Technical Notes for All Reports

Statistical Brief of Reports

Michigan's public schools reported a total of 232,732 employees in the fall of 2005. A distribution of employees across the Staff Groups is shown below:

**Staff Groups**
- Administrators include: superintendents, (including assistant superintendents), principals (including assistant principals), and supervisors (e.g., directors, department managers, coordinators, and consultants).
- Teachers include: General Education, Career and Technical Education and Special Education.
- Paraprofessional/Aides include: teacher aides in General Education, Special Education, etc.
- Non-Instructional staff include: All staff members assigned to a non-instructional position.

**Methodology**

These counts reflect the December 2005 Registry of Educational Personnel (REP) Submission data. These counts include all staff members reported by the districts including full- and part-time staff members, retirees, and other staff members who terminated employment during the submission cycle.
## Staff Groups

<table>
<thead>
<tr>
<th>Gender</th>
<th>Administrators</th>
<th>Teachers</th>
<th>Paraprofessionals/Aides</th>
<th>Non-Instructional Staff</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>5,977 49.24%</td>
<td>29,775 25.24%</td>
<td>2,357 7.28%</td>
<td>17,868 25.44%</td>
<td>55,977 24.05%</td>
</tr>
<tr>
<td>Female</td>
<td>6,162 50.76%</td>
<td>88,198 74.76%</td>
<td>30,030 92.72%</td>
<td>52,365 74.56%</td>
<td>176,755 75.95%</td>
</tr>
<tr>
<td>Total</td>
<td>12,139 100.00%</td>
<td>117,973 100.00%</td>
<td>32,387 100.00%</td>
<td>70,233 100.00%</td>
<td>232,732 100.00%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Count</th>
<th>%</th>
<th>Count</th>
<th>%</th>
<th>Count</th>
<th>%</th>
<th>Count</th>
<th>%</th>
<th>Count</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian/Alaskan Native</td>
<td>43</td>
<td>0.35</td>
<td>282</td>
<td>0.24</td>
<td>130</td>
<td>0.40</td>
<td>239</td>
<td>0.34</td>
<td>694</td>
<td>0.30</td>
</tr>
<tr>
<td>Asian</td>
<td>30</td>
<td>0.25</td>
<td>542</td>
<td>0.46</td>
<td>150</td>
<td>0.46</td>
<td>255</td>
<td>0.36</td>
<td>977</td>
<td>0.42</td>
</tr>
<tr>
<td>African-American/Black</td>
<td>1,894</td>
<td>15.60</td>
<td>10,412</td>
<td>8.83</td>
<td>4,010</td>
<td>12.38</td>
<td>12,122</td>
<td>17.26</td>
<td>28,438</td>
<td>12.22</td>
</tr>
<tr>
<td>Native Hawaiian/Other Pacific Islands</td>
<td>9</td>
<td>0.07</td>
<td>65</td>
<td>0.06</td>
<td>24</td>
<td>0.07</td>
<td>80</td>
<td>0.11</td>
<td>178</td>
<td>0.08</td>
</tr>
<tr>
<td>White</td>
<td>10,027</td>
<td>82.60</td>
<td>105,654</td>
<td>89.56</td>
<td>27,346</td>
<td>84.44</td>
<td>56,440</td>
<td>80.36</td>
<td>199,467</td>
<td>85.71</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>129</td>
<td>1.06</td>
<td>978</td>
<td>0.83</td>
<td>719</td>
<td>2.22</td>
<td>1,083</td>
<td>1.54</td>
<td>2,909</td>
<td>1.25</td>
</tr>
<tr>
<td>Multiracial</td>
<td>7</td>
<td>0.06</td>
<td>40</td>
<td>0.03</td>
<td>8</td>
<td>0.02</td>
<td>14</td>
<td>0.02</td>
<td>69</td>
<td>0.03</td>
</tr>
<tr>
<td>Total</td>
<td>12,139</td>
<td>100.00%</td>
<td>117,973</td>
<td>100.00%</td>
<td>32,387</td>
<td>100.00%</td>
<td>70,233</td>
<td>100.00%</td>
<td>232,732</td>
<td>100.00%</td>
</tr>
</tbody>
</table>

Note: This report provides a headcount of each staff group by gender and race/ethnicity as reported in the Fall 2005 REP Submission for all districts in Michigan. The table also reflects comparison among administrators, teachers, and paraprofessionals regarding gender and race/ethnicity.

### Staff Groups by Gender

- **Administrators:** Male 6,162, Female 5,977
- **Paraprofessionals/Aides:** Male 2,357, Female 17,868
- **Non-Instructional Staff:** Male 17,868, Female 29,775
- **Teachers:** Male 81,199, Female 117,973
## Registry of Educational Personnel (REP)

### Age Based on Date of Birth Summary Report - Dec 2005

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Administrators</th>
<th>Teachers</th>
<th>Paraprofessionals/Aides</th>
<th>Non-Instructional Staff</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Count</td>
<td>%</td>
<td>Count</td>
<td>%</td>
<td>Count</td>
</tr>
<tr>
<td>Likely Invalid Age</td>
<td>1</td>
<td>0.01</td>
<td>0</td>
<td>0.00</td>
<td>0</td>
</tr>
<tr>
<td>Age &lt; 25</td>
<td>26</td>
<td>0.21</td>
<td>3,900</td>
<td>3.31</td>
<td>1,227</td>
</tr>
<tr>
<td>Age ≥ 25 but &lt; 35</td>
<td>1,170</td>
<td>9.64</td>
<td>33,500</td>
<td>28.40</td>
<td>3,576</td>
</tr>
<tr>
<td>Age ≥ 35 but &lt; 45</td>
<td>2,860</td>
<td>23.56</td>
<td>27,849</td>
<td>23.61</td>
<td>9,268</td>
</tr>
<tr>
<td>Age ≥ 45 but &lt; 55</td>
<td>4,693</td>
<td>38.66</td>
<td>32,862</td>
<td>27.86</td>
<td>12,771</td>
</tr>
<tr>
<td>Age ≥ 55 but &lt; 65</td>
<td>3,222</td>
<td>26.54</td>
<td>19,144</td>
<td>16.23</td>
<td>4,965</td>
</tr>
<tr>
<td>Age ≥ 65</td>
<td>167</td>
<td>1.38</td>
<td>718</td>
<td>0.61</td>
<td>580</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>12,139</td>
<td>100</td>
<td>117,973</td>
<td>100</td>
<td>32,387</td>
</tr>
</tbody>
</table>

Note: This report provides a comparison of the age groups by staff groups.
### Registry of Educational Personnel (REP)

**Headcount/FTE Summary Report - Dec 2005**

<table>
<thead>
<tr>
<th>Duplicate Records</th>
<th>Administrators</th>
<th>Teachers</th>
<th>Paraprofessionals/Aides</th>
<th>Non-Instructional Staff</th>
<th>All Staff Groups</th>
</tr>
</thead>
<tbody>
<tr>
<td>Included</td>
<td>Count</td>
<td>%</td>
<td>Count</td>
<td>%</td>
<td>Count</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Full-Time Staff (FTE)*</td>
<td>11,470.50</td>
<td>5.41</td>
<td>110,192.14</td>
<td>52.01</td>
<td>28,073.55</td>
</tr>
<tr>
<td>Headcount*</td>
<td>12,925.00</td>
<td>6.35</td>
<td>135,267.00</td>
<td>66.45</td>
<td>34,719.00</td>
</tr>
<tr>
<td>Duplicate Records</td>
<td>Removed Count</td>
<td>%</td>
<td>Count</td>
<td>%</td>
<td>Count</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Full-Time Staff (FTE)***</td>
<td>11,179.27</td>
<td>5.49</td>
<td>103,888.16</td>
<td>51.04</td>
<td>27,311.95</td>
</tr>
<tr>
<td>Headcount***</td>
<td>12,139.00</td>
<td>5.22</td>
<td>117,973.00</td>
<td>50.69</td>
<td>32,387.00</td>
</tr>
</tbody>
</table>

* Duplicate record were not removed in staff groups.
**Duplicate records were removed based upon District, Personnel Identification Code (PIC), Staff Group, Elementary, Jr. High, High School, & Educational Setting groups.

FTE = Full Time Equivalency

Note: This report provides the counts of full-time staff members by staff groups. If a staff member is assigned to two or more staff groups, the individual is reported in all groups to which s/he is assigned. For example, if an individual is assigned as a teacher half-time and a principal half-time, the individual would be counted in the administrators’ group and the teachers’ group.

### Staff Group by Percentage of Headcount

- Administrators: 5%
- Teachers: 52%
- Paraprofessionals: 13%
- Non-Instructional Staff: 30%
# Highest Educational Level Obtained Summary Report - Dec 2005

## Registry of Educational Personnel (REP)

### Highest Educational Level

<table>
<thead>
<tr>
<th>Highest Educational Level</th>
<th>Administrators</th>
<th>Teachers</th>
<th>Paraprofessionals/Aides</th>
<th>Non-Instructional Staff</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Count</td>
<td>%</td>
<td>Count</td>
<td>%</td>
<td>Count</td>
</tr>
<tr>
<td>None</td>
<td>238</td>
<td>1.96</td>
<td>551</td>
<td>0.47</td>
<td>1,701</td>
</tr>
<tr>
<td>High School Diploma/GED</td>
<td>1,414</td>
<td>11.65</td>
<td>1,951</td>
<td>1.65</td>
<td>21,300</td>
</tr>
<tr>
<td>Associates Degree</td>
<td>213</td>
<td>1.75</td>
<td>308</td>
<td>0.26</td>
<td>2,920</td>
</tr>
<tr>
<td>Bachelor's Degree</td>
<td>2,147</td>
<td>17.69</td>
<td>50,823</td>
<td>43.08</td>
<td>3,626</td>
</tr>
<tr>
<td>Master's Degree</td>
<td>6,848</td>
<td>56.41</td>
<td>62,270</td>
<td>52.78</td>
<td>327</td>
</tr>
<tr>
<td>Specialist's Degree</td>
<td>618</td>
<td>5.09</td>
<td>1,260</td>
<td>1.07</td>
<td>2</td>
</tr>
<tr>
<td>Doctorate Degree</td>
<td>542</td>
<td>4.46</td>
<td>558</td>
<td>0.47</td>
<td>1</td>
</tr>
<tr>
<td>Juris Doctorate</td>
<td>40</td>
<td>0.33</td>
<td>26</td>
<td>0.02</td>
<td>3</td>
</tr>
<tr>
<td>Medical Degree</td>
<td>2</td>
<td>0.02</td>
<td>5</td>
<td>0.00</td>
<td>2</td>
</tr>
<tr>
<td>Other License/Degree</td>
<td>77</td>
<td>0.63</td>
<td>217</td>
<td>0.18</td>
<td>260</td>
</tr>
<tr>
<td>Paraprofessional Assessment</td>
<td>0</td>
<td>0.00</td>
<td>4</td>
<td>0.00</td>
<td>2,245</td>
</tr>
<tr>
<td>Total</td>
<td>12,139</td>
<td>100</td>
<td>117,973</td>
<td>100</td>
<td>32,387</td>
</tr>
</tbody>
</table>

Note: The report shows the number and percentage of administrators, teachers, paraprofessional/aides and noninstructional staff members for the staff.
### Registry of Educational Personnel (REP)
#### Staff by Location Summary Report - Dec 2005

<table>
<thead>
<tr>
<th>School Type</th>
<th>Administrators</th>
<th>Teachers</th>
<th>Paraprofessionals/Aides</th>
<th>Non-Instructional Staff</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Count</td>
<td>%</td>
<td>Count</td>
<td>%</td>
<td>Count</td>
</tr>
<tr>
<td>ISD</td>
<td>952</td>
<td>7.35</td>
<td>2,322</td>
<td>1.71</td>
<td>492</td>
</tr>
<tr>
<td>LEA/District</td>
<td>3,932</td>
<td>30.36</td>
<td>3,216</td>
<td>2.36</td>
<td>1,057</td>
</tr>
<tr>
<td>LEA/School/Facility</td>
<td>6,346</td>
<td>49.16</td>
<td>116,681</td>
<td>86.22</td>
<td>26,608</td>
</tr>
<tr>
<td>PSA/District</td>
<td>26</td>
<td>0.2</td>
<td>113</td>
<td>0.08</td>
<td>30</td>
</tr>
<tr>
<td>PSA/School/Facility</td>
<td>720</td>
<td>5.57</td>
<td>6,442</td>
<td>4.76</td>
<td>1,667</td>
</tr>
<tr>
<td>Ancillary Facility</td>
<td>949</td>
<td>7.36</td>
<td>6,493</td>
<td>4.84</td>
<td>4,865</td>
</tr>
<tr>
<td>Total</td>
<td>12,925</td>
<td>100</td>
<td>135,267</td>
<td>100</td>
<td>34,719</td>
</tr>
</tbody>
</table>

Note: The report shows the breakdown of staff groups by educational entities in Michigan.

*No De-duplicating done at any level*

- ISD: Intermediate School District
- LEA: Local Educational Agency
- PSA: Public School Academy

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**Staff Totals by ISD, LEA, and PSA**

- ISD: 18%
- LEA/District: 81%
- PSA/District: 1%
# Registry of Educational Personnel (REP)

## Grade Level/Educational Settings Summary Report - Dec 2005

<table>
<thead>
<tr>
<th>Grade Level/ Educational Setting</th>
<th>Administrators</th>
<th>Paraprofessionals/ Aides</th>
<th>Non-Instructional Staff</th>
<th>All</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Count %</td>
<td>Count %</td>
<td>Count %</td>
<td>Count %</td>
</tr>
<tr>
<td>Elementary</td>
<td>1,131 9.32</td>
<td>46,981 39.82</td>
<td>9,867 30.47</td>
<td>8,515 12.12</td>
</tr>
<tr>
<td>Jr. High</td>
<td>816 6.72</td>
<td>20,675 17.53</td>
<td>2,586 7.98</td>
<td>4,612 6.57</td>
</tr>
<tr>
<td>High School</td>
<td>1,328 10.94</td>
<td>29,899 25.34</td>
<td>2,238 6.91</td>
<td>7,366 10.49</td>
</tr>
<tr>
<td>Special Education</td>
<td>442 3.64</td>
<td>14,582 12.36</td>
<td>8,619 26.61</td>
<td>1,370 1.95</td>
</tr>
<tr>
<td>Alternative Education</td>
<td>191 1.57</td>
<td>1,392 1.18</td>
<td>269 0.83</td>
<td>614 0.87</td>
</tr>
<tr>
<td>Career/Tech Education</td>
<td>162 1.33</td>
<td>1,463 1.24</td>
<td>624 1.93</td>
<td>595 0.85</td>
</tr>
<tr>
<td>Adult Education</td>
<td>94 0.77</td>
<td>317 0.27</td>
<td>131 0.4</td>
<td>220 0.31</td>
</tr>
<tr>
<td>Early Childhood/Parenting</td>
<td>130 1.07</td>
<td>511 0.43</td>
<td>1,353 4.18</td>
<td>1,165 1.66</td>
</tr>
<tr>
<td>Early On/Early Intervention</td>
<td>41 0.34</td>
<td>371 0.31</td>
<td>309 0.95</td>
<td>209 0.3</td>
</tr>
<tr>
<td>State Agency</td>
<td>5 0.04</td>
<td>10 0.01</td>
<td>22 0.07</td>
<td>138 0.2</td>
</tr>
<tr>
<td>Administrative Support Staff</td>
<td>7,799 64.25</td>
<td>1,772 1.5</td>
<td>6,369 19.67</td>
<td>45,429 64.68</td>
</tr>
</tbody>
</table>

| Total                            | 12,139 100    | 117,973 100              | 32,387 100             | 70,233 100 |

Note: This report shows the breakdown of staff groups by grade levels and educational settings.