

## Employed Teacher Attrition and New Hires 2014-15 through 2023-24

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) or multiple LEAs. 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 the same teacher was not reported as employed by any LEA in the enumerated year. We count a teacher as a new hire if an LEA reported a teacher as employed by an LEA in the enumerated school year, but the teacher was not employed in a Texas LEA in the prior school year.

*Table 1. Employed Teacher Attrition and New Hires*

Academic Year	Number of Teachers	Number of Teachers who Exited in Previous Year	Percent of Teachers who Exited in Previous Year	Number of New Teacher Hires in Current Year	Percent of New Teacher Hires in Current Year
2023-24	375,593	45,231	12.17%	49,176	13.09%
2022-23	371,648	49,783	13.44%	50,998	13.72%
2021-22	370,433	42,840	11.57%	42,971	11.60%
2020-21	370,302	33,945	9.34%	40,720	11.00%
2019-20	363,527	36,473	10.16%	41,090	11.30%
2018-19	358,910	37,303	10.43%	38,691	10.78%
2017-18	357,522	36,900	10.44%	40,977	11.46%
2016-17	353,445	35,964	10.34%	41,728	11.81%
2015-16	347,681	35,747	10.43%	40,593	11.68%
2014-15	342,835	34,557	10.31%	42,079	12.27%

**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. We calculated attrition as a percentage of the previous academic year's employed teachers (e.g., 2022-23 attrition number divided by 2021-22 number of teachers). We calculated new hires as a percentage of the current academic year's employees (e.g., 2022-23 new hire count divided by 2022-2023 number of teachers).

## The Pathway of an Employed New Hire, 2014-15 through 2023-24

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

**Definition:** In this analysis, we connect a new hire to their pathway. We use this to measure the number and percent of new hires by pathway. We identify nine pathways contributing to new hires in Texas and define the pathways in footnotes below

Academic Year	Total New Hires	New Hires who were Intern Certified <sup>1</sup>	New Hires who were One Year, Out-of-State, Certified <sup>2</sup>	New Hires who were Standard, Out-of-State, Certified <sup>3</sup>	New Hires who were Standard Certified, Direct entry <sup>4</sup>	New Hires who were Standard Certified, Lagged entry <sup>5</sup>	New Hires who had No Texas Certification / Permit <sup>6</sup>	New Hires who were Issued Emergency Permits <sup>7</sup>	New Hires who were Re-enterers <sup>8</sup>	New Hires who were Previously part-timers <sup>9</sup>
2023-24	49,176	4,910	1,776	1,158	1,288	4,956	16,599	1,520	15,313	1,656
2022-23	50,998	7,021	2,439	1,389	1,905	5,878	14,689	1,496	14,755	1,426
2021-22	42,971	8,171	2,105	1,152	2,160	6,452	8,156	804	12,682	1,289
2020-21	40,720	13,611	1,592	1,080	1,666	5,518	4,589	269	11,231	1,164
2019-20	41,090	9,798	1,971	1,064	2,088	6,740	5,236	423	12,460	1,310
2018-19	38,691	9,364	1,995	896	1,989	6,760	4,306	352	11,819	1,210
2017-18	40,977	10,768	2,161	890	2,239	7,266	4,172	252	11,786	1,443
2016-17	41,728	12,012	2,494	970	2,419	7,156	3,405	152	11,724	1,396
2015-16	40,593	11,908	2,371	1,115	2,662	7,530	3,022	144	10,629	1,212
2014-15	42,079	11,807	2,344	1,006	3,327	8,140	2,877	127	11,097	1,354

<sup>1</sup> An individual who was first issued an intern or probationary certificate signaling progression through an alternative certification or post-baccalaureate program and is employed for the first time as a teacher

<sup>2</sup> An individual who was first issued a one-year certificate after being fully certified in another state and is employed for the first time as a teacher

<sup>3</sup> An individual who was first issued a standard certificate after being fully certified in another state and is employed for the first time as a teacher

<sup>4</sup> An individual who was first issued a standard certificate after clinical teaching in a traditional, post-baccalaureate, or alternative certification program and who was employed in the first possible year after being issued the standard certification

<sup>5</sup> An individual who was first issued a standard certificate after student teaching in a traditional, post-baccalaureate, or alternative certification program and who was not employed in the first possible year after being issued the standard certification

<sup>6</sup> An individual who has no Texas certification or permit and is employed for the first time as a teacher

<sup>7</sup> An individual who was first issued certificate an emergency permit and is employed for the first time as a teacher

<sup>8</sup> An individual who was previously certified and employed as a teacher and is re-entering employment as a teacher after at least one a one-year break in service in a Texas public school or following reassignment from another role within a Texas Public School

<sup>9</sup> An individual whose was previously certified less half-time employed as a teacher and is now employed more than half-time employment as a teacher

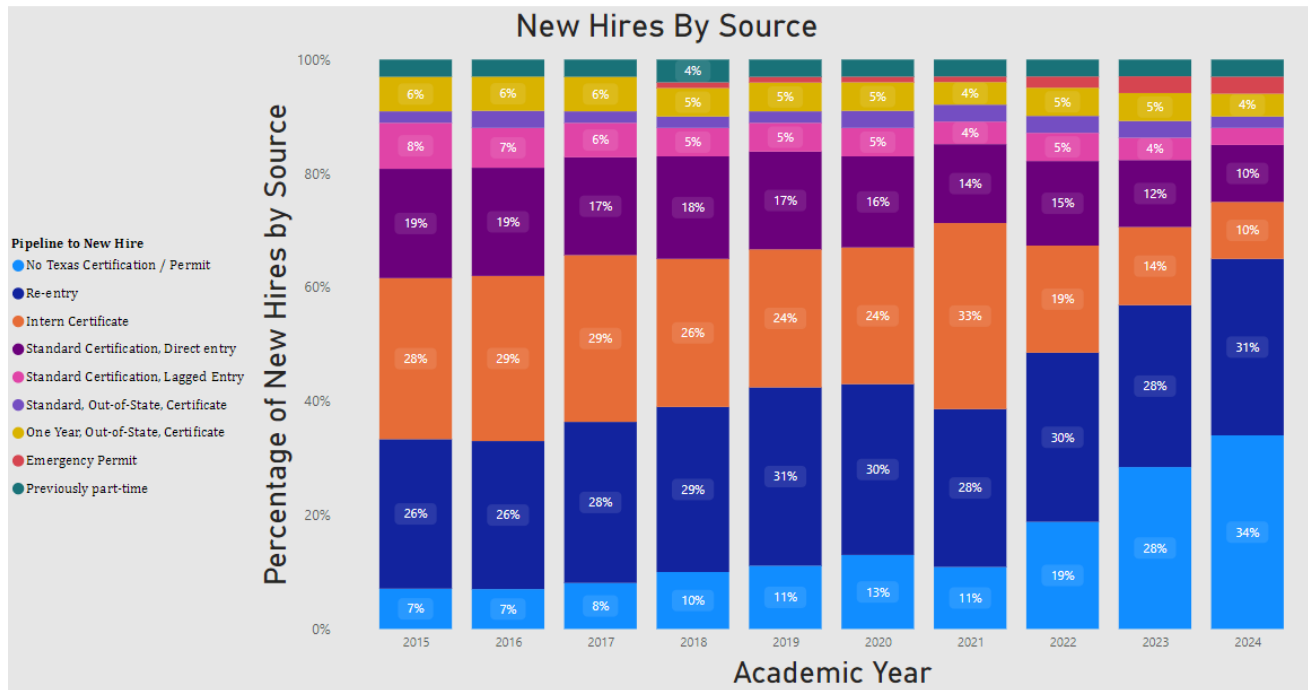
Sources: PEIMS Fall Collection and ECOS

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Academic Year	Total New Hires	New Hires who were Intern Certified	New Hires who were One Year, Out-of-State, Certified	New Hires who were Standard, Out-of-State, Certified	New Hires who were Standard Certified, Direct entry	New Hires who were Standard Certified, Lagged entry	New Hires who had No Texas Certification / Permit	New Hires who were Issued Emergency Permits	New Hires who were Re-enterers	New Hires who were Previously part-timers
2023-24	49,176	9.98%	3.60%	2.35%	2.62%	10.08%	33.75%	3.09%	31.14%	3.37%
2022-23	50,998	13.77%	4.78%	2.72%	3.74%	11.53%	28.80%	2.93%	28.93%	2.80%
2021-22	42,971	19.02%	4.90%	2.68%	5.03%	15.01%	18.98%	1.87%	29.51%	3.00%
2020-21	40,720	33.43%	3.91%	2.65%	4.09%	13.55%	11.27%	0.66%	27.58%	2.86%
2019-20	41,090	23.85%	4.80%	2.59%	5.08%	16.40%	12.74%	1.03%	30.32%	3.19%
2018-19	38,691	24.20%	5.16%	2.32%	5.14%	17.47%	11.13%	0.91%	30.55%	3.13%
2017-18	40,977	26.28%	5.27%	2.17%	5.46%	17.73%	10.18%	0.61%	28.76%	3.52%
2016-17	41,728	28.79%	5.98%	2.32%	5.80%	17.15%	8.16%	0.36%	28.10%	3.35%
2015-16	40,593	29.34%	5.84%	2.75%	6.56%	18.55%	7.44%	0.35%	26.18%	2.99%
2014-15	42,079	28.06%	5.57%	2.39%	7.91%	19.34%	6.84%	0.30%	26.37%	3.22%

Sources: PEIMS Fall Collection and ECOS  
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**Methodology:** To identify the first 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 source of entry into Texas Public Schools of a new hire. For example, we considered an individual issued a standard certification with no temporary certification or permit before this a standard certified teacher. This type of teacher has completed their preparation with a clinical teaching experience prior to entry into the labor market as a teacher. This contrasts with an individual issued an intern or probationary certification first. Once this procedure was completed, we connected all teacher employment and certification records. After connecting the data, we retrospectively identified individuals who had been employed as a teacher previously and had a break in teaching service (e.g., a re-entering teacher) from 1993-1994 to the present. Once all new hires had a pathway assigned to them, we counted the new hires by source and in total. We calculated percent from each pathway by dividing the new hires within a pathway by the total new hires in a year.

**Note:** The counts may differ from those reported in previous years. This is due to ongoing efforts to validate the data for accuracy.

Sources: PEIMS Fall Collection and ECOS  
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