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ABSTRACT

This report on special education professional personnel in Michigan schools from 1980 through 1988 is divided into five sections: "Instructional-Ancillary Personnel and Student Counts," "Retention of Instructional and Ancillary Personnel," "Certificate Endorsements, School Years 1980 through 1988," "Instructional Personnel Approvals: 1979 through 1988," and "Administrative-Supervisory Personnel and Student Count." The report is limited to data on prior and currently employed special education professional personnel, personnel with special education certificate endorsements, and personnel granted special education temporary or emergency approvals for special education assignments. The report analyzes data as they relate to such factors as age, sex, educational attainment, teaching experience, certificate endorsement area, teaching assignment, and supply. The data are presented in a series of 31 tables. (JDD)

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SPECIAL EDUCATION PERSONNEL IN MICHIGAN PUBLIC SCHOOLS 1980-88

Michigan State Board of Education
April 1989

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SPECIAL EDUCATION PROFESSIONAL PERSONNEL IN MICHIGAN SCHOOLS 1980 through 1988

Introduction

The Michigan Department of Education (MDE) has developed a number of personnel reports over the years. This compilation is a continuation of these previous reports that deal with characteristics that affect the supply and demand of special education professional personnel in Michigan public schools. In completing this report, some information from previous reports was used.

The report is divided into five sections with specific information addressed under each.

Section I: Instructional-Ancillary Personnel and Student Counts

- A. Staffing of special education instructional/ancillary personnel and comparison of staff with student counts.
- B. Instructional and ancillary personnel in 1987-88 distributed by age, by assignment, by educational attainment and by region.
- C. Personnel and student ratios for school year 1987-88.
- D. Instructional and ancillary personnel newly assigned in special education in 1987-88.
 1. Number of staff newly assigned who were newly graduated or with zero years of teaching experience.
 2. Number of staff newly assigned who had one or more years of teaching experience.

Section II: Personnel Attrition and Retention Rates

- A. Number of staff assigned in school years 1980-81 through 1986-87 still in special education assignments in 1987-88 and number of staff no longer in special education assignments.
- B. Cumulative attrition and retention rates for instructional and ancillary personnel, by certificate endorsement area, for school years 1980-81 through 1987-88.

Section III: Certificate Endorsements, School Years 1980 through 1988.

- A. Endorsements for instructional-ancillary personnel recommended by the teacher-training institutions in 1987-88.
- B. Comparison of 1987-88 staff with those of previous years.

Section IV: Instructional Personnel Approvals: 1979 through 1988

- A. Recommendations for teacher approvals received by Special Education Services from 1979 through 1988.

- B. Number of recommendations that were granted as temporary approvals, continuing approvals, and emergency approvals.

Section V: Administrative-Supervisory Personnel and Student Count

- A. Administrators and supervisors employed in special education in school year 1987-88 and the number of those employed in school years 1980-81 through 1986-87 still in special education administrative assignments in 1987-88.
- B. Recommendations for administrator approvals received by Special Education Services from 1979 through 1988 and a comparison of administrative staff with student counts.

Limitations of the Data

In determining the number of special education personnel, the following were not considered due to resource and time constraints:

1. Number of qualified special education personnel who are available but not registered as potential personnel;
2. Number of special education professional personnel in nonpublic schools;
3. Number of available and qualified substitute teachers;
4. Number of other special education personnel, both professional and paraprofessional, such as work study coordinators, curriculum resource consultants, physical education teachers, etc.
5. Number of teachers who are assigned to a resource room. These teachers are reported according to their special education endorsement.

The report is limited to the data on prior and currently employed special education professional personnel, on personnel with special education certificate endorsements, and on those granted special education temporary or emergency approvals for special education assignments.

Procedures

The report analyzed data on special education professional personnel as they relate to such factors as age, educational attainment, teaching experience, certificate endorsement area and supply. Computer tape copies of the Michigan Professional Personnel Register (MPPR) and the Teacher Certification Master File (TCMF) compiled by the Teacher Preparation and Certification Services for school years 1980-81 through 1987-88 were used as data bases. These data sources contain descriptive information on employed professional personnel with special education assignments in the state's public schools: basic classroom teachers and/or teacher consultants for the mentally impaired, POHI, emotionally impaired, visually impaired, hearing impaired, autistic impaired, and learning disabled; teachers of the speech and language impaired; school social workers, school psychologists; occupational/physical therapists; and directors and supervisors. Records on personnel emergency and temporary approvals maintained by the Special Education Services office were also used to gauge availability of personnel supply. Special education reports generated from SE-4568 data were used in determining unduplicated student head counts.

To assure that information collected through a number of MDE data gathering forms were valid for the specific purposes of this report, different codes of the same terms were reconciled for consistency of meanings across these forms: TE-4290, DS-4096, and DS-4061 for personnel information, and SE-4568 for student statistics by age and disability category. Corresponding personnel groupings such as directors and supervisors (Administrators) and classroom teachers and teacher consultants (e.g., teachers and teacher consultants for Learning Disabled, Educable Mentally Impaired, Physically/Otherwise Health Impaired, etc.) were determined to better reflect more meaningful information. Data tables and charts include areas of certificate endorsements with corresponding Special Education and Teacher Certification codes to facilitate review. Terms used are defined in Attachment A. Specific alpha and numeric codes are likewise included in the Attachment.

To determine personnel supply, data concerning employee attrition and hiring were compared with those of special education student counts over an eight-year period. Personnel totals were compared with student unduplicated counts (SE-4568) statewide and by region to show student to staff ratios.

Personnel totals were determined by a computer run of Department data based on form TE-4290. Social security numbers of personnel were compared over time to identify employees who were newly assigned or reassigned to special education. Incidences of non-reassignment were considered indications of attrition. Causes of attrition were not investigated.

EXPLANATION OF DATA

Section I: Instructional-Ancillary Personnel and Student Counts

Staffing of special education instructional/ancillary personnel and comparison with student counts.

Table 1 shows totals of instructional and ancillary personnel employed over an eight-year period, from school years 1980-81 through 1987-88. Although the numbers of employed personnel with Learning Disabled (SM) certificate endorsements increased significantly over the years studied, there were more personnel with mentally impaired certificate endorsements, 3,733 or 28.8% of totals for 1980-81 and 3,682 or 26.4% for 1987-88. The gradual increase of aggregated personnel totals stopped in 1981-82, but began to increase again in 1983-84. Data is limited to special education personnel employed in public schools. It does not include other special education-assigned professionals such as work study coordinators, curriculum resource consultants, physical education teachers, etc.

Table 2 compares staffing and student enrollment patterns. The percentage of personnel increase for 1987-88 exceeds the percentage of increase in student counts.

Instructional and ancillary personnel in 1987-88 distributed by age, by assignment, by educational attainment, and by region.

Tables 3 and 3-a present a limited profile of instructional and ancillary personnel employed in school year 1987-88. As in the preceding tables, personnel with certificate endorsements in mentally impaired exceeded those of other endorsements: 3,682 or 26.4% of the total 13,965 employed for the year. Of this total, 11,346 or 81.3% were females; 6,424 or 46% belong to the 31-40 age group; 7,942 or 56.9% completed Master's degrees; and 5,195 or 37.2% were assigned to provide instructional services to handicapped students Pre-K through Grade 12. One and a half percent or 215 were assigned to do administration-related functions.

Table 4 shows the school year 1987-88 employment by region. It indicates that 6,155 or 44.1% of the total 13,965 were employed in Region V, where there is the greatest concentration of handicapped students. Region I has the least number of instructional personnel, 393 or 2.8% of the state total. Of the total 13,965 personnel employed, 420 or 3% had SL (hearing impaired) certificate endorsements.

Attachment B is a state map with the five special education planning regions delineated.

TABLE 1
SPECIAL EDUCATION INSTRUCTIONAL AND ANCILLARY PERSONNEL
EMPLOYED IN MICHIGAN PUBLIC SCHOOLS, 1980-88

Cert/Endorse. Areas/Codes*	SCHOOL YEAR							
	1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87	1987-88
Mentally Imp. (110-130/SA-ST)	3,733	3,482	3,398	3,470	3,449	3,539	3,558	3,682
Emotionally Imp. (140/SE)	1,878	1,821	1,813	1,873	2,025	2,175	2,258	2,383
Learning Dis. (150/SM)	2,161	2,252	2,319	2,452	2,579	2,703	2,806	3,052
Hearing Imp. (160/SL)	485	460	446	437	429	426	420	420
Visually Imp. (170/SK)	171	150	152	156	146	146	149	155
P.O.H.I. (180/SC)	288	265	259	261	275	273	265	275
Sp./Lang. Imp. (290/SB)	1,593	1,454	1,391	1,413	1,425	1,465	1,444	1,557
TC/Ment'l Imp. (210/SU)	282	255	281	288	266	278	225	248
Homebound/Hosp. (280/SH)	151	102	88	81	78	70	69	70
TC/POHI (SI)	108	100	86	85	78	72	65	67
Sch. Psych. (SF,SG)	781	743	722	650	649	658	669	720
Social Worker (SD)	1,014	858	792	808	814	826	842	922
Occ/Phy Ther. (NU)	335	311	310	321	339	343	362	414
TOTALS	12,980	12,253	12,057	12,295	12,552	12,974	13,132	13,965

*Codes: Numeral - Special Education Services
 Alphabet - Teacher Preparation & Certification Services

Interpretation: In school year 1987-88, the number of job assignments for instructional and ancillary personnel increased by 833 or 6.3% over 1986-87. Job assignments of teachers with SA-ST certificate endorsement areas also increased by 3.5% over the same period.

TABLE 2
SPECIAL EDUCATION STUDENT AND
INSTRUCTIONAL-ANCILLARY PERSONNEL COUNTS
1975-1988

School Year	Student Counts	% Of Change From Previous Year	Personnel Counts	% Of Change From Previous Year
1975-76	147,441	—	8,916	—
1976-77	151,580	+ 2.8%	10,217	+ 14.6%
1977-78	155,270	+ 2.4%	10,819	+ 5.9%
1978-79	160,522	+ 3.4%	11,597	+ 7.2%
1979-80	159,398	- 0.7%	12,507	+ 7.8%
1980-81	160,187	+ 0.5%	12,980	+ 3.8%
1981-82	158,479	- 1.1%	12,253	- 5.6%
1982-83	160,639	+ 1.4%	12,057	- 1.6%
1983-84	162,952	+ 1.4%	12,295	+ 2.0%
1984-85	167,057	+ 2.5%	12,552	+ 2.1%
1985-86	167,097	+ 0.02%	12,974	+ 3.4%
1986-87	166,314	- 0.5%	13,132	+ 1.2%
1987-88	166,574	+ 0.2%	13,965	+ 6.3%

Interpretation: Special education unduplicated pupil count for 1987-88 was 166,574 and job assignments for instructional and ancillary personnel totaled 13,965. The pupil count increased by 260 while the personnel count for the same year increased by 833 or 6.3% over the previous year.

TABLE 3
INSTRUCTIONAL AND ANCILLARY PERSONNEL
ASSIGNED IN SPECIAL EDUCATION, 1987-88
(By Sex and Age)

Cert/Endorse. Areas/Codes*	SEX		Totals	AGE GROUP				Mean Age
	Female	Male		20-30	31-40	41-50	51+	
Mentally Imp (110-130/SA-ST)	2,902	780	3,682	589	1,739	906	448	39
Emotionally Imp. (140/SE)	1,829	554	2,383	495	1,161	552	175	37
Learning Dis. (150/SM)	2,704	348	3,052	338	1,493	840	381	40
Hearing Imp. (160/SL)	388	32	420	69	203	99	49	39
Visually Imp. (170/SK)	130	25	155	16	69	48	22	41
P.O.H.I. (180/SC)	233	42	275	38	136	63	38	40
Sp./Lang. Imp. (290/SB)	1,403	154	1,557	151	691	501	214	41
TC/Ment'l Imp. (210/SU)	186	62	248	3	103	103	39	43
Homebound/Hosp. (280/SH)	63	7	70	4	25	20	21	44
TC/P.O.H.I. (SI)	56	11	67	1	24	24	18	45
Sch. Psych. (SF,SG)	408	312	720	42	266	256	156	43
Social Worker (SD)	658	264	922	23	307	340	252	45
Occ/Phy Ther. (NU)	386	28	414	60	207	104	43	39
TOTALS	11,346	2,619	13,965	1,829	6,424	3,856	1,856	40

Interpretation: Of the 13,965 employed in school year 1987-88, 11,346 or 81.3% were females. Of this number of females, 2,902 or 25.6% had an endorsement in SA-ST. Teachers with SA-ST endorsements total 3,682. Forty-six percent or 6,424 belonged to the 31-40 age group.

TABLE 3-a
INSTRUCTIONAL AND ANCILLARY PERSONNEL
ASSIGNED IN SPECIAL EDUCATION, 1987-88
(By Education and Assignment)

Cert/Endorse. Arcas/Codes*	DEGREES COMPLETED			All Grades	Pre-K K	ASSIGNMENT		
	Bache- lor's	Mas- ter's	Spec./ Doct.			Grades 1-8	Grades 9-12	Central Admin.
Mentally Imp. (110-130/SA-ST)	1,990	1,647	44	1,308	91	1,035	1,209	39
Emotionally Imp. (140/SE)	1,268	1,068	47	466	38	775	1,076	28
Learning Dis. (150/SM)	898	2,053	98	466	45	1,278	1,207	56
Hearing Imp. (160/SL)	184	230	6	167	16	133	97	7
Visually Imp. (170/SK)	55	99	1	94	8	33	17	3
P.O.H.I. (180/SC)	127	142	6	94	20	93	62	6
Sp./Lang. Imp. (290/SB)	395	1,140	22	884	69	532	58	14
TC/Ment'l Imp. (210/SU)	56	171	21	70	3	74	93	8
Homebound/Hosp. (280/SH)	28	38	4	58	1	5	5	1
TC/P.O.H.I. (SI)	16	49	2	41	3	12	11	0
Sch. Psych. (SF,SG)	34	409	275	587	12	63	36	22
Social Worker (SD)	32	815	67	679	6	133	83	21
Occ/Phy Ther. (NU)	312	81	3	282	22	74	26	10
TOTALS	5,395	7,942	596	5,196	334	4,240	3,980	215

Interpretation: Of the 13,965 employed in 1987-88, 7,942 or 56.9% had Master's degrees; 5,196 or 37.2% were assigned to programs and services involving all grades.

TABLE 4
INSTRUCTIONAL AND ANCILLARY PERSONNEL
ASSIGNED IN SPECIAL EDUCATION, 1987-88
(By Region)

Cert/Endorse. Areas/Codes*	Region I	Region II	Region III	Region IV	Region V	Totals
Mentally Imp (110-130/SA-ST)	125	332	790	973	1,462	3,682
Emotionally Imp. (140/SE)	29	139	551	684	980	2,383
Learning Dis. (150/SM)	107	122	582	755	1,486	3,052
Hearing Imp. (160/SL)	10	22	82	98	208	420
Visually Imp. (170/SK)	1	10	30	42	72	155
P.O.H.I. (180/SC)	0	9	64	59	143	275
Sp./Lang. Imp. (290/SB)	66	104	325	391	671	1,557
T./Ment'l Imp. (210/SU)	7	12	34	80	115	248
Homebound/Hosp. (280/SH)	1	4	7	19	39	70
TC/P.O.H.I. (SI)	1	6	17	22	21	67
Sch. Psych. (SF,SG)	22	52	165	168	313	720
Social Worker (SD)	14	37	177	212	482	922
Occ/Phy Ther. (NU)	10	27	101	113	163	414
TOTALS	393	876	2,925	3,616	6,155	13,965

Interpretation: Of the 13,965 employed in 1987-88, 6,155 or 44.1% were assigned in Region V and 393 or 2.8% in Region I.

Personnel-Student Ratios, 1987-88

Special Education Services of Michigan Department of Education maintains data by geographical regions. A map of the regions are found in Appendix B on page 44.

Personnel and student counts were reviewed to determine the ratios of instruction and support staff to students. The data is presented in Table 5. The overall average ratio is 1 employee to 11.9 students. This ratio is provided to allow geographical comparisons for planning purposes. It is not intended to reflect the actual level of service as it does not include all staff or provide data on students receiving multiple services.

**TABLE 5
PERSONNEL-STUDENT RATIOS BY
REGIONAL AGGREGATES
1987-88**

REGION	AGGREGATE TOTALS		RATIO By Region
	Personnel ¹	Student ²	
I	393	4,859	1:12.4
II	876	13,041	1:14.9
III	2,925	32,584	1:11.1
IV	3,616	45,966	1:12.7
V	6,155	69,529	1:11.3
State Totals	13,965	165,979³	1:11.9

¹ Includes all professional personnel serving handicapped students in the regions.

² Includes all students served in the regions.

³ Excludes students served by DOC (345) and DSS (250).

Interpretation: The regional personnel-ratio for Region I is 1:12.4 and the state ratio is 1:11.9.

Instructional and ancillary personnel newly assigned in special education in school year 1987-88.

Social security numbers of personnel were compared to determine instructional and ancillary personnel newly assigned in special education for given years. These additional personnel were either newly graduated and newly employed by the districts in special education or previously assigned in a nonspecial education assignment and newly assigned in special education.

Table 6 reflects state totals on increase or decrease of personnel newly assigned in special education over the eight-year period from 1980-81 through 1987-88. The table shows that there were 102 or 5.7% more teachers newly assigned in special education in school year 1987-88 than there were in 1986-87. Of the 1,893 newly assigned personnel in 1987-88, 502 or 26.5% had endorsements to teach the mentally impaired.

Tables 7 and 7-a present a limited profile of beginning or newly graduated instructional and ancillary personnel newly assigned in special education in school year 1987-88. Of the total 480 personnel, 425 or 88.5% were females, and 173 or 36% were assigned to provide programs/services to handicapped students in All Grades.

Tables 8 and 8-a present a limited profile of experienced instructional and ancillary personnel newly assigned in special education in school year 1987-88. Of the total 1,416, 1,205 or 85.1% were females, and 36 or 2.5% were assigned to provide programs and services to handicapped students in the Pre-K to K level. The mean age of the beginning teachers was 32 while that of the experienced group was 38. Reassignment to special education of experienced and older teachers whose regular education assignments were affected by the gradual decreases in student enrollments may be one factor affecting variances in age.

TABLE 6
NEWLY ASSIGNED SPECIAL EDUCATION INSTRUCTIONAL AND
ANCILLARY PERSONNEL IN MICHIGAN PUBLIC SCHOOLS, 1980-87

Cert/Endorse. Areas/Codes*	SCHOOL YEAR							
	1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87	1987-88
Mentally Imp. (110-130/SA-ST)	434	251	344	314	350	341	499	502
Emotionally Imp. (140/SE)	352	57	254	227	397	328	374	360
Learning Dis. (150/SM)	398	91	293	285	334	282	358	383
Hearing Imp. (160/SL)	66	25	35	43	41	41	50	51
Visually Imp. (170/SK)	15	21	12	10	11	12	21	15
P.O.H.I. (180/SC)	33	23	21	18	27	21	28	30
Sp./Lang. Imp. (290/SB)	177	139	94	139	121	120	139	215
TC/Ment'l Imp. (210/SU)	17	27	18	10	11	19	7	29
Homebound/Hosp. (280/SH)	16	49	6	7	6	6	15	9
TC/P.O.H.I. (SI)	9	8	6	10	9	5	5	6
Sch. Psych. (SF,SG)	72	38	53	53	56	52	80	89
Social Worker (SD)	102	155	32	70	81	87	139	132
Occ/Phy Ther. (NU)	64	42	57	50	54	46	76	72
TOTALS	1,755	926	1,225	1,236	1,498	1,360	1,791	1,893

Interpretation: There were 1,893 newly assigned in special education in 1987-88, or an increase of 102 or 5.7% over the total of 1,791 newly assigned in 1986-87.

TABLE 7
BEGINNING INSTRUCTIONAL AND ANCILLARY PERSONNEL
NEWLY ASSIGNED IN SPECIAL EDUCATION, 1987-88
(By Sex and Age)

Cert/Endorse. Areas/Codes*	SEX		Totals	AGE GROUPS				Mean Age
	Female	Male		20-30	31-40	41-50	51+	
Mentally Imp. (110-130/SA-ST)	116	17	133	91	36	6	0	29
Emotionally Imp. (140/SE)	89	16	105	60	29	14	2	31
Learning Dis. (150/SM)	73	6	79	42	27	10	0	31
Hearing Imp. (160/SL)	13	0	13	9	2	2	0	29
Visually Imp. (170/SK)	4	0	4	2	2	0	0	30
P.O.H.I. (180/SC)	7	0	7	6	1	0	0	28
Sp./Lang. Imp. (290/SB)	52	2	54	31	17	4	2	32
TC/Ment'l Imp. (210/SU)	2	0	2	0	1	1	0	40
Homebound/Hosp. (280/SH)	1	0	1	1	0	0	0	24
TC/P.O.H.I. (SI)	0	0	0	0	0	0	0	0
Sch. Psych. (SF,SG)	11	6	17	6	10	1	0	34
Social Worker (SD)	42	8	50	7	26	14	3	38
Occ/Phy Ther. (NU)	15	0	15	4	9	2	0	34
TOTALS	425	55	480	259	160	54	7	32

Interpretation: Of the 480 newly graduated or first year personnel additions, 425 or 88.5% were females; 259 or 54% belong to the 20-30 age group, with a mean age of 32.

TABLE 7-a
BEGINNING INSTRUCTIONAL AND ANCILLARY PERSONNEL
NEWLY ASSIGNED IN SPECIAL EDUCATION, 1987-88
(By Education and Assignment)

Cert/Endorse. Areas/Codes*	DEGREES COMPLETED			ASSIGNMENT				
	Bache- lor's	Mas- ter's	Spec./ Doct.	All Grades	Pre-K K	Grades 1-8	Grades 9-12	Central Admin.
Mentally Imp. (110-130/SA-ST)	125	8	0	47	6	36	44	0
Emotionally Imp. (140/SE)	89	16	0	18	0	33	54	0
Learning Dis. (150/SM)	6 ¹	17	1	7	0	38	34	0
Hearing Imp. (160/SL)	12	1	0	4	0	7	2	0
Visually Imp. (170/SK)	4	0	0	2	0	2	0	0
P.O.H.I. (180/SC)	7	0	0	2	0	1	4	0
Sp./Lang. Imp. (290/SB)	10	44	0	36	1	14	2	1
TC/Ment'i Imp. (210/SU)	2	0	0	1	0	1	0	0
Homebound/Hosp. (280/SH)	1	0	0	1	0	0	0	0
TC/P.O.H.I. (SI)	0	0	0	0	0	0	0	0
Sch. Psych. (SF,SG)	4	7	6	12	0	2	2	1
Social Worker (SD)	4	41	3	34	0	6	3	7
Occ/Phy Ther. (NU)	11	4	0	9	0	1	2	3
TOTALS	330	138	10	173	7	141	147	12

Interpretation: Of the newly graduated or first year personnel additions, 330 or 69% have Bachelor's degrees and 7 or 1.5% were assigned to Pre-K/K levels.

TABLE 8
EXPERIENCED INSTRUCTIONAL AND ANCILLARY PERSONNEL
NEWLY ASSIGNED IN SPECIAL EDUCATION, 1987-88
(By Sex and Age)

Cert/Endorse. Areas/Codes*	SEX		Totals	AGE GROUP				Mean Age
	Female	Male		20-30	31-40	41-50	51+	
Mentally Imp. (110-130/SA-ST)	315	55	370	66	203	79	22	39
Emotionally Imp. (140/SE)	198	57	255	61	133	44	17	37
Learning Dis. (150/SM)	276	28	304	54	147	82	21	38
Hearing Imp. (160/SL)	36	2	38	9	17	11	1	37
Visually Imp. (170/SK)	9	2	11	1	3	4	3	44
P.O.H.I. (180/SC)	20	3	23	6	10	7	0	36
Sp./Lang. Imp. (290/SB)	156	7	163	28	79	43	13	38
TC/Ment'l Imp. (210/SU)	20	7	27	1	10	10	6	44
Homebound/Hosp. (280/SH)	6	2	8	2	2	1	3	43
TC/P.O.H.I. (SI)	4	2	6	0	2	2	2	45
Sch. Psych. (SF,SG)	50	22	72	9	34	17	12	41
Social Worker (SD)	60	22	82	4	39	27	12	41
Occ/Phy Ther. (NU)	55	2	57	18	27	9	3	36
TOTALS	1,205	211	1,416	259	706	336	115	38

Interpretation: Of the total 1,416 experienced special education personnel newly assigned in special education for 1987-88, 1,205 or 85.1% are females and 706 or 49.9% belong to the 31-40 age group.

TABLE 8-a
EXPERIENCED INSTRUCTIONAL AND ANCILLARY PERSONNEL
NEWLY ASSIGNED IN SPECIAL EDUCATION, 1987-88
(Education and Assignment)

Cert/Endorse. Areas/Codes*	DEGREES COMPLETED				ASSIGNMENT			
	Bache- lor's	Mas- ter's	Spec./ Doct.	All Grades	Pre-K K	Grades 1-8	Grades 9-12	Central Admin.
Mentally Imp. (110-130/SA-ST)	227	139	4	124	4	115	125	2
Emotionally Imp. (140/SE)	147	102	6	42	5	95	111	2
Learning Dis. (150/SM)	124	173	5	28	6	133	136	1
Hearing Imp. (160/SL)	16	21	1	13	1	17	7	0
Visually Imp. (170/SK)	4	7	0	6	0	4	1	0
P.O.H.I. (180/SC)	10	13	0	5	3	10	5	0
Sp./Lang. Imp. (290/SB)	41	121	1	84	13	58	7	1
TC/Ment'l Imp. (210/SU)	5	19	3	7	0	4	9	7
Homebound/Hosp. (280/SH)	2	5	1	5	0	2	1	0
TC/P.O.H.I. (SI)	1	4	1	2	0	2	2	0
Sch. Psych. (SF,SG)	4	29	39	62	1	5	1	3
Social Worker (SD)	5	71	6	59	1	11	5	6
Occ/Phy Ther. (NU)	40	9	1	37	2	16	1	1
TOTALS	626	713	68	474	36	472	411	23

Interpretation: Of the total experienced personnel newly assigned in special education in 1987-88, 713 or 50.7% completed Master's degrees; 36 or 2.5% were assigned to grades Pre-K/K.

Section II: Retention of Instructional and Ancillary Personnel

Number of staff assigned in school years 1980-81 through 1986-87 still in special education assignments in 1987-88 and number of staff no longer in special education assignments.

A review of the social security numbers of special education teachers was conducted to delineate those who were still assigned from those who were no longer assigned in special education over the eight-year period.

Table 9 shows numbers of instructional and ancillary personnel who remained in special education assignments over the eight-year period. The data indicate the turn-over of personnel: of the 12,980 personnel (Table 1) total for school year 1980-81, 8,418 or 65% were still in the same special education assignment in school year 1987-88. Teachers with mental impairment (SA-ST) certificate endorsements make up the largest number of special education personnel.

Cumulative attrition or retention rates for instructional and ancillary personnel for school years 1980-81 through 1987-88.

Table 10 reflects the cumulative retention and attrition patterns of personnel from school years 1980-81 through 1987-88. The figures show that 8,418 or 64.9% of the instructional and ancillary personnel employed in school year 1980-81 were still employed in special education in 1987-88.

TABLE 9
RETENTION OF SPECIAL EDUCATION INSTRUCTIONAL AND
ANCILLARY PERSONNEL, 1980-88

Cert/Endorse. Areas/Codes*	SCHOOL YEAR						
	1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87
Mentally Imp. (110-130/SA-ST)	2,271 61%	2,283 66%	2,372 70%	2,524 73%	2,739 79%	2,893 82%	3,167 89%
Emotionally Imp. (140/SE)	1,161 62%	1,212 67%	1,258 69%	1,360 73%	1,581 78%	1,795 83%	2,013 89%
Learning Dis. (150/SM)	1,702 79%	1,793 80%	1,888 81%	2,047 84%	2,249 87%	2,436 90%	2,661 95%
Hearing Imp. (160/SL)	282 58%	294 64%	294 66%	306 70%	335 78%	348 82%	368 88%
Visually Imp. (170/SK)	105 61%	103 69%	109 72%	115 74%	119 82%	122 84%	139 93%
P.O.H.I. (180/SC)	192 67%	186 70%	189 73%	200 77%	218 79%	225 82%	245 93%
Sp./Lang. Imp. (290/SB)	1,102 69%	1,087 75%	1,074 77%	1,140 81%	1,207 85%	1,272 87%	1,332 92%
TC/Ment'l Imp. (210/SU)	197 70%	205 80%	218 78%	218 76%	222 84%	233 84%	219 95%
Homebound/Hosp. (280/SH)	48 32%	50 49%	52 59%	55 68%	55 71%	53 76%	61 88%
TC/P.O.H.I. (SI)	51 47%	49 49%	50 58%	54 64%	60 77%	62 86%	60 92%
Sch. Psych. (SF,SG)	493 63%	491 66%	501 69%	524 81%	555 86%	583 89%	628 94%
Social Worker (SD)	619 61%	583 68%	568 72%	609 75%	656 81%	694 84%	785 93%
Occ/Phy Ther. (NU)	195 58%	201 65%	212 68%	229 71%	268 79%	290 85%	339 94%
TOTALS	8,418 65%	8,537 70%	8,785 72%	9,381 76%	10,264 82%	11,006 85%	12,017 92%

Interpretation: Of the 12,980 (Table 1) personnel totals in 1980-81, 8,418 or 65% were still employed in the same assignments in 1987-88.

TABLE 10
RETENTION AND ATTRITION OF SPECIAL EDUCATION
INSTRUCTIONAL AND ANCILLARY PERSONNEL
1980-88

	SCHOOL YEAR						
	1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87
Special Education Personnel Totals by Year	12,980	12,253	12,057	12,295	12,552	12,974	13,132
Personnel Still Employed in Special Education, 1987-88	8,418	8,537	8,785	9,381	10,264	11,006	12,017
Percent Retained	64.9%	69.7%	72.9%	76.3%	81.8%	84.8%	91.5%
Personnel No Longer Employed in Special Education, 1987-88	4,562	3,716	3,270	2,914	2,288	1,968	1,115
Percent of Attrition	35.1%	30.3%	27.1%	23.7%	18.2%	15.2%	8.5%

Interpretation: Of the 12,980 instructional and ancillary personnel employed in special education for school year 1980-81, 8,418 or 64.9% were still in the same special education assignments in 1987-88 and 4,562 or 35.1% either left, were reassigned in other areas, or were terminated between school years 1980-81 through 1987-88.

Section III: Certificate Endorsements, School Years 1980 through 1988.

Endorsements for instructional and ancillary personnel recommended by the teacher-training institutions in 1987-88 and how this number compared with those of previous years.

To better access the available supply of personnel, the numbers of recommendations for certificate endorsements over an eight-year period were determined.

Tables 11 and 11-a show numbers of certificate endorsements recommended by teacher-training institutions for approval by the Department of Education. Table 11 reflects actual numbers of original provisional certificates approved over an eight-year period. There was a significant decrease in the number of endorsements from 1982-83 through 1985-86; however, there was an increase in 1986-87.

Table 11-a shows a total of 659 endorsements recommended by Michigan teacher-training institutions for the period from July 1, 1987 to June 30, 1988. Eastern Michigan University submitted the most recommendations: 118 or 17.9% of totals. Of the grand total of 891, 26% or 232 were recommended for approval by teacher-training institutions in other states. Of the total 278 recommendations for the SA-ST endorsement, 181 or 65.1% were from Michigan universities and colleges.

In accessing numbers of certificate endorsements, no investigation has been done to determine the implications of such factors as the following: (a) possibility of multiple counting of teachers because of multiple endorsements on their teaching certificates; and (b) differences and possible duplications in the definitions of terms used by Teacher Certification Services on one hand and Special Education Services on the other.

TABLE 11
ORIGINAL PROVISIONAL CERTIFICATE ENDORSEMENTS
IN SPECIAL EDUCATION*
1980-1988

Cert/Endorse. Areas/Codes	SCHOOL YEAR							
	1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87	1987-88
Mentally Imp. (110-130/SA-ST)	514	378	349	338	261	227	259	181
Emotionally Imp. (140/SE)	446	367	351	307	250	192	247	177
Learning Dis. (150/SM)	211	211	169	109	107	109	128	131
Hearing Imp. (160/SL)	53	58	50	59	33	30	38	33
Visually Imp. (170/SK)	31	56	39	45	42	18	27	17
Phys. & Other H.I. (180/SC)	116	87	90	18	53	64	52	36
Autistic Imp. (193/SV)	-	-	-	-	-	5	1	6
Speech/Lang. Imp. (290/SB)	110	82	70	72	81	86	81	51
Homebound/Hosp. (280/SH)	116	87	87	77	52	54	55	27
TOTALS	1,597	1,326	1,205	1,085	879	785	888	659

Interpretation: There were 229 or 25.8% less recommendations in 1987-88 than there were in 1986-87. Of the total number of recommendations for 1987-88, the recommended endorsements for teachers of the mentally impaired (110-130/SA-ST) decreased from 259 in 1986-87 to 181 or 23.9% less in 1987-88.

* This table includes only original provisional certificate endorsements. It does not include special education endorsements to provisional renewals, continuing and permanent teaching certificates.

TABLE 11-a
SPECIAL EDUCATION CERTIFICATE ENDORSEMENTS
RECOMMENDED BY EDUCATIONAL INSTITUTIONS
1987-88

Educational Institutions	110-130 SA	140 SE	150 SM	160 SL	170 SK	180 SC	290 SB	280 SH	193 SV	TOTALS
Central MI Univ.	41	24	0	0	0	0	19	0	0	84
Eastern MI Univ.	28	33	11	9	7	11	8	11	0	118
Gr. Valley St. Col.	44	37	34	9	0	2	0	1	0	127
Hope College	0	4	25	0	0	0	0	0	0	29
Madonna College	0	2	6	0	0	0	0	0	0	8
Marygrove College	2	2	1	0	0	0	0	0	0	5
Michigan St. Univ.	18	18	4	15	3	0	14	0	0	72
Nazareth College	0	0	7	0	0	0	0	0	0	7
Northern MI Univ.	0	0	0	0	0	0	0	0	0	0
Oakland University	0	6	19	0	0	0	0	0	2	27
Univ. of Detroit	0	4	7	0	0	0	0	0	0	11
Wayne State Univ.	19	4	5	0	2	15	2	7	0	54
Western MI Univ.	18	43	6	0	5	8	8	8	4	100
Others (Michigan)	11	0	6	0	0	0	0	0	0	17
MICHIGAN TOTALS	181	177	131	33	17	36	51	27	6	659
Other States	97	25	49	16	1	3	38	3	0	232
ALL STATES	278	202	180	49	18	39	89	30	6	891

Interpretation: Recommendations from Michigan institutions for initial certificate endorsements in 1987-88 total 659. Recommendations from out-of-state teacher training institutions total 232; of the grand total number, 278 or 31.2% were for certificate endorsements for teachers of the mentally impaired (SA).

Section IV: Instructional Personnel Approvals: 1979 through 1988

Recommendations for teacher approvals received and approved by Special Education Services from 1979 through 1988 and the number that were granted temporary, continuing, or emergency approvals.

Table 12 presents aggregate numbers of classroom teacher approvals granted by Special Education Services over a nine-year period. Tables 12-a through 12-i reflect in more detail teacher approvals granted by Special Education Services from 1979 through 1988.

Tables 13 and 13-a likewise present aggregated numbers of teacher consultant approvals by category and by year.

**TABLE 12
TEACHER APPROVALS
1979-88**

Year	Temporary Approvals	Emergency Temporary Approvals	Continuing Temporary Approvals	Totals By Year
1979-80	441 (94%)	27 (6%)	*	468
1980-81	537 (93%)	38 (7%)	*	575
1981-82	143 (34%)	27 (6%)	252 (60%)	422
1982-83	109 (31%)	9 (3%)	236 (67%)	354
1983-84	122 (51%)	2 (0.8%)	115 (48.1%)	239
1984-85	84 (46.2%)	8 (4.4%)	90 (49.5%)	182
1985-86	127 (56.4%)	9 (4%)	89 (39.6%)	225
1986-87	194 (65.5%)	17 (5.7%)	85 (28.7%)	296
1987-88	261 (48.6%)	130 (24.2%)	146 (27.2%)	537
TOTALS	2,018 (61.2%)	267 (8.1%)	1,013 (30.7%)	3,298

* Continuing temporary approvals for school years 1979-80 and 1980-81 were combined with temporary approvals.

TABLE 12-a
TEACHER APPROVALS, 1979-80

CODES COLLEGES	TEMPORARY APPROVALS							TOTALS	EMERGENCY TEMPORARY APPROVALS							COLLEGE TOTALS
	110	120	130	140	150	160	180		110	120	130	140	150	180	TOTALS	
Andrews Univ.	0	0	0	0	3	0	0	3	0	0	0	0	1	0	1	4
Calvin College	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Central MI	5	1	0	15	88	0	0	109	1	1	0	7	3	0	12	121
Eastern MI	3	0	2	14	89	0	0	108	0	0	0	0	1	0	1	109
Grand Valley	3	0	0	8	29	8	0	48	0	0	0	0	0	0	0	48
Hope College	0	0	0	0	5	0	0	5	0	0	0	1	0	0	1	6
Madonna Coll.	0	0	0	1	5	0	0	6	0	0	0	0	0	0	0	6
Marygrove Coll.	1	0	0	1	2	0	0	4	0	0	0	0	0	0	0	4
Michigan State	0	0	0	1	21	0	0	22	1	0	0	1	1	0	3	25
Nazareth Coll.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Northern MI	0	0	0	0	11	0	0	11	1	0	0	0	0	0	1	12
Oakland Univ.	0	0	0	2	44	0	0	46	0	0	0	0	0	0	0	46
Univ. of Detroit	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Univ. of Michigan	0	1	0	1	1	0	0	3	0	0	0	0	0	0	0	3
Wayne State	0	1	0	5	20	0	1	27	0	1	0	1	2	0	4	31
Western MI	0	1	0	2	46	0	0	49	0	1	0	2	1	0	4	53
TOTALS	12	4	2	50	364	8	1	441	3	3	0	12	9	0	27	468

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TABLE 12-b
TEACHER APPROVALS, 1980-81

CODES COLLEGES	TEMPORARY APPROVALS								EMERGENCY TEMPORARY APPROVALS								COLLEGE TOTALS
	110	120	130	140	150	160	180	TOTALS	110	120	130	140	150	180	TOTALS		
Andrews Univ.	0	0	0	0	7	0	0	7	0	0	0	0	0	0	0	7	
Calvin College	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Central MI	6	3	0	39	123	0	0	171	4	1	0	4	5	0	14	185	
Eastern MI	2	0	2	15	111	0	1	131	0	0	0	0	3	0	3	134	
Grand Valley	2	0	0	3	17	0	0	22	0	0	0	0	1	0	1	23	
Hope College	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	1	
Madonna Coll.	0	0	0	1	5	0	0	6	0	0	0	0	0	0	0	6	
Marygrove Coll.	0	0	0	0	5	0	0	5	0	0	0	0	0	0	0	5	
Michigan State	1	0	0	4	36	0	0	41	2	0	0	2	2	0	6	47	
Nazareth Coll.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Northern MI	0	0	0	0	16	0	0	16	0	0	0	0	4	0	4	20	
Oakland Univ.	0	0	0	6	37	0	0	43	0	0	0	1	3	0	4	47	
Univ. of Detroit	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Univ. of Michigan	0	0	0	1	2	0	0	3	0	0	0	0	1	0	1	4	
Wayne State	1	1	0	4	19	0	1	26	0	0	0	0	1	0	1	27	
Western MI	1	0	0	3	61	0	0	65	0	0	0	4	0	0	4	69	
TOTALS	13	4	2	76	440	0	2	537	6	1	0	11	20	0	38	575	

TABLE 12-c
TEACHER APPROVALS, 1981-82

CODES COLLEGES	TEMPORARY							EMERGENCY TEMPORARY							CONTINUING TEMPORARY							COLLEGE TOTALS	
	110	120	130	140	150	180	TOTALS	110	120	130	140	150	180	TOTALS	110	120	130	140	150	180	TOTALS		
Andrews Univ.	0	0	0	0	3	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3
Calvin College	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Central MI	1	0	0	10	23	0	34	2	1	0	1	4	0	8	3	1	0	15	86	0	105	147	
Eastern MI	0	0	0	4	22	0	26	0	3	1	0	0	0	4	0	0	0	1	58	0	59	89	
Grand Valley	0	0	0	3	7	0	10	0	0	0	2	1	0	3	1	0	0	1	3	0	5	18	
Hope College	0	0	0	0	1	0	1	0	0	0	1	0	0	1	0	0	0	1	0	0	1	3	
Madonna Coll.	0	0	0	0	3	0	3	0	0	0	0	0	0	0	0	0	0	0	1	0	1	4	
Marygrove Coll.	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	
Michigan State	0	0	1	1	15	0	17	0	1	0	0	1	0	2	1	0	0	0	20	0	21	40	
Nazareth Coll.	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	1	2	
Northern MI	0	0	0	0	2	0	2	0	0	0	0	1	0	1	0	0	0	0	10	0	10	13	
Oakland Univ.	0	0	0	2	11	0	13	0	0	0	1	0	0	1	0	0	0	0	14	0	14	28	
Univ. of Detroit	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Univ. of Michigan	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	3	1	0	4	5	
Wayne State	2	0	0	2	9	1	14	0	0	0	1	2	0	3	3	2	0	0	6	0	11	28	
Western MI	0	0	0	2	15	0	17	1	0	0	3	0	0	4	0	0	0	1	19	0	20	41	
TOTALS	3	0	1	25	113	1	143	3	5	1	9	9	0	27	8	3	0	22	219	0	252	422	

TABLE 12-d
TEACHER APPROVALS, 1982-83

CODES COLLEGES	TEMPORARY							EMERGENC. TEMPORARY							CONTINUING TEMPORARY							COLLEGE TOTALS			
	110	120	130	140	150	180	TOTALS	110	120	130	140	150	180	TOTALS	110	120	130	140	150	180	TOTALS				
Andrews Univ.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Calvin College	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Central MI	4	0	0	4	18	0	26	0	0	0	0	4	0	4	4	0	0	21	67	0	92				122
Eastern MI	1	0	0	2	28	0	31	0	0	1	0	0	0	1	1	0	0	4	56	0	61				93
Grand Valley	4	0	0	0	13	0	17	0	0	0	0	1	0	1	0	0	0	2	9	0	11				29
Hope College	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	2				2
Madonna Coll.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1				1
Marygrove Coll.	0	0	0	1	2	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0				3
Michigan State	0	0	0	1	8	0	9	1	0	0	0	0	0	1	0	0	0	1	17	0	18				28
Nazareth Coll.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				0
Northern MI	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	0	0	0	6	0	6				8
Oakland Univ.	0	0	0	5	2	0	7	0	0	0	0	1	0	1	0	0	0	0	11	0	11				19
Univ. of Detroit	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0				0
Univ. of Michigan	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0				1
Wayne State	1	0	0	1	1	0	3	0	0	0	0	0	0	0	2	0	0	4	10	0	16				19
Western MI	1	0	0	1	8	0	10	0	0	0	1	0	0	1	0	0	0	0	18	0	18				29
TOTALS	11	0	0	15	83	0	109	1	0	1	1	6	0	9	7	0	0	34	195	0	236				354

TABLE 12-e
TEACHER APPROVALS, 1983-84

CODES COLLEGES	TEMPORARY							EMERGENCY TEMPORARY							CONTINUING TEMPORARY							COLLEGE TOTALS
	110	120	130	140	150	180	TOTALS	110	120	130	140	150	180	TOTALS	110	120	130	140	150	180	TOTALS	
Andrews Univ.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1
Calvin College	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Central MI	6	0	0	5	24	0	35	0	0	0	0	0	0	0	2	0	0	6	52	0	60	95
Eastern MI	0	0	0	5	28	0	33	0	0	0	0	1	0	1	2	0	0	1	23	0	26	60
Grand Valley	2	0	0	1	17	0	20	0	0	0	0	0	0	0	1	0	0	0	4	0	5	25
Hope College	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	1	0	3	3
Madonna Coll.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Marygrove Coll.	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
Michigan State	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	0	0	0	4	0	4	6
Nazareth Coll.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Northern MI	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	0	0	0	1	0	1	3
Oakland Univ.	0	0	0	1	8	0	9	0	0	0	0	1	0	1	0	0	0	0	3	0	3	13
Univ. of Detroit	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Univ. of Michigan	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Wayne State	0	0	0	3	1	0	4	0	0	0	0	0	0	0	0	0	0	0	3	0	3	7
Western MI	2	0	0	3	10	0	15	0	0	0	0	0	0	0	0	0	0	0	9	0	9	24
TOTALS	10	0	0	18	94	0	122	0	0	0	0	2	0	2	5	0	0	9	101	0	115	239

TABLE 12-f
TEACHER APPROVALS, 1984-85

CODES COLLEGES	TEMPORARY							EMERGENCY TEMPORARY							CONTINUING TEMPORARY							COLLEGE TOTALS
	110	120	130	140	150	180	TOTALS	110	120	130	140	150	180	TOTALS	110	120	130	140	150	180	TOTALS	
Andrews Univ.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	1
Calvin College	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Central MI	4	0	0	2	13	0	19	0	0	0	0	0	0	0	2	0	0	2	39	0	43	62
Eastern MI	0	0	0	2	9	2	13	0	0	0	0	1	0	1	0	0	0	0	28	0	28	42
Grand Valley	1	0	0	1	18	0	20	0	0	0	0	1	0	1	0	0	0	1	3	0	4	25
Hope College	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Madonna Coll.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Marygrove Coll.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Michigan State	0	0	0	1	1	0	2	0	0	0	0	0	0	0	0	0	0	0	1	0	1	3
Nazareth Coll.	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0	3	3
Northern MI	0	0	0	0	5	0	5	0	0	0	0	3	0	3	0	0	0	0	0	0	0	8
Oakland Univ.	0	0	0	0	3	0	3	0	0	0	0	0	0	0	0	0	0	2	4	0	6	9
Univ. of Detroit	0	0	0	0	0	0	0	0	0	0	2	1	0	3	0	0	0	0	0	0	0	3
Univ. of Michigan	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Wayne State	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Western MI	0	0	0	3	18	0	21	0	0	0	0	0	0	0	0	0	0	0	4	0	4	25
TOTALS	5	0	0	9	68	2	84	0	0	0	2	6	0	8	2	0	0	5	83	0	90	182

TABLE 12-g
TEACHER APPROVALS, 1985-86

CODES COLLEGES	TEMPORARY							EMERGENCY TEMPORARY							CONTINUING TEMPORARY							COLLEGE TOTALS
	110	120	130	140	150	180	TOTALS	110	120	130	140	150	180	TOTALS	110	120	130	140	150	180	TOTALS	
Andrews Univ.	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Calvin College	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Central MI	4	0	0	11	24	0	39	5	0	0	3	18	0	26	1	0	0	1	0	0	2	67
Eastern MI	0	0	0	3	20	0	23	0	0	0	1	29	0	30	0	0	0	0	3	0	3	56
Grand Valley	1	0	0	1	24	0	26	0	0	0	1	8	0	9	0	0	0	0	1	0	1	36
Hope College	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Madonna Coll.	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Marygrove Coll.	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Michigan State	1	0	0	0	0	0	1	0	0	0	1	1	0	2	0	0	0	0	1	0	1	4
Nazareth Coll.	0	0	0	0	1	0	1	0	0	0	0	1	0	1	0	0	0	0	0	0	0	2
Northern MI	0	0	0	0	2	0	2	0	0	0	0	0	0	0	0	0	0	0	1	0	1	3
Oakland Univ.	1	0	0	0	3	0	4	0	0	0	4	5	0	9	0	0	0	0	0	0	0	13
Univ. of Detroit	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Univ. of Michigan	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Wayne State	0	0	0	0	4	0	4	0	0	0	1	0	0	1	0	0	0	0	0	0	0	5
Western MI	0	0	0	0	22	0	22	0	0	0	0	11	0	11	0	0	0	1	0	0	1	34
TOTALS	7	0	0	15	105	0	127	5	0	0	11	73	0	89	1	0	0	2	6	0	9	225

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TABLE 12-h
TEACHER APPROVALS, 1986-87

CODES COLLEGES	TEMPORARY							EMERGENCY TEMPORARY							CONTINUING TEMPORARY							COLLEGE TOTALS
	110	120	130	140	150	180	TOTALS	110	120	130	140	150	180	TOTALS	110	120	130	140	150	180	TOTALS	
Andrews Univ.	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Calvin College	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Central MI	16	0	0	8	31	0	55	0	0	0	1	0	0	1	0	0	0	3	24	0	27	83
Eastern MI	6	0	0	5	37	0	48	0	0	0	0	1	0	1	0	0	0	4	24	0	28	77
Grand Valley	2	0	0	0	7	0	9	0	0	0	1	7	0	8	0	0	0	0	3	0	3	20
Hope College	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	1
Madonna Coll.	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Marygrove Coll.	0	0	0	0	3	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3
Michigan State	0	0	0	2	6	0	8	0	0	0	2	1	0	3	0	0	0	1	1	0	2	13
Nazareth Coll.	0	0	0	0	6	0	6	0	0	0	0	0	0	0	0	0	0	0	2	0	2	8
Northern MI	0	0	0	0	8	0	8	0	0	0	0	3	0	3	0	0	0	1	4	0	5	16
Oakland Univ.	0	0	0	2	9	0	11	0	0	0	0	2	0	2	0	0	0	1	2	0	3	16
Univ. of Detroit	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Univ. of Michigan	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Wayne State	0	0	0	1	5	0	6	0	0	0	0	0	0	0	0	0	0	0	1	0	1	7
Western MI	1	0	0	4	33	0	38	0	0	0	4	3	0	7	0	0	0	0	14	0	14	59
TOTALS	25	0	0	22	147	0	194	0	0	0	8	18	0	26	0	0	0	10	75	0	85	305

TABLE 12-i
TEACHER APPROVALS, 1987-88

COLLEGES	TEMPORARY												CONTINUING TEMPORARY											
	110	120	130	140	150	160	170	180	191	192	193	Total	110	120	130	140	150	160	170	180	191	192	193	Total
Calvin College	0	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Central MI	11	0	0	9	31	0	0	0	6	0	0	57	0	0	0	4	28	0	0	0	3	0	0	35
Eastern MI	4	0	0	14	52	0	0	1	5	0	0	76	0	1	0	3	39	0	0	0	0	0	0	43
Grand Valley	0	0	0	1	22	0	0	0	1	0	0	24	0	0	0	0	5	0	0	0	1	0	0	6
Hope College	0	0	0	0	2	0	0	0	0	0	0	2	0	0	0	0	1	0	0	0	0	0	0	1
Madonna Coll.	0	0	0	1	2	0	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0
Marygrove Coll.	0	0	0	0	5	0	0	0	0	0	0	5	0	0	0	0	1	0	0	0	0	0	0	1
Michigan State	2	0	1	1	0	0	0	0	1	0	0	5	0	0	0	2	2	0	0	0	0	0	0	4
Nazareth Coll.	0	0	0	0	8	0	0	0	2	0	0	10	0	0	0	0	3	0	0	0	0	0	0	3
Northern MI	0	0	0	0	19	0	0	0	2	0	0	21	0	0	0	0	7	0	0	0	0	0	0	7
Oakland Univ.	0	0	0	2	7	0	0	0	0	0	0	9	0	0	0	0	5	0	0	0	0	0	8	13
Univ. of Detroit	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Wayne State	0	0	0	2	6	0	0	0	0	0	0	8	0	0	0	0	0	0	0	0	0	0	0	0
Western MI	2	0	0	3	26	0	0	0	1	0	8	40	0	0	0	0	24	0	0	0	0	0	9	33
TOTALS	19	0	2	33	180	0	0	1	18	0	8	261	0	1	0	9	115	0	0	0	4	0	17	146

TABLE 12-i
TEACHER APPROVALS, 1987-88
(continued)

COLLEGES	EMERGENCY TEMPORARY											Total
	110	120	130	140	150	160	170	180	191	192	193	
Calvin College	0	0	0	0	1	0	0	0	0	0	0	1
Central MI	0	0	0	6	1	0	0	0	0	0	0	7
Eastern MI	0	0	3	3	7	0	0	0	1	0	0	14
Grand Valley	0	0	0	1	8	0	0	0	0	0	0	9
Hope College	0	0	0	0	0	0	0	0	0	0	0	0
Madonna Coll.	0	0	0	0	8	0	0	0	0	0	0	8
Marygrove Coll.	0	0	0	0	0	0	0	0	0	0	0	0
Michigan State	0	0	0	0	2	0	1	0	1	0	0	4
Nazareth Coll.	0	0	0	0	1	0	0	0	0	0	0	1
Northern MI	0	0	0	0	7	0	0	0	2	0	0	9
Oakland Univ.	0	0	0	0	5	0	0	0	3	0	60	68
Univ. of Detroit	0	0	0	0	0	0	0	0	0	0	0	0
Wayne State	0	0	0	0	0	0	0	0	0	0	0	0
Western MI	0	0	0	3	0	0	0	0	0	0	6	9
TOTALS	0	0	3	13	40	0	1	0	7	0	66	130

**TABLE 13
TEACHER CONSULTANT APPROVALS
1979-1988**

APPROVAL CATAGORY	SCHOOL YEAR									TOTALS
	1979-80	1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87	1987-88	
Mentally Imp. (210)	283	259	194	216	147	149	177	839	81	2,345
Emotionally Imp. (220)	216	203	183	165	159	137	177	683	82	2,005
Learning Dis. (230)	304	269	248	262	183	190	238	591	86	2,371
Hearing Imp. (240)	31	45	35	23	25	14	14	74	1	262
Visually Imp. (250)	21	18	18	8	10	2	9	25	6	117
P.O.H.I. (260)	61	57	37	35	28	29	38	103	18	406
TOTALS	916	851	715	709	552	521	653	2,315*	274	7,506

* The large number of approvals may be a reflection of the revised special education rules.

TABLE 13-a
TEACHER CONSULTANT EMERGENCY APPROVALS
1979-1988

APPROVAL CATEGORY	SCHOOL YEAR									TOTALS
	1979-80	1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87	1987-88	
Mentally Imp. (210)	6	8	1	3	0	3	2	0	0	23
Emotionally Imp. (220)	8	15	6	3	2	5	3	6	3	51
Learning Dis. (230)	32	14	11	4	2	5	3	3	3	77
Hearing Imp. (240)	0	2	3	0	0	3	2	5	0	15
Visually Imp. (250)	5	4	2	2	2	2	2	3	4	26
P.O.H.I. (260)	3	3	3	2	4	1	4	0	0	20
TOTALS	54	46	26	14	10	19	16	17	10	212

Section V: Administrative-Supervisory Personnel and Student Count

Administrators and supervisors employed in special education in school year 1987-88 and the number of those employed in school years 1980-81 through 1986-87 still in special education administrative assignments in 1987-88.

Table 14 shows actual counts of special education administrators (Directors --AR, Supervisors --AY) for school year 1987-88. The 482 total reflects an increase of 54 or 12.6% over the previous year's total of 428. The number of female administrators (194 or 40.3% of total for year) represents an increase over last year's 151. Four hundred and sixty-six of the administrators or 96.7% had Master's degrees or higher.

Table 15 combines the administrator and supervisor counts. It presents administrator counts by year, compares each year totals with previous years, and delineates numbers of those who remained in or left special education administrative assignments. Line A shows 14 or 3.1% less administrators in school year 1983-84 than there were in 1982-83. Line B reflects the degree of administrator turnover: of the 436 employed in 1983-84, 286 or 65.6% were still in special education administrative assignments in 1986-87. Line C depicts a decreasing attrition rate from 42.1% in 1979-80 to 12.4% in 1986-87.

Recommendations for administrator approvals received by Special Education Services from 1979 through 1988 and a comparison of administrative staff with student counts.

Tables 16 and 16-a show numbers of administrators (Directors -AR -330 and Supervisors -AY -340) recommended for full and temporary approvals over a nine-year period: 1979-80 through 1987-88. Wayne State University has recommended the most number for administrator approvals: 312 (temporary) and 196 (full).

TABLE 14
SPECIAL EDUCATION ADMINISTRATIVE
PERSONNEL, 1987-88

VARIABLES	PERSONNEL CATEGORIES		TOTAL
	DIREC-TORS AR*	SUPER-VISORS AY*	
I. SEX			
(a) Female	70	124	194
(b) Male	148	140	288
Totals	218	264	482
II. AGE GROUPS			
(a) 20-30	0	2	2
(b) 31-4029	65	94	
(c) 41-50	111	114	225
(d) 51+	78	83	161
Totals	218	264	482
Mean Age	48	47	
III. DEGREES COMPLETED			
(a) Bachelor's	6	10	16
(b) Master's	148	214	362
(c) Specialist/ Doctorate	64	40	104
Totals	218	264	482
IV. ASSIGNMENT LEVELS			
(a) All Grades	67	142	209
(b) Pre K-K	1	1	2
(c) Grades 1-8	17	15	32
(d) Grades 9-12	4	20	24
(e) Central Adm.	129	86	215
Totals	218	264	482

* Codes: Teacher Preparation and Certification Services

Interpretation: There were 482 administrators in school year 1987-88: 218 Directors (AR) and 264 Supervisors (AY).

**TABLE 15
RETENTION AND ATTRITION OF
SPECIAL EDUCATION ADMINISTRATORS
1978-88**

	SCHOOL YEAR							
	1979-80	1980-81	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87
A. Administrator Totals by Year	387	405	441	450	436	437	465	428
B. Administrators Still Employed, 1987-88	224	244	267	274	286	307	346	375
% Annual Retention	57.9%	60.2%	60.5%	60.9%	65.6%	70.3%	74.4%	87.6%
C. Administrators No Longer Employed, 1987-88	163	161	174	176	150	130	119	53
% Annual Attrition	42.1%	39.8%	39.5%	39.1%	34.4%	29.7%	25.6%	12.4%

Interpretation: The number of administrators has increased every year except for 1983-84 and 1986-87.

TABLE 16
ADMINISTRATOR APPROVALS - FULL
1979-1988

CODES COLLEGES	1979-80		1980-81		1981-82		1982-83		1983-84		1984-85		1985-86		1986-87		1987-88	
	*330	340**	330	340	330	340	330	340	330	340	330	340	330	340	330	340	330	340
Central MI University	2	0	0	2	0	5	0	4	***	-	-	-	-	-	-	-	-	-
Eastern MI University	5	3	6	5	3	3	4	7	2	8	1	2	0	4	8	13	12	17
Grand Valley State University	0	1	0	0	2	1	0	0	0	4	4	5	6	3	6	18	4	25
Michigan State University	5	16	2	11	3	7	0	4	2	7	1	5	0	1	11	14	8	12
University of Michigan	2	3	2	3	0	1	0	1	***	-	-	-	-	-	-	-	-	-
Northern MI University	0	0	0	0	0	0	0	1	0	0	1	1	0	0	1	1	0	3
University of Detroit	-	-	-	-	-	-	-	-	****	0	0	0	0	1	2	0	0	0
Wayne State University	14	26	4	19	3	10	0	4	0	7	2	3	8	0	29	28	16	23
Western MI University	1	8	1	3	2	1	0	1	1	3	4	4	0	3	5	0	2	3
Out-of-State Colleges	0	1	1	0	3	2	0	0	0	1	0	1	0	0	0	2	1	0
Grandperson	1	0	5	8	4	15	5	8	0	0	0	0	0	0	0	0	0	0
TOTALS	30	58	21	51	20	45	9	30	5	30	13	21	14	11	61	78	43	84
	88		72		65		39		35		34		25		139		127	

* Directors

** Supervisors

*** Discontinued Administrator Training Program in fall of 1983

**** Initiated Administrator Training Program in fall of 1983

TABLE 16-a
ADMINISTRATOR APPROVALS - TEMPORARY
1979-1988

CODES COLLEGES	1979-80		1980-81		1981-82		1982-83		1983-84		1984-85		1985-86		1986-87		1987-88	
	*330	340**	330	340	330	340	330	340	330	340	330	340	330	340	330	340	330	340
Central MI University	1	7	0	10	0	3	2	2	***	-	-	-	-	-	-	-	-	-
Eastern MI University	9	7	2	9	5	9	8	14	3	11	2	12	7	9	3	6	8	4
Grand Valley State University	1	1	1	1	0	4	0	3	31	17	7	10	11	20	4	7	5	4
Michigan State University	2	26	4	12	2	8	1	9	1	11	3	3	3	4	3	3	1	2
University of Michigan	0	0	0	0	0	0	0	1	***	-	-	1	-	-	-	-	1	0
Northern MI University	0	0	3	1	1	3	1	2	0	0	0	0	0	0	0	4	0	2
University of Detroit	-	-	-	-	-	-	-	-	****	0	0	0	1	0	0	0	0	1
Wayne State University	11	32	7	13	13	17	8	18	14	43	24	36	9	37	5	11	9	5
Western MI University	1	7	2	3	1	5	2	7	1	6	4	8	2	8	1	1	1	0
Out-of-State Colleges	0	0	2	0	0	0	0	0	1	0	0	0	1	0	0	1	1	1
Grandperson	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTALS	25	80	21	49	12	49	22	56	51	88	40	69	34	79	16	33	26	19
	105		70		71		78		139		109		113		49		45	

* * Directors

** Supervisors

*** Discontinued Administrator Training Program in fall of 1983

**** Initiated Administrator Training Program in fall of 1983

SUMMARY

It is obvious that personnel supply and demand depend upon more factors than were presented in this report. Certain limits on time and other resources have precluded the conduct of a more thorough data collection and analysis. Since the primary purpose of this report was to present a compilation of relevant data regarding special education personnel employed in Michigan Public Schools, no recommendations have been formulated.

This document has been compiled by Joseph R. Gomez, Jr., Special Education Consultant, Special Education Services. Questions regarding the contents of this study should be directed to Dr. Gomez at (517) 373-6488.

ATTACHMENTS

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DEFINITION OF TERMS

For the purposes of this report, the following terms were reconciled to assure consistency of meanings across a number of data collection forms. These items, as used in both Special Education Services and Teacher Preparation & Certification Services, are delineated to facilitate data manipulation and analysis. Special Education terms and corresponding coding are used as the primary categories; Teacher Certification terms are combined with the primary categories to which each corresponds.

<u>SPECIAL EDUCATION TERMS USED IN REPORT</u>	<u>CORRESPONDING TEACHER CERTIFICATION TERMS</u>
1. Mentally Impaired Educable Mentally (110) Trainable Mentally (120) Severely Mentally (130)	1. Mentally Handicapped (SA) including Trainable (ST)
2. Emotionally Impaired (140)	2. Emotionally Disturbed (SE)
3. Learning Disabled (150)	3. Learning Disabilities (SM)
4. Hearing Impaired (160)	4. Education of the Deaf (SL)
5. Visually Impaired (170)	5. Education of the Blind (SK)
6. Physically & Other- wise Health Impaired (180)	6. Orthopedically Handicapped (SC)
7. Severely Multiply Imp. (190)	7. ---
8. Phys. Ed. for Handicapped (191)	8. ---
9. Speech & Lang. Imp. (192)	9. Speech Correction (SB)
10. Autism (193)	10. --- (SV)
11. TC Mentally Impaired (210)	11. Consultant for Mentally Imp. (SU)
12. Homebound/Hospitalized (280)	12. Teacher of Homebound (SH)
13. TC Phys. & Other H.I. (260)	13. TC for Physically Impaired (SI)
14. School Psychologist	14. Diagnostician (SF)
15. Social Worker	15. School Social Worker (SD)
16. Director of Special Ed.	16. Special Education Director (AR)
17. Supervisor of Special Ed.	17. Supervisor, Special Education (AY)
18. Occ./Phys. Therapists	18. Occ./Phys. Therapist (NU)

NOTE: In determining personnel configurations, teacher consultants not specifically indicated were included with relating certification areas, i.e., teacher consultants for learning disabled are counted with teachers for the learning disabled (150/SM)

TEACHER PREPARATION & CERTIFICATION SERVICES ALPHA CODES

Administration

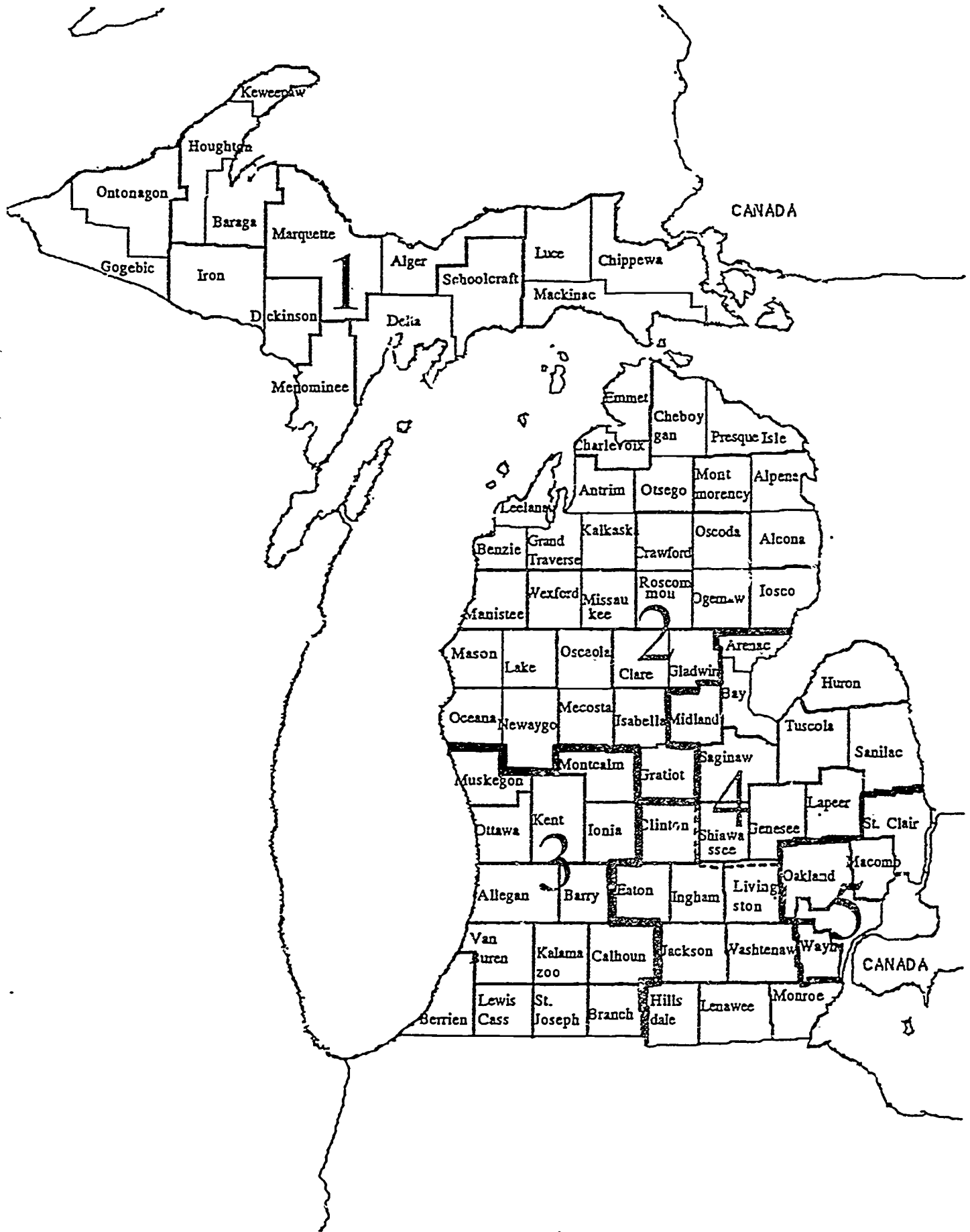
AA--Superintendent, General	AO--Coordinator, Subject Area
AB--Assistant Superintendent, General	AP--Supervisor, Secondary
AC--Admin. of Finance or Business	AQ--Supervisor, Secondary
AD--Admin. of Instruction	AR--Special Education Director
AE--Admin. of Plan & Facilities	AS--Consultant, State and Federal Programs
AF--Admin. of Employed Personnel	AT--Community School Director
AG--Admin. of Research	AU--Director, Vocational Education
AH--Principal, Secondary	AV--Director, Data Processing
AI--Principal, Elementary	AW--Director, Transportation
AJ--Asst. Principal, Secondary	AX--Director, Continuing or Audit Education
AK--Asst. Principal, Elementary	AY--Supervisor, Special Education
AL--Consultant, Subject Area	
AM--Consultant, Elementary	
AN--Consultant, Secondary	

Miscellaneous

NC--Driver and Safety Education
ND--Library Science
NE--Elementary Grades
NJ--Environmental Studies
NM--Junior High Grades
NT--Counselor
NU--Occupational/Physical Therapists
NV--Media Specialist
NX--Other
NY--School Nurse
NZ--Sex Education

Special Education

SA--Mentally Handicapped
SB--Speech Correction
SC--Orthopedically Handicapped
SE--School Social Worker
SF--Diagnostician
SG--Psychologist
SH--Teacher of Homebound
SI--Teacher Consultant for Physically Impaired
SK--Education of the Blind
SL--Education of the Deaf
SM--Learning Disabilities
ST--Teacher of Trainable
SU--Consultant for Mentally Handicapped
SV--Teacher of the Autistic



ACKNOWLEDGMENTS

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MICHIGAN STATE BOARD OF EDUCATION STATEMENT OR ASSURANCE OF COMPLIANCE WITH FEDERAL LAW

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