

**REPORT TO THE HOUSE AND SENATE COMMITTEES ON EDUCATION
OF THE LOUISIANA LEGISLATURE**



2015-2016 Teacher Exit Survey Report

FROM THE BOARD OF ELEMENTARY AND SECONDARY EDUCATION

Prepared by the Louisiana Department of Education
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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 gather information about teachers' reasons for leaving their classrooms that could prove useful in developing strategies to improve teacher retention. BESE is required to report the findings to the Louisiana House and Senate Education Committees in January of each year.

Louisiana Department of Education staff members 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 four years. In 2015, recognizing that in some cases, survey responses were duplicative or very similar, Department staff worked closely with school personnel directors across the state to streamline the exit survey possible reasons from 20 down to 13. Reducing the response options ensures that the Legislature, BESE, and the Department receive accurate and helpful information regarding the reasons that teachers have left their classrooms.

During the 2015-2016 school year, the Department received data from all 69 districts in the state. A breakdown of the total number of teachers who left their classrooms and the reasons they provided for departing is included in Appendix A.

Number of departing teachers remains steady

The number of teachers who left their classrooms decreased significantly from 2013-2014 to 2014-2015. From 2014-2015, the number of teachers who left their classrooms remained steady.

| Year | Number |
|-----------|--------|
| 2015-2016 | 5,431 |
| 2014-2015 | 5,487 |
| 2013-2014 | 6,485 |

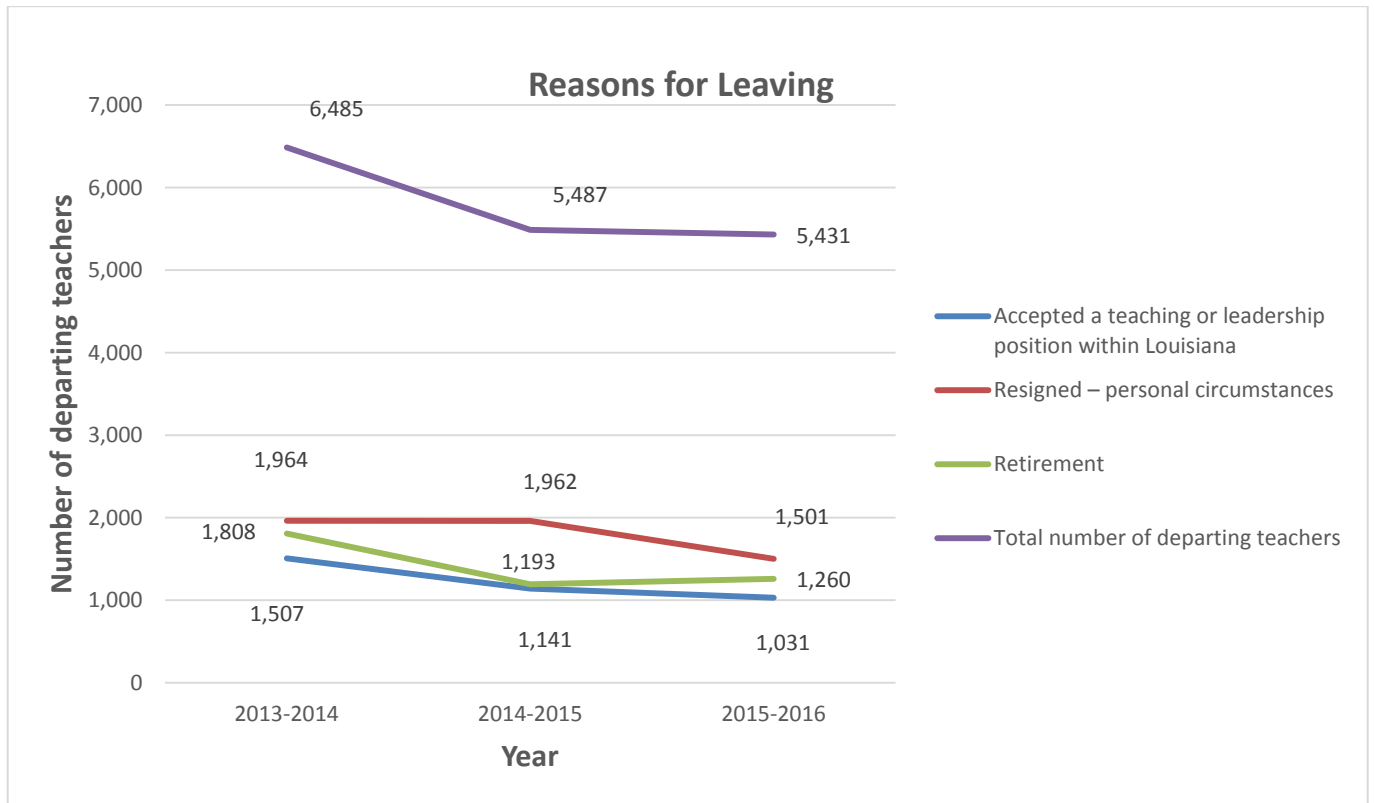
Reasons for departing

Of the 5,431 teachers included in districts' reports for the 2015-2016 school year, 3,792 (70 percent) stated they were retiring, transferring to another Louisiana district, or leaving due to personal reasons. The top reasons that departing teachers provided were consistent with previous years.

Teacher exit shifts

A few shifts in the departure reasons in the 2015-2016 exit survey as compared to previous years are of note. First, the number of teachers not submitting an exit survey is higher this year than in past years. This increase is attributable to a small group of districts that reported an increase in this category. Secondly, the number of districts that reported 20% or more of their departing teachers accepted a teaching or leadership position outside of Louisiana increased from three districts in 2014-2015 to eight districts in 2015-2016.

Also of note is that over the last four years, Louisiana's teacher workforce has stabilized, with far fewer layoffs. Finally, over the same time period far fewer teachers indicated they left their classrooms due to dissatisfaction with school or district policies.



APPENDIX A: Teacher Exit Survey Responses 2015-2016

| All Responses | Total Number | Percentage |
|---|--------------|-------------|
| Resigned – personal circumstances | 1,501 | 28% |
| Retirement | 1,260 | 23% |
| Accepted a teaching or leadership position within Louisiana | 1,031 | 19% |
| Employee did not respond to exit interview request | 385 | 7% |
| Accepted a teaching or leadership position outside of Louisiana | 379 | 7% |
| Accepted a position outside of the field of education | 277 | 5% |
| Terminated | 210 | 4% |
| Resigned – anticipating termination | 150 | 3% |
| Resigned – dissatisfaction with school or district policies | 88 | 2% |
| Accepted a non-teaching position within district | 57 | 1% |
| Reduction in force/layoff | 54 | 1% |
| Death | 33 | <1% |
| License revoked | 6 | <1% |
| TOTAL | 5,431 | 100% |

APPENDIX B: Reasons Teachers Departed (2012-2013 to 2015-2016)

| Reason (prior to 2015-2016) | Reason (2015-2016 and beyond) | 2012-2013 | 2013-2014 | 2014-2015 | 2015-2016 |
|---|---|------------------|------------------|------------------|------------------|
| Family/personal relocation | Resigned – personal circumstances | 1,543 | 1,964 | 1,962 | 1,501 |
| Personal reasons | | | | | |
| Homemaking/caring for a family member/maternity leave | | | | | |
| Illness/disability | | | | | |
| Retirement | Retirement | 2,121 | 1,808 | 1,193 | 1,260 |
| Employment in education field -- Accepted another job in a Louisiana district or school | Accepted a teaching or leadership position within Louisiana | 1,254 | 1,507 | 1,141 | 1,031 |
| No response/refused to interview | Employee did not respond to exit interview request | 137 | 94 | 150 | 385 |
| No response/unable to contact | | | | | |
| Employment in education field -- Accepted a position in an out of state district or school | Accepted a teaching or leadership position outside of Louisiana | 193 | 303 | 213 | 379 |
| Employment outside the field of education | Accepted a position outside of the field of education | 266 | 235 | 246 | 277 |
| Discharge due to unsuitability | Terminated | 199 | 278 | 276 | 210 |
| Certification issue - Non-standard certificate holder not re-employed because a certified teacher was hired | | | | | |
| N/A | Resigned - anticipating termination | N/A | N/A | N/A | 150 |
| Dissatisfaction with school or district climate - discipline/classroom control | Resigned – dissatisfaction with school or district policies | 159 | 120 | 108 | 88 |
| Dissatisfaction with school or district | | | | | |

| | | | | | |
|---|--|--------------|--------------|--------------|--------------|
| climate - duties incompatible with educational training | | | | | |
| Dissatisfaction with school or district climate -poor curriculum planning | | | | | |
| Salary | | | | | |
| Change of assignment within the district -- Accepted a non-teaching position in the same district | Accepted a non-teaching position within district | 43 | 75 | 95 | 57 |
| Reduction in force/layoff | Reduction in force/layoff | 132 | 76 | 53 | 54 |
| Death | Death | 24 | 20 | 45 | 33 |
| Lost credential | License revoked | 12 | 5 | 5 | 6 |
| TOTAL | | 6,083 | 6,485 | 5,487 | 5,431 |