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 certificates, and permits.

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

Results
- In most academic years, the public school system gained more teachers than it lost.
- Correspondingly, the overall number of employed teachers increased during most academic years.
- The exception was academic year 2011-12, when the loss of teachers exceeded the gain by nearly 11,000 teachers, and the overall number declined.
- The following academic year, new hires showed a large increase.
- Attrition percentages have been relatively consistent since academic year 2011-12, and new hires, since academic year 2012-13.
- In academic year 2015-16, attrition increased somewhat, and new hires declined.

Year	Number of Teachers	Attrition		New Hires	
		Number	Percent	Number	Percent
2015-16	352,631	35,931	10.34	41,093	11.65
2014-15	347,469	34,807	10.25	42,625	12.27
2013-14	339,651	34,759	10.45	41,823	12.31
2012-13	332,587	34,424	10.45	37,659	11.32
2011-12	329,352	35,800	10.52	24,871	7.55
2010-11	340,281	29,993	8.87	32,084	9.43
2009-10	338,190	28,135	8.45	33,353	9.86
2008-09	332,972	31,417	9.61	37,456	11.25

Summary of methodology. For academic years 2007-08 through 2015-16, tables containing identification numbers for all employed teachers were extracted. Each table from academic year 2008-09 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.