

Employed Teacher Attrition and New Hires 2011-12 through 2018-19

The table below presents statewide, annual figures for teacher attrition and new hires. Substitute teachers were omitted from the analysis to provide clarity. Teachers were included irrespective of their credentials, such as standard certificates, probationary certificates, and permits.

Definition: The number of employed teachers is the number of regular classroom teachers employed at half-time or more regardless of whether it was within a single school district. Attrition is loss of employees. In this analysis, attrition reflects teachers who were reported as employed by a Texas local education agency (LEA), i.e., a school district or charter school organization, in the academic year immediately prior to the enumerated year but not reported as employed by an LEA in the enumerated year. New hires are teachers reported as employed by an LEA in the enumerated school year who were not employed as teachers by any LEA in the prior year.

Academic Year	Number of Teachers	Attrition		New Hires	
		Number	Percent	Number	Percent
2018-19	358,919	37,297	10.43%	38,693	10.78%
2017-18	357,523	36,902	10.44%	40,974	11.46%
2016-17	353,451	35,959	10.34%	41,729	11.81%
2015-16	347,681	35,752	10.43%	40,594	11.68%
2014-15	342,839	34,559	10.31%	42,074	12.27%
2013-14	335,324	34,383	10.48%	41,556	12.39%
2012-13	328,151	34,303	10.55%	37,288	11.36%
2011-12	325,166	35,584	10.58%	24,542	7.55%

Methodology: For academic years 2010-11 through 2018-19, tables containing identification numbers for all employed teachers were extracted 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. 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.