

Teacher Retention by Preparation Route 2013-14 through 2022-23

This table shows retention by preparation route, with overall state results, for teachers who were issued their first standard certificate during a given academic year and employed as regular classroom teachers in the next academic year (referred to as “First Year of Teaching” in the table). We only consider a teacher to be retained if they maintain continuous employment as a teacher in Texas public schools on a half-time or more basis. For example, a teacher who is issued their first standard certificate during the 2015-16 academic year and employed in a Texas public school in the following year, 2016-17, and who is then retained as employed in 2017-18, will be included in the 1-Year retention number. If the same teacher is employed in the next academic year, 2018-19, they will be included in the 2-Year retention number. If the teacher’s employment is interrupted, they are not included in the retention number for that year or any of the following years, regardless of whether they return to service.

Definition: Retention is continued employment in the workforce. For this analysis, retention refers to continued employment in the Texas public school system on a half-time or more basis.

Preparation Route	First Year of Teaching	Total Teaching in First Year	Total Retained in Year 1	Percent Retained in Year 1	Total Retained in Year 2	Percent Retained in Year 2	Total Retained in Year 3	Percent Retained in Year 3	Total Retained in Year 4	Percent Retained in Year 4	Total Retained in Year 5	Percent Retained in Year 5
Alternative	2022-23	9,232	8,305	90.0%								
	2021-22	11,859	10,365	87.4%	9,199	77.6%						
	2020-21	9,335	8,387	89.8%	7,312	78.3%	6,443	69.0%				
	2019-20	10,465	9,602	91.8%	8,663	82.8%	7,446	71.2%	6,602	63.1%		
	2018-19	10,781	9,755	90.5%	8,973	83.2%	8,095	75.1%	7,051	65.4%	6,254	58.0%
	2017-18	12,351	11,094	89.8%	10,029	81.2%	9,250	74.9%	8,212	66.5%	7,087	57.4%
	2016-17	11,483	10,278	89.5%	9,258	80.6%	8,431	73.4%	7,719	67.2%	6,874	59.9%
	2015-16	11,088	9,925	89.5%	8,958	80.8%	8,095	73.0%	7,291	65.8%	6,692	60.4%
	2014-15	10,031	8,855	88.3%	7,904	78.8%	7,171	71.5%	6,447	64.3%	5,807	57.9%
	2013-14	8,162	7,209	88.3%	6,462	79.2%	5,848	71.6%	5,297	64.9%	4,796	58.8%
Undergraduate	2022-23	6,778	6,256	92.3%								
	2021-22	8,100	7,467	92.2%	6,856	84.6%						
	2020-21	6,269	5,878	93.8%	5,292	84.4%	4,785	76.3%				
	2019-20	7,380	6,987	94.7%	6,521	88.4%	5,813	78.8%	5,204	70.5%		
	2018-19	7,429	6,917	93.1%	6,520	87.8%	6,017	81.0%	5,355	72.1%	4,761	64.1%
	2017-18	7,845	7,345	93.6%	6,846	87.3%	6,478	82.6%	5,919	75.4%	5,210	66.4%
	2016-17	7,994	7,427	92.9%	6,927	86.7%	6,433	80.5%	6,021	75.3%	5,479	68.5%
	2015-16	8,516	7,945	93.3%	7,409	87.0%	6,917	81.2%	6,427	75.5%	5,981	70.2%
	2014-15	9,633	8,955	93.0%	8,355	86.7%	7,794	80.9%	7,220	75.0%	6,629	68.8%
	2013-14	10,678	9,955	93.2%	9,286	87.0%	8,629	80.8%	7,974	74.7%	7,306	68.4%
Post-baccalaureate	2022-23	575	485	84.3%								
	2021-22	670	522	77.9%	453	67.6%						
	2020-21	669	575	85.9%	464	69.4%	404	60.4%				
	2019-20	685	599	87.4%	517	75.5%	442	64.5%	387	56.5%		
	2018-19	718	595	82.9%	544	75.8%	475	66.2%	387	53.9%	344	47.9%
	2017-18	960	818	85.2%	714	74.4%	648	67.5%	562	58.5%	473	49.3%
	2016-17	981	843	85.9%	746	76.0%	642	65.4%	590	60.1%	530	54.0%
	2015-16	1,095	947	86.5%	843	77.0%	760	69.4%	664	60.6%	605	55.3%
	2014-15	1,108	1,004	90.6%	912	82.3%	814	73.5%	720	65.0%	658	59.4%
	2013-14	1,116	999	89.5%	898	80.5%	822	73.7%	744	66.7%	664	59.5%

Sources: PEIMS and ECOS
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Preparation Route	First Year of Teaching	Total Teaching in First Year	Total Retained in Year 1	Percent Retained in Year 1	Total Retained in Year 2	Percent Retained in Year 2	Total Retained in Year 3	Percent Retained in Year 3	Total Retained in Year 4	Percent Retained in Year 4	Total Retained in Year 5	Percent Retained in Year 5
Out of state	2022-23	3,602	2,983	82.8%								
	2021-22	3,474	2,795	80.5%	2,354	67.8%						
	2020-21	2,736	2,337	85.4%	1,918	70.1%	1,651	60.3%				
	2019-20	3,193	2,791	87.4%	2,395	75.0%	1,966	61.6%	1,674	52.4%		
	2018-19	2,967	2,563	86.4%	2,272	76.6%	1,946	65.6%	1,621	54.6%	1,400	47.2%
	2017-18	3,173	2,694	84.9%	2,315	73.0%	2,029	63.9%	1,790	56.4%	1,468	46.3%
	2016-17	3,230	2,793	86.5%	2,366	73.3%	2,023	62.6%	1,809	56.0%	1,546	47.9%
	2015-16	3,357	2,873	85.6%	2,478	73.8%	2,149	64.0%	1,882	56.1%	1,657	49.4%
	2014-15	3,037	2,582	85.0%	2,232	73.5%	1,946	64.1%	1,685	55.5%	1,486	48.9%
	2013-14	2,543	2,175	85.5%	1,851	72.8%	1,609	63.3%	1,408	55.4%	1,256	49.4%
All routes	2022-23	20,187	18,029	89.3%								
	2021-22	24,103	21,149	87.7%	18,862	78.3%						
	2020-21	19,009	17,177	90.4%	14,986	78.8%	13,283	69.9%				
	2019-20	21,723	19,979	92.0%	18,096	83.3%	15,667	72.1%	13,867	63.8%		
	2018-19	21,895	19,830	90.6%	18,309	83.6%	16,533	75.5%	14,414	65.8%	12,759	58.3%
	2017-18	24,329	21,951	90.2%	19,904	81.8%	18,405	75.7%	16,483	67.8%	14,238	58.5%
	2016-17	23,688	21,341	90.1%	19,297	81.5%	17,529	74.0%	16,139	68.1%	14,429	60.9%
	2015-16	24,056	21,690	90.2%	19,688	81.8%	17,921	74.5%	16,264	67.6%	14,935	62.1%
	2014-15	23,809	21,396	89.9%	19,403	81.5%	17,725	74.4%	16,072	67.5%	14,580	61.2%
2013-14	22,499	20,338	90.4%	18,497	82.2%	16,908	75.2%	15,423	68.5%	14,022	62.3%	

Methodology: We extracted employment records for all teachers ([PEIMS](#) role code ‘087’) with cumulative full-time equivalencies of 0.5 or higher from the Public Education Information Management System (PEIMS) database for the five academic years reported. Educators were matched to their certification records in the Educator Certification Online System (ECOS) database. Educators’ preparation routes were identified by the certification program of their initial standard certification (i.e., the standard certification with the earliest issue date). Standard certificates, as defined in [19 TAC Chapter 230](#), are certificates offered since September 1, 1999 that are renewed every five years. Only one preparation route was assigned to each educator.

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