

# **The 2003 Update on Wyoming Teacher, Principal, and Superintendent Qualifications, Supply and Demand**

Prepared for  
Wyoming Department of Education

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## **INTRODUCTION AND OVERVIEW**

This document updates two reports, *Teacher Supply and Demand in the State of Wyoming* and *Laying the Groundwork: Information on Wyoming Superintendent and Principal Qualifications, Supply and Demand*, written for the State of Wyoming in early 2002 at Mid-continent Research for Education and Learning (McREL). These two reports contained information collected from 1993 through 2000. This document contains information collected in 2001, for the 2001–2002 school year. The information in this document is organized into 17 sections that roughly match the organization of the two prior reports. Section 1 provides background information on trends in student enrollment that affect the demand for education professionals within Wyoming. Sections 2 through 10 describe the teacher workforce. Sections 11 through 16 describe the principal and superintendent workforces. The final section includes technical information used to conduct this analysis.

The information contained in this report was drawn from several sources. The two primary sources of information were the Professional Staff List Report, which contains information on all education professionals working in Wyoming public schools, and the Enrollment Data File, which contains aggregate information on all students in Wyoming public schools. The Wyoming Department of Education (WDE) maintains each of these files. The remaining sources of data were the Wyoming Professional Teaching Standards Board (PTSB), the Wyoming Department of Administration and Information, the American Federation of Teachers (AFT), and the U.S. Department of Education. This document does not update information in the prior reports about the salaries of former teachers, nor does it contain information on participants in the Wyoming Leadership Program.

The methods used in this report are fully described in the two original reports. A brief introduction to the methods is provided here. This analysis focuses on individuals, not full time equivalents (FTE), since individuals are the units hired by schools and districts. Information on the each work assignments contained in the Professional Staff List Report was used to categorize individuals into different jobs. Individuals were placed into the job category in which they worked the most amount of time. Jobs included teacher, student services provider, school building administrator, central office administrator, and other administrators. Teachers were also placed into different subject matter areas based on which subject they spent the most time teaching. The end result was that teachers were assigned to jobs and subjects based on where they spent most of their time working.

Principals and superintendents were an exception to this method of job assignment. Since many Wyoming principals and superintendents have multiple assignments, counting only principals and superintendents that spend most of their time in these jobs would not accurately represent the principal and superintendent workforce. For that reason, if a person reported working as a superintendent or principal, he or she was categorized as being a principal or superintendent regardless of how much time was spent working in this job. This means that some people were counted twice in this report, once as teachers or principals and again as principals or superintendents.



The remainder of this portion of the document provides brief overviews of each section within the report. Each overview describes significant trends in the data, changes in trends, or changes from what was contained in the primary reports.

## **Overview**

Section 1 contains information on statewide enrollment and population trends. Enrollment in 2001 was 87,897. This was a decline of 1,654 or 1.8 percent from 2000. Wyoming enrollment has declined by 12,998 or 12.9 percent since 1993. In December of 2002, the Wyoming Department of Administration updated its population forecasts using information from the 2000 Census. This new forecast runs through 2010 whereas the earlier forecast was through 2008. The earlier forecast projected relatively no change in the population of 5 to 9 year olds, with large declines in the population of 10 to 14 year olds and 15 to 19 year olds. The new forecast also projects little change in the 5 to 9 year old population. An important difference in the new forecast is a much slower rate of decline of the 10 to 14 and 15 to 19 year old populations. The end result is that the new projections for Wyoming's school age population in 2008 are 15,000 (or 15 percent) higher, than the previous projection. This has significant implications for Wyoming's future demand for teachers, which will be discussed later in this document.

Section 2 provides an overview of the Wyoming teacher workforce. The number of teachers working in Wyoming in 2001 was 7,126. This amounts to a decline of 91 teachers or about 1.2 percent of the teacher workforce between 2000 and 2001. The workforce continues to age, with the average age increasing from 43.6 to 44 years old.

Section 3 contains information on teacher qualifications. A central measure of teacher qualifications is teacher education. For the purposes of this report, teacher education was measured as the proportion of teachers with a master's degree or higher. There was a large increase in the proportion of teachers with master's degrees or higher between 2000 and 2001. This was probably the result of increased accuracy in reporting to WDE. This information was first collected in 2000, and in many cases the first year of data collection is not completely accurate. A second measure of teacher qualifications is the proportion of inexperienced teachers or novices. Novices were defined as teachers with less than three years of experience. The proportion of novice teachers declined between 2000 and 2001 from 14 percent to 13 percent.

Section 4 contains indicators of teacher shortage. The primary indicator of a shortage is the proportion of education professionals who are not fully certified. The overall number of not fully certified education professionals increased in Wyoming from 399 to 425. The number of not fully certified teachers increased from 228 to 248. As in prior years, the jobs with the highest proportion of not fully certified professionals were in student services, such as speech pathologists, counselors, and psychologists. Within the teacher workforce, the subject area with the highest proportion of not fully certified teachers continues to be foreign language teachers. The proportion of computer teachers who were not fully certified increased more than other subjects from three to eight percent. General education continued to be one of the areas with the smallest proportion of not fully certified teachers.

The PTSB revised its 2000 data on uncertified teachers by district, reducing the proportion of uncertified teachers in Wyoming for 2000. The patterns in the geographic distribution of uncertified teachers that were reported last year did not change. These patterns continued in 2001, with the highest proportions of uncertified teachers in the rural areas and western regions of the state. The teacher shortage survey collected by PTSB provided information on vacancies by job and district. The largest increase in vacancies was in foreign language teachers.

Section 5 provides information on teacher salaries. Average salaries for teachers increased dramatically, by 9 percent, between 2000 and 2001. Increases were larger, 13 percent, for teachers with no state experience, that is no teaching experience within the state of Wyoming. In the prior report information was provided for teachers with a year or less of state experience and without a master's degree. In this update, information was reported for teachers with no state experience, regardless of education level. This was changed because the categorization used in the prior year's report mixed teachers with no experience and those with a year of experience, and because of continued issues with teacher education level reporting. To allow comparisons with data from 2000, new tables are provided with 2000 salary information for teachers with no state experience.

Information from the American Federation of Teachers (AFT) (Nelson, Drown, & Gould, 2002) is used to compare Wyoming teacher salaries with neighboring states in 2000. This data precedes the other salary data in this update by one year. There were significant changes in the cost of living index calculated by the AFT. For example, the Wyoming cost of living index changed from 93.3 to 97.7. The end result was all of the salaries appear to decrease when using this new cost of living index. Despite this change, Wyoming's relative standing to its neighboring states remained at sixth out of seven.

Section 6 contains information on teacher attrition. A teacher who worked in Wyoming public education in 2000, but not in 2001, was counted as a state attrition from the 2000 workforce. A teacher who worked in a given district in 2000, but did not work in the same district in 2001, was counted as district attrition from the 2000 workforce. Attrition declined from 1999 to 2000 from 689 to 609. The attrition rate declined from 10.8 percent to 9.6 percent.

Section 7 contains information on student-teacher ratios. As with the prior year's report, the student-teacher ratios are calculated with FTE, not individuals, as a measure of the number of teachers. Using individuals would artificially decrease the ratio because those who work part time in the classroom would be counted as full time. Wyoming's student-teacher ratio continued to decline from 13 in 2000 to 12.6 in 2001. To allow interstate comparisons, the U.S. Department of Education estimates student-teacher ratios. Its latest estimate for Wyoming was 13.3 for the 1999 school year, which was lower than any of Wyoming's neighboring states. The U.S. Department of Education's estimate of Wyoming's student teacher ratio was .2 higher than the ratio calculated by McREL. This difference is most likely due to the use of different definitions of teaching assignments when the data were formatted.

Section 8 contains information on teacher hires and teacher transfers. A teacher hire for a given year is a teacher who is new to a district for that school year. Teacher hires can be individuals who are new to the profession, teachers who are returning to work after taking time off from the

profession, or transfers from other districts within or outside the state. The number of teacher hires in 2001 was 659, a decline from the 670 hired in 2000. The largest decline was in the number of math/science teachers hired, from 88 in 2000 to 69 in 2001.

Section 9 contains information on teacher transfers between districts. There were 87 transfers between districts. The number of transfers peaked in 1999 at 101 and steadily declined for the following two years. As in prior years, salaries for teachers who transferred did not, on average, increase as much as the salaries of those who did not transfer.

Section 10 contains information from a forecast of teacher demand. This forecast used the updated population forecast data shown in Section 1, which projects a constant school-age population for the next eight years. The prior population forecast has projected a significant decline in the school age population. This increase in estimated student population, combined with the continued decline in student-teacher ratios, results in a higher teacher demand forecast than was reported last year. Teacher demand is now expected to decline slightly in 2003 and then remain at about 7,000 teachers for the next eight years. This can be compared to the prior forecast of a steady decline in demand from 7,000 in 2001 to about 6,400 in 2008. To meet this demand, the state will need between 500 and 750 new hires per year. As in the prior forecast, the demand for new hires is expected to peak in 2008 due to the aging of the current teacher workforce. Teacher salary expenditures are now expected to remain constant over the next eight years. The prior forecast estimated that teacher salary expenditures would decline.

Section 11 contains information on the Wyoming principal workforce. The number of principals increased slightly from 260 in 2000 to 265 in 2001. Average principal salaries increased by \$4,264 to \$61,701. The proportion of all female principals increased to 33 percent from 31 percent.

Section 12 contains information on principal demand as indicated by attrition, retirement eligibility, and transfers. The attrition rate increased slightly to 17 percent in 2001. The proportion of principals who are eligible to retire in five years or less leveled off in 2001 at 24 percent. There were few principal transfers between 2000 and 2001. One person transferred when becoming a first-year principal. Three existing principals also transferred.

There was a change in how principal compensation was described for principals who transferred. In the prior report, changes in compensation for principals who transferred between districts were measured over several years in a type of rolling average. Because all salaries increased at a higher rate between 2000 and 2001 than in prior years, using this rolling average would not give an accurate picture of current changes in compensation associated with remaining in or moving between districts. As was discussed earlier, three principals changed districts between 2000 and 2001. Also in prior years, the median change in compensation was used as a measure of changes in compensation. The median is the middle value of all values ranked from top to bottom. Medians are problematic in that they reveal an actual value, and when measuring small groups medians can raise privacy issues. Since a small number of principals changed districts (three), the mean (or average) change in compensation was used to better protect the privacy of those three people. Unlike information in the prior report, existing principals who transferred between

2000 and 2001, on average, saw larger increases in salary and daily rates than principals who remained in the same districts.

Section 13 provides information on sources of principals. Most (35) of new principals in Wyoming came from outside Wyoming public education, compared to 14 who came from inside Wyoming public education. Most new principals who worked within Wyoming public education moved up from Assistant Principal or Principal Intern positions. The proportion of new principals who were females has increased from 24 percent in 1997 to 49 percent in 2001. In 2001, there were 17 new assistant principals from inside Wyoming, and one from outside Wyoming. The proportion of new assistant principals who are females has grown over the past two years from 18 percent in 1999 to 47 percent in 2001.

Section 14 contains information on Wyoming superintendents. The number of superintendents declined by one to 47. Superintendents' median salaries increased by \$7,250 to \$80,000. Because there are relatively few superintendents, their attrition rate varies considerably between years. The attrition rate in 2000 was 14 percent, which was lower than the average of the prior seven years. The proportion of superintendents eligible to retire in five years or less went up from 42 percent in 2000 to 49 percent in 2001. There was one first-year superintendent from within Wyoming and this person did not change districts. One existing superintendent, however, did change districts.

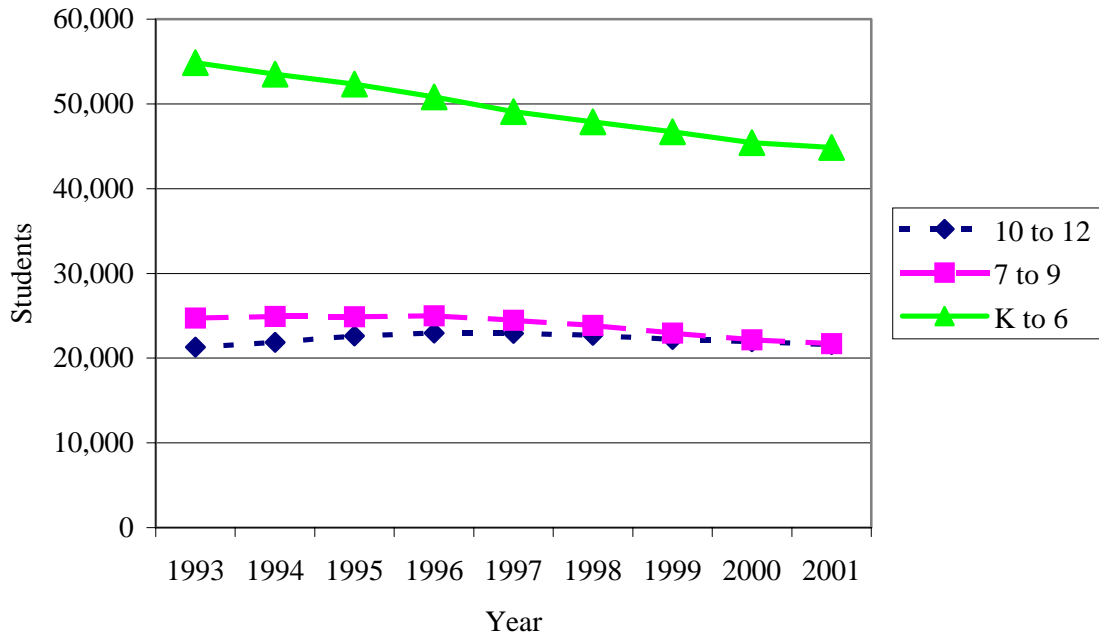
Section 15 contains information on superintendent source of supply. In 2001 there were four new superintendents, three from outside Wyoming public education and one from within Wyoming public education.

Section 16 contains information on superintendent and principal certification. The number of principals who are not fully certified increased from 50 in 2000 to 58 in 2001. The number of not fully certified superintendents declined from three to two.

Section 17 contains the technical information used to conduct the analysis.

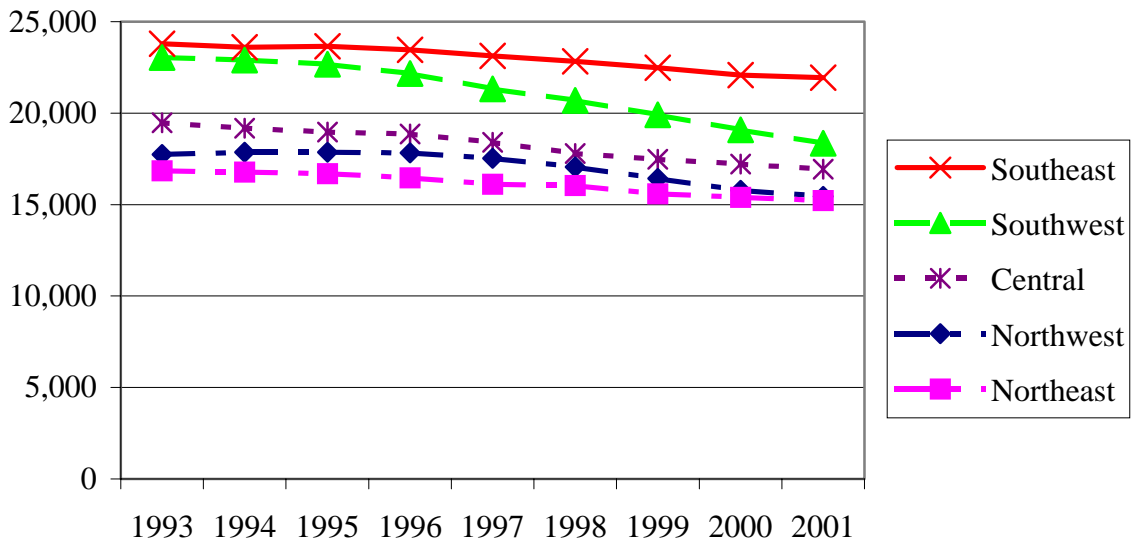
Taken together, the information in this report provides a detailed description of the Wyoming public teacher, principal, and superintendent workforces for the 2001–2002 school year. This report is intended to update the prior two reports and the information is presented to allow comparisons with the figures and tables contained in those reports. However, the information here also includes all of the trend data contained in the prior reports, and thus this report is should also to provide a complete description of these workforces.

## SECTION 1: TRENDS IN STATE-WIDE ENROLLMENT



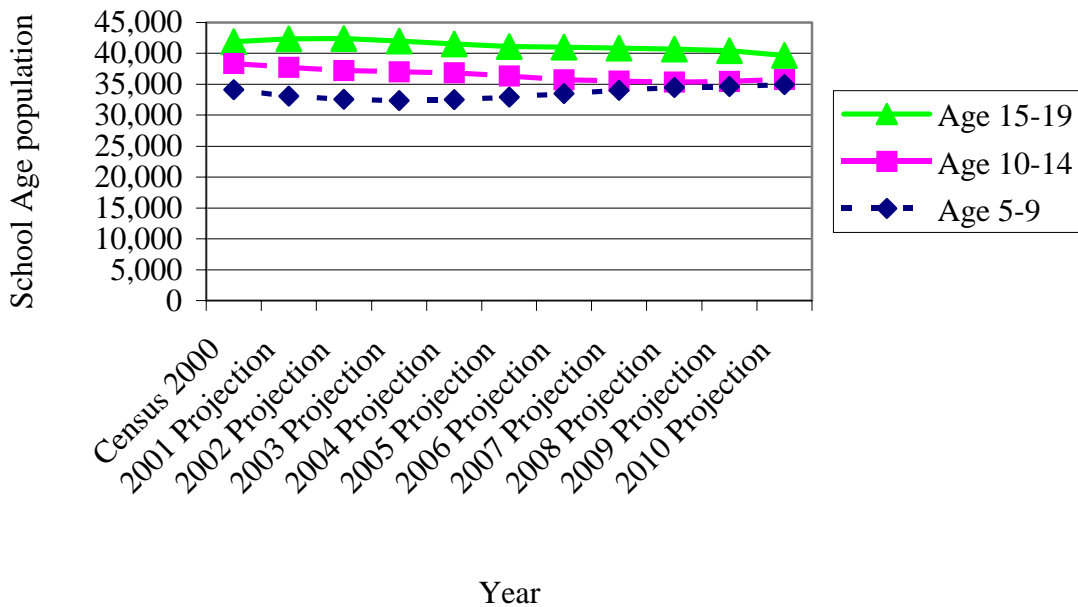
**Figure 1: Wyoming Enrollment by Grade Group, 1993–2001**

Source: WDE Enrollment Data File



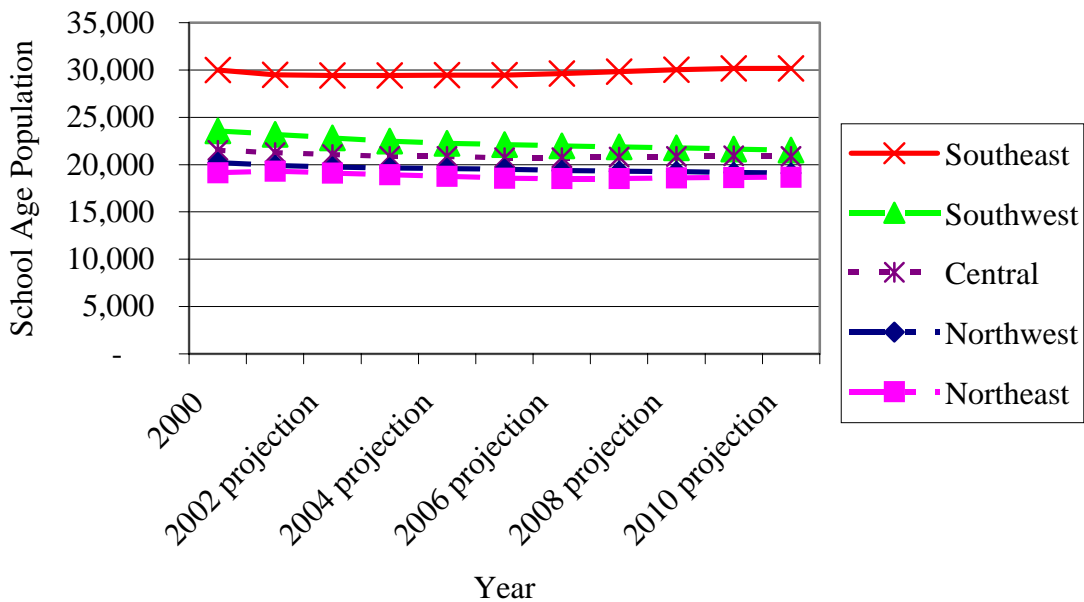
**Figure 2: Wyoming Enrollment Trends by Region**

Source: WDE Student Enrollment Data



**Figure 3: School-Age Population Projections, 2000–2008**

Source: Wyoming Department of Administration and Information: Division of Economic Analysis, located at <http://eadiv.state.wy.us/pop>



**Figure 4: School-Age Population Projection**

Source: Wyoming Department of Administration: <http://eadiv.state.wy.us/pop/pop.htm>

**Table 1: Enrollment by Locale**

	Small Towns	City/Large Towns	Rural
1993	51,507	31,507	17,846
1994	51,052	31,197	18,032
1995	50,817	31,052	17,957
1996	50,284	30,830	17,634
1997	48,965	30,216	17,323
1998	47,870	29,731	16,819
1999	46,206	29,282	16,395
2000	44,813	29,093	15,645
2001	43,588	28,897	15,412

Source: WDE Enrollment Data

**Table 2: Enrollment by Locale**

	City	Small Town	Rural
Census 2000	39,986	64,449	9,971
2001 Projection	39,367	63,793	10,010
2002 Projection	39,301	62,985	9,899
2003 Projection	39,289	62,280	9,789
2004 Projection	39,420	61,713	9,748
2005 Projection	39,405	61,235	9,732
2006 Projection	39,668	60,880	9,677
2007 Projection	39,993	60,748	9,601
2008 Projection	40,305	60,695	9,540
2009 Projection	40,527	60,572	9,455
2010 Projection	40,542	60,382	9,428

Source: Wyoming Department of Administration: <http://eativ.state.wy.us/pop/pop.htm>

## SECTION 2: TEACHER WORKFORCE

**Table 3: Wyoming Teachers by Grade**

Grade/Year	1993	1994	1995	1996	1997	1998	1999	2000	2001
Elementary	3,388	3,409	3,385	3,333	3,290	3,306	3,401	3,413	3,374
Middle School/ Junior High	1,514	1,516	1,537	1,541	1,549	1,564	1,599	1,566	1,549
High School	1,860	1,897	1,951	1,944	1,985	2,028	2,061	2,062	2,035
All Grades	208	216	2 04	233	218	257	246	176	168
Total	6,970	7,038	7,077	7,051	7,042	7,155	7,307	7,217	7,126

Source: WDE Professional Staff List Report

**Table 4: Wyoming Teachers by Subject**

Subject	1993	1994	1995	1996	1997	1998	1999	2000	2001	1993 to 2001
Language Arts	6%	6%	6%	7%	7%	7%	7%	7%	7%	0%
Math/Science	9%	10%	10%	10%	10%	10%	10%	10%	10%	1%
Social Science	5%	5%	5%	5%	5%	5%	5%	5%	5%	0%
PE	6%	6%	6%	6%	6%	6%	6%	6%	6%	0%
Humanities	7%	7%	8%	7%	7%	8%	8%	8%	8%	0%
Voc & Driver's Ed	8%	8%	8%	8%	8%	7%	7%	7%	7%	-1%
Foreign Language	2%	2%	2%	2%	2%	2%	2%	2%	2%	0%
Computers	1%	1%	1%	1%	1%	1%	1%	1%	1%	1%
Special Education	13%	13%	13%	14%	14%	14%	14%	14%	15%	2%
Remediation	2%	2%	2%	3%	3%	3%	3%	3%	3%	1%
General Education	41%	41%	39%	39%	38%	37%	38%	37%	37%	-4%
Collaborative	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

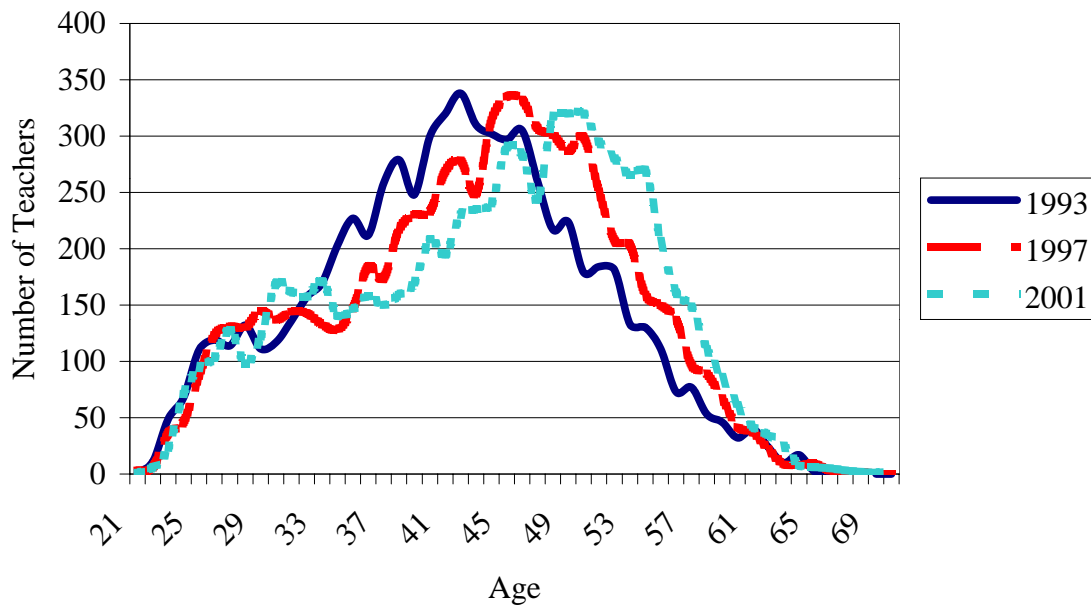
Source: WDE Professional Staff List Report



**Table 5: Wyoming Teachers by Region**

	1993	1994	1995	1996	1997	1998	1999	2000	2001
Northwest	1,268	1,273	1,301	1,318	1,303	1,330	1,351	1,349	1,329
Northeast	1,222	1,217	1,223	1,205	1,205	1,247	1,275	1,273	1,295
Southwest	1,503	1,498	1,512	1,502	1,510	1,508	1,552	1,486	1,463
Southeast	1,659	1,698	1,699	1,695	1,698	1,724	1,766	1,763	1,722
Central	1,318	1,352	1,342	1,331	1,326	1,346	1,363	1,346	1,315

Source: WDE Professional Staff List Report



**Figure 5: Age Distribution of Wyoming Teachers**

Source: WDE Professional Staff List Report

**Table 6: Teachers by Age Category**

	1994	1995	1996	1997	1998	1999	2000	2001
Under 25	216	242	214	178	188	237	212	195
26 to 30	619	636	648	666	675	665	668	620
31 to 35	802	740	721	695	702	762	771	777
36 to 40	1,225	1,204	1,110	1,038	1,003	929	864	845
41 to 45	1,610	1,558	1,516	1,445	1,368	1,317	1,275	1,190
46 to 50	1,316	1,384	1,464	1,526	1,560	1,602	1,536	1,484
51 to 55	789	863	905	970	1,102	1,197	1,252	1,316
56 to 60	314	359	387	432	465	488	525	568
61 to 65	93	83	81	85	84	99	103	116
65 to 70	2	8	5	7	8	10	11	15
Total	6,986	7,077	7,051	7,042	7,155	7,306	7,217	7,126

Source: WDE Professional Staff List Report

**Table 7: Average Age of Wyoming Teachers**

Year	Average Age
1993	41.6
1994	42.0
1995	42.3
1996	42.6
1997	43.0
1998	43.2
1999	43.4
2000	43.6
2001	44.0

Source: WDE Professional Staff List Report

## Teacher Years to Retirement & Experience Levels

**Table 8: Average Years to Retirement**

Year	City/ Large Town	Small Town	Rural	Total
1996	13.9	14.1	15.3	14.4
1997	13.6	13.8	15.0	14.0
1998	13.6	13.6	14.5	13.9
1999	13.8	13.5	14.3	13.8
2000	13.5	13.2	14.0	13.5
2001	13.2	13.1	13.8	13.3

Source: WDE Professional Staff List Report

**Table 9: Average Years to Retirement by Job**

	1996	1997	1998	1999	2000	2001
Language Arts	14.2	13.9	13.6	13.3	13.1	13.0
Math and Science	15.2	15.0	15.0	14.7	14.7	14.2
Social Science	14.5	14.4	14.1	14.2	14.3	14.2
PE	14.7	14.2	14.0	14.3	13.8	13.3
Humanities	15.7	15.3	14.8	14.4	13.8	13.1
Voc & Driver's Ed.	14.1	13.7	13.5	13.7	13.4	13.0
Foreign Language	14.9	14.7	13.8	13.3	13.0	12.5
Computers	14.0	13.8	14.6	13.2	13.0	13.4
Special Ed.	16.5	16.1	15.7	15.2	14.8	14.3
Remediation	13.8	13.6	12.9	13.8	13.6	13.2
General Ed.	13.7	13.3	13.3	13.4	13.1	12.8

Source: WDE Professional Staff List Report

**Table 10: Average Years to Retirement by Region**

	1997	1998	1999	2000	2001
Northwest	14.3	14.1	14.0	14.0	13.4
Northeast	14.3	14.2	13.9	13.8	13.7
Southwest	14.8	14.4	14.2	13.6	13.5
Southeast	13.7	13.5	13.7	13.5	13.1
Central	14.1	14.1	14.1	13.7	13.1

Source: WDE Professional Staff List Report

**Table 11: Average State Experience by Locale**

	City/ Large Town	Small Town	Rural
1996	12.7	12.9	11.3
1997	13.0	13.2	11.5
1998	13.2	13.3	11.8
1999	12.7	13.2	11.6
2000	12.5	13.3	11.8
2001	13.5	13.5	11.8

Source: WDE Professional Staff List Report

**Table 12: Average State Experience by Region**

	Northwest	Northeast	Southwest	Southeast	Central
1996	12.3	12.8	12.0	12.9	12.3
1997	12.5	12.9	12.2	13.1	12.6
1998	12.7	12.9	12.5	13.0	13.4
1999	12.2	12.8	12.4	12.6	13.1
2000	12.1	12.9	13.0	12.6	12.8
2001	12.5	12.9	12.8	12.9	14.2

Source: WDE Professional Staff List Report

**Table 13: Average State Experience by Job**

	1996	1997	1998	1999	2000	2001
Language Arts	12.4	12.6	12.9	13.0	13.3	13.5
Math and Science	12.1	12.0	12.1	12.2	11.9	12.3
Social Science	13.2	13.5	13.5	13.1	12.6	13.0
PE	13.9	14.4	14.8	14.3	14.5	15.0
Humanities	11.1	11.4	11.7	11.7	12.1	12.5
Voc & Driver's Ed	13.3	13.5	13.8	13.5	13.6	13.8
Foreign Language	10.9	11.1	11.4	11.3	11.3	11.8
Computers	14.5	14.8	14.1	14.2	14.0	13.3
Special Ed.	9.7	10.0	10.3	10.4	10.6	11.2
Remediation	12.2	12.2	12.7	11.5	11.2	11.9
General Ed.	13.3	13.7	13.8	13.3	13.5	13.8

*Source: WDE Professional Staff List Report*

### SECTION 3: TEACHER QUALIFICATION LEVELS

#### Teacher Education Levels

**Table 14: Distribution of Teachers with Master's Degrees by Locale and Region**

Locale/Region	Percentage of Teachers with a Master's Degree 2000	Percentage of Teachers with a Master's Degree 2001
City/Large Town	36%	36%
Small Town	26%	29%
Rural	18%	24%
Northwest	27%	31%
Northeast	26%	29%
Southwest	19%	21%
Southeast	35%	38%
Central	30%	30%

*Source: WDE Professional Staff List Report*

**Table 15: Proportion of 2000 Teachers with a Master's Degree by Subject**

Subject	2000	2001
Computers	34%	38%
Foreign Language	36%	38%
General Education	24%	25%
Humanities	25%	28%
Language Arts	32%	37%
Math and Science	30%	34%
PE	25%	25%
Remediation	28%	31%
Social Science	27%	27%
Special Education	35%	39%
Voc & Driver's Ed	27%	29%
Total	27%	30%

Source: WDE Professional Staff List Report

**Table 16: Proportion of Teachers with Master's Degrees by School Poverty**

	2000	2001
Less than 25th percentile free & reduced lunch	30%	32%
Between 25th and 50th percentile free & reduced lunch	26%	31%
Between 50th and 75th percentile free & reduced lunch	27%	28%
Above 75th percentile free & reduced lunch	25%	27%
Total	27%	30%

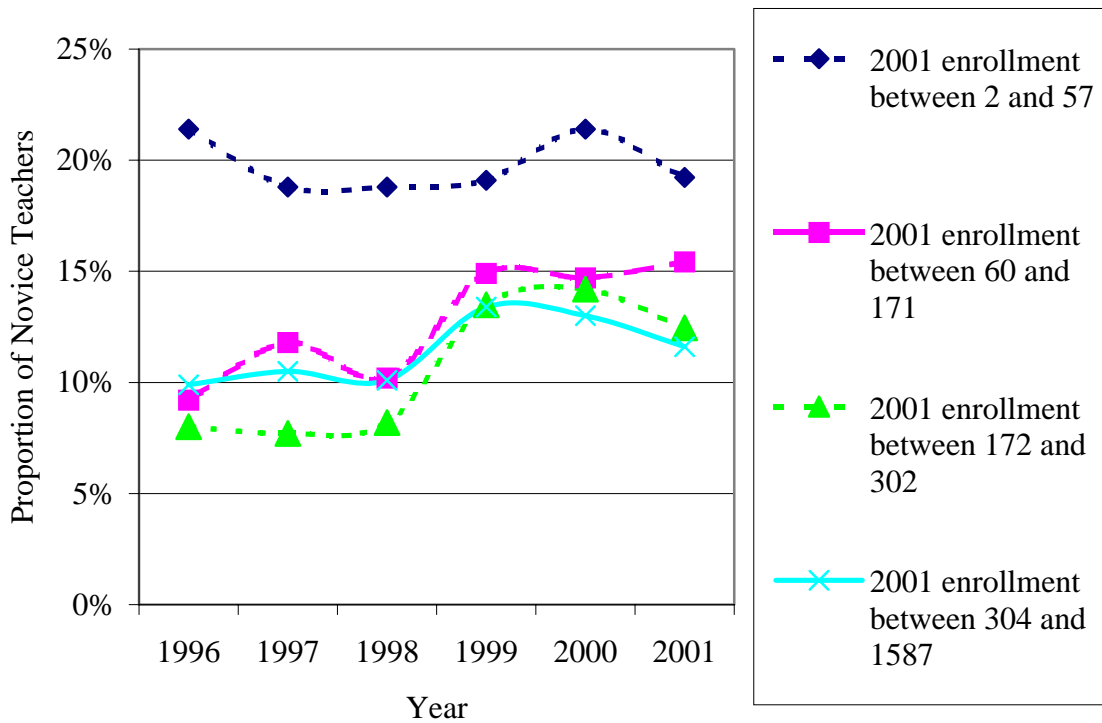
Source: WDE Professional Staff List Report & School Enrollment Report

**Table 17: Proportion of Teachers with Master's Degrees by School Size**

	2000	2001
Less than 25th percentile in school size	17%	21%
Between 25th and 50th percentile in school size	23%	25%
Between 50th and 75th percentile in school size	25%	28%
Above 75th percentile in school size	31%	32%

Source: WDE Professional Staff List Report & School Enrollment Report

**Novice Teachers**



**Figure 6: Novice Teachers by School Size**

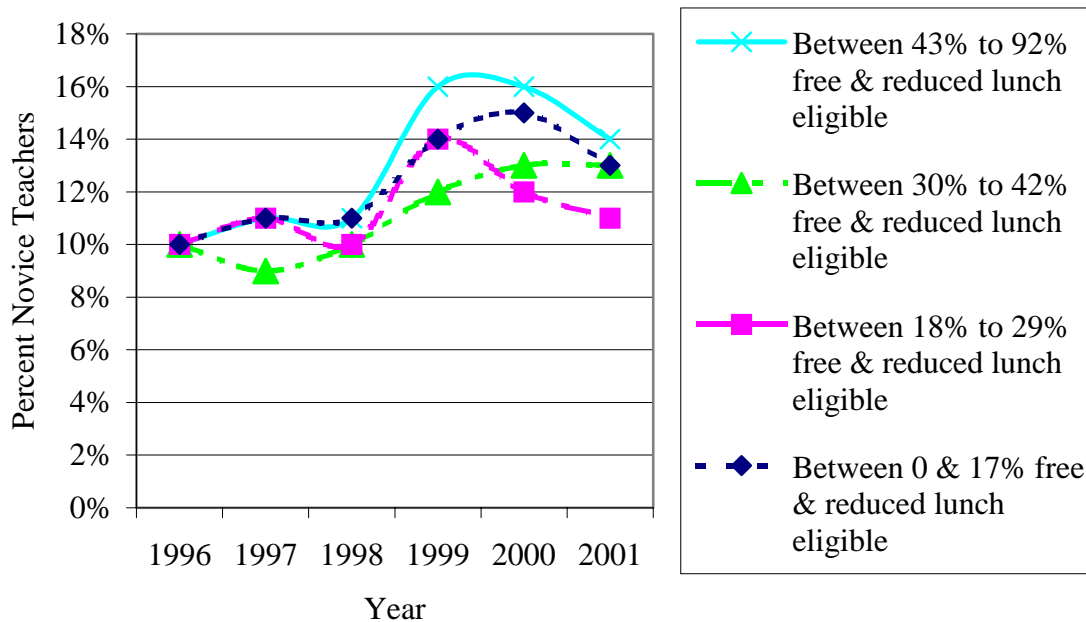
Source: WDE Professional Staff List Report & School Enrollment Reports



**Table 18: Proportion of Novice Teachers, by School Size**

	1996	1997	1998	1999	2000	2001
Less than 25th percentile school size	21%	19%	19%	19%	21%	19%
Between 25th and 50th percentile school size	9%	12%	10%	15%	15%	15%
Between 50th and 75th percentile school size	8%	8%	8%	14%	14%	12%
Above 75th percentile school size	10%	11%	10%	13%	13%	12%
Total	10%	10%	10%	14%	14%	13%

Source: WDE Professional Staff List Report



**Figure 7: Novice Teachers by Free- and Reduced-Lunch Eligibility**

Source: WDE Professional Staff List Report & School Enrollment Reports

**Table 19: Proportion of Novice Teachers, by School Poverty**

	1996	1997	1998	1999	2000	2001
Between 0 & 17% free & reduced lunch eligible	10%	11%	11%	14%	15%	13%
Between 18% to 29% free & reduced lunch eligible	10%	11%	10%	14%	12%	11%
Between 30 to 42% free & reduced lunch eligible	10%	9%	10%	12%	13%	13%
Between 43 to 92% free & reduced lunch eligible	10%	11%	11%	16%	16%	14%

Source: WDE Professional Staff List Report

**Table 20: Proportion of Novice Teachers, by Locale**

	1996	1997	1998	1999	2000	2001
City/Large Town	9%	9%	9%	16%	14%	11%
Small Town	10%	10%	10%	12%	13%	12%
Rural	13%	13%	13%	16%	16%	16%

Source: WDE Professional Staff List Report

**Table 21: Proportion of Novice Teachers, by Region**

	1996	1997	1998	1999	2000	2001
Northwest	12%	11%	10%	12%	13%	13%
Northeast	8%	8%	9%	13%	15%	14%
Southwest	10%	12%	11%	13%	13%	13%
Southeast	11%	12%	13%	16%	15%	13%
Central	9%	9%	6%	15%	14%	11%
Total	10%	10%	10%	14%	14%	13%

Source: WDE Professional Staff List Report

**Table 22: Proportion of Novice Teachers, by Job**

	1996	1997	1998	1999	2000	2001
Language Arts	11%	12%	11%	13%	12%	12%
Math and Science	12%	12%	12%	15%	16%	14%
Social Science	11%	11%	14%	17%	18%	14%
PE	7%	8%	7%	12%	13%	11%
Humanities	14%	14%	12%	14%	14%	15%
Voc & Driver's Ed	12%	10%	10%	12%	13%	12%
Foreign Language	16%	17%	11%	16%	18%	19%
Computers	11%	14%	12%	14%	18%	23%
Special Education	13%	14%	12%	15%	15%	12%
Remediation	12%	10%	10%	16%	17%	18%
General Education	7%	8%	9%	14%	13%	12%
Total	10%	10%	10%	14%	14%	12%

*Source: WDE Professional Staff List Report*

## SECTION 4: INDICATORS OF TEACHER SHORTAGE

### Teacher Certification

**Table 23: Proportion of Not Fully Certified Education Professionals by Work Area**

	1996	1997	1998	1999	2000	2001
Classroom Teachers	2%	2%	3%	3%	4%	4%
Special Education or Remediation	2%	2%	2%	5%	5%	6%
Administration or Student Services	3%	2%	2%	4%	8%	9%
Total	2%	2%	3%	4%	5%	5%

*Source: PTSB School Year Reports & WDE Professional Staff List Report*

**Table 24: Number of Not Fully Certified Education Professionals by Work Area**

	1996	1997	1998	1999	2000	2001
Classroom Teachers	107	125	174	208	228	248
Special Education or Remediation	24	28	30	62	65	71
Administration or Student Services	33	30	31	51	106	106
Total	164	183	235	321	399	425

*Source: PTSB School Year Reports & WDE Professional Staff List Report*

**Table 25: Proportion of Not Fully Certified Classroom Teachers by Subject**

	1996	1997	1998	1999	2000	2001
Language Arts	4%	3%	4%	5%	5%	7%
Math/Science	1%	3%	4%	5%	6%	6%
Social Sciences	3%	3%	3%	4%	5%	7%
PE	3%	4%	3%	4%	5%	4%
Humanities	1%	2%	3%	3%	5%	6%
Voc & Driver's Ed	1%	1%	2%	2%	2%	4%
Foreign Language	2%	1%	7%	9%	7%	10%
Computers	2%	1%	2%	4%	3%	8%
General Education	2%	2%	2%	3%	3%	2%
Special Education	2%	3%	3%	6%	6%	6%
Remediation	1%	0%	1%	1%	3%	3%

Source: PTSB School Year Reports & WDE Professional Staff List Report

**Table 26: Proportion of Not Fully Certified Teachers by Locale & Region**

	1996	1997	1998	1999	2000	2001
Rural	2%	3%	4%	5%	6%	7%
Small Town	2%	3%	3%	3%	5%	5%
City/Large Town	2%	1%	2%	2%	3%	4%
Northwest	2%	2%	2%	5%	6%	6%
Northeast	2%	3%	3%	3%	3%	4%
Southwest	2%	4%	4%	5%	6%	5%
Southeast	1%	1%	1%	2%	3%	4%
Central	2%	2%	2%	4%	5%	4%

Source: PTSB School Year Reports & WDE Professional Staff List Report

**Table 27: Vacancies and Teachers by Subject<sup>1</sup>**

Position	Vacancies Divided by Teachers 2000	Vacancies 2001	Teachers 2001	Vacancies Divided by Teachers 2001
Computers	0.0%	2	106	1.9%
Foreign Language	2.6%	6	154	3.9%
General Education	0.1%	7	2,648	0.3%
Humanities	0.7%	4	539	0.7%
Language Arts	0.0%	4	476	0.8%
Math and Science	0.6%	4	721	0.6%
PE	0.2%	2	397	0.5%
Social Sciences	0.0%	1	335	0.3%
Voc & Driver's Ed	1.0%	1	489	0.2%
Special Education	1.1%	6	1,045	0.6%
Remediation	0.5%	0	211	0.0%
Student Support Services	2.5%	17	654	2.6%
School Build Admin	0.3%	1	324	0.3%

Source: *PTSB Shortages Survey & WDE Professional Staff List Report*

**Table 28: Geographic Distribution of Vacancies**

	Vacancies Divided by Teachers 2000	Vacancies Divided by Teachers 2001
Rural	0.9%	0.9%
Small Town	0.5%	0.6%
City/Large Town	0.2%	1.0%
Northwest	0.7%	0.9%
Northeast	0.4%	0.4%
Southwest	0.7%	0.6%
Southeast	0.3%	1.0%
Central	0.4%	0.5%

Source: *PTSB Shortages Survey & WDE Professional Staff List Report*

<sup>1</sup> Vacant positions were measured in FTEs. To allow comparison of vacant positions and employees, vacancies of less than one FTE have been rounded to one. "Teachers" does not include collaborative teachers.

## SECTION 5: TEACHER SALARIES

**Table 29: Average Teacher Salaries**

	Average Total Salary	Rate of Increase
1993	\$ 31,896	n/a
1994	\$ 32,136	1%
1995	\$ 32,546	1%
1996	\$ 32,663	0%
1997	\$ 33,020	1%
1998	\$ 34,578	5%
1999	\$ 35,325	2%
2000	\$ 35,979	2%
2001	\$ 39,226	9%

*Source: WDE Professional Staff List Report*

**Table 30: Average Salaries for Teachers with No State Experience**

	Average Total Salary	Rate of Increase
1996	\$22,740	n/a
1997	\$23,140	2%
1998	\$24,525	6%
1999	\$25,378	3%
2000	\$25,641	1%
2001	\$29,055	13%

*Source: WDE Professional Staff List Report*

**Table 31: Average Teacher Salaries in 2000**

	All Teachers		No State Experience,		18 Years State Experience, With Master's	
Average	\$35,979		\$25,641		\$44,355	
City/Large Town	\$36,979	High	\$25,177	Low	\$45,668	High
Small Town	\$36,383		\$25,894	High	\$44,151	
Rural	\$34,101	Low	\$25,630		\$42,264	Low
Northwest	\$34,346	Low	\$25,635		\$42,606	Low
Northeast	\$35,987		\$24,980	Low	\$44,350	
Southwest	\$36,960	High	\$26,332	High	\$45,012	
Southeast	\$36,119		\$25,780		\$42,761	
Central	\$36,340		\$25,285		\$46,282	High

Source: WDE Professional Staff List Report

**Table 32: Average Teacher Salaries in 2001**

	All Teachers		No State Experience,		18 Years State Experience, With Master's	
Average	\$39,226		\$29,055		\$47,916	
City/Large Town	\$39,656	High	\$27,215	Low	\$50,474	High
Small Town	\$39,817		\$30,157	High	\$46,611	Low
Rural	\$37,679	Low	\$29,081		\$47,061	
Northwest	\$37,821	Low	\$29,307		\$44,477	Low
Northeast	\$39,987		\$29,417		\$45,538	
Southwest	\$40,171	High	\$30,363	High	\$48,885	
Southeast	\$38,895		\$29,139		\$50,032	
Central	\$39,293		\$26,217	Low	\$50,387	High

Source: WDE Professional Staff List Report



**Table 33: Average Teacher Salaries by Subject in 2000**

	All Teachers	Rank All Teachers	No State Experience	Rank No Experience
Language Arts	\$ 36,665	4	\$24,964	8
Math and Science	\$ 36,414	6	\$24,942	9
Social Science	\$ 36,618	5	\$26,099	5
PE	\$ 38,964	2	\$27,612	3
Humanities	\$ 35,706	7	\$25,442	6
Voc & Driver's Ed	\$ 37,316	3	\$26,797	4
Foreign Language	\$ 35,490	8	\$25,193	7
Computers	\$ 40,520	1	\$32,877	1
Special Education	\$ 34,988	10	\$27,686	2
Remediation	\$ 34,640	11	\$24,441	10
General Education	\$ 35,408	9	\$24,075	11
Total	\$ 35,979		\$25,641	

Source: WDE Professional Staff List Report

**Table 34: Average Teacher Salaries by Subject in 2001**

	All Teachers	Rank All Teachers	No State Experience	Rank No State Experience
Language Arts	\$ 40,159	4	\$31,209	3
Math and Science	\$ 39,784	6	\$29,235	6
Social Science	\$ 39,928	5	\$28,115	8
PE	\$ 42,016	2	\$28,329	7
Humanities	\$ 39,214	7	\$28,035	9
Voc & Driver's Ed	\$ 40,838	3	\$31,343	2
Foreign Language	\$ 38,199	9	\$30,165	5
Computers	\$ 43,488	1	\$33,648	1
Special Education	\$ 38,089	10	\$31,087	4
Remediation	\$ 37,676	11	\$27,357	11
General Education	\$ 38,570	8	\$27,373	10
Total	\$ 39,226		\$29,055	

Source: WDE Professional Staff List Report

**Table 35: Average Salary of Teachers with No State Experience by School Size**

	1996	1997	1998	1999	2000	2001
Less than 25th percentile school size	\$22,258	\$22,226	\$22,103	\$23,029	\$24,457	\$27,037
Between 25th and 50th percentile school size	\$24,383	\$23,010	\$24,839	\$24,719	\$25,671	\$28,055
Between 50th and 75th percentile school size	\$21,990	\$23,468	\$23,427	\$24,542	\$25,750	\$28,927
Above 75th percentile school size	\$22,610	\$23,007	\$24,770	\$25,660	\$25,276	\$29,254

Source: WDE Professional Staff List Report

**Table 36: Average Salary of Teachers with No Experience by School Poverty**

	1996	1997	1998	1999	2000	2001
Less than 25th percentile free & reduced lunch	\$23,389	\$23,459	\$25,083	\$26,102	\$26,267	\$30,592
Between 25th and 50th percentile free & reduced lunch	\$22,757	\$22,692	\$24,479	\$25,139	\$25,754	\$27,922
Between 50th and 75th percentile free & reduced lunch	\$21,920	\$22,956	\$23,567	\$24,659	\$24,997	\$27,600
Above 75th percentile free & reduced lunch	\$22,482	\$22,851	\$23,682	\$23,655	\$24,001	\$28,331

Source: WDE Professional Staff List Report

**Table 37: Average Salary of Teachers with No Experience by School Size**

	1996	1997	1998	1999	2000	2001
Less than 25th percentile school size	\$22,258	\$22,226	\$22,103	\$23,029	\$24,457	\$27,037
Between 25th and 50th percentile school size	\$24,383	\$23,010	\$24,839	\$24,719	\$25,671	\$28,055
Between 50th and 75th percentile school size	\$21,990	\$23,468	\$23,427	\$24,542	\$25,750	\$28,927
Above 75th percentile school size	\$22,610	\$23,007	\$24,770	\$25,660	\$25,276	\$29,254

Source: WDE Professional Staff List Report

**Table 38: Comparison of Wyoming and Neighboring State Teacher Salaries for 2000**

	Average Adjusted by AFT Cost of Living Index	Rank	Average Beginning Teacher Salary	Rank	Ratio of Average Salary to Annual Private Sector Earnings	Rank
US	\$43,250		\$28,989		1.23	
Wyoming	\$34,779	5	\$24,651	2	1.31	3
Colorado	\$36,241	3	\$26,479	1	1.04	7
Idaho	\$39,560	1	\$23,386	5	1.34	2
Montana	\$33,975	6	\$21,728	7	1.43	1
Nebraska	\$36,967	2	\$24,356	4	1.25	5
South Dakota	\$33,020	7	\$22,457	6	1.25	5
Utah	\$35,824	4	\$24,553	3	1.26	4

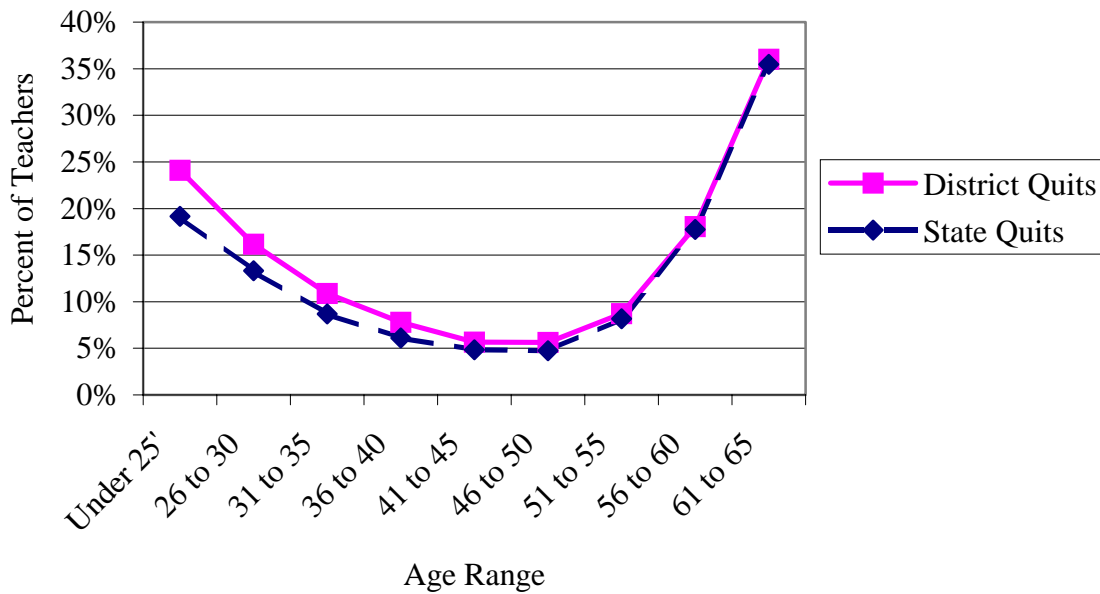
Source: Nelson, Drown & Gould, 2002

**Table 38 cont: Comparison of Wyoming and Neighboring State Teacher Salaries for 2000**

	Average salary	Rank	Ratio of annual salary to per capita personal income	Rank
U.S.	\$43,250		1.47	
Wyoming	\$34,678	4	1.27	4
Colorado	\$39,184	1	1.21	6
Idaho	\$37,109	2	1.56	1
Montana	\$33,249	6	1.48	3
Nebraska	\$34,258	5	1.24	5
South Dakota	\$30,265	7	1.17	7
Utah	\$36,441	3	1.55	2

Source: Nelson, Drown & Gould, 2002

## SECTION 6: TEACHER ATTRITION



**Figure 8: 1997–2000 Average District and State Teacher Attrition Rates by Age**

Source: WDE Professional Staff List Report

**Table 39: State Teacher Attrition by Age Category**

	1994	1995	1996	1997	1998	1999	2000
Under 25	26	37	34	34	31	47	45
26 to 30	66	66	87	87	94	93	82
31 to 35	48	54	63	55	64	71	65
36 to 40	65	59	56	49	55	62	65
41 to 45	63	78	77	60	61	83	56
46 to 50	48	65	69	62	76	82	76
51 to 55	42	74	70	63	86	117	108
56 to 60	51	55	64	80	79	94	85
61 to 65	31	35	31	35	32	38	25
65 to 70	1	5	1	1	2	2	2
Total	441	528	552	526	580	689	609

Source: WDE Professional Staff List Report

**Table 40: State Teacher Attrition Rates by Subject Area**

	1997-2000 average
Computers	11%
Foreign Language	10%
General Ed.	8%
Humanities	10%
Language Arts	11%
Math/Science	11%
PE	7%
Remediation	9%
Social Science	10%
Special Ed.	10%
Voc & Driver's Ed.	11%
Total	9%

Source: WDE Professional Staff List Report

**Table 41: Teacher Transfers by Age Category**

	1994	1995	1996	1997	1998	1999	2000
Under 25	7	15	14	13	10	8	8
26 to 30	13	14	16	13	29	20	15
31 to 35	16	5	16	18	13	20	13
36 to 40	6	8	11	13	20	11	20
41 to 45	9	11	6	14	10	12	9
46 to 50	5	7	8	8	13	17	16
51 to 55	0	0	3	7	5	7	5
56 to 60	0	1	1	3	1	2	0
61 to 65	1	0	0	1	0	0	1
65 to 70	0	0	0	0	0	0	0
Total	57	61	75	90	101	97	87

Source: WDE Professional Staff List Report

**Table 42: District Teacher Attrition Rates by Age Group**

Age Group	1994	1995	1996	1997	1998	1999	2000	Average 97—00
Under 25	15%	21%	22%	26%	22%	23%	25%	24.0%
26 to 30	13%	13%	16%	15%	18%	17%	15%	16.3%
31 to 35	8%	8%	11%	11%	11%	12%	10%	11.0%
36 to 40	6%	6%	6%	6%	7%	8%	10%	7.8%
41 to 45	4%	6%	5%	5%	5%	7%	5%	5.5%
46 to 50	4%	5%	5%	5%	6%	6%	6%	5.8%
51 to 55	5%	9%	8%	7%	8%	10%	9%	8.5%
56 to 60	16%	16%	17%	19%	17%	20%	16%	18.0%
61 to 65	34%	42%	38%	42%	38%	38%	25%	35.8%
66 to 70	50%	63%	20%	14%	25%	20%	10%	17.3%
Total	7.1%	8.3%	8.9%	8.7%	9.5%	10.8%	9.6%	9.7%

Source: WDE Professional Staff List Report

**Table 43: District Teacher Attrition Rates by Region**

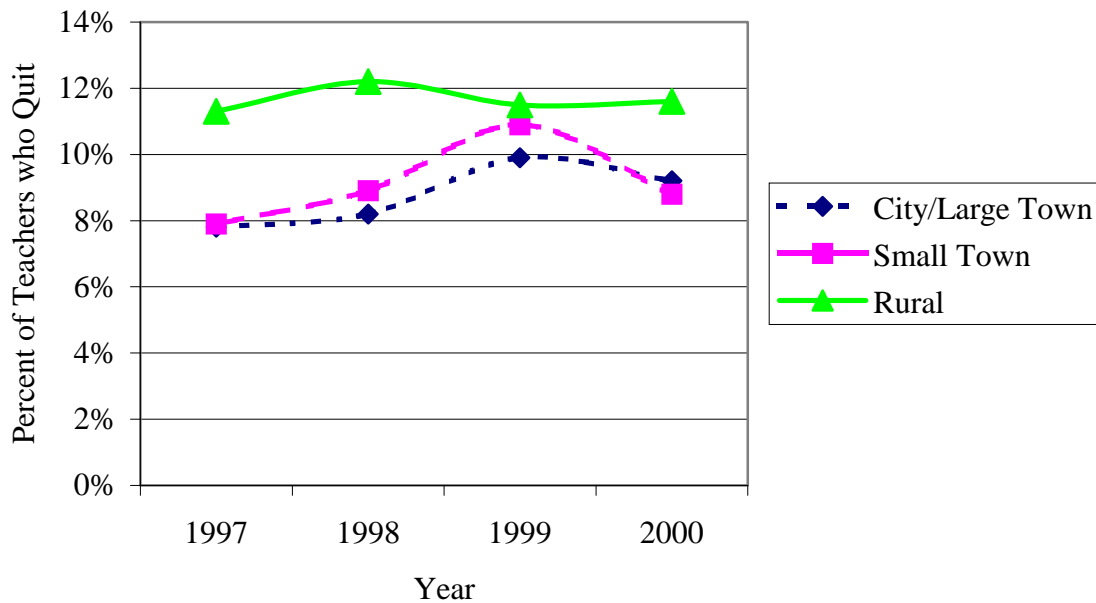
	Northwest	Northeast	Southwest	Southeast	Central	Total
1993	10.3%	7.9%	9.3%	7.4%	6.8%	8.3%
1994	8.6%	6.8%	8.6%	7.0%	8.1%	7.8%
1995	9.8%	7.0%	9.7%	8.1%	6.9%	8.3%
1996	11.3%	7.5%	9.2%	8.5%	7.8%	8.9%
1997	9.0%	6.6%	9.7%	8.5%	9.6%	8.7%
1998	11.2%	9.0%	9.1%	9.6%	8.8%	9.5%
1999	12.1%	9.1%	11.9%	10.6%	9.9%	10.8%
2000	10.3%	7.3%	10.4%	10.0%	9.7%	9.6%
Average 97—00	10.7%	8.0%	10.3%	9.7%	9.5%	9.7%

Source: WDE Professional Staff List Report

**Table 44: District Teacher Attrition Rates by Grade Level**

	Elementary	Middle/ Junior High	High School	All Grades	Total
1993	6.5%	8.9%	10.1%	11.6%	8.3%
1994	7.0%	8.0%	8.8%	8.9%	7.8%
1995	7.0%	8.6%	10.0%	9.1%	8.3%
1996	7.6%	8.8%	10.5%	10.9%	8.9%
1997	7.2%	8.7%	10.9%	10.3%	8.7%
1998	8.2%	8.0%	12.1%	12.2%	9.5%
1999	9.2%	11.0%	12.9%	10.8%	10.8%
2000	8.3%	9.6%	11.7%	11.9%	9.6%
Average 97-00	8.2%	9.3%	11.9%	11.3%	9.7%

Source: WDE Professional Staff List Report



**Figure 9: State Teacher Attrition Rates by Locale**

Source: WDE Professional Staff List Report

**Table 45: State Teacher Attrition Rates by Locale**

Year	City/Large Town	Small Town	Rural
1993	6.8%	8.6%	9.6%
1994	7.5%	7.1%	9.3%
1995	6.6%	7.8%	11.0%
1996	7.5%	8.8%	10.6%
1997	7.8%	7.9%	11.3%
1998	8.2%	8.9%	12.2%
1999	9.9%	10.9%	11.5%
2000	9.2%	8.8%	11.6%
Average 97—00	8.8%	9.1%	11.7%

Source: WDE Professional Staff List Report

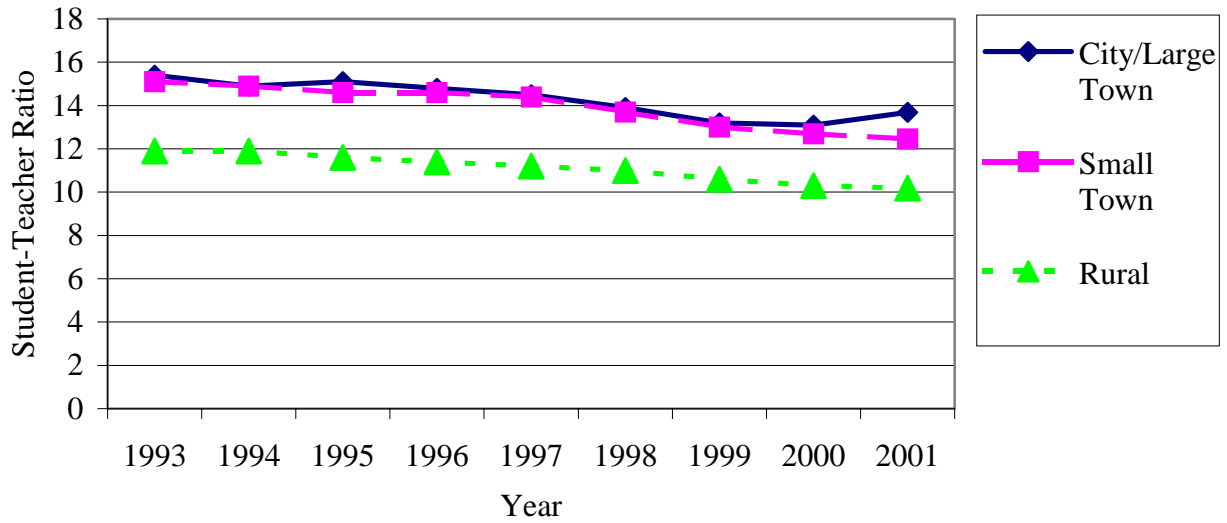
**Table 46: District Teacher Attrition Rates by Job**

	1993	1994	1995	1996	1997	1998	1999	2000
Language Arts	8%	8%	10%	9%	9%	12%	12%	12%
Math and Science	10%	7%	10%	10%	9%	12%	14%	11%
Social Sciences	9%	9%	6%	9%	10%	9%	15%	9%
PE	10%	6%	6%	7%	7%	8%	8%	6%
Humanities	8%	10%	12%	11%	10%	9%	11%	14%
Voc & Driver's Education	10%	8%	9%	8%	9%	12%	12%	12%
Foreign Language	9%	11%	11%	8%	11%	11%	12%	9%
Computers	13%	9%	11%	9%	10%	15%	12%	7%
Special Education	12%	12%	10%	12%	12%	11%	9%	11%
Remediation	7%	10%	2%	8%	8%	9%	11%	11%
General Education	6%	6%	7%	8%	7%	8%	10%	8%
Total	8%	8%	8%	9%	9%	10%	11%	10%

Source: WDE Professional Staff List Report

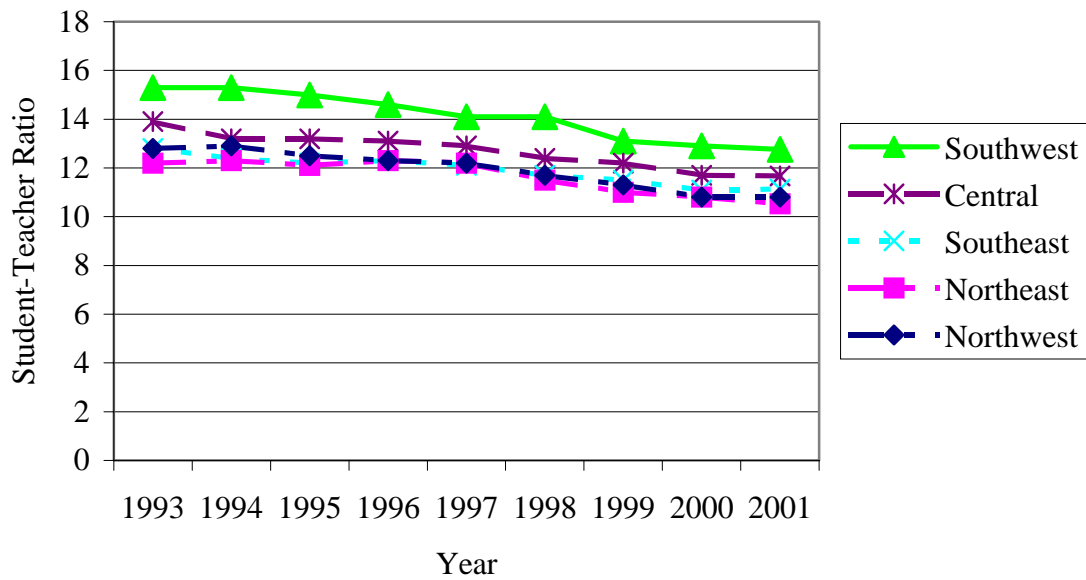


## SECTION 7: STUDENT-TEACHER RATIOS



**Figure 10: District Level Student-Teacher Ratios**

Source: WDE Professional Staff List Report & Student Enrollment Report



**Figure 11: District Student-Teacher Ratio by Region**

Source: WDE Professional Staff List Report & Student Enrollment Report

**Table 47: Student-Teacher Ratios by Locale and Region**

	1993	1994	1995	1996	1997	1998	1999	2000	2001
City/Large Town	15.4	14.9	15.1	14.8	14.5	13.9	13.2	13.1	13.7
Small Town	15.1	14.9	14.6	14.6	14.4	13.7	13.0	12.7	12.5
Rural	11.9	11.9	11.6	11.4	11.2	11.0	10.6	10.3	10.2
Northwest	12.8	12.9	12.5	12.3	12.2	11.7	11.3	10.8	10.8
Northeast	12.2	12.3	12.1	12.3	12.2	11.5	11.0	10.8	10.5
Southwest	15.3	15.3	15.0	14.6	14.1	14.1	13.1	12.9	12.8
Southeast	12.8	12.4	12.2	12.3	12.1	11.7	11.5	11.1	11.1
Central	13.9	13.2	13.2	13.1	12.9	12.4	12.2	11.7	11.7
Total	15.2	14.9	14.8	14.7	14.3	13.8	13.1	13.0	12.6

Source: WDE Professional Staff List Report & WDE School Enrollment Reports

**Table 48: 1998 & 1999 Pupil-Teacher Ratios**

	1998 Pupil - Teacher Ratio	1999 Pupil - Teacher Ratio
United States	16.5	16.1
Wyoming	14.2	13.3
Colorado	17.7	17.4
Idaho	18.2	18.0
Montana	15.7	15.2
Nebraska	14.3	13.9
South Dakota	14.3	14.0
Utah	22.4	22.0

Source: U.S. Department of Education, 2002

## SECTION 8: TEACHER HIRES

**Table 49: Number of District Teacher Hires**

	New District Teachers	Total Teachers
1994	702	7,038
1995	599	7,077
1996	580	7,051
1997	654	7,042
1998	741	7,155
1999	810	7,307
2000	670	7,217
2001	659	7,126

Source: WDE Professional Staff List Report

**Table 50: New District Teachers by Region**

Region	Teachers	1994	1995	1996	1997	1998	1999	2000	2001
Northwest	New	144	137	150	137	143	169	157	129
	Total	1,273	1,301	1,318	1,303	1,330	1,351	1,349	1,329
Northeast	New	106	89	67	94	129	135	112	125
	Total	1,217	1,223	1,205	1,205	1,247	1,275	1,273	1,295
Southwest	New	146	149	138	157	142	172	113	145
	Total	1,498	1,512	1,502	1,510	1,508	1,552	1,486	1,463
Southeast	New	173	127	137	161	179	202	177	151
	Total	1,698	1,699	1,695	1,698	1,724	1,766	1,763	1,722
Central	New	133	97	88	105	148	132	111	109
	Total	1,352	1,342	1,331	1,326	1,346	1,363	1,346	1,315

Source: WDE Professional Staff List Report

**Table 51: New District Teachers by Job**

	1994		1995		1996		1997		1998		1999		2000		2001	
	New Tchrs	Total Tchrs	New Tchrs	Total Tchrs	New Tchrs	Total Tchrs	New Tchrs	Total Tchrs	New Tchrs	Total Tchrs	New Tchrs	Total Tchrs	New Tchrs	Total Tchrs	New Tchrs	Total Tchrs
Computers	4	40	3	37	9	43	10	57	15	78	10	85	13	97	13	106
Foreign Lang	21	138	15	138	21	144	15	148	19	150	19	151	16	147	16	154
General Ed.	205	2,849	146	2,793	155	2,732	183	2,639	204	2,654	283	2,741	196	2,668	200	2,648
Humanities	49	521	69	532	54	523	55	525	65	540	66	550	55	545	67	539
Language Arts	42	444	50	459	44	467	46	491	56	502	55	504	47	497	48	476
Math/Science	88	676	76	709	61	710	95	724	88	746	88	746	88	734	69	721
PE	36	391	25	391	21	389	29	394	30	398	39	406	27	402	23	397
Remediation	17	154	10	172	19	183	25	215	18	212	27	209	27	220	30	211
Social Science	35	328	35	336	17	326	27	323	40	326	33	339	36	336	33	335
Special Ed.	145	933	124	947	130	976	127	978	154	1,006	126	1,023	114	1,040	118	1,045
Voc & Driver's Ed.	60	561	46	561	47	552	38	540	47	531	58	528	45	506	42	489
Total	702	7,038	599	7,077	580	7,051	654	7,042	741	7,155	810	7,307	670	7,217	659	7,126

Source: WDE Professional Staff List Report

**Table 52: New District Teachers by Locale**

	City/Large Town		Small Town		Rural	
	New Teachers	Total Teachers	New Teachers	Total Teachers	New Teachers	Total Teachers
1994	183	2,033	305	3,149	206	1,826
1995	129	2,031	254	3,181	215	1,857
1996	130	2,014	238	3,169	209	1,856
1997	158	2,007	277	3,164	218	1,862
1998	216	2,069	316	3,234	209	1,842
1999	228	2,133	327	3,286	250	1,878
2000	178	2,115	290	3,239	202	1,860
2001	155	2,068	295	3,225	209	1,831

Source: WDE Professional Staff List Report

**Table 53: Age Distribution of New to the State Teachers**

	1994	1995	1996	1997	1998	1999	2000	2001	Average 1997– 2001
Under 25	15%	21%	18%	13%	16%	17%	17%	16%	16.0%
26 to 30	16%	17%	19%	21%	18%	19%	20%	19%	19.1%
31 to 35	13%	12%	10%	11%	10%	11%	9%	16%	11.7%
36 to 40	13%	13%	11%	10%	11%	9%	10%	14%	10.8%
41 to 45	15%	11%	11%	10%	10%	10%	8%	13%	10.3%
46 to 50	9%	6%	7%	9%	8%	8%	7%	9%	8.2%
51 to 55	4%	3%	3%	4%	5%	4%	4%	9%	5.1%
56 to 60	1%	1%	1%	2%	2%	2%	2%	4%	2.2%
61 to 65	1%	0%	1%	1%	1%	1%	0%	0%	0.5%
65 to 70	0%	0%	0%	0%	0%	0%	0%	0%	0.1%

Source: WDE Professional Staff List Report

## SECTION 9: TEACHER TRANSFERS

**Table 54: Teacher Transfers**

	Transfers into Districts
1994	73
1995	57
1996	61
1997	75
1998	90
1999	101
2000	97
2001	87

Source: *WDE Professional Staff List Report*

**Table 55: Flow of Teachers Between Locale**

	City/Large Town	Small Town	Rural
1997 to 1998	17	4	-21
1998 to 1999	9	0	-10
1999 to 2000	18	0	-18
2000 to 2001	2	4	-6
Net transfers in and out between 1997 and 2001	46	8	-55

Source: *WDE Professional Staff List Report*

Note: Rows do not sum due to missing data on school locale.

**Table 56: Average Increase in Salary for Teachers with Five Years' or Less Experience**

Salary Increase Between Years	Stay	Change District
1996 – 1997	\$ 1,231	\$ (303)
1997 – 1998	\$ 2,256	\$ 2,007
1998 – 1999	\$ 1,710	\$ 218
1999 – 2000	\$ 1,436	\$ 705
2000 – 2001	\$ 4,351	\$ 1,122

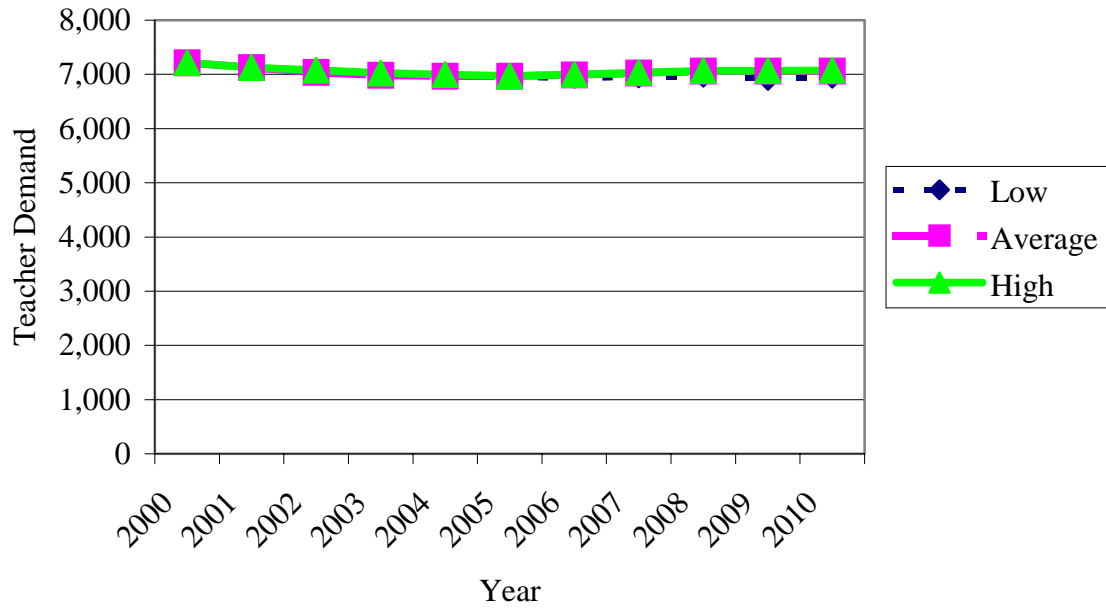
Source: WDE Professional Staff List Report

**Table 57: Regional Flow of Teachers**

	Northwest	Northeast	Southwest	Southeast	Central
1997 to 1998	-3	-2	-7	7	5
1998 to 1999	-5	7	-10	5	3
1999 to 2000	6	-3	-15	8	4
2000 to 2001	-9	15	-5	4	-5
Net transfers in and out between 1997 and 2001	-11	17	-37	24	7

Source: WDE Professional Staff List Report

## SECTION 10: TEACHER DEMAND FORECASTS



**Figure 12: Total Teacher Demand Forecasts for Wyoming**

*Source: Analysis of WDE Professional Staff List Report & Wyoming Department of Administration and Information, 2002*



**Table 58: Teacher Demand Forecast**

		Low Estimate	Medium Estimate	High Estimate
Actual	2000	7,214	7,214	7,214
Actual	2001	7,126	7,126	7,126
Forecast	2002	7,049	7,040	7,077
Forecast	2003	6,995	6,986	7,025
Forecast	2004	6,972	6,969	6,995
Forecast	2005	6,940	6,967	6,971
Forecast	2006	6,929	6,993	6,997
Forecast	2007	6,935	7,027	7,031
Forecast	2008	6,946	7,059	7,065
Forecast	2009	6,945	7,060	7,070
Forecast	2010	6,932	7,060	7,070

*Source: Analysis of WDE Professional Staff List Report & Wyoming Department of Administration and Information, Economic Analysis Division, 2002*

**Table 59: Actual and Estimated Attrition from the State Teacher Workforce**

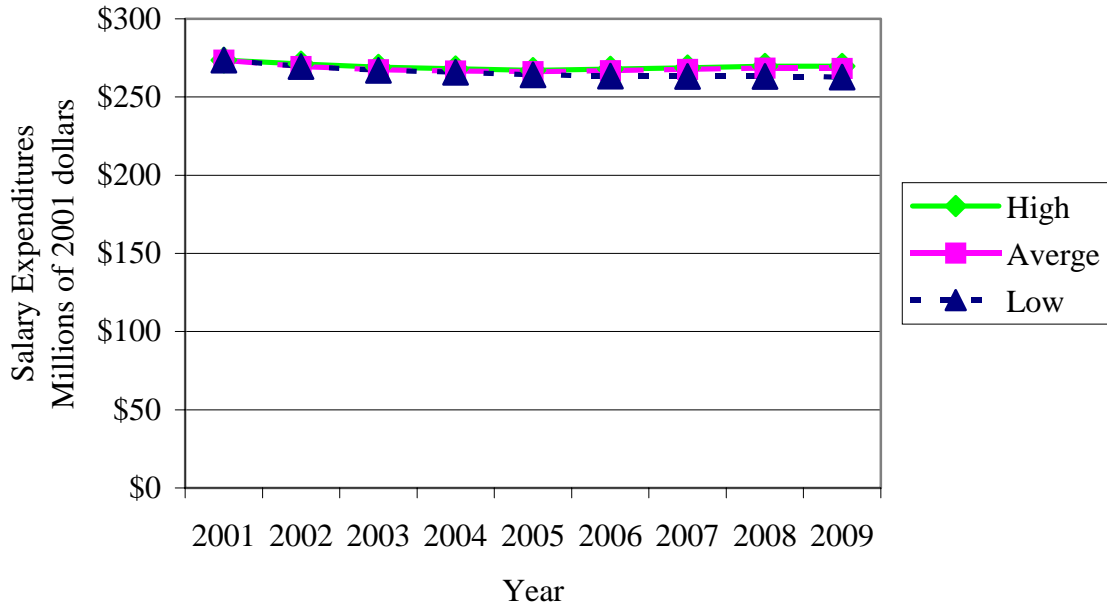
		Low Estimate	High Estimate
Actual	2000	609	
Forecast	2001	571	691
Forecast	2002	618	741
Forecast	2003	615	739
Forecast	2004	618	740
Forecast	2005	621	741
Forecast	2006	625	747
Forecast	2007	630	753
Forecast	2008	634	758
Forecast	2009	635	758

*Source: Analysis of WDE Professional Staff List Report & Wyoming Department of Administration and Information, 2002*

**Table 60: Actual and Estimated Hires for State Teacher Workforce**

		Low Estimate	High Estimate
Actual	2001	582	
Forecast	2002	496	617
Forecast	2003	565	684
Forecast	2004	593	713
Forecast	2005	586	705
Forecast	2006	610	727
Forecast	2007	631	746
Forecast	2008	641	754
Forecast	2009	633	744
Forecast	2010	622	732

Source: Analysis of WDE Professional Staff List Report & Wyoming Department of Administration and Information, 2002



**Figure 13: Estimated Total Expenditures on Teacher Salaries**

Source: Analysis of WDE Professional Staff List Report & Wyoming Department of Administration and Information, Economic Analysis Division, 2002

**Table 61: Teacher Salary Expenditure Forecast in Millions of 2001 Dollars**

		High Estimate	Medium Estimate	Low Estimate
Actual	2001	\$274	\$274	\$274
Forecast	2002	\$271	\$270	\$270
Forecast	2003	\$269	\$267	\$267
Forecast	2004	\$268	\$267	\$266
Forecast	2005	\$267	\$266	\$264
Forecast	2006	\$268	\$267	\$263
Forecast	2007	\$269	\$268	\$263
Forecast	2008	\$270	\$269	\$263
Forecast	2009	\$270	\$268	\$263
Forecast	2010	\$274	\$274	\$274

*Source: Analysis of WDE Professional Staff List Report & Wyoming Department of Administration and Information, Economic Analysis Division, 2002*

## SECTION 11: PRINCIPAL WORKFORCE

**Table 62: School Size and Number of Principals in 2001**

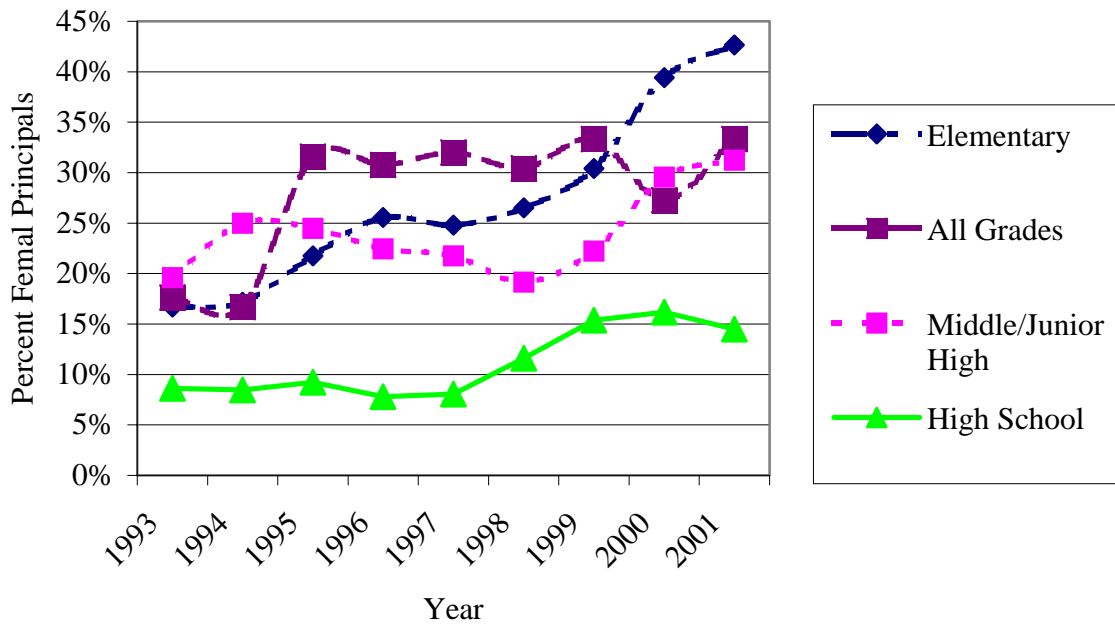
	Number of Schools	Principal Count
School Quartile 1: Smallest	96	15
School Quartile 2	95	51
School Quartile 3	97	86
School Quartile 4: Largest	96	97

*Source: WDE Professional Staff List Report & WDE Enrollment Data*

**Table 63: Demographics of Wyoming Principals, 1993–2001**

Year	Number	Average Age	Average Salary	Percent Female
1993	264	46.4	\$ 49,341	16%
1994	269	46.5	\$ 50,014	17%
1995	271	46.9	\$ 50,735	20%
1996	263	47.4	\$ 51,138	21%
1997	266	47.2	\$ 52,274	21%
1998	271	47.5	\$ 54,822	22%
1999	262	47.8	\$ 56,124	26%
2000	260	48.1	\$ 57,437	31%
2001	265	47.6	\$ 61,701	33%

*Source: WDE Professional Staff List Report*



**Figure 14: Female Principals by Grade Level**

Source: WDE Professional Staff List Report

**Table 64: Principals in 2001 by Region**

	Number	Average Age	Average Salary	Percent Female
Northwest	50	48	\$57,865	28%
Northeast	49	47	\$62,159	29%
Southwest	55	47	\$61,613	29%
Southeast	56	51	\$62,664	38%
Central	55	46	\$63,891	40%

Source: WDE Professional Staff List Report

**Table 65: Principals in 2001 by School Size**

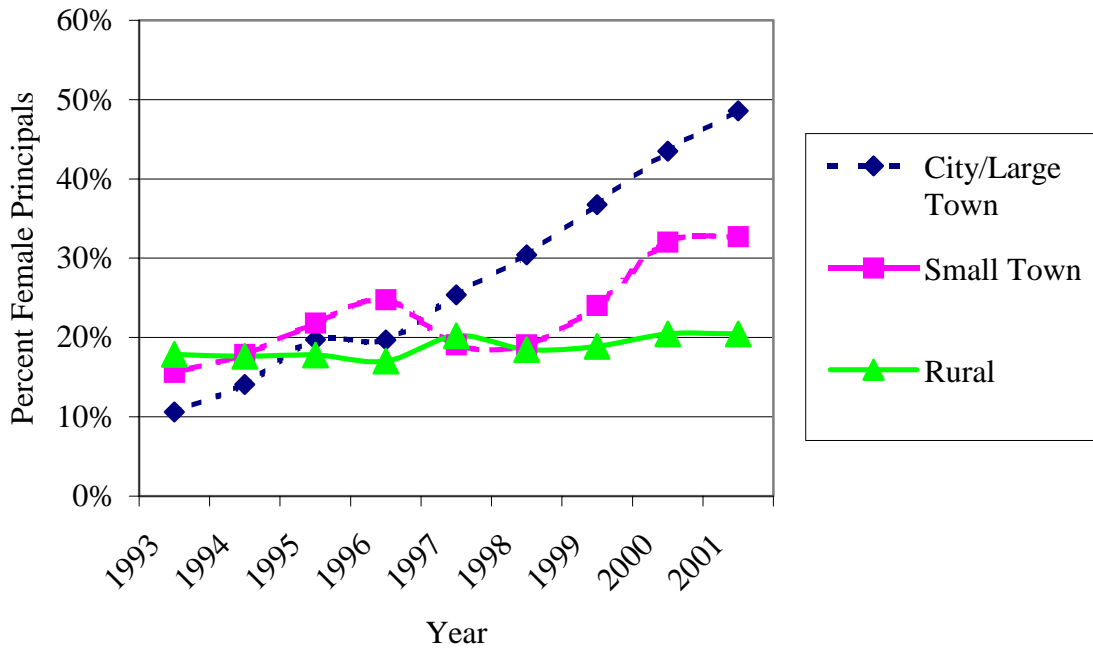
	Median Age	Median Salary	Percent Female	Principal Count
SchoolQuartile1:Smallest	50	\$56,457	33%	15
SchoolQuartile2	45	\$58,910	24%	51
SchoolQuartile3	48	\$60,885	38%	86
SchoolQuartile4:Largest	48	\$65,058	30%	97

Source: WDE Professional Staff List Report

**Table 66: Principals in 2001 by Locale**

	Number	Age	Salary
City/Large Town	70	49	\$65,345
Small Town	107	47	\$61,948
Rural	88	47	\$58,504

Source: WDE Professional Staff List Report



**Figure 15: Female Principals by Locale**

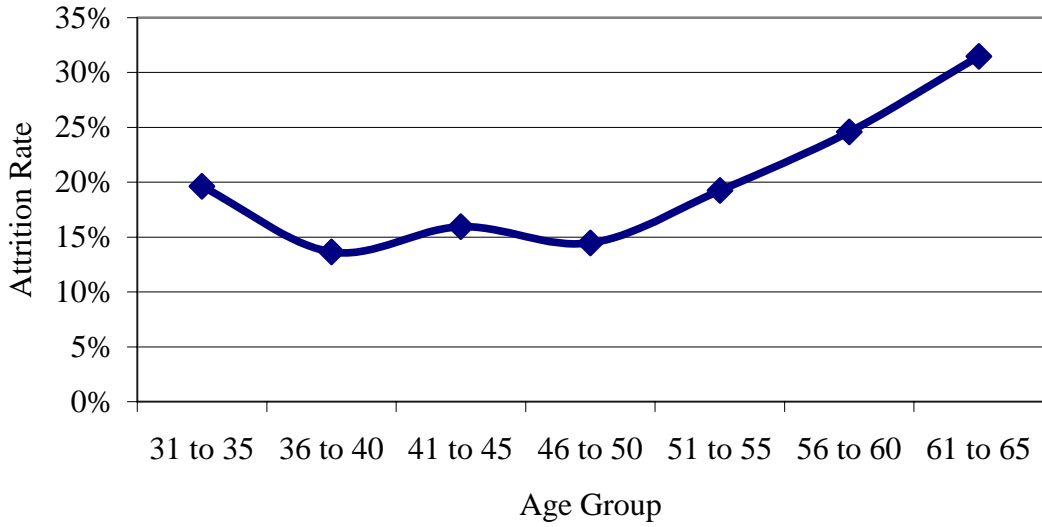
Source: WDE Professional Staff List Report

**Table 67: Principals by Reported Grade Level, 1993 through 2001**

	1993	1994	1995	1996	1997	1998	1999	2000	2001
Elementary	141	143	139	137	135	133	125	138	136
Middle/Junior High	51	52	49	49	46	47	45	44	48
High School	58	59	65	64	62	69	65	68	69
All Grades	14	15	18	13	23	22	27	10	12
Total	264	269	271	263	266	271	262	260	265

Source: WDE Professional Staff List Report

**SECTION 12: PRINCIPAL DEMAND ISSUES**



**Figure 16: Average 1993-1999 Principal Attrition Rate by Age**

*Source: WDE Professional Staff List Report*

**Table 68: Principal Attrition Rate and Eligibility to Retire by Year, 1993-2001**

	Attrition Rate	Eligible to Retire within Five Years or Less
1993	6%	
1994	10%	
1995	10%	
1996	8%	
1997	12%	15%
1998	13%	18%
1999	16%	21%
2000	17%	24%
2001		24%

*Source: WDE Professional Staff List Report*

**Table 69: Average 1997–2001 Principal Attrition and Eligibility to Retire by School Enrollment**

	Attrition Rate	Able to Retire within Five Years or Less
Quartile 1: Smallest	23%	38%
Quartile 2	28%	14%
Quartile 3	26%	19%
Quartile 4: Largest	28%	23%
Total	27%	20%

Source: WDE Professional Staff List Report

**Table 70: Principal Attrition and Retirement Eligibility, 1996–2001**

	Attrition Rate	Able to Retire within Five Years or Less
Northwest	14%	20%
Northeast	11%	18%
Southwest	15%	20%
Southeast	10%	25%
Central	13%	18%
Average	13%	20%

Source: WDE Professional Staff List Report

**Table 71: Principal Attrition and Retirement Eligibility, 1997–2001**

	Attrition Rate	Able to Retire within Five Years or Less
City/Large Town	11%	22%
Small Town	15%	19%
Rural	17%	20%

Source: WDE Professional Staff List Report



## Principal Transfers

**Table 72: Net Gain or Loss of Principals Due to Transfers by Locale, 1994–2001**

	City/ Large Town	Small Town	Rural
First-Year Principals	-2	-14	16
Existing Principals	5	5	-10

Source: WDE Professional Staff List Report

**Table 73: Net Gain or Loss of Principals Due to Transfers by Enrollment Category, 1994–2000**

	Quartile 4: Largest	Quartile 3	Quartile 2	Quartile 1: Smallest
First-Year Principals	-18	7	8	3
Existing Principals	4	2	-2	-4

Source: WDE Professional Staff List Report & Enrollment Data

**Table 74: Net Gain or Loss of Principals Due to Transfers by Region, 1994–2001**

	Northwest	Northeast	Southwest	Southeast	Central
First-Year Principals	5	-6	-2	4	-1
Existing Principals	6	-4	-8	8	-2

Source: WDE Professional Staff List Report

**Table 75: Net Gain or Loss of Principals Due to Transfers by Grade Level, 1994–2000**

	Elementary	Middle/ Junior High	High School	All Grades
First-Year Principals	2	-1	-2	1
Existing Principals	0	2	0	-2

Source: WDE Professional Staff List Report

## Principal Transfers and Compensation

**Table 76: Change in Daily Rate and Salary for Principals Who Did and Did Not Transfer between 2000 & 2001**

	Mean Increase in Daily Rate	Proportion Whose Daily Rate Stayed the Same or Decreased	Mean Total Salary Increase	Proportion Whose Salary Decreased	Number
Those Who Changed Districts	\$48.83	0%	\$9,412	0%	3
Those Who Did Not Change Districts	\$26.82	.5%	\$5,316	.5%	213

*Source: WDE Professional Staff List Report*

## SECTION 13: SOURCES OF PRINCIPALS

**Table 77: Characteristics of Principals Who Came from Inside and Outside of Wyoming Public Education in 2001**

	From Outside Wyoming Public Education	From Inside Wyoming Public Education
Average Age	44	43
Average First-Year Salary	\$58,284	\$56,946
Average School Enrollment	2,175	5,532
Average District Enrollment	331	438
Number	14	35

*Source: WDE Professional Staff List Report & Enrollment Data*

**Table 78: Sources of Principals and Where They Worked by Region, 1994–2001**

	From Outside Wyoming Public Education	From Inside Wyoming Public Education
Northwest	28%	18%
Northeast	13%	18%
Southwest	28%	23%
Southeast	14%	18%
Central	17%	22%

*Source: WDE Professional Staff List Report*

**Table 79: Sources of Principals and Where They Worked by Locale**

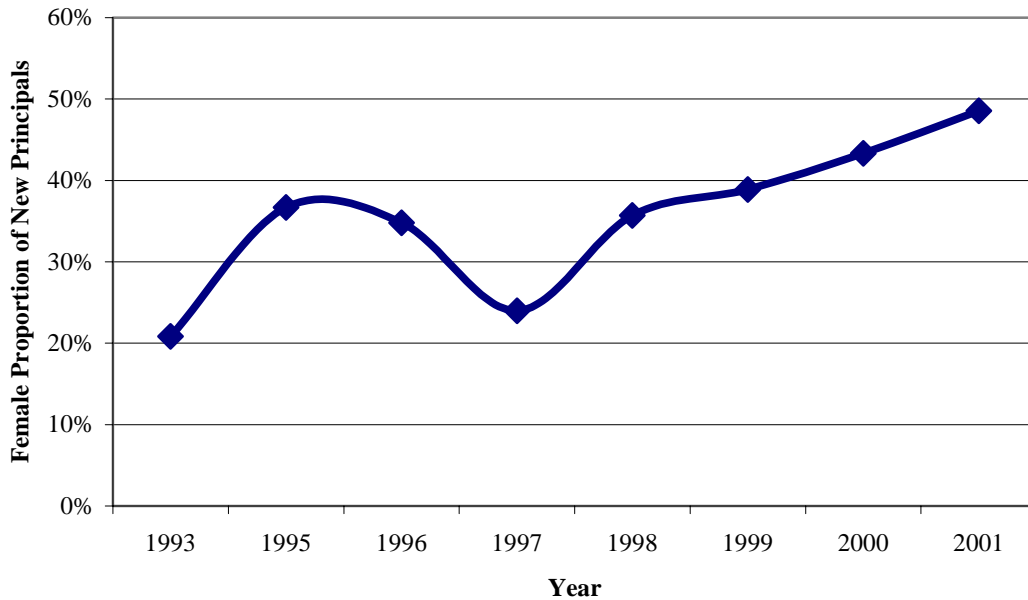
	From Outside Wyoming Public Education	From Inside Wyoming Public Education
City/Large Town	6%	26%
Small Town	44%	37%
Rural	50%	37%

*Source: WDE Professional Staff List Report*

**Table 80: Main Sources of New Principals from Inside Wyoming Public Education in 2001**

	Proportion of New Principals	Percent Female of New Principals	Percent Female in Job	Difference in Proportion of Females Hired as Principals & Proportion of Females in this Job
Assistant Principals & Principal Interns	46%	46%	28%	18%
General Education	14%	80%	84%	-4%

Source: WDE Professional Staff List Report & Enrollment Data



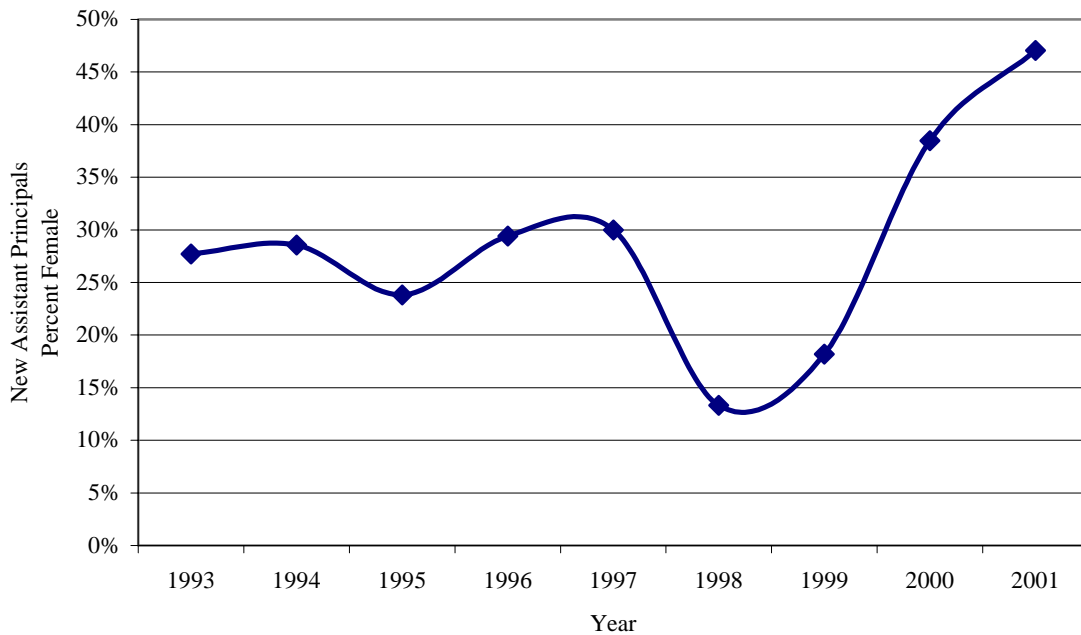
**Figure 17: Proportion of New Principals who are Females by Year**

Source: WDE Professional Staff List Report

**Table 81: Main Sources of New Assistant Principals from Inside Wyoming Public Education in 2001**

	Proportion of New Assistant Principals	Percent Female of New Assistant Principals	Percent Female in Job	Difference in Proportion of Females Hired as Assistant Principals & Proportion of Females in this Job
General Education	24%	75%	84%	-9%
Coordinators	18%	66%	41%	26%
Physical Education	12%	100%	42%	58%
Principals & other Building Administrators	12%	0%	33%	-33%
Vocational & Driver's Education	12%	50%	46%	4%

Source: WDE Professional Staff List Report



**Figure 18: Proportion of New Assistant Principals who are Females by Year**

Source: WDE Professional Staff List Report

**Table 82: Proportion of New Principals in 2001 Who Coached in 2000 and All Education Professionals Who Coached in 2000**

	Female	Male	All
Year Prior to Principal	0%	28%	14%
All Education Professionals	17%	45%	27%

Source: WDE Professional Staff List Report

**Table 83: Median Daily Rate for Principals and Daily Rate Change for People Moving into Principal Positions, 1996–2001**

	Median Daily Rate for Principals	Median Daily Rate of First-Year Principals	Number of First-Year Principals	Median Daily Rate of Job Before Principal Job	Median Change in Daily Rate for Those Moving into Principal Job	Proportion Whose Daily Rate Decreased as They Moved into Principal Positions
1996	\$244	\$228	23	\$210	\$25	12%
1997	\$249	\$241	25	\$214	\$24	10%
1998	\$261	\$245	28	\$229	\$22	28%
1999	\$268	\$249	36	\$229	\$11	32%
2000	\$275	\$246	30	\$233	\$38	11%
2001	\$301	\$280	49			

Source: WDE Professional Staff List Report

**Table 84: Median Salary for Principals and Salary Change for People Moving into Principal Positions, 1996–2001**

	Median Salary	Median Salary of First-Year Principals	Median Salary of Job Before Principal Job	Median Change in Salary for Those Moving into Principal Job	Proportion Whose Salary Decreased as They Moved into Principal Positions
1996	\$50,600		\$42,166	\$9,425	4%
1997	\$51,503	\$49,965	\$42,150	\$6,000	7%
1998	\$54,358	\$50,520	\$44,842	\$6,570	10%
1999	\$55,475	\$48,749	\$43,742	\$7,626	0%
2000	\$56,875	\$51,000	\$48,945	\$8,749	0%
2001	\$61,702	\$57,328			

Source: WDE Professional Staff List Report

## SECTION 14: SUPERINTENDENTS

**Table 85: Demographics of Wyoming Superintendents, 1993–2001**

Year	Number	Median Age	Median Salary	Percent Female
1993	49	52	\$63,000	0%
1994	49	54	\$63,000	2%
1995	49	53	\$64,200	6%
1996	50	51	\$63,518	4%
1997	48	52	\$65,786	2%
1998	48	53	\$68,577	4%
1999	50	53	\$70,650	4%
2000	48	53	\$72,250	8%
2001	47	54	\$80,000	9%

Source: WDE Professional Staff List Report

**Table 86: Wyoming Superintendents in 2001 by Region**

	Number	Median Age	Median Salary	Percent Female
Northwest	18	54	\$75,000	17%
Northeast	8	57	\$81,524	0%
Southwest	10	54	\$83,658	10%
Southeast	7	55	\$84,169	0%
Central	4	44	\$83,100	0%

Source: WDE Professional Staff List Report

**Table 87: Wyoming Superintendents in 2001 by District Enrollment**

	Median Enrollment	Median Age	Median Salary	Percent Female
DistrictQuartile1: Smallest	284	54	\$69,000	17%
DistrictQuartile2	714	47	\$75,000	18%
DistrictQuartile3	1361	56	\$83,100	0%
DistrictQuartile4: Largest	3206	56	\$94,875	0%

Source: WDE Professional Staff List Report

**Table 88: Wyoming Superintendents in 2001 by Locale**

	Number	Age	Salary	Percent Female
City/Large Town	3			
Small Town	18	56	\$84,524	0%
Rural	22	54	\$74,496	15%

Source: WDE Professional Staff List Report

**Table 89: Median Age of Superintendents by Region, 1993–2001**

	Northwest	Northeast	Southwest	Southeast	Central
1993	51	52	55	53	48
1994	56	52	55	55	49
1995	53	53	49	56	50
1996	53	54	50	53	50
1997	53	54	51	54	51
1998	53	54	52	55	50
1999	54	55	53	53	50
2000	54	56	54	54	43
2001	54	57	54	55	44

Source: WDE Professional Staff List Report



## Superintendent Attrition and Transfers

**Table 90: Superintendent Attrition Rate and Eligibility to Retire by Year, 1993–2001**

	Attrition Rate	Able to Retire within Five Years or Less
1993	12%	
1994	20%	
1995	31%	
1996	22%	
1997	15%	38%
1998	8%	42%
1999	22%	38%
2000	14%	42%
2001		49%

Source: WDE Professional Staff List Report

**Table 91: Average 1998 to 2001 Superintendent Attrition and Eligibility to Retire by District Enrollment**

	Attrition Rate	Able to Retire within Five Years or Less
Quartile 1: Smallest	16%	50%
Quartile 2	19%	21%
Quartile 3	8%	44%
Quartile 4: Largest	11%	54%
Total	14%	42%

Source: WDE Professional Staff List Report

**Table 92: Superintendent Attrition and Retirement Eligibility, 1997–2001**

	Attrition Rate	Able to Retire within Five Years or Less
Northwest	19%	43%
Northeast	6%	58%
Southwest	10%	36%
Southeast	7%	49%
Central	25%	8%
Average	14%	41%

Source: WDE Professional Staff List Report

**Table 93: Superintendent Attrition and Retirement Eligibility, 1997–2001**

	Attrition Rate	Able to Retire within Five Years or Less
City/Large Town	11%	42%
Small Town	9%	46%
Rural	17%	40%

Source: WDE Professional Staff List Report

**Table 94: Net Gain or Loss of Superintendents Due to Transfers by Enrollment Category, 1994–2001**

	Quartile 4: Largest	Quartile 3	Quartile 2	Quartile 1: Smallest
First-Year Superintendents	-7	-3	2	8
Existing Superintendents	0	1	3	-4

Source: WDE Professional Staff List Report & Enrollment Data

**Table 95: Net Gain and Loss of Superintendents Due to Transfers Between 1994 & 2001 by Region**

	Northwest	Northeast	Southwest	Southeast	Central
First-Year Principals	5	-2	0	-1	-2
Existing Principals	-5	1	3	0	1

Source: WDE Professional Staff List Report

**Table 96: Net Gain or Loss of Superintendents due to Transfers by Locale 1994–2000**

	City/Large Town	Small Town	Rural
First-Year Superintendents	-2	-8	10
Existing Superintendents	1	1	-2

*Source: WDE Professional Staff List Report*

**Table 97: Change in Daily Rate and Salary for Superintendents Who Did and Did Not Transfer, 1997–2000**

	Median Daily Rate Change	Proportion Whose Daily Rate Decreased	Median Salary Change	Proportion Whose Salary Decreased	Number
Those Who Changed Districts	\$16,56	13%	\$3,000	40%	5
Those Who Did Not Change Districts	\$12.56	1%	\$4,200	1%	166

*Source: WDE Professional Staff List Report*

## SECTION 15: SUPERINTENDENT SOURCES OF SUPPLY

**Table 98: Characteristics of Superintendents Who Came from Inside and Outside of Wyoming Public Education, 1994–2001**

	From Outside Wyoming Public Education	From Inside Wyoming Public Education
Median Age	53	47
Median First-Year Salary	\$ 68,000	\$ 61,750
Median District Enrollment	924	766
Number	29	36

Source: WDE Professional Staff List Report

**Table 99: Sources of Superintendents and Where They Worked by Region, 1994–2001**

	From Outside Wyoming Public Education	From Inside Wyoming Public Education
Northwest	54%	50%
Northeast	11%	8%
Southwest	18%	22%
Southeast	7%	11%
Central	11%	8%

Source: WDE Professional Staff List Report

**Table 100: Sources of Superintendents and Where They Worked by Locale, 1994–2001**

	From Outside Wyoming Public Education	From Inside Wyoming Public Education
City/Large Town	7%	6%
Small Town	29%	33%
Rural	64%	58%

Source: WDE Professional Staff List Report

**Table 101: Main Sources of New Superintendents from Inside Wyoming Public Education, 1994–2001**

	Proportion of New Supt.	Percent Female of New Supt. from This Job	Proportion of Females in This Job	Difference in Proportion of Females Hired as Supt & Proportion of Females in This Job
Principal	59%	0%	26%	-26
Curriculum Coordinators or Directors	30%	36%	38%	-2
Assistant Superintendent	11%	25%	26%	-1

*Source: WDE Professional Staff List Report*

**Table 102: Median Daily Pay Rate for Superintendents**

	Median Daily Rate for Supt.	Median Daily Rate of First-Year Supt.
1996	\$261	
1997	\$273	\$280
1998	\$280	\$250
1999	\$288	\$291
2000	\$299	\$265
2001	\$313	\$331
1996–2001	\$278	\$269

*Source: WDE Professional Staff List Report*

**Table 103: Change in Daily Rate for People Moving into Superintendent Positions**

	Number of First-Year Supt. from WY	Median Daily Rate of Job Before Supt. Job	Median Change in Daily Rate for Those Moving into Supt. Positions	Proportion Whose Daily Rate Decreased as They Moved into Supt. Positions
1996	4	\$226	\$16	50%
1997	3	\$239	\$28	0%
1998	2	\$295	-\$17	50%
1999	4	\$287	\$15	25%
2000	1	*	*	*
1996–2000	14	\$2248	\$23	28%

Source: WDE Professional Staff List Report

\*this information is not shown to protect individual privacy

**Table 104: Median Salary for Superintendents**

	Median Salary	Median Salary of First-Year Supt.
1996	\$ 65,386	\$ 60,575
1997	\$ 67,577	\$ 68,000
1998	\$ 70,304	\$ 64,000
1999	\$ 72,326	\$ 71,000
2000	\$ 74,514	\$ 67,500
2001	\$ 80,000	\$ 79,875
1996–2001	\$ 68,492	\$ 66,750

Source: WDE Professional Staff List Report

**Table 105: Change in Salary for People Moving into Superintendent Positions**

	Median Salary Prior to Becoming a Supt.	Median Change in Salary when Moving into Supt. Positions	Proportion Whose Salary Decreased when Becoming Supt.
1996	\$ 50,900	\$ 10,100	0
1997	\$ 52,600	\$ 9,500	0
1998	\$ 71,606	\$ 894	50%
1999	\$ 62,815	\$ 9,685	25%
2000	*	*	*
1996–2000	\$ 56,020	\$ 9,094	13%

*Source: WDE Professional Staff List Report*

*\*this information is not shown to protect individual privacy*

## SECTION 16: LEADER CERTIFICATION

**Table 106: Number of Not Fully Certified Wyoming Education Leaders, 1996–2001**

	Principals		Superintendents	
	Number	Percent	Number	Percent
1996	6	2%	2	4%
1997	9	3%	3	6%
1998	8	3%	2	4%
1999	6	2%	1	2%
2000	50	19%	3	6%
2001	58	22%	2	4%

*Source: Wyoming PTSB & WDE Professional Staff List Report*



## SECTION 17: ANALYSIS INFORMATION

**Table 107: Proportion of schools in each locale by district for 2000**

District Name	City/Large Town	Small Town	Rural	Region
Albany Co. School Dist 01	63%	5%	32%	Southeast
Big Horn Co. School Dist 01	0%	0%	100%	Northwest
Big Horn Co. School Dist 02	0%	0%	100%	Northwest
Big Horn Co. School Dist 03	0%	0%	100%	Northwest
Big Horn Co. School Dist 04	0%	0%	100%	Northwest
Campbell Co. School Dist 01	0%	75%	25%	Northeast
Carbon Co. School Dist 01	0%	67%	33%	Central
Carbon Co. School Dist 02	0%	0%	100%	Central
Converse Co. School Dist 01	0%	90%	10%	Central
Converse Co. School Dist 02	0%	0%	100%	Central
Crook Co. School Dist 01	0%	0%	100%	Northeast
Fremont Co. School Dist 01	0%	86%	14%	Northwest
Fremont Co. School Dist 02	0%	0%	100%	Northwest
Fremont Co. School Dist 06	0%	0%	100%	Northwest
Fremont Co. School Dist 14	0%	0%	100%	Northwest
Fremont Co. School Dist 21	0%	0%	100%	Northwest
Fremont Co. School Dist 24	0%	0%	100%	Northwest
Fremont Co. School Dist 25	0%	100%	0%	Northwest
Fremont Co. School Dist 38	0%	0%	100%	Northwest
Goshen Co. School Dist 01	0%	42%	58%	Southeast
Hot Springs Co. Sch Dist 01	0%	100%	0%	Northwest
Johnson Co. School Dist 01	0%	63%	38%	Northeast
Laramie Co. School Dist 01	100%	0%	0%	Southeast
Laramie Co. School Dist 02	0%	0%	100%	Southeast
Lincoln Co. School Dist 01	0%	75%	25%	Southwest
Lincoln Co. School Dist 02	0%	0%	100%	Southwest
Natrona Co. School Dist 01	95%	0%	5%	Central
Niobrara Co. School Dist 01	0%	0%	100%	Southeast
Park Co. School District 01	0%	100%	0%	Northwest
Park Co. School District 06	0%	86%	14%	Northwest
Park Co. School District 16	0%	0%	100%	Northwest
Platte Co. School Dist 01	0%	40%	60%	Southeast
Platte Co. School Dist 02	0%	0%	100%	Southeast

District Name	City/Large Town	Small Town	Rural	Region
Sheridan Co. School Dist 01	0%	0%	100%	Northeast
Sheridan Co. School Dist 02	0%	92%	8%	Northeast
Sheridan Co. School Dist 03	0%	0%	100%	Northeast
Sublette Co. School Dist 01	0%	0%	100%	Southwest
Sublette Co. School Dist 09	0%	0%	100%	Southwest
Sweetwater Co. Sch Dist 01	0%	71%	29%	Southwest
Teton Co. School Dist 01	0%	56%	44%	Southwest
Uinta Co. School Dist 01	0%	100%	0%	Southwest
Uinta Co. School Dist 04	0%	0%	100%	Southwest
Uinta Co. School Dist 06	0%	0%	100%	Southwest
Washakie Co. School Dist 01	0%	100%	0%	Northwest
Washakie Co. School Dist 02	0%	0%	100%	Northwest
Weston Co. School Dist 01	0%	80%	20%	Northeast
Weston Co. School Dist 07	0%	0%	100%	Northeast

**Table 108: Quartile Regions for Analysis of Teacher Qualifications**

	Quartile 1	Quartile 2	Quartile 3	Quartile 4
Percent Free- and Reduced-Lunch Eligible	017%	1829%	30–42%	4395%
Total Enrollment in 2001	1–57	58–171	172–302	303–1,587

Source: WDE Enrollment Report

**Table 109: Crosswalk Between Analysis Job Types and WDE Assignments**

Job Type	Parent Type (From WDE)
Language Arts	G Language Arts
Math & Science	H Mathematics
	I Science
	IA Life Science
	IB Physical Science
Social Sciences	J Social Studies/sciences
	JA Geography
	JB History
PE	K Physical Education and Health
Humanities	MA Art
	MB Music
	MC Drama and Theater
Vocational & Driver's Ed.	NA Agriculture
	NB Marketing
	NC Family and Consumer Science
	ND Trade and Industry
	NE Health Occupations
	NF Business
	NG Technology Education
	X Other DRE Driver Education
Coaching	KB Coaching
	X Other ADV Advisor/Sponsor Any Club Activity - Not Coaching
Foreign Language	L Foreign Language
Computer	X Other CPL Computer Literacy/Lab
	X Other COM Computer/Tech Coordinator
	X Other CPS Computer Science
Student Services	BA Guidance Counselors
	BB Library Media Staff
	BD Student Support Staff -- Professional
Special Education	OA Special Education
	OC Gifted & Talented
Remediation	OB Remediation
	AA Teacher
General Education	F General/Multidisciplinary
Other Admin	BF Coordinators and Supervisors
School Staff	CH Food Service Staff
	CN Other Staff
Central office	CC Central Office Administrators
School Building Admin	CA School Building Administrators
Collaborative	X Other COL Collaboration (PTSB Approved)
Unknown	ALT Unknown

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