

Teacher Employment, Attrition, and Hiring

Understanding the trends from recent years and resources for
Superintendents

April 2023

Teacher Employment, Attrition, and Hiring Data

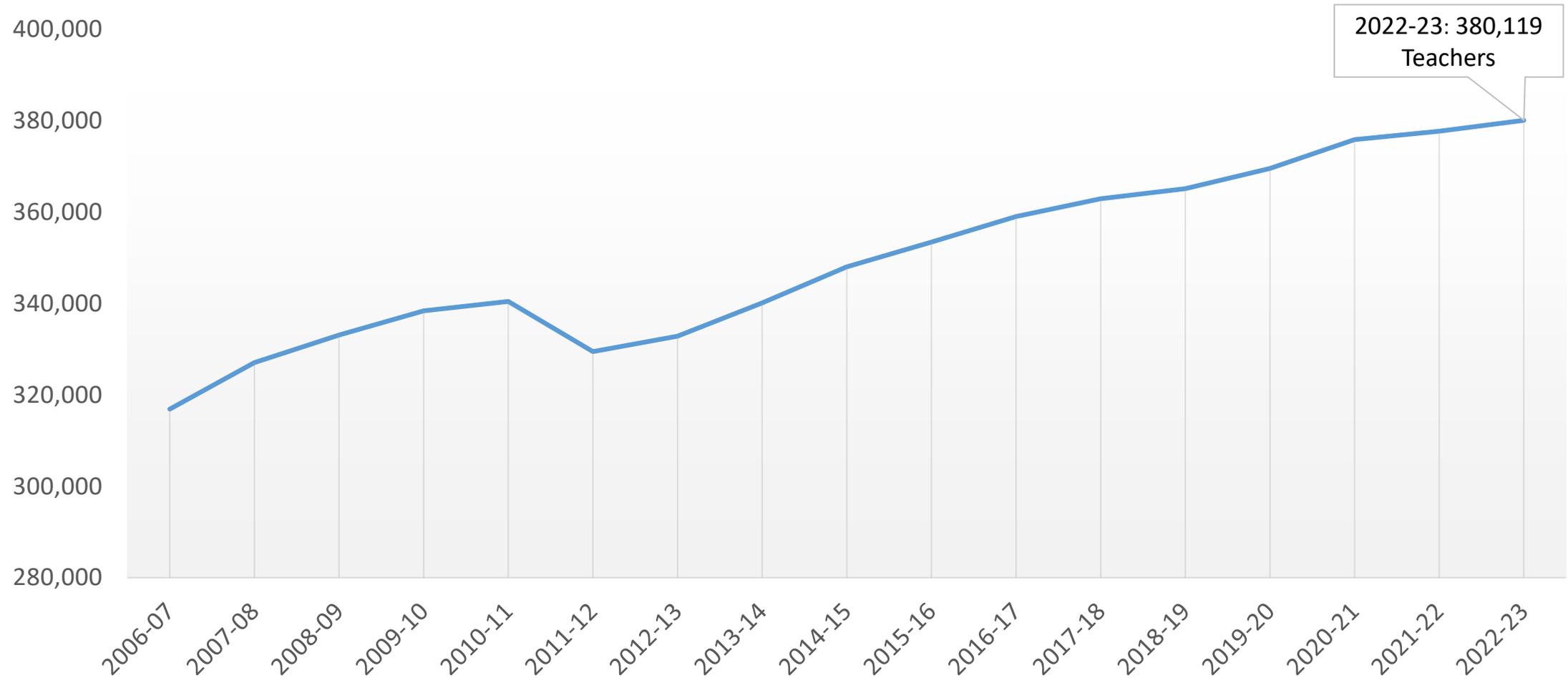
Teacher Hiring and Retention Resources

Discussion with Superintendent Muri



Texas is currently employing more teachers than at any point previously

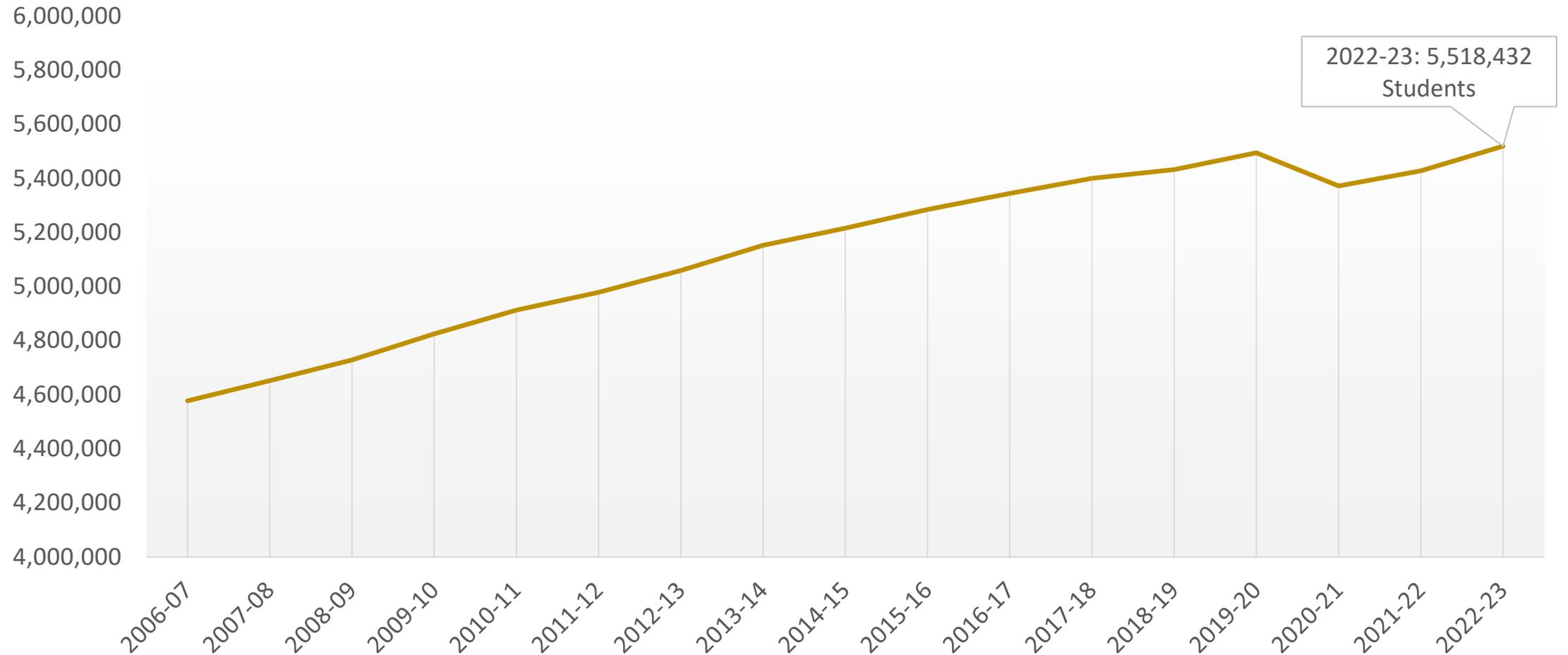
Number of Employed Teachers





After a decrease due to COVID, student enrollment has recovered

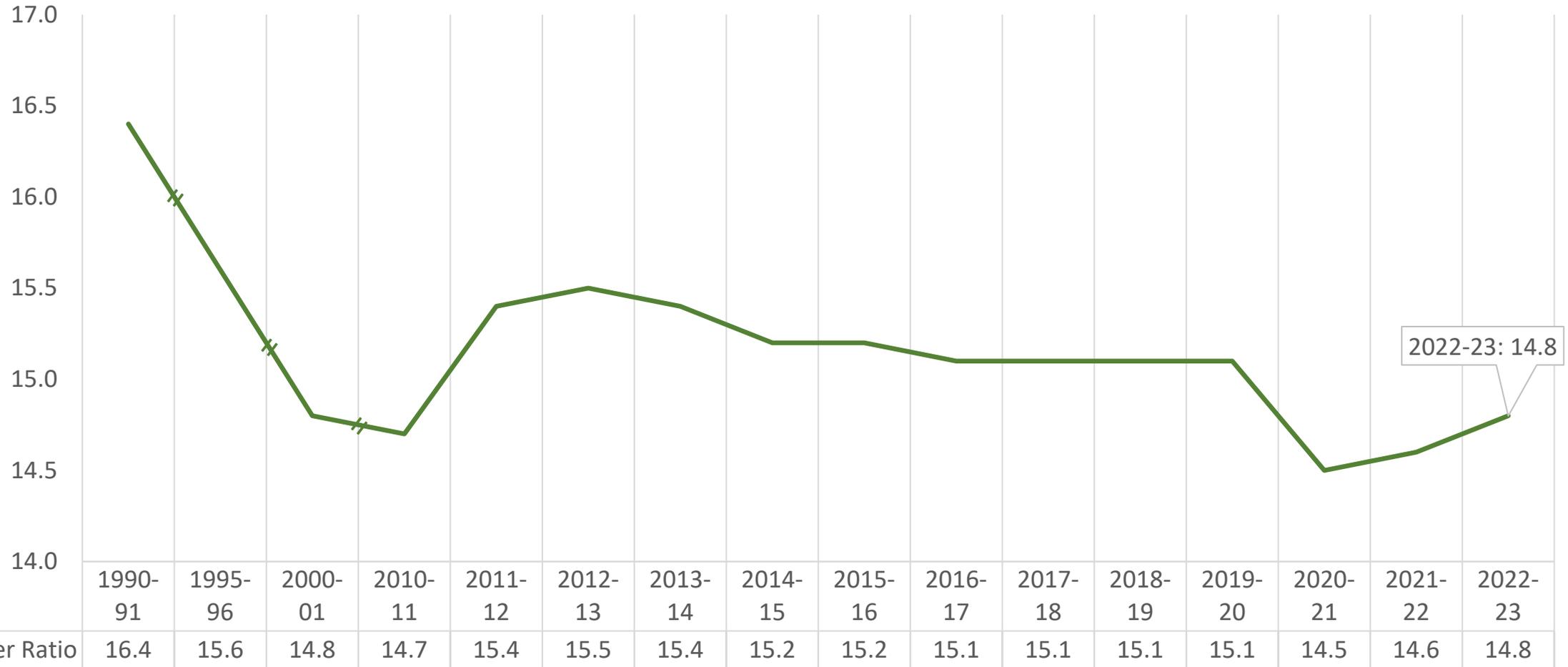
Number of Enrolled Students





Student to teacher ratio has gradually increased in the last 2 years, but has not returned to pre-COVID levels

Student to Teacher Ratio

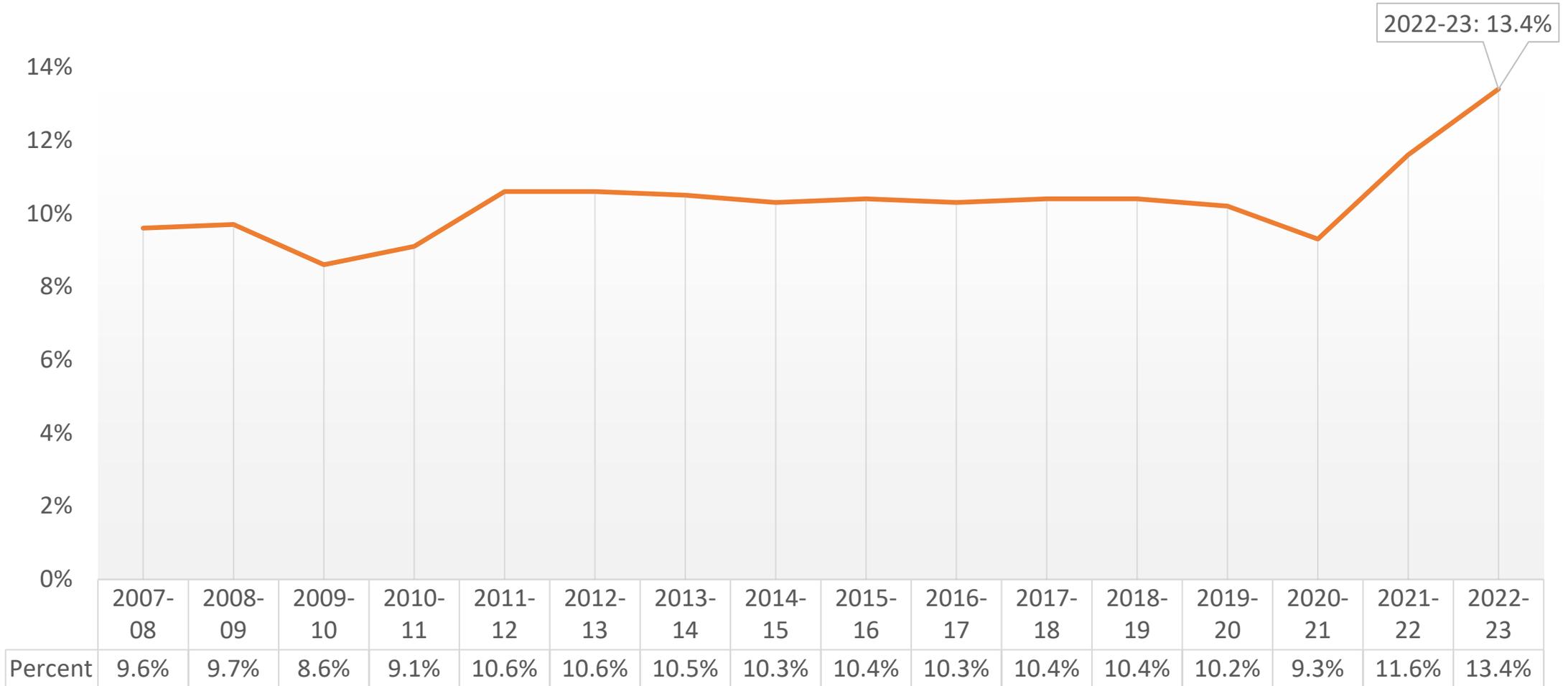


Student / Teacher Ratio



We face significant teacher retention challenges, which worsened coming out of COVID

Teacher Attrition Percent



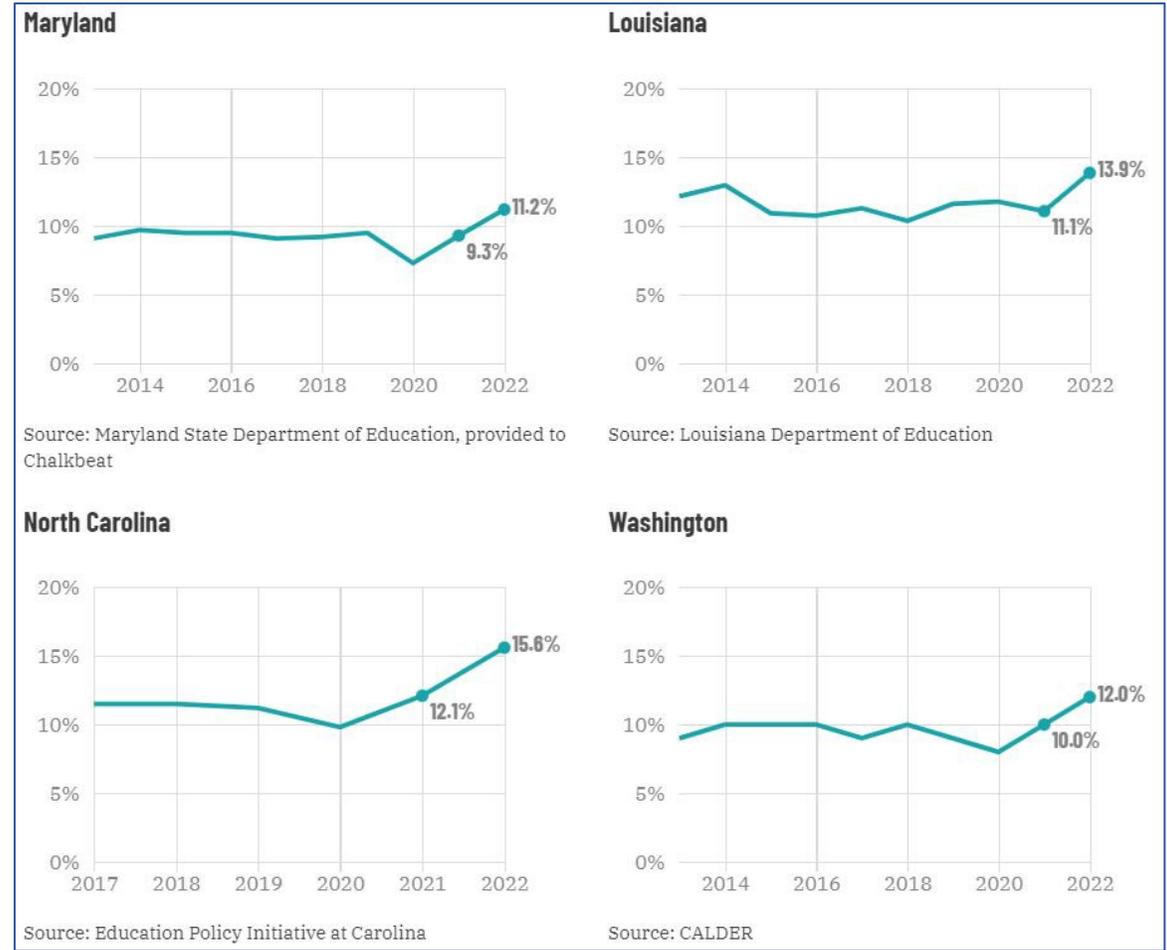


Increased Teacher Attrition is a Nationwide Phenomenon

Teacher attrition, or teachers leaving the workforce, is a national concern.

During the early pandemic, teacher attrition decreased.

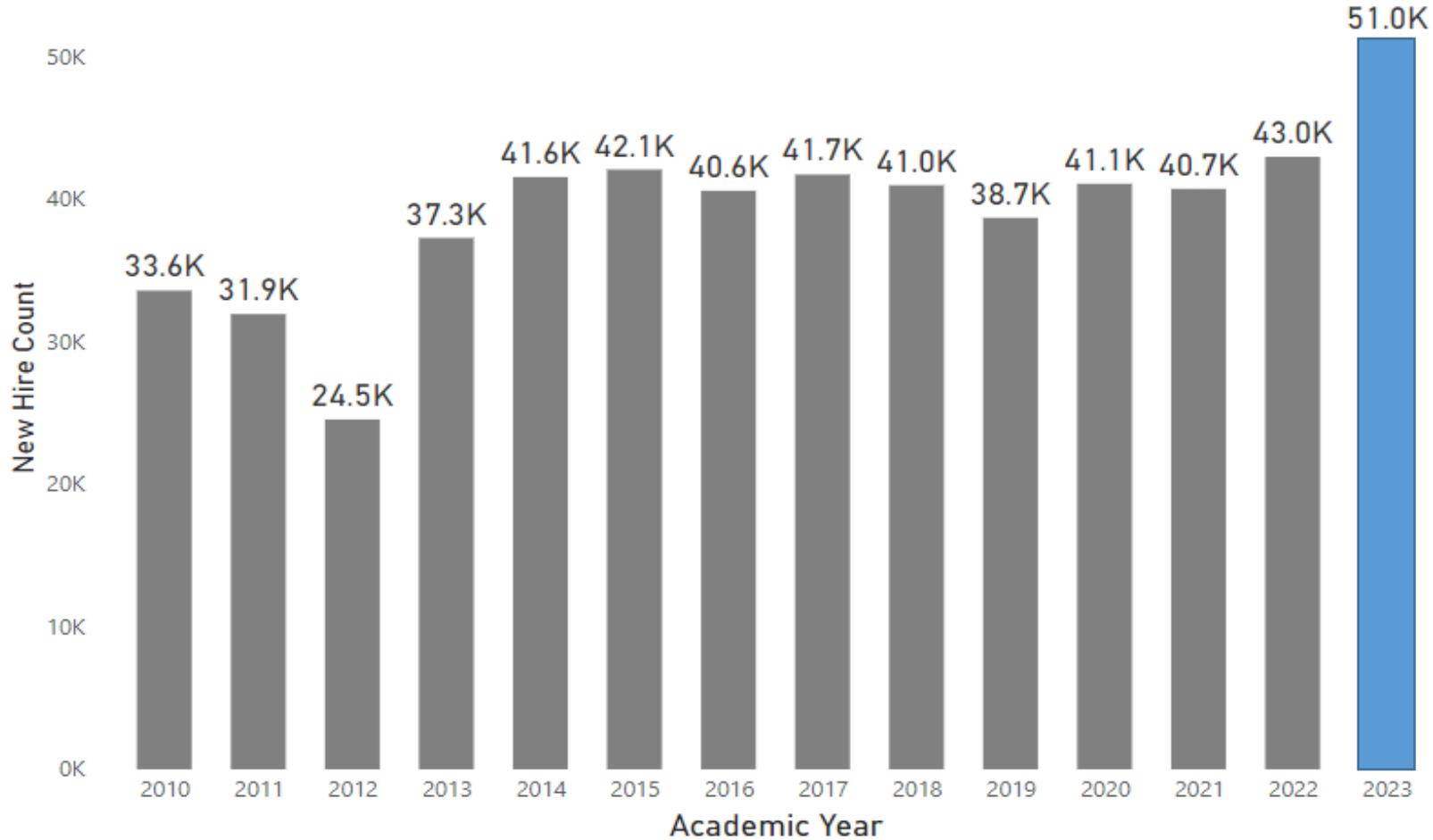
Increases in the past two years have resulted in historic highs for teacher attrition in 2022-2023.



Credit: Cam Rodriguez and Thomas Wilburn
Aggregated by [Chalkbeat](#)

New Hires are at an all-time high in Texas

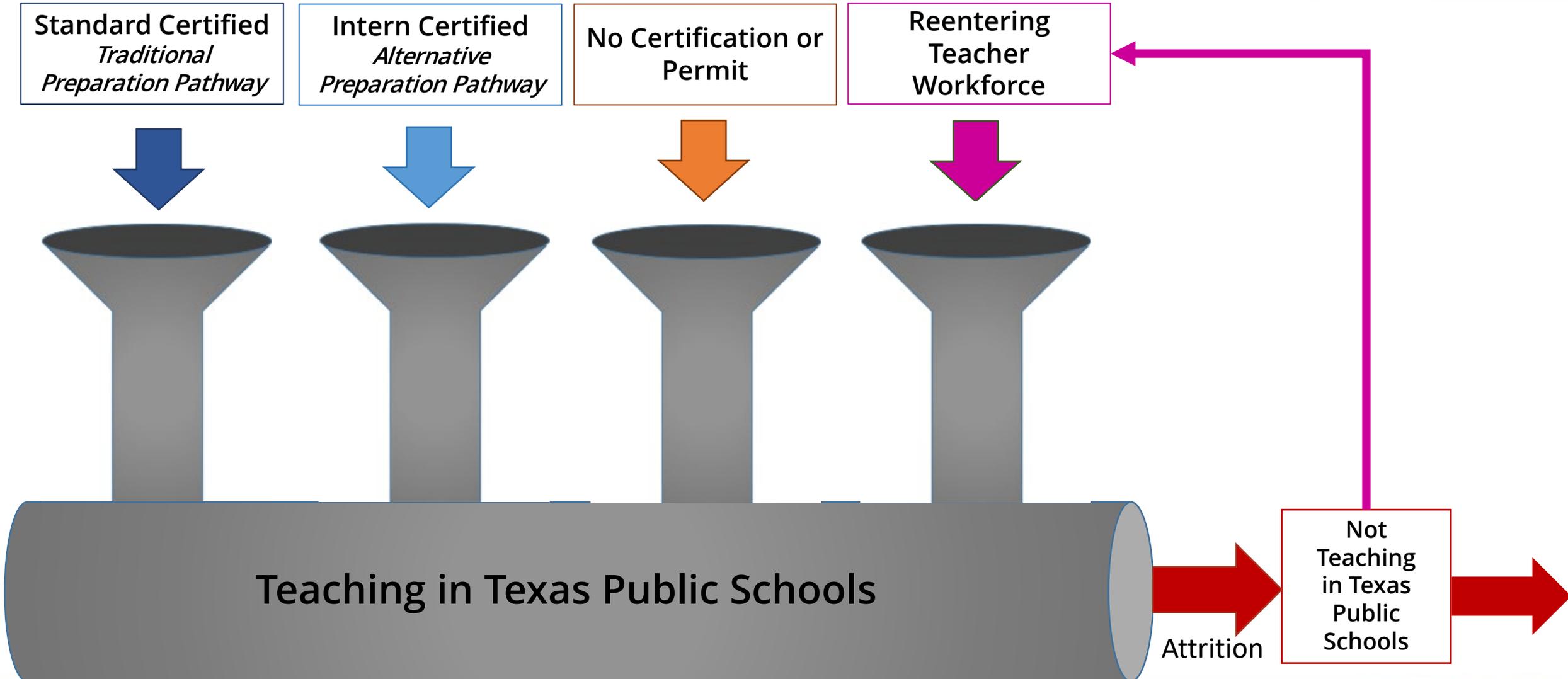
Number of New Hires from Texas



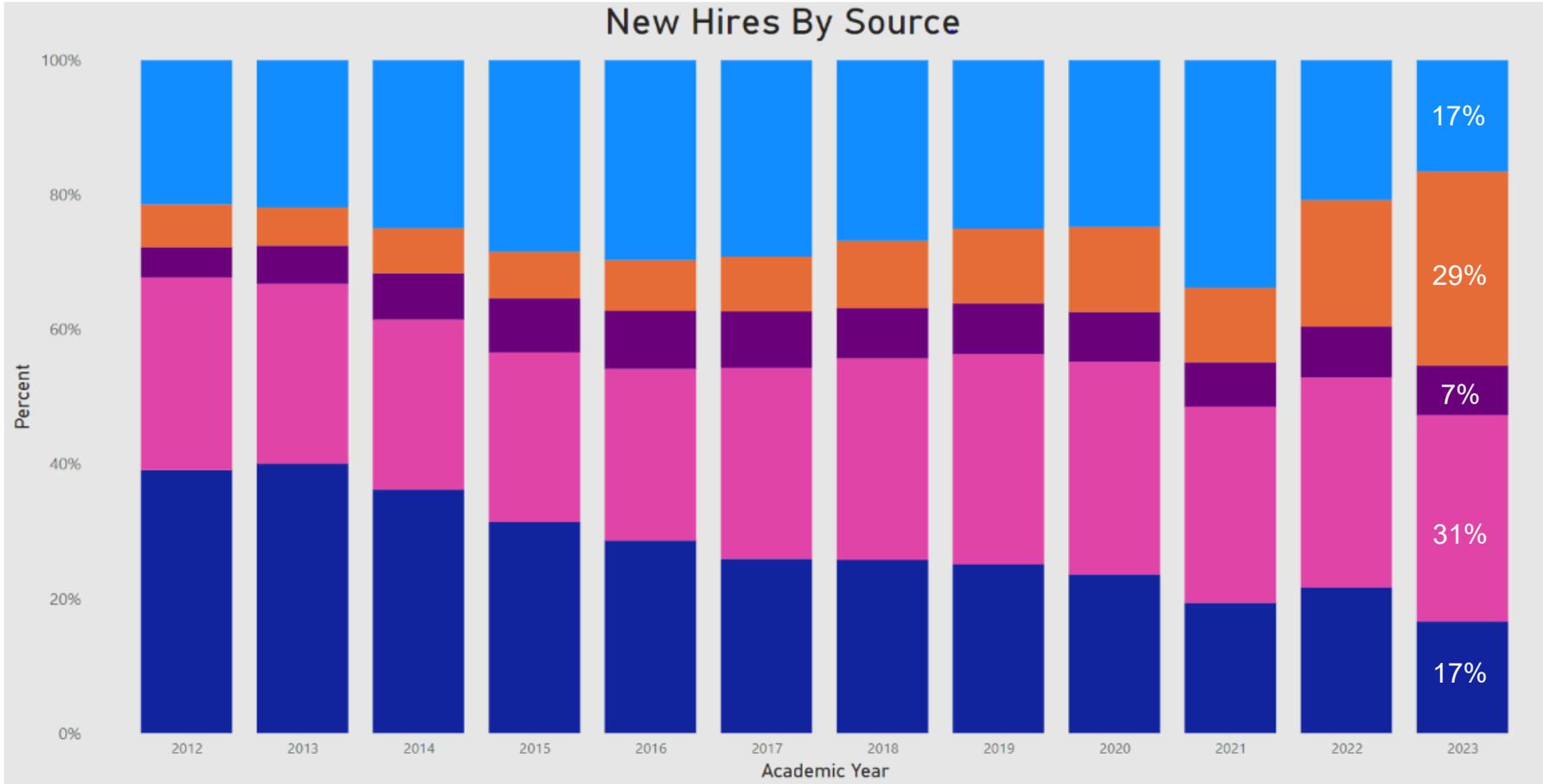
New Hire Definition

A new hire is an individual who is employed as teacher in the current academic year but was not in a teacher role in the previous academic year.

Newly hired teachers in Texas come from multiple sources



A Growing Percentage of New Hires are Non-Certified



Alternative certification, which includes teacher interns, declined in 2023

Non-certified individuals grew to 29% of newly hired teachers in 2023 – an historic high

Out-of-State certification remains steady

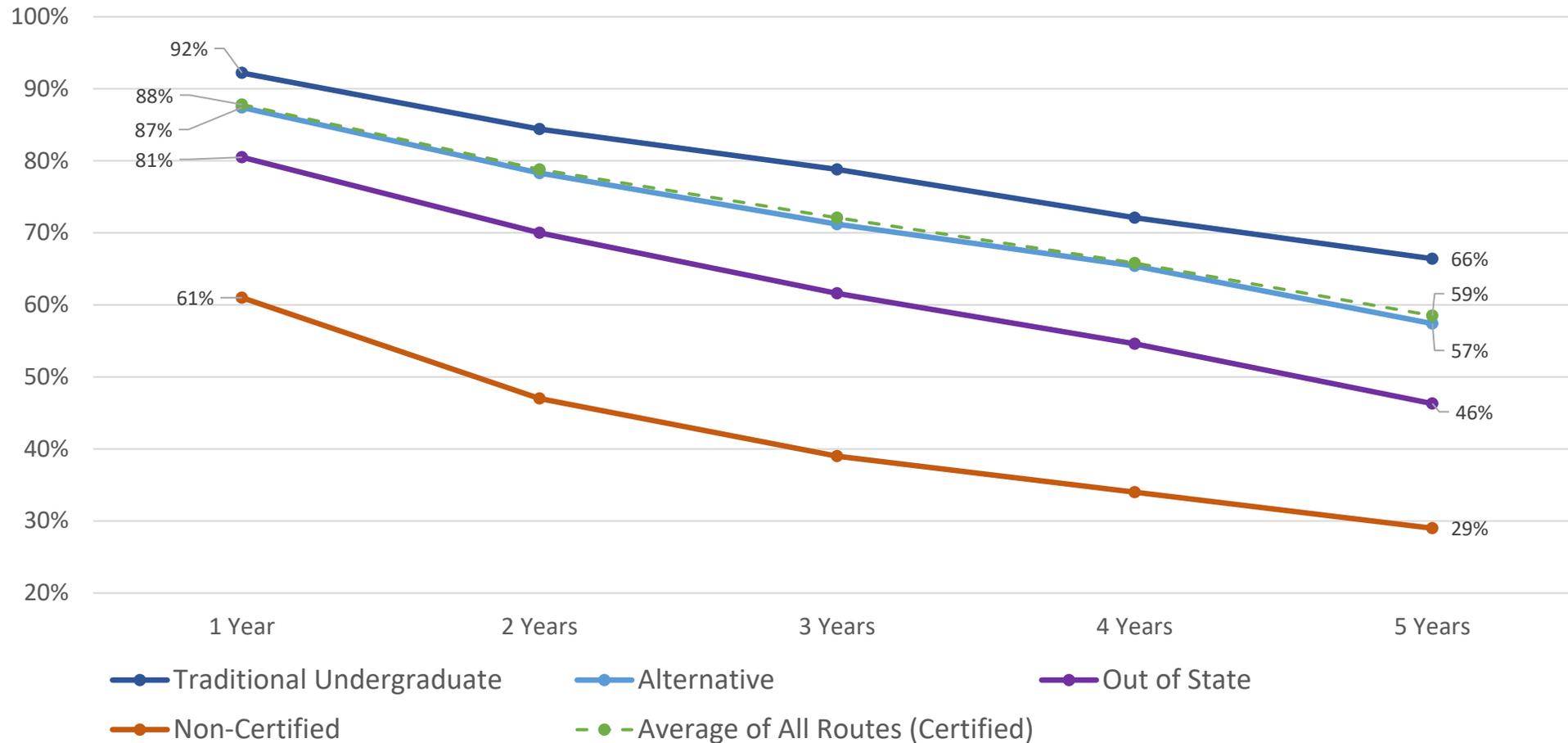
Re-entry includes individuals not teaching in the prior year and remains consistent

Traditional certification has continued to decline



Retention for newly hired teachers is different for different preparation and certification statuses

Percent of Teachers Retained in the Public Education Workforce

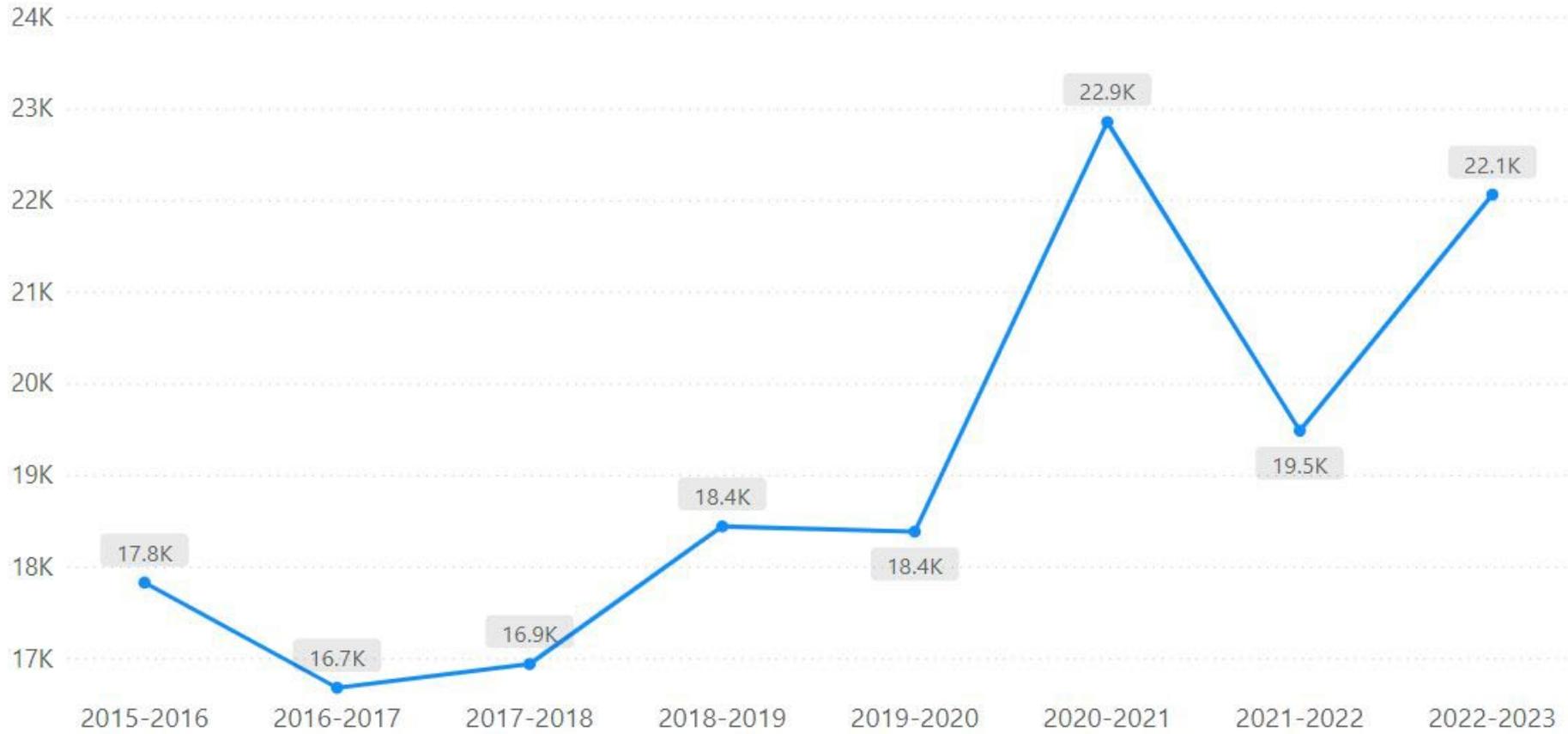


While hiring non-certified individuals may address short-term needs, this contributes to increased retention challenges.



Ed Prep admissions are on track to rebound this year

Admitted Teacher Candidates, Year to Date



While not a perfect leading indicator, EPP admissions provide some signal of potential growth.



Learn More

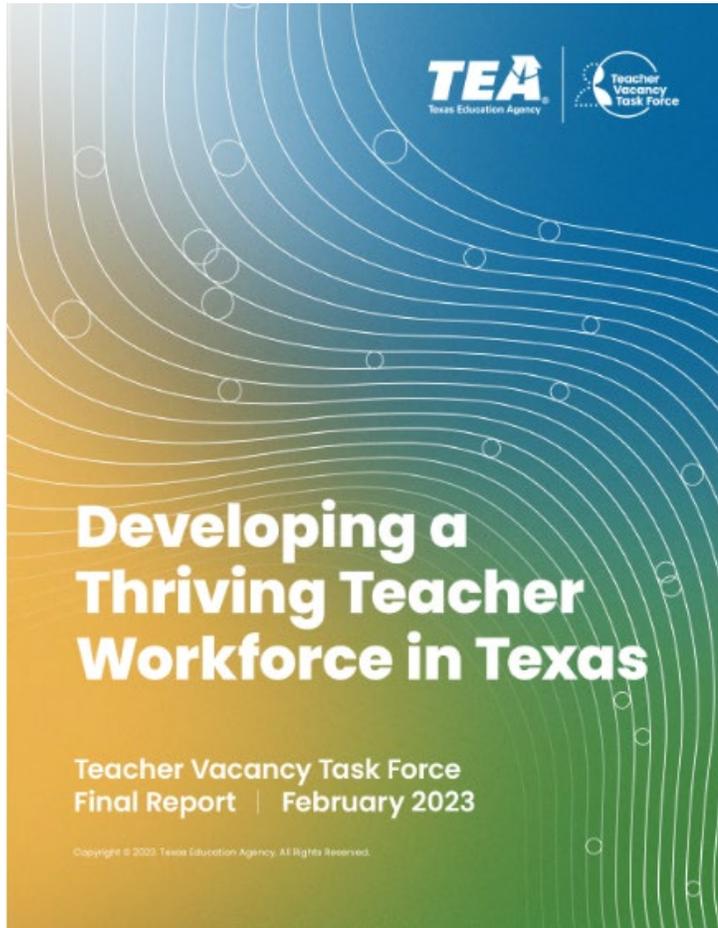
Newly updated reports and dashboards are available on our Educator Reports and Data page

<https://tea.texas.gov/reports-and-data/educator-data/educator-reports-and-data>

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Download the full report at
tea.texas.gov/tvtf

Best practice recommendations for districts for each theme are included in the appendix

Appendices

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Compensation Best Practice Recommendations for School Systems

Prioritize teacher compensation with any state funding increases.

Consider ways to shift from traditional experience-based salary schedule to strategic compensation pay based on teacher effectiveness, roles, and responsibilities.

Ensure the total compensation package is competitive, addresses school system priorities, and incentivizes impactful teachers to work in high-needs areas.

Provide clear communication around salaries and include salary calculations for teachers with over 20 years of experience.

Include other roles, such as school leaders, in overall strategic compensation planning.

Survey teachers to determine healthcare needs and priorities for total compensation packages.

Consider how much above the state minimum district contribution can be spent to reduce teacher healthcare premiums.

Work with other school systems to obtain the best healthcare plans with lower premium amounts.

Offer teacher wellbeing and mental health assistance in the form of counseling, access to mental health professionals, and additional leave options.

Partner with childcare providers to provide options for children of teachers.

Implement exit surveys and evaluate the results to inform retention and re-recruitment strategies.

Conduct an analysis of employee certifications to identify teachers with Bilingual or Special Education certifications not serving in those settings and provide incentives, as appropriate, for teachers to move into those positions.

Streamline applications for returning teachers.

Provide specialized induction training and support for teachers returning to the profession.



Teacher Hiring Resources Webpage:

Best Practice Recommendations for Districts This Spring

To support LEAs as they enter the Spring hiring season, TEA has collected a set of optional resources that can be utilized to support teacher retention, recruitment, and hiring

[Teacher Hiring Resources | Texas Education Agency](#)

Retain

- Hold Stay Conversations
- Recognize Great Teachers
- Determine Hiring Needs

Recruit

- Leverage the Critical Shortage Area Exam Reimbursement Opportunity
- Target Reentering teachers
- Incentivize hard-to-staff areas

Hire and Onboard

- Hire Early-especially for high needs campuses
- Onboard and connect new teachers to mentors

TVTF Best Practices

- Implement relevant TVTF best practice recommendations for school systems this Spring/Summer related to compensation, training and support, and working conditions

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Dr. Scott Muri
Ector County ISD

District Information:

- 33,500 students
- 62% Economically Disadvantaged
- 2022 Accountability Rating - B

Ector County Independent School District | Odessa, Texas



QUICK FACTS



33,500 STUDENTS

79% HISPANIC

14% WHITE

3% AFRICAN AMERICAN

4% OTHER



- 3 EARLY EDUCATION CENTERS
- 28 ELEMENTARY SCHOOLS
- 6 MIDDLE SCHOOLS
- 2 COMPREHENSIVE HIGH SCHOOLS
- 2 EARLY COLLEGE HIGH SCHOOLS
- 1 NEW TECH HIGH SCHOOL
- 1 STEM K-12 CAMPUS
- 1 ALTERNATIVE EDUCATION CENTER

Strategic Themes

FOUNDATIONAL EXCELLENCE



Excellence
Equity
Ambidextrous
Innovation

TALENT DEVELOPMENT



Strategic Compensation
Opportunity Culture
Personalized Professional
Learning
Cultivate Talent Pipelines
Strategic Staffing

LEARNING JOURNEY



Graduation
To and Through
Personalized Learning
Student Support
Social & Emotional Learning

OPPORTUNITY CULTURE

An Initiative of Public Impact



Reach *all students*
with excellent
teaching, consistently

Reach *all educators*
with outstanding
career opportunities



OPPORTUNITY CULTURE

An Initiative of Public Impact



Multi-Classroom Leader (Receives stipend)

- Leads, co-plans, and analyzes data for **small teaching team**.
- Observes, gives feedback and coaches team teachers.
- Co-teaches and models for team teachers.
- Continues to teach some portion of the time.



Team Teacher (Receives coaching by MCL/MTRT)

- A traditional teacher on an MCL team.



Team Reach Teacher & Master Team Reach Teacher (Receives stipend)

- Teaches on a team led by an MCL that reaches more students.
- Master Team Reach Teachers reach significantly more students and/or coach one other teacher on the team.

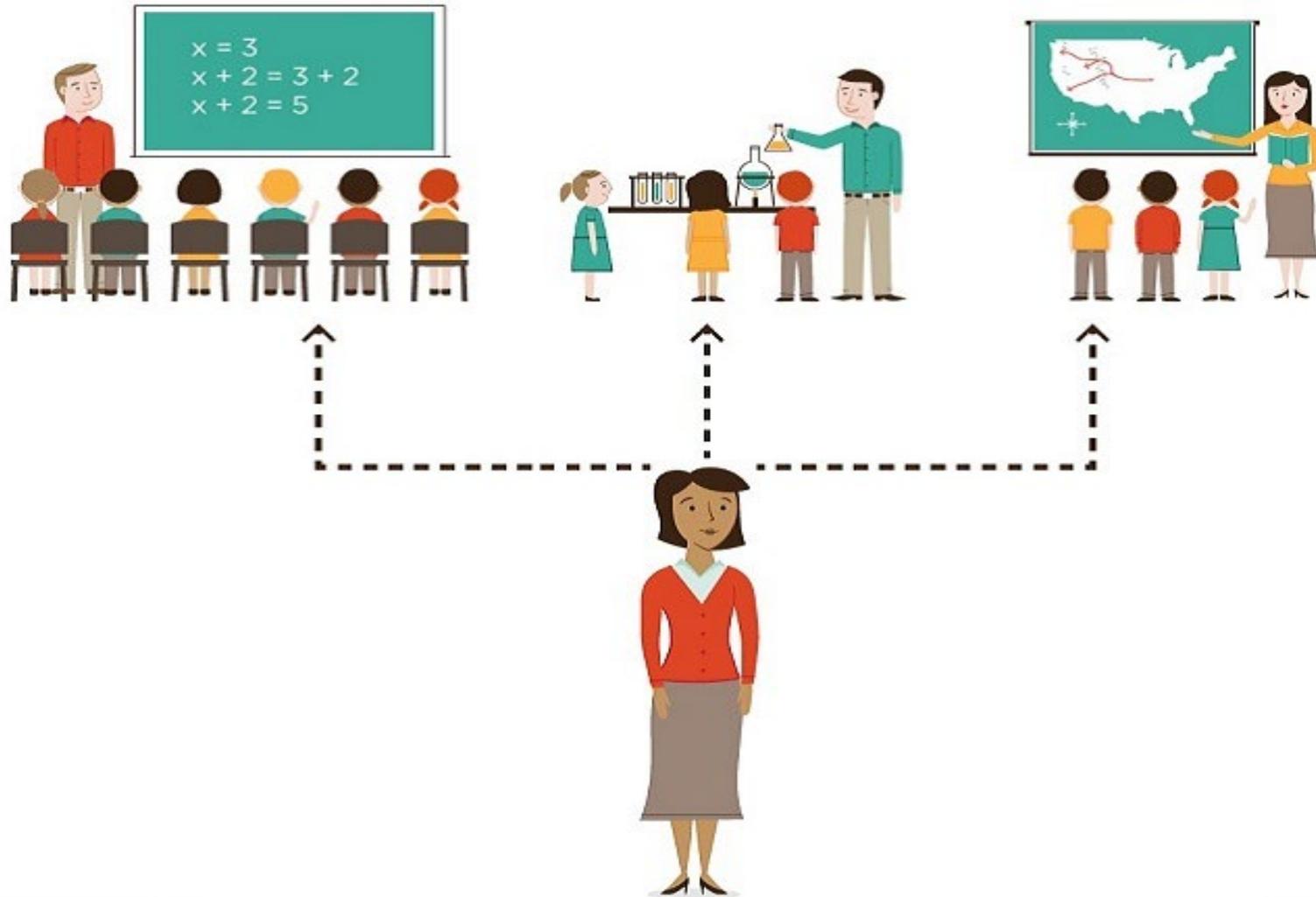


Reach Associate or Teacher Resident

- Advanced paraprofessional or teacher candidate who supports Team Reach Teachers and Multi-Classroom Leaders.
- **Provides release time for MCL or MTRT.**

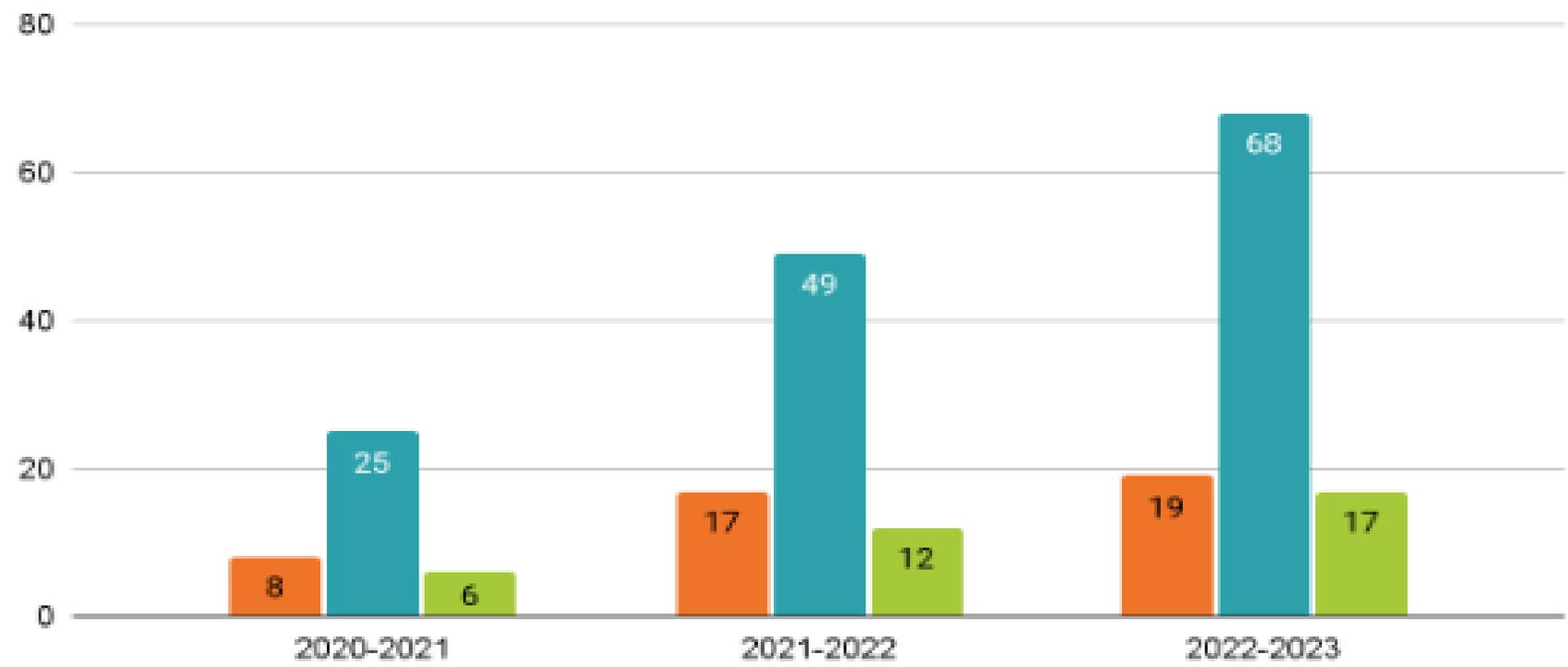
OPPORTUNITY CULTURE

An Initiative of Public Impact

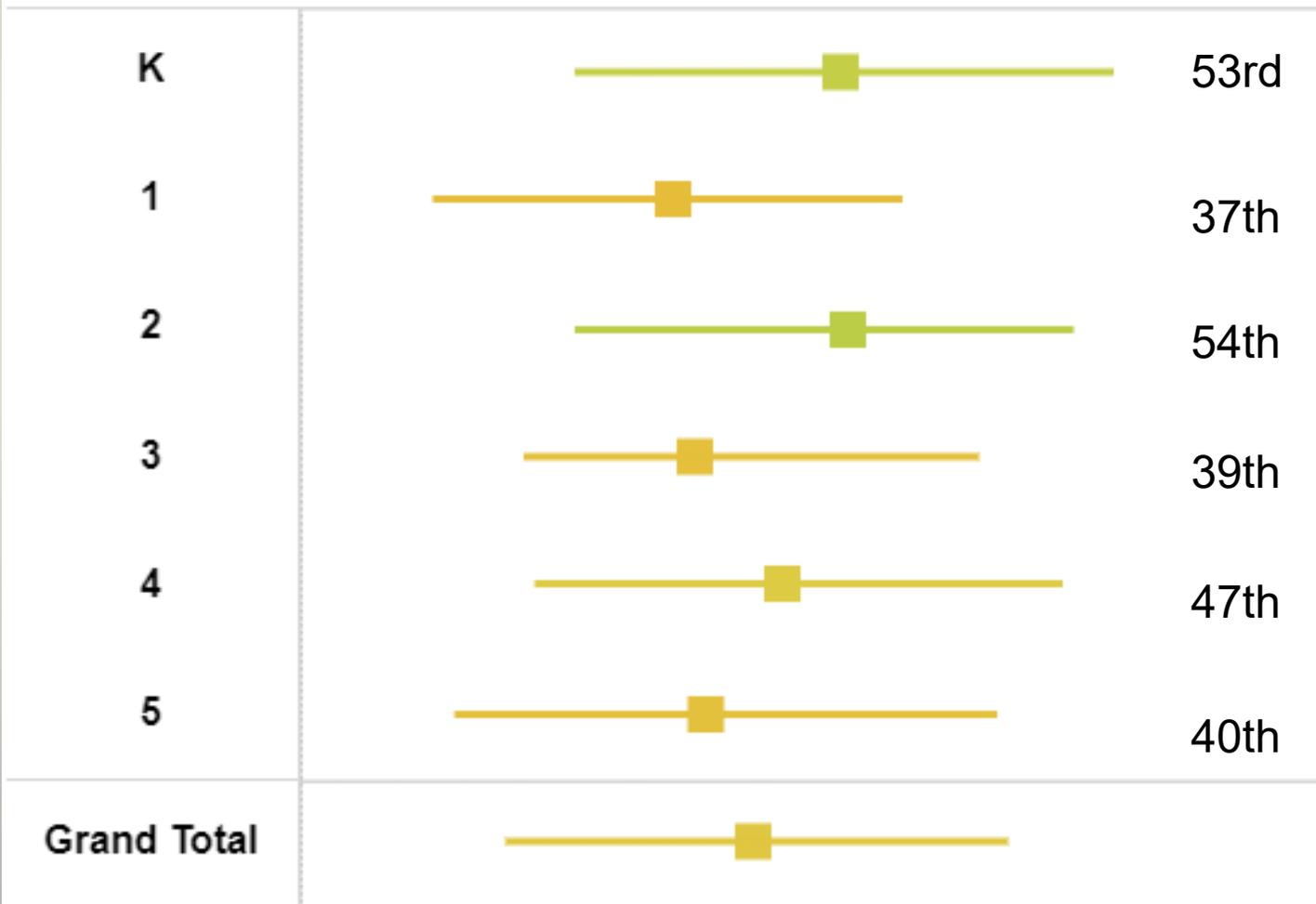


Program Growth Over Time

Campuses MCLs Teacher Residents



NWEA MAP Elementary Campus Reading and Math Data MCL's in K, 2nd, and 4th



Thank you