

## Teacher Retention by Pathway to First Year of Teaching 2012-13 through 2021-22

This table shows teacher retention disaggregated by the path of entry into a teaching role. This report includes overall state results based on the pathway to teaching (intern certification, standard certification, out-of-state certification, or no certification) as observed in their First Year of Teaching. We only consider a teacher to be retained if they maintain continuous employment as a teacher in Texas public schools on a half-time or more basis (.50 FTEs or greater). For example, a teacher who is first employed in the 2015-16 academic year and who is then retained in a Texas public school in the following year, 2016-17, will be included in the 1 Year retention number. If the same teacher is employed in the next academic year, 2017-18, they will be included in the 2 Year retention number. If the teacher’s employment is interrupted, they are not included in the retention number for that year or any of the following years, regardless of whether they return to service.

| Pathway to Teaching    | First Year of Teaching | Total  | 1 Year Retention |         | 2 Year Retention |         | 3 Year Retention |         | 4 Year Retention |         | 5 Year Retention |         |
|------------------------|------------------------|--------|------------------|---------|------------------|---------|------------------|---------|------------------|---------|------------------|---------|
|                        |                        |        | Number           | Percent | Number           | Percent | Number           | Percent | Number           | Percent | Number           | Percent |
| Intern Certification   | 2021 22                | 8,168  | 7,229            | 88.5%   |                  |         |                  |         |                  |         |                  |         |
|                        | 2020 21                | 13,576 | 11,199           | 82.5%   | 9,540            | 70.3%   |                  |         |                  |         |                  |         |
|                        | 2019 20                | 9,781  | 8,808            | 90.0%   | 7,862            | 80.4%   | 6,843            | 70.0%   |                  |         |                  |         |
|                        | 2018-19                | 9,418  | 8,329            | 88.4%   | 7,626            | 81.0%   | 6,840            | 72.6%   | 5,856            | 62.2%   |                  |         |
|                        | 2017-18                | 10,811 | 9,455            | 87.5%   | 8,385            | 77.5%   | 7,666            | 70.9%   | 6,896            | 63.8%   | 5,965            | 55.2%   |
|                        | 2016 17                | 12,055 | 10,593           | 87.9%   | 9,343            | 77.5%   | 8,360            | 69.3%   | 7,711            | 64.0%   | 6,809            | 56.5%   |
|                        | 2015 16                | 11,957 | 10,493           | 87.7%   | 9,270            | 77.5%   | 8,207            | 68.6%   | 7,460            | 62.4%   | 6,844            | 57.2%   |
|                        | 2014 15                | 11,896 | 10,493           | 88.2%   | 9,278            | 78.0%   | 8,282            | 69.6%   | 7,443            | 62.6%   | 6,707            | 56.4%   |
|                        | 2013 14                | 10,254 | 9,121            | 89.0%   | 8,035            | 78.4%   | 7,072            | 69.0%   | 6,398            | 62.4%   | 5,737            | 55.9%   |
| 2012 13                | 8,084                  | 7,211  | 89.2%            | 6,340   | 78.5%            | 5,612   | 69.4%            | 5,088   | 63.0%            | 4,593   | 56.8%            |         |
| Standard Certification | 2021 22                | 8,282  | 7,523            | 90.8%   |                  |         |                  |         |                  |         |                  |         |
|                        | 2020 21                | 6,886  | 6,363            | 92.4%   | 5,675            | 82.4%   |                  |         |                  |         |                  |         |
|                        | 2019 20                | 8,484  | 7,917            | 93.4%   | 7,309            | 86.2%   | 6,487            | 76.5%   |                  |         |                  |         |
|                        | 2018 19                | 8,421  | 7,774            | 92.3%   | 7,279            | 86.4%   | 6,677            | 79.3%   | 5,909            | 70.2%   |                  |         |
|                        | 2017 18                | 9,037  | 8,343            | 92.3%   | 7,718            | 85.4%   | 7,252            | 80.2%   | 6,614            | 73.2%   | 5,800            | 64.2%   |
|                        | 2016 17                | 9,088  | 8,331            | 91.7%   | 7,755            | 85.3%   | 7,145            | 78.6%   | 6,645            | 73.1%   | 6,017            | 66.2%   |
|                        | 2015 16                | 9,511  | 8,783            | 92.3%   | 8,133            | 85.5%   | 7,539            | 79.3%   | 6,945            | 73.0%   | 6,427            | 67.6%   |
|                        | 2014 15                | 10,390 | 9,580            | 92.2%   | 8,888            | 85.6%   | 8,239            | 79.3%   | 7,587            | 73.0%   | 6,948            | 66.9%   |
|                        | 2013-14                | 11,297 | 10,452           | 92.5%   | 9,696            | 85.8%   | 8,946            | 79.2%   | 8,234            | 72.9%   | 7,531            | 66.7%   |
| 2012-13                | 10,197                 | 9,554  | 93.7%            | 8,964   | 87.9%            | 8,282   | 81.2%            | 7,683   | 75.4%            | 7,000   | 68.7%            |         |

| Pathway to Teaching        | First Year of Teaching | Total | 1 Year Retention |         | 2 Year Retention |         | 3 Year Retention |         | 4 Year Retention |         | 5 Year Retention |         |
|----------------------------|------------------------|-------|------------------|---------|------------------|---------|------------------|---------|------------------|---------|------------------|---------|
|                            |                        |       | Number           | Percent | Number           | Percent | Number           | Percent | Number           | Percent | Number           | Percent |
| No Certification           | 2021-22                | 8,165 | 6,257            | 76.6%   |                  |         |                  |         |                  |         |                  |         |
|                            | 2020 21                | 4,586 | 3,402            | 74.2%   | 2,690            | 58.7%   |                  |         |                  |         |                  |         |
|                            | 2019 20                | 5,339 | 4,214            | 78.9%   | 3,448            | 64.6%   | 2,859            | 53.5%   |                  |         |                  |         |
|                            | 2018 19                | 4,489 | 3,223            | 71.8%   | 2,769            | 61.7%   | 2,367            | 52.7%   | 2,019            | 45.0%   |                  |         |
|                            | 2017 18                | 4,236 | 2,986            | 70.5%   | 2,436            | 57.5%   | 2,134            | 50.4%   | 1,853            | 43.7%   | 1,565            | 36.9%   |
|                            | 2016 17                | 3,557 | 2,375            | 66.8%   | 1,898            | 53.4%   | 1,597            | 44.9%   | 1,423            | 40.0%   | 1,235            | 34.7%   |
|                            | 2015 16                | 3,183 | 2,157            | 67.8%   | 1,685            | 52.9%   | 1,440            | 45.2%   | 1,252            | 39.3%   | 1,138            | 35.8%   |
|                            | 2014 15                | 3,001 | 2,042            | 68.0%   | 1,648            | 54.9%   | 1,393            | 46.4%   | 1,235            | 41.2%   | 1,093            | 36.4%   |
|                            | 2013 14                | 2,872 | 1,974            | 68.7%   | 1,641            | 57.1%   | 1,414            | 49.2%   | 1,237            | 43.1%   | 1,093            | 38.1%   |
|                            | 2012 13                | 2,189 | 1,547            | 70.7%   | 1,309            | 59.8%   | 1,107            | 50.6%   | 995              | 45.5%   | 881              | 40.2%   |
| Out of State Certification | 2021 22                | 3,256 | 2,633            | 80.9%   |                  |         |                  |         |                  |         |                  |         |
|                            | 2020 21                | 2,675 | 2,242            | 83.8%   | 1,809            | 67.6%   |                  |         |                  |         |                  |         |
|                            | 2019 20                | 3,034 | 2,576            | 84.9%   | 2,178            | 71.7%   | 1,748            | 57.6%   |                  |         |                  |         |
|                            | 2018 19                | 2,908 | 2,402            | 82.6%   | 2,105            | 72.4%   | 1,800            | 61.9%   | 1,474            | 50.7%   |                  |         |
|                            | 2017-18                | 3,063 | 2,467            | 80.6%   | 2,095            | 68.4%   | 1,814            | 59.2%   | 1,551            | 50.7%   | 1,250            | 40.8%   |
|                            | 2016 17                | 3,470 | 2,839            | 81.8%   | 2,386            | 68.8%   | 2,005            | 57.8%   | 1,762            | 50.8%   | 1,499            | 43.2%   |
|                            | 2015 16                | 3,499 | 2,846            | 81.3%   | 2,448            | 70.0%   | 2,030            | 58.0%   | 1,768            | 50.5%   | 1,570            | 44.9%   |
|                            | 2014 15                | 3,359 | 2,745            | 81.7%   | 2,336            | 69.6%   | 1,938            | 57.7%   | 1,646            | 49.0%   | 1,431            | 42.6%   |
|                            | 2013 14                | 2,868 | 2,361            | 82.3%   | 1,997            | 69.6%   | 1,696            | 59.1%   | 1,473            | 51.3%   | 1,279            | 44.6%   |
|                            | 2012 13                | 2,103 | 1,745            | 83.1%   | 1,491            | 71.0%   | 1,226            | 58.4%   | 1,058            | 50.4%   | 921              | 43.8%   |
| Emergency Permit           | 2021 22                | 790   | 599              | 75.8%   |                  |         |                  |         |                  |         |                  |         |
|                            | 2020 21                | 238   | 185              | 77.7%   | 157              | 66.0%   |                  |         |                  |         |                  |         |
|                            | 2019 20                | 401   | 338              | 84.3%   | 282              | 70.3%   | 246              | 61.3%   |                  |         |                  |         |
|                            | 2018 19                | 341   | 262              | 76.8%   | 239              | 70.1%   | 223              | 65.4%   | 195              | 57.2%   |                  |         |
|                            | 2017 18                | 240   | 183              | 76.3%   | 164              | 68.3%   | 153              | 63.8%   | 136              | 56.7%   | 116              | 48.3%   |
|                            | 2016 17                | 150   | 120              | 80.0%   | 112              | 74.7%   | 98               | 65.3%   | 90               | 60.0%   | 82               | 54.7%   |
|                            | 2015 16                | 143   | 126              | 88.1%   | 116              | 81.1%   | 102              | 71.3%   | 99               | 69.2%   | 89               | 62.2%   |
|                            | 2014 15                | 125   | 109              | 87.2%   | 98               | 78.4%   | 91               | 72.8%   | 82               | 65.6%   | 76               | 60.8%   |
|                            | 2013-14                | 148   | 125              | 84.5%   | 114              | 77.0%   | 107              | 72.3%   | 98               | 66.2%   | 90               | 60.8%   |
|                            | 2012-13                | 129   | 112              | 86.8%   | 103              | 79.8%   | 97               | 75.2%   | 95               | 73.6%   | 84               | 65.1%   |

| Pathway to Teaching | First Year of Teaching | Total  | 1 Year Retention |         | 2 Year Retention |         | 3 Year Retention |         | 4 Year Retention |         | 5 Year Retention |         |
|---------------------|------------------------|--------|------------------|---------|------------------|---------|------------------|---------|------------------|---------|------------------|---------|
|                     |                        |        | Number           | Percent | Number           | Percent | Number           | Percent | Number           | Percent | Number           | Percent |
| Sum of All Pathways | 2021 22                | 28,703 | 24,272           | 84.6%   |                  |         |                  |         |                  |         |                  |         |
|                     | 2020 21                | 27,993 | 23,411           | 83.6%   | 19,889           | 71.0%   |                  |         |                  |         |                  |         |
|                     | 2019 20                | 27,076 | 23,885           | 88.2%   | 21,099           | 77.9%   | 18,202           | 67.2%   |                  |         |                  |         |
|                     | 2018 19                | 25,616 | 22,022           | 86.0%   | 20,046           | 78.3%   | 17,931           | 70.0%   | 15,470           | 60.4%   |                  |         |
|                     | 2017 18                | 27,456 | 23,483           | 85.5%   | 20,836           | 75.9%   | 19,057           | 69.4%   | 17,076           | 62.2%   | 14,719           | 53.6%   |
|                     | 2016 17                | 28,389 | 24,319           | 85.7%   | 21,547           | 75.9%   | 19,248           | 67.8%   | 17,672           | 62.2%   | 15,674           | 55.2%   |
|                     | 2015 16                | 28,402 | 24,484           | 86.2%   | 21,721           | 76.5%   | 19,379           | 68.2%   | 17,577           | 61.9%   | 16,114           | 56.7%   |
|                     | 2014 15                | 28,915 | 25,086           | 86.8%   | 22,347           | 77.3%   | 20,030           | 69.3%   | 18,062           | 62.5%   | 16,321           | 56.4%   |
|                     | 2013 14                | 27,676 | 24,226           | 87.5%   | 21,648           | 78.2%   | 19,383           | 70.0%   | 17,574           | 63.5%   | 15,852           | 57.3%   |
|                     | 2012 13                | 23,159 | 20,561           | 88.8%   | 18,561           | 80.1%   | 16,637           | 71.8%   | 15,197           | 65.6%   | 13,721           | 59.2%   |

**Methodology:** We extracted employment records for all teachers ([PEIMS](#) role code '087') with cumulative full-time equivalencies of 0.5 or higher from the Public Education Information Management System (PEIMS) database for the five academic years reported. Educators were matched to their certification records in the Educator Certification Online System (ECOS) database. We identified an educators' first teacher certification or permit using the issue date. When no certification or permit existed in ECOS, we identified the first employment year and categorized the individual as gaining labor market entry with no certification. We assigned only one source of labor market entry to each educator.

**Note:** This is a new report as of October 2023.