**Employed Teacher Attrition and New Hires 2006-2013**

The table below presents statewide, annual figures for teacher attrition and new hires. Substitute teachers were omitted from the analysis to avoid altering the attrition rates. Teachers were included irrespective of their credentials, such as standard certificates, probationary certificates, and permits.

**Definitions**. Attrition is loss of employees. In this analysis, attrition reflects teachers leaving the Texas public school teaching force. New hires are employed teachers with no previous teaching experience in the Texas public school system.

**Results**
- In most academic years, the public school system gained more teachers than it lost.
- Correspondingly, the overall number of employed teachers increased during most academic years.
- The exception was academic year 2011-12, when the loss of teachers exceeded the gain, and the number of teachers declined.
- Numerically, attrition reached its highest level, and new hires their lowest level, in academic year 2011-12.

| Year | Number of Teachers | Attrition | | New Hires | |
|---|---|---|---|---|---|
| | | Number | Percent | Number | Percent |
| 2012-13 | 332,587 | 34,424 | 10.5 | 37,659 | 11.3 |
| 2011-12 | 329,352 | 35,800 | 10.5 | 24,871 | 7.6 |
| 2010-11 | 340,281 | 29,993 | 8.9 | 32,084 | 9.4 |
| 2009-10 | 338,190 | 28,135 | 8.4 | 33,353 | 9.9 |
| 2008-09 | 332,972 | 31,417 | 9.6 | 37,456 | 11.2 |
| 2007-08 | 326,933 | 30,133 | 9.5 | 40,480 | 12.4 |
| 2006-07 | 316,586 | 30,238 | 9.8 | 39,515 | 12.5 |
| 2005-06 | 307,309 | 28,257 | 9.4 | 36,121 | 11.8 |

*Summary of methodology.* For academic years 2004-05 through 2012-13, tables containing identification numbers for all employed teachers were extracted. Each table from academic year 2005-06 onward was combined with the table for the previous academic year. 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. Finally, all numbers and percentages, with the exception of previous year's employees, were combined into one table.