

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



2017-2018 Teacher Exit Survey Report

FROM THE BOARD OF ELEMENTARY AND SECONDARY EDUCATION

Prepared by the Louisiana Department of Education
December 2018

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 2017-2018 school year, the Department received data from all 69 school districts in the state. Data was not collected from charter schools. 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

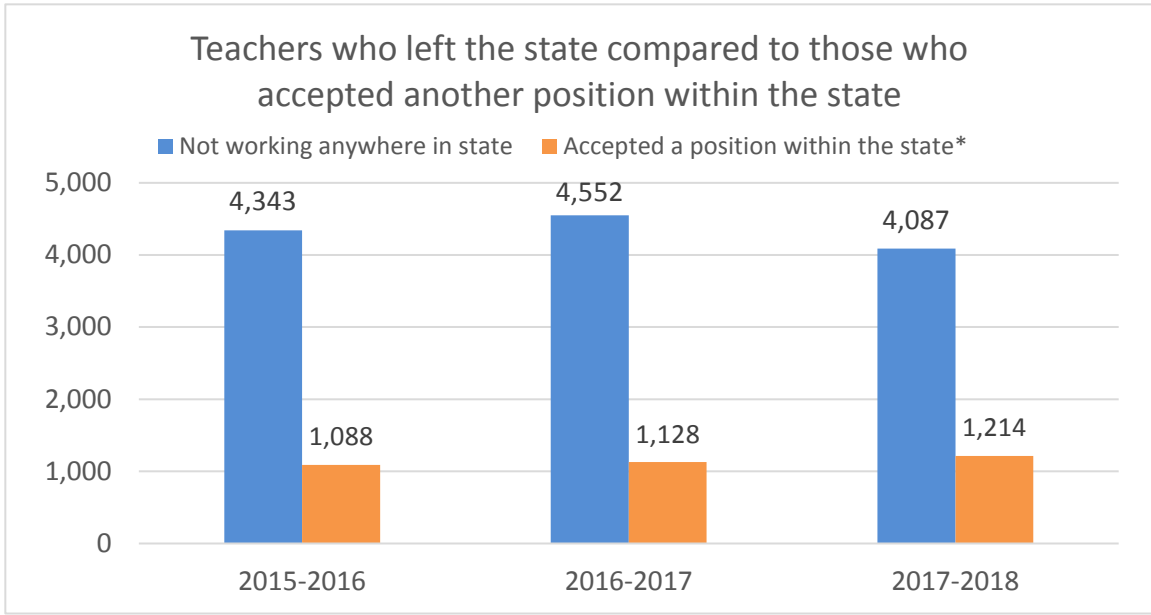
Statewide, the number of teachers who districts reported as leaving their classrooms in the 2017-2018 academic year decreased from 11 percent to 10 percent.

Year	Number of teachers exiting classroom*	Total teacher workforce*	Percentage of teacher workforce exiting from classroom*
2015-2016	5,431	50,485	11%
2016-2017	5,680	50,555	11%
2017-2018	5,301	51,106	10%

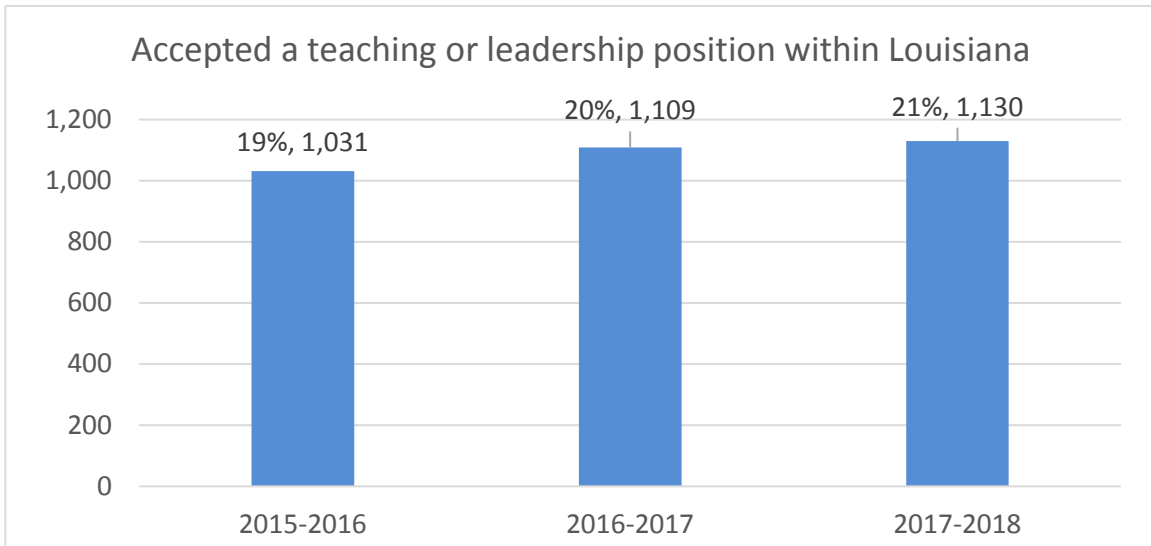
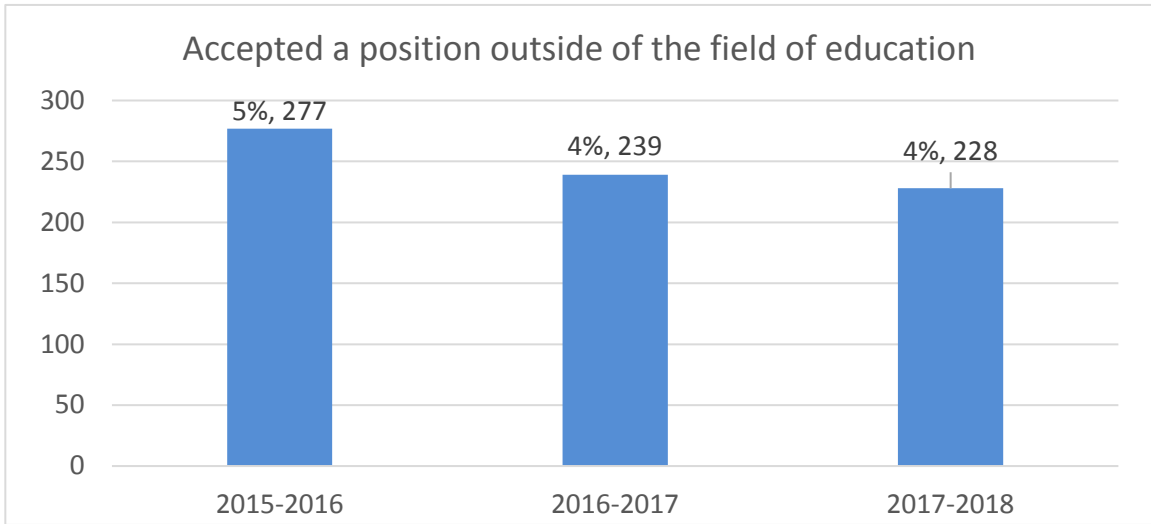
**Includes total teachers in public schools departing*

More teachers are accepting teaching and leadership positions within the state

From 2016-2017 to 2017-2018 there was a one percent increase in the retention of Louisiana's educator workforce. During this time, fewer teachers accepted a teaching or leadership position in another state. At the same time, more teachers accepted teaching or leadership positions within the state. This includes teachers who accepted leadership positions within the same district, as well as those who accepted teaching or leadership positions in the state.

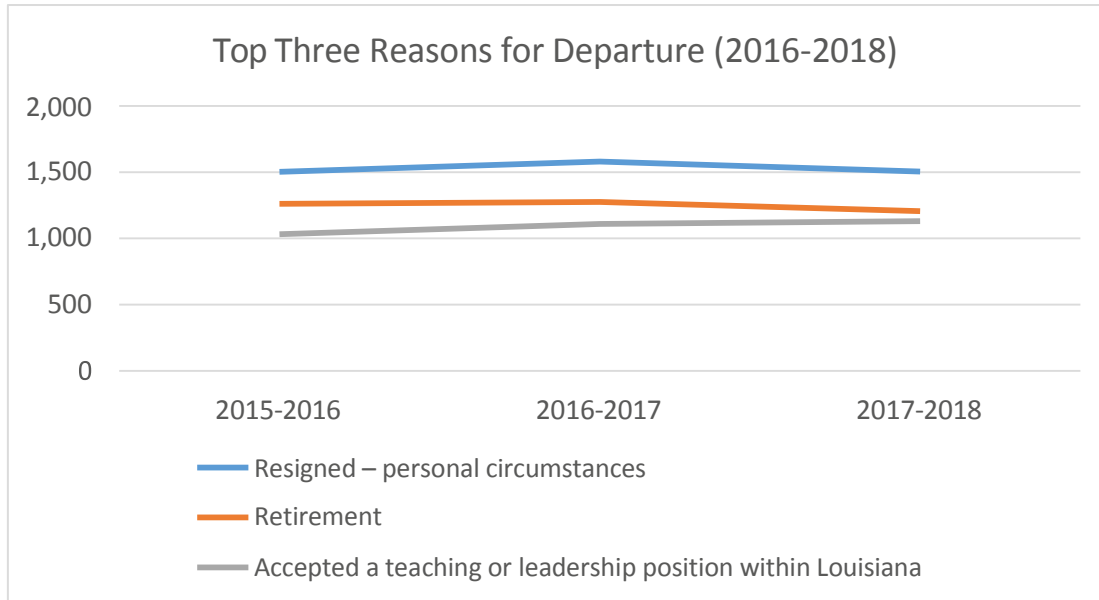


**Includes teachers who accepted a non-position within the same district and teachers who accepted a teaching or leadership position within Louisiana.*



The reasons teachers reported leaving their classrooms in 2017-2018 is similar to previous years

Of the teachers included in districts' reports for the 2017-2018 school year, 72 percent of teachers who responded to the exit survey stated they were retiring, transferring to another Louisiana district, or leaving due to personal reasons. These top three reasons for teachers departing are consistent with previous years. Retirement rates are steady, as are rates of departing for “personal reasons.”



Summary

Overall, the percentage of teachers leaving their school system decreased by one percent from 2016-2017 to 2017-2018, and a greater percentage of teachers accepted teaching or leadership positions within the state.

Appendix A: Total Teacher Exit Survey Responses from 2017-2018 *(in descending order)*

#	Question	Total Teachers Exiting	Percentage of Total Teachers Exiting
9	Resigned – personal circumstances	1,505	28%
12	Retirement	1,205	23%
7	Accepted a teaching or leadership position within Louisiana	1,130	21%
6	Accepted a teaching or leadership position outside of Louisiana	349	7%
10	Employee did not respond to exit interview request	308	6%
8	Accepted a position outside of the field of education	228	4%
4	Terminated	171	3%
11	Reduction in force/layoff	125	2%
13	Resigned – anticipating termination	110	2%
2	Accepted a non-teaching position within district	84	2%
5	Resigned – dissatisfaction with school or district policies	57	1%
3	Death	28	1%
1	License revoked	1	<1%
	Total	5,301	100%

Appendix B: Reasons Teachers Departed 2015-2016 to 2017-2018 *(in descending order)*

#	Reason	2015-2016		2016-2017		2017-2018	
		Total Teachers Exiting	Percentage of Total Teachers Exiting	Total Teachers Exiting	Percentage of Total Teachers Exiting	Total Teachers Exiting	Percentage of Total Teachers Exiting
9	Resigned – personal	1,501	28%	1,580	28%	1,505	28%
12	Retirement	1,260	23%	1,275	22%	1,205	23%
7	Accepted a teaching	1,031	19%	1,109	20%	1,130	21%
6	Accepted a teaching	379	7%	477	8%	349	7%
10	Employee did not respond to exit interview request	385	7%	422	7%	308	6%
8	Accepted a position outside of the field of education	277	5%	239	4%	228	4%
4	Terminated	210	4%	293	5%	171	3%
11	Reduction in force/layoff	54	<1%	66	1%	125	2%
13	Resigned – anticipating termination	150	3%	103	2%	110	2%
2	Accepted a non-teaching position within district	57	1%	19	<1%	84	2%
5	Resigned – dissatisfaction with	88	2%	53	<1%	57	1%
3	Death	33	<1%	41	<1%	28	1%
1	License revoked	6	<1%	3	<1%	1	<1%
	Total	5,431	11%	5,680	11%	5,301	10%
	Total teachers in workforce	50,485		50,555		51,106	