

# 2023-2024 Teacher Exit Data Report

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**LA R.S. 17:7(28)**

**January 2025**

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# Findings

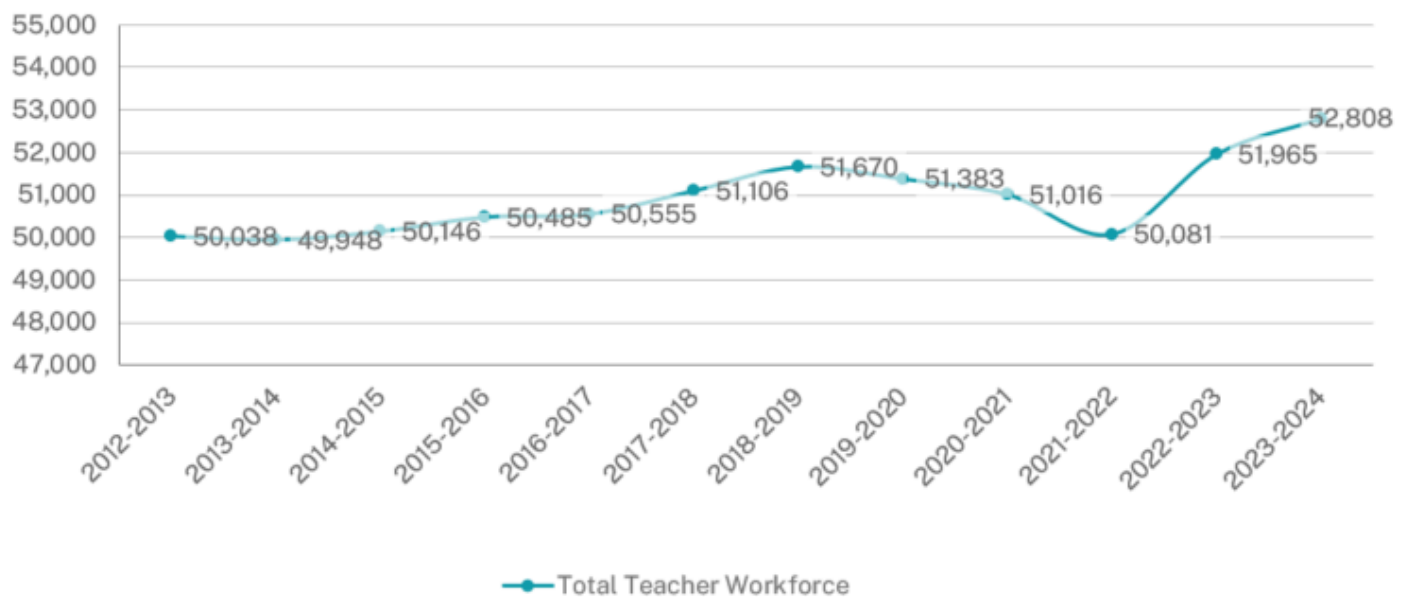
The findings of the 2023-2024 Teacher Exit Survey show the following:

- the total teacher workforce has soared to its highest level in over a decade;
- the rate of teachers exiting current positions from traditional Louisiana school systems decreased by two percentage points;
- the number of candidates who completed a Louisiana teacher preparation program has increased for the first time since the reporting of the teacher exit survey began in 2012-2013.

## Total Teacher Workforce Increase

From 2012 through 2019, there was an average increase of 272 teachers each year in the total teacher workforce. However, there was a decrease in the total teacher workforce from 2019 through 2022. The 2022-2023 academic year marked the first year of growth in four years and the highest number of teachers in the workforce in over a decade. In 2023-2024, there was an increase of 843 teachers in Louisiana public and charter classrooms. This marks the second consecutive year of growth in the total teacher workforce – breaking the previous record set in 2022-2023.

### 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 2023-2024 school year, the rate of teachers exiting current positions from traditional Louisiana school systems decreased by two percentage points (from 15% to 13%) compared to the 2022-2023 school year.

School Year	Count of teachers exiting	Total teacher workforce*	Historical percent of teacher workforce exiting**	Total teacher workforce, excluding charter schools	Percent of teacher workforce exiting
<b>2023-2024<sup>2</sup></b>	<b>6,297</b>	52,808	12%	<b>47,015</b>	<b>13%</b>
<b>2022-2023<sup>1</sup></b>	<b>6,873</b>	51,965	13%	<b>46,014</b>	<b>15%</b>
<b>2021-2022</b>	<b>6,944</b>	50,081	14%	<b>45,242</b>	<b>15%</b>
<b>2020-2021</b>	<b>5,652</b>	51,016	11%	<b>46,004</b>	<b>12%</b>
<b>2019-2020</b>	<b>6,054</b>	51,383	12%	<b>46,203</b>	<b>13%</b>
<b>2018-2019</b>	<b>6,000</b>	51,670	12%	<b>46,650</b>	<b>13%</b>
<b>2017-2018</b>	<b>5,302</b>	51,106	10%	<b>46,489</b>	<b>11%</b>
<b>2016-2017</b>	<b>5,708</b>	50,555	11%	<b>47,232</b>	<b>12%</b>
<b>2015-2016</b>	<b>5,431</b>	50,485	11%	<b>47,144</b>	<b>12%</b>
<b>2014-2015</b>	<b>5,487</b>	50,146	11%	<b>47,179</b>	<b>12%</b>
<b>2013-2014</b>	<b>6,485</b>	49,948	13%	<b>47,308</b>	<b>14%</b>
<b>2012-2013</b>	<b>6,083</b>	50,038	12%	<b>47,625</b>	<b>13%</b>

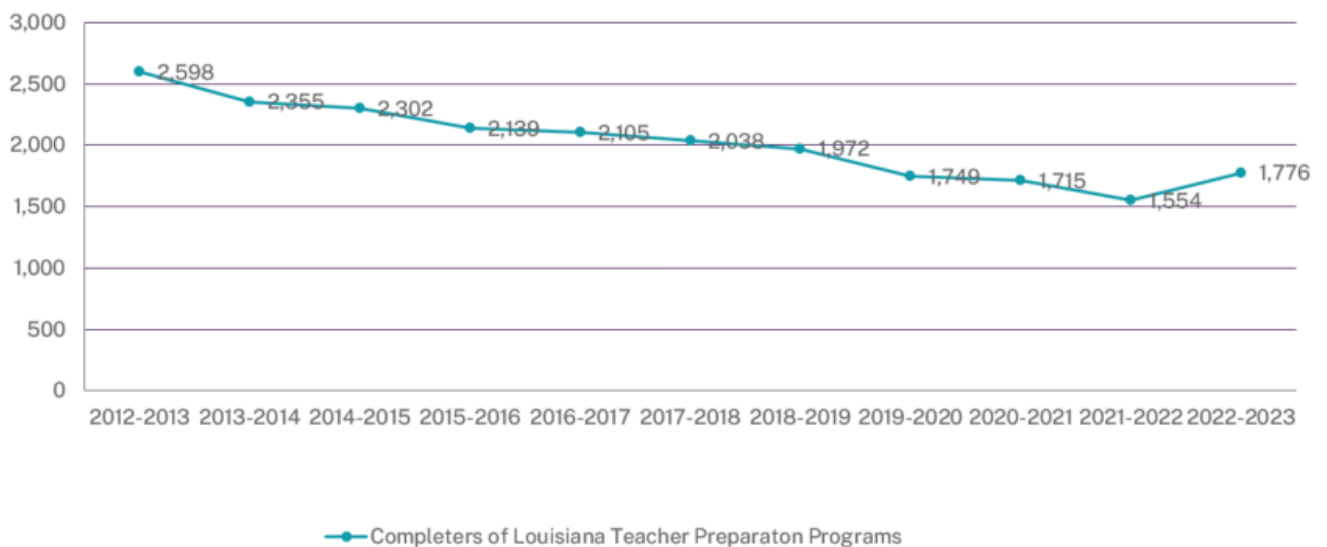
\*As reported in the End-of-Year (EOY) Profile for Educational Personnel (PEP) data for years 2013-2021. Starting in the 2021-2022 school year, data was reported in EdLink 360 due to a shift in data collection procedures.

\*\*Percent calculated using total workforce, including charter school total educators. However, exit information reasons exclude charter school data, which is not required.

## Increase in Prospective Educators

The number of teachers completing a Louisiana Teacher Preparation Program has increased for the first time since the reporting of the teacher exit survey began in 2012-2013. During the 2022-2023 academic year, 1,776 teachers completed a BESE-approved teacher preparation program, which is a 13% increase compared to the 2021-2022 academic year with 1,554 completers.

**Completers Prepared by Louisiana Teacher Preparation Programs**



*\*2023-2024 Completers Prepared by a Louisiana Teacher Preparation Program data will be available in spring 2025. 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*

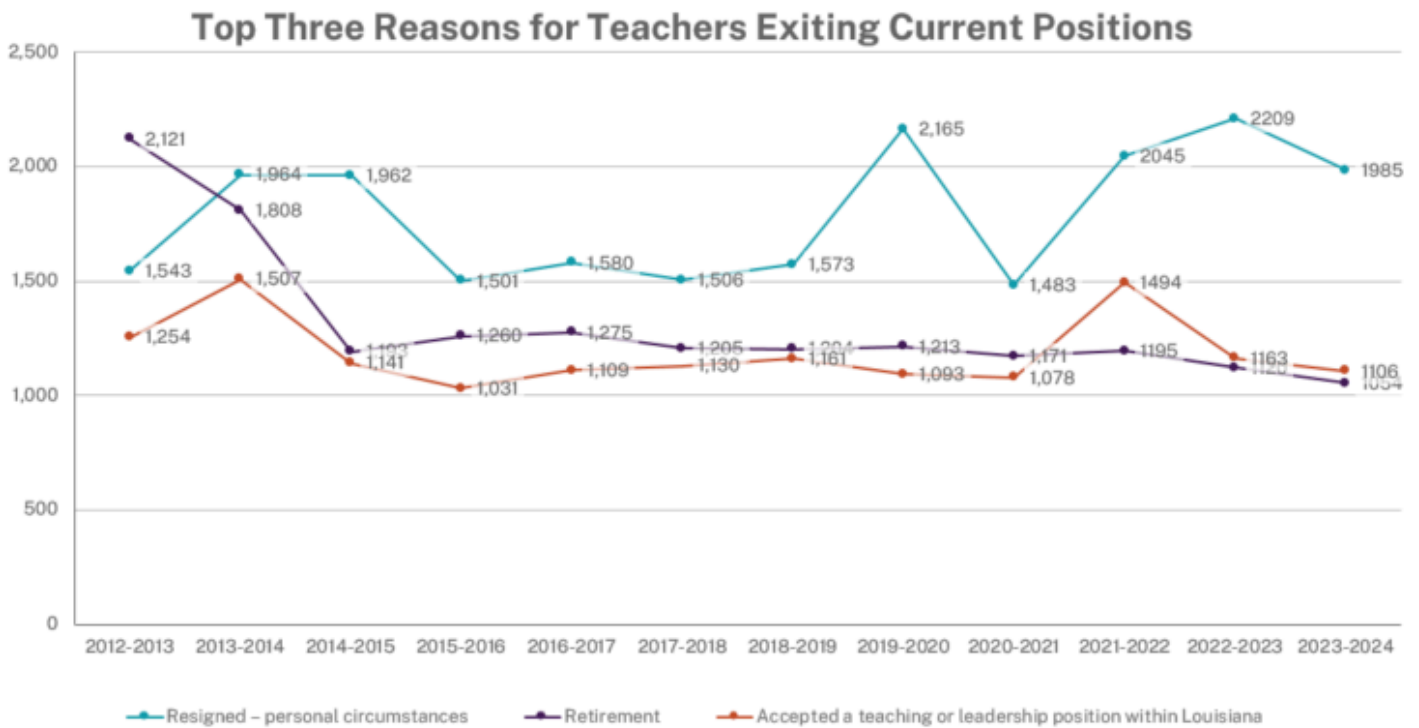
Continued efforts are being made to expand pathways and remove barriers to teaching certification, such as the removal of the Praxis Core requirement for enrollment in a preparation program. Legislative contributions to expand pathways include allowing for the reemployment of retirees in critical shortage positions and opening access to the para-to-teacher pipeline.

The 2024-2025 academic year marks the pilot implementation of the teacher apprenticeship program within Louisiana, which will begin accepting registered apprentices in May 2025 for the 2025-2026 academic year. Finally, through legislation and policy, teacher reciprocity and the ability for experienced out-of-state teachers to become certified in Louisiana have been approved and expanded.

## Top Reasons for Exiting

In the 2023-2024 school year, 66 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 has declined, on average, to 70 teachers per year since 2021-2022. Teachers exiting due to personal circumstances have remained consistent with 2022-2023, while the number transferring to another Louisiana school system has increased by one percentage point.

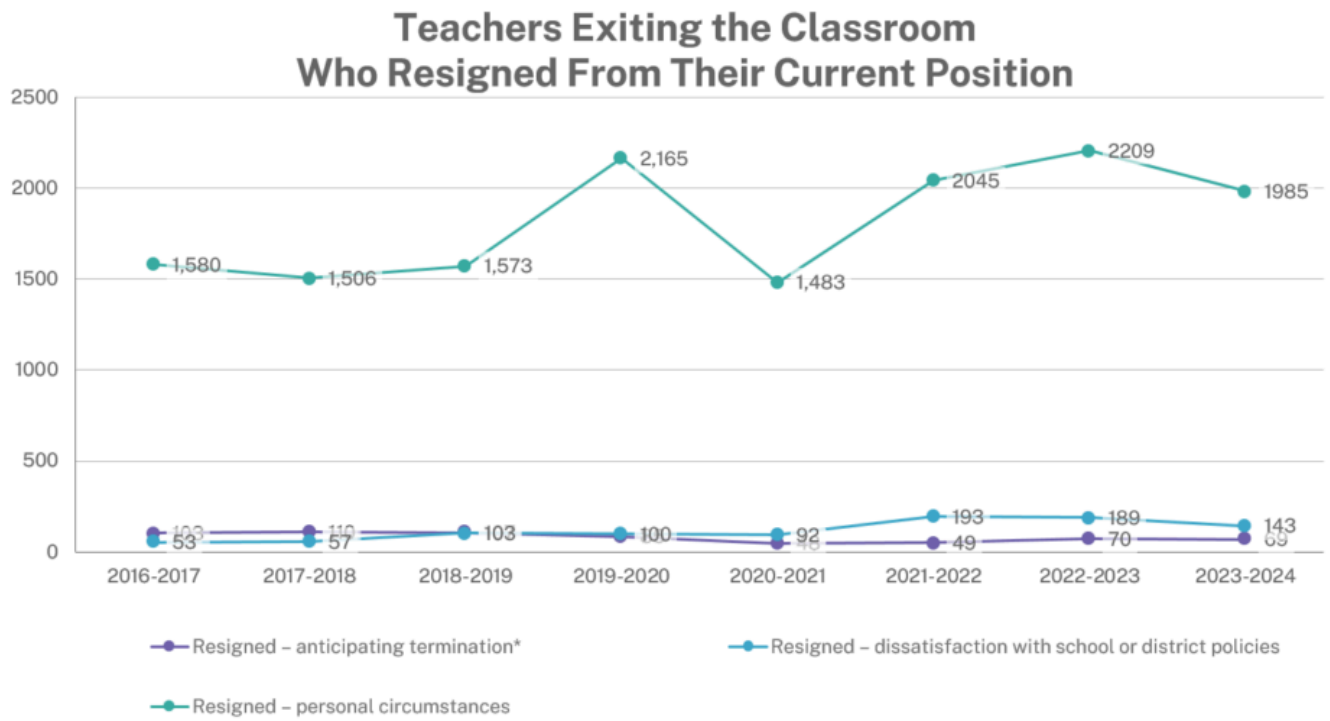
Not all teachers exiting are leaving the field of education. 18 percent (1,106) accepted a teaching or leadership position within Louisiana, and 4 percent (283) of exiting teachers accepted a teaching or leadership position outside of the state. In total, 22 percent (1,389) of teachers who exited their positions in 2023-2024 transferred to a different school system or state; however, they remained in the field of education. In total, 78 percent (4,908) of exiting teachers, or 9 percent of the total workforce, exited the field of education.



Data Source: LDOE, Teacher Exit Survey Data (2023-2024)

## Additional Findings

Although 2021-2022 and 2022-2023 Exit Survey data shows an increase in exiting current positions for personal circumstances, 2023-2024 shows a decline in the resignation rate for personal circumstances for the first time since the 2020-2021 academic year. Resignation rates for anticipating termination and resignations due to dissatisfaction with school or district policies declined from 4 percentage points in 2022-2023 to an average of 3 percentage points (212 teachers) in 2023-2024.



Data Source: LDOE, Teacher Exit Survey Data (2023-2024)

# Background

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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 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 2023-2024 school year, the Louisiana Department of Education (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 or transfers to another district), as reported by traditional public school systems, is included in [Appendix A](#). 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 that the Teacher Exit Survey does not provide context regarding teacher vacancies within each school system and whether hiring challenges exist.

The school systems with 20 or more teachers not responding are Livingston (456), St. Tammany (85), St. John the Baptist (43), Iberia (38), City of Monroe (32), Central Community Schools (29), Assumption (25), and Vermillion (22). The 771 teachers who did not provide a reason for their exit are included in the total count of teachers exiting.

# Appendix

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## Appendix A: Total Teacher Exit Survey Responses from 2023-2024 (in descending order)

Reason	Count of Teachers Exiting	Percent of Teachers Exiting
Resigned – personal circumstances	1985	32%
Accepted a teaching or leadership position within Louisiana	1106	18%
Retirement	1054	17%
Employee did not respond to exit interview request	771	12%
Accepted a position outside of the field of education	529	8%
Accepted a teaching or leadership position outside of Louisiana	283	4%
Resigned – dissatisfaction with school or district policies	175	3%
Terminated	143	2%
Accepted a non-teaching position within district	100	1%
Resigned – anticipating termination	69	1%
Death	42	1%
Reduction in force/layoff	32	1%
License revoked	8	0%
Total Teachers Exiting from Current Position	6297	100%



## Appendix B: Reasons Teachers Exited 2019-2020 to 2023-2024 (in descending order)

	2018-2019		2019-2020		2020-2021		2021-2022		2022-2023		2023-2024	
Reason	Count of Teachers Exiting	Percent of Teachers Exiting	Count of Teachers Exiting	Percent of Teachers Exiting	Count of Teachers Exiting	Percent of Teachers Exiting	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	1,573	26%	2,165	36%	1,483	26%	2,045	29%	2209	32%	1985	32%
Accepted a teaching or leadership position within Louisiana	1,161	19%	1,093	18%	1,078	19%	1,494	22%	1163	17%	1106	18%
Retirement	1,204	20%	1,213	20%	1,171	21%	1,195	17%	1120	16%	1054	17%
Employee did not respond to exit interview request	631	11%	504	8%	749	13%	753	11%	694	10%	771	12%
Accepted a position outside of the field of education	266	4%	245	4%	295	5%	520	7%	634	9%	529	8%
Accepted a teaching or leadership position outside of Louisiana	355	6%	248	4%	353	6%	404	6%	442	6%	283	4%
Terminated	311	5%	248	4%	96	2%	127	2%	217	3%	175	3%
Resigned - dissatisfaction with school or district policies	103	2%	100	2%	92	2%	193	3%	189	3%	143	2%

	2018-2019		2019-2020		2020-2021		2021-2022		2022-2023		2023-2024	
Reason	Count of Teachers Exiting	Percent of Teachers Exiting	Count of Teachers Exiting	Percent of Teachers Exiting	Count of Teachers Exiting	Percent of Teachers Exiting	Count of Teachers Exiting	Percent of Teachers Exiting	Count of Teachers Exiting	Percent of Teachers Exiting	Count of Teachers Exiting	Percent of Teachers Exiting
Reduction in force/layoff	97	2%	57	1%	77	1%	14	0%	24	0%	100	1%
Resigned - anticipating termination	107	2%	85	1%	92	2%	49	1%	70	1%	69	1%
Death	39	1%	44	1%	40	1%	45	1%	53	1%	42	1%
Accepted a non-teaching position within district	138	2%	50	1%	169	3%	99	1%	54	1%	32	1%
License revoked	15	<1%	2	<1%	1	<1%	6	0%	4	0%	8	0%
Total Teachers Exiting Current Position	6,000	100%	6,054	100%	5,696	100%	6,944	100%	6873	100%	6297	100%
Total Teachers in Workforce	51,670		51,383		51,016		50,081		51,965		52,808	
<b>Total Teachers in Workforce, Excluding Charters</b>	<b>46,650</b>		<b>46,203</b>		<b>46,004</b>		<b>45,242</b>		<b>46,014</b>		<b>47,015</b>	