

IDAHO DEPARTMENT OF EDUCATION

EDUCATOR SUPPLY AND DEMAND IN IDAHO

21st ANNUAL REPORT

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http://www.sde.idaho.gov/site/teacher_certification/

Idaho State Department of Education

FOREWARD

The *Educator Supply and Demand in Idaho* is an annual review of information concerning employment variables in Idaho. The data represented herein addresses types of vacancies, numbers of applicants, hard-to-fill positions, the age of the educational work force, and other factors.

The State Department of Education publishes this information to assist in recruitment efforts by local schools, program planning for Idaho colleges and as a career opportunity resource for potential teachers. Idaho competes for quality teachers across the United States, and other states actively recruit Idaho's graduates. This report provides a useful look at the present status and an important look at the critical emerging factors in teacher preparation and placement.

The strength in public education rests with quality teachers and administrators. To that end, I encourage a review of the information provided in this document. Thank you to all the public school and college educators who responded to the annual *Educator Supply and Demand in Idaho* survey.

Sincerely,

A handwritten signature in black ink, appearing to read 'Tom Luna', with a long horizontal flourish extending to the right.

Tom Luna
Superintendent of Public Instruction

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I. EDUCATOR SUPPLY AND DEMAND IN IDAHO

Data for the 2008-2009 edition of the *Educator Supply and Demand in Idaho* report was provided by:

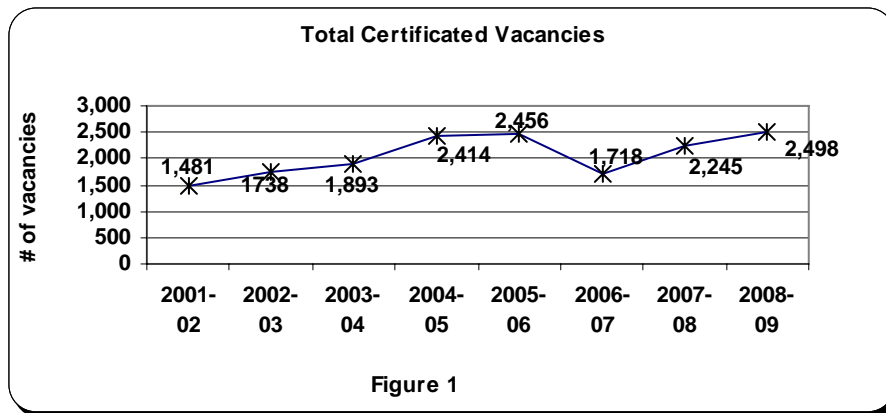
- 107 of the 115 school districts in the state of Idaho
- 23 of Idaho's 31 charter schools
- all 9 of Idaho's teacher preparation colleges and universities
- the Idaho State Department of Education's *Annual Statistical Report 2008-2009*
- information obtained from the 2008-2009 Idaho Basic Education Data System (IBEDS) maintained by the Idaho State Department of Education.

The resulting report is an attempt to compile current information showing trends and projections pertinent to the supply and demand of certificated educators in Idaho.

It is also important to note that when comparing numbers from previous surveys, two of Idaho's largest school districts did not supply information for the 2001-2002 survey.

A. ANNUAL VACANCY TRENDS

For the 2008-2009 school year, reporting districts filled or eliminated a total of 2,498 positions in all certificated areas compared with 2,245 vacancies for the 2007-2008 school year. Information about vacancies since the 2001-2002 school year is shown in **Figure 1**.



B. NUMBER OF APPLICANTS PER VACANCY

Local school districts reported that 11,258 applications were received during the 2008-2009 school year to fill the 2,498 vacancies. This averages out to be 4.51 applications per certificated vacancy.

The average number of applicants began to rise in 2001-02 with a small decline in 2004-05. However, the average number of applicants has remained relatively constant over the last four years as seen in **Figure 2**.

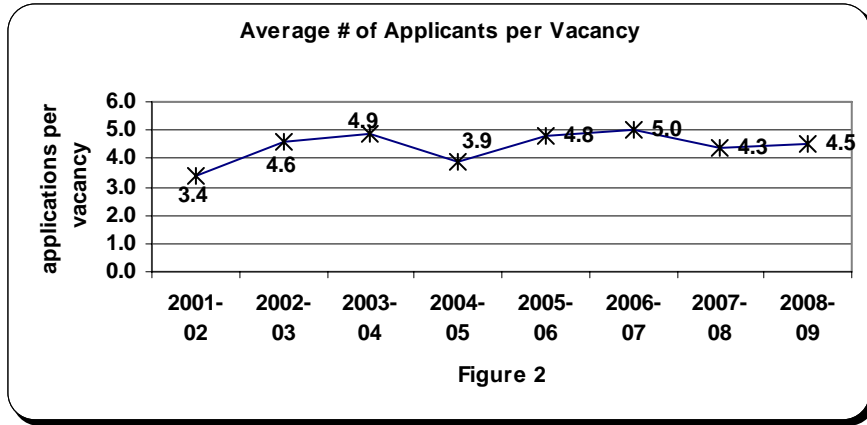


Figure 2

Table 1-A provides detailed information about vacancies by subject area, the number of applicants by subject area, and the average number of applicants per subject area. **Table 1-B** shows detailed data about the number of positions that have been eliminated statewide over the last eight years. Note that **58.5** positions have been eliminated over the last three years.

Previous Supply and Demand surveys have shown that the total number of applicants has fluctuated from a high of 12,591 in 1996-97 to a low of 6,148 for the 2001-2002 school year. **Figure 3** shows the number of applicants have been steadily climbing from the 2001-2002 school year to the 2005-2006 school year and then decreased in the 2006-2007 and 2007-2008 school years. The 2008-2009 received a dramatic increase in applications, which may be due to the slowing economy.

In-district transfers are another issue to take into consideration when viewing total number of applicants. Often districts will report a vacant position but will report only one applicant because they transfer someone from within their district to this position. Of the vacancies reported for 2008-2009, **358.5** were actually filled by shifting personnel from within the district. Transfers will continue to be utilized to handle downsizing through attrition as much as possible rather than through reduction-in-force policies.

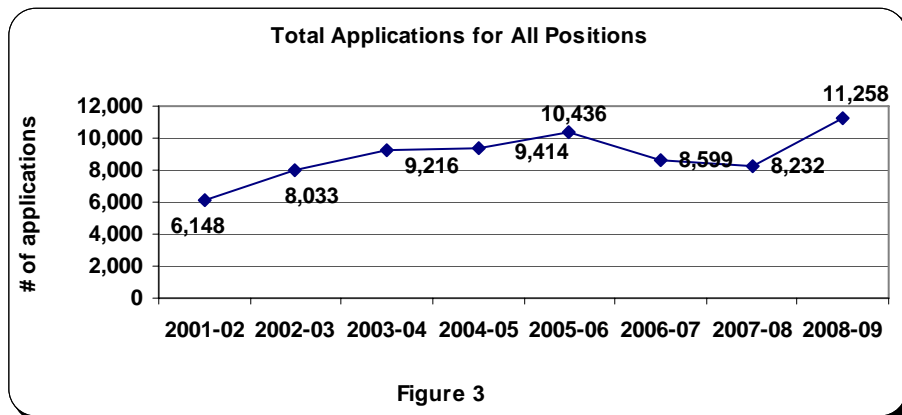


Figure 3

Figure 4 shows the eight areas that have the highest and lowest ratios of applicants to subject areas. Based on the number of applicants for each position, these would be the categories rated the easiest and the most difficult to fill.

8 Positions with the Greatest # of Applications per Vacancy

(at least 10 vacancies)

Subject Area	Number of Applicants	Number of Vacancies	Avg # of Applicants per Position
History	209	17.5	11.94
Health	139	12	11.58
Social Studies	650	67.5	9.63
Superintendent/Asst Superintendent	124	13.5	9.19
Principal/Asst Principal	696	91	7.65
Chemistry	70	9.5	7.37
Physical Science	133	21	6.33
Biological Science	194	31	6.26

8 Positions with the Least # of Applications per Vacancy

(at least 10 vacancies)

Subject Area	Number of Applicants	Number of Vacancies	Avg # of Applicants per Position
School Psychologist	37	22	1.68
School Nurse	36	21	1.71
Prof Tech-Occupational Spec	38	22	1.73
Early Childhood/Special Ed Blended	167	93	1.80
Speech/Language Pathologist	48	26.5	1.81
Gifted and Talented	26	13	2.00
Ag Science & Technology	32	15	2.13
Special Education Generalist	453	202	2.24

Figure 4

C. SOURCES OF APPLICANTS FOR CERTIFICATED VACANCIES

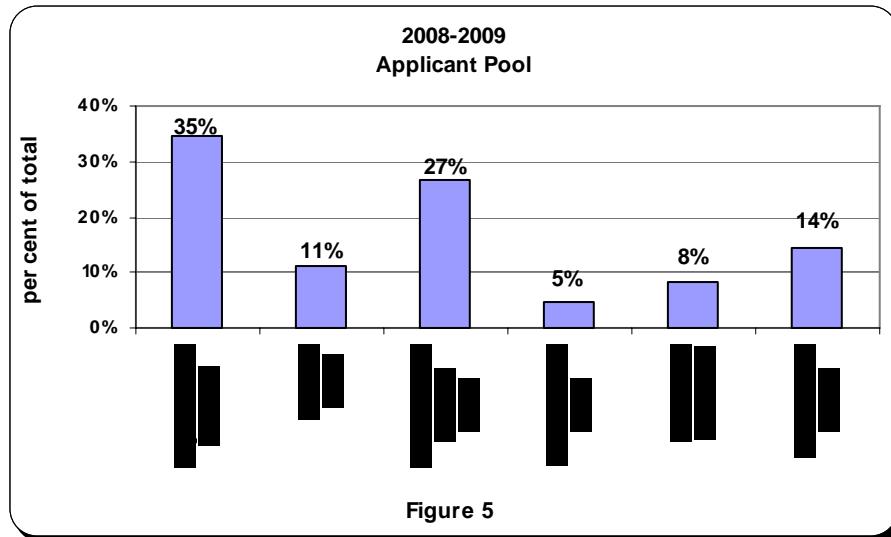
Districts are asked to provide information about the sources from which people have been hired to fill district vacancies. These sources are listed in five different categories:

1. Experienced Idaho educators
2. Experienced out-of-state educators
3. New Idaho educators
4. New out-of-state educators
5. In-district transfers
6. Those with alternative/emergency certification
7. Positions that have been eliminated.

The 2,498 vacancies for 2008-2009 were filled by:

- 854.5 experienced Idaho teachers
- 276.5 experienced out-of-state teachers
- 659.0 new Idaho teachers
- 118.0 new out-of-state teachers
- 206.5 employees with alternative certification
- 358.5 intra-district transfers
- 25.0 positions were eliminated

The applicant pool is broken down by percentages in **Figure 5**. **Table 1-C** provides detailed information about the sources of applicants for certified subject areas.



D. DISTRICT PROJECTED VACANCIES

Local school districts reported that a total of 679.5 projected vacancies will be opening in the 2009-2010 and 2010-2011 school years. Projected vacancies may be due to retirement or creation of a new position. Not all districts reported projected vacancies.

Table 1-I provides detailed information about projected vacancies by subject area.

TOP TEN DISTRICT PROJECTED VACANCIES		
Subject/Position	2010	2011
Standard Elementary Teacher	152	79
English	44.5	19
Generalist	41.5	16
Math (Standard)	21.5	11
Principal/Asst Principal (Elem or Sec)	18.5	4
School Counselor	18	4
Natural Science	15.5	9.5
Early Childhood/Spec. Ed Blended	15	4
Math (Basic)	12.5	9
Social Studies	8	11

Figure 6

E. EDUCATOR ETHNICITY

The majority of Idaho's educators are White, as shown in **Figure 7**. Based on the Idaho Department of Education's *Annual Statistical Report, 2008-2009*, the remaining portion of the workforce includes Hispanic, Black, Native American, and Asian certified educators. A comparison of the ethnic representation between 2002 and 2009 illustrates a relatively stable percentage for each ethnicity group.

ETHNICITY OF IDAHO EDUCATORS (% of total)

Year	Total # of educators (actual count)	White	Black	Hispanic	Asian or Pacific Islander	Native American	Total %
2001-02	18,207	97.98	0.10	1.08	0.58	0.26	100.00
2002-03	17,938	97.99	0.11	1.10	0.56	0.24	100.00
2003-04	17,804	98.00	0.10	1.15	0.51	0.24	100.00
2004-05	18,078	98.00	0.08	1.18	0.52	0.22	100.00
2005-06	18,766	97.88	0.09	1.29	0.51	0.23	100.00
2006-07	17,186	97.95	0.07	1.28	0.47	0.23	100.00
2007-08	19,347	97.92	0.08	1.29	0.49	0.22	100.00
2008-09	19,551	97.96	0.08	1.27	0.46	0.23	100.00

Figure 7

F. STUDENT ETHNICITY

White students continue to make up the majority of students in Idaho's public schools. **Figure 8** shows the different percentages for each ethnic group. The Idaho Department of Education's *Attendance and Enrollment Report, 2008-2009* demonstrates the remaining percentage is comprised of Hispanic, Black, Native American, and Asian students. A comparison of ethnic representation in the student population between 2002 and 2009 shows a relatively stable percentage for each group with a gradual increase in the total overall minority population.

ETHNICITY OF IDAHO STUDENTS (% of total)

Year	Total # of students	White	Black	Hispanic	Asian and Pacific Islander	Native American	Total %
2001-02	246,415	85.34	0.77	11.21	1.33	1.35	100.00
2002-03	248,515	85.89	0.80	10.85	1.24	1.22	100.00
2003-04	252,037	84.06	0.86	12.01	1.47	1.60	100.00
2004-05	256,004	83.45	0.97	12.41	1.54	1.63	100.00
2005-06	261,907	82.99	1.01	12.83	1.58	1.59	100.00
2006-07	267,533	82.31	1.06	13.42	1.61	1.60	100.00
2007-08	272,058	81.58	1.15	13.98	1.69	1.60	100.00
2008-09	275,075	81.19	1.28	14.12	1.75	1.66	100.00

Figure 8

A comparison of the ethnic representation between Idaho educators and students reflects a disproportion. **Figure 8**, *Ethnicity of Idaho Students*, reflects national demographic trends where certain minority groups, especially the Hispanic population, are growing. This trend does not hold true for Idaho’s educators during the same time period, as indicated in **Figure 7**.

G. POSITIONS MOST DIFFICULT TO FILL

Figure 9 shows the relative difficulty filling certificated positions as reported by Idaho’s public schools. Districts were asked to rank the difficulty they had in filling a position by using a scale of 1 to 5 with number 1 being “very hard” and number 5 being “very easy.” Answers were then sorted based on the percentages of those job areas where at least ten (10) districts reported having a vacancy in that specific subject area.

10 POSITIONS MOST DIFFICULT TO FILL				5 POSITIONS LEAST DIFFICULT TO FILL			
Position	# of districts rating a #1 or a #2 (hard to fill or a very hard to fill)	# of districts reporting a vacancy in this job area.	percent rank	Position	# of districts rating a #1 or a #2 (hard to fill to very hard to fill)	# of districts reporting a vacancy in this job area	percent rank
Speech/Lang Pathologist	13	14	93%	Social Studies	2	35	6%
School Psychologist	11	12	92%	Standard Elementary	8	89	9%
PT Occup Specialist	9	12	75%	History	2	15	13%
(ENL) English as a New Lang	11	15	73%	Physical Education	4	30	13%
Special Ed Generalist	30	43	70%	Principal	7	41	17%
Ag Science & Technology	9	14	64%				
Early Child/Special Ed Blended	18	28	64%				
Music	23	37	62%				
Natural Science	20	33	61%				
Chemistry	6	10	60%				

Must have 10 districts reporting

Figure 9

The list of “hard to fill” positions doesn’t change much from year to year. In the 2008-2009 school year four new endorsements appear on the list. They are Professional Technical Occupational Specialist, Agricultural Science, Natural Science, and Chemistry.

Figure 10 is a list of the number of districts that reported having fewer than three applications per vacancy.

of Districts Reporting 3 or Fewer Applications for a Position

English	27	PT-Occupational Spec	10	Director-Other Services	3
Music	22	Communication//Drama/Speech	9	Literacy (Reading)	3
ECE/ECSE Blended	17	Biological Science	8	Principal	3
Generalist	16	School Psychologist	8	Audiology	2
Math (Basic)	15	Social Studies	8	Earth Science/Geology	2
Math (Standard)	15	Business Technology	7	Economics	2
School Counselor	12	(ENL) English as a New Lang	7	Hearing Impaired	2
Speech/Lang Pathologist	12	Physical Education	7	History	2
Standard Elementary	12	American Government	6	Physics	2
Ag Science & Technology	11	Chemistry	5	School Social Worker	2
Art	11	Gifted and Talented	5	Bilingual	1
Family & Consumer Science	11	Physical Science	5	Journalism	1
Foreign Language	11	Health	4	Psych/Sociology/Anthro	1
Library Media Specialist	10	Superintendent	4	School Nurse	1
Natural Science	10	Technology Education	4		

Figure 10

Figure 11 shows a comparison of positions rated “difficult to fill” over the last eight years.

POSITIONS RATED MOST DIFFICULT TO FILL (2002-2009)

Rank	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09
1	Speech Path	Music	ECE/ECSE	Special Ed.	Special Ed	Special Ed	Speech Path	Speech Path
2	Special Ed	ENL	Tech Ed	Math	Math	ECE/ECSE	ECE/ECSE	School Psych
3	Tech Ed	ECE/ECSE	Speech Path	Music	English	Math	Tech Ed	PT Occ Spec
4	ECE/ECSE	Speech Path	Special Ed	ENL	Music	Speech Path	Foreign Lang	ENL
5	Music	Special Ed	ENL	Foreign Lang	Speech Path	Music	Math-Standard	Special Ed
6	School Psych	Tech Ed	Music	ECE/ECSE	Foreign Lang	ENL	Music	Ag Science/Tech
7	Family/Cons Science	Foreign Lang	Foreign Lang	Counselor	ENL	Family/Cons Science	Math-Basic	ECE/ECSE
8	Foreign Lang	Biology	Counselor	English	Counselor	Foreign Lang	Special Ed	Music
9	Math	School Psych	Math	Speech Pathologist	School Psych	School Psych	School Nurse	Natural Science
10	Counselor	Business Ed	English	Spch/Drama	Principal	Eng / Bus Ed	Family/Cons Science	Chemistry

Figure 11

H. EDUCATOR SALARIES

Salaries are a major concern when it comes to attracting and retaining quality personnel. **Figure 12** shows the average base salaries for personnel groups in Idaho.

Category of Service	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09
Dist/Chtr Administration	\$67,111	\$68,101	\$69,507	\$71,335	\$71,702	\$74,969	\$77,264	\$78,936
Building Administration	\$64,436	\$64,942	\$65,601	\$67,004	\$67,735	\$69,825	\$72,134	\$73,660
Student Services	\$44,021	\$44,705	\$45,342	\$46,365	\$46,628	\$48,443	\$50,020	\$51,415
Instructional Services	\$39,174	\$39,784	\$40,111	\$40,864	\$41,150	\$42,798	\$44,099	\$45,177

Figure 12

Source: Annual Statistical Report

I. AGE LEVELS OF CERTIFICATED EDUCATORS

Figure 13 shows the number of certificated educators in Idaho's work force. The chart reflects a steady increase from 2002 to 2009.

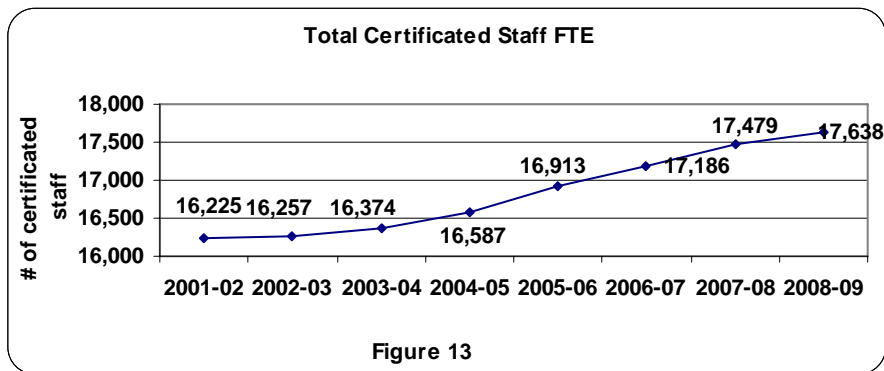


Figure 13

Total certificated staff in **Figure 14** does not indicate future attrition trends. One helpful factor concerning the future supply pool is a breakdown of the various educator age groups. As Idaho's educators begin to reach retirement age, it is important to know the size of the various age groups in order to predict future needs for attracting and recruiting new educators.

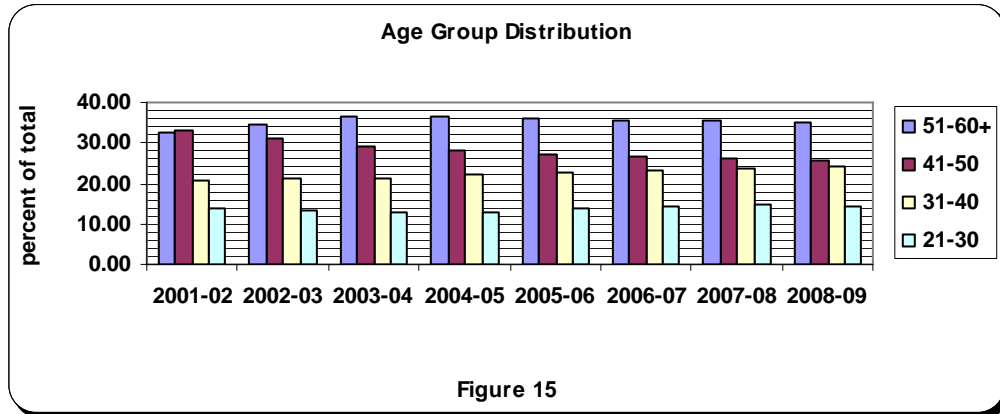
Age Group Distribution of Idaho's Educators (%)

	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09
Ages 21-30	13.82	13.13	12.96	12.93	13.80	14.28	14.57	14.56
31-40	20.63	21.21	21.44	22.32	22.89	23.31	23.88	24.33
41-50	32.93	31.02	29.24	27.96	27.23	26.72	25.96	25.84
51-60	30.06	31.87	33.34	33.22	32.52	31.66	31.30	30.07
over 60	2.56	2.77	3.02	3.57	3.56	4.03	4.29	5.20
Total %	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00

Figure 14

Source: Annual Statistical Report

Reviewing data from the 2001-2002 Supply and Demand Survey clearly shows changes in educator age populations. For example, in 2001-2002 the 60+ age group was only 2.56% of the educator population. That number has grown to 5.20% in 2008-2009. The percent of educators in the 41-50 age group has dropped significantly from 32.93% in 2001-2002 to 25.84% in 2008-2009.



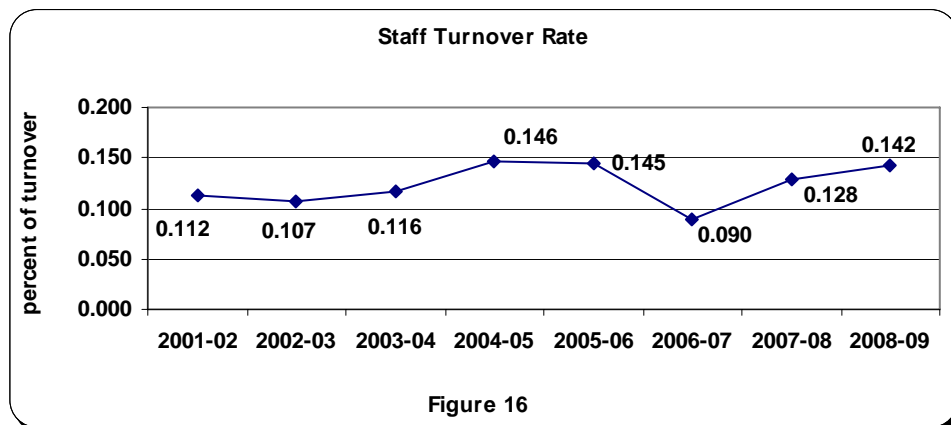
The graph shows the divergence of the upper age group and the relative stability of the younger age groups since 2001-2002.

More detailed numbers including age groups, the numbers within each group, and the percentage of the total education work force, are reported in **Table 1-D**.

J. TURNOVER RATES

There were 2,498 vacancies reported from a total education work force of 17,638 for the 2008-2009 school year. If you divide the number of vacancies by the total number of certificated educators employed in the state, you get an annual percentage turnover rate. In other words, this is the total percent of the jobs in the educational field that require new hires each year. When compared over a period of time, this number gives a quick look at what is happening to the overall rate of people moving in and out of Idaho's supply pool. The rates for the last eight years run between 9% and 14.6% turnover rate. **Figure 16** shows a comparison of the turnover rates for the last eight years.

Table 1-E and **Table 1-F** in the back of this manual provide detailed data about certificated staff turnover including male and female statistics and reasons for turnover.



Reasons for attrition in the Idaho education work force are reported annually by school districts. **Figure 17** provides **some** of the reasons given for staff turnover.

REASONS FOR TURNOVER RATE IN IDAHO'S EDUCATOR WORK FORCE

Moving to Another ID District		Leaving the Profession		Leaving for Personal Reasons		Leaving Due to a Reduction in Force	
2001-02	346	2001-02	164	2001-02	337	2001-02	33
2002-03	188	2002-03	101	2002-03	424	2002-03	55
2003-04	286	2003-04	173	2003-04	295	2003-04	46
2004-05	357	2004-05	206	2004-05	356	2004-05	51
2005-06	367	2005-06	165	2005-06	334	2005-06	28
2006-07	453	2006-07	144	2006-07	352	2006-07	24
2007-08	533	2007-08	134	2007-08	360	2007-08	31
2008-09	534	2008-09	147	2008-09	486	2008-09	34

Leaving Due to the Transfer of Spouse		Retiring		Requesting a Leave of Absence		Death	
2001-02	48	2001-02	169	2001-02	153	2001-02	13
2002-03	54	2002-03	200	2002-03	122	2002-03	16
2003-04	60	2003-04	201	2003-04	122	2003-04	11
2004-05	70	2004-05	241	2004-05	143	2004-05	16
2005-06	54	2005-06	319	2005-06	69	2005-06	15
2006-07	49	2006-07	310	2006-07	102	2006-07	13
2007-08	53	2007-08	347	2007-08	124	2007-08	14
2008-09	69	2008-09	455	2008-09	77	2008-09	17

Moving to Another State		Going Back to School		Leaving Due to a Family Obligation		Early Retirement	
2001-02	189	2001-02	25	2001-02	5	2001-02	189
2002-03	162	2002-03	13	2002-03	19	2002-03	236
2003-04	140	2003-04	24	2003-04	21	2003-04	228
2004-05	136	2004-05	24	2004-05	11	2004-05	246
2005-06	184	2005-06	22	2005-06	6	2005-06	237
2006-07	191	2006-07	24	2006-07	6	2006-07	228
2007-08	186	2007-08	18	2007-08	4	2007-08	217
2008-09	219	2008-09	15	2008-09	6	2008-09	92

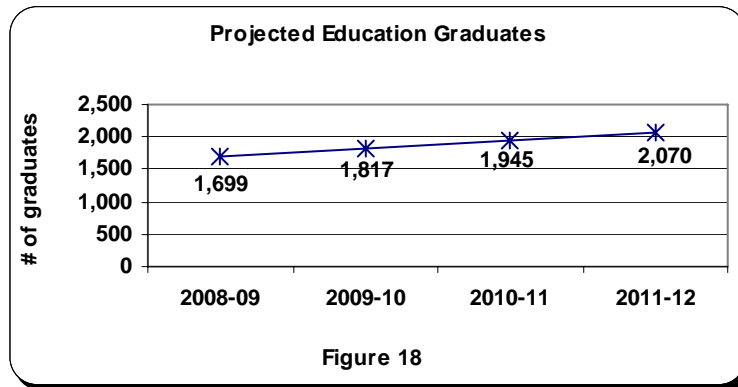
Involuntary Terminations	
2001-02	76
2002-03	55
2003-04	119
2004-05	136
2005-06	58
2006-07	80
2007-08	64
2008-09	57

Figure 17

II. EDUCATOR PREPARATION AND CERTIFICATION

A. EDUCATOR PREPARATION IN IDAHO

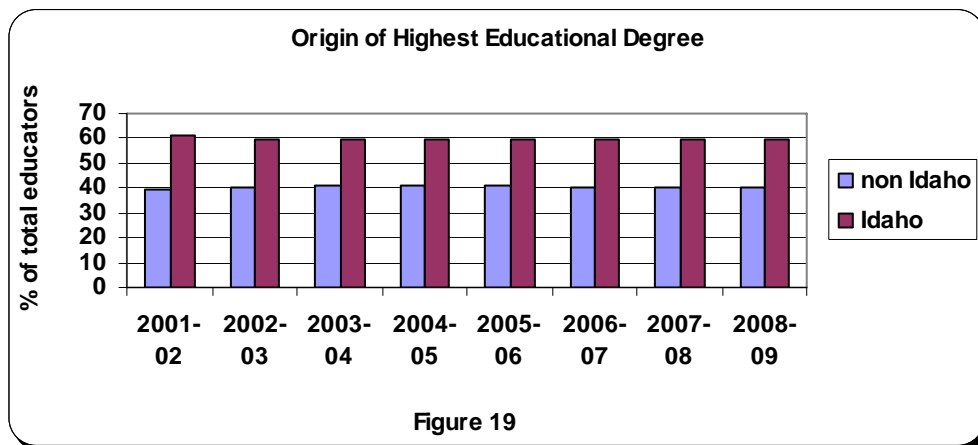
Nine Idaho colleges and universities provide approved teacher preparation programs. Graduates from these institutions make up a significant portion of the certified educators working in Idaho. Projections of future graduates are made annually and are shown in **Figure 18**. An increase in Idaho education graduates will provide a more talented applicant pool; however, from an individual's standpoint, it will also mean more competition for available teaching positions.



More detailed information regarding projected education graduates is included in **Table 1-G** and **Table 1-H**.

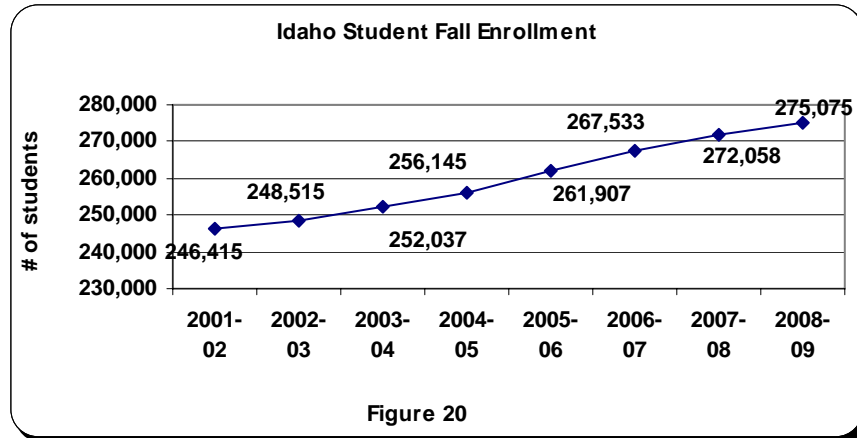
B. ORIGINS OF TRAINING FOR IDAHO EDUCATORS

The majority of certified educators in Idaho's public schools, approximately 60 percent in 2008-2009, received their highest degree from an Idaho college or university. As reported in **Figure 19**, the remaining 40 percent are prepared in other states. It is important to note that while many fear an exodus of Idaho's education graduates to other states, the percentage of total educators that graduate from an Idaho institution remains relatively constant.



C. STATEWIDE ENROLLMENT TRENDS

Student enrollment in Idaho's school system grew approximately 1 percent per year from 1990 to 1996. In the 1997-98 school year there was a drop in student population. Since then, Idaho's student population has continued to increase steadily.



The following figures reflect student enrollment trends by region over a twelve-year period. **Figure 22** compares enrollment in the six educational regions in 1996-1997 and 2008-2009. **Figures 23** through **28** are sorted by region and compare district growth or loss of student population from the 1996-97 school year to the 2008-09 school year.

Idaho's overall student population has continued to grow, but there are districts that experience significant growth or loss over time. Enrollment continues which create unique problems for those districts. Regions 1, 3, and 6, have shown growth. Regional charts show that some districts within the region had growth while other districts in the region had a loss of students.

The numbers reflect significant growth the Treasure Valley area and in the northern part of the state in Kootenai County. Other areas of steady growth are the Twin Falls School District in South Central Idaho and Bonneville and Jefferson County School District in Eastern Idaho. The charts indicate that communities linked to natural resources like forestry and mining are continuing to lose students. Region 5 in Southeast Idaho has lost a significant number of students over the past 12 years.

The questions to be asked about decreasing enrollment are: How do rural schools keep successful programs with a dwindling enrollment? How do rural schools meet federal and state government mandates with a decreasing enrollment? How can districts work together to meet the needs of their students?

More detailed information regarding enrollment is included in **Table 1-M**.

DISTRICT ENROLLMENT GAIN AND LOSS

10 Districts with largest GAIN in actual student count

		2000-01	2008-09	+/-
1	Meridian	23946	33577	9,631
2	Nampa	11444	14797	3,353
3	Vallivue	3598	6677	3,079
4	Bonneville	7691	9585	1,894
5	Kuna	2951	4730	1,779
6	Post Falls	4527	5533	1,006
7	Middleton	2196	3067	871
8	Coeur d'Alene	9423	10278	855
9	Jefferson	3988	4668	680
10	Madison	3993	4657	664

10 Districts with largest LOSS in actual student count

		2000-01	2008-09	+/-
	Boise	26700	24896	1,804
	Minidoka	4482	3893	-589
	Bear Lake	1568	1128	-440
	Mountain Home	4514	4112	-402
	Idaho Falls	10767	10371	-396
	Emmett	3018	2641	-377
	Snake River	2133	1836	-297
	Lake Pend	4061	3782	-279
	Marsh Valley	1537	1262	-275
	Payette	1982	1729	-253

10 Districts with largest % GAIN in student count

		2000-01	2008-09	+/-	%
1	Prairie	5	13	8	160.00%
2	Vallivue	3598	6677	3,079	85.58%
3	Kuna	2951	4730	1,779	60.28%
4	Meridian	23946	33577	9,631	40.22%
5	Middleton	2196	3067	871	39.66%
6	Nampa	11444	14797	3,353	29.30%
7	Meadows Valley	182	235	53	29.12%
8	Bonneville	7691	9585	1,894	24.63%
9	Swan Valley	63	78	15	23.81%
10	Shoshone	480	589	109	22.71%

10 Districts with largest % LOSS in student count

		2000-01	2008-09	+/-	%
	Three Creek	18	4	-14	-77.78%
	Pleasant Valley	26	13	-13	-50.00%
	Arbon	18	10	-8	-44.44%
	Culdesac	216	123	-93	-43.06%
	Avery	22	13	-9	-40.91%
	South Lemhi	160	98	-62	-38.75%
	Nezperce	217	143	-74	-34.10%
	Mullan	165	115	-50	-30.30%
	Glenns Ferry	627	440	-187	-29.82%
	Cambridge	209	148	-61	-29.19%

Figure 21

Regional Enrollment Trends

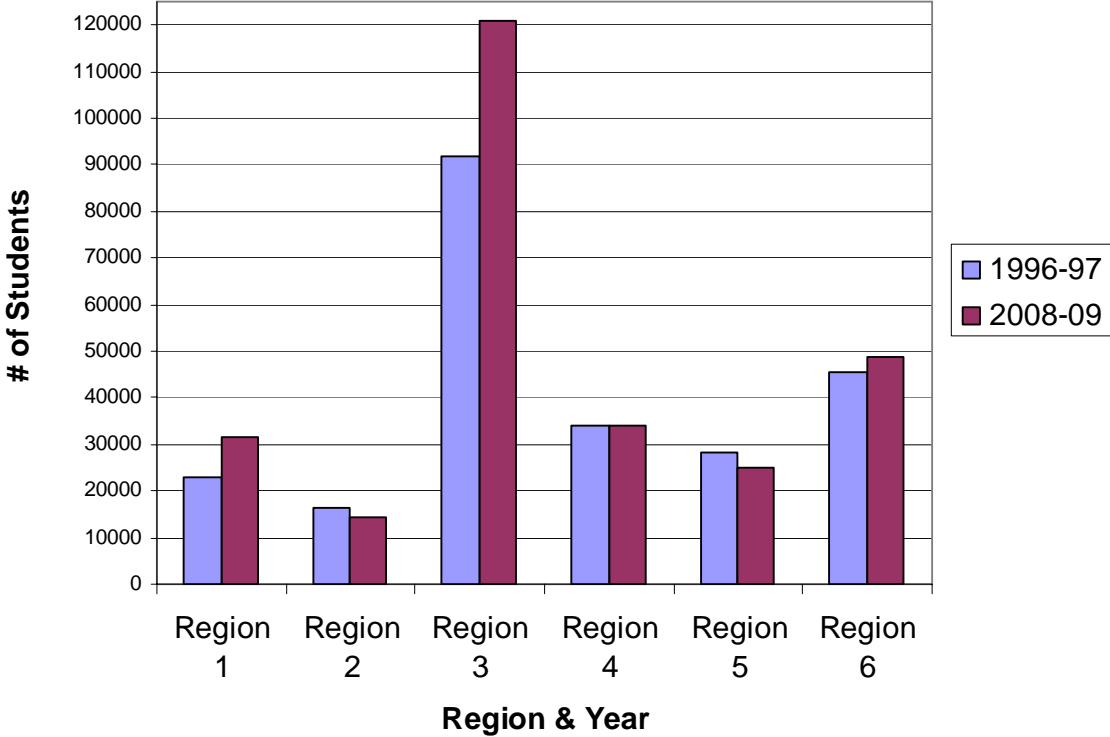


Figure 22

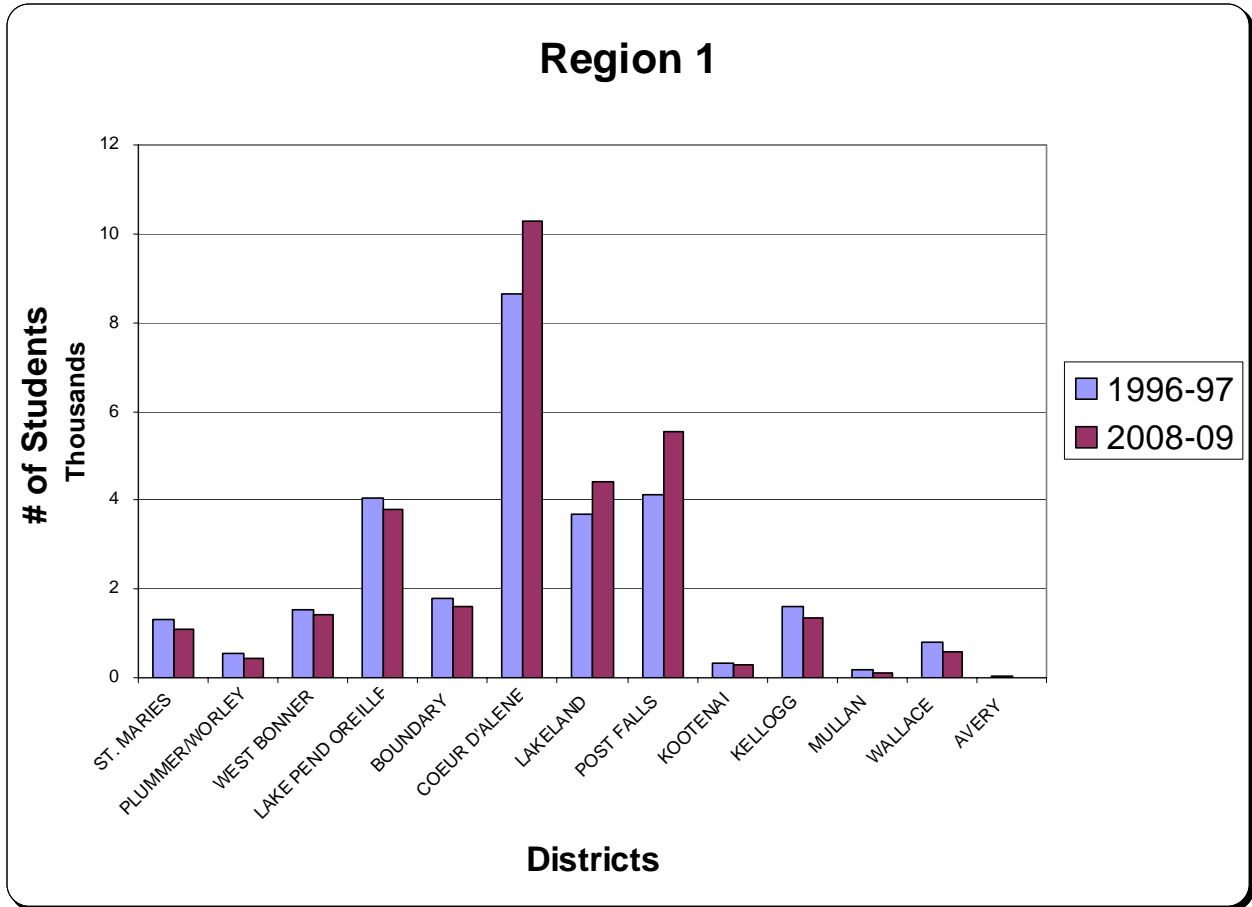


Figure 23

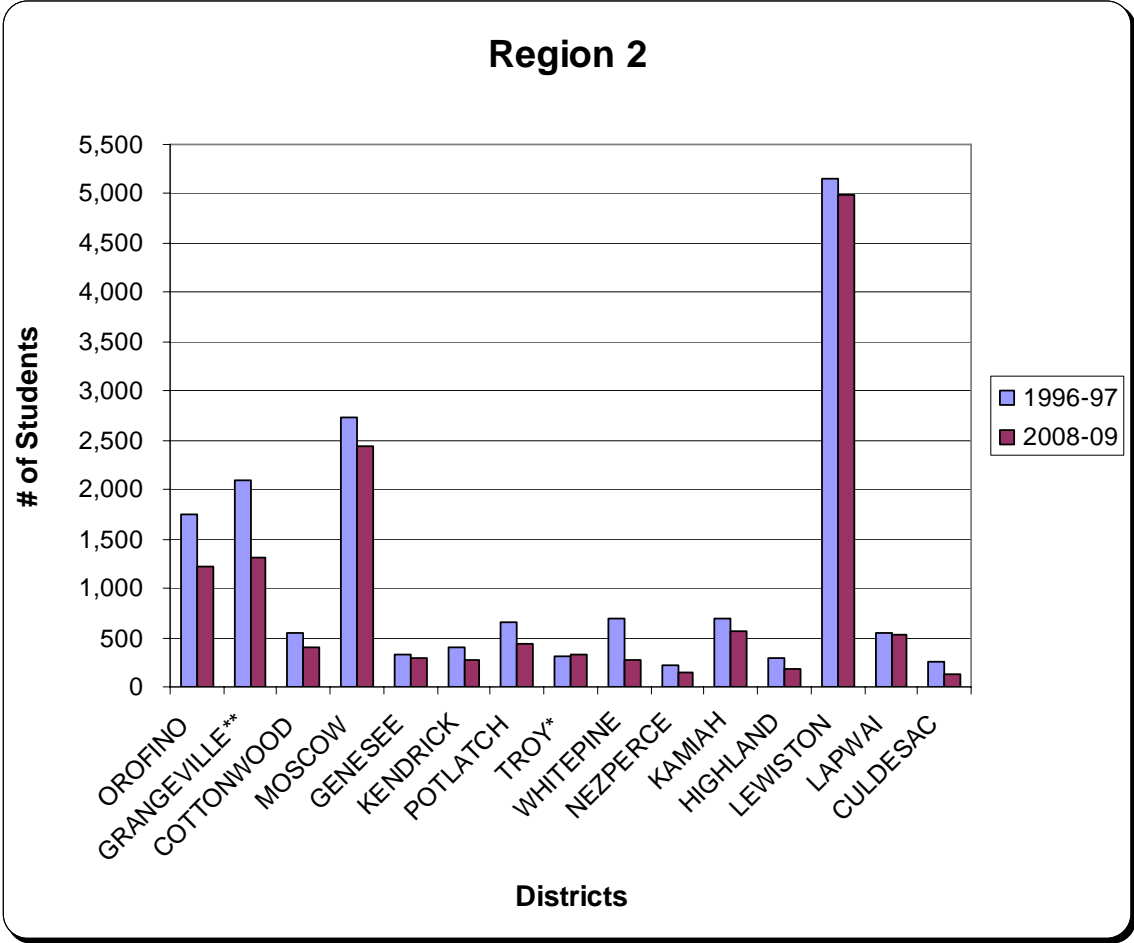


Figure 24

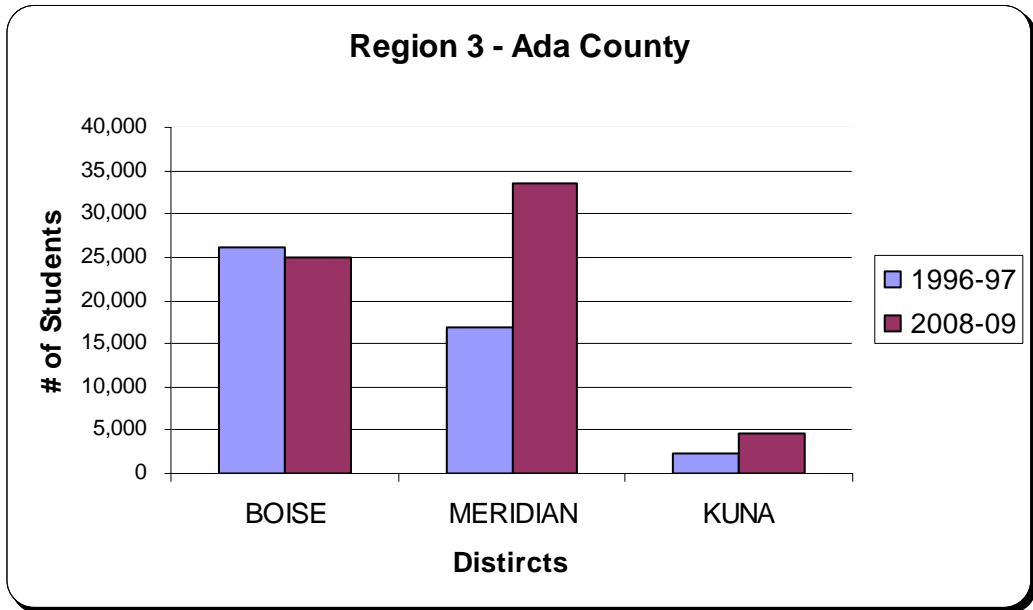


Figure 25 - a

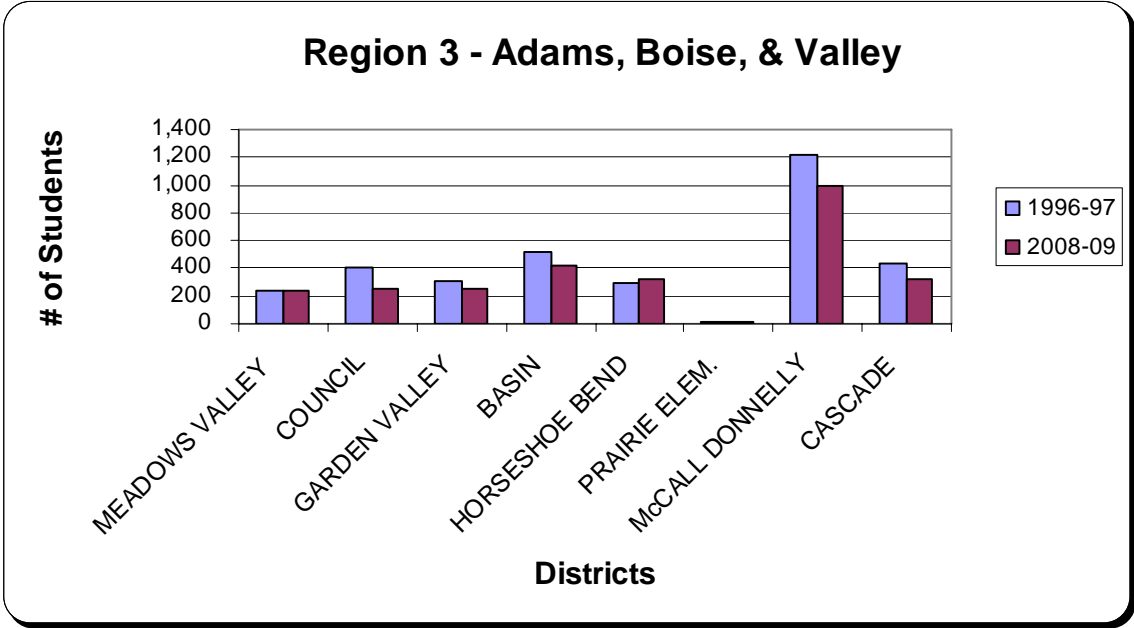


Figure 25 - b

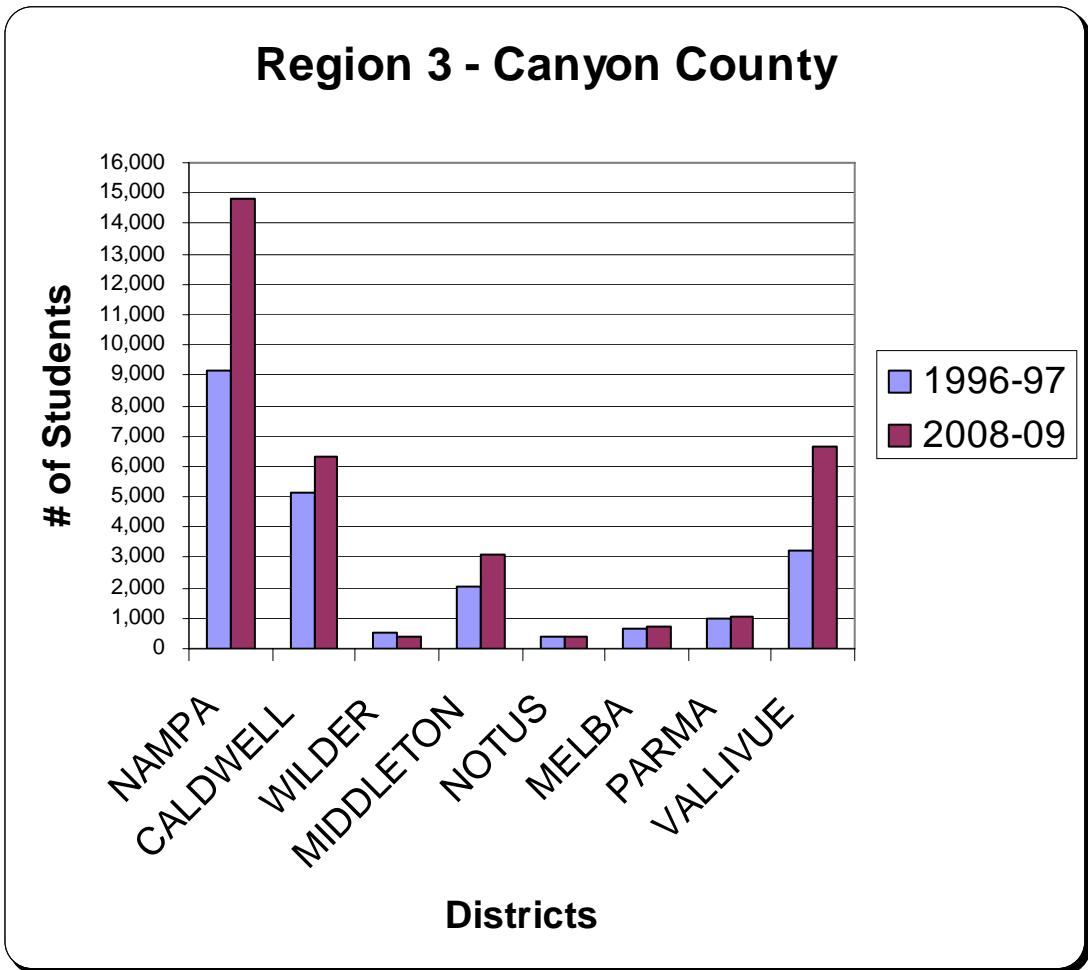


Figure 25 - c

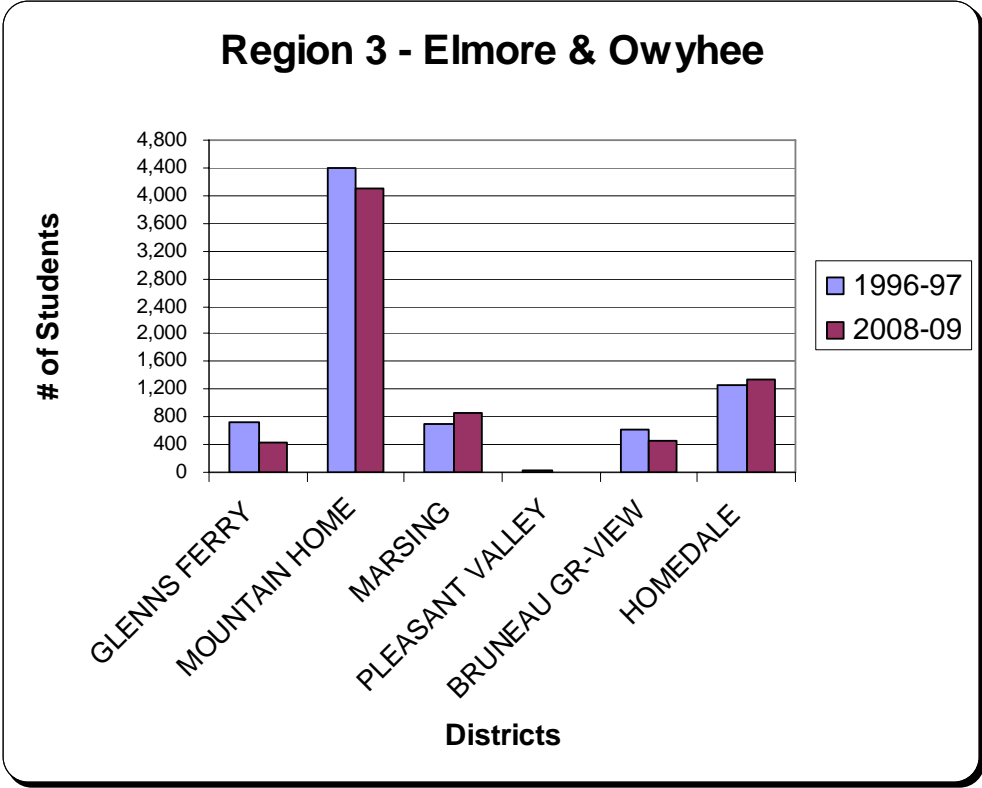


Figure 25 - d

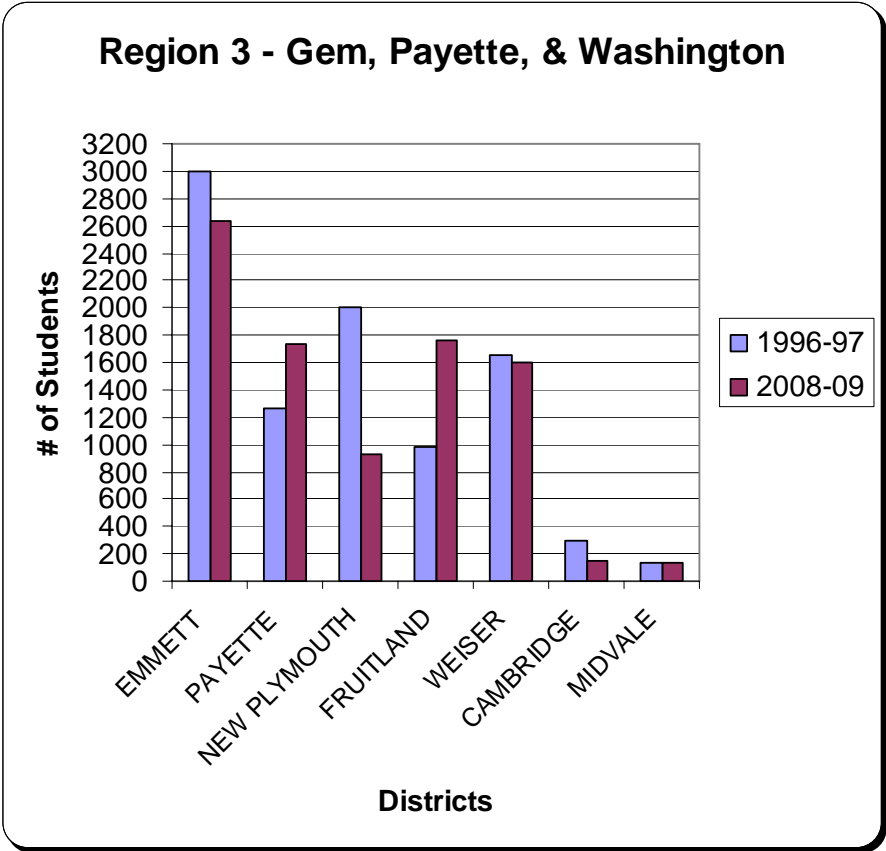


Figure 25 - e

Region 4 - Blaine, Camas, Cassia, Shoshone, Lincoln & Minidoka

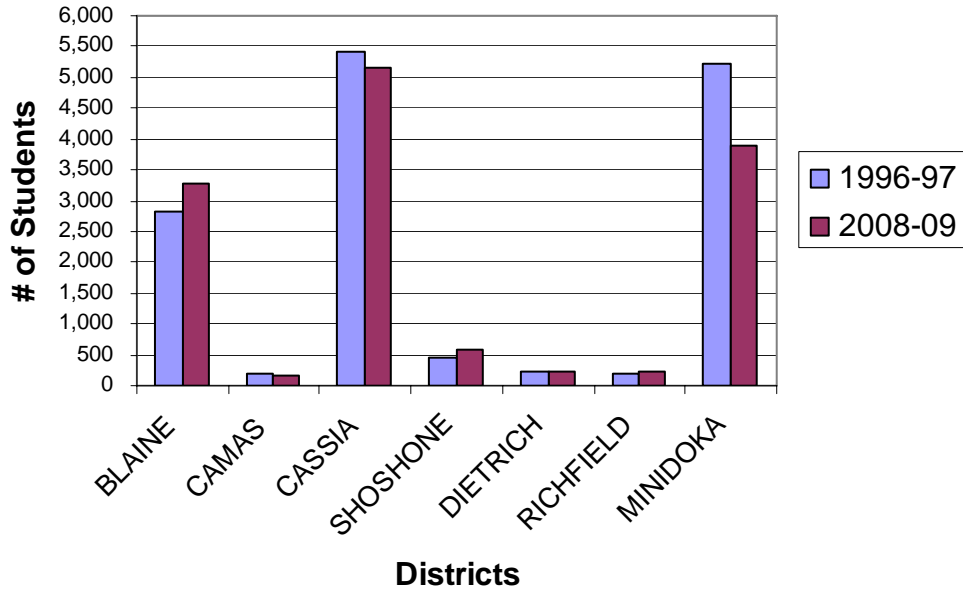


Figure 26 - a

Region 4 - Gooding, Jerome & Twin Falls

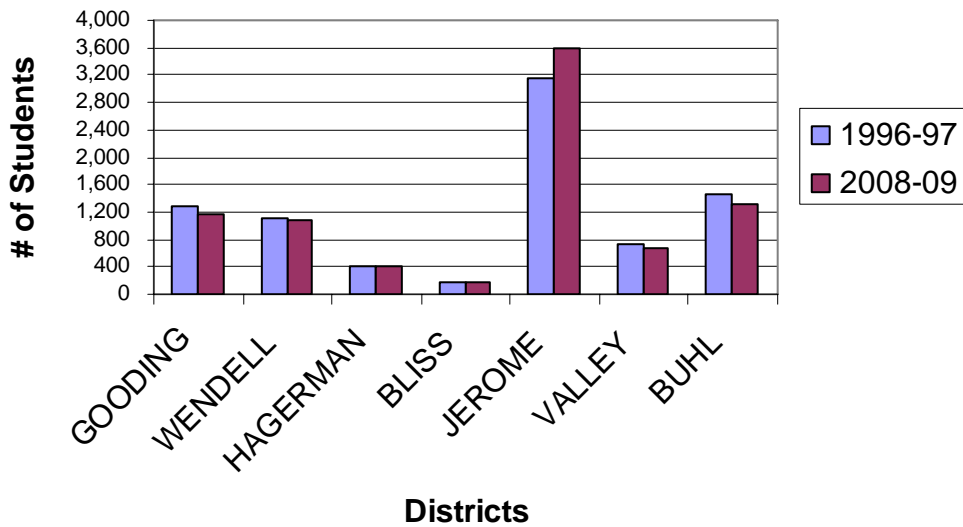


Figure 26 - b

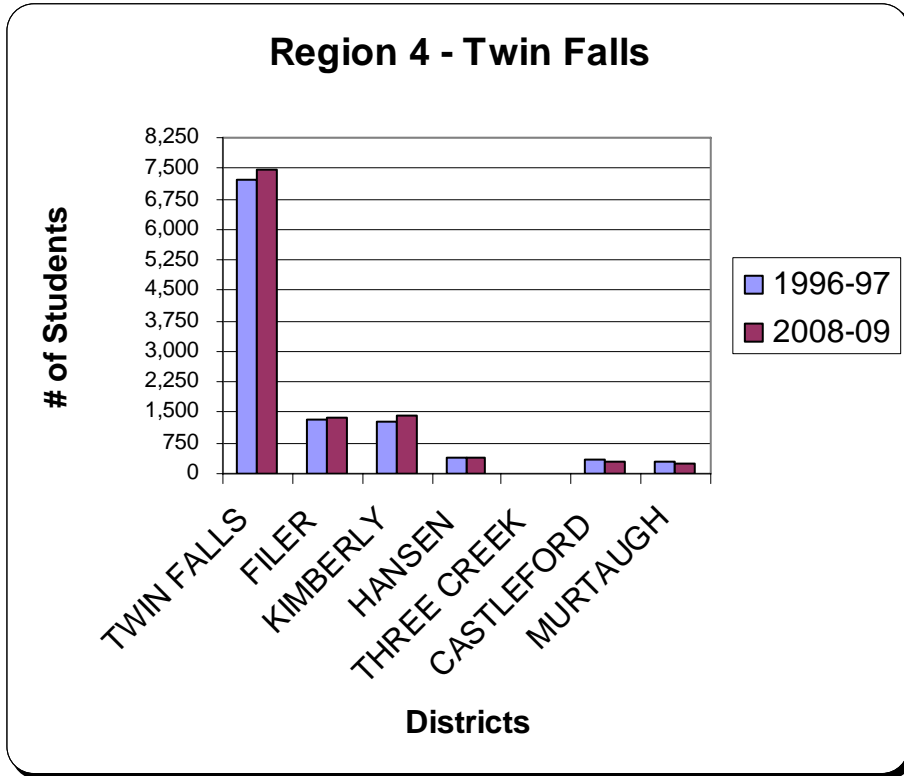


Figure 26 - c

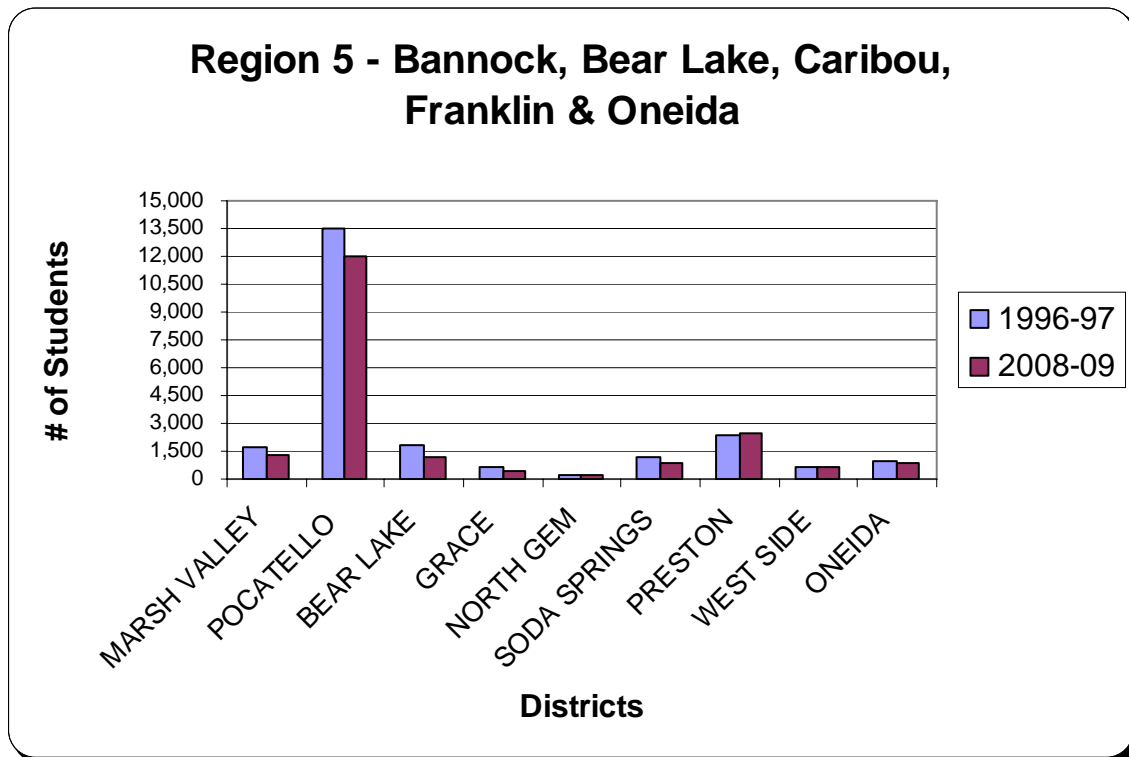


Figure 27 - a

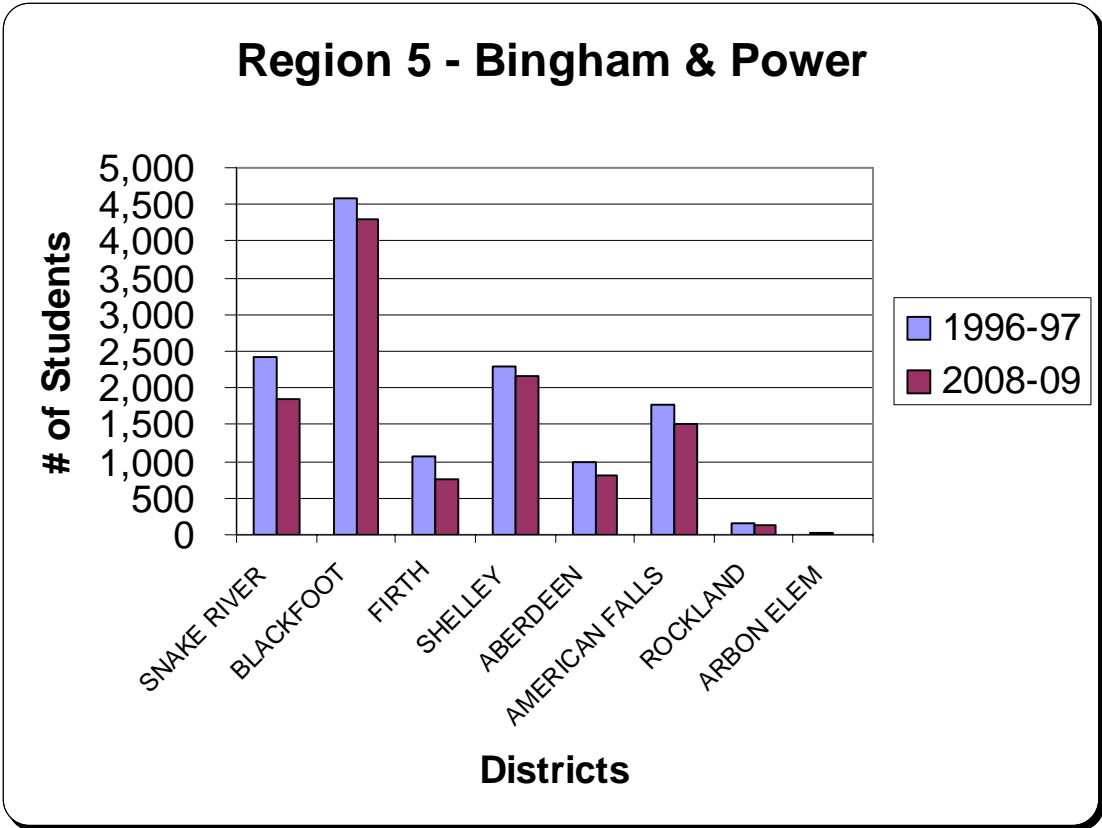


Figure 27 - b

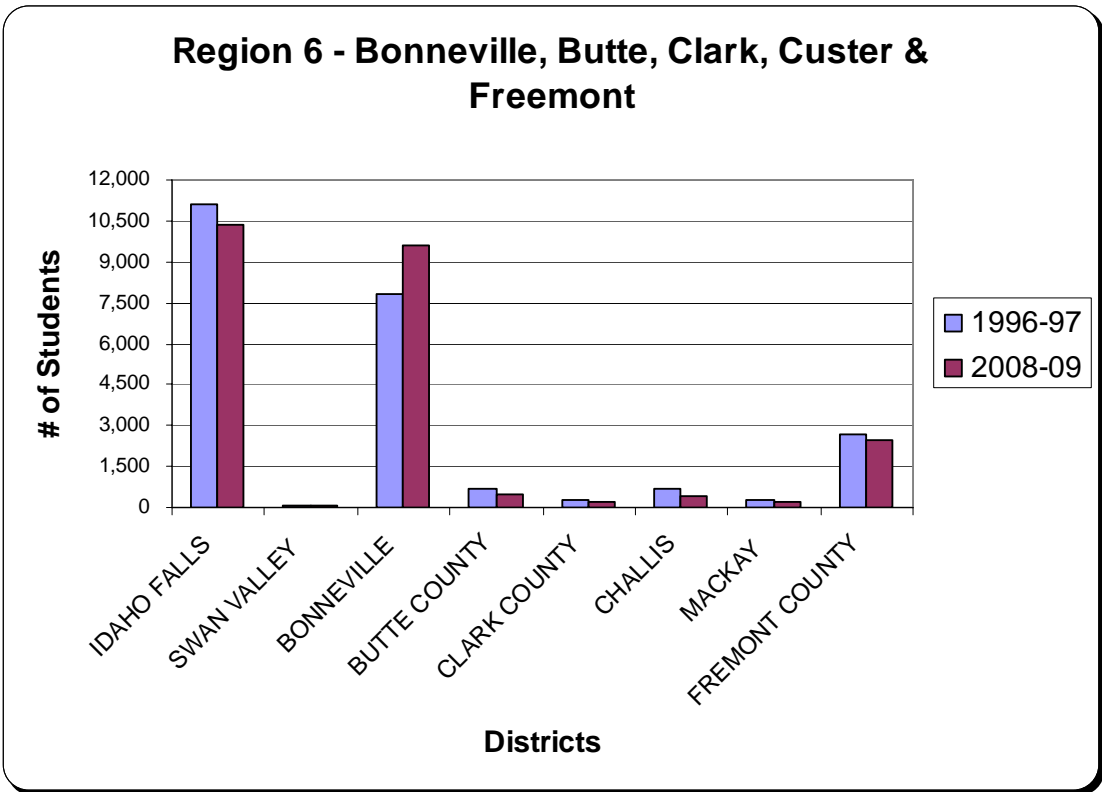


Figure 28 - a

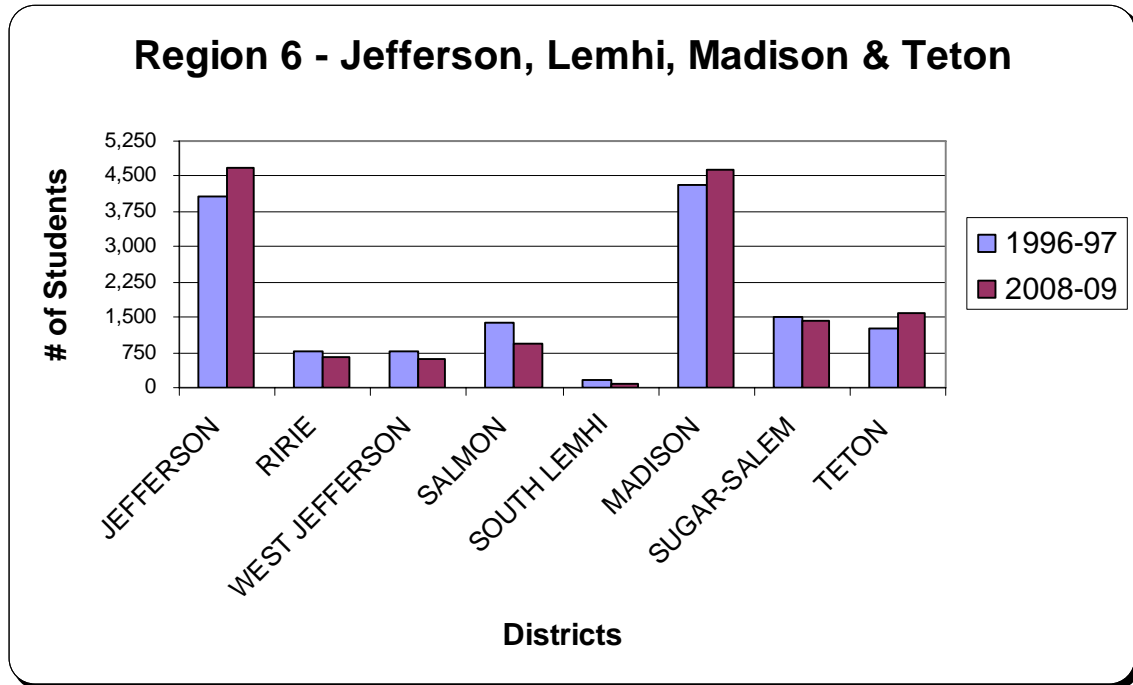


Figure 28 - b

III. NON-TRADITIONAL CERTIFICATION IN IDAHO

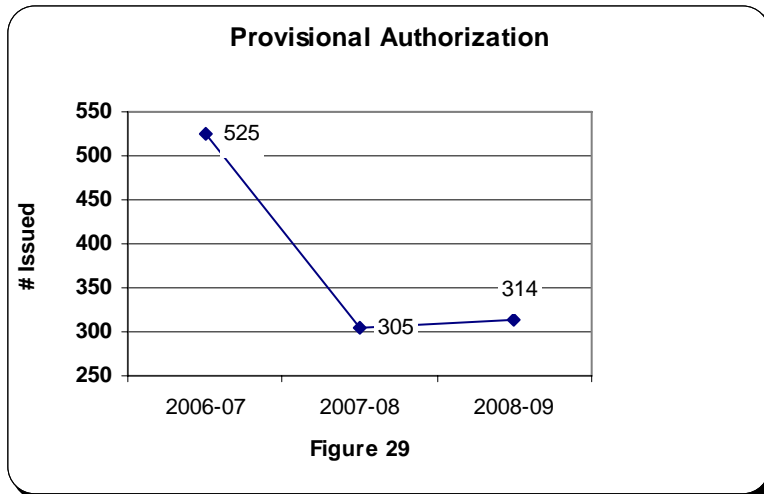
When staffing vacancies occur and qualified applicants with appropriate credentialing cannot be found there are alternative routes that districts can use to solve their hiring dilemmas. The alternatives are:

- Provisional Authorization
- Teacher to New Certification
- Content Specialist
- ABCTE (American Board for Certification of Teacher Excellence)

If certain conditions can be met, the alternative pathways allow districts to hire individuals who don't have appropriate certification, but each option has its own set of requirements before it can be granted. The alternative routes provide districts the opportunity to alleviate difficult staffing problems.

A. PROVISIONAL AUTHORIZATION

A Provisional Authorization is a one year only emergency authorization requested by the school district. It is used when a district cannot fill a position or has lost a certificated individual mid-year. It is not intended to be used as normal hiring practice. **Figure 29** represents those individuals who received a Provisional Authorization.



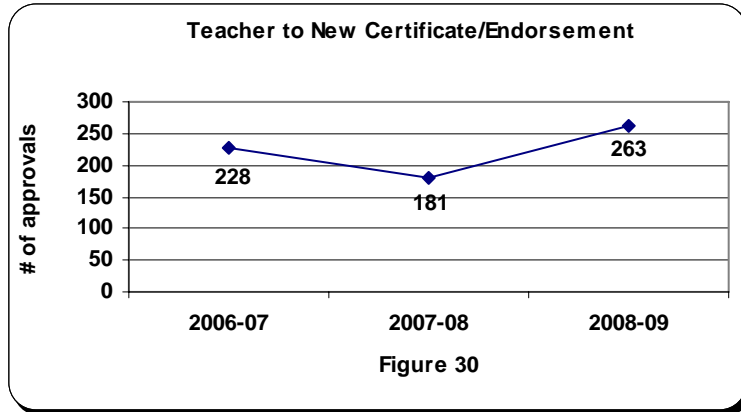
The decrease in the total number of Provisional Authorizations from 2007 to 2009 can be attributed to two factors. The federal government requires that a plan for obtaining the appropriate certificate, endorsement, and highly qualified status must be in place before districts can receive funding for that particular position. Another factor is due to the encouragement that the Office of Teacher Certification has given to districts to utilize the Teacher to Certificate/Endorsement, Content Specialist, or ABCTE methods of alternative certification rather than the Provisional Authorization.

B. TEACHER TO NEW CERTIFICATE / ENDORSEMENT

The purpose of this Teacher to New Certificate/Endorsement is to allow Idaho school districts to request a certificate/endorsement when a professional position cannot be filled with someone who has the correct certificate/endorsement. Applicants must work toward the appropriate certificate or endorsement through either a college plan or mentoring.

The Professional Standards Commission approves applications for the Teacher to New Certificate/Endorsement. This approval is valid for up to three years, but must be reviewed annually by the Professional Standards Commission to ensure adequate progress is being made. If adequate progress is not being made the approval may be rescinded.

Figure 30 displays the number for individuals who have received Teacher to New Certificate/Endorsement approval. Individuals may be considered “highly qualified” under the “No Child Left Behind” statute if they have passed the appropriate Praxis II test.

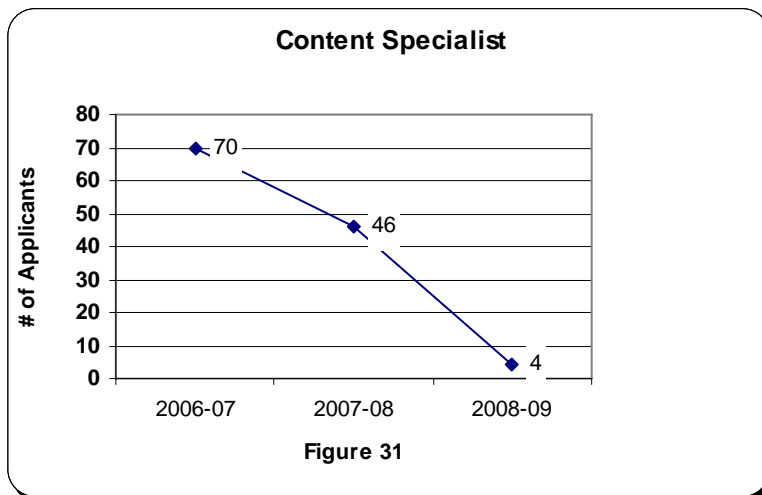


Of the 263 individuals who received the Teacher to New Certification, 56 received it for the Standard Exceptional Child certificate - Generalist K-12 endorsement. The next highest categories are Gifted and Talented with 27 approvals and Mathematics with 17 approvals.

More detailed information regarding Teacher to New Certificate/Endorsement is included in **Table 1-J**.

C. CONTENT SPECIALIST

This alternative authorization is intended to “offer an expedited route to certification for individuals who are highly and uniquely qualified in a subject area to teach in a district with an identified need for teachers in that area (IDAPA 08.02.02.044).” The approval is for three years and is non-renewable. The individual must hold a bachelor’s degree, complete eight to sixteen weeks of accelerated study in education pedagogy, and meet or exceed the qualifying score(s) on a Praxis II assessment prior to entering the classroom. This individual must work in as part of a consortium (college/university, district, and themselves) to develop a plan on how to meet Idaho’s standards for the certificate and endorsement. **Figure 31** displays the number of issued Content Specialist certificates.

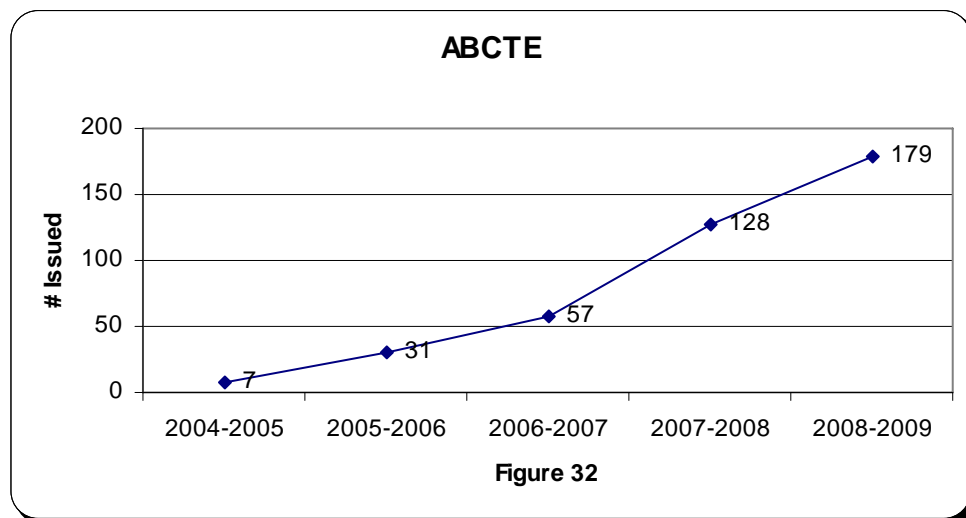


Individuals who receive this authorization are considered “highly qualified” under the “No Child Left Behind” statute, if they have passed the appropriate Praxis II test.

D. COMPUTER BASED ALTERNATIVE ROUTE - ABCTE (American Board for Certification of Teacher Excellence)

This alternative route was approved by the Idaho State Board of Education in 2004. To use this route an individual must complete the ABCTE process and then apply for certification in Idaho. Board rule requires the individual to receive a three-year, non-renewable interim certificate. Upon completion of the required two years of mentoring, the candidate may apply for and receive a standard teaching certificate. This route may also be used to add a certificate and/or endorsement(s) to a certificated individual's existing Idaho credential. **Figure 32** represents the number of individuals who have received an ABCTE interim certificate.

More detailed information regarding ABCTE is included in **Table 1-L**.



IV. SUMMARY

A. EDUCATORS FOR IDAHO'S SCHOOLS

Several factors have developed over the last couple of years that have the potential to impose a negative impact on Idaho's supply of teachers. Such things as increased costs, additional state and federal requirements for certification, public demand for more accountability, and the growth of home schooling and "virtual" schools are a few of the issues that may provide barriers for young people wanting to become teachers and teachers who may want to come to Idaho from other states.

State Superintendent Tom Luna was able to persuade the 2007 Legislature to add a 3% increase to current teachers' salaries increasing the minimum salary for all beginning teachers to \$31,750. However, many of the costs of becoming a teacher have continued to rise. Colleges/universities continue to raise student fees because of the slowing economy. The costs attached to the fingerprinting requirements, Idaho Comprehensive Literacy Course, PRAXIS II content area tests, and the rise in certification fees are all additional expenses that weren't incurred by prospective teachers as recently as five years ago.

The new federal requirements found in the "No Child Left Behind" legislation will require many teachers to take additional coursework or pass Praxis II assessments in order to

obtain “highly qualified” status. Idaho is looking at the whole arena of teacher certification including middle school Praxis II tests, earning certification or endorsement through new alternative routes, implementation of Idaho mentor program standards, and revamping the requirements for certificate renewals. Idaho has implemented procedures that now allow highly qualified teachers from other states to move more effortlessly into teaching positions within the state.

All of these factors have developed within the last few years. Each factor by itself may not be enough to deter new teachers or out-of-state teachers, but the teaching conditions also may not be inviting.

B. POINTS TO PONDER

Attracting and retaining quality educators in Idaho may become more of an issue in the next few years. Some points that will need to be considered as policy makers develop future strategies for recruitment and retention of teachers are:

- Shortages in certain subject areas remain relatively constant
- Shortages in special education and related service areas continue to grow
- Turnover rates appear to be increasing
- Idaho’s public school population is shifting to the western and northern sections of the state
- The student population continues to grow.
- Alternative routes to certification are recognized as an effective avenue to certification for the non-traditional candidates.

C. A FINAL NOTE

This report is not intended to be a definitive predictor of social and educational trends. It is a snapshot of what exists at a certain point in time. If viewed over several years, it can provide clues to developing supply and demand patterns pertaining to the educators for Idaho’s educational work force.

V. TABLES OF STATISTICAL DATA

**Table 1-A
Vacancies by Subject Area**

Subject Area	Number of Vacancies*							Number of Applicants							Average # of Applicants per Vacancy						
	2002 - 2009							2002 - 2009							2002 - 2009						
Year	02-03	03-04	04-05	05-06	06-07	07-08	08-09	02-03	03-04	04-05	05-06	06-07	07-08	08-09	02-03	03-04	04-05	05-06	06-07	07-08	08-09
Early Child-Sp Ed Blended	26	31	40	34	36	69	93	74	90	114	165	99	122	167	2.85	2.90	2.85	4.85	2.75	1.77	1.80
Standard Elementary Teacher	546	586	763	900	605	854	848	2,929	2,999	3,022	3,517	2,977	3285	3752	5.36	5.12	3.96	3.91	4.92	3.85	4.42
Library Media Specialist	9	14	18	12	13	13	16	30	30	44	38	43	32	39	3.33	2.14	2.44	3.17	3.31	2.46	2.44
Secondary Teaching Certificate																					
Ag Science & Tech	4	10	6	16	15	5	15	21	27	29	25	36	13	32	5.25	2.70	4.83	1.56	2.40	2.60	2.13
American Government/Political Sci	-	-	-	-	6	5	9	-	-	-	-	33	241	150	-	-	-	-	5.50	48.20	16.67
Art	22	20	28	28	17	20	34	72	112	144	111	136	110	129	3.27	5.60	5.14	3.96	8.00	5.50	3.79
Bilingual	-	-	-	-	1	8	11	-	-	-	-	2	47	52	-	-	-	-	2.00	5.88	4.73
Biological Science	41	38	43	35	31	31	31	213	198	233	240	180	170	194	5.20	5.21	5.42	6.86	5.81	5.48	6.26
Business Ed Technology	20	32	39	35	27	20	38	80	138	184	171	137	59	123	4.00	4.31	4.72	4.89	5.07	2.95	3.24
Chemistry	-	-	-	-	5	9	10	-	-	-	-	58	43	70	-	-	-	-	11.60	4.78	7.00
Communication/Drama/Speech	15	20	29	27	9	13	18	47	74	94	145	48	61	68	3.13	3.70	3.24	5.37	5.33	4.69	3.78
Earth Science/Geology	19	18	33	34	21	16	11	90	155	141	151	120	84	39	4.74	8.61	4.27	4.44	5.71	5.25	3.55
Economics	-	-	-	-	3	2	3	-	-	-	-	126	14	9	-	-	-	-	42.00	7.00	3.00
English	135	137	157	169	111	125	202	589	692	712	676	634	709	1027	4.36	5.05	4.54	4.00	5.71	5.67	5.08
English as a New Lang (ENL)	36	34	41	43	28	15	21	113	109	127	147	122	73	109	3.14	3.21	3.10	3.42	4.36	4.87	5.19
Family Consumer Science	17	19	16	30	20	21	20	86	71	55	104	64	52	48	5.06	3.74	3.44	3.47	3.20	2.48	2.40
Foreign Language	35	40	42	57	27	31	51	153	172	202	230	126	119	172	4.37	4.30	4.81	4.04	4.67	3.84	3.37
Geography	-	-	-	-	3	3	1	-	-	-	-	3	50	5	-	-	-	-	1.00	16.67	5.00
Gifted & Talented	-	-	-	-	4	16	13	-	-	-	-	10	77	26	-	-	-	-	2.50	4.81	2.00
Health	-	-	-	-	4	19	12	-	-	-	-	159	111	139	-	-	-	-	39.75	5.84	11.58
History	-	-	-	-	11	10	18	-	-	-	-	203	295	209	-	-	-	-	18.45	29.50	11.61
Journalism	-	-	-	-	-	5	4	-	-	-	-	-	33	91	-	-	-	-	-	-	-
Literacy (Reading)	30	52	42	45	28	16	21	90	242	130	102	40	132	85	3.00	4.65	3.10	2.27	1.43	8.25	4.05

Math (Standard or Basic)	101	100	138	150	432	126	177	319	420	476	527	432	506	747	3.16	4.20	3.45	3.51	1.00	4.02	4.22
Music	55	64	71	42	47	51	62	142	216	307	152	177	153	172	2.58	3.38	4.32	3.62	3.77	3.00	2.77
Natural Science	-	-	-	-	-	42	70	-	-	-	-	-	117	310	-	-	-	-	-	-	-
Physical Education	41	59	86	77	29	62	56	305	456	575	446	353	336	321	7.44	7.73	6.69	5.79	12.17	5.42	5.73
Physical Science	29	30	39	42	27	17	21	140	200	144	221	124	90	133	4.83	6.67	3.69	5.26	4.59	5.29	6.33
Physics	-	-	-	-	-	4	2	-	-	-	-	-	10	9	-	-	-	-	-	-	-
Social Studies	58	95	105	89	52	70	68	486	971	664	937	528	583	650	8.38	10.22	6.32	10.53	10.15	8.33	9.56
Sociology/Anthropology	-	-	-	-	6	1	1	-	-	-	-	6	2	1	-	-	-	-	1.00	2.00	1.00
Tech Ed (Industrial Arts)	20	17	33	28	21	25	16	71	60	96	73	59	41	55	3.55	3.53	2.91	2.61	2.81	1.64	3.44
Standard Exceptional Child																					
Generalist	204	199	306	223	156	214	202	445	414	384	514	339	439	453	2.18	2.08	1.25	2.30	2.17	2.05	2.24
Hearing Impaired	-	-	-	-	3	4	2	-	-	-	-	4	8	2	-	-	-	-	1.33	2.00	1.00
Visually Impaired	-	-	-	-	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-	-	-
Pupil Personnel Services Cert																					
Audiology	-	-	-	-	2	2	3	-	-	-	-	5	2	3	-	-	-	-	2.50	1.00	1.00
School Counselor	73	73	84	95	57	83	76	388	248	304	339	284	271	459	5.32	3.40	3.62	3.57	4.98	3.27	6.04
School Nurse	15	22	14	17	14	24	21	40	58	75	33	31	55	36	2.67	2.64	5.36	1.94	2.21	2.29	1.71
School Social Worker	3	6	5	7	3	7	5	12	21	29	23	18	44	25	4.00	3.50	5.80	3.29	6.00	6.29	5.00
School Psychologist	13	17	17	22	13	15	22	62	37	45	77	41	55	37	4.77	2.18	2.65	3.50	3.15	3.67	1.68
Speech Lang Pathologist	35	35	33	39	23	25	27	46	40	37	49	28	61	48	1.31	1.14	1.12	1.26	1.22	2.44	1.78
Administrative Certificate																					
Principal (Elem or Sec)	58	56	88	76	87	71	91	593	612	736	830	641	632	696	10.22	10.93	8.36	10.92	7.37	8.90	7.65
Superintendent/Asst. Supt.	22	13	13	16	12	14	14	151	114	93	97	86	81	124	6.86	8.77	7.15	6.06	7.17	5.79	8.86
Director-Other/Standard Except Child	4	9	13	7	17	18	12	10	38	24	35	62	98	47	2.50	4.22	1.85	5.00	3.65	5.44	3.92
Professional Tech Occupational Spec	-	-	-	-	-	17	22	-	-	-	-	-	33	38							
Other	53	52	72	66	34	34	33	-	-	-	-	22	216	157							
Total	1,739	1,898	2,414	2,461	2,060	2,252	2,503	7,797	9,014	9,220	10,175	8,599	9,765	11,258							

*numbers have been rounded up to nearest whole number

**TABLE 1-B
CERTIFICATED POSITIONS ELIMINATED**

Year	Number of Positions Eliminated							
	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09
Early Childhood Special Ed Blended		2.0		1.0				
Standard Elementary Teacher	18.0	19.5	107.0	24.0	4.0	1.0	2.0	3.0
Library Media Specialist	2.0	3.0	1.5	0.5	1.0	3.5		
Ag Science & Tech		1.0		1.5	1.0			
Art	1.0	1.5	2.0	1.0	1.0			
Biological Science		1.0		1.0	1.0			
Business Technology Ed		2.0	3.0	1.5	1.0			
Communications/Speech/Drama	1.0	1.0	1.0	2.0				2.0
Earth Science/Geology		1.0	1.0	1.0				
English		5.0	6.0	2.0	4.0	1.0	2.0	
English as a New Language (ENL)					3.0			
Family and Consumer Science	1.0	4.0	1.0	1.0	2.0	1.0	3.0	
Foreign Language		1.5	4.0	1.0	1.0	1.0		3.0
Health								1.0
History						1.0		
Literacy (Reading)			1.0		2.0			
Math			3.0	3.0				1.0
Music	3.0	4.5	3.0	4.0	3.0			
Natural Science								1.0
Physical Education		4.0	3.5	1.0	1.0			
Physical Science		3.0	0.5	2.0		1.0		1.0
Social Studies	1.0	1.0	4.0	3.5	3.0			1.0
Tech Ed (Industrial Arts)	2.0	1.0	5.0	1.0	3.0			1.0
Standard Exceptional Child (Teacher)		5.5	5.0	1.0	4.0		3.0	6.0
School Counselor	5.0		5.0	6.5	3.0	2.0	1.0	1.0
School Nurse			1.0	1.0				1.0
School Social Worker		1.0		1.0		1.0	1.0	
School Psychologist	2.0		2.0	2.0	1.0			1.0
Speech Language Pathologist			1.0	8.0	8.0	1.0		1.0
Principal/Asst Principal (Elem or Sec)	3.0		6.5	3.0	2.0	2.0	1.0	
Director-Other/Standard Exceptional Child			1.0					
Superintendent/Asst Superintendent	1.0				1.0	2.0		
Other	1.0	1.0	9.0	8.0	1.0	1.0	2.0	1.0
Total	41.0	63.5	177.0	82.5	51.0	18.5	15.0	25.0

**TABLE 1-C
SOURCES OF APPLICANTS FOR CERTIFICATED VACANCIES**

	TOTAL VACANCIES	EXPERIENCED IN-STATE	EXPERIENCED OUT-OF- STATE	NEW IN- STATE	NEW OUT-OF- STATE	ALTERNATE CERTIFICATION	IN-DISTRICT TRANSFERS	POSITIONS ELIMINATED	TOTAL
Early Childhood Special Ed Blended	93	26	12.5	35	7	10.5	2		93.0
Standard Elementary Teacher	847.5	280	92	260.5	48	25	139	3	847.5
Library Media Specialist	15.5	3	3.5		1	2	6		15.5
Secondary Teaching Certificate									
Ag Science & Tech	15	3	5	5	1	1			15.0
American Government/Political Science	9	5.5	1	2.5					9.0
Art	33.5	12	3	12.5	1	3	2		33.5
Bilingual	11	8		1			2		11.0
Biological Science	31	14	3	10	1		3		31.0
Business Technology Ed	38	15	3	13	1	5	2		39.0
Chemistry	9.5	7	1	1		1			10.0
Communications/Speech/Drama	18	3.5	2	4.5		5	1	2	18.0
Earth Science/Geology	11	5	2.5	1		1	1		10.5
Economics	3	2				1			3.0
English	202	88	21.5	59.5	7	11	16		203.0
English as a New Language (ENL)	21	6	4	1		5	5		21.0
Family & Consumer Science (Home Econ)	20	9	3	5		2	1		20.0
Foreign Language	51	13	7	12.5	2	5.5	8	3	51.0
Gifted & Talented	1			1					1.0
Geography	13	3				3	7		13.0
Health	12	5	2	5				1	13.0
History	17.5	5	2.5	6	1	1	2		17.5
Journalism	4	2	1	1					4.0
Literacy (Reading)	20.5	4	3	6		1	6.5		20.5
Math (Basic)	71.5	27	10	12.5	3	9	10	1	72.5
Math (Standard)	105.5	35	10.5	32.5	3	12	12.5		105.5
Music	62	20	5.5	17.5	8	7	3		61.0
Natural Science	70	24.5	5	22	8	6	3.5	1	70.0
Physical Education	56	23	4.5	14	5	5	4.5		56.0

Physical Science	21	11	3	5		1	0.5	1	21.5
Physics	2	1		0.5		1			2.5
Psychology/Sociology/Anthropology	0.5	0.5							0.5
Social Studies	67.5	15.5	8.5	20.5	4	3	15	1	67.5
Technology Ed (Industrial Arts)	16	4	1	6	1	1	2	1	16.0
Standard Exceptional Child									
Generalist	202	78.5	18.5	24	4	49	22	6	202.0
Hearing Impaired	2		1	1					2.0
Visually Impaired									
Pupil Personnel Services Certificate									
Audiology	3	1					2		3.0
School Counselor	76	17	10	21	4	11	10	1	74.0
School Nurse	21	5		8	2	1	4	1	21.0
School Psychologist	5	2		2		1			5.0
School Social Worker	22	10	3	3	1	3	1	1	22.0
Speech Lang Pathologist	26.5	11	4	5		3.5	2	1	26.5
Administrative Certificate									
Principal/Asst Principal (Elem or Sec)	91	26	10.5	11.5		1	41		90.0
Standard Exceptional Child (Director)	12	2	1	1	2		6		12.0
Superintendent/Asst Superintendent	13.5	3.5	2	2		4	1		12.5
Prof Tech-Occupational Spec	22	7	1	2	2	4	6		22.0
Other	33	11	5	5	1	1	9	1	33.0
TOTAL	2498.0	854.5	276.5	659.0	118.0	206.5	358.5	25.0	2498.0

**TABLE 1-D
AGE LEVELS OF CERTIFICATED STAFF**

Age Categories	2004-2005		2005-2006		2006-2007		2007-2008		2008-2009	
	#	%	#	%	#	%	#	%	#	%
Under 25	657	3.97	728	4.30	772	4.49	803	4.59	771	4.37
26-30	1,485	8.96	1,605	9.50	1681.96	9.79	1744	9.98	1798	10.19
31-35	1,876	5.00	1,940	11.47	1949.18	11.34	1943	11.12	1954	11.08
36-40	1,826	11.01	1,932	11.42	2058.64	11.97	2231	12.75	2336	13.24
41-45	2,057	12.40	2,041	12.06	2051.94	11.94	2070	11.85	2133	12.09
46-50	2,581	15.56	2,564	15.16	2539.13	14.78	2467	14.12	2425	13.76
51-55	3,400	20.51	3,250	19.22	3060.96	17.82	2907	16.64	2742	15.55
56-60	2,107	12.71	2,250	13.30	2379.39	13.84	2564	14.67	2562	14.52
Over 60	592	3.57	603	3.57	693.29	4.03	749	4.28	918	5.2
Totals	16,581	93.69	16,913	100.00	17,186	100.00	17,478	100.00	17,639	100.00

Source: *Annual Statistical Report*

**TABLE 1-E
YEARLY CERTIFICATED STAFF TURNOVER**

YEARS	TOTAL NUMBER OF CERTIFICATED STAFF	MALES	TURNOVER RATE % OF MALES	FEMALES	TURNOVER RATE % OF FEMALES
2008-09	17,639	639	28.90%	1572	71.10%
2007-08	17,478	598	28.64%	1490	71.36%
2006-07	17,186	543	27.42%	1,437	72.58%
2005-06	16,913	590	31.64%	1,275	68.36%
2004-05	16,587	563	28.33%	1,424	71.67%
2003-04	16,374	553	32.02%	1,174	67.98%
2002-03	16,257	489	30.00%	1141	70.00%
2001-02	16,225	544	30.98%	1,212	69.02%

Source: *Annual Statistical Report*

TABLE 1-F
REASONS FOR TURNOVER OF CERTIFICATED STAFF

Reasons for Turnover	2004-05		2005-06		2006-2007		2007-2008		2008-2009	
	#	%	#	%	#	%	#	%	#	%
Moved to work in another district	357	17.98	367	19.70	453	21.90	533	25.53	534	24.15
Moved to work in another state	136	6.84	184	9.90	191	9.80	186	8.91	219	9.91
Leaving the profession	206	10.37	165	8.80	144	7.40	134	6.42	147	6.65
Leaving to return to school	24	1.21	22	1.20	24	1.40	18	0.86	15	0.68
Leaving due to spouse's transfer	70	3.52	54	2.90	49	2.70	53	2.54	69	3.12
Leaving due to retirement	241	12.13	319	17.10	310	15.70	347	16.62	455	20.58
Leaving due to early retirement	246	12.39	237	12.70	228	11.50	217	10.39	17	0.77
Death	16	0.08	15	1.00	13	0.80	14	0.67	92	4.16
Leave of absence	143	7.20	69	3.70	102	5.30	124	5.94	77	3.48
Other	547	27.54	433	23.00	466	23.50	462	22.13	586	26.50
Totals	1,986	99.26	1,865	100.00	1980	100.00	2088	100.00	2211	100.00

Source: *Annual Statistical Report*

NOTE: The "Other" category includes personal reasons, involuntary terminations, family leave, and contracted services.

TABLE 1-G
NUMBERS OF GRADUATES FROM
IDAHO TEACHER TRAINING INSTITUTIONS
 (projected)

College/University	Projected Numbers				Totals
	2009	2010	2011	2012	
College of Idaho	24	20	30	35	109
Boise State University	484	509	543	586	2122
BYU - Idaho	456	507	514	514	1991
George Fox University	24	20	20	20	84
Idaho State University	226	232	232	232	922
Lewis-Clark State College	80	97	87	106	370
Northwest Nazarene University	101	105	123	138	467
University of Idaho	293	305	336	359	1293
University of Phoenix	11	22	60	80	173
Totals	1,699	1,817	1,945	2,070	7,531

**TABLE 1-H
PROJECTED # OF IDAHO GRADUATES by SUBJECT AREA**

	The number of education graduates projected to enter the work force per year for each subject area.			
Subject Area	2009	2010	2011	2012
Early Childhood/Spec. Ed Blended	74	98	95	97
Standard Elementary Teacher	530	538	540	596
Library Media Specialist	2	3	2	2
Standard Secondary Certificate			10	10
Ag Science & Technology	9	8	9	9
American Government/Political Science	24	25	27	29
Art	39	39	44	46
Bilingual	20	23	25	30
Biological Science	21	29	26	28
Business Technology Ed	7	8	7	7
Chemistry	8	7	10	11
Communications/Speech/Drama	24	14	27	24
Earth Science/Geology	11	18	16	17
Economics	10	11	8	9
English	89	114	105	112
English as a New Language (ENL)	1	2	1	1
Family & Consumer Science (Home Econ)	16	19	25	24
Foreign Language	32	36	40	43
Geography	2	2	2	1
Gifted & Talented	5	5	5	5
Health	42	43	31	31
History	94	101	114	117
Journalism	12	12	12	12
Literacy (Reading)	31	32	39	41
Math (Basic)	4			
Math (Standard)	65	64	70	71
Music	54	53	73	75
Natural Science	7	5	6	8
Physical Education	125	130	130	136
Physical Science			1	1
Physics	4	5	6	9
Psychology/Sociology/Anthropology	6	7	10	10
Social Studies	40	50	38	43
Technology Education (Industrial Arts)	8	9	10	10
Standard Exceptional Child				
Generalist	36	41	53	65
Hearing Impaired				
Visually Impaired				
Pupil Personnel Services				
Audiology				
School Counselor	56	39	62	61
School Nurse				

School Social Worker				
School Psychologist	12	20	13	20
Speech Language Pathologist				
Administrative Certificate				
Principal (Elem or Second)	112	121	152	157
Standard Exceptional Child (Director)	23	22	21	22
Superintendent/Asst. Superintendent	14	20	25	25
Other	30	44	55	55
Total	1,699	1,817	1,945	2,070

TABLE 1-I		
DISTRICT PROJECTED VACANCIES		
Subject/Position	2010	2011
Early Childhood/Spec. Ed Blended	15	4
Standard Elementary Teacher	152	79
Library Media Specialist	4	1
Standard Secondary Teacher		
Ag Science & Technology	1	1
American Government/Political Science	1.5	3
Art	5	1
Bilingual	2	1
Biological Science	9	4
Business Technology	4	2
Chemistry	2.5	2
Communication/Drama/Speech	3	1
Earth Science/Geology	3.5	0
Economics	1.5	0
English	44.5	19
English as a New Language (ENL)	5	1
Family & Consumer Science (Home Econ)	7	2
Foreign Language	7.5	1
Geography	0	0
Gifted and Talented	4	1
Health	1	3
History	5	0.5
Journalism	0	0
Literacy (Reading)	5	5
Math (Basic)	12.5	9
Math (Standard)	21.5	11
Music	11	1
Natural Science	15.5	9.5
Physical Education	7	2
Physical Science	4	1
Physics	0	1
Psychology/Sociology/Anthropology	1	0
Social Studies	8	11
Technology Education (Industrial Arts)	5	1
Standard Exceptional Child		
Generalist	41.5	16
Hearing Impaired	0	0
Visually Impaired	0	0
Pupil Personnel Services		
Audiology	0	0
School Counselor	18	4
School Nurse	2	0
School Social Worker	1	0
School Psychologist	6	1
Speech/Language Pathologist	6.5	0
Administrator		
Principal/Asst Principal (Elem or Sec)	18.5	4
Director - Special Education/Other Services	2	0
Superintendent/Asst Superintendent	2.5	2
Prof Tech-Occupational Spec	4	0
Other:	4	0
Total:	474.5	205

**TABLE 1-J
APPROVED TEACHER TO NEW
ENDORSEMENT / CERTIFICATE**

Subject Area	2006- 2007	2007- 2008	2008- 2009
Early Child-Special Ed Blended	22	16	12
Standard Elementary Certificate	7	5	7
Standard Secondary Certificate			
Ag Science & Technology			
American Government/Political Sci			2
Art			1
Bilingual	1		
Biological Science	1	1	2
Business Technology Ed	3		3
Chemistry		1	3
Communications/Speech/Drama	3	12	14
Earth Science/Geology	1	1	1
Economics	1		3
English	3	5	11
English as a New Language (ENL)	4	4	5
Foreign Language	3	5	7
Geography			1
Gifted and Talented	12	15	27
Health	2	4	11
History		4	6
Humanities		1	
Library Media Specialist	2	3	7
Literacy (Reading)	3		4
Math	13	14	17
Music	2	1	1
Natural Science	3	8	12
Physical Education	4	7	11
Physics	1		
Physical Science		6	6
Psychology/Sociology/Anthropology		1	
Social Studies	5	2	2
Technology Ed (Industrial Arts)		3	3
Standard Exceptional Child Cert			
Generalist	101	49	56
Visually Impaired	1		
Hearing Impaired			
Pupil Personnel Services Cert			
School Counselor	10	3	9
School Nurse			
School Psychologist	1		1
School Social Worker			
Speech Lang Pathologist	8		
Administrative Certificate			
Principal (Elem or Second)	5	6	9
Spec Ed Director	2	2	1
Superintendent/Asst Supt	2	2	8
Director-Other	2		
Total	206	165	251

**TABLE 1-K
APPROVED CONTENT SPECIALIST**

(by subject or job area)

Subject Area	2006- 2007	2007- 2008	2008- 2009
Early Child-Special Ed Blended			1
Standard Elementary Certificate		4	
Standard Secondary Certificate			
Ag Science & Technology	1		
American Government/Political Sci	2		
Art		1	1
Bilingual		1	
Biological Science	3		
Business Technology Ed	1		1
Chemistry	4		
Communications/Speech/Drama	7	5	
Earth Science/Geology			
Economics	1		
English	2	3	
English as a New Language (ENL)	1		
Family and Consumer Science			
Foreign Language	1	3	
Geography			
Gifted and Talented			
Health	1	2	
History	1	2	
Humanities	1		
Journalism	2		
Library Media Specialist	1		
Literacy (Reading)			
Math	14	6	
Music	1	1	
Natural Science	6	2	
Physical Education	2	2	
Physics	4	1	
Physical Science	8	1	
Psychology/Sociology/Anthropology	1	1	
Social Studies	2	2	
Technology Ed (Industrial Arts)			
Standard Exceptional Child Cert			
Generalist	3	8	1
Visually Impaired			
Hearing Impaired			
Pupil Personnel Services Cert			
School Counselor			
School Nurse			
School Psychologist			
School Social Worker			
Speech Lang Pathologist		1	
Total	70	46	3

**TABLE 1-L
NUMBER OF ISSUED ABCTE CERTIFICATES/ENDORSEMENTS**

CERTIFICATE/ENDORSEMENT	YEAR									
	2004-05	Percentage	2005-06	Percentage	2006-07	Percentage	2007-08	Percentage	2008-09	Percentage
Standard Elementary										
Elementary All Subjects K-8	6	86%	17	55%	38	67%	67	52%	92	51%
Standard Exceptional Child										
Generalist K-12					3	5%	21	16%	24	13%
Standard Secondary										
Biological Science		0%	1	3%	4	7%	3	2%	10	6%
Chemistry		0%		0%		0%	1	1%	2	1%
English		0%	9	29%	6	11%	14	11%	17	9%
History (both World & US)		0%		0%		0%		0%	4	2%
Literacy (Reading)		0%		0%		0%		0%		0%
Mathematics	1	14%	3	10%	3	5%	13	10%	18	10%
Natural Science		0%	1	3.23%	3	5%	8	6%	7	4%
Physics		0%		0.00%		0%	1	1%	5	3%
Total	7		31		57		128		179	

* Candidates may earn more than certificate or endorsement.

Table 1-M										
IDAHO DEPARTMENT OF EDUCATION										
HISTORICAL FALL ENROLLMENT BY SCHOOL DISTRICT FOR IDAHO PUBLIC SCHOOLS										
FALL ENROLLMENT										
#	SCHOOL DISTRICT	Percentage of increase and decrease from 2007-08 to 2008-09	2008-09	2007-08	2006-07	2005-06	2004-05	2003-04	2002-03	2001-02
Region 1										
41	ST. MARIES	-4.1%	1,109	1,156	1,131	1,136	1,102	1,112	1,139	1,132
44	PLUMMER/WORLEY	-4.9%	447	470	478	517	514	530	518	529
83	WEST BONNER CO	-6.3%	1,437	1,534	1,572	1,556	1,548	1,580	1,533	1,515
84	LAKE PEND OREILLE	-2.9%	3,782	3,893	4,073	4,155	4,098	4,076	4,130	4,108
101	BOUNDARY CO	-2.6%	1,591	1,634	1,604	1,598	1,573	1,569	1,648	1,633
271	COEUR D'ALENE	-0.8%	10,278	10,356	10,646	10,346	10,096	9,781	9,501	9,326
272	LAKELAND	-0.9%	4,430	4,470	4,485	4,494	4,332	4,189	4,146	4,168
273	POST FALLS	2.2%	5,533	5,415	5,290	5,220	5,062	4,944	4,841	4,629
274	KOOTENAI	0.0%	275	275	262	289	282	288	279	288
391	KELLOGG	-0.3%	1,344	1,348	1,391	1,394	1,421	1,421	1,386	1,411
392	MULLAN	0.0%	115	115	126	126	139	131	145	158
393	WALLACE	0.9%	574	569	561	549	555	602	599	614
394	AVERY	-27.8%	13	18	16	14	19	24	29	26
	Total		30,928	31,253	31,635	31,394	30,741	30,247	29,894	29,537
Region 2										
171	OROFINO	-3.5%	1,221	1,265	1,303	1,370	1,377	1,390	1,414	1,419
241	GRANGEVILLE				1,326	1,343	1,389	1,460	1,520	1,561
242	COTTONWOOD	-2.4%	409	419	420	435	437	440	481	496
243	SALMON RIVER	-8.1%	137	149						
244	MOUNTAIN VIEW	1.4%	1,178	1,162						

281	MOSCOW	-1.2%	2,437	2,467	2,542	2,567	2,564	2,551	2,575	2,554
282	GENESEE	-4.5%	294	308	310	321	314	327	326	341
283	KENDRICK	-11.3%	268	302	302	306	328	340	339	343
285	POTLATCH	0.2%	445	444	498	518	556	567	550	585
287	TROY	2.5%	331	323	319	331	321	327	308	317
288	WHITEPINE	-4.6%	268	281	1,447	1,225	873	272	280	286
302	NEZPERCE	-9.5%	143	158	161	156	170	182	186	207
304	KAMIAH	-0.5%	571	574	535	532	538	510	553	585
305	HIGHLAND	-11.7%	188	213	212	206	224	228	245	237
340	LEWISTON	-0.5%	4,991	5,014	5,015	5,075	5,044	5,010	5,091	5,048
341	LAPWAI	-0.7%	531	535	550	517	533	560	519	535
342	CULDESAC	1.7%	123	121	151	157	199	199	207	213
	Total		13,535	13,735	15,091	15,059	14,867	14,363	14,594	14,727
	Region 3									
1	BOISE	-0.4%	24,896	24,990	25,662	25,805	26,268	26,211	26,381	26,778
2	MERIDIAN	2.6%	33,577	32,728	32,277	30,582	28,655	26,987	26,114	25,226
3	KUNA	4.0%	4,730	4,548	4,310	3,939	3,867	3,612	3,315	3,141
11	MEADOWS VALLEY	15.2%	235	204	207	199	193	207	180	179
13	COUNCIL	-9.5%	248	274	283	297	304	312	342	333
71	GARDEN VALLEY	-2.0%	246	251	243	275	281	290	304	320
72	BASIN	-7.8%	427	463	459	465	467	492	472	459
73	HORSESHOE BEND	2.9%	321	312	333	342	314	308	307	318
131	NAMPA	0.9%	14,797	14,672	14,749	14,050	13,538	13,437	12,715	12,115
132	CALDWELL	-1.7%	6,316	6,428	6,401	6,053	5,971	5,926	5,885	5,665
133	WILDER	-2.6%	417	428	444	472	465	483	546	536
134	MIDDLETON	3.9%	3,067	2,952	2,921	2,810	2,623	2,451	2,375	2,285
135	NOTUS	10.7%	363	328	306	305	300	307	333	334
136	MELBA	0.1%	750	749	756	706	673	702	690	713
137	PARMA	0.2%	1,073	1,071	1,082	1,046	1,016	1,025	1,034	1,054
139	VALLIVUE	5.7%	6,677	6,314	6,198	5,552	5,062	4,691	4,092	3,888
191	PRAIRIE ELEM.	62.5%	13	8	5	4	3	5	5	5
193	MOUNTAIN HOME	-1.6%	4,112	4,179	4,127	4,010	4,095	4,454	4,487	4,561
221	EMMETT	-6.6%	2,641	2,827	2,925	2,968	3,042	2,996	2,928	2,980
363	MARSING	1.4%	865	853	823	818	791	749	765	759
364	PLEASANT VALLEY	-23.5%	13	17	18	20	26	24	19	19
365	BRUNEAU GR-VIEW	3.7%	448	432	448	448	468	479	504	526

370	HOMEDALE	4.5%	1,335	1,277	1,281	1,283	1,313	1,323	1,260	1,284
371	PAYETTE	0.3%	1,729	1,724	1,820	1,797	1,795	1,851	1,883	1,923
372	NEW PLYMOUTH	-2.5%	924	948	907	924	919	961	986	950
373	FRUITLAND	-0.4%	1,759	1,766	1,752	1,682	1,587	1,558	1,524	1,502
421	McCALL DONNELLY	-2.1%	988	1,009	1,084	1,074	1,012	949	985	986
422	CASCADE	-7.8%	329	357	379	381	359	360	369	347
431	WEISER	-0.9%	1,601	1,615	1,672	1,635	1,649	1,620	1,631	1,640
432	CAMBRIDGE	9.6%	148	135	153	167	170	167	179	193
433	MIDVALE	-6.8%	138	148	126	125	142	127	134	128
	Total		115,183	114,007	114,151	110,234	107,368	105,064	102,744	101,147
Region 4										
61	BLAINE CO	1.7%	3,290	3,235	3,175	3,243	3,188	3,155	3,103	3,053
121	CAMAS CO	-11.5%	162	183	159	158	174	163	158	163
151	CASSIA CO	2.7%	5,161	5,025	5,059	5,058	4,947	5,002	4,996	5,104
192	GLENN'S FERRY	-13.7%	440	510	510	531	541	584	610	605
231	GOODING	-9.3%	1,172	1,292	1,318	1,345	1,321	1,307	1,255	1,262
232	WENDELL	-0.6%	1,079	1,085	1,120	1,118	1,104	1,101	1,044	1,008
233	HAGERMAN	-1.2%	414	419	419	404	408	410	413	386
234	BLISS	-3.4%	170	176	170	186	187	194	180	174
261	JEROME	5.2%	3,594	3,415	3,354	3,239	3,287	3,069	3,028	3,087
262	VALLEY	-3.5%	659	683	676	661	670	632	629	653
312	SHOSHONE	-4.4%	589	616	580	569	502	487	526	499
314	DIETRICH	-1.8%	220	224	197	182	166	185	194	198
316	RICHFIELD	0.5%	218	217	222	236	212	211	204	197
331	MINIDOKA CO	-1.1%	3,893	3,936	4,067	4,112	4,123	4,247	4,338	4,369
411	TWIN FALLS	1.0%	7,479	7,408	7,336	7,293	7,020	7,052	7,029	6,869
412	BUHL	1.6%	1,302	1,282	1,326	1,328	1,306	1,312	1,345	1,384
413	FILER	-1.7%	1,378	1,402	1,405	1,361	1,325	1,316	1,326	1,319
414	KIMBERLY	-0.8%	1,416	1,428	1,369	1,340	1,327	1,279	1,285	1,281
415	HANSEN	-1.0%	400	404	422	406	383	373	374	389
416	THREE CREEK	0.0%	4	4	4	4	6	10	8	15
417	CASTLEFORD	4.0%	287	276	299	305	325	338	355	337
418	MURTAUGH	1.7%	236	232	229	229	236	222	229	233
	Total		33,563	33,452	33,416	33,308	32,758	32,649	32,629	32,585
Region 5										
21	MARSH VALLEY	0.8%	1,262	1,252	1,275	1,292	1,351	1,363	1,421	1,471

25	POCATELLO	2.9%	12,045	11,703	12,015	12,066	11,979	12,111	11,944	12,370
33	BEAR LAKE	-2.9%	1,128	1,162	1,213	1,250	1,305	1,357	1,419	1,501
52	SNAKE RIVER	0.4%	1,836	1,828	1,892	1,987	2,018	2,042	2,079	2,052
58	ABERDEEN	-6.0%	796	847	838	895	844	859	907	934
148	GRACE	-0.2%	448	449	464	482	510	515	522	547
149	NORTH GEM	2.8%	182	177	190	200	200	196	184	194
150	SODA SPRINGS	-5.1%	877	924	930	925	966	1,000	1,028	1,060
201	PRESTON	-0.8%	2,496	2,515	2,497	2,500	2,451	2,445	2,449	2,393
202	WEST SIDE	4.2%	591	567	562	555	580	561	577	569
351	ONEIDA	1.0%	891	882	874	897	902	880	919	940
381	AMERICAN FALLS	-1.9%	1,515	1,545	1,572	1,574	1,617	1,619	1,640	1,648
382	ROCKLAND	3.7%	141	136	139	147	144	143	147	156
383	ARBON ELEM.	11.1%	10	9	9	8	7	8	10	14
	Total		24,218	23,996	24,470	24,778	24,874	25,099	25,246	25,849
	Region 6									
55	BLACKFOOT	3.4%	4,299	4,158	4,228	4,256	4,263	4,163	4,138	4,197
59	FIRTH	-4.1%	746	778	787	804	830	893	941	922
60	SHELLEY	1.8%	2,157	2,118	2,157	2,100	2,084	2,048	1,990	1,971
91	IDAHO FALLS	-0.2%	10,371	10,395	10,217	10,198	10,248	10,385	10,520	10,648
92	SWAN VALLEY	4.0%	78	75	64	64	59	60	58	55
93	BONNEVILLE	4.7%	9,585	9,152	9,004	8,692	8,292	7,997	7,672	7,568
111	BUTTE CO	-3.3%	465	481	507	521	521	2,409	1,510	535
161	CLARK CO	1.4%	210	207	235	234	239	223	220	229
181	CHALLIS	-6.0%	439	467	462	448	461	509	520	558
182	MACKAY	-1.9%	209	213	233	247	228	221	246	258
215	FREMONT CO	4.7%	2,467	2,356	2,339	2,361	2,395	2,390	2,369	2,363
251	JEFFERSON CO	3.5%	4,668	4,512	4,281	4,124	3,987	3,956	3,971	3,965
252	RIRIE	-3.4%	660	683	658	686	689	670	702	710
253	WEST JEFFERSON	1.1%	628	621	661	666	688	690	680	654
291	SALMON	-3.8%	925	962	1,022	1,027	1,060	1,077	1,112	1,134
292	SOUTH LEMHI	-4.9%	98	103	90	97	111	125	130	129
321	MADISON	0.8%	4,657	4,620	4,472	4,306	4,263	4,131	4,112	4,016
322	SUGAR-SALEM	3.3%	1,438	1,392	1,343	1,307	1,336	1,296	1,288	1,305
401	TETON CO	2.3%	1,589	1,554	1,412	1,403	1,420	1,372	1,374	1,353
	Total		45,689	44,847	44,172	43,541	43,174	44,615	43,553	42,570

**TABLE 1-N
LIST OF IDAHO SCHOOL DISTRICTS**

#	District Name	#	District Name	#	District Name
1	Boise	181	Challis Joint	331	Minidoka County Joint
2	Meridian Joint	182	Mackay Joint	340	Lewiston
3	Kuna Joint	191	Prairie Elem.	341	Lapwai
11	Meadows Valley	192	Glenns Ferry Joint	342	Culdesac Joint
13	Council	193	Mountain Home	351	Oneida County
21	Marsh Valley Joint	201	Preston Joint	363	Marsing Joint
25	Pocatello	202	West Side Joint	364	Pleasant Valley Elem
33	Bear Lake Co.	215	Fremont County Joint	365	Bruneau-Grand View Joint
41	St. Maries Joint	221	Emmett	370	Homedale Joint
44	Plummer/Worley Joint	231	Gooding Joint	371	Payette Joint
52	Snake River	232	Wendell	372	New Plymouth
55	Blackfoot	233	Hagerman Joint	373	Fruitland
58	Aberdeen	234	Bliss Joint	381	American Falls Joint
59	Firth	242	Cottonwood Joint	382	Rockland
60	Shelley Joint	243	Salmon River	383	Arbon Elem
61	Blaine County	244	Mountain View	391	Kellogg Joint
71	Garden Valley	251	Jefferson County Joint	392	Mullan
72	Basin	252	Ririe Joint	393	Wallace
73	Horseshoe Bend	253	West Jefferson	394	Avery
83	West Bonner County	261	Jerome Joint	401	Teton County
84	Lake Pend Orielle	262	Valley	411	Twin Falls
91	Idaho Falls	271	Coeur d'Alene	412	Buhl Joint
92	Swan Valley Elem	272	Lakeland Joint	413	Filer
93	Bonneville Joint	273	Post Falls	414	Kimberly
101	Boundary County	274	Kootenai Joint	415	Hansen
111	Butte County Joint	281	Moscow	416	Three Creek Joint Elem
121	Camas County	282	Genesee Joint	417	Castleford Joint
131	Nampa	283	Kendrick Joint	418	Murtaugh Joint
132	Caldwell	285	Potlatch	421	McCall-Donnelly Joint
133	Wilder	287	Troy	422	Cascade
134	Middleton	288	Whitepine Joint	431	Weiser
135	Notus	291	Salmon	432	Cambridge Joint
136	Melba Joint	292	South Lemhi	433	Midvale
137	Parma	302	Nezperce Joint		
139	Vallivue	304	Kamiah Joint		
148	Grace Joint	305	Highland Joint		
149	North Gem	312	Shoshone Joint		
150	Soda Springs Joint	314	Dietrich		
151	Cassia County Joint	316	Richfield		
161	Clark County Joint	321	Madison		
171	Orofino Joint	322	Sugar-Salem Joint		

Idaho's Charter Schools

Academy at Roosevelt Center
ANSER Charter School
ARTEC Charter School
Blackfoot Community Lrng Center
Coeur d'Alene Charter Academy
Compass Public Charter School
Falcon Ridge Public Charter
Garden City Community School
Hidden Springs Charter School
Idaho Arts Charter School
Idaho Distance Education
Academy

Idaho Virtual Academy
Inspire Virtual Charter School
iSucceed Virtual High School
Liberty Charter School
Meridian Charter High School
Meridian Medical Arts Charter
Moscow Charter School
North Star Charter School
North Valley Academy
Pocatello Comm Charter School
Richard McKenna Charter School

Rolling Hills Public Charter
Sandpoint Charter School
Taylor Crossing Pub Charter School
Thomas Jefferson Charter School
Upper Carman Public Charter
Victory Charter School
Vision Charter School
White Pine Charter School
Xavier Charter School