

### Teacher Attrition by LEA Size 2019-20 through 2023-24

This report shows teacher attrition, aggregated by local education agency (LEA; i.e., a school district or charter school organization) size for all standard certified teachers in Texas. Teachers without a certification or who were teaching with non-standard certificates were excluded from the analysis. We grouped the results into two categories: First-year teachers and Post First-year teachers. First-year teachers are in their first academic year of teaching after the academic year in which they received their initial standard certificate. Post first-year teachers are past their first year of teaching. First-year teachers and post first-year teachers are combined into “All Certified Teachers.”

**Definitions:** In this analysis, attrition represents teachers leaving an LEA, either to transfer to another district or to leave the Texas Public schools, that employed them in the prior year. First-year teachers are educators obtaining an initial, standard teaching certificate in an academic year and employed as teachers for the following academic year. An academic year is defined as September 1 through August 31.

Teacher	LEA Size	Total Teachers 2018-19	Number of Teachers who exited by 2019-20	Pct. of Teachers who exited by 2019-20	Total Teachers 2019-20	Number of Teachers who exited by 2020-21	Pct. of Teachers who exited by 2020-21	Total Teachers 2020-21	Number of Teachers who exited by 2021-22	Pct. of Teachers who exited by 2021-22	Total Teachers 2021-22	Number of Teachers who exited by 2022-23	Pct. of Teachers who exited by 2022-23	Total Teachers 2022-23	Number of Teachers who exited by 2023-24	Pct. of Teachers who exited by 2023-24
Post First-year Teachers	50,000 and over	91,144	13,242	14.53%	91,457	11,682	12.77%	86,349	13,767	15.94%	77,601	15,575	20.07%	75,728	12,758	16.85%
	25,000 to 49,999	65,959	9,319	14.13%	69,266	8,595	12.41%	74,117	10,728	14.47%	78,110	14,612	18.71%	77,398	12,842	16.59%
	10,000 to 24,999	56,207	8,296	14.76%	55,226	7,121	12.89%	55,337	9,021	16.30%	58,854	11,640	19.78%	57,548	10,434	18.13%
	5,000 to 9,999	29,718	5,257	17.69%	29,183	4,457	15.27%	31,249	5,680	18.18%	30,318	6,840	22.56%	30,842	5,953	19.30%
	3,000 to 4,999	20,147	3,727	18.50%	20,663	3,173	15.36%	20,571	3,980	19.35%	19,629	4,330	22.06%	19,317	3,681	19.06%
	1,600 to 2,999	17,257	3,335	19.33%	17,250	2,840	16.46%	17,357	3,596	20.72%	17,026	3,865	22.70%	16,265	3,281	20.17%
	1,000 to 1,599	12,174	2,323	19.08%	12,083	2,007	16.61%	12,408	2,440	19.66%	11,947	2,707	22.66%	11,674	2,403	20.58%
	500 to 999	11,231	2,177	19.38%	11,411	1,839	16.12%	11,639	2,282	19.61%	11,310	2,567	22.70%	11,048	2,256	20.42%
	Under 500	7,429	1,623	21.85%	7,417	1,299	17.51%	7,950	1,687	21.22%	7,675	1,896	24.70%	7,543	1,745	23.13%
	All Districts	311,266	49,299	15.84%	313,956	43,013	13.70%	316,977	53,181	16.78%	312,470	64,032	20.49%	307,363	55,353	18.01%
First-year Teachers	50,000 and over	6,547	1,157	17.67%	6,556	934	14.25%	5,509	1,027	18.64%	6,353	1,583	24.92%	5,371	1,061	19.75%
	25,000 to 49,999	4,646	854	18.38%	4,664	722	15.48%	4,203	740	17.61%	5,822	1,331	22.86%	4,931	1,006	20.40%
	10,000 to 24,999	3,954	816	20.64%	3,843	586	15.25%	3,370	631	18.72%	4,643	1,169	25.18%	4,072	902	22.15%
	5,000 to 9,999	2,266	564	24.89%	2,225	448	20.13%	1,948	451	23.15%	2,478	697	28.13%	2,150	494	22.98%
	3,000 to 4,999	1,498	401	26.77%	1,396	257	18.41%	1,247	275	22.05%	1,478	385	26.05%	1,256	272	21.66%
	1,600 to 2,999	1,121	336	29.97%	1,186	292	24.62%	1,059	284	26.82%	1,325	423	31.92%	989	274	27.70%
	1,000 to 1,599	780	252	32.31%	799	209	26.16%	725	232	32.00%	859	282	32.83%	588	152	25.85%
	500 to 999	675	210	31.11%	650	148	22.77%	524	161	30.73%	669	235	35.13%	478	122	25.52%
	Under 500	406	133	32.76%	396	100	25.25%	415	125	30.12%	466	163	34.98%	349	115	32.95%
	All Districts	21,893	4,723	21.57%	21,715	3,696	17.02%	19,000	3,926	20.66%	24,093	6,268	26.02%	20,184	4,398	21.79%

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All Certified Teachers	50,000 and over	97,691	14,399	14.74%	98,013	12,616	12.87%	91,858	14,794	16.11%	83,954	17,158	20.44%	81,099	13,819	17.04%
	25,000 to 49,999	70,605	10,173	14.41%	73,930	9,317	12.60%	78,320	11,468	14.64%	83,932	15,943	19.00%	82,329	13,848	16.82%
	10,000 to 24,999	60,161	9,112	15.15%	59,069	7,707	13.05%	58,707	9,652	16.44%	63,497	12,809	20.17%	61,620	11,336	18.40%
	5,000 to 9,999	31,984	5,821	18.20%	31,408	4,905	15.62%	33,197	6,131	18.47%	32,796	7,537	22.98%	32,992	6,447	19.54%
	3,000 to 4,999	21,645	4,128	19.07%	22,059	3,430	15.55%	21,818	4,255	19.50%	21,107	4,715	22.34%	20,573	3,953	19.21%
	1,600 to 2,999	18,378	3,671	19.97%	18,436	3,132	16.99%	18,416	3,880	21.07%	18,351	4,288	23.37%	17,254	3,555	20.60%
	1,000 to 1,599	12,954	2,575	19.88%	12,882	2,216	17.20%	13,133	2,672	20.35%	12,806	2,989	23.34%	12,262	2,555	20.84%
	500 to 999	11,906	2,387	20.05%	12,061	1,987	16.47%	12,163	2,443	20.09%	11,979	2,802	23.39%	11,526	2,378	20.63%
	Under 500	7,835	1,756	22.41%	7,813	1,399	17.91%	8,365	1,812	21.66%	8,141	2,059	25.29%	7,892	1,860	23.57%
	All Districts	333,159	54,022	16.22%	335,671	46,709	13.92%	335,977	57,107	17.00%	336,563	70,300	20.89%	327,547	59,751	18.24%

**Methodology:** For academic years 2018-19 through 2023-24, we extracted tables containing identification numbers for all employed teachers from the Public Education Information Management System (PEIMS) database. We identified teachers who were employed during the previous academic year but not the current academic year and summed all instances of this as an attrition event. The analysis includes only teachers who were employed on a half-time or more basis, who were not permanently employed substitute teachers or working in more than one district in a single year. First-year teachers were identified by extracting all standard teaching certifications that were issued since September 1, 2018 to educators who did not previously hold a standard or lifetime teaching certification in the Educator Certification Online System (ECOS). The initial certification was categorized into the academic year in which it was issued.

**Note:** The total number of teachers shown on this report does not represent the total number of teachers in Texas. Teachers without a Standard Certificate are not included in this report. This report does not include teachers with an intern certificate, an emergency permit, or who are not certified.