Teacher Attrition by LEA Size 2018-19 through 2022-23

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: First-year teachers and Post First-year teachers. First-year teachers are in their first academic year of teaching after the academic year in which they received their initial standard certificate. Post first-year teachers are past their first year of teaching. First-year teachers and post first-year teachers are combined into "All Certified Teachers."

Definitions: In this analysis, attrition represents teachers leaving an 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.

Teacher	LEA Size	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		Total employed 2021-22	Attrition 2022-23	
			Num.	Pct.		Num.	Pct.		Num.	Pct.		Num.	Pct.		Num.	Pct.
Post First-year Teachers	50,000 and over	90,090	12,828	14.24%	91,161	13,243	14.53%	91,469	11,687	12.78%	86,354	13,769	15.94%	77,614	15,575	20.07%
	25,000 to 49,999	63,589	8,467	13.32%	65,969	9,324	14.13%	69,279	8,596	12.41%	74,127	10,733	14.48%	78,118	14,603	18.69%
	10,000 to 24,999	57,145	8,692	15.21%	56,216	8,296	14.76%	55,232	7,121	12.89%	55,339	9,021	16.30%	58,864	11,646	19.78%
	5,000 to 9,999	29,529	5,132	17.38%	29,722	5,257	17.69%	29,187	4,457	15.27%	31,253	5,682	18.18%	30,322	6,840	22.56%
	3,000 to 4,999	18,477	3,383	18.31%	20,147	3,727	18.50%	20,664	3,174	15.36%	20,574	3,980	19.34%	19,631	4,331	22.06%
	1,600 to 2,999	17,746	3,346	18.85%	17,257	3,336	19.33%	17,251	2,840	16.46%	17,358	3,596	20.72%	17,029	3,864	22.69%
	1,000 to 1,599	11,973	2,291	19.13%	12,176	2,323	19.08%	12,083	2,007	16.61%	12,409	2,439	19.66%	11,947	2,705	22.64%
	500 to 999	11,318	2,250	19.88%	11,231	2,177	19.38%	11,411	1,840	16.12%	11,638	2,282	19.61%	11,309	2,567	22.70%
	Under 500	7,444	1,639	22.02%	7,432	1,626	21.88%	7,416	1,299	17.52%	7,950	1,687	21.22%	7,674	1,893	24.67%
	All Districts	307,311	48,028	15.63%	311,311	49,309	15.84%	313,992	43,021	13.70%	317,002	53,189	16.78%	312,508	64,024	20.49%
First-year Teachers	50,000 and over	7,619	1,376	18.06%	6,529	1,156	17.71%	6,539	930	14.22%	5,496	1,024	18.63%	6,334	1,581	24.96%
	25,000 to 49,999	4,650	827	17.78%	4,635	849	18.32%	4,649	721	15.51%	4,190	737	17.59%	5,808	1,328	22.87%
	10,000 to 24,999	4,470	967	21.63%	3,945	815	20.66%	3,836	586	15.28%	3,367	631	18.74%	4,631	1,162	25.09%
	5,000 to 9,999	2,410	567	23.53%	2,261	563	24.90%	2,219	448	20.19%	1,941	449	23.13%	2,471	694	28.09%
	3,000 to 4,999	1,613	384	23.81%	1,498	401	26.77%	1,395	255	18.28%	1,245	275	22.09%	1,477	385	26.07%
	1,600 to 2,999	1,396	383	27.44%	1,121	336	29.97%	1,184	291	24.58%	1,058	284	26.84%	1,323	423	31.97%
	1,000 to 1,599	820	236	28.78%	780	252	32.31%	798	209	26.19%	724	232	32.04%	859	282	32.83%
	500 to 999	797	238	29.86%	675	210	31.11%	650	148	22.77%	524	161	30.73%	669	235	35.13%
	Under 500	491	189	38.49%	405	132	32.59%	395	100	25.32%	415	125	30.12%	466	163	34.98%
	All Districts	24,266	5,167	21.29%	21,849	4,714	21.58%	21,665	3,688	17.02%	18,960	3,918	20.66%	24,038	6,253	26.01%

Source: PEIMS
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Teacher	LEA Size	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		Total employed 2021-22	Attrition 2022-23	
			Num.	Pct.		Num.	Pct.		Num.	Pct.		Num.	Pct.		Num.	Pct.
All Certified Teachers	50,000 and over	97,709	14,204	14.54%	97,690	14,399	14.74%	98,008	12,617	12.87%	91,850	14,793	16.11%	83,948	17,156	20.44%
	25,000 to 49,999	68,239	9,294	13.62%	70,604	10,173	14.41%	73,928	9,317	12.60%	78,317	11,470	14.65%	83,926	15,931	18.98%
	10,000 to 24,999	61,615	9,659	15.68%	60,161	9,111	15.14%	59,068	7,707	13.05%	58,706	9,652	16.44%	63,495	12,808	20.17%
	5,000 to 9,999	31,939	5,699	17.84%	31,983	5,820	18.20%	31,406	4,905	15.62%	33,194	6,131	18.47%	32,793	7,534	22.97%
	3,000 to 4,999	20,090	3,767	18.75%	21,645	4,128	19.07%	22,059	3,429	15.54%	21,819	4,255	19.50%	21,108	4,716	22.34%
	1,600 to 2,999	19,142	3,729	19.48%	18,378	3,672	19.98%	18,435	3,131	16.98%	18,416	3,880	21.07%	18,352	4,287	23.36%
	1,000 to 1,599	12,793	2,527	19.75%	12,956	2,575	19.87%	12,881	2,216	17.20%	13,133	2,671	20.34%	12,806	2,987	23.33%
	500 to 999	12,115	2,488	20.54%	11,906	2,387	20.05%	12,061	1,988	16.48%	12,162	2,443	20.09%	11,978	2,802	23.39%
	Under 500	7,935	1,828	23.04%	7,837	1,758	22.43%	7,811	1,399	17.91%	8,365	1,812	21.66%	8,140	2,056	25.26%
	All Districts	331,577	53,195	16.04%	333,160	54,023	16.22%	335,657	46,709	13.92%	335,962	57,107	17.00%	336,546	70,277	20.88%

Methodology: For academic years 2017-18 through 2022-23, 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, 2017 to educators who did not previously hold a standard or lifetime teaching certification in the Educator Certification Online System (ECOS). The initial certification was categorized into the academic year in which it was issued.

Note: The total number of teachers shown on this report does not represent the total number of teachers in Texas. Teachers without a Standard Certificate are not included in this report. This report does not include teachers with an intern certificate, an emergency permit, or who are not certified.

Source: PEIMS
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