

Employed Teacher Attrition and New Hires 2002-2011

The table below presents statewide, annual figures for teacher attrition and new hires, beginning with academic year 2001-02. 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

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.
- New hires reached a numerical peak in academic year 2007-08.
- Percentages declined somewhat over the years shown.
- Attrition declined to its lowest level shown in academic year 2009-10, and new hires, in 2010-11.

Year	Number of Teachers	Attrition		New Hires	
		Number	Percent	Number	Percent
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
2004-05	299,445	31,744	10.8	37,470	12.5
2003-04	293,719	30,291	10.4	32,189	11.0
2002-03	291,821	30,320	10.6	36,077	12.4
2001-02	286,064	28,154	10.2	37,178	13.0

Summary of methodology. For academic years 2000-01 through 2010-11, tables containing identification numbers for all employed teachers were extracted. Each table from academic year 2001-02 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.