

NATIONAL COMMISSION ON
**Teaching and
America's
Future**



The Aging Teaching Workforce: A Snapshot
*Age Distribution of Public School Teachers, By State
2003-2004*

*Analysis prepared by NCTAF by Dr. Richard Ingersoll using data from the U.S.
Department of Education's Schools and Staffing Survey (SASS)*

April 2009

About The Data

The following tables on the age distribution of public school teachers have been prepared by Dr. Richard Ingersoll for the National Commission on Teaching and America's Future (NCTAF), using data gathered through the U.S. Department of Education's Schools and Staffing Survey (SASS), which is administered every four years.

The data for this analysis are drawn from the 2003-2004 survey, as the 2007-2008 survey is still in the data collection phase.

In addition to showing the age distribution of public teachers in each state, the data tables also report:

- § Median Age
- § Lower Quartile (median age of the youngest 25 percent of public school teachers in the state)
- § Upper Quartile (median age of the oldest 25 percent of public school teachers in the state)

Reading the Graphs

In looking at the graphs, readers should take note of sharp increases for particular age groups:

- § Spikes that occur above age 45 should be noted, as they signal a likely wave of retirements within the next decade.
- § Bimodal spikes – below age 30 and above age 45 – should also be noted, as they show a significant portion of the state's teaching workforce in the two most vulnerable areas of the teacher pipeline: a) the early end, where attrition risk is greatest; and b) the late end, where retirement is a near-term prospect.

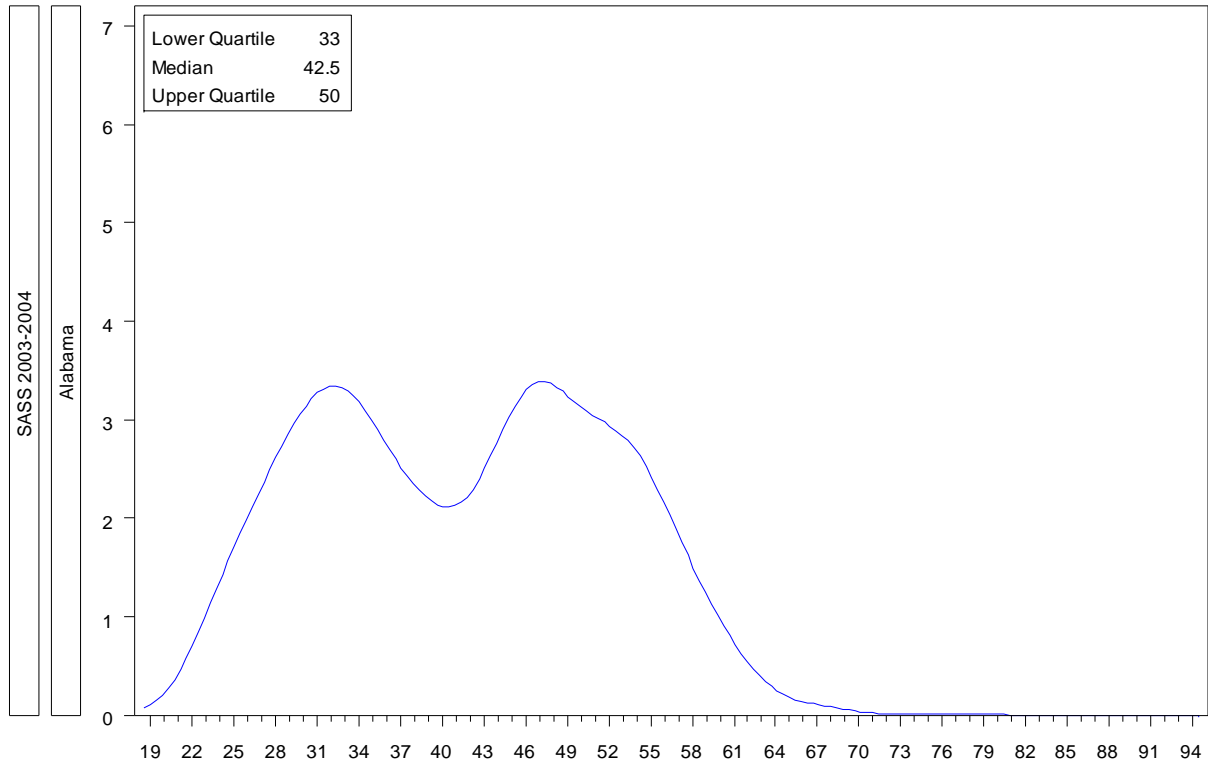
Highlights

- § The median age of public school teachers varies widely across the United States, from 40.5 in Kentucky to 49 in West Virginia (see table below).
- § While every state faces an aging teacher workforce, the trend is particularly acute in certain regions of the country, including:
 - New England: Maine, Massachusetts, Vermont, New Hampshire, Rhode Island, Connecticut
 - Northwest/Northern Rockies/Northern Plains: Oregon, Washington, Idaho, Montana, Wyoming, North Dakota

Median Age of Public School Teachers, By State, 2003-04

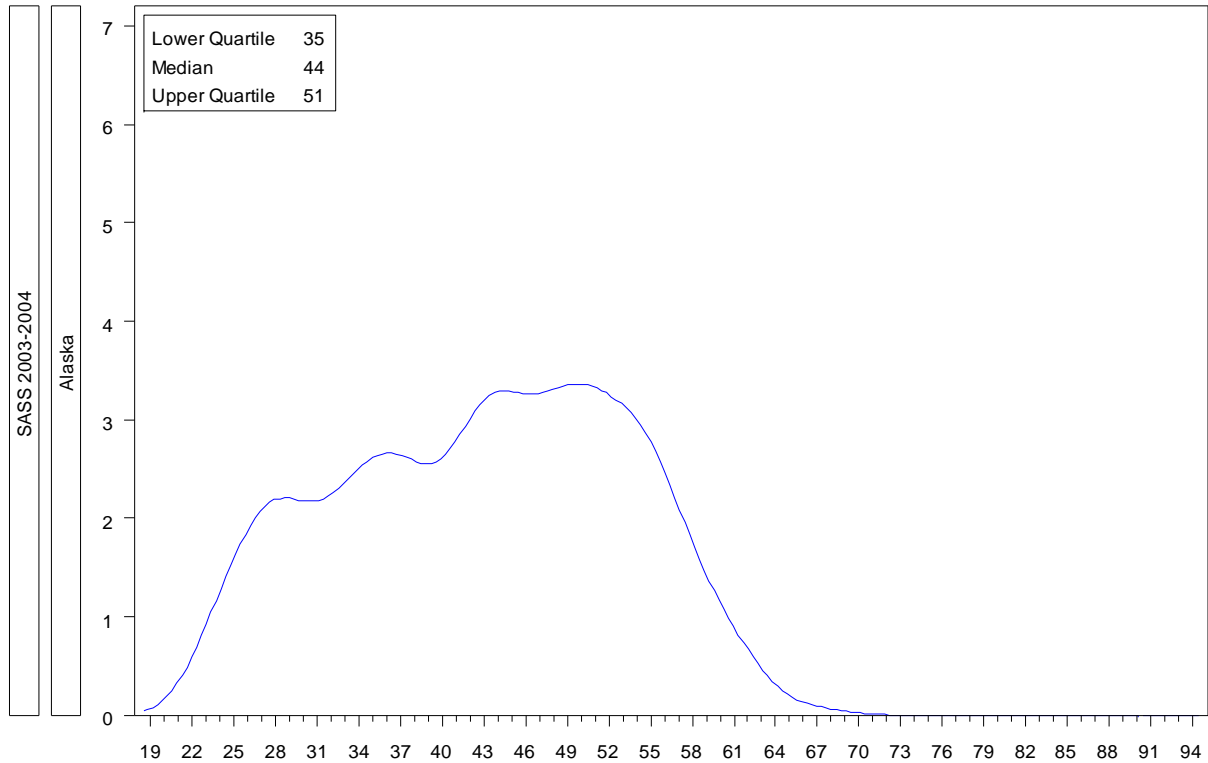
State	Median Age	State	Median Age	State	Median Age
Alabama	42.5	Kentucky	40.5	North Dakota	46
Alaska	44	Louisiana	43	Ohio	43
Arizona	44	Maine	46	Oklahoma	43
Arkansas	43	Maryland	44	Oregon	45
California	43	Massachusetts	46	Pennsylvania	43
Colorado	43	Michigan	42	Rhode Island	45
Connecticut	46	Minnesota	42	South Carolina	44
Delaware	42	Mississippi	44	South Dakota	44
District of Columbia	46	Missouri	43	Tennessee	44
Florida	44	Montana	46	Texas	43
Georgia	42	Nebraska	42	Utah	44
Hawaii	43	Nevada	41	Vermont	47
Idaho	45	New Hampshire	46	Virginia	44
Illinois	44	New Jersey	46	Washington	45
Indiana	46	New Mexico	46	West Virginia	49
Iowa	46	New York	41	Wisconsin	41
Kansas	45	North Carolina	42	Wyoming	46

Public School Teacher Age Distribution



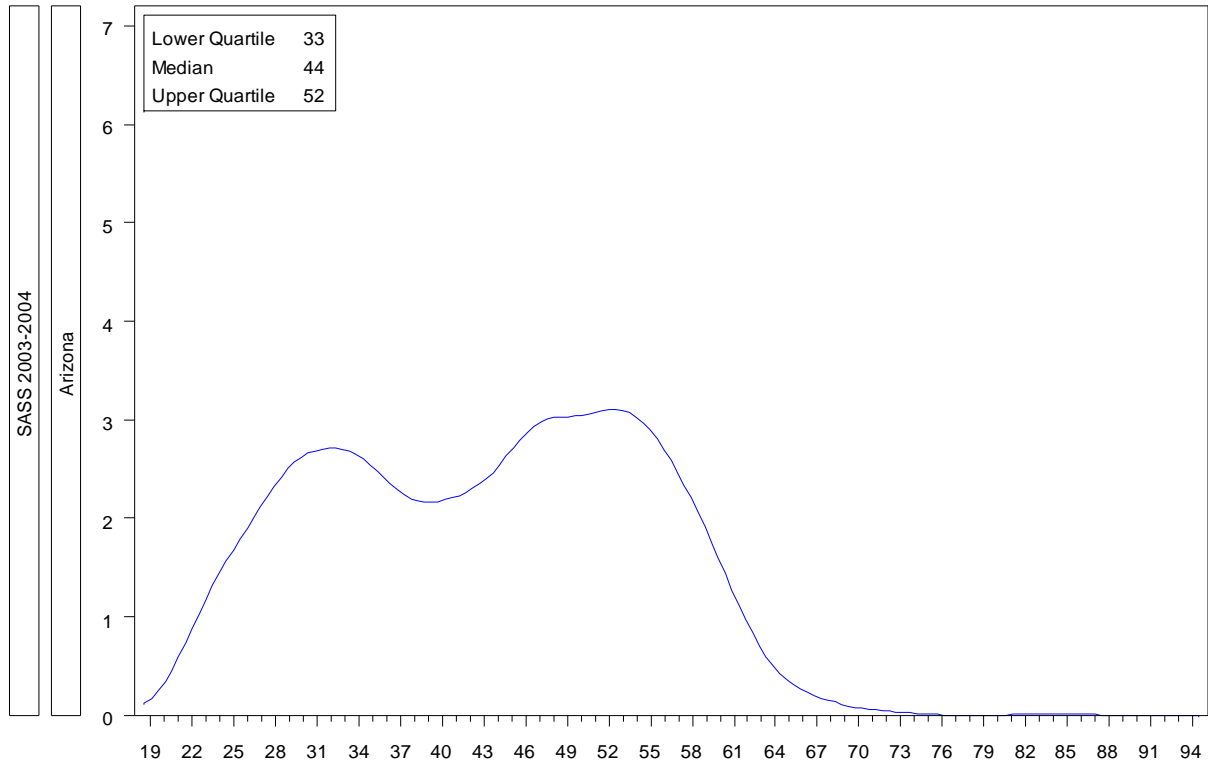
Source: Richard M. Ingersoll. University of Pennsylvania, original analyses for NCTAF of Schools and Staffing Survey.

Public School Teacher Age Distribution



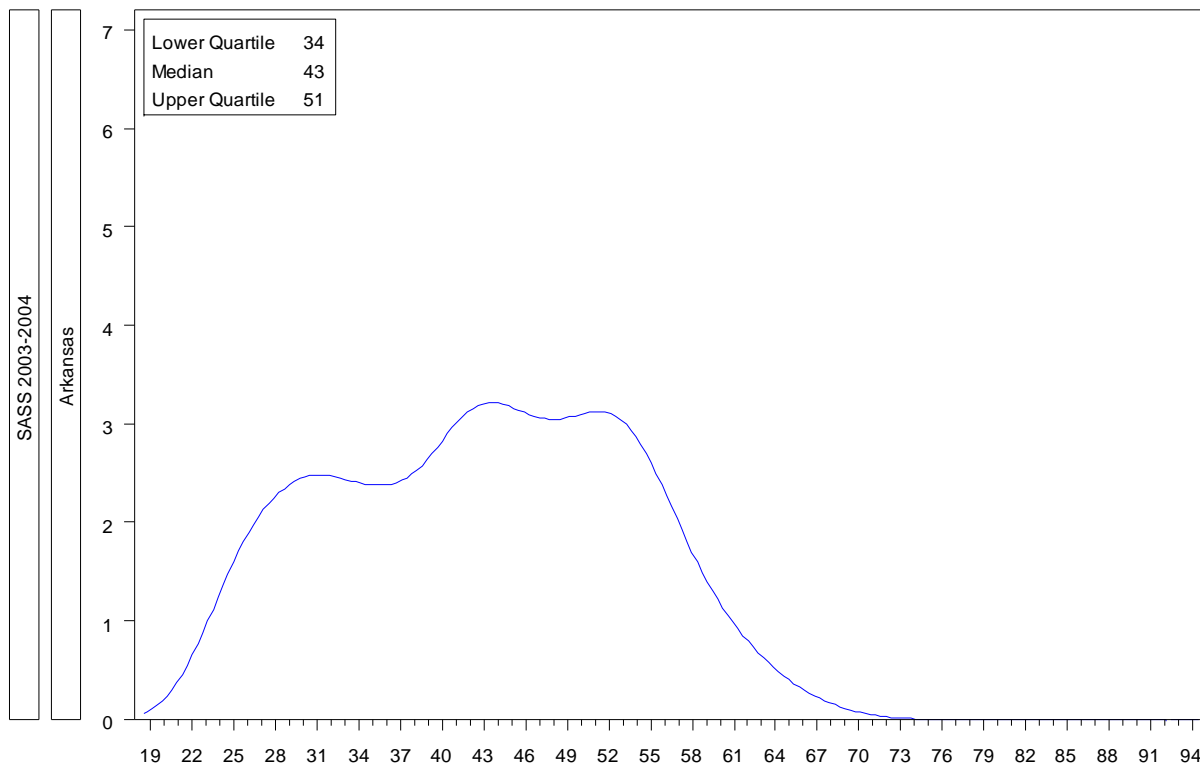
Source: Richard M. Ingersoll. University of Pennsylvania, original analyses for NCTAF of Schools and Staffing Survey.

Public School Teacher Age Distribution



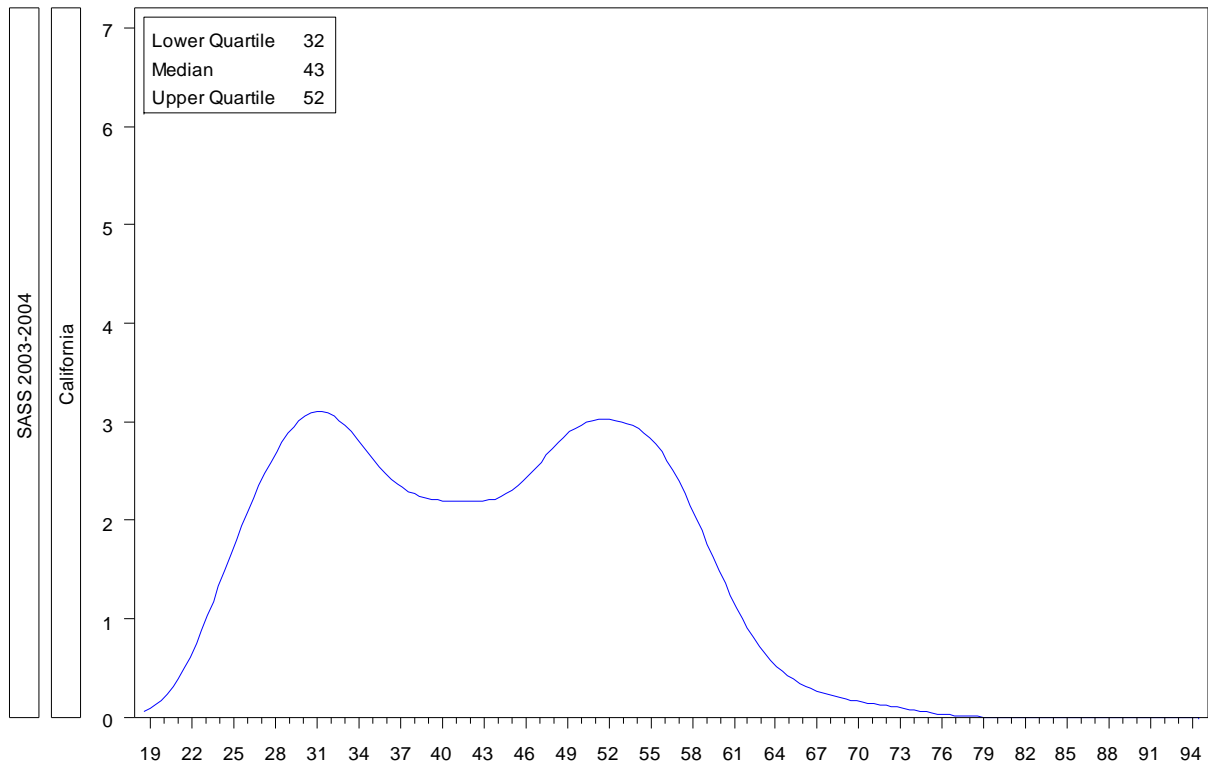
Source: Richard M. Ingersoll. University of Pennsylvania, original analyses for NCTAF of Schools and Staffing Survey.

Public School Teacher Age Distribution



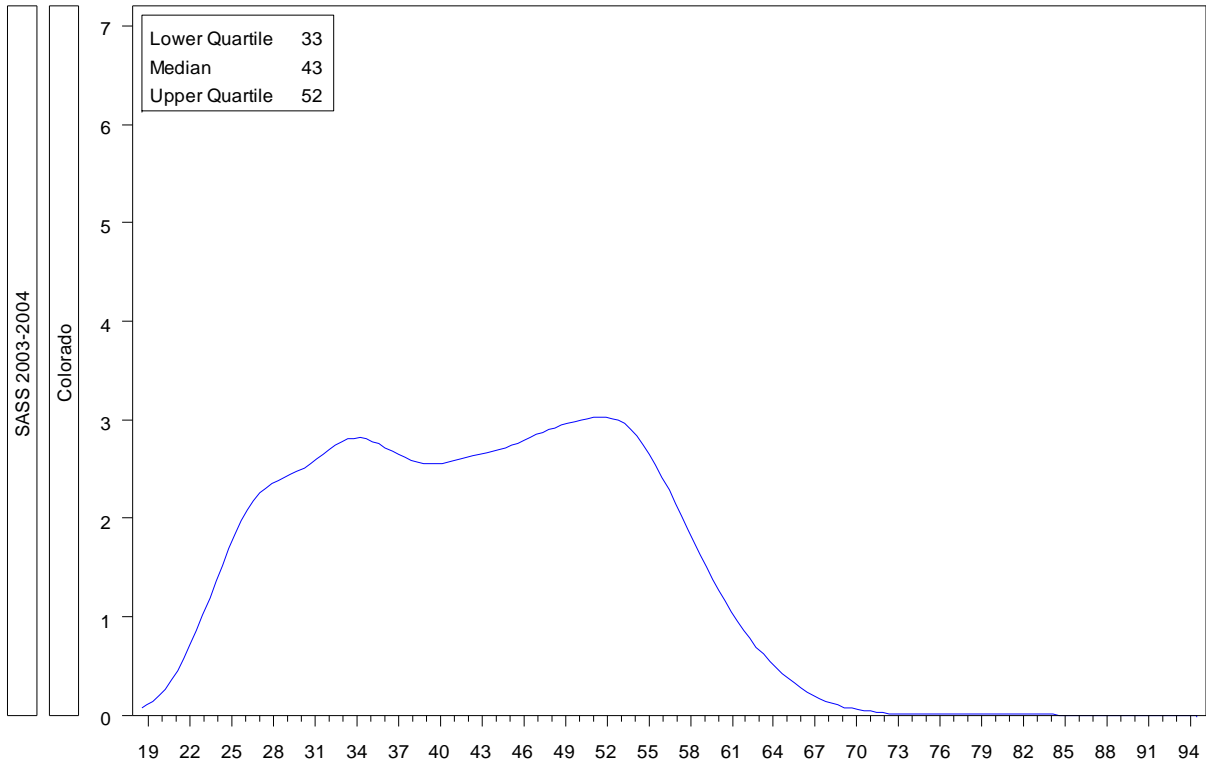
Source: Richard M. Ingersoll. University of Pennsylvania, original analyses for NCTAF of Schools and Staffing Survey.

Public School Teacher Age Distribution



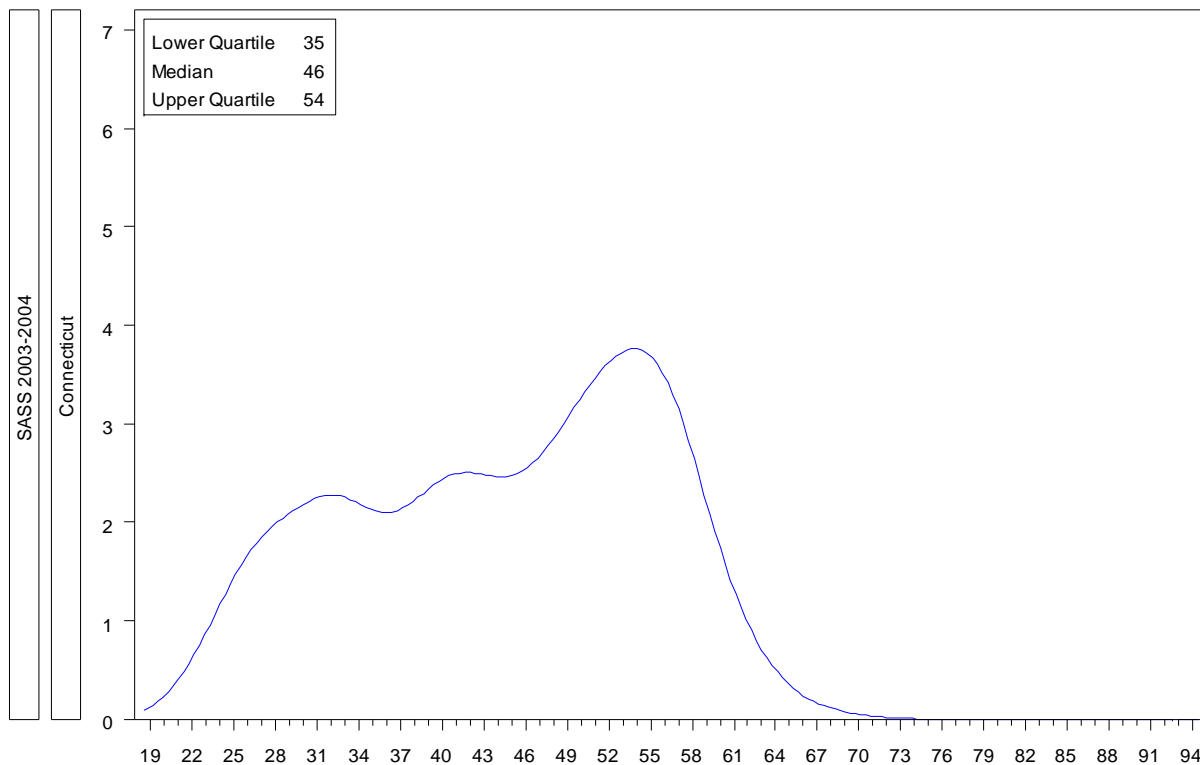
Source: Richard M. Ingersoll. University of Pennsylvania, original analyses for NCTAF of Schools and Staffing Survey.

Public School Teacher Age Distribution



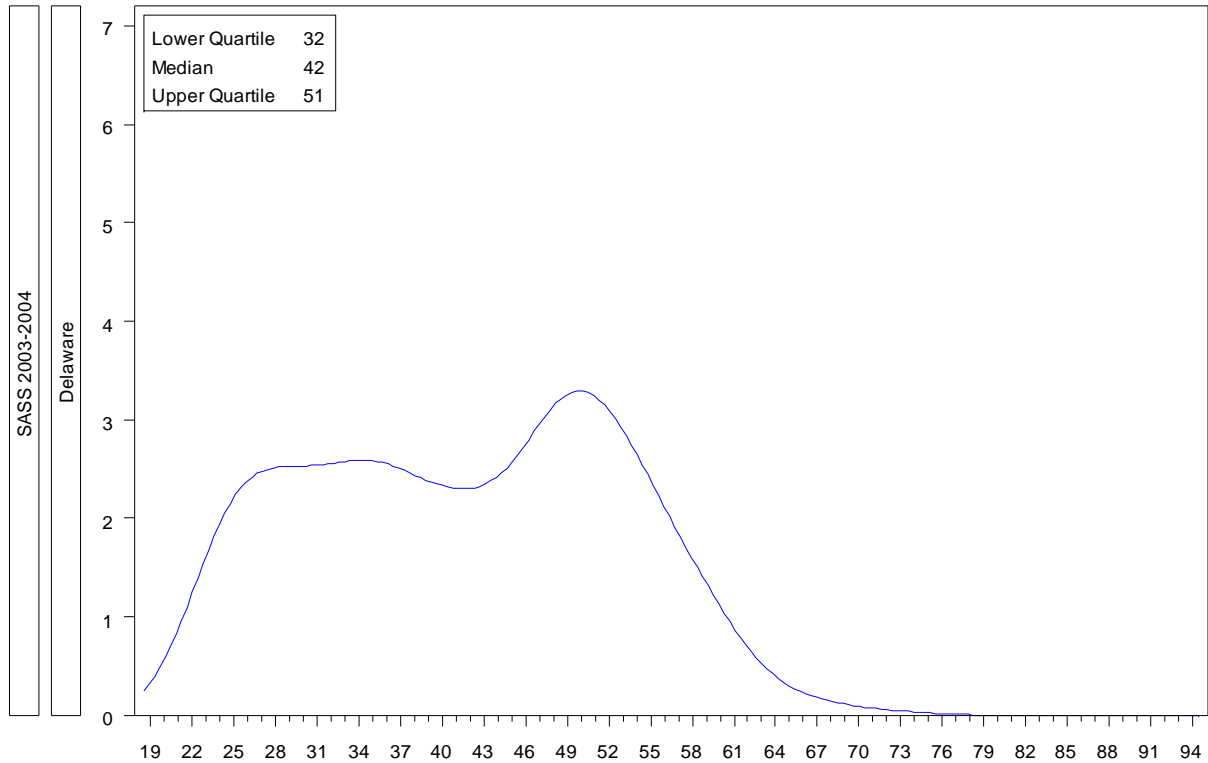
Source: Richard M. Ingersoll. University of Pennsylvania, original analyses for NCTAF of Schools and Staffing Survey.

Public School Teacher Age Distribution



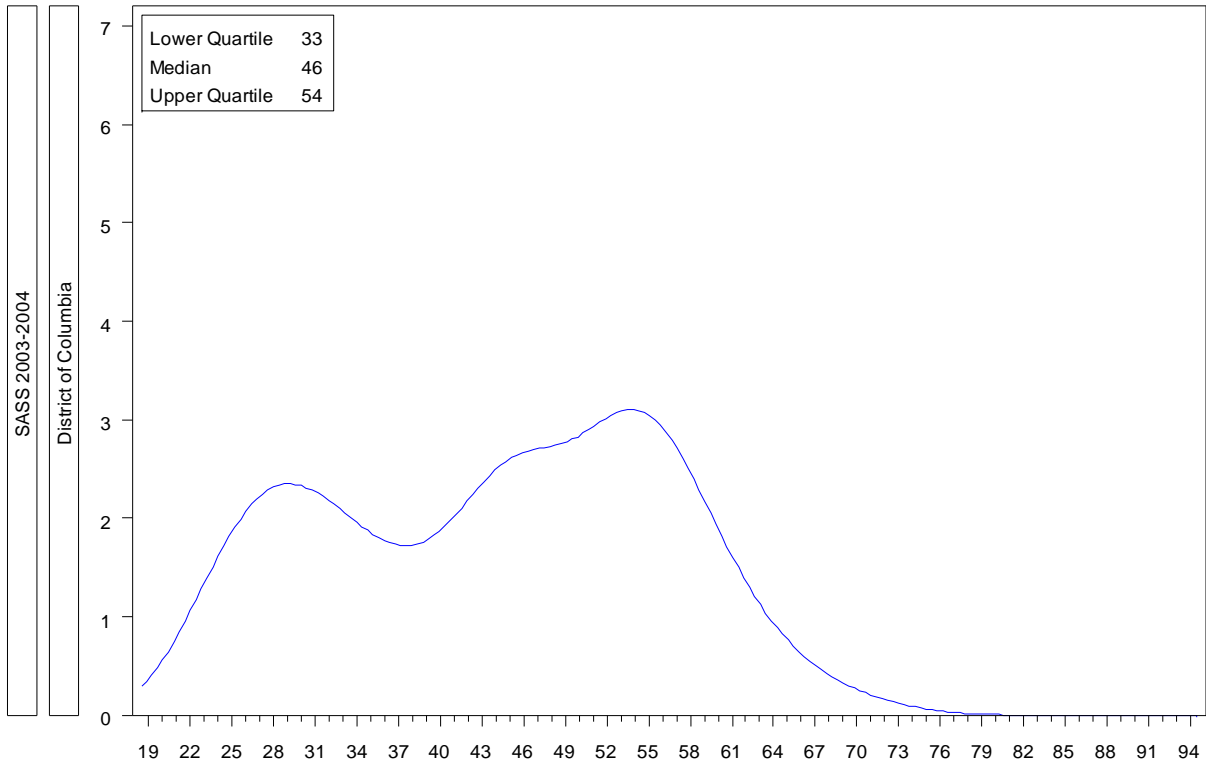
Source: Richard M. Ingersoll. University of Pennsylvania, original analyses for NCTAF of Schools and Staffing Survey.

Public School Teacher Age Distribution



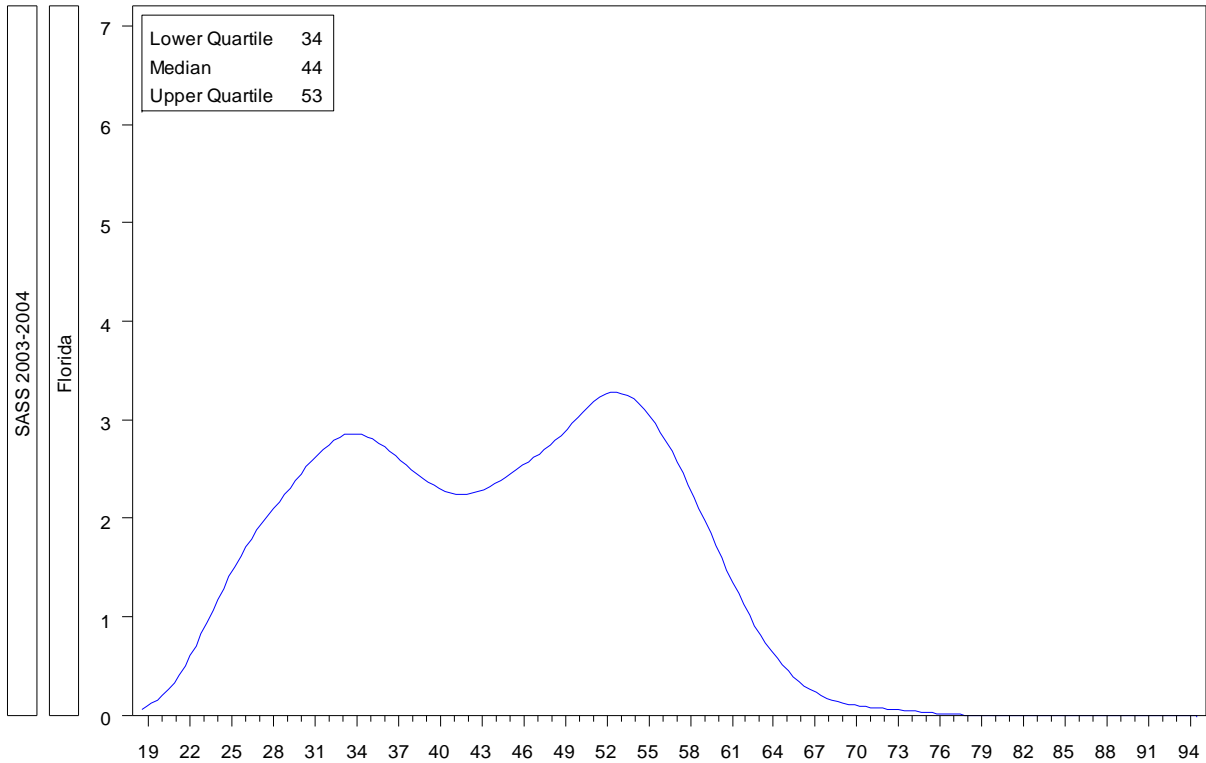
Source: Richard M. Ingersoll. University of Pennsylvania, original analyses for NCTAF of Schools and Staffing Survey.

Public School Teacher Age Distribution



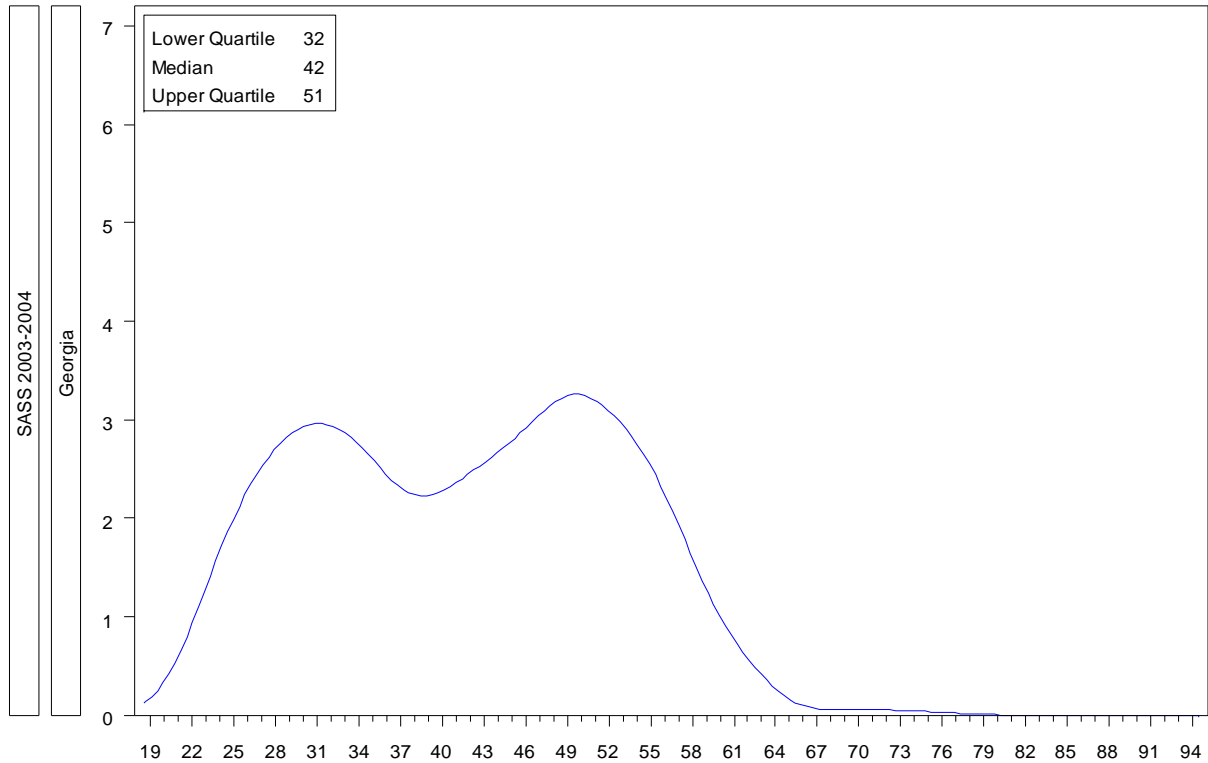
Source: Richard M. Ingersoll. University of Pennsylvania, original analyses for NCTAF of Schools and Staffing Survey.

Public School Teacher Age Distribution



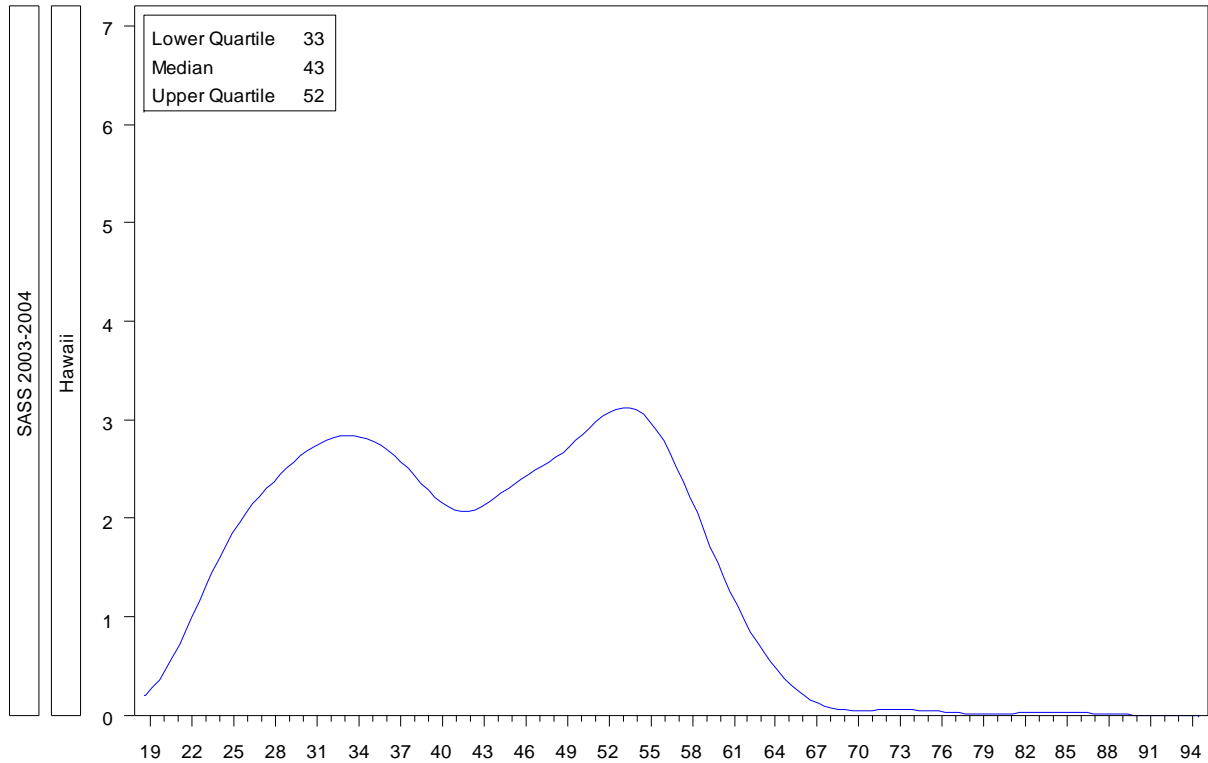
Source: Richard M. Ingersoll. University of Pennsylvania, original analyses for NCTAF of Schools and Staffing Survey.

Public School Teacher Age Distribution



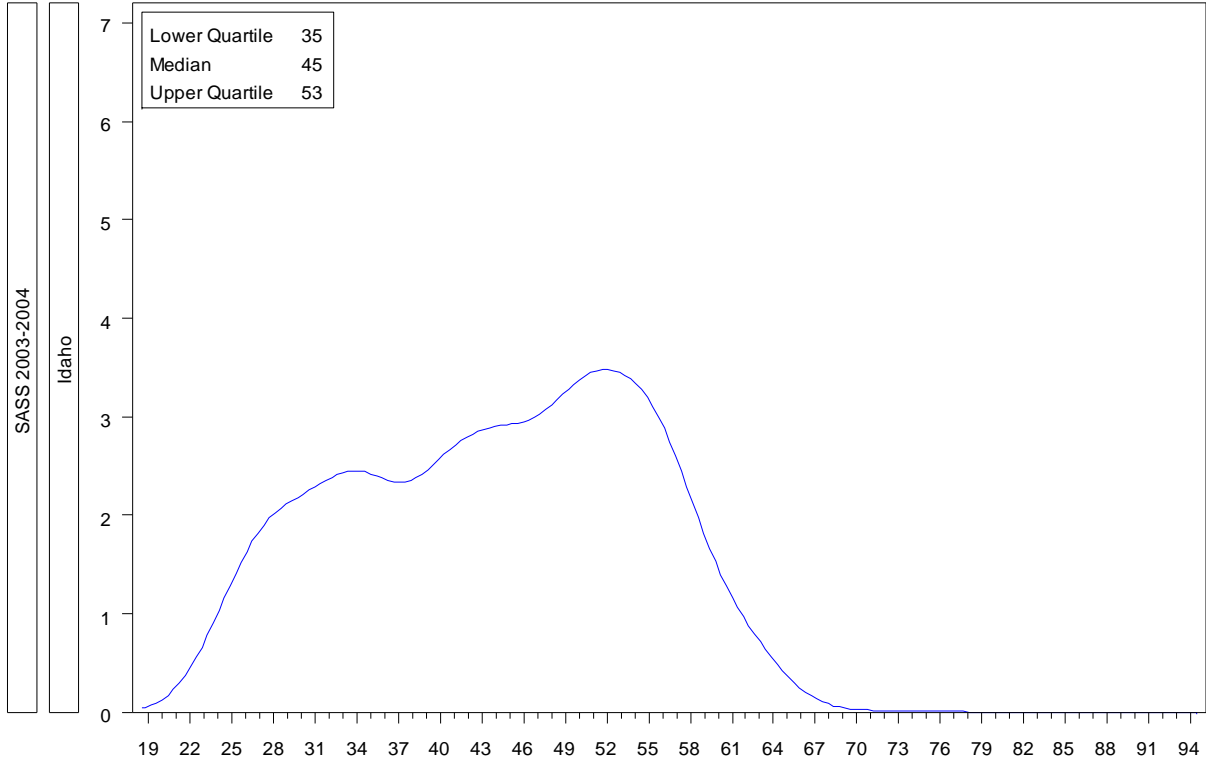
Source: Richard M. Ingersoll. University of Pennsylvania, original analyses for NCTAF of Schools and Staffing Survey.

Public School Teacher Age Distribution



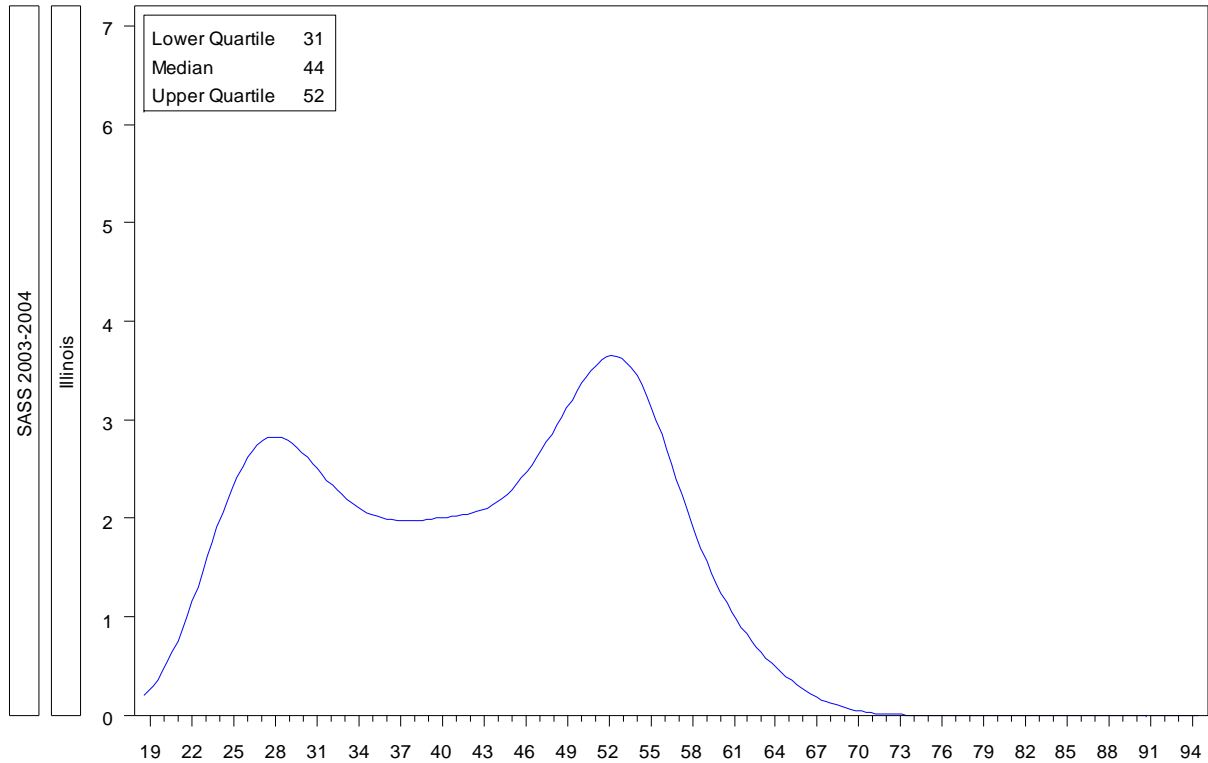
Source: Richard M. Ingersoll. University of Pennsylvania, original analyses for NCTAF of Schools and Staffing Survey.

Public School Teacher Age Distribution



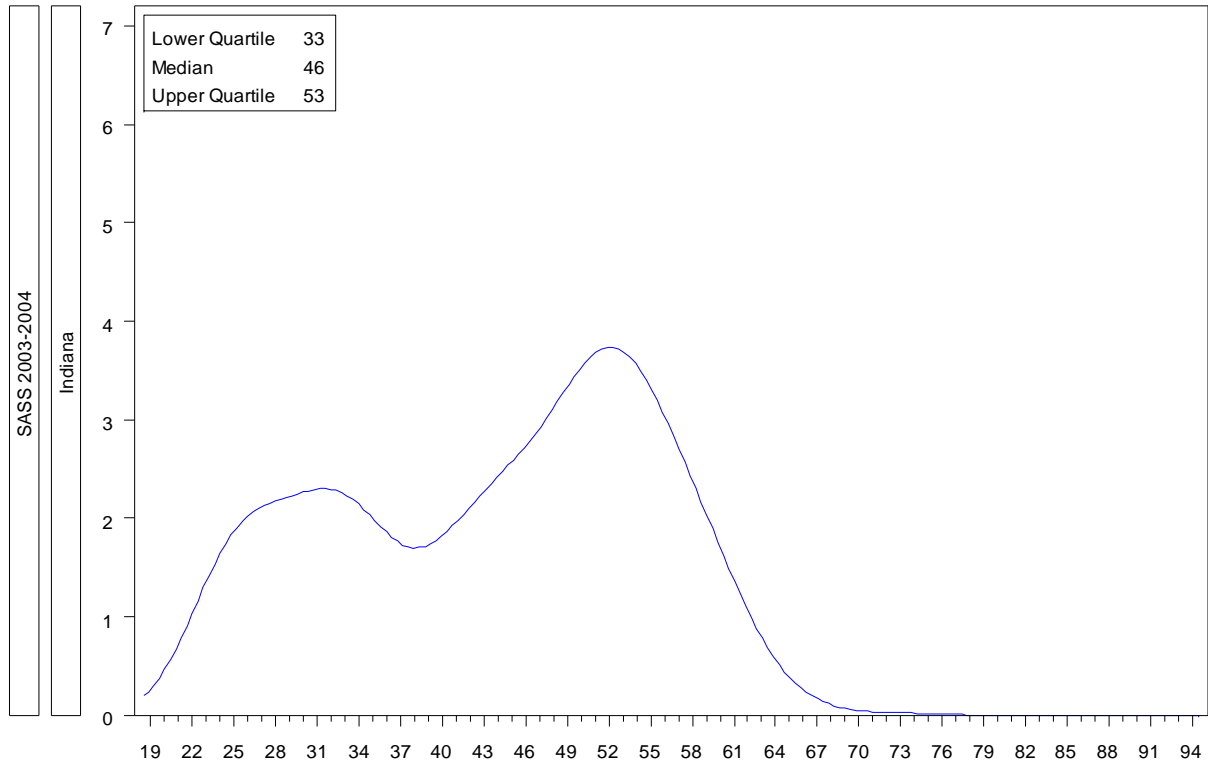
Source: Richard M. Ingersoll. University of Pennsylvania, original analyses for NCTAF of Schools and Staffing Survey.

Public School Teacher Age Distribution



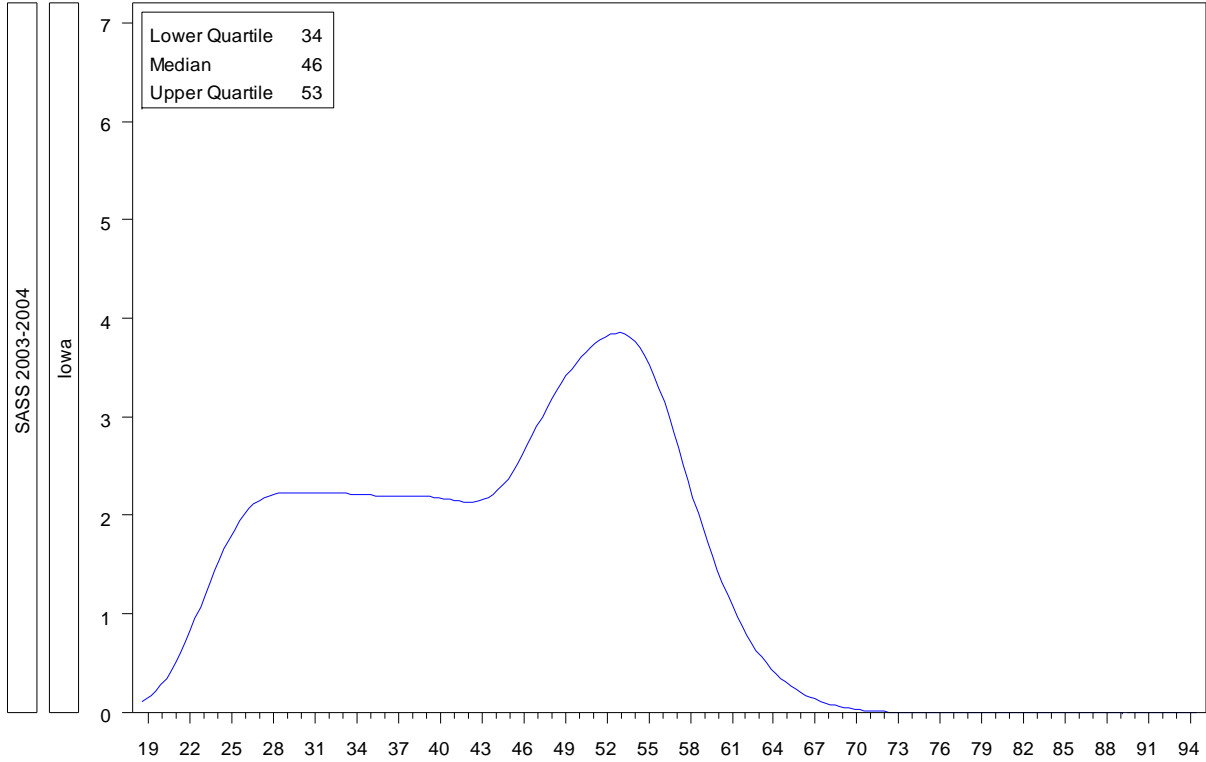
Source: Richard M. Ingersoll. University of Pennsylvania, original analyses for NCTAF of Schools and Staffing Survey.

Public School Teacher Age Distribution



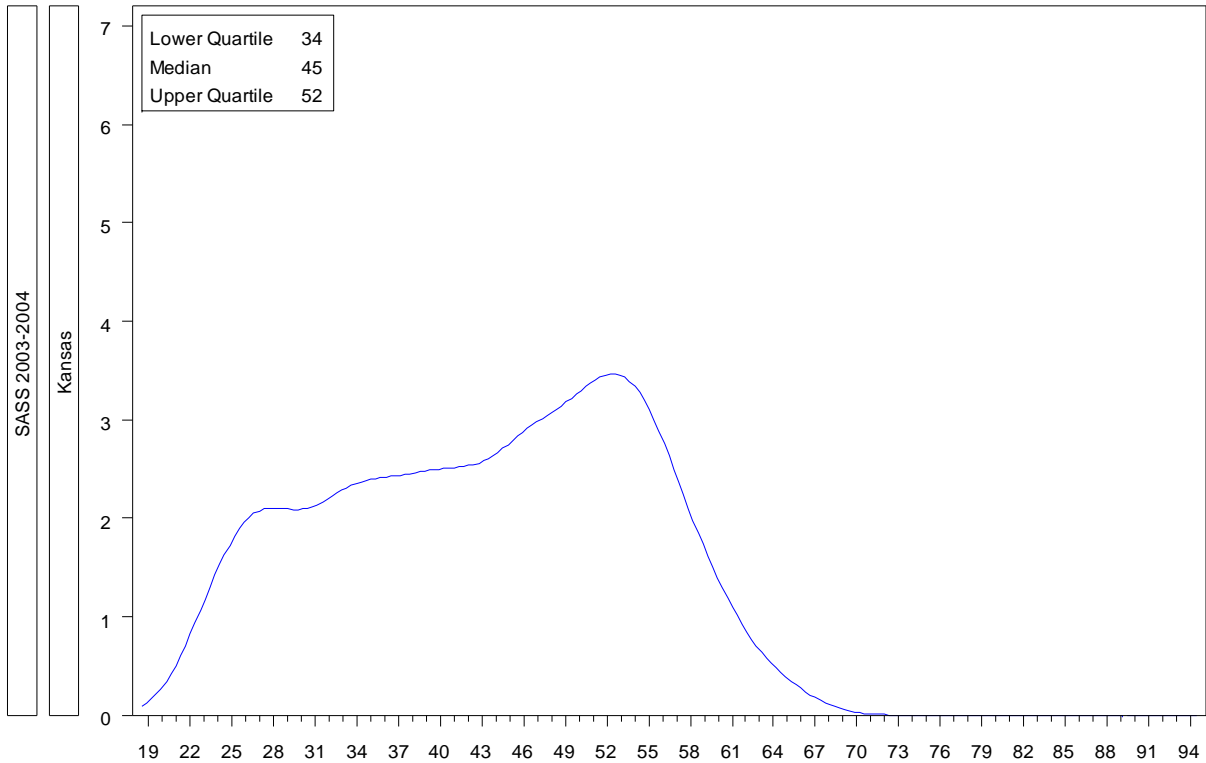
Source: Richard M. Ingersoll. University of Pennsylvania, original analyses for NCTAF of Schools and Staffing Survey.

Public School Teacher Age Distribution



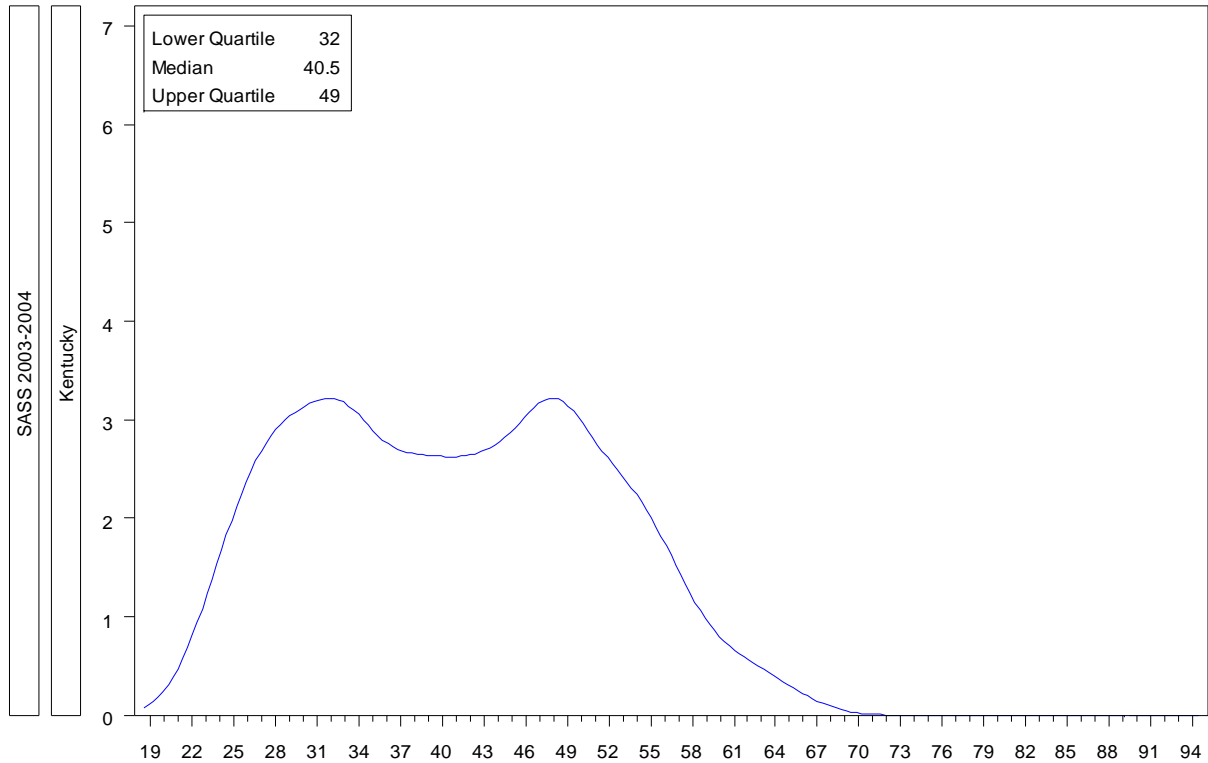
Source: Richard M. Ingersoll. University of Pennsylvania, original analyses for NCTAF of Schools and Staffing Survey.

Public School Teacher Age Distribution



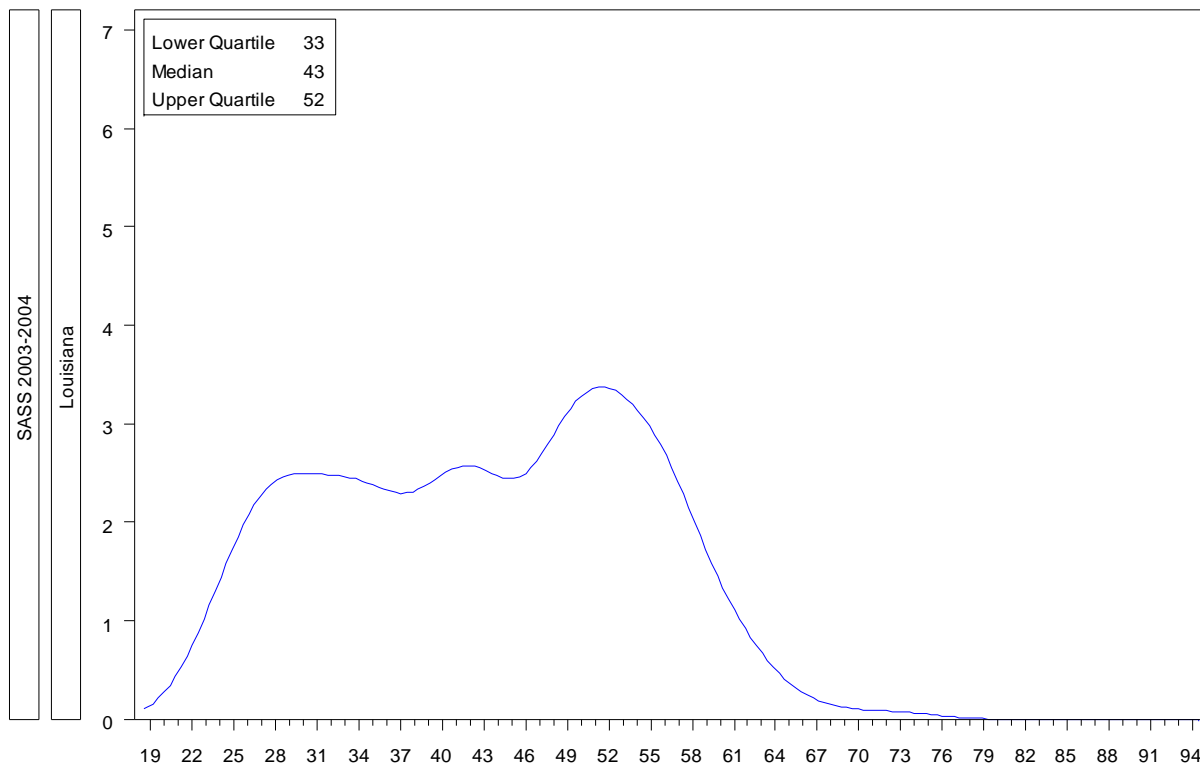
Source: Richard M. Ingersoll. University of Pennsylvania, original analyses for NCTAF of Schools and Staffing Survey.

Public School Teacher Age Distribution



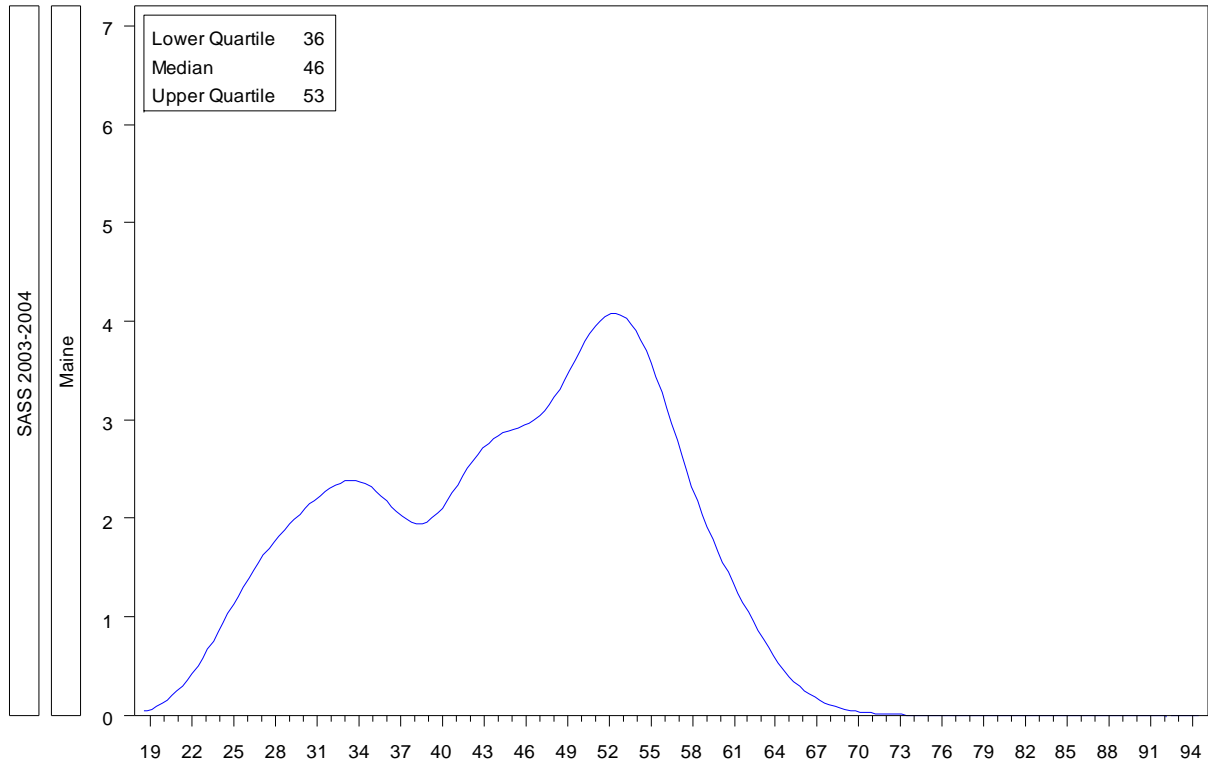
Source: Richard M. Ingersoll. University of Pennsylvania, original analyses for NCTAF of Schools and Staffing Survey.

Public School Teacher Age Distribution



Source: Richard M. Ingersoll. University of Pennsylvania, original analyses for NCTAF of Schools and Staffing Survey.

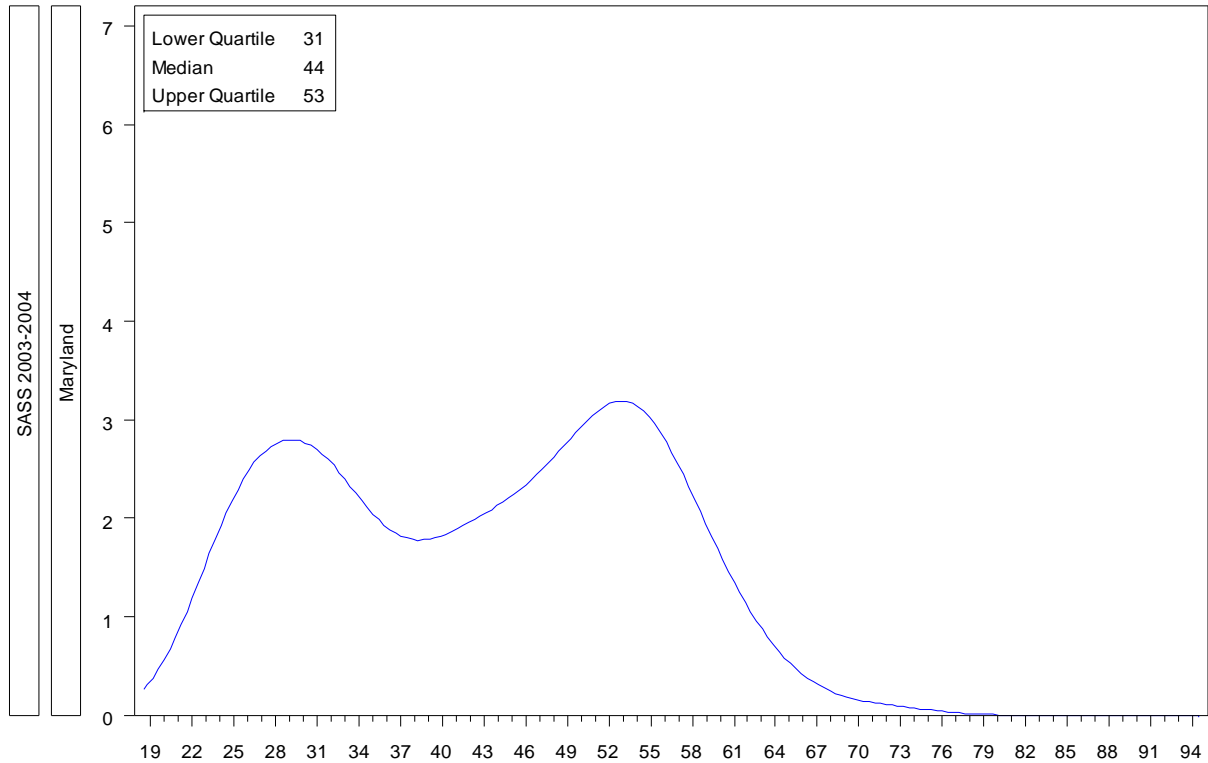
Public School Teacher Age Distribution



Source: Richard M. Ingersoll. University of Pennsylvania, original analyses for NCTAF of Schools and Staffing Survey.

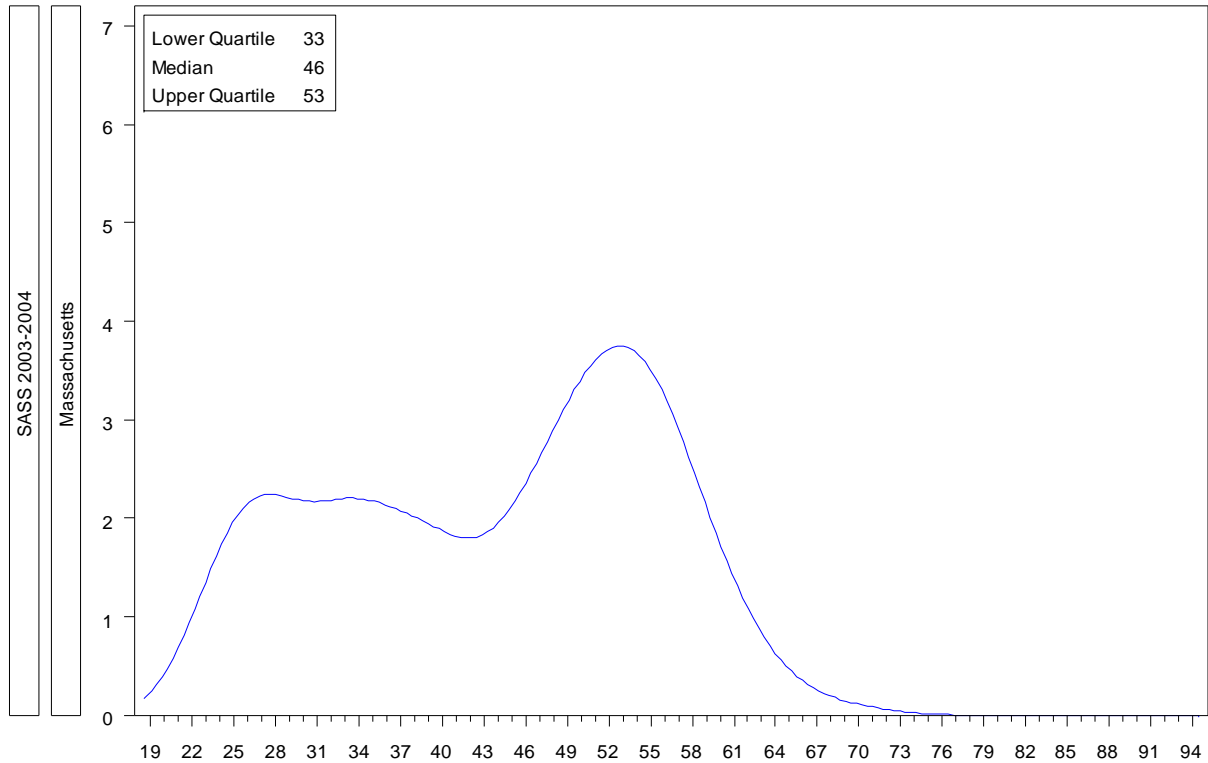
Maryland

Public School Teacher Age Distribution



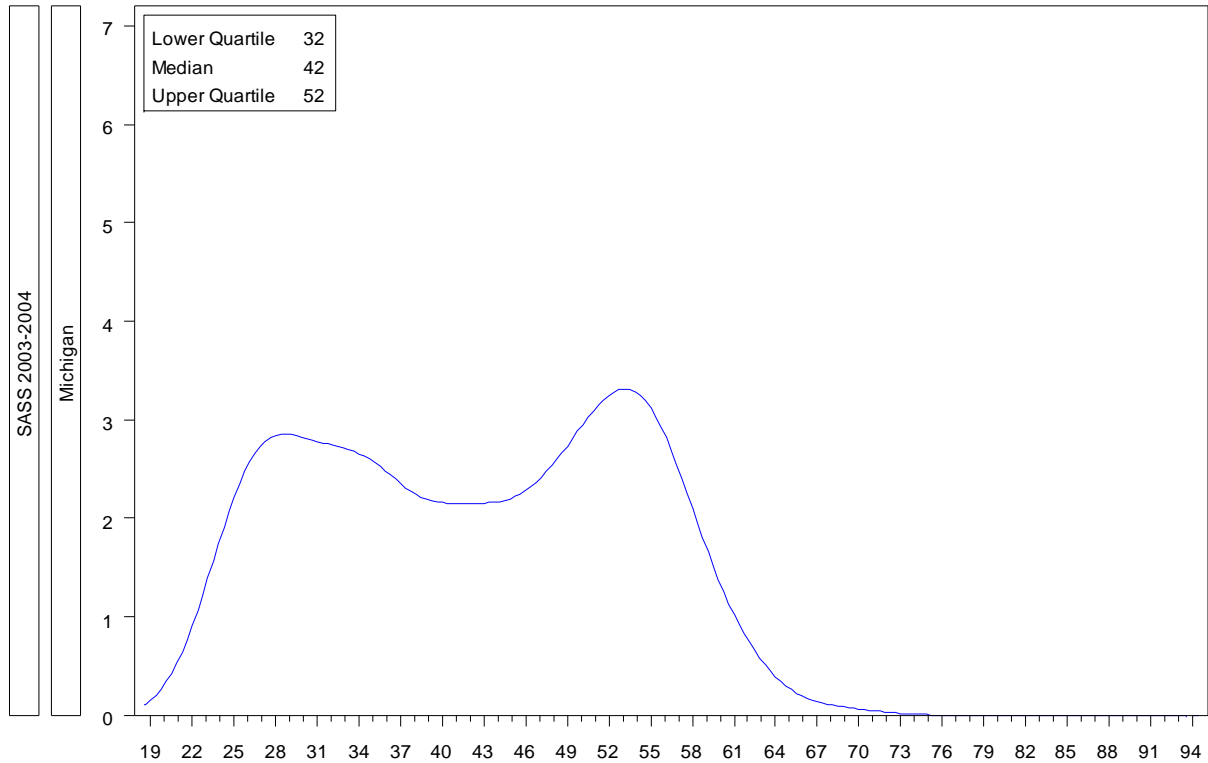
Source: Richard M. Ingersoll. University of Pennsylvania, original analyses for NCTAF of Schools and Staffing Survey.

Public School Teacher Age Distribution



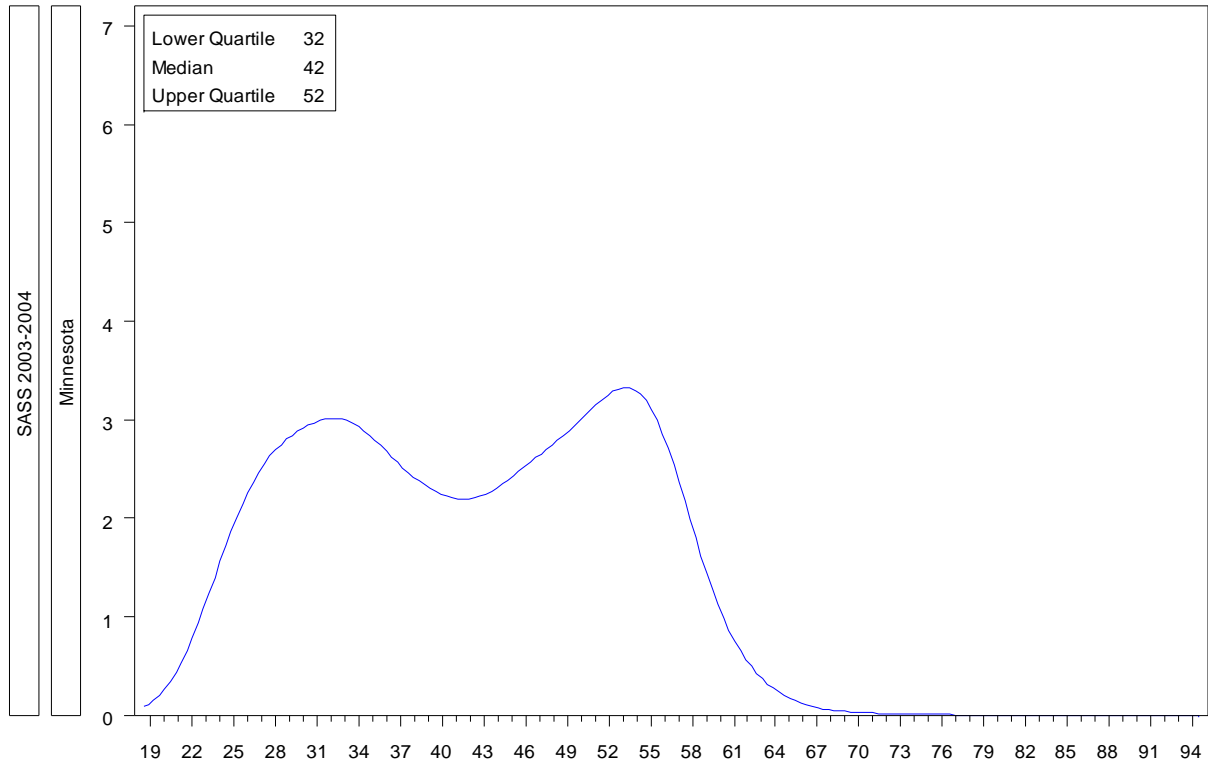
Source: Richard M. Ingersoll. University of Pennsylvania, original analyses for NCTAF of Schools and Staffing Survey.

Public School Teacher Age Distribution



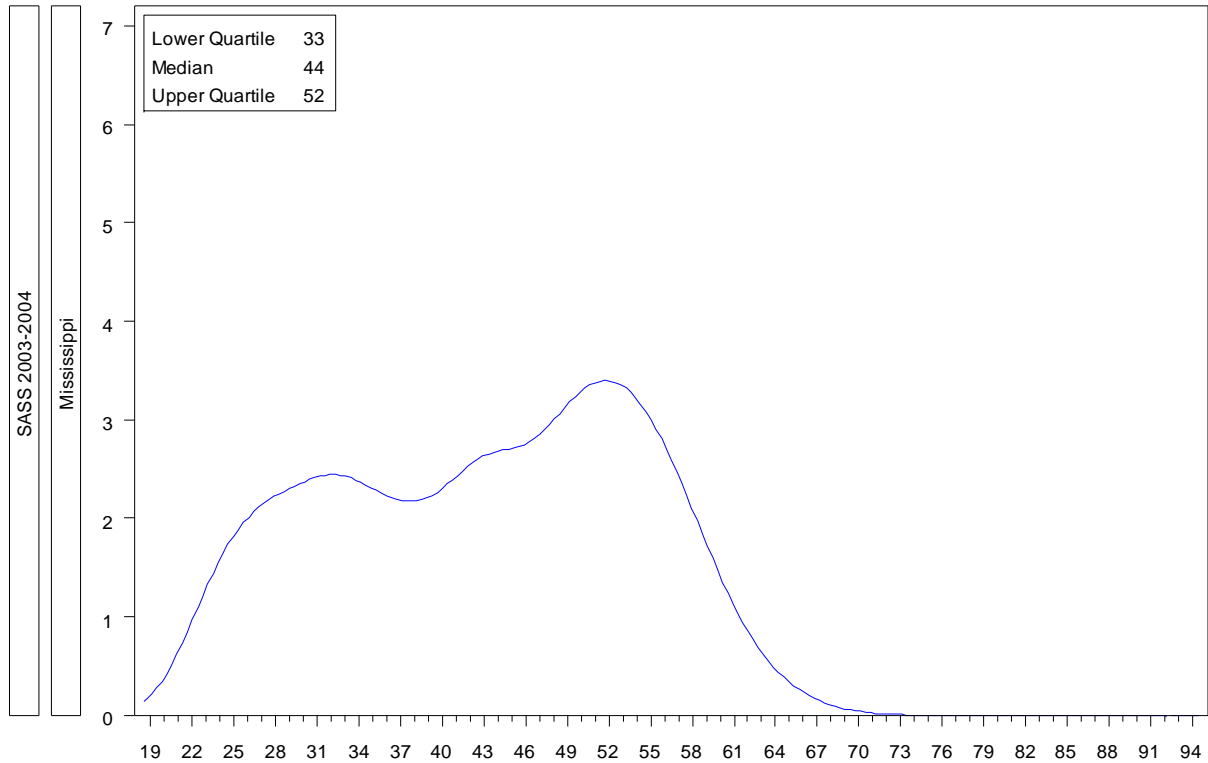
Source: Richard M. Ingersoll. University of Pennsylvania, original analyses for NCTAF of Schools and Staffing Survey.

Public School Teacher Age Distribution



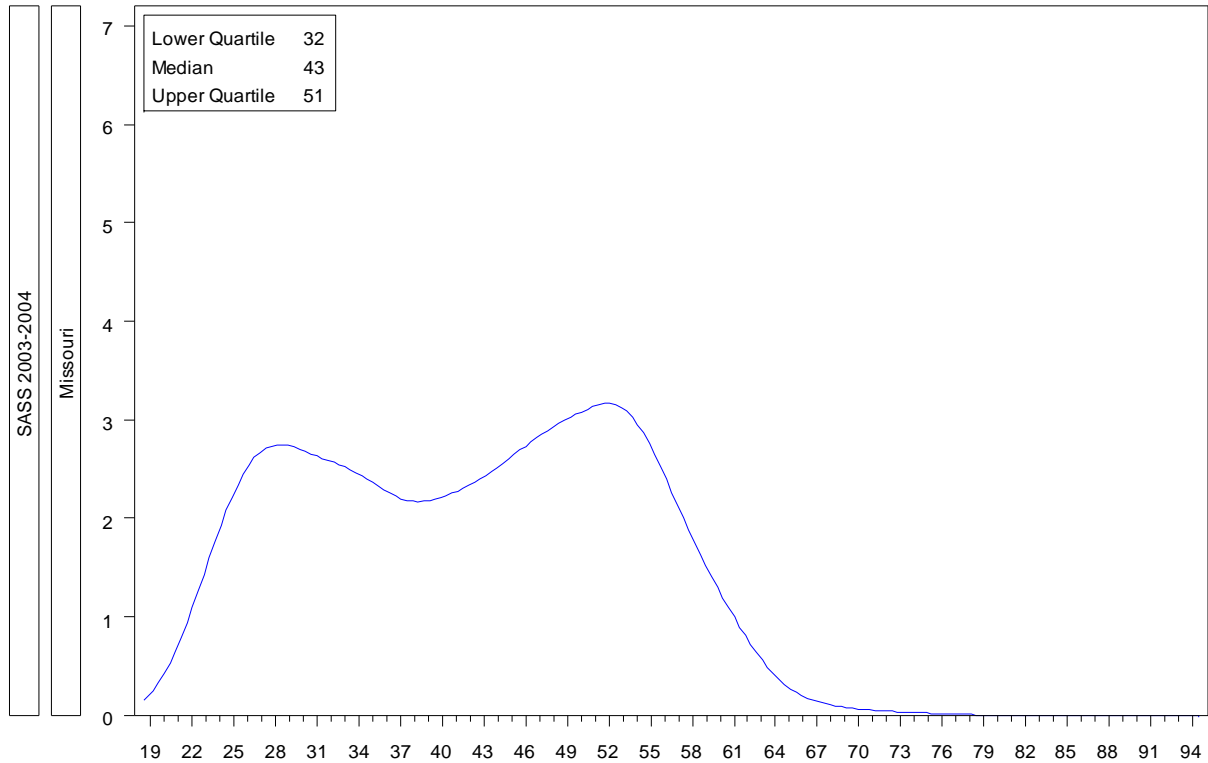
Source: Richard M. Ingersoll. University of Pennsylvania, original analyses for NCTAF of Schools and Staffing Survey.

Public School Teacher Age Distribution



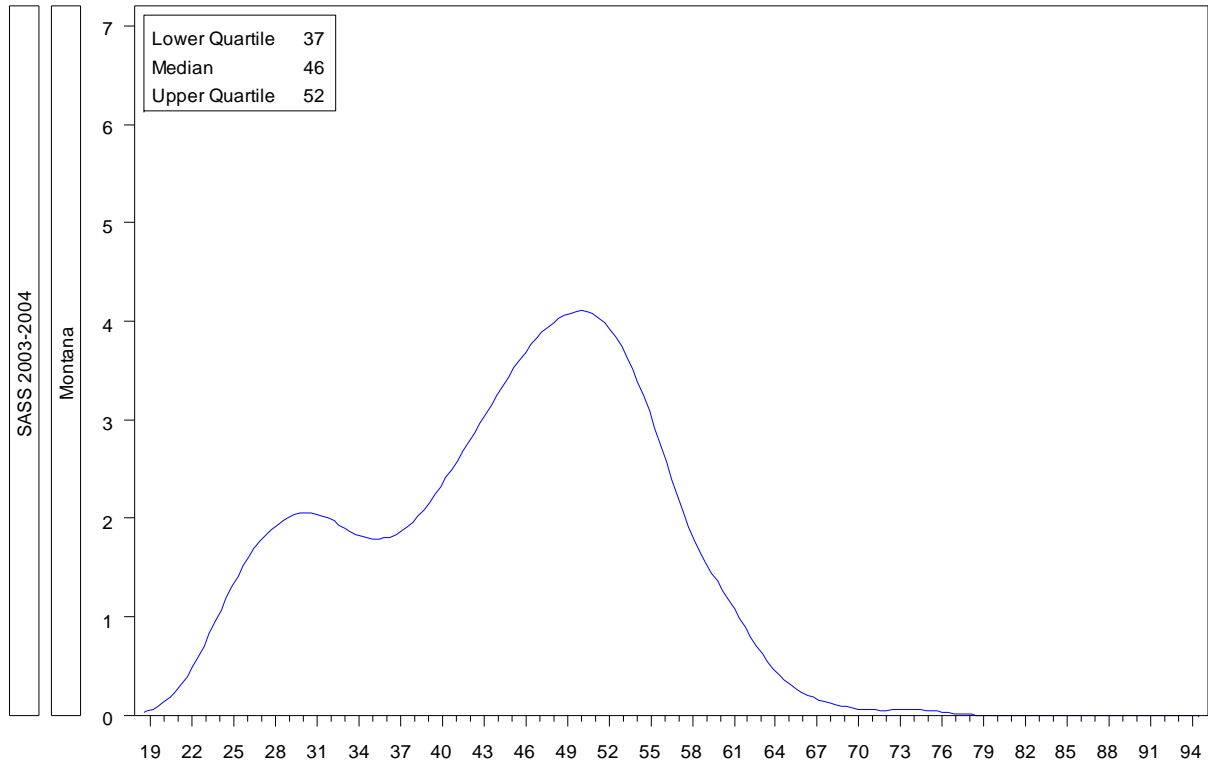
Source: Richard M. Ingersoll. University of Pennsylvania, original analyses for NCTAF of Schools and Staffing Survey.

Public School Teacher Age Distribution



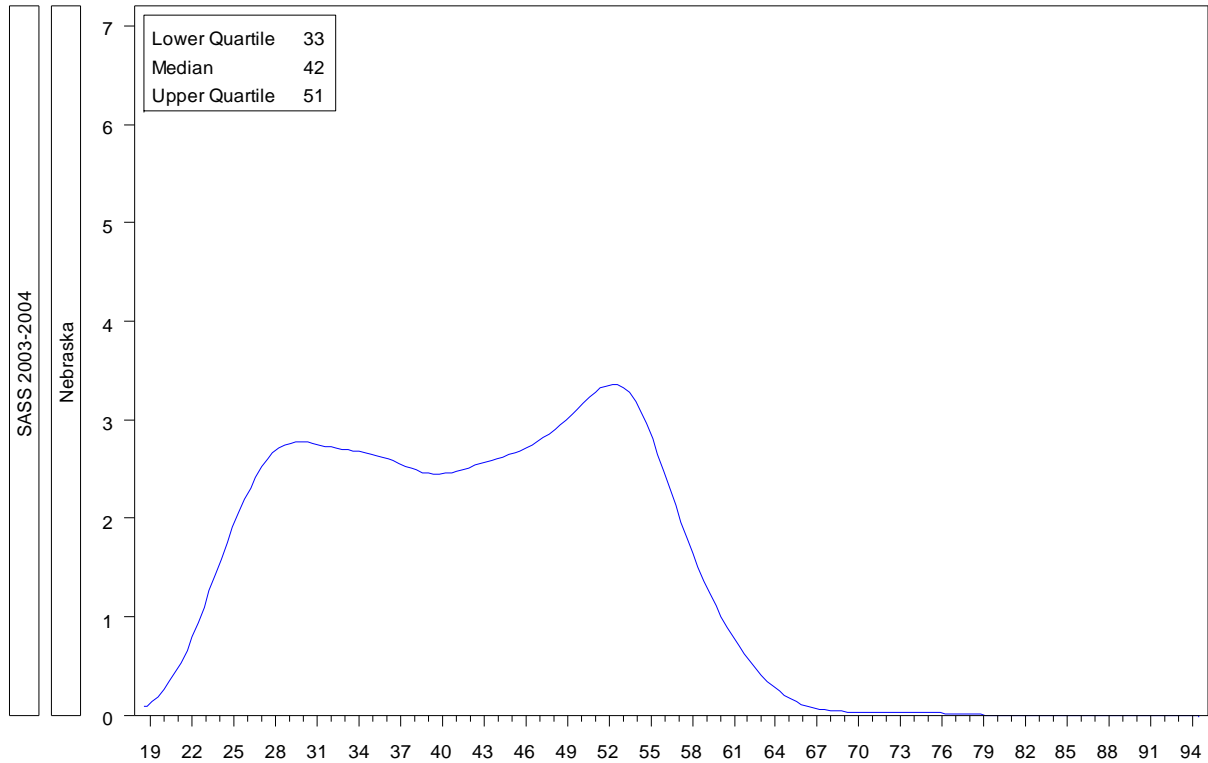
Source: Richard M. Ingersoll. University of Pennsylvania, original analyses for NCTAF of Schools and Staffing Survey.

Public School Teacher Age Distribution



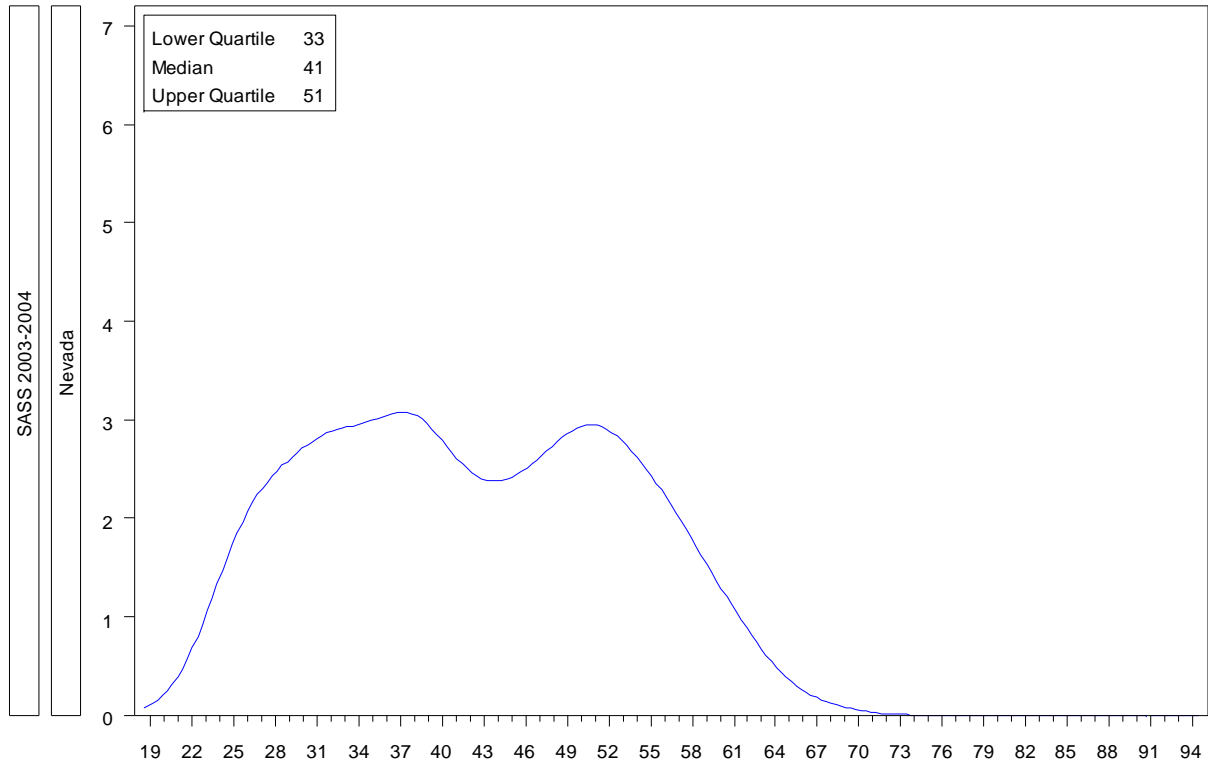
Source: Richard M. Ingersoll. University of Pennsylvania, original analyses for NCTAF of Schools and Staffing Survey.

Public School Teacher Age Distribution



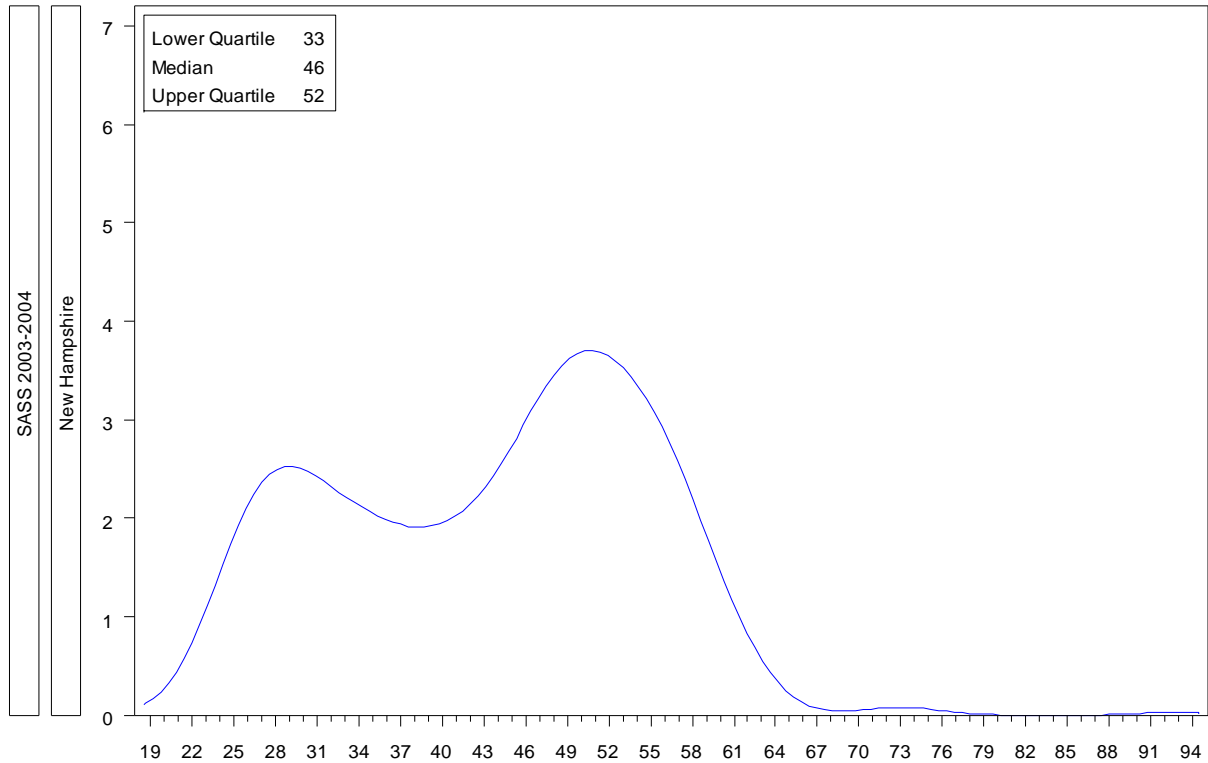
Source: Richard M. Ingersoll. University of Pennsylvania, original analyses for NCTAF of Schools and Staffing Survey.

Public School Teacher Age Distribution



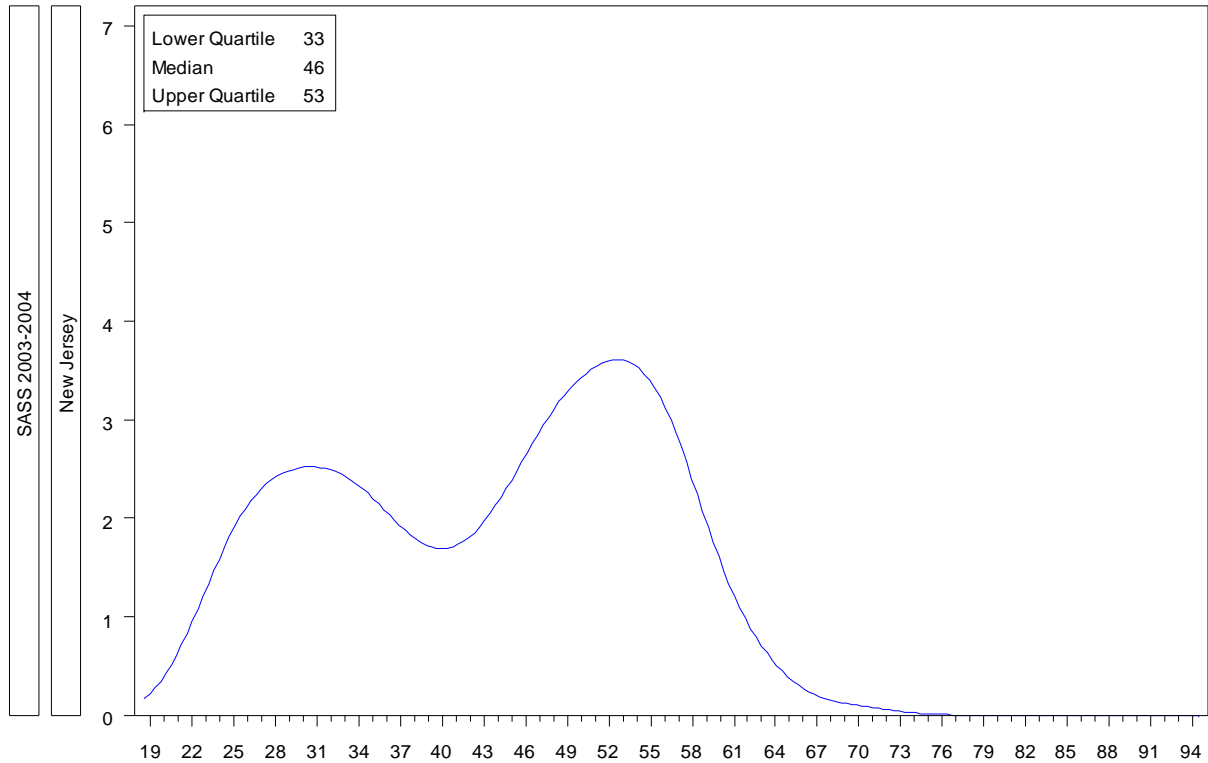
Source: Richard M. Ingersoll. University of Pennsylvania, original analyses for NCTAF of Schools and Staffing Survey.

Public School Teacher Age Distribution



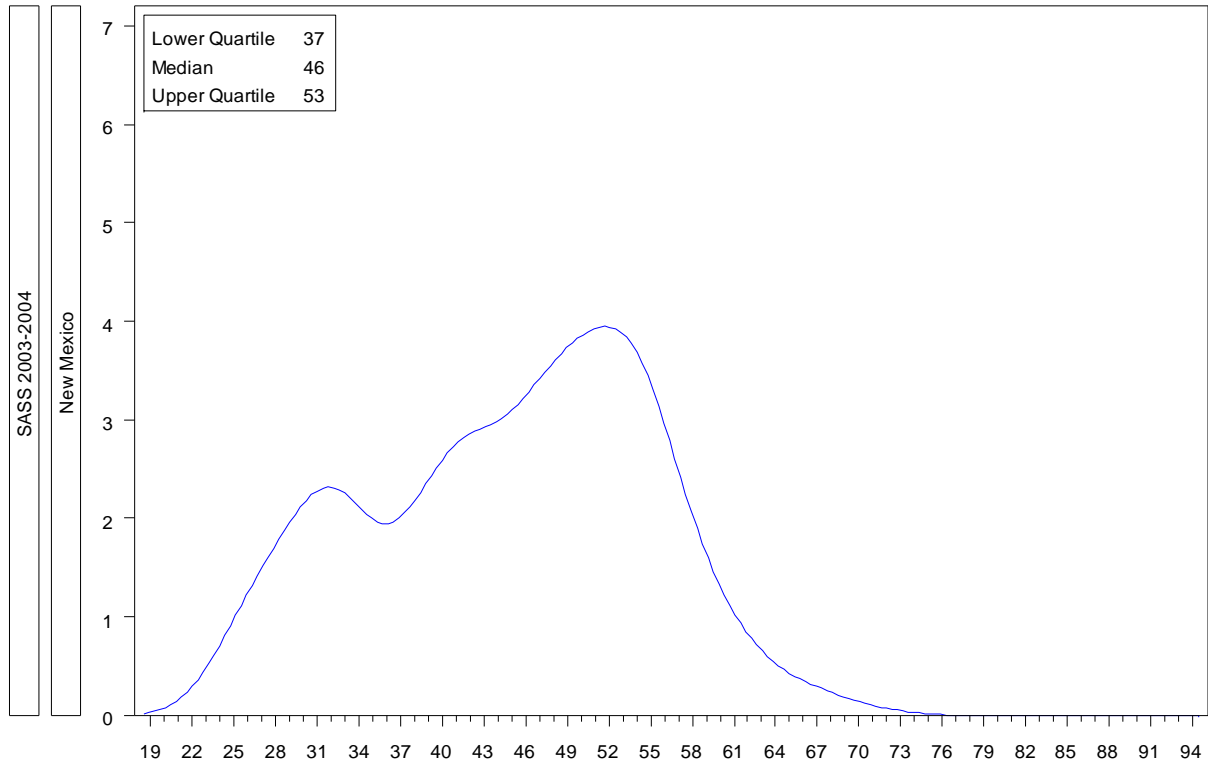
Source: Richard M. Ingersoll. University of Pennsylvania, original analyses for NCTAF of Schools and Staffing Survey.

Public School Teacher Age Distribution



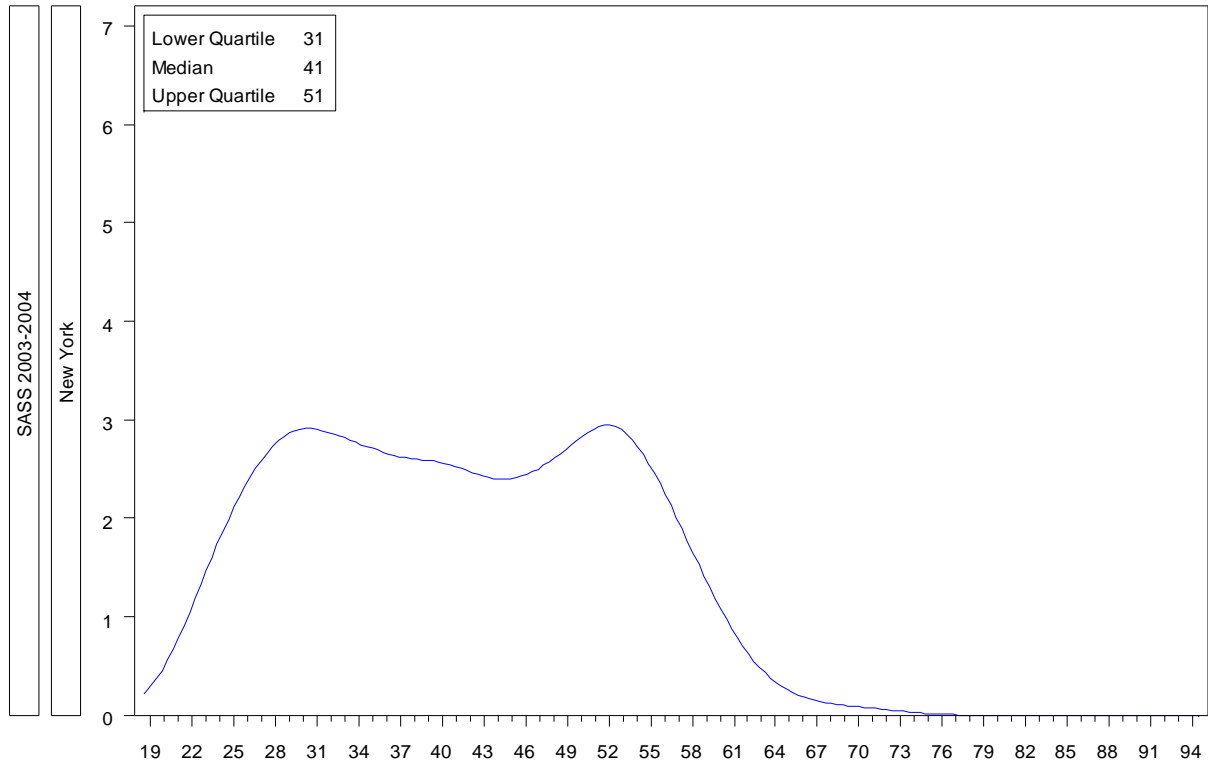
Source: Richard M. Ingersoll. University of Pennsylvania, original analyses for NCTAF of Schools and Staffing Survey.

Public School Teacher Age Distribution



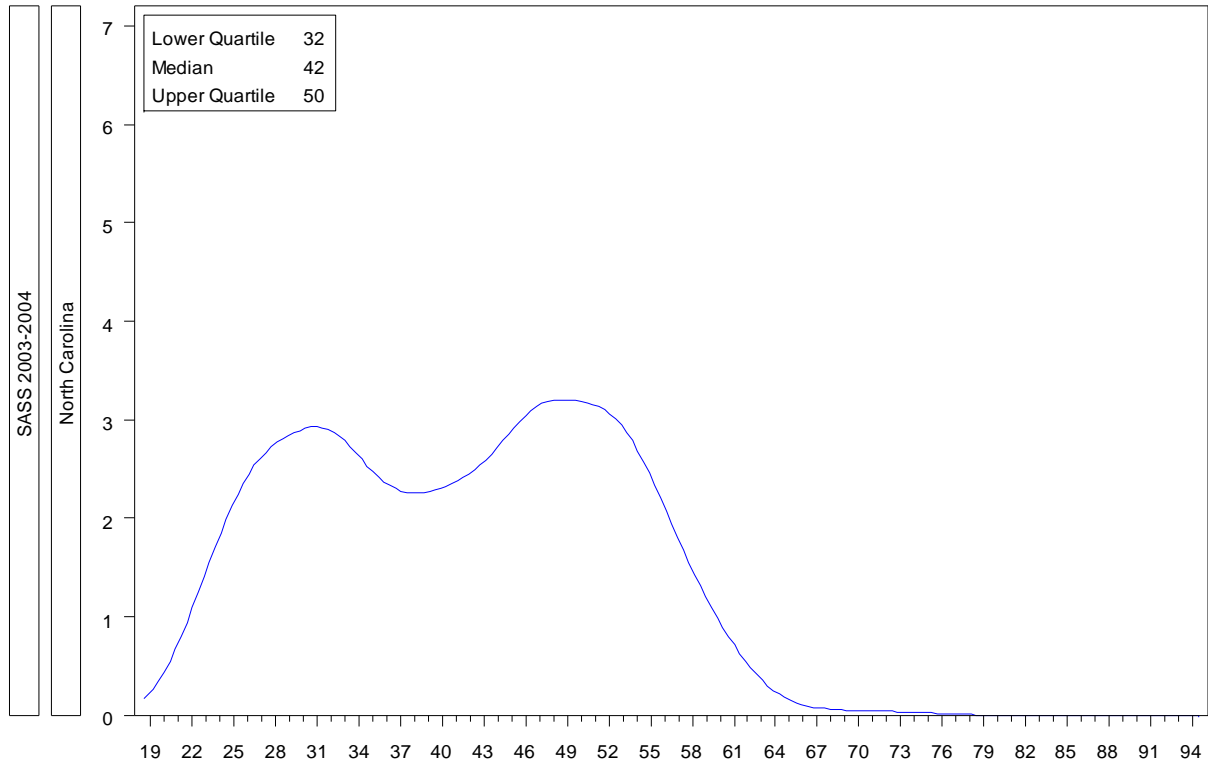
Source: Richard M. Ingersoll. University of Pennsylvania, original analyses for NCTAF of Schools and Staffing Survey.

Public School Teacher Age Distribution



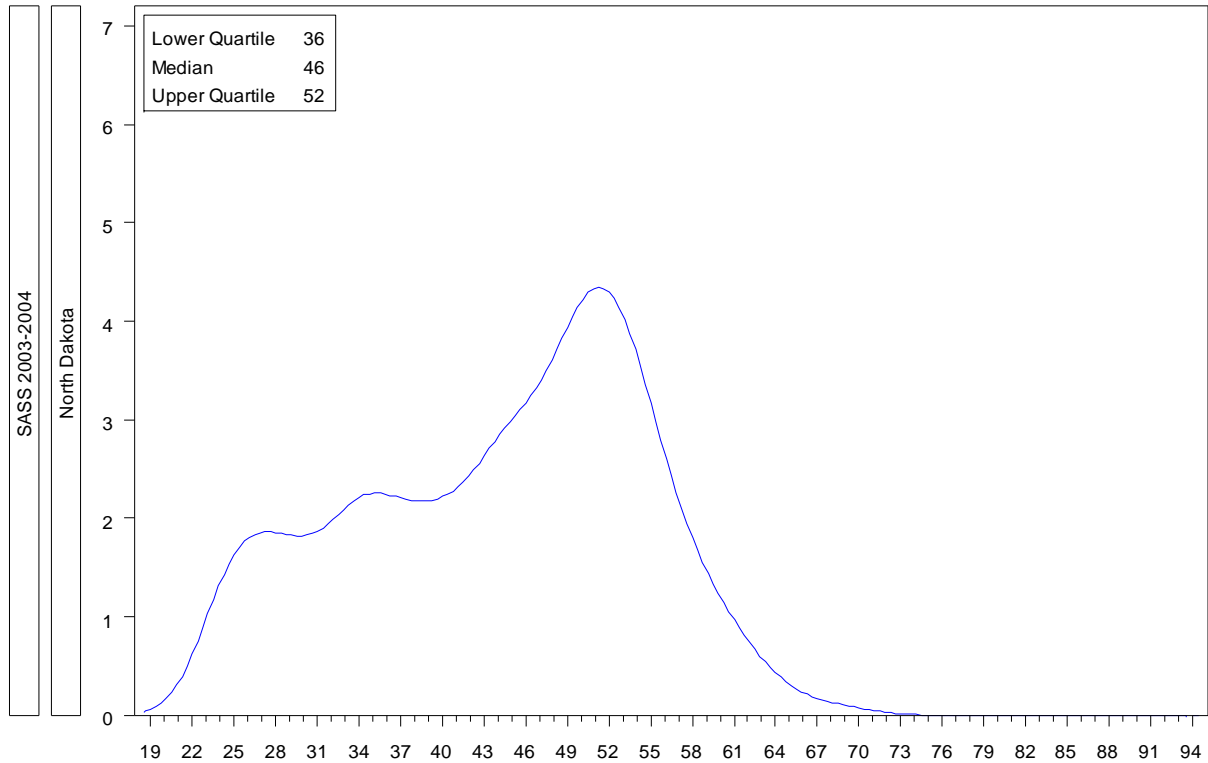
Source: Richard M. Ingersoll. University of Pennsylvania, original analyses for NCTAF of Schools and Staffing Survey.

Public School Teacher Age Distribution



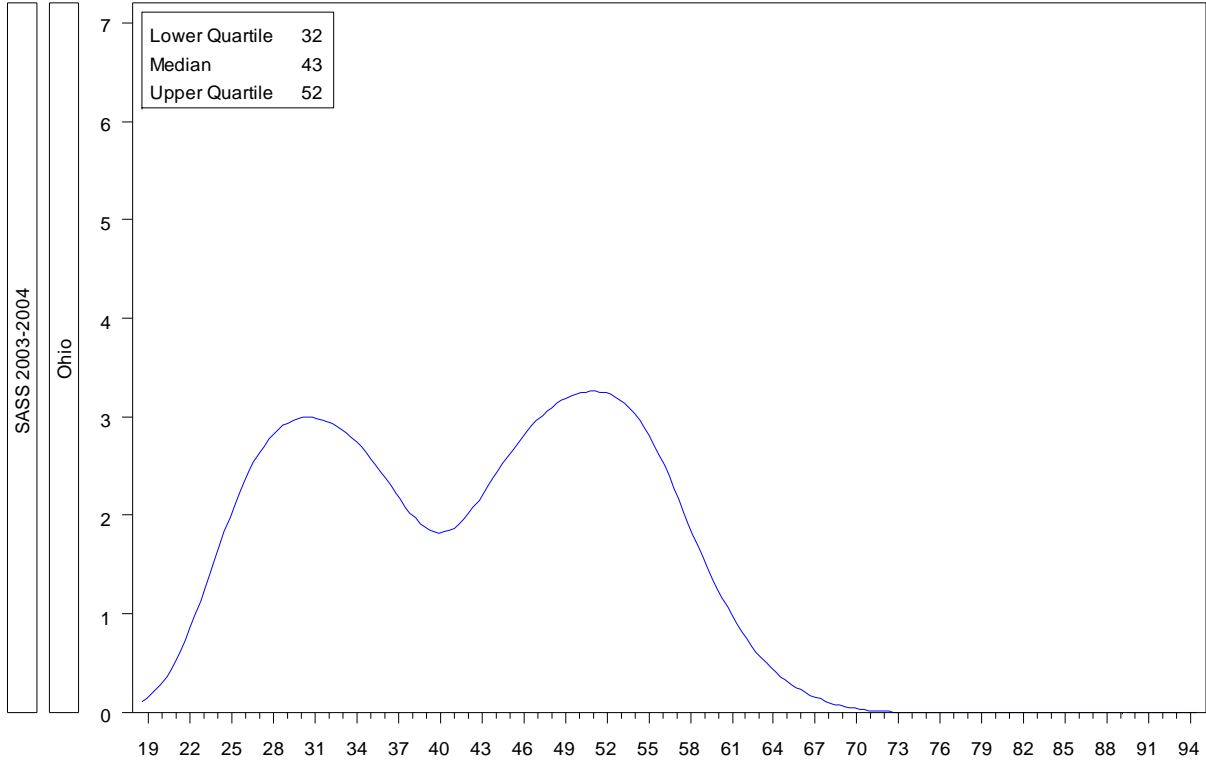
Source: Richard M. Ingersoll. University of Pennsylvania, original analyses for NCTAF of Schools and Staffing Survey.

Public School Teacher Age Distribution



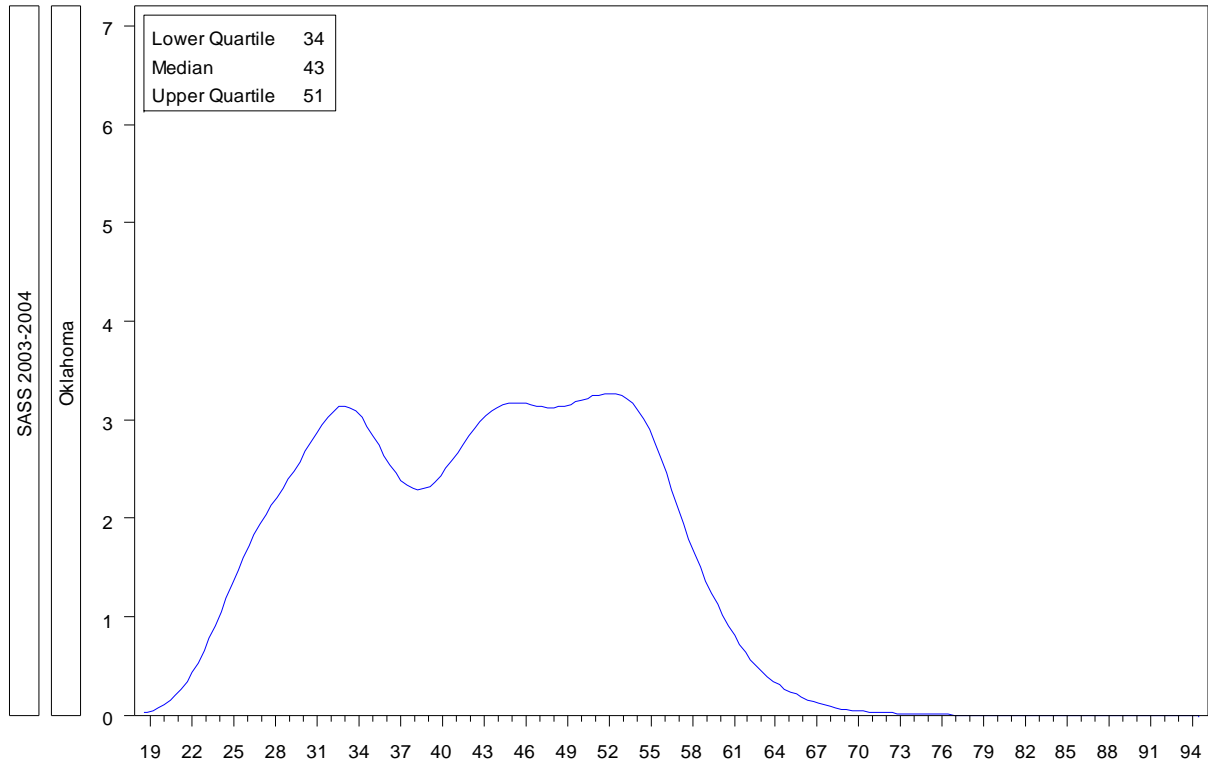
Source: Richard M. Ingersoll. University of Pennsylvania, original analyses for NCTAF of Schools and Staffing Survey.

Public School Teacher Age Distribution



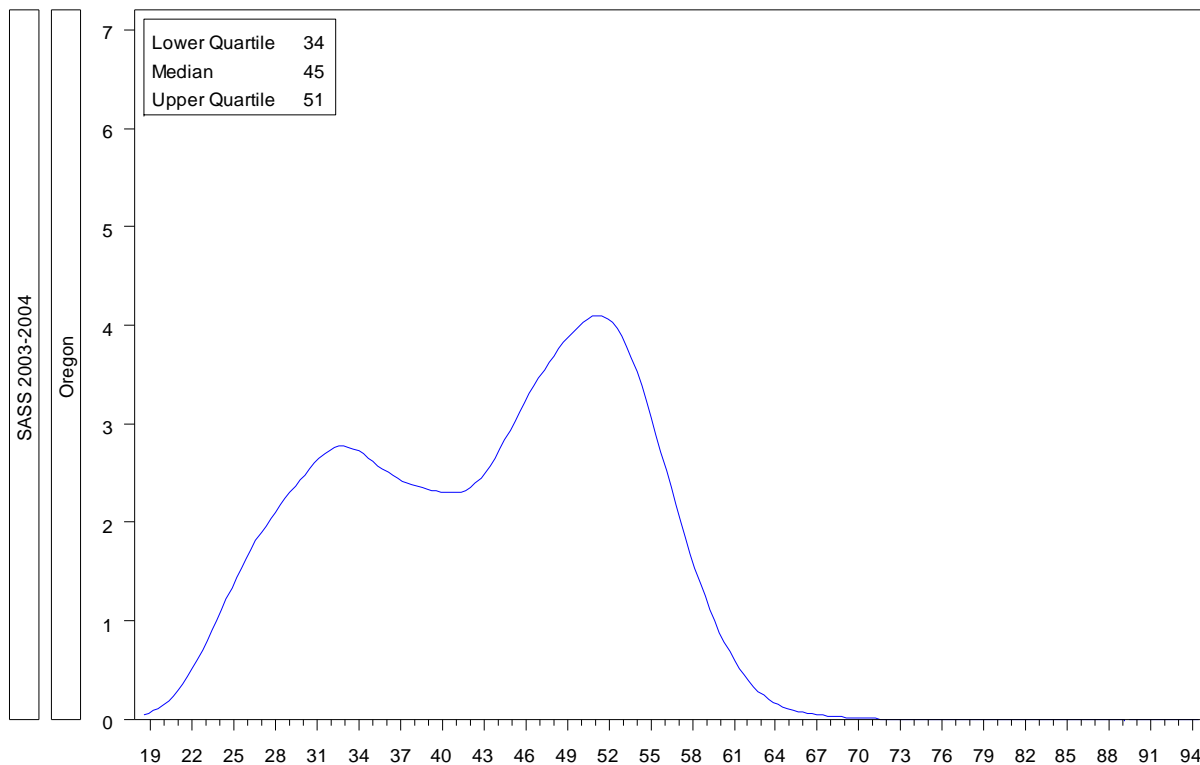
Source: Richard M. Ingersoll. University of Pennsylvania, original analyses for NCTAF of Schools and Staffing Survey.

Public School Teacher Age Distribution



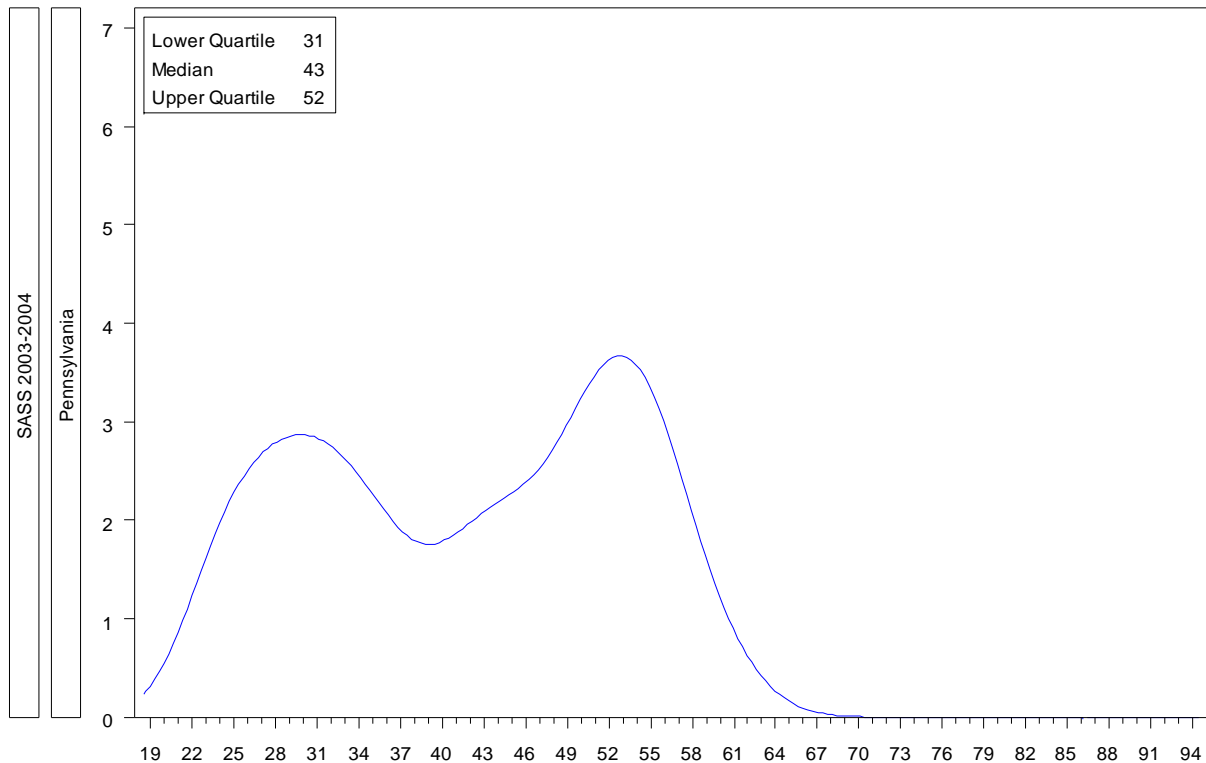
Source: Richard M. Ingersoll. University of Pennsylvania, original analyses for NCTAF of Schools and Staffing Survey.

Public School Teacher Age Distribution



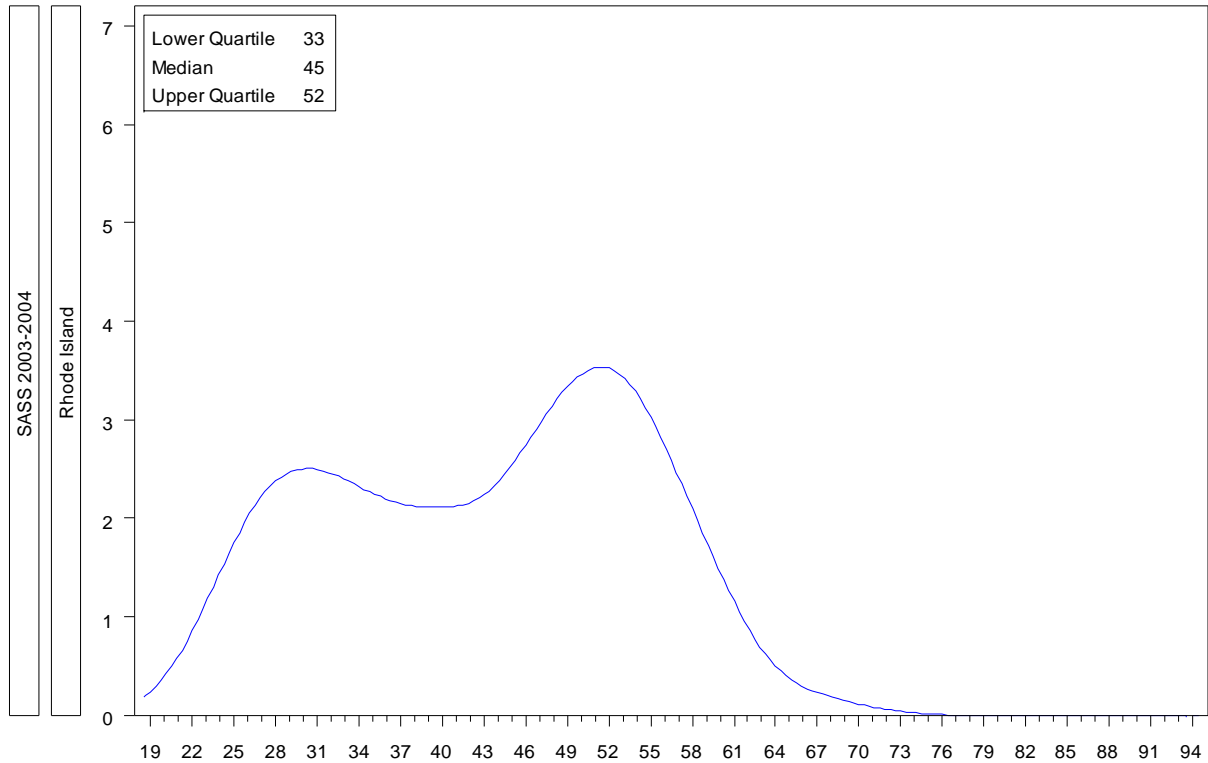
Source: Richard M. Ingersoll. University of Pennsylvania, original analyses for NCTAF of Schools and Staffing Survey.

Public School Teacher Age Distribution



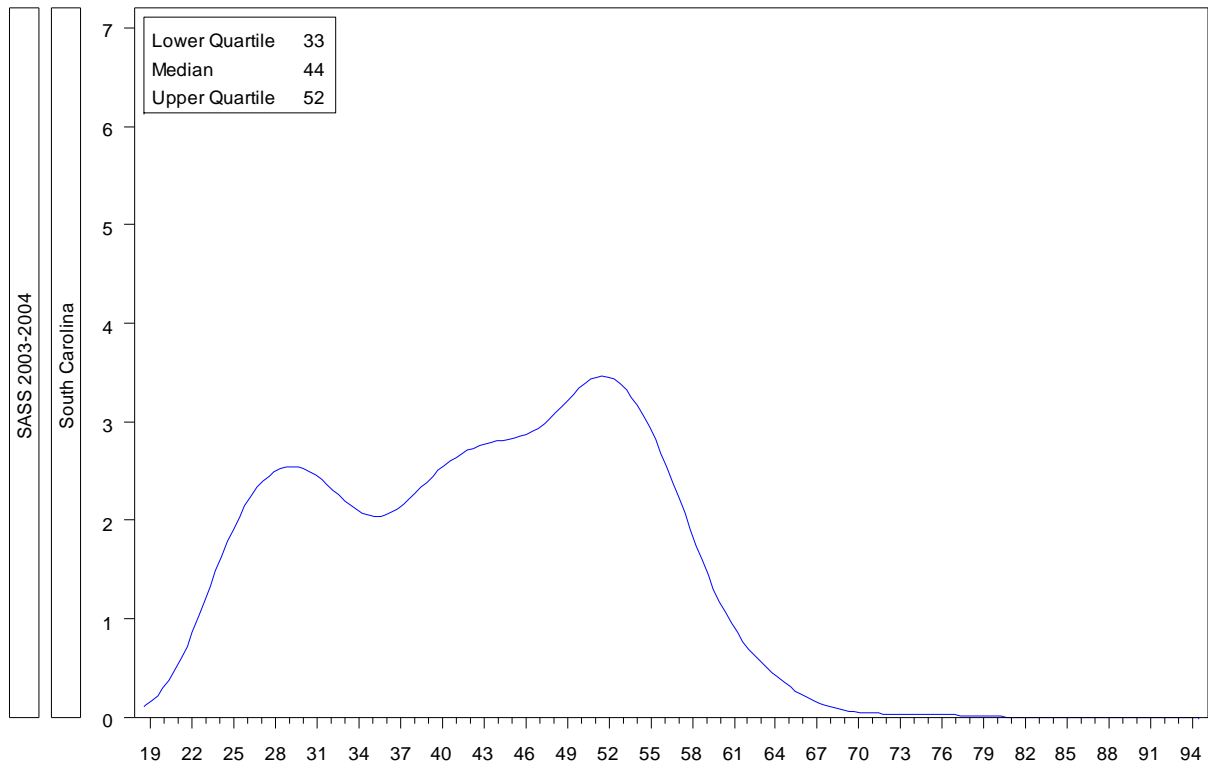
Source: Richard M. Ingersoll. University of Pennsylvania, original analyses for NCTAF of Schools and Staffing Survey.

Public School Teacher Age Distribution



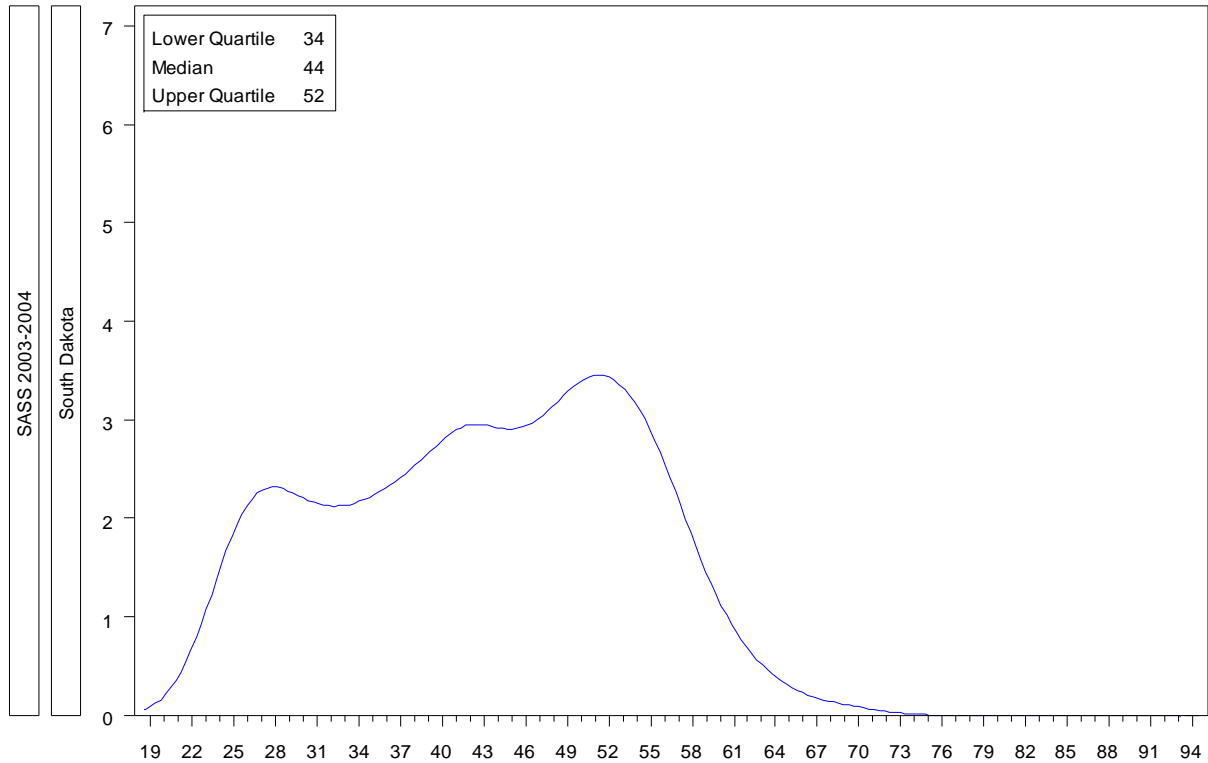
Source: Richard M. Ingersoll. University of Pennsylvania, original analyses for NCTAF of Schools and Staffing Survey.

Public School Teacher Age Distribution



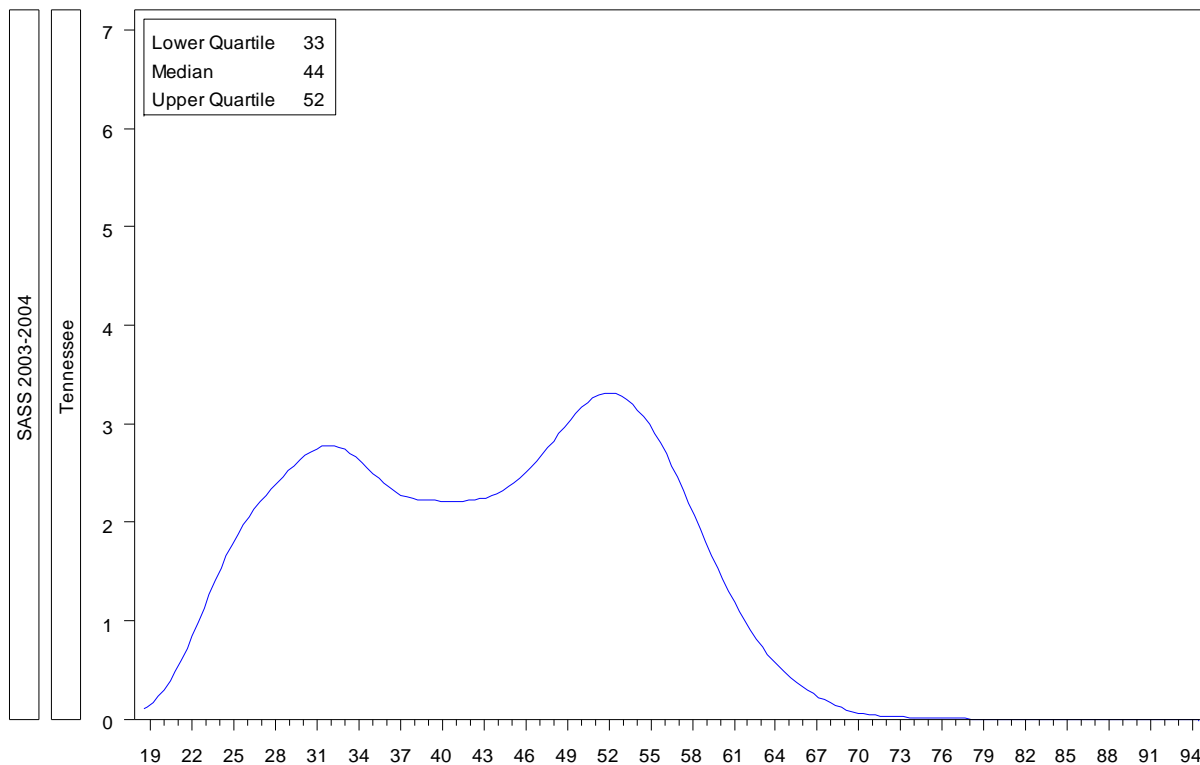
Source: Richard M. Ingersoll. University of Pennsylvania, original analyses for NCTAF of Schools and Staffing Survey.

Public School Teacher Age Distribution



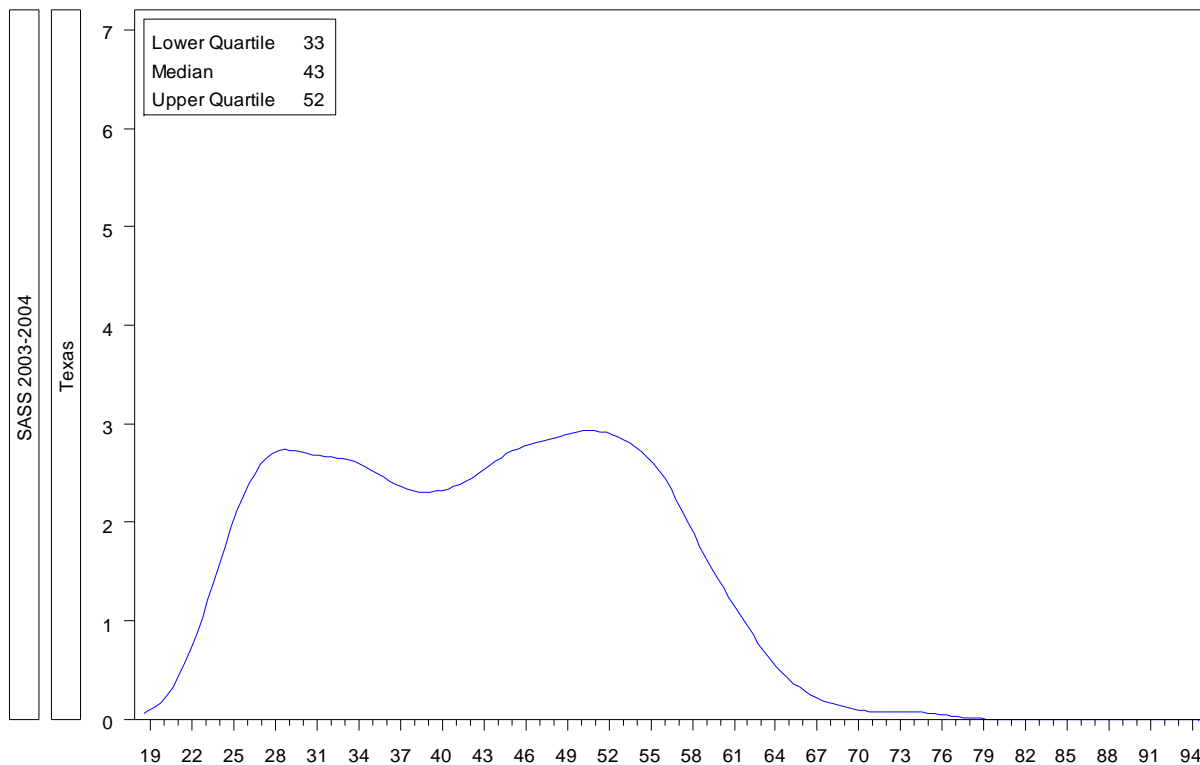
Source: Richard M. Ingersoll. University of Pennsylvania, original analyses for NCTAF of Schools and Staffing Survey.

Public School Teacher Age Distribution



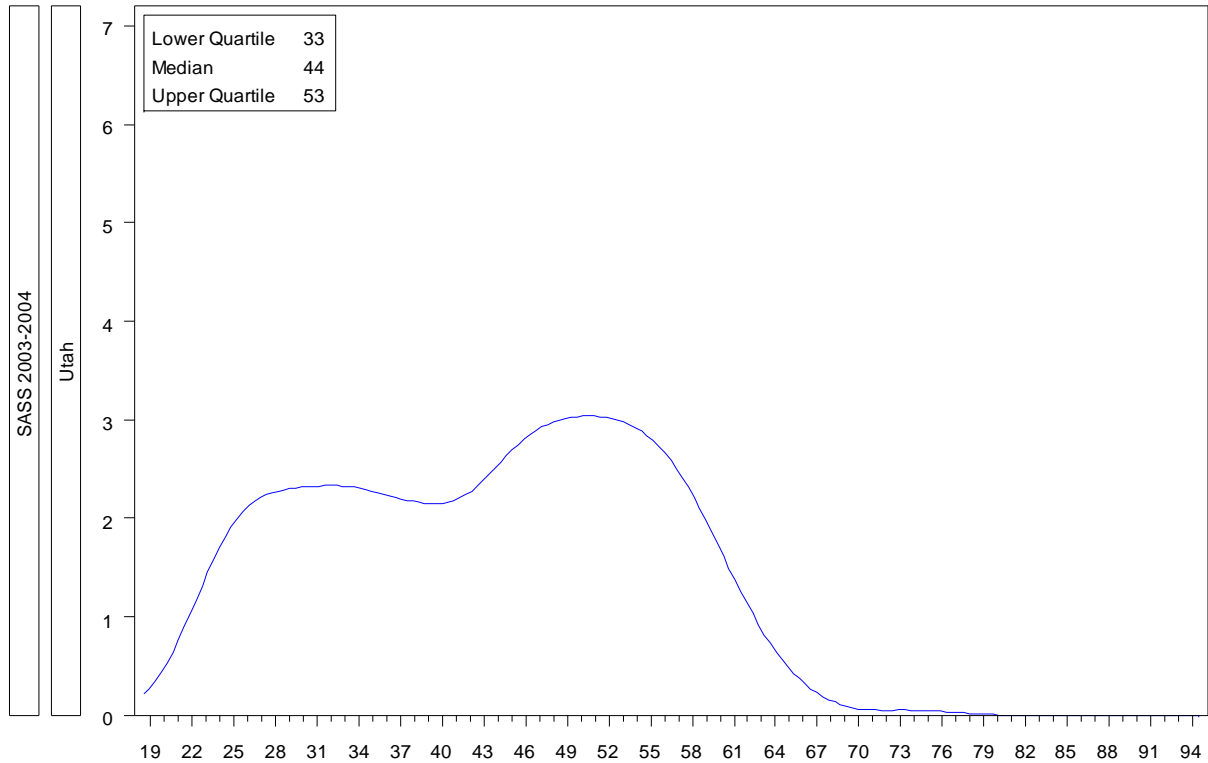
Source: Richard M. Ingersoll. University of Pennsylvania, original analyses for NCTAF of Schools and Staffing Survey.

Public School Teacher Age Distribution



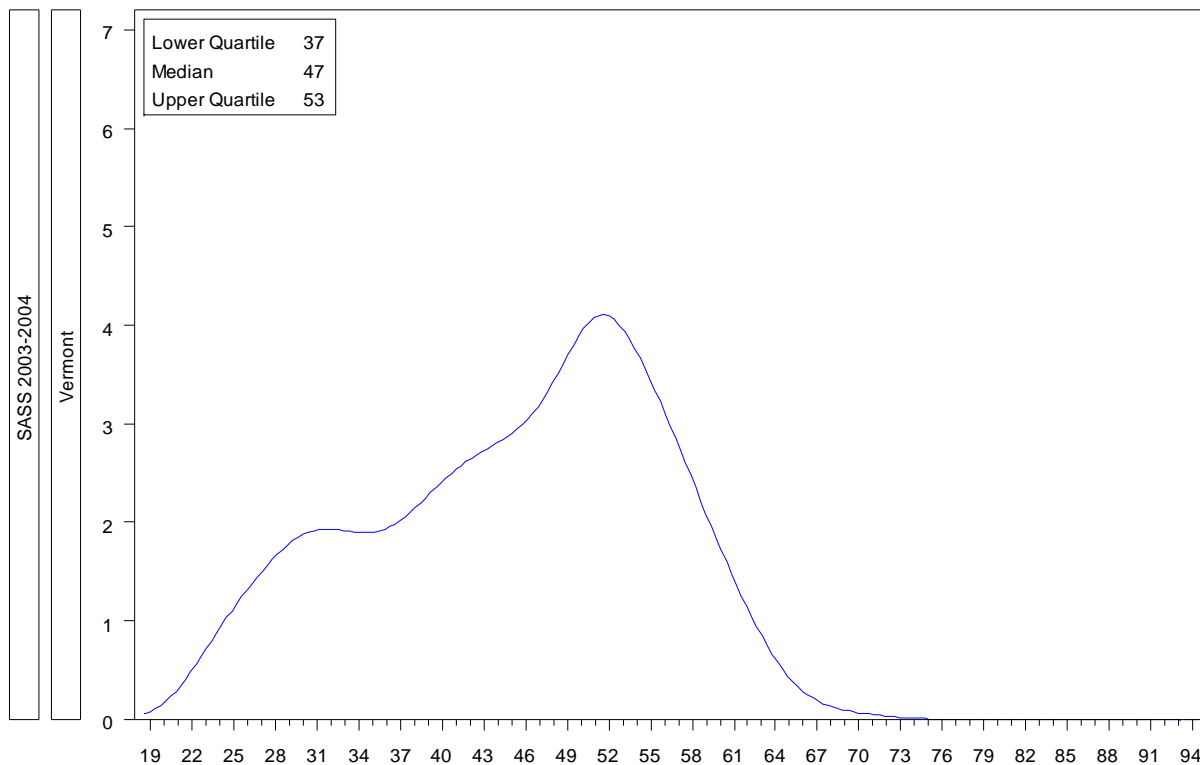
Source: Richard M. Ingersoll. University of Pennsylvania, original analyses for NCTAF of Schools and Staffing Survey.

Public School Teacher Age Distribution



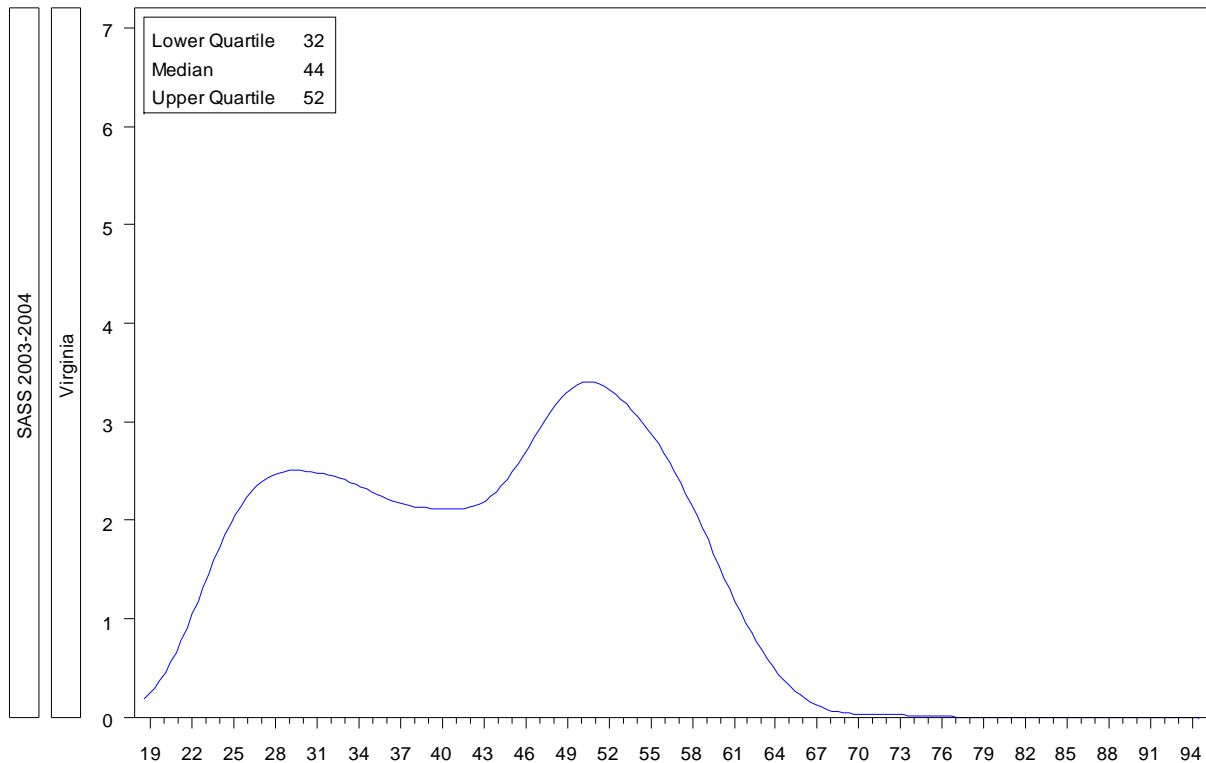
Source: Richard M. Ingersoll. University of Pennsylvania, original analyses for NCTAF of Schools and Staffing Survey.

Public School Teacher Age Distribution



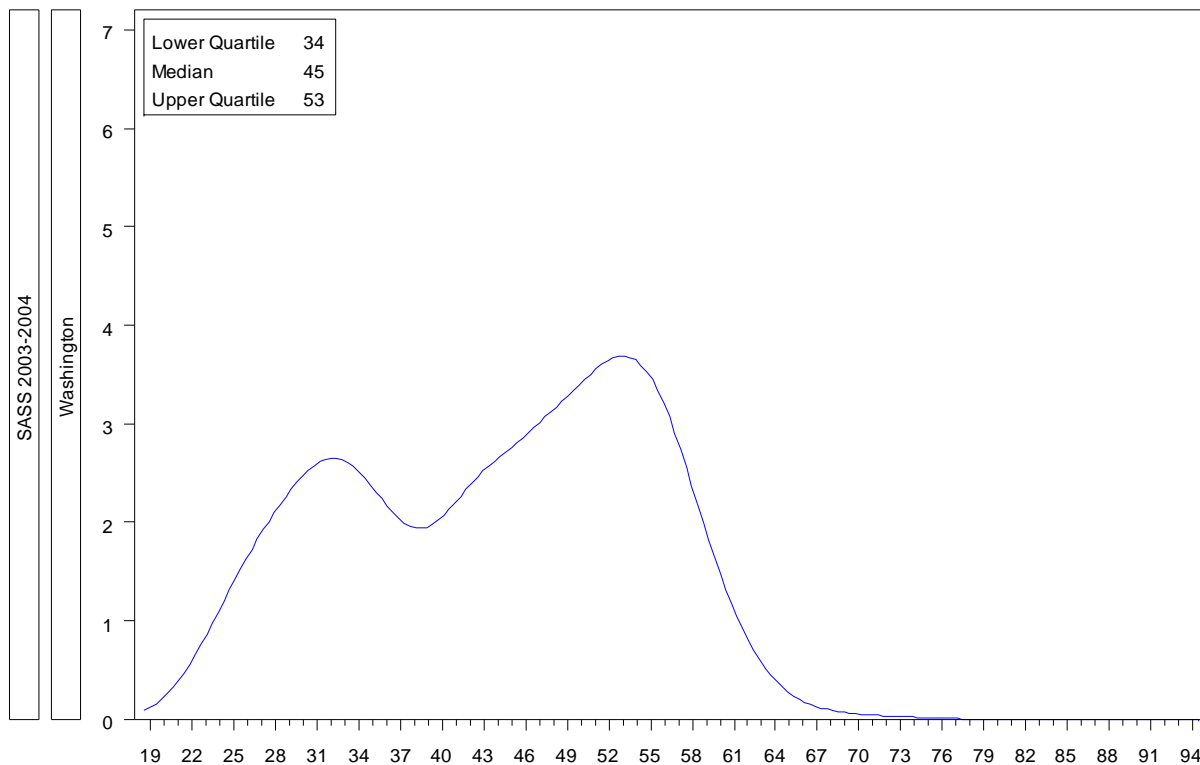
Source: Richard M. Ingersoll. University of Pennsylvania, original analyses for NCTAF of Schools and Staffing Survey.

Public School Teacher Age Distribution



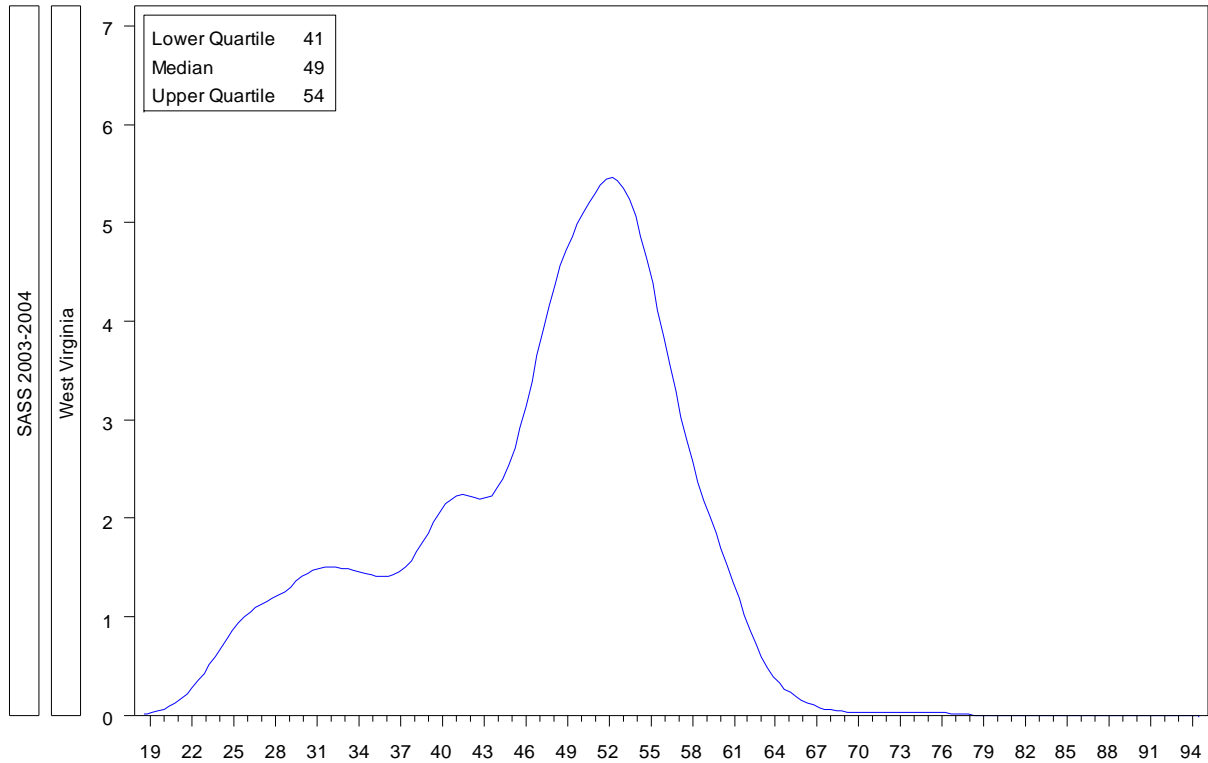
Source: Richard M. Ingersoll. University of Pennsylvania, original analyses for NCTAF of Schools and Staffing Survey.

Public School Teacher Age Distribution



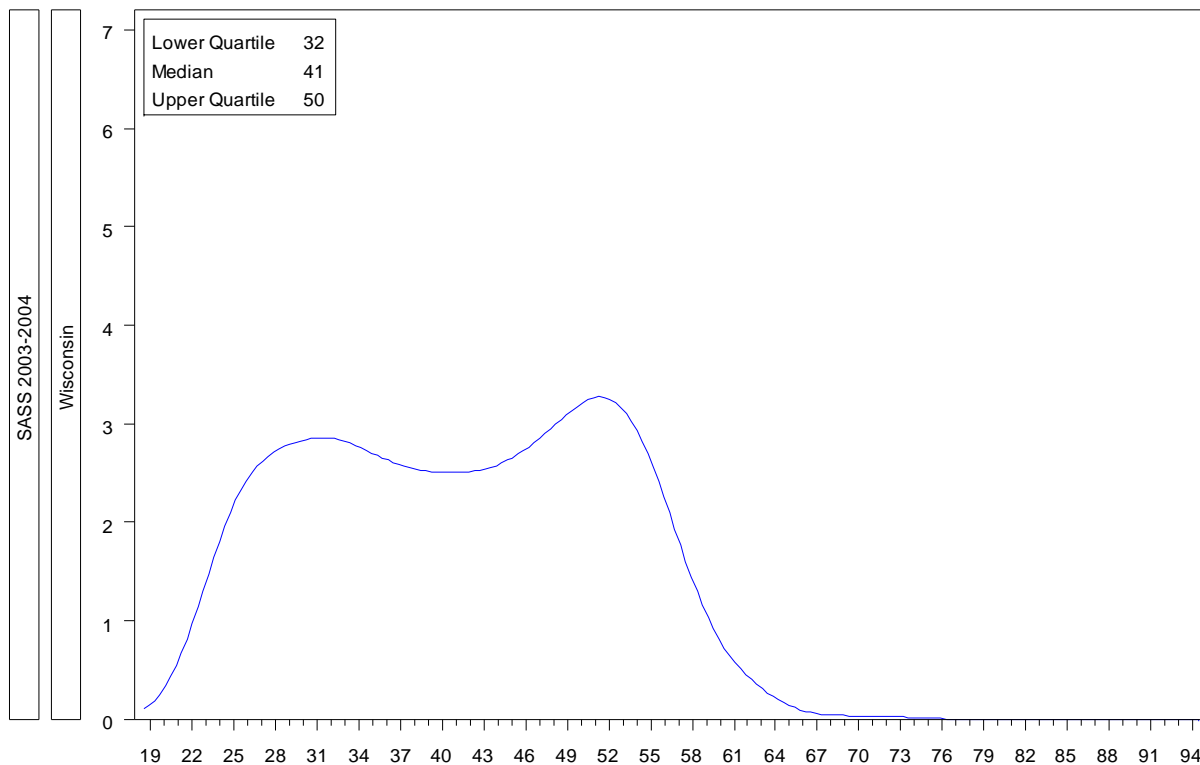
Source: Richard M. Ingersoll. University of Pennsylvania, original analyses for NCTAF of Schools and Staffing Survey.

Public School Teacher Age Distribution



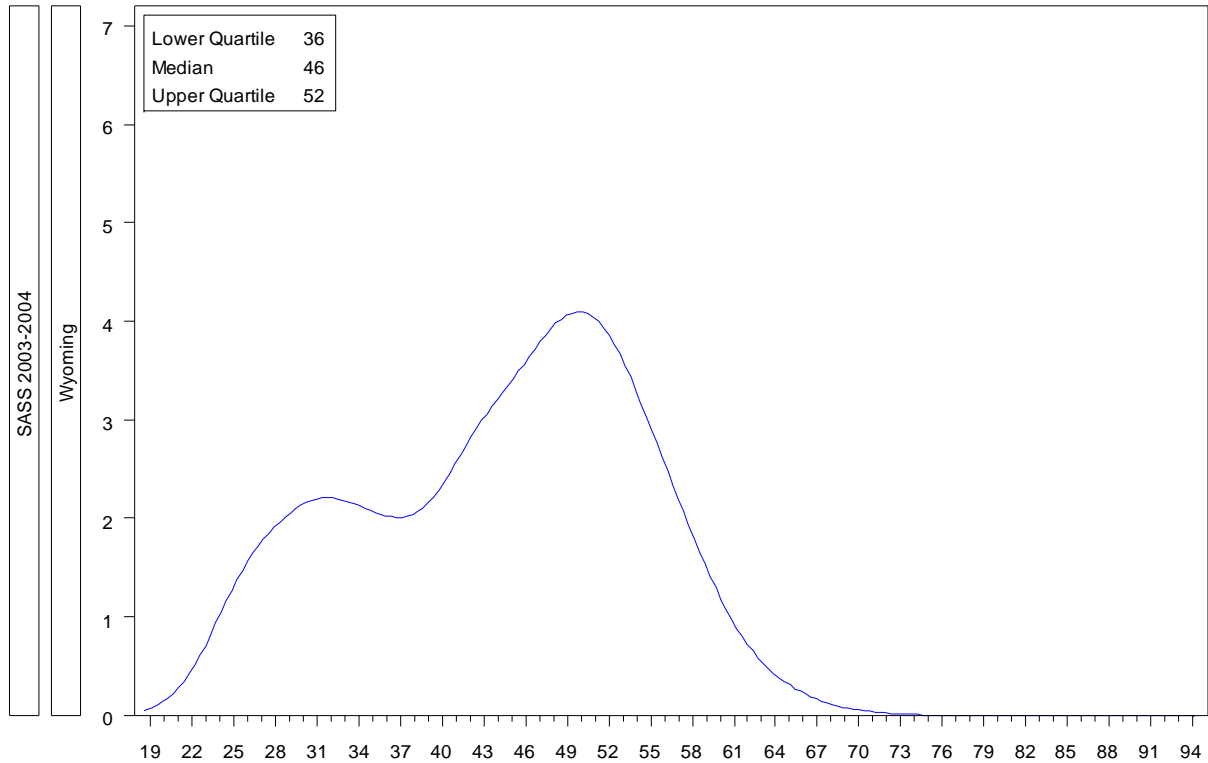
Source: Richard M. Ingersoll. University of Pennsylvania, original analyses for NCTAF of Schools and Staffing Survey.

Public School Teacher Age Distribution



Source: Richard M. Ingersoll. University of Pennsylvania, original analyses for NCTAF of Schools and Staffing Survey.

Public School Teacher Age Distribution



Source: Richard M. Ingersoll. University of Pennsylvania, original analyses for NCTAF of Schools and Staffing Survey.



2100 M Street, N.W. § Suite 660 § Washington, DC 20037
www.nctaf.org