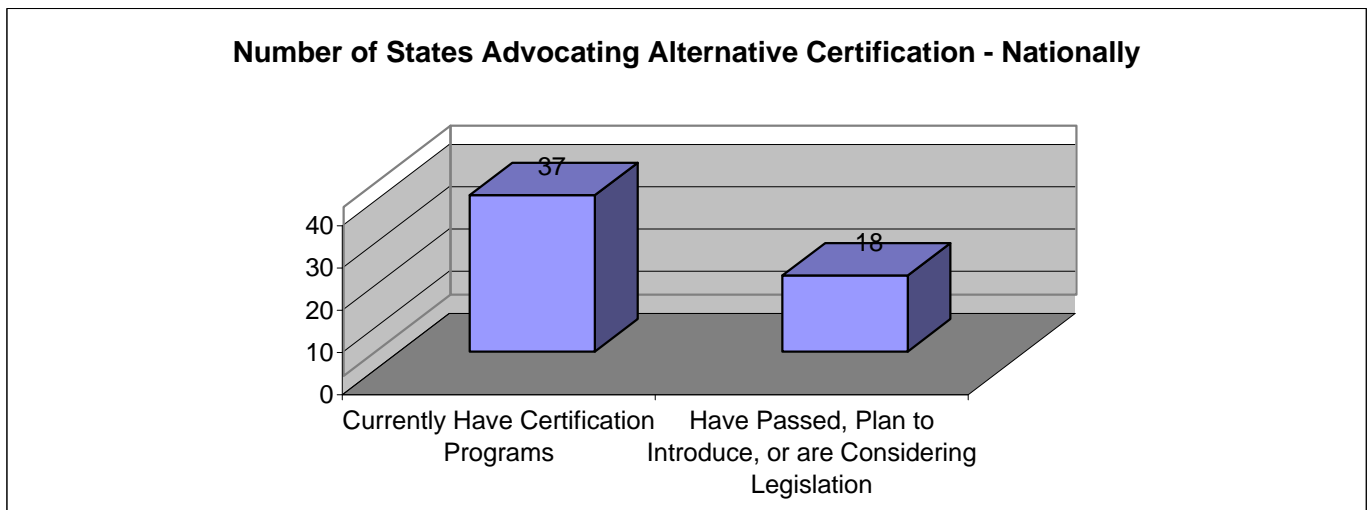
# Certification



Source: [www.spence.org](http://www.spence.org)

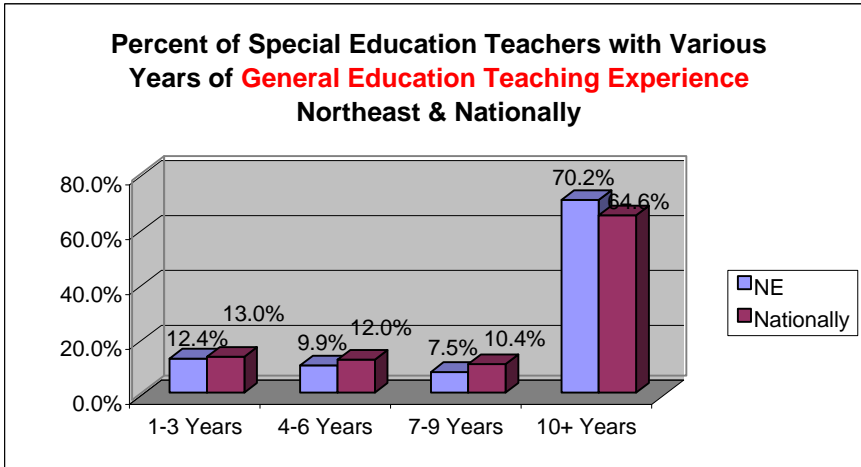


Source: *Teacher Preparation Research: Current Knowledge, Gaps, and good recommendations.*  
 By Wilson, S.M., Floden, R.E., & Ferrini-Mundy, J. 2001

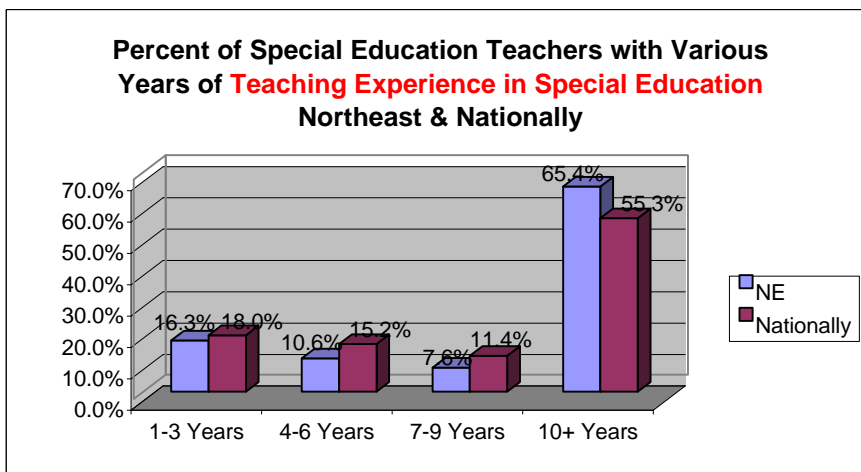


Source: [www.spence.org](http://www.spence.org)

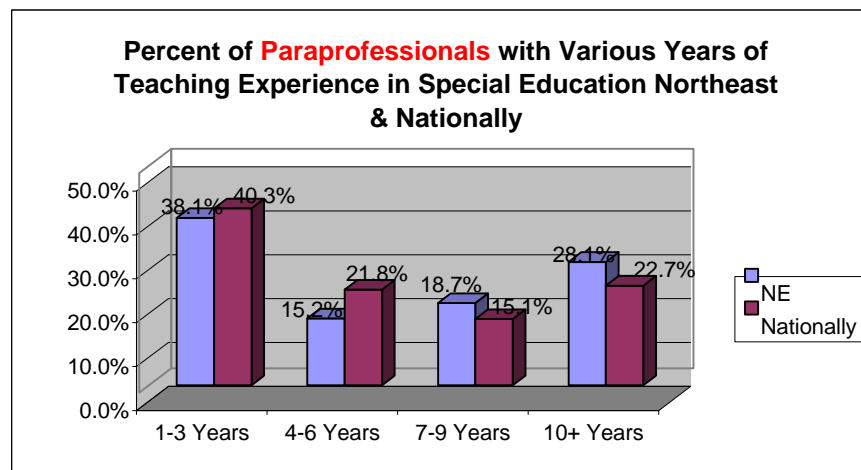
# Teacher Experience Levels



**Median Years**  
 Northeast 15  
 Nationally 13



**Median Years**  
 Northeast 14  
 Nationally 10

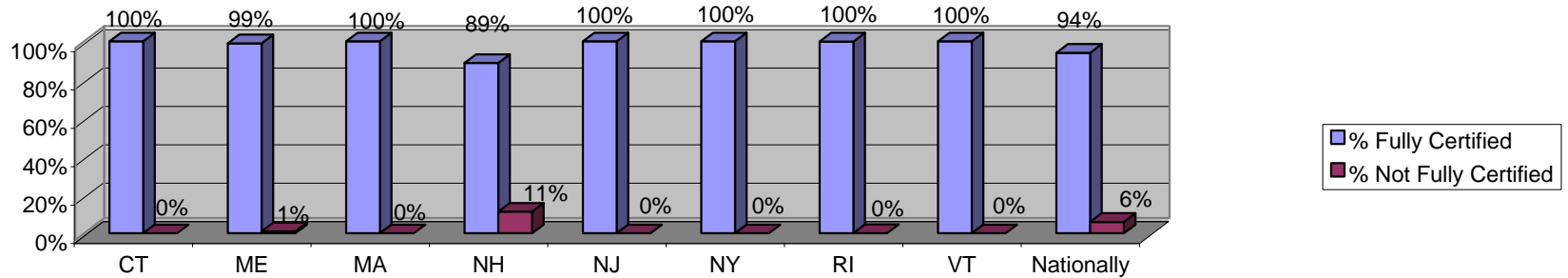


**Median Years**  
 Northeast 6  
 Nationally 4

## Certification Status of Other Personnel

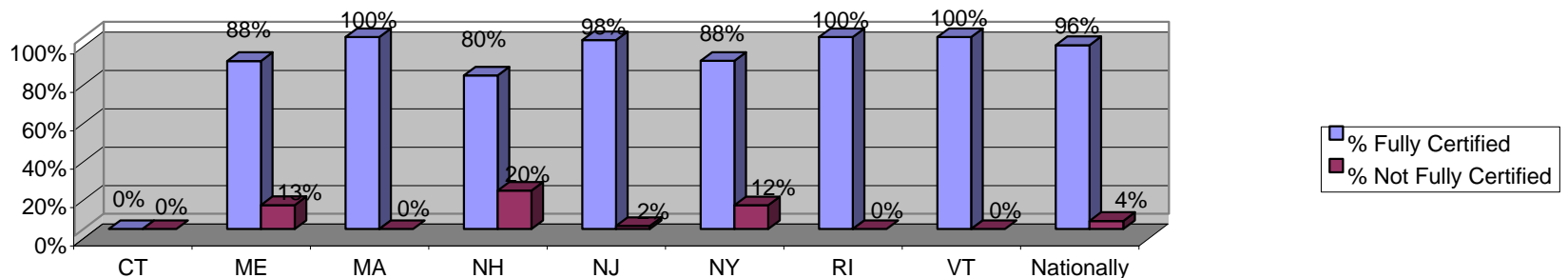
### Teacher Aids

**Number and Type of Other Personnel Employed (in Full-Time Equivalency) To Provide Special Education and Related Services for Children and Youth Ages 3-21 with Disabilities by Personnel Category, During the 1999-2000 School Year**



### Vocational Ed Teachers

**Number and Type of Other Personnel Employed (in Full-Time Equivalency) To Provide Special Education and Related Services for Children and Youth Ages 3-21 with Disabilities by Personnel Category, During the 1999-2000 School Year**

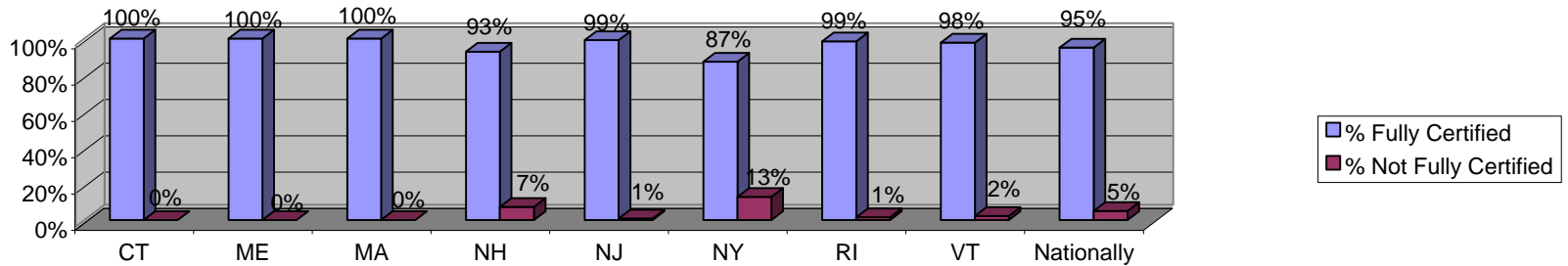


\*Measurements of 0% in both Fully and Not Fully Certified indicate data was not available  
 Based on the December 1, 1999 count, updated as of August 30, 2001.  
 U.S. Department of Education, Office of Special Education Programs, Data Analysis System

## Certification Status of Other Personnel

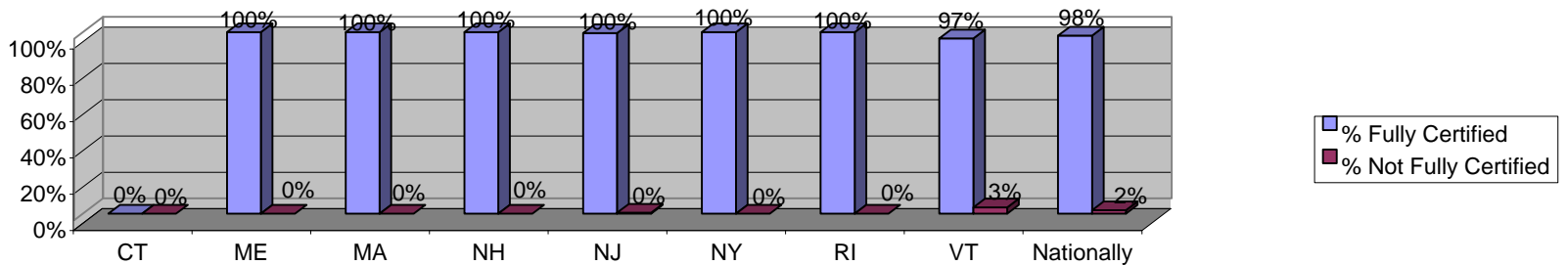
### School Social Workers

**Number and Type of Other Personnel Employed (in Full-Time Equivalency) To Provide Special Education and Related Services for Children and Youth Ages 3-21 with Disabilities by Personnel Category, During the 1999-2000 School Year**



### Occupational Therapists

**Number and Type of Other Personnel Employed (in Full-Time Equivalency) To Provide Special Education and Related Services for Children and Youth Ages 3-21 with Disabilities by Personnel Category, During the 1999-2000 School Year**

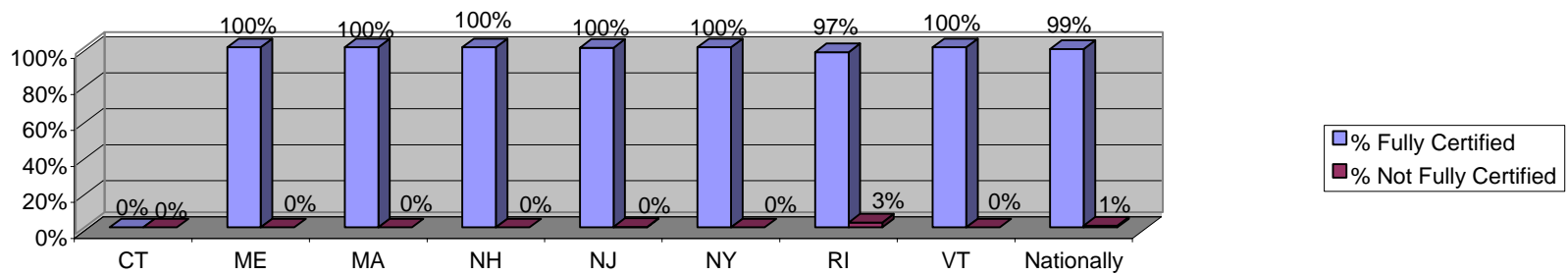


\*Measurements of 0% in both Fully and Not Fully Certified indicate data was not available  
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U.S. Department of Education, Office of Special Education Programs, Data Analysis System

## Certification Status of Other Personnel

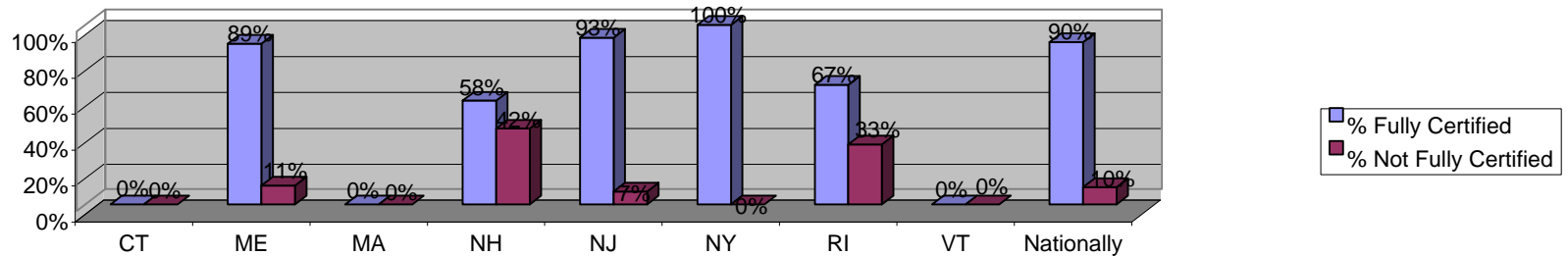
### Physical Therapists

**Number and Type of Other Personnel Employed (in Full-Time Equivalency) To Provide Special Education and Related Services for Children and Youth Ages 3-21 with Disabilities by Personnel Category, During the 1999-2000 School Year**



### Interpreters

**Number and Type of Other Personnel Employed (in Full-Time Equivalency) To Provide Special Education and Related Services for Children and Youth Ages 3-21 with Disabilities by Personnel Category, During the 1999-2000 School Year**

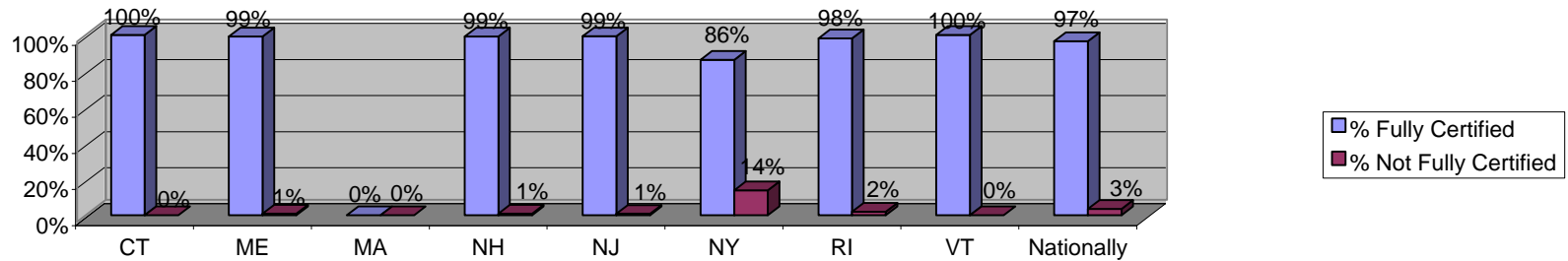


\*Measurements of 0% in both Fully and Not Fully Certified indicate data was not available  
Based on the December 1, 1999 count, updated as of August 30, 2001.  
U.S. Department of Education, Office of Special Education Programs, Data Analysis System

## Certification Status of Other Personnel

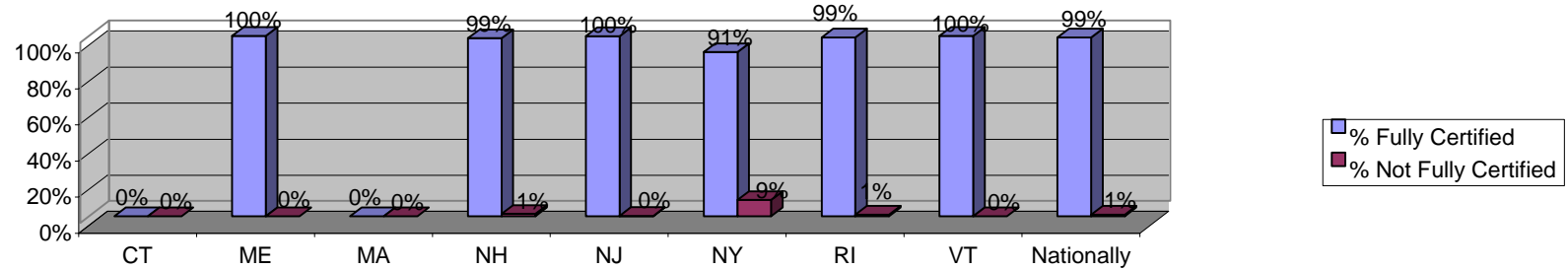
### Psychologists

**Number and Type of Other Personnel Employed (in Full-Time Equivalency) To Provide Special Education and Related Services for Children and Youth Ages 3-21 with Disabilities by Personnel Category, During the 1999-2000 School Year**



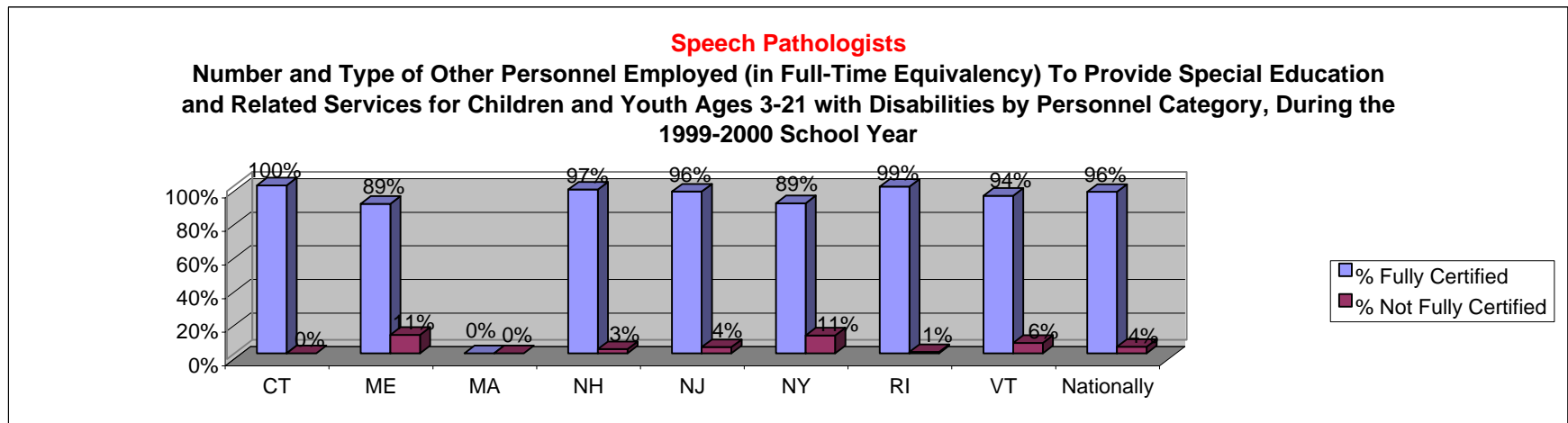
### Diagnostic & Evaluation

**Number and Type of Other Personnel Employed (in Full-Time Equivalency) To Provide Special Education and Related Services for Children and Youth Ages 3-21 with Disabilities by Personnel Category, During the 1999-2000 School Year**



\*Measurements of 0% in both Fully and Not Fully Certified indicate data was not available  
Based on the December 1, 1999 count, updated as of August 30, 2001.  
U.S. Department of Education, Office of Special Education Programs, Data Analysis System

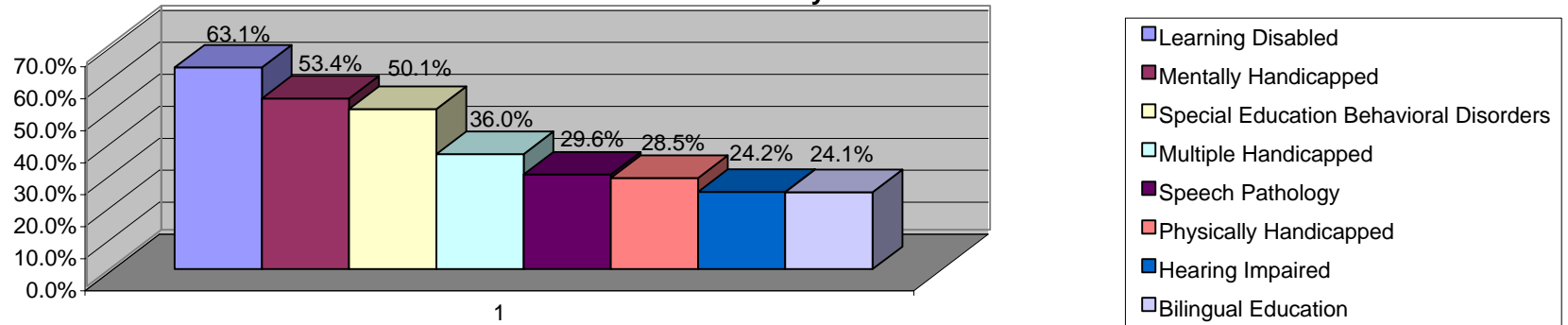
## Certification Status of Other Personnel



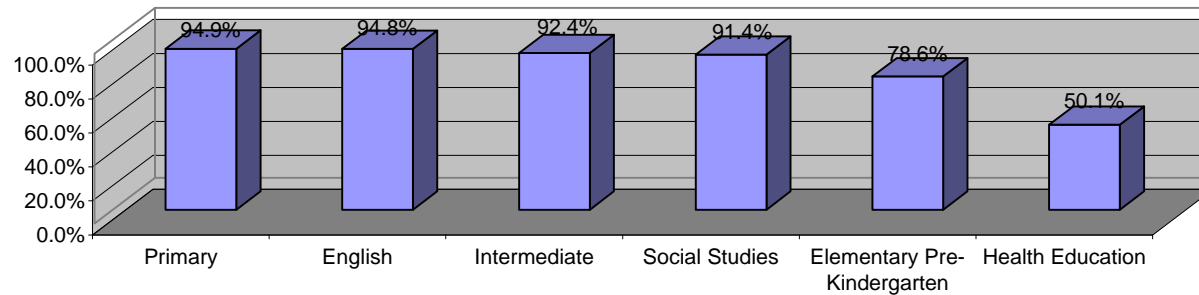
\*Measurements of 0% in both Fully and Not Fully Certified indicate data was not available  
 Based on the December 1, 1999 count, updated as of August 30, 2001.  
 U.S. Department of Education, Office of Special Education Programs, Data Analysis System

# Institutes of Higher Education Offering Training Programs in Specialized Fields - Nationally

**Percentage of Institutes of Higher Education Offering Training Programs in Specialized Fields 1998 - 1999 Nationally**



**Percentage of Institutes of Higher Education Offering Training Programs in Surplus Fields 1998 - 1999 Nationally**



Source: 2000 AAEE Research

## Training Programs

### **Fields with Considerable Teacher Shortages Nationally**

#### **Key**

5.00 - 4.21 = Considerable Shortage

4.20 - 3.41 = Some Shortage

3.40 - 2.61 = Balanced

2.60 - 1.81 = Some Surplus

1.80 - 1.00 = Considerable Surplus

Emotional/Behavior Disorders	4.59
Multicategorical	4.53
Severe/Profound Disabilities	4.51
Learning Disabilities	4.46
Mild/Moderate Disabilities	4.45
Mathematics Education	4.44
Mental Retardation	4.44
Physics	4.40
Bilingual Education	4.38
Visually Impaired	4.38
Hearing Impaired	4.37
Chemistry	4.36
Computer Science Education	4.23
Dual Certificate (Gen./Spec.)	1.23

### **Special Education Fields Northeast**

Emotional/Behavior Disorders	4.20
Multicategorical	4.07
Mental Retardation	4.00
Dual Certificate (Gen./Spec.)	3.91
Mild/Moderate Disabilities	3.89
Severe/Profound Disabilities	3.88
Learning Disabilities	3.82
Hearing Impaired	3.67
Visually Impaired	3.33
Early Childhood Special Ed.	3.13

*Source: 2000 AAEE Research*

# Factors Affecting Hiring Attrition

## Factors Affecting Hiring Opportunities National Frequencies & Means 2000 Average

### Key

- 5 = Significant Positive Influence
- 4 = Moderate Positive Influence
- 3 = No Influence
- 2 = Moderate Negative Influence
- 1 = Significant Negative Influence

### Funding

Federal	3.25
State	3.23
Local	3.12

### Retirement

Postponed	3.00
Routine	3.61
Early	3.72

### Legislative Mandates

State	3.22
Federal	3.18

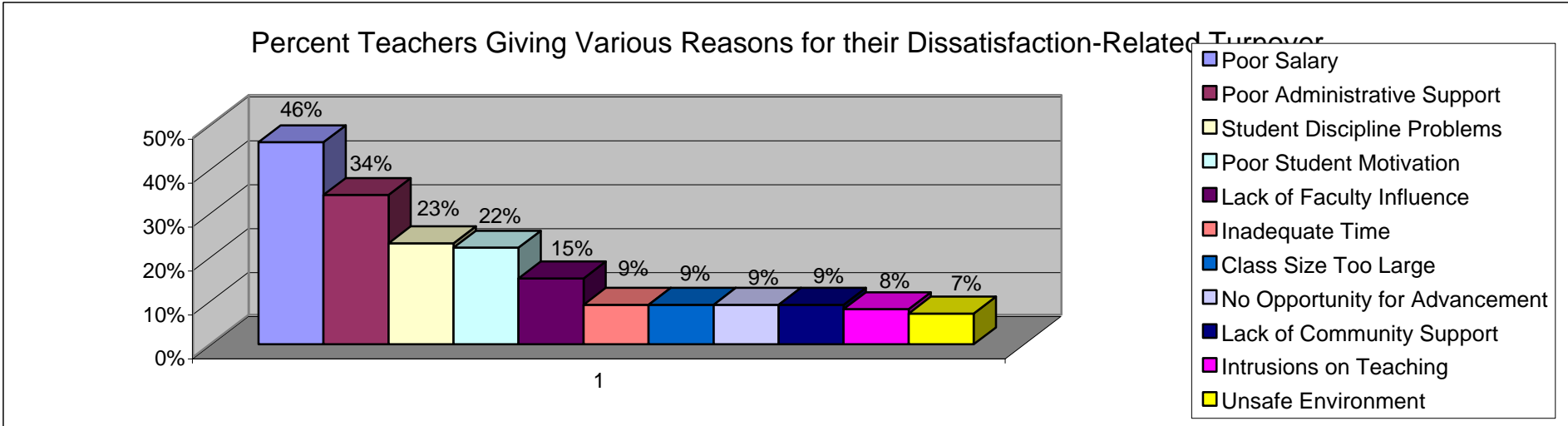
### Demographic Shifts

Limited English Proficiency	3.20
Rural/Suburban/Urban Shifts	
Of Teachers	3.01
Of Students	3.08
Student Enrollment	3.32
Private Schools/Home Schooling	2.88
Class Size	3.33
Military Demobilization	3.01

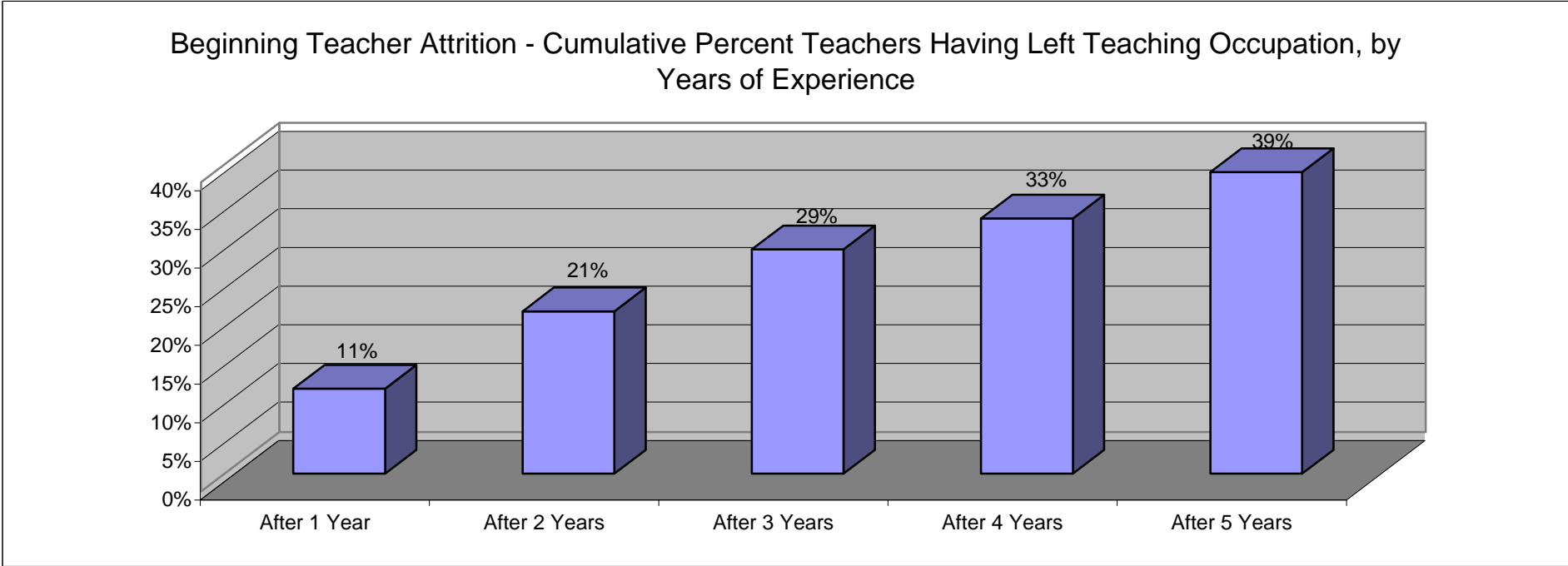
### Teaching Environment

Salaries	2.75
Benefits	2.93
School Violence	2.30
Working Conditions	2.50

# Attrition Turnover

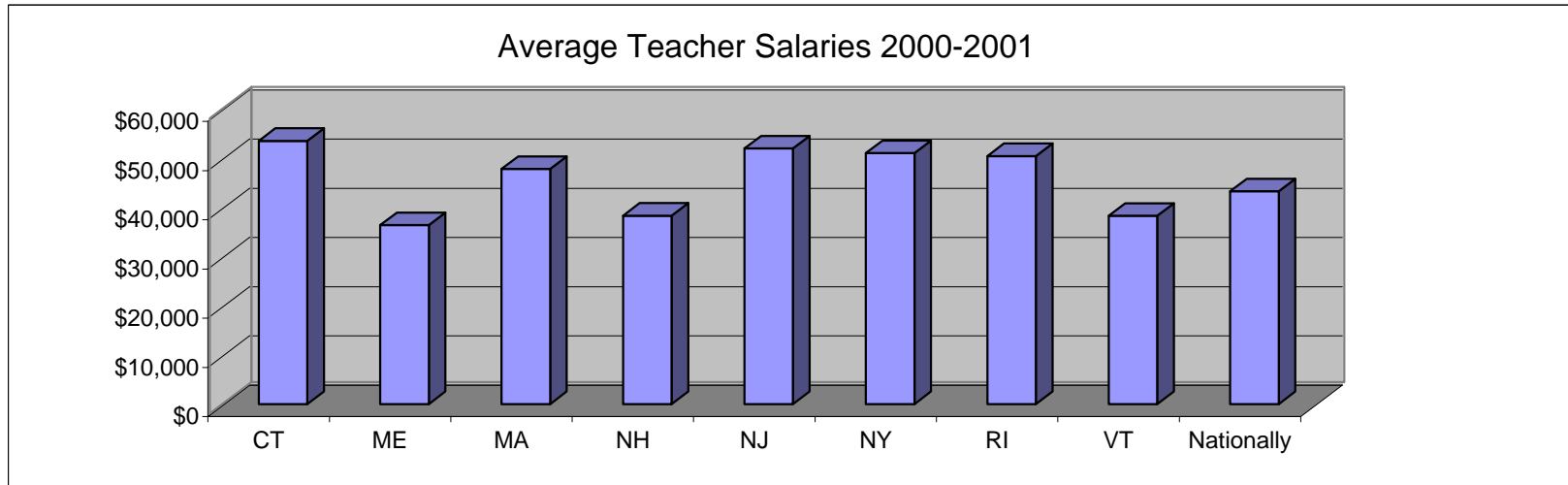


Source: [www.spence.org](http://www.spence.org)

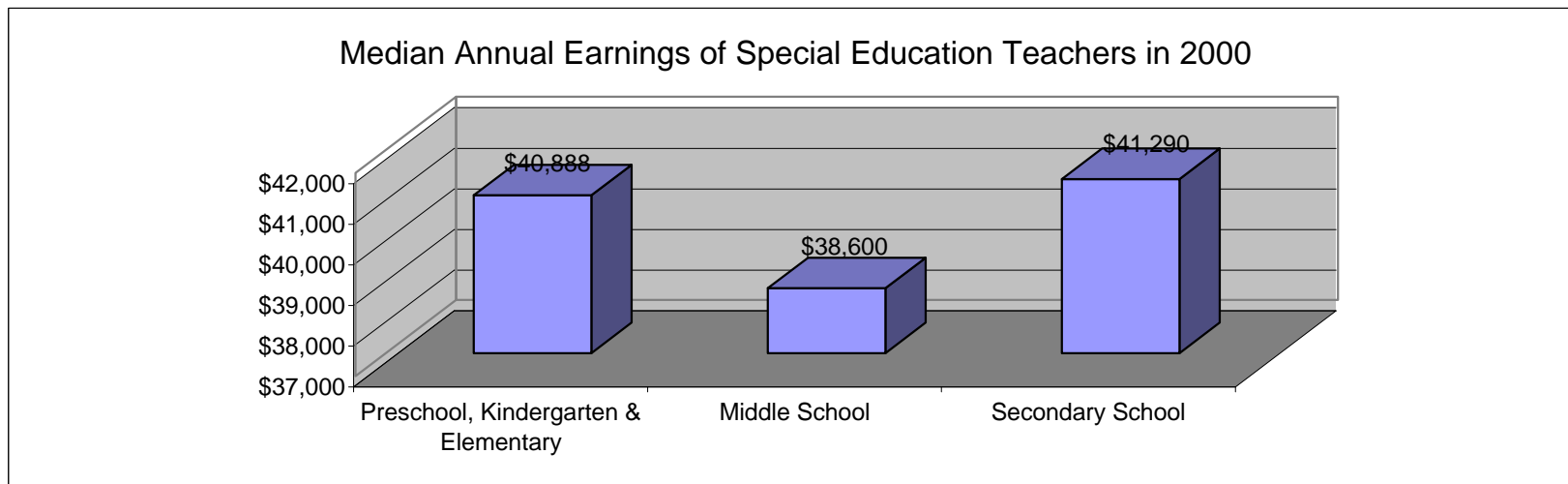


Source: *The Teacher Shortage: A Case of Wrong Diagnosis and Wrong Prescription* by Richard M. Ingersoll

# Teacher Salaries and Other Factors Affecting Hiring Opportunities



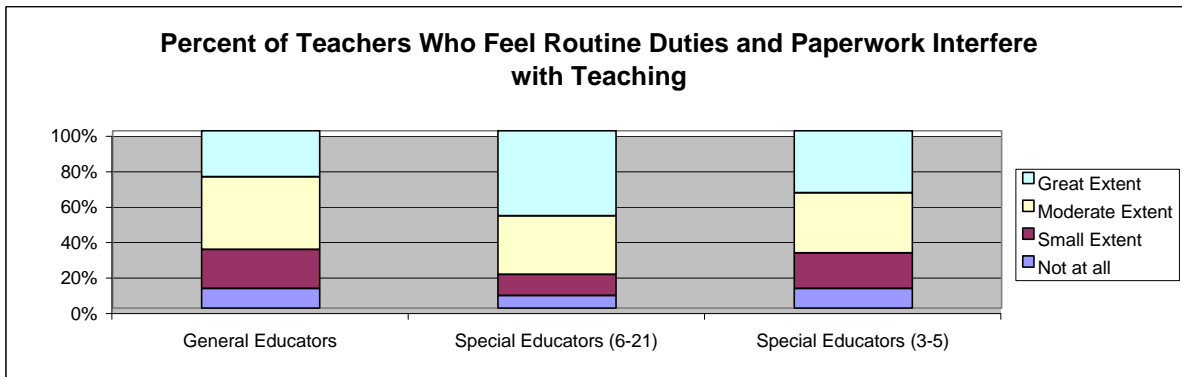
Source: American Federation of Teachers Copyright AFT, AFL-CIO 2002



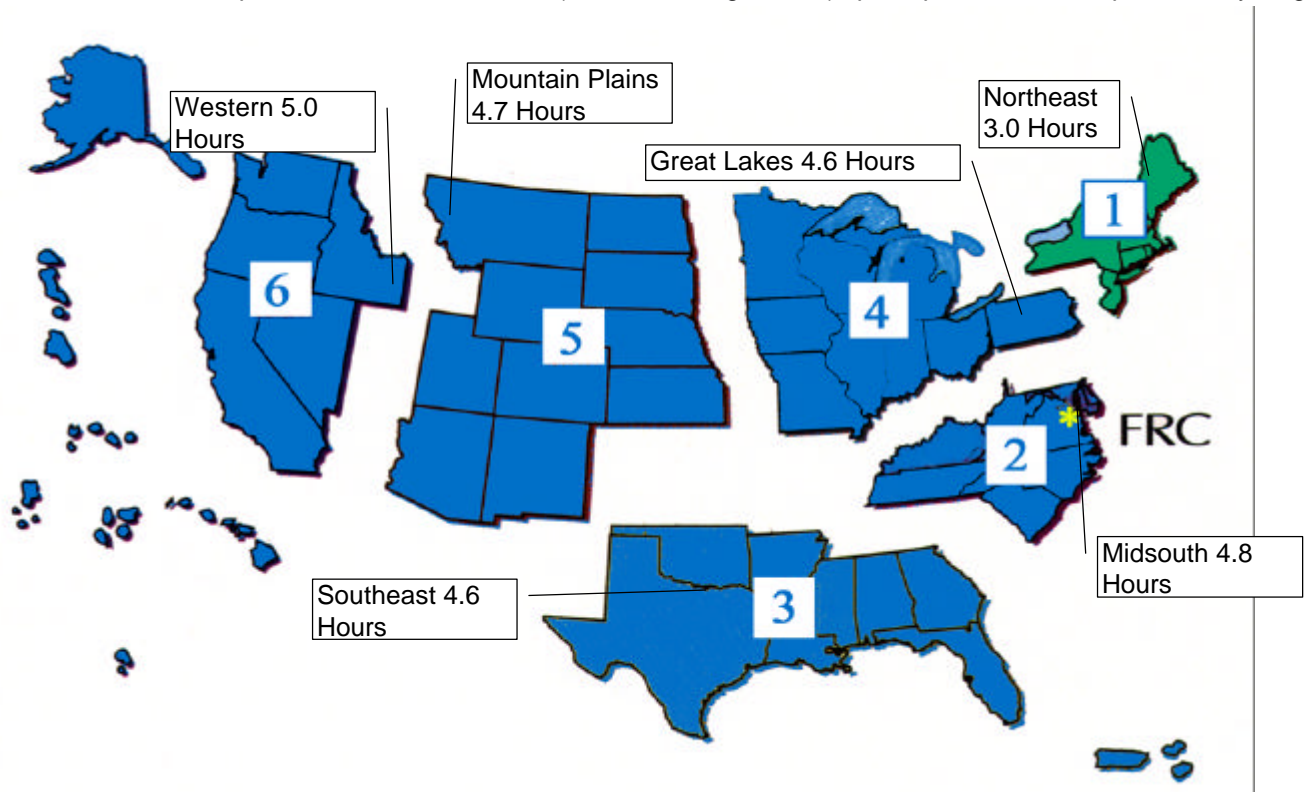
**Note: About 57% of special education teachers belong to unions**

Source: US Department of Labor, Bureau of Labor Statistics

# Paperwork

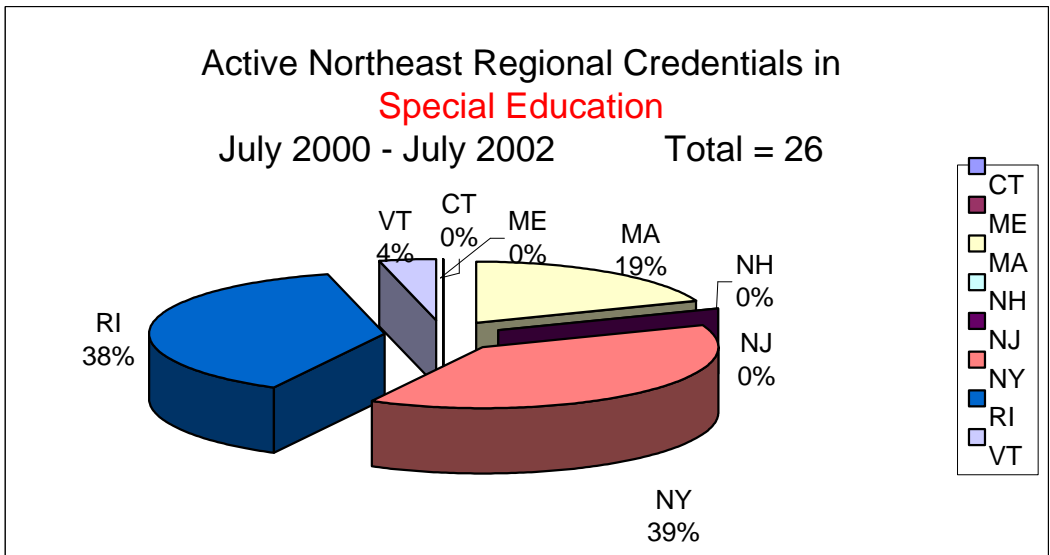
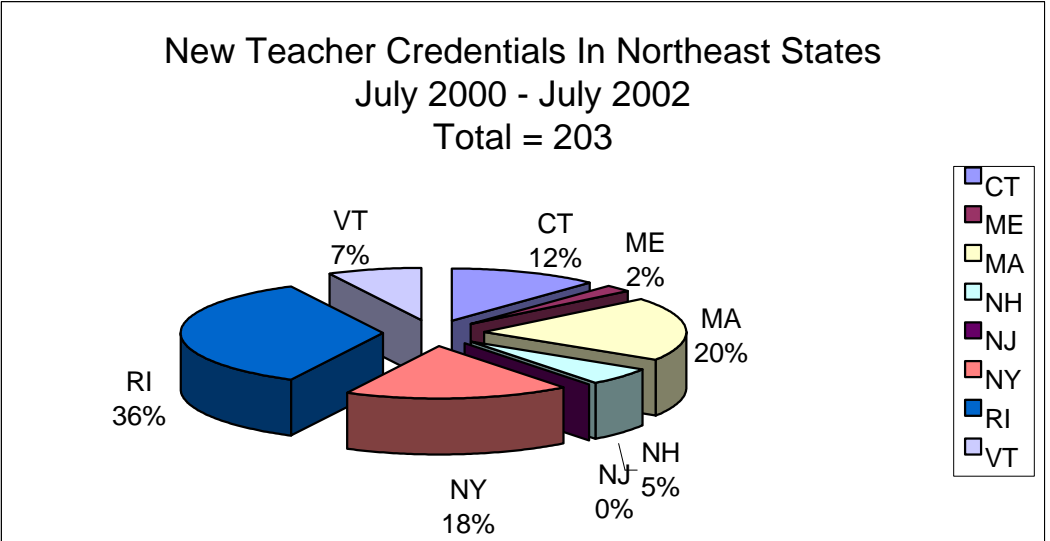
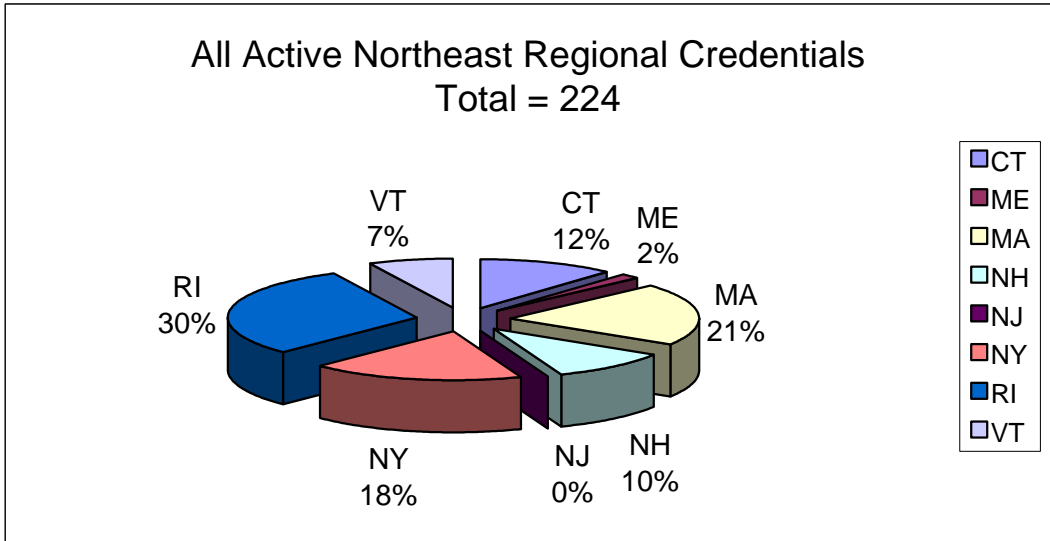


Median Number of Hours Special Education Teachers (for students ages 3-21) spend per Week on Paperwork. By Region



Source: [www.spence.org](http://www.spence.org)

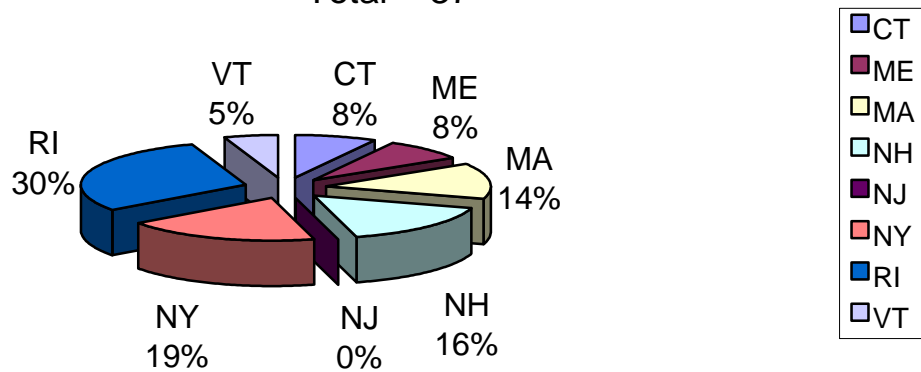
# Northeast Regional Credentials



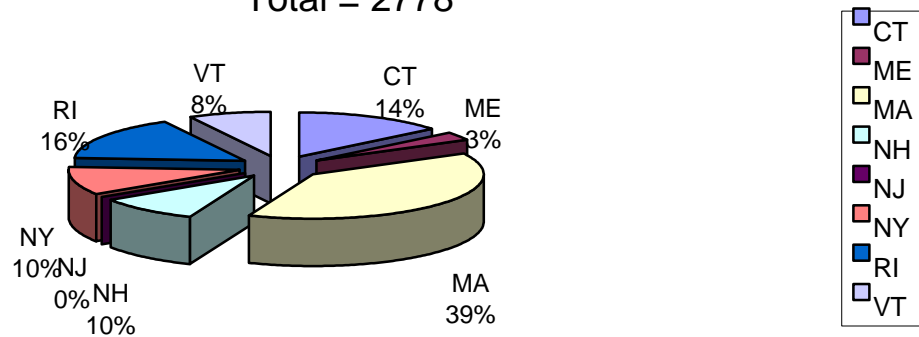
Source: Learning Innovations at WestEd

# Northeast Regional Credentials

Credentials Awarded in States where Teacher Migrated to Another State  
Total = 37



Total Credentials Awarded Since Beginning of Program 1990 - Present  
Total = 2778



Source: Learning Innovations at WestEd