Update on “20,000 X 2020”
USG’s Educator Preparation Programs

February 7, 2012
Goals of 20,000 X 2020

Three goals:

1. Recruiting and preparing an increasing number of new teachers;

2. Retaining quality teachers;

3. Retraining teachers to meet state needs.

“Creating A More Educated Georgia”
Teacher Workforce: Need and Demand

The environmental factors that led to teacher demand and the development of 20,000 X 2020 in 2007 are very different in 2012.

<table>
<thead>
<tr>
<th>Factor</th>
<th>2007</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Class Sizes</td>
<td>Decreasing</td>
<td>Increasing</td>
</tr>
<tr>
<td>Workforce Growth: Number of new teachers decreased from 7,530 in AY 06 to 3,496 in AY 10</td>
<td>Expansion</td>
<td>Contraction</td>
</tr>
<tr>
<td>Enrollments</td>
<td>9% increase from October 2002-October 2006</td>
<td>2% increase from October 2007- October 2011</td>
</tr>
<tr>
<td>Teacher Age</td>
<td>Getting older</td>
<td>Still getting older</td>
</tr>
</tbody>
</table>
20,000 X 2020: Production

Secondary Math and Science Production

USG Teacher Production

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20,000 X 2020: 
Retention and Retraining

Retention Rate for Teachers with Zero Years of Experience 2011

<table>
<thead>
<tr>
<th></th>
<th>One Year Retention Rate</th>
<th>Two Year Retention Rate</th>
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<tbody>
<tr>
<td>USG Graduates</td>
<td>92.14</td>
<td>85.49</td>
</tr>
<tr>
<td>Georgia</td>
<td>84.6</td>
<td>87.5</td>
</tr>
<tr>
<td>United States</td>
<td>90.1</td>
<td>87.5</td>
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</table>


Endorsements

<table>
<thead>
<tr>
<th></th>
<th>2009</th>
<th>2010</th>
<th>2011</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>945</td>
<td>1159</td>
<td>896</td>
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</tbody>
</table>

Graduate Degrees

<table>
<thead>
<tr>
<th></th>
<th>2009</th>
<th>2010</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1350</td>
<td>1679</td>
<td>1771</td>
</tr>
</tbody>
</table>

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Source: NCHEMS Information Center
20,000 X 2020: Future Foci

The Cliff

Production is still a necessary USG goal for 20,000 X 2020. For example, enrollments will climb again, and the workforce is still aging.

The work over the last five years positions the USG well to meet the inevitable return of teacher demand as the economy improves and teacher hiring begins again.

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20,000 X 2020: Future Directions

Quality, Accountability, Collaboration

• K-12 and School District Partnerships in support of teacher preparation and K-12 student readiness

• Data, evidence, and metrics of quality based on student outcomes

• New teacher induction and support

• Continued focus on improving the rigor and relevance of teacher knowledge (content and pedagogy)

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20,000 X 2020: Next Steps

- Re-visioning of 20,000 X 2020
- Re-alignment of Regents’ Principles
- Educator Workforce Collaborative
- Improvements in evaluation and data collection methodologies

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