

## Teacher Retention 2011-2015

This table shows retention by preparation route, with overall state results, for teachers who were initially certified during a given academic year and were employed as regular classroom teachers by the next academic year, called First Year of Employment in the table. Because data are not collected at the end of an academic year, results were examined at the beginning of the following academic year to identify teachers' employment status. Thus, teachers were employed somewhat longer than the table shows. A teacher whose First Year of Employment is academic year 2012-13, and who shows a Length of Retention of one year, was employed at the beginning of academic year 2012-13 and at the beginning of academic year 2013-14. So, the teacher was probably employed throughout 2012-13 and at the beginning of 2013-14, a period somewhat longer than one year. Teachers who left the profession but returned were counted as retained.

**Definition.** Retention is continued employment in the workforce. For this analysis, retention refers to continued employment in the Texas public school system.

### Results

- One-year retention was similar for all preparation routes, but a little higher for the university undergraduate route and a little lower for the out-of-state route.
- By the fifth year, the university undergraduate route had considerably higher retention than the remaining routes, and the out-of-state route, substantially lower retention.
- Reading downward, retention has tended to remain stable or increase slightly for successive cohorts. For All Routes, two-year retention was 81.1% in academic year 2010-11, increasing to 84.9% by 2012-13. In academic year 2013-14, two-year retention was slightly lower at 84.1% .

Preparation Route	First Year of Employment	Total	Retention in Years									
			1 Year		2 Years		3 Years		4 Years		5 Years	
			Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Alternative	2010-11	10,923	9,461	86.6	8,670	79.4	8,050	73.7	7,466	68.4	6,941	63.5
	2011-12	9,651	8,383	86.9	7,702	79.8	7,174	74.3	6,632	68.7		
	2012-13	5,848	5,112	87.4	4,697	80.3	4,318	73.8				
	2013-14	7,518	6,649	88.4	6,091	81.0						
	2014-15	9,398	8,344	88.8								
University Post-Baccalaureate	2010-11	999	877	87.8	793	79.4	756	75.7	692	69.3	631	63.2
	2011-12	816	743	91.1	692	84.8	638	78.2	598	73.3		
	2012-13	740	683	92.3	642	86.8	582	78.6				
	2013-14	765	701	91.6	645	84.3						
	2014-15	849	783	92.2								
University Undergraduate	2010-11	5,636	5,180	91.9	4,965	88.1	4,765	84.5	4,530	80.4	4,250	75.4
	2011-12	4,527	4,300	95.0	4,110	90.8	3,910	86.4	3,656	80.8		
	2012-13	6,445	6,103	94.7	5,867	91.0	5,559	86.3				
	2013-14	7,632	7,168	93.9	6,849	89.7						
	2014-15	7,543	7,087	94.0								
Out of State	2010-11	1,979	1,657	83.7	1,417	71.6	1,239	62.6	1,134	57.3	1,003	50.7
	2011-12	1,464	1,235	84.4	1,084	74.0	937	64.0	825	56.4		
	2012-13	1,246	1,046	83.9	912	73.2	798	64.0				
	2013-14	1,819	1,549	85.2	1,325	72.8						
	2014-15	2,274	1,937	85.2								

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All Routes *	2010-11	19,494	17,140	87.9	15,815	81.1	14,780	75.8	13,796	70.8	12,801	65.7
	2011-12	16,422	14,629	89.1	13,558	82.6	12,631	76.9	11,686	71.2		
	2012-13	14,217	12,894	90.7	12,074	84.9	11,226	79.0				
	2013-14	17,657	16,001	90.6	14,849	84.1						
	2014-15	19,937	18,044	90.5								

\* Results for individual routes do not sum to the results for All Routes, because the latter are counts rather than sums. A sum of routes would contain duplication as some teachers have been prepared through more than one route.

*Summary of methodology.* To obtain results by route, five certification tables were extracted containing identification numbers and route information for all educators who obtained an initial standard teaching certificate for academic years 2009-10 through 2013-14. Then, five employment tables were extracted representing all educators who were employed as teachers during academic years 2010-11 through 2014-15. A sixth employment table for academic year 2015-16 was also extracted. The certification tables were combined with the first five employment tables to create source tables representing only teachers who were employed the academic year after their certification year.

Each source table was then combined with all subsequent employment tables to identify teachers who were retained for the academic years following their initial employment year. The source table representing teachers who were certified in academic year 2009-10 and employed in academic year 2010-11, for example, was combined with employment tables for academic years 2011-12 through 2015-16. For each route and year shown, a sum of all certified, employed teachers was computed, followed by sums of retained teachers. Then, percentages of retained teachers were computed from these sums. Finally, the process outlined above was repeated for all routes, and all results were combined into one table. Career and Technical Education certificate results were not included in the data.