

Teacher Retention and Salary

Utah State Board of Education
August 2017





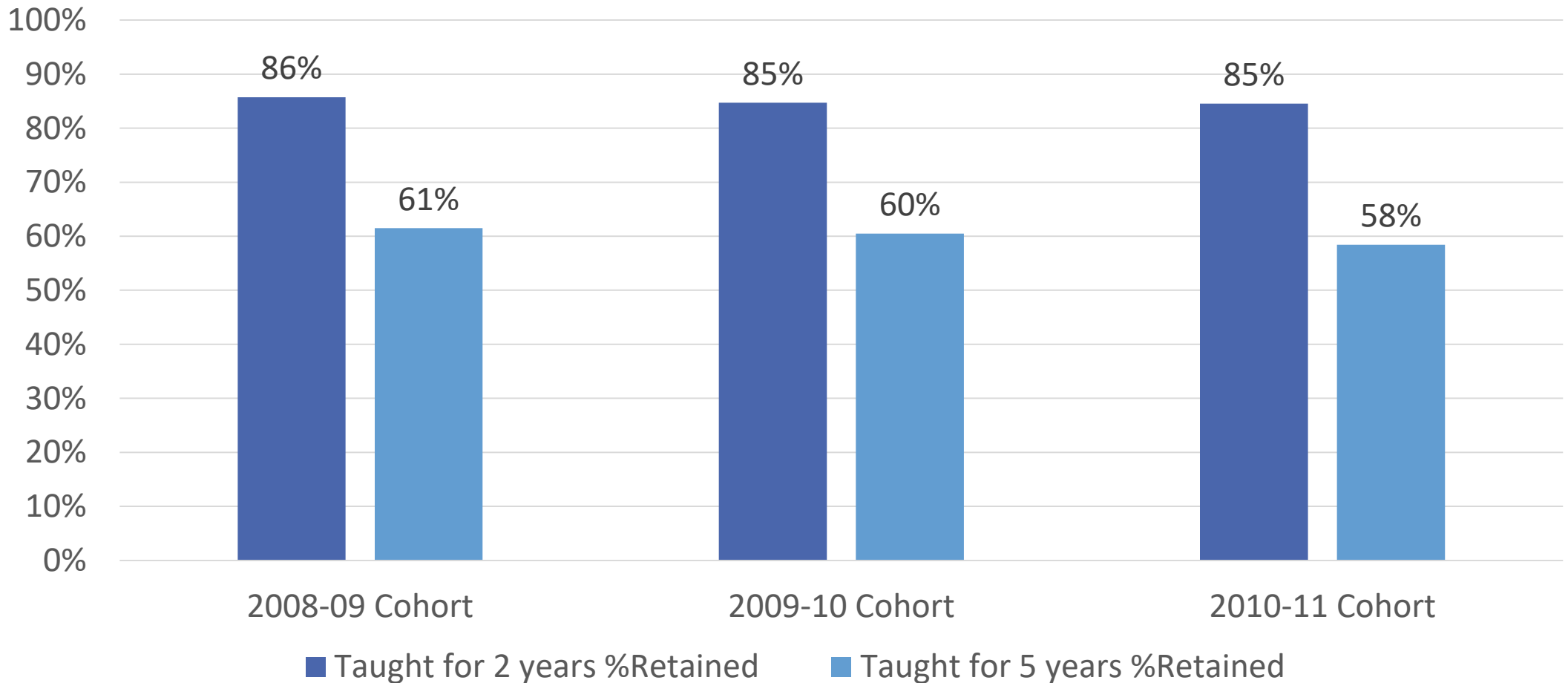
Teacher Retention and Salary - Limitations

- › Teacher Retention
 - Multiple variables
 - Variation
 - New Teachers vs All Teachers
 - Small n sizes
- › Salary
 - Individual Data not readily available
 - District salary policies and schedules differences
- › Utah Education Policy Center Briefs on Retention
 - Released January 2017
 - Available on website



Retention Data – September 2015

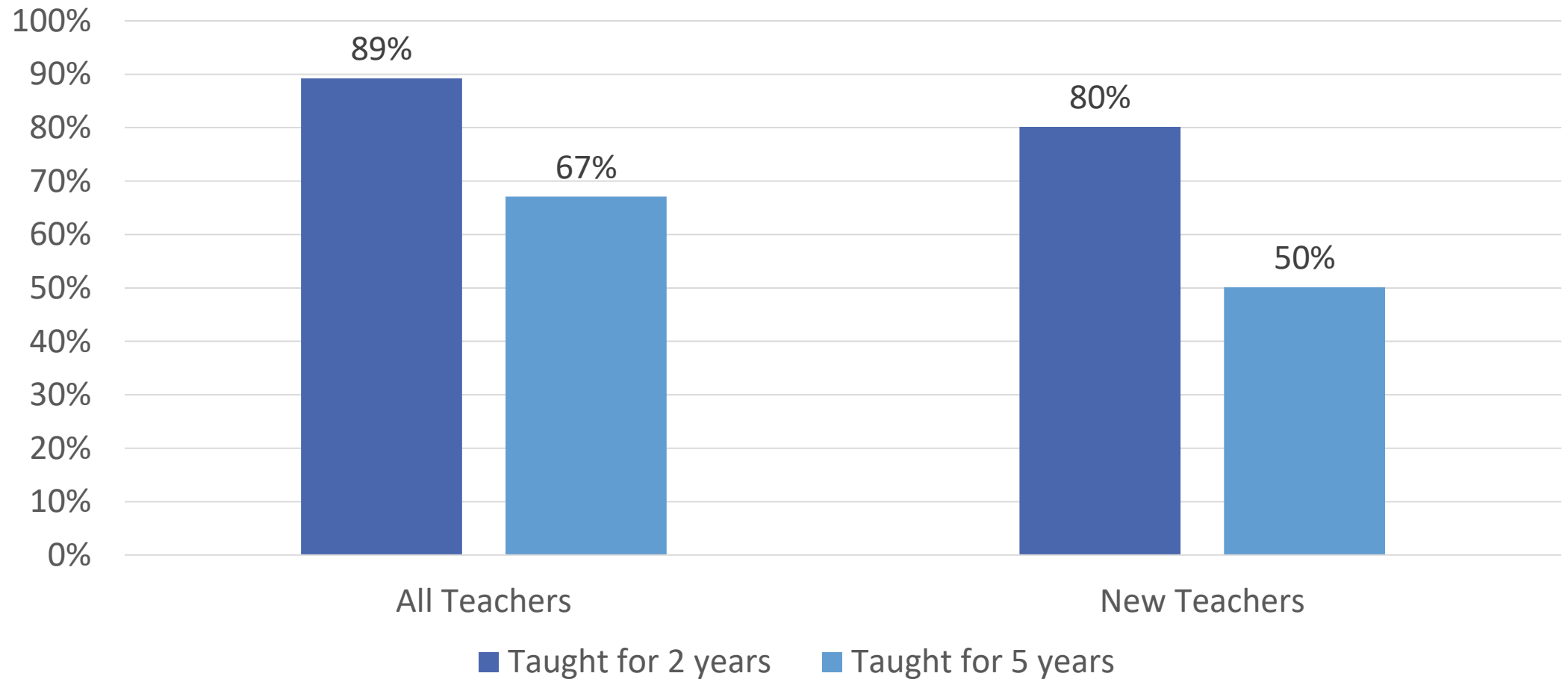
New Teacher Retention in Utah Public Schools





Teacher Retention within District

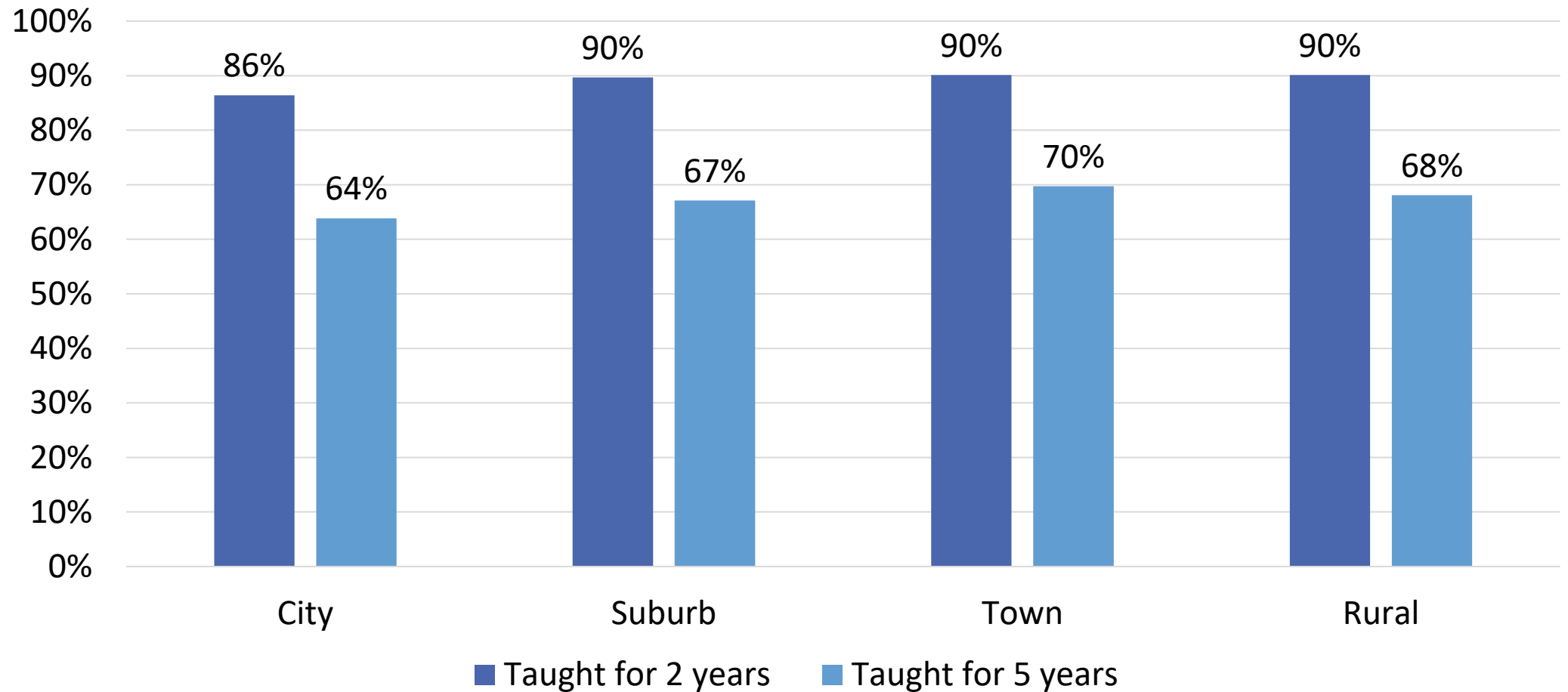
2012-13 Cohort



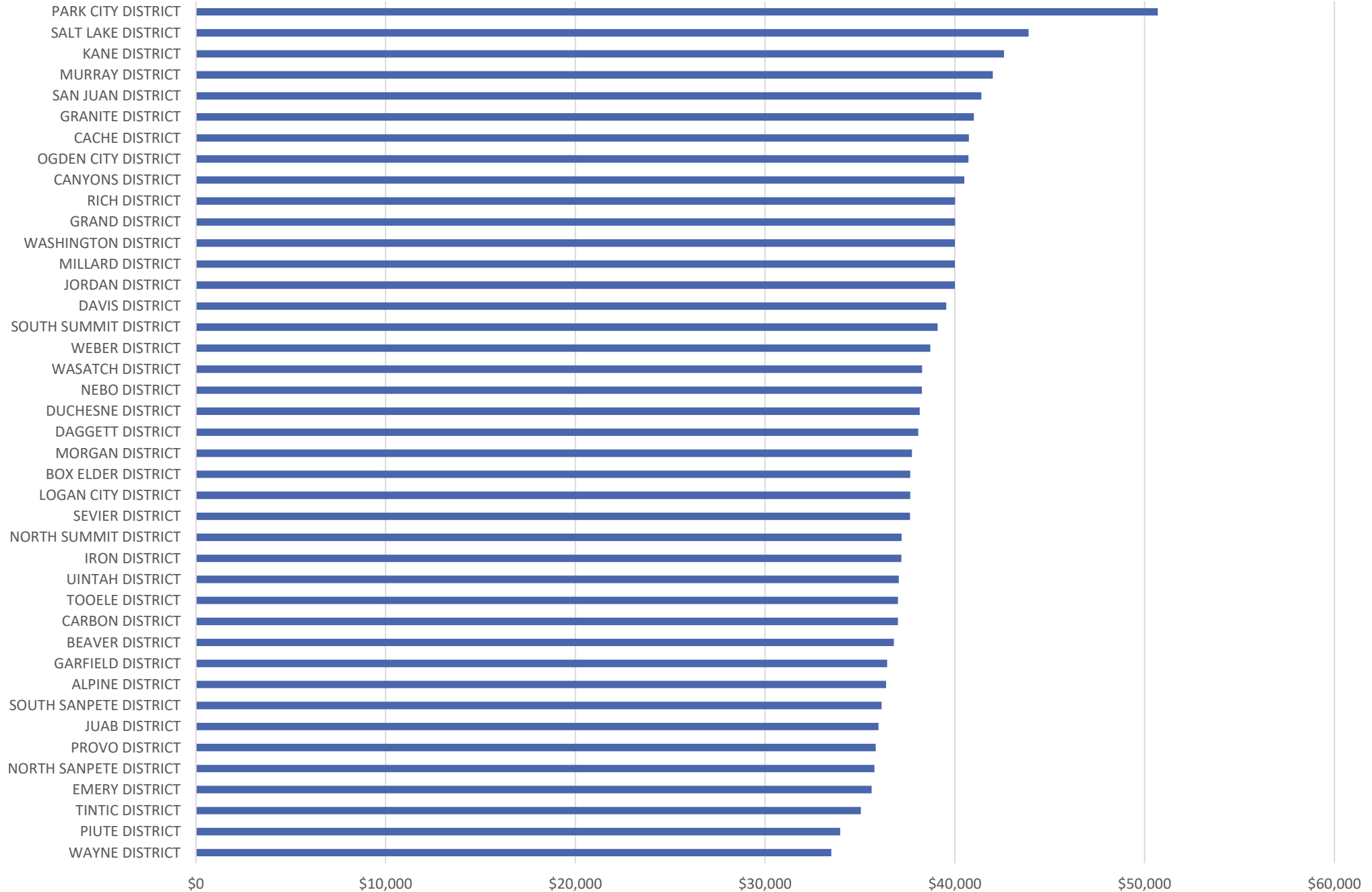


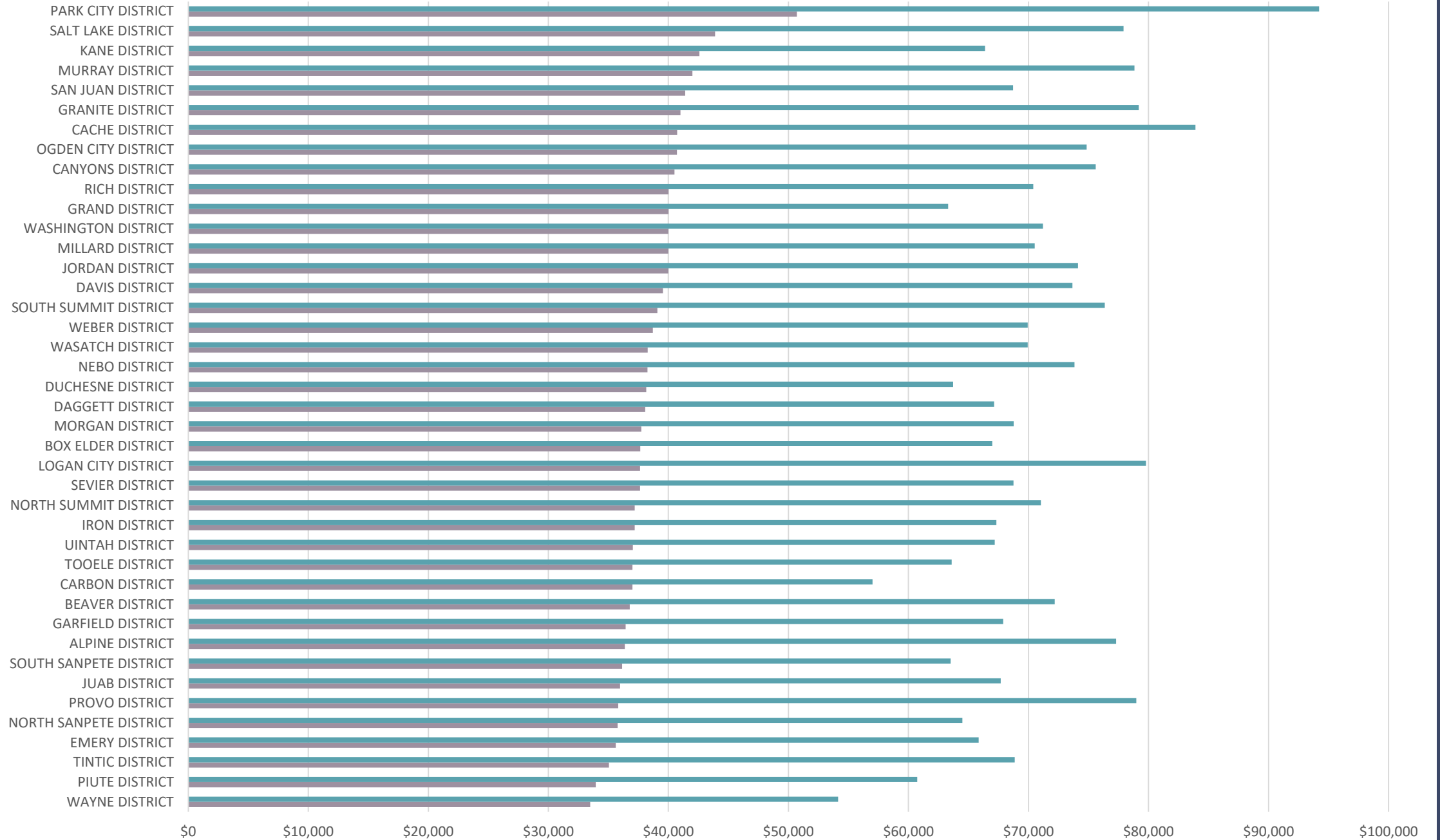
Teacher Retention within District

2012-13 Cohort

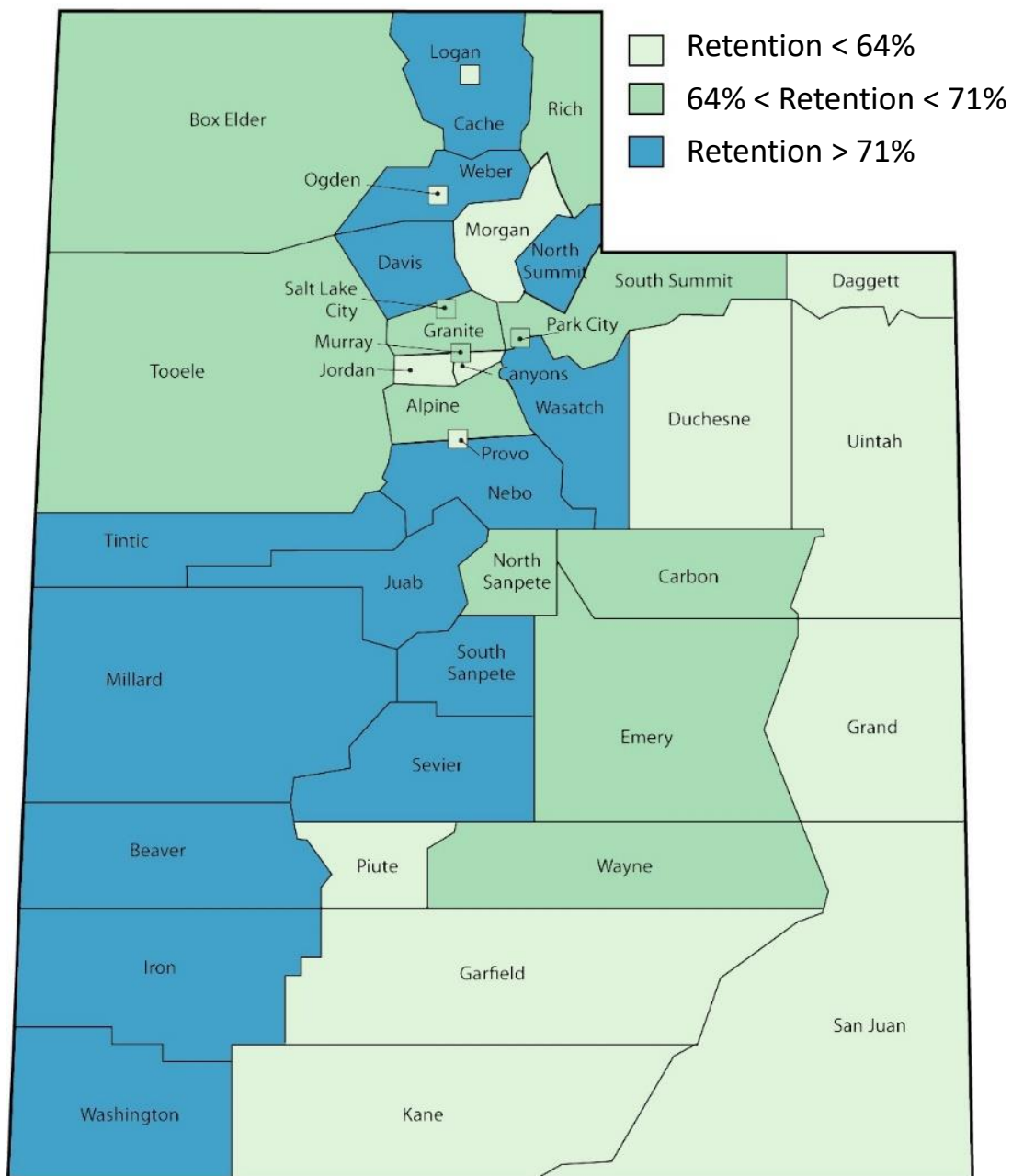


Starting Teacher Salaries by District (2017-18)

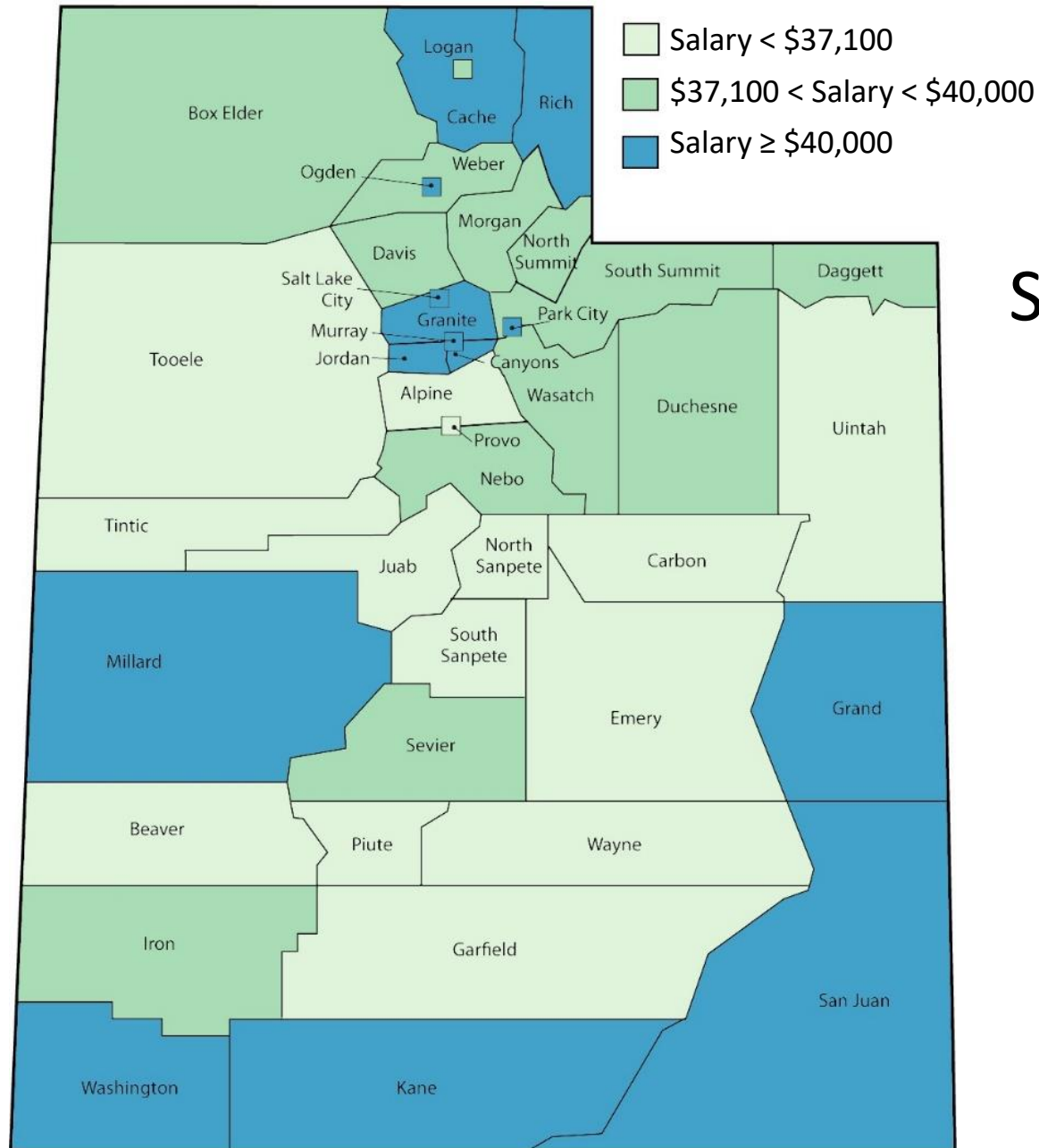




■ Maximum Salary (capped at step 40) ■ Starting Salary



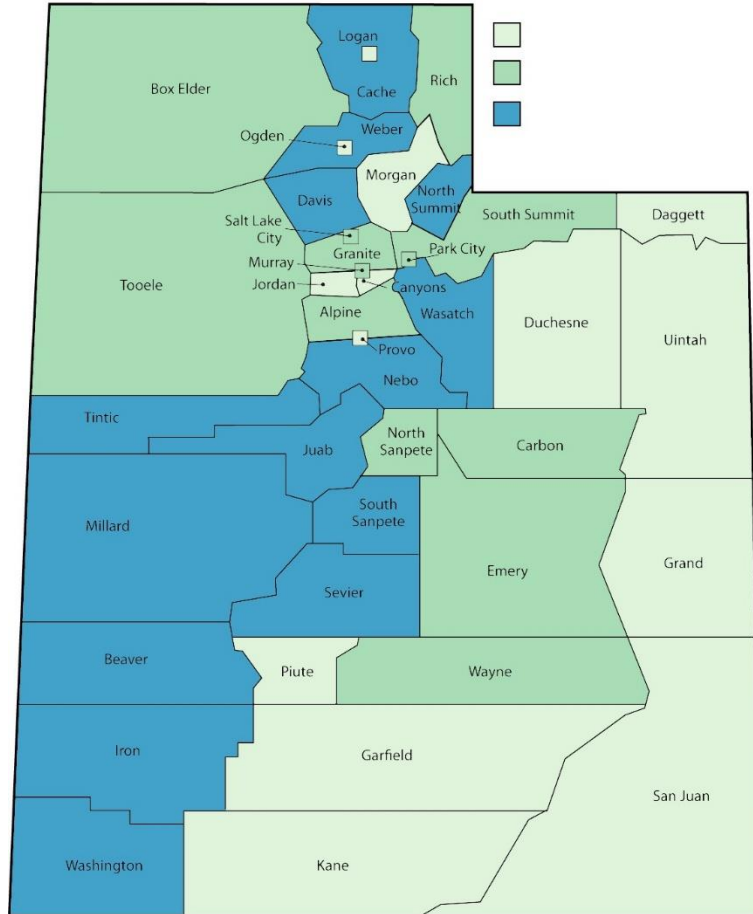
5-year, All-teachers, Retention within District (2012-13 Cohort)



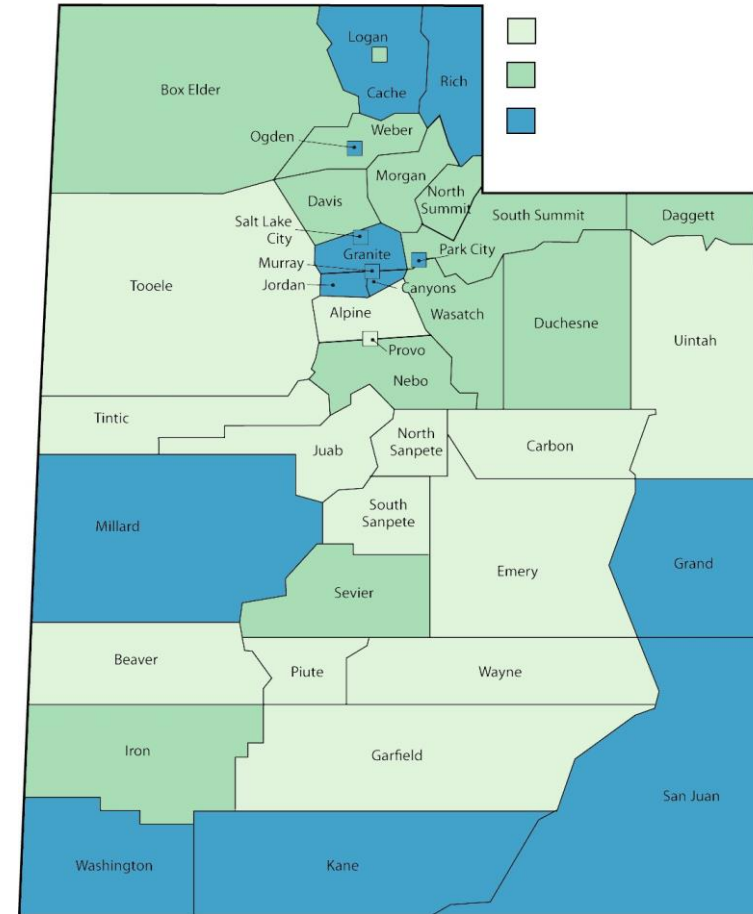
Starting Salary by District 2017-18



Comparison view



Retention

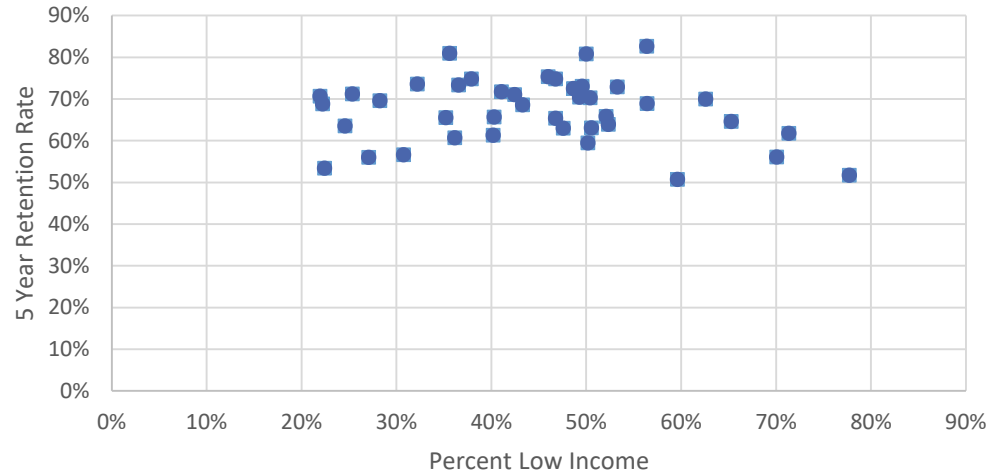


Starting Salary

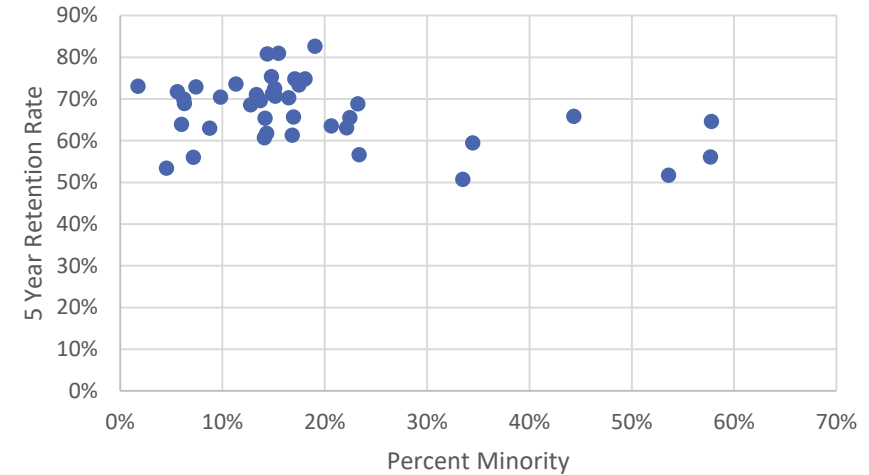


Retention within District and Other Variables

Retention and % Low Income (2012-13)



Retention and % Minority (2012-13)



Retention and Stud.-Teacher Ratio (2012-13)

