



TRACKING TALENT: Newly Certified in Rhode Island

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

What is this report about?

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

What data is included?

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

What should be done with this data?

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

Discussion Protocol

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

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

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

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

What highlights would you add?

What additional questions do you still have about this information?

How does this data impact your current work?

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

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



Tracking Talent: Newly Certified in Rhode Island Newly Certified

Pathways into the Profession

RI allows for an individual to enter the profession through a variety of routes or pathways¹. Requirements for each pathway vary, though all allow for an individual to become student or school-ready within the state and lead to certification. Table 1 shows the total number of certificates issued through each pathway².

Table1: PATHWAY		2014-15		2015-16	
RI Approved Program (incl. Degree, Non-degree and Alt. Route)	783	49%	820	51%	
Reciprocity	243	15%	137	8%	
Transcript Analysis	307	19%	64	4%	
Out-of-State Approved Program (incl. Degree and Non-Degree)	59	4%	66	4%	
Preliminary (incl Temp. Initial, Emergency, 1YR CTE & Expert Residency)	167	11%	479	30%	
RIDE Credential Review	23	1%	35	2%	
Credential Review Consortium Institution (CRCI)	7	0%	18	1%	
Totals	1589	100%	1619	100%	

Types of Certificates

Most of RI's pathways lead to an Initial certificate. The Initial certificate is the first full certificate in RI's tiered certification structure³. Each type of certificate has unique renewal requirements and validity timeframes. Table 2 shows the total number of newly issued certificates by type.

Table2: CERTIFICATE TYPE		2014-15		2015-16	
Initial (Full)	1007	63%	1,003	62%	
Professional (Full)	180	11%	117	7%	
Alternate Route (Preliminary)	38	2%	28	2%	
Emergency (Preliminary)	153	10%	214	13%	
Temporary Initial (Preliminary)	171	11%	151	9%	
CTE (Preliminary)	19	1%	43	3%	
Expert Residency (Preliminary)	21	1%	63	4%	
Totals	1589	100%	1,619	100%	

Highlight from Tables 1 and 2:

- The numbers of Preliminary CTE certificates have doubled and the numbers of Expert Residency certificates have increased three-fold in the two years under this review.
- The change in regulations around the Transcript Analysis pathway has led to considerable drop in the number of certificates issued by that pathway.

¹ For details about RI's pathway to certification, review information online at:

<http://www.ride.ri.gov/TeachersAdministrators/EducatorCertification/PathwaystoRICertification.aspx>.

² This report excludes analysis of substitute teacher permits though it merits noting that in 2014-15, 586 substitute permits were issued to individuals who did not hold any prior certificates in RI. In 2015-16, 617 substitute permits were issued to individuals who did not hold any prior certificates in RI.

³ For details about RI's tiered certification structure, review information online at: <http://www.ride.ri.gov/TeachersAdministrators/EducatorCertification.aspx>



Tracking Talent: Newly Certified in Rhode Island Educating in RI

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

Tables 3 through 10 drill down to the certificate area. Tables include the number of certificates issued to individuals, the number of educators employed within 12 months, and a calculated percentage⁴. The numbers include all certificate types listed in Table 2. Certificate areas with an asterisk denote dependent certificates. For that reason, educators may seek independent certificates even though their employment requires only the dependent certificate.

Table 3: EARLY CHILDHOOD CERTIFICATE AREAS (Grades PK-2)	Newly Certified in 2014-15	Employed in 2015-16	Percent Employed in 2015-16	Newly Certified in 2015-16	Employed in 2016-17	Percent Employed in 2016-17
Early Childhood Bilingual And Dual Language Education Teacher, Grades PK-2 – English*	1	0	0%	4	2	50%
Early Childhood Bilingual And Dual Language Education Teacher, Grades PK-2 – Spanish*	3	3	100%	5	3	60%
Early Childhood Education Teacher, Grades PK-2	136	17	13%	107	16	15%
Early Childhood English As A Second Language Education Teacher, Grades PK-2*	5	1	20%	9	6	67%
Early Childhood Special Education Teacher, Birth Through Grade 2*	26	12	46%	27	16	59%
Total	171	33	19%	152	43	28%

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

Highlights from Tables 3 and 4:

- The percent employed in these certificates remained relatively consistent, with the exception of the Early Childhood ESL certificate.
- The Elementary ESL certificate has the best employment rate among the Elementary certificates.

⁴ Certificate areas that have been introduced or retired due to changes in regulations effective January 2015, and therefore, do not have any data reported for any of the years are indicated by means of 'NA' in tables 3-9. Data included regarding 2016-17 employment is as of November 2016.



Tracking Talent: Newly Certified in Rhode Island

Table 5: MIDDLE GRADES CERTIFICATE AREAS (Grades 5-8)	Newly Certified in 2014-15	Employed in 2015-16	Percent Employed in 2015-16	Newly Certified in 2015- 16	Employed in 2016- 17	Percent Employed in 2016-17
Middle Grades English As A Second Language Education Teacher, Grades 5-8*	12	6	50%	20	13	65%
Middle Grades English Teacher, Grades 5-8	4	0	0%	2	2	100%
Middle Grades English Teacher, Grades 5-8 - Elementary Extension*	7	2	29%	6	0	0%
Middle Grades English Teacher, Grades 5-8 - Secondary Extension*	22	7	32%	22	4	18%
Middle Grades Mathematics Teacher, Grades 5-8	5	2	40%	5	2	40%
Middle Grades Mathematics Teacher, Grades 5-8 - Elementary Extension*	8	5	63%	23	12	52%
Middle Grades Mathematics Teacher, Grades 5-8 - Secondary Extension*	6	5	83%	6	3	50%
Middle Grades Science Teacher, Grades 5-8	5	0	0%	5	2	40%
Middle Grades Science Teacher, Grades 5-8 - Elementary Extension*	6	4	67%	3	2	67%
Middle Grades Science Teacher, Grades 5-8 - Secondary Extension*	7	3	43%	14	7	50%
Middle Grades Social Studies Teacher, Grades 5-8	3	1	33%	2	0	0%
Middle Grades Social Studies Teacher, Grades 5-8 - Elementary Extension*	2	0	0%	7	3	43%
Middle Grades Social Studies Teacher, Grades 5-8 - Secondary Extension*	15	3	20%	16	2	13%
Middle Grades Special Education Teacher, Grades 5-8*	NA	NA	NA	1	0	0%
Middle Grades World Language Teacher, Grades 5-8 - Elementary Extension – Spanish*	1	0	0%	0	0	0%
Total	103	38	37%	132	52	39%

Highlight from Table 5:

- The subject areas of Mathematics and Science post the highest employment levels



Tracking Talent: Newly Certified in Rhode Island

Table 6: SECONDARY GRADES CERTIFICATE AREAS (Grades 7-12)	Newly Certified in 2014-15	Employed in 2015-16	Percent Employed in 2015-16	Newly Certified in 2015- 16	Employed in 2016-17	Percent Employed in 2016-17
Secondary Grades Agriculture Teacher, Grades 7-12	1	1	100%	0	0	0%
Secondary Grades Biology Teacher, Grades 7-12	35	15	43%	36	4	11%
Secondary Grades Business Education Teacher, Grades 7-12	7	1	14%	2	0	0%
Secondary Grades Chemistry Teacher, Grades 7-12	19	5	26%	15	4	27%
Secondary Grades English As A Second Language Teacher, Grades 7-12*	12	7	58%	23	10	43%
Secondary Grades English Teacher, Grades 7-12	80	20	25%	95	23	24%
Secondary Grades General Science Teacher, Grades 7-12	25	12	48%	34	8	24%
Secondary Grades Mathematics Teacher, Grades 7-12	42	17	40%	47	20	43%
Secondary Grades Physics Teacher, Grades 7-12	9	2	22%	8	3	38%
Secondary Grades Social Studies Teacher, Grades 7-12	63	14	22%	63	10	16%
Secondary Grades Special Education Teacher, Grades 7-12*	15	12	80%	30	11	37%
Secondary Grades World Language Teacher, Grades 7-12 - French	3	0	0%	0	0	0%
Secondary Grades World Language Teacher, Grades 7-12 - German	1	0	0%	0	0	0%
Secondary Grades World Language Teacher, Grades 7-12 – Spanish	2	0	0%	0	0	0%
	313	93	30%	353	84	24%

Highlight from Table 6:

- The certificate areas of English as a Second Language (ESL) and Mathematics have the best employment rates

Tracking Talent: Newly Certified in Rhode Island



Table 7: SECONDARY GRADES CTE CERTIFICATE AREAS (Grades 7-12)	Newly Certified in 2014- 15	Employed in 2015-16	Percent Employed in 2015-16	Newly Certified in 2015- 16	Employed in 2016-17	Percent Employed in 2016-17
Agriculture	0	0	0%	1	1	100%
Air Conditioning And Refrigeration	1	1	100%	3	1	33%
Audiovisual Communications Technologies/Technicians	1	1	100%	0	0	0%
Auto Body Repair	0	0	0%	2	1	50%
Auto Mechanics	3	1	33%	2	1	50%
Biotechnology	0	0	0%	1	1	100%
Building Construction Trades	0	0	0%	1	1	100%
Carpentry	0	0	0%	3	2	67%
Computer Technology	1	1	100%	2	2	100%
Cosmetology	1	0	0%	4	1	25%
Drafting Occupations	0	0	0%	2	0	0%
Electrical Installation	1	1	100%	0	0	0%
Electronics Technology	0	0	0%	2	2	100%
Graphic Arts	2	2	100%	3	3	100%
Health Occupations	1	1	100%	4	3	75%
Marketing	1	1	100%	0	0	0%
Plumbing And Heating	0	0	0%	2	0	0%
Quantity Food Preparation	1	1	100%	3	1	33%
Web Page, Digital/Multimedia and Information Resources Design	0	0	0%	1	0	0%
Welding	0	0	0%	1	1	100%
	13	10	76%	37	21	56%

Highlight from Table 7:

- Career and Technical Education (CTE) certificate holders have the best employment rates compared to any other certificate area groups.

Tracking Talent: Newly Certified in Rhode Island



Table 8: ALL GRADES CERTIFICATE AREAS (Grades PK-12)	Newly Certified in 2014-15	Employed in 2015-16	Percent Employed in 2015-16	Newly Certified in 2015-16	Employed in 2016-17	Percent Employed in 2016-17
All Grades Adapted Physical Education Teacher, Grades PK-12	9	1	11%	23	1	4%
All Grades Art Teacher, Grades PK-12	19	8	42%	27	9	33%
All Grades English As A Second Language Education Teacher, Grades PK-12*	0	0	0%	2	2	100%
All Grades Family And Consumer Science Teacher, Grades PK-12	8	1	13%	0	0	0%
All Grades Health Teacher, Grades PK-12	1	0	0%	2	1	50%
All Grades Library Media Teacher, Grades PK-12	22	3	14%	28	5	18%
All Grades Music Teacher, Grades PK-12	16	10	63%	10	7	70%
All Grades Physical Education Teacher, Grades PK-12	25	12	48%	24	10	42%
All Grades School Nurse Teacher, Grades PK-12	23	6	26%	32	12	38%
All Grades Special Education - Deaf And Hard Of Hearing Teacher Grades PK-12*	22	3	14%	17	1	6%
All Grades Special Education - Severe Intellectual Disability Teacher Grades PK-12*	19	15	79%	28	17	61%
All Grades Special Education - Visually Impaired Teacher Grades PK-12*	1	0	0%	2	1	50%
All Grades Technology Education Teacher, Grades PK-12	43	4	9%	20	9	45%
All Grades Theatre Teacher, Grades PK-12	1	0	0%	0	0	0%
All Grades World Language Teacher, Grades PK-12 - Chinese	5	4	80%	9	5	56%
All Grades World Language Teacher, Grades PK-12 - French	2	0	0%	3	2	67%
All Grades World Language Teacher, Grades PK-12 - German	3	2	67%	4	4	100%
All Grades World Language Teacher, Grades PK-12 - Italian	7	3	43%	7	3	43%
All Grades World Language Teacher, Grades PK-12 - Latin	3	0	0%	0	0	0%
All Grades World Language Teacher, Grades PK-12 - Portuguese	4	2	50%	0	0	0%
All Grades World Language Teacher, Grades PK-12 - Spanish	2	1	50%	3	1	33%
Total	235	75	29%	241	90	32%

Highlight from Table 8:

- The Elementary ESL certificate has the best employment rate among the Elementary certificates.

Tracking Talent: Newly Certified in Rhode Island



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

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

Highlight from Tables 9 and 10:

- The Elementary ESL certificate has the best employment rate among the Elementary certificates.