Employed Teacher Attrition and New Hires 2001-2010

The table below presents statewide, annual figures for teacher attrition and new hires, beginning with academic year 2001. 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 credentials, and permits.

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

Results

- In each academic year shown, the public school system has gained more teachers than it has lost.
- Correspondingly, the overall number of employed teachers has increased each year.
- Attrition and new hires increased substantially between academic years 2001 and 2009.
- Percentages remained about the same.
- In academic year 2010, attrition declined to its lowest level in the period shown, and new hires, to their lowest level since 2004.
- Percentages also declined.

Year	Number of Teachers	Attrition		New Hires	
		Number	Percent	Number	Percent
2010	338,190	28,135	8.4	33,353	9.9
2009	332,972	31,417	9.6	37,456	11.2
2008	326,933	30,133	9.5	40,480	12.4
2007	316,586	30,238	9.8	39,515	12.5
2006	307,309	28,257	9.4	36,121	11.8
2005	299,445	31,744	10.8	37,470	12.5
2004	293,719	30,291	10.4	32,189	11.0
2003	291,821	30,320	10.6	36,077	12.4
2002	286,064	28,154	10.2	37,178	13.0
2001	277,040	28,449	10.5	34,655	12.5

Summary of methodology. For academic years 2000 through 2010, tables containing identification numbers for all employed teachers were extracted. Each table from academic year 2001 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 and 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.

Source. TEA PEIMS data
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