2016-2017 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 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 by January 15 of each year.

Louisiana Department of Education staff members have coordinated the collection of this information and have worked with local school districts to improve the interview and data reporting processes over the past four years.

During the 2016-2017 school year, the Department received data from all 69 school 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. A summary, including key trends, is listed below.

Louisiana's teacher workforce is stable

Statewide, the number of teachers who reported leaving their classrooms in the 2016-2017 academic year has remained steady at 11 percent. One district, East Baton Rouge, reported an increase in the number of teachers exiting in 2016-2017. The number of teacher existing doubled when compared to 2015-2016, as many teachers lost their homes and left the district or state for shelter. Had East Baton Rouge remained steady, the percentage of teachers leaving the workforce in 2016-2017 would have decreased from 11 percent to 10 percent.

Year	Number of teachers exiting	Total teacher workforce*	Percentage of teacher workforce exiting from workforce
2016-2017	5,680	50,555	11%
2015-2016	5,431	50,485	11%
2014-2015	5,487	50,146	11%

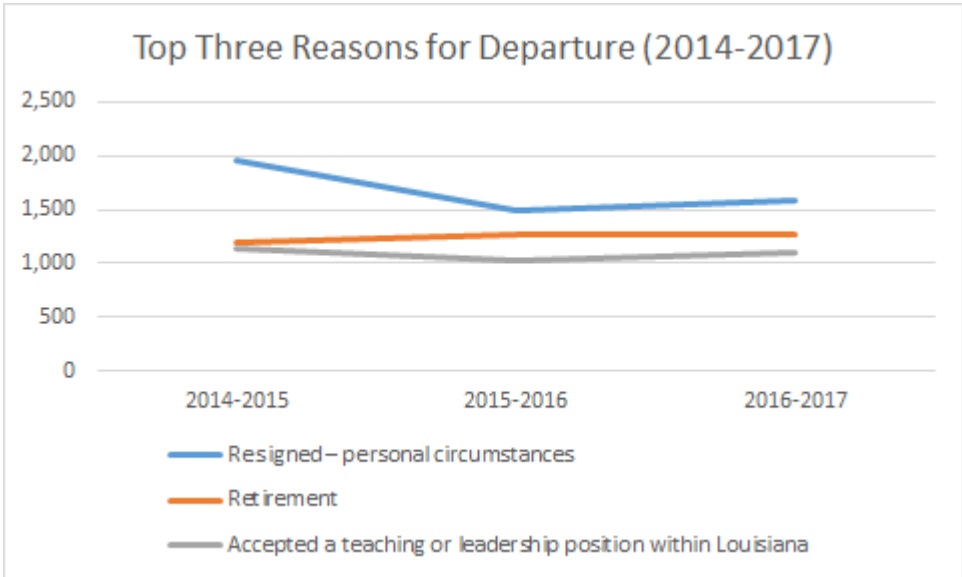*As reported in end-of-year Profile for Educational Personnel (PEP) data*

Fewer teachers are departing due to dissatisfaction with school and district policies

While the top reasons for departing have remained consistent, over the past three years (2014-2017) there has been a significant decrease in the number of teachers exiting due to dissatisfaction with school or district policies.

Resigned – dissatisfaction with school or district policies (2014-2017)
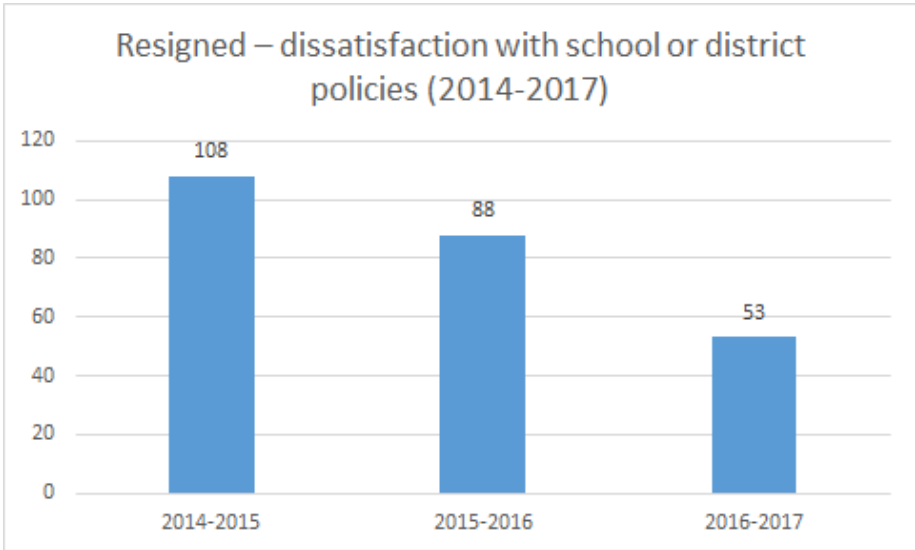
The reasons teachers reported leaving their classrooms in 2016-2017 is similar to previous years

Of the teachers included in districts' reports for the 2016-2017 school year, 70 percent of teachers who responded to the exit survey stated they were retiring, transferring to another Louisiana district, or leaving due to personal reasons. The top three reasons for teachers departing is consistent with previous years.

Top Three Reasons for Departure (2014-2017)

- Resigned – personal circumstances
- Retirement
- Accepted a teaching or leadership position within Louisiana

APPENDIX A: Total Teacher Exit Survey Responses 2016-2017

All Responses	Total Teachers Exiting	Percentage of Total Teachers Exiting
Resigned – personal circumstances	1,580	29%
Retirement	1,275	22%
Accepted a teaching or leadership position within Louisiana	1,109	20%
Accepted a teaching or leadership position outside of Louisiana	477	8%
Employee did not respond to exit interview request	422	7%
Terminated	293	5%
Accepted a position outside of the field of education	239	2%
Resigned anticipating termination	103	2%
Reduction in force/layoff	66	1%
Resigned – dissatisfaction with school or district policies	53	1%
Death	41	1%
Accepted a non-teaching position within district	19	1%
License revoked	3	<1
Total	**5,680**	**100%**

APPENDIX B: Reasons Teachers Departed 2014-2015 to 2016-2017

Reason *(prior to 2015-2016)*	Reason *(2015-2016 and beyond)*	2014-2015	2015-2016	2016-2017
Family/personal relocation	Resigned – personal circumstances	36% (1,962)	28% (1,501)	20% (1,580)
Personal reasons				
Homemaking/caring for a family member/maternity leave				
Illness/disability				
Retirement	Retirement	21% (1,193)	23% (1,260)	23% (1,275)
Employment in education field -- Accepted another job in a Louisiana district or school	Accepted a teaching or leadership position within Louisiana	21% (1,141)	19% (1,031)	20% (1,109)
No response/refused to interview	Employee did not respond to exit interview request	3% (150)	7% (385)	7% (422)
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	4% (213)	7% (379)	8% (477)
Employment outside the field of education	Accepted a position outside of the field of education	4% (246)	5% (277)	4% (239)
Discharge due to unsuitability	Terminated	5% (276)	4% (210)	5% (293)
Certification issue - Non-standard certificate holder not re-employed because a certified teacher was hired				
N/A	Resigned - anticipating termination	N/A	3% (150)	2% (103)
Dissatisfaction with school or district climate - discipline/classroom control	Resigned – dissatisfaction with school or district policies	2% (108)	2% (88)	1% (53)

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	2% (95)	1% (57)	<1% (19)
Reduction in force/layoff	Reduction in force/layoff	1% (53)	1% (54)	1% (66)
Death	Death	1% (45)	<1% (33)	<1% (41)
Lost credential	License revoked	<1% (5)	<1% (6)	<1% (3)
Total teachers exiting		**11% (5,487)**	**11% (5,431)**	**11% (5,680)**
Total teachers in the workforce		**50,146**	**50,485**	**50,555**