# Employed Teacher Attrition and New Hires 2003-2012

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 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 through 2010-11, the public school system gained more teachers than it lost. In 2011-12, however, the loss of teachers exceeded the gain.
- Correspondingly, the overall number of employed teachers increased each year until academic year 2011-12, when it 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 |
| 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 |
| 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 |

*Summary of methodology.* For academic years 2001-02 through 2011-12, tables containing identification numbers for all employed teachers were extracted. Each table from academic year 2002-03 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.