

Key Excerpts related to Teachers of Color and American Indian Teachers from 2020 Tiered License and Permission Report

Professional Educator Licensing and Licensing Standards Board

Race and Ethnicity of Tier Licensed Teachers and Permission Holders

METHOD: “PELSB collects race/ethnicity data through the Staff Automated Reporting (STAR) system and on license applications. Reporting race/ethnicity on license applications is optional, and PELSB does not collect race/ethnicity data until a district, charter school, or other educational institution reports individuals’ race or ethnicity through the STAR system.”

PELSB’s CAUTION: “...it is with great caution that PELSB staff report this data, as conclusions drawn to inform policy may be drawn in error. Increases in teachers of color, particularly within Tier 1 and Tier 2 appear to reflect more a change in how race and ethnicity are reported than an actual increase in teachers of color.” (p. 5)

Table 1: Race and Ethnicity of Tier Licensed Teachers and Permission Holders.

Note: The data in this table is unduplicated headcounts of individuals holding tiered licenses, OFPs, and IPPs.

Race/Ethnicity	Tier 1	Tier 2	Tier 3	Tier 4	Total	Out-of-Field Permission	Innovative Program Permission
American Indian or Alaskan Native	22	69	69	924	1084	37	6
Asian	30	76	159	910	1175	96	4
Black, Not of Hispanic Origin	61	153	139	1208	1561	40	6
Hawaiian/Pacific Islander	1	5	4	39	49	3	0
Hispanic	51	179	180	1111	1521	62	5
Multiple Categories	17	57	67	559	700	30	10
White, Not of Hispanic Origin	424	1565	3666	78804	84459	2071	511
No Race/Ethnicity Provided	257	429	3024	13646	17356	157	23
Total	863	2533	7308	97201	107905	2496	565

Total Teachers of Color	182	539	618	4,751	6,090	268	31
% of Total TOCAIT Licenses *see also Table 3 below	2.99%	8.85%	10.15%	78.01%	100%	----	----



Table 2: Racial Diversity of Tier Licensed Tiers

Race/Ethnicity	Percent of Tier 1	Percent of Tier 2	Percent of Tier 3	Percent of Tier 4	Percent of All Licenses
American Indian or Alaskan Native	2.55%	2.72%	0.94%	0.95%	1.00%
Asian	3.48%	3.00%	2.18%	0.94%	1.09%
Black, Not of Hispanic Origin	7.07%	6.04%	1.90%	1.24%	1.45%
Hawaiian/Pacific Islander	0.12%	0.20%	0.05%	0.04%	0.05%
Hispanic	5.91%	7.07%	2.46%	1.14%	1.41%
Multiple Categories	1.97%	2.25%	0.92%	0.58%	0.65%
White, Not of Hispanic Origin	49.13%	61.78%	50.16%	81.07%	78.27%
No Race/Ethnicity Provided	29.78%	16.94%	41.38%	14.04%	16.08%
Total	100%	100%	100%	100%	100%
Teachers of Color	21.09%	21.28%	8.46%	4.89%	5.64%



Table 3: Proportions of Teachers in Each Licensure Tier by Race/Ethnicity

Race/Ethnicity	Total Number of Licenses	Percent on Tier 1	Percent on Tier 2	Percent on Tier 3	Percent on Tier 4	Percent on All Tiers
American Indian or Alaskan Native	1084	2.03%	6.37%	6.37%	85.24%	100%
Asian	1175	2.55%	6.47%	13.53%	77.45%	100%
Black, Not of Hispanic Origin	1561	3.91%	9.80%	8.90%	77.39%	100%
Hawaiian/Pacific Islander	49	2.04%	10.20%	8.16%	79.59%	100%
Hispanic	1521	3.35%	11.77%	11.83%	73.04%	100%
Multiple Categories	700	2.43%	8.14%	9.57%	79.86%	100%
White, Not of Hispanic Origin	84459	0.50%	1.85%	4.34%	93.30%	100%
No Race/Ethnicity Provided	17356	1.48%	2.47%	17.42%	78.62%	100%
Total	107905	0.80%	2.35%	6.77%	90.08%	100%

Table 11: Proportion of Tier Licensed Teachers in Public School Districts, Charter Schools, and Other Educational Institutions

School Type	Total Number	Percent on Tier 1	Percent on Tier 2	Percent on Tier 3	Percent on Tier 4	Percent on All Tiers
Public School Districts	68010	0.49%	2.15%	5.15%	92.21%	100.00%
Charter Schools	5483	4.21%	9.74%	11.25%	74.79%	100.00%
Other Educational Institutions	1980	2.73%	7.07%	6.97%	83.23%	100.00%
Total	75473	0.82%	2.83%	5.64%	90.71%	100.00%