



2013  
Annual Report  
**Educator Preparation Programs**

Wisconsin Department of Public Instruction  
Tony Evers, PhD, State Superintendent



# **2013 Annual Report on Educator Preparation Programs**



**Wisconsin Department of Public Instruction**  
Tony Evers, PhD, State Superintendent  
Madison, Wisconsin

This publication is available from:

**TEACHER EDUCATION, PROFESSIONAL DEVELOPMENT, AND LICENSING**

Wisconsin Department of Public Instruction

125 South Webster Street

Madison, WI 53703

800-266-1027

<http://tepd.dpi.wi.gov/>

Bulletin No. 15038

© February 2015 Wisconsin Department of Public Instruction

The Wisconsin Department of Public Instruction does not discriminate on the basis of sex, race, color, religion, creed, age, national origin, ancestry, pregnancy, marital status or parental status, sexual orientation, or disability.



Printed on Recycled Paper

# Table of Contents

Table of Contents .....	iii	
List of Figures .....	iv	
<b>Chapter 1</b>	<b>Executive Summary .....</b>	<b>1</b>
	Performance Assessment .....	1
	Program Completers and Licensing .....	1
	Employment .....	1
<b>Chapter 2</b>	<b>Wisconsin State Level Report .....</b>	<b>3</b>
	Definitions .....	3
<b>Chapter 3</b>	<b>Part I. Performance Assessments .....</b>	<b>5</b>
	Praxis II Assessments .....	5
	ACTFL Language Assessments .....	5
	Data Highlights .....	6
<b>Chapter 4</b>	<b>Part II. Licensure and Employment .....</b>	<b>11</b>
	Endorsed Candidate for Licensure .....	11
	Candidates versus Licenses .....	11
	PI-1202 Employment and Staff Qualifications Data .....	11
	Data Highlights .....	12

# List of Figures

Figure 1	Program Completers Licensed and Employed in Wisconsin Public Schools (Chart).....	4
Figure 2	2011-12 Praxis II Statewide Pass Rates by Test (Table) .....	7
Figure 3	2011-12 ACTFL World Language Statewide Pass Rates by Test (Table) .....	8
Figure 4	2011-12 Praxis II Statewide Test-Takers by Gender (Chart).....	8
Figure 5	2011-12 Praxis II Statewide Test Takers by Gender (Table).....	8
Figure 6	2011-12 Praxis II Statewide Test Takers by Race Compared to PK-12 Student and Educator Population (Chart) .....	9
Figure 7	2011-12 Praxis II Statewide Test Takers by Race (Table).....	9
Figure 8	2011-12 Praxis II Tests Taken by Educator Preparation Program (Chart) .....	10
Figure 9	Summary of Program Completers Licensed and Employed in Wisconsin (Table) .....	13
Figure 10	Share of Program Completers by EPP Type (2011-12) (Chart).....	13
Figure 11	Headquarter Location of Wisconsin Educator Preparation Programs (Map).....	14
Figure 12	Share of Licenses Produced by EPP Type (2011-12) (Chart).....	15
Figure 13	Total Licenses Produced by EPP Type (2011-12) (Table) .....	15
Figure 14	Share of Licenses Produced by EPP Type (2011-12) (Table) .....	15
Figure 15	2011-12 Educator Licenses Prepared by EPP Type (2011-12) (Table).....	16
Figure 16	Licenses Endorsed by Educator Preparation Programs: Public, Private, and Alternative Route Programs .....	18
Figure 17	Licenses Recommended in 2011-12 that are Subsequently in a Wisconsin Public School in 2012-13 (Table) .....	24
Figure 18	Number of Initial Candidates Employed in Wisconsin 2012-13 (Map) .....	26

# Executive Summary

# 1

The Annual Report on Educator Preparation Programs provides statewide data on educators prepared, licensed and employed in Wisconsin public schools.

Wisconsin public school staffing data was used for this report; therefore, program completers produced in Wisconsin who are employed in private schools or other states are not included in the employment data within this report. Consequently, the data presented will understate overall employment for candidates produced in Wisconsin. Data highlights include:

## Performance Assessment

- Almost two-thirds of test-takers are enrolled in 11 Wisconsin educator preparation programs.
- Almost three-quarters of test-takers are female, although males have a slightly higher pass rate.
- Test-takers of color are underrepresented compared to the PK-12 student population and generally have lower pass rates.

## Program Completers and Licensing

- Almost two-thirds of program completers come from public universities, while one-third come from private colleges/ universities and alternative route programs.
- Of the program completers, 52.5 percent were licensed and employed in a Wisconsin public school in the 2012-13 school year.<sup>1</sup>

## Employment

- Most new hires in public schools were in the elementary/middle (38.1 percent), special education (15.7 percent), or secondary (16.9 percent) license areas.
- Program completers from public colleges and universities were somewhat more likely to be employed in a Wisconsin public school (56.7 percent vs. 42.8 percent).
- Alternative route programs, which focus on shortage areas, have a significantly higher employment rate (70.9 percent) in Wisconsin public schools than traditional programs.

---

<sup>1</sup> Only public school employment data was available for this report. Employment in other states or private schools is not included.

Vertical line on the left side of the page.

# Wisconsin State-Level Report

# 2

In 2011, The Wisconsin State Legislature passed Act 166, which requires the Wisconsin Department of Public Instruction (DPI) to produce an annual report of the State's educator preparation programs (EPP). The report must include information on program completers and their first time passage rates on the required performance assessments.

Additionally, the DPI is including licensure and employment data for individuals completing Wisconsin educator preparation programs. This report uses program completer, Praxis II and ACTFL assessment, licensure and employment data. Future reports will include the Foundations of Reading Test for Wisconsin results, edTPA results by program, and continuous employment trends by graduate cohorts.

## Definitions

**EPP Program Completers** are candidates that have completed an approved educator preparation program (traditional or alternative route) between September 1, 2011, and August 31, 2012, and are eligible for licensure in Wisconsin.

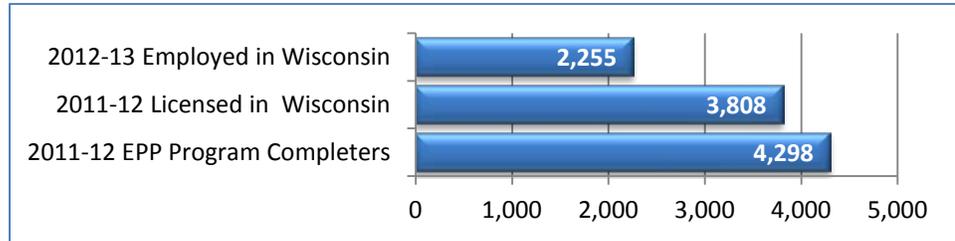
**Note:** Some program completers will seek licensure in another state or employment in a private school, and therefore may be successfully employed as an educator without a Wisconsin teaching license.

**Licensed in Wisconsin** refers to 2011-2012 EPP Program Completers who received one or more Wisconsin teaching licenses between December 1, 2011, and August 31, 2012, after successfully completing an educator preparation program.

**Note:** Some Wisconsin licensed educators will seek employment in another state or private school, and therefore would not show up in the public school employment data.

**Employed in Wisconsin** refers to licensed educators that are employed in public schools in Wisconsin during the 2012-2013 year. These data will not include educators employed out of state or in private schools, because the information is not reported to the DPI.

**Figure 1.** Program Completers Licensed and Employed in Wisconsin Public Schools



In 2012, 4,298 candidates completed a Wisconsin educator preparation program. Of those program completers, 88.6 percent received one or more teaching licenses in Wisconsin and 52.5 percent were employed as teachers in a Wisconsin public school in 2012-13.

# Part I. Performance Assessments

# 3

Per 2011 Wisconsin Act 166, this report includes information on candidates' first-time and overall Praxis II test pass rates as well as other performance data, such as the ACTFL language tests. Future reports will include scores from the Foundations of Reading Test for Wisconsin and the edTPA performance assessment, as well as employment trends by graduate cohorts.

Testing data within this report includes candidates who were enrolled in educator preparation programs and took tests between September 1, 2011, and August 31, 2012.

Students are not endorsed candidates for licensure *until* they have passed all required assessments for their licensure/subject area. **As a result, there are more Praxis II test-takers (4,603) than program completers (4,298), who graduated from an educator preparation program.**

## Praxis II Assessments

The Praxis II Assessment, administered by the Education Testing Services (ETS), is a required assessment for teachers in all subjects (except for world languages) who apply for Wisconsin licensure. A complete listing of Praxis II subject area tests used in Wisconsin can be found on the [ETS website](http://www.ets.org/Praxis/wi/requirements) (<http://www.ets.org/Praxis/wi/requirements>).

All applicants for regular and special education licensure must complete the Elementary Education or Middle School Content assessment, while those seeking licensure in subject areas at the middle and high school level must pass the Praxis II Assessment for their subject area.

## ACTFL Language Assessments

Tests from the American Council on the Teaching of Foreign Language (ACTFL) are required for all world language teacher candidates enrolled in Wisconsin educator preparation programs beginning September 2011. The qualifying score for licensure in Wisconsin on ACTFL tests is Intermediate High. To learn more about Wisconsin-approved world language assessments, go to the [LTI Website](http://www.languageTesting.com) (<http://www.languageTesting.com>).

## Data Highlights

- **Wisconsin's overall pass rate on Praxis exams is 91.6 percent.** The first time pass rate is slightly lower at 88.3 percent.
- **Almost three-quarters of test-takers are female, although males have a slightly higher pass rate.** For comparison purpose, 48.5 percent of PK-12 Wisconsin student population is female.
- **Test-takers of color are significantly underrepresented.** Over 92.4 percent of test takers are white, compared to 73.2 percent of Wisconsin's public school population.
- **Black and Hispanic test-takers have a lower pass rate.** Of the 4,603 Praxis II test takers, 56 (1.2 percent) were black and just over half passed the test (52.9 percent). Similarly, 108 (2.3 percent) were Hispanic and 72.1 percent passed the test.
- **The performance gap is smaller for Asian, Native and multi-racial test takers.** While the number of Asian, Native American and multi-racial test takers were also all under 100 respectively, the passing rates were higher (between 86.8 and 95.0 percent).
- **Almost two-thirds of test-takers are enrolled in the 11 largest educator preparation programs.** Ten of the eleven programs are at University of Wisconsin campuses.

**Figure 2. 2011-12 Praxis II Statewide Pass Rates by Test**

Praxis II Test	No. of Test Takers	No Passing on First Attempt	Percent Passing on First Attempt	Percent Passing All Attempts
Elementary Education	837	750	89.6%	92.0%
Middle School Content	1,550	1,348	87.0%	89.8%
<b>Total Elementary/Middle Praxis Tests</b>	2,387	2,098	87.9%	90.6%
English	241	218	90.5%	94.9%
Math	174	148	85.1%	87.2%
Social Studies	315	272	86.3%	90.7%
Science	198	177	89.4%	91.5%
<b>Total Secondary Praxis Tests</b>	928	815	87.8%	91.3%
Agriculture	32	28	87.5%	96.9%
Business	39	36	92.3%	97.4%
Family & Consumer Science	32	26	81.3%	88.2%
Marketing	18	14	77.8%	83.3%
Technology Education	36	36	100.0%	100.0%
<b>Total CTE Praxis Tests</b>	157	140	89.2%	94.3%
Art	112	76	67.9%	81.3%
ESL	201	179	89.1%	91.5%
Health	179	155	86.6%	93.1%
Music	143	135	94.4%	95.2%
Physical Education	192	171	89.1%	96.4%
Theatre	17	15	88.2%	94.1%
Speech Language Pathology	71	71	100.0%	100.0%
<b>Total Specialized Praxis Tests</b>	915	802	87.7%	92.9%
Social Worker	26	25	96.2%	96.2%
School Psychologist	48	47	97.9%	98.0%
Guidance Counseling	142	137	96.5%	95.8%
<b>Total Pupil Services Praxis Tests</b>	216	209	96.8%	96.3%
<b>Total Praxis Tests</b>	4,603	4,064	88.3%	91.6%

This chart reports the first time and overall passage rate for Praxis II tests taken between September 1, 2011, and August 31, 2012, by candidates enrolled in Wisconsin Educator Preparation Programs. All candidates endorsed for licensure must pass the relevant Praxis II tests(s).

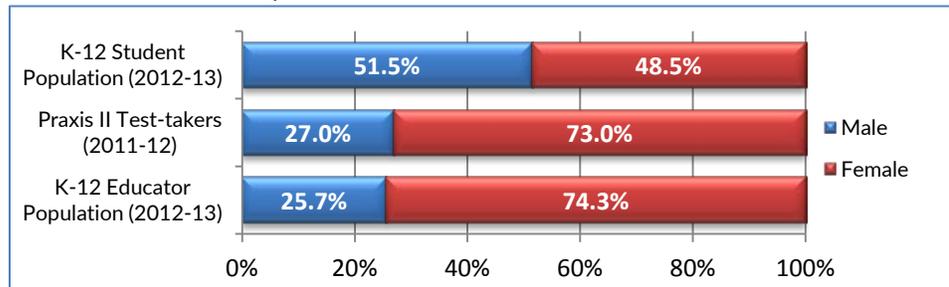
**Figure 3.** 2011-12 ACTFL World Language Statewide Pass Rates by Test

ACTFL World Language Test	No. of Test Takers	Percent Passing	Percent Passing
French	26	24	92.3%
German	40	24	60.0%
Spanish	340	257	75.6%
All Other Languages	13	11	84.6%
<b>Total ACTFL Tests</b>	<b>419</b>	<b>316</b>	<b>75.4%</b>

Passing score on the ACTFL test is Intermediate-High proficiency or above.

Candidates must pass two tests for world languages: an Oral Proficiency Inventory (OPI) and the Writing Proficiency Test (WPT). These data include both tests.

**Figure 4.** 2011-12 Praxis II Statewide Test-Takers by Gender Compared to PK-12 Student and Educator Population

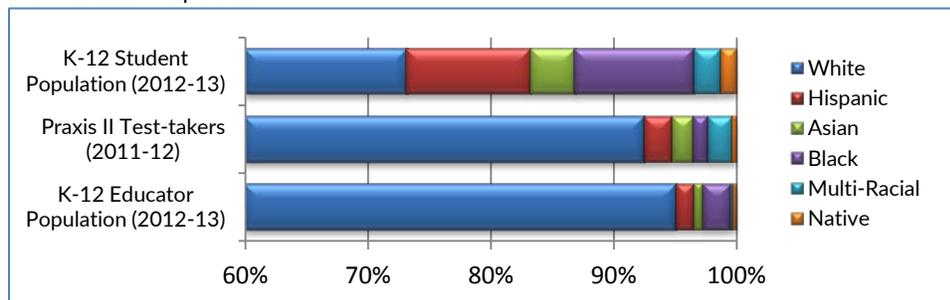


**Figure 5.** 2011-12 Praxis II Statewide Test Takers by Gender

Gender	No. of Test Takers	No. Passing on First Attempt	Percent Passing on First Attempt	Percent Passing All Attempts
<b>Female</b>	3,358	2,933	87.3%	90.5%
<b>Male</b>	1,241	1,127	90.8%	94.5%
<b>Total</b>	<b>4,599</b>	<b>4,060</b>	<b>88.3%</b>	<b>91.6%</b>

This chart reports the first time and overall passage rate for Praxis II tests taken between September 1, 2011, and August 31, 2012, by candidates enrolled in Wisconsin Educator Preparation Programs. Students may take more than one test and may take a test multiple times. All candidates endorsed for licensure must pass the relevant Praxis II test(s).

**Figure 6.** 2011-12 Praxis II Statewide Test Takers by Race Compared to PK-12 Student and Educator Population



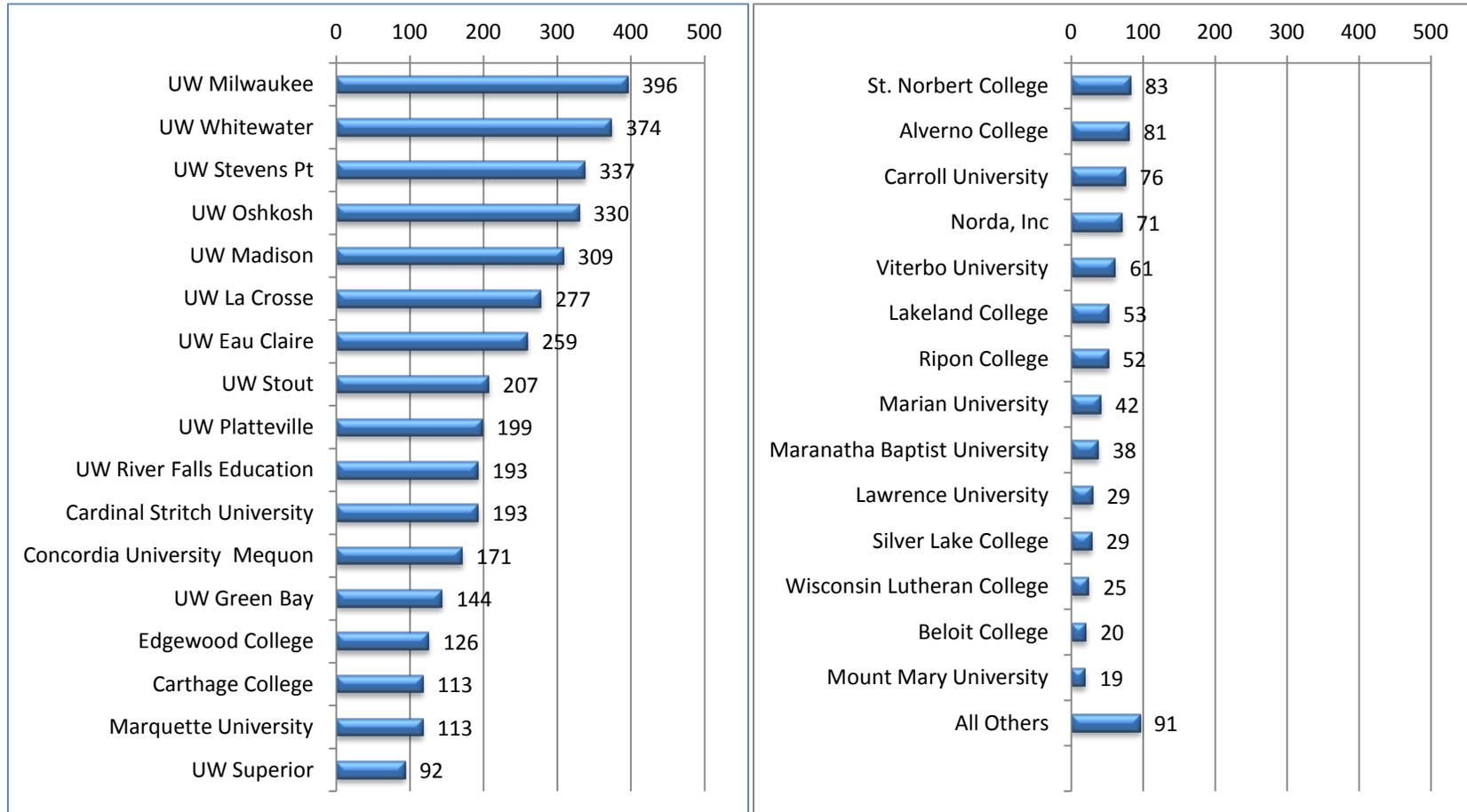
**Figure 7.** 2011-12 Praxis II Statewide Test Takers by Race

Race	No. of Total Test Takers	No. Passing on First Attempt	Percent Passing on First Attempt	Percent Passing All Attempts
Black	56	31	55.4%	52.9%*
Asian	78	65	83.3%	86.8%
Hispanic	108	77	71.3%	72.1%
Native	16	15	93.8%	95.0%
White	4,255	3,797	89.2%	93.0%
Other/Multi-Racial/Not Reported	91	79	86.8%	88.7%
<b>Total</b>	<b>4,603</b>	<b>4,060</b>	<b>88.3%</b>	<b>91.6%</b>

This chart reports the first time and overall passage rate for Praxis II tests taken between September 1, 2011, and August 31, 2012, by candidates enrolled in Wisconsin Educator Preparation Programs. Students may take more than one test and may take a test multiple times. All candidates endorsed for licensure must pass the relevant Praxis II test(s).

\*It is possible for the Percent Passing All Attempts rate to be lower than the Percent Passing on First Attempt, because it will include candidates who will have taken their first test in a previous testing window. As a result, there are more test takers in the Percent Passing All Attempts.

**Figure 8.** 2011-12 Praxis II Tests Taken by Educator Preparation Program



This chart reports, by educator preparation program, all of the PRAXIS II tests taken between September 1, 2011 and August 31, 2012. Candidates may take more than one exam and may take an exam multiple times. Each exam taken is counted in this figure, even if taken by the same candidate.

# Part II. Licensure and Employment

# 4

## Endorsed Candidate for Licensure

When candidates complete their educator preparation program requirements, the program will then officially endorse those candidates for licensure as a teacher, pupil services professional or administrator in Wisconsin. These requirements include completing coursework, passing the required tests for licensure, and completing the required student teaching/clinical component.

Candidates that wish to work in a Wisconsin public school must apply for and receive an initial educator license from the DPI. Candidates may also seek licensure in another state or work in private schools (which establish their own rules regarding licensure and staff training requirements).

## Candidates versus Licenses

Program completers may be endorsed for multiple licenses. Consequently, Wisconsin produced 538 more endorsements for licensure (4,836) than program completers (4,298) in 2011-12.

Additionally, candidates may be employed in a public school using one or more of their licenses. For example, an educator might have a social studies and a special education license. That educator might teach social studies, special education or both in a given year.

Multiple licenses create uncertainty when calculating employment rates by license type, since educators might be using some but not all of their licenses in a given year (and which licenses they are using could change from year to year).

## PI-1202 Employment and Staff Qualifications Data

Program completers prepared in Wisconsin educator preparation programs have a variety of employment options available to them. If they seek and obtain a Wisconsin initial educator or administrator license, then they can work in a Wisconsin public school.

Additionally, program completers may seek licensure and employment in other states, including a significant number of program completers from western Wisconsin that seek employment in Minnesota. Similarly, program completers (both licensed and unlicensed) may secure employment in Wisconsin's private schools.

Public and charter school employment data for this report are drawn from the report of school district employment data (PI-1202). This information is submitted annually to DPI by Wisconsin public school districts. Private schools

and schools in other states do not provide employment data to DPI. Additionally, because this report focuses on Wisconsin educator preparation programs, it does not include data on educators prepared in other states that are working in a Wisconsin public school.

## Data Highlights

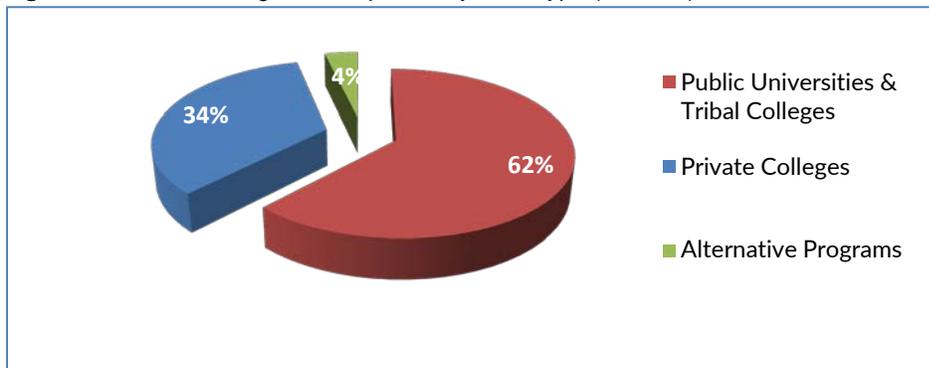
- **Public universities and tribal colleges produced 3/5 of all candidates.** The 13 University of Wisconsin campuses produce 62.1 percent of all candidates. These programs are more geographically distributed across the state and tend to have higher enrollments than their private institution counterparts. The College of Menominee Nation in northeast Wisconsin is the state's only tribal college. It is a small program that produced two program completers.
- **Private colleges and universities produce over one-third of all candidates.** Wisconsin's 19 private colleges and universities produced 34.2 percent of all candidates. The private colleges and universities are generally smaller than the public universities and are concentrated in south and eastern Wisconsin.
- **Program completers from public universities were more likely to be employed in a Wisconsin public school than their private school counterparts (56.7 percent vs. 42.8 percent).** However, program completers from both institution types had similar licensure rates.
- **Alternative route programs produce a small share of candidates, but focus on difficult to staff areas.** Wisconsin's alternative route programs, which often enroll educators working under emergency permit or license and focus on hard-to-staff subjects and shortage areas, produced 3.7 percent of program completers.
- **Alternative route programs have a slightly lower licensure rate, but significantly higher Wisconsin public school employment rate than traditional programs.** Over 70 percent of 2012 alternative route program completers were employed in a Wisconsin public school within a year. Many candidates were likely employed by a public school district on an emergency permit or license, while seeking certification.

**Figure 9.** Summary of Program Completers Licensed and Employed in Wisconsin

Wisconsin Total	EPP Program Completers 2011-12	Licensed in Wisconsin 2011-12	Employed in a Wisconsin Public School 2012-13		
	Number	Number	Percent of Program Completers	Number	Percent of Program Completers
Public Universities	2,669	2,386	89.4%	1,514	56.7%
Private Colleges & Universities	1,469	1,283	87.3%	628	42.8%
Alternative Route	158	138	87.3%	112	70.9%
Public Tribal College	2	1	50.0%	1	50.0%
<b>Total</b>	<b>4,298</b>	<b>3,808</b>	<b>88.6%</b>	<b>2,255</b>	<b>52.5%</b>

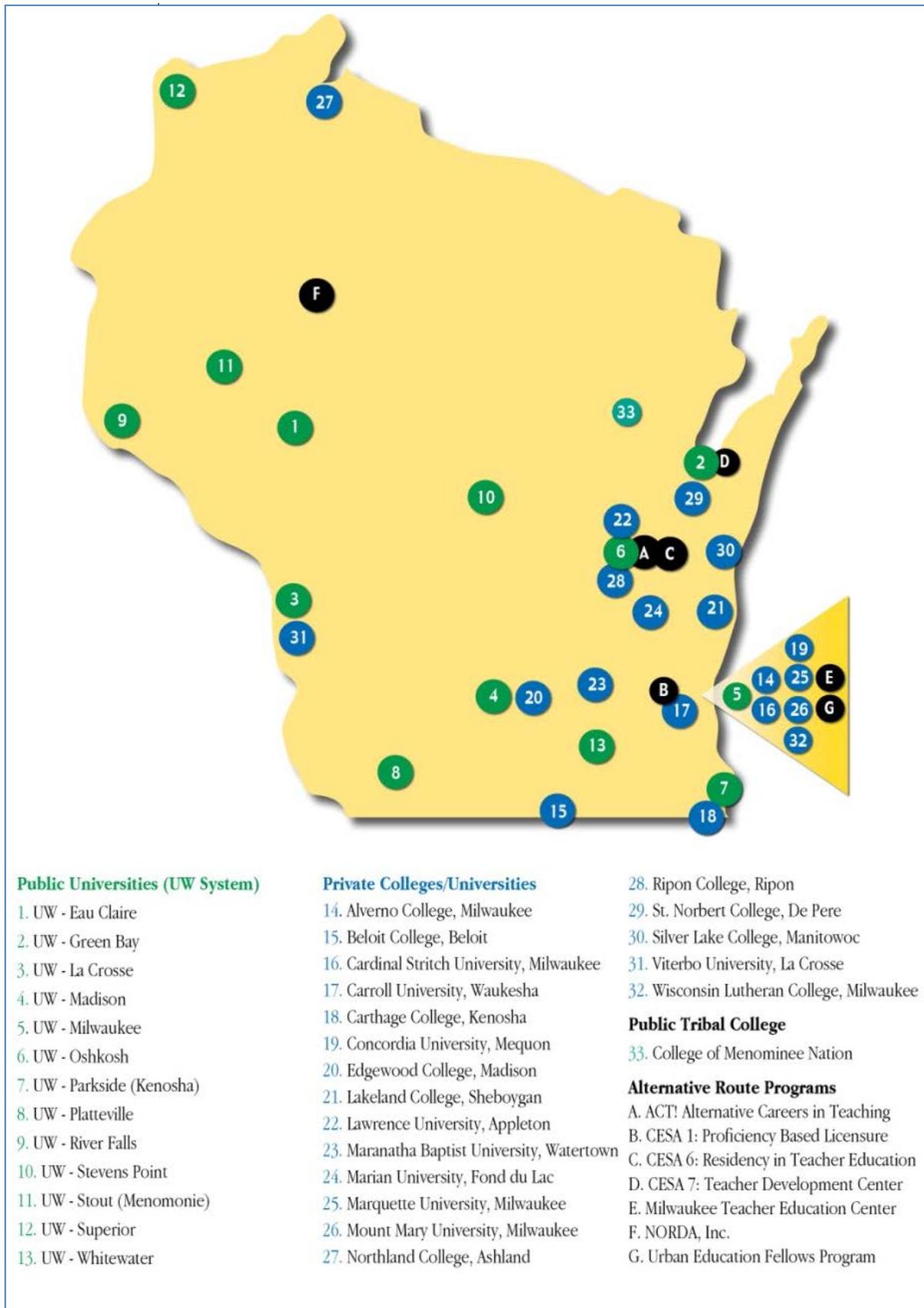
This chart reports data from the following sources: Wisconsin Educator Preparation Program (Endorsed Candidates for Licensure) September 1, 2011, to August 31, 2012; Teacher Licensing December 2011–September 2012; and PI-1202 Fall Staff Report for school year (SY) 2012-13.

**Figure 10.** Share of Program Completers by EPP Type (2011-12)

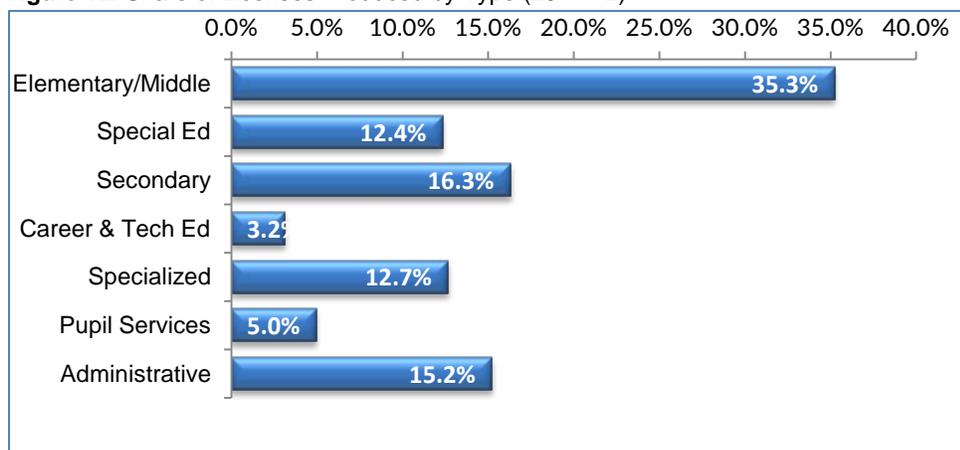


**Note:** Educators can be prepared for multiple licenses, so there are fewer educators than candidates.

**Figure 11.** Headquarter Location of Wisconsin Educator Preparation Programs



**Figure 12.** Share of Licenses Produced by Type (2011-12)



**Figure 13.** Total Licenses Produced by EPP Type (2011-12)

Educator Preparation Program (EPP) Type	Total	Elementary/Middle	Special Education	Secondary	CTE	Specialized	Pupil Service	Administrative
Public Universities & Tribal Colleges	2,970	1,131	442	526	136	458	170	107
Private Colleges/Universities	1,686	545	109	236	8	132	71	584
Alternative Route Programs	180	29	47	27	9	23	-	46
<b>Total</b>	<b>4,836</b>	<b>1,705</b>	<b>598</b>	<b>789</b>	<b>153</b>	<b>613</b>	<b>241</b>	<b>737</b>

**Note:** Program Completers can be endorsed for multiple licenses. Consequently, Wisconsin produced 538 more endorsements for licensure (4,836) than program completers (4,298) in 2011-2012.

**Figure 14.** Share of Licenses Produced by EPP Type (2011-12)

Educator Preparation Program (EPP) Type	Total Share	Elementary/Middle	Special Education	Secondary	CTE	Specialized	Pupil Service	Administrative
Public Universities & Tribal Colleges	61.4%	66.3%	73.9%	66.7%	88.9%	74.7%	70.5%	14.5%
Private Colleges/Universities	34.9%	32.0%	18.2%	29.9%	5.2%	21.5%	29.5%	79.2%
Alternative Route Programs	3.7%	1.7%	7.9%	3.4%	5.9%	3.8%	0.0%	6.2%

**Figure 15. 2011-12 Educator Licenses Prepared by EPP Type (2011-12)**

Wisconsin Endorsements for Initial Teaching Licenses 2011-2012	State Total	Public University & Tribal College Total	Private College & University Total	Alternative Route Program Total
EC Early Childhood	159	138	20	1
ECMC Early Childhood-Middle Childhood	473	290	172	11
MCEA Middle Childhood-Early Adolescence	1,073	703	353	17
<b>Total Elementary/Middle Licenses</b>	<b>1,705</b>	<b>1,131</b>	<b>545</b>	<b>29</b>
EC Special Education	92	88	3	1
EAA/MCEA Special Education	374	251	77	46
ECA Deaf and Hard of Hearing	2	2	-	-
ECA Speech and Language Pathologist	130	101	29	-
<b>Total Special Ed Licenses</b>	<b>598</b>	<b>442</b>	<b>109</b>	<b>47</b>
EAA English	238	164	74	-
EAA Mathematics	152	105	39	8
EAA Social Studies	244	156	87	1
EAA Science	155	101	36	18
<b>Total Secondary Licenses</b>	<b>789</b>	<b>526</b>	<b>236</b>	<b>27</b>
ECA Agriculture	26	26	-	-
ECA Business Education	34	24	5	5
ECA Family Consumer Sciences	32	31	-	1
ECA Marketing	17	17	-	-
ECA Technology Education	44	38	4	2
<b>Total CTE Licenses</b>	<b>153</b>	<b>136</b>	<b>9</b>	<b>8</b>
ECA Art	137	114	18	5
ECA English as a Second Language	41	34	4	3
ECA Health	26	23	2	1
ECA Music	140	98	39	3
ECA Physical Education	158	122	36	-
ECA Theatre	6	2	4	-
ECA World Languages	105	65	29	11
<b>Total Specialized Licenses</b>	<b>613</b>	<b>465</b>	<b>132</b>	<b>23</b>

**Figure 15. 2011-12 Educator Licenses Prepared by EPP Type (2011-12) (cont'd)**

Wisconsin Endorsements for Initial Teaching Licenses 2011-2012	State Total	Public University & Tribal College Total	Private College & University Total	Alternative Route Program Total
School Counselor	152	81	71	-
School Social Worker	23	23	-	-
School Psychologist	66	66	-	-
<b>Total Pupil Services Licenses</b>	241	170	71	0
Superintendent	44	8	29	7
School Business Manager	23	16	7	-
Principal	332	31	282	19
Director of Instruction	203	15	181	7
Director of Special Education	65	18	34	13
Reading Specialist	60	17	43	-
Instructional Technology Coordinator	8	-	8	-
Career and Technical Education Coordinator	2	2	-	-
<b>Total Administrative Licenses</b>	737	107	584	46
<b>Grand Total Licenses</b>	4,836	2,970	1,686	180

**Note:** Program Completers can be endorsed for multiple licenses. Consequently, Wisconsin produced 538 more endorsements for licensure (4,836) than program completers (4,298) in 2011-2012.

**Figure 16.** Licenses Endorsed by Educator Preparation Programs: Public, Private, and Alternative Route Programs

Public Universities and Tribal College: Wisconsin Candidates Endorsed for Initial Licenses 2011-2012	Public State Total	UW Eau Claire	UW Green Bay	UW La Crosse	UW Madison	UW Milwaukee	UW Oshkosh	UW Parkside	UW Platteville	UW River Falls	UW Stevens Point	UW Stout	UW Superior	UW Whitewater	College of Menomonee Nation
EC Early Childhood	138	-	-	-	-	44	-	3	-	5	19	37	-	30	-
ECMC Early Childhood-Middle Childhood	290	-	17	32	43	-	88	-	54	30	-	-	19	5	2
MCEA Middle Childhood-Early Adolescence	703	111	62	69	41	55	85	19	-	59	77	-	34	91	-
<b>Total Elementary Licenses</b>	<b>1,131</b>	111	79	101	84	99	173	22	54	94	96	37	53	126	2
EC Special Education	88	7	-	-	-	6	14	-	-	-	18	13	-	30	-
EAA/MCEA Special Education	251	57	-	24	17	11	52	-	3	-	31	13	-	43	-
ECA Deaf and Hard of Hearing	2	-	-	-	-	2	-	-	-	-	-	-	-	-	-
ECA Speech and Language Pathologist	101	16	-	-	25	24	-	-	-	-	27	-	-	9	-
<b>Total Special Ed Licenses</b>	<b>442</b>	80	0	24	42	43	66	0	3	0	76	26	0	82	0
EAA English	164	25	12	17	14	17	12	4	7	15	22	-	4	15	-
EAA Mathematics	105	7	3	11	13	10	9	5	9	12	12	-	4	10	-
EAA Social Studies	156	18	8	20	14	23	15	1	8	14	17	2	10	6	-
EAA Science	101	7	9	11	8	9	9	1	8	8	15	8	2	6	-
<b>Total Secondary Licenses</b>	<b>526</b>	57	32	59	49	59	45	11	32	49	66	10	20	37	0
ECA Agriculture	26	-	-	-	-	-	-	-	10	16	-	-	-	-	-
ECA Business Education	24	-	-	-	-	-	-	-	-	-	-	11	-	13	-
ECA Family Consumer Sciences	31	-	-	-	4	-	-	-	-	-	22	5	-	-	-
ECA Marketing	17	-	-	-	-	-	-	-	-	-	-	11	-	6	-
ECA Technology and Engineering	38	-	-	-	-	-	-	-	12	-	-	26	-	-	-
<b>Total CTE Licenses</b>	<b>136</b>	0	0	0	4	0	0	0	22	16	22	53	0	19	0

Public Universities and Tribal College: Wisconsin Candidates Endorsed for Initial Licenses 2011-2012	Public State Total	UW Eau Claire	UW Green Bay	UW La Crosse	UW Madison	UW Milwaukee	UW Oshkosh	UW Parkside	UW Platteville	UW River Falls	UW Stevens Point	UW Stout	UW Superior	UW Whitewater	College of Menomonee Nation
ECA Art	114	2	5	9	10	23	13	4	4	8	-	22	-	14	-
ECA English as a Second Language	34	4	1	2	-	5	9	-	-	7	4	-	-	2	-
ECA Health	23	-	-	14	-	-	-	-	-	5	-	-	1	3	-
ECA Music	98	27	3	8	9	5	3	3	1	9	16	-	3	11	-
ECA Physical Education	122	6	-	34	5	-	18	-	12	8	14	-	6	19	-
ECA Theatre	2	-	1	-	-	1	-	-	-	-	-	-	-	-	-
ECA World Languages	65	9	6	12	4	9	9	1	1	4	6	-	-	4	-
<b>Total Specialized Licenses</b>	<b>458</b>	<b>48</b>	<b>16</b>	<b>79</b>	<b>28</b>	<b>43</b>	<b>52</b>	<b>8</b>	<b>18</b>	<b>41</b>	<b>40</b>	<b>22</b>	<b>10</b>	<b>53</b>	<b>0</b>
School Counselor	81	-	-	-	5	6	10	-	11	17	-	13	8	11	-
School Social Worker	23	-	-	-	11	12	-	-	-	-	-	-	-	-	-
School Psychologist	66	9	-	11	2	-	-	-	-	8	-	26	-	10	-
<b>Total Pupil Services License Candidates</b>	<b>170</b>	<b>9</b>	<b>0</b>	<b>11</b>	<b>18</b>	<b>18</b>	<b>10</b>	<b>0</b>	<b>11</b>	<b>25</b>	<b>0</b>	<b>39</b>	<b>8</b>	<b>21</b>	<b>0</b>
Superintendent	8	-	-	-	2	3	-	-	-	-	-	-	3	-	-
School Business Manager	16	-	-	-	-	2	-	-	-	-	-	-	1	13	-
Principal	31	-	-	-	13	10	-	-	-	-	-	-	8	-	-
Director of Instruction	15	-	-	-	6	8	-	-	-	-	-	-	1	-	-
Director of Special Education	18	14	-	-	3	1	-	-	-	-	-	-	-	-	-
Reading Specialist	17	6	-	-	-	2	-	-	-	2	2	-	4	1	-
Instructional Technology Coordinator	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Career and Technical Education Coordinator	2	-	-	-	-	-	-	-	-	-	-	2	-	-	-
<b>Total Administrative License Candidates</b>	<b>107</b>	<b>20</b>	<b>0</b>	<b>0</b>	<b>24</b>	<b>26</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>17</b>	<b>14</b>	<b>0</b>
<b>Total Candidates Endorsed Public</b>	<b>2970</b>	<b>325</b>	<b>127</b>	<b>274</b>	<b>249</b>	<b>288</b>	<b>346</b>	<b>41</b>	<b>140</b>	<b>227</b>	<b>302</b>	<b>189</b>	<b>108</b>	<b>352</b>	<b>2</b>

Private Colleges & Universities: Wisconsin Candidates Endorsed for Initial Licenses 2011-2012	Private State Total	Alverno College	Beloit College	Cardinal Stritch Univ	Carroll Univ	Carthage College	Concordia Univ	Edgewood College	Lakeland College	Lawrence Univ	Maranatha Baptist U.	Marian Univ	Marquette Univ	Mount Mary Univ	Northland College	Ripon College	St. Norbert College	Silver Lake College	Viterbo University	Wisconsin Lutheran College
EC Early Childhood	20	-	-	-	-	-	14	5	-	-	-	-	-	-	-	-	-	1	-	-
ECMC Early Childhood-Middle Childhood	172	19	-	48	27	-	-	5	4	-	3	9	-	6	-	3	22	2	18	6
MCEA Middle Childhood-Early Adolescence	353	20	6	36	26	34	53	25	8	-	13	33	43	3	5	4	19	7	7	11
<b>Total Elementary Licenses</b>	<b>545</b>	<b>39</b>	<b>6</b>	<b>84</b>	<b>53</b>	<b>34</b>	<b>67</b>	<b>35</b>	<b>12</b>	<b>0</b>	<b>16</b>	<b>42</b>	<b>43</b>	<b>9</b>	<b>5</b>	<b>7</b>	<b>41</b>	<b>10</b>	<b>25</b>	<b>17</b>
EC Special Education	3	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	1	-	-
EAA/MCEA Special Education	77	5	-	40	-	21	-	3	-	-	3	-	-	-	-	-	-	5	-	-
ECA Deaf and Hard of Hearing	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ECA Speech and Language Pathologist	29	-	-	-	-	-	-	-	-	-	-	-	29	-	-	-	-	-	-	-
<b>Total Special Education Licenses</b>	<b>109</b>	<b>5</b>	<b>0</b>	<b>40</b>	<b>0</b>	<b>21</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>29</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>0</b>	<b>0</b>
EAA English	74	8	2	6	2	10	9	-	-	1	4	2	15	3	-	2	5	-	4	1
EAA Mathematics/ Computer Science	39	2	1	7	2	5	6	-	-	1	-	1	8	-	-	3	1	-	1	1
EAA Social Studies	87	5	5	7	6	9	9	-	2	1	5	1	23	1	-	6	5	-	1	1
EAA Science	36	4	-	1	-	5	7	-	-	1	-	-	10	2	2	-	1	-	2	1
<b>Total Secondary Licenses</b>	<b>236</b>	<b>19</b>	<b>8</b>	<b>21</b>	<b>10</b>	<b>29</b>	<b>31</b>	<b>0</b>	<b>2</b>	<b>4</b>	<b>9</b>	<b>4</b>	<b>56</b>	<b>6</b>	<b>2</b>	<b>11</b>	<b>12</b>	<b>0</b>	<b>8</b>	<b>4</b>
ECA Agriculture	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ECA Business Education	5	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	3	-
ECA Family Consumer Sciences	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ECA Marketing	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ECA Technology and Engineering	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4	-
<b>Total CTE Licenses</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>0</b>

Private Colleges & Universities: Wisconsin Candidates Endorsed for Initial Licenses 2011-2012	Private State Total	Private Colleges & Universities:																		
		Alverno College	Beloit College	Cardinal Stritch Univ	Carroll Univ	Carthage College	Concordia Univ	Edgewood College	Lakeland College	Lawrence Univ	Maranatha Baptist U.	Marian Univ	Marquette Univ	Mount Mary Univ	Northland College	Ripon College	St. Norbert College	Silver Lake College	Viterbo University	Wisconsin Lutheran College
ECA Art	18	4	-	4	5	-	3	-	-	-	-	-	-	-	1	-	-	-	1	-
ECA English as a Second Language	4	-	-	-	-	-	3	-	-	1	-	-	-	-	-	-	-	-	-	-
ECA Health	2	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-
ECA Music	39	-	-	-	2	9	3	-	1	11	1	2	-	-	1	2	6	-	1	-
ECA Physical Education	36	-	-	-	10	12	6	-	-	-	2	-	-	-	1	5	-	-	-	-
ECA Theatre	4	-	-	-	1	1	-	-	-	-	-	-	-	-	1	-	-	-	1	-
ECA World Languages	29	-	-	3	-	7	7	-	1	3	-	-	5	-	-	1	1	-	-	1
<b>Total Specialized Licenses</b>	<b>132</b>	<b>4</b>	<b>0</b>	<b>7</b>	<b>18</b>	<b>29</b>	<b>22</b>	<b>0</b>	<b>2</b>	<b>15</b>	<b>5</b>	<b>2</b>	<b>5</b>	<b>0</b>	<b>3</b>	<b>9</b>	<b>7</b>	<b>0</b>	<b>3</b>	<b>1</b>
School Counselor	71	-	-	-	-	-	39	-	18	-	-	-	8	6	-	-	-	-	-	-
School Social Worker	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
School Psychologist	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total Pupil Services License Candidates</b>	<b>71</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>39</b>	<b>0</b>	<b>18</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Superintendent	29	-	-	1	-	-	-	19	-	-	-	2	7	-	-	-	-	-	-	-
School Business Manager	7	-	-	-	-	-	1	4	-	-	-	2	-	-	-	-	-	-	-	-
Principal	282	8	-	71	-	-	88	20	-	-	-	50	7	-	-	-	-	5	33	-
Director of Instruction	181	12	-	71	-	-	44	18	-	-	-	19	2	-	-	-	-	2	13	-
Director of Special Education	34	-	-	-	-	-	-	13	-	-	-	16	-	-	-	-	-	1	4	-
Reading Specialist	43	3	-	4	-	-	18	3	-	-	-	-	-	-	-	-	-	-	15	-
Instructional Technology Coordinator	8	-	-	5	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-
Career and Technical Ed Coordinator	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
<b>Total Administrative License Candidates</b>	<b>584</b>	<b>23</b>	<b>0</b>	<b>152</b>	<b>0</b>	<b>0</b>	<b>151</b>	<b>80</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>89</b>	<b>16</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>65</b>	<b>0</b>
<b>Total Candidates Endorsed Private</b>	<b>1686</b>	<b>90</b>	<b>14</b>	<b>304</b>	<b>81</b>	<b>113</b>	<b>312</b>	<b>120</b>	<b>34</b>	<b>19</b>	<b>33</b>	<b>137</b>	<b>157</b>	<b>21</b>	<b>10</b>	<b>27</b>	<b>60</b>	<b>24</b>	<b>108</b>	<b>22</b>

Alternative Route Programs: Wisconsin Candidates Endorsed for Initial Licenses 2011-2012	Alternativ Route Programs State Total	act!	CESA 1 PBL	CESA 6 RITE	CESA 7 TDC	MTEC	NORDA	Urban Education Fellows Program
EC Early Childhood	1	-	-	-	-	1	-	-
ECMC Early Childhood-Middle Childhood	11	-	8	-	-	3	-	-
MCEA Middle Childhood-Early Adolescence	17	-	5	-	2	2	-	8
<b>Total Elementary Licenses</b>	<b>29</b>	<b>0</b>	<b>13</b>	<b>0</b>	<b>2</b>	<b>6</b>	<b>0</b>	<b>8</b>
EC Special Education	1	-	-	-	-	-	1	-
EAA/MCEA Special Education	46	-	10	13	-	1	22	-
ECA Deaf and Hard of Hearing	0	-	-	-	-	-	-	-
ECA Speech and Language Pathologist	0	-	-	-	-	-	-	-
<b>Total Special Ed Licenses</b>	<b>47</b>	<b>0</b>	<b>10</b>	<b>13</b>	<b>0</b>	<b>1</b>	<b>23</b>	<b>0</b>
EAA English	0	-	-	-	-	-	-	-
EAA Mathematics/Computer Science	8	4	-	-	-	-	4	-
EAA Social Studies	1	-	-	-	-	-	1	-
EAA Science	18	3	1	-	-	-	14	-
<b>Total Secondary Licenses</b>	<b>27</b>	<b>7</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>19</b>	<b>0</b>
ECA Agriculture	0	-	-	-	-	-	-	-
ECA Business Education	5	-	1	-	-	-	4	-
ECA Family Consumer Sciences	1	-	-	-	-	-	1	-
ECA Marketing	0	-	-	-	-	-	-	-
ECA Technology and Engineering	2	-	-	-	-	-	2	-
<b>Total CTE Licenses</b>	<b>8</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>0</b>

Alternative Route Programs: Wisconsin Candidates Endorsed for Initial Licenses 2011-2012	Alternative Route Programs State Total	act!	CESA 1 PBL	CESA 6 RITE	CESA 7 TDC	MTEC	NORDA	Urban Education Fellows Program
ECA Art	5	-	-	1	-	-	4	-
ECA English as a Second Language	3	-	-	-	-	-	3	-
ECA Health	1	-	-	-	-	-	1	-
ECA Music	3	-	-	-	-	-	3	-
ECA Physical Education	0	-	-	-	-	-	-	-
ECA Theatre	0	-	-	-	-	-	-	-
ECA World Languages	11	-	-	-	-	-	11	-
<b>Total Specialized Licenses</b>	<b>23</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>22</b>	<b>0</b>
School Counselor	0	-	-	-	-	-	-	-
School Social Worker	0	-	-	-	-	-	-	-
School Psychologist	0	-	-	-	-	-	-	-
<b>Total Pupil Services License Candidates</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Superintendent	7	-	-	-	-	-	7	-
School Business Manager	0	-	-	-	-	-	-	-
Principal	19	-	-	-	-	-	19	-
Director of Instruction	7	-	-	-	-	-	7	-
Director of Special Education	13	-	-	-	-	-	13	-
Reading Specialist	0	-	-	-	-	-	-	-
Instructional Technology Coordinator	0	-	-	-	-	-	-	-
Career and Technical Education Coordinator	0	-	-	-	-	-	-	-
<b>Total Administrative License Candidates</b>	<b>46</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>46</b>	<b>0</b>
<b>Total Candidates Endorsed Alternative Route</b>	<b>180</b>	<b>7</b>	<b>25</b>	<b>14</b>	<b>2</b>	<b>7</b>	<b>117</b>	<b>8</b>

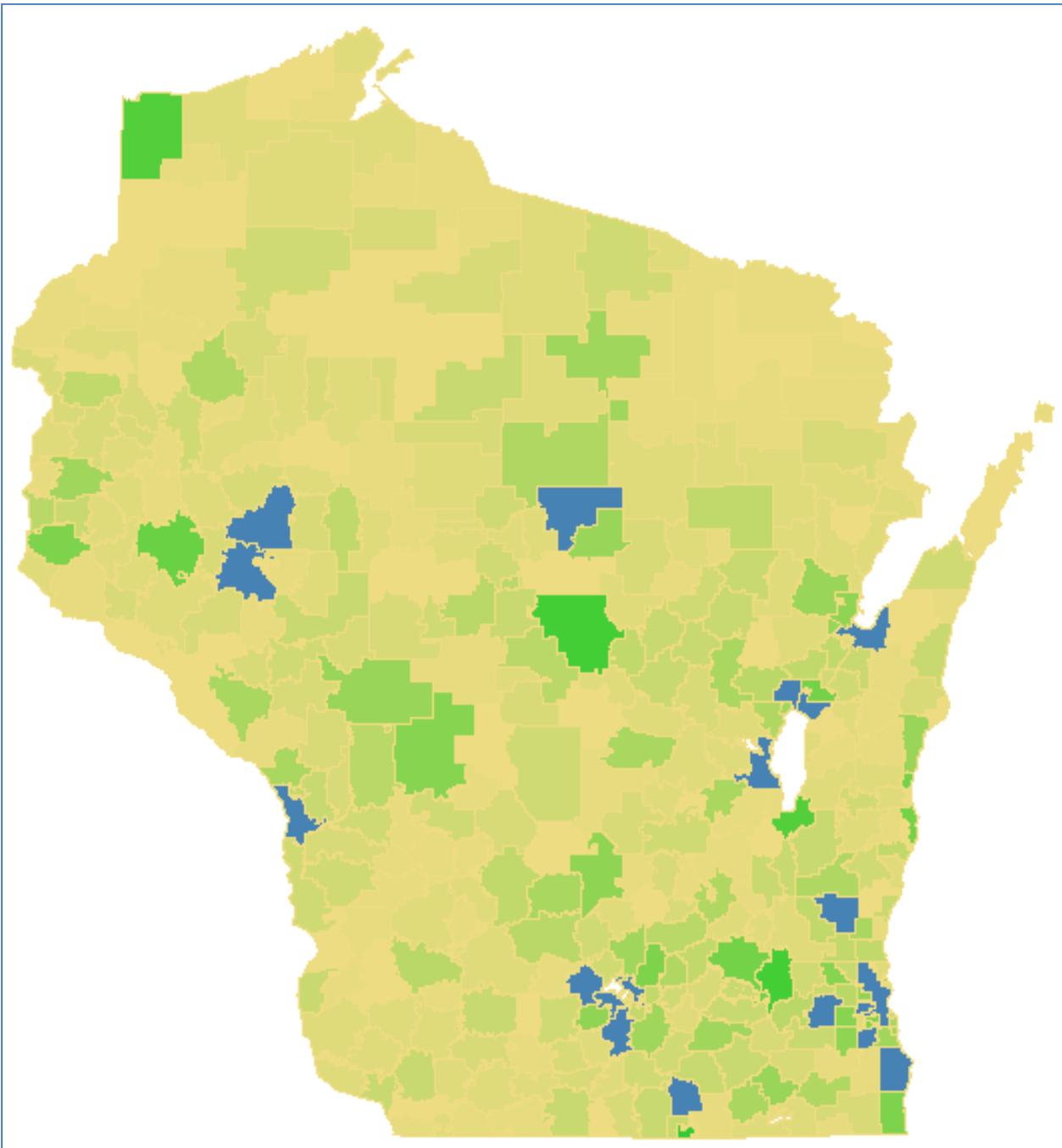
**Figure 17.** Licenses Recommended in 2011-12 that are Subsequently in a Wisconsin Public School in 2012-13

Initial Licensure Endorsements 2011-2012 (Note: a candidate may hold multiple licenses)	Total Endorsed Licenses	Number of Licenses Employed in Wisconsin Public School 2012-13	Percent Licenses Employed in Wisconsin Public School 2012-13
EC Early Childhood	159	82	51.6%
ECMC Early Childhood-Middle Childhood	473	275	58.1%
MCEA Middle Childhood-Early Adolescence	1,073	605	56.4%
<b>Total Elementary/Middle Licenses</b>	<b>1,705</b>	<b>962</b>	<b>56.4%</b>
EC Special Education	92	60	65.2%
MCEA/EAA Special Education	374	294	78.6%
ECA Deaf and Hard of Hearing	2	2	100.0%
ECA Speech and Language Pathologist	130	42	32.3%
<b>Total Special Ed Licenses</b>	<b>598</b>	<b>398</b>	<b>66.6%</b>
EAA English	238	120	50.4%
EAA Mathematics Computer Science	152	98	64.5%
EAA Social Studies	244	122	50.0%
EAA Science	155	88	56.8%
<b>Total Secondary Licenses</b>	<b>789</b>	<b>428</b>	<b>54.2%</b>
ECA Agriculture	26	15	57.7%
ECA Business Education	34	27	79.4%
ECA Family Consumer Sciences	32	24	75.0%
ECA Marketing	17	14	82.4%
ECA Technology & Engineering	44	34	77.3%
<b>Total CTE Licenses</b>	<b>153</b>	<b>114</b>	<b>74.5%</b>
ECA Art	137	73	53.3%
ECA English as a Second Language	41	25	61.0%
ECA Health	26	11	42.3%
ECA Music	140	71	50.7%
ECA Physical Education	158	73	46.2%
ECA Theatre	6	2	33.3%
ECA World Languages	105	63	60.6%
<b>Total Specialized Licenses</b>	<b>613</b>	<b>318</b>	<b>51.9%</b>

Initial Licensure Endorsements 2011-2012 (Note: a candidate may hold multiple licenses)	Total Endorsed Licenses	Number of Licenses Employed in Wisconsin Public School 2012-13	Percent Licenses Employed in Wisconsin Public School 2012-13
School Counselor	152	44	28.9%
School Social Worker	23	16	69.6%
School Psychologist	66	38	57.6%
<b>Total Pupil Services Licenses</b>	<b>241</b>	<b>98</b>	<b>40.7%</b>
Superintendent	44	33	75.0%
School Business Manager	23	10	43.5%
Principal	332	72	21.7%
Director of Instruction	203	54	26.6%
Director of Special Ed	65	38	58.5%
Reading Specialist	60	7	11.7%
Instructional Technology Coordinator	8	-	0.0%
Career and Technical Education Coordinator	2	1	50.0%
<b>Administrative Licenses</b>	<b>737</b>	<b>215</b>	<b>29.2%</b>
<b>Grand Total Licenses</b>	<b>4,836</b>	<b>2,533</b>	<b>52.4%*</b>

\* Will differ from overall rate because of candidates with multiple Licensure Endorsements.

**Figure 18.** Number of Initial Candidates Employed in Wisconsin 2012-13



\*Yellow to Green (0 to 20 Candidates)  
Blue (>20 Candidates)

This map represents where the candidates prepared in Wisconsin in 2011-2012 were employed in Wisconsin public schools during the 2012-2013 school year.