

STAFF INFORMATION

This section on staff in Delaware provides information about classroom teachers, administrators, instructional and pupil support personnel, skilled and service workers. The number of full-time classroom teachers in Delaware totaled 7,713 in 2003-2004. There were 9,535 full-time professional employees of public schools in Delaware in 2003-2004. Full-time skilled and service workers totaled 4,323 in 2003-2004. The average teacher salary was \$49,661.

Definitions.

Classroom Teacher – A staff member assigned the professional activities of instructing pupils in classroom situations for which daily pupil attendance figures for the school system are kept.

FTE Staff – Derived by dividing the amount of time a person is employed by the time normally required for a corresponding full-time position.

Instructional Support – An assignment to a staff member who has expertise in a specialized field to provide information and guidance to other staff members to improve the curriculum.

Official/Administrative – A grouping of assignments comprising the various skill levels required to perform management activities.

Professional/Other – A grouping of assignments requiring a high degree of knowledge and skills required through at least a Baccalaureate Degree (or its equivalent obtained through special study and/or expertise) but not requiring skills in the field of education.

Salary – Average salary is the arithmetic mean of teacher salaries, state and local funds only. Beginning, middle and top salaries are schedule steps for teachers with a Bachelor's Degree and no experience, a Master's Degree and thirteen years' experience, and a Master's Degree plus thirty credits with maximum years' experience.

Skilled and Service Worker – A grouping of assignments such as secretarial, technician, cafeteria and custodial worker that requires a varying level of skills.

TABLE 16
DEPARTMENT OF EDUCATION PROFESSIONAL PERSONNEL
2003-2004

Title	Number	Male		Female		White		Non-White		Average Age	Highest Educational Level	Average # Years of State Service
		No.	%	No.	%	No.	%	No.	%			
Secretary, Deputy Secretary	6	1	16.7%	5	83.3%	5	83.3%	1	16.7%	50	D - 2	19.8
Associate Secretary, Director											M - 4	
Administrative Assistant											B - 0	
Education Associate	89	35	39.3%	54	60.7%	74	83.1%	15	16.9%	52	D - 32	15.2
											M - 46	
											B - 9	
Specialist	21	10	47.6%	11	52.4%	18	85.7%	3	14.3%	45	D - 0	9.9
											M - 17	
											B - 3	
Technician*	48	21	43.8%	27	56.3%	39	81.3%	9	18.8%	51	D - 3	14.6
											M - 21	
											B - 19	
											AA - 1	
											Dip - 4	
Total	164	67	40.9%	97	59.1%	136	82.9%	28	17.1%		D - 37	
											M - 88	
											B - 31	
											AA - 1	
											Dip - 4	

Notes: *Includes Instructional Staff

Doctor - 37; Master - 88; Bachelor -31; Associate - 1; Diploma - 4

Source: Technology Management and Design

TABLE 17
 EDUCATIONAL PERSONNEL PROFILE
 OF DISTRICT EMPLOYEES
 2003-2004

POSITION	Number			Sex		Race			Educational Level							Avg. Exper.	Avg. Age
	Full Time	Part Time	FTE	Male	Female	White	Black	Other	LTB	Bach	B+15 B+30	Master	M+15 M+30 M+45	Doctor			
OFFICIAL/ADMINISTRATIVE																	
Superintendent	24	0	24.0	19	5	22	2	0	1	0	0	2	5	16	26.8	53.0	
Assistant Superintendent	21	0	21.0	13	8	17	4	0	1	0	0	1	7	12	25.5	51.5	
Director	69	0	69.0	37	32	60	9	0	1	7	2	13	24	22	20.0	49.0	
Administrative Assistant	21	0	20.9	6	15	13	8	0	10	3	0	1	3	4	12.5	46.5	
Supervisor, Gen. Support	72	2	73.2	46	28	69	5	0	17	11	5	19	20	2	21.8	49.1	
Specialist, Gen. Support	79	1	79.5	40	40	73	7	0	37	17	2	11	12	1	18.6	48.7	
Principal	178	0	178.0	84	94	152	26	0	0	0	2	35	120	21	24.5	50.0	
Assistant Principal	192	0	192.0	96	96	134	58	0	0	3	3	43	134	9	17.4	44.0	
Other General Support	1	0	1.0	0	1	1	0	0	1	0	0	0	0	0	7.0	36.0	
TOTAL	657	3	658.6	341	319	541	119	0	68	41	14	125	325	87	174.1	427.8	
PROFESSIONAL-EDUCATIONAL																	
Classroom Teacher																	
Elementary Regular	2,912	40	2,930.4	355	2,597	2,562	345	45	15	845	650	466	965	11	12.8	40.8	
Secondary Regular	3,171	20	3,178.9	1,294	1,897	2,773	353	65	37	811	697	596	1,008	42	13.2	41.7	
Elementary Special	907	14	912.7	80	841	848	62	11	3	204	205	182	324	3	12.7	40.5	
Secondary Special	723	2	723.4	181	544	592	122	11	4	163	159	133	259	7	13.2	41.8	
TOTAL	7,713	76	7,745.4	1,910	5,879	6,775	882	132	59	2,023	1,711	1,377	2,556	63	51.9	164.8	
INSTRUCTIONAL SUPPORT																	
Supervisor Inst. Support	57	1	57.1	22	36	47	8	3	1	3	0	11	34	9	22.1	51.2	
Specialist Inst. Support	49	1	49.5	21	29	46	3	1	4	5	4	9	26	2	17.9	45.5	
Librarian	129	0	129.0	10	119	123	5	1	0	8	28	19	74	0	18.2	48.7	
Guidance Counselor	260	4	261.8	79	185	217	43	4	3	6	2	80	169	4	17.0	44.9	
Other Inst. Support	81	0	80.4	35	46	60	20	1	8	12	11	21	27	2	16.3	47.8	
TOTAL	576	6	577.8	167	415	493	79	10	16	34	45	140	330	17	91.5	238.1	

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TABLE 17 (Continued)
 EDUCATIONAL PERSONNEL PROFILE
 OF DISTRICT EMPLOYEES
 2003-2004

POSITION	Number			Sex		Race			Educational Level							Avg. Exper.	Avg. Age
	Full Time	Part Time	FTE	Male	Female	White	Black	Other	LTB	Bach	B+15 B+30	Master	M+15 M+30 M+45	Doctor			
PROFESSIONAL - OTHER																	
Psychologist	102	3	103.3	33	72	97	6	2	1	0	0	8	73	23	18.3	46.0	
Psychometrist	2	0	2.0	1	1	2	0	0	0	0	0	0	1	1	16.0	44.5	
Speech and Hearing	115	7	117.7	1	121	118	2	2	8	2	8	40	62	2	17.7	44.7	
Social Worker	15	0	15.0	3	12	10	4	1	1	1	0	11	2	0	13.7	43.7	
Home Visitor	15	0	15.0	4	11	6	8	1	0	1	3	4	5	2	26.0	52.0	
Nurse	207	17	215.4	1	223	211	12	1	27	62	65	24	46	0	18.8	48.3	
Supervisor Pupil Support	8	0	8.0	1	7	6	2	0	0	0	1	1	5	1	26.3	50.8	
Specialist Pupil Support	80	1	80.2	39	42	59	21	1	3	13	11	23	29	2	16.5	44.0	
Other Pupil Support	45	1	44.8	11	35	44	2	0	7	6	8	11	13	1	14.1	41.0	
TOTAL	589	29	601.4	94	524	553	57	8	47	85	96	122	236	32	167.4	415.0	
SKILLED AND SERVICE WORKER																	
Technical	54	0	54.0	35	19	50	4	0	39	7	3	2	3	0	10.5	40.9	
Secretarial	796	27	809.2	6	817	711	98	14	761	55	0	7	0	0	19.9	48.2	
Aides, Teach. & Clerical	1356	92	1,392.0	158	1290	1017	365	66	1256	175	4	12	1	0	9.4	45.2	
Crafts & Trades	105	1	105.5	105	1	93	9	4	104	1	1	0	0	0	22.2	48.6	
Managerial	119	0	115.5	7	112	111	8	0	113	5	0	0	1	0	14.8	50.2	
Custodial	1043	30	1,057.1	818	255	603	414	56	1067	6	0	0	0	0	14.0	46.7	
Aide, Service	227	162	296.0	82	307	228	140	21	350	33	2	2	2	0	5.8	45.0	
Cafeteria Worker	295	720	618.8	25	990	818	167	30	1004	11	0	0	0	0	6.6	48.1	
Operative & Laborer	328	105	366.8	175	258	285	131	17	419	13	0	1	0	0	9.6	49.6	
TOTAL	4,323	1,137	4,814.9	1,411	4,049	3,916	1,336	208	5,113	306	10	24	7	0	112.8	422.5	
TOTAL	13,858	1,251	14,398.1	3,923	11,186	12,278	2,473	358	5,303	2,489	1,876	1,788	3,454	199	14.3	44.1	

Note: Data reported on sex, race, educational level, experience and age are based on full-time personnel only. LTB's are vocational teachers with industrial experience.
 Source: Technology Management and Design

TABLE 18
NUMBER OF FULL-TIME EQUIVALENT EMPLOYEES BY DISTRICT
STATE OF DELAWARE
2003-2004

District	Official/Administrative					Classroom Teachers					Instructional Support				
	Superintendent Asst Supt Director Adm Assistant	Principal	Assistant Principal	Supervisor Specialist Other	Total	Elementary Regular	Secondary Regular	Elementary Special	Secondary Special	Total	Curriculum Supervisor Specialist	Library	Guidance Counselor	Other	Total
NEW CASTLE COUNTY															
Appoquinimink	3.0	9.0	7.0	6.0	25.0	141.1	143.6	27.0	26.0	337.7	1.0	8.0	14.0	3.0	26.0
Brandywine	6.0	16.0	16.0	18.0	56.0	244.9	257.3	88.1	54.9	645.1	4.0	12.0	31.4	2.0	49.4
Charter Sch. of Wilmington	3.0	0.0	0.0	0.0	3.0	0.0	46.0	0.0	0.0	46.0	0.0	0.0	3.0	0.0	3.0
Christina	19.9	23.0	21.0	22.5	86.4	554.0	373.9	239.3	131.0	1,298.2	10.0	23.9	16.0	24.6	74.5
Colonial	11.0	14.0	18.0	16.0	59.0	230.5	248.0	60.8	49.0	588.3	6.0	11.0	25.0	24.0	66.0
Delaware Military Academy	1.0	1.0	0.0	0.0	2.0	0.0	13.0	0.0	0.0	13.0	0.0	0.0	1.0	3.0	4.0
East Side Charter	2.0	0.0	0.0	1.0	3.0	9.0	0.0	0.0	0.0	9.0	0.0	0.0	0.0	0.0	0.0
Kuumba Academy Charter	1.0	0.5	0.0	0.6	2.1	14.0	0.0	0.0	0.0	14.0	0.0	0.0	0.0	0.0	0.0
Marion T. Academy	1.0	0.0	1.0	0.0	2.0	28.0	0.0	2.0	0.0	30.0	1.0	0.0	1.0	0.0	2.0
MOT Charter	2.0	1.0	1.0	1.5	5.5	20.1	5.8	2.0	0.9	28.8	0.6	0.0	0.0	0.0	0.6
Newark Charter	2.0	0.0	1.0	0.0	3.0	0.0	27.8	0.0	2.0	29.8	0.0	0.0	2.8	0.0	2.8
New Castle Vo Tech	7.0	3.0	10.0	9.0	29.0	0.0	237.4	0.0	27.0	264.4	13.0	3.0	11.1	3.8	30.9
Red Clay Consolidated	14.0	25.0	25.0	22.0	86.0	391.5	356.0	95.5	67.0	910.0	5.9	17.5	30.0	6.0	59.4
Thomas Edison Charter	1.0	1.0	2.0	0.5	4.5	37.0	9.0	2.0	2.0	50.0	1.0	1.0	1.0	0.0	3.0
Total N.C. Co.	73.9	93.5	102.0	97.1	366.5	1,670.1	1,717.9	516.6	359.8	4,264.4	42.5	76.4	136.3	66.4	321.6
KENT COUNTY															
Academy of Dover	2.0	0.0	0.0	0.0	2.0	23.7	0.0	1.0	0.0	24.7	1.0	0.0	0.0	0.0	1.0
Caesar Rodney	7.0	11.0	12.0	4.0	34.0	167.5	171.0	56.0	46.0	440.5	4.0	9.0	15.0	1.0	29.0
Campus Community	2.0	0.0	1.0	0.0	3.0	11.0	20.5	2.0	2.0	35.5	0.0	0.0	1.0	0.0	1.0
Capital	3.0	10.0	6.0	6.0	25.0	127.5	163.0	49.2	55.0	394.7	4.0	7.0	16.0	11.0	38.0
Lake Forest	3.0	6.0	6.0	7.7	22.7	108.8	74.9	37.0	21.0	241.7	7.0	2.0	8.9	1.0	18.9
Milford	5.0	3.0	5.0	6.0	19.0	91.0	99.6	28.0	26.5	245.1	0.0	4.0	6.6	0.0	10.6
Polytech	3.0	1.0	2.0	5.0	11.0	0.0	77.0	0.0	10.0	87.0	1.7	1.0	5.0	1.0	8.7
Positive Outcomes	1.0	0.0	0.0	0.8	1.8	0.0	10.0	0.0	1.0	11.0	0.0	0.0	1.0	0.0	1.0
Providence Creek	2.0	0.0	1.0	1.0	4.0	28.0	5.0	2.0	0.0	35.0	1.0	0.5	0.0	0.0	1.5
Smyrna	2.0	5.0	3.0	6.6	16.6	79.0	74.0	28.0	21.0	202.0	3.0	3.0	8.0	3.0	17.0
Total Kent Co.	30.0	36.0	36.0	37.1	139.1	636.5	695.0	203.2	182.5	1,717.2	21.7	26.5	61.5	17.0	126.7
SUSSEX COUNTY															
Cape Henlopen	3.0	8.0	11.0	3.0	25.0	100.0	114.5	42.9	39.0	296.4	11.0	4.0	6.0	0.0	21.0
Delmar	1.0	1.0	2.0	0.0	4.0	0.0	52.0	1.0	13.0	66.0	1.0	1.0	3.0	0.0	5.0
Indian River	7.0	12.0	11.0	6.0	36.0	234.0	208.5	76.0	56.0	574.5	4.0	7.0	20.0	4.0	35.0
Laurel	3.0	5.0	3.0	6.0	17.0	45.0	57.0	14.0	15.0	131.0	5.0	3.0	5.0	0.0	13.0
Seaford	3.0	6.0	3.0	4.0	16.0	87.4	87.9	26.8	16.5	218.5	9.0	4.0	9.0	2.0	24.0
Sussex Academy of Arts/Sciences	0.0	0.0	0.0	0.0	0.0	0.0	17.4	0.0	0.0	17.4	0.0	0.0	0.0	0.0	0.0
Sussex Technical	4.0	1.0	3.0	3.0	11.0	0.0	71.0	0.0	14.0	85.0	2.0	1.0	3.0	2.0	8.0
Woodbridge	2.0	4.0	2.0	7.0	15.0	62.3	53.0	12.0	11.9	139.3	0.0	2.0	8.0	0.0	10.0
Total Sussex Co.	23.0	37.0	35.0	29.0	124.0	528.7	661.3	172.6	165.4	1,528.1	32.0	22.0	54.0	8.0	116.0
TOTAL STATE	126.9	166.5	173.0	163.1	629.6	2,835.3	3,074.1	892.5	707.8	7,509.7	96.2	124.9	251.8	91.4	564.3

(Table continued on following page)

TABLE 18 (Continued)
NUMBER OF FULL-TIME EQUIVALENT EMPLOYEES BY DISTRICT
STATE OF DELAWARE
2003-2004

District	Professional Other						Skilled and Service Worker									Total FTE
	Supervisor Specialist Other	Psych	Speech Hear Therapy	Social Worker Home Visitor	Nurse	Total	Managerial	Tech Crafts	Secretarial	Custodial	Aides Teach	Aides Serv	Cafe Worker	Bus Driver Laborer	Total	
NEW CASTLE COUNTY																
Appoquinimink	2.4	5.0	3.0	1.0	10.0	21.4	7.5	3.0	40.0	52.5	52.9	8.0	29.3	0.0	193.2	603.2
Brandywine	2.0	8.8	10.5	9.0	17.0	47.3	8.4	26.0	65.9	104.9	68.9	36.1	67.4	51.8	429.4	1,227.2
Charter Sch. of Wilmington ..	0.0	0.0	0.0	0.0	1.0	1.0	0.0	1.0	3.9	0.0	0.0	5.0	0.0	0.0	9.9	62.9
Christina	46.6	23.9	22.9	7.0	36.0	136.4	9.5	21.0	112.0	149.7	285.0	91.4	89.2	209.1	966.9	2,562.5
Colonial	23.0	10.0	14.5	0.0	20.0	67.5	8.0	15.0	62.9	90.1	78.3	15.2	64.5	36.6	370.5	1,151.3
Delaware Military Academy ..	0.0	0.0	0.0	0.0	1.0	1.0	0.0	0.0	1.0	1.0	0.0	0.0	0.0	0.0	2.0	22.0
East Side Charter	0.0	0.0	0.0	0.0	0.2	0.2	0.0	0.0	1.0	0.9	0.6	8.0	0.0	0.0	10.5	22.8
Kuumba Academy Charter ..	1.0	0.0	0.0	0.0	1.0	2.0	0.0	0.0	1.5	0.0	1.3	0.0	0.0	0.0	2.8	20.8
Marion T. Academy	0.0	0.0	0.0	0.0	1.0	1.0	0.0	0.0	2.0	2.0	9.5	0.0	0.0	0.0	13.5	48.5
MOT Charter	1.0	0.0	0.0	0.0	1.0	2.0	1.0	0.0	1.0	1.0	6.6	0.0	0.9	0.0	10.6	47.4
Newark Charter	0.0	0.0	0.0	0.0	1.0	1.0	0.0	0.0	2.0	4.0	1.0	0.0	0.0	0.0	7.0	43.7
New Castle Vo Tech	4.0	3.0	0.0	0.0	5.0	12.0	2.9	10.0	50.0	54.0	30.0	3.5	4.1	0.9	155.4	491.8
Red Clay Consolidated	11.8	15.0	14.7	3.0	26.0	70.5	11.0	33.0	101.3	146.3	189.0	14.0	84.5	38.1	617.2	1,743.1
Thomas Edison Charter	0.0	0.0	0.0	0.0	1.0	1.0	0.0	1.0	1.0	0.0	8.0	0.0	1.9	0.0	11.9	70.4
Total N.C. Co.	91.8	65.7	65.6	20.0	121.2	364.3	48.3	110.0	445.5	606.4	731.1	181.2	341.8	336.5	2,800.8	8,117.6
KENT COUNTY																
Academy of Dover	0.0	0.0	0.0	0.0	1.0	1.0	0.0	0.0	0.0	0.9	10.0	0.0	2.8	0.0	13.7	42.4
Caesar Rodney	7.0	4.0	6.6	1.0	10.0	28.6	8.4	6.0	44.9	59.0	138.5	1.0	43.6	0.0	301.4	833.5
Campus Community	0.0	0.0	0.0	0.0	2.0	2.0	0.0	0.0	3.0	0.0	4.5	0.0	0.0	0.0	7.5	49.0
Capital	4.0	4.0	3.0	1.0	14.3	26.3	11.7	11.0	46.9	59.9	87.9	34.4	29.9	9.3	291.0	775.0
Lake Forest	3.0	3.0	5.0	1.0	6.0	18.0	5.0	4.0	30.3	33.0	37.1	5.4	23.2	0.4	138.4	439.6
Milford	7.0	2.0	3.0	0.0	5.5	17.5	5.0	0.0	24.0	37.5	48.0	6.1	16.9	3.6	141.1	433.4
Polytech	3.0	1.0	0.0	0.0	1.0	5.0	1.0	0.0	12.0	15.0	1.0	0.0	13.3	0.0	42.3	154.0
Positive Outcomes	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.4	2.0	1.0	0.0	0.0	4.4	18.2
Providence Creek	0.0	0.0	0.0	0.0	1.0	1.0	0.9	0.0	1.0	0.0	1.5	0.0	0.0	0.0	3.4	44.9
Smyrna	3.5	3.0	3.0	1.0	6.0	16.5	5.7	4.0	26.0	33.0	38.0	4.0	22.9	0.0	133.6	385.7
Total Kent Co.	27.5	17.0	20.6	4.0	46.9	116.0	37.7	25.0	189.1	238.7	368.6	52.0	152.6	13.3	1,076.8	3,175.7
SUSSEX COUNTY																
Cape Henlopen	4.8	6.0	9.0	5.0	10.0	34.8	6.5	5.0	34.0	50.0	110.1	21.4	35.6	12.9	275.5	652.7
Delmar	0.0	0.0	0.0	0.0	1.8	1.8	0.9	1.0	8.0	8.0	5.6	2.0	8.0	0.0	33.6	110.4
Indian River	26.0	5.0	11.0	1.0	15.5	58.5	12.0	12.0	56.5	65.4	104.0	1.0	51.1	1.0	303.1	1,007.1
Laurel	0.0	2.0	1.0	1.3	4.0	8.3	3.0	2.0	13.0	26.0	20.0	0.0	16.0	0.0	80.0	249.3
Seaford	3.0	2.0	4.0	1.0	6.9	16.9	4.0	4.0	24.0	34.0	47.8	12.1	21.1	3.6	150.6	426.1
Sussex Acad. of Arts & Sci. ...	0.0	0.0	0.0	0.0	0.7	0.7	0.0	0.0	2.0	3.8	0.0	0.0	0.0	0.0	5.8	23.8
Sussex Technical	2.0	1.0	0.0	0.0	2.0	5.0	1.0	2.0	12.0	16.0	8.0	3.0	6.1	0.0	48.1	157.1
Woodbridge	1.0	2.0	0.0	0.0	4.0	7.0	2.9	2.0	16.7	21.0	30.2	2.0	18.1	1.7	94.6	265.9
Total Sussex Co.	36.8	18.0	25.0	8.3	44.9	133.0	30.4	28.0	166.2	224.2	325.7	41.5	156.0	19.1	991.2	2,892.4
TOTAL STATE	156.1	100.7	111.2	32.3	213.0	613.3	116.4	163.0	800.8	1,069.3	1,425.4	274.7	650.4	368.9	4,868.9	14,185.7

Source: Technology Management and Design

TABLE 19
NUMBER OF FULL-TIME PERSONNEL
BY SCHOOL DISTRICT
2003-2004

District	Official/Administrative					Classroom Teachers					Instructional Support					
	Superintendent	Principal	Assistant Principal	Supervisor		Elementary Regular	Secondary Regular	Elementary Special	Secondary Special	Total	Curriculum Supervisor		Guidance			
	Asst Supt Director			Specialist	Other						Specialist	Library	Counselor	Other	Total	
NEW CASTLE COUNTY																
Appoquinimink	4	10	6	6	26	140	156	23	35	354	1	8	13	0	22	
Brandywine	7	18	15	14	54	254	281	85	56	676	5	13	32	3	53	
Charter Sch. of Wilmington	3	0	0	0	3	0	43	0	2	45	0	0	4	0	4	
Christina	16	28	30	25	99	541	390	240	134	1,305	12	25	17	31	85	
Colonial	13	14	19	15	61	285	241	64	54	644	7	11	28	24	70	
Delaware Military Academy	1	1	0	0	2	0	12	0	0	12	0	0	1	4	5	
East Side Charter	3	0	0	0	3	9	0	0	0	9	0	0	0	0	0	
Kuumba Academy Charter	1	0	1	0	2	16	0	0	0	16	0	0	0	0	0	
Marion T. Academy	1	0	1	0	2	33	0	2	0	35	1	0	1	0	2	
MOT Charter	4	1	0	1	6	21	6	3	0	30	1	0	0	0	1	
Newark Charter	2	0	1	0	3	1	25	0	2	28	0	0	3	0	3	
New Castle Vo Tech	6	3	11	11	31	0	252	0	30	282	11	3	11	4	29	
Red Clay Consolidated	16	27	26	23	92	413	382	96	71	962	6	18	31	4	59	
Thomas Edison Charter	1	1	2	1	5	36	9	2	1	48	1	1	1	0	3	
Total N.C. Co.	78	103	112	96	389	1,749	1,797	515	385	4,446	45	79	142	70	336	
KENT COUNTY																
Academy of Dover	3	0	0	0	3	22	0	2	0	24	2	0	0	0	2	
Caesar Rodney	8	11	11	3	33	166	175	64	40	445	5	10	17	2	34	
Campus Community	1	0	1	0	2	20	13	2	0	35	0	0	2	0	2	
Capital	5	11	7	6	29	137	170	47	59	413	8	6	15	0	29	
Lake Forest	3	6	6	6	21	108	73	41	20	242	5	2	9	0	16	
Milford	5	5	7	5	22	96	103	23	27	249	0	4	7	0	11	
Polytech	3	1	3	3	10	0	80	0	9	89	1	1	5	1	8	
Positive Outcomes	1	0	0	1	2	1	10	0	0	11	0	0	1	0	1	
Providence Creek	3	0	1	0	4	33	2	3	0	38	1	1	0	0	2	
Smyrna	3	5	6	5	19	63	91	20	26	200	3	3	8	0	14	
Total Kent Co.	35	39	42	29	145	646	717	202	181	1,746	25	27	64	3	119	
SUSSEX COUNTY																
Cape Henlopen	3	7	10	3	23	104	108	40	38	290	11	4	6	0	21	
Delmar	1	1	2	0	4	1	52	0	13	66	1	1	3	0	5	
Indian River	6	13	13	6	38	235	207	82	47	571	5	8	20	4	37	
Laurel	3	5	3	7	18	44	57	14	15	130	5	3	5	0	13	
Seaford	3	6	4	4	17	78	87	37	20	222	10	4	9	2	25	
Sussex Academy of Arts/Sciences	0	0	0	0	0	0	17	0	0	17	0	0	0	0	0	
Sussex Technical	4	1	3	2	10	0	74	0	13	87	2	1	3	2	8	
Woodbridge	2	3	3	5	13	55	55	17	11	138	2	2	8	0	12	
Total Sussex Co	22	36	38	27	123	517	657	190	157	1,521	36	23	54	8	121	
TOTAL STATE	135	178	192	152	657	2,912	3,171	907	723	7,713	106	129	260	81	576	

(Table continued on following page)

TABLE 19 (Continued)
NUMBER OF FULL-TIME PERSONNEL
BY SCHOOL DISTRICT
2003-2004

District	Professional Other						Skilled and Service Worker									Total Full Time
	Supervisor Specialist Other	Psych	Speech Hear Therapy	Social Worker Home Visitor	Nurse	Total	Managerial	Tech Crafts	Secretarial	Custodial	Aides Teach	Aides Serv	Cafe Worker	Bus Driver Laborer	Total	
NEW CASTLE COUNTY																
Appoquinimink	3	5	4	0	9	21	8	3	41	50	40	8	9	0	159	582
Brandywine	2	10	11	8	16	47	9	24	67	102	66	27	19	27	341	1,171
Charter Sch. of Wilmington ..	0	0	0	0	1	1	0	1	4	0	0	5	0	0	10	63
Christina	46	24	22	6	31	129	10	22	115	147	287	86	25	206	898	2,516
Colonial	23	12	13	0	21	69	8	15	66	87	84	5	37	26	328	1,172
Delaware Military Academy ..	0	0	0	0	1	1	0	0	1	1	0	0	0	0	2	22
East Side Charter	0	0	0	0	1	1	0	0	1	0	0	3	0	0	4	17
Kuumba Academy Charter ..	0	0	0	0	1	1	0	0	1	0	1	0	0	0	2	21
Marion T. Academy	0	0	0	0	1	1	0	0	3	2	11	1	0	0	17	57
MOT Charter	1	0	0	0	1	2	1	0	2	1	7	1	1	0	13	52
Newark Charter	0	0	0	0	2	2	0	0	2	4	0	0	0	0	6	42
New Castle Vo Tech	5	3	0	0	6	14	3	9	50	53	29	5	4	0	153	509
Red Clay Consolidated	6	16	16	4	27	69	11	36	101	142	186	14	38	37	565	1,747
Thomas Edison Charter	0	0	0	0	1	1	0	0	1	0	8	0	3	0	12	69
Total N.C. Co.	86	70	66	18	119	359	50	110	455	589	719	155	136	296	2,510	8,040
KENT COUNTY																
Academy of Dover	0	0	0	0	0	0	0	0	0	1	3	0	0	0	4	33
Caesar Rodney	5	4	6	1	12	28	9	6	41	61	132	2	19	0	270	810
Campus Community	0	0	0	0	2	2	0	0	5	0	4	0	0	0	9	50
Capital	3	3	6	2	13	27	12	7	42	58	83	23	7	5	237	735
Lake Forest	2	3	6	0	6	17	5	4	31	35	23	4	13	0	115	411
Milford	9	2	3	0	5	19	5	0	23	38	46	3	9	4	128	429
Polytech	4	1	0	0	1	6	1	0	12	15	1	0	2	0	31	144
Positive Outcomes	0	0	0	0	0	0	0	0	1	0	1	2	0	0	4	18
Providence Creek	0	0	0	0	1	1	0	0	1	0	0	0	0	0	1	46
Smyrna	5	3	3	1	6	18	6	4	24	29	33	3	12	0	111	362
Total Kent Co.	28	16	24	4	46	118	38	21	180	237	326	37	62	9	910	3,038
SUSSEX COUNTY																
Cape Henlopen	4	7	9	5	10	35	7	5	33	49	95	20	18	16	243	612
Delmar	0	0	0	0	2	2	1	1	8	8	6	1	6	0	31	108
Indian River	9	5	11	1	14	40	12	12	53	65	112	1	22	1	278	964
Laurel	0	2	1	1	4	8	3	2	13	25	18	0	21	0	82	251
Seaford	3	2	4	1	6	16	4	4	24	32	45	10	16	5	140	420
Sussex Acad. of Arts & Sci. ...	0	0	0	0	0	0	0	0	2	4	0	0	0	0	6	23
Sussex Technical	2	1	0	0	2	5	1	2	12	15	8	3	3	0	44	154
Woodbridge	1	1	0	0	4	6	3	2	16	19	27	0	11	1	79	248
Total Sussex Co.	19	18	25	8	42	112	31	28	161	217	311	35	97	23	903	2,780
TOTAL STATE	133	104	115	30	207	589	119	159	796	1,043	1,356	227	295	328	4,323	13,858

Source: Technology Management and Design

TABLE 20
SALARY LEVEL
FULL-TIME EDUCATIONAL PERSONNEL
2003-2004

	Under \$31,000	\$31,000 \$33,999	\$34,000 \$36,999	\$37,000 \$39,999	\$40,000 \$42,999	\$43,000 \$45,999	\$46,000 \$48,999	\$49,000 \$51,999	\$52,000 \$54,999	\$55,000 \$57,999	\$58,000 \$60,999	\$61,000 & Above	Total
OFFICIAL/ADMINISTRATIVE													
Superintendent	1	0	0	0	0	0	0	0	0	0	0	23	24
Assistant Superintendent	0	0	0	0	0	0	0	0	0	0	0	21	21
Director	1	0	0	0	1	1	0	1	2	0	0	63	69
Administrative Assistant	7	1	2	1	2	0	0	0	0	0	0	8	21
Supervisor, Gen. Support	1	1	1	1	0	0	1	0	1	1	0	65	72
Specialist, Gen. Support	0	1	4	0	3	2	4	3	7	8	2	45	79
Principal	0	0	0	0	0	0	0	0	0	0	0	178	178
Assistant Principal	0	0	0	0	1	0	0	1	0	0	1	189	192
Other General Support	0	0	0	1	0	0	0	0	0	0	0	0	1
TOTAL	10	3	7	3	7	3	5	5	10	9	3	592	657
Percentage	1.5	0.5	1.1	0.5	1.1	0.5	0.8	0.8	1.5	1.4	0.5	90.1	100.0
PROFESSIONAL-EDUCATIONAL													
Classroom Teacher													
Elementary Regular	48	304	285	274	205	199	204	181	189	187	222	614	2912
Secondary Regular	14	283	273	306	245	228	230	189	280	208	231	684	3171
Elementary Special	7	106	59	78	71	56	64	53	91	67	64	191	907
Secondary Special	2	74	54	60	59	57	44	60	40	57	56	160	723
TOTAL	71	767	671	718	580	540	542	483	600	519	573	1649	7713
Percentage	0.9	9.9	8.7	9.3	7.5	7.0	7.0	6.3	7.8	6.7	7.4	21.4	100.0
Instructional Support													
Supervisor Inst. Support	0	1	0	0	0	0	1	0	1	0	0	54	57
Specialist Inst. Support	0	2	2	3	1	0	1	1	4	3	7	25	49
Librarian	0	3	3	5	5	5	5	14	16	7	14	52	129
Guidance Counselor	0	1	2	12	20	15	12	17	25	28	35	93	260
Other Inst. Support	0	4	3	4	2	7	7	4	5	4	5	36	81
TOTAL	0	11	10	24	28	27	26	36	51	42	61	260	576
Percentage	0.0	1.9	1.7	4.2	4.9	4.7	4.5	6.3	8.9	7.3	10.6	45.1	100.0
PROFESSIONAL - OTHER													
Psychologist	0	0	1	2	6	5	5	1	5	5	9	63	102
Psychometrist	0	0	0	0	0	0	0	0	1	0	0	1	2
Speech and Hearing	0	2	3	8	4	4	6	3	10	10	18	47	115
Social Worker	0	0	1	0	1	0	0	2	2	3	0	6	15
Home Visitor	1	0	0	0	0	0	0	1	3	0	3	7	15
Nurse	3	4	5	9	14	24	15	23	35	16	22	37	207
Supervisor Pupil Support	0	0	0	0	0	0	0	0	0	0	0	8	8
Specialist Pupil Support	1	2	3	3	7	5	3	8	4	8	8	28	80
Other Pupil Support	2	5	0	3	4	1	4	5	7	0	4	10	45
TOTAL	7	13	13	25	36	39	33	43	67	42	64	207	589
Percentage	1.2	2.2	2.2	4.2	6.1	6.6	5.6	7.3	11.4	7.1	10.9	35.1	100.0
TOTAL	88	794	701	770	651	609	606	567	728	612	701	2,708	9,535
PERCENTAGE	0.9	8.3	7.4	8.1	6.8	6.4	6.4	5.9	7.6	6.4	7.4	28.4	100.0

Source: Technology Management and Design

TABLE 21
 AVERAGE ANNUAL SALARY FOR FULL-TIME PROFESSIONAL PERSONNEL
 ALL SOURCES OF FUNDING, COUNTY AND STATEWIDE
 2003-2004

Position Classification	New Castle		Kent		Sussex		Statewide	
	Number	Average Salary	Number	Average Salary	Number	Average Salary	Number	Average Salary
OFFICIAL/ADMINISTRATIVE								
Superintendent	9	\$ 119,249	8	\$ 105,078	7	\$ 120,541	24	\$ 114,902
Assistant Superintendent	13	115,797	5	103,731	3	94,508	21	109,883
Director	44	98,080	16	91,520	9	93,840	69	96,006
Administrative Assistant	12	50,486	6	48,054	3	85,374	21	54,775
Supervisor, Gen. Support	30	87,217	23	76,327	19	74,067	72	80,268
Specialist, Gen. Support	66	63,916	5	65,966	8	58,742	79	63,521
Principal	103	96,993	39	87,367	36	85,729	178	92,606
Assistant Principal	112	89,922	42	75,814	38	76,580	192	84,195
Other General Support	-	-	1	39,223	-	-	1	39,223
TOTAL	389	88,423	145	81,572	123	82,126	657	85,732
PROFESSIONAL-EDUCATIONAL								
Classroom Teacher								
Elementary Regular	1,749	51,288	646	44,700	517	47,812	2,912	49,210
Secondary Regular	1,797	51,859	717	47,025	657	47,651	3,171	49,894
Elementary Special	515	52,021	202	46,125	190	48,107	907	49,888
Secondary Special	385	53,284	181	45,587	157	47,841	723	50,175
TOTAL	4,446	51,777	1,746	45,911	1,521	47,782	7,713	49,661
INSTRUCTIONAL SUPPORT								
Supervisor Inst. Support	31	89,913	14	84,602	12	85,011	57	87,577
Specialist Inst. Support	14	66,386	11	60,468	24	55,684	49	59,816
Librarian	79	61,143	27	48,908	23	53,749	129	57,264
Guidance Counselor	142	58,297	64	55,450	54	55,556	260	57,027
Other Inst. Support	70	57,804	3	50,924	8	45,702	81	56,354
TOTAL	336	62,117	119	57,745	121	57,508	576	60,246
PROFESSIONAL - OTHER								
Psychologist	68	61,701	16	62,072	18	62,654	102	61,928
Psychometrist	2	59,193	-	-	-	-	2	59,193
Speech and Hearing	66	60,007	24	54,147	25	53,677	115	57,408
Social Worker	10	59,742	1	57,657	4	49,224	15	56,798
Home Visitor	8	61,523	3	58,639	4	52,416	15	58,518
Nurse	119	55,779	46	47,481	42	48,147	207	52,387
Supervisor Pupil Support	7	91,919	-	-	1	81,306	8	90,592
Specialist Pupil Support	48	58,797	20	54,997	12	45,757	80	55,891
Other Pupil Support	31	53,870	8	44,547	6	37,677	45	50,053
TOTAL	359	58,879	118	52,260	112	51,383	589	56,127
TOTAL	5,530	\$ 55,444	2,128	\$ 49,355	1,877	\$ 50,875	9,535	\$ 53,185

Source: Technology Management and Design

TABLE 22
DEMAND DATA
SOURCE OF FULL-TIME EDUCATIONAL PERSONNEL
2003-2004

Position Classification	Returning Employees			New Employees to State of Delaware			
	To same District	From Another District	Total Returning Employees	Employed in Education Outside Delaware Public Schools	Beginning: No Prior Education Experience	Total New Employees	Total All Employees
OFFICIAL/ADMINISTRATIVE							
Superintendent	20	0	20	3	1	4	24
Assistant Superintendent	18	1	19	1	1	2	21
Director	61	0	61	7	1	8	69
Administrative Assistant	17	0	17	0	4	4	21
Supervisor, Gen. Support	64	2	66	5	1	6	72
Specialist, Gen. Support	74	0	74	4	1	5	79
Principal	169	2	171	8	1	9	180
Assistant Principal	178	10	188	3	2	5	193
Other General Support	1	0	1	0	0	0	1
TOTAL	602	15	617	31	12	43	660
Percentage	91.2	2.3	93.5	4.7	1.8	6.5	100.0
PROFESSIONAL-EDUCATIONAL							
Classroom Teacher							
Elementary Regular	2,569	50	2,619	115	178	293	2,912
Secondary Regular	2,767	77	2,844	178	159	337	3,181
Elementary Special	785	17	802	56	49	105	907
Secondary Special	619	27	646	47	30	77	723
TOTAL	6,740	171	6,911	396	416	812	7,723
Percentage	87.3	2.2	89.5	5.1	5.4	10.5	100.0
Instructional Support							
Supervisor Inst. Support	56	1	57	2	0	2	59
Specialist Inst. Support	43	2	45	0	5	5	50
Librarian	120	4	124	4	1	5	129
Guidance Counselor	234	8	242	12	6	18	260
Other Inst. Support	79	2	81	2	3	5	86
TOTAL	532	17	549	20	15	35	584
Percentage	91.1	2.9	94.0	3.4	2.6	6.0	100.0

(Table continued on following page)

TABLE 22 (Continued)
DEMAND DATA
SOURCE OF FULL-TIME EDUCATIONAL PERSONNEL
2003-2004

Position Classification	Returning Employees			New Employees to State of Delaware		Total New Employees	Total All Employees
	To same District	From Another District	Total Returning Employees	Employed in Education Outside Delaware Public Schools	Beginning: No Prior Education Experience		
PROFESSIONAL - OTHER							
Psychologist	89	2	91	10	1	11	102
Psychometrist	2	0	2	0	0	0	2
Speech and Hearing	101	4	105	5	5	10	115
Social Worker	10	1	11	3	1	4	15
Home Visitor	13	1	14	1	0	1	15
Nurse	191	1	192	10	5	15	207
Supervisor Pupil Support	8	0	8	0	0	0	8
Specialist Pupil Support	79	1	80	0	0	0	80
Other Pupil Support	38	0	38	5	2	7	45
TOTAL	531	10	541	34	14	48	589
Percentage	90.2	1.7	91.9	5.8	2.4	8.1	100.0
TOTAL PROFESSIONAL	8,405	213	8,618	481	457	938	9,556
TOTAL PERCENTAGE	88.0	2.2	90.2	5.0	4.8	9.8	100.0
SKILLED AND SERVICE WORKER							
Technical	49	0	49	2	3	5	54
Secretarial	758	5	763	27	14	41	804
Aides, Teaching and Clerical	1214	3	1217	64	75	139	1356
Crafts and Trades	101	0	101	3	1	4	105
Managerial	116	1	117	1	1	2	119
Custodial	948	3	951	47	45	92	1,043
Aides, Service	182	1	183	23	21	44	227
Cafeteria Worker	284	2	286	1	8	9	295
Operative and Laborers	304	0	304	13	11	24	328
Total	3,956	15	3,971	181	179	360	4,331
Percentage	91.3	0.3	91.7	4.2	4.1	8.3	100.0
TOTAL, ALL PERSONNEL	12,361	228	12,589	662	636	1,298	13,887
TOTAL PERCENTAGE	89.0	1.6	90.7	4.8	4.6	9.3	100.0

Source: Technology Management and Design

TABLE 23
NEW CERTIFICATES ISSUED
2003-2004

Type of Certification	Professional Status	Standard	Limited Standard	Emergency	Total
ADMINISTRATIVE - SUPERVISION					
Assistant - General.....	0	1	0	0	1
Assistant Superintendent - Instruction.....	0	0	0	1	1
Director.....	0	14	1	1	16
Principal - Adult and Adult/Alternative Education.....	0	0	0	1	1
Principal - Elementary School.....	0	18	0	0	18
Principal - Exceptional Children.....	0	1	0	0	1
Principal - Occupational/Vocational School.....	0	1	0	0	1
Principal - School for Children With Disabilities.....	0	2	0	0	2
Principal - Secondary School.....	0	13	1	0	14
Principal/Assistant Principal - Principal/Assistant Principal.....	0	161	0	8	169
School Leader I - Exceptional Children.....	0	7	0	0	7
School Leader I - School Leader I.....	0	29	0	3	32
School Leader II - School Leader II.....	0	20	0	1	21
Specialized Assignment - Specialized Assignment.....	0	5	0	0	5
Superintendent - Other.....	0	3	0	0	3
TOTAL ADMINISTRATIVE - SUPERVISION.....	0	275	2	15	292
EARLY CHILDHOOD - ELEMENTARY - BILINGUAL					
Early Care and Education (0-K).....	0	61	0	0	61
Teacher Of Nursery/Kindergarten.....	0	8	0	0	8
Teacher Of Early Childhood/Primary K-4.....	1	600	8	19	628
Elementary Teacher 1-8.....	6	56	0	0	62
Elementary K-6.....	88	1,894	1	0	1,983
Endorsement as Middle Level Educator.....	0	24	0	0	24
Middle Level Teacher 5-8 (Except 7&8 Science/Math).....	0	294	9	25	328
TOTAL EARLY CHILDHOOD - ELEMENTARY - BILINGUAL.....	95	2,937	18	44	3,094
EXCEPTIONAL CHILDREN					
Teacher Of Children With Learning Disabilities.....	1	1	0	0	2
Teacher Of Early Childhood - Special Education.....	0	36	2	15	53
Teacher Of Exceptional Children - LD And SED.....	0	1	0	0	1
Teacher Of Exceptional Children - LD, SED And MH (Secondary 7-12).....	0	80	25	33	138
Teacher Of Exceptional Children - LD, SED, MH (1-12).....	2	16	0	1	19
Teacher Of Exceptional Children - LD, SED, MH (Elementary 1-8).....	0	208	16	44	268
Teacher Of Exceptional Children - LD, SED, MH, PI (1-12).....	0	5	0	0	5
Teacher Of Students With Serious Emotional Disturbance.....	1	2	0	0	3
Teacher Of The Autistic Child.....	0	12	2	11	25
Teacher Of The Deaf or Hard of Hearing.....	0	6	0	2	8
Teacher Of The Gifted And Talented - Elementary.....	0	3	2	4	9
Teacher Of The Visually Impaired (1-12).....	0	1	0	0	1
Teacher Of The Visually Impaired (1-8).....	0	0	0	1	1
Interpreter/Tutor for the Hard Of Hearing.....	0	1	0	0	1
Resident Advisor (House Parent).....	0	0	2	0	2
School Psychologist.....	0	11	1	1	13
TOTAL EXCEPTIONAL CHILDREN.....	4	383	50	112	549

(Table continued on following page)

TABLE 23 (Continued)
NEW CERTIFICATES ISSUED
2003-2004

Type of Certification	Professional Status	Standard	Limited Standard	Emergency	Total
SECONDARY ACADEMIC AREAS - LANGUAGE					
ESOL/Secondary Content Area Endorsement.....	0	0	0	1	1
Teacher Of Bilingual - (Spanish) Primary/Middle.....	0	4	1	1	6
Teacher Of Bilingual - Elementary.....	0	1	0	3	4
Teacher Of Bilingual - Spanish/Secondary.....	0	0	0	2	2
Teacher Of English.....	2	76	14	9	101
Teacher Of English to Speakers Of Other Languages.....	0	12	3	2	17
Teacher Of French/Comprehensive.....	0	3	0	0	3
Teacher Of French/Secondary.....	0	6	1	1	8
Teacher Of German/Secondary.....	0	2	0	0	2
Teacher Of Italian/Secondary.....	0	0	0	1	1
Teacher Of Latin/Comprehensive.....	0	1	0	0	1
Teacher Of Latin/Secondary.....	0	2	0	0	2
Teacher Of Spanish/Comprehensive.....	0	3	0	0	3
Teacher Of Spanish/Elementary.....	0	1	0	0	1
Teacher Of Spanish/Secondary.....	0	20	3	8	31
TOTAL SECONDARY ACADEMIC AREAS - LANGUAGE.....	2	131	22	28	183
SECONDARY ACADEMIC AREAS - MATHEMATICS					
Teacher Of Computer Science.....	0	2	0	0	2
Teacher Of Middle Level Mathematics.....	0	30	3	19	52
Teacher Of Secondary Mathematics.....	1	52	14	18	85
TOTAL SECONDARY ACADEMIC AREAS - MATHEMATICS.....	1	84	17	37	139
SECONDARY ACADEMIC AREAS - NATURAL SCIENCE					
Teacher Of Biology.....	0	35	3	7	45
Teacher Of Chemistry.....	0	12	1	6	19
Teacher Of Earth Science.....	0	6	0	5	11
Teacher Of General Science.....	0	25	4	9	38
Teacher Of Physical Science.....	0	7	3	11	21
Teacher Of Physics.....	0	5	2	4	11
TOTAL SECONDARY ACADEMIC AREAS - NATURAL SCIENCE.....	0	90	13	42	145
SECONDARY ACADEMIC AREAS - OTHER ACADEMIC AREAS					
Endorsement As Teacher Of Journalism.....	0	1	0	0	1
Teacher Of Drama.....	0	1	0	2	3
Teacher Of Driver Education.....	2	8	1	2	13
Teacher Of Health Education.....	0	40	0	1	41
Teacher Of Theatre.....	0	0	0	1	1
TOTAL SECONDARY ACADEMIC AREAS - OTHER ACADEMIC AREAS.....	2	50	1	6	59
SECONDARY ACADEMIC AREAS - SOCIAL STUDIES					
Teacher of Social Studies.....	0	69	5	4	78
TOTAL SECONDARY ACADEMIC AREAS - SOCIAL STUDIES.....	0	69	5	4	78

(Table continued on following page)

TABLE 23 (Continued)
NEW CERTIFICATES ISSUED
2003-2004

Type of Certification	Professional Status	Standard	Limited Standard	Emergency	Total
SPECIAL AREAS					
Teacher Of Adult Education - Basic And General.....	0	4	0	0	4
Teacher Of Adult Education - Secondary.....	0	1	0	0	1
Teacher Of Art - Comprehensive K-12.....	0	23	0	1	24
Teacher Of Art - Elementary 1-8.....	0	3	0	1	4
Teacher Of Art - Secondary 7-12.....	0	2	0	1	3
Teacher Of Music - Comprehensive K-12.....	0	40	0	0	40
Teacher Of Music - Elementary 1-8.....	0	6	0	1	7
Teacher Of Music - Instrumental.....	0	1	0	0	1
Teacher Of Music - Secondary 7-12.....	0	1	1	1	3
Teacher Of Physical Education - Comprehensive K-12.....	0	57	1	3	61
Teacher Of Physical Education - Elementary 1-8.....	0	2	0	3	5
Teacher Of Physical Education - Secondary 7-12.....	0	10	0	0	10
Teacher Of Physical Education And Health 1-12.....	1	1	0	0	2
Specialized Assignment.....	0	7	1	0	8
TOTAL SPECIAL AREAS.....	1	158	3	11	173
SUPPORT PERSONNEL ACADEMIC					
Career Guidance And Placement Counselor.....	0	2	0	0	2
Elementary Guidance Counselor.....	0	46	0	2	48
Library/Media Specialist.....	0	14	9	17	40
Licensed School Social Worker.....	0	1	0	0	1
Master's Degree School Social Worker.....	0	3	0	1	4
Reading Specialist.....	0	37	2	8	47
School To Work Transition.....	0	2	2	2	6
Secondary Guidance Counselor.....	0	48	4	3	55
Visiting Teacher.....	0	4	1	2	7
TOTAL SUPPORT PERSONNEL ACADEMIC.....	0	157	18	35	210
SUPPORT PERSONNEL NON-ACADEMIC					
Administrative Support Personnel - Bachelor's Degree.....	0	1	0	0	1
Administrative Support Personnel - Level I.....	0	1	0	0	1
Administrative Support Personnel - Level II.....	0	1	0	0	1
School Nurse.....	1	35	11	1	48
Secretary - Certified.....	0	0	0	0	0
Secretary - Senior.....	0	0	0	0	0
Specialized Assignment.....	0	3	1	0	4
TOTAL SUPPORT PERSONNEL NON-ACADEMIC.....	1	41	12	1	55
VOCATIONAL AREAS					
Career & Technical Specialist.....	0	0	0	3	3
Cooperative/Occupational Diversified Occupations and/or Work-Study Coordinator.....	0	1	0	0	1
Teacher Of Agriculture, Certificate I-Comprehensive.....	0	7	0	0	7
Teacher Of Agriculture, Certificate II-Agriculture Specialist.....	0	1	0	0	1
Teacher Of Business Education-Comprehensive.....	0	20	10	11	41
Teacher Of Family and Consumer Sciences - Certificate I - Comprehensive.....	0	6	0	1	7
Teacher Of Industrial Arts/Technology Education Endorsement.....	0	2	0	0	2
Teacher Of Marketing Education.....	0	2	0	1	3
Teacher Of Technology Education.....	0	13	1	7	21
Teacher Of T& I Computer Networking Technology/Techn.....	0	0	1	1	2
Teacher Of T&I Academy of Finance.....	0	0	0	1	1

(Table continued on following page)

TABLE 23 (Continued)
NEW CERTIFICATES ISSUED
2003-2004

Type of Certification	Professional Status	Standard	Limited Standard	Emergency	Total
VOCATIONAL AREAS (Continued)					
Teacher Of T&I Automotive Services.....	0	1	0	0	1
Teacher Of T&I Aviation Mechanics, Airframe & Powerplant.....	0	0	0	1	1
Teacher Of T&I Carpentry.....	1	1	1	0	3
Teacher Of T&I Child Care.....	0	3	1	0	4
Teacher Of T&I Civil Engineering Aide.....	0	0	1	0	1
Teacher Of T&I Cooking and Related Culinary Arts.....	0	0	1	0	1
Teacher Of T&I Dental Assistant.....	0	1	0	0	1
Teacher Of T&I Drafting and Design.....	0	0	1	0	1
Teacher Of T&I Electrical Technology.....	0	1	0	0	1
Teacher Of T&I Electronic Technology.....	0	5	2	0	7
Teacher Of T&I Environmental Technology.....	0	0	2	0	2
Teacher Of T&I General Contracting.....	0	0	1	0	1
Teacher Of T&I General Retailing Careers Instruction.....	0	0	1	0	1
Teacher Of T&I Graphic Arts.....	0	0	2	0	2
Teacher Of T&I Health Occupations.....	0	0	0	1	1
Teacher Of T&I Manufacturing Technology.....	0	0	0	1	1
Teacher Of T&I Mill and Cabinet.....	0	1	1	0	2
Teacher Of T&I Nursing Assistant.....	0	2	2	0	4
Teacher Of T&I Other.....	0	0	0	1	1
Teacher Of T&I Radio And Television Production And Broadcasting Technology.....	0	1	0	0	1
Teacher Of T&I Stationary Engineering.....	0	1	0	0	1
TOTAL VOCATIONAL AREAS.....	1	69	28	29	127
TOTAL	107	4,444	189	364	5,104

Source: Technology Management and Design

PERMITS ISSUED
2003-2004

PERMIT	# of Permits
Instructional Paraeducator	232
Service Paraeducator	7
Title I Instructional Paraeducator	64
TOTAL PERMITS.....	303

LICENSES ISSUED
2003-2004

LICENSE	# of Licenses
Initial License (Inactive)	351
Initial License	587
Continuing License	2070
Advanced License	113
TOTAL LICENSES.....	3,121

Source: Technology Management and Design

TABLE 24
DEMAND TREND DATA
PROFESSIONAL EDUCATIONAL PERSONNEL
FULL-TIME EQUIVALENT BY ASSIGNMENT CLASSIFICATION
1991-1992 THRU 2003-2004

Position	1991-92	1992-93	1993-94	1994-95	1995-96	1996-97	1997-98	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04
OFFICIAL/ADMINISTRATIVE													
Superintendent	19.0	17.0	18.0	19.0	18.0	22.0	21.0	23.0	21.0	22.0	22.0	17.0	24.0
Assistant Superintendent	9.0	10.0	10.0	11.0	9.0	10.0	9.0	12.0	10.0	11.0	15.0	17.0	21.0
Director	45.0	47.0	49.0	47.0	45.0	45.0	45.0	41.0	47.0	45.0	54.0	58.0	69.0
Administrative Assistant	13.0	15.0	16.0	13.0	14.0	16.0	15.0	11.0	14.0	16.0	18.0	18.9	20.9
Supervisor, Gen. Support	59.0	55.0	62.0	67.0	68.0	71.0	72.0	74.0	74.0	72.0	69.2	65.4	73.2
Principal	158.0	158.0	164.0	159.0	159.0	163.0	163.0	72.0	157.0	168.0	176.0	173.4	178.0
Assistant Principal	125.0	138.0	145.0	143.0	146.0	152.0	161.0	162.0	168.0	181.0	184.0	193.0	192.0
Specialist and Other General Support	62.5	71.5	71.5	68.0	78.0	71.5	77.0	174.5	88.1	102.2	81.2	93.0	80.5
TOTAL	490.5	511.5	535.5	527.0	537.0	550.5	563.0	569.5	579.1	617.2	619.4	635.7	658.6
CLASSROOM TEACHERS													
Elementary Regular	2,364.5	2,449.0	2,449.5	2,402.0	2,391.4	2,434.1	2,505.6	2,645.5	2,771.8	2,859.1	2,890.6	2,908.5	2,930.4
Secondary Regular	2,489.6	2,548.7	2,631.3	2,684.0	2,711.9	2,806.4	2,899.2	2,924.6	2,995.3	3,035.5	3,094.4	3,096.5	3,178.9
Elementary Special	765.9	760.7	809.9	782.0	814.0	843.7	855.7	905.2	924.0	923.2	886.9	901.2	912.7
Secondary Special	475.7	493.7	490.2	498.0	545.7	558.2	589.1	597.8	626.3	653.2	701.7	723.7	723.4
TOTAL	6,095.7	6,252.1	6,380.9	6,366.0	6,463.0	6,642.4	6,849.6	7,073.1	7,317.4	7,471.0	7,573.6	7,629.9	7,745.4
INSTRUCTIONAL SUPPORT													
Supervisor Instructional	57.0	61.0	61.0	55.0	59.0	54.0	52.0	51.0	58.1	60.0	53.0	52.3	57.1
Librarian	113.0	115.0	113.0	117.0	117.5	119.0	121.0	25.0	119.1	120.2	124.0	123.5	129.0
Guidance Counselor	179.0	189.0	203.5	213.0	210.5	221.0	220.5	115.5	229.0	235.1	239.4	236.4	261.8
Specialist and Other Inst. Support	97.1	92.7	92.2	104.0	100.7	103.2	108.7	299.2	88.5	75.3	111.2	126.7	129.9
TOTAL	446.1	457.7	469.7	489.0	487.7	497.2	502.2	490.7	494.7	490.6	527.6	538.9	577.8
PROFESSIONAL - OTHER													
Psychologist	81.5	82.8	87.2	92.0	90.7	91.4	93.4	95.6	96.3	97.4	103.7	94.1	103.3
Psychometrist	2.0	1.0	2.0	2.0	2.0	2.0	3.0	4.0	5.0	3.0	4.0	3.0	2.0
Speech and Hearing	82.9	89.9	95.1	92.0	101.2	101.2	95.7	99.7	107.2	111.0	121.4	124.2	117.7
Social Worker	4.0	8.7	8.0	7.0	9.0	9.5	10.0	10.5	12.1	24.1	32.0	16.6	15.0
Home Visitor	17.0	18.0	19.0	18.0	19.0	17.0	15.0	13.3	13.0	11.0	12.0	14.0	15.0
Nurse	162.5	162.7	163.2	161.0	170.4	173.5	178.5	187.5	187.3	189.6	205.9	208.7	215.4
Supervisor, Pupil Support	2.0	3.0	2.0	1.0	1.0	1.0	1.0	2.0	1.0	2.0	4.0	7.0	8.0
Specialist and Other Pupil Support	70.7	81.7	78.7	91.0	104.2	95.2	101.9	103.7	109.3	128.4	147.7	152.1	125.0
TOTAL	422.6	447.8	455.2	464.0	497.5	490.8	498.5	516.3	531.2	566.5	630.7	619.7	601.4
TOTAL PROFESSIONAL	7,454.9	7,669.1	7,841.3	7,846.0	7,985.2	8,180.9	8,413.3	8,649.6	8,922.4	9,145.3	9,351.3	9,424.2	9,583.2

Source: Technology Management and Design

TABLE 25
DEMAND TREND DATA
FULL-TIME CLASSROOM TEACHERS BY SUBJECT AREAS
2003-2004

Position Classification	Returning Teachers			New Teachers to State of Delaware		Total New Teachers	Total All Teachers
	To same District	From Another District	Total Returning Teachers	Employed in Education Outside Delaware Public Schools	Beginning: No Prior Education Experience		
Regular Elementary							
Total Regular Elementary	2,569	50	2,619	115	178	293	2,912
Percentage	88.2	1.7	89.9	3.9	6.1	10.1	100.0
Regular Middle							
Total Regular Middle	1,052	31	1,083	86	68	154	1,237
Percentage	85.0	2.5	87.6	7.0	5.5	12.4	100.0
Regular Secondary							
Adult Education	15	0	15	2	0	2	17
Agriculture	33	0	33	2	3	5	38
Art	35	3	38	0	1	1	39
Business Education	58	2	60	3	3	6	66
Cocurricular Activities	16	0	16	0	0	0	16
Computer Science	9	2	11	0	0	0	11
Distributive Education	8	0	8	0	1	1	9
English Language Arts	279	6	285	19	20	39	324
Foreign Language	109	5	114	7	6	13	127
General Secondary	26	3	29	2	3	5	34
Health & Physical Education	116	2	118	6	3	9	127
Health Occupation Education	26	0	26	1	0	1	27
Home Economics	24	4	28	0	1	1	29
Mathematics	235	8	243	16	11	27	270
Music	43	0	43	1	2	3	46
Office Occupations	37	0	37	3	3	6	43
Safety & Driver Ed	59	1	60	3	2	5	65
Science	219	5	224	15	16	31	255
Social Studies	219	3	222	8	11	19	241
Technical Education	17	1	18	0	2	2	20
Technology Education	31	1	32	1	1	2	34
Trade & Industries	101	0	101	3	2	5	106
Total Regular Secondary	1,715	46	1,761	92	91	183	1,944
Percentage	88.2	2.4	90.6	4.7	4.7	9.4	100.0
Total Regular Teachers	5,336	127	5,463	293	337	630	6,093
Percentage	87.6	2.1	89.7	4.8	5.5	10.3	100.0
Special Education							
Elementary	785	17	802	56	49	105	907
Middle	293	9	302	19	12	31	333
Secondary	326	18	344	28	18	46	390
Total Special Teachers	1,404	44	1,448	103	79	182	1,630
Percentage	86.1	2.7	88.8	6.3	4.8	11.2	100.0
TOTAL ALL TEACHERS	6,740	171	6,911	396	416	812	7,723
Percentage	87.3	2.2	89.5	5.1	5.4	10.5	100.0

Source: Technology Management and Design

TABLE 26
TREND DATA
FULL-TIME PROFESSIONAL PERSONNEL
1966-1967 THRU 2003-2004

Years	Male		Female		Total
	Number	Percent	Number	Percent	
1966-67.....	2,265	41.0	3,266	59.0	5,531
1967-68.....	2,183	38.3	3,514	61.7	5,697
1968-69.....	2,287	37.7	3,784	62.3	6,071
1969-70.....	2,618	38.9	4,115	61.1	6,733
1970-71.....	2,848	39.8	4,314	60.2	7,162
1971-72.....	2,963	40.9	4,285	59.1	7,248
1972-73.....	3,126	42.0	4,325	58.0	7,451
1973-74.....	3,156	41.9	4,373	58.1	7,529
1974-75.....	3,205	42.0	4,430	58.0	7,635
1975-76.....	3,213	42.2	4,407	57.8	7,620
1976-77.....	3,171	42.3	4,330	57.7	7,501
1977-78.....	3,100	41.4	4,383	58.6	7,483
1978-79.....	3,022	40.4	4,461	59.6	7,483
1979-80.....	2,977	40.0	4,471	60.0	7,448
1980-81.....	2,769	39.9	4,172	60.1	6,941
1981-82.....	2,628	39.6	4,006	60.4	6,634
1982-83.....	2,599	39.1	4,049	60.9	6,648
1983-84.....	2,526	38.0	4,125	62.0	6,651
1984-85.....	2,493	36.7	4,307	63.3	6,800
1985-86.....	2,498	35.8	4,484	64.2	6,982
1986-87.....	2,490	34.9	4,652	65.1	7,142
1987-88.....	2,448	33.8	4,786	66.2	7,234
1988-89.....	2,400	33.3	4,804	66.7	7,204
1989-90.....	2,348	32.1	4,956	67.9	7,304
1990-91.....	2,282	31.5	4,973	68.5	7,255
1991-92.....	2,175	29.4	5,214	70.6	7,389
1992-93.....	2,201	29.0	5,393	71.0	7,594
1993-94.....	2,257	29.1	5,510	70.9	7,767
1994-95.....	2,279	29.0	5,567	71.0	7,846
1995-96.....	2,290	28.9	5,628	71.1	7,918
1996-97.....	2,322	28.6	5,790	71.4	8,112
1997-98.....	2,357	28.3	5,982	71.7	8,339
1998-99.....	2,377	27.7	6,204	72.3	8,581
1999-00.....	2,438	27.4	6,474	72.6	8,912
2000-01.....	2,438	26.7	6,698	73.3	9,136
2001-02.....	2,478	26.7	6,791	73.3	9,269
2002-03.....	2,537	26.5	7,030	73.5	9,567
2003-04.....	2,512	26.0	7,137	74.0	9,649

Note: This table does not include Skilled and Service Workers. Prior to 1971-72 General Support Supervisors and Specialists are not included.

Source: Technology Management and Design