



2022-2023 Teacher Exit Survey Report

LA R.S. 17:7(28)

December 2023

2022-2023 Teacher Exit Survey

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 exiting their current positions 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.

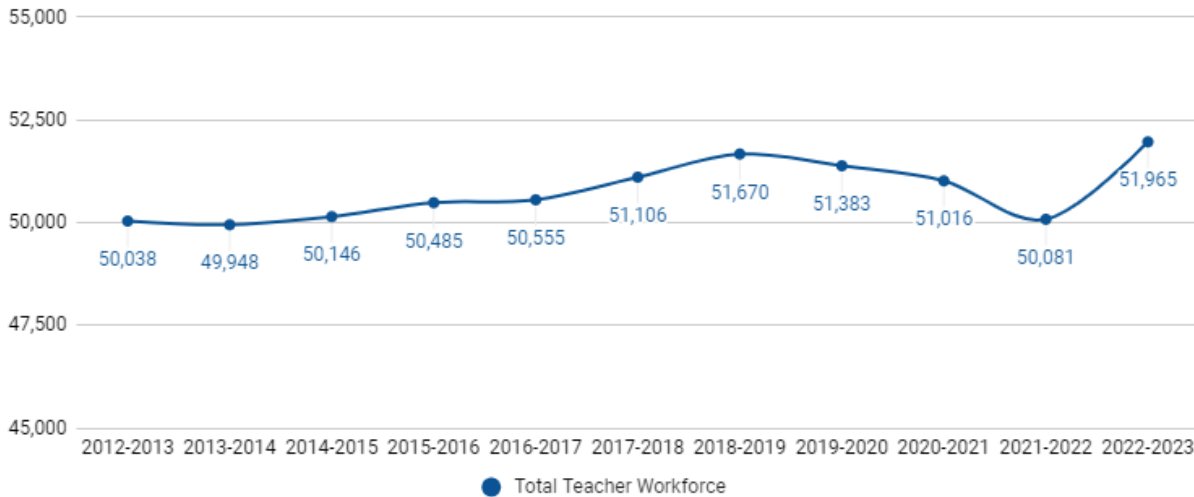
During the 2022-2023 school year, LDOE received data from all 69 traditional school systems in the state. The total number of teachers who left their current positions and their stated reason for exiting (e.g., a teacher retires, a teacher transfers to another district), as reported by traditional public school systems, is included in Appendix A. A summary, including key trends, is below. Teacher exit data was not collected from charter schools, as those schools are not required to report this information; however, the total number of Louisiana teachers includes teachers in charter schools. It is important to note, though, that the Teacher Exit Survey does not provide context regarding teacher vacancies within each school system and whether hiring challenges exist.

The total teacher workforce has increased

From the 2012-2013 through 2018-2019 school years, there was an average increase of 272 teachers each year in the count of the total teacher workforce. There was a decrease in the total teacher workforce from 2019 through 2022. In 2021-2022, the number of teachers in the workforce decreased by 935 teachers. In 2022-2023, for the first time in four years, there was an increase in the total teacher workforce; there were 1,884 more teachers in Louisiana public and charter classrooms compared to 2021-2022. This is the largest teacher workforce Louisiana has seen in the last decade.

Although there was an increase in the number of educators for the 2022-2023 school year, the decreasing trend from 2019-2022 calls for continued close monitoring in future years.

Total Teacher Workforce by Academic Year



Data Source: LDOE, Profile of Educational Personnel (PEP) End of Year Data Collection for years 2012-2021; LDOE, EdLink 360 for years 2021-2023

Rate of Exit Decreased

During the 2022-2023 school year, the rate of teachers exiting current positions decreased by one percentage point (from 14% to 13%) compared to the 2021-2022 school year. Statewide, the percentage of teachers whose school systems reported them as leaving their current positions between the 2012-2013 through 2022-2023 school years remained consistent, with an average of 12 percent of the teacher workforce exiting their current positions each year.

School Year	Count of teachers exiting current position	Total teacher workforce*	Percent of teacher workforce exiting from current position**
2022-2023 ¹	6,873	51,965	13%
2021-2022	6,944	50,081	14%
2020-2021	5,652	51,016	11%
2019-2020	6,054	51,383	12%
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%

¹Beginning in 2022-2023, total teacher workforce counts were pulled using end of year data from EdLink 360 rather than the October 1 CLASS collection used in the past.

2014-2015	5,487	50,146	11%
2013-2014	6,485	49,948	13%
2012-2013	6,083	50,038	12%

*As reported in End-of-Year (EOY) Profile for Educational Personnel (PEP) data for years 2013-2021. Starting in the 2021-2022 school year, data was reported in EdLink 360 due to a shift in data collection procedures.

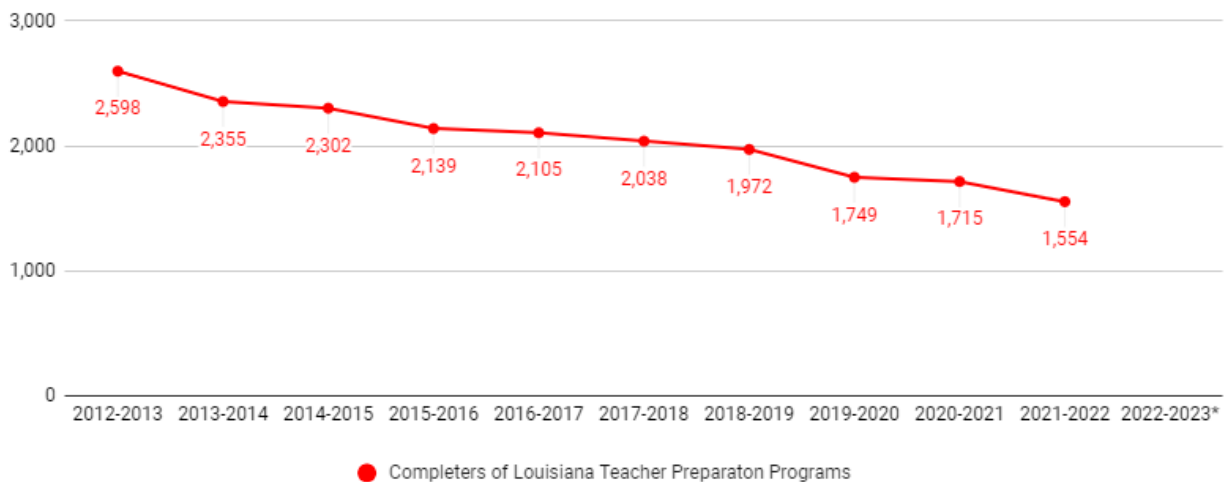
**Excludes charter school data, which is not required.

Fewer Prospective Educators Complete Louisiana Teacher Preparation Program

While fewer teachers are exiting their current roles, the number of teachers completing a Louisiana Teacher Preparation Program continues to decrease by an average of 110 teachers annually since the 2012-2013 school year. In 2021-2022, 1,554 teachers completed a teacher preparation program, and 6,944 educators exited their current positions in the same year. Although the number of teachers being prepared through a Louisiana teacher preparation program is relatively low, there are other avenues for teachers to enter into the profession, such as serving on a Temporary Authority to Teach (TAT) or a Temporary Employment Permit (TEP). There were 1,642 teachers on a TAT in 2022-2023, and two teachers on a TEP during the same year.

Since 2021, barriers to enter the profession have been removed, including the removal of Praxis Core for teacher preparation provider enrollment and educator certification requirements. Additional pathways to the profession have also been opened for more teachers to enter, including legislation to allow for the reemployment of retirees in critical shortage positions and the associate teacher program. Additionally, legislation and policy have expanded teacher reciprocity and the ability of experienced out-of-state teachers to become certified in Louisiana. Some of these initiatives will increase enrollment and completion immediately, while others will take a few years to have an impact.

Completers Prepared by Louisiana Teacher Preparation Programs



*2022-2023 Completers Prepared by a Louisiana Teacher Preparation Program data will be available spring 2024.

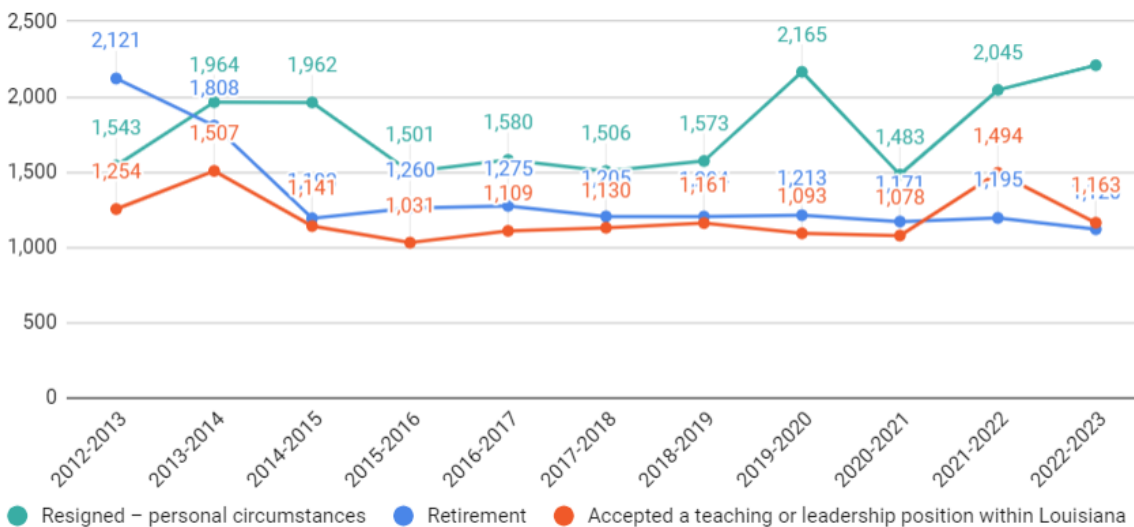
Data Sources: Teachers Exiting Current Positions - LDOE, Teacher Exit Interview Survey; New Teachers Prepared by a Louisiana Teacher Preparation Program - LDOE, Teacher Preparation Program Performance Profiles Data and Title II Reporting Data

Top Three Reasons Remain the Same

In the 2022-2023 school year, 32 percent of teachers exiting their current positions stated they were exiting due to personal reasons, transferring to another Louisiana school system, or retiring. These top three reasons for teachers exiting current positions are consistent with previous years. The number of teachers exiting due to retirement remains stable. Teachers exiting due to personal circumstances increased by 3 percentage points while the number transferring to another Louisiana school system decreased by 5 percentage points.

Not all teachers exiting are leaving the field of education. 17 percent (1,163) accepted a teaching or leadership position within Louisiana, and 6 percent (442) of exiting teachers accepted a teaching or leadership position outside of the state. In total, 23 percent (1,605) of teachers who exited their positions in 2022-2023 transferred to a different school system or state; however, they remained in the field of education. In total, 77 percent (5,268) of exiting teachers, or 10 percent of the total workforce, exited the field of education.

Top Three Reasons for Teachers Exiting Current Positions

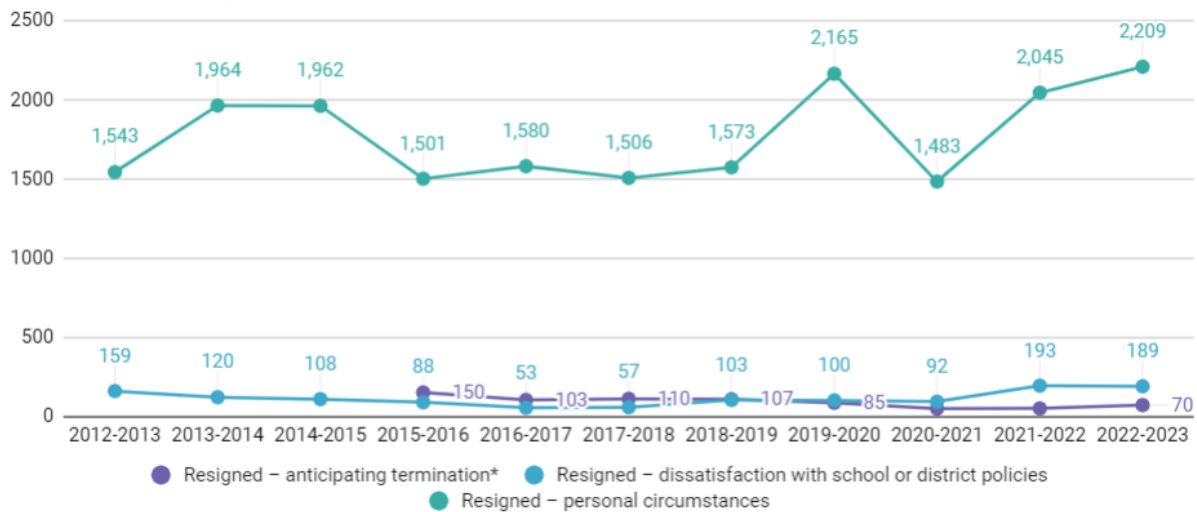


Data Source: LDOE, Teacher Exit Survey Data (2022-2023)

Exit Due to Personal Circumstances Increased

Although the 2020-2021 school year indicated that the resignation rate for personal circumstances was returning to the previous rate of about 1,500 teachers, 2021-2022 and 2022-2023 Exit Survey data shows an increase in exiting current positions for personal circumstances. Resignation rates for anticipating termination and resignations due to dissatisfaction with school or district policies remained steady in 2022-2023 at 189 teachers (4 percent).

Teachers Exiting the Classroom Who Resigned From Their Current Position



*The reason "Resigned - anticipating termination" was added in the 2015-2016 school year.

Data Source: LDOE, Teacher Exit Survey Data (2022-2023)

Teachers Declining to Respond Decreased

While all 69 reporting school systems have systems in place to collect the Teacher Exit Interview data, 21 school systems reported a collective 694 teachers who did not provide a reason for their exits. The school systems with 20 or more teachers not responding are Livingston (381), St. Tammany (155), St. John the Baptist (54), Central Community Schools (30), and East Baton Rouge (26). The 694 teachers who did not provide a reason for their exit are included in the total count of teachers exiting.

Employees Who Did Not Respond to Exit Interview Request



Data Source: LDOE, Teacher Exit Survey Data (2022-2023)

Summary

The results of the Exit Survey this year show that the number of teachers exiting current positions has decreased from the 2021-2022 school year, but the primary reasons why teachers exit the profession remain steady. Even though the total teacher workforce has shown an increase for the 2022-2023 school year, this data should continue to be monitored to determine whether the increase will remain steady in future years. An area of concern is the continued decline in the number of new teachers being prepared through Louisiana's teacher preparation programs. This should also be monitored over the next few years as legislative and policy changes have removed barriers for candidates wishing to enter into a teacher preparation program.

Appendix

Appendix A: Total Teacher Exit Survey Responses from 2022-2023 (in descending order)

Reason	Count of Teachers Exiting Current Position	Percent of Teachers Exiting Current Position
Resigned – personal circumstances	2209	32%
Accepted a teaching or leadership position within Louisiana	1163	17%
Retirement	1120	16%
Employee did not respond to exit interview request	694	10%
Accepted a position outside of the field of education	634	9%
Accepted a teaching or leadership position outside of Louisiana	442	6%
Resigned – dissatisfaction with school or district policies	189	3%
Terminated	217	3%
Accepted a non-teaching position within district	54	1%
Resigned – anticipating termination	70	1%
Death	53	1%
Reduction in force/layoff	24	<1%
License revoked	4	<1%
Total Teachers Exiting from Current Position	6873	100%

Appendix B: Reasons Teachers Exited 2018-2019 to 2022-2023

(in descending order)

	2018-2019		2019-2020		2020-2021		2021-2022		2022-2023	
Reason	Count of Teachers Exiting Current Position	Percent of Teachers Exiting Current Position	Count of Teachers Exiting Current Position	Percent of Teachers Exiting Current Position	Count of Teachers Exiting Current Position	Percent of Teachers Exiting Current Position	Count of Teachers Exiting Current Position	Percent of Teachers Exiting Current Position	Count of Teachers Exiting Current Position	Percent of Teachers Exiting Current Position
Resigned - personal circumstances	1,573	26%	2,165	36%	1,483	26%	2,045	29%	2209	32%
Accepted a teaching or leadership position within Louisiana	1,161	19%	1,093	18%	1,078	19%	1,494	22%	1163	17%
Retirement	1,204	20%	1,213	20%	1,171	21%	1,195	17%	1120	16%
Employee did not respond to exit interview request	631	11%	504	8%	749	13%	753	11%	694	10%
Accepted a position outside of the field of education	266	4%	245	4%	295	5%	520	7%	634	9%
Accepted a teaching or leadership position outside of Louisiana	355	6%	248	4%	353	6%	404	6%	442	6%
Resigned - dissatisfaction with school or district policies	103	2%	100	2%	92	2%	193	3%	189	3%

	2018-2019		2019-2020		2020-2021		2021-2022		2022-2023	
Reason	Count of Teachers Exiting Current Position	Percent of Teachers Exiting Current Position	Count of Teachers Exiting Current Position	Percent of Teachers Exiting Current Position	Count of Teachers Exiting Current Position	Percent of Teachers Exiting Current Position	Count of Teachers Exiting Current Position	Percent of Teachers Exiting Current Position	Count of Teachers Exiting Current Position	Percent of Teachers Exiting Current Position
Terminated	311	5%	248	4%	96	2%	127	2%	217	3%
Accepted a non-teaching position within district	138	2%	50	1%	169	3%	99	1%	54	1%
Resigned - anticipating termination	107	2%	85	1%	92	2%	49	1%	70	1%
Death	39	1%	44	1%	40	1%	45	1%	53	1%
Reduction in force/layoff	97	2%	57	1%	77	1%	14	0%	24	0%
License revoked	15	<1%	2	<1%	1	<1%	6	0%	4	0%
Total Teachers Exiting Current Position	6,000	100%	6,054	100%	5,696	100%	6,944	100%	6873	100%
Total Teachers in Workforce	51,670		51,383		51,016		50,081		51,965	

For additional information, please contact believeandprepare@la.gov.