

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



2021-2022 Teacher Exit Survey Report

FROM THE BOARD OF ELEMENTARY AND SECONDARY EDUCATION

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 2021-2022 school year, the Department received data from all 69 school systems in the state. Teacher exit 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 have increased, but 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 remained consistent, with an average of 11 percent of the teacher workforce exiting each year. However, in 2021-2022 the rate of teachers leaving the classroom rose to 14%. The top three reasons for exiting are consistent with previous years. For the third consecutive year, there has been a decrease in the total teacher workforce; in 2021-2022, there were 935 fewer teachers in Louisiana public and charter classrooms compared to 2020-2021.

School Year	Count of teachers exiting classroom	Total teacher workforce*	Percent of teacher workforce exiting from classroom**
2021-2022	6,944	50,081	14%
2020-2021	5,652	51,016	11%
2019-2020	6,054	51,383	12%
2018-2019	6,000	51,670	12%
2017-2018	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%

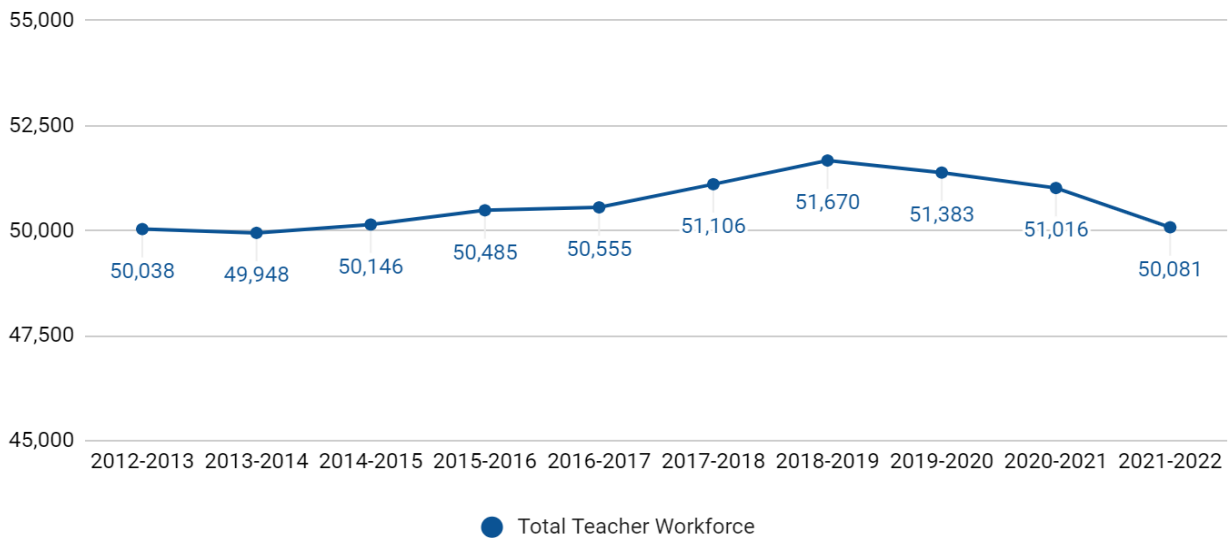
**As reported in End-of-Year (EOY) Profile for Educational Personnel (PEP) data for years 2013-2021. Due to a shift in data collection procedures, 2021-2022 data was reported in EdLink 360 **Excludes charter school data which is not required.*

The total teacher workforce is continuing to decrease

From 2012-2013 through 2018-2019, there was an average increase of 275 teachers each year in the count of the total teacher workforce. In 2021-2022, the number of teachers in the workforce decreased by 935 teachers. From 2019-2020 through 2021-2022, there is an average decrease of 530 teachers in the count of total teacher workforce. Previously the three year average for 2018-2019 to 2020-2020 was a decrease of 325 teachers each year in the count of the total teacher workforce. The decrease in the count of teachers from 2019-2020 through 2021-2022 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.

Total Teacher Workforce by Academic Year

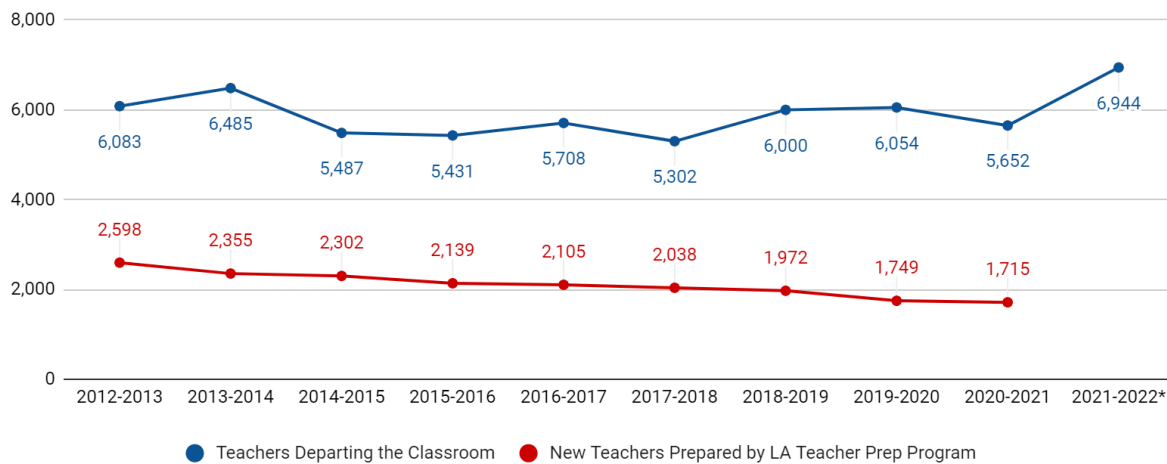


Data Source: LDOE, Profile of Educational Personnel (PEP) End of Year Data Collection for years 2012-2021; LDOE, EdLink for year 2021-2022

Fewer prospective educators are completing Louisiana’s Teacher Preparation Programs

Between 2014-2015 and 2020-2021, the number of teachers departing remained relatively stable with an average of 11% (5,800) of teachers departing each year. In 2021-2022, the number of teachers departing rose to 14% (6,944), while the number of new teachers prepared by a Louisiana Teacher Preparation Program continues to decrease by an average of 110 teachers each year since the 2012-2013 school year with 1,715 teachers completing a program in the 2020-2021 school year. This number does show a possible trend towards stabilizing when compared to previous years’ rate of decrease and should continue to be monitored.

Teachers Departing and New Teachers by Academic Year



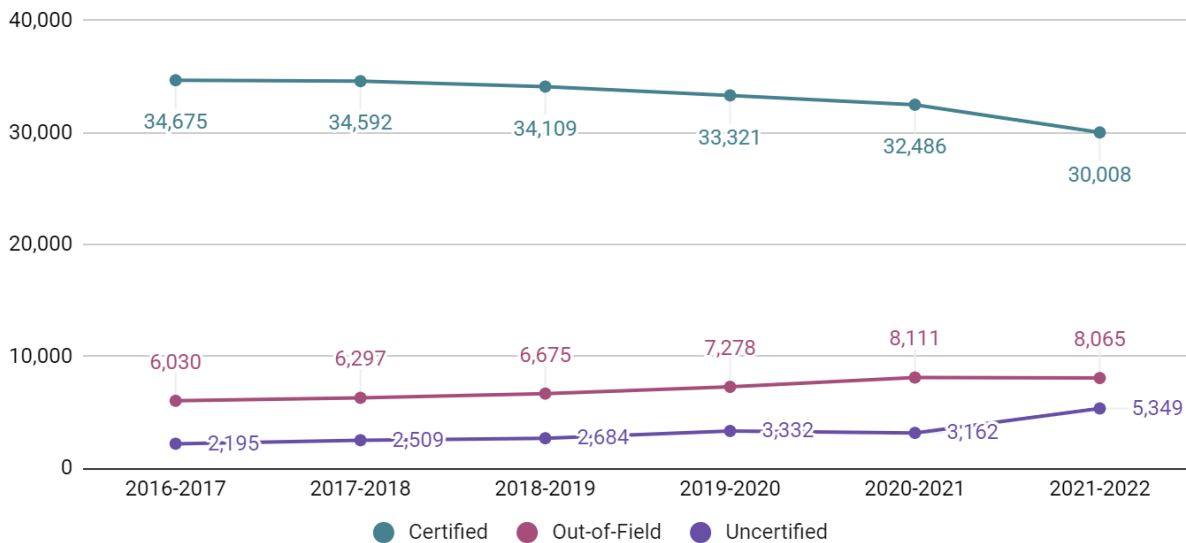
* 2021-2022 New Teachers Prepared by a Louisiana Teacher Preparation Program data is not yet available.

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 1,038 (2%) teachers each year who are teaching courses out-of-field or uncertified since the 2016-2017 school year. Out-of-field teachers, 8,065 (16%) teachers in 2021-2022, 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, 5,349 (11%) of teachers in 2021-2022, are teachers who do not hold a valid teaching certificate.

Percent of Teachers by Educator Workforce Report Certification Status*



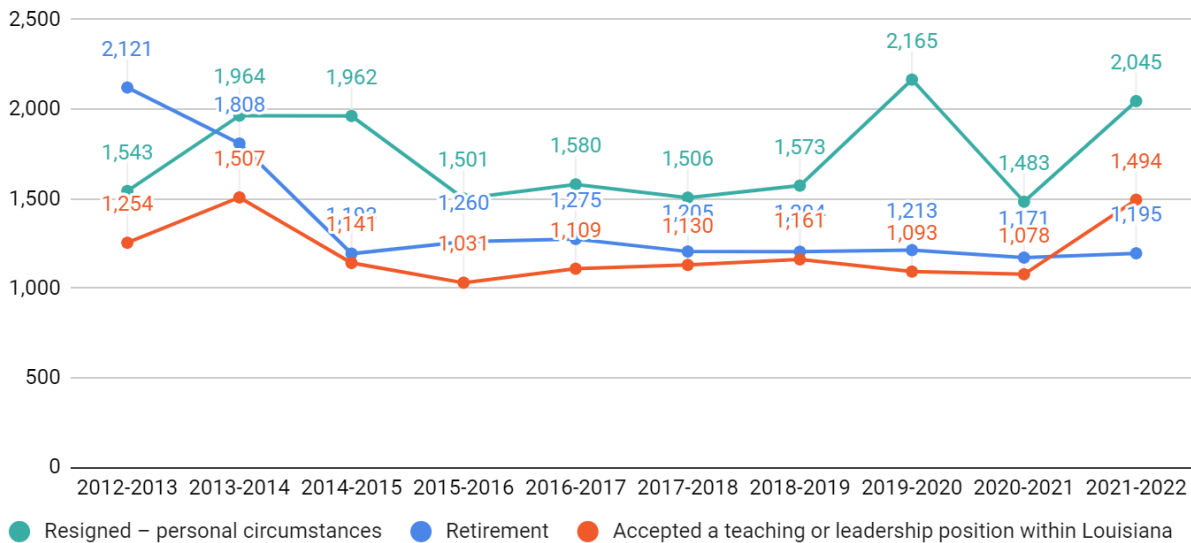
*Certification status is only assigned to teachers who are assigned to classes in the Profile of Educational Personnel (PEP) reporting system.

Data Source: LDOE, State Educator Workforce Reports (2021-2022)

Top three reasons for departing remain the same

In the 2021-2022 school year, 68 percent of teachers stated they were leaving due to personal reasons, transferring to another Louisiana school system, or retiring. These top three reasons for teachers exiting the classroom are consistent with previous years. The number of teachers exiting due to retirement remains stable. Teachers resigning due to personal circumstances or transferring to another Louisiana school system have increased by 3 percent each.

Top Three Reasons for Teachers Exiting the Classroom



Data Source: LDOE, Teacher Exit Survey Data (2021-2022)

Teachers resigning due to personal circumstances has increased

Although the 2020-2021 school year indicated that the resignation rate for personal circumstances was returning to the previous rate of about 1500 teachers, 2021-2022 exit survey data shows an increase for this category. Resignation rates for anticipating termination remained stable, but resignations due to dissatisfaction with school or district policies more than doubled in 2021-2022.

Teachers Exiting the Classroom Who Resigned From Their Position



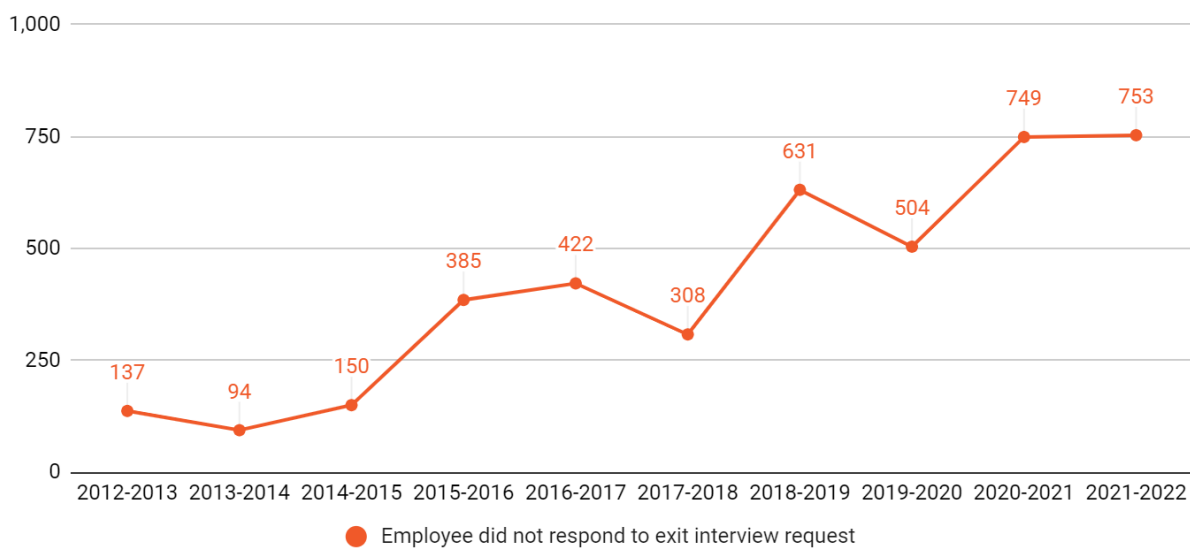
*The reason "Resigned - anticipating termination" was added in the 2015-2016 school year.

Data Source: LDOE, Teacher Exit Survey Data (2021-2022)

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, 22 school systems are reporting a collective 753 teachers who did not provide a reason for their departure. The total number of teachers declining to respond to the exit interview is similar to 2020-2021, but remains high compared to previous years. The school systems with 20 or more teachers not responding include Livingston Central Office (344), St. Tammany Central Office (183), East Baton Rouge Central Office (90), and Central Community Schools (32). The 753 teachers who did not provide a reason for their departure are included in the total count of teachers exiting.

Employees Who Did Not Respond to Exit Interview Request



Data Source: LDOE, Teacher Exit Survey Data (2021-2022)

Summary

The results of the exit survey this year show that the number of teachers exiting the classroom has risen, but the primary reasons why remain steady. There is a continued increase in teachers declining to respond to the exit interview request. A decreasing trend in the count of the total teacher workforce emerged starting in 2018-2019 and continues in 2021-2022. An area of concern is the continued decline in the 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 school year from traditional Louisiana public schools; charter schools are not required to submit this data. 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 2021-2022*(in descending order)*

Reason	Count of Teachers Exiting	Percent of Teachers Exiting
Resigned – personal circumstances	2,045	29%
Accepted a teaching or leadership position within Louisiana	1,494	22%
Retirement	1,195	17%
Employee did not respond to exit interview request	753	11%
Accepted a position outside of the field of education	520	7%
Accepted a teaching or leadership position outside of Louisiana	404	6%
Resigned – dissatisfaction with school or district policies	193	3%
Terminated	127	2%
Accepted a non-teaching position within district	99	1%
Resigned – anticipating termination	49	1%
Death	45	1%
Reduction in force/layoff	14	<1%
License revoked	6	<1%
Total Exiting Teachers	6,944	100%

Appendix B: Reasons Teachers Departed 2018-2019 to 2021-2022 (in descending order)

Reason	2018-2019		2019-2020		2020-2021		2021-2022	
	Count of Teachers Exiting	Percent of Teachers Exiting	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%	2,045	29%
Accepted a teaching or leadership position within Louisiana	1,161	19%	1,093	18%	1,078	19%	1,494	22%
Retirement	1,204	20%	1,213	20%	1,171	21%	1,195	17%
Employee did not respond to exit interview request	631	11%	504	8%	749	13%	753	11%
Accepted a position outside of the field of education	266	4%	245	4%	295	5%	520	7%
Accepted a teaching or leadership position outside of Louisiana	355	6%	248	4%	353	6%	404	6%
Resigned – dissatisfaction with school or district policies	103	2%	100	2%	92	2%	193	3%
Terminated	311	5%	248	4%	96	2%	127	2%
Accepted a non-teaching position within district	138	2%	50	1%	169	3%	99	1%
Resigned – anticipating termination	107	2%	85	1%	92	2%	49	1%
Death	39	1%	44	1%	40	1%	45	1%
Reduction in force/layoff	97	2%	57	1%	77	1%	14	0%
License revoked	15	<1%	2	<1%	1	<1%	6	0%
Total Exiting Teachers	6,000	100%	6,054	100%	5,696	100%	6,944	100%
Total Teachers in Workforce	51,670		51,383		51,016		50,081	