

## Teacher Retention by Demographics 2011-12 through 2021-22

This table shows retention by gender and race / ethnicity. The overall state results are 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.

### Teacher Retention by Gender

Gender	First Year of Teaching	Total	1 Year		2 Year		3 Year		4 Year		5 Year	
			Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Female	2021-22	18,504	16,248	87.8%								
	2020-21	14,934	13,504	90.4%	11,737	78.6%						
	2019-20	16,717	15,379	92.0%	13,889	83.1%	11,982	71.7%				
	2018-19	16,825	15,260	90.7%	14,062	83.6%	12,671	75.3%	10,961	65.1%		
	2017-18	18,471	16,719	90.5%	15,142	82.0%	13,988	75.7%	12,483	67.6%	10,692	57.9%
	2016-17	18,053	16,265	90.1%	14,740	81.6%	13,354	74.0%	12,262	67.9%	10,888	60.3%
	2015-16	18,317	16,514	90.2%	14,947	81.6%	13,607	74.3%	12,312	67.2%	11,247	61.4%
	2014-15	18,339	16,500	90.0%	14,932	81.4%	13,634	74.3%	12,329	67.2%	11,162	60.9%
	2013-14	17,496	15,820	90.4%	14,396	82.3%	13,159	75.2%	11,978	68.5%	10,833	61.9%
	2012-13	15,215	13,888	91.3%	12,782	84.0%	11,647	76.5%	10,663	70.1%	9,659	63.5%
	2011-12	13,839	12,343	89.2%	11,199	80.9%	10,194	73.7%	9,220	66.6%	8,313	60.1%

Gender	First Year of Teaching	Total	1 Year		2 Year		3 Year		4 Year		5 Year	
			Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Male	2021-22	5,544	4,855	87.6%								
	2020-21	4,035	3,638	90.2%	3,217	79.7%						
	2019-20	4,956	4,558	92.0%	4,166	84.1%	3,649	73.6%				
	2018-19	5,026	4,532	90.2%	4,212	83.8%	3,828	76.2%	3,423	68.1%		
	2017-18	5,797	5,176	89.3%	4,710	81.2%	4,370	75.4%	3,958	68.3%	3,511	60.6%
	2016-17	5,551	4,996	90.0%	4,487	80.8%	4,111	74.1%	3,817	68.8%	3,482	62.7%
	2015-16	5,671	5,116	90.2%	4,685	82.6%	4,263	75.2%	3,904	68.8%	3,640	64.2%
	2014-15	5,396	4,826	89.4%	4,404	81.6%	4,028	74.6%	3,683	68.3%	3,361	62.3%
	2013-14	4,944	4,461	90.2%	4,053	82.0%	3,702	74.9%	3,401	68.8%	3,147	63.7%
	2012-13	4,114	3,710	90.2%	3,411	82.9%	3,123	75.9%	2,871	69.8%	2,672	64.9%
	2011-12	4,786	4,252	88.8%	3,835	80.1%	3,530	73.8%	3,205	67.0%	2,941	61.5%
All groups	2021-22	24,048	21,103	87.8%								
	2020-21	18,969	17,142	90.4%	14,954	78.8%						
	2019-20	21,673	19,937	92.0%	18,055	83.3%	15,631	72.1%				
	2018-19	21,851	19,792	90.6%	18,274	83.6%	16,499	75.5%	14,384	65.8%		
	2017-18	24,268	21,895	90.2%	19,852	81.8%	18,358	75.6%	16,441	67.7%	14,203	58.5%
	2016-17	23,604	21,261	90.1%	19,227	81.5%	17,465	74.0%	16,079	68.1%	14,370	60.9%
	2015-16	23,988	21,630	90.2%	19,632	81.8%	17,870	74.5%	16,216	67.6%	14,887	62.1%
	2014-15	23,735	21,326	89.9%	19,336	81.5%	17,662	74.4%	16,012	67.5%	14,523	61.2%
	2013-14	22,440	20,281	90.4%	18,449	82.2%	16,861	75.1%	15,379	68.5%	13,980	62.3%
	2012-13	19,329	17,598	91.0%	16,193	83.8%	14,770	76.4%	13,534	70.0%	12,331	63.8%
	2011-12	18,625	16,595	89.1%	15,034	80.7%	13,724	73.7%	12,425	66.7%	11,254	60.4%

### Teacher Retention by Race / Ethnicity

Race / Ethnicity	First Year of Teaching	Total	1 Year		2 Year		3 Year		4 Year		5 Year	
			Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Black / African American	2021-22	3,042	2,633	86.6%								
	2020-21	2,144	1,934	90.2%	1,671	77.9%						
	2019-20	2,664	2,454	92.1%	2,206	82.8%	1,877	70.5%				
	2018-19	2,599	2,374	91.3%	2,183	84.0%	1,978	76.1%	1,694	65.2%		
	2017-18	3,021	2,756	91.2%	2,530	83.7%	2,321	76.8%	2,052	67.9%	1,763	58.4%
	2016-17	2,848	2,605	91.5%	2,384	83.7%	2,170	76.2%	2,008	70.5%	1,769	62.1%
	2015-16	2,849	2,580	90.6%	2,343	82.2%	2,114	74.2%	1,886	66.2%	1,708	60.0%
	2014-15	2,582	2,354	91.2%	2,147	83.2%	1,952	75.6%	1,743	67.5%	1,546	59.9%
	2013-14	2,124	1,947	91.7%	1,773	83.5%	1,631	76.8%	1,461	68.8%	1,306	61.5%
	2012-13	1,579	1,424	90.2%	1,331	84.3%	1,221	77.3%	1,109	70.2%	1,007	63.8%
	2011-12	1,840	1,644	89.3%	1,493	81.1%	1,344	73.0%	1,231	66.9%	1,097	59.6%
Hispanic / Latino	2021-22	7,153	6,528	91.3%								
	2020-21	5,494	5,086	92.6%	4,554	82.9%						
	2019-20	6,238	5,835	93.5%	5,381	86.3%	4,846	77.7%				
	2018-19	6,211	5,745	92.5%	5,388	86.7%	4,972	80.1%	4,473	72.0%		
	2017-18	6,913	6,404	92.6%	5,921	85.7%	5,579	80.7%	5,055	73.1%	4,495	65.0%
	2016-17	6,563	6,102	93.0%	5,649	86.1%	5,240	79.8%	4,881	74.4%	4,453	67.9%
	2015-16	6,537	6,033	92.3%	5,622	86.0%	5,238	80.1%	4,871	74.5%	4,546	69.5%
	2014-15	6,451	5,929	91.9%	5,492	85.1%	5,125	79.4%	4,778	74.1%	4,392	68.1%
	2013-14	5,821	5,431	93.3%	5,083	87.3%	4,753	81.7%	4,392	75.5%	4,076	70.0%
	2012-13	4,935	4,628	93.8%	4,365	88.4%	4,063	82.3%	3,804	77.1%	3,511	71.1%
	2011-12	5,064	4,673	92.3%	4,372	86.3%	4,107	81.1%	3,775	74.5%	3,480	68.7%

Race / Ethnicity	First Year of Teaching	Total	1 Year		2 Year		3 Year		4 Year		5 Year	
			Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Other	2021-22	1,255	1,040	82.9%								
	2020-21	974	839	86.1%	699	71.8%						
	2019-20	1,145	1,010	88.2%	896	78.3%	759	66.3%				
	2018-19	1,039	913	87.9%	838	80.7%	721	69.4%	619	59.6%		
	2017-18	1,101	957	86.9%	842	76.5%	766	69.6%	653	59.3%	546	49.6%
	2016-17	1,077	920	85.4%	815	75.7%	726	67.4%	656	60.9%	569	52.8%
	2015-16	1,126	977	86.8%	858	76.2%	754	67.0%	663	58.9%	606	53.8%
	2014-15	965	833	86.3%	734	76.1%	661	68.5%	591	61.2%	534	55.3%
	2013-14	913	777	85.1%	683	74.8%	593	65.0%	538	58.9%	487	53.3%
	2012-13	766	663	86.6%	592	77.3%	517	67.5%	459	59.9%	419	54.7%
2011-12	727	626	86.1%	537	73.9%	480	66.0%	417	57.4%	378	52.0%	
White	2021-22	12,598	10,902	86.5%								
	2020-21	10,357	9,283	89.6%	8,030	77.5%						
	2019-20	11,626	10,638	91.5%	9,572	82.3%	8,149	70.1%				
	2018-19	12,002	10,760	89.7%	9,865	82.2%	8,828	73.6%	7,598	63.3%		
	2017-18	13,233	11,778	89.0%	10,559	79.8%	9,692	73.2%	8,681	65.6%	7,399	55.9%
	2016-17	13,116	11,634	88.7%	10,379	79.1%	9,329	71.1%	8,534	65.1%	7,579	57.8%
	2015-16	13,476	12,040	89.3%	10,809	80.2%	9,764	72.5%	8,796	65.3%	8,027	59.6%
	2014-15	13,737	12,210	88.9%	10,963	79.8%	9,924	72.2%	8,900	64.8%	8,051	58.6%
	2013-14	13,582	12,126	89.3%	10,910	80.3%	9,884	72.8%	8,988	66.2%	8,111	59.7%
	2012-13	12,049	10,883	90.3%	9,905	82.2%	8,969	74.4%	8,162	67.7%	7,394	61.4%
2011-12	10,994	9,652	87.8%	8,632	78.5%	7,793	70.9%	7,002	63.7%	6,299	57.3%	

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**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. We matched educators’ certification records to demographic information in the Educator Certification Online System (ECOS) database. Educators’ race / ethnicities and gender are self-reported and align with the guidance offered by the U.S. Department of Education in 2007. Standard certificates, as defined in [19 TAC Chapter 230](#), are certificates offered since September 1, 1999 that are renewed every five years.

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