

Teacher Attrition by LEA Size 2016-17 through 2020-21

This report shows teacher attrition, aggregated by local education agency (LEA, i.e., a school district or charter school organization) size, for all standard certified teachers in Texas. Teachers who were not certified or were teaching with non-standard certificates were excluded from the analysis. The results are grouped into two categories: teachers in their first academic year of teaching after the academic year in which they received their initial standard certificate, “First-year Teachers,” and teachers past their first year of teaching, “Post first-year teachers.” For comparison, the data are also presented for all teachers. 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 LEA 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.

	LEA Size	Total employed 2015-16	Attrition 2016-17		Total employed 2016-17	Attrition 2017-18		Total employed 2017-18	Attrition 2018-19		Total employed 2018-19	Attrition 2019-20		Total employed 2019-20	Attrition 2020-21	
			Number	Percent		Number	Percent		Number	Percent		Number	Percent		Number	Percent
First-year Teachers	50,000 and over	7,813	1,413	18.09%	7,438	1,315	17.68%	7,467	1,298	17.38%	6,529	1,156	17.71%	6,292	923	14.67%
	25,000 to 49,999	4,449	765	17.19%	4,619	791	17.12%	4,955	943	19.03%	4,821	875	18.15%	4,762	698	14.66%
	10,000 to 24,999	4,390	847	19.29%	4,280	875	20.44%	4,257	847	19.90%	3,806	792	20.81%	3,916	633	16.16%
	5,000 to 9,999	2,190	486	22.19%	2,405	563	23.41%	2,338	539	23.05%	2,226	562	25.25%	2,231	423	18.96%
	3,000 to 4,999	1,646	414	25.15%	1,531	403	26.32%	1,703	393	23.08%	1,507	408	27.07%	1,359	255	18.76%
	1,600 to 2,999	1,351	417	30.87%	1,340	399	29.78%	1,330	367	27.59%	1,112	328	29.50%	1,185	287	24.22%
	1,000 to 1,599	831	240	28.88%	755	239	31.66%	833	235	28.21%	761	244	32.06%	827	208	25.15%
	500 to 999	778	276	35.48%	740	258	34.86%	767	232	30.25%	668	211	31.59%	662	149	22.51%
	Under 500	528	188	35.61%	488	174	35.66%	488	189	38.73%	414	135	32.61%	426	110	25.82%
All Districts	23,976	5,046	21.05%	23,596	5,017	21.26%	24,138	5,043	20.89%	21,844	4,711	21.57%	21,660	3,686	17.02%	
Post First-year Teachers	50,000 and over	87,727	12,513	14.26%	89,102	12,704	14.26%	90,443	12,800	14.15%	91,156	13,242	14.53%	85,678	11,027	12.87%
	25,000 to 49,999	59,123	7,969	13.48%	62,595	8,226	13.14%	64,811	8,724	13.46%	68,778	9,705	14.11%	73,596	9,004	12.23%
	10,000 to 24,999	55,225	8,094	14.66%	55,896	8,320	14.88%	55,409	8,231	14.85%	54,257	8,045	14.83%	54,428	7,209	13.25%
	5,000 to 9,999	28,730	4,740	16.50%	29,301	5,377	18.35%	28,735	4,986	17.35%	28,784	5,149	17.89%	30,771	4,562	14.83%
	3,000 to 4,999	19,576	3,396	17.35%	18,158	3,237	17.83%	19,772	3,541	17.91%	20,343	3,747	18.42%	20,313	3,058	15.05%
	1,600 to 2,999	16,926	3,290	19.44%	17,389	3,250	18.69%	17,135	3,173	18.52%	17,203	3,259	18.94%	17,293	2,858	16.53%
	1,000 to 1,599	11,866	2,100	17.70%	11,984	2,289	19.10%	12,008	2,304	19.19%	12,009	2,333	19.43%	12,388	2,063	16.65%
	500 to 999	11,490	2,199	19.14%	11,363	2,247	19.77%	11,104	2,193	19.75%	11,285	2,181	19.33%	11,546	1,842	15.95%
	Under 500	7,758	1,661	21.41%	7,487	1,626	21.72%	7,472	1,648	22.06%	7,462	1,621	21.72%	7,962	1,384	17.38%
All Districts	298,421	45,962	15.40%	303,275	47,276	15.59%	306,889	47,600	15.51%	311,277	49,282	15.83%	313,975	43,007	13.70%	

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	LEA Size	Total employed 2015-16	Attrition 2016-17		Total employed 2016-17	Attrition 2017-18		Total employed 2017-18	Attrition 2018-19		Total employed 2018-19	Attrition 2019-20		Total employed 2019-20	Attrition 2020-21	
			Number	Percent		Number	Percent		Number	Percent		Number	Percent		Number	Percent
All Teachers	50,000 and over	95,540	13,926	14.58%	96,540	14,019	14.52%	97,910	14,098	14.40%	97,685	14,398	14.74%	91,970	11,950	12.99%
	25,000 to 49,999	63,572	8,734	13.74%	67,214	9,017	13.42%	69,766	9,667	13.86%	73,599	10,580	14.38%	78,358	9,702	12.38%
	10,000 to 24,999	59,615	8,941	15.00%	60,176	9,195	15.28%	59,666	9,078	15.21%	58,063	8,837	15.22%	58,344	7,842	13.44%
	5,000 to 9,999	30,920	5,226	16.90%	31,706	5,940	18.73%	31,073	5,525	17.78%	31,010	5,711	18.42%	33,002	4,985	15.11%
	3,000 to 4,999	21,222	3,810	17.95%	19,689	3,640	18.49%	21,475	3,934	18.32%	21,850	4,155	19.02%	21,672	3,313	15.29%
	1,600 to 2,999	18,277	3,707	20.28%	18,729	3,649	19.48%	18,465	3,540	19.17%	18,315	3,587	19.59%	18,478	3,145	17.02%
	1,000 to 1,599	12,697	2,340	18.43%	12,739	2,528	19.84%	12,841	2,539	19.77%	12,770	2,577	20.18%	13,215	2,271	17.19%
	500 to 999	12,268	2,475	20.17%	12,103	2,505	20.70%	11,871	2,425	20.43%	11,953	2,392	20.01%	12,208	1,991	16.31%
	Under 500	8,286	1,849	22.31%	7,975	1,800	22.57%	7,960	1,837	23.08%	7,876	1,756	22.30%	8,388	1,494	17.81%
All Districts	322,397	51,008	15.82%	326,871	52,293	16.00%	331,027	52,643	15.90%	333,121	53,993	16.21%	335,635	46,693	13.91%	

Methodology: For academic years 2015-16 through 2020-21, 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 (less than 0.04% of all teachers) were omitted. 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, 2016 to educators who did not 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.