

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



2020-2021 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(28) requires the State Board of Elementary and Secondary Education (BESE) to annually report the results of teacher exit interviews conducted by local school systems. 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 by January 15 of each year.

During the 2020-2021 school year, the Department received data from all 69 school systems in the state. Data was not collected from charter schools as those schools are not required to report this information. The total number of teachers who left their classrooms and their stated reason for departing, as reported by public school systems, is included in Appendix A. A summary, including key trends, is below.

Rates of departure are stable and the top three reasons for departure remain consistent

Statewide, the percent of teachers who school systems reported as leaving their classrooms between the 2012-2013 through 2020-2021 school years has remained consistent, with an average of 11 percent of the teacher workforce exiting each year. In the 2020-2021 school year 11 percent of teachers exited the classroom and the top three reasons for exiting are consistent with previous years. While the departure rates have stabilized, there has been a decrease in the total teacher workforce and the number of teachers completing a teacher preparation program. Additionally, an increasing trend is emerging in the number of out-of-field and uncertified teachers. This shows that there is a challenge in hiring teachers who have been prepared in the area they are teaching.

School Year	Count of teachers exiting classroom	Total teacher workforce*	Percent of teacher workforce exiting from classroom
2020-2021	5,652	51,016	11%
2019-2020	6,054	51,383	12%
2018-2019	6,000	51,670	12%
2017-2018 ¹	5,302	51,106	10%
2016-2017	5,708	50,555	11%
2015-2016	5,431	50,485	11%
2014-2015	5,487	50,146	11%
2013-2014	6,485	49,948	13%
2012-2013	6,083	50,038	12%

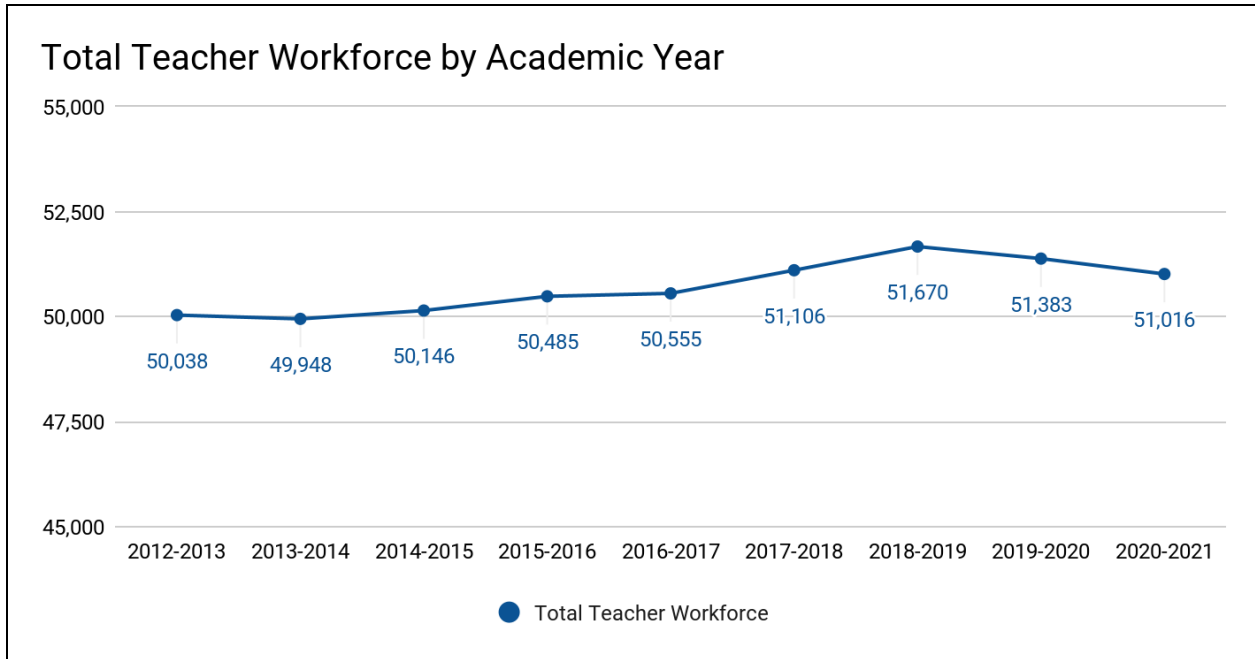
*As reported in end-of-year Profile for Educational Personnel (PEP) data.

¹ In 2017-2018, an administrative error from one school system caused significantly less teachers reported as departing. This error impacts the percent change of teachers exiting the classroom from 2017-2018 to 2018-2019.

The total teacher workforce is decreasing starting from 2018-2019

From 2012-2013 through 2018-2019, there was an average increase of 275 teachers each year in the count of the total teacher workforce. From 2018-2019 through 2020-2021, there is an average decrease of 325 teachers each year in the count of the total teacher workforce. The decrease in the count of teachers from 2018-2019 through 2020-2021 is a higher rate compared to the increase of teachers from 2012-2013 through 2018-2019.

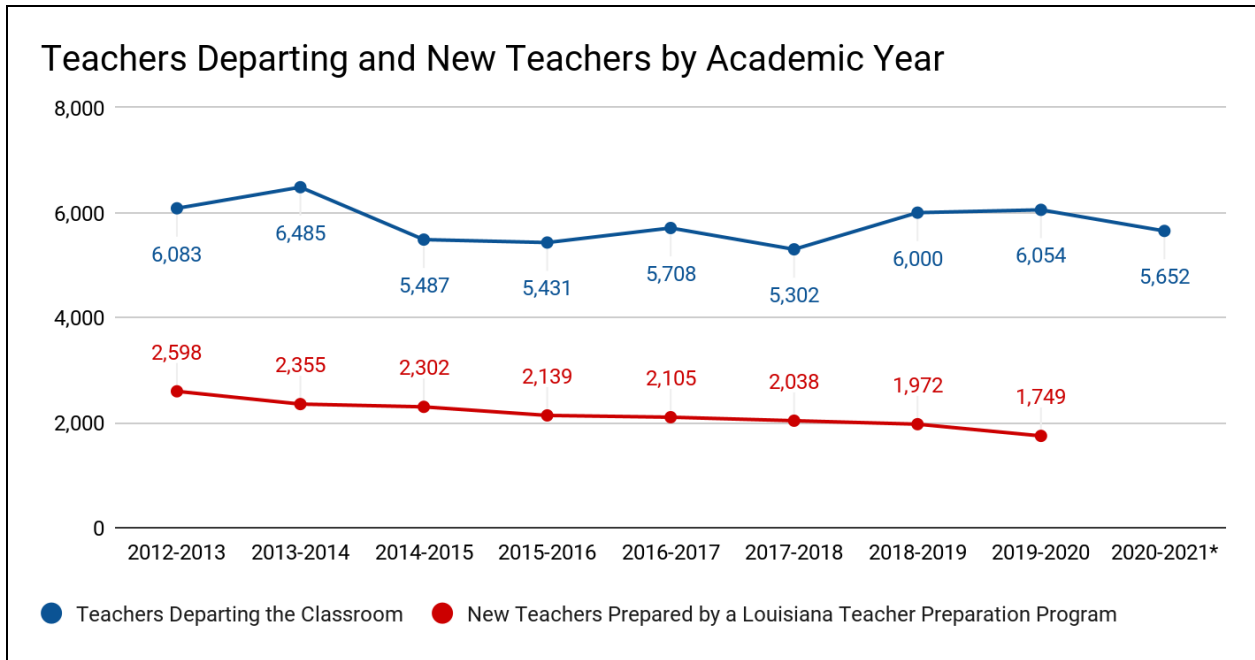
This decreasing trend should be monitored closely and continue to be tracked in future years.



Data Source: LDOE, Profile of Educational Personnel (PEP) End of Year Data Collection

Fewer prospective educators are completing Louisiana’s Teacher Preparation Programs

Over the last seven years, the number of teachers departing has remained relatively stable with an average of 11% (5,800) of teachers departing each year. While teachers departing have stabilized, the number of new teachers prepared by a Louisiana Teacher Preparation Program has decreased by an average of 120 teachers each year since the 2012-2013 school year with 1,749 teachers completing a program in the 2019-2020 school year.

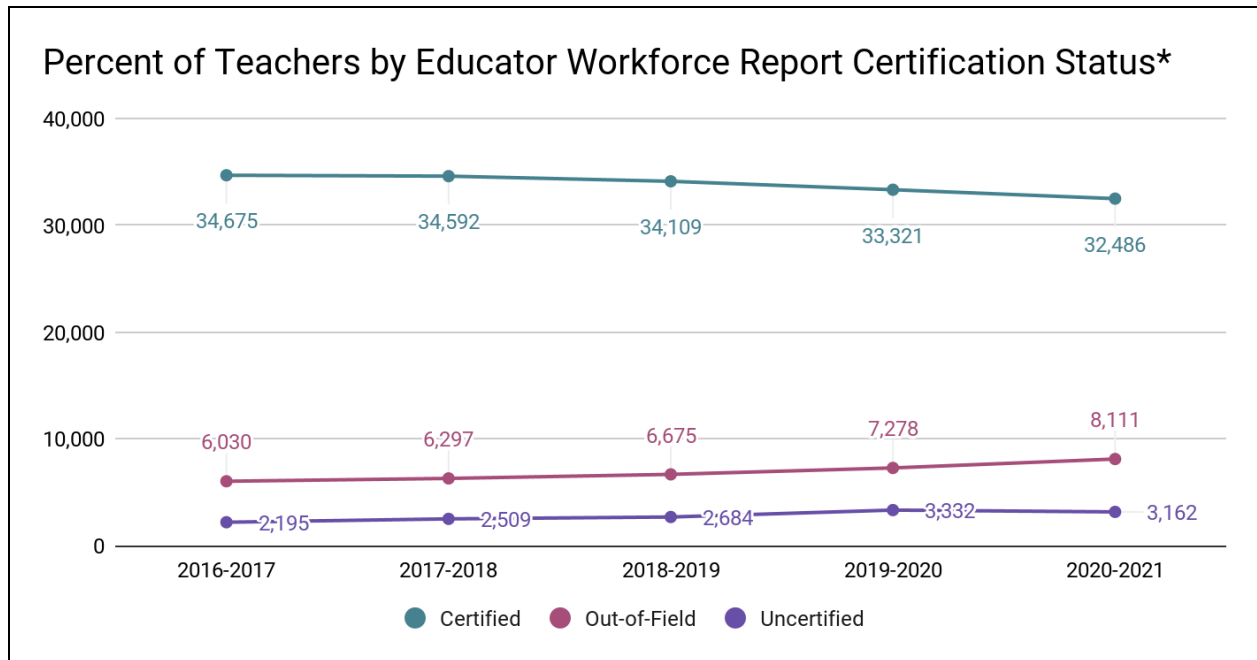


* 2020-2021 New Teachers Prepared by a Louisiana Teacher Preparation Program data is not yet available.

Data Sources: Teachers Departing the Classroom - LDOE, Teacher Exit Interview Survey; New Teachers Prepared by a Louisiana Teacher Preparation Program - LDOE, Teacher Preparation Program Performance Profiles Data and Title II Reporting Data

More teachers are teaching courses out-of-field or uncertified

There has been an average increase of 760 (2%) teachers each year who are teaching courses out-of-field or uncertified since the 2016-2017 school year. Out-of-field teachers, 8,111 (19%) teachers in 2020-2021, are teachers who hold a valid teaching certificate, but do not hold the certification area for their teaching assignment in at least one class (e.g., a teacher certified in Elementary who is teaching secondary Science). Uncertified teachers, 3,162 (7%) of teachers in 2020-2021, are teachers who do not hold a valid teaching certificate. This increase over time shows that there is a challenge in hiring teachers who have been prepared in the area they are teaching.

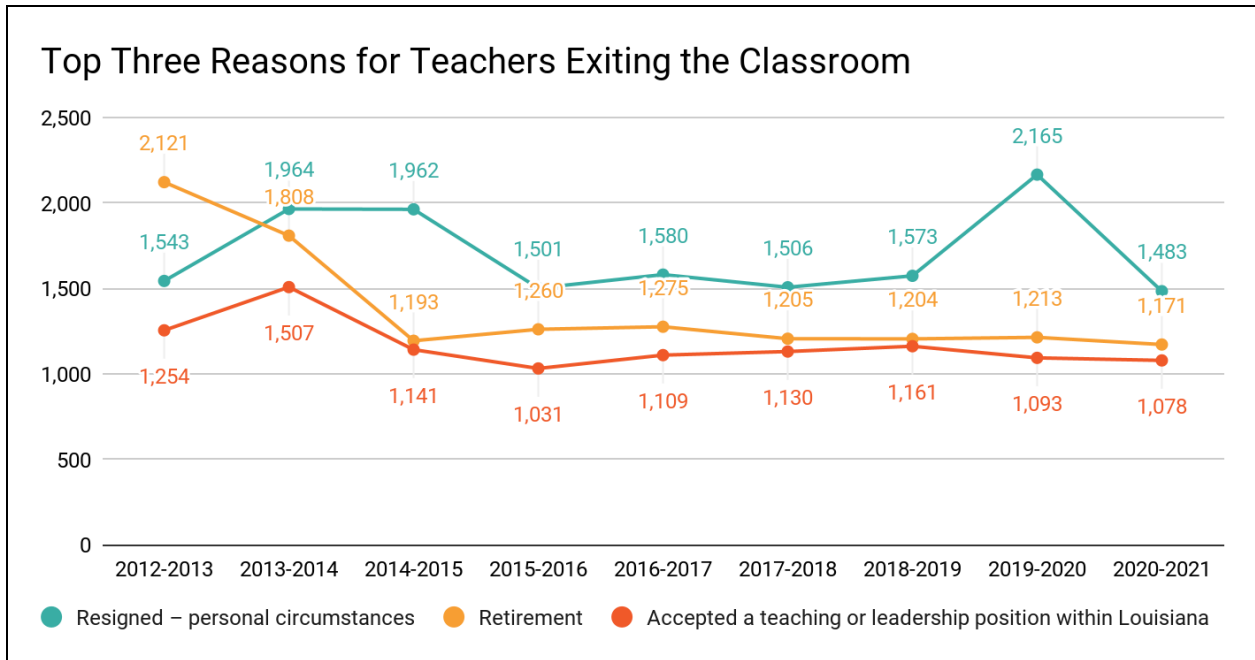


**Certification status is only assigned to teachers who are assigned to classes in the Profile of Educational Personnel (PEP) reporting system.*

Data Source: LDOE, State Educator Workforce Reports (2020-2021)

Top three reasons for departing remain the same

In the 2020-2021 school year, 66 percent of teachers stated they were leaving due to personal reasons, retiring, or transferring to another Louisiana school system. These top three reasons for teachers exiting the classroom are consistent with previous years, and teachers exiting due to retirement or accepting a teaching or leadership position within Louisiana remain stable.

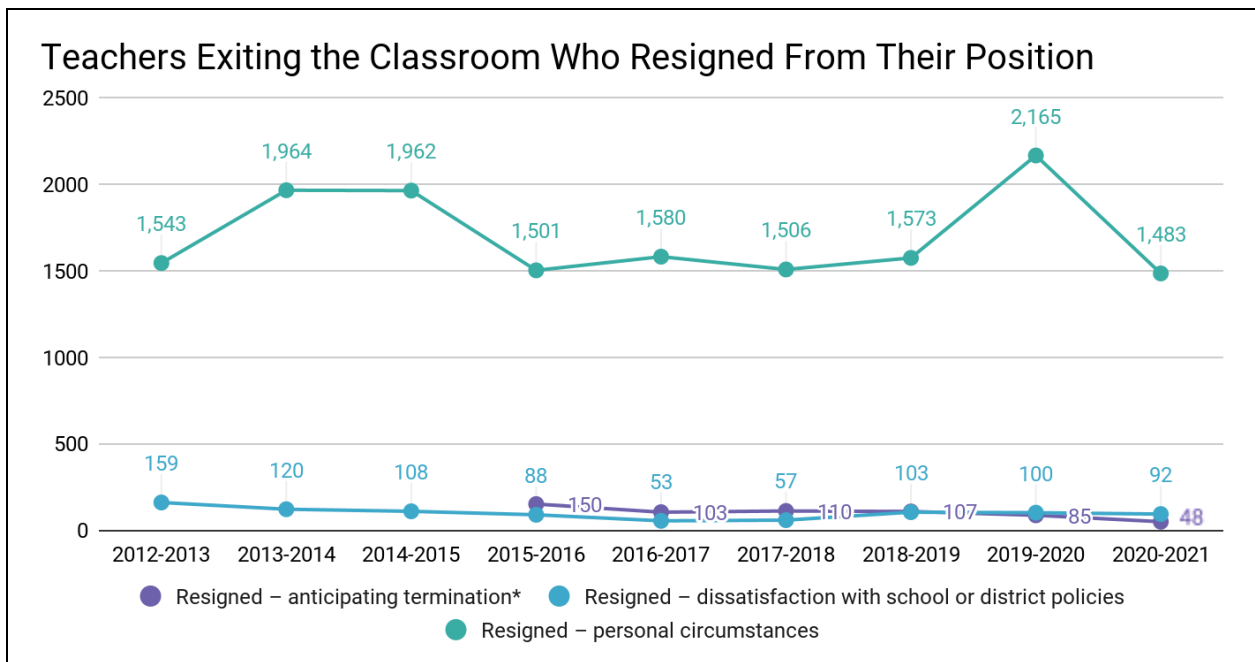


Data Source: LDOE, Teacher Exit Survey Data (2020-2021)

Teachers resigning due to personal circumstances has returned to previous departure rate

In the 2019-2020 school year the resignation rates for anticipating termination and dissatisfaction with school or district policies remained consistent, however the resignation rate for personal circumstances increased by 38 percent. School systems cited the increase in teachers exiting during the 2019-2020 school year was due to personal reasons was attributed to COVID-19.

In the 2020-2021 school year the resignation rate for personal circumstances has returned to the previous rate of ~1,500 teachers.

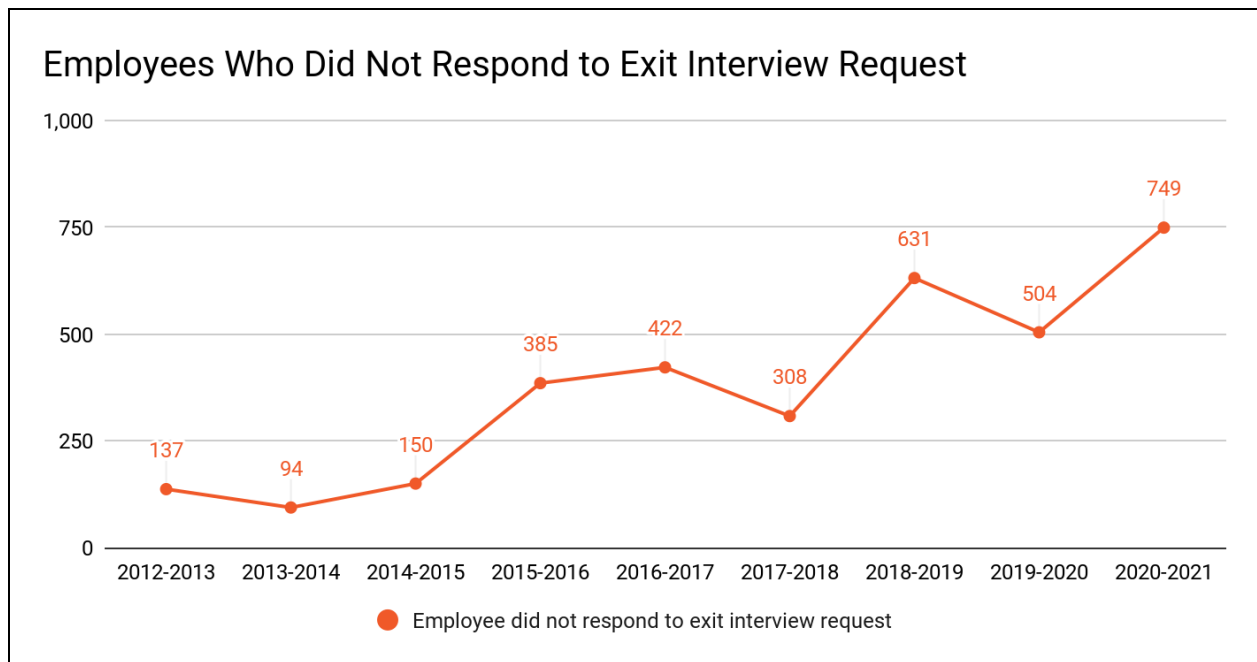


**The reason "Resigned - anticipating termination" was added in the 2015-2016 school year.*

Data Source: LDOE, Teacher Exit Survey Data (2020-2021)

Fewer teachers are responding to the exit interview request

While all 69 reporting school systems have systems in place to collect the Teacher Exit Interview data, 20 school systems are reporting a collective 749 teachers who did not provide a reason for their departure. Of the 20 school systems, 16 have seen an increase in the number of teachers not responding when comparing 2019-2020 to 2020-2021. The school systems with 20 or more teachers not responding include Caddo Parish, Central Community School District, Iberia Parish, Iberville Parish, Lafourche Parish, Livingston Parish, St. John the Baptist Parish, and St. Tammany Parish. The 749 teachers who did not provide a reason for their departure are included in the total count of teachers exiting.



Data Source: LDOE, Teacher Exit Survey Data (2020-2021)

Summary

The results of the exit survey this year show that the number of teachers exiting the classroom continues to remain steady including the reasons why. A decreasing trend in the count of the total teacher workforce is emerging starting in 2018-2019 and there is an increasing challenge in hiring teachers who are prepared to teach the content they are assigned. The preparation challenge may be attributed to the decreasing number of new teachers being prepared through Louisiana's teacher preparation programs.

The Teacher Exit Survey collects information regarding the count of teachers departing at the end of each calendar year. It is important to note though, it does not provide context regarding teacher vacancies within each school system and if hiring challenges exist.

Appendix A: Total Teacher Exit Survey Responses from 2020-2021 (in descending order)

Reason	Count of Teachers Exiting	Percent of Teachers Exiting
Resigned – personal circumstances	1,483	26%
Retirement	1,171	21%
Accepted a teaching or leadership position within Louisiana	1,078	19%
Employee did not respond to exit interview request	749	13%
Accepted a teaching or leadership position outside of Louisiana	353	6%
Accepted a position outside of the field of education	295	5%
Accepted a non-teaching position within district	169	3%
Terminated	96	2%
Resigned – dissatisfaction with school or district policies	92	2%
Reduction in force/layoff	77	1%
Resigned – anticipating termination	48	1%
Death	40	1%
License revoked	1	<1%
Total Exiting Teachers	5,652	100%

Appendix B: Reasons Teachers Departed 2018-2019 to 2020-2021 (in descending order)

Reason	2018-2019		2019-2020		2020-2021	
	Count of Teachers Exiting	Percent of Teachers Exiting	Count of Teachers Exiting	Percent of Teachers Exiting	Count of Teachers Exiting	Percent of Teachers Exiting
Resigned – personal circumstances	1,573	26%	2,165	36%	1,483	26%
Retirement	1,204	20%	1,213	20%	1,171	21%
Accepted a teaching or leadership position within Louisiana	1,161	19%	1,093	18%	1,078	19%
Employee did not respond to exit interview request	631	11%	504	8%	749	13%
Accepted a teaching or leadership position outside of Louisiana	355	6%	248	4%	353	6%
Accepted a position outside of the field of education	266	4%	245	4%	295	5%
Accepted a non-teaching position within district	138	2%	50	1%	169	3%
Terminated	311	5%	248	4%	96	2%
Resigned – anticipating termination	107	2%	85	1%	92	2%
Resigned – dissatisfaction with school or district policies	103	2%	100	2%	92	2%
Reduction in force/layoff	97	2%	57	1%	77	1%
Death	39	1%	44	1%	40	1%
License revoked	15	<1%	2	<1%	1	<1%
Total Exiting Teachers	6,000	100%	6,054	100%	5,696	100%