Beginning Teachers: Readiness, Retention and Outcomes

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Teacher Workforce Data Comparison: **Alabama and Escambia County Schools**

2022-23 School Year

	SREB Regional Average	State Average	District Average
Total number of students	19,785,616	750,923	4,065
Total number of teachers	1,297,538	42,022	268
% Inexperienced[1]	18.2%	10.2%	14.3%
% Uncertified	8.2%	7.7%	10.6%
% Teaching out of field	11.9%	12.2%	29.0%
Teacher attrition rate	18.8%	--	--
Total number of prep program completers	52,963	2,155	--
% Prep program completers from traditional pathways	62%	79%	--
% Prep program completers from non-traditional pathways	38%	21%	--

[1] *Inexperienced* – Teachers with 3 years of experience or less

Sources: National Center for Education Statistics, state report cards and teacher data files, U.S. Department of Education Title II reports

The Cost of Underprepared Teachers

What is the impact of underprepared teachers on **students' learning?**

-3 months learning in math

-4 months learning in reading

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Inadequate instruction results in lower earnings once students enter the workforce, subsequently lowering tax revenue and leading to economic loss.

- If 10% of unprepared teachers were replaced with teachers from high-quality preparation programs, graduates would earn up to $2,850 more each year. For example, the current 5.5 million public school students in Texas could earn up to **$15.7 billion** more in the future if 10% of their unprepared teachers were fully prepared instead.
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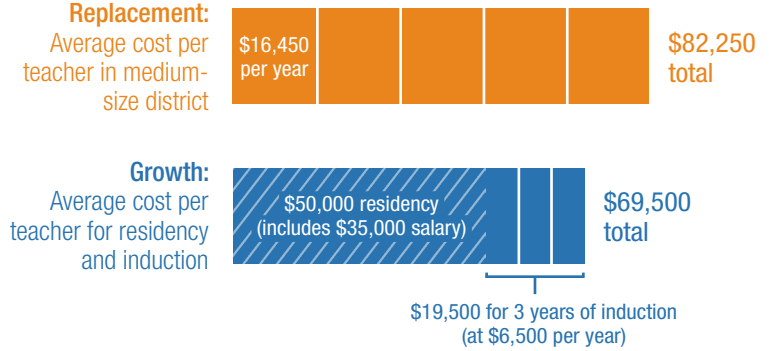
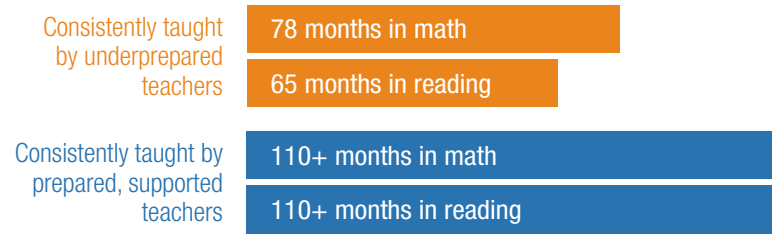


Impact on Students: Unprepared Teachers vs. Prepared, Supported Teachers

Average compounded learning per K-12 graduate:



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Teacher Workforce Data Comparison: **Arkansas and Jessieville School District**

2022-23 School Year

	SREB Regional Average	State Average	District Average
Total number of students	19,785,616	493,130	806
Total number of teachers	1,297,538	38,815	58
% Inexperienced[1]	18.2%	18.6%	12.1%
% Uncertified	8.2%	10.4%	5.2%
% Teaching out of field	11.9%	4.7%	6.9%
Teacher attrition rate	18.8%	25.6%	--
Total number of prep program completers	52,963	1,948	--
% Prep program completers from traditional pathways	62%	61%	--
% Prep program completers from non-traditional pathways	38%	39%	--

[1] *Inexperienced* – Teachers with 3 years of experience or less

Sources: National Center for Education Statistics, state report cards and teacher data files, U.S. Department of Education Title II reports

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months learning in math

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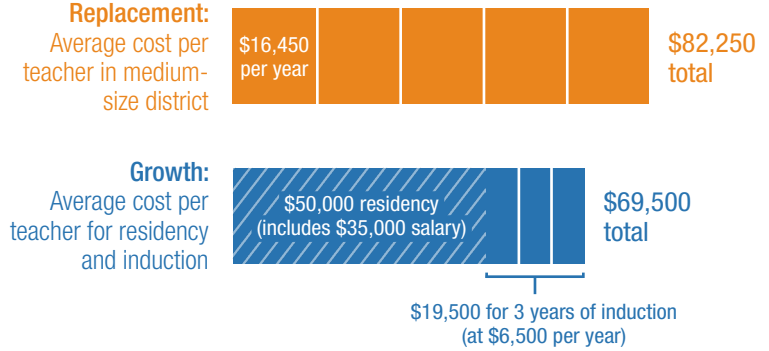

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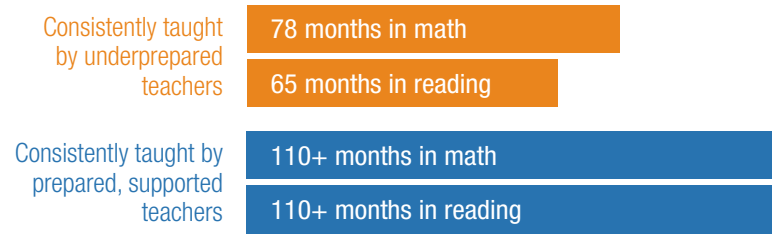

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Teacher Workforce Data Comparison: **Delaware and Capital School District**

2022-23 School Year

	SREB Regional Average	State Average	District Average
Total number of students	19,785,616	141,465	6,396
Total number of teachers	1,297,538	9,991	446
% Inexperienced[1]	18.2%	17.9%	28.0%
% Uncertified	8.2%	2.5%	4.3%
% Teaching out of field	11.9%	40.7%	41.8%
Teacher attrition rate[2]	18.8%	18.0% overall	27.5% overall
Total number of prep program completers	52,963	494	--
% Prep program completers from traditional pathways	62%	78%	--
% Prep program completers from non-traditional pathways	38%	22%	--

[1] *Inexperienced* – Regionally defined as teachers with 3 years of experience or less. Delaware defines this as 4 years of experience or less.

[2] Delaware distills teacher attrition data by experience level. The statewide attrition rate was 24.8% among early-career teachers and 16.4% among experienced teachers with 5 years of experience or more. The districtwide attrition rate was 39.6% among early-career teachers and 24.7% among experienced teachers.

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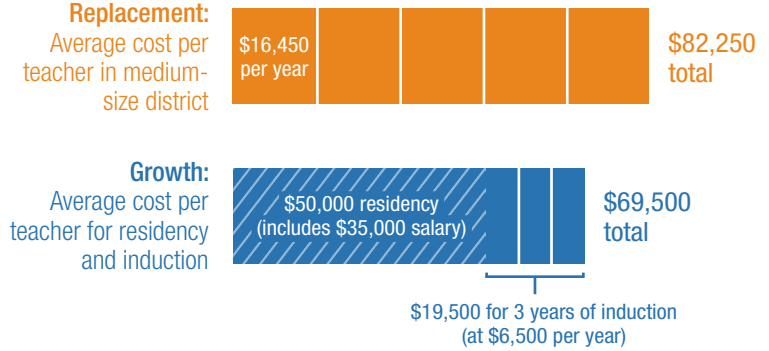

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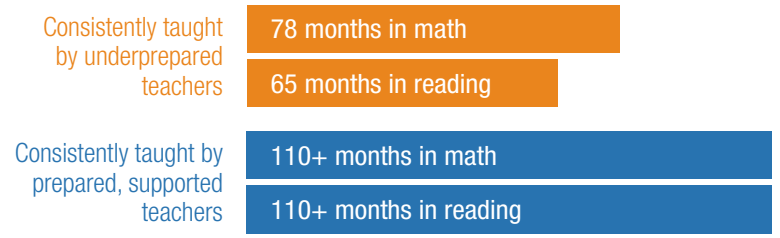

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Teacher Workforce Data Comparison: **Florida and Leon County School District**

2022-23 School Year

	SREB Regional Average	State Average	District Average
Total number of students	19,785,616	2,870,527	32,212
Total number of teachers	1,297,538	156,787	2,318
% Inexperienced[1]	18.2%	30.2%	29.1%
% Uncertified	8.2%	14.2%	14.0%
% Teaching out of field	11.9%	9.3%	11.5%
Teacher attrition rate	18.8%	--	--
Total number of prep program completers	52,963	4,327	--
% Prep program completers from traditional pathways	62%	57%	--
% Prep program completers from non-traditional pathways	38%	43%	--

[1] *Inexperienced* – Teachers with 3 years of experience or less

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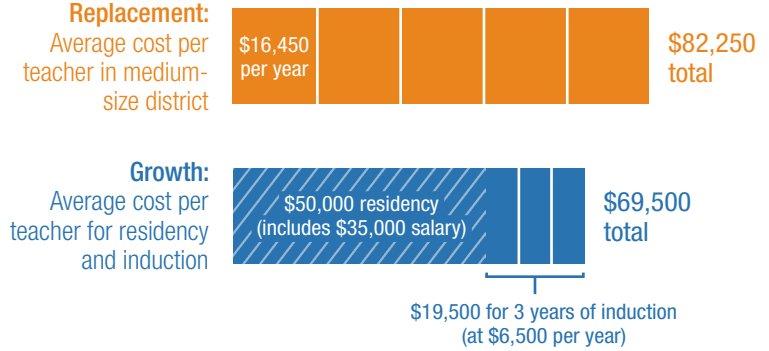

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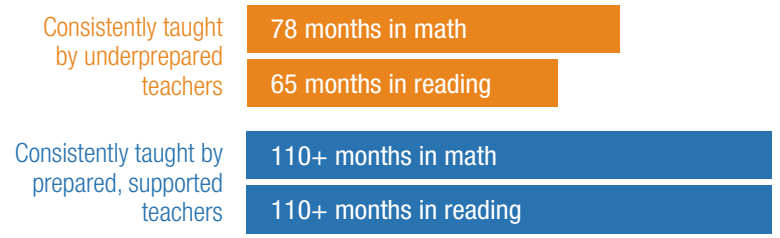

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Teacher Workforce Data Comparison: **Georgia and Atlanta Public Schools**

2022-23 School Year

	SREB Regional Average	State Average	District Average
Total number of students	19,785,616	1,750,972	55,277
Total number of teachers	1,297,538	121,301	3,863
% Inexperienced[1]	18.2%	24.0%	43.0%
% Uncertified	8.2%	8.0%	11.0%
% Teaching out of field	11.9%	11.0%	21.0%
Teacher attrition rate	18.8%	10.8%	27.0%
Total number of prep program completers	52,963	4,221	--
% Prep program completers from traditional pathways	62%	82%	--
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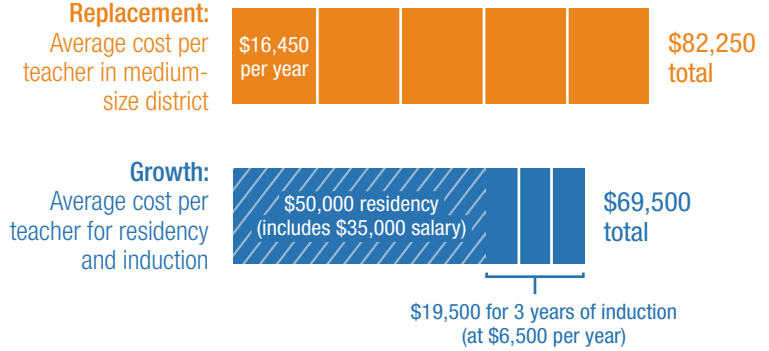

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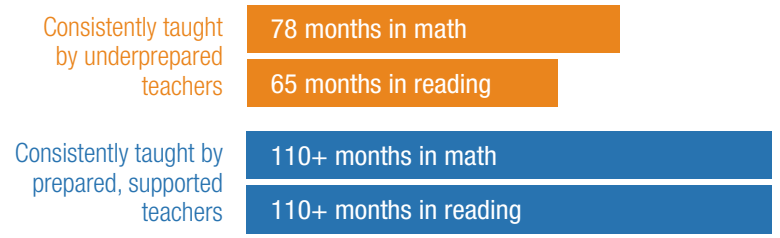

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Teacher Workforce Data Comparison: **Kentucky and Franklin County Schools**

2022-23 School Year

	SREB Regional Average	State Average	District Average
Total number of students	19,785,616	660,029	5,847
Total number of teachers	1,297,538	43,023	415
% Inexperienced[1]	18.2%	21.0%	27.1%
% Uncertified	8.2%	2.7%	2.4%
% Teaching out of field	11.9%	4.5%	0.0%
Teacher attrition rate	18.8%	24.9%	34.9%
Total number of prep program completers	52,963	2,770	--
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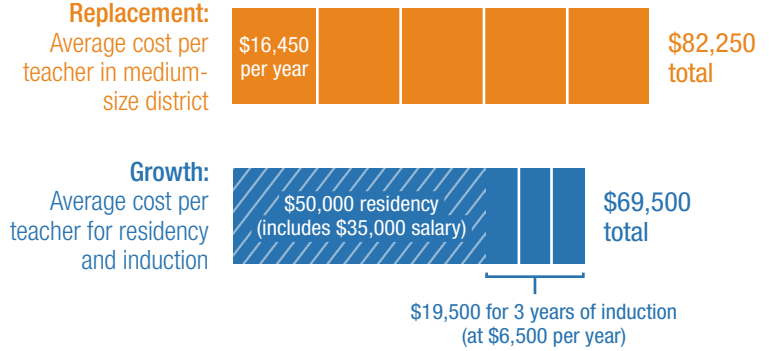
Five-Year Novice Teacher Replacement vs. Growth Costs

United States, 2024



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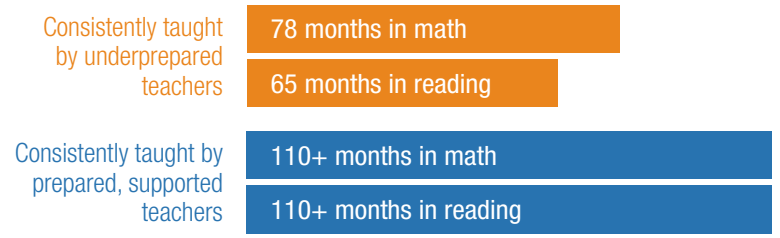

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Teacher Workforce Data Comparison: **Louisiana and Central Community School System**

2022-23 School Year

	SREB Regional Average	State Average	District Average
Total number of students	19,785,616	718,145	4,839
Total number of teachers	1,297,538	41,110	277
% Inexperienced[1]	18.2%	16.0%	12.0%
% Uncertified	8.2%	4.0%	1.0%
% Teaching out of field	11.9%	16.0%	14.0%
Teacher attrition rate	18.8%	15.0%	--
Total number of prep program completers	52,963	1,813	--
% Prep program completers from traditional pathways	62%	37%	--
% Prep program completers from non-traditional pathways	38%	63%	--

[1] *Inexperienced* – Teachers with 3 years of experience or less

Sources: National Center for Education Statistics, state report cards and teacher data files, U.S. Department of Education Title II reports

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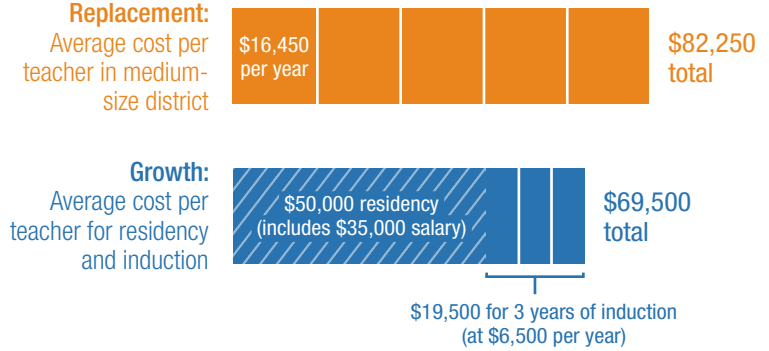

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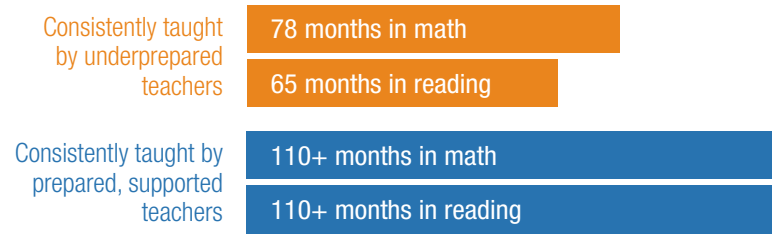

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Teacher Workforce Data Comparison: **Maryland and Baltimore County Public Schools**

2022-23 School Year

	SREB Regional Average	State Average	District Average
Total number of students	19,785,616	889,960	111,083
Total number of teachers	1,297,538	62,236	9,834
% Inexperienced[1]	18.2%	16.6%	22.0%
% Uncertified	8.2%	8.2%	12.4%
% Teaching out of field	11.9%	11.9%	14.9%
Teacher attrition rate	18.8%	14.5%	13.8%
Total number of prep program completers	52,963	1,768	--
% Prep program completers from traditional pathways	62%	89%	--
% Prep program completers from non-traditional pathways	38%	11%	--

[1] *Inexperienced* – Teachers with 3 years of experience or less

Sources: National Center for Education Statistics, state report cards and teacher data files, U.S. Department of Education Title II reports

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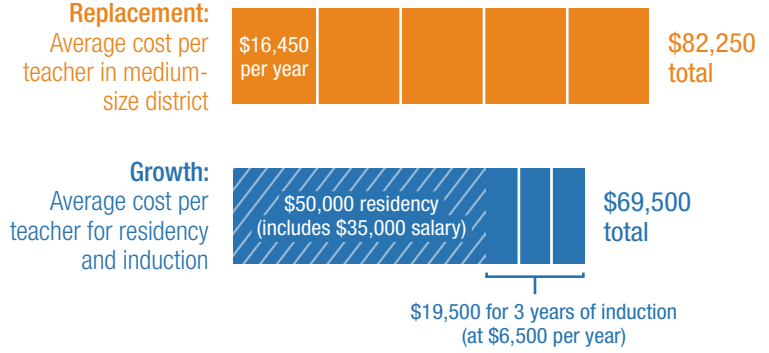

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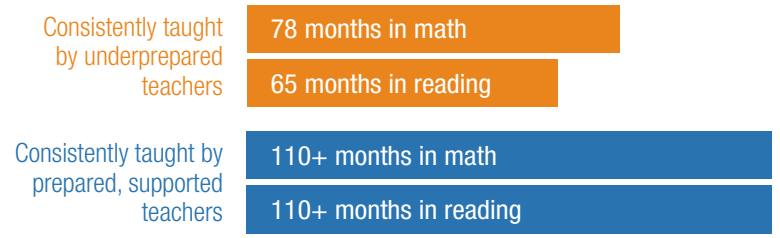

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Teacher Workforce Data Comparison: **Mississippi and Jackson Public School District**

2022-23 School Year

	SREB Regional Average	State Average	District Average
Total number of students	19,785,616	440,285	18,710
Total number of teachers	1,297,538	33,768	1,356
% Inexperienced[1]	18.2%	25.2%	35.9%
% Uncertified	8.2%	4.7%	14.9%
% Teaching out of field	11.9%	3.3%	2.9%
Teacher attrition rate	18.8%	23.3%	--
Total number of prep program completers	52,963	2,332	--
% Prep program completers from traditional pathways	62%	53%	--
% Prep program completers from non-traditional pathways	38%	47%	--

[1] *Inexperienced* – Teachers with 3 years of experience or less

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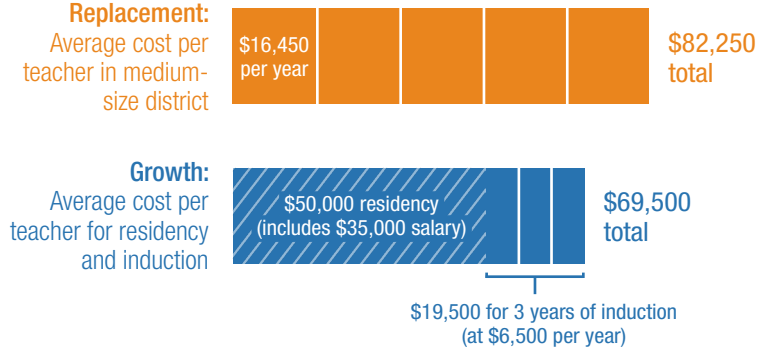

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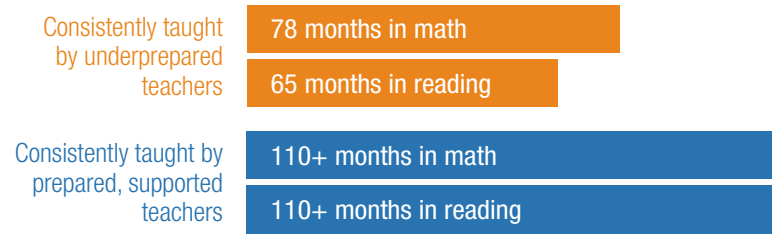

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Teacher Workforce Data Comparison: **North Carolina and Chapel-Hill Carrboro City Schools**

2022-23 School Year

	SREB Regional Average	State Average	District Average
Total number of students	19,785,616	1,541,722	11,371
Total number of teachers	1,297,538	99,980	809
% Inexperienced[1]	18.2%	15.1%	9.1%
% Uncertified	8.2%	5.9%	3.8%
% Teaching out of field	11.9%	--	--
Teacher attrition rate[2]	18.8%	11.5% overall	11.0% overall
Total number of prep program completers	52,963	4,369	--
% Prep program completers from traditional pathways	62%	66%	--
% Prep program completers from non-traditional pathways	38%	34%	--

[1] *Inexperienced* – Teachers with 3 years of experience or less

[2] North Carolina distills teacher attrition data by experience level. The statewide attrition rate was 15.1% among early-career teachers and 11.0% among experienced teachers.

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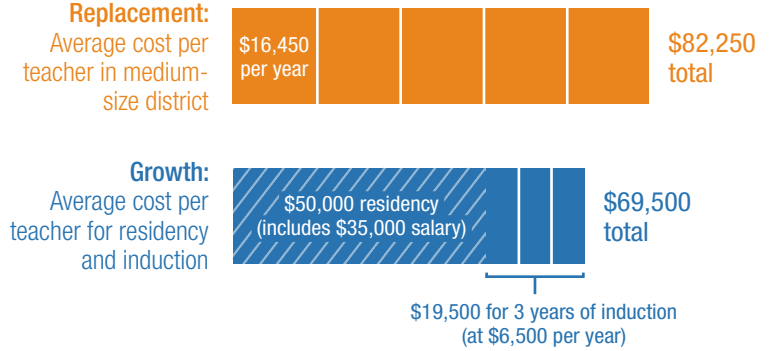

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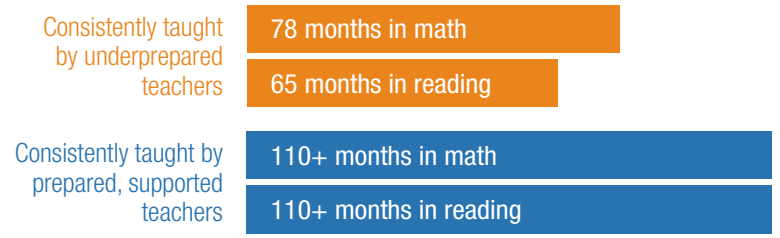

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Teacher Workforce Data Comparison: **Oklahoma and Deer Creek School District**

2022-23 School Year

	SREB Regional Average	State Average	District Average
Total number of students	19,785,616	701,301	7,636
Total number of teachers	1,297,538	42,124	373
% Inexperienced[1]	18.2%	20.7%	10.8%
% Uncertified	8.2%	3.3%	6.0%
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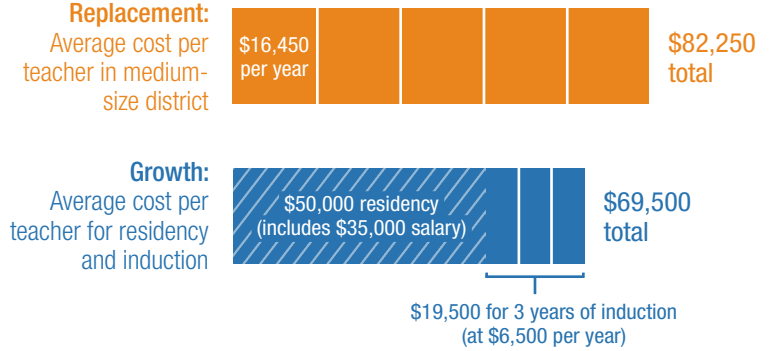

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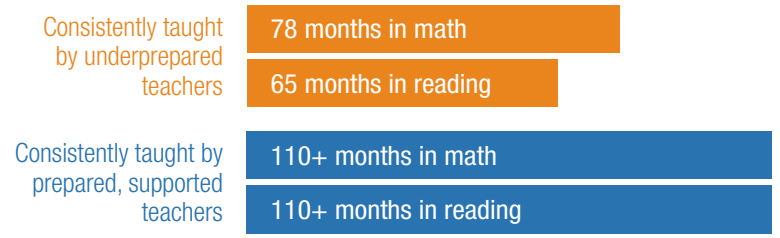

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Teacher Workforce Data Comparison: **South Carolina and Richland School District Two**

2022-23 School Year

	SREB Regional Average	State Average	District Average
Total number of students	19,785,616	789,231	28,510
Total number of teachers	1,297,538	55,947	1,771
% Inexperienced[1]	18.2%	16.3%	18.2%
% Uncertified	8.2%	--	--
% Teaching out of field	11.9%	15.9%	8.3%
Teacher attrition rate	18.8%	20.2%	18.8%
Total number of prep program completers	52,963	2,095	--
% Prep program completers from traditional pathways	62%	81%	--
% Prep program completers from non-traditional pathways	38%	19%	--

[1] *Inexperienced* – Teachers with 3 years of experience or less

Sources: National Center for Education Statistics, state report cards and teacher data files, U.S. Department of Education Title II reports

The Cost of Underprepared Teachers

What is the impact of underprepared teachers on **students' learning?**

-3 months learning in math

-4 months learning in reading

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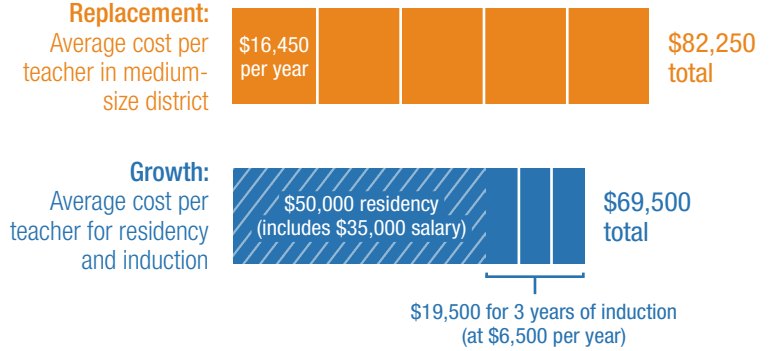
United States, 2024



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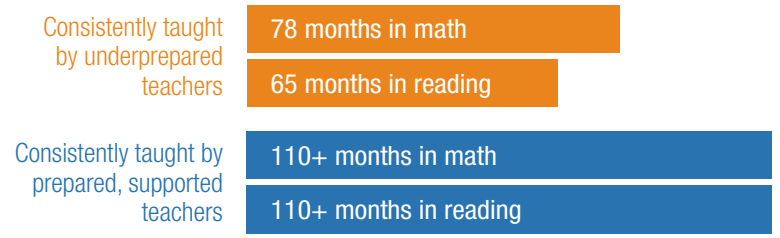

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Teacher Workforce Data Comparison: **Tennessee and Williamson County School District**

2022-23 School Year

	SREB Regional Average	State Average	District Average
Total number of students	19,785,616	1,006,752	41,504
Total number of teachers	1,297,538	65,781	2,828
% Inexperienced[1]	18.2%	18.3%	21.6%
% Uncertified	8.2%	4.0%	0.0%
% Teaching out of field	11.9%	0.5%	0.2%
Teacher attrition rate	18.8%	12.8%	14.0%
Total number of prep program completers	52,963	2,833	--
% Prep program completers from traditional pathways	62%	66%	--
% Prep program completers from non-traditional pathways	38%	34%	--

[1] *Inexperienced* – Teachers with 3 years of experience or less

Sources: National Center for Education Statistics, state report cards and teacher data files, U.S. Department of Education Title II reports

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months learning in math

-4
months learning in reading

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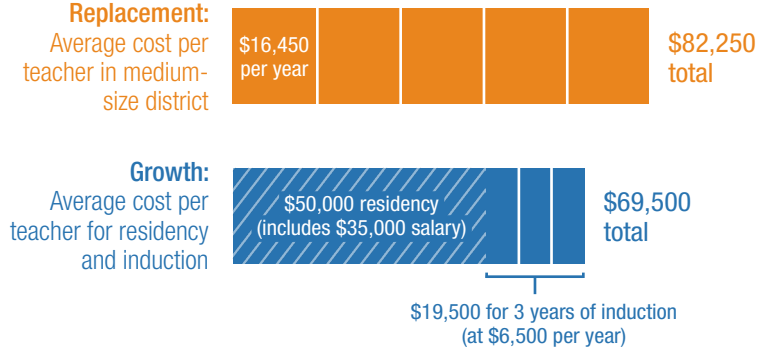

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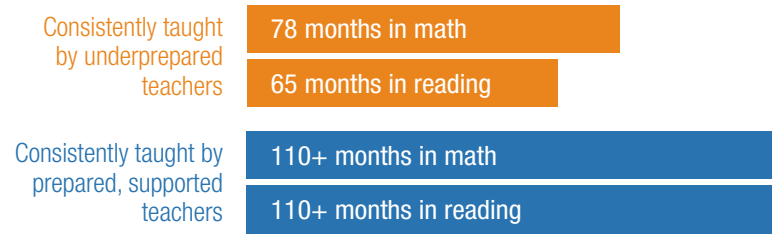

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Teacher Workforce Data Comparison: **Texas and Lake Travis Independent School District**

2022-23 School Year

	SREB Regional Average	State Average	District Average
Total number of students	19,785,616	5,519,599	11,399
Total number of teachers	1,297,538	373,332	685
% Inexperienced[1]	18.2%	16.2%	36.3%
% Uncertified	8.2%	31.6%	7.0%*
% Teaching out of field	11.9%	11.8%	--
Teacher attrition rate	18.8%	21.4%	22.0%
Total number of prep program completers	52,963	16,894	--
% Prep program completers from traditional pathways	62%	46%	--
% Prep program completers from non-traditional pathways	38%	54%	--

[1] *Inexperienced* – Regionally defined as teachers with 3 years of experience or less. Texas defines this as 5 years of experience or less.

* Denotes data from 2023-24 school year, 2022-23 data unavailable

Sources: National Center for Education Statistics, state report cards and teacher data files, U.S. Department of Education Title II reports

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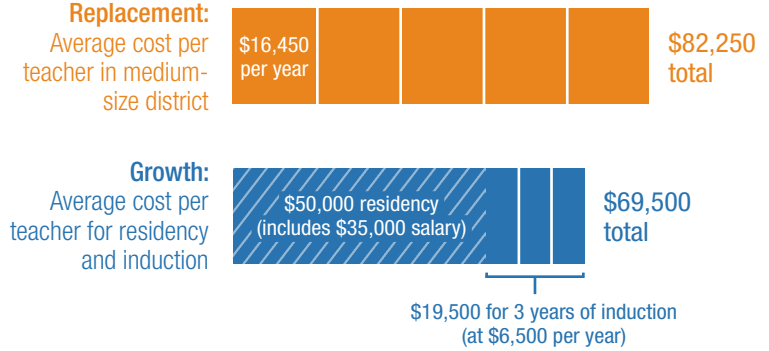

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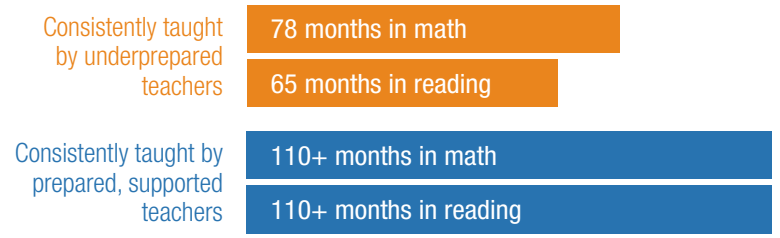

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Teacher Workforce Data Comparison: **Virginia and Henrico County Public Schools**

2022-23 School Year

	SREB Regional Average	State Average	District Average
Total number of students	19,785,616	1,260,351	50,389
Total number of teachers	1,297,538	92,651	3,450
% Inexperienced[1]	18.2%	5.2%	2.2%
% Uncertified	8.2%	8.6%	9.7%
% Teaching out of field	11.9%	6.4%	4.0%
Teacher attrition rate	18.8%	3.9%	--
Total number of prep program completers	52,963	3,135	--
% Prep program completers from traditional pathways	62%	92%	--
% Prep program completers from non-traditional pathways	38%	8%	--

[1] *Inexperienced* – Teachers with 3 years of experience or less

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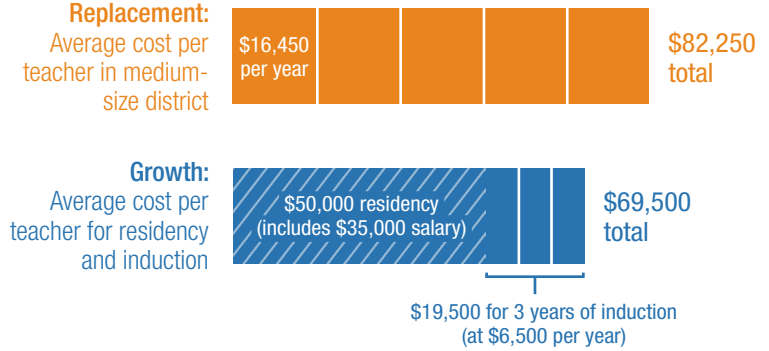

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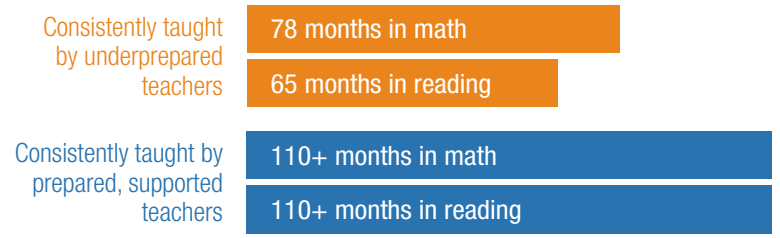

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Teacher Workforce Data Comparison: **West Virginia and Kanawha County Schools**

2022-23 School Year

	SREB Regional Average	State Average	District Average
Total number of students	19,785,616	251,224	23,876
Total number of teachers	1,297,538	18,670	873
% Inexperienced[1]	18.2%	19.8%	16.3%
% Uncertified	8.2%	8.4%	3.5%
% Teaching out of field	11.9%	--	--
Teacher attrition rate	18.8%	--	--
Total number of prep program completers	52,963	772	--
% Prep program completers from traditional pathways	62%	75%	--
% Prep program completers from non-traditional pathways	38%	25%	--

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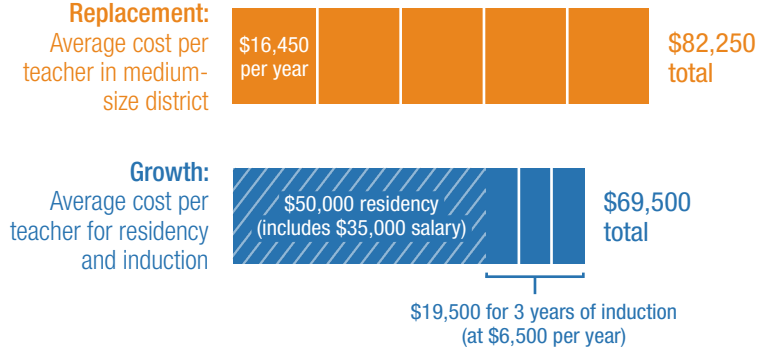

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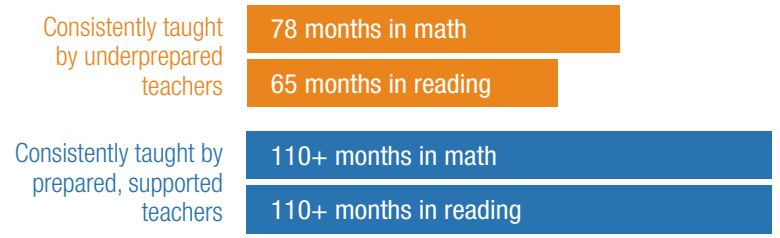

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