Teacher Retention 2007-2011

This table shows retention by preparation route, with overall state results, for teachers who were initially certified during a given fiscal 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 2008-09, and who shows a Length of Retention of one year, was employed at the beginning of academic year 2008-09 and at the beginning of academic year 2009-10. So, the teacher was probably employed throughout 2008-09 and at the beginning of 2009-10, a period somewhat longer than one academic 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.
- By the fifth year, differences emerged. The university undergraduate route had higher retention than the remaining routes, and the out-of-state route had lower retention.
- Reading downward, retention tended to increase slightly for All Routes and for each individual route. For All Routes, the 2006-07 cohort showed two-year retention of 85.4%, and the 2007-08 cohort, 86.5%.
- By the most recent academic year, however, retention declined. For All Routes, the 2009-10 cohort showed retention of only 83.1%.

			Retention in Years									
Preparation	First Year of		1 Year		2 Years		3 Years		4 Years		5 Years	
Route	Employment	Total	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Alternative	2006-07	9,899	8,952	90.4	8,314	84.0	7,858	79.4	7,436	75.1	6,985	70.6
	2007-08	10,865	9,793	90.1	9,249	85.1	8,726	80.3	8,123	74.8		
	2008-09	12,105	11,050	91.3	10,273	84.9	9,484	78.3				
	2009-10	11,564	10,497	90.8	9,457	81.8						
	2010-11	10,918	9,457	86.6								
University Post-Baccalaureate	2006-07	2,473	2,267	91.7	2,106	85.2	2,012	81.4	1,902	76.9	1,799	72.7
	2007-08	2,081	1,919	92.2	1,830	87.9	1,721	82.7	1,584	76.1		
	2008-09	1,671	1,523	91.1	1,455	87.1	1,350	80.8				
	2009-10	1,216	1,106	91.0	992	81.6						
	2010-11	998	876	87.8								
University Undergraduate	2006-07	7,840	7,443	94.9	7,090	90.4	6,782	86.5	6,478	82.6	6,074	77.5
	2007-08	7,730	7,275	94.1	7,026	90.9	6,700	86.7	6,345	82.1		
	2008-09	7,353	6,963	94.7	6,675	90.8	6,256	85.1				
	2009-10	6,244	5,916	94.7	5,541	88.7						
	2010-11	5,633	5,177	91.9								

Sources: TEA PEIMS data, SBEC Online data

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Teacher Retention 2007-2011

Out of State	2006-07	2,596	2,212	85.2	1,979	76.2	1,826	70.3	1,678	64.6	1,550	59.7
	2007-08	2,997	2,603	86.9	2,368	79.0	2,148	71.7	1,976	65.9		
	2008-09	2,713	2,393	88.2	2,162	79.7	1,923	70.9				
	2009-10	2,405	2,093	87.0	1,808	75.2						
	2010-11	1,979	1,657	83.7								
All Routes *	2006-07	22,807	20,869	91.5	19,481	85.4	18,468	81.0	17,485	76.7	16,401	71.9
	2007-08	23,653	21,573	91.2	20,456	86.5	19,282	81.5	18,017	76.2		
	2008-09	23,745	21,846	92.0	20,491	86.3	18,944	79.8				
	2009-10	21,394	19,579	91.5	17,770	83.1						
	2010-11	19,485	17,132	87.9								

* 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 fiscal years 2005-06 through 2009-10. Then, five employment tables were extracted representing all educators who were employed as teachers during academic years 2006-07 through 2010-11. A sixth employment table for academic year 2011-12 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 fiscal year 2005-06 and employed in academic year 2006-07, for example, was combined with employment tables for academic years 2007-08 through 2011-12. 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.

Sources: TEA PEIMS data, SBEC Online data
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