

### Teacher Attrition by District Size 2014-15 through 2018-19

This report shows teacher attrition, aggregated by district size, for first-year teachers and for all teachers. For this analysis, first-year teachers were individuals who obtained an initial standard teaching certificate for an academic year and were employed as teachers for the next academic year. Attrition reflects the subgroup of teachers who were not employed as teachers or were not employed in the same district, for the following academic year.

**Definitions:** Attrition is loss of employees. In this analysis, attrition represents teachers leaving their district of employment. First-year teachers are educators obtaining an initial, standard teaching certificate in an academic year and employed as teachers for the following academic year. An academic year is defined as September 1 through August 31 the following calendar year.

Teachers	Academic Year	Employed 2014-15	Attrition 2015-16		Employed 2015-16	Attrition 2016-17		Employed 2016-17	Attrition 2017-18		Employed 2017-18	Attrition 2018-19	
			Number	Percent		Number	Percent		Number	Percent		Number	Percent
First-year Teachers	50,000 and over	6,683	1,203	18.00%	7,112	1,270	17.86%	6,812	1,196	17.56%	6,920	1,207	17.44%
	25,000 to 49,999	3,713	595	16.02%	4,032	711	17.63%	4,210	727	17.27%	4,576	857	18.73%
	10,000 to 24,999	3,576	671	18.76%	3,939	767	19.47%	3,871	793	20.49%	3,874	783	20.21%
	5,000 to 9,999	2,013	515	25.58%	1,916	420	21.92%	2,154	507	23.54%	2,116	489	23.11%
	3,000 to 4,999	1,326	333	25.11%	1,416	348	24.58%	1,403	361	25.73%	1,512	347	22.95%
	1,600 to 2,999	1,089	323	29.66%	1,170	363	31.03%	1,169	345	29.51%	1,222	337	27.58%
	1,000 to 1,599	708	223	31.50%	728	217	29.81%	657	203	30.90%	761	205	26.94%
	500 to 999	631	215	34.07%	664	228	34.34%	655	221	33.74%	688	197	28.63%
	Under 500	445	155	34.83%	443	159	35.89%	427	144	33.72%	405	157	38.77%
	All Districts	20,184	4,233	20.97%	21,420	4,483	20.93%	21,358	4,497	21.06%	22,074	4,579	20.74%

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Teachers	Academic Year	Employed 2014-15	Attrition 2015-16		Employed 2015-16	Attrition 2016-17		Employed 2016-17	Attrition 2017-18		Employed 2017-18	Attrition 2018-19	
			Number	Percent		Number	Percent		Number	Percent		Number	Percent
Post First-year Teachers	50,000 and over	88,532	13,440	15.18%	89,994	13,701	15.22%	91,496	13,953	15.25%	93,331	14,033	15.04%
	25,000 to 49,999	59,566	8,422	14.14%	60,664	8,614	14.20%	64,490	9,041	14.02%	67,748	9,838	14.52%
	10,000 to 24,999	55,917	8,904	15.92%	57,030	8,923	15.65%	58,160	9,355	16.08%	58,247	9,318	16.00%
	5,000 to 9,999	30,085	5,664	18.83%	29,722	5,198	17.49%	30,668	6,005	19.58%	30,419	5,608	18.44%
	3,000 to 4,999	20,060	3,771	18.80%	20,514	3,850	18.77%	19,035	3,660	19.23%	21,155	4,025	19.03%
	1,600 to 2,999	17,890	3,542	19.80%	17,842	3,717	20.83%	18,412	3,723	20.22%	18,210	3,622	19.89%
	1,000 to 1,599	11,701	2,330	19.91%	12,316	2,319	18.83%	12,572	2,590	20.60%	12,834	2,636	20.54%
	500 to 999	12,276	2,550	20.77%	12,181	2,547	20.91%	12,094	2,585	21.37%	11,993	2,569	21.42%
	Under 500	8,586	2,042	23.78%	8,370	1,918	22.92%	8,180	1,948	23.81%	8,335	1,981	23.77%
	All Districts	304,613	50,665	16.63%	308,633	50,787	16.46%	315,107	52,860	16.78%	322,272	53,630	16.64%
All Teachers	50,000 and over	95,215	14,643	15.38%	97,106	14,971	15.42%	98,308	15,149	15.41%	100,251	15,240	15.20%
	25,000 to 49,999	63,279	9,017	14.25%	64,696	9,325	14.41%	68,700	9,768	14.22%	72,324	10,695	14.79%
	10,000 to 24,999	59,493	9,575	16.09%	60,969	9,690	15.89%	62,031	10,148	16.36%	62,121	10,101	16.26%
	5,000 to 9,999	32,098	6,179	19.25%	31,638	5,618	17.76%	32,822	6,512	19.84%	32,535	6,097	18.74%
	3,000 to 4,999	21,386	4,104	19.19%	21,930	4,198	19.14%	20,438	4,021	19.67%	22,667	4,372	19.29%
	1,600 to 2,999	18,979	3,865	20.36%	19,012	4,080	21.46%	19,581	4,068	20.78%	19,432	3,959	20.37%
	1,000 to 1,599	12,409	2,553	20.57%	13,044	2,536	19.44%	13,229	2,793	21.11%	13,595	2,841	20.90%
	500 to 999	12,907	2,765	21.42%	12,845	2,775	21.60%	12,749	2,806	22.01%	12,681	2,766	21.81%
	Under 500	9,031	2,197	24.33%	8,813	2,077	23.57%	8,607	2,092	24.31%	8,740	2,138	24.46%
	All Districts	324,797	54,898	16.90%	330,053	55,270	16.75%	336,465	57,357	17.05%	344,346	58,209	16.90%

**Methodology:** For academic years 2014-15 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. Only teachers who were employed on a half-time or more basis were included in the analysis. Teachers who were employed in more than one district in a single year were omitted. (118 teachers, 0.03%, in 2014-15; 108, 0.03%, in 2015-16; 102, 0.03%, in 2016-17; 76, 0.02%, in 2017-18; 76, 0.02%, in 2018-19; and 76, 0.02%, in 2019-2020.) Permanently employed substitute teachers were omitted from the analysis, and employment as a substitute teacher was not counted as second-year employment. First-year teachers were identified by extracting all standard teaching certifications that were issued since September 1, 2014 to educators who did previously hold a standard or lifetime teaching certification were identified in the Educator Certification Online System (ECOS). These initial certifications were categorized into the academic year in which they were issued.