

# **Recruitment and Retention of Teachers in Missouri Public Schools**

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*A Report to the Missouri General Assembly*



**Prepared by the  
Missouri Department of Elementary and Secondary Education  
Division of Teacher Quality and Urban Education**

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# Missouri's Teacher Work Force

## DEMOGRAPHICS

- **Gender**
- **Race, Ethnicity**
- **Age**
- **Experience**

**2009 UPDATE**  
**RECRUITMENT AND RETENTION OF TEACHERS IN MISSOURI PUBLIC SCHOOLS**  
**A REPORT TO THE MISSOURI GENERAL ASSEMBLY**

The statements below are an addition to the 2003, 2004, 2005, 2006, 2007, 2008 Updates and the December 2001 report *Recruitment and Retention of Teachers in Missouri Public Schools*.

Several key areas that continue to be monitored are:

- increasing the percent of teachers that are minority
- reviewing the age and experience of teachers for continued professional development and mentoring needs
- retaining teachers for a longer period of time

Teacher Workforce Demographics

Gender & Race, Ethnicity

- The total number of classroom teachers increased by 1.1% from 2008 to 2009.
- From 2008 to 2009 the total number of black teachers remained at 6.1 % of the total teaching workforce.

Age & Experience

- 52.1% of our teachers have 10 years or less of experience.
- This percentage is up 1.1% from 2008.

Teacher Workforce Dynamics

- **District hiring rate increased to 13.0%, up 0.2 % from 2008.**
- The percentage of district new hires that were first year teachers increased by 5.2%.
- District new hires from out of state decreased by 3.6%.
- District new hires from other districts decreased by 1.6%.
- Teachers leaving the classroom after only one to three years increased by 1.3%.
- Teachers leaving the classroom after only one to five years decreased by 3.5%.

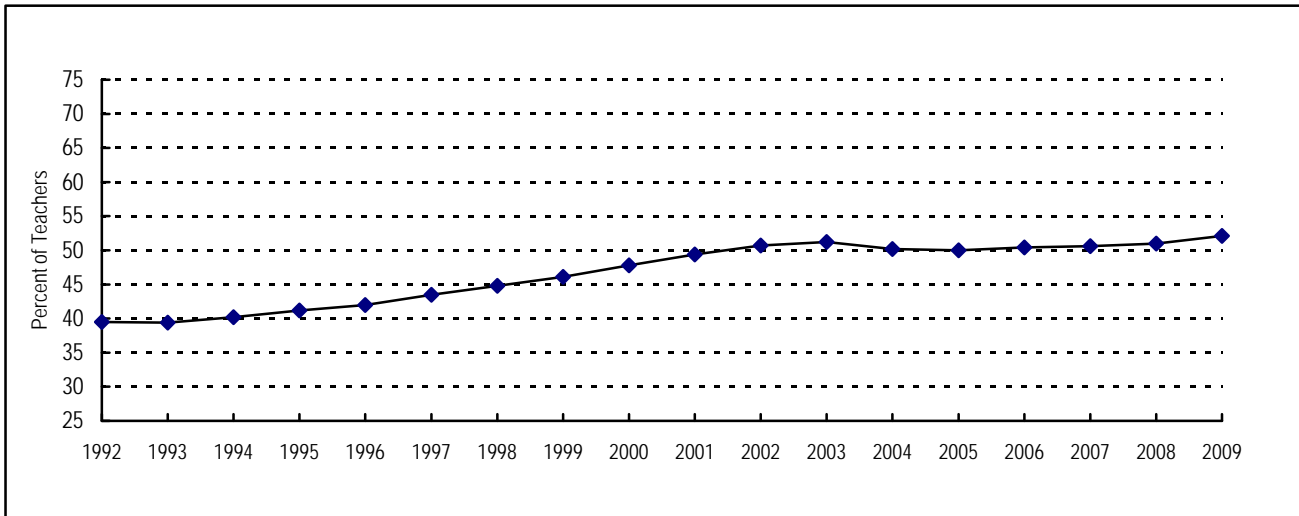
**Gender and Race/Ethnicity Trends, 1997-2009**

	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
<b>Total Teachers<sup>3</sup></b>	60,381	61,728	63,092	64,791	65,429	66,705	67,826	66,646	66,476	68,120	69,110	69,840	70,624
<b>GENDER</b>													
<b>Female</b>	77.7%	77.9%	78.1%	78.2%	78.3%	78.4%	78.3%	78.5%	78.6%	78.7%	78.8%	78.8%	78.9%
<b>Male</b>	22.3%	22.1%	21.9%	21.8%	21.7%	21.6%	21.7%	21.5%	21.4%	21.3%	21.2%	21.2%	21.1%
<b>RACE/ETHNICIT</b>													
<b>WHITE</b>	<b>92.0%</b>	<b>92.1%</b>	<b>92.1%</b>	<b>91.9%</b>	<b>92.3%</b>	<b>92.2%</b>	<b>92.0%</b>	<b>92.1%</b>	<b>92.4%</b>	<b>92.5%</b>	<b>92.7%</b>	<b>92.9%</b>	<b>93.0%</b>
<b>Female</b>	71.3%	71.6%	71.9%	71.8%	72.3%	72.3 %	72.1%	72.3%	72.6%	71.0%	73.1%	73.3%	73.4%
<b>Male</b>	20.6 %	20.5%	20.3%	20.1%	20.0%	19.9%	19.9%	19.8%	19.8%	19.6%	19.6%	19.6%	19.6%
<b>BLACK</b>	<b>7.4%</b>	<b>7.2%</b>	<b>7.2%</b>	<b>7.4%</b>	<b>7.0%</b>	<b>7.0%</b>	<b>7.2%</b>	<b>7.0%</b>	<b>6.7%</b>	<b>6.6%</b>	<b>6.3%</b>	<b>6.1%</b>	<b>6.1%</b>
<b>Female</b>	5.9%	5.8%	5.7%	5.8%	5.5%	5.5%	5.6%	5.5%	5.3%	5.2%	4.9%	4.8%	4.8%
<b>Male</b>	1.4%	1.4%	1.4%	1.6%	1.5%	1.5%	1.6%	1.5%	1.5%	1.4%	1.4%	1.3%	1.3%
<b>OTHER<sup>4</sup></b>	<b>0.7%</b>	<b>0.7%</b>	<b>0.7%</b>	<b>0.7%</b>	<b>0.7%</b>	<b>0.7%</b>	<b>0.8%</b>	<b>0.9%</b>	<b>0.8%</b>	<b>0.9%</b>	<b>1.0%</b>	<b>1.0%</b>	<b>0.9%</b>

**Age Trends, 1997-2009**

AGE GROUP <sup>5</sup>	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
<b>20-29</b>	15.2%	15.9%	16.4%	16.7%	16.6%	17.2%	17.0%	16.8%	16.8%	20.0%	23.2%	26.3%	29.0%
<b>30-39</b>	23.3%	23.1%	23.4%	23.9%	24.6%	25.2%	24.5%	26.0%	26.4%	26.1%	26.1%	25.8%	26.4%
<b>40-49</b>	36.0%	34.3%	32.3%	30.7%	29.3%	27.8%	27.9%	26.0%	25.4%	24.6%	25.1%	24.2%	24.6%
<b>50-59</b>	22.1%	23.3%	24.4%	25.1%	25.8%	26.0%	25.5%	26.8%	26.5%	24.9%	22.3%	20.9%	18.0%
<b>60+</b>	3.5%	3.4%	3.5%	3.6%	3.6%	3.8%	4.0%	4.4%	4.9%	4.5%	3.2%	2.9%	2.0%

Percent of Teachers with 0-10 Years of Experience  
1992 to 2009



**Experience Trends, 1997-2009**

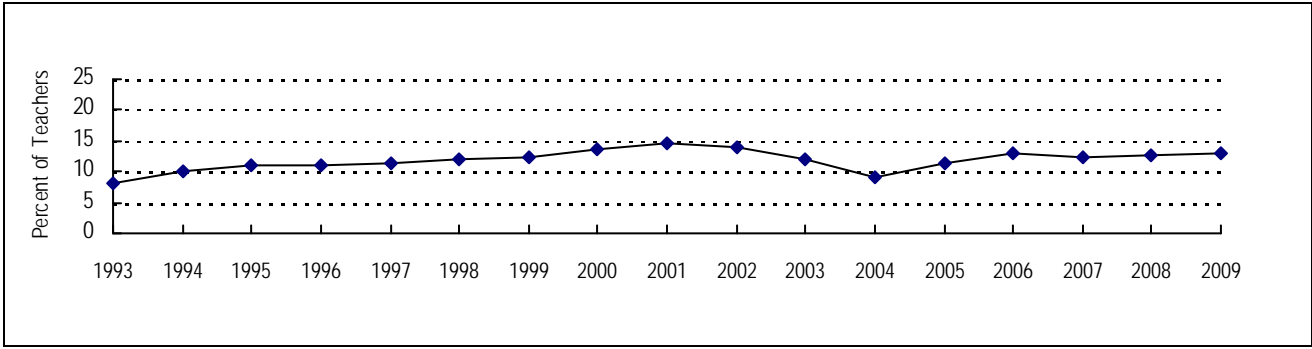
<b>YEARS OF EXPERIENCE<sup>6</sup></b>	<b>1997</b>	<b>1998</b>	<b>1999</b>	<b>2000</b>	<b>2001</b>	<b>2002</b>	<b>2003</b>	<b>2004</b>	<b>2005</b>	<b>2006</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>
<b>0-10</b>	43.5%	44.8%	46.1%	47.8%	49.4%	50.7%	51.2%	50.2%	50.0%	50.4%	50.6%	51.0%	52.1%
0-5	26.3%	27.6%	28.5%	29.7%	30.6%	31.2%	30.8%	28.8%	28.2%	27.9%	27.8%	28.5%	30.5%
6-10	17.2%	17.2%	17.6%	18.1%	18.8%	19.5%	20.4%	21.4%	21.8%	22.6%	22.8%	22.5%	21.5%
<b>11-20</b>	29.2%	27.9%	27.1%	26.0%	25.5%	25.0%	24.9%	25.9%	26.6%	26.9%	27.2%	27.7%	28.5%
<b>21-30</b>	23.7%	23.6%	22.9%	22.0%	21.2%	20.0%	19.2%	19.1%	18.5%	17.7%	17.1%	16.3%	15.9%
<b>31+</b>	3.6%	3.8%	4.0%	4.2%	3.9%	4.4%	4.7%	4.9%	4.9%	5.0%	5.1%	5.0%	4.8%

## **Missouri's Teacher Work Force**

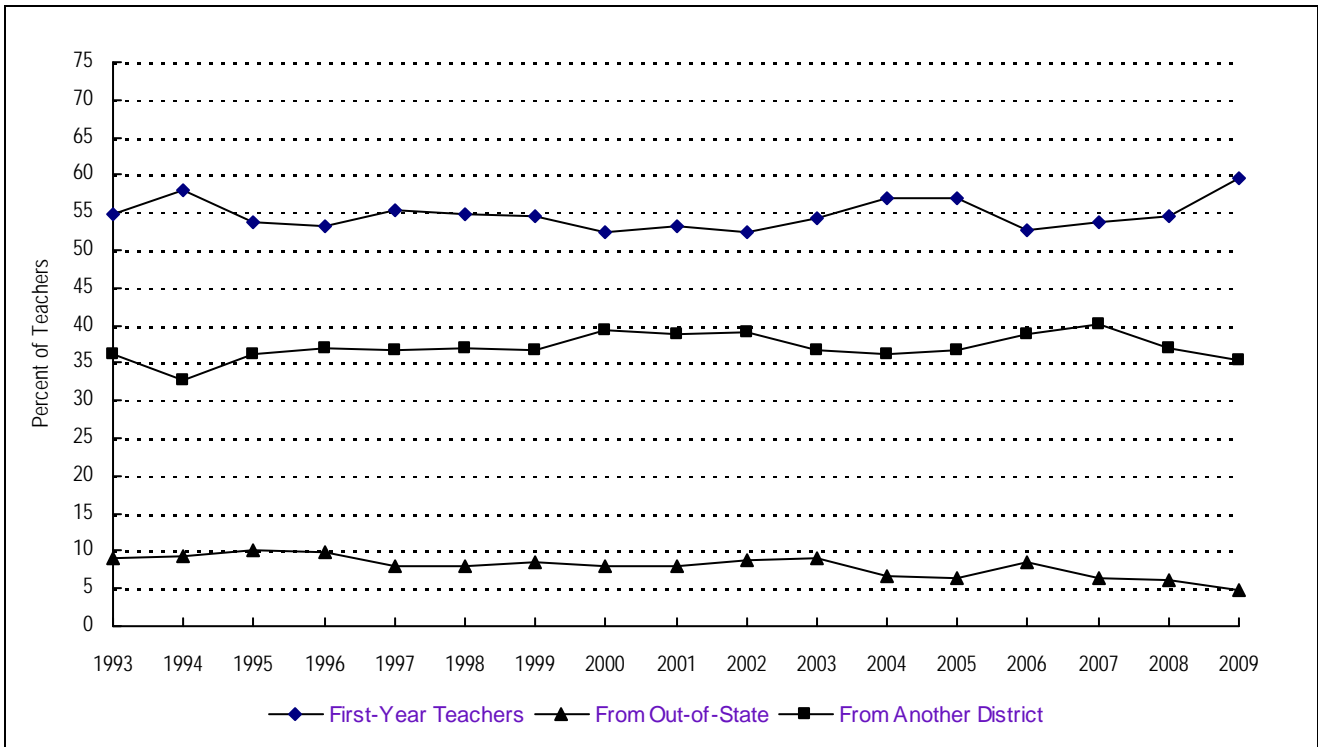
### **DYNAMICS**

- **Teachers Entering the Work Force**
- **Teachers Leaving the Work Force**
- **Shortage Areas**

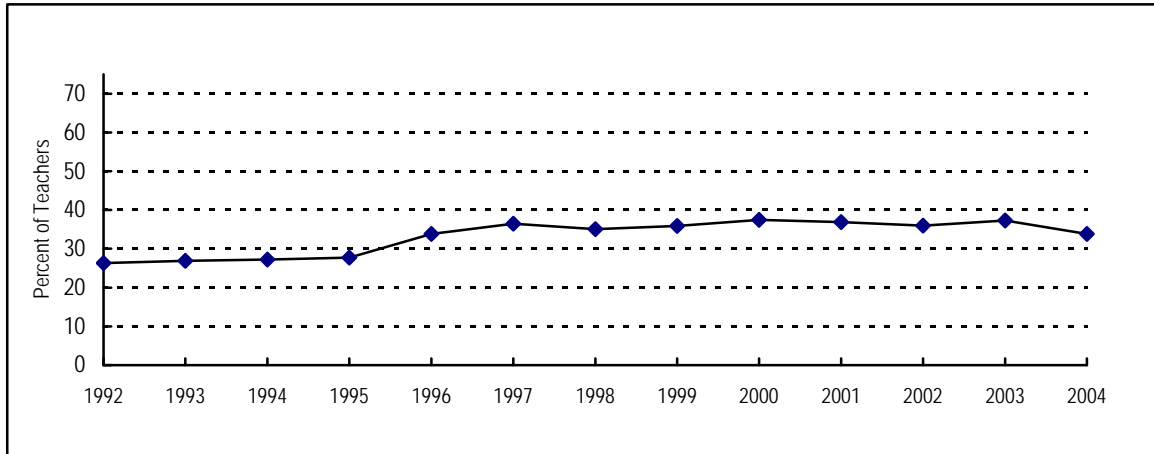
### Hiring Rate 1993 to 2009



### District New Hires 1993 to 2009



Teachers Leaving Missouri's Public School Work Force After 1-5 Years  
1992 to 2004



Teachers Leaving Missouri's Public School Work Force, 1997-2009

	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
<b>Total Teachers</b>	60,381	61,728	63,092	64,791	65,429	66,705	67,826	66,646	66,476	68,120	69,110	69,840	70,624
<b>First-Year Teachers</b>	3,804	4,030	4,313	4,646	5,064	4,802	4,439	3,428	4,285	4,668	4,597	4,864	5,466
<i>% of First-Year Teachers who left the classroom<sup>13</sup>--</i>													
<b>After 1-3 Years</b>	24.3%	25.3%	24.8%	26.0%	29.2%	30.3%	27.0%	26.7%	25.4%	26.7%			
<b>After 1-5 Years</b>	36.5%	35.1%	35.9%	37.5%	36.9%	36.0%	37.3%	33.8%					

Teachers Entering Missouri's Public School Work Force, 1997-2009

	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
<b>Total Teachers</b>	60,381	61,728	63,092	64,791	65,429	66,705	67,826	66,646	66,476	68,120	69,110	69,840	70,624
<b>District New Hires<sup>7</sup></b>	6,891	7,340	7,896	8,859	9,529	9,189	8,176	6,012	7,531	8,866	8,579	8,924	9,162
<b>Teacher Hiring Rate<sup>8</sup></b>	11.4%	11.9%	12.5%	13.7%	14.6%	13.8%	12.1%	9.0%	11.3%	13.0%	12.4%	12.8%	13.0%
<i>As a percent of Total Teachers, District New Hires who are --</i>													
<b>First-Year Teachers<sup>9</sup></b>	6.3%	6.5%	6.8%	7.2%	7.7%	7.2%	6.5%	5.1%	6.5%	6.9%	6.7%	7.0%	7.7%
<b>From Out-of-State<sup>10</sup></b>	0.9%	0.9%	1.1%	1.1%	1.2%	1.2%	1.1%	0.6%	0.7%	1.1%	0.8%	1.1%	0.6%
<b>From Another District<sup>11</sup></b>	4.2%	4.4%	4.6%	5.4%	5.6%	5.4%	4.4%	3.3%	4.2%	5.1%	5.0%	5.0%	4.6%
<i>Percent of District New Hires who are--</i>													
<b>First-Year Teachers</b>	55.2%	54.9%	54.6%	52.4%	53.1%	52.3%	54.3%	57.0%	56.9%	52.7%	53.6%	54.5%	59.7%
<b>From Out-of-State</b>	8.0%	8.0%	8.6%	8.1%	8.1%	8.7%	9.1%	6.7%	6.3%	8.5%	6.4%	6.1%	4.9%
<b>From Another District</b>	36.8%	37.1%	36.7%	39.4%	38.7%	39.1%	36.6%	36.1%	36.8%	38.8%	40.1%	37.0%	35.4%
<b>Re-entrants<sup>12</sup></b>	4.1%	3.1%	3.2%	3.8%	3.5%	3.6%	3.4%	2.8%	3.0%	3.6%	3.4%	3.6%	5.1%

Missouri's Teacher Work Force

**DYNAMIC**

Teacher Shortage Areas

Each year, the Missouri Department of Elementary and Secondary Education reports to the U.S. Department of Education on teacher shortage areas, by subject. The federal agency forgives Perkins college loans of qualified teachers, based on these reports. Lists of *shortage areas through 2001* were identified in an annual survey of Missouri school administrators, conducted by Missouri State University. Future lists will be based on shortage areas that are reported by administrators through the state's Core Data Collection System.

1999-00	2000-01 & 2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09
Agriculture ESOL Foreign Language Gifted Industrial Technology Journalism Math MS & Sec. Music Instrumental Reading (special) Science Special Education Speech/Language Specialist Speech/Theatre Technology Education	Agriculture Art Business Education Driver's Education ESOL Foreign Language Gifted Health Industrial Technology Journalism Math MS & Sec. Music Instr Music Vocal Reading (special) Science Special Education Speech/Theatre Technology Education	Agriculture Art Biology Business Ed Chemistry Drivers Ed ESOL Foreign Lang Gifted Industrial Tech. Journalism Marketing Mathematics Music Inst Music Vocal Physics ROTC Science-All Areas Special Education All Areas Special Reading Speech/Language Specialist Speech/Theatre Technology Ed.	Agriculture Art Biology Business Ed Chemistry Drivers Ed Earth Science ESOL Family Consumer Science Foreign Lang. Gifted Industrial Tech. Journalism Marketing Mathematics Music Inst Physics ROTC Science-MS Special Education All Areas Special Reading Speech/Language Specialist Speech/Theatre Technology Ed	Counselors- (Elem./Sec) Drivers Ed ESOL Family Consumer Science Foreign Lang (All) Gifted Industrial Tech Journalism Library Media Specialist Library Media Specialist Marketing Mathematics Music-Vocal ROTC Science (all areas) Special Ed (All) Technology Ed Vocational (Director/Supervisor)	Counselors (Elem./Sec) Family Consumer Science Foreign Lang (all) Gifted Industrial Tech Journalism Library Media Specialist Marketing Mathematics Music-Vocal ROTC School Psychological Examiner School Psychologist Science (all ) Special Ed (all ) Special Reading Speech/Language Specialist	Counselor (Elem) Early Childhood (B-3) ESOL Family Consumer Science Foreign Language French German Spanish Gifted Industrial Tech. Journalism Mathematics Music (Vocal) ROTC School Psychological Examiner School Psychologist Science (all) Special Ed (all) Special Reading Speech/Lang Specialist	Behavior Disordered Biology Blind/Partially Sighted Chemistry Cross Cat Deaf/Hearing Impaired Early Childhood (B-3) Earth Science ESOL Family Consumer Science Foreign Languages French German Spanish Gifted Industrial Tech Learning Disabled Library Media Specialist Mathematics Mentally Handicapped Music (Vocal) Physics School Psychological Examiner School Psychologist Science SDD Special Reading Speech/Language Specialist	Drivers Ed Early Childhood (B-3) ESOL Family Consumer Science Foreign Lang French German Latin Spanish Gifted Industrial Tech Mathematics Music Vocal School Psych Science- Biology Chemistry Earth Sci Gen Sci Physics Special Ed (All) Special Reading Speech/Language Spec Technology Ed

## DATA & TEXT NOTES

1. Student enrollment information is taken from the *Report of the Public Schools of Missouri* for 1991 and 2001, published by the Missouri Department of Elementary and Secondary Education.
2. Data on the racial/ethnic makeup of Missouri's public school students is taken from the "TAR 12 Report," prepared annually in January by the School Core Data Section, Missouri Department of Elementary and Secondary Education.
3. "Total Teachers" include all classroom teachers, who are reported as "position code 60" in the Core Data Collection System by Missouri school district officials. Individuals in both full- and part-time positions are included. Only classroom teachers in Missouri's 524 public school districts (Core Data county-district codes 001-090 through 115-115) are included; teachers in state-operated schools and classrooms, eg. State Schools for Severely Handicapped and Division of Youth Services' facilities, are not included. Classroom teachers (position code 60) do not include librarians, counselors, administrators, aides, or other school employees in non-teaching positions.
4. "Other" races/ethnicities represents the total of Asian, Hispanic and Indian teachers.
5. Data about teachers' ages are based on birth dates in teacher certification records, which are maintained by the Department of Elementary and Secondary Education.
6. "Years of Experience" is based on teachers' total years of experience in public education, in Missouri or another state, as reported by school districts in the Core Data Collection System.
7. "District New Hires" are teachers who are employed for the first time in the reporting district.
8. "Teacher Hiring Rate" is the ratio of "District New Hires" to "Total Teachers."
9. "First-Year Teachers" are teachers who are reported as having no previous public school experience in Missouri or any other state.
10. Teachers "From Out-of-State" are teachers who are reported as having previous public school experience but no previous experience in Missouri public schools.
11. Teachers "From Another District" are those who are reported as having previous experience in public schools and in Missouri public schools but no previous experience in the hiring district.
12. "Re-entrants" are teachers who were not employed as classroom teachers in Missouri public schools during the preceding year but who are reported as having previous experience in Missouri public schools. They are presented as a percentage of total teachers.
13. Teachers who have "left the classroom" have not necessarily left Missouri public schools or public education or the field of education. Some may have taken administrative or other non-teaching positions in Missouri public schools or be teaching in public schools in another state. Others may be working in private education.