



TRACKING TALENT: Newly Certified in Rhode Island

A report on the individuals certified for the first time during the 2014-15, 2015-16 and 2016-17 school years.

What is this report about?

This report paints an annual picture of the individuals entering the education profession for the first time. The report focuses on the influx of newly certified individuals by sharing data that shows the roles these educators may play in RI schools. Data is broken down by specific certificate areas within the report. Certificate areas determine the student populations and content areas in which an educator may serve.

What data is included?

The report includes information about pathways to certification, popular certificate areas, and the RI employment status of those individuals newly certified in RI. Examples of individuals counted within this data include those who completed a preparation program, held an out-of-state certificate, and/or completed coursework outlined by RIDE through transcript analysis.

What should be done with this data?

The data within this report should be used by districts, educator preparation providers, and educators to better understand patterns and trends within the state regarding the supply of educators ready for employment in RI schools. By understanding the talent entering the profession alongside the needs of RI districts, future educators, hiring managers, and educator preparation providers can more easily plan ahead to meet the needs of RI students. When reviewing the information take note of whether or not the data point is representing certificates, individual people, or positions. The discussion protocol on page 2 is designed to encourage a careful read and conversation about this data.

Discussion Protocol

This data should be used by districts, educator preparation providers, and educators to better understand patterns and trends within the state regarding the supply of educators ready for employment in RI schools. Data should allow and facilitate reflection to inform short and long-term planning and actions.

STEP 1: REVIEW THE REPORT. Read and mark up the text. Consider if there are other highlights that would add or if any information is surprising to you. Analysis is intentionally limited.

STEP 2: MEET WITH A COLLEAGUE TO DISCUSS KEY QUESTIONS AND YOUR REACTION. Key questions are listed below and should support inquiry, reflection, and action.

Did this information match your prior understanding of the newly certified educators in RI?

What highlights would you add?

What additional questions do you still have about this information?

How does this data impact your current work?

STEP 3: CREATE A PLAN ON HOW YOU MAY INCORPORATE THIS INFORMATION INTO YOUR WORK. Consider how this information could improve your current hiring, training, or strategic planning. Incorporate appropriate information into your actions.

STEP 4: PROVIDE FEEDBACK. Let RIDE know what was helpful within this data and what you want to learn more about. Email the Office of Educator Quality at egac@ride.ri.gov with your reactions.

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Pathways into the Profession

RI allows for an individual to enter the profession through a variety of routes or pathways¹. Requirements for each pathway vary, though all allow for an individual to become student or school-ready within the state and lead to certification. Table 1 shows the total number of certificates issued through each pathway.

Table1: PATHWAY	2014-15		2015-16		2016-17	
RI Approved Program (incl. Degree, Non-degree and Alt. Route)	783	49%	820	51%	812	50%
Reciprocity	243	15%	137	8%	157	10%
Transcript Analysis	307	19%	64	4%	19	1%
Out-of-State Approved Program (incl. Degree and Non-Degree)	59	4%	66	4%	72	4%
Preliminary (incl. Temp. Initial, Emergency, 1YR CTE, 3YR CTE, 1YR SNT & Expert Residency)	167	11%	479	30%	472	29%
RIDE Credential Review	23	1%	35	2%	34	2%
Credential Review Consortium Institution (CRCI)	7	0%	18	1%	68	4%
Totals	1,589	100%	1,619	100%	1,634	100%

Types of Certificates

Most of RI's pathways lead to an Initial certificate. The Initial certificate is the first full certificate in RI's tiered certification structure². Each type of certificate has unique renewal requirements and validity timeframes. Table 2 shows the total number of newly issued certificates by type.

Table2: CERTIFICATE TYPE	2014-15		2015-16		2016-17	
Initial (Full)	1007	63%	1,003	62%	1,011	62%
Professional (Full)	180	11%	117	7%	150	9%
Alternate Route (Preliminary)	38	2%	28	2%	25	2%
Emergency (Preliminary)	153	10%	214	13%	182	11%
Temporary Initial (Preliminary)	171	11%	151	9%	193	12%
1YR CTE (Preliminary)	19	1%	43	3%	19	1%
3YR CTE (Preliminary)	-		-		3	0%
1YR School Nurse Teacher (Preliminary)	-		-		10	1%
Expert Residency (Preliminary)	21	1%	63	4%	44	3%
Totals	1589	100%	1,619	100%	1,637	100%

¹ For details about RI's pathway to certification, review information online at: <http://www.ride.ri.gov/TeachersAdministrators/EducatorCertification/PathwaystoRICertification.aspx>.

² For details about RI's tiered certification structure, review information online at: <http://www.ride.ri.gov/TeachersAdministrators/EducatorCertification.aspx>

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Highlight from Tables 1 and 2:

- RI approved programs account for one out every two certificates issues; one out every three certificates are preliminary certificates.
- The numbers of Preliminary CTE certificates have doubled and the numbers of Expert Residency certificates have increased three-fold in the first two years under this review, but have dropped somewhat in the third year.

Educating in RI

Each certificate allows for an educator to serve in a specific role (based on the area of their certificate(s)). The certificate area outlines the content, student population, and grade range in which an educator may serve. Each area also has specific and unique requirements for issuance.

Tables 3 through 10 drill down to the certificate area. Tables include the number of certificates issued to individuals, the number of educators employed within 12 months, and a calculated percentage³. The numbers include all certificate types listed in Table 2. Certificate areas with an asterisk denote dependent certificates. For that reason, educators may seek independent certificates even though their employment requires only the dependent certificate.

Table 3: EARLY CHILDHOOD CERTIFICATE AREAS (Grades PK-2)	Newly Certified in 2014-15			Newly Certified in 2015-16			Newly Certified in 2016-17		
	Employed in 2015-16	% Employed in 2015-16		Employed in 2016-17	% Employed in 2016-17		Employed in 2017-18	% Employed in 2017-18	
Early Childhood Bilingual And Dual Language Education Teacher *	1	0	0%	4	2	50%	1	1	100%
Early Childhood Bilingual And Dual Language Education Teacher *	0	0	0%	0	0	0%	1	0	0%
Early Childhood Bilingual And Dual Language Education Teacher *	3	3	100%	5	6	60%	1	1	100%
Early Childhood Education Teacher	136	17	13%	107	16	15%	105	7	7%
Early Childhood English As A Second Language Education Teacher*	5	1	20%	9	6	67%	17	1	6%
Early Childhood Special Education Teacher, Birth Through Grade 2*	26	12	46%	27	16	59%	14	2	14%
Total	171	33	19%	152	46	30%	139	12	9%

³ Data included regarding 2017-18 employment is as of November 2017.



Table 4: ELEMENTARY CERTIFICATE AREAS (Grades 1-6)	Newly Certified in 2014-15			Newly Certified in 2015-16			Newly Certified in 2016-17		
	Employed in 2015-16	% Employed in 2015-16		Employed in 2016-17	% Employed in 2016-17		Employed in 2017-18	% Employed in 2017-18	
Elementary Bilingual And Dual Language Education Teacher, Grades 1-6 – English*	NA	NA	NA	5	4	0%	2	2	100%
Elementary Bilingual And Dual Language Education Teacher *	0	0	0%	3	2	67%	1	0	0%
Elementary Bilingual And Dual Language Education Teacher *	5	3	60%	9	7	78%	7	3	43%
Elementary Education Teacher	287	56	20%	296	46	16%	339	39	12%
Elementary English As A Second Language Education Teacher*	35	13	37%	37	25	68%	68	18	26%
Elementary Grades Special Education Teacher*	74	12	16%	112	19	17%	121	8	6%
	401	84	21%	462	103	22%	538	70	13%

Highlight from Tables 3 and 4:

- The employment rate across all the Early Childhood certificate areas has dropped sharply from 30% to 9%. The main contributor to the drop is the employment rates for Early Childhood English as a Second Language Education Teacher and Early Childhood Special Education Teacher certificates.
- Employment percentages for Elementary Education certificates have also dropped. The certificate areas contributing to this drop are English as a Second Language Education Teacher and Special Education Teacher. Bilingual and Dual language teachers also contributing to the downward slide.

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Table 5: MIDDLE GRADES CERTIFICATE AREAS (Grades 5-8)	Newly Certified in 2014-15			Newly Certified in 2015-16			Newly Certified in 2016-17		
	Employed in 2015-16	% Employed in 2015-16		Employed in 2016-17	% Employed in 2016-17		Employed in 2017-18	% Employed in 2017-18	
Middle Grades English As A Second Language Education Teacher*	12	6	50%	20	13	65%	11	5	45%
Middle Grades English Teacher	4	0	0%	2	2	100%	9	2	22%
Middle Grades English Teacher - Elementary Extension*	7	2	29%	6	0	0%	8	0	0%
Middle Grades English Teacher - Secondary Extension*	22	7	32%	22	4	18%	8	2	25%
Middle Grades Mathematics Teacher	5	2	40%	5	2	40%	7	0	0%
Middle Grades Mathematics Teacher - Elementary Extension*	8	5	63%	23	12	52%	19	5	26%
Middle Grades Mathematics Teacher - Secondary Extension*	6	5	83%	6	3	50%	15	3	20%
Middle Grades Science Teacher	5	0	0%	5	2	40%	3	1	33%
Middle Grades Science Teacher - Elementary Extension*	6	4	67%	3	2	67%	5	2	40%
Middle Grades Science Teacher - Secondary Extension*	7	3	43%	14	7	50%	12	3	25%
Middle Grades Social Studies Teacher	3	1	33%	2	0	0%	6	1	17%
Middle Grades Social Studies Teacher - Elementary Extension*	2	0	0%	7	3	43%	3	0	0%
Middle Grades Social Studies Teacher - Secondary Extension*	15	3	20%	16	2	13%	18	2	11%
Middle Grades Special Education Teacher*	NA	NA	NA	1	0	0%	6	0	0%
Total	102	38	37%	132	52	39%	130	26	20%

Highlight from Table 5:

- After a stellar year of employment levels in 2016-17, the subject areas of Mathematics and Science show a significant decline in employment levels.

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Table 6: SECONDARY GRADES CERTIFICATE AREAS (Grades 7-12)	Newly Certified in 2014-15				Newly Certified in 2015-16				Newly Certified in 2016-17		
	Employed in 2015-16	% Employed in 2015-16	Newly Certified in 2015-16		Employed in 2016-17	% Employed in 2016-17	Newly Certified in 2016-17		Employed in 2017-18	% Employed in 2017-18	
Secondary Grades Agriculture Teacher	1	1	100%		0	0	0%		1	1	100%
Secondary Grades Biology Teacher	35	15	43%		36	4	11%		35	10	29%
Secondary Grades Business Education Teacher	7	1	14%		2	0	0%		2	0	0%
Secondary Grades Chemistry Teacher	19	5	26%		15	4	27%		11	3	27%
Secondary Grades English As A Second Language Teacher*	12	7	58%		23	10	43%		23	7	30%
Secondary Grades English Teacher	80	20	25%		95	23	24%		75	17	23%
Secondary Grades General Science Teacher	25	12	48%		34	8	24%		17	3	18%
Secondary Grades Mathematics Teacher	42	17	40%		47	20	43%		38	16	42%
Secondary Grades Physics Teacher	9	2	22%		8	3	38%		6	2	33%
Secondary Grades Social Studies Teacher	63	14	22%		63	10	16%		52	5	10%
Secondary Grades Special Education Teacher*	15	12	80%		30	11	37%		23	12	52%
	308	106	34%		353	93	26%		283	76	27%

Highlight from Table 6:

- Although employment percentages are trending in the downward direction, the certificate areas of Special Education, Mathematics, Physics, and English as a Second Language have the best employment rates.

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Table 7: SECONDARY GRADES CTE CERTIFICATE AREAS (Grades 7-12)	Newly Certified in 2014-15			Newly Certified in 2015-16			Newly Certified in 2016-17		
	Employed in 2015-16	% Employed in 2015-16		Employed in 2016-17	% Employed in 2016-17		Employed in 2017-18	% Employed in 2017-18	
Agriculture	0	0%		1	100%		0	0%	
Air Conditioning And Refrigeration	1	100%		3	33%		2	0%	
Audiovisual Communications Technologies/Technicians	1	100%		0	0%		0	0%	
Auto Body Repair	0	0%		2	50%		0	0%	
Auto Mechanics	3	33%		2	50%		0	0%	
Biotechnology	0	0%		1	100%		0	0%	
Building Construction Trades	0	0%		1	100%		0	0%	
Carpentry	0	0%		3	67%		0	0%	
Computer Technology	1	100%		2	100%		3	33%	
Cosmetology	1	0%		4	25%		1	0%	
Criminal Justice	0			0			3	0%	
Drafting Occupations	0	0%		2	0%		0	0%	
Electrical Installation	1	100%		0	0%		2	100%	
Electronics Technology	0	0%		2	100%		0	0%	
Graphic Arts	2	100%		3	100%		1	100%	
Health Occupations	1	100%		4	75%		2	50%	
Hotel/Hospitality Management	0			0			1	0%	
Marine Maintenance / Ship Technology / Technician	1	100%		0	0%		2	100%	
Marketing	1	100%		0	0%		0	0%	
Plumbing And Heating	0	0%		2	0%		2	100%	
Quantity Food Preparation	1	100%		3	33%		5	40%	
Web Page, Digital/Multimedia and Information Resources Design	0	0%		1	0%		0	0%	
Welding	0	0%		1	100%		0	0%	
Total	14	79%		37	57%		24	46%	



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Highlight from Table 7:

- Career and Technical Education (CTE) certificate holders have the best employment rates compared to any other certificate area groups. However, the number of certificates issued as well as employment rates are lower than last year.

Table 8: ALL GRADES CERTIFICATE AREAS (Grades PK-12)	Newly Certified in 2014-15			Newly Certified in 2015-16			Newly Certified in 2016-17		
	Employed in 2015-16	% Employed in 2015-16	Employed in 2016-17	% Employed in 2016-17	Employed in 2017-18	% Employed in 2017-18			
All Grades Adapted Physical Education Teacher	9	11%	23	4%	28	0%			
All Grades Art Teacher	19	42%	27	33%	24	38%			
All Grades Dance Teacher	0	0%	0	0%	2	100%			
All Grades English As A Second Language Education Teacher*	0	0%	2	100%	5	20%			
All Grades Family And Consumer Science Teacher	8	13%	0	0%	0	0%			
All Grades Health Teacher	1	0%	2	50%	27	7%			
All Grades Library Media Teacher	22	14%	28	18%	17	59%			
All Grades Music Teacher	16	63%	10	70%	26	27%			
All Grades Physical Education Teacher	25	48%	24	42%	34	12%			
All Grades School Nurse Teacher	23	26%	32	38%	27	56%			
All Grades Special Education - Deaf And Hard Of Hearing Teacher*	22	14%	17	6%	1	100%			
All Grades Special Education - Severe Intellectual Disability Teacher*	19	79%	28	61%	26	12%			
All Grades Special Education - Visually Impaired Teacher*	1	0%	2	50%	0	0%			
All Grades Technology Education Teacher	43	9%	20	45%	7	71%			
All Grades Theatre Teacher	1	0%	0	0%	5	20%			
All Grades World Language Teacher - Chinese	5	80%	9	56%	7	14%			
All Grades World Language Teacher - French	2	0%	3	67%	8	25%			
All Grades World Language Teacher - German	3	67%	4	100%	1	0%			
All Grades World Language Teacher - Italian	7	43%	7	43%	5	20%			
All Grades World Language Teacher - Latin	3	0%	0	0%	1	0%			



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Table 8: ALL GRADES CERTIFICATE AREAS (Grades PK-12)	Newly Certified in 2014-15			Newly Certified in 2015-16			Newly Certified in 2016-17		
	Employed in 2015-16	% Employed in 2015-16		Employed in 2016-17	% Employed in 2016-17		Employed in 2017-18	% Employed in 2017-18	
All Grades World Language Teacher - Portuguese	4	2	50%	0	0	0%	1	0	0%
All Grades World Language Teacher - Spanish	3	1	33%	3	1	33%	28	7	25%
Total	235	66	32%	241	80	42%	280	71	25%

Highlight from Table 8:

- The All Grades Technology Education certificate has the best employment rate among the All Grades certificates. Library Media and School Nurse Teacher certificates also posted strong employment numbers.

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Table 9: SUPPORT PROFESSIONAL CERTIFICATE AREAS	Newly Certified in 2014-15			Newly Certified in 2015-16			Newly Certified in 2016-17		
	Employed in 2015-16	% Employed in 2015-16		Employed in 2016-17	% Employed in 2016-17		Employed in 2017-18	% Employed in 2017-18	
ESL Specialist/Consultant, Grades PK-12*	12	3	50%	6	3	50%	1	0	0%
Reading Specialist/Consultant*	32	10	31%	18	7	39%	22	6	27%
School Counselor	32	5	16%	34	1	3%	26	2	8%
School Psychologist	13	4	31%	14	5	36%	20	6	30%
School Social Worker	36	20	56%	39	16	41%	45	14	31%
Speech And Language Pathologist	26	13	50%	25	13	52%	22	5	23%
Total	151	55	36%	136	45	33%	136	33	24%

Table 10: ADMINISTRATIVE CERTIFICATE AREAS	Newly Certified in 2014-15			Newly Certified in 2015-16			Newly Certified in 2016-17		
	Employed in 2015-16	% Employed in 2015-16		Employed in 2016-17	% Employed in 2016-17		Employed in 2017-18	% Employed in 2017-18	
Administrator Of Curriculum And Instruction	8	0	0%	0	0	0%	0	0	0%
Administrator Of Special Education	34	8	24%	0	0	0%	0	0	0%
Building Level Administrator PK-12	70	22	31%	60	24	40%	79	13	17%
District Level Administrator - Special Education*	7	0	0%	8	1	13%	8	2	25%
District Level Administrator- Curriculum, Instruction And Assessment*	9	1	11%	6	3	50%	4	1	25%
School Business Administrator	16	10	63%	9	7	78%	5	2	40%
Superintendent Of Schools	17	0	0%	14	1	7%	11	3	27%
Total	161	41	25%	97	36	37%	107	21	20%

Highlight from Tables 9 and 10:

- School Psychologists and School Social Worker certificates show strong employment numbers.
- Sharp declines were noted in the employment rates of School Business Administrator and District Level Administrator- Curriculum, Instruction And Assessment certificate areas.