



Recruitment and Retention of Teachers in Missouri Public Schools



A Report to the Missouri General Assembly

December 2016

2016 UPDATE
RECRUITMENT AND RETENTION OF TEACHERS IN MISSOURI PUBLIC SCHOOLS
A REPORT TO THE MISSOURI GENERAL ASSEMBLY

The *Recruitment and Retention of Teachers in Missouri Public Schools* contains data gathered from 2010 to 2016.

Several key areas that continue to be analyzed are

- demographic of the teacher workforce and demographic of the student population;
- age and experience of teachers for mentoring needs and continued professional development; and
- teacher retention/attrition data.

Teacher Workforce Demographics

Gender & Race, Ethnicity

- The total number of classroom teachers decreased by 0.25% from 2015 to 2016.
- The percentage of teachers who are non-White or multiple ethnicities has remained the same at 6.5%.

Age & Experience

- Teachers with 10 or fewer years of experience represent 47.9% of our teachers with 0.9% increase in teachers with 0-5 years of experience.

Teacher Workforce Dynamics

- Through 2014, the percentage of first-year teachers who left the classroom after only one to three years increased by 0.4% compared to the previous year. (e.g., for those who were first-year teachers in 2015, the percentage who leave in the first three years will not be known until 2017, when three full years have passed.)
- Through 2012, the percentage of first-year teachers who left the classroom after only one to five years decreased by 11.8% compared to the previous year.
- District hiring rates are at 11.1%, which is a decrease of 0.1% from 2015.
- The percentage of district new hires who were first-year teachers decreased by 1.5%.

Gender and Race/Ethnicity Trends, 2010-2016

School Year	2009 - 2010	2010 - 2011	2011 - 2012	2012 - 2013	2013 - 2014	2014 - 2015	2015 - 2016
Total Teachers	71,156	69,249	68,896	69,025	69,407	69,859	69,683
GENDER							
Female	78.4%	78.6%	78.4%	78.3%	78.1%	78.1%	78.4%
Male	21.0%	20.9%	21.1%	21.1%	21.3%	21.4%	21.6%
RACE/ETHNICITY							
White	93.0%	92.8%	93.3%	93.3%	93.2%	93.5%	93.5%
Black	5.9%	5.9%	5.3%	5.2%	5.2%	4.9%	4.9%
Other ¹	1.1%	1.3%	1.4%	1.5%	1.6%	1.6%	1.6%

¹ Refers to all non-White, non-Black race/ethnicities

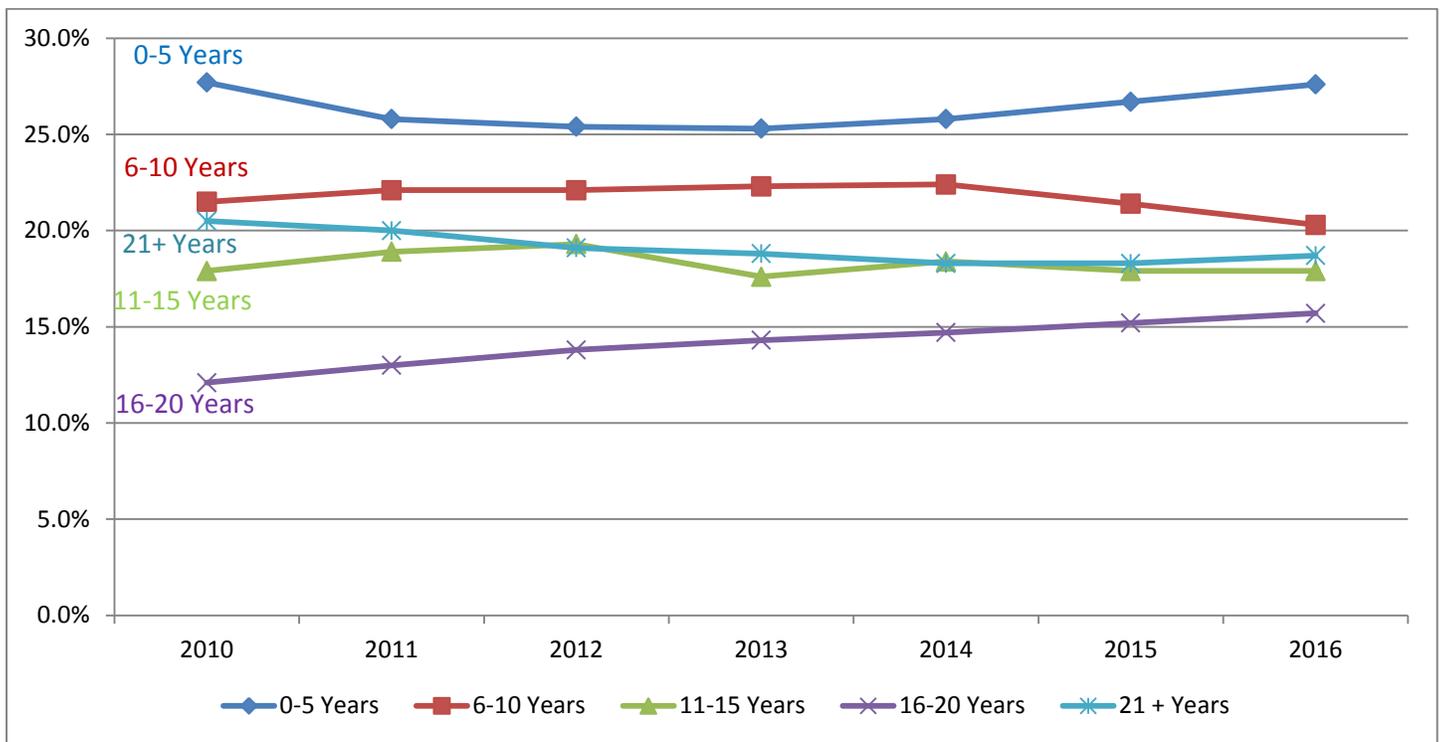
Age Trends, 2010-2016

AGE GROUP	2009 - 2010	2010 - 2011	2011 - 2012	2012 - 2013	2013 - 2014	2014 - 2015	2015 - 2016
20-29	16.2%	15.4%	14.9%	14.9%	15.3%	15.3%	15.7%
30-39	28.7%	29.6%	30.1%	30.4%	30.5%	30.9%	30.9%
40-49	24.4%	25.2%	25.6%	25.8%	26.4%	27.1%	27.9%
50-59	22.3%	21.7%	20.8%	20.0%	19.4%	19.2%	19.0%
60 +	7.1%	7.2%	7.1%	7.2%	7.0%	6.8%	6.7%

Experience Trends, 2010-2016

YEARS OF EXPERIENCE	2009 - 2010	2010 - 2011	2011 - 2012	2012 - 2013	2013 - 2014	2014 - 2015	2015 - 2016
0-5	27.7%	25.8%	25.4%	25.3%	25.8%	26.7%	27.6%
6-10	21.5%	22.1%	22.1%	22.3%	22.4%	21.4%	20.3%
11-15	17.9%	18.9%	19.3%	17.6%	18.4%	17.9%	17.9%
16-20	12.1%	13.0%	13.8%	14.3%	14.7%	15.2%	15.7%
21+	20.5%	20.0%	19.1%	18.8%	18.3%	18.3%	18.7%

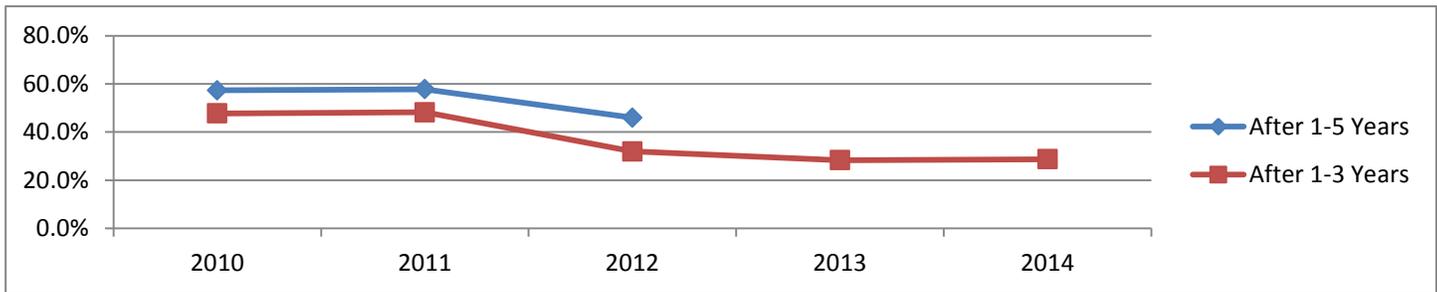
Percent of Teachers Years of Experience - 2010 to 2016



Missouri’s Public School Work Force, 2010-2016

School Year	2009 - 2010	2010 - 2011	2011 - 2012	2012 - 2013	2013 - 2014	2014 - 2015	2015 - 2016
Total Teachers	71,156	69,249	68,896	69,025	69,407	69,859	69,683
First-Year Teachers	4,513	4,083	4,524	4,352	4,501	4,476	4,273
% of First-Year Teachers who left the classroom—							
After 1-3 Years	47.8%	48.2%	31.9%	28.3%	28.7%	N/A	N/A
After 1-5 Years	57.3%	57.8%	46.0%	N/A	N/A	N/A	N/A

*N/A means “data not yet available.” For example, for those who were first-year teachers in 2015, the percentage who leave in the first three years will not be known until 2017, when three full years have passed.



Teachers Entering Missouri’s Public School Work Force, 2010-2016

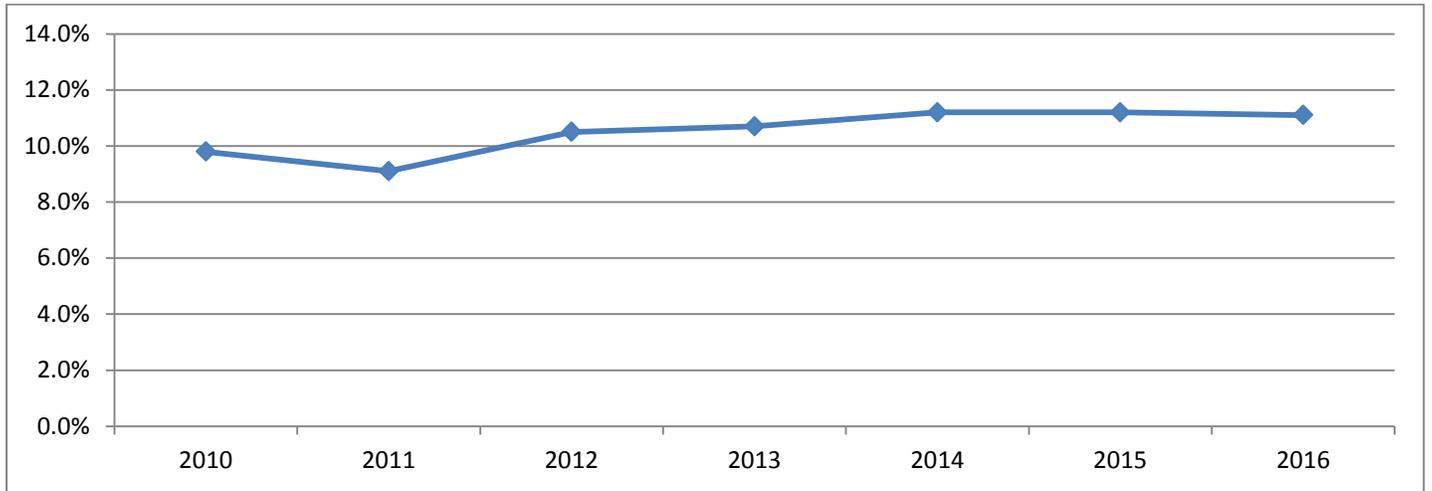
School Year	2009 - 2010	2010 - 2011	2011 - 2012	2012 - 2013	2013 - 2014	2014 - 2015	2015 - 2016
Total Teachers	71,156	69,249	68,896	69,025	69,407	69,859	69,683
District New Hires	6,985	6,273	7,203	7,377	7,745	7,840	7,714
Teacher Hiring Rate	9.8%	9.1%	10.5%	10.7%	11.2%	11.2%	11.1%
Teacher Retention Rate	90.2%	90.9%	89.5%	89.3%	88.8%	88.8%	88.9%

Number of District New Hires who are

First-Year Teachers	4,512/64.5%	4,083/65.1%	4,534/63.0%	4,360/59.0%	4,504/58.1%	4,450/56.7%	4,266/55.3%
From Another District	2,130/30.5%	1,857/29.6%	2,347/32.6%	2,646/36.0%	2,827/36.5%	2,940/37.5%	2,978/38.6%
From Out-of-State	343/5.0%	333/5.3%	322/4.4%	371/5.0%	414/5.4%	450/5.8%	470/6.1%

Number of Individual Initial Certificates Issued	5,879	5,125	5,811	5,203	5,100	4,069	3,813
Number of Multiple Initial Certificates Issued (includes single initial plus additional)	8,157	9,105	8,081	7,637	6,947	5,854	5,657

Hiring Rates, 2010-2016



District New Hires, 2010-2016

