The Aging Teaching Workforce: A Snapshot

Age Distribution of Public School Teachers, By State
2003-2004

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

April 2009
About The Data

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

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

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

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

Reading the Graphs

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

- Spikes that occur above age 45 should be noted, as they signal a likely wave of retirements within the next decade.

- Bimodal spikes – below age 30 and above age 45 – should also be noted, as they show a significant portion of the state’s teaching workforce in the two most vulnerable areas of the teacher pipeline: a) the early end, where attrition risk is greatest; and b) the late end, where retirement is a near-term prospect.
Highlights

- The median age of public school teachers varies widely across the United States, from 40.5 in Kentucky to 49 in West Virginia (see table below).

- While every state faces an aging teacher workforce, the trend is particularly acute in certain regions of the country, including:
  - Northwest/Northern Rockies/Northern Plains: Oregon, Washington, Idaho, Montana, Wyoming, North Dakota

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

<table>
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<tr>
<th>State</th>
<th>Median Age</th>
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Public School Teacher Age Distribution

Alaska

Public School Teacher Age Distribution

Arkansas

Public School Teacher Age Distribution

California

Public School Teacher Age Distribution

Lower Quartile 32
Median 43
Upper Quartile 52

Colorado

Public School Teacher Age Distribution

Connecticut

Public School Teacher Age Distribution

Delaware

Public School Teacher Age Distribution

Lower Quartile 32
Median 42
Upper Quartile 51

District of Columbia

Public School Teacher Age Distribution

Florida

Public School Teacher Age Distribution

Georgia

Public School Teacher Age Distribution

Hawaii

Public School Teacher Age Distribution

- Lower Quartile: 33
- Median: 43
- Upper Quartile: 52

Idaho

Public School Teacher Age Distribution

Illinois

Public School Teacher Age Distribution

Indiana

Public School Teacher Age Distribution

Iowa

Public School Teacher Age Distribution

<table>
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Kansas

Public School Teacher Age Distribution

Kentucky

Public School Teacher Age Distribution

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Lower Quartile 32
Median 40.5
Upper Quartile 49

Louisiana

Public School Teacher Age Distribution

Maine

Public School Teacher Age Distribution

Public School Teacher Age Distribution

Massachusetts

Public School Teacher Age Distribution

Michigan

Public School Teacher Age Distribution

- Lower Quartile: 32
- Median: 42
- Upper Quartile: 52

Minnesota

Public School Teacher Age Distribution

Mississippi

Public School Teacher Age Distribution

Missouri

Public School Teacher Age Distribution

Montana

Public School Teacher Age Distribution

Nebraska

Public School Teacher Age Distribution

Nevada

Public School Teacher Age Distribution

New Hampshire

Public School Teacher Age Distribution

New Jersey

Public School Teacher Age Distribution

New Mexico

Public School Teacher Age Distribution

Public School Teacher Age Distribution

North Carolina

Public School Teacher Age Distribution

North Dakota

Public School Teacher Age Distribution

Ohio

Public School Teacher Age Distribution

Oklahoma Public School Teacher Age Distribution

Lower Quartile 34
Median 43
Upper Quartile 51

Oregon

Public School Teacher Age Distribution

Pennsylvania

Public School Teacher Age Distribution

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Public School Teacher Age Distribution

Utah

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Vermont

Public School Teacher Age Distribution

Lower Quartile  37
Median         47
Upper Quartile 53

Virginia

Public School Teacher Age Distribution

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Public School Teacher Age Distribution

West Virginia

Public School Teacher Age Distribution

Wisconsin

Public School Teacher Age Distribution

Wyoming

Public School Teacher Age Distribution
