



Trends in Minority Students and Teachers

STUDENT TRENDS

Florida is fast approaching a minority-majority status.

Over the past 25 years the percentage of minority students in Florida's public schools has increased from 30 percent to 49 percent. Many of the state's largest school districts have already reached this level, including the six largest, shown in *Table 1*.

Rank in Size of Membership	District	Total Membership	Total Minority Number	Total Minority Percent	Membership as % of State Total
1	Miami-Dade	373,375	334,628	89.6	14.7
2	Broward	267,884	168,567	62.9	10.5
3	Hillsborough	175,305	91,883	52.4	6.9
4	Palm Beach	164,796	89,522	54.3	6.5
5	Orange	158,643	93,417	58.9	6.2
6	Duval	128,118	67,305	52.5	5.0
Total for 67 Districts		2,539,932	1,253,786	49.4	100.0

The percentage of minority students among medium-sized districts varies between 12 percent in Nassau and 57 percent in Osceola.

Rank in Size of Membership	District	Total Membership	Total Minority Number	Total Minority Percent	Membership as % of State Total
<u>Districts with Enrollment between 38,000 and 44,000 (6 Largest)</u>					
14	Escambia	43,871	19,183	43.7	1.7
15	Osceola	40,482	22,957	56.7	1.6
16	Marion	39,689	13,298	33.5	1.6
17	Manatee	39,106	14,056	35.9	1.5
18	Collier	38,104	18,529	48.6	1.5
19	Sarasota	38,026	8,398	22.1	1.5
<u>Districts with Enrollments between 10,000 and 17,500 (6 Smallest)</u>					
31	Martin	17,255	4,835	28.0	0.7
32	Indian River	15,980	4,996	31.3	0.6
33	Citrus	15,344	1,682	11.0	0.6
34	Putnam	12,483	4,702	37.7	0.5
35	Highlands	11,428	4,796	42.0	0.4
36	Nassau	10,521	1,274	12.1	0.4
Total for 67 Districts		2,539,932	1,253,786	49.4	100.0

The percentage of minorities in some of the smaller districts—many of them rural—are at the extremes, ranging from 95 percent in Gadsden and 72 percent in Jefferson to 8 percent in Gilchrist and 5 percent in Holmes. These districts underscore the radical differences in racial make up from district to district.

Rank in Size of Membership	District	Total Membership	Total Minority		Membership as % of State Total
			Number	Percent	
<u>Districts with large percentage of minority students</u>					
42	Gadsden	7,195	6,813	94.7	0.3
63	Jefferson	1,575	1,129	71.7	0.1
39	Hendry	7,673	4,906	63.9	0.3
56	Madison	3,311	1,995	60.3	0.1
48	Hardee	5,175	3,044	58.8	0.2
62	Hamilton	2,067	1,169	56.6	0.1
69	Glades	998	554	55.5	0.0
<u>Districts with small percentage of minority students</u>					
60	Calhoun	2,173	375	17.3	0.1
66	Franklin	1,343	231	17.2	0.1
51	Baker	4,525	736	16.3	0.2
50	Wakulla	4,661	672	14.4	0.2
45	Walton	6,304	824	13.1	0.2
58	Dixie	2,229	257	11.5	0.1
57	Gilchrist	2,734	207	7.6	0.1
54	Holmes	3,414	180	5.3	0.1
	Total for 67 Districts	2,539,932	1,253,786	49.4	100.0

Student growth has been fastest among Hispanics, Asians, and Multiracial/Others.

Since 1977 the number of Florida's Hispanic students has increased more than fourfold, from 99,636 to 531,585, while the number of Asians has increased at a similar rate. The new category, *multiracial*, has nearly doubled in the four years it has been recognized—from 26,366 to 50,206. At the same time the numbers of white non-Hispanics and African Americans have grown more slowly, by about 25 percent for whites (from 1,027,228 to 1,285,566) and 76 percent for African Americans (from 349,132 to 613,335).

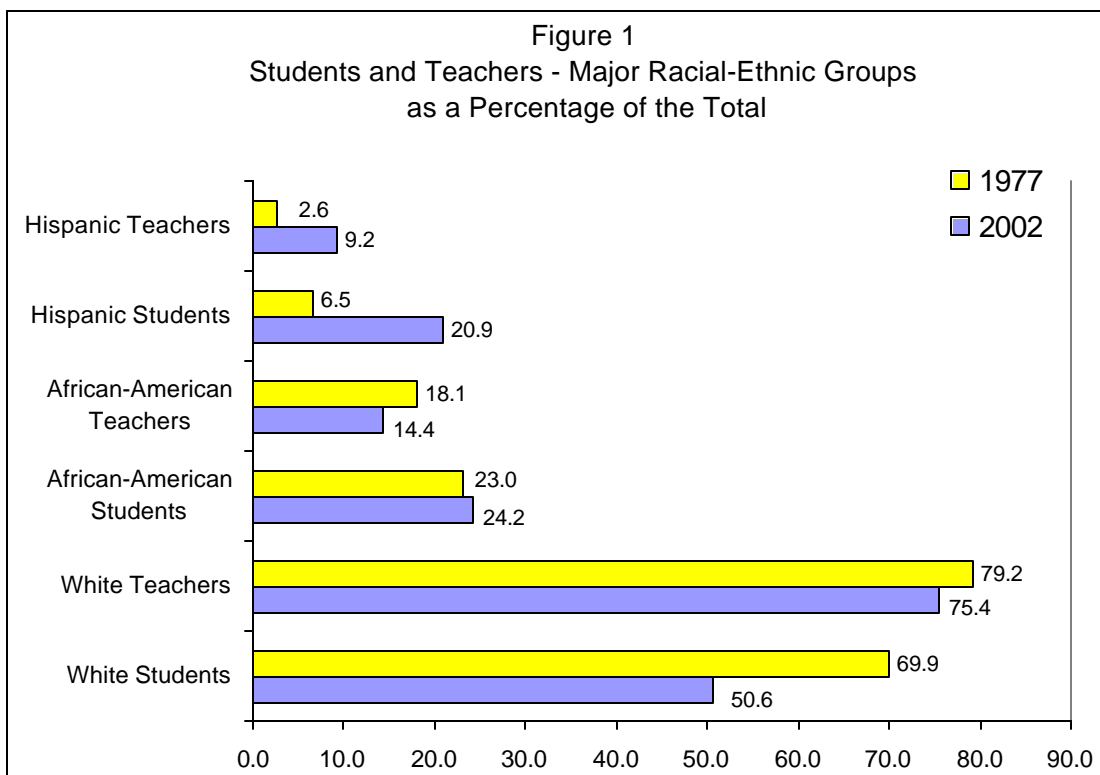
As the result of this uneven growth across racial-ethnic groups, Hispanics as a percentage of the total more than tripled, from 6.5 percent in 1977 to 20.9 in 2002, while whites decreased from 70 percent to 50.6 percent. The percentages of African-American students have been relatively stable, increasing slowly from 23 percent in 1977 to 25 percent in the mid 1990s. Over the last six years, the percentage of African-American students has declined slightly, to 24.2.

TEACHER TRENDS

By contrast, the profile of Florida's teachers changed more slowly.

In fall 1977, for every minority teacher in Florida public schools, there were 30 minority students. By fall 2002 the ratios had increased so that for every minority teacher there are now 36 minority students. During this same period, the ratio between white teachers and white students fell from one to 16 to one to 12, one third the ratio for minorities. The numbers of teachers have grown, along with the number of students, but the profiles differ. While the number of white students grew over the last twenty-five years by 20 percent, the number of white teachers grew by 84 percent. The most positive trend has been the increase in the number of Hispanic teachers, which has exceeded the increase in the number of students. Nevertheless, a wide gap remains between the percentage of Hispanic students and Hispanic teachers.

	Percentage Growth	
	Students	Teachers
Others	995.1	1,709.1
Hispanics	433.5	583.3
African Americans	74.0	54.2
White Non-Hispanics	19.9	84.3



Not surprisingly, the six school districts in Florida with the largest student populations also have the largest teacher populations (Tables 1 and 5). Of these six districts, Miami-Dade is the only large district with a higher percentage of minority teachers than white teachers. The percentage of minority teachers in the other five large districts ranges from 23 percent in Hillsborough to 33 percent in Broward.

Table 5
Percentage of Minority Classroom Teachers
Six Largest Florida School Districts - Fall 2002
Ranked on Percentage of Minority Teachers

District	Number Teachers	Percentage			
		Total Minority	White	African Amer.	Hispanic
Miami-Dade	18,997	67.2	32.8	26.3	39.3
Broward	13,552	32.5	67.5	23.0	8.2
Duval	6,764	29.3	70.7	26.8	1.5
Orange	9,487	26.8	73.2	15.9	9.6
Palm Beach	9,104	23.0	77.0	15.7	6.0
Hillsborough	10,549	22.9	77.1	13.0	8.6

The percentage of minority teachers in Florida's medium-size districts varies from three percent in Santa Rosa to 25 percent in Leon. All but three of the medium-size districts have a higher percentage of African American teachers than other minorities. As shown in Table 6, the percentage of minorities in Florida's small-size districts varies from zero percent in Holmes to 70 percent in Gadsden. Hispanic teachers were reported in five of Florida's 12 small-size districts shown in Table 6.

Table 6
Percentage of Minority Classroom Teachers
Twelve Small-Sized Districts - Fall 2002

District	Number Teachers	Percentage			
		Total Minority	White	African Amer.	Hispanic
<u>Districts with large percentage of minority teachers</u>					
Gadsden	447	69.6	30.4	67.6	1.3
Jefferson	108	50.0	50.0	50.0	0.0
Madison	175	32.6	67.4	32.6	0.0
Hamilton	129	24.0	76.0	23.3	0.8
Glades	61	18.0	82.0	14.8	3.3
Taylor	221	15.4	84.6	14.5	0.5
<u>Districts with small percentage of minority teachers</u>					
Gilchrist	157	4.5	95.5	3.8	0.6
Walton	361	4.4	95.6	3.3	0.0
Liberty	81	3.7	96.3	3.7	0.0
Dixie	129	2.3	97.7	1.6	0.0
Lafayette	68	1.5	98.5	1.5	0.0
Holmes	207	0.0	100.0	0.0	0.0

Long term, both the number and the percentage of minority teacher education graduates are increasing.¹

Minority teachers have a higher retention rate than do white teachers.

- The numbers of teacher education graduates in all racial/ethnic groups have increased significantly since 1985-86. Florida had the highest number and the highest percentage ever of African Americans and Hispanics graduating from teacher education programs in 1999-2000. The percentages by racial-ethnic group were about the same in 2000-01, but since the overall numbers of graduates were down, the numbers of minority graduates were also down. The number of white teacher education graduates has declined over the last three years. Currently, 69 percent of the graduates are white, 12 percent African American, 15 percent Hispanic, and 3 percent are from other racial/ethnic groups.
- The overwhelming trend in teacher supply currently has less to do with the difficulty of attracting minorities to education and more to do with the difficulty in attracting teacher candidates of all racial-ethnic groups to education.
- A recent retention study of Florida teachers indicates that a slightly larger, but consistent, percentage of minority teachers of all ages are still in the classroom one, three, five, and ten years later than is true for white nonhispanics.²

¹ Trends in the Supply of Minority Teachers in Florida, Department of Education, May 2002.

² *Florida Teacher Retention Trends: 1992-2002*, Accountability, Research, and Measurement, Florida Department of Education, March 2003.

Office of Policy Research and Improvement
Florida Department of Education
325 W. Gaines Street, Room 1501
Tallahassee, Florida 32399-0400
850-201-7170 ~ Fax 201-7175
www.fldoe.org