

## Employed Teacher Attrition and New Hires 2011-12 through 2022-23

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.

Academic Year	Number of Teachers	Attrition from Previous Year		New Hires	
		Number	Percent	Number	Percent
2022-23	371,650	49,782	13.44%	51,001	13.72%
2021-22	370,431	42,841	11.57%	42,972	11.60%
2020-21	370,300	33,946	9.34%	40,723	11.00%
2019-20	363,523	36,474	10.16%	41,082	11.30%
2018-19	358,915	37,298	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%
2013-14	335,313	34,387	10.48%	41,554	12.39%
2012-13	328,146	34,301	10.55%	37,284	11.36%
2011-12	325,163	35,577	10.58%	24,547	7.55%

**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 Certification Pathway of an Employed New Hire, 2011-12 through 2022-23

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

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

Academic Year	Total New Hires	Intern Certificate <sup>1</sup>		One Year, Out-of-State, Certificate <sup>2</sup>		Standard, Out-of-State, Certificate <sup>3</sup>		Standard Certification, Direct entry <sup>4</sup>		Standard Certification, Lagged entry <sup>5</sup>		No Texas Certification / Permit <sup>6</sup>		Emergency Permit <sup>7</sup>		Re-entry <sup>8</sup>		Previously part-time <sup>9</sup>	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
2022-23	51,001	6,979	13.68%	2,363	4.63%	1,387	2.72%	5,895	11.56%	1,845	3.62%	14,682	28.79%	1,441	2.83%	14,932	29.28%	1,477	2.90%
2021-22	42,972	8,131	18.92%	2,096	4.88%	1,159	2.70%	6,450	15.01%	2,103	4.89%	8,071	18.78%	784	1.82%	12,826	29.85%	1,352	3.15%
2020-21	40,723	13,504	33.16%	1,586	3.89%	1,087	2.67%	5,531	13.58%	1,622	3.98%	4,498	11.05%	238	0.58%	11,424	28.05%	1,233	3.03%
2019-20	41,082	9,757	23.75%	1,958	4.77%	1,072	2.61%	6,757	16.45%	2,035	4.95%	5,184	12.62%	398	0.97%	12,564	30.58%	1,357	3.30%
2018-19	38,691	9,329	24.11%	1,987	5.14%	910	2.35%	6,768	17.49%	1,940	5.01%	4,288	11.08%	338	0.87%	11,901	30.76%	1,230	3.18%
2017-18	40,977	10,721	26.16%	2,158	5.27%	897	2.19%	7,272	17.75%	2,172	5.30%	4,094	9.99%	236	0.58%	11,907	29.06%	1,520	3.71%
2016-17	41,728	11,973	28.69%	2,482	5.95%	984	2.36%	7,151	17.14%	2,341	5.61%	3,400	8.15%	148	0.35%	11,829	28.35%	1,420	3.40%
2015-16	40,593	11,875	29.25%	2,360	5.81%	1,132	2.79%	7,527	18.54%	2,590	6.38%	3,037	7.48%	140	0.34%	10,711	26.39%	1,221	3.01%
2014-15	42,079	11,783	28.00%	2,335	5.55%	1,022	2.43%	8,140	19.34%	3,255	7.74%	2,885	6.86%	123	0.29%	11,172	26.55%	1,364	3.24%
2013-14	41,554	10,172	24.48%	1,914	4.61%	940	2.26%	8,438	20.31%	4,421	10.64%	2,757	6.63%	148	0.36%	11,376	27.38%	1,388	3.34%
2012-13	37,284	7,981	21.41%	1,362	3.65%	736	1.97%	7,518	20.16%	4,995	13.40%	2,100	5.63%	128	0.34%	11,153	29.91%	1,311	3.52%
2011-12	24,547	5,139	20.94%	613	2.50%	473	1.93%	5,246	21.37%	2,314	9.43%	1,551	6.32%	87	0.35%	7,814	31.83%	1,310	5.34%

<sup>1</sup> An individual whose first issued certificate was 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 whose first issued certificate was 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 whose first issued certificate was 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 whose first issued certificate was 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 whose first issued certificate was 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 whose first issued certificate was an emergency permit and is employed for the first time as a teacher

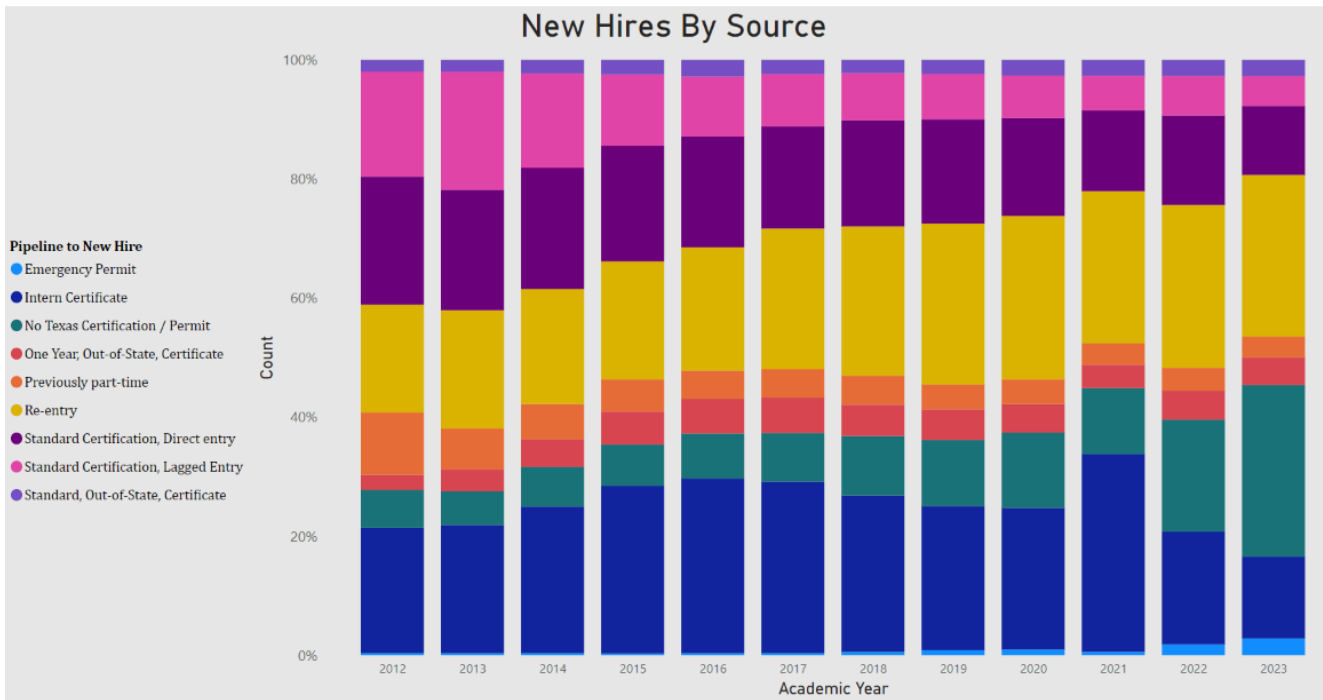
<sup>8</sup> An individual whose was previously certified and employed as a teacher and is re-entering employment as a teacher after at least one a one-year break in service in a Texas public school or following reassignment from another role within a Texas Public School

<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 and ECOS

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**Methodology:** To identify the first certification 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). Once all new hires had a source assigned to them, we counted the new hires by source and in total. We calculated percent from each certification pathway by dividing the new hires within a certification pathway by the total new hires in a year.

**Note:** For more information about the sources of new hires, including data at the LEA and ESC level, please visit the [Newly Certified and New Hires Dashboard](#).

Sources: PEIMS and ECOS  
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