

**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
October 2016

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 personnel directors across the state to streamline the exit survey reasons from 20 to 13. Reducing and clarifying 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 their stated reason 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.

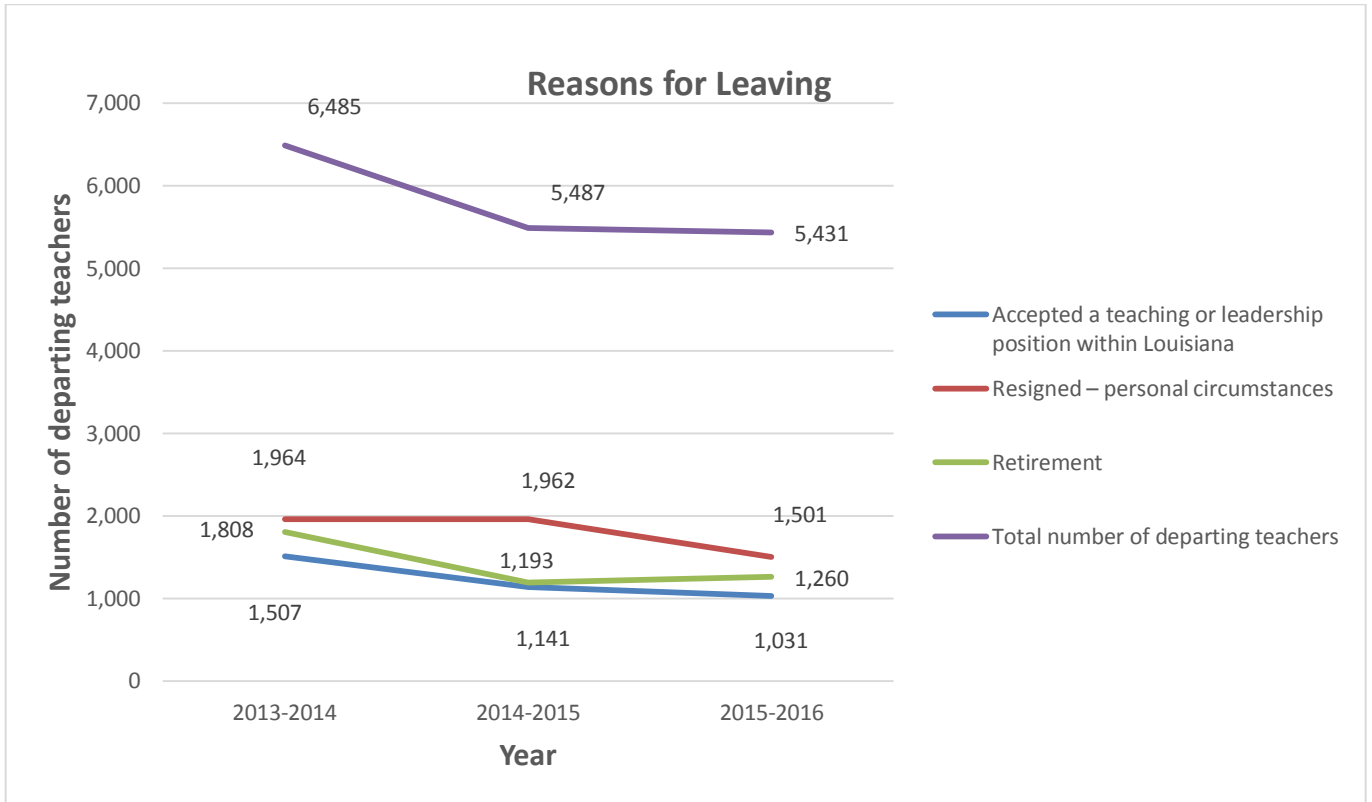
While the top reasons for departing have remained consistent, there were shifts in less frequently reported reasons for departing.

For example, the number of teachers not submitting an exit survey was higher this year than in past years. This increase is attributable to a small group of districts that reported an increase in this category.

Additionally, the number of districts reporting that a significant share (20 percent 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 fewer reductions in force.

Finally, over the past four years, 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