

Teacher Retention 2008-2012

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 2009-10, and who shows a Length of Retention of one year, was employed at the beginning of academic year 2009-10 and at the beginning of academic year 2010-11. So, the teacher was probably employed throughout 2009-10 and at the beginning of 2010-11, 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 decline slightly for successive cohorts. For All Routes, two-year retention was 83.1% in 2009-10, but 81.1% in 2010-11.

Preparation Route	First Year of Employment	Total	Retention in Years									
			1 Year		2 Years		3 Years		4 Years		5 Years	
			Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Alternative	2007-08	10,865	9,793	90.1	9,249	85.1	8,726	80.3	8,123	74.8	7,560	69.6
	2008-09	12,106	11,051	91.3	10,273	84.9	9,484	78.3	8,903	73.5		
	2009-10	11,564	10,497	90.8	9,457	81.8	8,840	76.4				
	2010-11	10,922	9,460	86.6	8,669	79.4						
	2011-12	9,646	8,378	86.9								
University Post-Baccalaureate	2007-08	2,081	1,919	92.2	1,830	87.9	1,721	82.7	1,584	76.1	1,490	71.6
	2008-09	1,672	1,524	91.1	1,456	87.1	1,351	80.8	1,273	76.1		
	2009-10	1,216	1,106	91.0	992	81.6	951	78.2				
	2010-11	999	877	87.8	793	79.4						
	2011-12	815	743	91.2								
University Undergraduate	2007-08	7,730	7,275	94.1	7,026	90.9	6,700	86.7	6,345	82.1	5,984	77.4
	2008-09	7,353	6,963	94.7	6,675	90.8	6,256	85.1	6,014	81.8		
	2009-10	6,246	5,918	94.7	5,543	88.7	5,311	85.0				
	2010-11	5,635	5,179	91.9	4,965	88.1						
	2011-12	4,524	4,298	95.0								

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Out of State	2007-08	2,997	2,603	86.9	2,368	79.0	2,148	71.7	1,976	65.9	1,816	60.6
	2008-09	2,714	2,394	88.2	2,163	79.7	1,924	70.9	1,723	63.5		
	2009-10	2,404	2,092	87.0	1,807	75.2	1,637	68.1				
	2010-11	1,979	1,657	83.7	1,417	71.6						
	2011-12	1,465	1,235	84.3								
All Routes *	2007-08	23,653	21,573	91.2	20,456	86.5	19,282	81.5	18,017	76.2	16,841	71.2
	2008-09	23,748	21,849	92.0	20,493	86.3	18,946	79.8	17,846	75.1		
	2009-10	21,395	19,580	91.5	17,771	83.1	16,711	78.1				
	2010-11	19,492	17,138	87.9	15,814	81.1						
	2011-12	16,414	14,622	89.1								

* 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 2006-07 through 2010-11. Then, five employment tables were extracted representing all educators who were employed as teachers during academic years 2007-08 through 2011-12. A sixth employment table for academic year 2012-13 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 2006-07 and employed in academic year 2007-08, for example, was combined with employment tables for academic years 2008-09 through 2012-13. 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.