

# SUPPLY AND DEMAND FOR TEACHERS IN TENNESSEE

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## Introduction

This report provides estimates of teacher supply and demand for every Local Education Agency (LEA) in Tennessee for each school year from 2009-2010 through 2013-2014. The estimates were prepared to assist in local and state planning as the required hiring and development of new teachers is identified. The report includes a brief description of the methodologies that were used to estimate teacher supply, demand, and the gap between the two. The gap represents the number of teachers that must be hired to meet the increased demand as the number of students grows and to also meet the vacancies that arise as teachers leave the Tennessee education workforce. The gap should be interpreted as the number of new teachers that must be hired per year in each LEA, and the state total, if we are to continue meeting Tennesseans' demands for education and teachers.<sup>1</sup>

The report begins with a discussion of the methodology, with separate sections describing the demand for teachers and the supply of teachers. The quantitative estimates of teacher supply, demand, and the gap are aggregated to the state level and reported in the section following the methodology. Estimates for teacher supply and demand and the gap for each LEA are provided in the Appendix. The reader interested only in the projections can turn to Tables 3 and 8 (pages 10 and 15) for the aggregate state results and to the Appendix for listings by LEA. The six LEAs in Carroll County have been aggregated to a single set of estimates as have the two LEAs in Marion County. Also, some of the more detailed estimates for individual LEAs have been hidden to avoid identifying the likelihood that individual teachers will leave the state education workforce.

## Classroom Teacher Demand Projections

Teacher demand projections are developed for school years 2009-2010 through 2013-2014.<sup>2</sup> We begin by developing student enrollment projections by grade for each LEA. We assume that demand for teachers is articulated through the pupil-teacher ratio that is used for each grade level in each LEA. Thus, appropriate pupil-teacher ratios are determined by grade group (k-3, 4-8, 9-12), and divided into the projected student enrollments to yield the required teacher counts for each grade group for each LEA. The result is the estimated minimum number of teachers that the LEA needs to meet the demand for education.

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<sup>1</sup> No effort is made to account for any changes in the demand for teachers that would arise if there were adjustments in the way in which education is delivered in Tennessee. In any event, any implications arising from changes in our means of delivering education would be relatively small over a five year time horizon.

<sup>2</sup> All teachers are assigned to a specific purpose based on how they spend the preponderance of their time.

No simple measure exists for the number of teachers that is necessary to meet the demand for education in Tennessee. Short of a study to determine this demand and the necessary number of teachers, we rely on the demand for teachers based on pupil-teacher ratios that have been articulated in two ways. One set of ratios is derived from statutorily determined pupil-teacher requirements. This represents demand as articulated through the General Assembly. In statute, there are different pupil-teacher ratios for different grade groups. There are also subject matter curriculum requirements<sup>3</sup> at the 9-12 grade levels. Projections using these ratios tell us the minimum number of teachers needed in order to satisfy the requirements. The number of required teachers is always rounded upwards to ensure the required pupil-teacher ratios are not exceeded.<sup>4</sup>

The second approach to identifying a pupil-teacher ratio that represents demand uses the lower of the actual pupil-teacher ratio for each grade group in the LEA and the state requirements. This approach allows LEAs to establish higher demand for education than is required by statute. We describe this set of projections as the “best ratio”. Projections based on this second approach evidence the number of teachers needed assuming the LEAs know the number of teachers needed to deliver the quality of education that is currently demanded by their local populations. LEAs could increase (or decrease) the demand for teachers relative to the forecasts by decreasing (or increasing) their pupil teacher ratio as long as they at least maintain the statutory requirements.

### Student Enrollment Projections

Enrollment estimates were prepared for the next five years as the basis for the teacher demand forecasts. Enrollment projections are drawn from estimates developed of the grade progression rate for grades 1 through 12 and projected enrollment rates of the population for kindergarten students for each school district. The grade progression rate is the proportion of students in a given grade for a given year to the number of students in the previous grade in the previous year. The rate provides a means to capture grade-specific trends in the retention of students from one year to the next.

Their unique characteristics require a different methodology for students entering kindergarten and students enrolled in various student categories besides the individual grades including special education, ESL, and music and arts. A public school enrollment rate for kindergarten is created by dividing the number of kindergarteners enrolled in school by the estimated number of 5 and 6 year olds eligible to enter kindergarten. This enrollment rate captures the most recent trends, as well as the effects of economic conditions and demographic changes. Because of the high volatility

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<sup>3</sup> We use the curriculum requirements that are in place as of 2013, so no change in teacher demand in this study results from changes in curriculum requirements.

<sup>4</sup> Required pupil-teacher ratios must be achieved at the school level, not the LEA level. Appropriate adjustments have been made to account for this difference.

of special education students and the lack of consistent data, we assume the proportion of special education to the total K-12 non-special education enrollment is equal to the LEA specific ratio for 2007-2008 and is constant over the next five years for each LEA. Similarly, we assume that ESL and vocational students each remain a fixed percentage of the projected student counts.<sup>5</sup> Further, we assume that music, arts and physical education teachers maintain a constant ratio to the number of students.

For kindergarten enrollment rates and grade progression ratios, (grades 1 through 12), separate weighting schemes are evaluated to determine what combination of past ratios could best predict the future for each LEA. The “best” scheme is the one that produces the lowest mean absolute percentage error when comparing the projected enrollments to the actual enrollments in history. The “best” projected rates are then applied to the current enrollment by grade and updated to yield projections for future years.

The methods used to forecast grade progression rates and enrollment rates implicitly include the net effect of such factors as migration, dropouts, deaths, and transfers to and from private schools based on the assumption that past trends in factors affecting public school enrollments will continue over the next five years. The method is less reliable when applied to LEAs with unusual changes in migration rates or other factors.

#### Pupil-teacher Ratio Determination

As noted above, two sets of pupil-teacher ratios are used to prepare projections. The first is derived assuming that each LEA meets the maximum average class size and the curriculum requirements set by the state. Different pupil-teacher ratios are used for k-3, 4-8 and 9-12 because of the different requirements. The average pupil-teacher ratio (ratio of pupils to one teacher) set by statute for the different grade groups are:

| Grade | Average Class Size |
|-------|--------------------|
| K-3   | 20                 |
| 4-8   | 25                 |
| 9-12  | 30                 |

The estimates for grades 9-12 must be built up on a subject level basis because of curriculum requirements. All students in grades 9-12 are required to take 22 units of credit to graduate, which include a set of required courses across 10 subject matter areas. We assume that each subject matter is uniformly offered across the academic

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<sup>5</sup> ESL teachers have grown rapidly in recent years, but there are wide differences across LEAs. For that reason, we do not feel that reliable estimates of the rate of growth in ESL teachers can be obtained. The number of vocational students may also grow rapidly to meet economic demands, but we have no basis on which to forecast the increase. Thus, both are effectively assumed to maintain a constant ratio to the student population.

year, the average class load per teacher is assumed to be 5 units, and the average student takes 6 units per year (so that students are assumed to take 24 units across their four years). Then, we estimate the number of classes of each subject matter area that must be offered each year to meet the curriculum requirements. The number of classes is then converted into the number of required teachers in each subject matter area. The required number of electives (which is increased from 3 to 5 to accommodate the additional two units that students are assumed to take) is treated as a residual by assuming that teachers who are partially available to teach something other than their main subject area can teach an elective.

The second pupil-teacher ratio is the minimum of the state requirement described in the previous paragraph and current practice within each LEA. The data evidence that some LEAs have lower pupil-teacher ratios in 2007-2008 than those required by statute.

The teacher demand estimates using this second, preferred methodology are reported in Table 1. A total of 67,866 teachers are demanded in 2010, of which about three-fourths are in kindergarten through 12<sup>th</sup> grade. Other columns in the Table evidence projected demand for teachers for subsequent years. The demand estimates represent 2.0 percent annual growth in the number of teachers and arises entirely from projected growth in enrollment and how it interacts with pupil-teacher ratios.

**Table 1: Statewide Teacher Demand based on “Best Ratio”**

| <b>Classroom Teachers</b> | <b>2010</b>   | <b>2011</b>   | <b>2012</b>   | <b>2013</b>   | <b>2014</b>   |
|---------------------------|---------------|---------------|---------------|---------------|---------------|
| Pre-K Teacher             | 1,283         | 1,302         | 1,336         | 1,305         | 1,314         |
| Kindergarten              | 4,807         | 4,940         | 5,087         | 4,948         | 4,988         |
| Grade 1 Teacher           | 4,591         | 5,070         | 5,212         | 5,373         | 5,218         |
| Grade 2 Teacher           | 4,245         | 4,234         | 4,672         | 4,798         | 4,938         |
| Grade 3 Teacher           | 4,440         | 4,356         | 4,346         | 4,799         | 4,944         |
| Grade 4 Teacher           | 3,832         | 3,868         | 3,791         | 3,788         | 4,181         |
| Grade 5 Teacher           | 3,697         | 3,752         | 3,799         | 3,727         | 3,737         |
| Grade 6 Teacher           | 3,807         | 3,921         | 3,983         | 4,026         | 3,965         |
| Grade 7 Teacher           | 3,786         | 3,966         | 4,096         | 4,152         | 4,193         |
| Grade 8 Teacher           | 3,506         | 3,600         | 3,771         | 3,911         | 3,945         |
| Grade 9-12 Teacher        | 13,164        | 13,094        | 13,153        | 13,474        | 13,820        |
| Math                      | 2,203         | 2,193         | 2,201         | 2,261         | 2,318         |
| Science                   | 1,652         | 1,640         | 1,653         | 1,690         | 1,736         |
| English                   | 2,203         | 2,193         | 2,201         | 2,261         | 2,318         |
| Other                     | 7,106         | 7,068         | 7,098         | 7,262         | 7,448         |
| Music/Art/PE (Elem)       | 4,352         | 4,478         | 4,665         | 4,809         | 4,850         |
| ESL Teacher               | 786           | 801           | 821           | 838           | 854           |
| Vocational                | 3,033         | 3,082         | 3,140         | 3,198         | 3,250         |
| Spec Ed/Home/Hosp         | 7,043         | 7,177         | 7,335         | 7,493         | 7,630         |
| Ch 1 Teacher Elem         | 1,364         | 1,395         | 1,443         | 1,489         | 1,498         |
| Ch 1 Teacher Sec          | 130           | 132           | 133           | 131           | 131           |
|                           |               |               |               |               |               |
| <b>Total</b>              | <b>67,866</b> | <b>69,168</b> | <b>70,783</b> | <b>72,259</b> | <b>73,456</b> |

Note: Year indicates the ending point of an academic year. For example, 2010 means 2009-2010.

### Data Sources

Student enrollment and demand for public school teachers are projected mainly using annual data on student enrollments and teachers for the 1998-1999 to the 2008-09 school years provided by the Tennessee Department of Education (TDOE). Curriculum requirements are also taken from the TDOE. County-level birth data are from the Tennessee Department of Health.

## Classroom Teacher Supply Projections

The core element of our supply-side analysis is the calculation of annual predictions of the number of teachers that are likely to remain in their current classroom teacher jobs in the following year. To accomplish this, we begin by following our recent work on teacher mobility<sup>6</sup> by estimating a statistical model of teacher transitions between the 2006-2007 and 2007-2008 school years.<sup>7</sup> Classroom teachers in 2006-2007 can transition into any of the following outcomes in 2007-2008:

- Remain in their current district (our outcome of interest),
- Move to a different district, or
- Leave the Tennessee education data entirely.

The statistical model allows us to assess the impact of each of a variety of factors on the probabilities that teachers will make the various above transitions. Data for this component of our analysis come from the annual PIRS files from the Tennessee Department of Education.

We control for a variety of teacher characteristics in the statistical model, all defined as of the 2006-2007 school year. Specifically, we include two measures of income: the base teacher salary and the total value of supplements to the base teacher salary. We control for the teacher's level of education by including indicator variables for (a) having a Master's degree but nothing further and (b) having more than a Master's degree (having less than a Master's degree is the reference category). We include a continuous measure of the teacher's experience in years. Finally, we include indicators for male gender and black, other, or missing race (where white is the reference category).

Results of the statistical model suggest that several factors are related to the decision to remain in the current district. Specifically, we find that teachers with higher base salaries and more salary supplements are more likely to remain in their current district (although those with more supplements are slightly more likely to leave the data). Teachers with less than a Master's degree are more likely to remain in their current district than those with more education. The rate at which classroom teachers move between districts falls with experience, while the rate at which they leave the data rises with experience. Female teachers are more likely to remain in their current district, as are black teachers regardless of gender. Teachers of other non-white races are less likely to remain in their current districts.

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<sup>6</sup> "Teacher Mobility in Tennessee," Report prepared by the University of Tennessee Center for Business and Economic Research for the Governor's Office of State Planning and Policy, July 2009.

<sup>7</sup> Specifically, we estimate a multinomial logit model. Additional details about our statistical approach, as well as a full set of results, are available upon request.

The next step of our supply-side analysis involves applying the results of the statistical model to teacher characteristics from the 2007-2008 school year. Doing so allows us to predict the probability of staying in the current district for each of the 64,073 teachers in the 2007-2008 data. Due to problems with the 2008-2009 PIRS data, we carry these teachers forward to the 2009-2010 school year as our starting point for the remaining supply-side analysis. We then generate annual predicted probabilities of staying in the current district for each teacher by incrementing their experience by one in each subsequent year but leaving all other variables in the model constant. The end result of this stage of the supply-side analysis is a set of annual predicted probabilities of staying in the current district for all 64,073 teachers for school years from 2010-2011 through 2013-2014.

Next, we assume that teachers in the bottom ten percent of the distribution of predicted probabilities of staying in their current district are the teachers who are predicted to leave their current districts between 2009-2010 and 2010-2011. This is based on the observation that over the 2001-2002 to 2007-2008 years of the PIRS data, the annual average probability that classroom teachers remain in their current district ranged from 89 to 91 percent.<sup>8</sup>

Looking at the 90 percent of 2009-2010 classroom teachers who are assumed to remain in their current districts into 2010-2011, we then assume that teachers in the bottom ten percent of the remaining distribution of probabilities of staying are the ones to leave their districts between 2010-2011 and 2011-2012 (see Table 2). We repeat this procedure for all remaining years of the classroom teacher supply simulation. In the statewide supply tables below, each year's total remaining supply of classroom teachers is 90 percent of the prior year's total. These totals are subtracted from similar teacher demand totals to generate initial estimates of the gap between demand and supply.

### Classroom Teacher Resupply Methodology

We recognize that the gap between demand and supply has historically been partially filled by three important sources of teacher resupply. First, approximately two percent of each year's classroom teachers change districts between years. These movers create job openings for the districts they depart, but do not actually create new teacher positions from the state's perspective and thus should not be considered as part of the true gap between demand and supply. To account for this, we start by assuming that two percent of the 2009-2010 classroom teachers (or 1,281 out of 64,073) change districts by 2010-2011. We then carry this forward by assuming that 92 percent of the prior year's movers remain in their new district or move to yet another district (thereby remaining in the teacher data), and that two percent of the teachers in the prior year's total predicted remaining classroom teacher supply change districts.

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<sup>8</sup> The average across all years was just under 91 percent, but the more recent years were lower so we apply a constant rate of 90 percent going forward.

Second, Tennessee higher education institutions produce a regular supply of newly-certified teachers each year. To estimate the part of each year's gap that will be filled by this form of new supply, we start by assuming that 2,203 new teachers enter the data in each school year after the initial year (based on the historic average from the THEC Completers data). We carry forward 92 percent of the prior year's new supply (representing those new teachers who remain in the teacher data), adding this increasing amount to the annual new supply of 2,203 teachers.

Third, we recognize that many classroom teachers who leave the data return to the classroom in a subsequent year. Based on the historical PIRS data, this amounts to 622 teachers on average reentering the data each year. To account for this in our tables, we begin by assuming that 622 teachers who left the data in some prior year return to the data in the 2010-2011 school year. We then follow the new supply strategy above by carrying 92 percent of the prior year's returning teachers forward and adding another 622 returning teachers each year.

## **Estimates for Teacher Supply and Demand and the Gap**

Table 3 provides empirical estimates for teacher demand and supply and the gap for all LEAs when aggregated to the state level using the best ratio approach. A similar version is provided in Table 8 except that teacher demand is based on the statutory pupil-teacher ratios. Teacher supply is the same in both versions. Thus, the difference in the gaps between Tables 3 and 8 arises solely from the alternative measures of demand.

The first section of Table 3 contains the Demand estimates and is repeated from Table 1. An estimated 67,866 teachers are necessary to meet the total demand for teachers in Tennessee in 2010. Demand is projected to grow over the next four years at a compound 2.0 percent annually to 73,456. The estimates were developed separately for each LEA and then aggregated, and the rates of growth differ significantly across LEAs. The growth in demand results solely from the growth in the predicted number of students. The student estimates lying behind the teacher forecasts are developed separately for each grade level (in each LEA) as discussed earlier.

Supply estimates are contained in the second section of Table 3 and are repeated from Table 2. The 2010 teacher supply is assumed to equal the number of teachers in school year 2007-2008 because we have no reliable counts for the last two years. Teacher supply for subsequent years erodes as we forecast the propensity for the teachers that are present in the 2010 education workforce to leave the Tennessee education workforce in future years. Approximately 10 percent of teachers leave their LEA each year.

**Table 2: Statewide Teacher Supply**

| <b>Classroom Teachers</b> | <b>2010</b>   | <b>2011</b>   | <b>2012</b>   | <b>2013</b>   | <b>2014</b>   |
|---------------------------|---------------|---------------|---------------|---------------|---------------|
| Pre-K Teacher             | 1,025         | 962           | 853           | 763           | 654           |
| Kindergarten              | 4,093         | 3,884         | 3,633         | 3,297         | 2,929         |
| Grade 1 Teacher           | 4,464         | 4,196         | 3,877         | 3,515         | 3,158         |
| Grade 2 Teacher           | 4,111         | 3,861         | 3,570         | 3,243         | 2,940         |
| Grade 3 Teacher           | 4,250         | 3,956         | 3,616         | 3,267         | 2,909         |
| Grade 4 Teacher           | 3,665         | 3,415         | 3,138         | 2,850         | 2,559         |
| Grade 5 Teacher           | 3,470         | 3,206         | 2,904         | 2,611         | 2,362         |
| Grade 6 Teacher           | 3,511         | 3,197         | 2,919         | 2,617         | 2,343         |
| Grade 7 Teacher           | 3,595         | 3,171         | 2,810         | 2,544         | 2,288         |
| Grade 8 Teacher           | 3,315         | 2,903         | 2,610         | 2,335         | 2,095         |
| Grade 9-12 Teacher        | 13,089        | 11,118        | 9,677         | 8,584         | 7,752         |
| Math                      |               |               |               |               |               |
| Science                   |               |               |               |               |               |
| English                   |               |               |               |               |               |
| Other                     |               |               |               |               |               |
| Music/Art/PE (Elem)       | 4,003         | 3,481         | 3,088         | 2,750         | 2,484         |
| ESL Teacher               | 682           | 611           | 495           | 424           | 354           |
| Vocational                | 2,836         | 2,457         | 2,118         | 1,867         | 1,666         |
| Spec Ed/Home/Hosp         | 6,649         | 6,056         | 5,490         | 5,021         | 4,607         |
| Ch 1 Teacher Elem         | 1,209         | 1,098         | 1,021         | 937           | 858           |
| Ch 1 Teacher Sec          | 106           | 93            | 79            | 72            | 67            |
|                           |               |               |               |               |               |
| <b>Total</b>              | <b>64,073</b> | <b>57,665</b> | <b>51,898</b> | <b>46,697</b> | <b>42,025</b> |

Note: Year indicates the number of teachers projected to stay in their districts for that academic year. For example, 2010 means teachers from 2008-2009 school year who are projected to stay in their districts in 2009-2010.

The gap estimates are provided in the last section of Table 3. The gap in 2010 (3,793 teachers) arises because we begin with the supply of teachers that was working in LEAs in 2007-2008. In all likelihood, LEAs have already hired most or all of these teachers. Differences in the 2010 gap across categories of teachers represented by the rows in the table result mostly from our need to place teachers into specific groups. Thus, the large gap in ESL teachers is because many ESL teachers are categorized into one of the other groups since they spend the majority of their time teaching other classes.

**Table 3: Statewide Teacher Demand, Supply, and Gap based on “Best Ratio”**

|                     | TEACHER DEMAND |               |               |               |               | TEACHER SUPPLY |               |               |               |               | GAP (DEMAND-SUPPLY) |               |               |               |               |
|---------------------|----------------|---------------|---------------|---------------|---------------|----------------|---------------|---------------|---------------|---------------|---------------------|---------------|---------------|---------------|---------------|
| Classroom Teachers  | 2010           | 2011          | 2012          | 2013          | 2014          | 2010           | 2011          | 2012          | 2013          | 2014          | 2010                | 2011          | 2012          | 2013          | 2014          |
| Pre-K Teacher       | 1,283          | 1,302         | 1,336         | 1,305         | 1,314         | 1,025          | 962           | 853           | 763           | 654           | 258                 | 340           | 483           | 542           | 660           |
| Kindergarten        | 4,807          | 4,940         | 5,087         | 4,948         | 4,988         | 4,093          | 3,884         | 3,633         | 3,297         | 2,929         | 714                 | 1,056         | 1,454         | 1,651         | 2,059         |
| Grade 1 Teacher     | 4,591          | 5,070         | 5,212         | 5,373         | 5,218         | 4,464          | 4,196         | 3,877         | 3,515         | 3,158         | 127                 | 874           | 1,335         | 1,858         | 2,060         |
| Grade 2 Teacher     | 4,245          | 4,234         | 4,672         | 4,798         | 4,938         | 4,111          | 3,861         | 3,570         | 3,243         | 2,940         | 134                 | 373           | 1,102         | 1,555         | 1,998         |
| Grade 3 Teacher     | 4,440          | 4,356         | 4,346         | 4,799         | 4,944         | 4,250          | 3,956         | 3,616         | 3,267         | 2,909         | 190                 | 400           | 730           | 1,532         | 2,035         |
| Grade 4 Teacher     | 3,832          | 3,868         | 3,791         | 3,788         | 4,181         | 3,665          | 3,415         | 3,138         | 2,850         | 2,559         | 167                 | 453           | 653           | 938           | 1,622         |
| Grade 5 Teacher     | 3,697          | 3,752         | 3,799         | 3,727         | 3,737         | 3,470          | 3,206         | 2,904         | 2,611         | 2,362         | 227                 | 546           | 895           | 1,116         | 1,375         |
| Grade 6 Teacher     | 3,807          | 3,921         | 3,983         | 4,026         | 3,965         | 3,511          | 3,197         | 2,919         | 2,617         | 2,343         | 296                 | 724           | 1,064         | 1,409         | 1,622         |
| Grade 7 Teacher     | 3,786          | 3,966         | 4,096         | 4,152         | 4,193         | 3,595          | 3,171         | 2,810         | 2,544         | 2,288         | 191                 | 795           | 1,286         | 1,608         | 1,905         |
| Grade 8 Teacher     | 3,506          | 3,600         | 3,771         | 3,911         | 3,945         | 3,315          | 2,903         | 2,610         | 2,335         | 2,095         | 191                 | 697           | 1,161         | 1,576         | 1,850         |
| Grade 9-12 Teacher  | 13,164         | 13,094        | 13,153        | 13,474        | 13,820        | 13,089         | 11,118        | 9,677         | 8,584         | 7,752         | 75                  | 1,976         | 3,476         | 4,890         | 6,068         |
| Math                | 2,203          | 2,193         | 2,201         | 2,261         | 2,318         |                |               |               |               |               |                     |               |               |               |               |
| Science             | 1,652          | 1,640         | 1,653         | 1,690         | 1,736         |                |               |               |               |               |                     |               |               |               |               |
| English             | 2,203          | 2,193         | 2,201         | 2,261         | 2,318         |                |               |               |               |               |                     |               |               |               |               |
| Other               | 7,106          | 7,068         | 7,098         | 7,262         | 7,448         |                |               |               |               |               |                     |               |               |               |               |
| Music/Art/PE (Elem) | 4,352          | 4,478         | 4,665         | 4,809         | 4,850         | 4,003          | 3,481         | 3,088         | 2,750         | 2,484         | 349                 | 997           | 1,577         | 2,059         | 2,366         |
| ESL Teacher         | 786            | 801           | 821           | 838           | 854           | 682            | 611           | 495           | 424           | 354           | 104                 | 190           | 326           | 414           | 500           |
| Vocational          | 3,033          | 3,082         | 3,140         | 3,198         | 3,250         | 2,836          | 2,457         | 2,118         | 1,867         | 1,666         | 197                 | 625           | 1,022         | 1,331         | 1,584         |
| Spec Ed/Home/Hosp   | 7,043          | 7,177         | 7,335         | 7,493         | 7,630         | 6,649          | 6,056         | 5,490         | 5,021         | 4,607         | 394                 | 1,121         | 1,845         | 2,472         | 3,023         |
| Ch 1 Teacher Elem   | 1,364          | 1,395         | 1,443         | 1,489         | 1,498         | 1,209          | 1,098         | 1,021         | 937           | 858           | 155                 | 297           | 422           | 552           | 640           |
| Ch 1 Teacher Sec    | 130            | 132           | 133           | 131           | 131           | 106            | 93            | 79            | 72            | 67            | 24                  | 39            | 54            | 59            | 64            |
| <b>Total</b>        | <b>67,866</b>  | <b>69,168</b> | <b>70,783</b> | <b>72,259</b> | <b>73,456</b> | <b>64,073</b>  | <b>57,665</b> | <b>51,898</b> | <b>46,697</b> | <b>42,025</b> | <b>3,793</b>        | <b>11,503</b> | <b>18,885</b> | <b>25,562</b> | <b>31,431</b> |

Note: Demand year indicates the ending point of an academic year. For example, 2010 means 2009-2010. Supply year indicates the number of teachers projected to stay in their districts for that academic year. For example, 2010 means teachers from 2008-2009 school year who are projected to stay in their districts in 2009-2010.

The gap after 2010 results from growth in demand that occurs as the number of students increases and from teacher departures from the Tennessee education labor force. The gap reaches 31,431 teachers by 2014. The gap is projected to grow to equal 43.1 percent of the 2010 supply of teachers between 2010 and 2014 (Table 4). Growth in the gap differs significantly by category of teacher. The largest estimated percentage gap is for ESL teachers, even though our estimates do not allow for continued rapid increase in the demand for ESL teachers. Thus, we are probably understating the gap for ESL teachers. Music and arts, 8<sup>th</sup> grade, and vocational teachers will also experience relatively large gaps. Again, growth in demand for vocational teachers may exceed our estimates as greater emphasis is placed on job skills, so the gap may be underestimated. The gap in kindergarten teachers is expected to be the smallest.

**Table 4: “Best Ratio” Gap as a Percentage of the 2010 Teacher Supply**

| <b>Classroom Teachers</b> | <b>Gap as % of 2010 Supply</b> |
|---------------------------|--------------------------------|
| Pre-K Teacher             | 39.2                           |
| Kindergarten              | 32.9                           |
| Grade 1 Teacher           | 43.3                           |
| Grade 2 Teacher           | 45.3                           |
| Grade 3 Teacher           | 43.4                           |
| Grade 4 Teacher           | 39.7                           |
| Grade 5 Teacher           | 33.1                           |
| Grade 6 Teacher           | 37.8                           |
| Grade 7 Teacher           | 47.7                           |
| Grade 8 Teacher           | 50.0                           |
| Grade 9-12 Teacher        | 45.8                           |
| Math                      |                                |
| Science                   |                                |
| English                   |                                |
| Other                     |                                |
| Music/Art/PE (Elem)       | 50.4                           |
| ESL Teacher               | 58.1                           |
| Vocational                | 48.9                           |
| Spec Ed/Home/Hosp         | 39.5                           |
| Ch 1 Teacher Elem         | 40.1                           |
| Ch 1 Teacher Sec          | 37.7                           |
| <b>Total</b>              | <b>43.1</b>                    |

As noted above, we estimate three sources for filling the gap: the number of teachers who move from one LEA to another, the number of newly educated teachers, and the number of teachers who leave the education workforce for at least one year and then return.<sup>9</sup> These estimates are reported in Table 5. We estimate that 1,281 teachers will shift between LEAs each year. The losing LEAs must replace the teachers, but the teachers are still part of Tennessee’s supply. In total, this will provide 3,861 teachers across the four years. An estimated 2,203 teachers each year will be newly educated at Tennessee public and private universities and colleges. This is based on our estimate that approximately two-thirds of new graduates who are available to teach choose to teach in Tennessee each year. The actual experience by year since the 2002-2003 school year is reported in Table 6. Finally, 622 teachers on average return to the Tennessee education labor force each year after previously exiting the labor force for at least one year. In total, these sources of new supply will provide 13,878 teachers between 2010 and 2014, or one-half of the increased gap between 2010 and 2014.<sup>10</sup> The remaining gap in teachers must be filled with new graduates from outside of Tennessee, newly recruited teachers from outside of Tennessee and people transitioning from other careers to become teachers.

**Table 5: “Best Ratio” Teacher Gap and Resupply**

|                      | 2010  | 2011   | 2012   | 2013   | 2014   |
|----------------------|-------|--------|--------|--------|--------|
| <b>Total Gap</b>     | 3,793 | 11,503 | 18,885 | 25,562 | 31,431 |
| Movers inside TN     |       | 1,281  | 2,332  | 3,184  | 3,863  |
| New Teachers         |       | 2,203  | 4,230  | 6,094  | 7,810  |
| Returning Teachers   |       | 622    | 1,194  | 1,721  | 2,205  |
| <b>Remaining Gap</b> |       | 7,397  | 11,129 | 14,563 | 17,553 |

<sup>9</sup> The potential for subsequent erosion from the Tennessee labor force of these various groups of teachers is accounted for each of the totals.

<sup>10</sup> Equal to the increase in the gap from 2010 to 2014 (31,431-3,793) divided into the total of these three categories of new supply (13,878).

**Table 6: Percent of Total Graduates that Appear in PIRS Data per Subsequent Year**

| All PIRS Data (includes Classroom Teachers, Administrators, etc.) (percent) |      |      |      |      |      |      |      |
|-----------------------------------------------------------------------------|------|------|------|------|------|------|------|
| Graduates                                                                   | 2003 | 2004 | 2005 | 2006 | 2007 | 2008 | 2009 |
| 2002                                                                        | 62.9 | 62.7 | 61.1 | 60.0 | 58.2 | 56.0 | 53.5 |
| 2003                                                                        |      | 61.5 | 62.6 | 61.2 | 59.6 | 58.0 | 55.2 |
| 2004                                                                        |      |      | 61.3 | 63.5 | 61.9 | 59.9 | 55.8 |
| 2005                                                                        |      |      |      | 62.5 | 63.0 | 61.4 | 57.0 |
| 2006                                                                        |      |      |      |      | 62.9 | 65.8 | 61.0 |
| 2007                                                                        |      |      |      |      |      |      | 56.1 |
| 2008                                                                        |      |      |      |      |      |      | 56.1 |

| Classroom Teachers in PIRS Data (percent) |      |      |      |      |      |      |      |
|-------------------------------------------|------|------|------|------|------|------|------|
| Graduates                                 | 2003 | 2004 | 2005 | 2006 | 2007 | 2008 | 2009 |
| 2002                                      | 58.2 | 57.6 | 55.7 | 53.9 | 51.7 | 49.0 | 46.1 |
| 2003                                      |      | 57.5 | 58.3 | 56.5 | 54.4 | 52.1 | 48.7 |
| 2004                                      |      |      | 56.9 | 58.5 | 56.7 | 54.2 | 49.8 |
| 2005                                      |      |      |      | 58.8 | 58.9 | 56.6 | 52.1 |
| 2006                                      |      |      |      |      | 58.7 | 60.8 | 55.7 |
| 2007                                      |      |      |      |      |      |      | 54.6 |
| 2008                                      |      |      |      |      |      |      | 55.2 |

Notes: 2002=2001-2002 school year; Data for 2007 graduates appearing in 2008 subsequent data was not sufficient.

No attempt was made to estimate gaps for specific categories of 9<sup>th</sup> through 12<sup>th</sup> grade teachers because of difficulties in defining which subject matter is being taught by each individual teacher today. The numbers of newly educated teachers who were endorsed in areas such as physics, elementary grades 1-9, and physical education are shown in Table 7. It would seem apparent that LEAs will have difficulty filling slots in a number of these areas from the education pipeline and these teachers must be obtained from the other means.

**Table 7: Lowest Number of Endorsements attained by Recent Tennessee Graduates**

| <b>Endorsement</b>       | <b>Number Endorsed</b> |
|--------------------------|------------------------|
| ELEM GRADES 1-9          | 2                      |
| PHYSICS 7-12             | 13                     |
| PHYSICS 9-12             | 1                      |
| EARTH/SPACE SCIENCE 7-12 | 1                      |
| ENGLISH AS 2ND LANG      | 9                      |
| FRENCH PREK-12           | 9                      |
| FRENCH 7-12              | 1                      |
| BUSINESS ARITHMETIC 7-12 | 2                      |
| GENERAL BUSINESS 7-12    | 1                      |
| PHY EDUCATION K-8        | 2                      |
| PHY EDUCATION 7-12       | 1                      |
| TECHNOLOGY EDUC 5-12     | 10                     |
| VOCAL/GENERAL MUSIC K-12 | 1                      |
| SPED EARLY CHLD PREK-3   | 2                      |

Table 8: Statewide Teacher Demand, Supply, and Gap based on Curriculum Requirements

| Classroom Teachers  | TEACHER DEMAND |               |               |               |               | TEACHER SUPPLY |               |               |               |               | GAP (DEMAND-SUPPLY) |              |               |               |               |
|---------------------|----------------|---------------|---------------|---------------|---------------|----------------|---------------|---------------|---------------|---------------|---------------------|--------------|---------------|---------------|---------------|
|                     | 2010           | 2011          | 2012          | 2013          | 2014          | 2010           | 2011          | 2012          | 2013          | 2014          | 2010                | 2011         | 2012          | 2013          | 2014          |
| Pre-K Teacher       | 1,173          | 1,194         | 1,228         | 1,193         | 1,208         | 1,025          | 962           | 853           | 763           | 654           | 148                 | 232          | 375           | 430           | 554           |
| Kindergarten        | 4,457          | 4,579         | 4,719         | 4,580         | 4,631         | 4,093          | 3,884         | 3,633         | 3,297         | 2,929         | 364                 | 695          | 1,086         | 1,283         | 1,702         |
| Grade 1 Teacher     | 4,179          | 4,582         | 4,709         | 4,846         | 4,712         | 4,464          | 4,196         | 3,877         | 3,515         | 3,158         | -285                | 386          | 832           | 1,331         | 1,554         |
| Grade 2 Teacher     | 3,975          | 3,971         | 4,360         | 4,485         | 4,623         | 4,111          | 3,861         | 3,570         | 3,243         | 2,940         | -136                | 110          | 790           | 1,242         | 1,683         |
| Grade 3 Teacher     | 4,081          | 4,011         | 4,002         | 4,401         | 4,528         | 4,250          | 3,956         | 3,616         | 3,267         | 2,909         | -169                | 55           | 386           | 1,134         | 1,619         |
| Grade 4 Teacher     | 3,204          | 3,236         | 3,192         | 3,179         | 3,509         | 3,665          | 3,415         | 3,138         | 2,850         | 2,559         | -461                | -179         | 54            | 329           | 950           |
| Grade 5 Teacher     | 3,127          | 3,180         | 3,215         | 3,163         | 3,163         | 3,470          | 3,206         | 2,904         | 2,611         | 2,362         | -343                | -26          | 311           | 552           | 801           |
| Grade 6 Teacher     | 3,122          | 3,213         | 3,265         | 3,313         | 3,252         | 3,511          | 3,197         | 2,919         | 2,617         | 2,343         | -389                | 16           | 346           | 696           | 909           |
| Grade 7 Teacher     | 3,011          | 3,157         | 3,261         | 3,310         | 3,345         | 3,595          | 3,171         | 2,810         | 2,544         | 2,288         | -584                | -14          | 451           | 766           | 1,057         |
| Grade 8 Teacher     | 2,954          | 3,023         | 3,165         | 3,275         | 3,320         | 3,315          | 2,903         | 2,610         | 2,335         | 2,095         | -361                | 120          | 555           | 940           | 1,225         |
| Grade 9-12 Teacher  | 11,877         | 11,828        | 11,887        | 12,178        | 12,518        | 13,089         | 11,118        | 9,677         | 8,584         | 7,752         | -1,212              | 710          | 2,210         | 3,594         | 4,766         |
| Math                | 1,992          | 1,981         | 1,992         | 2,042         | 2,101         |                |               |               |               |               |                     |              |               |               |               |
| Science             | 1,495          | 1,493         | 1,496         | 1,534         | 1,575         |                |               |               |               |               |                     |              |               |               |               |
| English             | 1,992          | 1,981         | 1,992         | 2,042         | 2,101         |                |               |               |               |               |                     |              |               |               |               |
| Other               | 6,398          | 6,373         | 6,407         | 6,560         | 6,741         |                |               |               |               |               |                     |              |               |               |               |
| Music/Art/PE (Elem) | 4,036          | 4,154         | 4,309         | 4,431         | 4,484         | 4,003          | 3,481         | 3,088         | 2,750         | 2,484         | 33                  | 673          | 1,221         | 1,681         | 2,000         |
| ESL Teacher         | 689            | 714           | 737           | 760           | 778           | 682            | 611           | 495           | 424           | 354           | 7                   | 103          | 242           | 336           | 424           |
| Vocational          | 2,671          | 2,715         | 2,764         | 2,823         | 2,871         | 2,836          | 2,457         | 2,118         | 1,867         | 1,666         | -165                | 258          | 646           | 956           | 1,205         |
| Spec Ed/Home/Hosp   | 6,254          | 6,366         | 6,509         | 6,649         | 6,775         | 6,649          | 6,056         | 5,490         | 5,021         | 4,607         | -395                | 310          | 1,019         | 1,628         | 2,168         |
| Ch 1 Teacher Elem   | 1,254          | 1,285         | 1,329         | 1,373         | 1,386         | 1,209          | 1,098         | 1,021         | 937           | 858           | 45                  | 187          | 308           | 436           | 528           |
| Ch 1 Teacher Sec    | 93             | 95            | 98            | 96            | 98            | 106            | 93            | 79            | 72            | 67            | -13                 | 2            | 19            | 24            | 31            |
| <b>Total</b>        | <b>60,157</b>  | <b>61,303</b> | <b>62,749</b> | <b>64,055</b> | <b>65,201</b> | <b>64,073</b>  | <b>57,665</b> | <b>51,898</b> | <b>46,697</b> | <b>42,025</b> | <b>-3,916</b>       | <b>3,638</b> | <b>10,851</b> | <b>17,358</b> | <b>23,176</b> |

Note: Demand year indicates the ending point of an academic year. For example, 2010 means 2009-2010. Supply year indicates the number of teachers projected to stay in their districts for that academic year. For example, 2010 means teachers from 2008-2009 school year who are projected to stay in their districts in 2009-2010.

## **Appendix: LEA Analysis**

### **Teacher Demand Note:**

Year indicates the ending point of an academic year. For example, 2010 means 2009-2010.

### **Teacher Supply Note:**

Year indicates the number of teachers projected to stay in their districts for that academic year. For example, 2010 means teachers from 2008-2009 school year who are projected to stay in their districts in 2009-2010.

| DISTRICT           |                     | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|--------------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
| Anderson<br>County | Classroom Teachers  | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
|                    | Pre-K Teacher       | 22             | 21   | 23   | 22   | 22   | 17             | 14   | 13   | 12   | 7    | 5                   | 7    | 10   | 10   | 15   |
|                    | Kindergarten        | 31             | 29   | 32   | 31   | 31   | 24             | 23   | 23   | 23   | 22   | 7                   | 6    | 9    | 8    | 9    |
|                    | Grade 1 Teacher     | 32             | 37   | 35   | 38   | 37   | 28             | 27   | 26   | 25   | 19   | 4                   | 10   | 9    | 13   | 18   |
|                    | Grade 2 Teacher     | 24             | 28   | 31   | 30   | 33   | 29             | 27   | 25   | 25   | 23   | -5                  | 1    | 6    | 5    | 10   |
|                    | Grade 3 Teacher     | 29             | 24   | 27   | 31   | 29   | 24             | 23   | 22   | 21   | 16   | 5                   | 1    | 5    | 10   | 13   |
|                    | Grade 4 Teacher     | 26             | 29   | 24   | 27   | 31   | 25             | 25   | 21   | 21   | 19   | 1                   | 4    | 3    | 6    | 12   |
|                    | Grade 5 Teacher     | 28             | 28   | 32   | 26   | 30   | 27             | 24   | 21   | 20   | 15   | 1                   | 4    | 11   | 6    | 15   |
|                    | Grade 6 Teacher     | 32             | 32   | 33   | 37   | 31   | 31             | 24   | 15   | 13   | 13   | 1                   | 8    | 18   | 24   | 18   |
|                    | Grade 7 Teacher     | 31             | 32   | 32   | 33   | 37   | 30             | 26   | 23   | 20   | 18   | 1                   | 6    | 9    | 13   | 19   |
|                    | Grade 8 Teacher     | 25             | 25   | 26   | 26   | 27   | 24             | 21   | 20   | 19   | 17   | 1                   | 4    | 6    | 7    | 10   |
|                    | Grade 9-12 Teacher  | 95             | 92   | 90   | 92   | 93   | 102            | 87   | 73   | 65   | 60   | -7                  | 5    | 17   | 27   | 33   |
|                    | Math                | 16             | 15   | 15   | 15   | 16   |                |      |      |      |      |                     |      |      |      |      |
|                    | Science             | 12             | 12   | 11   | 12   | 12   |                |      |      |      |      |                     |      |      |      |      |
|                    | English             | 16             | 15   | 15   | 15   | 16   |                |      |      |      |      |                     |      |      |      |      |
|                    | Other               | 51             | 50   | 49   | 50   | 49   |                |      |      |      |      |                     |      |      |      |      |
|                    | Music/Art/PE (Elem) | 35             | 35   | 37   | 39   | 39   | 31             | 26   | 19   | 19   | 18   | 4                   | 9    | 18   | 20   | 21   |
|                    | Vocational          | 49             | 49   | 50   | 51   | 52   | 47             | 44   | 35   | 32   | 28   | 2                   | 5    | 15   | 19   | 24   |
|                    | Spec Ed/Home/Hosp   | 72             | 73   | 74   | 76   | 78   | 70             | 64   | 53   | 47   | 44   | 2                   | 9    | 21   | 29   | 34   |
|                    | Ch 1 Teacher Elem   | 30             | 31   | 33   | 34   | 34   | 27             | 27   | 27   | 27   | 24   | 3                   | 4    | 6    | 7    | 10   |
|                    | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|                    | Total               | 563            | 567  | 581  | 595  | 606  | 537            | 483  | 417  | 389  | 343  | 26                  | 84   | 164  | 206  | 263  |

Note: Some detailed estimates for this LEA have been hidden to avoid identifying the likelihood that individual teachers will leave the state education workforce.

| DISTRICT |                     | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|----------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|          | Classroom Teachers  | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Clinton  | Kindergarten        | 8              | 7    | 8    | 8    | 8    | 6              | 6    | 6    | 5    | 2    | 2                   | 1    | 2    | 3    | 6    |
|          | Grade 1 Teacher     | 8              | 9    | 9    | 10   | 9    | 8              | 8    | 8    | 8    | 6    | 0                   | 1    | 1    | 2    | 3    |
|          | Grade 2 Teacher     | 7              | 7    | 8    | 7    | 8    | 4              | 4    | 4    | 4    | 4    | 3                   | 3    | 4    | 3    | 4    |
|          | Grade 3 Teacher     | 8              | 9    | 8    | 9    | 9    | 7              | 7    | 7    | 6    | 5    | 1                   | 2    | 1    | 3    | 4    |
|          | Grade 4 Teacher     | 5              | 5    | 5    | 5    | 6    | 5              | 4    | 4    | 3    | 3    | 0                   | 1    | 1    | 2    | 3    |
|          | Grade 5 Teacher     | 8              | 7    | 7    | 7    | 7    | 7              | 7    | 7    | 5    | 3    | 1                   | 0    | 0    | 2    | 4    |
|          | Grade 6 Teacher     | 7              | 7    | 6    | 6    | 7    | 5              | 5    | 5    | 4    | 4    | 2                   | 2    | 1    | 2    | 3    |
|          | Grade 7 Teacher     | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|          | Grade 8 Teacher     | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|          | Grade 9-12 Teacher  | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|          | Math                | 0              | 0    | 0    | 0    | 0    |                |      |      |      |      |                     |      |      |      |      |
|          | Science             | 0              | 0    | 0    | 0    | 0    |                |      |      |      |      |                     |      |      |      |      |
|          | English             | 0              | 0    | 0    | 0    | 0    |                |      |      |      |      |                     |      |      |      |      |
|          | Other               | 0              | 0    | 0    | 0    | 0    |                |      |      |      |      |                     |      |      |      |      |
|          | Music/Art/PE (Elem) | 8              | 8    | 8    | 9    | 9    | 6              | 6    | 6    | 6    | 5    | 2                   | 2    | 2    | 3    | 4    |
|          | ESL Teacher         | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|          | Vocational          | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|          | Spec Ed/Home/Hosp   | 8              | 8    | 8    | 8    | 8    | 6              | 6    | 6    | 5    | 5    | 2                   | 2    | 2    | 3    | 3    |
|          | Ch 1 Teacher Elem   | 3              | 3    | 3    | 3    | 3    | 2              | 2    | 2    | 2    | 2    | 1                   | 1    | 1    | 1    | 1    |
|          | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|          | Total               | 72             | 72   | 72   | 74   | 76   | 57             | 56   | 56   | 48   | 39   | 15                  | 16   | 16   | 26   | 37   |

Note: Some detailed estimates for this LEA have been hidden to avoid identifying the likelihood that individual teachers will leave the state education workforce.

| DISTRICT  | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|-----------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|           |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Oak Ridge | Pre-K Teacher       | 16             | 15   | 16   | 16   | 16   | 14             | 14   | 11   | 9    | 7    | 2                   | 1    | 5    | 7    | 9    |
|           | Kindergarten        | 24             | 23   | 25   | 24   | 24   | 22             | 19   | 18   | 14   | 13   | 2                   | 4    | 7    | 10   | 11   |
|           | Grade 1 Teacher     | 22             | 23   | 22   | 24   | 23   | 20             | 17   | 16   | 15   | 15   | 2                   | 6    | 6    | 9    | 8    |
|           | Grade 2 Teacher     | 22             | 23   | 25   | 23   | 26   | 19             | 19   | 17   | 17   | 15   | 3                   | 4    | 8    | 6    | 11   |
|           | Grade 3 Teacher     | 21             | 24   | 25   | 27   | 25   | 22             | 19   | 16   | 16   | 14   | -1                  | 5    | 9    | 11   | 11   |
|           | Grade 4 Teacher     | 16             | 15   | 17   | 18   | 19   | 17             | 14   | 11   | 10   | 9    | -1                  | 1    | 6    | 8    | 10   |
|           | Grade 5 Teacher     | 18             | 17   | 16   | 18   | 19   | 14             | 13   | 12   | 10   | 10   | 4                   | 4    | 4    | 8    | 9    |
|           | Grade 6 Teacher     | 15             | 19   | 18   | 17   | 19   | 16             | 16   | 14   | 12   | 11   | -1                  | 3    | 4    | 5    | 8    |
|           | Grade 7 Teacher     | 25             | 23   | 29   | 27   | 25   | 24             | 22   | 20   | 20   | 19   | 1                   | 1    | 9    | 7    | 6    |
|           | Grade 8 Teacher     | 19             | 20   | 18   | 22   | 21   | 18             | 17   | 15   | 12   | 8    | 1                   | 3    | 3    | 10   | 13   |
|           | Grade 9-12 Teacher  | 82             | 82   | 83   | 83   | 87   | 83             | 79   | 68   | 58   | 52   | -1                  | 3    | 15   | 25   | 35   |
|           | Math                | 14             | 14   | 14   | 14   | 15   |                |      |      |      |      |                     |      |      |      |      |
|           | Science             | 10             | 10   | 10   | 10   | 11   |                |      |      |      |      |                     |      |      |      |      |
|           | English             | 14             | 14   | 14   | 14   | 15   |                |      |      |      |      |                     |      |      |      |      |
|           | Other               | 44             | 44   | 45   | 45   | 46   |                |      |      |      |      |                     |      |      |      |      |
|           | Music/Art/PE (Elem) | 34             | 35   | 37   | 37   | 37   | 31             | 24   | 19   | 14   | 13   | 3                   | 11   | 18   | 23   | 24   |
|           | ESL Teacher         | 4              | 4    | 4    | 4    | 4    | 3              | 2    | 2    | 2    | 2    | 1                   | 2    | 2    | 2    | 2    |
|           | Vocational          | 13             | 13   | 14   | 14   | 14   | 12             | 9    | 9    | 7    | 6    | 1                   | 4    | 5    | 7    | 8    |
|           | Spec Ed/Home/Hosp   | 41             | 42   | 43   | 44   | 45   | 39             | 31   | 27   | 25   | 21   | 2                   | 11   | 16   | 19   | 24   |
|           | Ch 1 Teacher Elem   | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|           | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|           | Total               | 372            | 378  | 392  | 398  | 404  | 354            | 315  | 275  | 241  | 215  | 18                  | 63   | 117  | 157  | 189  |

| DISTRICT       | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|----------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|                |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Bedford County | Pre-K Teacher       | 5              | 5    | 5    | 5    | 5    | 4              | 3    | 3    | 3    | 2    | 1                   | 2    | 2    | 2    | 3    |
|                | Kindergarten        | 48             | 49   | 50   | 49   | 49   | 41             | 37   | 36   | 35   | 28   | 7                   | 12   | 14   | 14   | 21   |
|                | Grade 1 Teacher     | 37             | 43   | 43   | 44   | 43   | 31             | 30   | 28   | 26   | 22   | 6                   | 13   | 15   | 18   | 21   |
|                | Grade 2 Teacher     | 33             | 34   | 40   | 40   | 41   | 24             | 20   | 19   | 19   | 19   | 9                   | 14   | 21   | 21   | 22   |
|                | Grade 3 Teacher     | 38             | 38   | 39   | 46   | 46   | 35             | 33   | 30   | 28   | 24   | 3                   | 5    | 9    | 18   | 22   |
|                | Grade 4 Teacher     | 42             | 45   | 44   | 46   | 54   | 40             | 37   | 37   | 37   | 37   | 2                   | 8    | 7    | 9    | 17   |
|                | Grade 5 Teacher     | 33             | 34   | 37   | 36   | 37   | 32             | 31   | 29   | 27   | 27   | 1                   | 3    | 8    | 9    | 10   |
|                | Grade 6 Teacher     | 26             | 26   | 27   | 29   | 29   | 23             | 21   | 20   | 20   | 16   | 3                   | 5    | 7    | 9    | 13   |
|                | Grade 7 Teacher     | 23             | 26   | 26   | 27   | 29   | 22             | 16   | 14   | 14   | 13   | 1                   | 10   | 12   | 13   | 16   |
|                | Grade 8 Teacher     | 23             | 23   | 26   | 26   | 27   | 12             | 10   | 8    | 8    | 7    | 11                  | 13   | 18   | 18   | 20   |
|                | Grade 9-12 Teacher  | 105            | 100  | 96   | 98   | 101  | 109            | 97   | 85   | 81   | 72   | -4                  | 3    | 11   | 17   | 29   |
|                | Math                | 18             | 17   | 16   | 16   | 17   |                |      |      |      |      |                     |      |      |      |      |
|                | Science             | 13             | 13   | 12   | 12   | 13   |                |      |      |      |      |                     |      |      |      |      |
|                | English             | 18             | 17   | 16   | 16   | 17   |                |      |      |      |      |                     |      |      |      |      |
|                | Other               | 56             | 53   | 52   | 54   | 54   |                |      |      |      |      |                     |      |      |      |      |
|                | Music/Art/PE (Elem) | 31             | 33   | 35   | 36   | 36   | 26             | 23   | 22   | 19   | 18   | 5                   | 10   | 13   | 17   | 18   |
|                | ESL Teacher         | 17             | 17   | 18   | 18   | 19   | 15             | 14   | 11   | 10   | 10   | 2                   | 3    | 7    | 8    | 9    |
|                | Vocational          | 22             | 22   | 23   | 23   | 24   | 19             | 15   | 15   | 13   | 11   | 3                   | 7    | 8    | 10   | 13   |
|                | Spec Ed/Home/Hosp   | 46             | 47   | 48   | 50   | 51   | 41             | 39   | 36   | 33   | 32   | 5                   | 8    | 12   | 17   | 19   |
|                | Ch 1 Teacher Elem   | 14             | 14   | 15   | 16   | 16   | 11             | 11   | 11   | 11   | 11   | 3                   | 3    | 4    | 5    | 5    |
|                | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
| Total          |                     | 543            | 556  | 572  | 589  | 607  | 485            | 437  | 404  | 384  | 349  | 58                  | 119  | 168  | 205  | 258  |

| DISTRICT      |                     | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|---------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|               |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Benton County | Classroom Teachers  |                |      |      |      |      |                |      |      |      |      |                     |      |      |      |      |
|               | Pre-K Teacher       | 3              | 3    | 3    | 3    | 3    | 2              | 2    | 2    | 2    | 1    | 1                   | 1    | 1    | 1    | 2    |
|               | Kindergarten        | 16             | 16   | 16   | 16   | 16   | 12             | 10   | 9    | 8    | 8    | 4                   | 6    | 7    | 8    | 8    |
|               | Grade 1 Teacher     | 12             | 16   | 15   | 15   | 15   | 13             | 13   | 13   | 11   | 10   | -1                  | 3    | 2    | 4    | 5    |
|               | Grade 2 Teacher     | 11             | 10   | 13   | 13   | 13   | 10             | 10   | 10   | 9    | 8    | 1                   | 0    | 3    | 4    | 5    |
|               | Grade 3 Teacher     | 11             | 12   | 11   | 14   | 14   | 11             | 11   | 10   | 8    | 7    | 0                   | 1    | 1    | 6    | 7    |
|               | Grade 4 Teacher     | 12             | 12   | 13   | 11   | 15   | 12             | 12   | 11   | 11   | 10   | 0                   | 0    | 2    | 0    | 5    |
|               | Grade 5 Teacher     | 13             | 12   | 12   | 13   | 12   | 10             | 10   | 9    | 9    | 9    | 3                   | 2    | 3    | 4    | 3    |
|               | Grade 6 Teacher     | 11             | 14   | 13   | 13   | 14   | 11             | 9    | 8    | 8    | 7    | 0                   | 5    | 5    | 5    | 7    |
|               | Grade 7 Teacher     | 11             | 10   | 13   | 12   | 12   | 10             | 10   | 10   | 9    | 7    | 1                   | 0    | 3    | 3    | 5    |
|               | Grade 8 Teacher     | 8              | 8    | 8    | 10   | 9    | 8              | 8    | 7    | 5    | 5    | 0                   | 0    | 1    | 5    | 4    |
|               | Grade 9-12 Teacher  | 38             | 38   | 39   | 40   | 41   | 37             | 31   | 30   | 29   | 27   | 1                   | 7    | 9    | 11   | 14   |
|               | Math                | 6              | 6    | 7    | 7    | 7    |                |      |      |      |      |                     |      |      |      |      |
|               | Science             | 5              | 5    | 5    | 5    | 5    |                |      |      |      |      |                     |      |      |      |      |
|               | English             | 6              | 6    | 7    | 7    | 7    |                |      |      |      |      |                     |      |      |      |      |
|               | Other               | 21             | 21   | 20   | 21   | 22   |                |      |      |      |      |                     |      |      |      |      |
|               | Music/Art/PE (Elem) | 14             | 15   | 15   | 16   | 16   | 12             | 9    | 7    | 7    | 7    | 2                   | 6    | 8    | 9    | 9    |
|               | Vocational          | 11             | 12   | 12   | 12   | 13   | 10             | 6    | 5    | 5    | 4    | 1                   | 6    | 7    | 7    | 9    |
|               | Spec Ed/Home/Hosp   | 19             | 19   | 20   | 20   | 21   | 17             | 16   | 14   | 13   | 13   | 2                   | 3    | 6    | 7    | 8    |
|               | Ch 1 Teacher Elem   | 5              | 5    | 5    | 6    | 6    | 4              | 4    | 4    | 3    | 3    | 1                   | 1    | 1    | 3    | 3    |
|               | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|               | Total               | 197            | 204  | 210  | 216  | 222  | 180            | 162  | 150  | 138  | 127  | 17                  | 42   | 60   | 78   | 95   |

Note: Some detailed estimates for this LEA have been hidden to avoid identifying the likelihood that individual teachers will leave the state education workforce.

| DISTRICT       |                     | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|----------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|                |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Bledsoe County | Classroom Teachers  |                |      |      |      |      |                |      |      |      |      |                     |      |      |      |      |
|                | Pre-K Teacher       | 7              | 7    | 8    | 7    | 7    | 5              | 4    | 4    | 4    | 4    | 2                   | 3    | 4    | 3    | 3    |
|                | Kindergarten        | 11             | 11   | 13   | 12   | 12   | 9              | 9    | 9    | 9    | 9    | 2                   | 2    | 4    | 3    | 3    |
|                | Grade 1 Teacher     | 8              | 10   | 10   | 11   | 10   | 9              | 9    | 8    | 7    | 7    | -1                  | 1    | 2    | 4    | 3    |
|                | Grade 2 Teacher     | 11             | 9    | 11   | 11   | 13   | 10             | 10   | 10   | 10   | 10   | 1                   | -1   | 1    | 1    | 3    |
|                | Grade 3 Teacher     | 9              | 9    | 8    | 9    | 9    | 7              | 6    | 6    | 4    | 4    | 2                   | 3    | 2    | 5    | 5    |
|                | Grade 4 Teacher     | 10             | 10   | 10   | 8    | 10   | 8              | 8    | 8    | 8    | 8    | 2                   | 2    | 2    | 0    | 2    |
|                | Grade 5 Teacher     | 9              | 11   | 10   | 10   | 9    | 9              | 9    | 8    | 7    | 5    | 0                   | 2    | 2    | 3    | 4    |
|                | Grade 6 Teacher     | 7              | 7    | 8    | 7    | 8    | 7              | 6    | 6    | 6    | 6    | 0                   | 1    | 2    | 1    | 2    |
|                | Grade 7 Teacher     | 7              | 7    | 7    | 8    | 7    | 7              | 7    | 7    | 6    | 6    | 0                   | 0    | 0    | 2    | 1    |
|                | Grade 8 Teacher     | 7              | 7    | 7    | 6    | 8    | 6              | 5    | 5    | 5    | 5    | 1                   | 2    | 2    | 1    | 3    |
|                | Grade 9-12 Teacher  | 23             | 24   | 25   | 26   | 25   | 23             | 19   | 18   | 17   | 16   | 0                   | 5    | 7    | 9    | 9    |
|                | Math                | 4              | 4    | 4    | 4    | 4    |                |      |      |      |      |                     |      |      |      |      |
|                | Science             | 3              | 3    | 3    | 3    | 3    |                |      |      |      |      |                     |      |      |      |      |
|                | English             | 4              | 4    | 4    | 4    | 4    |                |      |      |      |      |                     |      |      |      |      |
|                | Other               | 12             | 13   | 14   | 15   | 14   |                |      |      |      |      |                     |      |      |      |      |
|                | Music/Art/PE (Elem) | 8              | 8    | 9    | 9    | 9    | 7              | 3    | 3    | 3    | 2    | 1                   | 5    | 6    | 6    | 7    |
|                | ESL Teacher         | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|                | Vocational          | 9              | 9    | 10   | 10   | 10   | 8              | 6    | 5    | 5    | 5    | 1                   | 3    | 5    | 5    | 5    |
|                | Spec Ed/Home/Hosp   | 18             | 18   | 19   | 19   | 19   | 16             | 14   | 13   | 12   | 12   | 2                   | 4    | 6    | 7    | 7    |
|                | Ch 1 Teacher Elem   | 6              | 6    | 7    | 7    | 7    | 5              | 5    | 5    | 5    | 5    | 1                   | 1    | 2    | 2    | 2    |
|                | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
| Total          |                     | 150            | 153  | 162  | 160  | 163  | 136            | 120  | 115  | 108  | 104  | 14                  | 33   | 47   | 52   | 59   |

| DISTRICT      | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|---------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|               |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Blount County | Pre-K Teacher       | 13             | 13   | 13   | 13   | 13   | 11             | 11   | 11   | 9    | 8    | 2                   | 2    | 2    | 4    | 5    |
|               | Kindergarten        | 60             | 60   | 62   | 61   | 61   | 55             | 52   | 52   | 47   | 39   | 5                   | 8    | 10   | 14   | 22   |
|               | Grade 1 Teacher     | 53             | 57   | 57   | 58   | 57   | 52             | 48   | 46   | 42   | 37   | 1                   | 9    | 11   | 16   | 20   |
|               | Grade 2 Teacher     | 50             | 49   | 53   | 53   | 55   | 50             | 49   | 45   | 43   | 39   | 0                   | 0    | 8    | 10   | 16   |
|               | Grade 3 Teacher     | 56             | 55   | 54   | 58   | 59   | 48             | 44   | 40   | 36   | 31   | 8                   | 11   | 14   | 22   | 28   |
|               | Grade 4 Teacher     | 47             | 54   | 54   | 53   | 57   | 41             | 38   | 37   | 35   | 32   | 6                   | 16   | 17   | 18   | 25   |
|               | Grade 5 Teacher     | 44             | 50   | 57   | 56   | 56   | 38             | 36   | 31   | 27   | 22   | 6                   | 14   | 26   | 29   | 34   |
|               | Grade 6 Teacher     | 44             | 50   | 56   | 65   | 64   | 40             | 38   | 36   | 33   | 28   | 4                   | 12   | 20   | 32   | 36   |
|               | Grade 7 Teacher     | 42             | 46   | 52   | 59   | 68   | 40             | 39   | 36   | 33   | 30   | 2                   | 7    | 16   | 26   | 38   |
|               | Grade 8 Teacher     | 37             | 39   | 42   | 48   | 54   | 30             | 28   | 27   | 26   | 25   | 7                   | 11   | 15   | 22   | 29   |
|               | Grade 9-12 Teacher  | 161            | 163  | 174  | 183  | 199  | 130            | 113  | 102  | 91   | 85   | 31                  | 50   | 72   | 92   | 114  |
|               | Math                | 27             | 27   | 29   | 31   | 33   |                |      |      |      |      |                     |      |      |      |      |
|               | Science             | 20             | 20   | 22   | 23   | 25   |                |      |      |      |      |                     |      |      |      |      |
|               | English             | 27             | 27   | 29   | 31   | 33   |                |      |      |      |      |                     |      |      |      |      |
|               | Other               | 87             | 89   | 94   | 98   | 108  |                |      |      |      |      |                     |      |      |      |      |
|               | Music/Art/PE (Elem) | 40             | 40   | 41   | 42   | 42   | 37             | 31   | 27   | 24   | 22   | 3                   | 9    | 14   | 18   | 20   |
|               | ESL Teacher         | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|               | Vocational          | 55             | 58   | 61   | 64   | 67   | 48             | 46   | 41   | 38   | 35   | 7                   | 12   | 20   | 26   | 32   |
|               | Spec Ed/Home/Hosp   | 92             | 97   | 103  | 108  | 113  | 81             | 74   | 71   | 61   | 59   | 11                  | 23   | 32   | 47   | 54   |
|               | Ch 1 Teacher Elem   | 7              | 7    | 7    | 7    | 7    | 6              | 4    | 4    | 3    | 3    | 1                   | 3    | 3    | 4    | 4    |
|               | Total               | 803            | 840  | 888  | 930  | 974  | 708            | 651  | 606  | 548  | 495  | 95                  | 189  | 282  | 382  | 479  |

| DISTRICT |                     | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|----------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|          | Classroom Teachers  | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Alcoa    | Pre-K Teacher       | 6              | 6    | 6    | 6    | 6    | 5              | 5    | 4    | 3    | 3    | 1                   | 1    | 2    | 3    | 3    |
|          | Kindergarten        | 8              | 8    | 9    | 8    | 8    | 8              | 8    | 7    | 7    | 4    | 0                   | 0    | 2    | 1    | 4    |
|          | Grade 1 Teacher     | 8              | 8    | 8    | 8    | 8    | 7              | 7    | 6    | 6    | 6    | 1                   | 1    | 2    | 2    | 2    |
|          | Grade 2 Teacher     | 7              | 8    | 7    | 8    | 8    | 6              | 6    | 3    | 2    | 2    | 1                   | 2    | 4    | 6    | 6    |
|          | Grade 3 Teacher     | 8              | 8    | 8    | 8    | 8    | 5              | 4    | 4    | 4    | 4    | 3                   | 4    | 4    | 4    | 4    |
|          | Grade 4 Teacher     | 7              | 9    | 9    | 10   | 9    | 5              | 5    | 5    | 5    | 5    | 2                   | 4    | 4    | 5    | 4    |
|          | Grade 5 Teacher     | 7              | 8    | 11   | 12   | 12   | 5              | 5    | 5    | 4    | 4    | 2                   | 3    | 6    | 8    | 8    |
|          | Grade 6 Teacher     | 5              | 6    | 7    | 10   | 10   | 5              | 5    | 3    | 3    | 3    | 0                   | 1    | 4    | 7    | 7    |
|          | Grade 7 Teacher     | 6              | 5    | 6    | 8    | 10   | 5              | 5    | 5    | 4    | 4    | 1                   | 0    | 1    | 4    | 6    |
|          | Grade 8 Teacher     | 7              | 7    | 6    | 8    | 10   | 6              | 6    | 6    | 5    | 5    | 1                   | 1    | 0    | 3    | 5    |
|          | Grade 9-12 Teacher  | 30             | 32   | 34   | 34   | 36   | 28             | 22   | 19   | 16   | 15   | 2                   | 10   | 15   | 18   | 21   |
|          | Math                | 5              | 5    | 6    | 6    | 6    |                |      |      |      |      |                     |      |      |      |      |
|          | Science             | 4              | 4    | 4    | 4    | 5    |                |      |      |      |      |                     |      |      |      |      |
|          | English             | 5              | 5    | 6    | 6    | 6    |                |      |      |      |      |                     |      |      |      |      |
|          | Other               | 16             | 18   | 18   | 18   | 19   |                |      |      |      |      |                     |      |      |      |      |
|          | Music/Art/PE (Elem) | 8              | 8    | 8    | 8    | 8    | 6              | 5    | 5    | 5    | 5    | 2                   | 3    | 3    | 3    | 3    |
|          | ESL Teacher         | 3              | 3    | 3    | 3    | 3    | 2              | 2    | 2    | 2    | 1    | 1                   | 1    | 1    | 1    | 2    |
|          | Vocational          | 5              | 5    | 6    | 6    | 6    | 4              | 4    | 4    | 4    | 4    | 1                   | 1    | 2    | 2    | 2    |
|          | Spec Ed/Home/Hosp   | 11             | 12   | 12   | 13   | 14   | 9              | 9    | 5    | 4    | 4    | 2                   | 3    | 7    | 9    | 10   |
|          | Ch 1 Teacher Elem   | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|          | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
| Total    |                     | 126            | 133  | 140  | 150  | 156  | 106            | 98   | 83   | 74   | 69   | 20                  | 35   | 57   | 76   | 87   |

| DISTRICT  |                     | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|-----------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|           | Classroom Teachers  | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Maryville | Pre-K Teacher       | 3              | 3    | 3    | 3    | 3    | 2              | 2    | 2    | 2    | 2    | 1                   | 1    | 1    | 1    | 1    |
|           | Kindergarten        | 20             | 20   | 21   | 20   | 20   | 18             | 17   | 16   | 15   | 12   | 2                   | 3    | 5    | 5    | 8    |
|           | Grade 1 Teacher     | 25             | 27   | 27   | 28   | 27   | 23             | 22   | 20   | 15   | 13   | 2                   | 5    | 7    | 13   | 14   |
|           | Grade 2 Teacher     | 18             | 20   | 21   | 21   | 22   | 18             | 15   | 15   | 12   | 9    | 0                   | 5    | 6    | 9    | 13   |
|           | Grade 3 Teacher     | 26             | 22   | 23   | 25   | 25   | 27             | 21   | 20   | 18   | 17   | -1                  | 1    | 3    | 7    | 8    |
|           | Grade 4 Teacher     | 20             | 18   | 16   | 17   | 18   | 14             | 11   | 9    | 9    | 9    | 6                   | 7    | 7    | 8    | 9    |
|           | Grade 5 Teacher     | 22             | 25   | 24   | 20   | 22   | 20             | 19   | 18   | 17   | 16   | 2                   | 6    | 6    | 3    | 6    |
|           | Grade 6 Teacher     | 18             | 20   | 22   | 21   | 18   | 16             | 14   | 12   | 11   | 9    | 2                   | 6    | 10   | 10   | 9    |
|           | Grade 7 Teacher     | 17             | 19   | 20   | 23   | 22   | 18             | 17   | 10   | 9    | 9    | -1                  | 2    | 10   | 14   | 13   |
|           | Grade 8 Teacher     | 16             | 15   | 16   | 18   | 20   | 14             | 14   | 12   | 10   | 9    | 2                   | 1    | 4    | 8    | 11   |
|           | Grade 9-12 Teacher  | 79             | 79   | 79   | 79   | 81   | 77             | 65   | 59   | 51   | 46   | 2                   | 14   | 20   | 28   | 35   |
|           | Math                | 13             | 13   | 13   | 13   | 14   |                |      |      |      |      |                     |      |      |      |      |
|           | Science             | 10             | 10   | 10   | 10   | 10   |                |      |      |      |      |                     |      |      |      |      |
|           | English             | 13             | 13   | 13   | 13   | 14   |                |      |      |      |      |                     |      |      |      |      |
|           | Other               | 43             | 43   | 43   | 43   | 43   |                |      |      |      |      |                     |      |      |      |      |
|           | Music/Art/PE (Elem) | 26             | 26   | 27   | 28   | 28   | 25             | 21   | 19   | 17   | 17   | 1                   | 5    | 8    | 11   | 11   |
|           | ESL Teacher         | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|           | Vocational          | 9              | 9    | 9    | 9    | 9    | 8              | 6    | 6    | 4    | 4    | 1                   | 3    | 3    | 5    | 5    |
|           | Spec Ed/Home/Hosp   | 44             | 45   | 46   | 46   | 47   | 41             | 39   | 35   | 26   | 23   | 3                   | 6    | 11   | 20   | 24   |
|           | Ch 1 Teacher Elem   | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|           | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|           | Total               | 343            | 348  | 354  | 358  | 362  | 321            | 283  | 253  | 216  | 195  | 22                  | 65   | 101  | 142  | 167  |

| DISTRICT       | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|----------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|                |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Bradley County | Pre-K Teacher       | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|                | Kindergarten        | 42             | 43   | 43   | 43   | 43   | 39             | 39   | 36   | 31   | 26   | 3                   | 4    | 7    | 12   | 17   |
|                | Grade 1 Teacher     | 45             | 47   | 48   | 48   | 47   | 42             | 42   | 36   | 33   | 29   | 3                   | 5    | 12   | 15   | 18   |
|                | Grade 2 Teacher     | 42             | 44   | 46   | 47   | 47   | 43             | 43   | 40   | 37   | 32   | -1                  | 1    | 6    | 10   | 15   |
|                | Grade 3 Teacher     | 43             | 41   | 43   | 45   | 46   | 40             | 39   | 37   | 33   | 24   | 3                   | 2    | 6    | 12   | 22   |
|                | Grade 4 Teacher     | 41             | 40   | 39   | 41   | 43   | 38             | 37   | 33   | 29   | 21   | 3                   | 3    | 6    | 12   | 22   |
|                | Grade 5 Teacher     | 34             | 37   | 36   | 34   | 36   | 33             | 33   | 30   | 27   | 21   | 1                   | 4    | 6    | 7    | 15   |
|                | Grade 6 Teacher     | 25             | 25   | 27   | 26   | 25   | 24             | 22   | 20   | 17   | 16   | 1                   | 3    | 7    | 9    | 9    |
|                | Grade 7 Teacher     | 68             | 55   | 56   | 60   | 58   | 61             | 57   | 47   | 44   | 42   | 7                   | -2   | 9    | 16   | 16   |
|                | Grade 8 Teacher     | 29             | 32   | 26   | 26   | 28   | 30             | 25   | 23   | 16   | 13   | -1                  | 7    | 3    | 10   | 15   |
|                | Grade 9-12 Teacher  | 169            | 177  | 188  | 190  | 181  | 156            | 137  | 114  | 101  | 90   | 13                  | 40   | 74   | 89   | 91   |
|                | Math                | 28             | 30   | 31   | 32   | 30   |                |      |      |      |      |                     |      |      |      |      |
|                | Science             | 21             | 22   | 24   | 24   | 23   |                |      |      |      |      |                     |      |      |      |      |
|                | English             | 28             | 30   | 31   | 32   | 30   |                |      |      |      |      |                     |      |      |      |      |
|                | Other               | 92             | 95   | 102  | 102  | 98   |                |      |      |      |      |                     |      |      |      |      |
|                | Music/Art/PE (Elem) | 30             | 30   | 31   | 32   | 32   | 28             | 25   | 22   | 20   | 17   | 2                   | 5    | 9    | 12   | 15   |
|                | ESL Teacher         | 5              | 5    | 5    | 5    | 5    | 4              | 4    | 3    | 3    | 3    | 1                   | 1    | 2    | 2    | 2    |
|                | Vocational          | 42             | 42   | 43   | 44   | 43   | 39             | 37   | 20   | 13   | 6    | 3                   | 5    | 23   | 31   | 37   |
|                | Spec Ed/Home/Hosp   | 44             | 44   | 45   | 46   | 45   | 41             | 39   | 31   | 28   | 27   | 3                   | 5    | 14   | 18   | 18   |
|                | Ch 1 Teacher Elem   | 20             | 21   | 21   | 22   | 22   | 19             | 19   | 18   | 18   | 15   | 1                   | 2    | 3    | 4    | 7    |
|                | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
| Total          |                     | 679            | 683  | 697  | 709  | 701  | 637            | 598  | 510  | 450  | 382  | 42                  | 85   | 187  | 259  | 319  |

| DISTRICT  | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|-----------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|           |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Cleveland | Pre-K Teacher       | 3              | 3    | 3    | 3    | 3    | 2              | 2    | 2    | 2    | 2    | 1                   | 1    | 1    | 1    | 1    |
|           | Kindergarten        | 23             | 23   | 23   | 23   | 23   | 21             | 20   | 20   | 18   | 15   | 2                   | 3    | 3    | 5    | 8    |
|           | Grade 1 Teacher     | 23             | 25   | 25   | 25   | 25   | 24             | 23   | 21   | 20   | 16   | -1                  | 2    | 4    | 5    | 9    |
|           | Grade 2 Teacher     | 22             | 21   | 22   | 23   | 23   | 18             | 18   | 17   | 16   | 14   | 4                   | 3    | 5    | 7    | 9    |
|           | Grade 3 Teacher     | 22             | 24   | 23   | 24   | 24   | 22             | 22   | 20   | 17   | 16   | 0                   | 2    | 3    | 7    | 8    |
|           | Grade 4 Teacher     | 20             | 20   | 21   | 20   | 22   | 17             | 16   | 14   | 14   | 12   | 3                   | 4    | 7    | 6    | 10   |
|           | Grade 5 Teacher     | 19             | 22   | 21   | 23   | 22   | 18             | 17   | 15   | 14   | 12   | 1                   | 5    | 6    | 9    | 10   |
|           | Grade 6 Teacher     | 19             | 19   | 22   | 21   | 23   | 16             | 12   | 12   | 11   | 10   | 3                   | 7    | 10   | 10   | 13   |
|           | Grade 7 Teacher     | 17             | 19   | 20   | 23   | 22   | 17             | 16   | 15   | 15   | 15   | 0                   | 3    | 5    | 8    | 7    |
|           | Grade 8 Teacher     | 16             | 16   | 18   | 19   | 22   | 16             | 15   | 13   | 11   | 11   | 0                   | 1    | 5    | 8    | 11   |
|           | Grade 9-12 Teacher  | 59             | 58   | 56   | 59   | 61   | 61             | 52   | 47   | 41   | 33   | -2                  | 6    | 9    | 18   | 28   |
|           | Math                | 10             | 10   | 9    | 10   | 10   |                |      |      |      |      |                     |      |      |      |      |
|           | Science             | 7              | 7    | 7    | 7    | 8    |                |      |      |      |      |                     |      |      |      |      |
|           | English             | 10             | 10   | 9    | 10   | 10   |                |      |      |      |      |                     |      |      |      |      |
|           | Other               | 32             | 31   | 31   | 32   | 33   |                |      |      |      |      |                     |      |      |      |      |
|           | Music/Art/PE (Elem) | 31             | 32   | 32   | 33   | 33   | 29             | 24   | 21   | 20   | 19   | 2                   | 8    | 11   | 13   | 14   |
|           | ESL Teacher         | 4              | 4    | 4    | 4    | 4    | 3              | 2    | 2    | 2    | 2    | 1                   | 2    | 2    | 2    | 2    |
|           | Vocational          | 12             | 12   | 13   | 13   | 13   | 11             | 8    | 7    | 5    | 4    | 1                   | 4    | 6    | 8    | 9    |
|           | Spec Ed/Home/Hosp   | 35             | 36   | 37   | 38   | 39   | 33             | 30   | 27   | 26   | 24   | 2                   | 6    | 10   | 12   | 15   |
|           | Ch 1 Teacher Elem   | 9              | 9    | 9    | 9    | 9    | 8              | 5    | 5    | 4    | 3    | 1                   | 4    | 4    | 5    | 6    |
|           | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
| Total     |                     | 334            | 343  | 349  | 360  | 368  | 316            | 282  | 258  | 236  | 208  | 18                  | 61   | 91   | 124  | 160  |

| DISTRICT        | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|-----------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|                 |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Campbell County | Pre-K Teacher       | 8              | 8    | 8    | 8    | 8    | 6              | 6    | 6    | 6    | 5    | 2                   | 2    | 2    | 2    | 3    |
|                 | Kindergarten        | 28             | 28   | 29   | 28   | 28   | 22             | 19   | 19   | 19   | 18   | 6                   | 9    | 10   | 9    | 10   |
|                 | Grade 1 Teacher     | 40             | 42   | 41   | 43   | 42   | 38             | 35   | 34   | 33   | 33   | 2                   | 7    | 7    | 10   | 9    |
|                 | Grade 2 Teacher     | 29             | 30   | 31   | 31   | 32   | 30             | 28   | 28   | 28   | 28   | -1                  | 2    | 3    | 3    | 4    |
|                 | Grade 3 Teacher     | 25             | 24   | 25   | 26   | 25   | 18             | 18   | 18   | 18   | 18   | 7                   | 6    | 7    | 8    | 7    |
|                 | Grade 4 Teacher     | 20             | 20   | 19   | 20   | 21   | 14             | 12   | 11   | 11   | 10   | 6                   | 8    | 8    | 9    | 11   |
|                 | Grade 5 Teacher     | 61             | 62   | 61   | 58   | 60   | 60             | 55   | 48   | 42   | 40   | 1                   | 7    | 13   | 16   | 20   |
|                 | Grade 6 Teacher     | 34             | 35   | 35   | 34   | 33   | 30             | 27   | 21   | 20   | 18   | 4                   | 8    | 14   | 14   | 15   |
|                 | Grade 7 Teacher     | 19             | 21   | 21   | 21   | 21   | 9              | 9    | 8    | 8    | 8    | 10                  | 12   | 13   | 13   | 13   |
|                 | Grade 8 Teacher     | 35             | 37   | 41   | 41   | 42   | 34             | 26   | 20   | 20   | 20   | 1                   | 11   | 21   | 21   | 22   |
|                 | Grade 9-12 Teacher  | 99             | 109  | 108  | 107  | 112  | 92             | 73   | 62   | 54   | 52   | 7                   | 36   | 46   | 53   | 60   |
|                 | Math                | 17             | 18   | 18   | 18   | 19   |                |      |      |      |      |                     |      |      |      |      |
|                 | Science             | 12             | 14   | 14   | 13   | 14   |                |      |      |      |      |                     |      |      |      |      |
|                 | English             | 17             | 18   | 18   | 18   | 19   |                |      |      |      |      |                     |      |      |      |      |
|                 | Other               | 53             | 59   | 58   | 58   | 60   |                |      |      |      |      |                     |      |      |      |      |
|                 | Music/Art/PE (Elem) | 15             | 15   | 16   | 16   | 16   | 13             | 12   | 12   | 12   | 12   | 2                   | 3    | 4    | 4    | 4    |
|                 | ESL Teacher         | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|                 | Vocational          | 42             | 44   | 44   | 44   | 45   | 37             | 28   | 23   | 22   | 19   | 5                   | 16   | 21   | 22   | 26   |
|                 | Spec Ed/Home/Hosp   | 49             | 51   | 51   | 51   | 52   | 43             | 40   | 40   | 39   | 38   | 6                   | 11   | 11   | 12   | 14   |
|                 | Ch 1 Teacher Elem   | 7              | 7    | 8    | 8    | 8    | 6              | 5    | 5    | 5    | 5    | 1                   | 2    | 3    | 3    | 3    |
|                 | Total               | 513            | 535  | 540  | 538  | 547  | 453            | 394  | 356  | 337  | 324  | 60                  | 141  | 184  | 201  | 223  |

| DISTRICT      | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|---------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|               |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Cannon County | Pre-K Teacher       | 4              | 4    | 5    | 4    | 4    | 3              | 3    | 2    | 1    | 1    | 1                   | 1    | 3    | 3    | 3    |
|               | Kindergarten        | 12             | 13   | 14   | 13   | 13   | 10             | 9    | 9    | 8    | 8    | 2                   | 4    | 5    | 5    | 5    |
|               | Grade 1 Teacher     | 11             | 13   | 14   | 15   | 14   | 11             | 10   | 9    | 8    | 8    | 0                   | 3    | 5    | 7    | 6    |
|               | Grade 2 Teacher     | 13             | 12   | 14   | 15   | 16   | 13             | 12   | 11   | 10   | 8    | 0                   | 0    | 3    | 5    | 8    |
|               | Grade 3 Teacher     | 12             | 11   | 11   | 12   | 13   | 10             | 10   | 10   | 9    | 9    | 2                   | 1    | 1    | 3    | 4    |
|               | Grade 4 Teacher     | 11             | 12   | 11   | 11   | 12   | 9              | 8    | 8    | 7    | 6    | 2                   | 4    | 3    | 4    | 6    |
|               | Grade 5 Teacher     | 9              | 11   | 12   | 11   | 11   | 10             | 10   | 10   | 8    | 8    | -1                  | 1    | 2    | 3    | 3    |
|               | Grade 6 Teacher     | 10             | 9    | 10   | 11   | 11   | 9              | 9    | 8    | 8    | 8    | 1                   | 0    | 2    | 3    | 3    |
|               | Grade 7 Teacher     | 8              | 8    | 7    | 8    | 9    | 7              | 7    | 6    | 6    | 6    | 1                   | 1    | 1    | 2    | 3    |
|               | Grade 8 Teacher     | 8              | 8    | 8    | 7    | 8    | 6              | 6    | 6    | 6    | 6    | 2                   | 2    | 2    | 1    | 2    |
|               | Grade 9-12 Teacher  | 33             | 33   | 33   | 34   | 34   | 33             | 29   | 24   | 19   | 18   | 0                   | 4    | 9    | 15   | 16   |
|               | Math                | 6              | 6    | 6    | 6    | 6    |                |      |      |      |      |                     |      |      |      |      |
|               | Science             | 4              | 4    | 4    | 4    | 4    |                |      |      |      |      |                     |      |      |      |      |
|               | English             | 6              | 6    | 6    | 6    | 6    |                |      |      |      |      |                     |      |      |      |      |
|               | Other               | 17             | 17   | 17   | 18   | 18   |                |      |      |      |      |                     |      |      |      |      |
|               | Music/Art/PE (Elem) | 13             | 13   | 14   | 14   | 15   | 11             | 9    | 9    | 8    | 8    | 2                   | 4    | 5    | 6    | 7    |
|               | Vocational          | 7              | 7    | 7    | 7    | 8    | 6              | 4    | 4    | 4    | 4    | 1                   | 3    | 3    | 3    | 4    |
|               | Spec Ed/Home/Hosp   | 20             | 20   | 21   | 21   | 22   | 18             | 18   | 16   | 16   | 14   | 2                   | 2    | 5    | 5    | 8    |
|               | Ch 1 Teacher Elem   | 7              | 7    | 8    | 8    | 8    | 6              | 5    | 5    | 5    | 5    | 1                   | 2    | 3    | 3    | 3    |
| Total         |                     | 182            | 185  | 193  | 195  | 202  | 164            | 151  | 139  | 125  | 119  | 18                  | 34   | 54   | 70   | 83   |

Note: Some detailed estimates for this LEA have been hidden to avoid identifying the likelihood that individual teachers will leave the state education workforce.

| DISTRICT       | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|----------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|                |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Carroll County | Pre-K Teacher       | 13             | 13   | 13   | 13   | 13   | 9              | 9    | 9    | 9    | 8    | 4                   | 4    | 4    | 4    | 5    |
|                | Kindergarten        | 24             | 24   | 24   | 24   | 24   | 19             | 19   | 16   | 16   | 16   | 5                   | 5    | 8    | 8    | 8    |
|                | Grade 1 Teacher     | 25             | 27   | 27   | 27   | 27   | 24             | 24   | 23   | 22   | 21   | 1                   | 3    | 4    | 5    | 6    |
|                | Grade 2 Teacher     | 26             | 24   | 25   | 25   | 25   | 21             | 20   | 18   | 17   | 16   | 5                   | 4    | 7    | 8    | 9    |
|                | Grade 3 Teacher     | 22             | 26   | 22   | 24   | 24   | 18             | 18   | 17   | 16   | 16   | 4                   | 8    | 5    | 8    | 8    |
|                | Grade 4 Teacher     | 21             | 20   | 22   | 22   | 21   | 18             | 17   | 17   | 16   | 13   | 3                   | 3    | 5    | 6    | 8    |
|                | Grade 5 Teacher     | 20             | 20   | 20   | 22   | 20   | 18             | 15   | 15   | 13   | 13   | 2                   | 5    | 5    | 9    | 7    |
|                | Grade 6 Teacher     | 25             | 24   | 23   | 23   | 27   | 21             | 18   | 17   | 15   | 15   | 4                   | 6    | 6    | 8    | 12   |
|                | Grade 7 Teacher     | 22             | 24   | 23   | 23   | 23   | 18             | 16   | 16   | 14   | 13   | 4                   | 8    | 7    | 9    | 10   |
|                | Grade 8 Teacher     | 22             | 23   | 23   | 21   | 22   | 16             | 12   | 11   | 10   | 10   | 6                   | 11   | 12   | 11   | 12   |
|                | Grade 9-12 Teacher  | 86             | 83   | 86   | 87   | 89   | 84             | 66   | 58   | 48   | 46   | 2                   | 17   | 28   | 39   | 43   |
|                | Math                | 15             | 15   | 16   | 16   | 16   |                |      |      |      |      |                     |      |      |      |      |
|                | Science             | 12             | 11   | 11   | 11   | 11   |                |      |      |      |      |                     |      |      |      |      |
|                | English             | 15             | 15   | 16   | 16   | 16   |                |      |      |      |      |                     |      |      |      |      |
|                | Other               | 44             | 42   | 43   | 44   | 46   |                |      |      |      |      |                     |      |      |      |      |
|                | Music/Art/PE (Elem) | 19             | 19   | 19   | 20   | 20   | 14             | 13   | 11   | 10   | 9    | 5                   | 6    | 8    | 10   | 11   |
|                | ESL Teacher         | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|                | Vocational          | 32             | 32   | 32   | 33   | 33   | 27             | 20   | 18   | 17   | 16   | 5                   | 12   | 14   | 16   | 17   |
|                | Spec Ed/Home/Hosp   | 41             | 42   | 43   | 43   | 43   | 29             | 28   | 26   | 26   | 25   | 12                  | 14   | 17   | 17   | 18   |
|                | Ch 1 Teacher Elem   | 21             | 21   | 21   | 22   | 22   | 15             | 14   | 14   | 12   | 11   | 6                   | 7    | 7    | 10   | 11   |
|                | Ch 1 Teacher Sec    | 2              | 2    | 2    | 2    | 2    | 1              | 1    | 1    | 1    | 1    | 1                   | 1    | 1    | 1    | 1    |
| Total          |                     | 421            | 424  | 425  | 431  | 435  | 352            | 310  | 287  | 262  | 249  | 69                  | 114  | 138  | 169  | 186  |

Note: The following school districts have been aggregated to the county Level to avoid identifying individuals: Carroll County, H Rock Bruceton, Huntingdon, McKenzie, South Carroll, and West Carroll.

| DISTRICT      | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|---------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|               |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Carter County | Pre-K Teacher       | 12             | 12   | 11   | 12   | 12   | 10             | 9    | 8    | 7    | 7    | 2                   | 3    | 3    | 5    | 5    |
|               | Kindergarten        | 38             | 38   | 35   | 37   | 37   | 33             | 32   | 32   | 29   | 29   | 5                   | 6    | 3    | 8    | 8    |
|               | Grade 1 Teacher     | 31             | 35   | 36   | 33   | 35   | 31             | 31   | 26   | 23   | 23   | 0                   | 4    | 10   | 10   | 12   |
|               | Grade 2 Teacher     | 26             | 26   | 29   | 30   | 27   | 24             | 24   | 24   | 21   | 21   | 2                   | 2    | 5    | 9    | 6    |
|               | Grade 3 Teacher     | 24             | 25   | 25   | 28   | 29   | 26             | 25   | 25   | 24   | 23   | -2                  | 0    | 0    | 4    | 6    |
|               | Grade 4 Teacher     | 21             | 18   | 20   | 20   | 22   | 20             | 18   | 18   | 16   | 15   | 1                   | 0    | 2    | 4    | 7    |
|               | Grade 5 Teacher     | 24             | 24   | 21   | 23   | 23   | 22             | 22   | 21   | 19   | 18   | 2                   | 2    | 0    | 4    | 5    |
|               | Grade 6 Teacher     | 35             | 37   | 37   | 33   | 35   | 30             | 26   | 24   | 23   | 21   | 5                   | 11   | 13   | 10   | 14   |
|               | Grade 7 Teacher     | 27             | 31   | 33   | 33   | 30   | 28             | 24   | 23   | 22   | 19   | -1                  | 7    | 10   | 11   | 11   |
|               | Grade 8 Teacher     | 18             | 17   | 20   | 21   | 21   | 16             | 15   | 14   | 13   | 11   | 2                   | 2    | 6    | 8    | 10   |
|               | Grade 9-12 Teacher  | 89             | 86   | 83   | 87   | 89   | 91             | 83   | 77   | 68   | 65   | -2                  | 3    | 6    | 19   | 24   |
|               | Math                | 15             | 14   | 14   | 15   | 15   |                |      |      |      |      |                     |      |      |      |      |
|               | Science             | 11             | 11   | 10   | 11   | 11   |                |      |      |      |      |                     |      |      |      |      |
|               | English             | 15             | 14   | 14   | 15   | 15   |                |      |      |      |      |                     |      |      |      |      |
|               | Other               | 48             | 47   | 45   | 46   | 48   |                |      |      |      |      |                     |      |      |      |      |
|               | Music/Art/PE (Elem) | 20             | 21   | 21   | 22   | 22   | 19             | 16   | 15   | 15   | 14   | 1                   | 5    | 6    | 7    | 8    |
|               | Vocational          | 24             | 25   | 25   | 25   | 25   | 23             | 21   | 20   | 20   | 17   | 1                   | 4    | 5    | 5    | 8    |
|               | Spec Ed/Home/Hosp   | 51             | 52   | 52   | 53   | 54   | 49             | 47   | 46   | 44   | 40   | 2                   | 5    | 6    | 9    | 14   |
|               | Ch 1 Teacher Elem   | 27             | 28   | 28   | 29   | 29   | 25             | 25   | 25   | 20   | 17   | 2                   | 3    | 3    | 9    | 12   |
|               | Ch 1 Teacher Sec    | 3              | 3    | 3    | 3    | 3    | 2              | 2    | 2    | 0    | 0    | 1                   | 1    | 1    | 3    | 3    |
|               | Total               | 472            | 480  | 481  | 491  | 495  | 450            | 421  | 401  | 365  | 341  | 22                  | 59   | 80   | 126  | 154  |

Note: Some detailed estimates for this LEA have been hidden to avoid identifying the likelihood that individual teachers will leave the state education workforce.

| DISTRICT     |                     | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|--------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|              |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Elizabethton | Classroom Teachers  |                |      |      |      |      |                |      |      |      |      |                     |      |      |      |      |
|              | Pre-K Teacher       | 4              | 4    | 4    | 4    | 4    | 3              | 3    | 3    | 3    | 3    | 1                   | 1    | 1    | 1    | 1    |
|              | Kindergarten        | 7              | 7    | 7    | 7    | 7    | 7              | 7    | 7    | 7    | 7    | 0                   | 0    | 0    | 0    | 0    |
|              | Grade 1 Teacher     | 9              | 8    | 8    | 8    | 8    | 6              | 6    | 6    | 5    | 5    | 3                   | 2    | 2    | 3    | 3    |
|              | Grade 2 Teacher     | 8              | 9    | 8    | 8    | 7    | 8              | 8    | 8    | 8    | 7    | 0                   | 1    | 0    | 0    | 0    |
|              | Grade 3 Teacher     | 9              | 8    | 9    | 8    | 8    | 7              | 7    | 7    | 6    | 5    | 2                   | 1    | 2    | 2    | 3    |
|              | Grade 4 Teacher     | 8              | 9    | 8    | 9    | 8    | 8              | 8    | 8    | 7    | 5    | 0                   | 1    | 0    | 2    | 3    |
|              | Grade 5 Teacher     | 7              | 6    | 7    | 7    | 7    | 6              | 6    | 6    | 6    | 5    | 1                   | 0    | 1    | 1    | 2    |
|              | Grade 6 Teacher     | 9              | 9    | 9    | 9    | 9    | 9              | 9    | 8    | 8    | 7    | 0                   | 0    | 1    | 1    | 2    |
|              | Grade 7 Teacher     | 14             | 14   | 14   | 13   | 14   | 13             | 10   | 9    | 7    | 7    | 1                   | 4    | 5    | 6    | 7    |
|              | Grade 8 Teacher     | 7              | 7    | 7    | 7    | 7    | 6              | 6    | 5    | 4    | 4    | 1                   | 1    | 2    | 3    | 3    |
|              | Grade 9-12 Teacher  | 42             | 42   | 43   | 42   | 42   | 42             | 40   | 36   | 35   | 32   | 0                   | 2    | 7    | 7    | 10   |
|              | Math                | 7              | 7    | 7    | 7    | 7    |                |      |      |      |      |                     |      |      |      |      |
|              | Science             | 5              | 5    | 5    | 5    | 5    |                |      |      |      |      |                     |      |      |      |      |
|              | English             | 7              | 7    | 7    | 7    | 7    |                |      |      |      |      |                     |      |      |      |      |
|              | Other               | 23             | 23   | 24   | 23   | 23   |                |      |      |      |      |                     |      |      |      |      |
|              | Music/Art/PE (Elem) | 10             | 10   | 10   | 9    | 9    | 8              | 8    | 8    | 8    | 8    | 2                   | 2    | 2    | 1    | 1    |
|              | ESL Teacher         | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|              | Vocational          | 10             | 10   | 10   | 10   | 10   | 9              | 9    | 7    | 6    | 6    | 1                   | 1    | 3    | 4    | 4    |
|              | Spec Ed/Home/Hosp   | 16             | 15   | 16   | 15   | 15   | 14             | 12   | 11   | 10   | 9    | 2                   | 3    | 5    | 5    | 6    |
|              | Ch 1 Teacher Elem   | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|              | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|              | Total               | 160            | 158  | 160  | 156  | 155  | 146            | 139  | 129  | 120  | 110  | 14                  | 19   | 31   | 36   | 45   |

| DISTRICT        | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|-----------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|                 |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Cheatham County | Pre-K Teacher       | 7              | 7    | 7    | 7    | 7    | 6              | 6    | 4    | 4    | 3    | 1                   | 1    | 3    | 3    | 4    |
|                 | Kindergarten        | 34             | 32   | 35   | 34   | 33   | 31             | 31   | 29   | 27   | 25   | 3                   | 1    | 6    | 7    | 8    |
|                 | Grade 1 Teacher     | 30             | 32   | 30   | 32   | 31   | 28             | 28   | 27   | 24   | 23   | 2                   | 4    | 3    | 8    | 8    |
|                 | Grade 2 Teacher     | 26             | 26   | 28   | 26   | 28   | 25             | 24   | 23   | 22   | 19   | 1                   | 2    | 5    | 4    | 9    |
|                 | Grade 3 Teacher     | 26             | 26   | 26   | 28   | 26   | 26             | 26   | 24   | 21   | 21   | 0                   | 0    | 2    | 7    | 5    |
|                 | Grade 4 Teacher     | 28             | 25   | 25   | 25   | 28   | 26             | 23   | 22   | 21   | 21   | 2                   | 2    | 3    | 4    | 7    |
|                 | Grade 5 Teacher     | 19             | 20   | 18   | 19   | 19   | 23             | 23   | 23   | 21   | 18   | -4                  | -3   | -5   | -2   | 1    |
|                 | Grade 6 Teacher     | 24             | 20   | 21   | 19   | 19   | 28             | 27   | 25   | 23   | 22   | -4                  | -7   | -4   | -4   | -3   |
|                 | Grade 7 Teacher     | 19             | 16   | 13   | 14   | 13   | 25             | 21   | 19   | 12   | 12   | -6                  | -5   | -6   | 2    | 1    |
|                 | Grade 8 Teacher     | 23             | 17   | 14   | 12   | 12   | 25             | 19   | 16   | 14   | 13   | -2                  | -2   | -2   | -2   | -1   |
|                 | Grade 9-12 Teacher  | 110            | 105  | 92   | 79   | 65   | 111            | 85   | 76   | 64   | 61   | -1                  | 20   | 16   | 15   | 4    |
|                 | Math                | 18             | 18   | 15   | 13   | 11   |                |      |      |      |      |                     |      |      |      |      |
|                 | Science             | 14             | 13   | 12   | 10   | 8    |                |      |      |      |      |                     |      |      |      |      |
|                 | English             | 18             | 18   | 15   | 13   | 11   |                |      |      |      |      |                     |      |      |      |      |
|                 | Other               | 60             | 56   | 50   | 43   | 35   |                |      |      |      |      |                     |      |      |      |      |
|                 | Music/Art/PE (Elem) | 29             | 29   | 30   | 30   | 29   | 27             | 22   | 21   | 18   | 18   | 2                   | 7    | 9    | 12   | 11   |
|                 | Vocational          | 19             | 18   | 17   | 16   | 15   | 19             | 17   | 16   | 14   | 11   | 0                   | 1    | 1    | 2    | 4    |
|                 | Spec Ed/Home/Hosp   | 38             | 36   | 34   | 33   | 31   | 39             | 34   | 30   | 28   | 28   | -1                  | 2    | 4    | 5    | 3    |
|                 | Ch 1 Teacher Elem   | 3              | 3    | 3    | 3    | 3    | 2              | 2    | 2    | 1    | 1    | 1                   | 1    | 1    | 2    | 2    |
|                 | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|                 | Total               | 436            | 413  | 394  | 378  | 360  | 442            | 388  | 357  | 314  | 296  | -6                  | 25   | 37   | 64   | 64   |

Note: Some detailed estimates for this LEA have been hidden to avoid identifying the likelihood that individual teachers will leave the state education workforce.

| DISTRICT       | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|----------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|                |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Chester County | Pre-K Teacher       | 4              | 4    | 4    | 4    | 4    | 3              | 3    | 3    | 1    | 0    | 1                   | 1    | 1    | 3    | 4    |
|                | Kindergarten        | 14             | 14   | 16   | 15   | 15   | 13             | 13   | 11   | 11   | 10   | 1                   | 1    | 5    | 4    | 5    |
|                | Grade 1 Teacher     | 11             | 11   | 12   | 13   | 12   | 11             | 11   | 11   | 10   | 10   | 0                   | 0    | 1    | 3    | 2    |
|                | Grade 2 Teacher     | 14             | 12   | 12   | 13   | 14   | 12             | 12   | 12   | 12   | 11   | 2                   | 0    | 0    | 1    | 3    |
|                | Grade 3 Teacher     | 11             | 13   | 11   | 11   | 12   | 11             | 11   | 11   | 11   | 11   | 0                   | 2    | 0    | 0    | 1    |
|                | Grade 4 Teacher     | 10             | 10   | 10   | 9    | 9    | 9              | 9    | 9    | 9    | 9    | 1                   | 1    | 1    | 0    | 0    |
|                | Grade 5 Teacher     | 10             | 11   | 10   | 11   | 10   | 11             | 11   | 11   | 9    | 8    | -1                  | 0    | -1   | 2    | 2    |
|                | Grade 6 Teacher     | 10             | 9    | 10   | 9    | 10   | 8              | 5    | 5    | 4    | 4    | 2                   | 4    | 5    | 5    | 6    |
|                | Grade 7 Teacher     | 8              | 10   | 9    | 10   | 9    | 7              | 4    | 3    | 3    | 3    | 1                   | 6    | 6    | 7    | 6    |
|                | Grade 8 Teacher     | 9              | 9    | 10   | 9    | 10   | 9              | 7    | 7    | 7    | 7    | 0                   | 2    | 3    | 2    | 3    |
|                | Grade 9-12 Teacher  | 35             | 35   | 33   | 35   | 35   | 33             | 28   | 26   | 21   | 21   | 2                   | 7    | 7    | 14   | 14   |
|                | Math                | 6              | 6    | 6    | 6    | 6    |                |      |      |      |      |                     |      |      |      |      |
|                | Science             | 4              | 4    | 4    | 4    | 4    |                |      |      |      |      |                     |      |      |      |      |
|                | English             | 6              | 6    | 6    | 6    | 6    |                |      |      |      |      |                     |      |      |      |      |
|                | Other               | 19             | 19   | 17   | 19   | 19   |                |      |      |      |      |                     |      |      |      |      |
|                | Music/Art/PE (Elem) | 10             | 10   | 10   | 10   | 11   | 9              | 8    | 6    | 6    | 5    | 1                   | 2    | 4    | 4    | 6    |
|                | Vocational          | 12             | 12   | 12   | 12   | 13   | 11             | 10   | 9    | 8    | 8    | 1                   | 2    | 3    | 4    | 5    |
|                | Spec Ed/Home/Hosp   | 10             | 10   | 10   | 10   | 10   | 9              | 7    | 6    | 6    | 6    | 1                   | 3    | 4    | 4    | 4    |
|                | Ch 1 Teacher Elem   | 5              | 5    | 5    | 5    | 5    | 4              | 3    | 3    | 3    | 3    | 1                   | 2    | 2    | 2    | 2    |
|                | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|                | Total               | 175            | 177  | 176  | 178  | 181  | 161            | 143  | 134  | 122  | 117  | 14                  | 34   | 42   | 56   | 64   |

Note: Some detailed estimates for this LEA have been hidden to avoid identifying the likelihood that individual teachers will leave the state education workforce.

| DISTRICT         | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|------------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|                  |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Claiborne County | Pre-K Teacher       | 22             | 21   | 20   | 21   | 20   | 19             | 16   | 14   | 13   | 11   | 3                   | 5    | 6    | 8    | 9    |
|                  | Kindergarten        | 24             | 23   | 21   | 23   | 22   | 21             | 21   | 20   | 19   | 18   | 3                   | 2    | 1    | 4    | 4    |
|                  | Grade 1 Teacher     | 37             | 42   | 39   | 37   | 39   | 32             | 30   | 29   | 27   | 26   | 5                   | 12   | 10   | 10   | 13   |
|                  | Grade 2 Teacher     | 18             | 21   | 24   | 22   | 21   | 19             | 18   | 17   | 16   | 15   | -1                  | 3    | 7    | 6    | 6    |
|                  | Grade 3 Teacher     | 20             | 19   | 21   | 24   | 23   | 19             | 19   | 17   | 17   | 16   | 1                   | 0    | 4    | 7    | 7    |
|                  | Grade 4 Teacher     | 16             | 16   | 15   | 17   | 19   | 16             | 14   | 13   | 12   | 11   | 0                   | 2    | 2    | 5    | 8    |
|                  | Grade 5 Teacher     | 26             | 25   | 26   | 24   | 28   | 28             | 27   | 26   | 22   | 22   | -2                  | -2   | 0    | 2    | 6    |
|                  | Grade 6 Teacher     | 26             | 24   | 23   | 23   | 22   | 22             | 22   | 21   | 20   | 20   | 4                   | 2    | 2    | 3    | 2    |
|                  | Grade 7 Teacher     | 16             | 19   | 17   | 17   | 17   | 16             | 14   | 14   | 13   | 12   | 0                   | 5    | 3    | 4    | 5    |
|                  | Grade 8 Teacher     | 14             | 14   | 16   | 15   | 14   | 14             | 13   | 10   | 9    | 8    | 0                   | 1    | 6    | 6    | 6    |
|                  | Grade 9-12 Teacher  | 69             | 66   | 65   | 66   | 65   | 68             | 58   | 46   | 41   | 39   | 1                   | 8    | 19   | 25   | 26   |
|                  | Math                | 12             | 11   | 11   | 11   | 11   |                |      |      |      |      |                     |      |      |      |      |
|                  | Science             | 9              | 8    | 8    | 8    | 8    |                |      |      |      |      |                     |      |      |      |      |
|                  | English             | 12             | 11   | 11   | 11   | 11   |                |      |      |      |      |                     |      |      |      |      |
|                  | Other               | 36             | 36   | 35   | 36   | 35   |                |      |      |      |      |                     |      |      |      |      |
|                  | Music/Art/PE (Elem) | 17             | 18   | 18   | 18   | 18   | 15             | 15   | 13   | 13   | 11   | 2                   | 3    | 5    | 5    | 7    |
|                  | ESL Teacher         | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|                  | Vocational          | 21             | 22   | 21   | 22   | 22   | 20             | 17   | 15   | 14   | 14   | 1                   | 5    | 6    | 8    | 8    |
|                  | Spec Ed/Home/Hosp   | 44             | 45   | 44   | 45   | 45   | 42             | 38   | 32   | 30   | 28   | 2                   | 7    | 12   | 15   | 17   |
|                  | Ch 1 Teacher Elem   | 19             | 20   | 20   | 20   | 20   | 17             | 15   | 14   | 13   | 12   | 2                   | 5    | 6    | 7    | 8    |
|                  | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
| Total            |                     | 389            | 395  | 390  | 394  | 395  | 368            | 337  | 301  | 279  | 263  | 21                  | 58   | 89   | 115  | 132  |

| DISTRICT    |                     | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|-------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|             |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Clay County | Classroom Teachers  |                |      |      |      |      |                |      |      |      |      |                     |      |      |      |      |
|             | Pre-K Teacher       | 6              | 5    | 5    | 5    | 5    | 3              | 1    | 1    | 1    | 1    | 3                   | 4    | 4    | 4    | 4    |
|             | Kindergarten        | 10             | 9    | 9    | 9    | 9    | 6              | 6    | 5    | 5    | 5    | 4                   | 3    | 4    | 4    | 4    |
|             | Grade 1 Teacher     | 6              | 9    | 9    | 8    | 8    | 5              | 4    | 4    | 4    | 4    | 1                   | 5    | 5    | 4    | 4    |
|             | Grade 2 Teacher     | 5              | 5    | 8    | 8    | 7    | 5              | 5    | 5    | 5    | 4    | 0                   | 0    | 3    | 3    | 3    |
|             | Grade 3 Teacher     | 6              | 5    | 5    | 7    | 7    | 4              | 4    | 4    | 4    | 4    | 2                   | 1    | 1    | 3    | 3    |
|             | Grade 4 Teacher     | 7              | 7    | 6    | 7    | 10   | 6              | 6    | 4    | 4    | 4    | 1                   | 1    | 2    | 3    | 6    |
|             | Grade 5 Teacher     | 4              | 4    | 4    | 4    | 4    | 2              | 2    | 2    | 2    | 2    | 2                   | 2    | 2    | 2    | 2    |
|             | Grade 6 Teacher     | 4              | 4    | 5    | 5    | 4    | 4              | 4    | 4    | 4    | 4    | 0                   | 0    | 1    | 1    | 0    |
|             | Grade 7 Teacher     | 4              | 3    | 4    | 4    | 4    | 3              | 2    | 1    | 1    | 1    | 1                   | 1    | 3    | 3    | 3    |
|             | Grade 8 Teacher     | 5              | 5    | 4    | 5    | 6    | 5              | 4    | 3    | 2    | 2    | 0                   | 1    | 1    | 3    | 4    |
|             | Grade 9-12 Teacher  | 19             | 18   | 17   | 16   | 16   | 20             | 14   | 10   | 10   | 10   | -1                  | 4    | 7    | 6    | 6    |
|             | Math                | 3              | 3    | 3    | 3    | 3    |                |      |      |      |      |                     |      |      |      |      |
|             | Science             | 2              | 2    | 2    | 2    | 2    |                |      |      |      |      |                     |      |      |      |      |
|             | English             | 3              | 3    | 3    | 3    | 3    |                |      |      |      |      |                     |      |      |      |      |
|             | Other               | 11             | 10   | 9    | 8    | 8    |                |      |      |      |      |                     |      |      |      |      |
|             | Music/Art/PE (Elem) | 10             | 10   | 11   | 12   | 11   | 7              | 5    | 5    | 5    | 3    | 3                   | 5    | 6    | 7    | 8    |
|             | ESL Teacher         | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|             | Vocational          | 4              | 4    | 4    | 4    | 4    | 3              | 2    | 2    | 2    | 2    | 1                   | 2    | 2    | 2    | 2    |
|             | Spec Ed/Home/Hosp   | 15             | 14   | 15   | 15   | 16   | 12             | 10   | 10   | 9    | 9    | 3                   | 4    | 5    | 6    | 7    |
|             | Ch 1 Teacher Elem   | 6              | 6    | 7    | 7    | 7    | 4              | 4    | 4    | 4    | 4    | 2                   | 2    | 3    | 3    | 3    |
|             | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
| Total       |                     | 111            | 108  | 113  | 116  | 118  | 89             | 73   | 64   | 62   | 59   | 22                  | 35   | 49   | 54   | 59   |

| DISTRICT     |                     | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|--------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|              |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Cocke County | Classroom Teachers  |                |      |      |      |      |                |      |      |      |      |                     |      |      |      |      |
|              | Pre-K Teacher       | 5              | 5    | 5    | 5    | 5    | 4              | 4    | 3    | 3    | 3    | 1                   | 1    | 2    | 2    | 2    |
|              | Kindergarten        | 20             | 21   | 22   | 21   | 21   | 19             | 19   | 19   | 18   | 18   | 1                   | 2    | 3    | 3    | 3    |
|              | Grade 1 Teacher     | 26             | 27   | 28   | 29   | 28   | 23             | 23   | 21   | 20   | 18   | 3                   | 4    | 7    | 9    | 10   |
|              | Grade 2 Teacher     | 18             | 20   | 21   | 22   | 23   | 20             | 20   | 19   | 19   | 17   | -2                  | 0    | 2    | 3    | 6    |
|              | Grade 3 Teacher     | 20             | 18   | 20   | 20   | 21   | 19             | 19   | 18   | 15   | 15   | 1                   | -1   | 2    | 5    | 6    |
|              | Grade 4 Teacher     | 23             | 23   | 20   | 23   | 23   | 22             | 21   | 20   | 19   | 18   | 1                   | 2    | 0    | 4    | 5    |
|              | Grade 5 Teacher     | 21             | 21   | 21   | 19   | 21   | 19             | 17   | 16   | 15   | 15   | 2                   | 4    | 5    | 4    | 6    |
|              | Grade 6 Teacher     | 16             | 17   | 17   | 17   | 15   | 16             | 15   | 14   | 12   | 11   | 0                   | 2    | 3    | 5    | 4    |
|              | Grade 7 Teacher     | 19             | 18   | 19   | 20   | 19   | 17             | 14   | 14   | 14   | 14   | 2                   | 4    | 5    | 6    | 5    |
|              | Grade 8 Teacher     | 15             | 16   | 15   | 16   | 17   | 14             | 12   | 9    | 9    | 9    | 1                   | 4    | 6    | 7    | 8    |
|              | Grade 9-12 Teacher  | 78             | 74   | 74   | 73   | 75   | 82             | 69   | 60   | 57   | 55   | -4                  | 5    | 14   | 16   | 20   |
|              | Math                | 13             | 12   | 12   | 12   | 13   |                |      |      |      |      |                     |      |      |      |      |
|              | Science             | 10             | 9    | 9    | 9    | 9    |                |      |      |      |      |                     |      |      |      |      |
|              | English             | 13             | 12   | 12   | 12   | 13   |                |      |      |      |      |                     |      |      |      |      |
|              | Other               | 42             | 41   | 41   | 40   | 40   |                |      |      |      |      |                     |      |      |      |      |
|              | Music/Art/PE (Elem) | 14             | 14   | 15   | 15   | 15   | 13             | 13   | 12   | 10   | 9    | 1                   | 1    | 3    | 5    | 6    |
|              | Vocational          | 24             | 24   | 24   | 24   | 25   | 23             | 17   | 15   | 11   | 9    | 1                   | 7    | 9    | 13   | 16   |
|              | Spec Ed/Home/Hosp   | 29             | 29   | 29   | 30   | 30   | 28             | 27   | 24   | 21   | 19   | 1                   | 2    | 5    | 9    | 11   |
|              | Ch 1 Teacher Elem   | 9              | 9    | 9    | 10   | 10   | 8              | 7    | 7    | 5    | 5    | 1                   | 2    | 2    | 5    | 5    |
|              | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|              | Total               | 339            | 338  | 341  | 346  | 350  | 328            | 298  | 272  | 249  | 236  | 11                  | 40   | 69   | 97   | 114  |

Note: Some detailed estimates for this LEA have been hidden to avoid identifying the likelihood that individual teachers will leave the state education workforce.

| DISTRICT |                     | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|----------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|          | Classroom Teachers  | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Newport  | Pre-K Teacher       | 3              | 3    | 4    | 3    | 4    | 2              | 2    | 2    | 2    | 2    | 1                   | 1    | 2    | 1    | 2    |
|          | Kindergarten        | 8              | 8    | 9    | 8    | 9    | 6              | 5    | 5    | 4    | 4    | 2                   | 3    | 4    | 4    | 5    |
|          | Grade 1 Teacher     | 4              | 5    | 6    | 6    | 6    | 6              | 6    | 5    | 3    | 3    | -2                  | -1   | 1    | 3    | 3    |
|          | Grade 2 Teacher     | 7              | 5    | 6    | 6    | 6    | 5              | 5    | 4    | 4    | 4    | 2                   | 0    | 2    | 2    | 2    |
|          | Grade 3 Teacher     | 5              | 6    | 4    | 5    | 5    | 4              | 4    | 4    | 4    | 4    | 1                   | 2    | 0    | 1    | 1    |
|          | Grade 4 Teacher     | 6              | 6    | 7    | 5    | 6    | 4              | 4    | 4    | 4    | 4    | 2                   | 2    | 3    | 1    | 2    |
|          | Grade 5 Teacher     | 4              | 5    | 5    | 6    | 4    | 4              | 4    | 4    | 3    | 3    | 0                   | 1    | 1    | 3    | 1    |
|          | Grade 6 Teacher     | 4              | 3    | 4    | 4    | 6    | 4              | 4    | 4    | 3    | 3    | 0                   | -1   | 0    | 1    | 3    |
|          | Grade 7 Teacher     | 6              | 5    | 4    | 5    | 6    | 4              | 4    | 3    | 3    | 3    | 2                   | 1    | 1    | 2    | 3    |
|          | Grade 8 Teacher     | 4              | 5    | 5    | 4    | 5    | 4              | 2    | 1    | 1    | 1    | 0                   | 3    | 4    | 3    | 4    |
|          | Grade 9-12 Teacher  | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|          | Math                | 0              | 0    | 0    | 0    | 0    |                |      |      |      |      |                     |      |      |      |      |
|          | Science             | 0              | 0    | 0    | 0    | 0    |                |      |      |      |      |                     |      |      |      |      |
|          | English             | 0              | 0    | 0    | 0    | 0    |                |      |      |      |      |                     |      |      |      |      |
|          | Other               | 0              | 0    | 0    | 0    | 0    |                |      |      |      |      |                     |      |      |      |      |
|          | Music/Art/PE (Elem) | 5              | 5    | 5    | 5    | 5    | 4              | 2    | 2    | 2    | 2    | 1                   | 3    | 3    | 3    | 3    |
|          | ESL Teacher         | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|          | Vocational          | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|          | Spec Ed/Home/Hosp   | 4              | 4    | 4    | 4    | 4    | 3              | 3    | 3    | 3    | 3    | 1                   | 1    | 1    | 1    | 1    |
|          | Ch 1 Teacher Elem   | 4              | 4    | 4    | 4    | 4    | 3              | 3    | 3    | 3    | 3    | 1                   | 1    | 1    | 1    | 1    |
|          | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|          | Total               | 64             | 64   | 67   | 65   | 70   | 53             | 48   | 44   | 39   | 39   | 11                  | 16   | 23   | 26   | 31   |

| DISTRICT      | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|---------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|               |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Coffee County | Pre-K Teacher       | 10             | 11   | 11   | 11   | 11   | 8              | 7    | 7    | 7    | 7    | 2                   | 4    | 4    | 4    | 4    |
|               | Kindergarten        | 24             | 26   | 26   | 26   | 26   | 20             | 20   | 20   | 19   | 16   | 4                   | 6    | 6    | 7    | 10   |
|               | Grade 1 Teacher     | 18             | 21   | 24   | 24   | 23   | 20             | 19   | 18   | 16   | 16   | -2                  | 2    | 6    | 8    | 7    |
|               | Grade 2 Teacher     | 21             | 19   | 22   | 25   | 24   | 20             | 16   | 16   | 14   | 12   | 1                   | 3    | 6    | 11   | 12   |
|               | Grade 3 Teacher     | 21             | 22   | 20   | 23   | 25   | 21             | 18   | 18   | 13   | 9    | 0                   | 4    | 2    | 10   | 16   |
|               | Grade 4 Teacher     | 14             | 14   | 14   | 13   | 15   | 15             | 14   | 13   | 11   | 11   | -1                  | 0    | 1    | 2    | 4    |
|               | Grade 5 Teacher     | 21             | 19   | 19   | 20   | 18   | 16             | 16   | 14   | 14   | 12   | 5                   | 3    | 5    | 6    | 6    |
|               | Grade 6 Teacher     | 16             | 21   | 19   | 19   | 19   | 16             | 13   | 13   | 12   | 11   | 0                   | 8    | 6    | 7    | 8    |
|               | Grade 7 Teacher     | 17             | 16   | 21   | 19   | 19   | 17             | 15   | 14   | 13   | 9    | 0                   | 1    | 7    | 6    | 10   |
|               | Grade 8 Teacher     | 21             | 20   | 19   | 25   | 22   | 18             | 17   | 14   | 13   | 10   | 3                   | 3    | 5    | 12   | 12   |
|               | Grade 9-12 Teacher  | 74             | 72   | 72   | 71   | 76   | 75             | 66   | 61   | 53   | 49   | -1                  | 6    | 11   | 18   | 27   |
|               | Math                | 12             | 12   | 12   | 12   | 13   |                |      |      |      |      |                     |      |      |      |      |
|               | Science             | 9              | 9    | 9    | 9    | 10   |                |      |      |      |      |                     |      |      |      |      |
|               | English             | 12             | 12   | 12   | 12   | 13   |                |      |      |      |      |                     |      |      |      |      |
|               | Other               | 41             | 39   | 39   | 38   | 40   |                |      |      |      |      |                     |      |      |      |      |
|               | Music/Art/PE (Elem) | 14             | 15   | 15   | 16   | 16   | 13             | 13   | 12   | 11   | 9    | 1                   | 2    | 3    | 5    | 7    |
|               | Vocational          | 26             | 27   | 27   | 28   | 29   | 25             | 22   | 19   | 17   | 16   | 1                   | 5    | 8    | 11   | 13   |
|               | Spec Ed/Home/Hosp   | 35             | 35   | 36   | 37   | 38   | 33             | 31   | 30   | 30   | 27   | 2                   | 4    | 6    | 7    | 11   |
|               | Ch 1 Teacher Elem   | 5              | 5    | 5    | 5    | 5    | 4              | 3    | 3    | 3    | 3    | 1                   | 2    | 2    | 2    | 2    |
|               | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|               | Total               | 339            | 345  | 352  | 364  | 368  | 322            | 290  | 272  | 246  | 217  | 17                  | 55   | 80   | 118  | 151  |

Note: Some detailed estimates for this LEA have been hidden to avoid identifying the likelihood that individual teachers will leave the state education workforce.

| DISTRICT   | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|            |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Manchester | Pre-K Teacher       | 5              | 5    | 5    | 5    | 5    | 4              | 4    | 3    | 3    | 2    | 1                   | 1    | 2    | 2    | 3    |
|            | Kindergarten        | 10             | 11   | 11   | 11   | 11   | 9              | 9    | 9    | 7    | 5    | 1                   | 2    | 2    | 4    | 6    |
|            | Grade 1 Teacher     | 10             | 11   | 12   | 12   | 12   | 8              | 8    | 7    | 7    | 6    | 2                   | 3    | 5    | 5    | 6    |
|            | Grade 2 Teacher     | 7              | 8    | 9    | 10   | 10   | 8              | 7    | 7    | 7    | 5    | -1                  | 1    | 2    | 3    | 5    |
|            | Grade 3 Teacher     | 10             | 8    | 10   | 10   | 11   | 10             | 6    | 5    | 5    | 4    | 0                   | 2    | 5    | 5    | 7    |
|            | Grade 4 Teacher     | 7              | 6    | 5    | 6    | 7    | 6              | 6    | 6    | 6    | 6    | 1                   | 0    | -1   | 0    | 1    |
|            | Grade 5 Teacher     | 8              | 8    | 7    | 6    | 7    | 6              | 6    | 6    | 6    | 5    | 2                   | 2    | 1    | 0    | 2    |
|            | Grade 6 Teacher     | 7              | 9    | 9    | 8    | 7    | 6              | 6    | 5    | 5    | 4    | 1                   | 3    | 4    | 3    | 3    |
|            | Grade 7 Teacher     | 5              | 5    | 7    | 7    | 6    | 5              | 5    | 4    | 3    | 3    | 0                   | 0    | 3    | 4    | 3    |
|            | Grade 8 Teacher     | 4              | 4    | 4    | 5    | 5    | 4              | 4    | 4    | 3    | 2    | 0                   | 0    | 0    | 2    | 3    |
|            | Grade 9-12 Teacher  | 6              | 6    | 6    | 6    | 6    | 4              | 4    | 4    | 4    | 4    | 2                   | 2    | 2    | 2    | 2    |
|            | Math                | 1              | 1    | 1    | 1    | 1    |                |      |      |      |      |                     |      |      |      |      |
|            | Science             | 1              | 1    | 1    | 1    | 1    |                |      |      |      |      |                     |      |      |      |      |
|            | English             | 1              | 1    | 1    | 1    | 1    |                |      |      |      |      |                     |      |      |      |      |
|            | Other               | 3              | 3    | 3    | 3    | 3    |                |      |      |      |      |                     |      |      |      |      |
|            | Music/Art/PE (Elem) | 11             | 11   | 13   | 13   | 13   | 10             | 10   | 10   | 10   | 9    | 1                   | 1    | 3    | 3    | 4    |
|            | ESL Teacher         | 5              | 5    | 5    | 5    | 5    | 4              | 4    | 3    | 3    | 2    | 1                   | 1    | 2    | 2    | 3    |
|            | Vocational          | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|            | Spec Ed/Home/Hosp   | 20             | 20   | 21   | 21   | 22   | 17             | 14   | 13   | 13   | 9    | 3                   | 6    | 8    | 8    | 13   |
|            | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|            | Total               | 117            | 119  | 126  | 127  | 129  | 102            | 94   | 87   | 83   | 67   | 15                  | 25   | 39   | 44   | 62   |

Note: Some detailed estimates for this LEA have been hidden to avoid identifying the likelihood that individual teachers will leave the state education workforce.

| DISTRICT  |                     | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|-----------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|           |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Tullahoma | Classroom Teachers  |                |      |      |      |      |                |      |      |      |      |                     |      |      |      |      |
|           | Pre-K Teacher       | 5              | 5    | 5    | 5    | 5    | 4              | 4    | 4    | 2    | 2    | 1                   | 1    | 1    | 3    | 3    |
|           | Kindergarten        | 15             | 16   | 16   | 16   | 16   | 13             | 13   | 12   | 11   | 10   | 2                   | 3    | 4    | 5    | 6    |
|           | Grade 1 Teacher     | 18             | 20   | 22   | 22   | 22   | 17             | 15   | 14   | 13   | 12   | 1                   | 5    | 8    | 9    | 10   |
|           | Grade 2 Teacher     | 12             | 13   | 14   | 15   | 15   | 9              | 9    | 9    | 8    | 8    | 3                   | 4    | 5    | 7    | 7    |
|           | Grade 3 Teacher     | 13             | 12   | 12   | 14   | 15   | 12             | 12   | 11   | 11   | 11   | 1                   | 0    | 1    | 3    | 4    |
|           | Grade 4 Teacher     | 19             | 17   | 16   | 17   | 18   | 18             | 16   | 15   | 15   | 14   | 1                   | 1    | 1    | 2    | 4    |
|           | Grade 5 Teacher     | 14             | 15   | 14   | 12   | 13   | 13             | 13   | 10   | 10   | 9    | 1                   | 2    | 4    | 2    | 4    |
|           | Grade 6 Teacher     | 10             | 10   | 11   | 10   | 9    | 10             | 9    | 7    | 6    | 6    | 0                   | 1    | 4    | 4    | 3    |
|           | Grade 7 Teacher     | 14             | 12   | 12   | 13   | 12   | 12             | 12   | 11   | 11   | 9    | 2                   | 0    | 1    | 2    | 3    |
|           | Grade 8 Teacher     | 15             | 17   | 14   | 14   | 15   | 15             | 15   | 14   | 13   | 13   | 0                   | 2    | 0    | 1    | 2    |
|           | Grade 9-12 Teacher  | 51             | 51   | 53   | 53   | 51   | 52             | 44   | 42   | 41   | 37   | -1                  | 7    | 11   | 12   | 14   |
|           | Math                | 9              | 9    | 9    | 9    | 9    |                |      |      |      |      |                     |      |      |      |      |
|           | Science             | 6              | 6    | 7    | 7    | 6    |                |      |      |      |      |                     |      |      |      |      |
|           | English             | 9              | 9    | 9    | 9    | 9    |                |      |      |      |      |                     |      |      |      |      |
|           | Other               | 27             | 27   | 28   | 28   | 27   |                |      |      |      |      |                     |      |      |      |      |
|           | Music/Art/PE (Elem) | 23             | 24   | 26   | 27   | 27   | 20             | 17   | 12   | 12   | 12   | 3                   | 7    | 14   | 15   | 15   |
|           | ESL Teacher         | 3              | 3    | 3    | 3    | 3    | 2              | 2    | 1    | 1    | 1    | 1                   | 1    | 2    | 2    | 2    |
|           | Vocational          | 12             | 12   | 12   | 12   | 12   | 11             | 11   | 11   | 7    | 5    | 1                   | 1    | 1    | 5    | 7    |
|           | Spec Ed/Home/Hosp   | 21             | 21   | 21   | 21   | 21   | 19             | 19   | 17   | 16   | 15   | 2                   | 2    | 4    | 5    | 6    |
|           | Ch 1 Teacher Elem   | 7              | 8    | 8    | 8    | 9    | 6              | 6    | 4    | 3    | 3    | 1                   | 2    | 4    | 5    | 6    |
|           | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|           | Total               | 252            | 256  | 259  | 262  | 263  | 233            | 217  | 194  | 180  | 167  | 19                  | 39   | 65   | 82   | 96   |

| DISTRICT        | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|-----------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|                 |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Crockett County | Pre-K Teacher       | 5              | 5    | 5    | 5    | 5    | 4              | 4    | 4    | 3    | 3    | 1                   | 1    | 1    | 2    | 2    |
|                 | Kindergarten        | 6              | 6    | 7    | 6    | 6    | 6              | 5    | 4    | 3    | 2    | 0                   | 1    | 3    | 3    | 4    |
|                 | Grade 1 Teacher     | 6              | 5    | 5    | 6    | 5    | 4              | 4    | 4    | 4    | 4    | 2                   | 1    | 1    | 2    | 1    |
|                 | Grade 2 Teacher     | 5              | 5    | 5    | 4    | 5    | 4              | 4    | 4    | 3    | 2    | 1                   | 1    | 1    | 1    | 3    |
|                 | Grade 3 Teacher     | 5              | 6    | 6    | 5    | 5    | 2              | 2    | 2    | 2    | 2    | 3                   | 4    | 4    | 3    | 3    |
|                 | Grade 4 Teacher     | 4              | 4    | 4    | 4    | 4    | 3              | 3    | 3    | 3    | 2    | 1                   | 1    | 1    | 1    | 2    |
|                 | Grade 5 Teacher     | 6              | 6    | 6    | 7    | 7    | 5              | 5    | 5    | 5    | 5    | 1                   | 1    | 1    | 2    | 2    |
|                 | Grade 6 Teacher     | 7              | 7    | 7    | 7    | 9    | 7              | 7    | 7    | 6    | 6    | 0                   | 0    | 0    | 1    | 3    |
|                 | Grade 7 Teacher     | 7              | 7    | 7    | 7    | 7    | 8              | 8    | 7    | 7    | 7    | -1                  | -1   | 0    | 0    | 0    |
|                 | Grade 8 Teacher     | 13             | 12   | 11   | 11   | 11   | 12             | 11   | 8    | 8    | 6    | 1                   | 1    | 3    | 3    | 5    |
|                 | Grade 9-12 Teacher  | 33             | 30   | 29   | 28   | 28   | 29             | 23   | 22   | 22   | 16   | 4                   | 7    | 7    | 6    | 12   |
|                 | Math                | 6              | 5    | 5    | 5    | 5    |                |      |      |      |      |                     |      |      |      |      |
|                 | Science             | 4              | 4    | 4    | 4    | 4    |                |      |      |      |      |                     |      |      |      |      |
|                 | English             | 6              | 5    | 5    | 5    | 5    |                |      |      |      |      |                     |      |      |      |      |
|                 | Other               | 17             | 16   | 15   | 14   | 14   |                |      |      |      |      |                     |      |      |      |      |
|                 | Music/Art/PE (Elem) | 6              | 6    | 6    | 6    | 6    | 4              | 4    | 3    | 3    | 2    | 2                   | 2    | 3    | 3    | 4    |
|                 | Vocational          | 13             | 13   | 12   | 12   | 12   | 11             | 11   | 10   | 9    | 9    | 2                   | 2    | 2    | 3    | 3    |
|                 | Spec Ed/Home/Hosp   | 10             | 9    | 9    | 9    | 9    | 8              | 6    | 6    | 6    | 6    | 2                   | 3    | 3    | 3    | 3    |
|                 | Ch 1 Teacher Elem   | 3              | 3    | 3    | 3    | 3    | 2              | 1    | 1    | 1    | 1    | 1                   | 2    | 2    | 2    | 2    |
|                 | Ch 1 Teacher Sec    | 3              | 3    | 3    | 3    | 3    | 2              | 2    | 2    | 2    | 2    | 1                   | 1    | 1    | 1    | 1    |
|                 | Total               | 134            | 129  | 127  | 125  | 127  | 112            | 101  | 93   | 88   | 75   | 22                  | 28   | 34   | 37   | 52   |

Note: Some detailed estimates for this LEA have been hidden to avoid identifying the likelihood that individual teachers will leave the state education workforce.

| DISTRICT | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|----------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|          |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Alamo    | Pre-K Teacher       | 5              | 5    | 5    | 5    | 5    | 4              | 4    | 4    | 4    | 4    | 1                   | 1    | 1    | 1    | 1    |
|          | Kindergarten        | 5              | 5    | 6    | 5    | 5    | 5              | 3    | 3    | 3    | 3    | 0                   | 2    | 3    | 2    | 2    |
|          | Grade 1 Teacher     | 5              | 4    | 4    | 5    | 4    | 4              | 4    | 4    | 4    | 3    | 1                   | 0    | 0    | 1    | 1    |
|          | Grade 2 Teacher     | 6              | 6    | 5    | 5    | 6    | 5              | 5    | 5    | 4    | 4    | 1                   | 1    | 0    | 1    | 2    |
|          | Grade 3 Teacher     | 5              | 6    | 6    | 5    | 5    | 5              | 5    | 5    | 5    | 5    | 0                   | 1    | 1    | 0    | 0    |
|          | Grade 4 Teacher     | 4              | 4    | 5    | 5    | 4    | 4              | 4    | 4    | 3    | 3    | 0                   | 0    | 1    | 2    | 1    |
|          | Grade 5 Teacher     | 4              | 4    | 4    | 5    | 5    | 4              | 3    | 3    | 2    | 2    | 0                   | 1    | 1    | 3    | 3    |
|          | Grade 6 Teacher     | 4              | 4    | 4    | 4    | 4    | 3              | 3    | 2    | 2    | 2    | 1                   | 1    | 2    | 2    | 2    |
|          | Grade 7 Teacher     | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|          | Grade 8 Teacher     | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|          | Grade 9-12 Teacher  | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|          | Math                | 0              | 0    | 0    | 0    | 0    |                |      |      |      |      |                     |      |      |      |      |
|          | Science             | 0              | 0    | 0    | 0    | 0    |                |      |      |      |      |                     |      |      |      |      |
|          | English             | 0              | 0    | 0    | 0    | 0    |                |      |      |      |      |                     |      |      |      |      |
|          | Other               | 0              | 0    | 0    | 0    | 0    |                |      |      |      |      |                     |      |      |      |      |
|          | Music/Art/PE (Elem) | 3              | 3    | 3    | 3    | 3    | 2              | 2    | 2    | 2    | 2    | 1                   | 1    | 1    | 1    | 1    |
|          | ESL Teacher         | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|          | Vocational          | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|          | Spec Ed/Home/Hosp   | 4              | 4    | 4    | 4    | 4    | 3              | 3    | 3    | 3    | 3    | 1                   | 1    | 1    | 1    | 1    |
|          | Ch 1 Teacher Elem   | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
| Total    |                     | 47             | 47   | 48   | 48   | 47   | 40             | 36   | 35   | 32   | 31   | 7                   | 11   | 13   | 16   | 16   |

Note: Some detailed estimates for this LEA have been hidden to avoid identifying the likelihood that individual teachers will leave the state education workforce.

| DISTRICT |                     | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|----------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|          | Classroom Teachers  | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Bells    | Pre-K Teacher       | 4              | 4    | 4    | 4    | 4    | 3              | 3    | 3    | 3    | 3    | 1                   | 1    | 1    | 1    | 1    |
|          | Kindergarten        | 4              | 4    | 5    | 4    | 4    | 4              | 4    | 4    | 4    | 3    | 0                   | 0    | 1    | 0    | 1    |
|          | Grade 1 Teacher     | 6              | 6    | 5    | 6    | 6    | 5              | 5    | 5    | 5    | 5    | 1                   | 1    | 0    | 1    | 1    |
|          | Grade 2 Teacher     | 4              | 4    | 4    | 3    | 4    | 3              | 3    | 3    | 3    | 3    | 1                   | 1    | 1    | 0    | 1    |
|          | Grade 3 Teacher     | 3              | 3    | 4    | 4    | 3    | 3              | 3    | 3    | 3    | 3    | 0                   | 0    | 1    | 1    | 0    |
|          | Grade 4 Teacher     | 4              | 3    | 3    | 4    | 4    | 3              | 3    | 3    | 3    | 3    | 1                   | 0    | 0    | 1    | 1    |
|          | Grade 5 Teacher     | 3              | 4    | 3    | 3    | 4    | 3              | 3    | 3    | 3    | 3    | 0                   | 1    | 0    | 0    | 1    |
|          | Grade 6 Teacher     | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|          | Grade 7 Teacher     | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|          | Grade 8 Teacher     | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|          | Grade 9-12 Teacher  | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|          | Math                | 0              | 0    | 0    | 0    | 0    |                |      |      |      |      |                     |      |      |      |      |
|          | Science             | 0              | 0    | 0    | 0    | 0    |                |      |      |      |      |                     |      |      |      |      |
|          | English             | 0              | 0    | 0    | 0    | 0    |                |      |      |      |      |                     |      |      |      |      |
|          | Other               | 0              | 0    | 0    | 0    | 0    |                |      |      |      |      |                     |      |      |      |      |
|          | Music/Art/PE (Elem) | 3              | 3    | 3    | 3    | 3    | 2              | 1    | 1    | 1    | 1    | 1                   | 2    | 2    | 2    | 2    |
|          | Vocational          | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|          | Ch 1 Teacher Elem   | 3              | 3    | 3    | 3    | 3    | 2              | 2    | 2    | 2    | 2    | 1                   | 1    | 1    | 1    | 1    |
|          | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
| Total    |                     | 38             | 38   | 38   | 38   | 39   | 30             | 29   | 29   | 29   | 28   | 8                   | 9    | 9    | 9    | 11   |

Note: Some detailed estimates for this LEA have been hidden to avoid identifying the likelihood that individual teachers will leave the state education workforce.

| DISTRICT          |                     | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|-------------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|                   | Classroom Teachers  | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Cumberland County | Pre-K Teacher       | 10             | 10   | 10   | 10   | 10   | 9              | 8    | 8    | 7    | 7    | 1                   | 2    | 2    | 3    | 3    |
|                   | Kindergarten        | 33             | 34   | 34   | 34   | 34   | 32             | 29   | 29   | 28   | 28   | 1                   | 5    | 5    | 6    | 6    |
|                   | Grade 1 Teacher     | 44             | 44   | 45   | 46   | 45   | 40             | 39   | 39   | 38   | 38   | 4                   | 5    | 6    | 8    | 7    |
|                   | Grade 2 Teacher     | 31             | 33   | 33   | 34   | 34   | 28             | 27   | 26   | 24   | 24   | 3                   | 6    | 7    | 10   | 10   |
|                   | Grade 3 Teacher     | 31             | 33   | 36   | 36   | 37   | 27             | 24   | 24   | 21   | 21   | 4                   | 9    | 12   | 15   | 16   |
|                   | Grade 4 Teacher     | 23             | 24   | 26   | 28   | 29   | 22             | 21   | 20   | 19   | 18   | 1                   | 3    | 6    | 9    | 11   |
|                   | Grade 5 Teacher     | 35             | 33   | 35   | 38   | 41   | 32             | 27   | 26   | 24   | 23   | 3                   | 6    | 9    | 14   | 18   |
|                   | Grade 6 Teacher     | 33             | 36   | 34   | 36   | 39   | 31             | 26   | 26   | 21   | 21   | 2                   | 10   | 8    | 15   | 18   |
|                   | Grade 7 Teacher     | 27             | 28   | 31   | 29   | 31   | 26             | 21   | 20   | 18   | 17   | 1                   | 7    | 11   | 11   | 14   |
|                   | Grade 8 Teacher     | 25             | 26   | 27   | 29   | 27   | 21             | 17   | 17   | 13   | 13   | 4                   | 9    | 10   | 16   | 14   |
|                   | Grade 9-12 Teacher  | 102            | 105  | 111  | 114  | 123  | 106            | 75   | 68   | 58   | 58   | -4                  | 30   | 43   | 56   | 65   |
|                   | Math                | 17             | 18   | 19   | 19   | 21   |                |      |      |      |      |                     |      |      |      |      |
|                   | Science             | 13             | 13   | 14   | 14   | 15   |                |      |      |      |      |                     |      |      |      |      |
|                   | English             | 17             | 18   | 19   | 19   | 21   |                |      |      |      |      |                     |      |      |      |      |
|                   | Other               | 55             | 56   | 59   | 62   | 66   |                |      |      |      |      |                     |      |      |      |      |
|                   | Music/Art/PE (Elem) | 36             | 37   | 38   | 38   | 38   | 32             | 29   | 26   | 25   | 25   | 4                   | 8    | 12   | 13   | 13   |
|                   | Vocational          | 23             | 23   | 24   | 25   | 26   | 21             | 15   | 15   | 12   | 12   | 2                   | 8    | 9    | 13   | 14   |
|                   | Spec Ed/Home/Hosp   | 47             | 48   | 50   | 52   | 54   | 44             | 40   | 37   | 35   | 35   | 3                   | 8    | 13   | 17   | 19   |
|                   | Ch 1 Teacher Elem   | 6              | 6    | 6    | 6    | 6    | 5              | 3    | 3    | 3    | 1    | 1                   | 3    | 3    | 3    | 5    |
|                   | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
| Total             |                     | 508            | 522  | 542  | 557  | 576  | 477            | 402  | 384  | 346  | 341  | 31                  | 120  | 158  | 211  | 235  |

Note: Some detailed estimates for this LEA have been hidden to avoid identifying the likelihood that individual teachers will leave the state education workforce.

| DISTRICT        | Classroom Teachers  | TEACHER DEMAND |       |       |       |       | TEACHER SUPPLY |       |       |       |       | GAP (DEMAND-SUPPLY) |      |       |       |       |
|-----------------|---------------------|----------------|-------|-------|-------|-------|----------------|-------|-------|-------|-------|---------------------|------|-------|-------|-------|
|                 |                     | 2010           | 2011  | 2012  | 2013  | 2014  | 2010           | 2011  | 2012  | 2013  | 2014  | 2010                | 2011 | 2012  | 2013  | 2014  |
| Davidson County | Pre-K Teacher       | 130            | 137   | 139   | 135   | 137   | 104            | 100   | 84    | 74    | 57    | 26                  | 37   | 55    | 61    | 80    |
|                 | Kindergarten        | 380            | 400   | 406   | 395   | 400   | 305            | 280   | 243   | 205   | 170   | 75                  | 120  | 163   | 190   | 230   |
|                 | Grade 1 Teacher     | 350            | 382   | 402   | 408   | 397   | 331            | 301   | 264   | 226   | 188   | 19                  | 81   | 138   | 182   | 209   |
|                 | Grade 2 Teacher     | 333            | 340   | 370   | 390   | 396   | 316            | 289   | 247   | 209   | 178   | 17                  | 51   | 123   | 181   | 218   |
|                 | Grade 3 Teacher     | 338            | 334   | 341   | 374   | 395   | 333            | 301   | 264   | 238   | 202   | 5                   | 33   | 77    | 136   | 193   |
|                 | Grade 4 Teacher     | 283            | 286   | 283   | 289   | 317   | 269            | 247   | 219   | 184   | 156   | 14                  | 39   | 64    | 105   | 161   |
|                 | Grade 5 Teacher     | 259            | 272   | 275   | 272   | 278   | 246            | 220   | 197   | 156   | 140   | 13                  | 52   | 78    | 116   | 138   |
|                 | Grade 6 Teacher     | 262            | 275   | 289   | 293   | 289   | 251            | 231   | 206   | 181   | 150   | 11                  | 44   | 83    | 112   | 139   |
|                 | Grade 7 Teacher     | 266            | 278   | 292   | 306   | 310   | 258            | 230   | 189   | 165   | 132   | 8                   | 48   | 103   | 141   | 178   |
|                 | Grade 8 Teacher     | 216            | 223   | 232   | 243   | 255   | 189            | 175   | 156   | 132   | 110   | 27                  | 48   | 76    | 111   | 145   |
|                 | Grade 9-12 Teacher  | 872            | 894   | 902   | 938   | 972   | 865            | 757   | 621   | 533   | 457   | 7                   | 137  | 281   | 405   | 515   |
|                 | Math                | 145            | 149   | 150   | 156   | 162   |                |       |       |       |       |                     |      |       |       |       |
|                 | Science             | 109            | 112   | 113   | 117   | 122   |                |       |       |       |       |                     |      |       |       |       |
|                 | English             | 145            | 149   | 150   | 156   | 162   |                |       |       |       |       |                     |      |       |       |       |
|                 | Other               | 473            | 484   | 489   | 509   | 526   |                |       |       |       |       |                     |      |       |       |       |
|                 | Music/Art/PE (Elem) | 468            | 487   | 508   | 524   | 531   | 429            | 385   | 332   | 280   | 236   | 39                  | 102  | 176   | 244   | 295   |
|                 | ESL Teacher         | 278            | 288   | 296   | 305   | 313   | 262            | 241   | 197   | 172   | 138   | 16                  | 47   | 99    | 133   | 175   |
|                 | Vocational          | 84             | 87    | 90    | 92    | 95    | 79             | 73    | 54    | 42    | 31    | 5                   | 14   | 36    | 50    | 64    |
|                 | Spec Ed/Home/Hosp   | 662            | 685   | 705   | 727   | 746   | 625            | 588   | 511   | 449   | 397   | 37                  | 97   | 194   | 278   | 349   |
|                 | Ch 1 Teacher Elem   | 56             | 58    | 61    | 63    | 64    | 51             | 41    | 33    | 28    | 23    | 5                   | 17   | 28    | 35    | 41    |
|                 | Ch 1 Teacher Sec    | 6              | 6     | 6     | 6     | 6     | 5              | 4     | 3     | 2     | 0     | 1                   | 2    | 3     | 4     | 6     |
|                 | Total               | 5,243          | 5,432 | 5,597 | 5,760 | 5,901 | 4,918          | 4,463 | 3,820 | 3,276 | 2,765 | 325                 | 969  | 1,777 | 2,484 | 3,136 |

| DISTRICT       | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|----------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|                |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Decatur County | Pre-K Teacher       | 6              | 6    | 7    | 6    | 6    | 5              | 5    | 5    | 5    | 5    | 1                   | 1    | 2    | 1    | 1    |
|                | Kindergarten        | 7              | 7    | 8    | 7    | 7    | 6              | 6    | 6    | 6    | 5    | 1                   | 1    | 2    | 1    | 2    |
|                | Grade 1 Teacher     | 8              | 8    | 8    | 9    | 8    | 9              | 9    | 9    | 8    | 8    | -1                  | -1   | -1   | 1    | 0    |
|                | Grade 2 Teacher     | 8              | 7    | 7    | 7    | 8    | 6              | 6    | 6    | 6    | 6    | 2                   | 1    | 1    | 1    | 2    |
|                | Grade 3 Teacher     | 8              | 11   | 9    | 9    | 9    | 9              | 9    | 9    | 5    | 5    | -1                  | 2    | 0    | 4    | 4    |
|                | Grade 4 Teacher     | 8              | 7    | 9    | 8    | 8    | 8              | 7    | 7    | 7    | 7    | 0                   | 0    | 2    | 1    | 1    |
|                | Grade 5 Teacher     | 10             | 9    | 8    | 10   | 9    | 6              | 6    | 6    | 6    | 6    | 4                   | 3    | 2    | 4    | 3    |
|                | Grade 6 Teacher     | 6              | 9    | 9    | 8    | 10   | 6              | 6    | 6    | 5    | 5    | 0                   | 3    | 3    | 3    | 5    |
|                | Grade 7 Teacher     | 5              | 4    | 6    | 6    | 5    | 5              | 5    | 5    | 5    | 5    | 0                   | -1   | 1    | 1    | 0    |
|                | Grade 8 Teacher     | 7              | 6    | 5    | 8    | 7    | 6              | 6    | 5    | 5    | 4    | 1                   | 0    | 0    | 3    | 3    |
|                | Grade 9-12 Teacher  | 23             | 24   | 23   | 20   | 21   | 22             | 21   | 19   | 16   | 16   | 1                   | 3    | 4    | 4    | 5    |
|                | Math                | 4              | 4    | 4    | 3    | 4    |                |      |      |      |      |                     |      |      |      |      |
|                | Science             | 3              | 3    | 3    | 3    | 3    |                |      |      |      |      |                     |      |      |      |      |
|                | English             | 4              | 4    | 4    | 3    | 4    |                |      |      |      |      |                     |      |      |      |      |
|                | Other               | 12             | 13   | 12   | 11   | 10   |                |      |      |      |      |                     |      |      |      |      |
|                | Music/Art/PE (Elem) | 7              | 7    | 7    | 7    | 7    | 6              | 6    | 5    | 5    | 5    | 1                   | 1    | 2    | 2    | 2    |
|                | Vocational          | 12             | 13   | 13   | 13   | 13   | 11             | 7    | 7    | 7    | 7    | 1                   | 6    | 6    | 6    | 6    |
|                | Spec Ed/Home/Hosp   | 12             | 13   | 13   | 13   | 13   | 11             | 11   | 11   | 11   | 11   | 1                   | 2    | 2    | 2    | 2    |
|                | Ch 1 Teacher Elem   | 3              | 3    | 3    | 3    | 3    | 2              | 2    | 2    | 1    | 1    | 1                   | 1    | 1    | 2    | 2    |
|                | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
| Total          |                     | 132            | 136  | 137  | 136  | 136  | 119            | 113  | 109  | 99   | 97   | 13                  | 23   | 28   | 37   | 39   |

Note: Some detailed estimates for this LEA have been hidden to avoid identifying the likelihood that individual teachers will leave the state education workforce.

| DISTRICT      |                     | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|---------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|               |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| DeKalb County | Classroom Teachers  |                |      |      |      |      |                |      |      |      |      |                     |      |      |      |      |
|               | Pre-K Teacher       | 8              | 8    | 8    | 8    | 8    | 6              | 6    | 5    | 5    | 4    | 2                   | 2    | 3    | 3    | 4    |
|               | Kindergarten        | 17             | 18   | 18   | 18   | 18   | 14             | 13   | 13   | 12   | 12   | 3                   | 5    | 5    | 6    | 6    |
|               | Grade 1 Teacher     | 13             | 15   | 16   | 16   | 16   | 13             | 13   | 13   | 10   | 10   | 0                   | 2    | 3    | 6    | 6    |
|               | Grade 2 Teacher     | 14             | 13   | 16   | 17   | 17   | 14             | 13   | 13   | 13   | 13   | 0                   | 0    | 3    | 4    | 4    |
|               | Grade 3 Teacher     | 16             | 15   | 15   | 17   | 19   | 12             | 12   | 12   | 12   | 9    | 4                   | 3    | 3    | 5    | 10   |
|               | Grade 4 Teacher     | 9              | 11   | 11   | 10   | 12   | 8              | 7    | 7    | 7    | 7    | 1                   | 4    | 4    | 3    | 5    |
|               | Grade 5 Teacher     | 13             | 12   | 16   | 15   | 14   | 11             | 10   | 9    | 9    | 9    | 2                   | 2    | 7    | 6    | 5    |
|               | Grade 6 Teacher     | 9              | 11   | 10   | 12   | 12   | 10             | 10   | 9    | 9    | 6    | -1                  | 1    | 1    | 3    | 6    |
|               | Grade 7 Teacher     | 12             | 10   | 12   | 11   | 14   | 10             | 10   | 10   | 10   | 10   | 2                   | 0    | 2    | 1    | 4    |
|               | Grade 8 Teacher     | 9              | 10   | 9    | 10   | 9    | 9              | 9    | 9    | 9    | 9    | 0                   | 1    | 0    | 1    | 0    |
|               | Grade 9-12 Teacher  | 41             | 42   | 44   | 43   | 44   | 39             | 32   | 30   | 26   | 26   | 2                   | 10   | 14   | 17   | 18   |
|               | Math                | 7              | 7    | 7    | 7    | 7    |                |      |      |      |      |                     |      |      |      |      |
|               | Science             | 5              | 5    | 6    | 5    | 6    |                |      |      |      |      |                     |      |      |      |      |
|               | English             | 7              | 7    | 7    | 7    | 7    |                |      |      |      |      |                     |      |      |      |      |
|               | Other               | 22             | 23   | 24   | 24   | 24   |                |      |      |      |      |                     |      |      |      |      |
|               | Music/Art/PE (Elem) | 12             | 12   | 13   | 13   | 14   | 10             | 10   | 7    | 7    | 6    | 2                   | 2    | 6    | 6    | 8    |
|               | ESL Teacher         | 4              | 4    | 4    | 4    | 4    | 3              | 3    | 3    | 2    | 2    | 1                   | 1    | 1    | 2    | 2    |
|               | Vocational          | 10             | 11   | 11   | 11   | 12   | 9              | 9    | 8    | 8    | 6    | 1                   | 2    | 3    | 3    | 6    |
|               | Spec Ed/Home/Hosp   | 26             | 26   | 28   | 28   | 29   | 23             | 19   | 16   | 16   | 16   | 3                   | 7    | 12   | 12   | 13   |
|               | Ch 1 Teacher Elem   | 8              | 9    | 9    | 9    | 10   | 7              | 7    | 6    | 6    | 6    | 1                   | 2    | 3    | 3    | 4    |
|               | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
| Total         |                     | 221            | 227  | 240  | 242  | 252  | 198            | 183  | 170  | 161  | 151  | 23                  | 44   | 70   | 81   | 101  |

| DISTRICT       | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|----------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|                |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Dickson County | Pre-K Teacher       | 7              | 8    | 7    | 7    | 7    | 6              | 5    | 3    | 2    | 2    | 1                   | 3    | 4    | 5    | 5    |
|                | Kindergarten        | 37             | 39   | 37   | 38   | 38   | 33             | 31   | 29   | 29   | 27   | 4                   | 8    | 8    | 9    | 11   |
|                | Grade 1 Teacher     | 43             | 45   | 47   | 45   | 46   | 39             | 35   | 33   | 31   | 27   | 4                   | 10   | 14   | 14   | 19   |
|                | Grade 2 Teacher     | 33             | 36   | 38   | 39   | 38   | 34             | 32   | 32   | 31   | 30   | -1                  | 4    | 6    | 8    | 8    |
|                | Grade 3 Teacher     | 39             | 36   | 39   | 41   | 43   | 38             | 36   | 33   | 32   | 28   | 1                   | 0    | 6    | 9    | 15   |
|                | Grade 4 Teacher     | 36             | 37   | 35   | 37   | 39   | 35             | 30   | 29   | 27   | 22   | 1                   | 7    | 6    | 10   | 17   |
|                | Grade 5 Teacher     | 29             | 30   | 30   | 28   | 30   | 29             | 25   | 22   | 21   | 18   | 0                   | 5    | 8    | 7    | 12   |
|                | Grade 6 Teacher     | 41             | 40   | 41   | 41   | 39   | 36             | 30   | 29   | 27   | 26   | 5                   | 10   | 12   | 14   | 13   |
|                | Grade 7 Teacher     | 40             | 44   | 44   | 45   | 45   | 42             | 34   | 31   | 30   | 28   | -2                  | 10   | 13   | 15   | 17   |
|                | Grade 8 Teacher     | 29             | 27   | 30   | 30   | 31   | 28             | 25   | 23   | 21   | 19   | 1                   | 2    | 7    | 9    | 12   |
|                | Grade 9-12 Teacher  | 122            | 123  | 122  | 123  | 125  | 120            | 107  | 92   | 85   | 78   | 2                   | 16   | 30   | 38   | 47   |
|                | Math                | 20             | 21   | 20   | 21   | 21   |                |      |      |      |      |                     |      |      |      |      |
|                | Science             | 15             | 15   | 15   | 15   | 16   |                |      |      |      |      |                     |      |      |      |      |
|                | English             | 20             | 21   | 20   | 21   | 21   |                |      |      |      |      |                     |      |      |      |      |
|                | Other               | 67             | 66   | 67   | 66   | 67   |                |      |      |      |      |                     |      |      |      |      |
|                | Music/Art/PE (Elem) | 34             | 35   | 36   | 37   | 37   | 32             | 23   | 22   | 22   | 20   | 2                   | 12   | 14   | 15   | 17   |
|                | ESL Teacher         | 6              | 6    | 6    | 6    | 6    | 5              | 5    | 5    | 4    | 4    | 1                   | 1    | 1    | 2    | 2    |
|                | Vocational          | 16             | 16   | 17   | 17   | 17   | 15             | 12   | 9    | 8    | 8    | 1                   | 4    | 8    | 9    | 9    |
|                | Spec Ed/Home/Hosp   | 59             | 61   | 61   | 62   | 63   | 57             | 55   | 52   | 48   | 44   | 2                   | 6    | 9    | 14   | 19   |
|                | Ch 1 Teacher Elem   | 13             | 14   | 14   | 14   | 14   | 12             | 9    | 9    | 9    | 9    | 1                   | 5    | 5    | 5    | 5    |
|                | Total               | 586            | 599  | 606  | 612  | 620  | 562            | 495  | 454  | 428  | 391  | 24                  | 104  | 152  | 184  | 229  |

Note: Some detailed estimates for this LEA have been hidden to avoid identifying the likelihood that individual teachers will leave the state education workforce.

| DISTRICT    |                     | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|-------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|             | Classroom Teachers  | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Dyer County | Pre-K Teacher       | 8              | 9    | 9    | 9    | 9    | 7              | 6    | 5    | 5    | 4    | 1                   | 3    | 4    | 4    | 5    |
|             | Kindergarten        | 14             | 15   | 15   | 15   | 15   | 13             | 13   | 13   | 13   | 13   | 1                   | 2    | 2    | 2    | 2    |
|             | Grade 1 Teacher     | 17             | 17   | 18   | 18   | 18   | 17             | 15   | 15   | 15   | 14   | 0                   | 2    | 3    | 3    | 4    |
|             | Grade 2 Teacher     | 15             | 14   | 14   | 15   | 15   | 12             | 12   | 12   | 11   | 10   | 3                   | 2    | 2    | 4    | 5    |
|             | Grade 3 Teacher     | 15             | 14   | 14   | 14   | 15   | 13             | 12   | 12   | 12   | 12   | 2                   | 2    | 2    | 2    | 3    |
|             | Grade 4 Teacher     | 18             | 18   | 17   | 16   | 17   | 15             | 15   | 14   | 12   | 12   | 3                   | 3    | 3    | 4    | 5    |
|             | Grade 5 Teacher     | 10             | 12   | 12   | 12   | 11   | 10             | 10   | 10   | 9    | 9    | 0                   | 2    | 2    | 3    | 2    |
|             | Grade 6 Teacher     | 14             | 12   | 15   | 14   | 14   | 12             | 12   | 12   | 10   | 9    | 2                   | 0    | 3    | 4    | 5    |
|             | Grade 7 Teacher     | 12             | 13   | 12   | 14   | 14   | 12             | 12   | 12   | 12   | 11   | 0                   | 1    | 0    | 2    | 3    |
|             | Grade 8 Teacher     | 15             | 15   | 16   | 15   | 17   | 15             | 13   | 12   | 11   | 8    | 0                   | 2    | 4    | 4    | 9    |
|             | Grade 9-12 Teacher  | 47             | 48   | 46   | 46   | 45   | 46             | 42   | 37   | 31   | 27   | 1                   | 6    | 9    | 15   | 18   |
|             | Math                | 8              | 8    | 8    | 8    | 8    |                |      |      |      |      |                     |      |      |      |      |
|             | Science             | 6              | 6    | 6    | 6    | 6    |                |      |      |      |      |                     |      |      |      |      |
|             | English             | 8              | 8    | 8    | 8    | 8    |                |      |      |      |      |                     |      |      |      |      |
|             | Other               | 25             | 26   | 24   | 24   | 23   |                |      |      |      |      |                     |      |      |      |      |
|             | Music/Art/PE (Elem) | 7              | 7    | 7    | 7    | 7    | 6              | 5    | 5    | 5    | 5    | 1                   | 2    | 2    | 2    | 2    |
|             | ESL Teacher         | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|             | Vocational          | 8              | 8    | 8    | 8    | 8    | 7              | 6    | 6    | 6    | 6    | 1                   | 2    | 2    | 2    | 2    |
|             | Spec Ed/Home/Hosp   | 27             | 27   | 28   | 28   | 28   | 25             | 25   | 25   | 25   | 23   | 2                   | 2    | 3    | 3    | 5    |
|             | Ch 1 Teacher Elem   | 5              | 5    | 5    | 5    | 5    | 4              | 3    | 3    | 3    | 3    | 1                   | 2    | 2    | 2    | 2    |
|             | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|             | Total               | 232            | 234  | 236  | 236  | 238  | 214            | 201  | 193  | 180  | 166  | 18                  | 33   | 43   | 56   | 72   |

| DISTRICT  | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|-----------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|           |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Dyersburg | Pre-K Teacher       | 7              | 7    | 7    | 7    | 7    | 5              | 5    | 5    | 5    | 3    | 2                   | 2    | 2    | 2    | 4    |
|           | Kindergarten        | 15             | 16   | 16   | 15   | 16   | 12             | 12   | 12   | 11   | 11   | 3                   | 4    | 4    | 4    | 5    |
|           | Grade 1 Teacher     | 13             | 14   | 16   | 15   | 15   | 13             | 13   | 12   | 11   | 11   | 0                   | 1    | 4    | 4    | 4    |
|           | Grade 2 Teacher     | 15             | 14   | 16   | 17   | 17   | 15             | 15   | 14   | 14   | 13   | 0                   | -1   | 2    | 3    | 4    |
|           | Grade 3 Teacher     | 15             | 14   | 13   | 15   | 16   | 15             | 14   | 12   | 11   | 9    | 0                   | 0    | 1    | 4    | 7    |
|           | Grade 4 Teacher     | 10             | 9    | 9    | 8    | 10   | 11             | 10   | 9    | 8    | 7    | -1                  | -1   | 0    | 0    | 3    |
|           | Grade 5 Teacher     | 12             | 10   | 10   | 9    | 9    | 9              | 9    | 9    | 8    | 5    | 3                   | 1    | 1    | 1    | 4    |
|           | Grade 6 Teacher     | 13             | 15   | 13   | 12   | 12   | 12             | 12   | 11   | 10   | 7    | 1                   | 3    | 2    | 2    | 5    |
|           | Grade 7 Teacher     | 11             | 12   | 14   | 11   | 11   | 12             | 12   | 11   | 11   | 9    | -1                  | 0    | 3    | 0    | 2    |
|           | Grade 8 Teacher     | 14             | 13   | 13   | 16   | 13   | 15             | 15   | 13   | 12   | 12   | -1                  | -2   | 0    | 4    | 1    |
|           | Grade 9-12 Teacher  | 43             | 41   | 40   | 39   | 39   | 37             | 37   | 36   | 34   | 30   | 6                   | 4    | 4    | 5    | 9    |
|           | Math                | 7              | 7    | 7    | 7    | 7    |                |      |      |      |      |                     |      |      |      |      |
|           | Science             | 5              | 5    | 5    | 5    | 5    |                |      |      |      |      |                     |      |      |      |      |
|           | English             | 7              | 7    | 7    | 7    | 7    |                |      |      |      |      |                     |      |      |      |      |
|           | Other               | 24             | 22   | 21   | 20   | 20   |                |      |      |      |      |                     |      |      |      |      |
|           | Music/Art/PE (Elem) | 13             | 13   | 14   | 14   | 14   | 12             | 12   | 10   | 10   | 10   | 1                   | 1    | 4    | 4    | 4    |
|           | ESL Teacher         | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|           | Vocational          | 9              | 9    | 9    | 9    | 9    | 8              | 7    | 7    | 7    | 7    | 1                   | 2    | 2    | 2    | 2    |
|           | Spec Ed/Home/Hosp   | 25             | 25   | 25   | 24   | 25   | 23             | 22   | 21   | 20   | 19   | 2                   | 3    | 4    | 4    | 6    |
|           | Ch 1 Teacher Elem   | 14             | 14   | 15   | 15   | 16   | 13             | 13   | 11   | 10   | 9    | 1                   | 1    | 4    | 5    | 7    |
|           | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|           | Total               | 229            | 226  | 230  | 226  | 229  | 212            | 208  | 193  | 182  | 162  | 17                  | 18   | 37   | 44   | 67   |

| DISTRICT       |                     | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|----------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|                |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Fayette County | Classroom Teachers  |                |      |      |      |      |                |      |      |      |      |                     |      |      |      |      |
|                | Pre-K Teacher       | 19             | 19   | 21   | 19   | 20   | 15             | 11   | 11   | 10   | 10   | 4                   | 8    | 10   | 9    | 10   |
|                | Kindergarten        | 24             | 25   | 27   | 25   | 26   | 20             | 18   | 18   | 18   | 13   | 4                   | 7    | 9    | 7    | 13   |
|                | Grade 1 Teacher     | 23             | 27   | 28   | 31   | 28   | 23             | 21   | 20   | 18   | 13   | 0                   | 6    | 8    | 13   | 15   |
|                | Grade 2 Teacher     | 18             | 17   | 20   | 21   | 23   | 14             | 12   | 10   | 10   | 8    | 4                   | 5    | 10   | 11   | 15   |
|                | Grade 3 Teacher     | 21             | 19   | 19   | 22   | 23   | 19             | 16   | 16   | 14   | 11   | 2                   | 3    | 3    | 8    | 12   |
|                | Grade 4 Teacher     | 14             | 14   | 14   | 13   | 15   | 13             | 11   | 11   | 10   | 8    | 1                   | 3    | 3    | 3    | 7    |
|                | Grade 5 Teacher     | 16             | 16   | 17   | 16   | 16   | 15             | 15   | 14   | 14   | 14   | 1                   | 1    | 3    | 2    | 2    |
|                | Grade 6 Teacher     | 17             | 18   | 18   | 19   | 18   | 16             | 12   | 11   | 11   | 11   | 1                   | 6    | 7    | 8    | 7    |
|                | Grade 7 Teacher     | 15             | 15   | 16   | 16   | 17   | 12             | 11   | 11   | 11   | 9    | 3                   | 4    | 5    | 5    | 8    |
|                | Grade 8 Teacher     | 14             | 17   | 17   | 18   | 18   | 17             | 13   | 12   | 11   | 11   | -3                  | 4    | 5    | 7    | 7    |
|                | Grade 9-12 Teacher  | 44             | 42   | 43   | 44   | 45   | 44             | 38   | 34   | 30   | 28   | 0                   | 4    | 9    | 14   | 17   |
|                | Math                | 7              | 7    | 7    | 7    | 8    |                |      |      |      |      |                     |      |      |      |      |
|                | Science             | 6              | 5    | 5    | 6    | 6    |                |      |      |      |      |                     |      |      |      |      |
|                | English             | 7              | 7    | 7    | 7    | 8    |                |      |      |      |      |                     |      |      |      |      |
|                | Other               | 24             | 23   | 24   | 24   | 23   |                |      |      |      |      |                     |      |      |      |      |
|                | Music/Art/PE (Elem) | 23             | 24   | 25   | 27   | 27   | 20             | 20   | 18   | 16   | 12   | 3                   | 4    | 7    | 11   | 15   |
|                | ESL Teacher         | 3              | 3    | 3    | 3    | 3    | 2              | 2    | 2    | 2    | 2    | 1                   | 1    | 1    | 1    | 1    |
|                | Vocational          | 19             | 19   | 20   | 20   | 21   | 17             | 16   | 15   | 14   | 13   | 2                   | 3    | 5    | 6    | 8    |
|                | Spec Ed/Home/Hosp   | 31             | 32   | 33   | 34   | 35   | 29             | 24   | 22   | 22   | 21   | 2                   | 8    | 11   | 12   | 14   |
|                | Ch 1 Teacher Elem   | 8              | 9    | 9    | 10   | 10   | 7              | 7    | 7    | 7    | 7    | 1                   | 2    | 2    | 3    | 3    |
|                | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|                | Total               | 309            | 316  | 330  | 338  | 345  | 283            | 247  | 232  | 218  | 191  | 26                  | 69   | 98   | 120  | 154  |

| DISTRICT        | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|-----------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|                 |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Fentress County | Pre-K Teacher       | 8              | 8    | 8    | 8    | 8    | 7              | 6    | 4    | 4    | 4    | 1                   | 2    | 4    | 4    | 4    |
|                 | Kindergarten        | 15             | 15   | 15   | 15   | 15   | 15             | 15   | 15   | 15   | 13   | 0                   | 0    | 0    | 0    | 2    |
|                 | Grade 1 Teacher     | 18             | 18   | 17   | 17   | 17   | 16             | 16   | 14   | 13   | 13   | 2                   | 2    | 3    | 4    | 4    |
|                 | Grade 2 Teacher     | 14             | 16   | 15   | 15   | 15   | 14             | 13   | 13   | 12   | 10   | 0                   | 3    | 2    | 3    | 5    |
|                 | Grade 3 Teacher     | 16             | 16   | 18   | 17   | 17   | 16             | 16   | 15   | 12   | 12   | 0                   | 0    | 3    | 5    | 5    |
|                 | Grade 4 Teacher     | 13             | 13   | 12   | 14   | 13   | 14             | 14   | 13   | 13   | 13   | -1                  | -1   | -1   | 1    | 0    |
|                 | Grade 5 Teacher     | 19             | 16   | 16   | 16   | 18   | 15             | 15   | 14   | 11   | 11   | 4                   | 1    | 2    | 5    | 7    |
|                 | Grade 6 Teacher     | 14             | 17   | 14   | 14   | 14   | 14             | 14   | 13   | 13   | 11   | 0                   | 3    | 1    | 1    | 3    |
|                 | Grade 7 Teacher     | 14             | 13   | 16   | 14   | 14   | 12             | 12   | 10   | 9    | 9    | 2                   | 1    | 6    | 5    | 5    |
|                 | Grade 8 Teacher     | 10             | 11   | 10   | 12   | 11   | 9              | 7    | 6    | 6    | 5    | 1                   | 4    | 4    | 6    | 6    |
|                 | Grade 9-12 Teacher  | 15             | 15   | 15   | 15   | 16   | 14             | 14   | 12   | 12   | 12   | 1                   | 1    | 3    | 3    | 4    |
|                 | Math                | 3              | 3    | 3    | 3    | 3    |                |      |      |      |      |                     |      |      |      |      |
|                 | Science             | 2              | 2    | 2    | 2    | 2    |                |      |      |      |      |                     |      |      |      |      |
|                 | English             | 3              | 3    | 3    | 3    | 3    |                |      |      |      |      |                     |      |      |      |      |
|                 | Other               | 7              | 7    | 7    | 7    | 8    |                |      |      |      |      |                     |      |      |      |      |
|                 | Music/Art/PE (Elem) | 10             | 10   | 10   | 10   | 10   | 9              | 8    | 7    | 7    | 7    | 1                   | 2    | 3    | 3    | 3    |
|                 | ESL Teacher         | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|                 | Vocational          | 3              | 3    | 3    | 3    | 3    | 2              | 2    | 2    | 2    | 2    | 1                   | 1    | 1    | 1    | 1    |
|                 | Spec Ed/Home/Hosp   | 13             | 13   | 13   | 13   | 13   | 12             | 11   | 9    | 9    | 9    | 1                   | 2    | 4    | 4    | 4    |
|                 | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|                 | Total               | 184            | 186  | 184  | 185  | 186  | 170            | 164  | 148  | 139  | 132  | 14                  | 22   | 36   | 46   | 54   |

Note: Some detailed estimates for this LEA have been hidden to avoid identifying the likelihood that individual teachers will leave the state education workforce.

| DISTRICT        |                     | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|-----------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|                 |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Franklin County | Classroom Teachers  |                |      |      |      |      |                |      |      |      |      |                     |      |      |      |      |
|                 | Pre-K Teacher       | 10             | 10   | 10   | 10   | 10   | 11             | 11   | 11   | 10   | 7    | -1                  | -1   | -1   | 0    | 3    |
|                 | Kindergarten        | 24             | 24   | 23   | 24   | 24   | 27             | 27   | 27   | 27   | 24   | -3                  | -3   | -4   | -3   | 0    |
|                 | Grade 1 Teacher     | 30             | 27   | 26   | 26   | 26   | 23             | 23   | 23   | 23   | 22   | 7                   | 4    | 3    | 3    | 4    |
|                 | Grade 2 Teacher     | 26             | 29   | 26   | 25   | 25   | 27             | 26   | 25   | 23   | 22   | -1                  | 3    | 1    | 2    | 3    |
|                 | Grade 3 Teacher     | 25             | 24   | 26   | 23   | 23   | 26             | 26   | 23   | 23   | 22   | -1                  | -2   | 3    | 0    | 1    |
|                 | Grade 4 Teacher     | 22             | 20   | 19   | 21   | 19   | 20             | 20   | 20   | 19   | 17   | 2                   | 0    | -1   | 2    | 2    |
|                 | Grade 5 Teacher     | 25             | 25   | 23   | 22   | 25   | 23             | 23   | 22   | 21   | 19   | 2                   | 2    | 1    | 1    | 6    |
|                 | Grade 6 Teacher     | 19             | 21   | 21   | 19   | 18   | 17             | 17   | 17   | 16   | 15   | 2                   | 4    | 4    | 3    | 3    |
|                 | Grade 7 Teacher     | 20             | 22   | 24   | 24   | 22   | 22             | 22   | 19   | 19   | 16   | -2                  | 0    | 5    | 5    | 6    |
|                 | Grade 8 Teacher     | 19             | 17   | 19   | 21   | 20   | 20             | 18   | 17   | 16   | 16   | -1                  | -1   | 2    | 5    | 4    |
|                 | Grade 9-12 Teacher  | 71             | 72   | 72   | 71   | 72   | 69             | 63   | 56   | 53   | 48   | 2                   | 9    | 16   | 18   | 24   |
|                 | Math                | 12             | 12   | 12   | 12   | 12   |                |      |      |      |      |                     |      |      |      |      |
|                 | Science             | 9              | 9    | 9    | 9    | 9    |                |      |      |      |      |                     |      |      |      |      |
|                 | English             | 12             | 12   | 12   | 12   | 12   |                |      |      |      |      |                     |      |      |      |      |
|                 | Other               | 38             | 39   | 39   | 38   | 39   |                |      |      |      |      |                     |      |      |      |      |
|                 | Music/Art/PE (Elem) | 26             | 26   | 25   | 24   | 24   | 25             | 23   | 23   | 20   | 20   | 1                   | 3    | 2    | 4    | 4    |
|                 | Vocational          | 29             | 29   | 29   | 29   | 28   | 28             | 24   | 22   | 21   | 19   | 1                   | 5    | 7    | 8    | 9    |
|                 | Spec Ed/Home/Hosp   | 43             | 43   | 42   | 42   | 41   | 41             | 39   | 37   | 34   | 32   | 2                   | 4    | 5    | 8    | 9    |
|                 | Ch 1 Teacher Elem   | 12             | 12   | 11   | 11   | 11   | 11             | 11   | 11   | 11   | 9    | 1                   | 1    | 0    | 0    | 2    |
|                 | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|                 | Total               | 403            | 403  | 398  | 394  | 389  | 391            | 374  | 354  | 337  | 309  | 12                  | 29   | 44   | 57   | 80   |

Note: Some detailed estimates for this LEA have been hidden to avoid identifying the likelihood that individual teachers will leave the state education workforce.

| DISTRICT | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|----------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|          |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Humboldt | Pre-K Teacher       | 6              | 7    | 7    | 7    | 7    | 5              | 5    | 5    | 3    | 3    | 1                   | 2    | 2    | 4    | 4    |
|          | Kindergarten        | 7              | 8    | 8    | 8    | 8    | 6              | 6    | 5    | 4    | 4    | 1                   | 2    | 3    | 4    | 4    |
|          | Grade 1 Teacher     | 7              | 8    | 8    | 8    | 8    | 7              | 7    | 7    | 7    | 7    | 0                   | 1    | 1    | 1    | 1    |
|          | Grade 2 Teacher     | 6              | 5    | 6    | 6    | 6    | 6              | 6    | 6    | 4    | 3    | 0                   | -1   | 0    | 2    | 3    |
|          | Grade 3 Teacher     | 8              | 7    | 6    | 7    | 8    | 6              | 6    | 5    | 4    | 3    | 2                   | 1    | 1    | 3    | 5    |
|          | Grade 4 Teacher     | 5              | 6    | 6    | 5    | 6    | 4              | 4    | 4    | 3    | 3    | 1                   | 2    | 2    | 2    | 3    |
|          | Grade 5 Teacher     | 7              | 5    | 6    | 6    | 5    | 4              | 4    | 3    | 2    | 2    | 3                   | 1    | 3    | 4    | 3    |
|          | Grade 6 Teacher     | 4              | 5    | 4    | 5    | 5    | 4              | 4    | 4    | 4    | 4    | 0                   | 1    | 0    | 1    | 1    |
|          | Grade 7 Teacher     | 7              | 6    | 9    | 7    | 8    | 7              | 5    | 5    | 5    | 5    | 0                   | 1    | 4    | 2    | 3    |
|          | Grade 8 Teacher     | 8              | 8    | 6    | 9    | 8    | 8              | 6    | 4    | 4    | 4    | 0                   | 2    | 2    | 5    | 4    |
|          | Grade 9-12 Teacher  | 19             | 17   | 17   | 15   | 16   | 20             | 17   | 16   | 15   | 14   | -1                  | 0    | 1    | 0    | 2    |
|          | Math                | 3              | 3    | 3    | 3    | 3    |                |      |      |      |      |                     |      |      |      |      |
|          | Science             | 2              | 2    | 2    | 2    | 2    |                |      |      |      |      |                     |      |      |      |      |
|          | English             | 3              | 3    | 3    | 3    | 3    |                |      |      |      |      |                     |      |      |      |      |
|          | Other               | 11             | 9    | 9    | 7    | 8    |                |      |      |      |      |                     |      |      |      |      |
|          | Music/Art/PE (Elem) | 11             | 11   | 11   | 11   | 11   | 9              | 5    | 5    | 3    | 3    | 2                   | 6    | 6    | 8    | 8    |
|          | Vocational          | 6              | 6    | 6    | 6    | 6    | 5              | 4    | 4    | 4    | 3    | 1                   | 2    | 2    | 2    | 3    |
|          | Spec Ed/Home/Hosp   | 10             | 10   | 10   | 10   | 10   | 9              | 9    | 9    | 8    | 7    | 1                   | 1    | 1    | 2    | 3    |
|          | Ch 1 Teacher Elem   | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|          | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|          | Total               | 113            | 111  | 112  | 112  | 114  | 101            | 88   | 82   | 70   | 65   | 12                  | 23   | 30   | 42   | 49   |

Note: Some detailed estimates for this LEA have been hidden to avoid identifying the likelihood that individual teachers will leave the state education workforce.

| DISTRICT |                     | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|----------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|          | Classroom Teachers  | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Milan    | Pre-K Teacher       | 7              | 7    | 7    | 7    | 7    | 6              | 5    | 5    | 5    | 5    | 1                   | 2    | 2    | 2    | 2    |
|          | Kindergarten        | 12             | 12   | 12   | 12   | 12   | 11             | 11   | 11   | 10   | 10   | 1                   | 1    | 1    | 2    | 2    |
|          | Grade 1 Teacher     | 12             | 12   | 13   | 13   | 13   | 10             | 10   | 10   | 10   | 10   | 2                   | 2    | 3    | 3    | 3    |
|          | Grade 2 Teacher     | 7              | 9    | 9    | 9    | 9    | 8              | 8    | 8    | 8    | 8    | -1                  | 1    | 1    | 1    | 1    |
|          | Grade 3 Teacher     | 9              | 8    | 9    | 9    | 9    | 9              | 9    | 8    | 8    | 8    | 0                   | -1   | 1    | 1    | 1    |
|          | Grade 4 Teacher     | 7              | 7    | 6    | 7    | 7    | 6              | 6    | 6    | 5    | 5    | 1                   | 1    | 0    | 2    | 2    |
|          | Grade 5 Teacher     | 9              | 9    | 9    | 7    | 8    | 7              | 6    | 5    | 5    | 5    | 2                   | 3    | 4    | 2    | 3    |
|          | Grade 6 Teacher     | 9              | 11   | 10   | 10   | 8    | 9              | 7    | 6    | 5    | 5    | 0                   | 4    | 4    | 5    | 3    |
|          | Grade 7 Teacher     | 7              | 6    | 8    | 7    | 7    | 5              | 5    | 5    | 5    | 5    | 2                   | 1    | 3    | 2    | 2    |
|          | Grade 8 Teacher     | 9              | 9    | 8    | 10   | 10   | 9              | 7    | 6    | 6    | 6    | 0                   | 2    | 2    | 4    | 4    |
|          | Grade 9-12 Teacher  | 29             | 29   | 29   | 29   | 29   | 28             | 27   | 26   | 24   | 24   | 1                   | 2    | 3    | 5    | 5    |
|          | Math                | 5              | 5    | 5    | 5    | 5    |                |      |      |      |      |                     |      |      |      |      |
|          | Science             | 4              | 4    | 4    | 4    | 4    |                |      |      |      |      |                     |      |      |      |      |
|          | English             | 5              | 5    | 5    | 5    | 5    |                |      |      |      |      |                     |      |      |      |      |
|          | Other               | 15             | 15   | 15   | 15   | 15   |                |      |      |      |      |                     |      |      |      |      |
|          | Music/Art/PE (Elem) | 12             | 12   | 13   | 13   | 13   | 11             | 10   | 10   | 10   | 10   | 1                   | 2    | 3    | 3    | 3    |
|          | ESL Teacher         | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|          | Vocational          | 12             | 13   | 13   | 13   | 13   | 11             | 10   | 10   | 10   | 10   | 1                   | 3    | 3    | 3    | 3    |
|          | Spec Ed/Home/Hosp   | 18             | 18   | 18   | 18   | 18   | 16             | 13   | 13   | 13   | 13   | 2                   | 5    | 5    | 5    | 5    |
|          | Ch 1 Teacher Elem   | 3              | 3    | 3    | 3    | 3    | 2              | 2    | 2    | 2    | 2    | 1                   | 1    | 1    | 1    | 1    |
|          | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
| Total    |                     | 162            | 165  | 167  | 167  | 166  | 148            | 136  | 131  | 126  | 126  | 14                  | 29   | 36   | 41   | 40   |

| DISTRICT | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|----------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|          |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Trenton  | Pre-K Teacher       | 6              | 7    | 6    | 6    | 6    | 5              | 5    | 5    | 4    | 4    | 1                   | 2    | 1    | 2    | 2    |
|          | Kindergarten        | 7              | 8    | 7    | 7    | 7    | 6              | 6    | 6    | 6    | 6    | 1                   | 2    | 1    | 1    | 1    |
|          | Grade 1 Teacher     | 6              | 6    | 7    | 7    | 6    | 5              | 5    | 4    | 4    | 4    | 1                   | 1    | 3    | 3    | 2    |
|          | Grade 2 Teacher     | 6              | 6    | 7    | 7    | 7    | 6              | 6    | 5    | 5    | 5    | 0                   | 0    | 2    | 2    | 2    |
|          | Grade 3 Teacher     | 8              | 7    | 7    | 8    | 9    | 6              | 6    | 5    | 5    | 4    | 2                   | 1    | 2    | 3    | 5    |
|          | Grade 4 Teacher     | 6              | 7    | 6    | 7    | 7    | 6              | 6    | 6    | 6    | 6    | 0                   | 1    | 0    | 1    | 1    |
|          | Grade 5 Teacher     | 6              | 5    | 6    | 6    | 6    | 5              | 5    | 5    | 5    | 4    | 1                   | 0    | 1    | 1    | 2    |
|          | Grade 6 Teacher     | 4              | 5    | 4    | 5    | 5    | 5              | 5    | 5    | 5    | 5    | -1                  | 0    | -1   | 0    | 0    |
|          | Grade 7 Teacher     | 7              | 5    | 5    | 5    | 6    | 6              | 6    | 5    | 5    | 5    | 1                   | -1   | 0    | 0    | 1    |
|          | Grade 8 Teacher     | 6              | 6    | 5    | 5    | 4    | 5              | 5    | 5    | 5    | 5    | 1                   | 1    | 0    | 0    | -1   |
|          | Grade 9-12 Teacher  | 21             | 21   | 22   | 21   | 20   | 20             | 19   | 19   | 19   | 18   | 1                   | 2    | 3    | 2    | 2    |
|          | Math                | 4              | 4    | 4    | 4    | 3    |                |      |      |      |      |                     |      |      |      |      |
|          | Science             | 3              | 3    | 3    | 3    | 3    |                |      |      |      |      |                     |      |      |      |      |
|          | English             | 4              | 4    | 4    | 4    | 3    |                |      |      |      |      |                     |      |      |      |      |
|          | Other               | 10             | 10   | 11   | 10   | 11   |                |      |      |      |      |                     |      |      |      |      |
|          | Music/Art/PE (Elem) | 8              | 8    | 8    | 8    | 8    | 6              | 6    | 5    | 5    | 5    | 2                   | 2    | 3    | 3    | 3    |
|          | ESL Teacher         | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|          | Vocational          | 4              | 4    | 4    | 4    | 4    | 3              | 3    | 2    | 2    | 1    | 1                   | 1    | 2    | 2    | 3    |
|          | Spec Ed/Home/Hosp   | 8              | 8    | 8    | 8    | 8    | 7              | 7    | 6    | 6    | 6    | 1                   | 1    | 2    | 2    | 2    |
| Total    |                     | 107            | 107  | 105  | 108  | 107  | 93             | 90   | 83   | 82   | 78   | 14                  | 17   | 22   | 26   | 29   |

Note: Some detailed estimates for this LEA have been hidden to avoid identifying the likelihood that individual teachers will leave the state education workforce.

| DISTRICT | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|----------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|          |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Bradford | Pre-K Teacher       | 3              | 3    | 3    | 3    | 3    | 2              | 2    | 2    | 2    | 2    | 1                   | 1    | 1    | 1    | 1    |
|          | Kindergarten        | 4              | 4    | 4    | 4    | 4    | 3              | 3    | 3    | 3    | 3    | 1                   | 1    | 1    | 1    | 1    |
|          | Grade 1 Teacher     | 2              | 2    | 3    | 3    | 3    | 2              | 2    | 1    | 1    | 1    | 0                   | 0    | 2    | 2    | 2    |
|          | Grade 2 Teacher     | 3              | 3    | 3    | 3    | 3    | 2              | 2    | 2    | 2    | 2    | 1                   | 1    | 1    | 1    | 1    |
|          | Grade 3 Teacher     | 3              | 4    | 3    | 3    | 4    | 2              | 2    | 2    | 2    | 2    | 1                   | 2    | 1    | 1    | 2    |
|          | Grade 4 Teacher     | 4              | 5    | 6    | 5    | 5    | 3              | 3    | 3    | 2    | 2    | 1                   | 2    | 3    | 3    | 3    |
|          | Grade 5 Teacher     | 3              | 3    | 4    | 5    | 4    | 2              | 2    | 2    | 1    | 1    | 1                   | 1    | 2    | 4    | 3    |
|          | Grade 6 Teacher     | 2              | 3    | 3    | 3    | 4    | 2              | 2    | 2    | 2    | 2    | 0                   | 1    | 1    | 1    | 2    |
|          | Grade 7 Teacher     | 2              | 2    | 2    | 2    | 3    | 2              | 2    | 1    | 1    | 1    | 0                   | 0    | 1    | 1    | 2    |
|          | Grade 8 Teacher     | 4              | 3    | 3    | 3    | 4    | 3              | 3    | 3    | 3    | 3    | 1                   | 0    | 0    | 0    | 1    |
|          | Grade 9-12 Teacher  | 10             | 10   | 9    | 9    | 9    | 10             | 7    | 7    | 6    | 4    | 0                   | 3    | 2    | 3    | 5    |
|          | Math                | 2              | 2    | 2    | 2    | 2    |                |      |      |      |      |                     |      |      |      |      |
|          | Science             | 1              | 1    | 1    | 1    | 1    |                |      |      |      |      |                     |      |      |      |      |
|          | English             | 2              | 2    | 2    | 2    | 2    |                |      |      |      |      |                     |      |      |      |      |
|          | Other               | 5              | 5    | 4    | 4    | 4    |                |      |      |      |      |                     |      |      |      |      |
|          | Music/Art/PE (Elem) | 3              | 3    | 3    | 3    | 4    | 2              | 2    | 1    | 1    | 1    | 1                   | 1    | 2    | 2    | 3    |
|          | ESL Teacher         | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|          | Spec Ed/Home/Hosp   | 5              | 6    | 6    | 6    | 6    | 4              | 4    | 3    | 3    | 3    | 1                   | 2    | 3    | 3    | 3    |
|          | Ch 1 Teacher Elem   | 5              | 5    | 5    | 5    | 5    | 3              | 2    | 2    | 2    | 2    | 2                   | 3    | 3    | 3    | 3    |
|          | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|          | Total               | 55             | 58   | 59   | 59   | 63   | 43             | 39   | 35   | 32   | 30   | 12                  | 19   | 24   | 27   | 33   |

Note: Some detailed estimates for this LEA have been hidden to avoid identifying the likelihood that individual teachers will leave the state education workforce.

| DISTRICT      |                     | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|---------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|               | Classroom Teachers  | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Gibson County | Pre-K Teacher       | 6              | 7    | 7    | 7    | 7    | 6              | 6    | 5    | 4    | 4    | 0                   | 1    | 2    | 3    | 3    |
|               | Kindergarten        | 17             | 18   | 18   | 18   | 18   | 18             | 17   | 15   | 10   | 10   | -1                  | 1    | 3    | 8    | 8    |
|               | Grade 1 Teacher     | 14             | 13   | 14   | 14   | 13   | 14             | 14   | 13   | 12   | 10   | 0                   | -1   | 1    | 2    | 3    |
|               | Grade 2 Teacher     | 16             | 13   | 12   | 13   | 13   | 11             | 11   | 11   | 11   | 9    | 5                   | 2    | 1    | 2    | 4    |
|               | Grade 3 Teacher     | 16             | 17   | 13   | 12   | 13   | 13             | 13   | 12   | 12   | 11   | 3                   | 4    | 1    | 0    | 2    |
|               | Grade 4 Teacher     | 21             | 23   | 24   | 19   | 18   | 17             | 16   | 16   | 14   | 14   | 4                   | 7    | 8    | 5    | 4    |
|               | Grade 5 Teacher     | 13             | 15   | 17   | 18   | 14   | 13             | 12   | 9    | 8    | 8    | 0                   | 3    | 8    | 10   | 6    |
|               | Grade 6 Teacher     | 12             | 12   | 14   | 15   | 16   | 12             | 10   | 9    | 9    | 7    | 0                   | 2    | 5    | 6    | 9    |
|               | Grade 7 Teacher     | 17             | 17   | 15   | 19   | 20   | 15             | 14   | 12   | 9    | 8    | 2                   | 3    | 3    | 10   | 12   |
|               | Grade 8 Teacher     | 11             | 11   | 11   | 11   | 13   | 5              | 3    | 3    | 3    | 3    | 6                   | 8    | 8    | 8    | 10   |
|               | Grade 9-12 Teacher  | 40             | 40   | 40   | 40   | 40   | 35             | 30   | 28   | 28   | 25   | 5                   | 10   | 12   | 12   | 15   |
|               | Math                | 7              | 7    | 7    | 7    | 7    |                |      |      |      |      |                     |      |      |      |      |
|               | Science             | 5              | 5    | 5    | 5    | 5    |                |      |      |      |      |                     |      |      |      |      |
|               | English             | 7              | 7    | 7    | 7    | 7    |                |      |      |      |      |                     |      |      |      |      |
|               | Other               | 21             | 21   | 21   | 21   | 21   |                |      |      |      |      |                     |      |      |      |      |
|               | Music/Art/PE (Elem) | 7              | 7    | 7    | 7    | 7    | 6              | 3    | 3    | 3    | 3    | 1                   | 4    | 4    | 4    | 4    |
|               | Vocational          | 7              | 8    | 7    | 8    | 7    | 6              | 6    | 6    | 5    | 4    | 1                   | 2    | 1    | 3    | 3    |
|               | Spec Ed/Home/Hosp   | 19             | 19   | 19   | 19   | 19   | 16             | 15   | 13   | 12   | 12   | 3                   | 4    | 6    | 7    | 7    |
|               | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
| Total         |                     | 220            | 224  | 222  | 224  | 222  | 189            | 172  | 157  | 142  | 130  | 31                  | 52   | 65   | 82   | 92   |

Note: Some detailed estimates for this LEA have been hidden to avoid identifying the likelihood that individual teachers will leave the state education workforce.

| DISTRICT     |                     | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|--------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|              |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Giles County | Classroom Teachers  |                |      |      |      |      |                |      |      |      |      |                     |      |      |      |      |
|              | Kindergarten        | 21             | 21   | 24   | 22   | 22   | 20             | 20   | 20   | 20   | 20   | 1                   | 1    | 4    | 2    | 2    |
|              | Grade 1 Teacher     | 20             | 20   | 20   | 23   | 21   | 20             | 20   | 20   | 20   | 18   | 0                   | 0    | 0    | 3    | 3    |
|              | Grade 2 Teacher     | 26             | 26   | 26   | 26   | 29   | 25             | 19   | 19   | 18   | 17   | 1                   | 7    | 7    | 8    | 12   |
|              | Grade 3 Teacher     | 21             | 22   | 21   | 21   | 22   | 22             | 22   | 21   | 16   | 16   | -1                  | 0    | 0    | 5    | 6    |
|              | Grade 4 Teacher     | 15             | 14   | 14   | 14   | 14   | 16             | 16   | 16   | 15   | 15   | -1                  | -2   | -2   | -1   | -1   |
|              | Grade 5 Teacher     | 20             | 17   | 16   | 17   | 16   | 16             | 15   | 15   | 14   | 12   | 4                   | 2    | 1    | 3    | 4    |
|              | Grade 6 Teacher     | 17             | 20   | 18   | 17   | 17   | 15             | 15   | 14   | 14   | 13   | 2                   | 5    | 4    | 3    | 4    |
|              | Grade 7 Teacher     | 15             | 17   | 20   | 18   | 17   | 16             | 16   | 16   | 15   | 15   | -1                  | 1    | 4    | 3    | 2    |
|              | Grade 8 Teacher     | 15             | 14   | 16   | 19   | 16   | 14             | 14   | 14   | 13   | 12   | 1                   | 0    | 2    | 6    | 4    |
|              | Grade 9-12 Teacher  | 62             | 59   | 56   | 57   | 61   | 68             | 62   | 54   | 47   | 42   | -6                  | -3   | 2    | 10   | 19   |
|              | Math                | 10             | 10   | 9    | 10   | 10   |                |      |      |      |      |                     |      |      |      |      |
|              | Science             | 8              | 7    | 7    | 7    | 8    |                |      |      |      |      |                     |      |      |      |      |
|              | English             | 10             | 10   | 9    | 10   | 10   |                |      |      |      |      |                     |      |      |      |      |
|              | Other               | 34             | 32   | 31   | 30   | 33   |                |      |      |      |      |                     |      |      |      |      |
|              | Music/Art/PE (Elem) | 17             | 17   | 17   | 17   | 18   | 16             | 16   | 16   | 16   | 15   | 1                   | 1    | 1    | 1    | 3    |
|              | ESL Teacher         | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|              | Vocational          | 21             | 20   | 20   | 21   | 21   | 20             | 17   | 17   | 16   | 16   | 1                   | 3    | 3    | 5    | 5    |
|              | Spec Ed/Home/Hosp   | 28             | 28   | 28   | 29   | 29   | 28             | 26   | 26   | 23   | 22   | 0                   | 2    | 2    | 6    | 7    |
|              | Ch 1 Teacher Elem   | 16             | 16   | 16   | 16   | 17   | 15             | 15   | 15   | 14   | 14   | 1                   | 1    | 1    | 2    | 3    |
|              | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|              | Total               | 316            | 313  | 314  | 319  | 322  | 312            | 294  | 284  | 261  | 247  | 4                   | 19   | 30   | 58   | 75   |

Note: Some detailed estimates for this LEA have been hidden to avoid identifying the likelihood that individual teachers will leave the state education workforce.

| DISTRICT        | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|-----------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|                 |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Grainger County | Pre-K Teacher       | 6              | 6    | 7    | 6    | 7    | 4              | 4    | 4    | 4    | 4    | 2                   | 2    | 3    | 2    | 3    |
|                 | Kindergarten        | 22             | 23   | 24   | 23   | 24   | 16             | 16   | 16   | 15   | 15   | 6                   | 7    | 8    | 8    | 9    |
|                 | Grade 1 Teacher     | 17             | 23   | 24   | 25   | 24   | 16             | 15   | 15   | 13   | 13   | 1                   | 8    | 9    | 12   | 11   |
|                 | Grade 2 Teacher     | 15             | 16   | 21   | 22   | 24   | 16             | 16   | 16   | 14   | 14   | -1                  | 0    | 5    | 8    | 10   |
|                 | Grade 3 Teacher     | 16             | 15   | 16   | 21   | 22   | 15             | 14   | 12   | 11   | 10   | 1                   | 1    | 4    | 10   | 12   |
|                 | Grade 4 Teacher     | 16             | 17   | 16   | 16   | 22   | 15             | 14   | 13   | 13   | 13   | 1                   | 3    | 3    | 3    | 9    |
|                 | Grade 5 Teacher     | 9              | 10   | 10   | 9    | 10   | 10             | 10   | 10   | 9    | 9    | -1                  | 0    | 0    | 0    | 1    |
|                 | Grade 6 Teacher     | 16             | 14   | 15   | 15   | 14   | 15             | 14   | 11   | 10   | 10   | 1                   | 0    | 4    | 5    | 4    |
|                 | Grade 7 Teacher     | 10             | 11   | 10   | 10   | 10   | 12             | 11   | 9    | 9    | 9    | -2                  | 0    | 1    | 1    | 1    |
|                 | Grade 8 Teacher     | 11             | 9    | 10   | 8    | 9    | 11             | 10   | 9    | 9    | 9    | 0                   | -1   | 1    | -1   | 0    |
|                 | Grade 9-12 Teacher  | 47             | 44   | 42   | 41   | 37   | 40             | 34   | 32   | 30   | 30   | 7                   | 10   | 10   | 11   | 7    |
|                 | Math                | 8              | 7    | 7    | 7    | 6    |                |      |      |      |      |                     |      |      |      |      |
|                 | Science             | 6              | 6    | 5    | 5    | 5    |                |      |      |      |      |                     |      |      |      |      |
|                 | English             | 8              | 7    | 7    | 7    | 6    |                |      |      |      |      |                     |      |      |      |      |
|                 | Other               | 25             | 24   | 23   | 22   | 20   |                |      |      |      |      |                     |      |      |      |      |
|                 | Music/Art/PE (Elem) | 9              | 10   | 11   | 12   | 12   | 8              | 7    | 7    | 7    | 6    | 1                   | 3    | 4    | 5    | 6    |
|                 | ESL Teacher         | 3              | 3    | 3    | 3    | 3    | 2              | 2    | 2    | 2    | 2    | 1                   | 1    | 1    | 1    | 1    |
|                 | Vocational          | 18             | 18   | 19   | 19   | 19   | 16             | 14   | 14   | 14   | 14   | 2                   | 4    | 5    | 5    | 5    |
|                 | Spec Ed/Home/Hosp   | 19             | 19   | 20   | 20   | 21   | 17             | 15   | 14   | 14   | 14   | 2                   | 4    | 6    | 6    | 7    |
|                 | Ch 1 Teacher Elem   | 5              | 5    | 6    | 6    | 6    | 4              | 4    | 4    | 4    | 4    | 1                   | 1    | 2    | 2    | 2    |
|                 | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
| Total           |                     | 239            | 243  | 254  | 256  | 264  | 217            | 200  | 188  | 178  | 176  | 22                  | 43   | 66   | 78   | 88   |

| DISTRICT      | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|---------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|               |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Greene County | Pre-K Teacher       | 14             | 14   | 14   | 14   | 14   | 13             | 12   | 12   | 11   | 6    | 1                   | 2    | 2    | 3    | 8    |
|               | Kindergarten        | 30             | 30   | 31   | 30   | 30   | 29             | 28   | 28   | 28   | 26   | 1                   | 2    | 3    | 2    | 4    |
|               | Grade 1 Teacher     | 33             | 33   | 33   | 34   | 33   | 31             | 31   | 29   | 27   | 23   | 2                   | 2    | 4    | 7    | 10   |
|               | Grade 2 Teacher     | 30             | 31   | 31   | 31   | 32   | 29             | 28   | 27   | 26   | 24   | 1                   | 3    | 4    | 5    | 8    |
|               | Grade 3 Teacher     | 33             | 33   | 34   | 35   | 34   | 31             | 30   | 28   | 27   | 25   | 2                   | 3    | 6    | 8    | 9    |
|               | Grade 4 Teacher     | 25             | 26   | 26   | 27   | 27   | 25             | 22   | 19   | 19   | 18   | 0                   | 4    | 7    | 8    | 9    |
|               | Grade 5 Teacher     | 29             | 28   | 29   | 30   | 30   | 26             | 23   | 22   | 21   | 20   | 3                   | 5    | 7    | 9    | 10   |
|               | Grade 6 Teacher     | 26             | 28   | 28   | 29   | 29   | 26             | 25   | 24   | 21   | 21   | 0                   | 3    | 4    | 8    | 8    |
|               | Grade 7 Teacher     | 26             | 25   | 27   | 27   | 28   | 23             | 23   | 23   | 20   | 17   | 3                   | 2    | 4    | 7    | 11   |
|               | Grade 8 Teacher     | 21             | 23   | 22   | 25   | 24   | 23             | 21   | 19   | 16   | 15   | -2                  | 2    | 3    | 9    | 9    |
|               | Grade 9-12 Teacher  | 100            | 96   | 95   | 96   | 96   | 100            | 88   | 78   | 74   | 70   | 0                   | 8    | 17   | 22   | 26   |
|               | Math                | 17             | 16   | 16   | 16   | 16   |                |      |      |      |      |                     |      |      |      |      |
|               | Science             | 13             | 12   | 12   | 12   | 12   |                |      |      |      |      |                     |      |      |      |      |
|               | English             | 17             | 16   | 16   | 16   | 16   |                |      |      |      |      |                     |      |      |      |      |
|               | Other               | 53             | 52   | 51   | 52   | 52   |                |      |      |      |      |                     |      |      |      |      |
|               | Music/Art/PE (Elem) | 34             | 34   | 35   | 35   | 35   | 32             | 30   | 28   | 26   | 25   | 2                   | 4    | 7    | 9    | 10   |
|               | Vocational          | 16             | 16   | 16   | 16   | 16   | 15             | 14   | 14   | 13   | 12   | 1                   | 2    | 2    | 3    | 4    |
|               | Spec Ed/Home/Hosp   | 50             | 50   | 50   | 51   | 51   | 48             | 41   | 39   | 38   | 34   | 2                   | 9    | 11   | 13   | 17   |
|               | Ch 1 Teacher Elem   | 29             | 29   | 30   | 30   | 30   | 27             | 25   | 20   | 18   | 16   | 2                   | 4    | 10   | 12   | 14   |
|               | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|               | Total               | 498            | 498  | 503  | 512  | 511  | 479            | 442  | 411  | 386  | 352  | 19                  | 56   | 92   | 126  | 159  |

Note: Some detailed estimates for this LEA have been hidden to avoid identifying the likelihood that individual teachers will leave the state education workforce.

| DISTRICT    | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|-------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|             |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Greeneville | Pre-K Teacher       | 6              | 6    | 6    | 6    | 6    | 5              | 5    | 4    | 2    | 2    | 1                   | 1    | 2    | 4    | 4    |
|             | Kindergarten        | 11             | 11   | 11   | 11   | 11   | 10             | 10   | 9    | 9    | 9    | 1                   | 1    | 2    | 2    | 2    |
|             | Grade 1 Teacher     | 11             | 12   | 12   | 12   | 12   | 10             | 10   | 9    | 9    | 9    | 1                   | 2    | 3    | 3    | 3    |
|             | Grade 2 Teacher     | 16             | 14   | 15   | 15   | 15   | 13             | 10   | 10   | 10   | 9    | 3                   | 4    | 5    | 5    | 6    |
|             | Grade 3 Teacher     | 14             | 16   | 15   | 15   | 15   | 14             | 14   | 14   | 12   | 10   | 0                   | 2    | 1    | 3    | 5    |
|             | Grade 4 Teacher     | 9              | 9    | 10   | 9    | 10   | 10             | 10   | 10   | 10   | 8    | -1                  | -1   | 0    | -1   | 2    |
|             | Grade 5 Teacher     | 11             | 10   | 9    | 11   | 10   | 9              | 9    | 8    | 8    | 8    | 2                   | 1    | 1    | 3    | 2    |
|             | Grade 6 Teacher     | 11             | 13   | 11   | 10   | 12   | 9              | 9    | 8    | 8    | 8    | 2                   | 4    | 3    | 2    | 4    |
|             | Grade 7 Teacher     | 11             | 13   | 15   | 13   | 12   | 12             | 10   | 8    | 6    | 5    | -1                  | 3    | 7    | 7    | 7    |
|             | Grade 8 Teacher     | 10             | 9    | 10   | 12   | 10   | 8              | 6    | 6    | 5    | 3    | 2                   | 3    | 4    | 7    | 7    |
|             | Grade 9-12 Teacher  | 59             | 60   | 61   | 62   | 66   | 57             | 49   | 43   | 39   | 35   | 2                   | 11   | 18   | 23   | 31   |
|             | Math                | 10             | 10   | 10   | 10   | 11   |                |      |      |      |      |                     |      |      |      |      |
|             | Science             | 7              | 8    | 8    | 8    | 8    |                |      |      |      |      |                     |      |      |      |      |
|             | English             | 10             | 10   | 10   | 10   | 11   |                |      |      |      |      |                     |      |      |      |      |
|             | Other               | 32             | 32   | 33   | 34   | 36   |                |      |      |      |      |                     |      |      |      |      |
|             | Music/Art/PE (Elem) | 19             | 20   | 20   | 20   | 20   | 17             | 15   | 13   | 12   | 11   | 2                   | 5    | 7    | 8    | 9    |
|             | ESL Teacher         | 4              | 4    | 4    | 4    | 4    | 3              | 3    | 1    | 1    | 0    | 1                   | 1    | 3    | 3    | 4    |
|             | Vocational          | 14             | 15   | 15   | 15   | 15   | 13             | 10   | 8    | 7    | 7    | 1                   | 5    | 7    | 8    | 8    |
|             | Spec Ed/Home/Hosp   | 21             | 21   | 22   | 22   | 22   | 19             | 18   | 16   | 16   | 14   | 2                   | 3    | 6    | 6    | 8    |
|             | Ch 1 Teacher Elem   | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|             | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
| Total       |                     | 227            | 233  | 236  | 237  | 240  | 209            | 188  | 167  | 154  | 138  | 18                  | 45   | 69   | 83   | 102  |

| DISTRICT      | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|---------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|               |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Grundy County | Pre-K Teacher       | 9              | 9    | 9    | 9    | 9    | 8              | 8    | 7    | 7    | 7    | 1                   | 1    | 2    | 2    | 2    |
|               | Kindergarten        | 11             | 11   | 12   | 11   | 11   | 11             | 11   | 11   | 10   | 10   | 0                   | 0    | 1    | 1    | 1    |
|               | Grade 1 Teacher     | 12             | 12   | 12   | 12   | 12   | 12             | 11   | 11   | 10   | 10   | 0                   | 1    | 1    | 2    | 2    |
|               | Grade 2 Teacher     | 10             | 10   | 10   | 10   | 10   | 11             | 11   | 11   | 10   | 10   | -1                  | -1   | -1   | 0    | 0    |
|               | Grade 3 Teacher     | 12             | 11   | 11   | 10   | 10   | 10             | 10   | 10   | 9    | 9    | 2                   | 1    | 1    | 1    | 1    |
|               | Grade 4 Teacher     | 6              | 8    | 7    | 7    | 6    | 8              | 8    | 8    | 7    | 7    | -2                  | 0    | -1   | 0    | -1   |
|               | Grade 5 Teacher     | 9              | 7    | 8    | 7    | 7    | 8              | 7    | 7    | 7    | 7    | 1                   | 0    | 1    | 0    | 0    |
|               | Grade 6 Teacher     | 11             | 12   | 9    | 10   | 9    | 10             | 10   | 7    | 6    | 5    | 1                   | 2    | 2    | 4    | 4    |
|               | Grade 7 Teacher     | 8              | 8    | 8    | 6    | 7    | 8              | 8    | 7    | 4    | 4    | 0                   | 0    | 1    | 2    | 3    |
|               | Grade 8 Teacher     | 9              | 8    | 8    | 9    | 6    | 10             | 10   | 9    | 9    | 9    | -1                  | -2   | -1   | 0    | -3   |
|               | Grade 9-12 Teacher  | 37             | 35   | 33   | 31   | 30   | 38             | 29   | 29   | 28   | 28   | -1                  | 6    | 4    | 3    | 2    |
|               | Math                | 6              | 6    | 6    | 5    | 5    |                |      |      |      |      |                     |      |      |      |      |
|               | Science             | 5              | 4    | 4    | 4    | 4    |                |      |      |      |      |                     |      |      |      |      |
|               | English             | 6              | 6    | 6    | 5    | 5    |                |      |      |      |      |                     |      |      |      |      |
|               | Other               | 20             | 19   | 17   | 17   | 16   |                |      |      |      |      |                     |      |      |      |      |
|               | Music/Art/PE (Elem) | 8              | 7    | 8    | 7    | 7    | 7              | 5    | 4    | 3    | 2    | 1                   | 2    | 4    | 4    | 5    |
|               | Vocational          | 10             | 10   | 10   | 9    | 9    | 10             | 10   | 10   | 9    | 8    | 0                   | 0    | 0    | 0    | 1    |
|               | Spec Ed/Home/Hosp   | 37             | 36   | 35   | 34   | 32   | 37             | 36   | 33   | 32   | 30   | 0                   | 0    | 2    | 2    | 2    |
|               | Ch 1 Teacher Elem   | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|               | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|               | Total               | 190            | 185  | 181  | 173  | 166  | 189            | 175  | 165  | 152  | 147  | 1                   | 10   | 16   | 21   | 19   |

Note: Some detailed estimates for this LEA have been hidden to avoid identifying the likelihood that individual teachers will leave the state education workforce.

| DISTRICT       | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|----------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|                |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Hamblen County | Pre-K Teacher       | 12             | 12   | 12   | 12   | 12   | 11             | 9    | 9    | 7    | 7    | 1                   | 3    | 3    | 5    | 5    |
|                | Kindergarten        | 46             | 47   | 47   | 47   | 47   | 44             | 44   | 41   | 40   | 38   | 2                   | 3    | 6    | 7    | 9    |
|                | Grade 1 Teacher     | 45             | 47   | 47   | 48   | 47   | 47             | 44   | 42   | 36   | 34   | -2                  | 3    | 5    | 12   | 13   |
|                | Grade 2 Teacher     | 41             | 39   | 40   | 40   | 41   | 42             | 41   | 35   | 29   | 28   | -1                  | -2   | 5    | 11   | 13   |
|                | Grade 3 Teacher     | 46             | 41   | 39   | 40   | 41   | 42             | 38   | 34   | 27   | 27   | 4                   | 3    | 5    | 13   | 14   |
|                | Grade 4 Teacher     | 39             | 42   | 37   | 35   | 36   | 39             | 37   | 35   | 31   | 30   | 0                   | 5    | 2    | 4    | 6    |
|                | Grade 5 Teacher     | 35             | 34   | 37   | 33   | 31   | 35             | 30   | 26   | 21   | 20   | 0                   | 4    | 11   | 12   | 11   |
|                | Grade 6 Teacher     | 31             | 31   | 30   | 33   | 29   | 31             | 29   | 26   | 24   | 22   | 0                   | 2    | 4    | 9    | 7    |
|                | Grade 7 Teacher     | 32             | 32   | 31   | 30   | 33   | 30             | 25   | 22   | 19   | 18   | 2                   | 7    | 9    | 11   | 15   |
|                | Grade 8 Teacher     | 31             | 33   | 32   | 32   | 31   | 31             | 29   | 29   | 26   | 24   | 0                   | 4    | 3    | 6    | 7    |
|                | Grade 9-12 Teacher  | 120            | 114  | 117  | 120  | 120  | 123            | 106  | 91   | 78   | 70   | -3                  | 8    | 26   | 42   | 50   |
|                | Math                | 20             | 19   | 20   | 20   | 20   |                |      |      |      |      |                     |      |      |      |      |
|                | Science             | 15             | 14   | 15   | 15   | 15   |                |      |      |      |      |                     |      |      |      |      |
|                | English             | 20             | 19   | 20   | 20   | 20   |                |      |      |      |      |                     |      |      |      |      |
|                | Other               | 65             | 62   | 62   | 65   | 65   |                |      |      |      |      |                     |      |      |      |      |
|                | Music/Art/PE (Elem) | 35             | 34   | 34   | 35   | 35   | 34             | 28   | 26   | 24   | 24   | 1                   | 6    | 8    | 11   | 11   |
|                | ESL Teacher         | 15             | 14   | 14   | 14   | 14   | 14             | 14   | 12   | 9    | 9    | 1                   | 0    | 2    | 5    | 5    |
|                | Vocational          | 50             | 49   | 49   | 49   | 49   | 49             | 45   | 40   | 34   | 33   | 1                   | 4    | 9    | 15   | 16   |
|                | Spec Ed/Home/Hosp   | 61             | 60   | 60   | 60   | 59   | 60             | 56   | 56   | 47   | 47   | 1                   | 4    | 4    | 13   | 12   |
|                | Ch 1 Teacher Elem   | 13             | 12   | 12   | 12   | 13   | 12             | 9    | 9    | 9    | 9    | 1                   | 3    | 3    | 3    | 4    |
|                | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
| Total          |                     | 652            | 641  | 638  | 640  | 638  | 644            | 584  | 533  | 461  | 440  | 8                   | 57   | 105  | 179  | 198  |

| DISTRICT        | Classroom Teachers  | TEACHER DEMAND |       |       |       |       | TEACHER SUPPLY |       |       |       |       | GAP (DEMAND-SUPPLY) |      |      |      |       |
|-----------------|---------------------|----------------|-------|-------|-------|-------|----------------|-------|-------|-------|-------|---------------------|------|------|------|-------|
|                 |                     | 2010           | 2011  | 2012  | 2013  | 2014  | 2010           | 2011  | 2012  | 2013  | 2014  | 2010                | 2011 | 2012 | 2013 | 2014  |
| Hamilton County | Pre-K Teacher       | 53             | 56    | 58    | 56    | 56    | 43             | 41    | 34    | 28    | 25    | 10                  | 15   | 24   | 28   | 31    |
|                 | Kindergarten        | 188            | 198   | 203   | 196   | 199   | 153            | 151   | 143   | 127   | 119   | 35                  | 47   | 60   | 69   | 80    |
|                 | Grade 1 Teacher     | 197            | 203   | 215   | 221   | 213   | 197            | 186   | 167   | 149   | 132   | 0                   | 17   | 48   | 72   | 81    |
|                 | Grade 2 Teacher     | 176            | 176   | 181   | 190   | 196   | 168            | 155   | 141   | 132   | 111   | 8                   | 21   | 40   | 58   | 85    |
|                 | Grade 3 Teacher     | 199            | 192   | 192   | 198   | 209   | 200            | 178   | 155   | 140   | 122   | -1                  | 14   | 37   | 58   | 87    |
|                 | Grade 4 Teacher     | 212            | 210   | 203   | 203   | 209   | 198            | 184   | 166   | 154   | 137   | 14                  | 26   | 37   | 49   | 72    |
|                 | Grade 5 Teacher     | 156            | 166   | 165   | 159   | 159   | 156            | 142   | 125   | 114   | 104   | 0                   | 24   | 40   | 45   | 55    |
|                 | Grade 6 Teacher     | 196            | 195   | 208   | 207   | 199   | 178            | 157   | 147   | 132   | 109   | 18                  | 38   | 61   | 75   | 90    |
|                 | Grade 7 Teacher     | 186            | 204   | 203   | 217   | 215   | 198            | 169   | 148   | 134   | 126   | -12                 | 35   | 55   | 83   | 89    |
|                 | Grade 8 Teacher     | 121            | 113   | 124   | 124   | 132   | 131            | 118   | 99    | 90    | 75    | -10                 | -5   | 25   | 34   | 57    |
|                 | Grade 9-12 Teacher  | 576            | 555   | 530   | 531   | 526   | 584            | 504   | 440   | 389   | 333   | -8                  | 51   | 90   | 142  | 193   |
|                 | Math                | 96             | 93    | 88    | 89    | 88    |                |       |       |       |       |                     |      |      |      |       |
|                 | Science             | 72             | 69    | 66    | 66    | 66    |                |       |       |       |       |                     |      |      |      |       |
|                 | English             | 96             | 93    | 88    | 89    | 88    |                |       |       |       |       |                     |      |      |      |       |
|                 | Other               | 312            | 300   | 288   | 287   | 284   |                |       |       |       |       |                     |      |      |      |       |
|                 | Music/Art/PE (Elem) | 143            | 145   | 149   | 152   | 154   | 135            | 126   | 116   | 107   | 98    | 8                   | 19   | 33   | 45   | 56    |
|                 | ESL Teacher         | 8              | 8     | 8     | 8     | 8     | 7              | 7     | 5     | 5     | 5     | 1                   | 1    | 3    | 3    | 3     |
|                 | Vocational          | 113            | 113   | 114   | 115   | 115   | 110            | 95    | 75    | 58    | 48    | 3                   | 18   | 39   | 57   | 67    |
|                 | Spec Ed/Home/Hosp   | 327            | 328   | 330   | 333   | 334   | 320            | 304   | 287   | 261   | 246   | 7                   | 24   | 43   | 72   | 88    |
|                 | Ch 1 Teacher Elem   | 21             | 21    | 21    | 22    | 22    | 19             | 17    | 16    | 15    | 15    | 2                   | 4    | 5    | 7    | 7     |
|                 | Ch 1 Teacher Sec    | 5              | 5     | 5     | 5     | 5     | 4              | 4     | 4     | 3     | 2     | 1                   | 1    | 1    | 2    | 3     |
|                 | Total               | 2,877          | 2,888 | 2,909 | 2,937 | 2,951 | 2,801          | 2,538 | 2,268 | 2,038 | 1,807 | 76                  | 350  | 641  | 899  | 1,144 |

| DISTRICT       | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|----------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|                |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Hancock County | Pre-K Teacher       | 13             | 12   | 13   | 13   | 12   | 7              | 7    | 6    | 5    | 3    | 6                   | 5    | 7    | 8    | 9    |
|                | Kindergarten        | 9              | 8    | 9    | 9    | 8    | 5              | 5    | 5    | 4    | 4    | 4                   | 3    | 4    | 5    | 4    |
|                | Grade 1 Teacher     | 5              | 8    | 7    | 7    | 7    | 6              | 5    | 3    | 3    | 3    | -1                  | 3    | 4    | 4    | 4    |
|                | Grade 2 Teacher     | 6              | 4    | 7    | 6    | 7    | 5              | 5    | 4    | 4    | 4    | 1                   | -1   | 3    | 2    | 3    |
|                | Grade 3 Teacher     | 7              | 7    | 5    | 9    | 8    | 7              | 5    | 4    | 3    | 3    | 0                   | 2    | 1    | 6    | 5    |
|                | Grade 4 Teacher     | 4              | 4    | 4    | 3    | 5    | 4              | 4    | 4    | 4    | 4    | 0                   | 0    | 0    | -1   | 1    |
|                | Grade 5 Teacher     | 4              | 4    | 4    | 4    | 3    | 3              | 3    | 3    | 3    | 3    | 1                   | 1    | 1    | 1    | 0    |
|                | Grade 6 Teacher     | 6              | 7    | 6    | 6    | 6    | 5              | 3    | 3    | 3    | 3    | 1                   | 4    | 3    | 3    | 3    |
|                | Grade 7 Teacher     | 4              | 4    | 5    | 5    | 4    | 4              | 4    | 4    | 4    | 4    | 0                   | 0    | 1    | 1    | 0    |
|                | Grade 8 Teacher     | 5              | 5    | 5    | 6    | 6    | 5              | 4    | 4    | 4    | 4    | 0                   | 1    | 1    | 2    | 2    |
|                | Grade 9-12 Teacher  | 16             | 16   | 16   | 15   | 15   | 16             | 15   | 15   | 13   | 13   | 0                   | 1    | 1    | 2    | 2    |
|                | Math                | 3              | 3    | 3    | 3    | 3    |                |      |      |      |      |                     |      |      |      |      |
|                | Science             | 2              | 2    | 2    | 2    | 2    |                |      |      |      |      |                     |      |      |      |      |
|                | English             | 3              | 3    | 3    | 3    | 3    |                |      |      |      |      |                     |      |      |      |      |
|                | Other               | 8              | 8    | 8    | 7    | 7    |                |      |      |      |      |                     |      |      |      |      |
|                | Music/Art/PE (Elem) | 4              | 4    | 4    | 5    | 4    | 3              | 1    | 1    | 0    | 0    | 1                   | 3    | 3    | 5    | 4    |
|                | ESL Teacher         | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|                | Vocational          | 10             | 11   | 11   | 11   | 11   | 9              | 9    | 9    | 9    | 8    | 1                   | 2    | 2    | 2    | 3    |
|                | Spec Ed/Home/Hosp   | 12             | 12   | 12   | 12   | 12   | 10             | 8    | 7    | 7    | 6    | 2                   | 4    | 5    | 5    | 6    |
|                | Ch 1 Teacher Elem   | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
| Total          |                     | 107            | 108  | 110  | 113  | 110  | 90             | 79   | 72   | 66   | 62   | 17                  | 29   | 38   | 47   | 48   |

Note: Some detailed estimates for this LEA have been hidden to avoid identifying the likelihood that individual teachers will leave the state education workforce.

| DISTRICT        |                     | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|-----------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|                 |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Hardeman County | Classroom Teachers  |                |      |      |      |      |                |      |      |      |      |                     |      |      |      |      |
|                 | Pre-K Teacher       | 13             | 14   | 14   | 14   | 14   | 12             | 12   | 11   | 9    | 9    | 1                   | 2    | 3    | 5    | 5    |
|                 | Kindergarten        | 20             | 22   | 21   | 21   | 21   | 19             | 19   | 19   | 16   | 16   | 1                   | 3    | 2    | 5    | 5    |
|                 | Grade 1 Teacher     | 19             | 19   | 21   | 20   | 20   | 18             | 18   | 17   | 16   | 16   | 1                   | 1    | 4    | 4    | 4    |
|                 | Grade 2 Teacher     | 17             | 17   | 18   | 19   | 18   | 17             | 17   | 17   | 16   | 16   | 0                   | 0    | 1    | 3    | 2    |
|                 | Grade 3 Teacher     | 17             | 17   | 17   | 17   | 19   | 20             | 20   | 18   | 18   | 17   | -3                  | -3   | -1   | -1   | 2    |
|                 | Grade 4 Teacher     | 20             | 17   | 16   | 16   | 17   | 18             | 18   | 17   | 17   | 16   | 2                   | -1   | -1   | -1   | 1    |
|                 | Grade 5 Teacher     | 20             | 21   | 18   | 17   | 17   | 19             | 18   | 18   | 16   | 15   | 1                   | 3    | 0    | 1    | 2    |
|                 | Grade 6 Teacher     | 20             | 20   | 21   | 18   | 17   | 20             | 19   | 16   | 13   | 12   | 0                   | 1    | 5    | 5    | 5    |
|                 | Grade 7 Teacher     | 17             | 17   | 17   | 18   | 15   | 18             | 15   | 15   | 15   | 15   | -1                  | 2    | 2    | 3    | 0    |
|                 | Grade 8 Teacher     | 24             | 22   | 22   | 22   | 23   | 21             | 19   | 18   | 16   | 15   | 3                   | 3    | 4    | 6    | 8    |
|                 | Grade 9-12 Teacher  | 60             | 58   | 56   | 54   | 55   | 64             | 55   | 49   | 46   | 40   | -4                  | 3    | 7    | 8    | 15   |
|                 | Math                | 10             | 10   | 9    | 9    | 9    |                |      |      |      |      |                     |      |      |      |      |
|                 | Science             | 8              | 7    | 7    | 7    | 7    |                |      |      |      |      |                     |      |      |      |      |
|                 | English             | 10             | 10   | 9    | 9    | 9    |                |      |      |      |      |                     |      |      |      |      |
|                 | Other               | 32             | 31   | 31   | 29   | 30   |                |      |      |      |      |                     |      |      |      |      |
|                 | Music/Art/PE (Elem) | 10             | 11   | 11   | 11   | 11   | 10             | 9    | 9    | 9    | 7    | 0                   | 2    | 2    | 2    | 4    |
|                 | ESL Teacher         | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|                 | Vocational          | 22             | 21   | 21   | 20   | 20   | 21             | 20   | 17   | 17   | 12   | 1                   | 1    | 4    | 3    | 8    |
|                 | Spec Ed/Home/Hosp   | 32             | 31   | 31   | 30   | 30   | 31             | 29   | 27   | 25   | 25   | 1                   | 2    | 4    | 5    | 5    |
|                 | Ch 1 Teacher Elem   | 18             | 19   | 19   | 19   | 19   | 18             | 17   | 15   | 15   | 12   | 0                   | 2    | 4    | 4    | 7    |
|                 | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|                 | Total               | 329            | 326  | 323  | 316  | 316  | 326            | 305  | 283  | 264  | 243  | 3                   | 21   | 40   | 52   | 73   |

| DISTRICT      | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|---------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|               |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Hardin County | Pre-K Teacher       | 7              | 7    | 7    | 7    | 7    | 6              | 6    | 4    | 3    | 3    | 1                   | 1    | 3    | 4    | 4    |
|               | Kindergarten        | 22             | 23   | 22   | 22   | 22   | 20             | 20   | 19   | 17   | 16   | 2                   | 3    | 3    | 5    | 6    |
|               | Grade 1 Teacher     | 22             | 24   | 25   | 24   | 24   | 21             | 21   | 21   | 19   | 19   | 1                   | 3    | 4    | 5    | 5    |
|               | Grade 2 Teacher     | 21             | 22   | 24   | 25   | 24   | 20             | 19   | 19   | 19   | 16   | 1                   | 3    | 5    | 6    | 8    |
|               | Grade 3 Teacher     | 19             | 19   | 20   | 22   | 23   | 19             | 19   | 19   | 17   | 16   | 0                   | 0    | 1    | 5    | 7    |
|               | Grade 4 Teacher     | 17             | 16   | 17   | 18   | 19   | 16             | 16   | 15   | 12   | 11   | 1                   | 0    | 2    | 6    | 8    |
|               | Grade 5 Teacher     | 18             | 19   | 18   | 19   | 20   | 19             | 17   | 16   | 14   | 14   | -1                  | 2    | 2    | 5    | 6    |
|               | Grade 6 Teacher     | 17             | 16   | 17   | 16   | 17   | 17             | 15   | 15   | 14   | 12   | 0                   | 1    | 2    | 2    | 5    |
|               | Grade 7 Teacher     | 13             | 13   | 12   | 12   | 12   | 12             | 11   | 11   | 10   | 10   | 1                   | 2    | 1    | 2    | 2    |
|               | Grade 8 Teacher     | 16             | 17   | 16   | 15   | 16   | 16             | 15   | 12   | 10   | 10   | 0                   | 2    | 4    | 5    | 6    |
|               | Grade 9-12 Teacher  | 52             | 48   | 48   | 48   | 48   | 51             | 47   | 43   | 40   | 39   | 1                   | 1    | 5    | 8    | 9    |
|               | Math                | 9              | 8    | 8    | 8    | 8    |                |      |      |      |      |                     |      |      |      |      |
|               | Science             | 7              | 6    | 6    | 6    | 6    |                |      |      |      |      |                     |      |      |      |      |
|               | English             | 9              | 8    | 8    | 8    | 8    |                |      |      |      |      |                     |      |      |      |      |
|               | Other               | 27             | 26   | 26   | 26   | 26   |                |      |      |      |      |                     |      |      |      |      |
|               | Music/Art/PE (Elem) | 13             | 14   | 14   | 14   | 14   | 12             | 12   | 10   | 9    | 9    | 1                   | 2    | 4    | 5    | 5    |
|               | ESL Teacher         | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|               | Vocational          | 18             | 18   | 18   | 18   | 19   | 17             | 16   | 13   | 13   | 13   | 1                   | 2    | 5    | 5    | 6    |
|               | Spec Ed/Home/Hosp   | 31             | 31   | 32   | 32   | 32   | 30             | 26   | 26   | 26   | 23   | 1                   | 5    | 6    | 6    | 9    |
|               | Ch 1 Teacher Elem   | 20             | 21   | 22   | 23   | 23   | 19             | 18   | 17   | 16   | 16   | 1                   | 3    | 5    | 7    | 7    |
|               | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|               | Total               | 306            | 308  | 312  | 315  | 320  | 295            | 278  | 260  | 239  | 227  | 11                  | 30   | 52   | 76   | 93   |

| DISTRICT       | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|----------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|                |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Hawkins County | Pre-K Teacher       | 3              | 3    | 3    | 3    | 3    | 2              | 2    | 2    | 2    | 2    | 1                   | 1    | 1    | 1    | 1    |
|                | Kindergarten        | 38             | 37   | 37   | 37   | 37   | 35             | 34   | 32   | 32   | 31   | 3                   | 3    | 5    | 5    | 6    |
|                | Grade 1 Teacher     | 35             | 37   | 36   | 37   | 37   | 36             | 36   | 32   | 29   | 29   | -1                  | 1    | 4    | 8    | 8    |
|                | Grade 2 Teacher     | 34             | 33   | 35   | 34   | 34   | 33             | 32   | 31   | 30   | 27   | 1                   | 1    | 4    | 4    | 7    |
|                | Grade 3 Teacher     | 38             | 39   | 37   | 40   | 39   | 37             | 35   | 34   | 28   | 27   | 1                   | 4    | 3    | 12   | 12   |
|                | Grade 4 Teacher     | 29             | 30   | 30   | 29   | 31   | 30             | 29   | 27   | 26   | 24   | -1                  | 1    | 3    | 3    | 7    |
|                | Grade 5 Teacher     | 32             | 31   | 31   | 32   | 31   | 30             | 29   | 27   | 26   | 25   | 2                   | 2    | 4    | 6    | 6    |
|                | Grade 6 Teacher     | 31             | 33   | 31   | 32   | 33   | 28             | 27   | 24   | 23   | 21   | 3                   | 6    | 7    | 9    | 12   |
|                | Grade 7 Teacher     | 22             | 24   | 26   | 25   | 25   | 23             | 21   | 19   | 16   | 16   | -1                  | 3    | 7    | 9    | 9    |
|                | Grade 8 Teacher     | 29             | 26   | 28   | 30   | 29   | 26             | 22   | 21   | 18   | 18   | 3                   | 4    | 7    | 12   | 11   |
|                | Grade 9-12 Teacher  | 106            | 109  | 108  | 111  | 115  | 106            | 93   | 83   | 76   | 69   | 0                   | 16   | 25   | 35   | 46   |
|                | Math                | 18             | 18   | 18   | 19   | 19   |                |      |      |      |      |                     |      |      |      |      |
|                | Science             | 13             | 14   | 14   | 14   | 14   |                |      |      |      |      |                     |      |      |      |      |
|                | English             | 18             | 18   | 18   | 19   | 19   |                |      |      |      |      |                     |      |      |      |      |
|                | Other               | 57             | 59   | 58   | 59   | 63   |                |      |      |      |      |                     |      |      |      |      |
|                | Music/Art/PE (Elem) | 45             | 45   | 45   | 46   | 45   | 43             | 38   | 34   | 31   | 29   | 2                   | 7    | 11   | 15   | 16   |
|                | ESL Teacher         | 3              | 3    | 3    | 3    | 3    | 2              | 2    | 2    | 1    | 1    | 1                   | 1    | 1    | 2    | 2    |
|                | Vocational          | 22             | 22   | 22   | 23   | 23   | 21             | 15   | 14   | 11   | 11   | 1                   | 7    | 8    | 12   | 12   |
|                | Spec Ed/Home/Hosp   | 65             | 66   | 66   | 67   | 68   | 63             | 55   | 50   | 46   | 45   | 2                   | 11   | 16   | 21   | 23   |
|                | Ch 1 Teacher Elem   | 10             | 10   | 10   | 10   | 10   | 9              | 6    | 6    | 5    | 5    | 1                   | 4    | 4    | 5    | 5    |
|                | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
| Total          |                     | 542            | 548  | 548  | 559  | 563  | 524            | 476  | 438  | 400  | 380  | 18                  | 72   | 110  | 159  | 183  |

| DISTRICT    |                     | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|-------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|             |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Rogersville | Classroom Teachers  |                |      |      |      |      |                |      |      |      |      |                     |      |      |      |      |
|             | Kindergarten        | 4              | 4    | 4    | 4    | 4    | 4              | 4    | 4    | 3    | 3    | 0                   | 0    | 0    | 1    | 1    |
|             | Grade 1 Teacher     | 6              | 5    | 5    | 5    | 5    | 4              | 4    | 4    | 4    | 4    | 2                   | 1    | 1    | 1    | 1    |
|             | Grade 2 Teacher     | 5              | 6    | 6    | 6    | 6    | 5              | 5    | 5    | 5    | 5    | 0                   | 1    | 1    | 1    | 1    |
|             | Grade 3 Teacher     | 4              | 4    | 4    | 4    | 4    | 4              | 4    | 4    | 4    | 4    | 0                   | 0    | 0    | 0    | 0    |
|             | Grade 4 Teacher     | 5              | 4    | 3    | 4    | 4    | 4              | 4    | 4    | 4    | 4    | 1                   | 0    | -1   | 0    | 0    |
|             | Grade 5 Teacher     | 6              | 6    | 5    | 4    | 5    | 4              | 3    | 3    | 3    | 3    | 2                   | 3    | 2    | 1    | 2    |
|             | Grade 6 Teacher     | 7              | 9    | 10   | 8    | 7    | 7              | 7    | 7    | 7    | 5    | 0                   | 2    | 3    | 1    | 2    |
|             | Grade 7 Teacher     | 5              | 5    | 6    | 6    | 5    | 4              | 4    | 3    | 3    | 3    | 1                   | 1    | 3    | 3    | 2    |
|             | Grade 8 Teacher     | 4              | 4    | 4    | 5    | 5    | 3              | 3    | 3    | 3    | 3    | 1                   | 1    | 1    | 2    | 2    |
|             | Grade 9-12 Teacher  | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|             | Math                | 0              | 0    | 0    | 0    | 0    |                |      |      |      |      |                     |      |      |      |      |
|             | Science             | 0              | 0    | 0    | 0    | 0    |                |      |      |      |      |                     |      |      |      |      |
|             | English             | 0              | 0    | 0    | 0    | 0    |                |      |      |      |      |                     |      |      |      |      |
|             | Other               | 0              | 0    | 0    | 0    | 0    |                |      |      |      |      |                     |      |      |      |      |
|             | Music/Art/PE (Elem) | 4              | 4    | 4    | 4    | 4    | 3              | 3    | 3    | 2    | 2    | 1                   | 1    | 1    | 2    | 2    |
|             | Vocational          | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|             | Spec Ed/Home/Hosp   | 5              | 5    | 5    | 5    | 5    | 4              | 4    | 4    | 2    | 1    | 1                   | 1    | 1    | 3    | 4    |
|             | Ch 1 Teacher Elem   | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|             | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
| Total       |                     | 59             | 60   | 60   | 59   | 58   | 48             | 46   | 45   | 41   | 38   | 11                  | 14   | 15   | 18   | 20   |

Note: Some detailed estimates for this LEA have been hidden to avoid identifying the likelihood that individual teachers will leave the state education workforce.

| DISTRICT       | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|----------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|                |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Haywood County | Pre-K Teacher       | 12             | 13   | 13   | 13   | 13   | 11             | 11   | 11   | 10   | 9    | 1                   | 2    | 2    | 3    | 4    |
|                | Kindergarten        | 15             | 17   | 17   | 17   | 17   | 15             | 14   | 14   | 13   | 11   | 0                   | 3    | 3    | 4    | 6    |
|                | Grade 1 Teacher     | 15             | 15   | 16   | 16   | 16   | 15             | 15   | 14   | 13   | 10   | 0                   | 0    | 2    | 3    | 6    |
|                | Grade 2 Teacher     | 13             | 12   | 12   | 13   | 13   | 15             | 15   | 14   | 12   | 12   | -2                  | -3   | -2   | 1    | 1    |
|                | Grade 3 Teacher     | 16             | 13   | 13   | 13   | 14   | 14             | 14   | 14   | 13   | 10   | 2                   | -1   | -1   | 0    | 4    |
|                | Grade 4 Teacher     | 14             | 14   | 12   | 11   | 11   | 13             | 13   | 12   | 11   | 10   | 1                   | 1    | 0    | 0    | 1    |
|                | Grade 5 Teacher     | 13             | 13   | 14   | 11   | 11   | 12             | 12   | 12   | 11   | 10   | 1                   | 1    | 2    | 0    | 1    |
|                | Grade 6 Teacher     | 11             | 11   | 11   | 12   | 10   | 12             | 12   | 12   | 11   | 10   | -1                  | -1   | -1   | 1    | 0    |
|                | Grade 7 Teacher     | 18             | 15   | 16   | 16   | 17   | 14             | 13   | 13   | 13   | 11   | 4                   | 2    | 3    | 3    | 6    |
|                | Grade 8 Teacher     | 13             | 16   | 14   | 14   | 15   | 15             | 14   | 12   | 11   | 11   | -2                  | 2    | 2    | 3    | 4    |
|                | Grade 9-12 Teacher  | 45             | 42   | 44   | 42   | 41   | 45             | 40   | 38   | 33   | 28   | 0                   | 2    | 6    | 9    | 13   |
|                | Math                | 8              | 7    | 7    | 7    | 7    |                |      |      |      |      |                     |      |      |      |      |
|                | Science             | 6              | 5    | 6    | 5    | 5    |                |      |      |      |      |                     |      |      |      |      |
|                | English             | 8              | 7    | 7    | 7    | 7    |                |      |      |      |      |                     |      |      |      |      |
|                | Other               | 23             | 23   | 24   | 23   | 22   |                |      |      |      |      |                     |      |      |      |      |
|                | Music/Art/PE (Elem) | 14             | 14   | 14   | 14   | 15   | 14             | 14   | 13   | 12   | 11   | 0                   | 0    | 1    | 2    | 4    |
|                | Vocational          | 13             | 12   | 12   | 12   | 12   | 12             | 9    | 8    | 8    | 6    | 1                   | 3    | 4    | 4    | 6    |
|                | Spec Ed/Home/Hosp   | 25             | 24   | 24   | 24   | 24   | 24             | 24   | 23   | 22   | 21   | 1                   | 0    | 1    | 2    | 3    |
|                | Ch 1 Teacher Elem   | 3              | 2    | 2    | 3    | 3    | 2              | 2    | 2    | 2    | 2    | 1                   | 0    | 0    | 1    | 1    |
|                | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|                | Total               | 242            | 234  | 235  | 232  | 233  | 234            | 223  | 212  | 195  | 172  | 8                   | 11   | 23   | 37   | 61   |

Note: Some detailed estimates for this LEA have been hidden to avoid identifying the likelihood that individual teachers will leave the state education workforce.

| DISTRICT         | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|------------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|                  |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Henderson County | Pre-K Teacher       | 9              | 9    | 10   | 9    | 9    | 7              | 7    | 6    | 6    | 5    | 2                   | 2    | 4    | 3    | 4    |
|                  | Kindergarten        | 20             | 20   | 22   | 21   | 21   | 17             | 17   | 14   | 14   | 13   | 3                   | 3    | 8    | 7    | 8    |
|                  | Grade 1 Teacher     | 15             | 17   | 17   | 18   | 18   | 14             | 13   | 12   | 12   | 10   | 1                   | 4    | 5    | 6    | 8    |
|                  | Grade 2 Teacher     | 14             | 13   | 15   | 15   | 16   | 13             | 13   | 13   | 12   | 12   | 1                   | 0    | 2    | 3    | 4    |
|                  | Grade 3 Teacher     | 15             | 15   | 15   | 17   | 17   | 16             | 16   | 16   | 14   | 11   | -1                  | -1   | -1   | 3    | 6    |
|                  | Grade 4 Teacher     | 11             | 10   | 10   | 10   | 11   | 10             | 7    | 7    | 5    | 5    | 1                   | 3    | 3    | 5    | 6    |
|                  | Grade 5 Teacher     | 14             | 14   | 13   | 13   | 13   | 13             | 13   | 12   | 11   | 11   | 1                   | 1    | 1    | 2    | 2    |
|                  | Grade 6 Teacher     | 10             | 11   | 11   | 10   | 10   | 7              | 7    | 7    | 7    | 7    | 3                   | 4    | 4    | 3    | 3    |
|                  | Grade 7 Teacher     | 13             | 14   | 15   | 15   | 13   | 13             | 13   | 12   | 12   | 11   | 0                   | 1    | 3    | 3    | 2    |
|                  | Grade 8 Teacher     | 14             | 14   | 15   | 16   | 16   | 16             | 15   | 15   | 15   | 13   | -2                  | -1   | 0    | 1    | 3    |
|                  | Grade 9-12 Teacher  | 55             | 53   | 49   | 49   | 49   | 52             | 36   | 33   | 32   | 30   | 3                   | 17   | 16   | 17   | 19   |
|                  | Math                | 9              | 9    | 8    | 8    | 8    |                |      |      |      |      |                     |      |      |      |      |
|                  | Science             | 7              | 7    | 6    | 6    | 6    |                |      |      |      |      |                     |      |      |      |      |
|                  | English             | 9              | 9    | 8    | 8    | 8    |                |      |      |      |      |                     |      |      |      |      |
|                  | Other               | 30             | 28   | 27   | 27   | 27   |                |      |      |      |      |                     |      |      |      |      |
|                  | Music/Art/PE (Elem) | 12             | 12   | 13   | 14   | 14   | 11             | 10   | 9    | 9    | 8    | 1                   | 2    | 4    | 5    | 6    |
|                  | Vocational          | 17             | 17   | 18   | 18   | 18   | 16             | 15   | 15   | 15   | 15   | 1                   | 2    | 3    | 3    | 3    |
|                  | Spec Ed/Home/Hosp   | 22             | 22   | 22   | 22   | 22   | 20             | 20   | 17   | 15   | 14   | 2                   | 2    | 5    | 7    | 8    |
|                  | Ch 1 Teacher Elem   | 7              | 7    | 7    | 8    | 8    | 6              | 4    | 3    | 3    | 3    | 1                   | 3    | 4    | 5    | 5    |
|                  | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|                  | Total               | 250            | 250  | 254  | 257  | 257  | 232            | 206  | 191  | 182  | 168  | 18                  | 44   | 63   | 75   | 89   |

Note: Some detailed estimates for this LEA have been hidden to avoid identifying the likelihood that individual teachers will leave the state education workforce.

| DISTRICT  | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|-----------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|           |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Lexington | Pre-K Teacher       | 3              | 3    | 3    | 3    | 3    | 2              | 2    | 2    | 2    | 2    | 1                   | 1    | 1    | 1    | 1    |
|           | Kindergarten        | 10             | 10   | 10   | 10   | 10   | 7              | 7    | 6    | 6    | 5    | 3                   | 3    | 4    | 4    | 5    |
|           | Grade 1 Teacher     | 6              | 8    | 7    | 8    | 8    | 7              | 7    | 7    | 6    | 5    | -1                  | 1    | 0    | 2    | 3    |
|           | Grade 2 Teacher     | 8              | 6    | 8    | 8    | 8    | 7              | 7    | 7    | 5    | 3    | 1                   | -1   | 1    | 3    | 5    |
|           | Grade 3 Teacher     | 7              | 7    | 5    | 7    | 7    | 6              | 6    | 5    | 5    | 5    | 1                   | 1    | 0    | 2    | 2    |
|           | Grade 4 Teacher     | 6              | 6    | 6    | 5    | 6    | 6              | 6    | 5    | 4    | 4    | 0                   | 0    | 1    | 1    | 2    |
|           | Grade 5 Teacher     | 7              | 6    | 6    | 6    | 5    | 5              | 5    | 5    | 5    | 3    | 2                   | 1    | 1    | 1    | 2    |
|           | Grade 6 Teacher     | 7              | 9    | 8    | 8    | 8    | 6              | 6    | 5    | 3    | 2    | 1                   | 3    | 3    | 5    | 6    |
|           | Grade 7 Teacher     | 5              | 5    | 6    | 5    | 6    | 4              | 3    | 3    | 3    | 3    | 1                   | 2    | 3    | 2    | 3    |
|           | Grade 8 Teacher     | 6              | 5    | 5    | 7    | 6    | 5              | 4    | 3    | 3    | 3    | 1                   | 1    | 2    | 4    | 3    |
|           | Grade 9-12 Teacher  | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|           | Math                | 0              | 0    | 0    | 0    | 0    |                |      |      |      |      |                     |      |      |      |      |
|           | Science             | 0              | 0    | 0    | 0    | 0    |                |      |      |      |      |                     |      |      |      |      |
|           | English             | 0              | 0    | 0    | 0    | 0    |                |      |      |      |      |                     |      |      |      |      |
|           | Other               | 0              | 0    | 0    | 0    | 0    |                |      |      |      |      |                     |      |      |      |      |
|           | Music/Art/PE (Elem) | 7              | 7    | 7    | 8    | 8    | 6              | 5    | 5    | 4    | 4    | 1                   | 2    | 2    | 4    | 4    |
|           | Spec Ed/Home/Hosp   | 17             | 17   | 17   | 17   | 17   | 14             | 12   | 12   | 10   | 10   | 3                   | 5    | 5    | 7    | 7    |
|           | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
| Total     |                     | 95             | 95   | 94   | 98   | 98   | 78             | 73   | 67   | 58   | 51   | 17                  | 22   | 27   | 40   | 47   |

Note: Some detailed estimates for this LEA have been hidden to avoid identifying the likelihood that individual teachers will leave the state education workforce.

| DISTRICT     |                     | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|--------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|              |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Henry County | Classroom Teachers  |                |      |      |      |      |                |      |      |      |      |                     |      |      |      |      |
|              | Pre-K Teacher       | 6              | 6    | 6    | 6    | 6    | 5              | 5    | 4    | 4    | 4    | 1                   | 1    | 2    | 2    | 2    |
|              | Kindergarten        | 14             | 14   | 14   | 14   | 14   | 12             | 12   | 10   | 10   | 9    | 2                   | 2    | 4    | 4    | 5    |
|              | Grade 1 Teacher     | 13             | 14   | 14   | 15   | 14   | 12             | 10   | 10   | 9    | 8    | 1                   | 4    | 4    | 6    | 6    |
|              | Grade 2 Teacher     | 13             | 13   | 15   | 14   | 15   | 12             | 12   | 12   | 12   | 11   | 1                   | 1    | 3    | 2    | 4    |
|              | Grade 3 Teacher     | 10             | 10   | 10   | 12   | 12   | 10             | 10   | 9    | 9    | 8    | 0                   | 0    | 1    | 3    | 4    |
|              | Grade 4 Teacher     | 14             | 13   | 13   | 13   | 15   | 12             | 12   | 12   | 12   | 11   | 2                   | 1    | 1    | 1    | 4    |
|              | Grade 5 Teacher     | 8              | 9    | 9    | 9    | 9    | 9              | 8    | 7    | 7    | 7    | -1                  | 1    | 2    | 2    | 2    |
|              | Grade 6 Teacher     | 12             | 11   | 12   | 11   | 11   | 11             | 10   | 9    | 9    | 9    | 1                   | 1    | 3    | 2    | 2    |
|              | Grade 7 Teacher     | 9              | 9    | 8    | 9    | 9    | 8              | 8    | 7    | 6    | 6    | 1                   | 1    | 1    | 3    | 3    |
|              | Grade 8 Teacher     | 15             | 15   | 16   | 14   | 15   | 13             | 11   | 11   | 10   | 10   | 2                   | 4    | 5    | 4    | 5    |
|              | Grade 9-12 Teacher  | 74             | 70   | 70   | 70   | 69   | 77             | 61   | 55   | 52   | 43   | -3                  | 9    | 15   | 18   | 26   |
|              | Math                | 12             | 12   | 12   | 12   | 12   |                |      |      |      |      |                     |      |      |      |      |
|              | Science             | 9              | 9    | 9    | 9    | 9    |                |      |      |      |      |                     |      |      |      |      |
|              | English             | 12             | 12   | 12   | 12   | 12   |                |      |      |      |      |                     |      |      |      |      |
|              | Other               | 41             | 37   | 37   | 37   | 36   |                |      |      |      |      |                     |      |      |      |      |
|              | Music/Art/PE (Elem) | 10             | 10   | 11   | 11   | 11   | 9              | 8    | 8    | 8    | 8    | 1                   | 2    | 3    | 3    | 3    |
|              | ESL Teacher         | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|              | Vocational          | 16             | 16   | 16   | 16   | 16   | 15             | 11   | 10   | 9    | 8    | 1                   | 5    | 6    | 7    | 8    |
|              | Spec Ed/Home/Hosp   | 23             | 23   | 23   | 23   | 23   | 22             | 19   | 19   | 19   | 17   | 1                   | 4    | 4    | 4    | 6    |
|              | Ch 1 Teacher Elem   | 5              | 5    | 5    | 5    | 5    | 4              | 3    | 3    | 3    | 3    | 1                   | 2    | 2    | 2    | 2    |
|              | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
| Total        |                     | 242            | 238  | 242  | 242  | 244  | 231            | 200  | 186  | 179  | 162  | 11                  | 38   | 56   | 63   | 82   |

| DISTRICT | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|----------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|          |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Paris    | Pre-K Teacher       | 2              | 2    | 3    | 2    | 2    | 2              | 2    | 2    | 2    | 2    | 0                   | 0    | 1    | 0    | 0    |
|          | Kindergarten        | 11             | 11   | 12   | 11   | 11   | 12             | 12   | 11   | 8    | 6    | -1                  | -1   | 1    | 3    | 5    |
|          | Grade 1 Teacher     | 11             | 10   | 10   | 10   | 10   | 11             | 9    | 9    | 9    | 8    | 0                   | 1    | 1    | 1    | 2    |
|          | Grade 2 Teacher     | 12             | 11   | 10   | 10   | 10   | 12             | 11   | 11   | 11   | 11   | 0                   | 0    | -1   | -1   | -1   |
|          | Grade 3 Teacher     | 13             | 13   | 12   | 11   | 11   | 13             | 10   | 8    | 8    | 8    | 0                   | 3    | 4    | 3    | 3    |
|          | Grade 4 Teacher     | 8              | 8    | 8    | 7    | 7    | 7              | 7    | 7    | 5    | 5    | 1                   | 1    | 1    | 2    | 2    |
|          | Grade 5 Teacher     | 10             | 10   | 10   | 10   | 9    | 9              | 9    | 8    | 7    | 6    | 1                   | 1    | 2    | 3    | 3    |
|          | Grade 6 Teacher     | 7              | 7    | 7    | 7    | 7    | 7              | 7    | 7    | 7    | 7    | 0                   | 0    | 0    | 0    | 0    |
|          | Grade 7 Teacher     | 14             | 13   | 14   | 14   | 13   | 13             | 11   | 11   | 10   | 8    | 1                   | 2    | 3    | 4    | 5    |
|          | Grade 8 Teacher     | 10             | 11   | 10   | 11   | 10   | 11             | 11   | 9    | 8    | 8    | -1                  | 0    | 1    | 3    | 2    |
|          | Grade 9-12 Teacher  | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|          | Math                | 0              | 0    | 0    | 0    | 0    |                |      |      |      |      |                     |      |      |      |      |
|          | Science             | 0              | 0    | 0    | 0    | 0    |                |      |      |      |      |                     |      |      |      |      |
|          | English             | 0              | 0    | 0    | 0    | 0    |                |      |      |      |      |                     |      |      |      |      |
|          | Other               | 0              | 0    | 0    | 0    | 0    |                |      |      |      |      |                     |      |      |      |      |
|          | Music/Art/PE (Elem) | 13             | 13   | 12   | 12   | 12   | 13             | 10   | 9    | 8    | 8    | 0                   | 3    | 3    | 4    | 4    |
|          | ESL Teacher         | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|          | Vocational          | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|          | Spec Ed/Home/Hosp   | 9              | 8    | 8    | 8    | 8    | 8              | 7    | 7    | 7    | 6    | 1                   | 1    | 1    | 1    | 2    |
|          | Ch 1 Teacher Elem   | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|          | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|          | Total               | 120            | 117  | 116  | 113  | 110  | 118            | 106  | 99   | 90   | 83   | 2                   | 11   | 17   | 23   | 27   |

| DISTRICT       | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|----------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|                |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Hickman County | Pre-K Teacher       | 5              | 5    | 5    | 5    | 5    | 4              | 4    | 3    | 3    | 3    | 1                   | 1    | 2    | 2    | 2    |
|                | Kindergarten        | 19             | 20   | 20   | 20   | 20   | 18             | 16   | 16   | 16   | 12   | 1                   | 4    | 4    | 4    | 8    |
|                | Grade 1 Teacher     | 17             | 18   | 19   | 19   | 19   | 16             | 16   | 15   | 14   | 13   | 1                   | 2    | 4    | 5    | 6    |
|                | Grade 2 Teacher     | 16             | 16   | 17   | 18   | 18   | 16             | 15   | 15   | 13   | 11   | 0                   | 1    | 2    | 5    | 7    |
|                | Grade 3 Teacher     | 17             | 16   | 17   | 17   | 18   | 16             | 16   | 16   | 14   | 13   | 1                   | 0    | 1    | 3    | 5    |
|                | Grade 4 Teacher     | 14             | 14   | 13   | 14   | 14   | 13             | 12   | 11   | 10   | 8    | 1                   | 2    | 2    | 4    | 6    |
|                | Grade 5 Teacher     | 14             | 14   | 14   | 14   | 14   | 14             | 14   | 13   | 12   | 11   | 0                   | 0    | 1    | 2    | 3    |
|                | Grade 6 Teacher     | 13             | 12   | 12   | 13   | 12   | 13             | 13   | 12   | 12   | 11   | 0                   | -1   | 0    | 1    | 1    |
|                | Grade 7 Teacher     | 13             | 12   | 12   | 12   | 12   | 11             | 9    | 8    | 7    | 7    | 2                   | 3    | 4    | 5    | 5    |
|                | Grade 8 Teacher     | 12             | 13   | 12   | 12   | 12   | 12             | 11   | 11   | 11   | 9    | 0                   | 2    | 1    | 1    | 3    |
|                | Grade 9-12 Teacher  | 60             | 59   | 59   | 59   | 58   | 61             | 52   | 49   | 46   | 37   | -1                  | 7    | 10   | 13   | 21   |
|                | Math                | 10             | 10   | 10   | 10   | 10   |                |      |      |      |      |                     |      |      |      |      |
|                | Science             | 8              | 7    | 7    | 7    | 7    |                |      |      |      |      |                     |      |      |      |      |
|                | English             | 10             | 10   | 10   | 10   | 10   |                |      |      |      |      |                     |      |      |      |      |
|                | Other               | 32             | 32   | 32   | 32   | 31   |                |      |      |      |      |                     |      |      |      |      |
|                | Music/Art/PE (Elem) | 15             | 15   | 16   | 16   | 16   | 14             | 12   | 10   | 9    | 8    | 1                   | 3    | 6    | 7    | 8    |
|                | ESL Teacher         | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|                | Vocational          | 21             | 21   | 21   | 21   | 21   | 20             | 17   | 15   | 14   | 12   | 1                   | 4    | 6    | 7    | 9    |
|                | Spec Ed/Home/Hosp   | 40             | 39   | 40   | 40   | 40   | 38             | 36   | 35   | 32   | 29   | 2                   | 3    | 5    | 8    | 11   |
|                | Ch 1 Teacher Elem   | 11             | 11   | 12   | 12   | 12   | 10             | 10   | 10   | 10   | 10   | 1                   | 1    | 2    | 2    | 2    |
|                | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
| Total          |                     | 287            | 285  | 289  | 292  | 291  | 276            | 253  | 239  | 223  | 194  | 11                  | 32   | 50   | 69   | 97   |

| DISTRICT       | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|----------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|                |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Houston County | Pre-K Teacher       | 4              | 4    | 4    | 4    | 4    | 3              | 3    | 3    | 3    | 3    | 1                   | 1    | 1    | 1    | 1    |
|                | Kindergarten        | 7              | 7    | 7    | 7    | 7    | 6              | 6    | 6    | 6    | 6    | 1                   | 1    | 1    | 1    | 1    |
|                | Grade 1 Teacher     | 7              | 8    | 8    | 8    | 8    | 5              | 5    | 5    | 4    | 3    | 2                   | 3    | 3    | 4    | 5    |
|                | Grade 2 Teacher     | 6              | 6    | 7    | 7    | 7    | 6              | 6    | 6    | 6    | 6    | 0                   | 0    | 1    | 1    | 1    |
|                | Grade 3 Teacher     | 8              | 7    | 8    | 8    | 9    | 7              | 7    | 6    | 6    | 4    | 1                   | 0    | 2    | 2    | 5    |
|                | Grade 4 Teacher     | 7              | 7    | 7    | 7    | 8    | 7              | 7    | 7    | 5    | 5    | 0                   | 0    | 0    | 2    | 3    |
|                | Grade 5 Teacher     | 6              | 5    | 5    | 5    | 5    | 5              | 4    | 4    | 4    | 4    | 1                   | 1    | 1    | 1    | 1    |
|                | Grade 6 Teacher     | 7              | 7    | 6    | 7    | 6    | 5              | 5    | 4    | 4    | 4    | 2                   | 2    | 2    | 3    | 2    |
|                | Grade 7 Teacher     | 5              | 6    | 6    | 6    | 6    | 5              | 5    | 5    | 3    | 3    | 0                   | 1    | 1    | 3    | 3    |
|                | Grade 8 Teacher     | 6              | 5    | 7    | 7    | 6    | 7              | 7    | 7    | 7    | 6    | -1                  | -2   | 0    | 0    | 0    |
|                | Grade 9-12 Teacher  | 26             | 26   | 25   | 26   | 25   | 24             | 15   | 13   | 11   | 10   | 2                   | 11   | 12   | 15   | 15   |
|                | Math                | 4              | 4    | 4    | 4    | 4    |                |      |      |      |      |                     |      |      |      |      |
|                | Science             | 3              | 3    | 3    | 3    | 3    |                |      |      |      |      |                     |      |      |      |      |
|                | English             | 4              | 4    | 4    | 4    | 4    |                |      |      |      |      |                     |      |      |      |      |
|                | Other               | 15             | 15   | 14   | 15   | 14   |                |      |      |      |      |                     |      |      |      |      |
|                | Music/Art/PE (Elem) | 5              | 5    | 6    | 6    | 6    | 4              | 3    | 3    | 3    | 3    | 1                   | 2    | 3    | 3    | 3    |
|                | ESL Teacher         | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|                | Vocational          | 5              | 5    | 5    | 5    | 5    | 4              | 4    | 3    | 2    | 2    | 1                   | 1    | 2    | 3    | 3    |
|                | Spec Ed/Home/Hosp   | 12             | 11   | 12   | 12   | 12   | 10             | 8    | 8    | 7    | 5    | 2                   | 3    | 4    | 5    | 7    |
|                | Ch 1 Teacher Elem   | 5              | 5    | 6    | 6    | 6    | 4              | 4    | 3    | 2    | 2    | 1                   | 1    | 3    | 4    | 4    |
|                | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
| Total          |                     | 116            | 114  | 119  | 121  | 120  | 102            | 89   | 83   | 73   | 66   | 14                  | 25   | 36   | 48   | 54   |

| DISTRICT            |                     | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|---------------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|                     | Classroom Teachers  | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Humphreys<br>County | Pre-K Teacher       | 8              | 8    | 8    | 8    | 8    | 7              | 7    | 7    | 7    | 6    | 1                   | 1    | 1    | 1    | 2    |
|                     | Kindergarten        | 16             | 16   | 17   | 17   | 17   | 16             | 16   | 15   | 15   | 13   | 0                   | 0    | 2    | 2    | 4    |
|                     | Grade 1 Teacher     | 16             | 16   | 16   | 17   | 16   | 16             | 16   | 15   | 15   | 12   | 0                   | 0    | 1    | 2    | 4    |
|                     | Grade 2 Teacher     | 14             | 14   | 14   | 13   | 14   | 13             | 13   | 13   | 13   | 13   | 1                   | 1    | 1    | 0    | 1    |
|                     | Grade 3 Teacher     | 15             | 15   | 15   | 15   | 15   | 14             | 14   | 14   | 13   | 11   | 1                   | 1    | 1    | 2    | 4    |
|                     | Grade 4 Teacher     | 11             | 11   | 11   | 11   | 11   | 12             | 12   | 9    | 9    | 9    | -1                  | -1   | 2    | 2    | 2    |
|                     | Grade 5 Teacher     | 13             | 11   | 11   | 12   | 11   | 11             | 11   | 10   | 10   | 10   | 2                   | 0    | 1    | 2    | 1    |
|                     | Grade 6 Teacher     | 16             | 18   | 15   | 16   | 16   | 14             | 14   | 13   | 13   | 13   | 2                   | 4    | 2    | 3    | 3    |
|                     | Grade 7 Teacher     | 16             | 18   | 21   | 17   | 18   | 14             | 14   | 13   | 11   | 11   | 2                   | 4    | 8    | 6    | 7    |
|                     | Grade 8 Teacher     | 8              | 9    | 10   | 11   | 10   | 9              | 8    | 8    | 5    | 5    | -1                  | 1    | 2    | 6    | 5    |
|                     | Grade 9-12 Teacher  | 41             | 39   | 39   | 39   | 41   | 43             | 41   | 36   | 33   | 31   | -2                  | -2   | 3    | 6    | 10   |
|                     | Math                | 7              | 7    | 7    | 7    | 7    |                |      |      |      |      |                     |      |      |      |      |
|                     | Science             | 5              | 5    | 5    | 5    | 5    |                |      |      |      |      |                     |      |      |      |      |
|                     | English             | 7              | 7    | 7    | 7    | 7    |                |      |      |      |      |                     |      |      |      |      |
|                     | Other               | 22             | 20   | 20   | 20   | 22   |                |      |      |      |      |                     |      |      |      |      |
|                     | Music/Art/PE (Elem) | 16             | 16   | 16   | 16   | 16   | 15             | 15   | 13   | 13   | 13   | 1                   | 1    | 3    | 3    | 3    |
|                     | Vocational          | 12             | 12   | 12   | 12   | 12   | 11             | 11   | 10   | 9    | 7    | 1                   | 1    | 2    | 3    | 5    |
|                     | Spec Ed/Home/Hosp   | 17             | 17   | 17   | 17   | 17   | 16             | 15   | 14   | 14   | 14   | 1                   | 2    | 3    | 3    | 3    |
|                     | Ch 1 Teacher Elem   | 3              | 3    | 3    | 3    | 3    | 2              | 2    | 1    | 1    | 1    | 1                   | 1    | 2    | 2    | 2    |
|                     | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
| Total               |                     | 224            | 225  | 227  | 226  | 227  | 214            | 210  | 191  | 181  | 169  | 10                  | 15   | 36   | 45   | 58   |

Note: Some detailed estimates for this LEA have been hidden to avoid identifying the likelihood that individual teachers will leave the state education workforce.

| DISTRICT       | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|----------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|                |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Jackson County | Pre-K Teacher       | 4              | 4    | 4    | 4    | 4    | 3              | 3    | 3    | 2    | 1    | 1                   | 1    | 1    | 2    | 3    |
|                | Kindergarten        | 8              | 8    | 8    | 8    | 8    | 7              | 6    | 6    | 5    | 5    | 1                   | 2    | 2    | 3    | 3    |
|                | Grade 1 Teacher     | 9              | 9    | 9    | 10   | 9    | 8              | 7    | 5    | 4    | 4    | 1                   | 2    | 4    | 6    | 5    |
|                | Grade 2 Teacher     | 9              | 9    | 10   | 9    | 10   | 8              | 7    | 6    | 6    | 6    | 1                   | 2    | 4    | 3    | 4    |
|                | Grade 3 Teacher     | 7              | 7    | 7    | 8    | 7    | 7              | 6    | 5    | 5    | 5    | 0                   | 1    | 2    | 3    | 2    |
|                | Grade 4 Teacher     | 7              | 6    | 6    | 6    | 7    | 7              | 7    | 7    | 6    | 6    | 0                   | -1   | -1   | 0    | 1    |
|                | Grade 5 Teacher     | 7              | 6    | 6    | 6    | 6    | 6              | 6    | 6    | 6    | 6    | 1                   | 0    | 0    | 0    | 0    |
|                | Grade 6 Teacher     | 7              | 7    | 6    | 6    | 6    | 6              | 6    | 6    | 6    | 6    | 1                   | 1    | 0    | 0    | 0    |
|                | Grade 7 Teacher     | 6              | 6    | 6    | 6    | 5    | 6              | 4    | 3    | 3    | 3    | 0                   | 2    | 3    | 3    | 2    |
|                | Grade 8 Teacher     | 6              | 5    | 5    | 6    | 5    | 6              | 6    | 6    | 5    | 4    | 0                   | -1   | -1   | 1    | 1    |
|                | Grade 9-12 Teacher  | 26             | 26   | 26   | 25   | 24   | 25             | 14   | 13   | 10   | 8    | 1                   | 12   | 13   | 15   | 16   |
|                | Math                | 4              | 4    | 4    | 4    | 4    |                |      |      |      |      |                     |      |      |      |      |
|                | Science             | 3              | 3    | 3    | 3    | 3    |                |      |      |      |      |                     |      |      |      |      |
|                | English             | 4              | 4    | 4    | 4    | 4    |                |      |      |      |      |                     |      |      |      |      |
|                | Other               | 15             | 15   | 15   | 14   | 13   |                |      |      |      |      |                     |      |      |      |      |
|                | Music/Art/PE (Elem) | 7              | 7    | 7    | 8    | 7    | 6              | 6    | 5    | 4    | 4    | 1                   | 1    | 2    | 4    | 3    |
|                | ESL Teacher         | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|                | Vocational          | 8              | 8    | 8    | 8    | 8    | 7              | 2    | 2    | 2    | 2    | 1                   | 6    | 6    | 6    | 6    |
|                | Spec Ed/Home/Hosp   | 12             | 12   | 12   | 12   | 12   | 11             | 8    | 5    | 4    | 4    | 1                   | 4    | 7    | 8    | 8    |
|                | Ch 1 Teacher Elem   | 9              | 9    | 10   | 10   | 10   | 8              | 8    | 8    | 7    | 6    | 1                   | 1    | 2    | 3    | 4    |
|                | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
| Total          |                     | 132            | 129  | 130  | 132  | 128  | 121            | 96   | 86   | 75   | 70   | 11                  | 33   | 44   | 57   | 58   |

| DISTRICT         | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|------------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|                  |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Jefferson County | Pre-K Teacher       | 14             | 15   | 15   | 15   | 15   | 9              | 9    | 7    | 7    | 7    | 5                   | 6    | 8    | 8    | 8    |
|                  | Kindergarten        | 56             | 58   | 60   | 58   | 59   | 37             | 36   | 34   | 32   | 31   | 19                  | 22   | 26   | 26   | 28   |
|                  | Grade 1 Teacher     | 35             | 52   | 54   | 56   | 54   | 35             | 31   | 29   | 27   | 23   | 0                   | 21   | 25   | 29   | 31   |
|                  | Grade 2 Teacher     | 30             | 30   | 44   | 46   | 47   | 31             | 31   | 31   | 31   | 31   | -1                  | -1   | 13   | 15   | 16   |
|                  | Grade 3 Teacher     | 29             | 28   | 28   | 40   | 42   | 30             | 30   | 28   | 27   | 23   | -1                  | -2   | 0    | 13   | 19   |
|                  | Grade 4 Teacher     | 29             | 27   | 25   | 25   | 37   | 26             | 25   | 24   | 20   | 18   | 3                   | 2    | 1    | 5    | 19   |
|                  | Grade 5 Teacher     | 29             | 32   | 30   | 28   | 28   | 28             | 28   | 25   | 24   | 24   | 1                   | 4    | 5    | 4    | 4    |
|                  | Grade 6 Teacher     | 25             | 26   | 28   | 26   | 25   | 26             | 23   | 20   | 19   | 18   | -1                  | 3    | 8    | 7    | 7    |
|                  | Grade 7 Teacher     | 33             | 31   | 32   | 34   | 32   | 28             | 24   | 24   | 22   | 17   | 5                   | 7    | 8    | 12   | 15   |
|                  | Grade 8 Teacher     | 22             | 25   | 24   | 24   | 26   | 22             | 20   | 18   | 17   | 15   | 0                   | 5    | 6    | 7    | 11   |
|                  | Grade 9-12 Teacher  | 98             | 96   | 97   | 97   | 96   | 95             | 83   | 74   | 70   | 67   | 3                   | 13   | 23   | 27   | 29   |
|                  | Math                | 16             | 16   | 16   | 16   | 16   |                |      |      |      |      |                     |      |      |      |      |
|                  | Science             | 12             | 12   | 12   | 12   | 12   |                |      |      |      |      |                     |      |      |      |      |
|                  | English             | 16             | 16   | 16   | 16   | 16   |                |      |      |      |      |                     |      |      |      |      |
|                  | Other               | 54             | 52   | 53   | 53   | 52   |                |      |      |      |      |                     |      |      |      |      |
|                  | Music/Art/PE (Elem) | 40             | 45   | 49   | 53   | 54   | 35             | 30   | 27   | 25   | 23   | 5                   | 15   | 22   | 28   | 31   |
|                  | ESL Teacher         | 5              | 5    | 5    | 5    | 5    | 4              | 3    | 2    | 2    | 2    | 1                   | 2    | 3    | 3    | 3    |
|                  | Vocational          | 23             | 24   | 25   | 26   | 27   | 21             | 17   | 17   | 13   | 12   | 2                   | 7    | 8    | 13   | 15   |
|                  | Spec Ed/Home/Hosp   | 40             | 42   | 44   | 45   | 47   | 37             | 31   | 30   | 27   | 26   | 3                   | 11   | 14   | 18   | 21   |
|                  | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|                  | Total               | 510            | 538  | 562  | 580  | 596  | 465            | 422  | 391  | 363  | 337  | 45                  | 116  | 171  | 217  | 259  |

Note: Some detailed estimates for this LEA have been hidden to avoid identifying the likelihood that individual teachers will leave the state education workforce.

| DISTRICT       | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|----------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|                |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Johnson County | Pre-K Teacher       | 14             | 13   | 14   | 14   | 13   | 9              | 8    | 8    | 8    | 7    | 5                   | 5    | 6    | 6    | 6    |
|                | Kindergarten        | 15             | 14   | 15   | 15   | 14   | 10             | 8    | 8    | 7    | 7    | 5                   | 6    | 7    | 8    | 7    |
|                | Grade 1 Teacher     | 12             | 16   | 15   | 16   | 16   | 11             | 9    | 9    | 9    | 9    | 1                   | 7    | 6    | 7    | 7    |
|                | Grade 2 Teacher     | 10             | 10   | 15   | 14   | 15   | 10             | 10   | 9    | 8    | 8    | 0                   | 0    | 6    | 6    | 7    |
|                | Grade 3 Teacher     | 11             | 11   | 11   | 15   | 14   | 11             | 11   | 11   | 11   | 11   | 0                   | 0    | 0    | 4    | 3    |
|                | Grade 4 Teacher     | 8              | 8    | 8    | 8    | 11   | 9              | 9    | 9    | 8    | 7    | -1                  | -1   | -1   | 0    | 4    |
|                | Grade 5 Teacher     | 10             | 9    | 8    | 8    | 8    | 9              | 9    | 9    | 8    | 7    | 1                   | 0    | -1   | 0    | 1    |
|                | Grade 6 Teacher     | 9              | 9    | 8    | 8    | 7    | 8              | 7    | 6    | 5    | 5    | 1                   | 2    | 2    | 3    | 2    |
|                | Grade 7 Teacher     | 9              | 10   | 10   | 9    | 8    | 7              | 7    | 5    | 4    | 4    | 2                   | 3    | 5    | 5    | 4    |
|                | Grade 8 Teacher     | 6              | 8    | 8    | 8    | 7    | 6              | 6    | 6    | 6    | 5    | 0                   | 2    | 2    | 2    | 2    |
|                | Grade 9-12 Teacher  | 34             | 31   | 30   | 31   | 32   | 35             | 25   | 22   | 22   | 22   | -1                  | 6    | 8    | 9    | 10   |
|                | Math                | 6              | 5    | 5    | 5    | 5    |                |      |      |      |      |                     |      |      |      |      |
|                | Science             | 4              | 4    | 4    | 4    | 4    |                |      |      |      |      |                     |      |      |      |      |
|                | English             | 6              | 5    | 5    | 5    | 5    |                |      |      |      |      |                     |      |      |      |      |
|                | Other               | 18             | 17   | 16   | 17   | 18   |                |      |      |      |      |                     |      |      |      |      |
|                | Music/Art/PE (Elem) | 13             | 14   | 15   | 16   | 16   | 11             | 10   | 9    | 9    | 9    | 2                   | 4    | 6    | 7    | 7    |
|                | ESL Teacher         | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|                | Vocational          | 15             | 16   | 16   | 16   | 16   | 14             | 13   | 13   | 12   | 12   | 1                   | 3    | 3    | 4    | 4    |
|                | Spec Ed/Home/Hosp   | 19             | 19   | 19   | 20   | 20   | 17             | 13   | 12   | 11   | 10   | 2                   | 6    | 7    | 9    | 10   |
|                | Ch 1 Teacher Elem   | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|                | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|                | Total               | 185            | 188  | 192  | 198  | 197  | 167            | 145  | 136  | 128  | 123  | 18                  | 43   | 56   | 70   | 74   |

| DISTRICT    | Classroom Teachers  | TEACHER DEMAND |       |       |       |       | TEACHER SUPPLY |       |       |       |       | GAP (DEMAND-SUPPLY) |      |      |       |       |
|-------------|---------------------|----------------|-------|-------|-------|-------|----------------|-------|-------|-------|-------|---------------------|------|------|-------|-------|
|             |                     | 2010           | 2011  | 2012  | 2013  | 2014  | 2010           | 2011  | 2012  | 2013  | 2014  | 2010                | 2011 | 2012 | 2013  | 2014  |
| Knox County | Pre-K Teacher       | 51             | 53    | 54    | 52    | 53    | 48             | 44    | 42    | 38    | 32    | 3                   | 9    | 12   | 14    | 21    |
|             | Kindergarten        | 260            | 273   | 276   | 269   | 273   | 249            | 225   | 214   | 188   | 168   | 11                  | 48   | 62   | 81    | 105   |
|             | Grade 1 Teacher     | 253            | 263   | 276   | 279   | 273   | 242            | 221   | 201   | 185   | 173   | 11                  | 42   | 75   | 94    | 100   |
|             | Grade 2 Teacher     | 232            | 242   | 251   | 264   | 267   | 240            | 220   | 198   | 176   | 165   | -8                  | 22   | 53   | 88    | 102   |
|             | Grade 3 Teacher     | 240            | 232   | 241   | 251   | 264   | 240            | 217   | 199   | 181   | 169   | 0                   | 15   | 42   | 70    | 95    |
|             | Grade 4 Teacher     | 209            | 209   | 201   | 210   | 218   | 211            | 185   | 172   | 157   | 140   | -2                  | 24   | 29   | 53    | 78    |
|             | Grade 5 Teacher     | 204            | 201   | 201   | 194   | 202   | 198            | 173   | 159   | 144   | 135   | 6                   | 28   | 42   | 50    | 67    |
|             | Grade 6 Teacher     | 213            | 219   | 216   | 216   | 208   | 206            | 193   | 175   | 160   | 148   | 7                   | 26   | 41   | 56    | 60    |
|             | Grade 7 Teacher     | 174            | 180   | 185   | 182   | 182   | 173            | 147   | 137   | 128   | 118   | 1                   | 33   | 48   | 54    | 64    |
|             | Grade 8 Teacher     | 175            | 176   | 182   | 187   | 184   | 178            | 149   | 136   | 124   | 115   | -3                  | 27   | 46   | 63    | 69    |
|             | Grade 9-12 Teacher  | 785            | 783   | 780   | 785   | 794   | 793            | 686   | 614   | 529   | 486   | -8                  | 97   | 166  | 256   | 308   |
|             | Math                | 131            | 131   | 130   | 131   | 132   |                |       |       |       |       |                     |      |      |       |       |
|             | Science             | 98             | 98    | 98    | 98    | 99    |                |       |       |       |       |                     |      |      |       |       |
|             | English             | 131            | 131   | 130   | 131   | 132   |                |       |       |       |       |                     |      |      |       |       |
|             | Other               | 425            | 423   | 422   | 425   | 431   |                |       |       |       |       |                     |      |      |       |       |
|             | Music/Art/PE (Elem) | 312            | 320   | 331   | 337   | 341   | 307            | 261   | 234   | 209   | 193   | 5                   | 59   | 97   | 128   | 148   |
|             | ESL Teacher         | 31             | 31    | 31    | 32    | 32    | 30             | 23    | 16    | 14    | 12    | 1                   | 8    | 15   | 18    | 20    |
|             | Vocational          | 172            | 175   | 176   | 178   | 180   | 171            | 149   | 122   | 105   | 83    | 1                   | 26   | 54   | 73    | 97    |
|             | Spec Ed/Home/Hosp   | 385            | 389   | 394   | 397   | 401   | 382            | 335   | 312   | 284   | 261   | 3                   | 54   | 82   | 113   | 140   |
|             | Ch 1 Teacher Elem   | 46             | 47    | 49    | 50    | 50    | 45             | 41    | 39    | 38    | 34    | 1                   | 6    | 10   | 12    | 16    |
| Total       |                     | 3,744          | 3,795 | 3,846 | 3,885 | 3,924 | 3,714          | 3,270 | 2,971 | 2,661 | 2,433 | 30                  | 525  | 875  | 1,224 | 1,491 |

Note: Some detailed estimates for this LEA have been hidden to avoid identifying the likelihood that individual teachers will leave the state education workforce.

| DISTRICT    |                     | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|-------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|             | Classroom Teachers  | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Lake County | Pre-K Teacher       | 4              | 4    | 4    | 4    | 4    | 3              | 3    | 3    | 3    | 3    | 1                   | 1    | 1    | 1    | 1    |
|             | Kindergarten        | 8              | 8    | 8    | 8    | 8    | 8              | 8    | 7    | 7    | 6    | 0                   | 0    | 1    | 1    | 2    |
|             | Grade 1 Teacher     | 9              | 9    | 9    | 8    | 9    | 8              | 8    | 8    | 8    | 6    | 1                   | 1    | 1    | 0    | 3    |
|             | Grade 2 Teacher     | 4              | 4    | 4    | 4    | 4    | 3              | 2    | 2    | 2    | 2    | 1                   | 2    | 2    | 2    | 2    |
|             | Grade 3 Teacher     | 5              | 4    | 4    | 4    | 4    | 2              | 2    | 2    | 2    | 0    | 3                   | 2    | 2    | 2    | 4    |
|             | Grade 4 Teacher     | 6              | 7    | 6    | 6    | 6    | 5              | 5    | 5    | 5    | 5    | 1                   | 2    | 1    | 1    | 1    |
|             | Grade 5 Teacher     | 5              | 5    | 6    | 6    | 6    | 5              | 4    | 4    | 4    | 3    | 0                   | 1    | 2    | 2    | 3    |
|             | Grade 6 Teacher     | 7              | 6    | 6    | 7    | 7    | 6              | 5    | 4    | 4    | 4    | 1                   | 1    | 2    | 3    | 3    |
|             | Grade 7 Teacher     | 3              | 3    | 3    | 3    | 4    | 2              | 2    | 2    | 2    | 2    | 1                   | 1    | 1    | 1    | 2    |
|             | Grade 8 Teacher     | 7              | 9    | 9    | 8    | 8    | 6              | 5    | 5    | 5    | 5    | 1                   | 4    | 4    | 3    | 3    |
|             | Grade 9-12 Teacher  | 12             | 12   | 13   | 15   | 15   | 11             | 9    | 6    | 6    | 6    | 1                   | 3    | 7    | 9    | 9    |
|             | Math                | 2              | 2    | 2    | 3    | 3    |                |      |      |      |      |                     |      |      |      |      |
|             | Science             | 2              | 2    | 2    | 2    | 2    |                |      |      |      |      |                     |      |      |      |      |
|             | English             | 2              | 2    | 2    | 3    | 3    |                |      |      |      |      |                     |      |      |      |      |
|             | Other               | 6              | 6    | 7    | 7    | 7    |                |      |      |      |      |                     |      |      |      |      |
|             | Music/Art/PE (Elem) | 10             | 10   | 10   | 10   | 10   | 8              | 2    | 2    | 2    | 2    | 2                   | 8    | 8    | 8    | 8    |
|             | ESL Teacher         | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|             | Vocational          | 4              | 4    | 4    | 4    | 4    | 3              | 2    | 2    | 2    | 2    | 1                   | 2    | 2    | 2    | 2    |
|             | Spec Ed/Home/Hosp   | 10             | 10   | 10   | 10   | 11   | 8              | 8    | 8    | 8    | 7    | 2                   | 2    | 2    | 2    | 4    |
|             | Ch 1 Teacher Elem   | 7              | 6    | 6    | 6    | 6    | 5              | 4    | 3    | 3    | 3    | 2                   | 2    | 3    | 3    | 3    |
|             | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
| Total       |                     | 101            | 101  | 102  | 103  | 106  | 83             | 69   | 63   | 63   | 56   | 18                  | 32   | 39   | 40   | 50   |

| DISTRICT          | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|-------------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|                   |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Lauderdale County | Pre-K Teacher       | 8              | 8    | 8    | 8    | 8    | 6              | 6    | 6    | 6    | 4    | 2                   | 2    | 2    | 2    | 4    |
|                   | Kindergarten        | 21             | 22   | 22   | 21   | 22   | 18             | 18   | 18   | 17   | 17   | 3                   | 4    | 4    | 4    | 5    |
|                   | Grade 1 Teacher     | 19             | 20   | 21   | 21   | 21   | 21             | 21   | 19   | 18   | 13   | -2                  | -1   | 2    | 3    | 8    |
|                   | Grade 2 Teacher     | 20             | 16   | 17   | 18   | 18   | 20             | 20   | 20   | 19   | 17   | 0                   | -4   | -3   | -1   | 1    |
|                   | Grade 3 Teacher     | 22             | 21   | 17   | 18   | 19   | 18             | 18   | 18   | 18   | 14   | 4                   | 3    | -1   | 0    | 5    |
|                   | Grade 4 Teacher     | 17             | 18   | 17   | 14   | 15   | 16             | 16   | 15   | 15   | 12   | 1                   | 2    | 2    | -1   | 3    |
|                   | Grade 5 Teacher     | 15             | 15   | 16   | 16   | 13   | 13             | 13   | 12   | 11   | 7    | 2                   | 2    | 4    | 5    | 6    |
|                   | Grade 6 Teacher     | 17             | 19   | 19   | 21   | 20   | 18             | 16   | 15   | 15   | 14   | -1                  | 3    | 4    | 6    | 6    |
|                   | Grade 7 Teacher     | 15             | 14   | 16   | 16   | 17   | 15             | 13   | 13   | 12   | 11   | 0                   | 1    | 3    | 4    | 6    |
|                   | Grade 8 Teacher     | 15             | 15   | 14   | 15   | 16   | 15             | 13   | 10   | 9    | 8    | 0                   | 2    | 4    | 6    | 8    |
|                   | Grade 9-12 Teacher  | 66             | 69   | 70   | 69   | 69   | 64             | 59   | 47   | 44   | 37   | 2                   | 10   | 23   | 25   | 32   |
|                   | Math                | 11             | 12   | 12   | 12   | 12   |                |      |      |      |      |                     |      |      |      |      |
|                   | Science             | 8              | 9    | 9    | 9    | 9    |                |      |      |      |      |                     |      |      |      |      |
|                   | English             | 11             | 12   | 12   | 12   | 12   |                |      |      |      |      |                     |      |      |      |      |
|                   | Other               | 36             | 36   | 37   | 36   | 36   |                |      |      |      |      |                     |      |      |      |      |
|                   | Music/Art/PE (Elem) | 15             | 15   | 15   | 15   | 15   | 14             | 12   | 12   | 11   | 10   | 1                   | 3    | 3    | 4    | 5    |
|                   | Vocational          | 16             | 16   | 16   | 16   | 16   | 15             | 14   | 14   | 13   | 12   | 1                   | 2    | 2    | 3    | 4    |
|                   | Spec Ed/Home/Hosp   | 39             | 39   | 39   | 39   | 40   | 37             | 36   | 35   | 33   | 31   | 2                   | 3    | 4    | 6    | 9    |
|                   | Ch 1 Teacher Elem   | 16             | 16   | 15   | 16   | 16   | 15             | 14   | 14   | 14   | 10   | 1                   | 2    | 1    | 2    | 6    |
|                   | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|                   | Total               | 323            | 325  | 324  | 325  | 327  | 306            | 289  | 268  | 255  | 217  | 17                  | 36   | 56   | 70   | 110  |

Note: Some detailed estimates for this LEA have been hidden to avoid identifying the likelihood that individual teachers will leave the state education workforce.

| DISTRICT        | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|-----------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|                 |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Lawrence County | Pre-K Teacher       | 16             | 17   | 18   | 17   | 17   | 15             | 15   | 13   | 10   | 10   | 1                   | 2    | 5    | 7    | 7    |
|                 | Kindergarten        | 37             | 40   | 42   | 39   | 40   | 36             | 35   | 35   | 32   | 29   | 1                   | 5    | 7    | 7    | 11   |
|                 | Grade 1 Teacher     | 31             | 31   | 33   | 34   | 33   | 32             | 29   | 27   | 26   | 23   | -1                  | 2    | 6    | 8    | 10   |
|                 | Grade 2 Teacher     | 30             | 27   | 27   | 29   | 30   | 29             | 29   | 29   | 28   | 27   | 1                   | -2   | -2   | 1    | 3    |
|                 | Grade 3 Teacher     | 34             | 34   | 30   | 30   | 32   | 28             | 27   | 27   | 27   | 27   | 6                   | 7    | 3    | 3    | 5    |
|                 | Grade 4 Teacher     | 22             | 26   | 26   | 23   | 23   | 22             | 22   | 21   | 19   | 17   | 0                   | 4    | 5    | 4    | 6    |
|                 | Grade 5 Teacher     | 28             | 27   | 32   | 32   | 29   | 29             | 23   | 20   | 18   | 15   | -1                  | 4    | 12   | 14   | 14   |
|                 | Grade 6 Teacher     | 32             | 30   | 29   | 35   | 34   | 30             | 23   | 21   | 21   | 19   | 2                   | 7    | 8    | 14   | 15   |
|                 | Grade 7 Teacher     | 28             | 29   | 28   | 27   | 32   | 27             | 27   | 20   | 18   | 18   | 1                   | 2    | 8    | 9    | 14   |
|                 | Grade 8 Teacher     | 26             | 26   | 27   | 26   | 25   | 26             | 26   | 25   | 21   | 21   | 0                   | 0    | 2    | 5    | 4    |
|                 | Grade 9-12 Teacher  | 117            | 114  | 111  | 111  | 110  | 118            | 106  | 98   | 87   | 83   | -1                  | 8    | 13   | 24   | 27   |
|                 | Math                | 20             | 19   | 19   | 19   | 18   |                |      |      |      |      |                     |      |      |      |      |
|                 | Science             | 15             | 14   | 14   | 14   | 14   |                |      |      |      |      |                     |      |      |      |      |
|                 | English             | 20             | 19   | 19   | 19   | 18   |                |      |      |      |      |                     |      |      |      |      |
|                 | Other               | 62             | 62   | 59   | 59   | 60   |                |      |      |      |      |                     |      |      |      |      |
|                 | Music/Art/PE (Elem) | 25             | 25   | 25   | 25   | 25   | 23             | 22   | 22   | 21   | 20   | 2                   | 3    | 3    | 4    | 5    |
|                 | ESL Teacher         | 3              | 3    | 3    | 3    | 3    | 2              | 2    | 2    | 2    | 2    | 1                   | 1    | 1    | 1    | 1    |
|                 | Vocational          | 28             | 28   | 28   | 28   | 28   | 27             | 26   | 25   | 24   | 23   | 1                   | 2    | 3    | 4    | 5    |
|                 | Spec Ed/Home/Hosp   | 32             | 32   | 32   | 32   | 32   | 31             | 31   | 28   | 26   | 24   | 1                   | 1    | 4    | 6    | 8    |
|                 | Ch 1 Teacher Elem   | 11             | 11   | 11   | 11   | 11   | 10             | 10   | 10   | 8    | 7    | 1                   | 1    | 1    | 3    | 4    |
|                 | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
| Total           |                     | 500            | 500  | 502  | 502  | 504  | 485            | 453  | 423  | 388  | 365  | 15                  | 47   | 79   | 114  | 139  |

| DISTRICT     |                     | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|--------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|              |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Lewis County | Classroom Teachers  |                |      |      |      |      |                |      |      |      |      |                     |      |      |      |      |
|              | Pre-K Teacher       | 5              | 5    | 5    | 5    | 5    | 4              | 3    | 3    | 3    | 3    | 1                   | 2    | 2    | 2    | 2    |
|              | Kindergarten        | 11             | 11   | 10   | 11   | 11   | 10             | 9    | 9    | 9    | 9    | 1                   | 2    | 1    | 2    | 2    |
|              | Grade 1 Teacher     | 11             | 11   | 11   | 11   | 11   | 9              | 8    | 8    | 8    | 8    | 2                   | 3    | 3    | 3    | 3    |
|              | Grade 2 Teacher     | 9              | 11   | 11   | 11   | 11   | 9              | 9    | 9    | 9    | 9    | 0                   | 2    | 2    | 2    | 2    |
|              | Grade 3 Teacher     | 9              | 9    | 10   | 10   | 11   | 9              | 9    | 9    | 9    | 9    | 0                   | 0    | 1    | 1    | 2    |
|              | Grade 4 Teacher     | 9              | 8    | 8    | 9    | 10   | 9              | 9    | 9    | 9    | 9    | 0                   | -1   | -1   | 0    | 1    |
|              | Grade 5 Teacher     | 8              | 7    | 7    | 7    | 8    | 7              | 7    | 6    | 5    | 5    | 1                   | 0    | 1    | 2    | 3    |
|              | Grade 6 Teacher     | 7              | 7    | 7    | 7    | 6    | 7              | 7    | 7    | 6    | 6    | 0                   | 0    | 0    | 1    | 0    |
|              | Grade 7 Teacher     | 9              | 8    | 9    | 8    | 7    | 7              | 7    | 7    | 5    | 5    | 2                   | 1    | 2    | 3    | 2    |
|              | Grade 8 Teacher     | 6              | 7    | 6    | 7    | 6    | 7              | 7    | 7    | 6    | 6    | -1                  | 0    | -1   | 1    | 0    |
|              | Grade 9-12 Teacher  | 33             | 32   | 32   | 32   | 31   | 32             | 29   | 23   | 20   | 17   | 1                   | 3    | 9    | 12   | 14   |
|              | Math                | 6              | 5    | 5    | 5    | 5    |                |      |      |      |      |                     |      |      |      |      |
|              | Science             | 4              | 4    | 4    | 4    | 4    |                |      |      |      |      |                     |      |      |      |      |
|              | English             | 6              | 5    | 5    | 5    | 5    |                |      |      |      |      |                     |      |      |      |      |
|              | Other               | 17             | 18   | 18   | 18   | 17   |                |      |      |      |      |                     |      |      |      |      |
|              | Music/Art/PE (Elem) | 4              | 4    | 4    | 4    | 4    | 3              | 3    | 2    | 2    | 2    | 1                   | 1    | 2    | 2    | 2    |
|              | ESL Teacher         | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|              | Vocational          | 4              | 4    | 4    | 4    | 4    | 3              | 2    | 2    | 2    | 2    | 1                   | 2    | 2    | 2    | 2    |
|              | Spec Ed/Home/Hosp   | 16             | 16   | 16   | 16   | 16   | 15             | 15   | 14   | 13   | 12   | 1                   | 1    | 2    | 3    | 4    |
|              | Ch 1 Teacher Elem   | 5              | 5    | 5    | 5    | 5    | 4              | 4    | 4    | 4    | 4    | 1                   | 1    | 1    | 1    | 1    |
|              | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|              | Total               | 146            | 145  | 145  | 147  | 146  | 135            | 128  | 119  | 110  | 106  | 11                  | 17   | 26   | 37   | 40   |

| DISTRICT       | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|----------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|                |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Lincoln County | Pre-K Teacher       | 10             | 10   | 10   | 10   | 10   | 7              | 6    | 5    | 5    | 5    | 3                   | 4    | 5    | 5    | 5    |
|                | Kindergarten        | 18             | 18   | 18   | 18   | 18   | 14             | 14   | 14   | 14   | 14   | 4                   | 4    | 4    | 4    | 4    |
|                | Grade 1 Teacher     | 18             | 20   | 20   | 20   | 20   | 17             | 17   | 16   | 16   | 15   | 1                   | 3    | 4    | 4    | 5    |
|                | Grade 2 Teacher     | 19             | 19   | 21   | 22   | 21   | 19             | 19   | 19   | 17   | 17   | 0                   | 0    | 2    | 5    | 4    |
|                | Grade 3 Teacher     | 16             | 15   | 15   | 17   | 17   | 17             | 17   | 16   | 15   | 13   | -1                  | -2   | -1   | 2    | 4    |
|                | Grade 4 Teacher     | 14             | 13   | 12   | 12   | 14   | 13             | 13   | 12   | 11   | 11   | 1                   | 0    | 0    | 1    | 3    |
|                | Grade 5 Teacher     | 14             | 15   | 13   | 13   | 13   | 13             | 13   | 12   | 12   | 11   | 1                   | 2    | 1    | 1    | 2    |
|                | Grade 6 Teacher     | 18             | 18   | 19   | 17   | 16   | 16             | 13   | 12   | 11   | 10   | 2                   | 5    | 7    | 6    | 6    |
|                | Grade 7 Teacher     | 19             | 20   | 20   | 21   | 19   | 17             | 17   | 17   | 17   | 17   | 2                   | 3    | 3    | 4    | 2    |
|                | Grade 8 Teacher     | 11             | 11   | 12   | 13   | 13   | 11             | 10   | 10   | 9    | 9    | 0                   | 1    | 2    | 4    | 4    |
|                | Grade 9-12 Teacher  | 62             | 62   | 60   | 61   | 62   | 62             | 54   | 48   | 44   | 43   | 0                   | 8    | 12   | 17   | 19   |
|                | Math                | 10             | 10   | 10   | 10   | 10   |                |      |      |      |      |                     |      |      |      |      |
|                | Science             | 8              | 8    | 8    | 8    | 8    |                |      |      |      |      |                     |      |      |      |      |
|                | English             | 10             | 10   | 10   | 10   | 10   |                |      |      |      |      |                     |      |      |      |      |
|                | Other               | 34             | 34   | 32   | 33   | 34   |                |      |      |      |      |                     |      |      |      |      |
|                | Music/Art/PE (Elem) | 22             | 22   | 23   | 23   | 23   | 20             | 18   | 17   | 12   | 12   | 2                   | 4    | 6    | 11   | 11   |
|                | Vocational          | 20             | 21   | 21   | 21   | 21   | 19             | 17   | 16   | 14   | 13   | 1                   | 4    | 5    | 7    | 8    |
|                | Spec Ed/Home/Hosp   | 28             | 28   | 28   | 28   | 28   | 26             | 26   | 24   | 22   | 22   | 2                   | 2    | 4    | 6    | 6    |
|                | Ch 1 Teacher Elem   | 11             | 11   | 12   | 12   | 12   | 10             | 9    | 9    | 6    | 6    | 1                   | 2    | 3    | 6    | 6    |
|                | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|                | Total               | 302            | 305  | 306  | 310  | 309  | 282            | 264  | 248  | 225  | 218  | 20                  | 41   | 58   | 85   | 91   |

Note: Some detailed estimates for this LEA have been hidden to avoid identifying the likelihood that individual teachers will leave the state education workforce.

| DISTRICT     | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|--------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|              |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Fayetteville | Pre-K Teacher       | 5              | 5    | 5    | 5    | 5    | 4              | 4    | 4    | 4    | 3    | 1                   | 1    | 1    | 1    | 2    |
|              | Kindergarten        | 7              | 7    | 7    | 7    | 7    | 6              | 6    | 5    | 5    | 5    | 1                   | 1    | 2    | 2    | 2    |
|              | Grade 1 Teacher     | 7              | 8    | 8    | 8    | 8    | 6              | 6    | 6    | 6    | 5    | 1                   | 2    | 2    | 2    | 3    |
|              | Grade 2 Teacher     | 7              | 8    | 9    | 9    | 8    | 6              | 6    | 6    | 6    | 6    | 1                   | 2    | 3    | 3    | 2    |
|              | Grade 3 Teacher     | 5              | 6    | 6    | 7    | 7    | 6              | 6    | 5    | 5    | 5    | -1                  | 0    | 1    | 2    | 2    |
|              | Grade 4 Teacher     | 6              | 5    | 5    | 6    | 6    | 4              | 4    | 4    | 4    | 2    | 2                   | 1    | 1    | 2    | 4    |
|              | Grade 5 Teacher     | 5              | 7    | 5    | 6    | 7    | 5              | 5    | 5    | 5    | 5    | 0                   | 2    | 0    | 1    | 2    |
|              | Grade 6 Teacher     | 6              | 5    | 7    | 6    | 6    | 5              | 5    | 5    | 5    | 5    | 1                   | 0    | 2    | 1    | 1    |
|              | Grade 7 Teacher     | 4              | 5    | 4    | 5    | 5    | 4              | 3    | 3    | 3    | 3    | 0                   | 2    | 1    | 2    | 2    |
|              | Grade 8 Teacher     | 4              | 4    | 4    | 4    | 5    | 3              | 2    | 2    | 2    | 2    | 1                   | 2    | 2    | 2    | 3    |
|              | Grade 9-12 Teacher  | 7              | 7    | 7    | 8    | 7    | 5              | 4    | 3    | 3    | 3    | 2                   | 3    | 4    | 5    | 4    |
|              | Math                | 1              | 1    | 1    | 1    | 1    |                |      |      |      |      |                     |      |      |      |      |
|              | Science             | 1              | 1    | 1    | 1    | 1    |                |      |      |      |      |                     |      |      |      |      |
|              | English             | 1              | 1    | 1    | 1    | 1    |                |      |      |      |      |                     |      |      |      |      |
|              | Other               | 4              | 4    | 4    | 5    | 4    |                |      |      |      |      |                     |      |      |      |      |
|              | Music/Art/PE (Elem) | 7              | 8    | 8    | 8    | 8    | 6              | 4    | 4    | 3    | 3    | 1                   | 4    | 4    | 5    | 5    |
|              | ESL Teacher         | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|              | Vocational          | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|              | Spec Ed/Home/Hosp   | 6              | 7    | 7    | 7    | 7    | 5              | 5    | 5    | 5    | 5    | 1                   | 2    | 2    | 2    | 2    |
|              | Ch 1 Teacher Elem   | 6              | 7    | 7    | 7    | 7    | 5              | 3    | 3    | 3    | 3    | 1                   | 4    | 4    | 4    | 4    |
|              | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
| Total        |                     | 82             | 89   | 89   | 93   | 93   | 70             | 63   | 60   | 59   | 55   | 12                  | 26   | 29   | 34   | 38   |

| DISTRICT      | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|---------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|               |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Loudon County | Pre-K Teacher       | 15             | 16   | 17   | 16   | 17   | 13             | 13   | 11   | 10   | 9    | 2                   | 3    | 6    | 6    | 8    |
|               | Kindergarten        | 26             | 28   | 30   | 28   | 29   | 23             | 23   | 22   | 21   | 18   | 3                   | 5    | 8    | 7    | 11   |
|               | Grade 1 Teacher     | 26             | 29   | 31   | 33   | 31   | 24             | 20   | 20   | 18   | 17   | 2                   | 9    | 11   | 15   | 14   |
|               | Grade 2 Teacher     | 26             | 28   | 31   | 34   | 35   | 30             | 29   | 25   | 25   | 24   | -4                  | -1   | 6    | 9    | 11   |
|               | Grade 3 Teacher     | 26             | 23   | 24   | 27   | 29   | 24             | 21   | 20   | 17   | 16   | 2                   | 2    | 4    | 10   | 13   |
|               | Grade 4 Teacher     | 31             | 33   | 28   | 30   | 34   | 28             | 24   | 22   | 22   | 22   | 3                   | 9    | 6    | 8    | 12   |
|               | Grade 5 Teacher     | 24             | 26   | 28   | 24   | 25   | 22             | 18   | 17   | 15   | 14   | 2                   | 8    | 11   | 9    | 11   |
|               | Grade 6 Teacher     | 19             | 20   | 22   | 23   | 20   | 18             | 15   | 11   | 10   | 10   | 1                   | 5    | 11   | 13   | 10   |
|               | Grade 7 Teacher     | 23             | 24   | 25   | 27   | 29   | 21             | 18   | 17   | 16   | 14   | 2                   | 6    | 8    | 11   | 15   |
|               | Grade 8 Teacher     | 21             | 22   | 23   | 24   | 26   | 22             | 15   | 12   | 12   | 10   | -1                  | 7    | 11   | 12   | 16   |
|               | Grade 9-12 Teacher  | 50             | 51   | 54   | 58   | 59   | 48             | 40   | 40   | 31   | 29   | 2                   | 11   | 14   | 27   | 30   |
|               | Math                | 8              | 9    | 9    | 10   | 10   |                |      |      |      |      |                     |      |      |      |      |
|               | Science             | 6              | 6    | 7    | 7    | 7    |                |      |      |      |      |                     |      |      |      |      |
|               | English             | 8              | 9    | 9    | 10   | 10   |                |      |      |      |      |                     |      |      |      |      |
|               | Other               | 28             | 27   | 29   | 31   | 32   |                |      |      |      |      |                     |      |      |      |      |
|               | Music/Art/PE (Elem) | 20             | 21   | 22   | 23   | 24   | 19             | 14   | 14   | 11   | 10   | 1                   | 7    | 8    | 12   | 14   |
|               | ESL Teacher         | 9              | 9    | 10   | 10   | 10   | 8              | 8    | 6    | 5    | 3    | 1                   | 1    | 4    | 5    | 7    |
|               | Vocational          | 16             | 17   | 18   | 18   | 19   | 15             | 15   | 12   | 10   | 10   | 1                   | 2    | 6    | 8    | 9    |
|               | Spec Ed/Home/Hosp   | 24             | 25   | 26   | 27   | 27   | 22             | 21   | 21   | 19   | 18   | 2                   | 4    | 5    | 8    | 9    |
|               | Ch 1 Teacher Elem   | 8              | 8    | 9    | 9    | 9    | 7              | 6    | 6    | 6    | 6    | 1                   | 2    | 3    | 3    | 3    |
|               | Total               | 366            | 382  | 400  | 413  | 425  | 345            | 301  | 277  | 249  | 231  | 21                  | 81   | 123  | 164  | 194  |

Note: Some detailed estimates for this LEA have been hidden to avoid identifying the likelihood that individual teachers will leave the state education workforce.

| DISTRICT    |                     | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|-------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|             | Classroom Teachers  | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Lenoir City | Pre-K Teacher       | 4              | 4    | 5    | 4    | 4    | 3              | 3    | 3    | 3    | 3    | 1                   | 1    | 2    | 1    | 1    |
|             | Kindergarten        | 7              | 7    | 8    | 7    | 7    | 6              | 5    | 3    | 3    | 3    | 1                   | 2    | 5    | 4    | 4    |
|             | Grade 1 Teacher     | 6              | 6    | 7    | 7    | 7    | 6              | 6    | 6    | 6    | 6    | 0                   | 0    | 1    | 1    | 1    |
|             | Grade 2 Teacher     | 7              | 6    | 6    | 7    | 7    | 5              | 5    | 4    | 4    | 4    | 2                   | 1    | 2    | 3    | 3    |
|             | Grade 3 Teacher     | 7              | 8    | 7    | 8    | 8    | 7              | 6    | 6    | 6    | 6    | 0                   | 2    | 1    | 2    | 2    |
|             | Grade 4 Teacher     | 5              | 4    | 5    | 5    | 5    | 5              | 5    | 5    | 5    | 4    | 0                   | -1   | 0    | 0    | 1    |
|             | Grade 5 Teacher     | 6              | 5    | 5    | 6    | 5    | 5              | 5    | 4    | 4    | 4    | 1                   | 0    | 1    | 2    | 1    |
|             | Grade 6 Teacher     | 6              | 7    | 6    | 5    | 6    | 5              | 5    | 5    | 5    | 4    | 1                   | 2    | 1    | 0    | 2    |
|             | Grade 7 Teacher     | 8              | 9    | 10   | 9    | 8    | 6              | 5    | 3    | 2    | 2    | 2                   | 4    | 7    | 7    | 6    |
|             | Grade 8 Teacher     | 5              | 6    | 7    | 8    | 7    | 6              | 4    | 4    | 4    | 3    | -1                  | 2    | 3    | 4    | 4    |
|             | Grade 9-12 Teacher  | 53             | 52   | 52   | 53   | 57   | 47             | 42   | 38   | 36   | 32   | 6                   | 10   | 14   | 17   | 25   |
|             | Math                | 9              | 9    | 9    | 9    | 10   |                |      |      |      |      |                     |      |      |      |      |
|             | Science             | 7              | 7    | 7    | 7    | 7    |                |      |      |      |      |                     |      |      |      |      |
|             | English             | 9              | 9    | 9    | 9    | 10   |                |      |      |      |      |                     |      |      |      |      |
|             | Other               | 28             | 27   | 27   | 28   | 30   |                |      |      |      |      |                     |      |      |      |      |
|             | Music/Art/PE (Elem) | 7              | 7    | 8    | 8    | 8    | 6              | 6    | 4    | 4    | 4    | 1                   | 1    | 4    | 4    | 4    |
|             | ESL Teacher         | 6              | 6    | 6    | 6    | 6    | 5              | 5    | 3    | 3    | 3    | 1                   | 1    | 3    | 3    | 3    |
|             | Vocational          | 11             | 11   | 11   | 11   | 11   | 9              | 7    | 5    | 5    | 5    | 2                   | 4    | 6    | 6    | 6    |
|             | Spec Ed/Home/Hosp   | 14             | 14   | 14   | 15   | 15   | 12             | 11   | 11   | 11   | 9    | 2                   | 3    | 3    | 4    | 6    |
|             | Ch 1 Teacher Elem   | 3              | 3    | 3    | 3    | 3    | 2              | 2    | 2    | 2    | 2    | 1                   | 1    | 1    | 1    | 1    |
|             | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
| Total       |                     | 155            | 155  | 160  | 162  | 164  | 135            | 122  | 106  | 103  | 94   | 20                  | 33   | 54   | 59   | 70   |

| DISTRICT      |                     | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|---------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|               | Classroom Teachers  | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| McMinn County | Pre-K Teacher       | 10             | 10   | 10   | 10   | 10   | 9              | 9    | 8    | 8    | 5    | 1                   | 1    | 2    | 2    | 5    |
|               | Kindergarten        | 26             | 25   | 25   | 25   | 25   | 24             | 24   | 23   | 23   | 20   | 2                   | 1    | 2    | 2    | 5    |
|               | Grade 1 Teacher     | 24             | 25   | 24   | 24   | 25   | 23             | 23   | 23   | 21   | 17   | 1                   | 2    | 1    | 3    | 8    |
|               | Grade 2 Teacher     | 23             | 21   | 22   | 22   | 22   | 22             | 22   | 22   | 21   | 20   | 1                   | -1   | 0    | 1    | 2    |
|               | Grade 3 Teacher     | 25             | 25   | 23   | 24   | 23   | 22             | 22   | 20   | 20   | 16   | 3                   | 3    | 3    | 4    | 7    |
|               | Grade 4 Teacher     | 18             | 21   | 20   | 18   | 19   | 18             | 17   | 15   | 14   | 12   | 0                   | 4    | 5    | 4    | 7    |
|               | Grade 5 Teacher     | 21             | 21   | 23   | 23   | 21   | 19             | 18   | 17   | 16   | 14   | 2                   | 3    | 6    | 7    | 7    |
|               | Grade 6 Teacher     | 18             | 19   | 19   | 21   | 21   | 17             | 16   | 16   | 14   | 12   | 1                   | 3    | 3    | 7    | 9    |
|               | Grade 7 Teacher     | 27             | 27   | 29   | 29   | 33   | 28             | 27   | 25   | 22   | 20   | -1                  | 0    | 4    | 7    | 13   |
|               | Grade 8 Teacher     | 17             | 16   | 17   | 18   | 18   | 6              | 6    | 5    | 5    | 5    | 11                  | 10   | 12   | 13   | 13   |
|               | Grade 9-12 Teacher  | 95             | 92   | 90   | 85   | 85   | 87             | 80   | 72   | 67   | 60   | 8                   | 12   | 18   | 18   | 25   |
|               | Math                | 16             | 15   | 15   | 14   | 14   |                |      |      |      |      |                     |      |      |      |      |
|               | Science             | 12             | 12   | 11   | 11   | 11   |                |      |      |      |      |                     |      |      |      |      |
|               | English             | 16             | 15   | 15   | 14   | 14   |                |      |      |      |      |                     |      |      |      |      |
|               | Other               | 51             | 50   | 49   | 46   | 46   |                |      |      |      |      |                     |      |      |      |      |
|               | Music/Art/PE (Elem) | 16             | 15   | 15   | 15   | 15   | 14             | 13   | 12   | 12   | 9    | 2                   | 2    | 3    | 3    | 6    |
|               | ESL Teacher         | 3              | 3    | 3    | 3    | 3    | 2              | 2    | 2    | 2    | 2    | 1                   | 1    | 1    | 1    | 1    |
|               | Vocational          | 37             | 37   | 37   | 36   | 37   | 33             | 26   | 23   | 21   | 20   | 4                   | 11   | 14   | 15   | 17   |
|               | Spec Ed/Home/Hosp   | 35             | 35   | 35   | 34   | 35   | 31             | 30   | 29   | 29   | 28   | 4                   | 5    | 6    | 5    | 7    |
|               | Ch 1 Teacher Elem   | 15             | 14   | 14   | 14   | 14   | 13             | 12   | 12   | 10   | 10   | 2                   | 2    | 2    | 4    | 4    |
|               | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|               | Total               | 410            | 406  | 406  | 401  | 406  | 368            | 347  | 324  | 305  | 270  | 42                  | 59   | 82   | 96   | 136  |

| DISTRICT | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|----------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|          |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Athens   | Pre-K Teacher       | 7              | 7    | 7    | 7    | 7    | 7              | 6    | 6    | 6    | 5    | 0                   | 1    | 1    | 1    | 2    |
|          | Kindergarten        | 11             | 11   | 11   | 11   | 11   | 11             | 11   | 10   | 9    | 9    | 0                   | 0    | 1    | 2    | 2    |
|          | Grade 1 Teacher     | 16             | 16   | 15   | 15   | 16   | 15             | 13   | 13   | 13   | 13   | 1                   | 3    | 2    | 2    | 3    |
|          | Grade 2 Teacher     | 11             | 11   | 11   | 11   | 11   | 10             | 8    | 8    | 8    | 7    | 1                   | 3    | 3    | 3    | 4    |
|          | Grade 3 Teacher     | 11             | 11   | 11   | 11   | 11   | 11             | 10   | 8    | 7    | 5    | 0                   | 1    | 3    | 4    | 6    |
|          | Grade 4 Teacher     | 11             | 11   | 11   | 11   | 11   | 10             | 10   | 10   | 9    | 8    | 1                   | 1    | 1    | 2    | 3    |
|          | Grade 5 Teacher     | 8              | 9    | 8    | 9    | 9    | 9              | 7    | 5    | 5    | 4    | -1                  | 2    | 3    | 4    | 5    |
|          | Grade 6 Teacher     | 12             | 11   | 12   | 11   | 11   | 9              | 8    | 7    | 5    | 3    | 3                   | 3    | 5    | 6    | 8    |
|          | Grade 7 Teacher     | 7              | 9    | 8    | 9    | 8    | 9              | 6    | 5    | 4    | 4    | -2                  | 3    | 3    | 5    | 4    |
|          | Grade 8 Teacher     | 12             | 9    | 11   | 10   | 11   | 9              | 7    | 4    | 4    | 3    | 3                   | 2    | 7    | 6    | 8    |
|          | Grade 9-12 Teacher  | 7              | 10   | 7    | 9    | 9    | 2              | 2    | 1    | 1    | 1    | 5                   | 8    | 6    | 8    | 8    |
|          | Math                | 1              | 2    | 1    | 2    | 2    |                |      |      |      |      |                     |      |      |      |      |
|          | Science             | 1              | 1    | 1    | 1    | 1    |                |      |      |      |      |                     |      |      |      |      |
|          | English             | 1              | 2    | 1    | 2    | 2    |                |      |      |      |      |                     |      |      |      |      |
|          | Other               | 4              | 5    | 4    | 4    | 4    |                |      |      |      |      |                     |      |      |      |      |
|          | Music/Art/PE (Elem) | 11             | 11   | 11   | 11   | 11   | 10             | 9    | 7    | 7    | 6    | 1                   | 2    | 4    | 4    | 5    |
|          | ESL Teacher         | 3              | 3    | 3    | 3    | 3    | 2              | 2    | 2    | 1    | 0    | 1                   | 1    | 1    | 2    | 3    |
|          | Spec Ed/Home/Hosp   | 11             | 11   | 10   | 11   | 11   | 9              | 9    | 9    | 8    | 5    | 2                   | 2    | 1    | 3    | 6    |
|          | Ch 1 Teacher Elem   | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|          | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
| Total    |                     | 140            | 142  | 138  | 141  | 142  | 124            | 109  | 96   | 88   | 74   | 16                  | 33   | 42   | 53   | 68   |

Note: Some detailed estimates for this LEA have been hidden to avoid identifying the likelihood that individual teachers will leave the state education workforce.

| DISTRICT |                     | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|----------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|          | Classroom Teachers  | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Etowah   | Pre-K Teacher       | 4              | 4    | 4    | 4    | 4    | 2              | 2    | 1    | 1    | 0    | 2                   | 2    | 3    | 3    | 4    |
|          | Kindergarten        | 3              | 3    | 3    | 3    | 3    | 2              | 2    | 2    | 2    | 2    | 1                   | 1    | 1    | 1    | 1    |
|          | Grade 1 Teacher     | 3              | 3    | 3    | 3    | 3    | 3              | 3    | 3    | 3    | 3    | 0                   | 0    | 0    | 0    | 0    |
|          | Grade 2 Teacher     | 2              | 2    | 2    | 2    | 2    | 2              | 2    | 2    | 2    | 2    | 0                   | 0    | 0    | 0    | 0    |
|          | Grade 3 Teacher     | 3              | 2    | 2    | 2    | 2    | 2              | 2    | 2    | 2    | 2    | 1                   | 0    | 0    | 0    | 0    |
|          | Grade 4 Teacher     | 3              | 3    | 2    | 2    | 2    | 2              | 2    | 2    | 2    | 2    | 1                   | 1    | 0    | 0    | 0    |
|          | Grade 5 Teacher     | 3              | 4    | 4    | 3    | 3    | 3              | 3    | 3    | 3    | 3    | 0                   | 1    | 1    | 0    | 0    |
|          | Grade 6 Teacher     | 3              | 3    | 3    | 3    | 3    | 2              | 1    | 1    | 1    | 1    | 1                   | 2    | 2    | 2    | 2    |
|          | Grade 7 Teacher     | 2              | 3    | 3    | 3    | 3    | 2              | 2    | 2    | 1    | 1    | 0                   | 1    | 1    | 2    | 2    |
|          | Grade 8 Teacher     | 2              | 2    | 3    | 2    | 3    | 2              | 1    | 1    | 1    | 1    | 0                   | 1    | 2    | 1    | 2    |
|          | Grade 9-12 Teacher  | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|          | Math                | 0              | 0    | 0    | 0    | 0    |                |      |      |      |      |                     |      |      |      |      |
|          | Science             | 0              | 0    | 0    | 0    | 0    |                |      |      |      |      |                     |      |      |      |      |
|          | English             | 0              | 0    | 0    | 0    | 0    |                |      |      |      |      |                     |      |      |      |      |
|          | Other               | 0              | 0    | 0    | 0    | 0    |                |      |      |      |      |                     |      |      |      |      |
|          | Music/Art/PE (Elem) | 3              | 3    | 3    | 3    | 3    | 2              | 1    | 1    | 1    | 1    | 1                   | 2    | 2    | 2    | 2    |
|          | ESL Teacher         | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|          | Vocational          | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|          | Spec Ed/Home/Hosp   | 3              | 3    | 3    | 3    | 3    | 2              | 1    | 1    | 1    | 1    | 1                   | 2    | 2    | 2    | 2    |
|          | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|          | Total               | 36             | 37   | 37   | 35   | 36   | 27             | 23   | 22   | 21   | 20   | 9                   | 14   | 15   | 14   | 16   |

| DISTRICT       |                     | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|----------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|                |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| McNairy County | Classroom Teachers  |                |      |      |      |      |                |      |      |      |      |                     |      |      |      |      |
|                | Pre-K Teacher       | 10             | 9    | 9    | 9    | 9    | 9              | 9    | 8    | 8    | 8    | 1                   | 0    | 1    | 1    | 1    |
|                | Kindergarten        | 24             | 21   | 21   | 22   | 21   | 23             | 23   | 23   | 20   | 19   | 1                   | -2   | -2   | 2    | 2    |
|                | Grade 1 Teacher     | 20             | 20   | 18   | 18   | 19   | 20             | 18   | 17   | 16   | 16   | 0                   | 2    | 1    | 2    | 3    |
|                | Grade 2 Teacher     | 18             | 17   | 18   | 15   | 16   | 18             | 18   | 17   | 17   | 16   | 0                   | -1   | 1    | -2   | 0    |
|                | Grade 3 Teacher     | 22             | 20   | 20   | 20   | 17   | 19             | 19   | 17   | 15   | 15   | 3                   | 1    | 3    | 5    | 2    |
|                | Grade 4 Teacher     | 20             | 22   | 20   | 20   | 20   | 19             | 19   | 18   | 16   | 16   | 1                   | 3    | 2    | 4    | 4    |
|                | Grade 5 Teacher     | 17             | 17   | 19   | 17   | 17   | 16             | 16   | 15   | 13   | 13   | 1                   | 1    | 4    | 4    | 4    |
|                | Grade 6 Teacher     | 17             | 17   | 17   | 20   | 18   | 17             | 15   | 15   | 13   | 13   | 0                   | 2    | 2    | 7    | 5    |
|                | Grade 7 Teacher     | 18             | 17   | 17   | 17   | 20   | 16             | 15   | 13   | 12   | 11   | 2                   | 2    | 4    | 5    | 9    |
|                | Grade 8 Teacher     | 24             | 26   | 25   | 25   | 26   | 25             | 22   | 21   | 21   | 21   | -1                  | 4    | 4    | 4    | 5    |
|                | Grade 9-12 Teacher  | 65             | 61   | 60   | 59   | 59   | 67             | 55   | 48   | 44   | 40   | -2                  | 6    | 12   | 15   | 19   |
|                | Math                | 11             | 10   | 10   | 10   | 10   |                |      |      |      |      |                     |      |      |      |      |
|                | Science             | 8              | 8    | 8    | 7    | 7    |                |      |      |      |      |                     |      |      |      |      |
|                | English             | 11             | 10   | 10   | 10   | 10   |                |      |      |      |      |                     |      |      |      |      |
|                | Other               | 35             | 33   | 32   | 32   | 32   |                |      |      |      |      |                     |      |      |      |      |
|                | Music/Art/PE (Elem) | 15             | 14   | 14   | 14   | 13   | 14             | 13   | 13   | 10   | 10   | 1                   | 1    | 1    | 4    | 3    |
|                | Vocational          | 20             | 19   | 19   | 19   | 19   | 19             | 18   | 13   | 11   | 10   | 1                   | 1    | 6    | 8    | 9    |
|                | Spec Ed/Home/Hosp   | 24             | 23   | 23   | 23   | 23   | 23             | 22   | 19   | 18   | 18   | 1                   | 1    | 4    | 5    | 5    |
|                | Ch 1 Teacher Elem   | 14             | 13   | 13   | 13   | 12   | 13             | 13   | 13   | 13   | 13   | 1                   | 0    | 0    | 0    | -1   |
|                | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|                | Total               | 330            | 317  | 314  | 312  | 310  | 319            | 296  | 271  | 248  | 239  | 11                  | 21   | 43   | 64   | 71   |

Note: Some detailed estimates for this LEA have been hidden to avoid identifying the likelihood that individual teachers will leave the state education workforce.

| DISTRICT     | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|--------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|              |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Macon County | Pre-K Teacher       | 5              | 5    | 5    | 5    | 5    | 3              | 3    | 3    | 3    | 3    | 2                   | 2    | 2    | 2    | 2    |
|              | Kindergarten        | 24             | 25   | 24   | 24   | 24   | 18             | 16   | 15   | 15   | 13   | 6                   | 9    | 9    | 9    | 11   |
|              | Grade 1 Teacher     | 14             | 18   | 19   | 18   | 19   | 15             | 14   | 14   | 14   | 14   | -1                  | 4    | 5    | 4    | 5    |
|              | Grade 2 Teacher     | 18             | 15   | 20   | 21   | 20   | 16             | 16   | 14   | 14   | 14   | 2                   | -1   | 6    | 7    | 6    |
|              | Grade 3 Teacher     | 16             | 17   | 15   | 19   | 19   | 15             | 14   | 14   | 14   | 14   | 1                   | 3    | 1    | 5    | 5    |
|              | Grade 4 Teacher     | 13             | 12   | 13   | 11   | 14   | 12             | 11   | 11   | 11   | 11   | 1                   | 1    | 2    | 0    | 3    |
|              | Grade 5 Teacher     | 16             | 16   | 15   | 16   | 14   | 14             | 12   | 12   | 10   | 8    | 2                   | 4    | 3    | 6    | 6    |
|              | Grade 6 Teacher     | 15             | 16   | 16   | 15   | 17   | 14             | 14   | 14   | 14   | 13   | 1                   | 2    | 2    | 1    | 4    |
|              | Grade 7 Teacher     | 12             | 12   | 13   | 13   | 12   | 12             | 11   | 8    | 8    | 8    | 0                   | 1    | 5    | 5    | 4    |
|              | Grade 8 Teacher     | 14             | 12   | 12   | 14   | 14   | 12             | 11   | 11   | 10   | 10   | 2                   | 1    | 1    | 4    | 4    |
|              | Grade 9-12 Teacher  | 47             | 48   | 47   | 48   | 48   | 47             | 39   | 34   | 30   | 28   | 0                   | 9    | 13   | 18   | 20   |
|              | Math                | 8              | 8    | 8    | 8    | 8    |                |      |      |      |      |                     |      |      |      |      |
|              | Science             | 6              | 6    | 6    | 6    | 6    |                |      |      |      |      |                     |      |      |      |      |
|              | English             | 8              | 8    | 8    | 8    | 8    |                |      |      |      |      |                     |      |      |      |      |
|              | Other               | 25             | 26   | 25   | 26   | 26   |                |      |      |      |      |                     |      |      |      |      |
|              | Music/Art/PE (Elem) | 13             | 13   | 14   | 15   | 15   | 11             | 11   | 11   | 10   | 10   | 2                   | 2    | 3    | 5    | 5    |
|              | ESL Teacher         | 3              | 3    | 3    | 3    | 3    | 2              | 2    | 2    | 2    | 2    | 1                   | 1    | 1    | 1    | 1    |
|              | Vocational          | 18             | 18   | 18   | 19   | 19   | 16             | 13   | 12   | 11   | 10   | 2                   | 5    | 6    | 8    | 9    |
|              | Spec Ed/Home/Hosp   | 26             | 27   | 27   | 28   | 28   | 24             | 20   | 19   | 18   | 17   | 2                   | 7    | 8    | 10   | 11   |
|              | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|              | Total               | 256            | 259  | 263  | 271  | 273  | 232            | 208  | 195  | 185  | 176  | 24                  | 51   | 68   | 86   | 97   |

Note: Some detailed estimates for this LEA have been hidden to avoid identifying the likelihood that individual teachers will leave the state education workforce.

| DISTRICT       | Classroom Teachers  | TEACHER DEMAND |      |      |       |       | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|----------------|---------------------|----------------|------|------|-------|-------|----------------|------|------|------|------|---------------------|------|------|------|------|
|                |                     | 2010           | 2011 | 2012 | 2013  | 2014  | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Madison County | Pre-K Teacher       | 28             | 28   | 29   | 28    | 28    | 24             | 24   | 20   | 17   | 16   | 4                   | 4    | 9    | 11   | 12   |
|                | Kindergarten        | 63             | 63   | 66   | 64    | 64    | 56             | 56   | 53   | 47   | 40   | 7                   | 7    | 13   | 17   | 24   |
|                | Grade 1 Teacher     | 65             | 69   | 69   | 73    | 70    | 60             | 59   | 57   | 52   | 46   | 5                   | 10   | 12   | 21   | 24   |
|                | Grade 2 Teacher     | 69             | 74   | 79   | 79    | 82    | 70             | 68   | 64   | 56   | 54   | -1                  | 6    | 15   | 23   | 28   |
|                | Grade 3 Teacher     | 57             | 56   | 60   | 64    | 64    | 56             | 56   | 50   | 45   | 40   | 1                   | 0    | 10   | 19   | 24   |
|                | Grade 4 Teacher     | 57             | 58   | 56   | 61    | 64    | 58             | 57   | 54   | 51   | 49   | -1                  | 1    | 2    | 10   | 15   |
|                | Grade 5 Teacher     | 54             | 53   | 53   | 52    | 56    | 48             | 46   | 44   | 40   | 39   | 6                   | 7    | 9    | 12   | 17   |
|                | Grade 6 Teacher     | 46             | 51   | 50   | 51    | 49    | 44             | 42   | 41   | 37   | 35   | 2                   | 9    | 9    | 14   | 14   |
|                | Grade 7 Teacher     | 44             | 46   | 51   | 50    | 50    | 42             | 37   | 34   | 33   | 31   | 2                   | 9    | 17   | 17   | 19   |
|                | Grade 8 Teacher     | 50             | 52   | 53   | 60    | 58    | 51             | 50   | 49   | 46   | 44   | -1                  | 2    | 4    | 14   | 14   |
|                | Grade 9-12 Teacher  | 182            | 169  | 164  | 164   | 172   | 195            | 174  | 156  | 146  | 141  | -13                 | -5   | 8    | 18   | 31   |
|                | Math                | 30             | 28   | 27   | 27    | 29    |                |      |      |      |      |                     |      |      |      |      |
|                | Science             | 23             | 21   | 21   | 21    | 22    |                |      |      |      |      |                     |      |      |      |      |
|                | English             | 30             | 28   | 27   | 27    | 29    |                |      |      |      |      |                     |      |      |      |      |
|                | Other               | 99             | 92   | 89   | 89    | 92    |                |      |      |      |      |                     |      |      |      |      |
|                | Music/Art/PE (Elem) | 60             | 62   | 65   | 66    | 66    | 57             | 53   | 48   | 45   | 43   | 3                   | 9    | 17   | 21   | 23   |
|                | ESL Teacher         | 9              | 9    | 9    | 9     | 9     | 8              | 7    | 5    | 3    | 3    | 1                   | 2    | 4    | 6    | 6    |
|                | Vocational          | 41             | 41   | 42   | 43    | 43    | 40             | 37   | 33   | 30   | 25   | 1                   | 4    | 9    | 13   | 18   |
|                | Spec Ed/Home/Hosp   | 116            | 116  | 118  | 121   | 123   | 114            | 107  | 99   | 93   | 89   | 2                   | 9    | 19   | 28   | 34   |
|                | Ch 1 Teacher Elem   | 26             | 26   | 28   | 28    | 28    | 24             | 22   | 21   | 20   | 18   | 2                   | 4    | 7    | 8    | 10   |
|                | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0     | 0     | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
| Total          |                     | 967            | 973  | 992  | 1,013 | 1,026 | 947            | 895  | 828  | 761  | 713  | 20                  | 78   | 164  | 252  | 313  |

| DISTRICT      | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|---------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|               |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Marion County | Pre-K Teacher       | 7              | 8    | 8    | 8    | 8    | 7              | 7    | 5    | 5    | 4    | 0                   | 1    | 3    | 3    | 4    |
|               | Kindergarten        | 22             | 23   | 23   | 23   | 23   | 21             | 21   | 21   | 19   | 18   | 1                   | 2    | 2    | 4    | 5    |
|               | Grade 1 Teacher     | 30             | 29   | 31   | 30   | 30   | 24             | 22   | 21   | 17   | 17   | 6                   | 7    | 10   | 13   | 13   |
|               | Grade 2 Teacher     | 20             | 23   | 22   | 23   | 23   | 20             | 20   | 20   | 17   | 17   | 0                   | 3    | 2    | 6    | 6    |
|               | Grade 3 Teacher     | 23             | 21   | 25   | 25   | 26   | 20             | 20   | 19   | 17   | 16   | 3                   | 1    | 6    | 8    | 10   |
|               | Grade 4 Teacher     | 18             | 20   | 18   | 21   | 21   | 17             | 17   | 16   | 15   | 15   | 1                   | 3    | 2    | 6    | 6    |
|               | Grade 5 Teacher     | 16             | 16   | 17   | 15   | 18   | 14             | 13   | 13   | 12   | 11   | 2                   | 3    | 4    | 3    | 7    |
|               | Grade 6 Teacher     | 16             | 17   | 17   | 18   | 16   | 16             | 15   | 15   | 14   | 14   | 0                   | 2    | 2    | 4    | 2    |
|               | Grade 7 Teacher     | 22             | 21   | 23   | 23   | 24   | 19             | 17   | 14   | 14   | 12   | 3                   | 4    | 9    | 9    | 12   |
|               | Grade 8 Teacher     | 15             | 17   | 16   | 18   | 18   | 14             | 13   | 12   | 11   | 11   | 1                   | 4    | 4    | 7    | 7    |
|               | Grade 9-12 Teacher  | 59             | 59   | 61   | 63   | 65   | 59             | 51   | 45   | 43   | 42   | 0                   | 8    | 16   | 20   | 23   |
|               | Math                | 10             | 10   | 11   | 11   | 11   |                |      |      |      |      |                     |      |      |      |      |
|               | Science             | 7              | 7    | 8    | 8    | 8    |                |      |      |      |      |                     |      |      |      |      |
|               | English             | 10             | 10   | 11   | 11   | 11   |                |      |      |      |      |                     |      |      |      |      |
|               | Other               | 32             | 32   | 31   | 33   | 35   |                |      |      |      |      |                     |      |      |      |      |
|               | Music/Art/PE (Elem) | 19             | 19   | 20   | 20   | 20   | 17             | 15   | 13   | 12   | 12   | 2                   | 4    | 7    | 8    | 8    |
|               | ESL Teacher         | 2              | 2    | 2    | 2    | 2    | 1              | 1    | 1    | 1    | 1    | 1                   | 1    | 1    | 1    | 1    |
|               | Vocational          | 22             | 22   | 23   | 23   | 24   | 20             | 16   | 15   | 15   | 14   | 2                   | 6    | 8    | 8    | 10   |
|               | Spec Ed/Home/Hosp   | 31             | 32   | 32   | 33   | 34   | 28             | 22   | 18   | 18   | 17   | 3                   | 10   | 14   | 15   | 17   |
|               | Ch 1 Teacher Elem   | 2              | 2    | 2    | 2    | 2    | 1              | 1    | 1    | 1    | 1    | 1                   | 1    | 1    | 1    | 1    |
|               | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|               | Total               | 324            | 331  | 340  | 347  | 354  | 298            | 271  | 249  | 231  | 222  | 26                  | 60   | 91   | 116  | 132  |

Note: The following school districts are aggregated to the county level to avoid identifying individuals: Marion County and Richard City.

| DISTRICT        | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|-----------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|                 |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Marshall County | Pre-K Teacher       | 3              | 3    | 3    | 3    | 3    | 2              | 2    | 2    | 2    | 2    | 1                   | 1    | 1    | 1    | 1    |
|                 | Kindergarten        | 26             | 27   | 29   | 27   | 28   | 24             | 22   | 20   | 20   | 18   | 2                   | 5    | 9    | 7    | 10   |
|                 | Grade 1 Teacher     | 25             | 26   | 28   | 29   | 28   | 25             | 25   | 25   | 25   | 22   | 0                   | 1    | 3    | 4    | 6    |
|                 | Grade 2 Teacher     | 23             | 22   | 23   | 25   | 26   | 22             | 20   | 20   | 20   | 17   | 1                   | 2    | 3    | 5    | 9    |
|                 | Grade 3 Teacher     | 22             | 22   | 21   | 22   | 24   | 20             | 20   | 18   | 17   | 17   | 2                   | 2    | 3    | 5    | 7    |
|                 | Grade 4 Teacher     | 22             | 22   | 22   | 21   | 22   | 19             | 18   | 18   | 16   | 12   | 3                   | 4    | 4    | 5    | 10   |
|                 | Grade 5 Teacher     | 17             | 19   | 18   | 18   | 18   | 18             | 16   | 16   | 16   | 15   | -1                  | 3    | 2    | 2    | 3    |
|                 | Grade 6 Teacher     | 19             | 17   | 19   | 18   | 19   | 16             | 16   | 14   | 14   | 13   | 3                   | 1    | 5    | 4    | 6    |
|                 | Grade 7 Teacher     | 16             | 18   | 16   | 18   | 18   | 15             | 15   | 13   | 13   | 13   | 1                   | 3    | 3    | 5    | 5    |
|                 | Grade 8 Teacher     | 18             | 18   | 20   | 18   | 20   | 18             | 16   | 16   | 16   | 16   | 0                   | 2    | 4    | 2    | 4    |
|                 | Grade 9-12 Teacher  | 82             | 79   | 79   | 81   | 81   | 81             | 72   | 67   | 63   | 57   | 1                   | 7    | 12   | 18   | 24   |
|                 | Math                | 14             | 13   | 13   | 14   | 14   |                |      |      |      |      |                     |      |      |      |      |
|                 | Science             | 10             | 10   | 10   | 10   | 10   |                |      |      |      |      |                     |      |      |      |      |
|                 | English             | 14             | 13   | 13   | 14   | 14   |                |      |      |      |      |                     |      |      |      |      |
|                 | Other               | 44             | 43   | 43   | 43   | 43   |                |      |      |      |      |                     |      |      |      |      |
|                 | Music/Art/PE (Elem) | 22             | 22   | 23   | 23   | 24   | 20             | 16   | 16   | 15   | 14   | 2                   | 6    | 7    | 8    | 10   |
|                 | ESL Teacher         | 3              | 3    | 3    | 3    | 3    | 2              | 1    | 1    | 1    | 1    | 1                   | 2    | 2    | 2    | 2    |
|                 | Vocational          | 17             | 17   | 18   | 18   | 18   | 16             | 16   | 16   | 16   | 15   | 1                   | 1    | 2    | 2    | 3    |
|                 | Spec Ed/Home/Hosp   | 30             | 30   | 30   | 31   | 31   | 28             | 26   | 25   | 24   | 22   | 2                   | 4    | 5    | 7    | 9    |
|                 | Ch 1 Teacher Elem   | 6              | 6    | 6    | 6    | 6    | 5              | 5    | 4    | 4    | 4    | 1                   | 1    | 2    | 2    | 2    |
|                 | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
| Total           |                     | 351            | 351  | 358  | 361  | 369  | 331            | 306  | 291  | 282  | 258  | 20                  | 45   | 67   | 79   | 111  |

| DISTRICT     | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|--------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|              |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Maury County | Pre-K Teacher       | 15             | 16   | 18   | 16   | 17   | 11             | 11   | 10   | 10   | 9    | 4                   | 5    | 8    | 6    | 8    |
|              | Kindergarten        | 57             | 61   | 66   | 61   | 63   | 42             | 41   | 40   | 38   | 35   | 15                  | 20   | 26   | 23   | 28   |
|              | Grade 1 Teacher     | 69             | 77   | 81   | 89   | 82   | 60             | 57   | 53   | 50   | 46   | 9                   | 20   | 28   | 39   | 36   |
|              | Grade 2 Teacher     | 46             | 53   | 58   | 61   | 66   | 38             | 38   | 35   | 32   | 30   | 8                   | 15   | 23   | 29   | 36   |
|              | Grade 3 Teacher     | 56             | 51   | 59   | 65   | 69   | 57             | 56   | 53   | 45   | 40   | -1                  | -5   | 6    | 20   | 29   |
|              | Grade 4 Teacher     | 46             | 45   | 41   | 47   | 51   | 42             | 41   | 41   | 41   | 39   | 4                   | 4    | 0    | 6    | 12   |
|              | Grade 5 Teacher     | 41             | 44   | 43   | 39   | 45   | 41             | 41   | 34   | 31   | 28   | 0                   | 3    | 9    | 8    | 17   |
|              | Grade 6 Teacher     | 38             | 37   | 40   | 39   | 36   | 29             | 26   | 25   | 23   | 22   | 9                   | 11   | 15   | 16   | 14   |
|              | Grade 7 Teacher     | 63             | 66   | 64   | 69   | 68   | 63             | 57   | 55   | 52   | 49   | 0                   | 9    | 9    | 17   | 19   |
|              | Grade 8 Teacher     | 35             | 35   | 36   | 36   | 38   | 30             | 29   | 26   | 24   | 23   | 5                   | 6    | 10   | 12   | 15   |
|              | Grade 9-12 Teacher  | 167            | 165  | 166  | 170  | 172  | 166            | 157  | 133  | 124  | 118  | 1                   | 8    | 33   | 46   | 54   |
|              | Math                | 28             | 28   | 28   | 28   | 29   |                |      |      |      |      |                     |      |      |      |      |
|              | Science             | 21             | 21   | 21   | 21   | 22   |                |      |      |      |      |                     |      |      |      |      |
|              | English             | 28             | 28   | 28   | 28   | 29   |                |      |      |      |      |                     |      |      |      |      |
|              | Other               | 90             | 88   | 89   | 93   | 92   |                |      |      |      |      |                     |      |      |      |      |
|              | Music/Art/PE (Elem) | 46             | 48   | 53   | 55   | 56   | 39             | 36   | 33   | 30   | 27   | 7                   | 12   | 20   | 25   | 29   |
|              | ESL Teacher         | 9              | 9    | 10   | 10   | 10   | 8              | 8    | 5    | 4    | 4    | 1                   | 1    | 5    | 6    | 6    |
|              | Vocational          | 53             | 54   | 56   | 58   | 59   | 48             | 42   | 38   | 35   | 32   | 5                   | 12   | 18   | 23   | 27   |
|              | Spec Ed/Home/Hosp   | 98             | 101  | 104  | 108  | 110  | 90             | 87   | 81   | 77   | 73   | 8                   | 14   | 23   | 31   | 37   |
|              | Ch 1 Teacher Elem   | 19             | 20   | 22   | 23   | 23   | 16             | 16   | 15   | 12   | 12   | 3                   | 4    | 7    | 11   | 11   |
|              | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
| Total        |                     | 858            | 882  | 917  | 946  | 965  | 780            | 743  | 677  | 628  | 587  | 78                  | 139  | 240  | 318  | 378  |

| DISTRICT     |                     | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|--------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|              |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Meigs County | Classroom Teachers  |                |      |      |      |      |                |      |      |      |      |                     |      |      |      |      |
|              | Pre-K Teacher       | 5              | 5    | 5    | 5    | 5    | 4              | 4    | 4    | 4    | 3    | 1                   | 1    | 1    | 1    | 2    |
|              | Kindergarten        | 9              | 9    | 11   | 10   | 10   | 9              | 9    | 8    | 6    | 4    | 0                   | 0    | 3    | 4    | 6    |
|              | Grade 1 Teacher     | 7              | 7    | 7    | 8    | 8    | 8              | 8    | 7    | 7    | 7    | -1                  | -1   | 0    | 1    | 1    |
|              | Grade 2 Teacher     | 8              | 6    | 6    | 6    | 7    | 7              | 7    | 7    | 7    | 7    | 1                   | -1   | -1   | -1   | 0    |
|              | Grade 3 Teacher     | 9              | 8    | 7    | 6    | 7    | 7              | 7    | 6    | 6    | 6    | 2                   | 1    | 1    | 0    | 1    |
|              | Grade 4 Teacher     | 6              | 7    | 7    | 5    | 5    | 6              | 6    | 5    | 5    | 5    | 0                   | 1    | 2    | 0    | 0    |
|              | Grade 5 Teacher     | 10             | 9    | 11   | 10   | 8    | 9              | 9    | 9    | 9    | 6    | 1                   | 0    | 2    | 1    | 2    |
|              | Grade 6 Teacher     | 6              | 7    | 6    | 7    | 7    | 6              | 6    | 5    | 5    | 5    | 0                   | 1    | 1    | 2    | 2    |
|              | Grade 7 Teacher     | 8              | 8    | 9    | 8    | 9    | 8              | 7    | 6    | 6    | 6    | 0                   | 1    | 3    | 2    | 3    |
|              | Grade 8 Teacher     | 8              | 7    | 7    | 8    | 7    | 7              | 6    | 6    | 5    | 4    | 1                   | 1    | 1    | 3    | 3    |
|              | Grade 9-12 Teacher  | 23             | 23   | 23   | 22   | 22   | 23             | 21   | 17   | 16   | 14   | 0                   | 2    | 6    | 6    | 8    |
|              | Math                | 4              | 4    | 4    | 4    | 4    |                |      |      |      |      |                     |      |      |      |      |
|              | Science             | 3              | 3    | 3    | 3    | 3    |                |      |      |      |      |                     |      |      |      |      |
|              | English             | 4              | 4    | 4    | 4    | 4    |                |      |      |      |      |                     |      |      |      |      |
|              | Other               | 12             | 12   | 12   | 11   | 11   |                |      |      |      |      |                     |      |      |      |      |
|              | Music/Art/PE (Elem) | 4              | 3    | 3    | 3    | 4    | 3              | 3    | 3    | 0    | 0    | 1                   | 0    | 0    | 3    | 4    |
|              | ESL Teacher         | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|              | Vocational          | 8              | 8    | 8    | 8    | 8    | 7              | 6    | 4    | 4    | 4    | 1                   | 2    | 4    | 4    | 4    |
|              | Spec Ed/Home/Hosp   | 13             | 13   | 13   | 13   | 13   | 12             | 11   | 9    | 9    | 9    | 1                   | 2    | 4    | 4    | 4    |
|              | Ch 1 Teacher Elem   | 9              | 8    | 8    | 8    | 9    | 8              | 8    | 6    | 4    | 3    | 1                   | 0    | 2    | 4    | 6    |
|              | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
| Total        |                     | 133            | 128  | 131  | 127  | 129  | 124            | 118  | 102  | 93   | 83   | 9                   | 10   | 29   | 34   | 46   |

| DISTRICT      |                     | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|---------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|               | Classroom Teachers  | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Monroe County | Pre-K Teacher       | 7              | 7    | 7    | 7    | 7    | 5              | 3    | 2    | 2    | 2    | 2                   | 4    | 5    | 5    | 5    |
|               | Kindergarten        | 22             | 22   | 23   | 22   | 22   | 18             | 18   | 16   | 16   | 15   | 4                   | 4    | 7    | 6    | 7    |
|               | Grade 1 Teacher     | 23             | 25   | 25   | 26   | 25   | 23             | 23   | 19   | 16   | 15   | 0                   | 2    | 6    | 10   | 10   |
|               | Grade 2 Teacher     | 22             | 21   | 23   | 23   | 24   | 23             | 22   | 19   | 18   | 15   | -1                  | -1   | 4    | 5    | 9    |
|               | Grade 3 Teacher     | 26             | 24   | 23   | 25   | 25   | 22             | 22   | 22   | 20   | 17   | 4                   | 2    | 1    | 5    | 8    |
|               | Grade 4 Teacher     | 16             | 18   | 17   | 16   | 18   | 16             | 15   | 14   | 13   | 13   | 0                   | 3    | 3    | 3    | 5    |
|               | Grade 5 Teacher     | 22             | 19   | 22   | 20   | 20   | 18             | 17   | 17   | 17   | 16   | 4                   | 2    | 5    | 3    | 4    |
|               | Grade 6 Teacher     | 16             | 19   | 17   | 19   | 18   | 17             | 15   | 15   | 14   | 13   | -1                  | 4    | 2    | 5    | 5    |
|               | Grade 7 Teacher     | 16             | 15   | 18   | 16   | 18   | 15             | 13   | 13   | 13   | 12   | 1                   | 2    | 5    | 3    | 6    |
|               | Grade 8 Teacher     | 18             | 19   | 18   | 21   | 18   | 15             | 14   | 13   | 10   | 8    | 3                   | 5    | 5    | 11   | 10   |
|               | Grade 9-12 Teacher  | 86             | 85   | 86   | 87   | 93   | 92             | 83   | 75   | 67   | 61   | -6                  | 2    | 11   | 20   | 32   |
|               | Math                | 14             | 14   | 14   | 15   | 16   |                |      |      |      |      |                     |      |      |      |      |
|               | Science             | 11             | 11   | 11   | 11   | 12   |                |      |      |      |      |                     |      |      |      |      |
|               | English             | 14             | 14   | 14   | 15   | 16   |                |      |      |      |      |                     |      |      |      |      |
|               | Other               | 47             | 46   | 47   | 46   | 49   |                |      |      |      |      |                     |      |      |      |      |
|               | Music/Art/PE (Elem) | 16             | 15   | 16   | 16   | 16   | 14             | 12   | 12   | 12   | 11   | 2                   | 3    | 4    | 4    | 5    |
|               | ESL Teacher         | 3              | 3    | 3    | 3    | 3    | 2              | 2    | 2    | 2    | 2    | 1                   | 1    | 1    | 1    | 1    |
|               | Vocational          | 21             | 21   | 22   | 22   | 22   | 20             | 19   | 18   | 18   | 17   | 1                   | 2    | 4    | 4    | 5    |
|               | Spec Ed/Home/Hosp   | 26             | 26   | 27   | 27   | 28   | 25             | 24   | 24   | 23   | 22   | 1                   | 2    | 3    | 4    | 6    |
|               | Ch 1 Teacher Elem   | 6              | 6    | 6    | 6    | 6    | 5              | 4    | 4    | 4    | 3    | 1                   | 2    | 2    | 2    | 3    |
|               | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|               | Total               | 346            | 345  | 353  | 356  | 363  | 330            | 306  | 285  | 265  | 242  | 16                  | 39   | 68   | 91   | 121  |

| DISTRICT   | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|            |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Sweetwater | Pre-K Teacher       | 5              | 5    | 5    | 5    | 5    | 4              | 4    | 4    | 3    | 3    | 1                   | 1    | 1    | 2    | 2    |
|            | Kindergarten        | 12             | 12   | 13   | 13   | 13   | 12             | 9    | 8    | 8    | 8    | 0                   | 3    | 5    | 5    | 5    |
|            | Grade 1 Teacher     | 11             | 11   | 11   | 11   | 11   | 11             | 11   | 11   | 11   | 11   | 0                   | 0    | 0    | 0    | 0    |
|            | Grade 2 Teacher     | 13             | 12   | 12   | 12   | 12   | 11             | 9    | 9    | 8    | 8    | 2                   | 3    | 3    | 4    | 4    |
|            | Grade 3 Teacher     | 10             | 11   | 11   | 11   | 11   | 10             | 10   | 10   | 10   | 8    | 0                   | 1    | 1    | 1    | 3    |
|            | Grade 4 Teacher     | 14             | 14   | 15   | 14   | 14   | 11             | 11   | 11   | 11   | 10   | 3                   | 3    | 4    | 3    | 4    |
|            | Grade 5 Teacher     | 8              | 10   | 9    | 11   | 10   | 8              | 7    | 7    | 7    | 6    | 0                   | 3    | 2    | 4    | 4    |
|            | Grade 6 Teacher     | 7              | 6    | 8    | 7    | 8    | 5              | 4    | 4    | 4    | 4    | 2                   | 2    | 4    | 3    | 4    |
|            | Grade 7 Teacher     | 6              | 7    | 6    | 8    | 7    | 5              | 5    | 5    | 5    | 5    | 1                   | 2    | 1    | 3    | 2    |
|            | Grade 8 Teacher     | 9              | 9    | 10   | 9    | 11   | 9              | 7    | 7    | 6    | 6    | 0                   | 2    | 3    | 3    | 5    |
|            | Grade 9-12 Teacher  | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|            | Math                | 0              | 0    | 0    | 0    | 0    |                |      |      |      |      |                     |      |      |      |      |
|            | Science             | 0              | 0    | 0    | 0    | 0    |                |      |      |      |      |                     |      |      |      |      |
|            | English             | 0              | 0    | 0    | 0    | 0    |                |      |      |      |      |                     |      |      |      |      |
|            | Other               | 0              | 0    | 0    | 0    | 0    |                |      |      |      |      |                     |      |      |      |      |
|            | Music/Art/PE (Elem) | 10             | 10   | 10   | 10   | 10   | 9              | 7    | 7    | 7    | 7    | 1                   | 3    | 3    | 3    | 3    |
|            | ESL Teacher         | 4              | 4    | 4    | 4    | 4    | 3              | 3    | 2    | 1    | 1    | 1                   | 1    | 2    | 3    | 3    |
|            | Vocational          | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|            | Spec Ed/Home/Hosp   | 8              | 8    | 9    | 9    | 9    | 7              | 7    | 6    | 6    | 5    | 1                   | 1    | 3    | 3    | 4    |
|            | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|            | Total               | 119            | 121  | 125  | 126  | 127  | 106            | 94   | 91   | 87   | 82   | 13                  | 27   | 34   | 39   | 45   |

Note: Some detailed estimates for this LEA have been hidden to avoid identifying the likelihood that individual teachers will leave the state education workforce.

| DISTRICT          |                     | TEACHER DEMAND |       |       |       |       | TEACHER SUPPLY |       |       |       |       | GAP (DEMAND-SUPPLY) |      |      |      |       |
|-------------------|---------------------|----------------|-------|-------|-------|-------|----------------|-------|-------|-------|-------|---------------------|------|------|------|-------|
|                   | Classroom Teachers  | 2010           | 2011  | 2012  | 2013  | 2014  | 2010           | 2011  | 2012  | 2013  | 2014  | 2010                | 2011 | 2012 | 2013 | 2014  |
| Montgomery County | Pre-K Teacher       | 26             | 25    | 28    | 26    | 26    | 20             | 20    | 17    | 16    | 13    | 6                   | 5    | 11   | 10   | 13    |
|                   | Kindergarten        | 153            | 148   | 166   | 155   | 156   | 122            | 116   | 106   | 100   | 77    | 31                  | 32   | 60   | 55   | 79    |
|                   | Grade 1 Teacher     | 154            | 193   | 186   | 210   | 196   | 145            | 134   | 120   | 111   | 88    | 9                   | 59   | 66   | 99   | 108   |
|                   | Grade 2 Teacher     | 119            | 125   | 157   | 152   | 171   | 122            | 117   | 98    | 92    | 70    | -3                  | 8    | 59   | 60   | 101   |
|                   | Grade 3 Teacher     | 125            | 121   | 127   | 160   | 154   | 123            | 115   | 97    | 88    | 71    | 2                   | 6    | 30   | 72   | 83    |
|                   | Grade 4 Teacher     | 101            | 101   | 98    | 104   | 130   | 95             | 88    | 81    | 78    | 60    | 6                   | 13   | 17   | 26   | 70    |
|                   | Grade 5 Teacher     | 89             | 94    | 94    | 91    | 97    | 86             | 83    | 67    | 63    | 50    | 3                   | 11   | 27   | 28   | 47    |
|                   | Grade 6 Teacher     | 90             | 91    | 95    | 96    | 93    | 77             | 70    | 62    | 56    | 53    | 13                  | 21   | 33   | 40   | 40    |
|                   | Grade 7 Teacher     | 122            | 127   | 128   | 135   | 136   | 122            | 112   | 99    | 93    | 73    | 0                   | 15   | 29   | 42   | 63    |
|                   | Grade 8 Teacher     | 108            | 108   | 112   | 113   | 119   | 102            | 89    | 78    | 75    | 64    | 6                   | 19   | 34   | 38   | 55    |
|                   | Grade 9-12 Teacher  | 371            | 370   | 368   | 380   | 389   | 376            | 313   | 262   | 243   | 205   | -5                  | 57   | 106  | 137  | 184   |
|                   | Math                | 62             | 62    | 61    | 63    | 65    |                |       |       |       |       |                     |      |      |      |       |
|                   | Science             | 46             | 46    | 46    | 48    | 49    |                |       |       |       |       |                     |      |      |      |       |
|                   | English             | 62             | 62    | 61    | 63    | 65    |                |       |       |       |       |                     |      |      |      |       |
|                   | Other               | 201            | 200   | 200   | 206   | 210   |                |       |       |       |       |                     |      |      |      |       |
|                   | Music/Art/PE (Elem) | 140            | 150   | 162   | 172   | 172   | 130            | 123   | 102   | 92    | 83    | 10                  | 27   | 60   | 80   | 89    |
|                   | ESL Teacher         | 16             | 17    | 17    | 18    | 18    | 15             | 13    | 9     | 8     | 8     | 1                   | 4    | 8    | 10   | 10    |
|                   | Vocational          | 41             | 43    | 44    | 46    | 47    | 39             | 35    | 33    | 31    | 23    | 2                   | 8    | 11   | 15   | 24    |
|                   | Spec Ed/Home/Hosp   | 193            | 199   | 206   | 215   | 221   | 184            | 171   | 150   | 143   | 131   | 9                   | 28   | 56   | 72   | 90    |
|                   | Ch 1 Teacher Elem   | 74             | 78    | 85    | 90    | 90    | 68             | 65    | 64    | 61    | 55    | 6                   | 13   | 21   | 29   | 35    |
|                   | Ch 1 Teacher Sec    | 0              | 0     | 0     | 0     | 0     | 0              | 0     | 0     | 0     | 0     | 0                   | 0    | 0    | 0    | 0     |
| Total             |                     | 1,922          | 1,990 | 2,073 | 2,163 | 2,215 | 1,826          | 1,664 | 1,445 | 1,350 | 1,124 | 96                  | 326  | 628  | 813  | 1,091 |

| DISTRICT     | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|--------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|              |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Moore County | Kindergarten        | 4              | 4    | 4    | 4    | 4    | 4              | 4    | 4    | 3    | 3    | 0                   | 0    | 0    | 1    | 1    |
|              | Grade 1 Teacher     | 4              | 4    | 4    | 4    | 4    | 4              | 4    | 4    | 4    | 4    | 0                   | 0    | 0    | 0    | 0    |
|              | Grade 2 Teacher     | 5              | 5    | 5    | 5    | 5    | 4              | 4    | 4    | 4    | 4    | 1                   | 1    | 1    | 1    | 1    |
|              | Grade 3 Teacher     | 4              | 4    | 4    | 4    | 4    | 4              | 4    | 4    | 4    | 4    | 0                   | 0    | 0    | 0    | 0    |
|              | Grade 4 Teacher     | 6              | 5    | 6    | 6    | 6    | 4              | 4    | 4    | 4    | 4    | 2                   | 1    | 2    | 2    | 2    |
|              | Grade 5 Teacher     | 3              | 4    | 3    | 4    | 4    | 3              | 3    | 3    | 3    | 2    | 0                   | 1    | 0    | 1    | 2    |
|              | Grade 6 Teacher     | 5              | 4    | 5    | 5    | 5    | 4              | 4    | 4    | 4    | 4    | 1                   | 0    | 1    | 1    | 1    |
|              | Grade 7 Teacher     | 3              | 4    | 3    | 4    | 3    | 3              | 3    | 3    | 3    | 3    | 0                   | 1    | 0    | 1    | 0    |
|              | Grade 8 Teacher     | 4              | 3    | 4    | 3    | 4    | 3              | 3    | 3    | 3    | 3    | 1                   | 0    | 1    | 0    | 1    |
|              | Grade 9-12 Teacher  | 20             | 19   | 18   | 17   | 16   | 20             | 15   | 13   | 12   | 10   | 0                   | 4    | 5    | 5    | 6    |
|              | Math                | 3              | 3    | 3    | 3    | 3    |                |      |      |      |      |                     |      |      |      |      |
|              | Science             | 3              | 2    | 2    | 2    | 2    |                |      |      |      |      |                     |      |      |      |      |
|              | English             | 3              | 3    | 3    | 3    | 3    |                |      |      |      |      |                     |      |      |      |      |
|              | Other               | 11             | 11   | 10   | 9    | 8    |                |      |      |      |      |                     |      |      |      |      |
|              | Music/Art/PE (Elem) | 4              | 4    | 4    | 4    | 4    | 3              | 3    | 3    | 3    | 3    | 1                   | 1    | 1    | 1    | 1    |
|              | ESL Teacher         | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|              | Vocational          | 5              | 5    | 5    | 5    | 5    | 4              | 3    | 3    | 3    | 3    | 1                   | 2    | 2    | 2    | 2    |
|              | Spec Ed/Home/Hosp   | 8              | 8    | 8    | 8    | 8    | 7              | 7    | 7    | 7    | 7    | 1                   | 1    | 1    | 1    | 1    |
|              | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
| Total        |                     | 79             | 77   | 77   | 77   | 76   | 69             | 63   | 61   | 59   | 56   | 10                  | 14   | 16   | 18   | 20   |

Note: Some detailed estimates for this LEA have been hidden to avoid identifying the likelihood that individual teachers will leave the state education workforce.

| DISTRICT      |                     | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|---------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|               |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Morgan County | Classroom Teachers  |                |      |      |      |      |                |      |      |      |      |                     |      |      |      |      |
|               | Kindergarten        | 15             | 15   | 16   | 16   | 16   | 15             | 15   | 14   | 12   | 12   | 0                   | 0    | 2    | 4    | 4    |
|               | Grade 1 Teacher     | 15             | 15   | 15   | 16   | 16   | 9              | 9    | 9    | 9    | 9    | 6                   | 6    | 6    | 7    | 7    |
|               | Grade 2 Teacher     | 13             | 14   | 13   | 14   | 14   | 11             | 11   | 11   | 11   | 11   | 2                   | 3    | 2    | 3    | 3    |
|               | Grade 3 Teacher     | 25             | 24   | 26   | 26   | 26   | 23             | 23   | 21   | 19   | 18   | 2                   | 1    | 5    | 7    | 8    |
|               | Grade 4 Teacher     | 10             | 11   | 10   | 11   | 11   | 11             | 11   | 10   | 8    | 7    | -1                  | 0    | 0    | 3    | 4    |
|               | Grade 5 Teacher     | 16             | 14   | 14   | 14   | 15   | 15             | 15   | 14   | 13   | 12   | 1                   | -1   | 0    | 1    | 3    |
|               | Grade 6 Teacher     | 23             | 23   | 20   | 21   | 21   | 19             | 18   | 17   | 16   | 14   | 4                   | 5    | 3    | 5    | 7    |
|               | Grade 7 Teacher     | 17             | 19   | 20   | 17   | 18   | 17             | 16   | 16   | 16   | 16   | 0                   | 3    | 4    | 1    | 2    |
|               | Grade 8 Teacher     | 10             | 10   | 11   | 11   | 10   | 10             | 8    | 5    | 5    | 5    | 0                   | 2    | 6    | 6    | 5    |
|               | Grade 9-12 Teacher  | 75             | 74   | 71   | 74   | 74   | 79             | 67   | 62   | 55   | 55   | -4                  | 7    | 9    | 19   | 19   |
|               | Math                | 13             | 12   | 12   | 12   | 12   |                |      |      |      |      |                     |      |      |      |      |
|               | Science             | 9              | 9    | 9    | 9    | 9    |                |      |      |      |      |                     |      |      |      |      |
|               | English             | 13             | 12   | 12   | 12   | 12   |                |      |      |      |      |                     |      |      |      |      |
|               | Other               | 40             | 41   | 38   | 41   | 41   |                |      |      |      |      |                     |      |      |      |      |
|               | Music/Art/PE (Elem) | 5              | 5    | 5    | 5    | 5    | 4              | 3    | 2    | 2    | 2    | 1                   | 2    | 3    | 3    | 3    |
|               | ESL Teacher         | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|               | Vocational          | 13             | 13   | 13   | 13   | 13   | 12             | 10   | 9    | 8    | 8    | 1                   | 3    | 4    | 5    | 5    |
|               | Spec Ed/Home/Hosp   | 13             | 13   | 13   | 13   | 13   | 12             | 12   | 12   | 12   | 12   | 1                   | 1    | 1    | 1    | 1    |
|               | Ch 1 Teacher Elem   | 5              | 5    | 5    | 5    | 5    | 4              | 4    | 4    | 4    | 4    | 1                   | 1    | 1    | 1    | 1    |
|               | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|               | Total               | 257            | 257  | 254  | 258  | 259  | 242            | 223  | 207  | 191  | 186  | 15                  | 34   | 47   | 67   | 73   |

Note: Some detailed estimates for this LEA have been hidden to avoid identifying the likelihood that individual teachers will leave the state education workforce.

| DISTRICT     | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|--------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|              |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Obion County | Pre-K Teacher       | 6              | 5    | 6    | 5    | 5    | 5              | 5    | 4    | 4    | 4    | 1                   | 0    | 2    | 1    | 1    |
|              | Kindergarten        | 17             | 15   | 17   | 16   | 16   | 17             | 17   | 17   | 16   | 15   | 0                   | -2   | 0    | 0    | 1    |
|              | Grade 1 Teacher     | 17             | 16   | 15   | 17   | 16   | 17             | 17   | 15   | 15   | 15   | 0                   | -1   | 0    | 2    | 1    |
|              | Grade 2 Teacher     | 18             | 18   | 17   | 15   | 17   | 18             | 18   | 17   | 13   | 12   | 0                   | 0    | 0    | 2    | 5    |
|              | Grade 3 Teacher     | 16             | 15   | 15   | 15   | 13   | 14             | 14   | 13   | 13   | 12   | 2                   | 1    | 2    | 2    | 1    |
|              | Grade 4 Teacher     | 17             | 16   | 15   | 15   | 14   | 16             | 15   | 14   | 13   | 11   | 1                   | 1    | 1    | 2    | 3    |
|              | Grade 5 Teacher     | 18             | 19   | 18   | 17   | 17   | 17             | 16   | 16   | 15   | 15   | 1                   | 3    | 2    | 2    | 2    |
|              | Grade 6 Teacher     | 14             | 14   | 15   | 14   | 13   | 13             | 13   | 13   | 12   | 12   | 1                   | 1    | 2    | 2    | 1    |
|              | Grade 7 Teacher     | 13             | 13   | 13   | 14   | 13   | 13             | 11   | 11   | 11   | 11   | 0                   | 2    | 2    | 3    | 2    |
|              | Grade 8 Teacher     | 12             | 11   | 12   | 12   | 13   | 13             | 12   | 12   | 11   | 9    | -1                  | -1   | 0    | 1    | 4    |
|              | Grade 9-12 Teacher  | 55             | 54   | 52   | 51   | 49   | 54             | 49   | 43   | 37   | 33   | 1                   | 5    | 9    | 14   | 16   |
|              | Math                | 9              | 9    | 9    | 9    | 8    |                |      |      |      |      |                     |      |      |      |      |
|              | Science             | 7              | 7    | 7    | 6    | 6    |                |      |      |      |      |                     |      |      |      |      |
|              | English             | 9              | 9    | 9    | 9    | 8    |                |      |      |      |      |                     |      |      |      |      |
|              | Other               | 30             | 29   | 27   | 27   | 27   |                |      |      |      |      |                     |      |      |      |      |
|              | Music/Art/PE (Elem) | 13             | 12   | 12   | 12   | 12   | 12             | 10   | 8    | 4    | 3    | 1                   | 2    | 4    | 8    | 9    |
|              | ESL Teacher         | 3              | 2    | 2    | 2    | 2    | 2              | 2    | 1    | 1    | 1    | 1                   | 0    | 1    | 1    | 1    |
|              | Vocational          | 17             | 16   | 16   | 16   | 16   | 16             | 13   | 11   | 11   | 10   | 1                   | 3    | 5    | 5    | 6    |
|              | Spec Ed/Home/Hosp   | 25             | 24   | 24   | 24   | 23   | 24             | 21   | 20   | 20   | 18   | 1                   | 3    | 4    | 4    | 5    |
|              | Ch 1 Teacher Elem   | 10             | 9    | 9    | 9    | 9    | 9              | 8    | 5    | 5    | 4    | 1                   | 1    | 4    | 4    | 5    |
| Total        |                     | 273            | 261  | 260  | 256  | 249  | 261            | 242  | 221  | 202  | 186  | 12                  | 19   | 39   | 54   | 63   |

Note: Some detailed estimates for this LEA have been hidden to avoid identifying the likelihood that individual teachers will leave the state education workforce.

| DISTRICT   | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|            |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Union City | Pre-K Teacher       | 3              | 3    | 3    | 3    | 3    | 2              | 2    | 2    | 2    | 2    | 1                   | 1    | 1    | 1    | 1    |
|            | Kindergarten        | 9              | 8    | 9    | 9    | 8    | 8              | 8    | 8    | 7    | 7    | 1                   | 0    | 1    | 2    | 1    |
|            | Grade 1 Teacher     | 7              | 7    | 6    | 7    | 7    | 7              | 7    | 7    | 6    | 6    | 0                   | 0    | -1   | 1    | 1    |
|            | Grade 2 Teacher     | 7              | 6    | 6    | 5    | 6    | 6              | 5    | 4    | 4    | 3    | 1                   | 1    | 2    | 1    | 3    |
|            | Grade 3 Teacher     | 7              | 6    | 5    | 6    | 5    | 6              | 6    | 6    | 5    | 5    | 1                   | 0    | -1   | 1    | 0    |
|            | Grade 4 Teacher     | 5              | 5    | 5    | 4    | 4    | 4              | 4    | 3    | 3    | 3    | 1                   | 1    | 2    | 1    | 1    |
|            | Grade 5 Teacher     | 11             | 10   | 11   | 9    | 8    | 10             | 9    | 9    | 9    | 9    | 1                   | 1    | 2    | 0    | -1   |
|            | Grade 6 Teacher     | 6              | 7    | 6    | 6    | 6    | 7              | 6    | 5    | 5    | 5    | -1                  | 1    | 1    | 1    | 1    |
|            | Grade 7 Teacher     | 8              | 7    | 7    | 7    | 7    | 6              | 6    | 5    | 5    | 5    | 2                   | 1    | 2    | 2    | 2    |
|            | Grade 8 Teacher     | 5              | 7    | 5    | 6    | 5    | 6              | 4    | 3    | 3    | 3    | -1                  | 3    | 2    | 3    | 2    |
|            | Grade 9-12 Teacher  | 26             | 22   | 21   | 21   | 20   | 26             | 23   | 21   | 19   | 19   | 0                   | -1   | 0    | 2    | 1    |
|            | Math                | 4              | 4    | 4    | 4    | 3    |                |      |      |      |      |                     |      |      |      |      |
|            | Science             | 3              | 3    | 3    | 3    | 3    |                |      |      |      |      |                     |      |      |      |      |
|            | English             | 4              | 4    | 4    | 4    | 3    |                |      |      |      |      |                     |      |      |      |      |
|            | Other               | 15             | 11   | 10   | 10   | 11   |                |      |      |      |      |                     |      |      |      |      |
|            | Music/Art/PE (Elem) | 6              | 5    | 5    | 5    | 5    | 5              | 4    | 4    | 4    | 4    | 1                   | 1    | 1    | 1    | 1    |
|            | Vocational          | 6              | 5    | 5    | 5    | 5    | 5              | 5    | 4    | 3    | 3    | 1                   | 0    | 1    | 2    | 2    |
|            | Spec Ed/Home/Hosp   | 8              | 7    | 7    | 7    | 7    | 7              | 7    | 7    | 7    | 7    | 1                   | 0    | 0    | 0    | 0    |
|            | Ch 1 Teacher Elem   | 7              | 7    | 6    | 7    | 6    | 6              | 6    | 6    | 6    | 6    | 1                   | 1    | 0    | 1    | 0    |
|            | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|            | Total               | 123            | 113  | 108  | 108  | 103  | 112            | 103  | 94   | 88   | 87   | 11                  | 10   | 14   | 20   | 16   |

Note: Some detailed estimates for this LEA have been hidden to avoid identifying the likelihood that individual teachers will leave the state education workforce.

| DISTRICT       | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|----------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|                |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Overton County | Pre-K Teacher       | 7              | 7    | 7    | 7    | 7    | 5              | 5    | 3    | 2    | 1    | 2                   | 2    | 4    | 5    | 6    |
|                | Kindergarten        | 25             | 24   | 24   | 24   | 24   | 19             | 17   | 17   | 16   | 15   | 6                   | 7    | 7    | 8    | 9    |
|                | Grade 1 Teacher     | 15             | 19   | 18   | 18   | 18   | 15             | 15   | 12   | 12   | 12   | 0                   | 4    | 6    | 6    | 6    |
|                | Grade 2 Teacher     | 15             | 14   | 18   | 17   | 17   | 15             | 14   | 14   | 14   | 12   | 0                   | 0    | 4    | 3    | 5    |
|                | Grade 3 Teacher     | 21             | 20   | 19   | 24   | 23   | 18             | 18   | 17   | 16   | 14   | 3                   | 2    | 2    | 8    | 9    |
|                | Grade 4 Teacher     | 13             | 15   | 14   | 14   | 17   | 14             | 10   | 10   | 10   | 10   | -1                  | 5    | 4    | 4    | 7    |
|                | Grade 5 Teacher     | 14             | 13   | 15   | 14   | 13   | 15             | 14   | 13   | 13   | 11   | -1                  | -1   | 2    | 1    | 2    |
|                | Grade 6 Teacher     | 14             | 12   | 11   | 13   | 12   | 12             | 11   | 10   | 10   | 10   | 2                   | 1    | 1    | 3    | 2    |
|                | Grade 7 Teacher     | 11             | 12   | 11   | 10   | 12   | 11             | 9    | 9    | 8    | 7    | 0                   | 3    | 2    | 2    | 5    |
|                | Grade 8 Teacher     | 12             | 12   | 13   | 12   | 11   | 12             | 10   | 9    | 9    | 7    | 0                   | 2    | 4    | 3    | 4    |
|                | Grade 9-12 Teacher  | 44             | 45   | 46   | 49   | 48   | 41             | 32   | 29   | 25   | 22   | 3                   | 13   | 17   | 24   | 26   |
|                | Math                | 7              | 8    | 8    | 8    | 8    |                |      |      |      |      |                     |      |      |      |      |
|                | Science             | 6              | 6    | 6    | 6    | 6    |                |      |      |      |      |                     |      |      |      |      |
|                | English             | 7              | 8    | 8    | 8    | 8    |                |      |      |      |      |                     |      |      |      |      |
|                | Other               | 24             | 23   | 24   | 27   | 26   |                |      |      |      |      |                     |      |      |      |      |
|                | Music/Art/PE (Elem) | 13             | 13   | 13   | 14   | 14   | 11             | 10   | 8    | 8    | 7    | 2                   | 3    | 5    | 6    | 7    |
|                | ESL Teacher         | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|                | Vocational          | 18             | 18   | 18   | 19   | 19   | 16             | 13   | 12   | 11   | 10   | 2                   | 5    | 6    | 8    | 9    |
|                | Spec Ed/Home/Hosp   | 26             | 26   | 27   | 28   | 28   | 24             | 23   | 22   | 22   | 21   | 2                   | 3    | 5    | 6    | 7    |
|                | Ch 1 Teacher Elem   | 7              | 7    | 8    | 8    | 8    | 6              | 4    | 4    | 4    | 4    | 1                   | 3    | 4    | 4    | 4    |
|                | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
| Total          |                     | 255            | 257  | 262  | 271  | 271  | 234            | 205  | 189  | 180  | 163  | 21                  | 52   | 73   | 91   | 108  |

| DISTRICT     | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|--------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|              |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Perry County | Pre-K Teacher       | 5              | 6    | 6    | 5    | 6    | 4              | 4    | 4    | 4    | 3    | 1                   | 2    | 2    | 1    | 3    |
|              | Kindergarten        | 4              | 5    | 5    | 4    | 5    | 4              | 4    | 4    | 4    | 4    | 0                   | 1    | 1    | 0    | 1    |
|              | Grade 1 Teacher     | 6              | 5    | 6    | 6    | 5    | 5              | 5    | 5    | 5    | 5    | 1                   | 0    | 1    | 1    | 0    |
|              | Grade 2 Teacher     | 7              | 7    | 6    | 7    | 6    | 6              | 5    | 5    | 5    | 4    | 1                   | 2    | 1    | 2    | 2    |
|              | Grade 3 Teacher     | 4              | 5    | 5    | 4    | 5    | 3              | 3    | 3    | 3    | 3    | 1                   | 2    | 2    | 1    | 2    |
|              | Grade 4 Teacher     | 4              | 4    | 4    | 4    | 3    | 4              | 4    | 4    | 4    | 4    | 0                   | 0    | 0    | 0    | -1   |
|              | Grade 5 Teacher     | 8              | 7    | 6    | 7    | 7    | 6              | 6    | 6    | 6    | 6    | 2                   | 1    | 0    | 1    | 1    |
|              | Grade 6 Teacher     | 6              | 6    | 6    | 5    | 6    | 6              | 6    | 6    | 6    | 6    | 0                   | 0    | 0    | -1   | 0    |
|              | Grade 7 Teacher     | 6              | 5    | 6    | 5    | 5    | 5              | 3    | 3    | 2    | 2    | 1                   | 2    | 3    | 3    | 3    |
|              | Grade 8 Teacher     | 5              | 5    | 4    | 5    | 4    | 3              | 3    | 3    | 2    | 2    | 2                   | 2    | 1    | 3    | 2    |
|              | Grade 9-12 Teacher  | 16             | 17   | 18   | 18   | 19   | 16             | 11   | 9    | 8    | 8    | 0                   | 6    | 9    | 10   | 11   |
|              | Math                | 3              | 3    | 3    | 3    | 3    |                |      |      |      |      |                     |      |      |      |      |
|              | Science             | 2              | 2    | 2    | 2    | 2    |                |      |      |      |      |                     |      |      |      |      |
|              | English             | 3              | 3    | 3    | 3    | 3    |                |      |      |      |      |                     |      |      |      |      |
|              | Other               | 8              | 9    | 10   | 10   | 11   |                |      |      |      |      |                     |      |      |      |      |
|              | Music/Art/PE (Elem) | 4              | 4    | 4    | 4    | 4    | 3              | 3    | 3    | 3    | 3    | 1                   | 1    | 1    | 1    | 1    |
|              | ESL Teacher         | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|              | Vocational          | 8              | 8    | 8    | 8    | 8    | 7              | 7    | 7    | 7    | 6    | 1                   | 1    | 1    | 1    | 2    |
|              | Spec Ed/Home/Hosp   | 13             | 13   | 13   | 13   | 13   | 11             | 9    | 8    | 8    | 8    | 2                   | 4    | 5    | 5    | 5    |
|              | Ch 1 Teacher Elem   | 5              | 5    | 5    | 5    | 5    | 4              | 4    | 4    | 4    | 3    | 1                   | 1    | 1    | 1    | 2    |
|              | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
| Total        |                     | 101            | 102  | 102  | 100  | 101  | 87             | 77   | 74   | 71   | 67   | 14                  | 25   | 28   | 29   | 34   |

| DISTRICT       |                     | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|----------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|                |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Pickett County | Classroom Teachers  |                |      |      |      |      |                |      |      |      |      |                     |      |      |      |      |
|                | Kindergarten        | 4              | 5    | 4    | 5    | 5    | 4              | 4    | 4    | 4    | 3    | 0                   | 1    | 0    | 1    | 2    |
|                | Grade 1 Teacher     | 5              | 4    | 5    | 5    | 5    | 3              | 3    | 3    | 3    | 3    | 2                   | 1    | 2    | 2    | 2    |
|                | Grade 2 Teacher     | 3              | 3    | 3    | 4    | 3    | 2              | 2    | 2    | 2    | 2    | 1                   | 1    | 1    | 2    | 1    |
|                | Grade 3 Teacher     | 3              | 3    | 3    | 3    | 4    | 2              | 2    | 2    | 2    | 2    | 1                   | 1    | 1    | 1    | 2    |
|                | Grade 4 Teacher     | 4              | 4    | 3    | 4    | 4    | 4              | 4    | 4    | 3    | 3    | 0                   | 0    | -1   | 1    | 1    |
|                | Grade 5 Teacher     | 3              | 3    | 3    | 2    | 3    | 2              | 2    | 2    | 2    | 2    | 1                   | 1    | 1    | 0    | 1    |
|                | Grade 6 Teacher     | 4              | 5    | 4    | 4    | 3    | 3              | 3    | 3    | 2    | 2    | 1                   | 2    | 1    | 2    | 1    |
|                | Grade 7 Teacher     | 3              | 3    | 4    | 4    | 4    | 3              | 3    | 3    | 3    | 3    | 0                   | 0    | 1    | 1    | 1    |
|                | Grade 8 Teacher     | 7              | 6    | 6    | 8    | 7    | 5              | 4    | 4    | 2    | 2    | 2                   | 2    | 2    | 6    | 5    |
|                | Grade 9-12 Teacher  | 11             | 12   | 12   | 12   | 13   | 11             | 11   | 11   | 11   | 10   | 0                   | 1    | 1    | 1    | 3    |
|                | Math                | 2              | 2    | 2    | 2    | 2    |                |      |      |      |      |                     |      |      |      |      |
|                | Science             | 1              | 2    | 2    | 2    | 2    |                |      |      |      |      |                     |      |      |      |      |
|                | English             | 2              | 2    | 2    | 2    | 2    |                |      |      |      |      |                     |      |      |      |      |
|                | Other               | 6              | 6    | 6    | 6    | 7    |                |      |      |      |      |                     |      |      |      |      |
|                | Music/Art/PE (Elem) | 9              | 9    | 9    | 10   | 10   | 6              | 3    | 3    | 3    | 3    | 3                   | 6    | 6    | 7    | 7    |
|                | ESL Teacher         | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|                | Vocational          | 5              | 5    | 5    | 6    | 6    | 4              | 4    | 4    | 3    | 3    | 1                   | 1    | 1    | 3    | 3    |
|                | Spec Ed/Home/Hosp   | 7              | 7    | 7    | 7    | 7    | 5              | 5    | 5    | 5    | 5    | 2                   | 2    | 2    | 2    | 2    |
|                | Ch 1 Teacher Elem   | 6              | 6    | 6    | 7    | 7    | 4              | 4    | 3    | 3    | 3    | 2                   | 2    | 3    | 4    | 4    |
|                | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|                | Total               | 76             | 77   | 76   | 83   | 83   | 59             | 55   | 54   | 49   | 47   | 17                  | 22   | 22   | 34   | 36   |

Note: Some detailed estimates for this LEA have been hidden to avoid identifying the likelihood that individual teachers will leave the state education workforce.

| DISTRICT    | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|-------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|             |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Polk County | Pre-K Teacher       | 8              | 8    | 7    | 8    | 8    | 7              | 7    | 5    | 4    | 3    | 1                   | 1    | 2    | 4    | 5    |
|             | Kindergarten        | 13             | 13   | 12   | 13   | 13   | 13             | 12   | 10   | 10   | 7    | 0                   | 1    | 2    | 3    | 6    |
|             | Grade 1 Teacher     | 12             | 12   | 11   | 11   | 11   | 12             | 11   | 11   | 11   | 10   | 0                   | 1    | 0    | 0    | 1    |
|             | Grade 2 Teacher     | 16             | 15   | 15   | 14   | 13   | 13             | 13   | 12   | 12   | 12   | 3                   | 2    | 3    | 2    | 1    |
|             | Grade 3 Teacher     | 11             | 12   | 11   | 11   | 11   | 12             | 12   | 11   | 10   | 9    | -1                  | 0    | 0    | 1    | 2    |
|             | Grade 4 Teacher     | 9              | 8    | 9    | 9    | 9    | 8              | 8    | 8    | 7    | 7    | 1                   | 0    | 1    | 2    | 2    |
|             | Grade 5 Teacher     | 10             | 12   | 10   | 11   | 11   | 11             | 9    | 9    | 8    | 5    | -1                  | 3    | 1    | 3    | 6    |
|             | Grade 6 Teacher     | 11             | 10   | 11   | 9    | 11   | 10             | 9    | 8    | 8    | 7    | 1                   | 1    | 3    | 1    | 4    |
|             | Grade 7 Teacher     | 12             | 12   | 11   | 12   | 10   | 11             | 8    | 7    | 4    | 2    | 1                   | 4    | 4    | 8    | 8    |
|             | Grade 8 Teacher     | 9              | 9    | 9    | 8    | 9    | 7              | 6    | 6    | 5    | 5    | 2                   | 3    | 3    | 3    | 4    |
|             | Grade 9-12 Teacher  | 45             | 44   | 43   | 45   | 44   | 46             | 37   | 28   | 26   | 21   | -1                  | 7    | 15   | 19   | 23   |
|             | Math                | 8              | 7    | 7    | 8    | 7    |                |      |      |      |      |                     |      |      |      |      |
|             | Science             | 6              | 6    | 5    | 6    | 6    |                |      |      |      |      |                     |      |      |      |      |
|             | English             | 8              | 7    | 7    | 8    | 7    |                |      |      |      |      |                     |      |      |      |      |
|             | Other               | 23             | 24   | 24   | 23   | 24   |                |      |      |      |      |                     |      |      |      |      |
|             | Music/Art/PE (Elem) | 13             | 13   | 12   | 12   | 12   | 12             | 10   | 9    | 9    | 8    | 1                   | 3    | 3    | 3    | 4    |
|             | ESL Teacher         | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|             | Vocational          | 15             | 15   | 14   | 14   | 14   | 14             | 13   | 12   | 9    | 9    | 1                   | 2    | 2    | 5    | 5    |
|             | Spec Ed/Home/Hosp   | 15             | 15   | 14   | 14   | 14   | 14             | 13   | 13   | 13   | 9    | 1                   | 2    | 1    | 1    | 5    |
|             | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|             | Total               | 201            | 200  | 190  | 192  | 191  | 191            | 169  | 150  | 137  | 115  | 10                  | 31   | 40   | 55   | 76   |

Note: Some detailed estimates for this LEA have been hidden to avoid identifying the likelihood that individual teachers will leave the state education workforce.

| DISTRICT      | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|---------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|               |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Putnam County | Pre-K Teacher       | 31             | 31   | 32   | 32   | 32   | 22             | 20   | 19   | 18   | 15   | 9                   | 11   | 13   | 14   | 17   |
|               | Kindergarten        | 50             | 50   | 52   | 51   | 51   | 36             | 35   | 31   | 30   | 30   | 14                  | 15   | 21   | 21   | 21   |
|               | Grade 1 Teacher     | 50             | 55   | 56   | 58   | 56   | 47             | 43   | 41   | 38   | 34   | 3                   | 12   | 15   | 20   | 22   |
|               | Grade 2 Teacher     | 45             | 47   | 52   | 53   | 54   | 45             | 39   | 38   | 34   | 32   | 0                   | 8    | 14   | 19   | 22   |
|               | Grade 3 Teacher     | 50             | 50   | 52   | 58   | 58   | 51             | 49   | 47   | 44   | 43   | -1                  | 1    | 5    | 14   | 15   |
|               | Grade 4 Teacher     | 43             | 42   | 41   | 43   | 48   | 42             | 38   | 36   | 31   | 28   | 1                   | 4    | 5    | 12   | 20   |
|               | Grade 5 Teacher     | 35             | 35   | 34   | 34   | 35   | 28             | 27   | 26   | 26   | 25   | 7                   | 8    | 8    | 8    | 10   |
|               | Grade 6 Teacher     | 41             | 44   | 44   | 43   | 42   | 42             | 36   | 34   | 27   | 26   | -1                  | 8    | 10   | 16   | 16   |
|               | Grade 7 Teacher     | 38             | 37   | 39   | 39   | 38   | 37             | 27   | 25   | 22   | 22   | 1                   | 10   | 14   | 17   | 16   |
|               | Grade 8 Teacher     | 33             | 34   | 32   | 35   | 35   | 34             | 28   | 24   | 22   | 20   | -1                  | 6    | 8    | 13   | 15   |
|               | Grade 9-12 Teacher  | 137            | 134  | 134  | 133  | 134  | 135            | 113  | 103  | 93   | 89   | 2                   | 21   | 31   | 40   | 45   |
|               | Math                | 23             | 22   | 22   | 22   | 22   |                |      |      |      |      |                     |      |      |      |      |
|               | Science             | 17             | 17   | 17   | 17   | 17   |                |      |      |      |      |                     |      |      |      |      |
|               | English             | 23             | 22   | 22   | 22   | 22   |                |      |      |      |      |                     |      |      |      |      |
|               | Other               | 74             | 73   | 73   | 72   | 73   |                |      |      |      |      |                     |      |      |      |      |
|               | Music/Art/PE (Elem) | 52             | 54   | 56   | 58   | 58   | 47             | 39   | 34   | 32   | 32   | 5                   | 15   | 22   | 26   | 26   |
|               | ESL Teacher         | 18             | 19   | 19   | 19   | 19   | 17             | 11   | 9    | 8    | 6    | 1                   | 8    | 10   | 11   | 13   |
|               | Vocational          | 22             | 22   | 22   | 23   | 23   | 20             | 15   | 13   | 13   | 12   | 2                   | 7    | 9    | 10   | 11   |
|               | Spec Ed/Home/Hosp   | 69             | 70   | 71   | 72   | 73   | 65             | 58   | 56   | 52   | 50   | 4                   | 12   | 15   | 20   | 23   |
|               | Ch 1 Teacher Elem   | 14             | 14   | 15   | 15   | 15   | 12             | 11   | 11   | 10   | 10   | 2                   | 3    | 4    | 5    | 5    |
|               | Ch 1 Teacher Sec    | 3              | 3    | 3    | 3    | 3    | 2              | 2    | 1    | 1    | 1    | 1                   | 1    | 2    | 2    | 2    |
| Total         |                     | 731            | 741  | 754  | 769  | 774  | 682            | 591  | 548  | 501  | 475  | 49                  | 150  | 206  | 268  | 299  |

| DISTRICT    |                     | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|-------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|             | Classroom Teachers  | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Rhea County | Pre-K Teacher       | 7              | 8    | 8    | 8    | 8    | 6              | 6    | 6    | 6    | 6    | 1                   | 2    | 2    | 2    | 2    |
|             | Kindergarten        | 19             | 20   | 20   | 20   | 20   | 17             | 16   | 16   | 15   | 13   | 2                   | 4    | 4    | 5    | 7    |
|             | Grade 1 Teacher     | 28             | 31   | 31   | 31   | 31   | 26             | 25   | 25   | 25   | 25   | 2                   | 6    | 6    | 6    | 6    |
|             | Grade 2 Teacher     | 18             | 19   | 21   | 21   | 22   | 17             | 16   | 14   | 14   | 13   | 1                   | 3    | 7    | 7    | 9    |
|             | Grade 3 Teacher     | 16             | 16   | 17   | 19   | 19   | 18             | 17   | 17   | 16   | 13   | -2                  | -1   | 0    | 3    | 6    |
|             | Grade 4 Teacher     | 14             | 12   | 12   | 12   | 14   | 11             | 11   | 10   | 9    | 8    | 3                   | 1    | 2    | 3    | 6    |
|             | Grade 5 Teacher     | 15             | 14   | 12   | 12   | 13   | 12             | 12   | 12   | 11   | 10   | 3                   | 2    | 0    | 1    | 3    |
|             | Grade 6 Teacher     | 12             | 14   | 14   | 12   | 12   | 12             | 12   | 11   | 11   | 11   | 0                   | 2    | 3    | 1    | 1    |
|             | Grade 7 Teacher     | 13             | 13   | 15   | 14   | 12   | 11             | 10   | 10   | 10   | 9    | 2                   | 3    | 5    | 4    | 3    |
|             | Grade 8 Teacher     | 13             | 13   | 13   | 15   | 14   | 11             | 10   | 9    | 7    | 5    | 2                   | 3    | 4    | 8    | 9    |
|             | Grade 9-12 Teacher  | 59             | 57   | 59   | 60   | 64   | 56             | 51   | 49   | 45   | 44   | 3                   | 6    | 10   | 15   | 20   |
|             | Math                | 10             | 10   | 10   | 10   | 11   |                |      |      |      |      |                     |      |      |      |      |
|             | Science             | 7              | 7    | 7    | 8    | 8    |                |      |      |      |      |                     |      |      |      |      |
|             | English             | 10             | 10   | 10   | 10   | 11   |                |      |      |      |      |                     |      |      |      |      |
|             | Other               | 32             | 30   | 32   | 32   | 34   |                |      |      |      |      |                     |      |      |      |      |
|             | Music/Art/PE (Elem) | 16             | 17   | 18   | 18   | 18   | 15             | 15   | 14   | 13   | 13   | 1                   | 2    | 4    | 5    | 5    |
|             | ESL Teacher         | 4              | 4    | 4    | 4    | 4    | 3              | 3    | 3    | 2    | 1    | 1                   | 1    | 1    | 2    | 3    |
|             | Vocational          | 18             | 18   | 18   | 19   | 19   | 16             | 13   | 11   | 9    | 8    | 2                   | 5    | 7    | 10   | 11   |
|             | Spec Ed/Home/Hosp   | 29             | 29   | 30   | 30   | 31   | 26             | 21   | 18   | 18   | 16   | 3                   | 8    | 12   | 12   | 15   |
|             | Ch 1 Teacher Elem   | 13             | 14   | 14   | 15   | 15   | 12             | 10   | 9    | 8    | 7    | 1                   | 4    | 5    | 7    | 8    |
|             | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|             | Total               | 294            | 299  | 306  | 310  | 316  | 269            | 248  | 234  | 219  | 202  | 25                  | 51   | 72   | 91   | 114  |

| DISTRICT |                     | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|----------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
| Dayton   | Classroom Teachers  | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
|          | Kindergarten        | 6              | 6    | 6    | 6    | 6    | 5              | 5    | 5    | 5    | 5    | 1                   | 1    | 1    | 1    | 1    |
|          | Grade 1 Teacher     | 5              | 6    | 6    | 6    | 6    | 5              | 5    | 5    | 5    | 4    | 0                   | 1    | 1    | 1    | 2    |
|          | Grade 2 Teacher     | 5              | 5    | 5    | 5    | 5    | 5              | 5    | 3    | 3    | 3    | 0                   | 0    | 2    | 2    | 2    |
|          | Grade 3 Teacher     | 6              | 5    | 5    | 5    | 5    | 5              | 5    | 5    | 5    | 5    | 1                   | 0    | 0    | 0    | 0    |
|          | Grade 4 Teacher     | 5              | 5    | 5    | 5    | 5    | 5              | 5    | 4    | 4    | 3    | 0                   | 0    | 1    | 1    | 2    |
|          | Grade 5 Teacher     | 8              | 7    | 7    | 7    | 7    | 6              | 6    | 6    | 5    | 5    | 2                   | 1    | 1    | 2    | 2    |
|          | Grade 6 Teacher     | 6              | 7    | 6    | 7    | 6    | 5              | 5    | 5    | 4    | 4    | 1                   | 2    | 1    | 3    | 2    |
|          | Grade 7 Teacher     | 5              | 6    | 7    | 6    | 6    | 5              | 5    | 5    | 5    | 4    | 0                   | 1    | 2    | 1    | 2    |
|          | Grade 8 Teacher     | 4              | 3    | 4    | 4    | 4    | 3              | 3    | 2    | 2    | 2    | 1                   | 0    | 2    | 2    | 2    |
|          | Grade 9-12 Teacher  | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|          | Math                | 0              | 0    | 0    | 0    | 0    |                |      |      |      |      |                     |      |      |      |      |
|          | Science             | 0              | 0    | 0    | 0    | 0    |                |      |      |      |      |                     |      |      |      |      |
|          | English             | 0              | 0    | 0    | 0    | 0    |                |      |      |      |      |                     |      |      |      |      |
|          | Other               | 0              | 0    | 0    | 0    | 0    |                |      |      |      |      |                     |      |      |      |      |
|          | Music/Art/PE (Elem) | 5              | 5    | 5    | 5    | 5    | 4              | 3    | 3    | 3    | 3    | 1                   | 2    | 2    | 2    | 2    |
|          | ESL Teacher         | 3              | 3    | 3    | 3    | 3    | 2              | 1    | 1    | 0    | 0    | 1                   | 2    | 2    | 3    | 3    |
|          | Vocational          | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|          | Spec Ed/Home/Hosp   | 6              | 6    | 6    | 6    | 6    | 5              | 5    | 5    | 4    | 4    | 1                   | 1    | 1    | 2    | 2    |
|          | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
| Total    |                     | 68             | 68   | 69   | 69   | 68   | 57             | 55   | 51   | 47   | 43   | 11                  | 13   | 18   | 22   | 25   |

Note: Some detailed estimates for this LEA have been hidden to avoid identifying the likelihood that individual teachers will leave the state education workforce.

| DISTRICT     |                     | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|--------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|              |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Roane County | Classroom Teachers  |                |      |      |      |      |                |      |      |      |      |                     |      |      |      |      |
|              | Pre-K Teacher       | 6              | 6    | 7    | 6    | 6    | 5              | 5    | 5    | 5    | 4    | 1                   | 1    | 2    | 1    | 2    |
|              | Kindergarten        | 30             | 31   | 34   | 32   | 32   | 28             | 28   | 28   | 28   | 24   | 2                   | 3    | 6    | 4    | 8    |
|              | Grade 1 Teacher     | 38             | 39   | 41   | 45   | 42   | 42             | 40   | 39   | 37   | 33   | -4                  | -1   | 2    | 8    | 9    |
|              | Grade 2 Teacher     | 32             | 28   | 29   | 30   | 33   | 28             | 28   | 25   | 24   | 21   | 4                   | 0    | 4    | 6    | 12   |
|              | Grade 3 Teacher     | 32             | 34   | 30   | 31   | 32   | 31             | 29   | 28   | 26   | 26   | 1                   | 5    | 2    | 5    | 6    |
|              | Grade 4 Teacher     | 38             | 38   | 40   | 35   | 37   | 32             | 31   | 28   | 27   | 25   | 6                   | 7    | 12   | 8    | 12   |
|              | Grade 5 Teacher     | 26             | 31   | 31   | 32   | 28   | 27             | 25   | 22   | 21   | 17   | -1                  | 6    | 9    | 11   | 11   |
|              | Grade 6 Teacher     | 40             | 39   | 46   | 45   | 47   | 33             | 30   | 29   | 27   | 26   | 7                   | 9    | 17   | 18   | 21   |
|              | Grade 7 Teacher     | 28             | 34   | 32   | 38   | 38   | 28             | 24   | 22   | 21   | 18   | 0                   | 10   | 10   | 17   | 20   |
|              | Grade 8 Teacher     | 24             | 24   | 28   | 27   | 32   | 21             | 18   | 16   | 14   | 12   | 3                   | 6    | 12   | 13   | 20   |
|              | Grade 9-12 Teacher  | 108            | 112  | 115  | 125  | 130  | 102            | 96   | 89   | 86   | 80   | 6                   | 16   | 26   | 39   | 50   |
|              | Math                | 18             | 19   | 19   | 21   | 22   |                |      |      |      |      |                     |      |      |      |      |
|              | Science             | 14             | 14   | 14   | 16   | 16   |                |      |      |      |      |                     |      |      |      |      |
|              | English             | 18             | 19   | 19   | 21   | 22   |                |      |      |      |      |                     |      |      |      |      |
|              | Other               | 58             | 60   | 63   | 67   | 70   |                |      |      |      |      |                     |      |      |      |      |
|              | Music/Art/PE (Elem) | 14             | 14   | 14   | 14   | 15   | 13             | 13   | 12   | 10   | 9    | 1                   | 1    | 2    | 4    | 6    |
|              | Vocational          | 22             | 23   | 23   | 24   | 25   | 20             | 19   | 14   | 14   | 14   | 2                   | 4    | 9    | 10   | 11   |
|              | Spec Ed/Home/Hosp   | 58             | 60   | 62   | 64   | 66   | 54             | 53   | 47   | 46   | 44   | 4                   | 7    | 15   | 18   | 22   |
|              | Ch 1 Teacher Elem   | 17             | 17   | 17   | 18   | 18   | 16             | 15   | 12   | 11   | 9    | 1                   | 2    | 5    | 7    | 9    |
|              | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
| Total        |                     | 515            | 532  | 551  | 568  | 583  | 481            | 454  | 416  | 397  | 362  | 34                  | 78   | 135  | 171  | 221  |

Note: Some detailed estimates for this LEA have been hidden to avoid identifying the likelihood that individual teachers will leave the state education workforce.

| DISTRICT         | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|------------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|                  |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Robertson County | Pre-K Teacher       | 6              | 7    | 7    | 7    | 7    | 5              | 5    | 5    | 5    | 4    | 1                   | 2    | 2    | 2    | 3    |
|                  | Kindergarten        | 58             | 61   | 64   | 61   | 62   | 49             | 48   | 45   | 45   | 41   | 9                   | 13   | 19   | 16   | 21   |
|                  | Grade 1 Teacher     | 51             | 60   | 63   | 66   | 63   | 48             | 46   | 42   | 39   | 38   | 3                   | 14   | 21   | 27   | 25   |
|                  | Grade 2 Teacher     | 45             | 47   | 56   | 58   | 60   | 42             | 41   | 40   | 38   | 35   | 3                   | 6    | 16   | 20   | 25   |
|                  | Grade 3 Teacher     | 54             | 53   | 56   | 66   | 69   | 54             | 54   | 51   | 50   | 43   | 0                   | -1   | 5    | 16   | 26   |
|                  | Grade 4 Teacher     | 41             | 40   | 40   | 42   | 49   | 37             | 37   | 37   | 32   | 30   | 4                   | 3    | 3    | 10   | 19   |
|                  | Grade 5 Teacher     | 41             | 45   | 45   | 44   | 46   | 39             | 39   | 33   | 32   | 27   | 2                   | 6    | 12   | 12   | 19   |
|                  | Grade 6 Teacher     | 45             | 47   | 52   | 51   | 50   | 44             | 43   | 40   | 37   | 30   | 1                   | 4    | 12   | 14   | 20   |
|                  | Grade 7 Teacher     | 41             | 41   | 43   | 48   | 47   | 36             | 35   | 33   | 32   | 29   | 5                   | 6    | 10   | 16   | 18   |
|                  | Grade 8 Teacher     | 33             | 37   | 37   | 39   | 43   | 23             | 23   | 22   | 22   | 18   | 10                  | 14   | 15   | 17   | 25   |
|                  | Grade 9-12 Teacher  | 159            | 159  | 165  | 175  | 181  | 154            | 130  | 110  | 99   | 89   | 5                   | 29   | 55   | 76   | 92   |
|                  | Math                | 27             | 27   | 28   | 29   | 30   |                |      |      |      |      |                     |      |      |      |      |
|                  | Science             | 20             | 20   | 21   | 22   | 23   |                |      |      |      |      |                     |      |      |      |      |
|                  | English             | 27             | 27   | 28   | 29   | 30   |                |      |      |      |      |                     |      |      |      |      |
|                  | Other               | 85             | 85   | 88   | 95   | 98   |                |      |      |      |      |                     |      |      |      |      |
|                  | Music/Art/PE (Elem) | 43             | 45   | 49   | 51   | 52   | 39             | 33   | 31   | 31   | 27   | 4                   | 12   | 18   | 20   | 25   |
|                  | ESL Teacher         | 13             | 14   | 15   | 15   | 16   | 12             | 12   | 9    | 9    | 7    | 1                   | 2    | 6    | 6    | 9    |
|                  | Vocational          | 40             | 42   | 44   | 46   | 48   | 37             | 34   | 31   | 28   | 24   | 3                   | 8    | 13   | 18   | 24   |
|                  | Spec Ed/Home/Hosp   | 80             | 84   | 88   | 92   | 95   | 74             | 68   | 64   | 58   | 54   | 6                   | 16   | 24   | 34   | 41   |
|                  | Ch 1 Teacher Elem   | 8              | 9    | 9    | 10   | 10   | 7              | 6    | 6    | 6    | 6    | 1                   | 3    | 3    | 4    | 4    |
|                  | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|                  | Total               | 758            | 791  | 833  | 871  | 898  | 700            | 654  | 599  | 563  | 502  | 58                  | 137  | 234  | 308  | 396  |

| DISTRICT          | Classroom Teachers  | TEACHER DEMAND |       |       |       |       | TEACHER SUPPLY |       |       |       |       | GAP (DEMAND-SUPPLY) |      |      |       |       |
|-------------------|---------------------|----------------|-------|-------|-------|-------|----------------|-------|-------|-------|-------|---------------------|------|------|-------|-------|
|                   |                     | 2010           | 2011  | 2012  | 2013  | 2014  | 2010           | 2011  | 2012  | 2013  | 2014  | 2010                | 2011 | 2012 | 2013  | 2014  |
| Rutherford County | Pre-K Teacher       | 3              | 3     | 3     | 3     | 3     | 2              | 2     | 1     | 0     | 0     | 1                   | 1    | 2    | 3     | 3     |
|                   | Kindergarten        | 175            | 183   | 197   | 185   | 188   | 152            | 146   | 137   | 120   | 87    | 23                  | 37   | 60   | 65    | 101   |
|                   | Grade 1 Teacher     | 151            | 174   | 181   | 196   | 184   | 147            | 139   | 126   | 117   | 82    | 4                   | 35   | 55   | 79    | 102   |
|                   | Grade 2 Teacher     | 129            | 132   | 151   | 158   | 170   | 127            | 124   | 116   | 108   | 86    | 2                   | 8    | 35   | 50    | 84    |
|                   | Grade 3 Teacher     | 141            | 136   | 139   | 160   | 167   | 129            | 125   | 115   | 105   | 80    | 12                  | 11   | 24   | 55    | 87    |
|                   | Grade 4 Teacher     | 106            | 115   | 111   | 114   | 131   | 109            | 107   | 94    | 87    | 69    | -3                  | 8    | 17   | 27    | 62    |
|                   | Grade 5 Teacher     | 118            | 114   | 125   | 120   | 123   | 110            | 100   | 89    | 77    | 67    | 8                   | 14   | 36   | 43    | 56    |
|                   | Grade 6 Teacher     | 119            | 127   | 123   | 134   | 129   | 112            | 104   | 96    | 86    | 71    | 7                   | 23   | 27   | 48    | 58    |
|                   | Grade 7 Teacher     | 162            | 171   | 183   | 177   | 193   | 131            | 124   | 110   | 102   | 84    | 31                  | 47   | 73   | 75    | 109   |
|                   | Grade 8 Teacher     | 176            | 211   | 223   | 239   | 230   | 157            | 143   | 130   | 108   | 87    | 19                  | 68   | 93   | 131   | 143   |
|                   | Grade 9-12 Teacher  | 560            | 608   | 675   | 749   | 827   | 525            | 461   | 398   | 363   | 299   | 35                  | 147  | 277  | 386   | 528   |
|                   | Math                | 93             | 101   | 113   | 125   | 138   |                |       |       |       |       |                     |      |      |       |       |
|                   | Science             | 70             | 76    | 84    | 94    | 103   |                |       |       |       |       |                     |      |      |       |       |
|                   | English             | 93             | 101   | 113   | 125   | 138   |                |       |       |       |       |                     |      |      |       |       |
|                   | Other               | 304            | 330   | 365   | 405   | 448   |                |       |       |       |       |                     |      |      |       |       |
|                   | Music/Art/PE (Elem) | 158            | 166   | 177   | 186   | 188   | 147            | 136   | 127   | 116   | 97    | 11                  | 30   | 50   | 70    | 91    |
|                   | ESL Teacher         | 42             | 45    | 48    | 50    | 53    | 38             | 37    | 30    | 26    | 22    | 4                   | 8    | 18   | 24    | 31    |
|                   | Vocational          | 148            | 158   | 169   | 179   | 188   | 136            | 112   | 92    | 77    | 63    | 12                  | 46   | 77   | 102   | 125   |
|                   | Spec Ed/Home/Hosp   | 236            | 253   | 271   | 287   | 301   | 218            | 209   | 184   | 172   | 152   | 18                  | 44   | 87   | 115   | 149   |
|                   | Ch 1 Teacher Elem   | 27             | 29    | 31    | 32    | 32    | 25             | 23    | 22    | 20    | 19    | 2                   | 6    | 9    | 12    | 13    |
|                   | Ch 1 Teacher Sec    | 0              | 0     | 0     | 0     | 0     | 0              | 0     | 0     | 0     | 0     | 0                   | 0    | 0    | 0     | 0     |
| Total             |                     | 2,451          | 2,625 | 2,807 | 2,969 | 3,107 | 2,265          | 2,092 | 1,867 | 1,684 | 1,365 | 186                 | 533  | 940  | 1,285 | 1,742 |

| DISTRICT     |                     | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|--------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|              |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Murfreesboro | Classroom Teachers  |                |      |      |      |      |                |      |      |      |      |                     |      |      |      |      |
|              | Pre-K Teacher       | 25             | 26   | 28   | 26   | 26   | 20             | 20   | 20   | 17   | 13   | 5                   | 6    | 8    | 9    | 13   |
|              | Kindergarten        | 78             | 82   | 88   | 83   | 84   | 65             | 65   | 60   | 57   | 42   | 13                  | 17   | 28   | 26   | 42   |
|              | Grade 1 Teacher     | 64             | 77   | 80   | 87   | 81   | 65             | 61   | 56   | 47   | 38   | -1                  | 16   | 24   | 40   | 43   |
|              | Grade 2 Teacher     | 59             | 59   | 70   | 72   | 78   | 52             | 52   | 52   | 50   | 42   | 7                   | 7    | 18   | 22   | 36   |
|              | Grade 3 Teacher     | 59             | 63   | 62   | 74   | 77   | 46             | 44   | 40   | 36   | 33   | 13                  | 19   | 22   | 38   | 44   |
|              | Grade 4 Teacher     | 55             | 57   | 62   | 61   | 73   | 43             | 41   | 37   | 36   | 30   | 12                  | 16   | 25   | 25   | 43   |
|              | Grade 5 Teacher     | 46             | 59   | 61   | 66   | 65   | 46             | 44   | 43   | 39   | 30   | 0                   | 15   | 18   | 27   | 35   |
|              | Grade 6 Teacher     | 58             | 58   | 73   | 76   | 82   | 41             | 40   | 37   | 32   | 28   | 17                  | 18   | 36   | 44   | 54   |
|              | Grade 7 Teacher     | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|              | Grade 8 Teacher     | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|              | Grade 9-12 Teacher  | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|              | Math                | 0              | 0    | 0    | 0    | 0    |                |      |      |      |      |                     |      |      |      |      |
|              | Science             | 0              | 0    | 0    | 0    | 0    |                |      |      |      |      |                     |      |      |      |      |
|              | English             | 0              | 0    | 0    | 0    | 0    |                |      |      |      |      |                     |      |      |      |      |
|              | Other               | 0              | 0    | 0    | 0    | 0    |                |      |      |      |      |                     |      |      |      |      |
|              | Music/Art/PE (Elem) | 56             | 61   | 65   | 68   | 69   | 49             | 46   | 40   | 36   | 33   | 7                   | 15   | 25   | 32   | 36   |
|              | ESL Teacher         | 13             | 14   | 16   | 16   | 17   | 11             | 10   | 10   | 9    | 7    | 2                   | 4    | 6    | 7    | 10   |
|              | Vocational          | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|              | Spec Ed/Home/Hosp   | 38             | 41   | 45   | 47   | 49   | 32             | 31   | 28   | 25   | 23   | 6                   | 10   | 17   | 22   | 26   |
|              | Ch 1 Teacher Elem   | 18             | 19   | 20   | 21   | 22   | 15             | 14   | 12   | 11   | 9    | 3                   | 5    | 8    | 10   | 13   |
|              | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|              | Total               | 569            | 616  | 670  | 697  | 723  | 485            | 468  | 435  | 395  | 328  | 84                  | 148  | 235  | 302  | 395  |

| DISTRICT     | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|--------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|              |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Scott County | Pre-K Teacher       | 13             | 12   | 12   | 12   | 12   | 13             | 13   | 13   | 12   | 12   | 0                   | -1   | -1   | 0    | 0    |
|              | Kindergarten        | 15             | 14   | 14   | 14   | 14   | 16             | 15   | 15   | 15   | 14   | -1                  | -1   | -1   | -1   | 0    |
|              | Grade 1 Teacher     | 19             | 18   | 16   | 16   | 17   | 16             | 16   | 16   | 15   | 15   | 3                   | 2    | 0    | 1    | 2    |
|              | Grade 2 Teacher     | 13             | 14   | 14   | 13   | 12   | 12             | 12   | 12   | 12   | 11   | 1                   | 2    | 2    | 1    | 1    |
|              | Grade 3 Teacher     | 17             | 16   | 18   | 17   | 16   | 14             | 13   | 11   | 11   | 11   | 3                   | 3    | 7    | 6    | 5    |
|              | Grade 4 Teacher     | 12             | 14   | 13   | 15   | 14   | 12             | 11   | 10   | 9    | 9    | 0                   | 3    | 3    | 6    | 5    |
|              | Grade 5 Teacher     | 12             | 12   | 14   | 13   | 15   | 11             | 11   | 11   | 10   | 9    | 1                   | 1    | 3    | 3    | 6    |
|              | Grade 6 Teacher     | 9              | 9    | 9    | 10   | 10   | 8              | 8    | 8    | 7    | 6    | 1                   | 1    | 1    | 3    | 4    |
|              | Grade 7 Teacher     | 13             | 12   | 13   | 12   | 14   | 12             | 12   | 11   | 9    | 9    | 1                   | 0    | 2    | 3    | 5    |
|              | Grade 8 Teacher     | 14             | 15   | 13   | 14   | 14   | 12             | 12   | 11   | 11   | 10   | 2                   | 3    | 2    | 3    | 4    |
|              | Grade 9-12 Teacher  | 37             | 36   | 37   | 37   | 38   | 40             | 36   | 29   | 25   | 24   | -3                  | 0    | 8    | 12   | 14   |
|              | Math                | 6              | 6    | 6    | 6    | 6    |                |      |      |      |      |                     |      |      |      |      |
|              | Science             | 5              | 5    | 5    | 5    | 5    |                |      |      |      |      |                     |      |      |      |      |
|              | English             | 6              | 6    | 6    | 6    | 6    |                |      |      |      |      |                     |      |      |      |      |
|              | Other               | 20             | 19   | 20   | 20   | 21   |                |      |      |      |      |                     |      |      |      |      |
|              | Music/Art/PE (Elem) | 10             | 10   | 10   | 10   | 10   | 9              | 6    | 5    | 4    | 4    | 1                   | 4    | 5    | 6    | 6    |
|              | ESL Teacher         | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|              | Vocational          | 8              | 8    | 8    | 8    | 8    | 7              | 5    | 5    | 5    | 5    | 1                   | 3    | 3    | 3    | 3    |
|              | Spec Ed/Home/Hosp   | 24             | 24   | 24   | 24   | 24   | 22             | 22   | 21   | 19   | 18   | 2                   | 2    | 3    | 5    | 6    |
|              | Ch 1 Teacher Elem   | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|              | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|              | Total               | 216            | 214  | 215  | 215  | 218  | 204            | 192  | 178  | 164  | 157  | 12                  | 22   | 37   | 51   | 61   |

| DISTRICT |                     | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|----------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|          | Classroom Teachers  | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Oneida   | Pre-K Teacher       | 4              | 4    | 3    | 4    | 4    | 3              | 3    | 2    | 2    | 2    | 1                   | 1    | 1    | 2    | 2    |
|          | Kindergarten        | 7              | 7    | 6    | 7    | 7    | 7              | 7    | 6    | 4    | 4    | 0                   | 0    | 0    | 3    | 3    |
|          | Grade 1 Teacher     | 7              | 6    | 6    | 6    | 6    | 6              | 6    | 6    | 6    | 6    | 1                   | 0    | 0    | 0    | 0    |
|          | Grade 2 Teacher     | 6              | 6    | 6    | 5    | 5    | 5              | 5    | 5    | 5    | 5    | 1                   | 1    | 1    | 0    | 0    |
|          | Grade 3 Teacher     | 5              | 6    | 6    | 6    | 5    | 5              | 5    | 5    | 5    | 5    | 0                   | 1    | 1    | 1    | 0    |
|          | Grade 4 Teacher     | 5              | 5    | 6    | 5    | 5    | 5              | 4    | 4    | 4    | 3    | 0                   | 1    | 2    | 1    | 2    |
|          | Grade 5 Teacher     | 6              | 5    | 5    | 6    | 6    | 5              | 5    | 5    | 5    | 4    | 1                   | 0    | 0    | 1    | 2    |
|          | Grade 6 Teacher     | 7              | 7    | 6    | 6    | 7    | 6              | 5    | 4    | 4    | 4    | 1                   | 2    | 2    | 2    | 3    |
|          | Grade 7 Teacher     | 8              | 8    | 8    | 7    | 7    | 7              | 6    | 5    | 4    | 4    | 1                   | 2    | 3    | 3    | 3    |
|          | Grade 8 Teacher     | 7              | 7    | 7    | 8    | 7    | 6              | 6    | 4    | 4    | 3    | 1                   | 1    | 3    | 4    | 4    |
|          | Grade 9-12 Teacher  | 26             | 26   | 27   | 27   | 28   | 26             | 20   | 17   | 13   | 13   | 0                   | 6    | 10   | 14   | 15   |
|          | Math                | 4              | 4    | 5    | 5    | 5    |                |      |      |      |      |                     |      |      |      |      |
|          | Science             | 3              | 3    | 3    | 3    | 4    |                |      |      |      |      |                     |      |      |      |      |
|          | English             | 4              | 4    | 5    | 5    | 5    |                |      |      |      |      |                     |      |      |      |      |
|          | Other               | 15             | 15   | 14   | 14   | 14   |                |      |      |      |      |                     |      |      |      |      |
|          | Music/Art/PE (Elem) | 4              | 4    | 4    | 4    | 3    | 3              | 3    | 3    | 3    | 3    | 1                   | 1    | 1    | 1    | 0    |
|          | ESL Teacher         | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|          | Vocational          | 5              | 5    | 5    | 5    | 5    | 4              | 4    | 4    | 4    | 4    | 1                   | 1    | 1    | 1    | 1    |
|          | Spec Ed/Home/Hosp   | 12             | 12   | 12   | 12   | 12   | 11             | 9    | 8    | 8    | 7    | 1                   | 3    | 4    | 4    | 5    |
|          | Ch 1 Teacher Elem   | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|          | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|          | Total               | 109            | 108  | 107  | 108  | 107  | 99             | 88   | 78   | 71   | 67   | 10                  | 20   | 29   | 37   | 40   |

| DISTRICT          | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|-------------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|                   |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Sequatchie County | Kindergarten        | 11             | 12   | 14   | 12   | 13   | 10             | 10   | 9    | 9    | 8    | 1                   | 2    | 5    | 3    | 5    |
|                   | Grade 1 Teacher     | 11             | 12   | 12   | 14   | 13   | 10             | 10   | 10   | 8    | 7    | 1                   | 2    | 2    | 6    | 6    |
|                   | Grade 2 Teacher     | 9              | 10   | 10   | 11   | 13   | 9              | 9    | 8    | 8    | 8    | 0                   | 1    | 2    | 3    | 5    |
|                   | Grade 3 Teacher     | 10             | 10   | 10   | 11   | 12   | 10             | 10   | 9    | 8    | 6    | 0                   | 0    | 1    | 3    | 6    |
|                   | Grade 4 Teacher     | 10             | 10   | 10   | 10   | 11   | 8              | 8    | 8    | 7    | 7    | 2                   | 2    | 2    | 3    | 4    |
|                   | Grade 5 Teacher     | 8              | 10   | 10   | 9    | 10   | 8              | 8    | 8    | 8    | 7    | 0                   | 2    | 2    | 1    | 3    |
|                   | Grade 6 Teacher     | 7              | 7    | 8    | 8    | 7    | 6              | 6    | 5    | 3    | 2    | 1                   | 1    | 3    | 5    | 5    |
|                   | Grade 7 Teacher     | 10             | 8    | 8    | 10   | 9    | 8              | 7    | 6    | 5    | 5    | 2                   | 1    | 2    | 5    | 4    |
|                   | Grade 8 Teacher     | 8              | 9    | 8    | 8    | 9    | 7              | 7    | 5    | 5    | 3    | 1                   | 2    | 3    | 3    | 6    |
|                   | Grade 9-12 Teacher  | 30             | 30   | 30   | 30   | 30   | 30             | 29   | 25   | 24   | 22   | 0                   | 1    | 5    | 6    | 8    |
|                   | Math                | 5              | 5    | 5    | 5    | 5    |                |      |      |      |      |                     |      |      |      |      |
|                   | Science             | 4              | 4    | 4    | 4    | 4    |                |      |      |      |      |                     |      |      |      |      |
|                   | English             | 5              | 5    | 5    | 5    | 5    |                |      |      |      |      |                     |      |      |      |      |
|                   | Other               | 16             | 16   | 16   | 16   | 16   |                |      |      |      |      |                     |      |      |      |      |
|                   | Music/Art/PE (Elem) | 8              | 8    | 9    | 9    | 10   | 7              | 6    | 3    | 3    | 3    | 1                   | 2    | 6    | 6    | 7    |
|                   | Vocational          | 7              | 7    | 7    | 7    | 8    | 6              | 6    | 4    | 4    | 3    | 1                   | 1    | 3    | 3    | 5    |
|                   | Spec Ed/Home/Hosp   | 31             | 32   | 32   | 33   | 34   | 28             | 24   | 22   | 22   | 20   | 3                   | 8    | 10   | 11   | 14   |
|                   | Ch 1 Teacher Elem   | 10             | 11   | 11   | 12   | 12   | 9              | 9    | 7    | 6    | 6    | 1                   | 2    | 4    | 6    | 6    |
|                   | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|                   | Total               | 174            | 180  | 183  | 188  | 195  | 158            | 151  | 131  | 122  | 108  | 16                  | 29   | 52   | 66   | 87   |

Note: Some detailed estimates for this LEA have been hidden to avoid identifying the likelihood that individual teachers will leave the state education workforce.

| DISTRICT      | Classroom Teachers  | TEACHER DEMAND |       |       |       |       | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|---------------|---------------------|----------------|-------|-------|-------|-------|----------------|------|------|------|------|---------------------|------|------|------|------|
|               |                     | 2010           | 2011  | 2012  | 2013  | 2014  | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Sevier County | Pre-K Teacher       | 10             | 10    | 11    | 10    | 11    | 7              | 6    | 5    | 5    | 5    | 3                   | 4    | 6    | 5    | 6    |
|               | Kindergarten        | 70             | 76    | 81    | 76    | 78    | 54             | 53   | 52   | 46   | 44   | 16                  | 23   | 29   | 30   | 34   |
|               | Grade 1 Teacher     | 71             | 85    | 93    | 99    | 92    | 65             | 62   | 57   | 55   | 51   | 6                   | 23   | 36   | 44   | 41   |
|               | Grade 2 Teacher     | 61             | 66    | 79    | 86    | 92    | 60             | 57   | 49   | 47   | 45   | 1                   | 9    | 30   | 39   | 47   |
|               | Grade 3 Teacher     | 63             | 63    | 69    | 82    | 90    | 61             | 57   | 52   | 51   | 47   | 2                   | 6    | 17   | 31   | 43   |
|               | Grade 4 Teacher     | 48             | 49    | 49    | 54    | 64    | 48             | 46   | 41   | 35   | 31   | 0                   | 3    | 8    | 19   | 33   |
|               | Grade 5 Teacher     | 59             | 58    | 60    | 60    | 65    | 55             | 54   | 48   | 45   | 42   | 4                   | 4    | 12   | 15   | 23   |
|               | Grade 6 Teacher     | 48             | 51    | 50    | 51    | 51    | 48             | 47   | 43   | 41   | 37   | 0                   | 4    | 7    | 10   | 14   |
|               | Grade 7 Teacher     | 47             | 46    | 49    | 48    | 50    | 45             | 39   | 36   | 34   | 33   | 2                   | 7    | 13   | 14   | 17   |
|               | Grade 8 Teacher     | 55             | 56    | 55    | 59    | 58    | 55             | 47   | 45   | 41   | 37   | 0                   | 9    | 10   | 18   | 21   |
|               | Grade 9-12 Teacher  | 199            | 204   | 208   | 213   | 216   | 193            | 171  | 160  | 152  | 135  | 6                   | 33   | 48   | 61   | 81   |
|               | Math                | 33             | 34    | 35    | 36    | 36    |                |      |      |      |      |                     |      |      |      |      |
|               | Science             | 25             | 26    | 26    | 27    | 27    |                |      |      |      |      |                     |      |      |      |      |
|               | English             | 33             | 34    | 35    | 36    | 36    |                |      |      |      |      |                     |      |      |      |      |
|               | Other               | 108            | 110   | 112   | 114   | 117   |                |      |      |      |      |                     |      |      |      |      |
|               | Music/Art/PE (Elem) | 79             | 86    | 96    | 102   | 105   | 71             | 59   | 54   | 50   | 45   | 8                   | 27   | 42   | 52   | 60   |
|               | ESL Teacher         | 8              | 8     | 9     | 9     | 9     | 7              | 6    | 6    | 3    | 3    | 1                   | 2    | 3    | 6    | 6    |
|               | Vocational          | 42             | 43    | 46    | 48    | 49    | 39             | 37   | 33   | 31   | 28   | 3                   | 6    | 13   | 17   | 21   |
|               | Spec Ed/Home/Hosp   | 107            | 112   | 118   | 123   | 127   | 101            | 92   | 81   | 76   | 72   | 6                   | 20   | 37   | 47   | 55   |
|               | Ch 1 Teacher Elem   | 39             | 43    | 47    | 51    | 52    | 35             | 31   | 22   | 20   | 16   | 4                   | 12   | 25   | 31   | 36   |
|               | Total               | 1,008          | 1,058 | 1,122 | 1,173 | 1,211 | 945            | 865  | 785  | 733  | 672  | 63                  | 193  | 337  | 440  | 539  |

Note: Some detailed estimates for this LEA have been hidden to avoid identifying the likelihood that individual teachers will leave the state education workforce.

| DISTRICT      | Classroom Teachers  | TEACHER DEMAND |       |       |       |       | TEACHER SUPPLY |       |       |       |       | GAP (DEMAND-SUPPLY) |      |      |       |       |
|---------------|---------------------|----------------|-------|-------|-------|-------|----------------|-------|-------|-------|-------|---------------------|------|------|-------|-------|
|               |                     | 2010           | 2011  | 2012  | 2013  | 2014  | 2010           | 2011  | 2012  | 2013  | 2014  | 2010                | 2011 | 2012 | 2013  | 2014  |
| Shelby County | Pre-K Teacher       | 14             | 14    | 15    | 14    | 14    | 11             | 9     | 9     | 7     | 6     | 3                   | 5    | 6    | 7     | 8     |
|               | Kindergarten        | 188            | 195   | 198   | 194   | 196   | 155            | 141   | 123   | 104   | 87    | 33                  | 54   | 75   | 90    | 109   |
|               | Grade 1 Teacher     | 186            | 193   | 200   | 203   | 199   | 179            | 169   | 146   | 117   | 96    | 7                   | 24   | 54   | 86    | 103   |
|               | Grade 2 Teacher     | 228            | 235   | 244   | 254   | 258   | 234            | 207   | 180   | 128   | 108   | -6                  | 28   | 64   | 126   | 150   |
|               | Grade 3 Teacher     | 272            | 264   | 273   | 284   | 295   | 274            | 232   | 191   | 133   | 106   | -2                  | 32   | 82   | 151   | 189   |
|               | Grade 4 Teacher     | 179            | 178   | 173   | 178   | 185   | 180            | 163   | 139   | 107   | 82    | -1                  | 15   | 34   | 71    | 103   |
|               | Grade 5 Teacher     | 158            | 157   | 156   | 151   | 156   | 144            | 132   | 114   | 87    | 77    | 14                  | 25   | 42   | 64    | 79    |
|               | Grade 6 Teacher     | 202            | 198   | 196   | 195   | 189   | 186            | 163   | 137   | 99    | 76    | 16                  | 35   | 59   | 96    | 113   |
|               | Grade 7 Teacher     | 194            | 210   | 205   | 204   | 203   | 195            | 168   | 130   | 105   | 90    | -1                  | 42   | 75   | 99    | 113   |
|               | Grade 8 Teacher     | 158            | 157   | 170   | 166   | 165   | 116            | 106   | 84    | 71    | 61    | 42                  | 51   | 86   | 95    | 104   |
|               | Grade 9-12 Teacher  | 614            | 602   | 587   | 586   | 595   | 629            | 504   | 398   | 323   | 267   | -15                 | 98   | 189  | 263   | 328   |
|               | Math                | 102            | 100   | 98    | 98    | 99    |                |       |       |       |       |                     |      |      |       |       |
|               | Science             | 77             | 75    | 73    | 73    | 74    |                |       |       |       |       |                     |      |      |       |       |
|               | English             | 102            | 100   | 98    | 98    | 99    |                |       |       |       |       |                     |      |      |       |       |
|               | Other               | 333            | 327   | 318   | 317   | 323   |                |       |       |       |       |                     |      |      |       |       |
|               | Music/Art/PE (Elem) | 255            | 259   | 267   | 273   | 276   | 245            | 215   | 175   | 135   | 114   | 10                  | 44   | 92   | 138   | 162   |
|               | ESL Teacher         | 14             | 14    | 14    | 14    | 14    | 13             | 12    | 11    | 8     | 8     | 1                   | 2    | 3    | 6     | 6     |
|               | Vocational          | 81             | 82    | 82    | 83    | 84    | 78             | 66    | 53    | 42    | 38    | 3                   | 16   | 29   | 41    | 46    |
|               | Spec Ed/Home/Hosp   | 326            | 328   | 330   | 331   | 335   | 314            | 283   | 242   | 196   | 163   | 12                  | 45   | 88   | 135   | 172   |
| Total         |                     | 3,073          | 3,090 | 3,114 | 3,134 | 3,168 | 2,955          | 2,571 | 2,133 | 1,663 | 1,380 | 118                 | 519  | 981  | 1,471 | 1,788 |

Note: Some detailed estimates for this LEA have been hidden to avoid identifying the likelihood that individual teachers will leave the state education workforce.

| DISTRICT | Classroom Teachers  | TEACHER DEMAND |       |       |       |       | TEACHER SUPPLY |       |       |       |       | GAP (DEMAND-SUPPLY) |       |       |       |       |
|----------|---------------------|----------------|-------|-------|-------|-------|----------------|-------|-------|-------|-------|---------------------|-------|-------|-------|-------|
|          |                     | 2010           | 2011  | 2012  | 2013  | 2014  | 2010           | 2011  | 2012  | 2013  | 2014  | 2010                | 2011  | 2012  | 2013  | 2014  |
| Memphis  | Pre-K Teacher       | 35             | 36    | 36    | 36    | 36    | 26             | 20    | 18    | 17    | 15    | 9                   | 16    | 18    | 19    | 21    |
|          | Kindergarten        | 574            | 596   | 604   | 591   | 597   | 437            | 402   | 366   | 313   | 282   | 137                 | 194   | 238   | 278   | 315   |
|          | Grade 1 Teacher     | 433            | 543   | 564   | 573   | 560   | 509            | 456   | 409   | 344   | 320   | -76                 | 87    | 155   | 229   | 240   |
|          | Grade 2 Teacher     | 460            | 391   | 490   | 510   | 517   | 468            | 417   | 378   | 333   | 314   | -8                  | -26   | 112   | 177   | 203   |
|          | Grade 3 Teacher     | 492            | 483   | 411   | 515   | 535   | 498            | 444   | 401   | 361   | 330   | -6                  | 39    | 10    | 154   | 205   |
|          | Grade 4 Teacher     | 431            | 425   | 418   | 355   | 445   | 431            | 381   | 339   | 298   | 281   | 0                   | 44    | 79    | 57    | 164   |
|          | Grade 5 Teacher     | 375            | 375   | 370   | 363   | 309   | 374            | 327   | 292   | 254   | 232   | 1                   | 48    | 78    | 109   | 77    |
|          | Grade 6 Teacher     | 390            | 390   | 390   | 385   | 378   | 351            | 296   | 273   | 241   | 222   | 39                  | 94    | 117   | 144   | 156   |
|          | Grade 7 Teacher     | 534            | 591   | 593   | 592   | 584   | 504            | 418   | 362   | 322   | 290   | 30                  | 173   | 231   | 270   | 294   |
|          | Grade 8 Teacher     | 481            | 508   | 563   | 565   | 564   | 494            | 383   | 337   | 299   | 262   | -13                 | 125   | 226   | 266   | 302   |
|          | Grade 9-12 Teacher  | 1,492          | 1,459 | 1,457 | 1,510 | 1,563 | 1,528          | 1,208 | 1,007 | 848   | 784   | -36                 | 251   | 450   | 662   | 779   |
|          | Math                | 249            | 243   | 243   | 252   | 261   |                |       |       |       |       |                     |       |       |       |       |
|          | Science             | 187            | 182   | 182   | 189   | 195   |                |       |       |       |       |                     |       |       |       |       |
|          | English             | 249            | 243   | 243   | 252   | 261   |                |       |       |       |       |                     |       |       |       |       |
|          | Other               | 807            | 791   | 789   | 817   | 846   |                |       |       |       |       |                     |       |       |       |       |
|          | Music/Art/PE (Elem) | 328            | 337   | 347   | 367   | 370   | 320            | 245   | 209   | 174   | 148   | 8                   | 92    | 138   | 193   | 222   |
|          | ESL Teacher         | 46             | 47    | 48    | 48    | 49    | 45             | 40    | 32    | 25    | 18    | 1                   | 7     | 16    | 23    | 31    |
|          | Vocational          | 267            | 271   | 276   | 281   | 285   | 263            | 220   | 185   | 149   | 144   | 4                   | 51    | 91    | 132   | 141   |
|          | Spec Ed/Home/Hosp   | 808            | 822   | 836   | 851   | 864   | 798            | 675   | 593   | 524   | 461   | 10                  | 147   | 243   | 327   | 403   |
|          | Ch 1 Teacher Elem   | 174            | 178   | 183   | 194   | 196   | 169            | 156   | 142   | 126   | 116   | 5                   | 22    | 41    | 68    | 80    |
|          | Ch 1 Teacher Sec    | 76             | 79    | 81    | 78    | 79    | 74             | 66    | 55    | 53    | 51    | 2                   | 13    | 26    | 25    | 28    |
| Total    |                     | 7,396          | 7,531 | 7,667 | 7,814 | 7,931 | 7,289          | 6,154 | 5,398 | 4,681 | 4,270 | 107                 | 1,377 | 2,269 | 3,133 | 3,661 |

| DISTRICT     | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|--------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|              |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Smith County | Pre-K Teacher       | 6              | 6    | 6    | 6    | 6    | 5              | 5    | 4    | 3    | 3    | 1                   | 1    | 2    | 3    | 3    |
|              | Kindergarten        | 19             | 19   | 19   | 19   | 19   | 16             | 16   | 14   | 12   | 11   | 3                   | 3    | 5    | 7    | 8    |
|              | Grade 1 Teacher     | 18             | 20   | 20   | 20   | 20   | 15             | 15   | 13   | 12   | 12   | 3                   | 5    | 7    | 8    | 8    |
|              | Grade 2 Teacher     | 12             | 14   | 15   | 15   | 15   | 10             | 10   | 10   | 9    | 9    | 2                   | 4    | 5    | 6    | 6    |
|              | Grade 3 Teacher     | 15             | 12   | 14   | 16   | 15   | 10             | 10   | 10   | 9    | 8    | 5                   | 2    | 4    | 7    | 7    |
|              | Grade 4 Teacher     | 17             | 16   | 13   | 15   | 17   | 13             | 13   | 12   | 12   | 11   | 4                   | 3    | 1    | 3    | 6    |
|              | Grade 5 Teacher     | 10             | 12   | 12   | 9    | 11   | 9              | 9    | 8    | 8    | 7    | 1                   | 3    | 4    | 1    | 4    |
|              | Grade 6 Teacher     | 20             | 17   | 22   | 21   | 16   | 16             | 15   | 13   | 13   | 11   | 4                   | 2    | 9    | 8    | 5    |
|              | Grade 7 Teacher     | 13             | 16   | 14   | 17   | 17   | 15             | 14   | 11   | 10   | 8    | -2                  | 2    | 3    | 7    | 9    |
|              | Grade 8 Teacher     | 13             | 11   | 13   | 11   | 14   | 12             | 12   | 11   | 10   | 10   | 1                   | -1   | 2    | 1    | 4    |
|              | Grade 9-12 Teacher  | 51             | 51   | 50   | 51   | 50   | 52             | 47   | 45   | 41   | 40   | -1                  | 4    | 5    | 10   | 10   |
|              | Math                | 9              | 9    | 8    | 9    | 8    |                |      |      |      |      |                     |      |      |      |      |
|              | Science             | 6              | 6    | 6    | 6    | 6    |                |      |      |      |      |                     |      |      |      |      |
|              | English             | 9              | 9    | 8    | 9    | 8    |                |      |      |      |      |                     |      |      |      |      |
|              | Other               | 27             | 27   | 28   | 27   | 28   |                |      |      |      |      |                     |      |      |      |      |
|              | Music/Art/PE (Elem) | 14             | 15   | 15   | 16   | 15   | 11             | 11   | 10   | 8    | 7    | 3                   | 4    | 5    | 8    | 8    |
|              | Vocational          | 12             | 12   | 12   | 12   | 12   | 10             | 9    | 7    | 7    | 7    | 2                   | 3    | 5    | 5    | 5    |
|              | Spec Ed/Home/Hosp   | 24             | 24   | 25   | 25   | 25   | 21             | 21   | 19   | 15   | 15   | 3                   | 3    | 6    | 10   | 10   |
|              | Ch 1 Teacher Elem   | 8              | 8    | 9    | 9    | 9    | 6              | 6    | 6    | 6    | 5    | 2                   | 2    | 3    | 3    | 4    |
|              | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|              | Total               | 254            | 255  | 261  | 264  | 263  | 222            | 214  | 194  | 176  | 165  | 32                  | 41   | 67   | 88   | 98   |

Note: Some detailed estimates for this LEA have been hidden to avoid identifying the likelihood that individual teachers will leave the state education workforce.

| DISTRICT       | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|----------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|                |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Stewart County | Pre-K Teacher       | 5              | 5    | 5    | 5    | 5    | 4              | 4    | 2    | 2    | 2    | 1                   | 1    | 3    | 3    | 3    |
|                | Kindergarten        | 9              | 8    | 8    | 8    | 8    | 8              | 8    | 8    | 8    | 7    | 1                   | 0    | 0    | 0    | 1    |
|                | Grade 1 Teacher     | 9              | 10   | 9    | 9    | 9    | 8              | 8    | 8    | 7    | 7    | 1                   | 2    | 1    | 2    | 2    |
|                | Grade 2 Teacher     | 10             | 9    | 10   | 8    | 8    | 9              | 9    | 9    | 9    | 9    | 1                   | 0    | 1    | -1   | -1   |
|                | Grade 3 Teacher     | 10             | 10   | 9    | 10   | 9    | 9              | 9    | 9    | 9    | 9    | 1                   | 1    | 0    | 1    | 0    |
|                | Grade 4 Teacher     | 7              | 8    | 8    | 7    | 8    | 7              | 7    | 5    | 4    | 4    | 0                   | 1    | 3    | 3    | 4    |
|                | Grade 5 Teacher     | 9              | 8    | 9    | 9    | 8    | 8              | 8    | 7    | 7    | 5    | 1                   | 0    | 2    | 2    | 3    |
|                | Grade 6 Teacher     | 8              | 9    | 8    | 9    | 9    | 7              | 7    | 6    | 5    | 5    | 1                   | 2    | 2    | 4    | 4    |
|                | Grade 7 Teacher     | 7              | 8    | 8    | 7    | 8    | 6              | 5    | 4    | 4    | 4    | 1                   | 3    | 4    | 3    | 4    |
|                | Grade 8 Teacher     | 7              | 7    | 7    | 8    | 7    | 6              | 6    | 5    | 4    | 4    | 1                   | 1    | 2    | 4    | 3    |
|                | Grade 9-12 Teacher  | 30             | 29   | 29   | 29   | 29   | 26             | 21   | 18   | 18   | 16   | 4                   | 8    | 11   | 11   | 13   |
|                | Math                | 5              | 5    | 5    | 5    | 5    |                |      |      |      |      |                     |      |      |      |      |
|                | Science             | 4              | 4    | 4    | 4    | 4    |                |      |      |      |      |                     |      |      |      |      |
|                | English             | 5              | 5    | 5    | 5    | 5    |                |      |      |      |      |                     |      |      |      |      |
|                | Other               | 16             | 15   | 15   | 15   | 15   |                |      |      |      |      |                     |      |      |      |      |
|                | Music/Art/PE (Elem) | 12             | 11   | 11   | 11   | 11   | 10             | 7    | 7    | 7    | 6    | 2                   | 4    | 4    | 4    | 5    |
|                | Vocational          | 12             | 12   | 12   | 12   | 11   | 10             | 8    | 8    | 8    | 6    | 2                   | 4    | 4    | 4    | 5    |
|                | Spec Ed/Home/Hosp   | 19             | 19   | 18   | 18   | 18   | 16             | 16   | 13   | 12   | 12   | 3                   | 3    | 5    | 6    | 6    |
|                | Ch 1 Teacher Elem   | 3              | 3    | 3    | 3    | 3    | 2              | 2    | 1    | 1    | 1    | 1                   | 1    | 2    | 2    | 2    |
|                | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|                | Total               | 159            | 158  | 156  | 155  | 153  | 137            | 125  | 110  | 105  | 97   | 22                  | 33   | 46   | 50   | 56   |

Note: Some detailed estimates for this LEA have been hidden to avoid identifying the likelihood that individual teachers will leave the state education workforce.

| DISTRICT        | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|-----------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|                 |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Sullivan County | Pre-K Teacher       | 8              | 8    | 8    | 8    | 8    | 7              | 5    | 4    | 4    | 4    | 1                   | 3    | 4    | 4    | 4    |
|                 | Kindergarten        | 64             | 65   | 65   | 65   | 65   | 59             | 55   | 52   | 51   | 44   | 5                   | 10   | 13   | 14   | 21   |
|                 | Grade 1 Teacher     | 82             | 87   | 89   | 89   | 89   | 76             | 71   | 68   | 64   | 60   | 6                   | 16   | 21   | 25   | 29   |
|                 | Grade 2 Teacher     | 45             | 47   | 51   | 51   | 52   | 45             | 43   | 42   | 37   | 32   | 0                   | 4    | 9    | 14   | 20   |
|                 | Grade 3 Teacher     | 49             | 48   | 51   | 55   | 56   | 51             | 45   | 40   | 38   | 35   | -2                  | 3    | 11   | 17   | 21   |
|                 | Grade 4 Teacher     | 58             | 55   | 54   | 57   | 61   | 59             | 53   | 48   | 44   | 39   | -1                  | 2    | 6    | 13   | 22   |
|                 | Grade 5 Teacher     | 63             | 61   | 59   | 57   | 61   | 62             | 53   | 46   | 45   | 42   | 1                   | 8    | 13   | 12   | 19   |
|                 | Grade 6 Teacher     | 59             | 60   | 58   | 56   | 54   | 58             | 54   | 52   | 49   | 45   | 1                   | 6    | 6    | 7    | 9    |
|                 | Grade 7 Teacher     | 48             | 48   | 49   | 47   | 45   | 50             | 41   | 39   | 36   | 33   | -2                  | 7    | 10   | 11   | 12   |
|                 | Grade 8 Teacher     | 37             | 35   | 35   | 36   | 35   | 36             | 30   | 27   | 24   | 22   | 1                   | 5    | 8    | 12   | 13   |
|                 | Grade 9-12 Teacher  | 213            | 205  | 193  | 187  | 181  | 214            | 172  | 156  | 139  | 126  | -1                  | 33   | 37   | 48   | 55   |
|                 | Math                | 36             | 34   | 32   | 31   | 30   |                |      |      |      |      |                     |      |      |      |      |
|                 | Science             | 27             | 26   | 24   | 23   | 23   |                |      |      |      |      |                     |      |      |      |      |
|                 | English             | 36             | 34   | 32   | 31   | 30   |                |      |      |      |      |                     |      |      |      |      |
|                 | Other               | 114            | 111  | 105  | 102  | 98   |                |      |      |      |      |                     |      |      |      |      |
|                 | Music/Art/PE (Elem) | 94             | 97   | 100  | 102  | 103  | 90             | 75   | 67   | 61   | 58   | 4                   | 22   | 33   | 41   | 45   |
|                 | ESL Teacher         | 4              | 4    | 3    | 3    | 3    | 3              | 0    | 0    | 0    | 0    | 1                   | 4    | 3    | 3    | 3    |
|                 | Vocational          | 56             | 56   | 55   | 55   | 55   | 55             | 44   | 38   | 35   | 32   | 1                   | 12   | 17   | 20   | 23   |
|                 | Spec Ed/Home/Hosp   | 100            | 99   | 98   | 97   | 97   | 98             | 86   | 81   | 79   | 77   | 2                   | 13   | 17   | 18   | 20   |
|                 | Ch 1 Teacher Elem   | 13             | 13   | 14   | 14   | 14   | 12             | 12   | 12   | 11   | 10   | 1                   | 1    | 2    | 3    | 4    |
|                 | Total               | 995            | 989  | 983  | 980  | 980  | 976            | 840  | 773  | 718  | 660  | 19                  | 149  | 210  | 262  | 320  |

Note: Some detailed estimates for this LEA have been hidden to avoid identifying the likelihood that individual teachers will leave the state education workforce.

| DISTRICT |                     | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|----------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|          | Classroom Teachers  | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Bristol  | Pre-K Teacher       | 8              | 8    | 8    | 8    | 8    | 7              | 7    | 3    | 1    | 0    | 1                   | 1    | 5    | 7    | 8    |
|          | Kindergarten        | 19             | 19   | 19   | 19   | 19   | 18             | 16   | 11   | 10   | 9    | 1                   | 3    | 8    | 9    | 10   |
|          | Grade 1 Teacher     | 19             | 19   | 20   | 20   | 19   | 18             | 17   | 16   | 15   | 11   | 1                   | 2    | 4    | 5    | 8    |
|          | Grade 2 Teacher     | 17             | 18   | 18   | 18   | 18   | 17             | 12   | 12   | 11   | 7    | 0                   | 6    | 6    | 7    | 11   |
|          | Grade 3 Teacher     | 16             | 16   | 16   | 16   | 17   | 15             | 14   | 12   | 11   | 7    | 1                   | 2    | 4    | 5    | 10   |
|          | Grade 4 Teacher     | 14             | 13   | 13   | 13   | 13   | 13             | 13   | 10   | 8    | 6    | 1                   | 0    | 3    | 5    | 7    |
|          | Grade 5 Teacher     | 16             | 16   | 15   | 15   | 16   | 13             | 10   | 8    | 8    | 6    | 3                   | 6    | 7    | 7    | 10   |
|          | Grade 6 Teacher     | 13             | 16   | 16   | 15   | 15   | 13             | 13   | 12   | 7    | 3    | 0                   | 3    | 4    | 8    | 12   |
|          | Grade 7 Teacher     | 18             | 18   | 21   | 21   | 20   | 15             | 13   | 12   | 9    | 8    | 3                   | 5    | 9    | 12   | 12   |
|          | Grade 8 Teacher     | 15             | 17   | 17   | 20   | 20   | 16             | 12   | 10   | 10   | 8    | -1                  | 5    | 7    | 10   | 12   |
|          | Grade 9-12 Teacher  | 67             | 63   | 64   | 66   | 70   | 67             | 52   | 43   | 32   | 26   | 0                   | 11   | 21   | 34   | 44   |
|          | Math                | 11             | 11   | 11   | 11   | 12   |                |      |      |      |      |                     |      |      |      |      |
|          | Science             | 8              | 8    | 8    | 8    | 9    |                |      |      |      |      |                     |      |      |      |      |
|          | English             | 11             | 11   | 11   | 11   | 12   |                |      |      |      |      |                     |      |      |      |      |
|          | Other               | 37             | 33   | 34   | 36   | 37   |                |      |      |      |      |                     |      |      |      |      |
|          | Music/Art/PE (Elem) | 20             | 21   | 21   | 21   | 21   | 19             | 18   | 15   | 14   | 11   | 1                   | 3    | 6    | 7    | 10   |
|          | Vocational          | 15             | 15   | 15   | 16   | 16   | 14             | 10   | 8    | 6    | 6    | 1                   | 5    | 7    | 10   | 10   |
|          | Spec Ed/Home/Hosp   | 28             | 28   | 28   | 29   | 29   | 26             | 22   | 19   | 16   | 15   | 2                   | 6    | 9    | 13   | 14   |
|          | Ch 1 Teacher Elem   | 5              | 5    | 5    | 5    | 5    | 4              | 3    | 3    | 1    | 1    | 1                   | 2    | 2    | 4    | 4    |
|          | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
| Total    |                     | 292            | 294  | 298  | 304  | 308  | 276            | 233  | 195  | 160  | 125  | 16                  | 61   | 103  | 144  | 183  |

Note: Some detailed estimates for this LEA have been hidden to avoid identifying the likelihood that individual teachers will leave the state education workforce.

| DISTRICT  | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|-----------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|           |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Kingsport | Pre-K Teacher       | 12             | 12   | 12   | 12   | 12   | 11             | 11   | 5    | 5    | 4    | 1                   | 1    | 7    | 7    | 8    |
|           | Kindergarten        | 27             | 27   | 27   | 27   | 27   | 26             | 26   | 20   | 17   | 16   | 1                   | 1    | 7    | 10   | 11   |
|           | Grade 1 Teacher     | 30             | 30   | 31   | 31   | 31   | 25             | 25   | 23   | 20   | 15   | 5                   | 5    | 8    | 11   | 16   |
|           | Grade 2 Teacher     | 28             | 30   | 30   | 31   | 31   | 28             | 28   | 26   | 22   | 20   | 0                   | 2    | 4    | 9    | 11   |
|           | Grade 3 Teacher     | 26             | 25   | 27   | 27   | 28   | 25             | 23   | 20   | 20   | 18   | 1                   | 2    | 7    | 7    | 10   |
|           | Grade 4 Teacher     | 28             | 27   | 26   | 29   | 29   | 28             | 26   | 22   | 17   | 14   | 0                   | 1    | 4    | 12   | 15   |
|           | Grade 5 Teacher     | 29             | 29   | 28   | 27   | 30   | 30             | 27   | 24   | 18   | 15   | -1                  | 2    | 4    | 9    | 15   |
|           | Grade 6 Teacher     | 24             | 23   | 23   | 22   | 21   | 22             | 20   | 18   | 16   | 15   | 2                   | 3    | 5    | 6    | 6    |
|           | Grade 7 Teacher     | 23             | 24   | 23   | 23   | 22   | 23             | 21   | 16   | 12   | 10   | 0                   | 3    | 7    | 11   | 12   |
|           | Grade 8 Teacher     | 21             | 20   | 21   | 21   | 20   | 20             | 19   | 19   | 15   | 12   | 1                   | 1    | 2    | 6    | 8    |
|           | Grade 9-12 Teacher  | 92             | 90   | 86   | 87   | 87   | 95             | 85   | 70   | 61   | 52   | -3                  | 5    | 16   | 26   | 35   |
|           | Math                | 15             | 15   | 14   | 15   | 15   |                |      |      |      |      |                     |      |      |      |      |
|           | Science             | 12             | 11   | 11   | 11   | 11   |                |      |      |      |      |                     |      |      |      |      |
|           | English             | 15             | 15   | 14   | 15   | 15   |                |      |      |      |      |                     |      |      |      |      |
|           | Other               | 50             | 49   | 47   | 46   | 46   |                |      |      |      |      |                     |      |      |      |      |
|           | Music/Art/PE (Elem) | 41             | 41   | 43   | 43   | 43   | 38             | 29   | 25   | 23   | 22   | 3                   | 12   | 18   | 20   | 21   |
|           | ESL Teacher         | 3              | 3    | 3    | 3    | 3    | 2              | 2    | 1    | 1    | 1    | 1                   | 1    | 2    | 2    | 2    |
|           | Vocational          | 20             | 20   | 19   | 20   | 20   | 19             | 18   | 16   | 12   | 9    | 1                   | 2    | 3    | 8    | 11   |
|           | Spec Ed/Home/Hosp   | 48             | 48   | 47   | 48   | 48   | 47             | 39   | 38   | 36   | 31   | 1                   | 9    | 9    | 12   | 17   |
|           | Ch 1 Teacher Elem   | 5              | 5    | 5    | 5    | 5    | 4              | 3    | 2    | 2    | 2    | 1                   | 2    | 3    | 3    | 3    |
|           | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|           | Total               | 457            | 454  | 451  | 456  | 457  | 443            | 402  | 345  | 297  | 256  | 14                  | 52   | 106  | 159  | 201  |

| DISTRICT      |                     | TEACHER DEMAND |       |       |       |       | TEACHER SUPPLY |       |       |       |       | GAP (DEMAND-SUPPLY) |      |      |      |      |
|---------------|---------------------|----------------|-------|-------|-------|-------|----------------|-------|-------|-------|-------|---------------------|------|------|------|------|
|               |                     | 2010           | 2011  | 2012  | 2013  | 2014  | 2010           | 2011  | 2012  | 2013  | 2014  | 2010                | 2011 | 2012 | 2013 | 2014 |
| Sumner County | Classroom Teachers  |                |       |       |       |       |                |       |       |       |       |                     |      |      |      |      |
|               | Pre-K Teacher       | 5              | 5     | 5     | 5     | 5     | 4              | 4     | 3     | 1     | 1     | 1                   | 1    | 2    | 4    | 4    |
|               | Kindergarten        | 127            | 135   | 139   | 134   | 136   | 121            | 114   | 105   | 93    | 82    | 6                   | 21   | 34   | 41   | 54   |
|               | Grade 1 Teacher     | 120            | 125   | 132   | 137   | 131   | 120            | 116   | 107   | 98    | 87    | 0                   | 9    | 25   | 39   | 44   |
|               | Grade 2 Teacher     | 117            | 116   | 122   | 129   | 133   | 115            | 108   | 105   | 95    | 91    | 2                   | 8    | 17   | 34   | 42   |
|               | Grade 3 Teacher     | 107            | 108   | 108   | 113   | 119   | 113            | 109   | 104   | 97    | 83    | -6                  | -1   | 4    | 16   | 36   |
|               | Grade 4 Teacher     | 97             | 91    | 92    | 92    | 96    | 97             | 93    | 86    | 77    | 73    | 0                   | -2   | 6    | 15   | 23   |
|               | Grade 5 Teacher     | 94             | 93    | 88    | 89    | 89    | 100            | 95    | 85    | 80    | 76    | -6                  | -2   | 3    | 9    | 13   |
|               | Grade 6 Teacher     | 108            | 101   | 100   | 95    | 96    | 99             | 93    | 84    | 81    | 70    | 9                   | 8    | 16   | 14   | 26   |
|               | Grade 7 Teacher     | 88             | 96    | 90    | 89    | 84    | 74             | 67    | 64    | 61    | 55    | 14                  | 29   | 26   | 28   | 29   |
|               | Grade 8 Teacher     | 116            | 123   | 133   | 125   | 124   | 118            | 107   | 103   | 98    | 88    | -2                  | 16   | 30   | 27   | 36   |
|               | Grade 9-12 Teacher  | 358            | 355   | 358   | 367   | 371   | 362            | 322   | 296   | 271   | 239   | -4                  | 33   | 62   | 96   | 132  |
|               | Math                | 60             | 59    | 60    | 61    | 62    |                |       |       |       |       |                     |      |      |      |      |
|               | Science             | 45             | 44    | 45    | 46    | 46    |                |       |       |       |       |                     |      |      |      |      |
|               | English             | 60             | 59    | 60    | 61    | 62    |                |       |       |       |       |                     |      |      |      |      |
|               | Other               | 193            | 193   | 193   | 199   | 201   |                |       |       |       |       |                     |      |      |      |      |
|               | Music/Art/PE (Elem) | 118            | 121   | 125   | 128   | 130   | 117            | 106   | 95    | 87    | 81    | 1                   | 15   | 30   | 41   | 49   |
|               | ESL Teacher         | 13             | 13    | 13    | 13    | 13    | 12             | 12    | 10    | 6     | 4     | 1                   | 1    | 3    | 7    | 9    |
|               | Vocational          | 111            | 111   | 113   | 114   | 114   | 109            | 100   | 90    | 77    | 72    | 2                   | 11   | 23   | 37   | 42   |
|               | Spec Ed/Home/Hosp   | 184            | 186   | 188   | 190   | 191   | 182            | 170   | 152   | 144   | 133   | 2                   | 16   | 36   | 46   | 58   |
|               | Ch 1 Teacher Elem   | 16             | 16    | 17    | 17    | 17    | 15             | 15    | 15    | 15    | 15    | 1                   | 1    | 2    | 2    | 2    |
|               | Ch 1 Teacher Sec    | 0              | 0     | 0     | 0     | 0     | 0              | 0     | 0     | 0     | 0     | 0                   | 0    | 0    | 0    | 0    |
|               | Total               | 1,779          | 1,795 | 1,823 | 1,837 | 1,849 | 1,758          | 1,631 | 1,504 | 1,381 | 1,250 | 21                  | 164  | 319  | 456  | 599  |

| DISTRICT      | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|---------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|               |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Tipton County | Pre-K Teacher       | 14             | 14   | 15   | 14   | 15   | 11             | 11   | 11   | 8    | 6    | 3                   | 3    | 4    | 6    | 9    |
|               | Kindergarten        | 55             | 57   | 59   | 57   | 58   | 45             | 44   | 40   | 37   | 32   | 10                  | 13   | 19   | 20   | 26   |
|               | Grade 1 Teacher     | 50             | 60   | 62   | 64   | 62   | 51             | 50   | 47   | 42   | 35   | -1                  | 10   | 15   | 22   | 27   |
|               | Grade 2 Teacher     | 46             | 44   | 53   | 55   | 57   | 46             | 44   | 41   | 37   | 31   | 0                   | 0    | 12   | 18   | 26   |
|               | Grade 3 Teacher     | 49             | 48   | 46   | 55   | 58   | 46             | 46   | 44   | 42   | 39   | 3                   | 2    | 2    | 13   | 19   |
|               | Grade 4 Teacher     | 50             | 49   | 48   | 46   | 55   | 43             | 43   | 40   | 34   | 28   | 7                   | 6    | 8    | 12   | 27   |
|               | Grade 5 Teacher     | 43             | 50   | 49   | 47   | 46   | 43             | 43   | 39   | 37   | 32   | 0                   | 7    | 10   | 10   | 14   |
|               | Grade 6 Teacher     | 46             | 46   | 53   | 52   | 51   | 42             | 41   | 36   | 31   | 26   | 4                   | 5    | 17   | 21   | 25   |
|               | Grade 7 Teacher     | 43             | 47   | 47   | 54   | 53   | 42             | 39   | 35   | 31   | 25   | 1                   | 8    | 12   | 23   | 28   |
|               | Grade 8 Teacher     | 40             | 40   | 44   | 44   | 51   | 33             | 32   | 32   | 28   | 26   | 7                   | 8    | 12   | 16   | 25   |
|               | Grade 9-12 Teacher  | 157            | 159  | 162  | 169  | 172  | 157            | 144  | 125  | 109  | 101  | 0                   | 15   | 37   | 60   | 71   |
|               | Math                | 26             | 27   | 27   | 28   | 29   |                |      |      |      |      |                     |      |      |      |      |
|               | Science             | 20             | 20   | 20   | 21   | 22   |                |      |      |      |      |                     |      |      |      |      |
|               | English             | 26             | 27   | 27   | 28   | 29   |                |      |      |      |      |                     |      |      |      |      |
|               | Other               | 85             | 85   | 88   | 92   | 92   |                |      |      |      |      |                     |      |      |      |      |
|               | Music/Art/PE (Elem) | 41             | 43   | 45   | 47   | 48   | 38             | 35   | 33   | 28   | 23   | 3                   | 8    | 12   | 19   | 25   |
|               | Vocational          | 39             | 40   | 41   | 43   | 44   | 36             | 36   | 31   | 29   | 26   | 3                   | 4    | 10   | 14   | 18   |
|               | Spec Ed/Home/Hosp   | 91             | 95   | 98   | 101  | 105  | 86             | 82   | 74   | 69   | 66   | 5                   | 13   | 24   | 32   | 39   |
|               | Ch 1 Teacher Elem   | 10             | 11   | 11   | 12   | 12   | 9              | 8    | 8    | 7    | 6    | 1                   | 3    | 3    | 5    | 6    |
|               | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|               | Total               | 776            | 805  | 835  | 862  | 889  | 729            | 699  | 636  | 569  | 502  | 47                  | 106  | 199  | 293  | 387  |

Note: Some detailed estimates for this LEA have been hidden to avoid identifying the likelihood that individual teachers will leave the state education workforce.

| DISTRICT         | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|------------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|                  |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Trousdale County | Kindergarten        | 15             | 16   | 17   | 16   | 16   | 5              | 5    | 4    | 4    | 3    | 10                  | 11   | 13   | 12   | 13   |
|                  | Grade 1 Teacher     | 3              | 9    | 9    | 10   | 9    | 6              | 6    | 5    | 4    | 4    | -3                  | 3    | 4    | 6    | 5    |
|                  | Grade 2 Teacher     | 5              | 2    | 6    | 6    | 7    | 5              | 5    | 5    | 5    | 5    | 0                   | -3   | 1    | 1    | 2    |
|                  | Grade 3 Teacher     | 8              | 6    | 3    | 8    | 9    | 6              | 5    | 4    | 2    | 2    | 2                   | 1    | -1   | 6    | 7    |
|                  | Grade 4 Teacher     | 4              | 5    | 4    | 2    | 5    | 3              | 3    | 3    | 3    | 3    | 1                   | 2    | 1    | -1   | 2    |
|                  | Grade 5 Teacher     | 7              | 6    | 7    | 5    | 3    | 6              | 6    | 6    | 6    | 6    | 1                   | 0    | 1    | -1   | -3   |
|                  | Grade 6 Teacher     | 6              | 6    | 5    | 7    | 5    | 5              | 3    | 3    | 2    | 2    | 1                   | 3    | 2    | 5    | 3    |
|                  | Grade 7 Teacher     | 4              | 4    | 4    | 4    | 5    | 2              | 1    | 1    | 1    | 1    | 2                   | 3    | 3    | 3    | 4    |
|                  | Grade 8 Teacher     | 10             | 8    | 10   | 10   | 8    | 8              | 5    | 4    | 4    | 4    | 2                   | 3    | 6    | 6    | 4    |
|                  | Grade 9-12 Teacher  | 21             | 22   | 22   | 23   | 24   | 21             | 18   | 12   | 10   | 9    | 0                   | 4    | 10   | 13   | 15   |
|                  | Math                | 4              | 4    | 4    | 4    | 4    |                |      |      |      |      |                     |      |      |      |      |
|                  | Science             | 3              | 3    | 3    | 3    | 3    |                |      |      |      |      |                     |      |      |      |      |
|                  | English             | 4              | 4    | 4    | 4    | 4    |                |      |      |      |      |                     |      |      |      |      |
|                  | Other               | 10             | 11   | 11   | 12   | 13   |                |      |      |      |      |                     |      |      |      |      |
|                  | Music/Art/PE (Elem) | 13             | 14   | 15   | 17   | 17   | 9              | 6    | 5    | 4    | 4    | 4                   | 8    | 10   | 13   | 13   |
|                  | ESL Teacher         | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|                  | Vocational          | 7              | 7    | 7    | 7    | 7    | 5              | 4    | 4    | 4    | 4    | 2                   | 3    | 3    | 3    | 3    |
|                  | Spec Ed/Home/Hosp   | 17             | 17   | 17   | 18   | 18   | 13             | 11   | 10   | 9    | 9    | 4                   | 6    | 7    | 9    | 9    |
|                  | Ch 1 Teacher Elem   | 3              | 4    | 4    | 4    | 4    | 2              | 2    | 2    | 2    | 2    | 1                   | 2    | 2    | 2    | 2    |
| Total            |                     | 129            | 132  | 136  | 143  | 143  | 98             | 81   | 69   | 61   | 59   | 31                  | 51   | 67   | 82   | 84   |

Note: Some detailed estimates for this LEA have been hidden to avoid identifying the likelihood that individual teachers will leave the state education workforce.

| DISTRICT      |                     | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|---------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|               |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Unicoi County | Classroom Teachers  |                |      |      |      |      |                |      |      |      |      |                     |      |      |      |      |
|               | Pre-K Teacher       | 9              | 8    | 8    | 8    | 8    | 6              | 6    | 5    | 4    | 3    | 3                   | 2    | 3    | 4    | 5    |
|               | Kindergarten        | 18             | 17   | 16   | 17   | 17   | 13             | 13   | 13   | 10   | 10   | 5                   | 4    | 3    | 7    | 7    |
|               | Grade 1 Teacher     | 12             | 16   | 15   | 15   | 15   | 12             | 12   | 11   | 11   | 11   | 0                   | 4    | 4    | 4    | 4    |
|               | Grade 2 Teacher     | 11             | 10   | 14   | 13   | 13   | 12             | 12   | 11   | 11   | 11   | -1                  | -2   | 3    | 2    | 2    |
|               | Grade 3 Teacher     | 12             | 10   | 10   | 13   | 12   | 10             | 9    | 8    | 7    | 6    | 2                   | 1    | 2    | 6    | 6    |
|               | Grade 4 Teacher     | 8              | 9    | 8    | 8    | 10   | 9              | 9    | 8    | 8    | 8    | -1                  | 0    | 0    | 0    | 2    |
|               | Grade 5 Teacher     | 10             | 9    | 10   | 8    | 8    | 9              | 9    | 8    | 8    | 8    | 1                   | 0    | 2    | 0    | 0    |
|               | Grade 6 Teacher     | 11             | 12   | 10   | 11   | 10   | 11             | 10   | 10   | 9    | 9    | 0                   | 2    | 0    | 2    | 1    |
|               | Grade 7 Teacher     | 9              | 8    | 9    | 8    | 8    | 8              | 7    | 6    | 6    | 6    | 1                   | 1    | 3    | 2    | 2    |
|               | Grade 8 Teacher     | 10             | 10   | 10   | 10   | 9    | 9              | 9    | 9    | 8    | 8    | 1                   | 1    | 1    | 2    | 1    |
|               | Grade 9-12 Teacher  | 33             | 33   | 35   | 36   | 36   | 31             | 27   | 23   | 21   | 17   | 2                   | 6    | 12   | 15   | 19   |
|               | Math                | 6              | 6    | 6    | 6    | 6    |                |      |      |      |      |                     |      |      |      |      |
|               | Science             | 4              | 4    | 4    | 5    | 5    |                |      |      |      |      |                     |      |      |      |      |
|               | English             | 6              | 6    | 6    | 6    | 6    |                |      |      |      |      |                     |      |      |      |      |
|               | Other               | 17             | 17   | 19   | 19   | 19   |                |      |      |      |      |                     |      |      |      |      |
|               | Music/Art/PE (Elem) | 13             | 13   | 13   | 14   | 14   | 11             | 9    | 8    | 8    | 8    | 2                   | 4    | 5    | 6    | 6    |
|               | ESL Teacher         | 3              | 3    | 3    | 3    | 3    | 2              | 1    | 0    | 0    | 0    | 1                   | 2    | 3    | 3    | 3    |
|               | Vocational          | 17             | 17   | 17   | 17   | 17   | 15             | 14   | 10   | 10   | 9    | 2                   | 3    | 7    | 7    | 8    |
|               | Spec Ed/Home/Hosp   | 20             | 20   | 20   | 21   | 21   | 18             | 16   | 14   | 14   | 13   | 2                   | 4    | 6    | 7    | 8    |
|               | Ch 1 Teacher Elem   | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|               | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
| Total         |                     | 196            | 195  | 198  | 202  | 201  | 176            | 163  | 144  | 135  | 127  | 20                  | 32   | 54   | 67   | 74   |

| DISTRICT     |                     | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|--------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|              |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Union County | Classroom Teachers  |                |      |      |      |      |                |      |      |      |      |                     |      |      |      |      |
|              | Pre-K Teacher       | 4              | 3    | 4    | 4    | 4    | 3              | 2    | 2    | 2    | 2    | 1                   | 1    | 2    | 2    | 2    |
|              | Kindergarten        | 14             | 13   | 15   | 14   | 14   | 14             | 12   | 12   | 11   | 10   | 0                   | 1    | 3    | 3    | 4    |
|              | Grade 1 Teacher     | 11             | 11   | 11   | 12   | 11   | 13             | 12   | 12   | 11   | 11   | -2                  | -1   | -1   | 1    | 0    |
|              | Grade 2 Teacher     | 13             | 11   | 10   | 10   | 11   | 13             | 10   | 8    | 7    | 7    | 0                   | 1    | 2    | 3    | 4    |
|              | Grade 3 Teacher     | 13             | 12   | 10   | 10   | 9    | 11             | 11   | 11   | 11   | 9    | 2                   | 1    | -1   | -1   | 0    |
|              | Grade 4 Teacher     | 13             | 14   | 13   | 11   | 10   | 15             | 12   | 12   | 12   | 11   | -2                  | 2    | 1    | -1   | -1   |
|              | Grade 5 Teacher     | 17             | 15   | 16   | 14   | 12   | 17             | 14   | 13   | 12   | 10   | 0                   | 1    | 3    | 2    | 2    |
|              | Grade 6 Teacher     | 16             | 16   | 14   | 15   | 14   | 16             | 16   | 16   | 14   | 13   | 0                   | 0    | -2   | 1    | 1    |
|              | Grade 7 Teacher     | 14             | 13   | 13   | 12   | 12   | 13             | 11   | 9    | 8    | 6    | 1                   | 2    | 4    | 4    | 6    |
|              | Grade 8 Teacher     | 19             | 19   | 19   | 19   | 16   | 18             | 15   | 15   | 14   | 11   | 1                   | 4    | 4    | 5    | 5    |
|              | Grade 9-12 Teacher  | 54             | 56   | 56   | 58   | 58   | 54             | 45   | 40   | 37   | 34   | 0                   | 11   | 16   | 21   | 24   |
|              | Math                | 9              | 9    | 9    | 10   | 10   |                |      |      |      |      |                     |      |      |      |      |
|              | Science             | 7              | 7    | 7    | 7    | 7    |                |      |      |      |      |                     |      |      |      |      |
|              | English             | 9              | 9    | 9    | 10   | 10   |                |      |      |      |      |                     |      |      |      |      |
|              | Other               | 29             | 31   | 31   | 31   | 31   |                |      |      |      |      |                     |      |      |      |      |
|              | Music/Art/PE (Elem) | 8              | 7    | 7    | 7    | 7    | 7              | 7    | 7    | 6    | 6    | 1                   | 0    | 0    | 1    | 1    |
|              | ESL Teacher         | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|              | Vocational          | 9              | 9    | 9    | 9    | 9    | 9              | 9    | 8    | 7    | 6    | 0                   | 0    | 1    | 2    | 3    |
|              | Spec Ed/Home/Hosp   | 24             | 24   | 24   | 23   | 22   | 24             | 18   | 18   | 16   | 16   | 0                   | 6    | 6    | 7    | 6    |
|              | Ch 1 Teacher Elem   | 6              | 5    | 5    | 5    | 5    | 5              | 5    | 5    | 4    | 4    | 1                   | 0    | 0    | 1    | 1    |
|              | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
| Total        |                     | 235            | 228  | 226  | 223  | 214  | 232            | 199  | 188  | 172  | 156  | 3                   | 29   | 38   | 51   | 58   |

| DISTRICT         | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|------------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|                  |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Van Buren County | Pre-K Teacher       | 5              | 4    | 4    | 5    | 4    | 3              | 3    | 3    | 2    | 2    | 2                   | 1    | 1    | 3    | 2    |
|                  | Kindergarten        | 7              | 6    | 6    | 7    | 6    | 5              | 5    | 5    | 5    | 5    | 2                   | 1    | 1    | 2    | 1    |
|                  | Grade 1 Teacher     | 3              | 4    | 4    | 4    | 4    | 4              | 4    | 4    | 4    | 3    | -1                  | 0    | 0    | 0    | 1    |
|                  | Grade 2 Teacher     | 4              | 3    | 4    | 3    | 3    | 3              | 3    | 3    | 3    | 3    | 1                   | 0    | 1    | 0    | 0    |
|                  | Grade 3 Teacher     | 4              | 4    | 3    | 4    | 4    | 3              | 3    | 3    | 3    | 3    | 1                   | 1    | 0    | 1    | 1    |
|                  | Grade 4 Teacher     | 3              | 3    | 4    | 3    | 4    | 3              | 3    | 3    | 3    | 2    | 0                   | 0    | 1    | 0    | 2    |
|                  | Grade 5 Teacher     | 5              | 4    | 5    | 5    | 4    | 4              | 3    | 3    | 3    | 3    | 1                   | 1    | 2    | 2    | 1    |
|                  | Grade 6 Teacher     | 3              | 3    | 3    | 3    | 3    | 2              | 2    | 2    | 2    | 2    | 1                   | 1    | 1    | 1    | 1    |
|                  | Grade 7 Teacher     | 3              | 3    | 3    | 3    | 3    | 2              | 2    | 2    | 2    | 2    | 1                   | 1    | 1    | 1    | 1    |
|                  | Grade 8 Teacher     | 3              | 4    | 3    | 3    | 3    | 3              | 2    | 2    | 2    | 2    | 0                   | 2    | 1    | 1    | 1    |
|                  | Grade 9-12 Teacher  | 21             | 19   | 20   | 20   | 19   | 20             | 17   | 13   | 11   | 10   | 1                   | 2    | 7    | 9    | 9    |
|                  | Math                | 4              | 3    | 3    | 3    | 3    |                |      |      |      |      |                     |      |      |      |      |
|                  | Science             | 3              | 2    | 3    | 3    | 2    |                |      |      |      |      |                     |      |      |      |      |
|                  | English             | 4              | 3    | 3    | 3    | 3    |                |      |      |      |      |                     |      |      |      |      |
|                  | Other               | 10             | 11   | 11   | 11   | 11   |                |      |      |      |      |                     |      |      |      |      |
|                  | Music/Art/PE (Elem) | 7              | 6    | 6    | 7    | 6    | 5              | 5    | 5    | 3    | 3    | 2                   | 1    | 1    | 4    | 3    |
|                  | ESL Teacher         | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|                  | Vocational          | 4              | 4    | 4    | 4    | 4    | 3              | 1    | 1    | 1    | 1    | 1                   | 3    | 3    | 3    | 3    |
|                  | Spec Ed/Home/Hosp   | 5              | 5    | 5    | 5    | 5    | 4              | 2    | 2    | 2    | 2    | 1                   | 3    | 3    | 3    | 3    |
|                  | Ch 1 Teacher Elem   | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|                  | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
| Total            |                     | 77             | 72   | 74   | 76   | 72   | 64             | 55   | 51   | 46   | 43   | 13                  | 17   | 23   | 30   | 29   |

| DISTRICT      |                     | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|---------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|               |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Warren County | Classroom Teachers  |                |      |      |      |      |                |      |      |      |      |                     |      |      |      |      |
|               | Pre-K Teacher       | 6              | 6    | 6    | 6    | 6    | 6              | 5    | 4    | 2    | 2    | 0                   | 1    | 2    | 4    | 4    |
|               | Kindergarten        | 27             | 28   | 27   | 27   | 27   | 29             | 28   | 27   | 26   | 25   | -2                  | 0    | 0    | 1    | 2    |
|               | Grade 1 Teacher     | 34             | 30   | 32   | 30   | 31   | 32             | 30   | 30   | 29   | 29   | 2                   | 0    | 2    | 1    | 2    |
|               | Grade 2 Teacher     | 28             | 30   | 27   | 28   | 27   | 25             | 25   | 24   | 22   | 21   | 3                   | 5    | 3    | 6    | 6    |
|               | Grade 3 Teacher     | 29             | 30   | 32   | 28   | 30   | 29             | 26   | 24   | 22   | 22   | 0                   | 4    | 8    | 6    | 8    |
|               | Grade 4 Teacher     | 25             | 25   | 26   | 27   | 24   | 25             | 24   | 24   | 23   | 23   | 0                   | 1    | 2    | 4    | 1    |
|               | Grade 5 Teacher     | 25             | 24   | 24   | 25   | 26   | 23             | 22   | 21   | 19   | 19   | 2                   | 2    | 3    | 6    | 7    |
|               | Grade 6 Teacher     | 27             | 28   | 28   | 27   | 28   | 26             | 26   | 24   | 20   | 16   | 1                   | 2    | 4    | 7    | 12   |
|               | Grade 7 Teacher     | 22             | 23   | 24   | 24   | 23   | 22             | 22   | 21   | 18   | 16   | 0                   | 1    | 3    | 6    | 7    |
|               | Grade 8 Teacher     | 25             | 25   | 26   | 27   | 27   | 24             | 24   | 24   | 22   | 22   | 1                   | 1    | 2    | 5    | 5    |
|               | Grade 9-12 Teacher  | 76             | 72   | 72   | 76   | 77   | 72             | 66   | 61   | 54   | 51   | 4                   | 6    | 11   | 22   | 26   |
|               | Math                | 13             | 12   | 12   | 13   | 13   |                |      |      |      |      |                     |      |      |      |      |
|               | Science             | 10             | 9    | 9    | 10   | 10   |                |      |      |      |      |                     |      |      |      |      |
|               | English             | 13             | 12   | 12   | 13   | 13   |                |      |      |      |      |                     |      |      |      |      |
|               | Other               | 40             | 39   | 39   | 40   | 41   |                |      |      |      |      |                     |      |      |      |      |
|               | Music/Art/PE (Elem) | 25             | 25   | 25   | 24   | 24   | 24             | 22   | 20   | 18   | 17   | 1                   | 3    | 5    | 6    | 7    |
|               | ESL Teacher         | 11             | 11   | 11   | 11   | 11   | 10             | 10   | 9    | 8    | 7    | 1                   | 1    | 2    | 3    | 4    |
|               | Vocational          | 26             | 26   | 26   | 26   | 27   | 25             | 24   | 23   | 19   | 19   | 1                   | 2    | 3    | 7    | 8    |
|               | Spec Ed/Home/Hosp   | 45             | 45   | 45   | 45   | 45   | 43             | 35   | 30   | 27   | 26   | 2                   | 10   | 15   | 18   | 19   |
|               | Ch 1 Teacher Elem   | 13             | 13   | 13   | 12   | 12   | 12             | 7    | 6    | 5    | 4    | 1                   | 6    | 7    | 7    | 8    |
|               | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
| Total         |                     | 444            | 441  | 444  | 443  | 445  | 427            | 396  | 372  | 334  | 319  | 17                  | 45   | 72   | 109  | 126  |

| DISTRICT             |                     | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|----------------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
| Washington<br>County | Classroom Teachers  | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
|                      | Pre-K Teacher       | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|                      | Kindergarten        | 37             | 37   | 39   | 38   | 38   | 34             | 34   | 32   | 29   | 23   | 3                   | 3    | 7    | 9    | 15   |
|                      | Grade 1 Teacher     | 46             | 47   | 49   | 51   | 49   | 41             | 40   | 39   | 35   | 33   | 5                   | 7    | 10   | 16   | 16   |
|                      | Grade 2 Teacher     | 35             | 39   | 40   | 41   | 42   | 36             | 34   | 31   | 30   | 30   | -1                  | 5    | 9    | 11   | 12   |
|                      | Grade 3 Teacher     | 37             | 35   | 40   | 40   | 42   | 36             | 36   | 35   | 32   | 30   | 1                   | -1   | 5    | 8    | 12   |
|                      | Grade 4 Teacher     | 29             | 30   | 29   | 32   | 33   | 33             | 33   | 29   | 27   | 22   | -4                  | -3   | 0    | 5    | 11   |
|                      | Grade 5 Teacher     | 31             | 27   | 28   | 27   | 30   | 28             | 26   | 22   | 20   | 17   | 3                   | 1    | 6    | 7    | 13   |
|                      | Grade 6 Teacher     | 37             | 41   | 36   | 36   | 35   | 34             | 34   | 30   | 29   | 25   | 3                   | 7    | 6    | 7    | 10   |
|                      | Grade 7 Teacher     | 28             | 30   | 33   | 29   | 29   | 27             | 23   | 17   | 16   | 14   | 1                   | 7    | 16   | 13   | 15   |
|                      | Grade 8 Teacher     | 32             | 32   | 34   | 37   | 33   | 30             | 26   | 23   | 22   | 18   | 2                   | 6    | 11   | 15   | 15   |
|                      | Grade 9-12 Teacher  | 122            | 122  | 126  | 128  | 134  | 121            | 97   | 86   | 78   | 72   | 1                   | 25   | 40   | 50   | 62   |
|                      | Math                | 20             | 20   | 21   | 21   | 22   |                |      |      |      |      |                     |      |      |      |      |
|                      | Science             | 15             | 15   | 16   | 16   | 17   |                |      |      |      |      |                     |      |      |      |      |
|                      | English             | 20             | 20   | 21   | 21   | 22   |                |      |      |      |      |                     |      |      |      |      |
|                      | Other               | 67             | 67   | 68   | 70   | 73   |                |      |      |      |      |                     |      |      |      |      |
|                      | Music/Art/PE (Elem) | 42             | 42   | 45   | 46   | 46   | 39             | 35   | 31   | 28   | 23   | 3                   | 7    | 14   | 18   | 23   |
|                      | Vocational          | 33             | 33   | 34   | 34   | 35   | 31             | 29   | 23   | 19   | 16   | 2                   | 4    | 11   | 15   | 19   |
|                      | Spec Ed/Home/Hosp   | 58             | 59   | 61   | 62   | 63   | 56             | 55   | 50   | 46   | 38   | 2                   | 4    | 11   | 16   | 25   |
|                      | Ch 1 Teacher Elem   | 17             | 18   | 19   | 19   | 19   | 16             | 16   | 15   | 15   | 14   | 1                   | 2    | 4    | 4    | 5    |
|                      | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|                      | Total               | 586            | 594  | 615  | 622  | 630  | 563            | 518  | 463  | 426  | 375  | 23                  | 76   | 152  | 196  | 255  |

Note: Some detailed estimates for this LEA have been hidden to avoid identifying the likelihood that individual teachers will leave the state education workforce.

| DISTRICT     |                     | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|--------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|              |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Johnson City | Classroom Teachers  |                |      |      |      |      |                |      |      |      |      |                     |      |      |      |      |
|              | Pre-K Teacher       | 8              | 8    | 9    | 9    | 9    | 5              | 5    | 5    | 4    | 3    | 3                   | 3    | 4    | 5    | 6    |
|              | Kindergarten        | 37             | 38   | 40   | 39   | 39   | 24             | 23   | 21   | 18   | 16   | 13                  | 15   | 19   | 21   | 23   |
|              | Grade 1 Teacher     | 57             | 65   | 67   | 70   | 67   | 55             | 49   | 45   | 36   | 34   | 2                   | 16   | 22   | 34   | 33   |
|              | Grade 2 Teacher     | 79             | 81   | 93   | 96   | 99   | 68             | 62   | 54   | 47   | 34   | 11                  | 19   | 39   | 49   | 65   |
|              | Grade 3 Teacher     | 39             | 45   | 46   | 53   | 54   | 40             | 40   | 34   | 30   | 25   | -1                  | 5    | 12   | 23   | 29   |
|              | Grade 4 Teacher     | 31             | 30   | 35   | 36   | 41   | 28             | 26   | 25   | 22   | 21   | 3                   | 4    | 10   | 14   | 20   |
|              | Grade 5 Teacher     | 24             | 26   | 25   | 29   | 29   | 9              | 9    | 7    | 5    | 5    | 15                  | 17   | 18   | 24   | 24   |
|              | Grade 6 Teacher     | 51             | 51   | 56   | 54   | 62   | 47             | 41   | 36   | 23   | 18   | 4                   | 10   | 20   | 31   | 44   |
|              | Grade 7 Teacher     | 22             | 23   | 23   | 26   | 25   | 16             | 16   | 14   | 12   | 11   | 6                   | 7    | 9    | 14   | 14   |
|              | Grade 8 Teacher     | 35             | 37   | 39   | 40   | 44   | 40             | 36   | 28   | 23   | 21   | -5                  | 1    | 11   | 17   | 23   |
|              | Grade 9-12 Teacher  | 90             | 89   | 87   | 89   | 89   | 91             | 76   | 62   | 52   | 50   | -1                  | 13   | 25   | 37   | 39   |
|              | Math                | 15             | 15   | 15   | 15   | 15   |                |      |      |      |      |                     |      |      |      |      |
|              | Science             | 11             | 11   | 11   | 11   | 11   |                |      |      |      |      |                     |      |      |      |      |
|              | English             | 15             | 15   | 15   | 15   | 15   |                |      |      |      |      |                     |      |      |      |      |
|              | Other               | 49             | 48   | 46   | 48   | 48   |                |      |      |      |      |                     |      |      |      |      |
|              | Music/Art/PE (Elem) | 27             | 29   | 31   | 32   | 32   | 23             | 21   | 19   | 19   | 17   | 4                   | 8    | 12   | 13   | 15   |
|              | ESL Teacher         | 5              | 5    | 5    | 6    | 6    | 4              | 4    | 2    | 2    | 1    | 1                   | 1    | 3    | 4    | 5    |
|              | Vocational          | 28             | 30   | 31   | 32   | 33   | 25             | 20   | 14   | 13   | 9    | 3                   | 10   | 17   | 19   | 24   |
|              | Spec Ed/Home/Hosp   | 25             | 26   | 27   | 29   | 29   | 22             | 20   | 18   | 16   | 16   | 3                   | 6    | 9    | 13   | 13   |
|              | Ch 1 Teacher Elem   | 6              | 7    | 7    | 7    | 7    | 5              | 4    | 4    | 4    | 4    | 1                   | 3    | 3    | 3    | 3    |
|              | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|              | Total               | 564            | 590  | 621  | 647  | 665  | 502            | 452  | 388  | 326  | 285  | 62                  | 138  | 233  | 321  | 380  |

| DISTRICT     | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|--------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|              |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Wayne County | Pre-K Teacher       | 13             | 13   | 13   | 13   | 13   | 9              | 7    | 6    | 6    | 5    | 4                   | 6    | 7    | 7    | 8    |
|              | Kindergarten        | 10             | 10   | 10   | 10   | 10   | 7              | 7    | 7    | 7    | 7    | 3                   | 3    | 3    | 3    | 3    |
|              | Grade 1 Teacher     | 17             | 18   | 18   | 17   | 18   | 16             | 16   | 16   | 16   | 15   | 1                   | 2    | 2    | 1    | 3    |
|              | Grade 2 Teacher     | 11             | 12   | 12   | 12   | 12   | 12             | 11   | 11   | 11   | 9    | -1                  | 1    | 1    | 1    | 3    |
|              | Grade 3 Teacher     | 15             | 14   | 15   | 15   | 15   | 15             | 13   | 13   | 13   | 13   | 0                   | 1    | 2    | 2    | 2    |
|              | Grade 4 Teacher     | 11             | 11   | 10   | 10   | 11   | 10             | 10   | 10   | 10   | 8    | 1                   | 1    | 0    | 0    | 3    |
|              | Grade 5 Teacher     | 7              | 8    | 8    | 7    | 7    | 5              | 5    | 4    | 3    | 3    | 2                   | 3    | 4    | 4    | 4    |
|              | Grade 6 Teacher     | 14             | 13   | 14   | 14   | 12   | 12             | 10   | 9    | 9    | 9    | 2                   | 3    | 5    | 5    | 3    |
|              | Grade 7 Teacher     | 14             | 15   | 15   | 15   | 15   | 14             | 12   | 12   | 10   | 9    | 0                   | 3    | 3    | 5    | 6    |
|              | Grade 8 Teacher     | 11             | 10   | 12   | 11   | 11   | 10             | 10   | 10   | 8    | 8    | 1                   | 0    | 2    | 3    | 3    |
|              | Grade 9-12 Teacher  | 40             | 37   | 34   | 34   | 35   | 43             | 37   | 37   | 33   | 32   | -3                  | 0    | -3   | 1    | 3    |
|              | Math                | 7              | 6    | 6    | 6    | 6    |                |      |      |      |      |                     |      |      |      |      |
|              | Science             | 5              | 5    | 4    | 4    | 4    |                |      |      |      |      |                     |      |      |      |      |
|              | English             | 7              | 6    | 6    | 6    | 6    |                |      |      |      |      |                     |      |      |      |      |
|              | Other               | 21             | 20   | 18   | 18   | 19   |                |      |      |      |      |                     |      |      |      |      |
|              | Music/Art/PE (Elem) | 11             | 11   | 12   | 11   | 12   | 10             | 8    | 8    | 6    | 6    | 1                   | 3    | 4    | 5    | 6    |
|              | ESL Teacher         | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|              | Vocational          | 13             | 13   | 13   | 13   | 13   | 12             | 9    | 9    | 9    | 9    | 1                   | 4    | 4    | 4    | 4    |
|              | Spec Ed/Home/Hosp   | 22             | 22   | 22   | 22   | 22   | 21             | 20   | 19   | 19   | 17   | 1                   | 2    | 3    | 3    | 5    |
|              | Ch 1 Teacher Elem   | 16             | 17   | 17   | 17   | 17   | 15             | 13   | 13   | 11   | 10   | 1                   | 4    | 4    | 6    | 7    |
|              | Total               | 227            | 226  | 227  | 223  | 225  | 212            | 189  | 185  | 172  | 161  | 15                  | 37   | 42   | 51   | 64   |

Note: Some detailed estimates for this LEA have been hidden to avoid identifying the likelihood that individual teachers will leave the state education workforce.

| DISTRICT       | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|----------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|                |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Weakley County | Pre-K Teacher       | 8              | 7    | 7    | 7    | 7    | 6              | 6    | 6    | 6    | 5    | 2                   | 1    | 1    | 1    | 2    |
|                | Kindergarten        | 24             | 23   | 22   | 23   | 22   | 20             | 20   | 20   | 19   | 17   | 4                   | 3    | 2    | 4    | 5    |
|                | Grade 1 Teacher     | 19             | 21   | 21   | 20   | 21   | 18             | 18   | 18   | 18   | 18   | 1                   | 3    | 3    | 2    | 3    |
|                | Grade 2 Teacher     | 22             | 20   | 23   | 22   | 21   | 20             | 20   | 18   | 17   | 16   | 2                   | 0    | 5    | 5    | 5    |
|                | Grade 3 Teacher     | 19             | 20   | 18   | 21   | 20   | 20             | 20   | 18   | 16   | 13   | -1                  | 0    | 0    | 5    | 7    |
|                | Grade 4 Teacher     | 17             | 16   | 17   | 15   | 17   | 17             | 17   | 16   | 16   | 11   | 0                   | -1   | 1    | -1   | 6    |
|                | Grade 5 Teacher     | 20             | 20   | 18   | 19   | 17   | 17             | 15   | 12   | 11   | 9    | 3                   | 5    | 6    | 8    | 8    |
|                | Grade 6 Teacher     | 24             | 28   | 27   | 25   | 26   | 23             | 20   | 20   | 20   | 17   | 1                   | 8    | 7    | 5    | 9    |
|                | Grade 7 Teacher     | 23             | 23   | 27   | 27   | 24   | 21             | 18   | 17   | 17   | 14   | 2                   | 5    | 10   | 10   | 10   |
|                | Grade 8 Teacher     | 14             | 15   | 15   | 18   | 17   | 11             | 9    | 9    | 8    | 8    | 3                   | 6    | 6    | 10   | 9    |
|                | Grade 9-12 Teacher  | 71             | 70   | 71   | 71   | 75   | 73             | 60   | 52   | 49   | 40   | -2                  | 10   | 19   | 22   | 35   |
|                | Math                | 12             | 12   | 12   | 12   | 13   |                |      |      |      |      |                     |      |      |      |      |
|                | Science             | 9              | 9    | 9    | 9    | 9    |                |      |      |      |      |                     |      |      |      |      |
|                | English             | 12             | 12   | 12   | 12   | 13   |                |      |      |      |      |                     |      |      |      |      |
|                | Other               | 38             | 37   | 38   | 38   | 40   |                |      |      |      |      |                     |      |      |      |      |
|                | Music/Art/PE (Elem) | 16             | 16   | 16   | 16   | 16   | 14             | 8    | 7    | 6    | 6    | 2                   | 8    | 9    | 10   | 10   |
|                | Vocational          | 23             | 23   | 23   | 23   | 23   | 21             | 17   | 16   | 16   | 16   | 2                   | 6    | 7    | 7    | 7    |
|                | Spec Ed/Home/Hosp   | 35             | 36   | 36   | 36   | 36   | 33             | 31   | 30   | 30   | 30   | 2                   | 5    | 6    | 6    | 6    |
|                | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
| Total          |                     | 339            | 342  | 345  | 347  | 346  | 316            | 281  | 261  | 251  | 222  | 23                  | 61   | 84   | 96   | 124  |

Note: Some detailed estimates for this LEA have been hidden to avoid identifying the likelihood that individual teachers will leave the state education workforce.

| DISTRICT     |                     | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|--------------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|              |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| White County | Classroom Teachers  |                |      |      |      |      |                |      |      |      |      |                     |      |      |      |      |
|              | Pre-K Teacher       | 6              | 6    | 6    | 6    | 6    | 5              | 5    | 2    | 2    | 1    | 1                   | 1    | 4    | 4    | 5    |
|              | Kindergarten        | 21             | 19   | 19   | 20   | 19   | 19             | 19   | 19   | 17   | 17   | 2                   | 0    | 0    | 3    | 2    |
|              | Grade 1 Teacher     | 22             | 24   | 22   | 22   | 22   | 20             | 20   | 19   | 17   | 17   | 2                   | 4    | 3    | 5    | 5    |
|              | Grade 2 Teacher     | 20             | 22   | 23   | 21   | 21   | 21             | 20   | 19   | 18   | 17   | -1                  | 2    | 4    | 3    | 4    |
|              | Grade 3 Teacher     | 20             | 18   | 20   | 21   | 19   | 18             | 18   | 17   | 15   | 14   | 2                   | 0    | 3    | 6    | 5    |
|              | Grade 4 Teacher     | 18             | 19   | 18   | 20   | 21   | 18             | 18   | 18   | 17   | 16   | 0                   | 1    | 0    | 3    | 5    |
|              | Grade 5 Teacher     | 17             | 17   | 18   | 16   | 18   | 16             | 15   | 15   | 14   | 14   | 1                   | 2    | 3    | 2    | 4    |
|              | Grade 6 Teacher     | 18             | 18   | 18   | 19   | 18   | 16             | 14   | 13   | 11   | 11   | 2                   | 4    | 5    | 8    | 7    |
|              | Grade 7 Teacher     | 14             | 16   | 16   | 16   | 17   | 13             | 13   | 11   | 10   | 9    | 1                   | 3    | 5    | 6    | 8    |
|              | Grade 8 Teacher     | 14             | 15   | 16   | 16   | 16   | 13             | 12   | 12   | 11   | 11   | 1                   | 3    | 4    | 5    | 5    |
|              | Grade 9-12 Teacher  | 47             | 47   | 47   | 52   | 53   | 46             | 39   | 33   | 29   | 28   | 1                   | 8    | 14   | 23   | 25   |
|              | Math                | 8              | 8    | 8    | 9    | 9    |                |      |      |      |      |                     |      |      |      |      |
|              | Science             | 6              | 6    | 6    | 7    | 7    |                |      |      |      |      |                     |      |      |      |      |
|              | English             | 8              | 8    | 8    | 9    | 9    |                |      |      |      |      |                     |      |      |      |      |
|              | Other               | 25             | 25   | 25   | 27   | 28   |                |      |      |      |      |                     |      |      |      |      |
|              | Music/Art/PE (Elem) | 13             | 13   | 13   | 13   | 13   | 12             | 11   | 10   | 9    | 9    | 1                   | 2    | 3    | 4    | 4    |
|              | ESL Teacher         | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|              | Vocational          | 13             | 13   | 14   | 14   | 14   | 12             | 11   | 10   | 9    | 8    | 1                   | 2    | 4    | 5    | 6    |
|              | Spec Ed/Home/Hosp   | 27             | 27   | 28   | 28   | 29   | 25             | 25   | 22   | 19   | 19   | 2                   | 2    | 6    | 9    | 10   |
|              | Ch 1 Teacher Elem   | 10             | 10   | 10   | 10   | 10   | 9              | 8    | 8    | 7    | 5    | 1                   | 2    | 2    | 3    | 5    |
|              | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|              | Total               | 280            | 284  | 288  | 294  | 296  | 263            | 248  | 228  | 205  | 196  | 17                  | 36   | 60   | 89   | 100  |

| DISTRICT          | Classroom Teachers  | TEACHER DEMAND |       |       |       |       | TEACHER SUPPLY |       |       |       |       | GAP (DEMAND-SUPPLY) |      |      |       |       |
|-------------------|---------------------|----------------|-------|-------|-------|-------|----------------|-------|-------|-------|-------|---------------------|------|------|-------|-------|
|                   |                     | 2010           | 2011  | 2012  | 2013  | 2014  | 2010           | 2011  | 2012  | 2013  | 2014  | 2010                | 2011 | 2012 | 2013  | 2014  |
| Williamson County | Pre-K Teacher       | 17             | 18    | 19    | 18    | 19    | 15             | 13    | 12    | 11    | 11    | 2                   | 5    | 7    | 7     | 8     |
|                   | Kindergarten        | 129            | 136   | 143   | 136   | 139   | 115            | 105   | 97    | 87    | 80    | 14                  | 31   | 46   | 49    | 59    |
|                   | Grade 1 Teacher     | 155            | 172   | 182   | 192   | 182   | 140            | 127   | 117   | 106   | 92    | 15                  | 45   | 65   | 86    | 90    |
|                   | Grade 2 Teacher     | 125            | 137   | 151   | 160   | 168   | 111            | 106   | 99    | 82    | 74    | 14                  | 31   | 52   | 78    | 94    |
|                   | Grade 3 Teacher     | 135            | 136   | 149   | 165   | 175   | 117            | 104   | 94    | 82    | 76    | 18                  | 32   | 55   | 83    | 99    |
|                   | Grade 4 Teacher     | 101            | 116   | 116   | 128   | 141   | 97             | 87    | 74    | 67    | 60    | 4                   | 29   | 42   | 61    | 81    |
|                   | Grade 5 Teacher     | 113            | 116   | 133   | 133   | 147   | 99             | 88    | 73    | 63    | 56    | 14                  | 28   | 60   | 70    | 91    |
|                   | Grade 6 Teacher     | 109            | 123   | 126   | 145   | 145   | 91             | 78    | 68    | 58    | 52    | 18                  | 45   | 58   | 87    | 93    |
|                   | Grade 7 Teacher     | 86             | 101   | 115   | 118   | 135   | 83             | 70    | 60    | 49    | 42    | 3                   | 31   | 55   | 69    | 93    |
|                   | Grade 8 Teacher     | 108            | 110   | 131   | 149   | 152   | 105            | 91    | 79    | 64    | 58    | 3                   | 19   | 52   | 85    | 94    |
|                   | Grade 9-12 Teacher  | 434            | 453   | 476   | 517   | 565   | 410            | 318   | 275   | 231   | 207   | 24                  | 135  | 201  | 286   | 358   |
|                   | Math                | 72             | 76    | 79    | 86    | 94    |                |       |       |       |       |                     |      |      |       |       |
|                   | Science             | 54             | 57    | 60    | 65    | 71    |                |       |       |       |       |                     |      |      |       |       |
|                   | English             | 72             | 76    | 79    | 86    | 94    |                |       |       |       |       |                     |      |      |       |       |
|                   | Other               | 236            | 244   | 258   | 280   | 306   |                |       |       |       |       |                     |      |      |       |       |
|                   | Music/Art/PE (Elem) | 147            | 157   | 169   | 176   | 179   | 130            | 108   | 94    | 81    | 71    | 17                  | 49   | 75   | 95    | 108   |
|                   | ESL Teacher         | 21             | 23    | 24    | 26    | 28    | 19             | 15    | 11    | 9     | 7     | 2                   | 8    | 13   | 17    | 21    |
|                   | Vocational          | 69             | 74    | 80    | 85    | 90    | 63             | 48    | 37    | 34    | 32    | 6                   | 26   | 43   | 51    | 58    |
|                   | Spec Ed/Home/Hosp   | 239            | 255   | 275   | 294   | 311   | 218            | 192   | 167   | 140   | 123   | 21                  | 63   | 108  | 154   | 188   |
|                   | Ch 1 Teacher Elem   | 6              | 7     | 7     | 7     | 7     | 5              | 1     | 1     | 1     | 1     | 1                   | 6    | 6    | 6     | 6     |
|                   | Ch 1 Teacher Sec    | 0              | 0     | 0     | 0     | 0     | 0              | 0     | 0     | 0     | 0     | 0                   | 0    | 0    | 0     | 0     |
| Total             |                     | 1,994          | 2,134 | 2,296 | 2,449 | 2,583 | 1,818          | 1,551 | 1,358 | 1,165 | 1,042 | 176                 | 583  | 938  | 1,284 | 1,541 |

| DISTRICT | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|----------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|          |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Franklin | Pre-K Teacher       | 17             | 18   | 19   | 18   | 19   | 12             | 10   | 9    | 8    | 7    | 5                   | 8    | 10   | 10   | 12   |
|          | Kindergarten        | 39             | 41   | 43   | 41   | 42   | 28             | 22   | 21   | 15   | 12   | 11                  | 19   | 22   | 26   | 30   |
|          | Grade 1 Teacher     | 24             | 32   | 34   | 36   | 34   | 24             | 21   | 19   | 18   | 18   | 0                   | 11   | 15   | 18   | 16   |
|          | Grade 2 Teacher     | 25             | 25   | 33   | 35   | 37   | 22             | 22   | 19   | 19   | 16   | 3                   | 3    | 14   | 16   | 21   |
|          | Grade 3 Teacher     | 30             | 34   | 33   | 45   | 48   | 26             | 24   | 23   | 21   | 18   | 4                   | 10   | 10   | 24   | 30   |
|          | Grade 4 Teacher     | 31             | 36   | 40   | 39   | 53   | 29             | 29   | 26   | 25   | 20   | 2                   | 7    | 14   | 14   | 33   |
|          | Grade 5 Teacher     | 30             | 32   | 37   | 41   | 40   | 24             | 23   | 21   | 19   | 16   | 6                   | 9    | 16   | 22   | 24   |
|          | Grade 6 Teacher     | 25             | 30   | 32   | 37   | 42   | 23             | 22   | 21   | 17   | 15   | 2                   | 8    | 11   | 20   | 27   |
|          | Grade 7 Teacher     | 28             | 29   | 36   | 38   | 44   | 24             | 22   | 19   | 16   | 12   | 4                   | 7    | 17   | 22   | 32   |
|          | Grade 8 Teacher     | 22             | 25   | 26   | 32   | 34   | 22             | 19   | 17   | 13   | 12   | 0                   | 6    | 9    | 19   | 22   |
|          | Grade 9-12 Teacher  | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|          | Math                | 0              | 0    | 0    | 0    | 0    |                |      |      |      |      |                     |      |      |      |      |
|          | Science             | 0              | 0    | 0    | 0    | 0    |                |      |      |      |      |                     |      |      |      |      |
|          | English             | 0              | 0    | 0    | 0    | 0    |                |      |      |      |      |                     |      |      |      |      |
|          | Other               | 0              | 0    | 0    | 0    | 0    |                |      |      |      |      |                     |      |      |      |      |
|          | Music/Art/PE (Elem) | 51             | 57   | 62   | 68   | 70   | 43             | 38   | 34   | 30   | 28   | 8                   | 19   | 28   | 38   | 42   |
|          | ESL Teacher         | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|          | Vocational          | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|          | Spec Ed/Home/Hosp   | 55             | 62   | 68   | 75   | 81   | 48             | 42   | 37   | 36   | 28   | 7                   | 20   | 31   | 39   | 53   |
|          | Ch 1 Teacher Elem   | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|          | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|          | Total               | 377            | 421  | 463  | 505  | 544  | 325            | 294  | 266  | 237  | 202  | 52                  | 127  | 197  | 268  | 342  |

| DISTRICT      | Classroom Teachers  | TEACHER DEMAND |       |       |       |       | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|---------------|---------------------|----------------|-------|-------|-------|-------|----------------|------|------|------|------|---------------------|------|------|------|------|
|               |                     | 2010           | 2011  | 2012  | 2013  | 2014  | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Wilson County | Pre-K Teacher       | 7              | 7     | 7     | 7     | 7     | 6              | 5    | 5    | 5    | 3    | 1                   | 2    | 2    | 2    | 4    |
|               | Kindergarten        | 59             | 61    | 62    | 60    | 61    | 57             | 56   | 55   | 51   | 45   | 2                   | 5    | 7    | 9    | 16   |
|               | Grade 1 Teacher     | 62             | 63    | 65    | 66    | 65    | 57             | 54   | 52   | 51   | 46   | 5                   | 9    | 13   | 15   | 19   |
|               | Grade 2 Teacher     | 54             | 58    | 59    | 61    | 62    | 52             | 52   | 51   | 48   | 46   | 2                   | 6    | 8    | 13   | 16   |
|               | Grade 3 Teacher     | 58             | 56    | 60    | 62    | 64    | 46             | 44   | 41   | 39   | 34   | 12                  | 12   | 19   | 23   | 30   |
|               | Grade 4 Teacher     | 58             | 60    | 58    | 63    | 64    | 54             | 50   | 48   | 46   | 42   | 4                   | 10   | 10   | 17   | 22   |
|               | Grade 5 Teacher     | 45             | 48    | 50    | 48    | 52    | 43             | 42   | 37   | 35   | 31   | 2                   | 6    | 13   | 13   | 21   |
|               | Grade 6 Teacher     | 57             | 58    | 62    | 64    | 63    | 54             | 53   | 48   | 44   | 40   | 3                   | 5    | 14   | 20   | 23   |
|               | Grade 7 Teacher     | 49             | 51    | 52    | 56    | 58    | 44             | 36   | 32   | 28   | 26   | 5                   | 15   | 20   | 28   | 32   |
|               | Grade 8 Teacher     | 57             | 63    | 66    | 68    | 72    | 53             | 51   | 46   | 40   | 38   | 4                   | 12   | 20   | 28   | 34   |
|               | Grade 9-12 Teacher  | 247            | 251   | 266   | 283   | 299   | 247            | 216  | 192  | 174  | 164  | 0                   | 35   | 74   | 109  | 135  |
|               | Math                | 41             | 42    | 44    | 47    | 50    |                |      |      |      |      |                     |      |      |      |      |
|               | Science             | 31             | 31    | 33    | 35    | 37    |                |      |      |      |      |                     |      |      |      |      |
|               | English             | 41             | 42    | 44    | 47    | 50    |                |      |      |      |      |                     |      |      |      |      |
|               | Other               | 134            | 136   | 145   | 154   | 162   |                |      |      |      |      |                     |      |      |      |      |
|               | Music/Art/PE (Elem) | 65             | 67    | 69    | 70    | 71    | 59             | 57   | 52   | 46   | 39   | 6                   | 10   | 17   | 24   | 32   |
|               | ESL Teacher         | 10             | 10    | 11    | 11    | 11    | 9              | 8    | 8    | 8    | 7    | 1                   | 2    | 3    | 3    | 4    |
|               | Vocational          | 65             | 67    | 70    | 72    | 75    | 61             | 56   | 46   | 42   | 32   | 4                   | 11   | 24   | 30   | 43   |
|               | Spec Ed/Home/Hosp   | 78             | 80    | 83    | 86    | 89    | 73             | 68   | 64   | 58   | 53   | 5                   | 12   | 19   | 28   | 36   |
|               | Ch 1 Teacher Elem   | 16             | 16    | 17    | 17    | 17    | 14             | 13   | 12   | 10   | 9    | 2                   | 3    | 5    | 7    | 8    |
|               | Total               | 989            | 1,018 | 1,059 | 1,096 | 1,132 | 930            | 862  | 790  | 726  | 656  | 59                  | 156  | 269  | 370  | 476  |

Note: Some detailed estimates for this LEA have been hidden to avoid identifying the likelihood that individual teachers will leave the state education workforce.

| DISTRICT | Classroom Teachers  | TEACHER DEMAND |      |      |      |      | TEACHER SUPPLY |      |      |      |      | GAP (DEMAND-SUPPLY) |      |      |      |      |
|----------|---------------------|----------------|------|------|------|------|----------------|------|------|------|------|---------------------|------|------|------|------|
|          |                     | 2010           | 2011 | 2012 | 2013 | 2014 | 2010           | 2011 | 2012 | 2013 | 2014 | 2010                | 2011 | 2012 | 2013 | 2014 |
| Lebanon  | Pre-K Teacher       | 14             | 15   | 15   | 15   | 15   | 9              | 8    | 8    | 8    | 5    | 5                   | 7    | 7    | 7    | 10   |
|          | Kindergarten        | 31             | 32   | 32   | 32   | 32   | 20             | 19   | 19   | 16   | 15   | 11                  | 13   | 13   | 16   | 17   |
|          | Grade 1 Teacher     | 18             | 26   | 27   | 27   | 27   | 19             | 19   | 18   | 16   | 15   | -1                  | 7    | 9    | 11   | 12   |
|          | Grade 2 Teacher     | 19             | 15   | 23   | 23   | 24   | 18             | 18   | 16   | 16   | 16   | 1                   | -3   | 7    | 7    | 8    |
|          | Grade 3 Teacher     | 22             | 19   | 16   | 23   | 24   | 19             | 18   | 17   | 16   | 12   | 3                   | 1    | -1   | 7    | 12   |
|          | Grade 4 Teacher     | 19             | 21   | 18   | 15   | 22   | 19             | 19   | 18   | 16   | 16   | 0                   | 2    | 0    | -1   | 6    |
|          | Grade 5 Teacher     | 19             | 18   | 20   | 18   | 14   | 15             | 15   | 14   | 13   | 11   | 4                   | 3    | 6    | 5    | 3    |
|          | Grade 6 Teacher     | 14             | 18   | 17   | 19   | 17   | 16             | 16   | 16   | 16   | 13   | -2                  | 2    | 1    | 3    | 4    |
|          | Grade 7 Teacher     | 14             | 12   | 15   | 14   | 16   | 13             | 12   | 11   | 11   | 11   | 1                   | 0    | 4    | 3    | 5    |
|          | Grade 8 Teacher     | 17             | 17   | 15   | 19   | 18   | 14             | 14   | 13   | 12   | 12   | 3                   | 3    | 2    | 7    | 6    |
|          | Grade 9-12 Teacher  | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|          | Math                | 0              | 0    | 0    | 0    | 0    |                |      |      |      |      |                     |      |      |      |      |
|          | Science             | 0              | 0    | 0    | 0    | 0    |                |      |      |      |      |                     |      |      |      |      |
|          | English             | 0              | 0    | 0    | 0    | 0    |                |      |      |      |      |                     |      |      |      |      |
|          | Other               | 0              | 0    | 0    | 0    | 0    |                |      |      |      |      |                     |      |      |      |      |
|          | Music/Art/PE (Elem) | 25             | 26   | 28   | 30   | 30   | 21             | 19   | 16   | 15   | 14   | 4                   | 7    | 12   | 15   | 16   |
|          | ESL Teacher         | 12             | 12   | 12   | 13   | 13   | 10             | 9    | 9    | 9    | 9    | 2                   | 3    | 3    | 4    | 4    |
|          | Vocational          | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
|          | Spec Ed/Home/Hosp   | 24             | 25   | 26   | 27   | 27   | 21             | 21   | 19   | 19   | 16   | 3                   | 4    | 7    | 8    | 11   |
|          | Ch 1 Teacher Elem   | 11             | 11   | 12   | 13   | 13   | 9              | 9    | 9    | 9    | 9    | 2                   | 2    | 3    | 4    | 4    |
|          | Ch 1 Teacher Sec    | 0              | 0    | 0    | 0    | 0    | 0              | 0    | 0    | 0    | 0    | 0                   | 0    | 0    | 0    | 0    |
| Total    |                     | 259            | 267  | 276  | 288  | 292  | 223            | 216  | 203  | 192  | 174  | 36                  | 51   | 73   | 96   | 118  |