





Source: ECOS  
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**Methodology:** All standard teaching certifications that were issued between September 1, 2018 and August 31, 2024 to educators who did not previously hold a standard or lifetime teaching certification were identified in ECOS. These initial certifications were categorized into the academic year in which they were issued. Teachers were categorized into one of the four mutually exclusive routes through which they obtained their initial certification. These teachers were then matched with the self-reported gender and race / ethnicity data in ECOS.

**\*Note:** The counts may differ from those reported in previous years. This occurs for two reasons: (1) as errors are discovered, they are corrected, or (2) as programming is updated, we