

# **Educator Retention, Turnover, and Attrition**

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# UEPC Policy Briefs on Teacher Turnover and Retention

1. Teacher Turnover in Utah 2013-14 and 2014-15
2. Turnover for Beginning Teachers in Utah between 2008-09 and 2014-15
3. Teacher Retention in Utah: Exploring 2011-12 SASS and 2012-13 TFS Survey Data

# Brief I: Highlights of Findings

- Teacher turnover rates were the highest among young teachers
- Special education teachers had higher moving rates
- At the secondary level, science teachers had the highest turnover rates
- Nonwhite teachers had slightly higher turnover rates than White teachers
- Charter schools had much higher turnover rates than traditional public schools
- Schools serving students with most diverse needs tended to have higher teacher turnover rates
- Teachers who made within-LEA transfers tended to move to schools with higher achievement and lower percentages of students with diverse needs

# Brief II: Beginning Teacher Turnover in Utah between 2008-09 and 2014-15

- The leavers
  - By teacher characteristics
  - Where did they go after 8 years?
- The movers
  - Moving frequencies
  - Between-LEA and within-LEA move
- Stop-out teachers

## Brief II: Highlights of Findings

- High beginning teacher turnover—56% of the 2008 cohort (2,699) were no longer Utah classroom teachers after 8 years.
- For those who left, only 4% remained in the system but changed roles
- Stop-out teachers made up 8%, with similar characteristics to the whole cohort.
- Leaving rates and moving rates varied by teacher characteristics, suggesting specific supports are needed to assist different teachers to help them stay in the classroom.

# Brief III: Teacher Retention in Utah: Exploring 2011-12 SASS and 2012-13 TFS Data

- Teacher Turnover (moving and leaving) Rates
  - By teacher characteristics
  - By school characteristics
- Reasons for Teacher Turnover
  - Reasons for moving
  - Reasons for leaving

# Utah Specific Sample

- 2011-12 SASS Public School Teacher Survey
  - 798 Utah public school teachers participated, which after weighting, represents 28,097 teachers statewide
- 2012-13 TFS Survey
  - 68 out of the 798 teachers who responded to the SASS Teacher Survey in the previous year were surveyed again
- The sample of teachers in the 2011-12 SASS survey represents all Utah public school teachers, but the results from the TFS do not necessarily represent the entire Utah teaching force.

# Brief III: Highlight of Findings

- The turnover rates for Utah teachers were somewhat different from our CACTUS reports because of small sample sizes.
- The questions on the importance of factors in teachers' decisions to move or leave do not tell much the story about Utah teachers.



# Overview of Educator Survey

- Two Surveys: Current and Former Educators
- Teacher Characteristics (e.g., Demographics, Assignments, Degrees, Licenses)
- School Characteristics (e.g., Student Demographics, School Performance Indicators, Location, Title I status)
- Factors that influence decision to stay, move, and leave
  - voluntary or involuntary,
  - other factors (i.e., Personal Life, Career and Professional, Assignment, Classroom, School, Student Performance, Working Conditions, Salary and Other Job Benefits Factors)

# Survey Administration and Reporting

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- Surveys will be administered in October 2017
- Initial results reported in January 2018
  - State level reports
  - District level reports at the aggregate level

# Significance of Surveys

- Need for consistent information about "Why" educators remain, turnover, or leave
- Need to understand factors that influence decisions of educators to remain, turnover, or leave
- Need to develop systems of support and/or responses based on the evidence, including finding scalable solutions that are both efficient and effective