

### Teacher Attrition by LEA Size 2016-17 through 2021-22

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 without a certification or who were teaching with non-standard certificates were excluded from the analysis. We grouped the results 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.” We summarize the analysis for all teachers as well.

**Definitions:** In this analysis, attrition represents teachers leaving the LEA that employed them in the prior year. 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.

Teacher	LEA Size	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		Total employed 2020-21	Attrition 2021-22	
			Number	Percent		Number	Number		Number	Percent		Number	Percent		Number	Percent
First-year	50,000 and over	7,438	1,315	17.68%	7,619	1,376	18.06%	6,529	1,156	17.71%	6,538	930	14.22%	5,495	1,023	18.62%
	25,000 to 49,999	4,389	746	17.00%	4,649	827	17.79%	4,635	849	18.32%	4,649	721	15.51%	4,189	737	17.59%
	10,000 to 24,999	4,368	895	20.49%	4,470	967	21.63%	3,946	816	20.68%	3,836	586	15.28%	3,366	631	18.75%
	5,000 to 9,999	2,328	521	22.38%	2,407	566	23.51%	2,261	563	24.90%	2,218	448	20.20%	1,942	450	23.17%
	3,000 to 4,999	1,677	451	26.89%	1,613	384	23.81%	1,497	401	26.79%	1,395	255	18.28%	1,245	275	22.09%
	1,600 to 2,999	1,372	409	29.81%	1,396	383	27.44%	1,120	335	29.91%	1,184	291	24.58%	1,058	284	26.84%
	1,000 to 1,599	778	245	31.49%	820	236	28.78%	779	251	32.22%	798	209	26.19%	724	232	32.04%
	500 to 999	750	270	36.00%	797	238	29.86%	675	210	31.11%	650	148	22.77%	524	161	30.73%
	Under 500	500	170	34.00%	491	189	38.49%	405	132	32.59%	395	100	25.32%	415	125	30.12%
	All Districts	23,600	5,022	21.28%	24,262	5,166	21.29%	21,847	4,713	21.57%	21,663	3,688	17.02%	18,958	3,918	20.67%
Post First-year Teachers	50,000 and over	89,104	12,708	14.26%	90,084	12,828	14.24%	91,158	13,241	14.53%	91,469	11,687	12.78%	86,350	13,768	15.94%
	25,000 to 49,999	59,751	7,767	13.00%	63,587	8,467	13.32%	65,968	9,324	14.13%	69,278	8,597	12.41%	74,125	10,732	14.48%
	10,000 to 24,999	56,555	8,441	14.93%	57,145	8,692	15.21%	56,214	8,296	14.76%	55,230	7,121	12.89%	55,337	9,020	16.30%
	5,000 to 9,999	29,809	5,382	18.05%	29,528	5,132	17.38%	29,719	5,257	17.69%	29,183	4,457	15.27%	31,250	5,680	18.18%
	3,000 to 4,999	19,796	3,541	17.89%	18,477	3,383	18.31%	20,147	3,727	18.50%	20,663	3,175	15.37%	20,571	3,979	19.34%
	1,600 to 2,999	17,047	3,227	18.93%	17,743	3,344	18.85%	17,257	3,336	19.33%	17,250	2,840	16.46%	17,356	3,594	20.71%
	1,000 to 1,599	12,024	2,306	19.18%	11,974	2,291	19.13%	12,175	2,323	19.08%	12,083	2,007	16.61%	12,408	2,440	19.66%
	500 to 999	11,544	2,268	19.65%	11,316	2,250	19.88%	11,230	2,177	19.39%	11,409	1,837	16.10%	11,639	2,282	19.61%
	Under 500	7,665	1,667	21.75%	7,444	1,639	22.02%	7,433	1,626	21.88%	7,416	1,299	17.52%	7,950	1,687	21.22%
	All Districts	303,295	47,307	15.60%	307,298	48,026	15.63%	311,301	49,307	15.84%	313,981	43,020	13.70%	316,986	53,182	16.78%

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			Number	Percent		Number	Number		Number	Percent		Number	Percent		Number	Percent
All	50,000 and over	96,542	14,023	14.53%	97,703	14,204	14.54%	97,687	14,397	14.74%	98,007	12,617	12.87%	91,845	14,791	16.10%
	25,000 to 49,999	64,140	8,513	13.27%	68,236	9,294	13.62%	70,603	10,173	14.41%	73,927	9,318	12.60%	78,314	11,469	14.64%
	10,000 to 24,999	60,923	9,336	15.32%	61,615	9,659	15.68%	60,160	9,112	15.15%	59,066	7,707	13.05%	58,703	9,651	16.44%
	5,000 to 9,999	32,137	5,903	18.37%	31,935	5,698	17.84%	31,980	5,820	18.20%	31,401	4,905	15.62%	33,192	6,130	18.47%
	3,000 to 4,999	21,473	3,992	18.59%	20,090	3,767	18.75%	21,644	4,128	19.07%	22,058	3,430	15.55%	21,816	4,254	19.50%
	1,600 to 2,999	18,419	3,636	19.74%	19,139	3,727	19.47%	18,377	3,671	19.98%	18,434	3,131	16.98%	18,414	3,878	21.06%
	1,000 to 1,599	12,802	2,551	19.93%	12,794	2,527	19.75%	12,954	2,574	19.87%	12,881	2,216	17.20%	13,132	2,672	20.35%
	500 to 999	12,294	2,538	20.64%	12,113	2,488	20.54%	11,905	2,387	20.05%	12,059	1,985	16.46%	12,163	2,443	20.09%
	Under 500	8,165	1,837	22.50%	7,935	1,828	23.04%	7,838	1,758	22.43%	7,811	1,399	17.91%	8,365	1,812	21.66%
All Districts	326,895	52,329	16.01%	331,560	53,192	16.04%	333,148	54,020	16.22%	335,644	46,708	13.92%	335,944	57,100	17.00%	

**Methodology:** For academic years 2016-17 through 2021-22, we extracted tables containing identification numbers for all employed teachers from the Public Education Information Management System (PEIMS) database. We identified teachers who were employed during the previous academic year but not the current academic year and summed all instances of this as an attrition event. The analysis includes only teachers who were employed on a half-time or more basis, who were not permanently employed substitute teachers or working in more than one district in a single year. 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). The initial certification was categorized into the academic year in which it was issued.