



Recruitment and Retention of Teachers in Missouri Public Schools

A Report to the Missouri General Assembly

December 2013

- *Teacher Workforce Demographics*
- *Teacher Workforce Dynamics*
- *Recruitment and Retention Strategies*

2013 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, 2009, 2010, 2012 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; and
- retaining teachers for a longer period of time.

Teacher Workforce Demographics

Gender & Race, Ethnicity

- The total number of classroom teachers increased by 1.85% from 2012 to 2013.
- Over the past decade the share of teachers who are black has decreased but did increase by 0.1% over last year to 5.2% of the total teaching workforce.

Age & Experience

- 48.9% of our teachers have 10 or fewer years of experience.

Teacher Workforce Dynamics

- District hiring rates increased to 10.8%, up 0.1% from 2012.
- The percentage of district new hires that were first year teachers decreased by 5.6%.
- The percentage of first-year teachers that left the classroom after only one to three years increased by 11.4% compared to the last year's figure.
- The percentage of first-year teachers that left the classroom after only one to five years increased by 7.8% compared to the last year's figure.

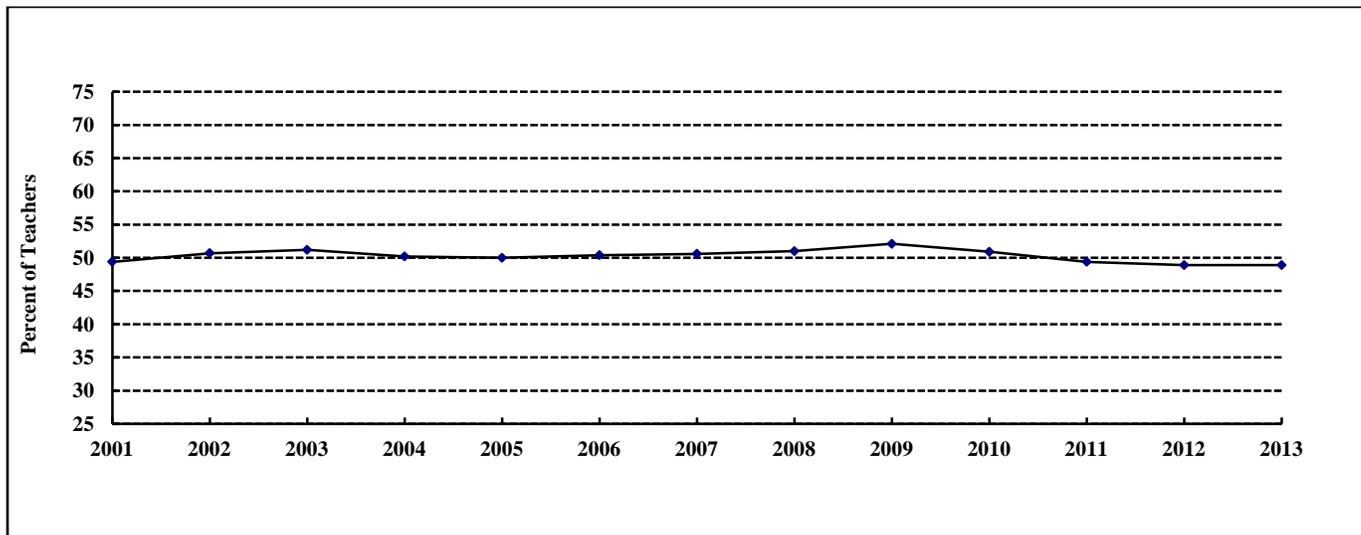
Gender and Race/Ethnicity Trends, 2001-2013

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Total Teachers	65,429	66,705	67,826	66,646	66,476	68,120	69,110	69,840	70,624	70,205	67,996	67,600	68,850
GENDER													
Female	78.3%	78.4%	78.3%	78.5%	78.6%	78.7%	78.8%	78.8%	78.9%	78.9%	79.0%	78.8%	78.7%
Male	21.7%	21.6%	21.7%	21.5%	21.4%	21.3%	21.2%	21.2%	21.1%	21.1%	21.0%	21.2%	21.3%
RACE/ETHNICITY													
BLACK	7.0%	7.0%	7.2%	7.0%	6.7%	6.6%	6.3%	6.1%	6.1%	5.7%	5.3%	5.1%	5.2%
Female	5.5%	5.5%	5.6%	5.5%	5.3%	5.2%	4.9%	4.8%	4.8%	4.5%	4.2%	4.0%	4.1%
Male	1.5%	1.5%	1.6%	1.5%	1.5%	1.4%	1.4%	1.3%	1.3%	1.2%	1.1%	1.1%	1.1%
OTHER⁴	0.7%	0.7%	0.8%	0.9%	0.8%	0.9%	1.0%	1.0%	0.9%	1.0%	1.4%	1.3%	1.5%

Age Trends, 2001-2013

AGE GROUP	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
20-29	18.3%	18.4%	18.6%	18.0%	28.2%	18.7%	18.7%	18.7%	18.7%	17.7%	16.9%	16.6%	16.8%
30-39	24.3%	24.8%	25.1%	25.6%	26.1%	26.7%	27.4%	28.2%	28.8%	28.9%	29.6%	30.3%	30.9%
40-49	29.6%	28.2%	26.9%	26.3%	25.6%	24.8%	24.3%	24.0%	24.3%	24.6%	25.5%	26.6%	26.0%
50-59	24.5%	25.1%	25.4%	25.9%	25.7%	25.2%	24.3%	23.5%	22.8%	22.2%	21.5%	20.6%	19.8%
60 +	3.2%	3.5%	3.9%	4.2%	4.4%	4.5%	5.3%	5.6%	6.1%	6.5%	6.5%	6.5%	6.5%

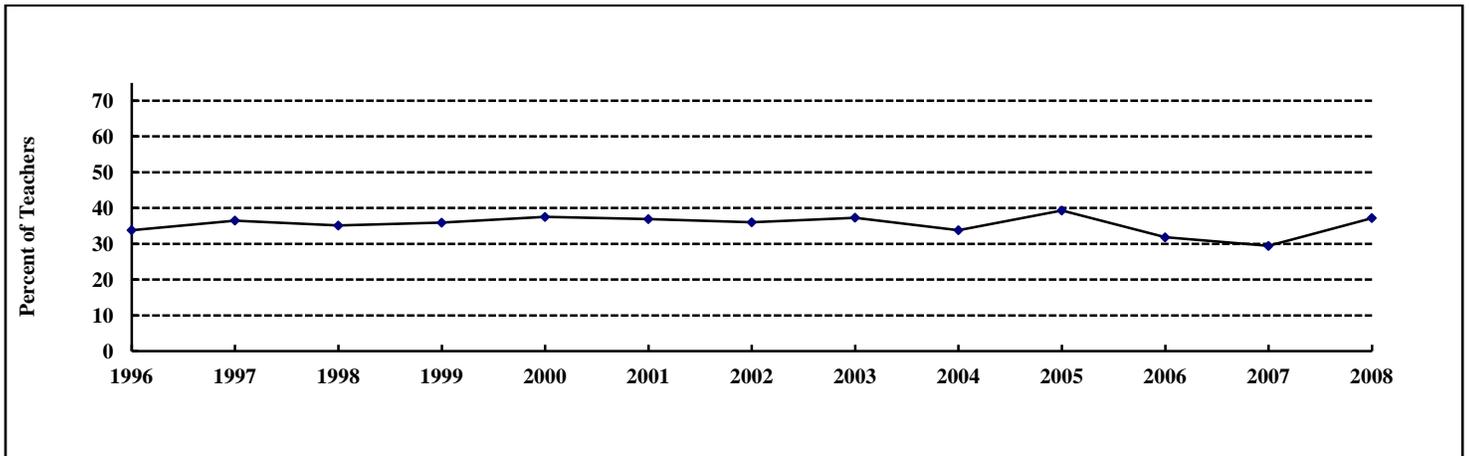
Percent of Teachers with 0-10 Years of Experience, 2001 to 2013



Experience Trends, 2001-2013

YEARS OF EXPERIENCE	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
0-10	49.4%	50.7%	51.2%	50.2%	50.0%	50.4%	50.6%	51.0%	52.1%	50.9%	49.4%	48.9%	48.9%
0-5	30.6%	31.2%	30.8%	28.8%	28.2%	27.9%	27.8%	28.5%	30.5%	29.3%	27.4%	26.7%	26.6%
6-10	18.8%	19.5%	20.4%	21.4%	21.8%	22.6%	22.8%	22.5%	21.5%	21.6%	22.0%	22.2%	22.3%
11-20	25.5%	25.0%	24.9%	25.9%	26.6%	26.9%	27.2%	27.7%	28.5%	28.4%	32.2%	33.2%	33.4%
21-30	21.2%	20.0%	19.2%	19.1%	18.5%	17.7%	17.1%	16.3%	15.9%	15.8%	15.6%	15.1%	17.3%
31+	3.9%	4.4%	4.7%	4.9%	4.9%	5.0%	5.1%	5.0%	4.8%	4.9%	4.6%	4.2%	4.0%

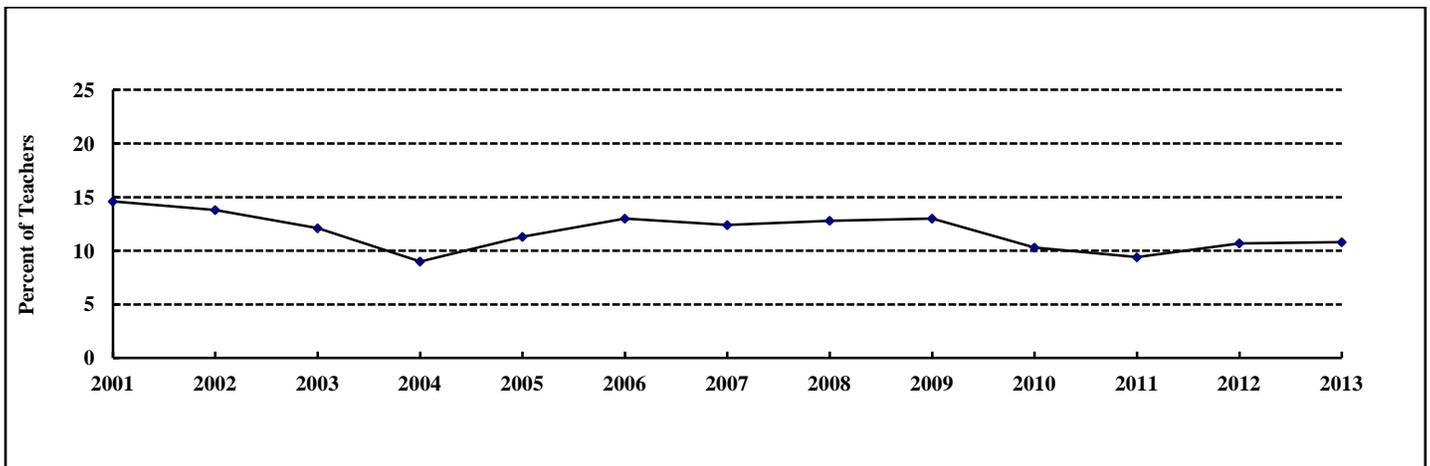
Teachers Leaving Missouri's Public School Work Force After 1-5 Years, 1996 to 2008



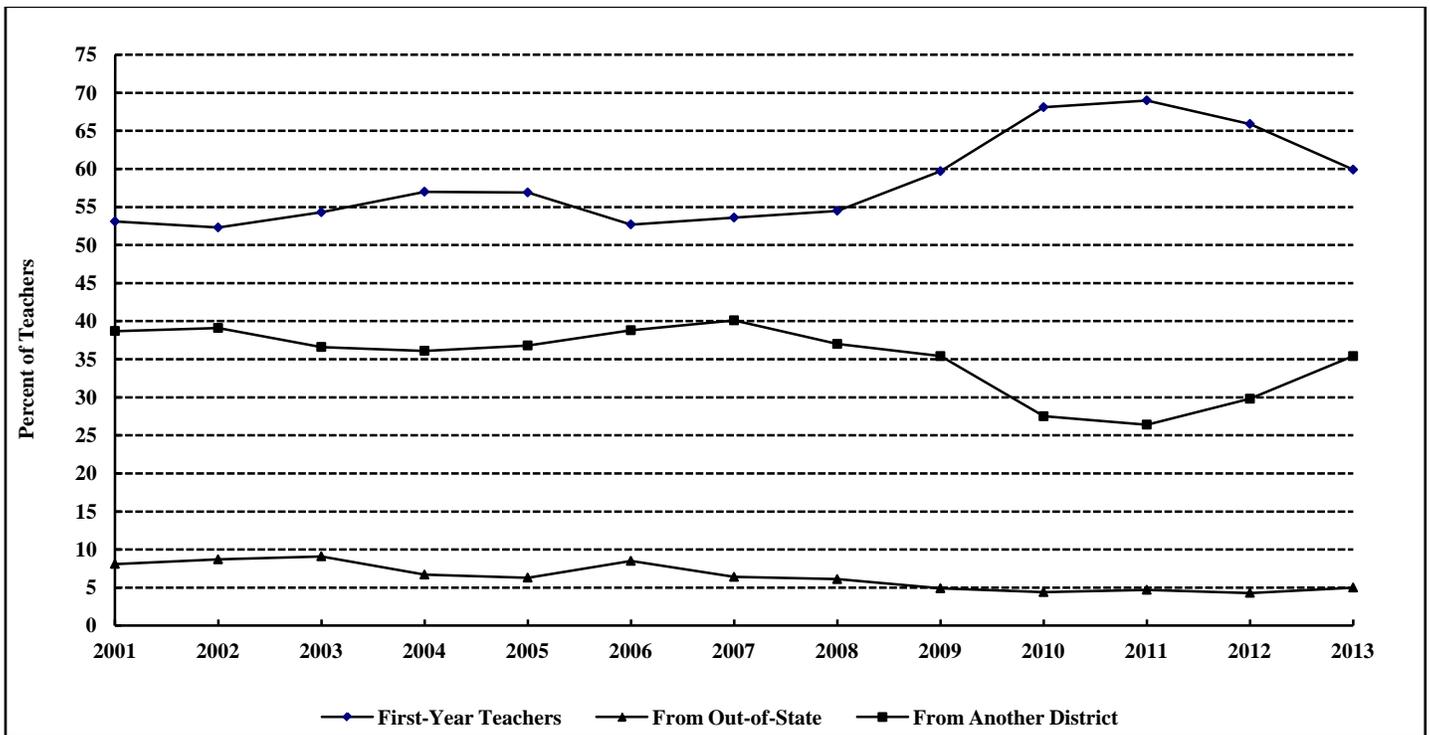
Teachers Leaving Missouri's Public School Work Force, 1999-2012

	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Total Teachers	63,092	64,791	65,429	66,705	67,826	66,646	66,476	68,120	69,110	69,840	70,624	70,205	67,996	67,600
First-Year Teachers	4,313	4,646	5,064	4,802	4,439	3,428	4,285	4,668	4,597	4,864	5,466	4,933	4,424	4,434
<i>% of First-Year Teachers who left the classroom--</i>														
After 1-3 Years	24.8%	26.0%	29.2%	30.3%	27.0%	26.7%	25.4%	26.7%	28.2%	23.4%	17.8%	29.2%	N/A	N/A
After 1-5 Years	35.9%	37.5%	36.9%	36.0%	37.3%	33.8%	39.3%	31.8%	29.4%	37.2%	N/A	N/A	N/A	N/A

Hiring Rate, 2001 to 2013



District New Hires, 2001 to 2013



Teachers Entering Missouri's Public School Work Force, 2001-2013

	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Total Teachers	65,429	66,705	67,826	66,646	66,476	68,120	69,110	69,840	70,624	70,205	67,996	67,600	68,850
District New Hires	9,529	9,189	8,176	6,012	7,531	8,866	8,579	8,924	9,162	7,247	6,415	7,209	7,405
Teacher Hiring Rate	14.6%	13.8%	12.1%	9.0%	11.3%	13.0%	12.4%	12.8%	13.0%	10.3%	9.4%	10.7%	10.8%
<i>As a percent of Total Teachers, District New Hires who are --</i>													
First-Year Teachers	7.7%	7.2%	6.5%	5.1%	6.5%	6.9%	6.7%	7.0%	7.7%	7.0%	6.5%	7.0%	6.4%
From Out-of-State	1.2%	1.2%	1.1%	0.6%	0.7%	1.1%	0.8%	1.1%	0.6%	0.5%	0.4%	0.5%	0.5%
From Another District	5.6%	5.4%	4.4%	3.3%	4.2%	5.1%	5.0%	5.0%	4.6%	2.8%	2.5%	3.2%	3.8%
<i>Percent of District New Hires who are--</i>													
First-Year Teachers	53.1%	52.3%	54.3%	57.0%	56.9%	52.7%	53.6%	54.5%	59.7%	68.1%	69.0%	65.9%	59.9%
From Out-of-State	8.1%	8.7%	9.1%	6.7%	6.3%	8.5%	6.4%	6.1%	4.9%	4.4%	4.7%	4.3%	5.0%
From Another District	38.7%	39.1%	36.6%	36.1%	36.8%	38.8%	40.1%	37.0%	35.4%	27.5%	26.4%	29.8%	35.4%
Re-entrants	3.5%	3.6%	3.4%	2.8%	3.0%	3.6%	3.4%	3.6%	5.1%	3.2%	3.1%	2.6%	2.6%