

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



2019-2020 Teacher Exit Survey Report

FROM THE BOARD OF ELEMENTARY AND SECONDARY EDUCATION

Prepared by the Louisiana Department of Education
December 2020

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 2019-2020 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 in the 2021-2022 academic 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 are stable and the top three reasons for departure remain consistent

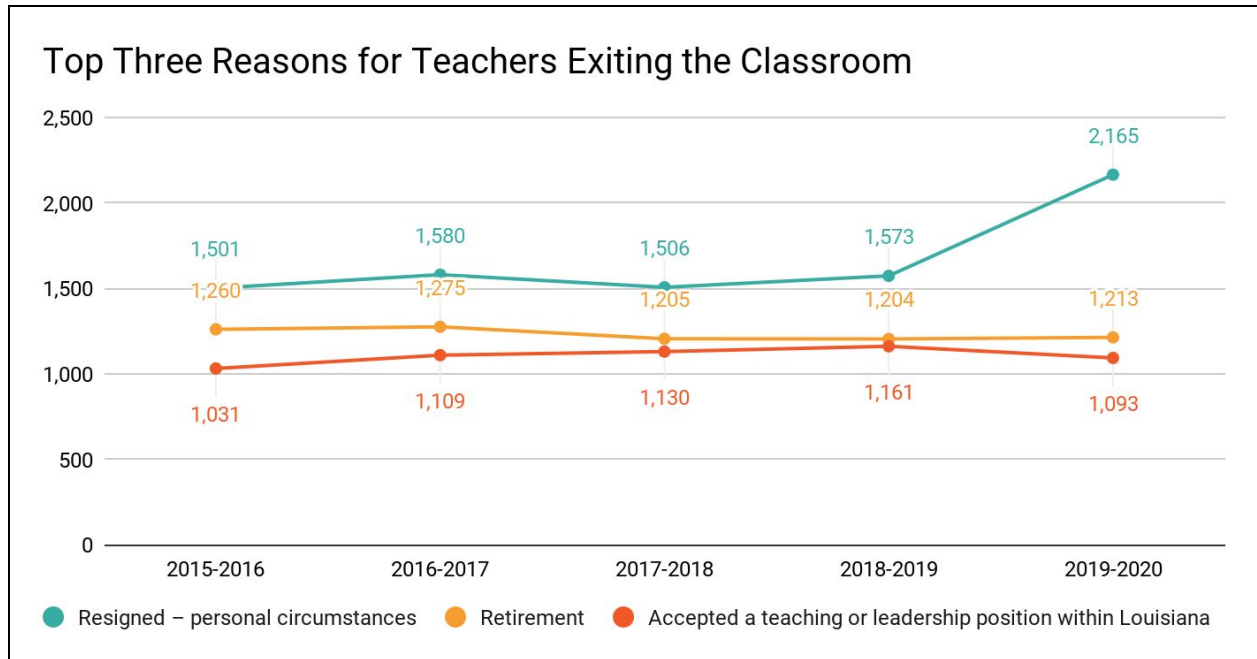
Statewide, the number of teachers who school systems reported as leaving their classrooms between the 2015-2016 and 2019-2020 academic years has remained consistent, with between 10 and 12 percent of the teacher workforce exiting each year. In the 2019-2020 academic year the number of teachers exiting the classroom continues to be stable and the top three reasons for exiting are consistent with previous years.

Academic Year	Count of teachers exiting classroom	Total teacher workforce*	Percent of teacher workforce exiting from classroom
2019-2020	6,054	51,383	12%
2018-2019	6,000	51,670	12%
2017-2018 ¹	5,302	51,106	10%
2016-2017	5,708	50,555	11%
2015-2016	5,431	50,485	11%

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

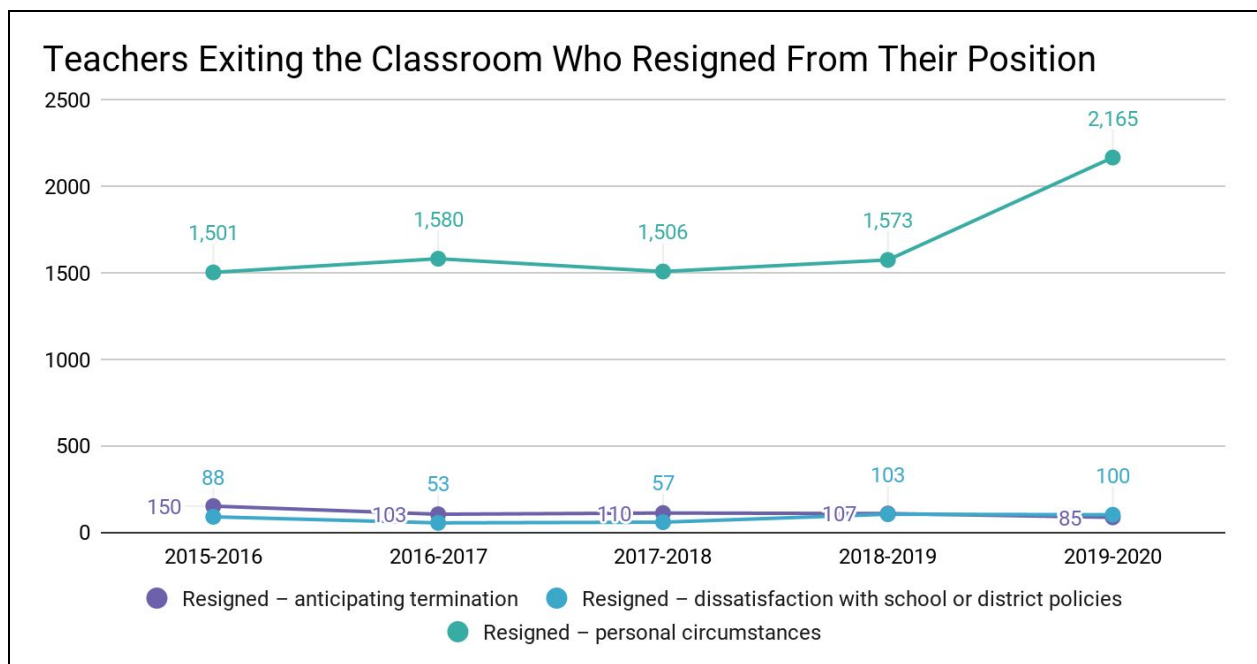
¹ In 2017-2018, an administrative error from one school system caused significantly less teachers reported as departing. This error impacts the percent change of teachers exiting the classroom from 2017-2018 to 2018-2019.

Of the teachers included in school systems' reports for the 2019-2020 school year, 74 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 exiting the classroom are consistent with previous years, and teachers exiting due to retirement or accepting a teaching or leadership position within Louisiana remain stable.



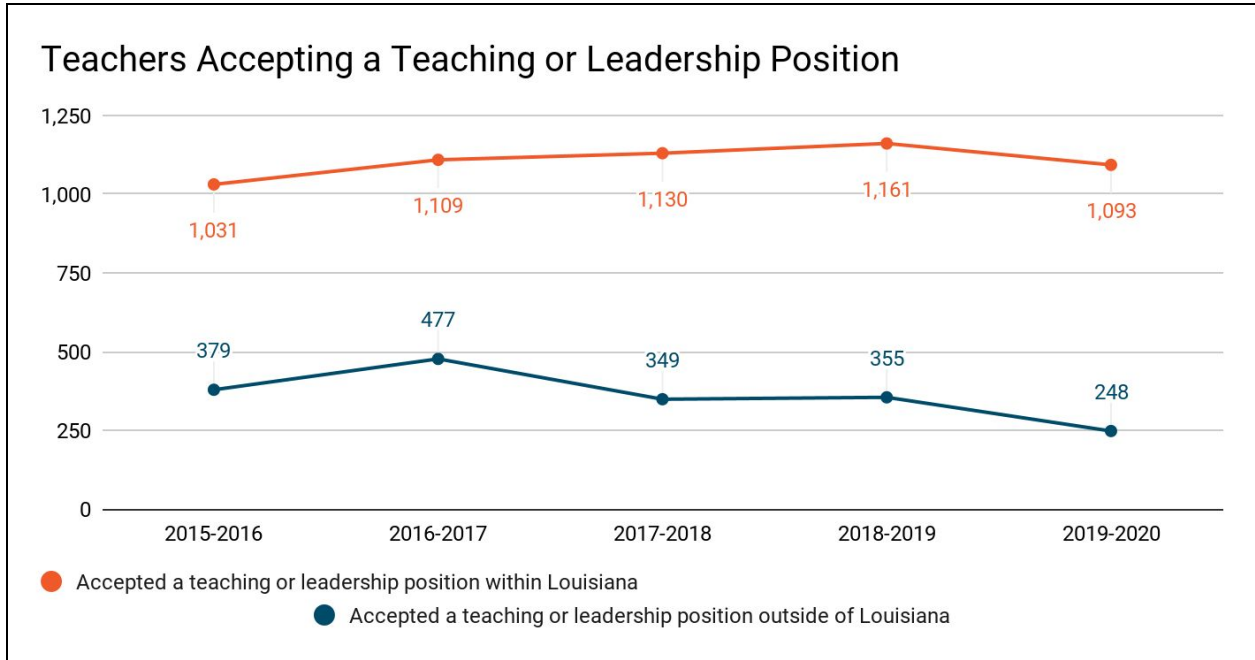
More teachers are resigning due to personal circumstances

When examining resignation rates from 2015-2016 to 2018-2019, the resignation rates and reasons for resigning were relatively consistent. In 2019-2020 the resignation rates for anticipating termination and dissatisfaction with school or district policies remained consistent, however the resignation rates for personal circumstances increased by 38 percent. The school systems that contributed most significantly to this increase (defined as school systems that had at least 10 teachers resigning due to personal circumstances) from 2018-2019 to 2019-2020 include Acadia Parish, Ascension Parish, Bossier Parish, Caddo Parish, East Baton Rouge Parish, Iberia Parish, Jefferson Davis Parish, Rapides Parish, St. John the Baptist Parish, St. Landry Parish, Tangipahoa Parish, and Webster Parish. School systems believe that the increase in teachers exiting due to personal reasons can be attributed to COVID-19.



Fewer teachers are accepting teaching and leadership positions outside of the state

From 2015-2016 through 2019-2020 the number of teachers exiting the classroom to transfer to another school system in Louisiana has remained stable. From 2017-2018 through 2019-2020 a trend is emerging of fewer teachers exiting the classroom to transfer to an out of state school system.



Summary

The results of the exit survey this year show that the number of teachers exiting the classroom continues to remain steady, however there is an increase in the number of teachers exiting the classroom due to personal circumstances. The other reasons for exiting have remained stable. Additionally, fewer teachers are transferring to school systems out of state.

Appendix A: Total Teacher Exit Survey Responses from 2019-2020 *(in descending order)*

Reason	Count of Teachers Exiting	Percent of Teachers Exiting
Resigned – personal circumstances	2,165	36%
Retirement	1,213	20%
Accepted a teaching or leadership position within Louisiana	1,093	18%
Employee did not respond to exit interview request	504	8%
Terminated	248	4%
Accepted a teaching or leadership position outside of Louisiana	248	4%
Accepted a position outside of the field of education	245	4%
Resigned – dissatisfaction with school or district policies	100	2%
Resigned – anticipating termination	85	1%
Reduction in force/layoff	57	1%
Accepted a non-teaching position within district	50	1%
Death	44	1%
License revoked	2	<1%
Total Exiting Teachers	6,054	100%

Appendix B: Reasons Teachers Departed 2017-2018 to 2019-2020 (in descending order)

Reason	2017-2018		2018-2019		2019-2020	
	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	1,506	28%	1,573	26%	2,165	36%
Retirement	1,205	23%	1,204	20%	1,213	20%
Accepted a teaching or leadership position within Louisiana	1,130	21%	1,161	19%	1,093	18%
Employee did not respond to exit interview request	308	6%	631	11%	504	8%
Accepted a teaching or leadership position outside of Louisiana	349	7%	355	6%	248	4%
Accepted a position outside of the field of education	228	4%	266	4%	245	4%
Terminated	171	3%	311	5%	248	4%
Resigned – anticipating termination	110	2%	107	2%	85	1%
Reduction in force/layoff	125	2%	97	2%	57	1%
Accepted a non-teaching position within district	84	2%	138	2%	50	1%
Resigned – dissatisfaction with school or district policies	57	1%	103	2%	100	2%
Death	28	1%	39	1%	44	1%
License revoked	1	<1%	15	<1%	2	<1%
Total Exiting Teachers	5,302	100%	6,000	100%	6,054	100%
Total Teachers in Workforce	51,106		51,670		51,383	