

## Employed Teacher Attrition and New Hires 2007-08 through 2021-22

The table below presents statewide, annual figures for teacher attrition and new hires. We omitted substitute teachers from this analysis.

**Definition:** We measure the number of employed teachers by counting all regular classroom teachers employed at half-time or more regardless of whether they worked within a single local education agency (LEA; i.e., a school district or charter school organization). In this analysis, we count a teacher to attrite if an LEA reported a teacher as employed in the academic year immediately prior to the enumerated year and did not report the same teacher as employed by any LEA in the enumerated year. We count a teacher as new hires if an LEA reported a teacher as employed by an LEA in the enumerated school year but the teacher was not employed by any LEA in the prior school year.

Academic Year	Number of Teachers	Attrition from Previous Year		New Hires	
		Number	Percent	Number	Percent
2021-22	370,431	42,839	11.57%	42,973	11.60%
2020-21	370,297	33,949	9.34%	40,720	11.00%
2019-20	363,526	36,473	10.16%	41,086	11.30%
2018-19	358,913	37,300	10.43%	38,698	10.78%
2017-18	357,515	36,909	10.44%	40,975	11.46%
2016-17	353,449	35,962	10.34%	41,729	11.81%
2015-16	347,682	35,745	10.43%	40,595	11.68%
2014-15	342,832	34,560	10.31%	42,073	12.27%
2013-14	335,319	34,382	10.48%	41,554	12.39%
2012-13	328,147	34,300	10.55%	37,287	11.36%
2011-12	325,160	35,581	10.58%	24,546	7.55%
2010-11	336,195	30,304			
	323,327	29,979	9.58%	40,341	12.48%

**Methodology:** For the reported academic years, we extracted all teacher employment records from the Public Education Information Management System (PEIMS) database. Teachers who were employed during the previous academic year but not the current academic year were identified, and an attrition sum was computed. Then, teachers who were employed during the current academic year but not the previous academic year were identified, and a sum of new hires was computed. Attrition was taken as a percentage of the previous academic year's employed teachers, and new hires, as a percentage of the current academic year's employees.

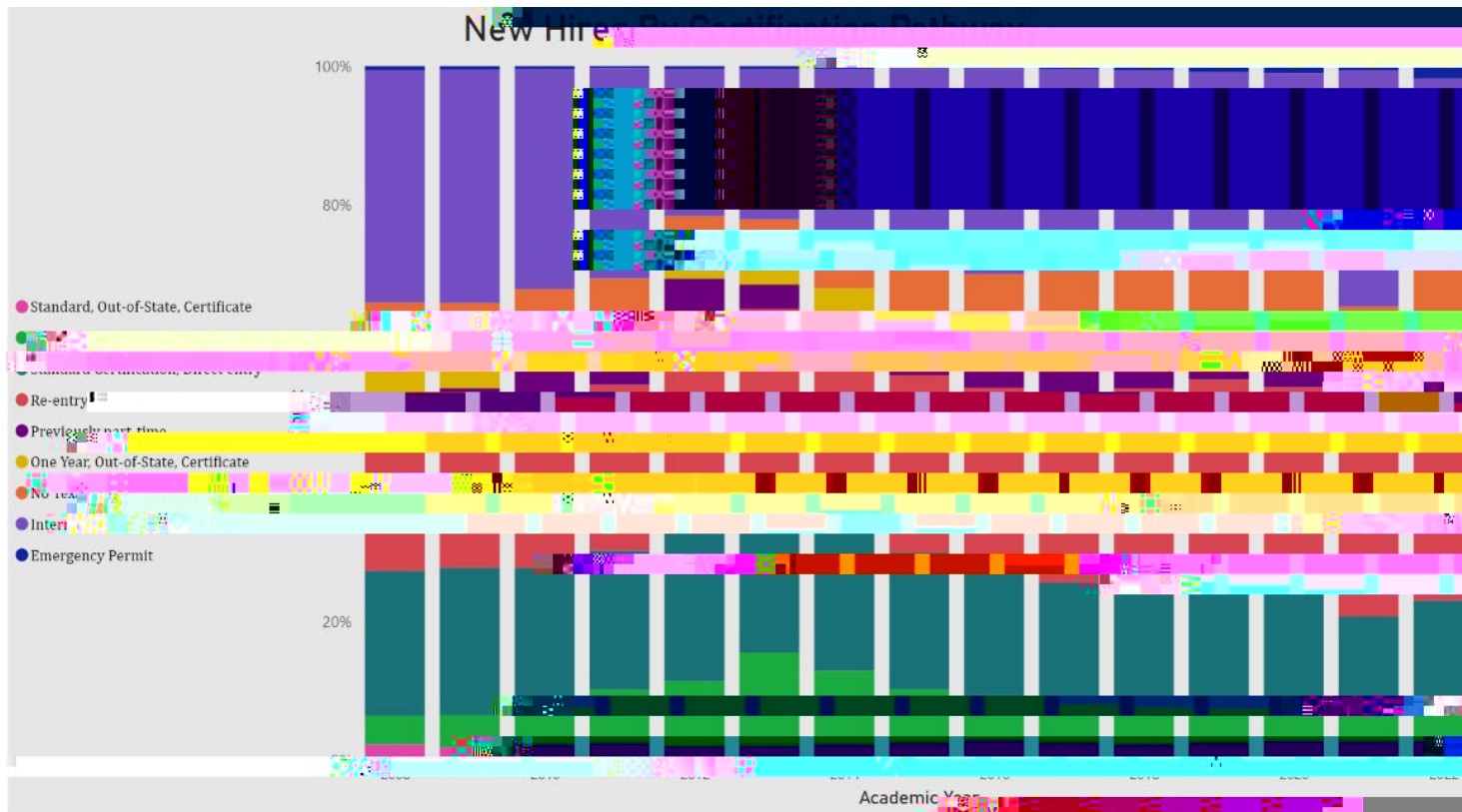
Sources: TEA PEIMS and SBEC ECOS  
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## The Certification Pathway of an Employed New Hire, 2007-08 through 2021-22

The table below presents annual counts and percentages of new hires by the certification pathway into teaching.

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**Methodology:** To identify the first certification or permit pathway for new hires, we extracted the first certification or permit from the Educator Online Certification System (ECOS) database. We used the certification type and the certification issue date to identify the pathway to a new hire. For example, we considered an individual issued a standard certification and no temporary certification or permit before this a standard certified teacher whereas an issued individual who had an intern or probationary certification first was recognized in that pathway. We also used certification issue date to assign the year which the certification was available for use. When the month fell between January 1<sup>st</sup> and the last Friday in October, the first available employment record connected to the first certification or permit was the next academic year (i.e., January 2020 connects to the 2020-2021 academic year). When the month fell after the last Friday in October through December 31<sup>st</sup>, the first available employment record connected to the first certification/permit was two academic years later (November 2020 connects to the 2021-2022 academic year). Once we did this, we connected all employment and certification records. Finally, we retrospectively reviewed the data to identify individuals who had been employed as a teacher previously and had a break in teaching service. We differentiated individuals based on whether they had any certification or permit in ECOS (e.g., No Texas certification) or were re-entering teaching from a break, a reassignment, or moving from a part- to full-time position. Once all pathways were assigned, we counted the new hires by pathway and in total. We calculated the percent by group by dividing the new hires within a pathway by the total new hires.

Sources: TEA PEIMS and SBEC ECOS  
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