

## Employed Teacher Attrition and New Hires 2015-16 through 2024-25

The table below presents statewide, annual figures for teacher attrition and new hires.

**Definition:** We measure the number of employed teachers by counting all classroom teachers employed at half-time or more regardless of whether they worked within a single school system (i.e., a school district or charter school organization) or multiple school systems. In this analysis, we count a teacher to attrit if a school system reported a teacher as employed in the academic year immediately prior to the enumerated year and the same teacher was not reported as employed by any school system in the enumerated year. We count a teacher as a new hire if a school system reported a teacher as employed by a school system in the enumerated school year, but the teacher was not employed in a Texas school system in the prior school year. We omitted substitute teachers from this analysis.

Academic Year	Number of Teachers	Number of Teachers who Exited in Previous Year	Percent of Teachers who Exited in Previous Year	Number of New Teacher Hires in Current Year	Percent of New Teacher Hires in Current Year
2024-25	370,509	48,431	12.91%	43,771	11.81%
2023-24	375,169	45,173	12.16%	48,986	13.06%
2022-23	371,356	49,839	13.45%	50,762	13.67%
2021-22	370,433	42,840	11.57%	42,971	11.60%
2020-21	370,302	33,945	9.34%	40,720	11.00%
2019-20	363,527	36,473	10.16%	41,090	11.30%
2018-19	358,910	37,303	10.43%	38,691	10.78%
2017-18	357,522	36,900	10.44%	40,977	11.46%
2016-17	353,445	35,964	10.34%	41,728	11.81%
2015-16	347,681	35,747	10.43%	40,593	11.68%

**Methodology:** For the reported academic years, we extracted all teacher employment records from the Public Education Information Management System (PEIMS) database. 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. We calculated attrition as a percentage of the previous academic year's employed teachers (e.g., 2022-23 attrition number divided by 2021-22 number of teachers). We calculated new hires as a percentage of the current academic year's employees (e.g., 2022-23 new hire count divided by 2022-2023 number of teachers).

**Notes:** The PEIMS Fall Collection leveraged updated technology as part of the TSDS upgrade for school system data reporting. Due to this, reporting abnormalities in the staff data may be slightly higher in 2024-2025 than in recent years.

### The Pathway of an Employed New Hire, 2015-16 through 2024-25

The table below presents annual counts and percentages of new hires by the pathway into teaching.

**Definition:** In this analysis, we count the pathway of a newly hired teacher into the Texas Public School System. To do this we measure nine different pathways contributing to new hires in Texas, which are defined in footnotes below. We identify first year of teaching by using PEIMS employment data collected at fall snapshot in October of each academic year. We identify the pathway by identifying the presence of an active teacher certification or permit (indicated by the certification being effective and not expired or inactive) at fall snapshot date in each year. In the absence of a teacher certification or permit, we infer that an individual has no Texas teacher certification or permit.

Academic Year	Total New Hires	Intern Certified <sup>1</sup>	One Year, Out-of-State, Certified <sup>2</sup>	Standard, Out-of-State, Certified <sup>3</sup>	Standard Certified, Direct entry <sup>4</sup>	Standard Certified, Lagged entry <sup>5</sup>	No Texas Certification / Permit <sup>6</sup>	Issued Emergency Permits <sup>7</sup>	Re-enterers <sup>8</sup>	Previously part-timers <sup>9</sup>
2024-25	43,771	3,987	1,784	762	4,342	1,049	13,486	1,458	14,920	1,983
2023-24	48,986	5,165	2,177	939	4,811	1,229	15,902	1,571	15,220	1,972
2022-23	50,762	7,437	3,019	1,052	5,648	1,739	14,198	1,524	14,625	1,520
2021-22	42,971	8,676	2,659	800	6,159	2,058	7,807	819	12,573	1,420
2020-21	40,720	13,987	2,136	750	5,287	1,556	4,294	288	11,144	1,278
2019-20	41,090	10,139	2,648	642	6,519	1,936	4,948	445	12,366	1,447
2018-19	38,691	9,685	2,604	473	6,570	1,905	4,077	371	11,804	1,202
2017-18	40,977	11,231	2,795	495	6,943	2,082	3,895	274	11,743	1,519
2016-17	41,728	12,415	3,204	501	6,913	2,431	3,068	170	11,652	1,374
2015-16	40,593	12,313	3,141	600	7,321	2,667	2,677	167	10,588	1,119

<sup>1</sup> An individual who was first issued an intern or probationary certificate signaling progression through an alternative certification or post-baccalaureate program and was employed for the first time as a teacher

<sup>2</sup> An individual who was first issued a one-year certificate after being fully certified in another state and was employed for the first time as a teacher

<sup>3</sup> An individual who was first issued a standard certificate after being fully certified in another state and was employed for the first time as a teacher

<sup>4</sup> An individual who was first issued a standard certificate after clinical teaching in a traditional, post-baccalaureate, or alternative certification program and who was employed in the first possible year after being issued the standard certification

<sup>5</sup> An individual who was first issued a standard certificate after student teaching in a traditional, post-baccalaureate, or alternative certification program and who was not employed in the first possible year after being issued the standard certification

<sup>6</sup> An individual who has no Texas certification or permit and was employed for the first time as a teacher

<sup>7</sup> An individual who was first issued an emergency permit and was employed for the first time as a teacher

<sup>8</sup> An individual who was previously certified and employed as a teacher and is re-entering employment as a teacher after at least a one-year break in service in a Texas public school or following reassignment from another role within a Texas Public School

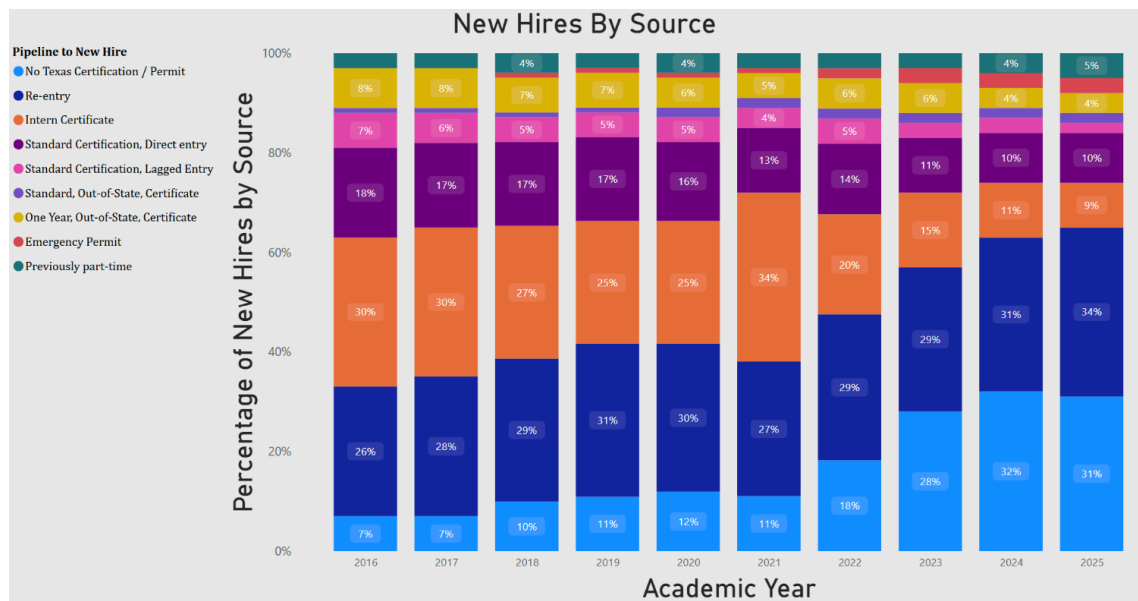
<sup>9</sup> An individual who was previously certified and employed less than half-time as a teacher and is employed more than half-time as a teacher

Sources: PEIMS Fall Collection and ECOS

Educator Data, Research, and Strategy Division/Jeremy B. Landa, Ph.D.

March 2025

Academic Year	Total New Hires	Intern Certified	One Year, Out-of-State, Certified	Standard, Out-of-State, Certified	Standard Certified, Direct entry	Standard Certified, Lagged entry	No Texas Certification / Permit	Issued Emergency Permits	Re-enterers	Previously part-timers
2024-25	43,771	9.11%	4.08%	1.74%	9.92%	2.40%	30.81%	3.33%	34.09%	4.53%
2023-24	48,986	10.54%	4.44%	1.92%	9.82%	2.51%	32.46%	3.21%	31.07%	4.03%
2022-23	50,762	14.65%	5.95%	2.07%	11.13%	3.43%	27.97%	3.00%	28.81%	2.99%
2021-22	42,971	20.19%	6.19%	1.86%	14.33%	4.79%	18.17%	1.91%	29.26%	3.30%
2020-21	40,720	34.35%	5.25%	1.84%	12.98%	3.82%	10.55%	0.71%	27.37%	3.14%
2019-20	41,090	24.68%	6.44%	1.56%	15.87%	4.71%	12.04%	1.08%	30.09%	3.52%
2018-19	38,691	25.03%	6.73%	1.22%	16.98%	4.92%	10.54%	0.96%	30.51%	3.11%
2017-18	40,977	27.41%	6.82%	1.21%	16.94%	5.08%	9.51%	0.67%	28.66%	3.71%
2016-17	41,728	29.75%	7.68%	1.20%	16.57%	5.83%	7.35%	0.41%	27.92%	3.29%
2015-16	40,593	30.33%	7.74%	1.48%	18.04%	6.57%	6.59%	0.41%	26.08%	2.76%



Sources: PEIMS Fall Collection and ECOS Educator Data, Research, and Strategy Division/Jeremy B. Landa, Ph.D. March 2025

**Methodology:** To identify the first pathway for new hires, we extracted the first certification or permit from the Educator Online Certification System (ECOS) database. We used the certification type and the certification effective date to identify the source of entry into Texas Public Schools of a new hire. For example, we considered an individual issued a standard certification with no temporary certification or permit before this a standard certified teacher. This type of teacher has completed their preparation with a clinical teaching experience prior to being employed as teacher. This contrasts with an individual issued an intern or probationary certification first. Once this procedure was completed, we connected all teacher employment and certification records. After connecting the data, we retrospectively identified individuals who had been employed as a teacher previously and had a break in teaching service (e.g., a re-entering teacher) from 1993-1994 to the present. Once all new hires had a pathway assigned to them, we counted the new hires by source and in total. We calculated percent from each pathway by dividing the new hires within a pathway by the total new hires in a year.

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

The PEIMS Fall Collection leveraged updated technology as part of the TSDS upgrade for school system data reporting. Due to this, reporting abnormalities in the staff data may be slightly higher in 2024-2025 than in recent years.