



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

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**A Report to the Missouri General Assembly**

**December 2019**

**2019 UPDATE**  
**RECRUITMENT AND RETENTION OF TEACHERS IN MISSOURI PUBLIC SCHOOLS**  
**A REPORT TO THE MISSOURI GENERAL ASSEMBLY**

The following information provided is in regards to the Recruitment and Retention of full time teachers in Missouri.

Several key areas that were analyzed are

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

**Teacher Workforce Demographics**

**Gender & Race, Ethnicity**

- The total number of classroom teachers decreased by 0.5 percent from 2017-18 to 2018-19.
- The percentage of teachers who are black and other ethnicities increased from 6.8 percent to 6.9 percent.

**Age & Experience**

- Teachers with 10 or fewer years of experience represent 49.9 percent of our teachers.
- Teachers with 5 or fewer years of experience represent 31.3 percent of our teachers.

**Teacher Workforce Dynamics**

- In 2018-19, the percentage of teachers who remained in the classroom three years after their first year of teaching was 61.1 percent.
- In 2018-19, the percentage of teachers who remained in the classroom five years after their first year of teaching was 46.7 percent.
- District hiring rates are at 11.4 percent, which is an increase of 0.6 percent from 2017-18.
- The percentage of district new hires who were first-year teachers decreased by 4.1 percent.

**Gender and Race/Ethnicity Trends 2013 - 2019**

School Year	2013 - 14	2014 - 15	2015 - 16	2016 - 17	2017 - 18	2018 - 19
<b>Total Teachers</b>	69,407	69,859	69,683	70,220	70,575	70,233
<b>GENDER</b>						
<b>Female</b>	78.4%	78.5%	78.4%	78.4%	78.5%	78.4%
<b>Male</b>	21.6%	21.5%	21.6%	21.6%	21.5%	21.6%
<b>RACE/ETHNICITY</b>						
<b>White</b>	93.2%	93.5%	93.5%	93.1%	93.2%	93.1%
<b>Black</b>	5.2%	4.9%	4.9%	5.2%	5.0%	5.2%
<b>Other<sup>1</sup></b>	1.6%	1.6%	1.6%	1.7%	1.8%	1.7%

<sup>1</sup> Refers to all non-white, non-black race/ethnicities

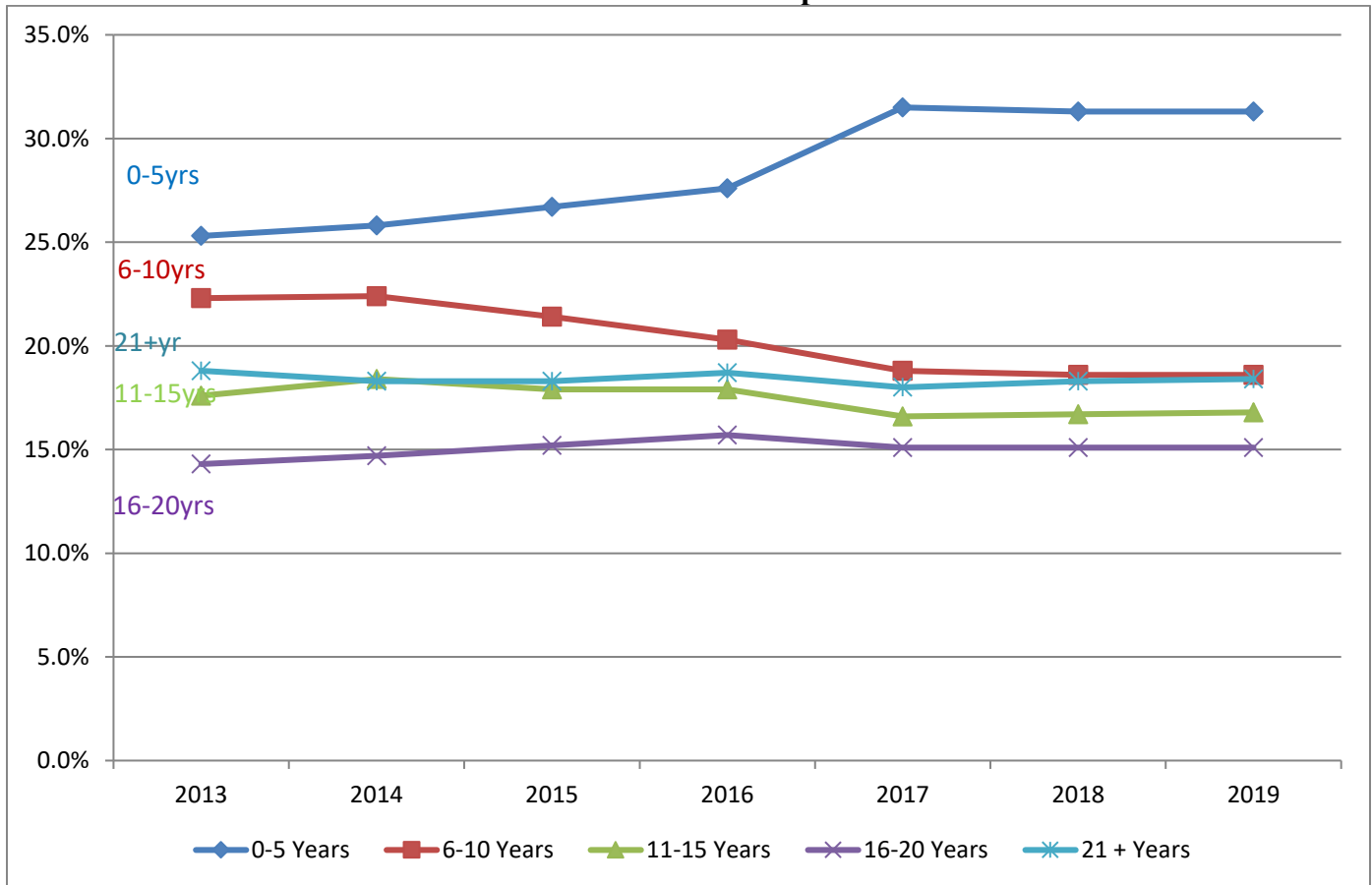
**Age Group 2013 - 2019**

AGE GROUP	2013 - 14	2014 - 15	2015 - 16	2016 - 17	2017 - 18	2018 - 19
20-29	15.4%	15.5%	15.6%	15.8%	15.7%	15.6%
30-39	30.8%	30.9%	30.9%	30.5%	30.4%	30.4%
40-49	26.9%	27.6%	27.8%	28.6%	28.9%	29.5%
50-59	19.3%	19.2%	19.0%	18.6%	18.8%	19.2%
60 +	7.6%	6.8%	6.7%	6.5%	6.4%	6.3%

**Years of Experience 2013 - 2019**

YEARS OF EXPERIENCE	2013 - 14	2014 - 15	2015 - 16	2016 - 17	2017 - 18	2018 - 19
0-5	25.8%	26.7%	27.6%	31.5%	31.1%	31.3%
6-10	22.6%	21.5%	20.3%	18.8%	18.6%	18.6%
11-15	18.4%	17.9%	17.8%	16.6%	16.7%	16.8%
16-20	14.7%	15.4%	15.7%	15.1%	15.1%	15.1%
21+	18.5%	18.5%	18.6%	18.0%	18.3%	18.4%

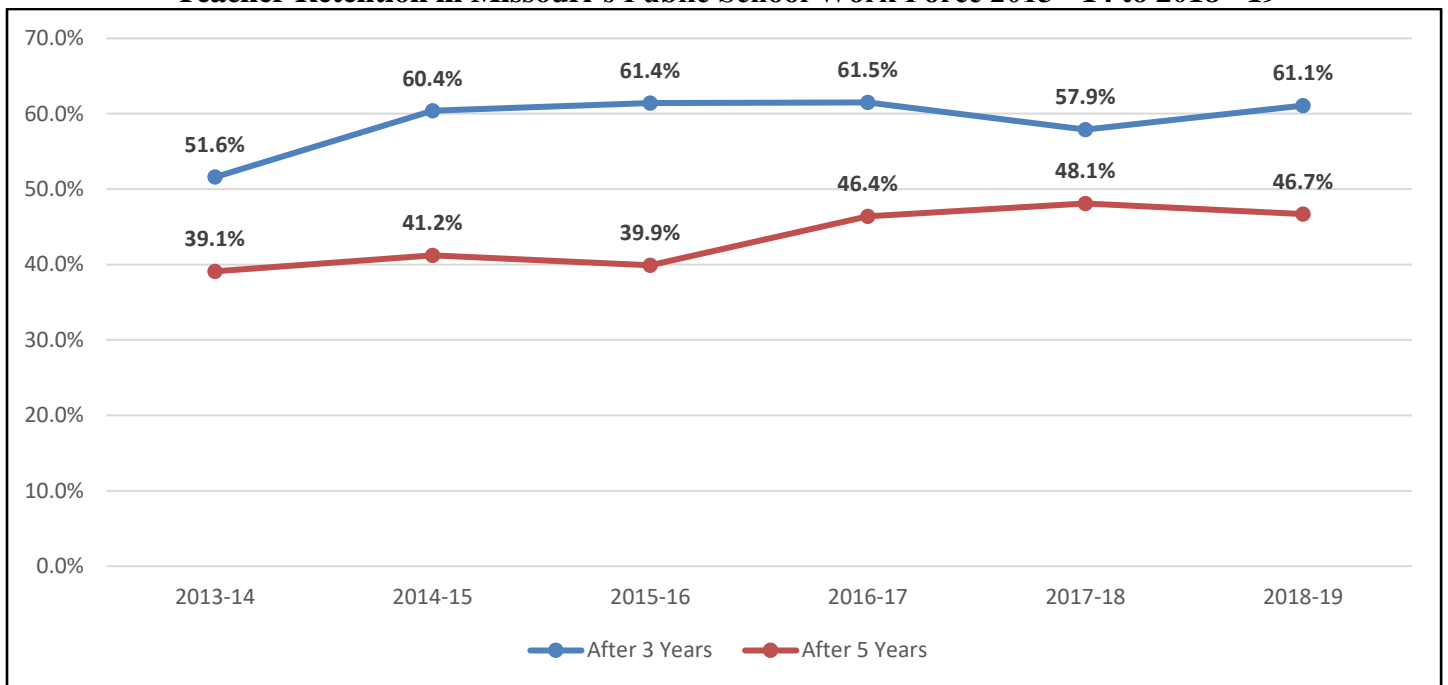
**Percent of Teachers Years of Experience 2013 - 2019**



**Missouri's Public School Work Force 2013 -2 019**

School Year	2013 - 14	2014 - 15	2015 - 16	2016 - 17	2017 - 18	2018 - 19
<b>Total Teachers</b>	69,407	69,859	69,683	70,220	70,575	70,233
<b>First-Year Teachers</b>	4,501	4,478	4,267	4,387	4,127	4,025
<b>First-Year Teacher Retention</b>						
<b>After 3 Years<sup>2</sup></b>	51.6%	60.4%	61.4%	61.5%	57.9%	61.1%
<b>After 5 Years<sup>3</sup></b>	39.1%	41.2%	39.9%	46.4%	48.1%	46.7%

**Teacher Retention in Missouri's Public School Work Force 2013 - 14 to 2018 - 19**



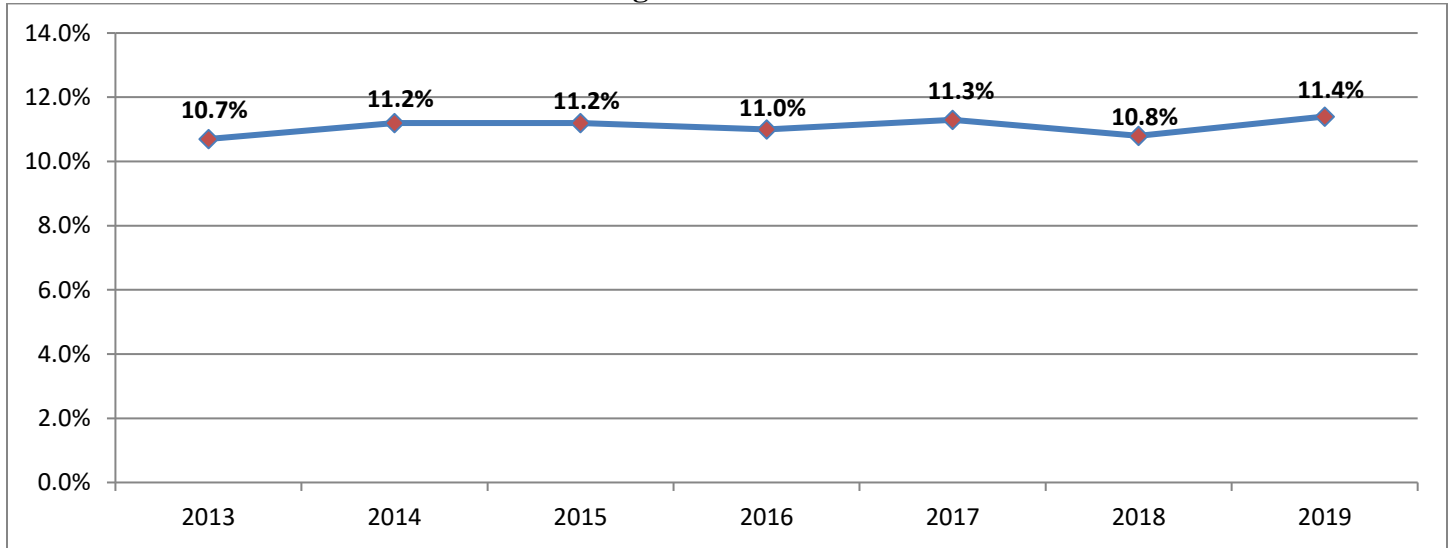
<sup>2</sup> Refers to teachers still teaching in a public school 3 years after their first year of teaching

<sup>3</sup> Refers to teachers still teaching in a public school 5 years after their first year of teaching

**Hiring & Retention Rates 2013 - 2019**

School Year	2013 - 14	2014 - 15	2015 - 16	2016 - 17	2017 - 18	2018 - 19
<b>Total Teachers</b>	69,407	69,859	69,683	70,220	70,575	70,233
<b>District New Hires</b>	7,745	7,840	7,714	7,987	7,587	8,020
<b>Teacher Hiring Rate<sup>4</sup></b>	11.2%	11.2%	11.1%	11.4%	10.8%	11.4%
<b>Overall Teacher Retention Rate</b>	86.5%	86.5%	86.6%	86.3%	83.6%	86.3%

**Hiring Rates 2013 - 2019**

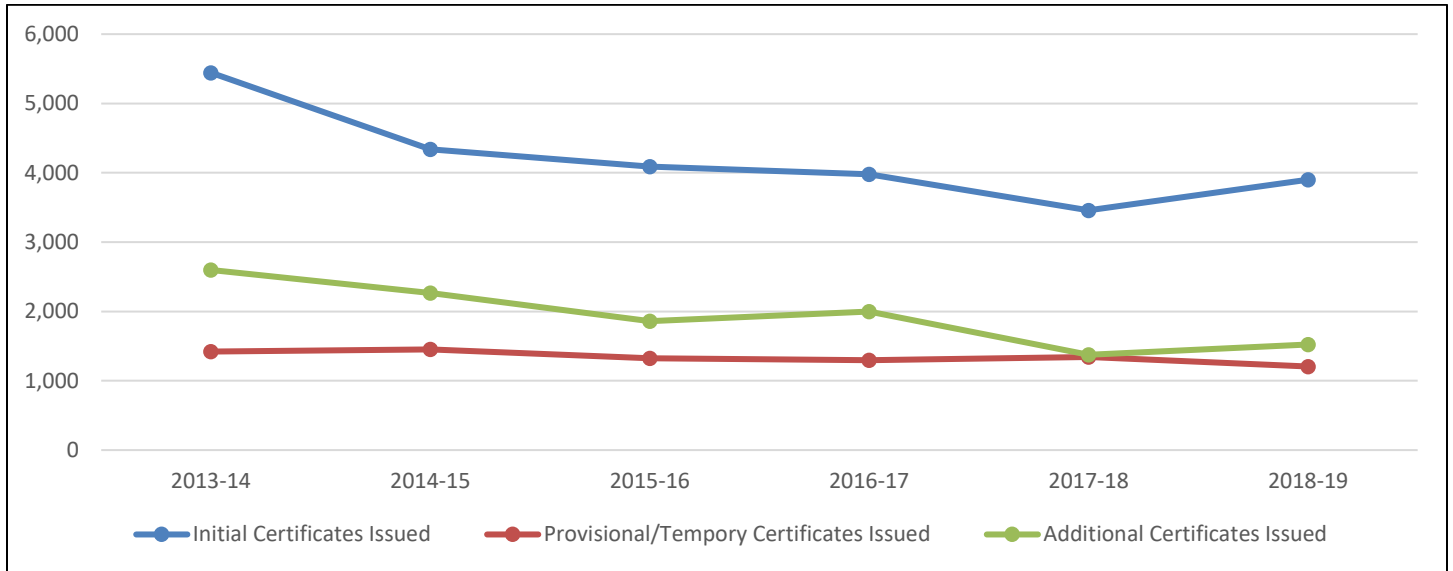


<sup>4</sup> Refers to filling any educator position regardless of the reason the position became vacant

**Teachers Entering Missouri's Public School Work Force 2013 - 2019**

School Year	2013 - 14	2014 - 15	2015 - 16	2016 - 17	2017 - 18	2018 - 19
<b>Initial Certificates Issued</b>	5,444	4,341	4,090	3,979	3,459	3,900
<b>Provisional / Temporary Certificates Issued</b>	1,420	1,452	1,326	1,295	1,343	1,206
<b>Additional Certificates Issued</b>	2,598	2,265	1,860	1,997	1,375	1,525

**Certificates Issued 2013 - 14 to 2018 - 19**



**District New Hires 2013 - 2019**

School Year	2013 - 14	2014 - 15	2015 - 16	2016 - 17	2017 - 18	2018 - 19
<b>Total New Hires</b>	7,745	7,840	7,714	7,995	7,587	8,020
<b>First-Year Teachers</b>	58.1%	56.7%	55.3%	54.0%	54.3%	50.2%
<b>From Another District</b>	36.5%	37.5%	38.6%	39.4%	39.6%	43.9%
<b>From Out of State</b>	5.4%	5.8%	6.1%	6.6%	6.1%	6.1%

**District New Hires 2013 - 2019**

