

**Attrition Rates in Different School Settings for Teachers
from Alternative Certification Programs
and Traditional University-Based Programs (Class of 1995)**

All Schools								
Program Type		Number Employed 1996	Cumulative Attrition Rate					
			1996-1997	1996-1998	1996-1999	1996-2000	1996-2001	1996-2002
Alt Cert Program	#	2,175	243	420	583	704	811	886
	%		11.2%	19.3%	26.8%	32.4%	37.3%	40.7%
Traditional Program	#	6,623	433	796	1238	1619	1957	2236
	%		6.5%	12.0%	18.7%	24.4%	29.5%	33.8%

High Poverty Schools								
Program Type		Number Employed 1996	Cumulative Attrition Rate					
			1996-1997	1996-1998	1996-1999	1996-2000	1996-2001	1996-2002
Alt Cert Program	#	1,396	142	252	342	428	510	551
	%		10.2%	18.1%	24.5%	30.7%	36.5%	39.5%
Traditional Program	#	3,316	195	351	564	739	877	1017
	%		5.9%	10.6%	17.0%	22.3%	26.4%	30.7%

High Minority Schools								
Program Type		Number Employed 1996	Cumulative Attrition Rate					
			1996-1997	1996-1998	1996-1999	1996-2000	1996-2001	1996-2002
Alt Cert Program	#	1,535	168	288	401	491	569	613
	%		10.9%	18.8%	26.1%	32.0%	37.1%	39.9%
Traditional Program	#	3,255	207	366	576	757	894	1032
	%		6.4%	11.2%	17.7%	23.3%	27.5%	31.7%

Teachers had to meet the following criteria to be included in the analysis:

- 1) obtained initial certification in 1995 from a Texas educator preparation program.
- 2) were employed in a Texas public school in the 1995-1996 academic year.
- 3) employed in only one Texas public school in the 1995-1996 academic year.

High Poverty schools: greater than 50% economically disadvantaged students

High Minority schools: greater than 50% African American and Hispanic students

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High Poverty / High Minority Schools								
Program Type		Number Employed 1996	Cumulative Attrition Rate					
			1996-1997	1996-1998	1996-1999	1996-2000	1996-2001	1996-2002
Alt Cert Program	#	1,320	136	239	326	409	487	526
	%		10.3%	18.1%	24.7%	31.0%	36.9%	39.8%
Traditional Program	#	2,741	162	289	477	627	733	851
	%		5.9%	10.5%	17.4%	22.9%	26.7%	31.0%

High Poverty / High Minority Elementary Schools								
Program Type		Number Employed 1998	Cumulative Attrition Rate					
			1996-1997	1996-1998	1996-1999	1996-2000	1996-2001	1996-2002
Alt Cert Program	#	876	84	158	204	258	307	330
	%		9.6%	18.0%	23.3%	29.5%	35.0%	37.7%
Traditional Program	#	1,812	107	187	304	405	471	548
	%		5.9%	10.3%	16.8%	22.4%	26.0%	30.2%

High Poverty / High Minority Middle Schools								
Program Type		Number Employed 1998	Cumulative Attrition Rate					
			1996-1997	1996-1998	1996-1999	1996-2000	1996-2001	1996-2002
Alt Cert Program	#	290	38	57	82	96	118	134
	%		13.1%	19.7%	28.3%	33.1%	40.7%	46.2%
Traditional Program	#	649	33	68	114	154	191	216
	%		5.1%	10.5%	17.6%	23.7%	29.4%	33.3%

High Poverty / High Minority Secondary Schools								
Program Type		Number Employed 1998	Cumulative Attrition Rate					
			1996-1997	1996-1998	1996-1999	1996-2000	1996-2001	1996-2002
Alt Cert Program	#	143	12	22	37	52	59	58
	%		8.4%	15.4%	25.9%	36.4%	41.3%	40.6%
Traditional Program	#	236	20	29	52	58	57	73
	%		8.5%	12.3%	22.0%	24.6%	24.2%	30.9%

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- 2) were employed in a Texas public school in the 1995-1996 academic year.
- 3) employed in only one Texas public school in the 1995-1996 academic year.