

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



2018-2019 Teacher Exit Survey Report

FROM THE BOARD OF ELEMENTARY AND SECONDARY EDUCATION

Prepared by the Louisiana Department of Education
December 2019

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 2018-2019 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 data collected from school systems is reported by school system personnel and varies from attrition rates the Department calculates using personnel data systems. This variance is due to personnel reporting timelines. Beginning next year, the Department will transition to a new data system that will allow consistency of collection and reporting timelines for attrition rates and teacher exit interviews.

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 and reasons for departure are stable

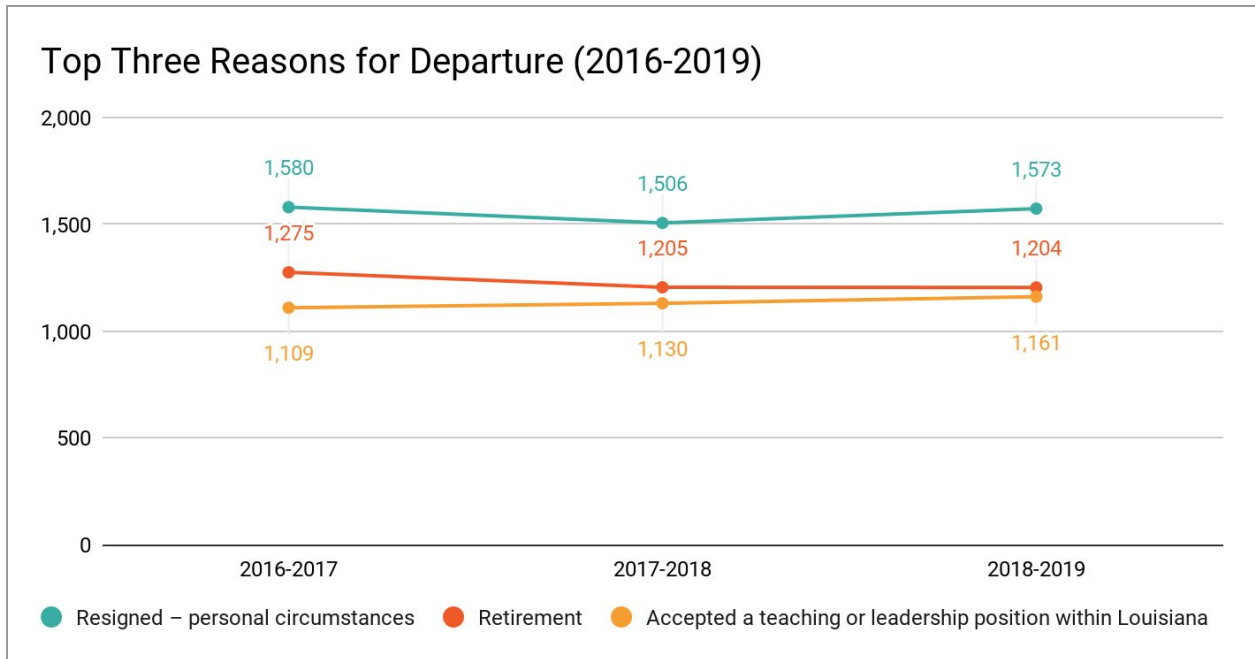
Statewide, the number of teachers who school systems reported as leaving their classrooms between the 2014-2015 and 2018-2019 academic years has remained consistent, with between 10 and 12 percent of the teacher workforce exiting each year. In the 2018-2019 academic year the number of teachers exiting their classrooms increased slightly compared to the trend of prior years.¹

Academic Year	Count of teachers exiting classroom*	Total teacher workforce	Percent of teacher workforce exiting from classroom*
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%

*Includes total teachers in public schools departing

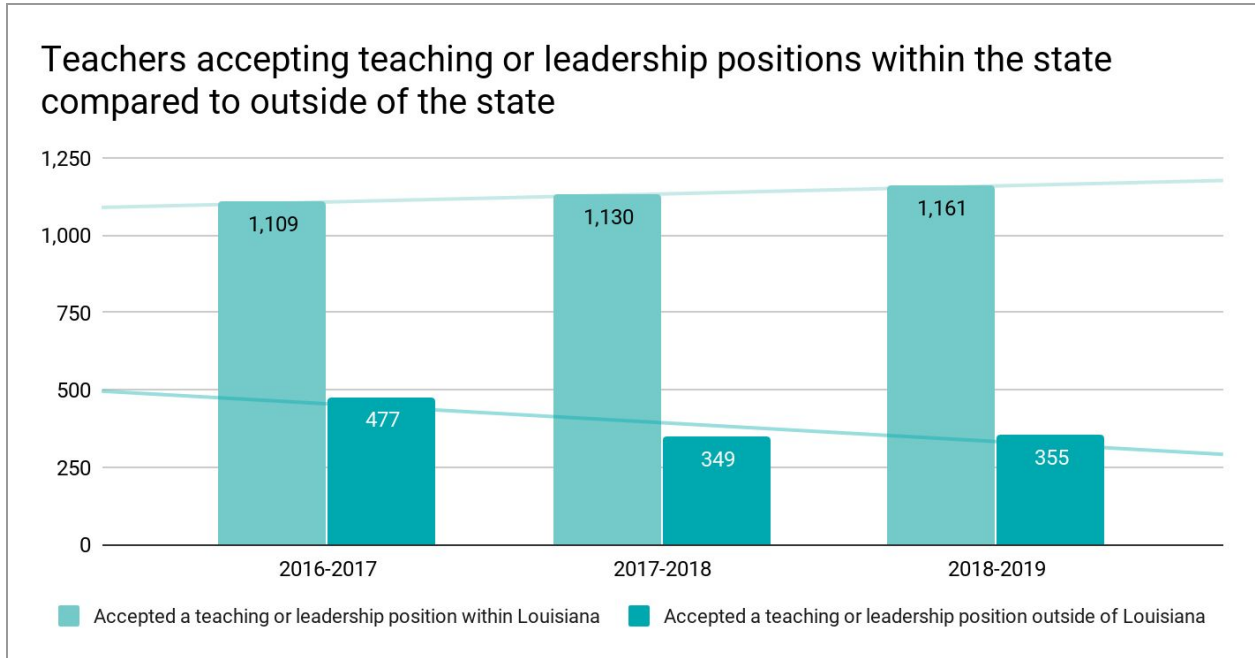
¹ Four school systems, Calcasieu Parish, Jefferson Parish, Livingston Parish, and Tangipahoa Parish, reported higher rates of teachers exiting in the 2018-2019 academic year. Livingston Parish reported significantly fewer teachers exiting their school system during the 2017-2018 academic year (23) compared to both the 2016-2017 academic year (227) and 2018-2019 academic year (348). This was due to administrative error and impacts the percentage change of teachers exiting the classroom from 2017-2018 to 2018-2019.

Of the teachers included in school systems' reports for the 2018-2019 school year, 66 percent of teachers who responded to the exit survey stated they were retiring, transferring to another Louisiana school system, or leaving due to personal reasons. These top three reasons for teachers departing are consistent with previous years. Retirement rates are steady, as are the rates of departing for "personal reasons."



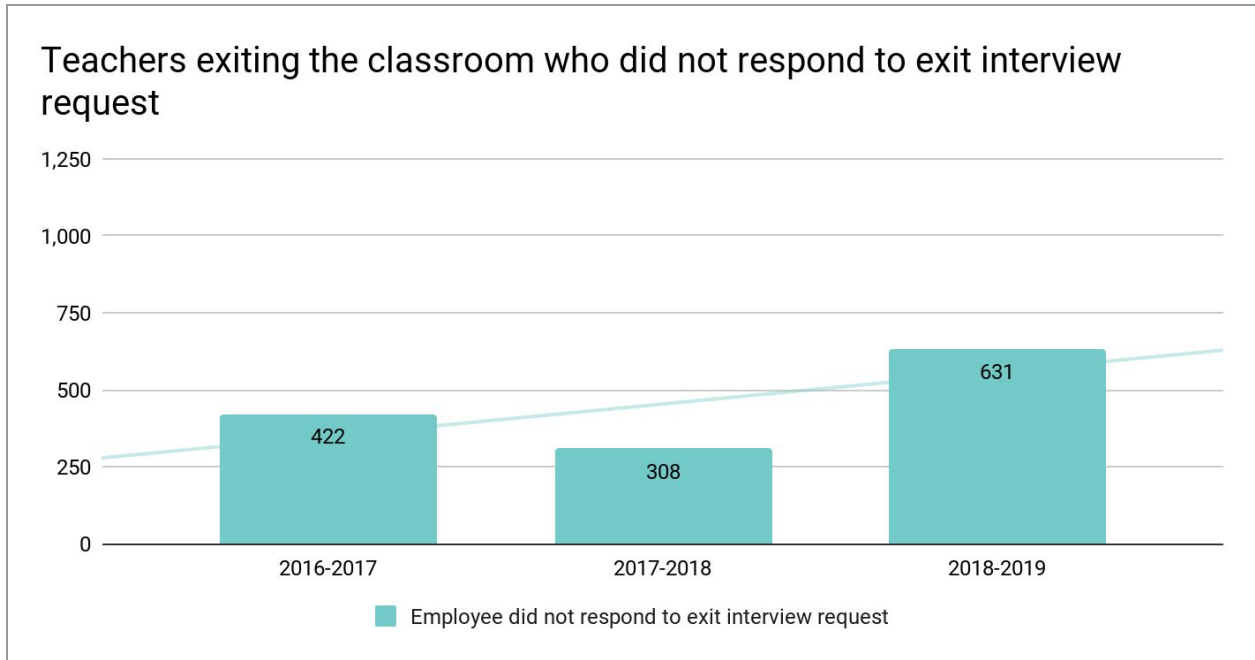
More teachers are accepting teaching and leadership positions within the state

From 2016-2017 to 2018-2019, more teachers accepted teaching or leadership positions within the state. At the same time, fewer teachers accepted a teaching or leadership position in another state. This includes teachers who accepted leadership positions within the same school system, as well as those who accepted teaching or leadership positions in the state.



Fewer teachers are responding to the exit interview request

From 2016-2017 to 2018-2019 fewer teachers responded to the exit interview request from school systems.



Summary

The results of the exit survey over the last five years show that the Louisiana teacher workforce is stable and within two percentage points over the past five years. The top three reasons for teachers exiting has also remained stable. A greater percentage of teachers accepted teaching or leadership positions within the state and fewer teachers exiting the classroom are responding to exit interview requests.

Appendix A: Total Teacher Exit Survey Responses from 2018-2019 (in descending order)

#	Reason	Count of Teachers Exiting	Percent of Teachers Exiting
9	Resigned – personal circumstances	1,573	26%
12	Retirement	1,204	20%
7	Accepted a teaching or leadership position within Louisiana	1,161	19%
10	Employee did not respond to exit interview request	631	11%
6	Accepted a teaching or leadership position outside of Louisiana	355	6%
4	Terminated	311	5%
8	Accepted a position outside of the field of education	266	4%
2	Accepted a non-teaching position within district	138	2%
13	Resigned – anticipating termination	107	2%
5	Resigned – dissatisfaction with school or district policies	103	2%
11	Reduction in force/layoff	97	2%
3	Death	39	1%
1	License revoked	15	<1%
	Total Exiting Teachers	6,000	100%

Appendix B: Reasons Teachers Departed 2016-2017 to 2018-2019 (in descending order)

#	Reason	2016-2017		2017-2018		2018-2019	
		Count of Teachers Exiting	Percent of Teachers Exiting	Count of Teachers Exiting	Percent of Teachers Exiting	Count of Teachers Exiting	Percent of Teachers Exiting
9	Resigned – personal circumstances	1,580	28%	1,506	28%	1,573	26%
12	Retirement	1,275	22%	1,205	23%	1,204	20%
7	Accepted a teaching or leadership position within Louisiana	1,109	19%	1,130	21%	1,161	19%
10	Employee did not respond to exit interview request	422	7%	308	6%	631	11%
6	Accepted a teaching or leadership position outside of Louisiana	477	8%	349	7%	355	6%
4	Terminated	293	5%	171	3%	311	5%
8	Accepted a position outside of the field of education	239	4%	228	4%	266	4%
13	Resigned – anticipating termination	103	2%	110	2%	107	2%
11	Reduction in force/layoff	66	1%	125	2%	97	2%
2	Accepted a non-teaching position within district	47	1%	84	2%	138	2%
5	Resigned – dissatisfaction with school or district policies	53	1%	57	1%	103	2%
3	Death	41	1%	28	1%	39	1%
1	License revoked	3	<1%	1	<1%	15	<1%
	Total Exiting Teachers	5,708	100%	5,302	100%	6,000	100%
	Total Teachers in Workforce	50,555		51,106		51,670	