

REPORT TO THE HOUSE COMMITTEE ON EDUCATION AND THE SENATE
COMMITTEE ON EDUCATION OF THE LOUISIANA LEGISLATURE



2014 – 2015 Teacher Exit Survey Report

FROM THE STATE BOARD OF ELEMENTARY AND SECONDARY EDUCATION

Prepared by the Louisiana Department of Education

Overview

R.S. 17:7(27) requires the State Board of Elementary and Secondary Education (BESE) to annually report the results of teacher exit interviews conducted by local school districts. The purpose of the interviews and of this report is to understand teachers' reasons for leaving the classroom and to gather information that could prove useful in developing strategies to improve teacher retention. BESE is required to report the findings to the House and Senate Education Committees in January of each year.

Louisiana Department of Education staff have coordinated the collection of this information on behalf of BESE and have worked with local school districts to improve the interview and data reporting processes over the past several years. This has resulted in improved reporting from local school districts since 2012-2013 and thus a more complete picture of why some teachers are leaving the classroom.

During the 2014-2015 school year, the Department received data from all 69 districts in the state. Overall, the analysis is encouraging: far fewer teachers left their positions in 2014-2015 than in previous years.

A breakdown of the total number of teachers who left their positions and the reason they provided for departing is included in Appendix A.

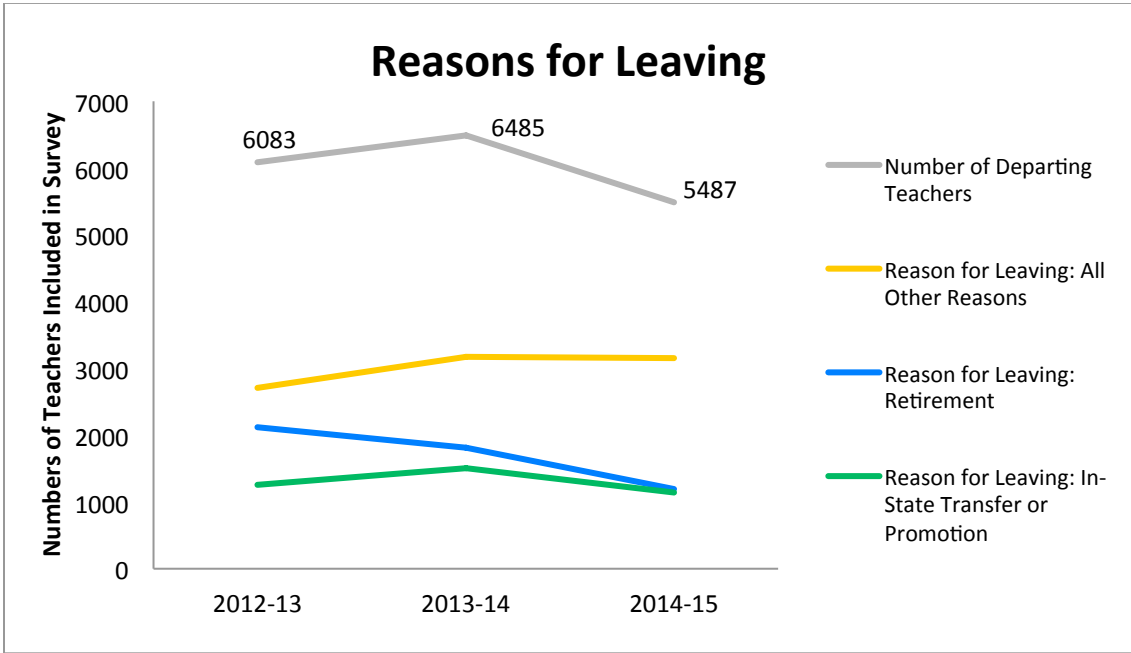
Number of Departing Teachers Decreases

In 2014-2015, fewer teachers left their positions than in 2012-2013 or 2013-2014. In 2014-2015, 5,487 individuals were included in the teacher exit survey, compared to 6,485 in 2013-2014 and 6,083 in 2012-2013. This represents a 15 percent decrease in the number of departing teachers from 2013-2014.

Reasons for Departing

Of the 5,487 teachers included in districts' reports for the 2014-2015 school year, the majority stated they were retiring, transferring to another Louisiana district, or leaving because of personal reasons. Only 86 teachers (less than two percent) indicated they were leaving because of dissatisfaction with the school or district.

The top reasons that exiting teachers provided were consistent with previous years. The top reasons teachers have provided in the six years of reporting are included in Appendix B. In all six years, retirement was the primary reason for leaving. In recent years, transferring to another district was a common reason a teacher left a particular district as well. Reduction in force has decreasingly been reported as a reason for leaving.



Potential Revisions to Future Surveys

The Department is recommending revisions to the survey for the 2015-16 and beyond. Currently, 20 response options are included in the survey. In some cases, the response options are duplicative or very similar. Reducing the clarifying the response options will ensure that policymakers and other stakeholders receive accurate and helpful information about the reasons that teachers have left their positions. This will enable all parties to meet the intent of the law, which is to gather information that could prove useful in developing strategies to improve teacher retention.

Appendix A: Teacher Exit Survey Responses, 2014-2015

All Responses	Total Number	Percentage of Responses
Retirement	1,193	22%
Employment in the education field/accepted another job in a Louisiana district or school	1,141	21%
Personal reasons	1,016	19%
Family/personal relocation	417	8%
Homemaking/caring for a family member/maternity leave	408	7%
Employment outside of the field of education	246	4%
Employment in the education field-accepted a position in an out-of-state district or school	213	4%
Certification issue - non-standard certificate holder not re-employed because a certified teacher was hired	184	3%
Illness/Disability	121	2%
Change of assignment within the district - accepted a non-teaching position in the same district	95	2%
Discharge due to unsuitability	92	2%
No response/unable to contact	81	1%
No response/refused interview	69	1%
Dissatisfaction with school or district climate/discipline/classroom control	54	1%
Reduction in force/layoff	53	1%
Death	45	<1%
Salary	22	<1%
Dissatisfaction with school or district climate/duties incompatible with educational training	18	<1%
Dissatisfaction with school or district climate/poor curriculum planning	14	<1%
Lost credential	5	<1%
TOTAL	5,487	100%

Appendix B: Top Survey Responses from 2009-2010 to 2014-2015

Year	Number of Reporting Districts	Number of Teachers Included	Top Reasons for Leaving
2009-2010	53	3,100	<ul style="list-style-type: none"> • Retirement • Reduction in force • Personal reasons
2010-2011	N/A	830	<ul style="list-style-type: none"> • Retirement • Reduction in force • Personal reasons
2011-2012	36	3,164	<ul style="list-style-type: none"> • Retirement • Transferring to another Louisiana district • Personal reasons
2012-2013	All (69)	6,083	<ul style="list-style-type: none"> • Retirement • Transferring to another Louisiana district • Personal reasons
2013-2014	All (69)	6,485	<ul style="list-style-type: none"> • Retirement • Transferring to another Louisiana district • Personal reasons
2014-2015	All (69)	5,487	<ul style="list-style-type: none"> • Retirement • Transferring to another Louisiana district • Personal reasons