

Initial Employment and Retention of New Teachers in California

Commission Meeting
November 30, 2018



Purpose of the Pilot Project

How many new teachers who were credentialed in 2012-13 found employment after completing their teaching credential program?

Did the Initial Employment Rate vary by

- Demographic factors (gender, ethnicity, age)
- Type of teaching credential (multiple subject, single subject, education specialist)

What were the employment patterns of the new teachers in California?

What was the retention rate of new teachers in California?

Did the retention pattern vary by type of teaching credential?

What percent of employed teachers stayed in the same School site? District? County?

California Context –

California Department of Education overview

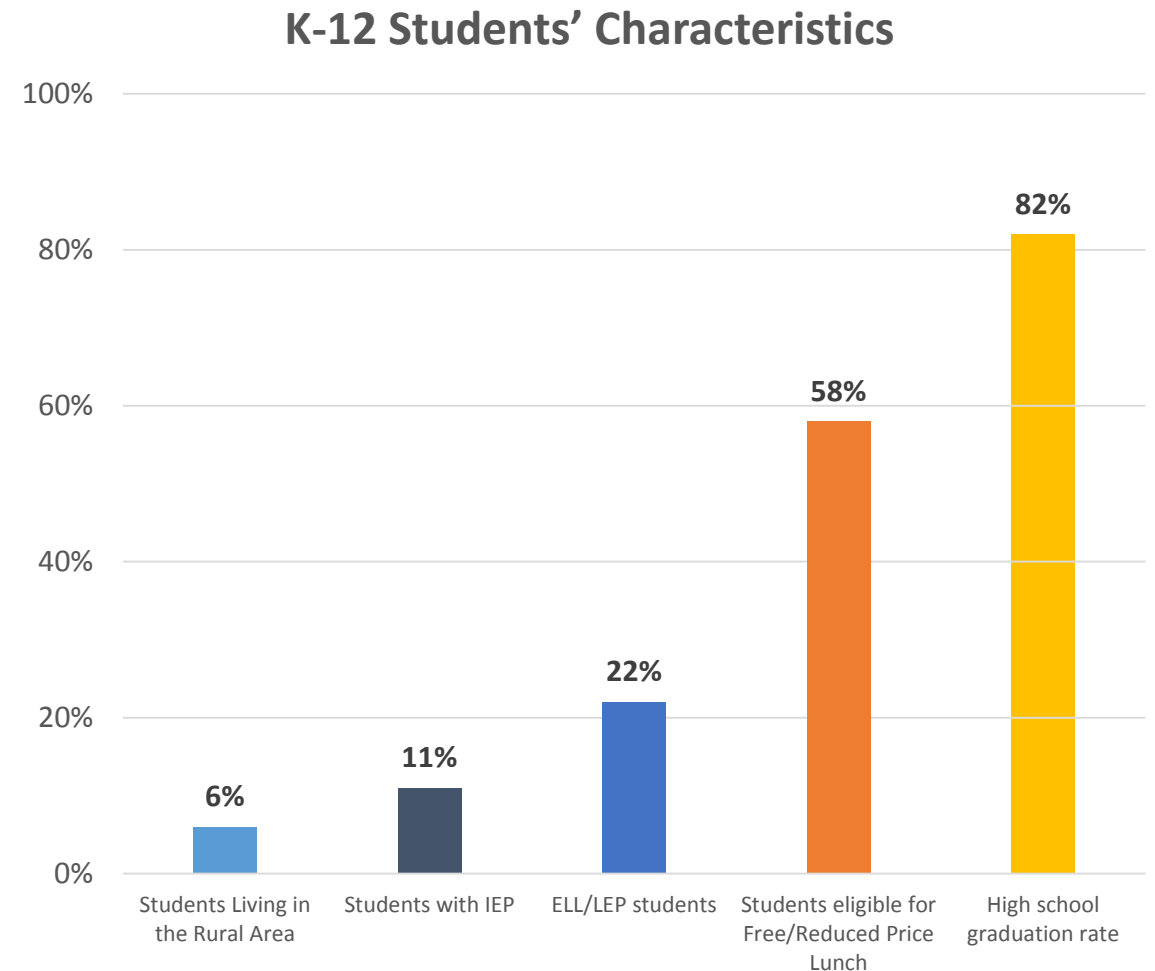
K-12 Public School Students

K-12 Public School Teachers

California K-12 Public School Snapshot, 2016-17

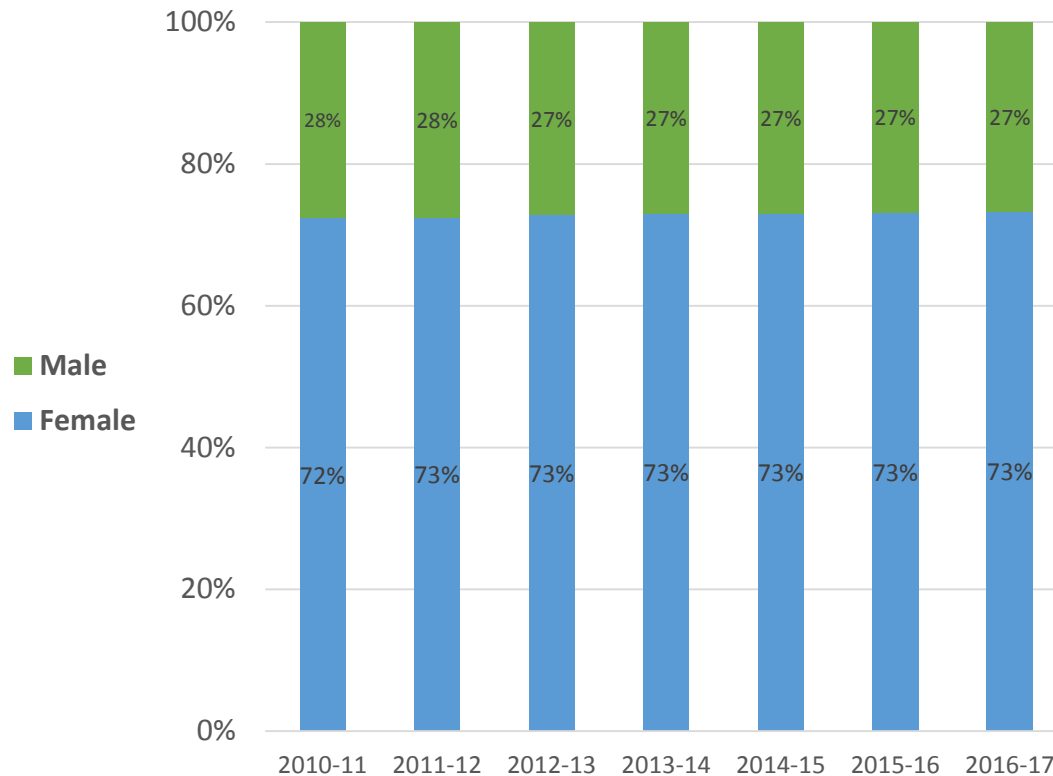
Number of Public Schools = 10,508
Number of Teachers = 305,103
Number of K-12 Students = 6,228,235

Data Source: California Department of Education

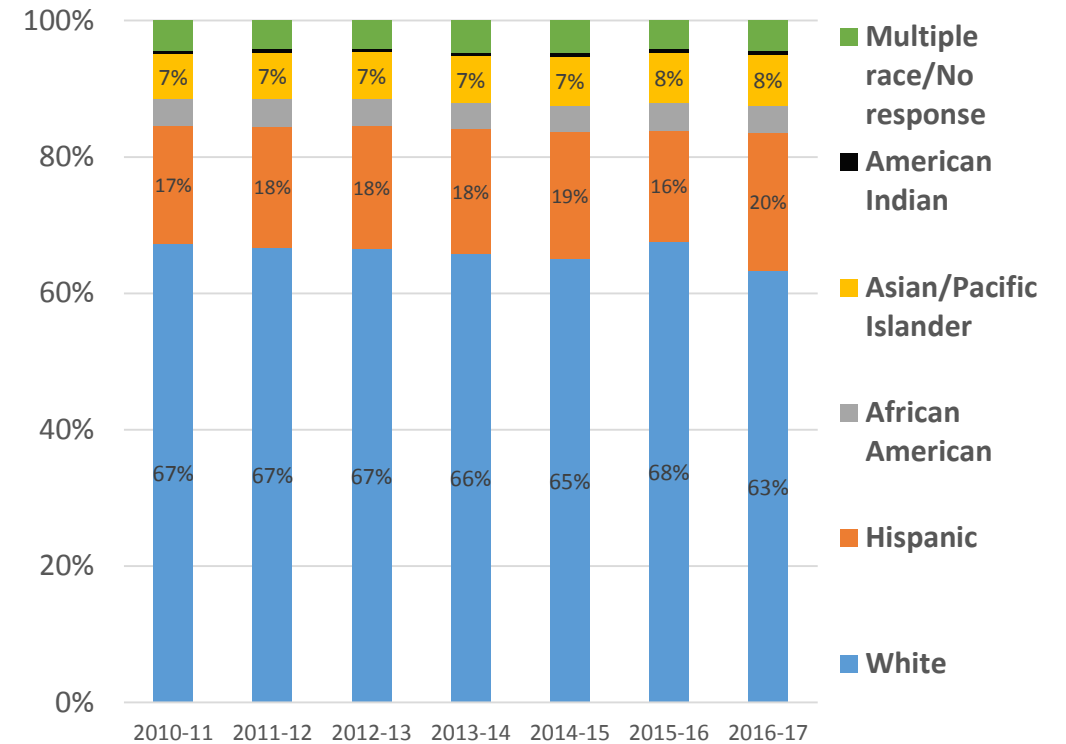


Gender and Race/Ethnicity distribution of teachers in California's K-12 public schools

Gender

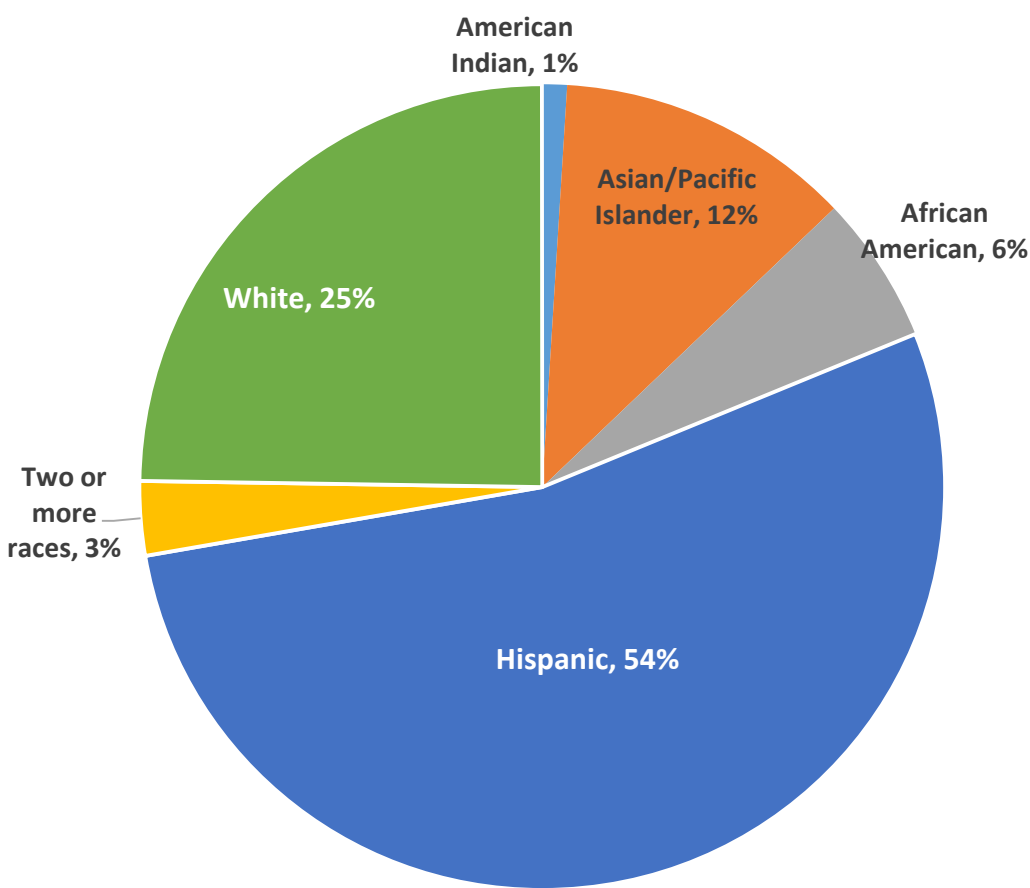


Race/Ethnicity

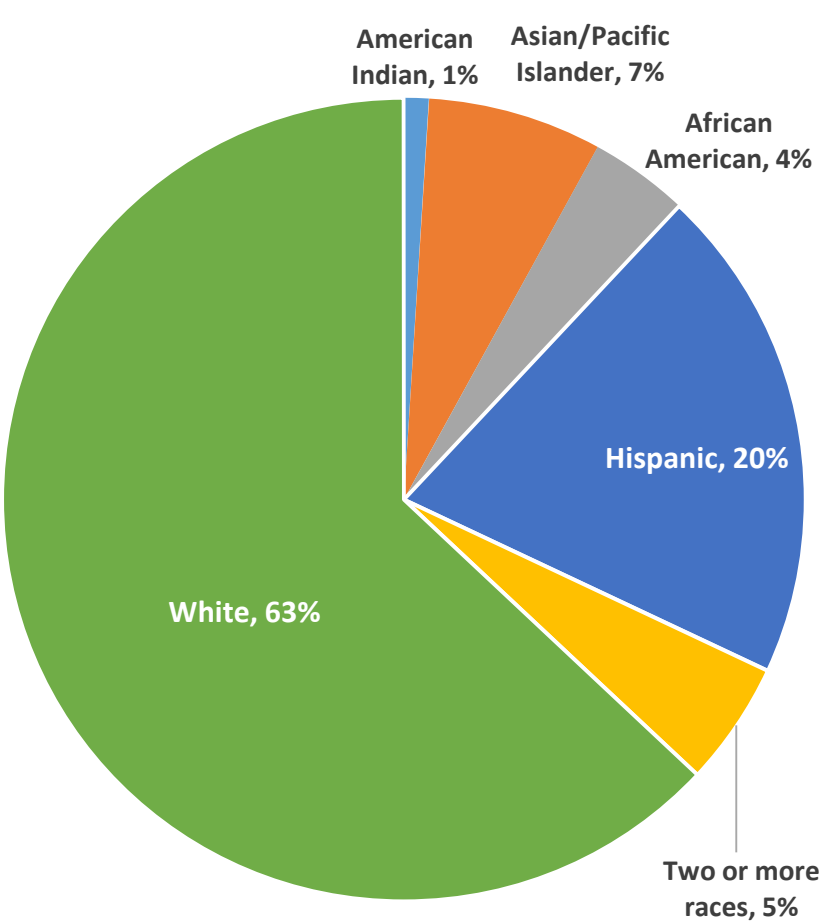


Race/Ethnicity of Students and Teachers in California's K-12 public schools

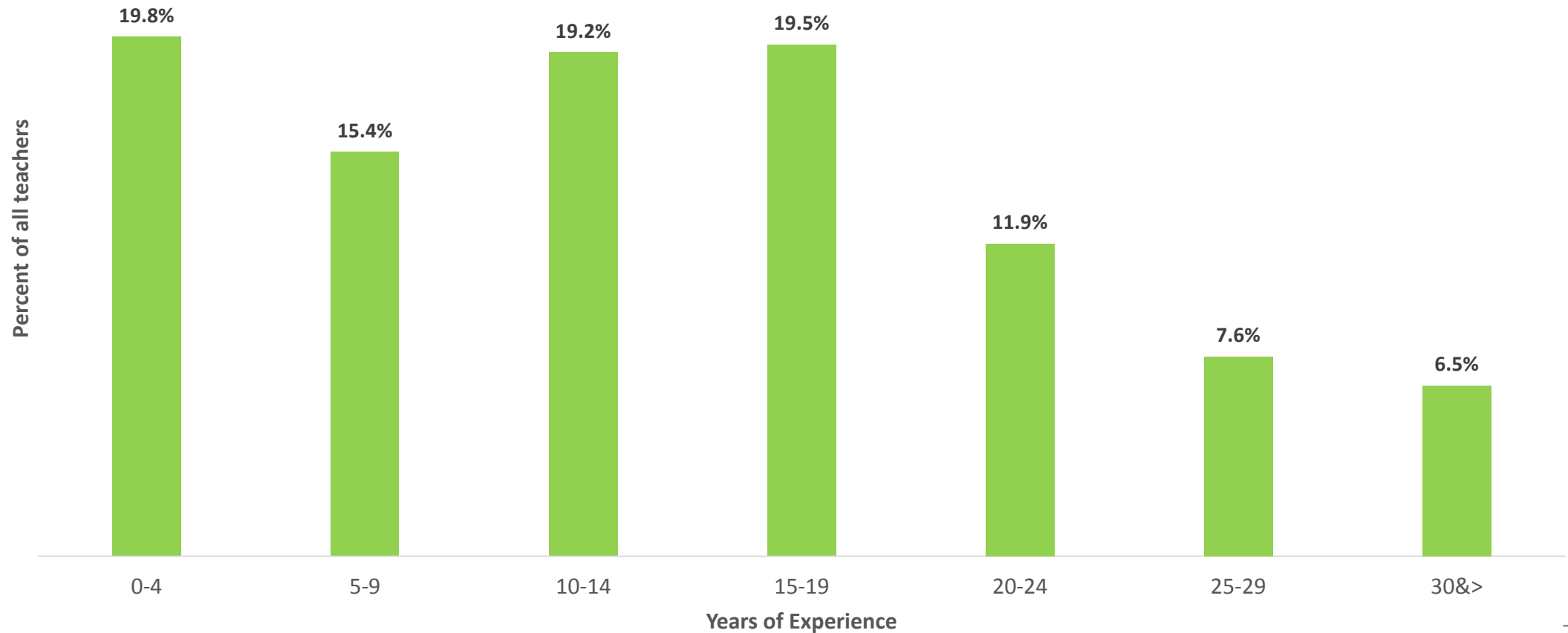
K-12 Students



K-12 Teachers



Teaching Experience of Teachers in California's K-12 public schools

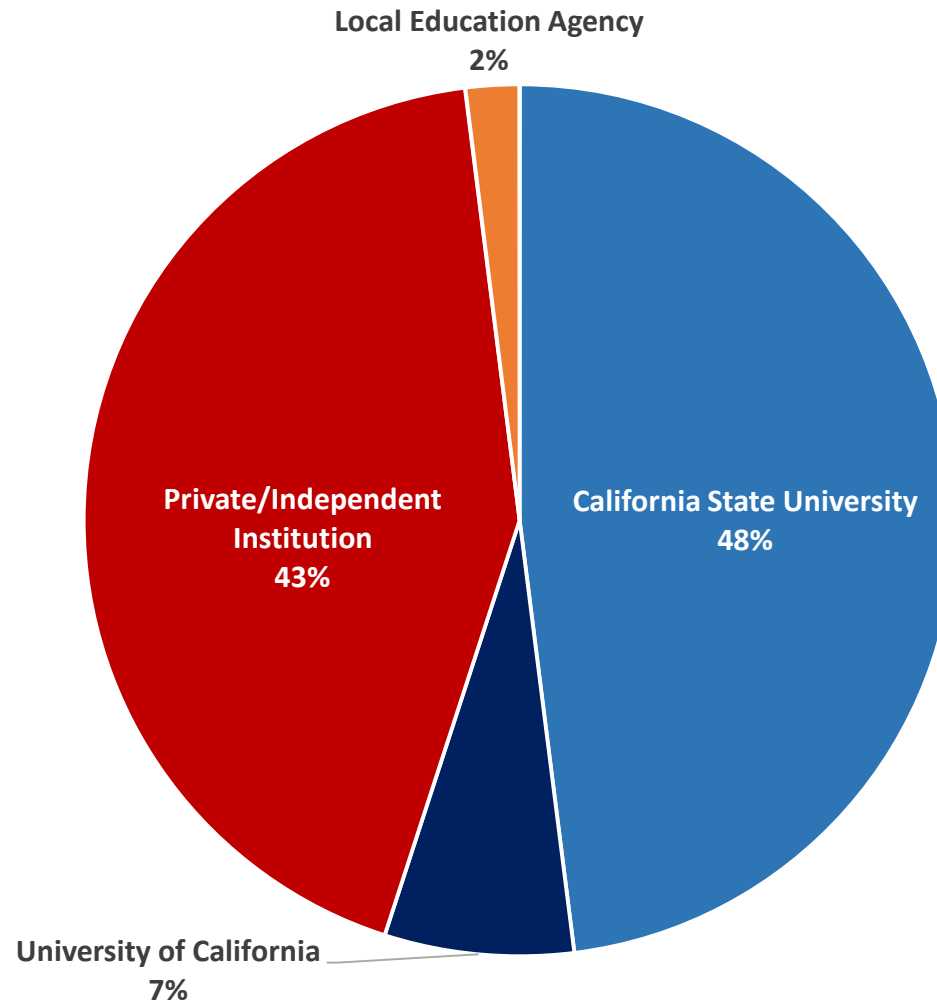


California Context –
Teacher Preparation Institutions
&
New Teachers (2012-13 Cohort)

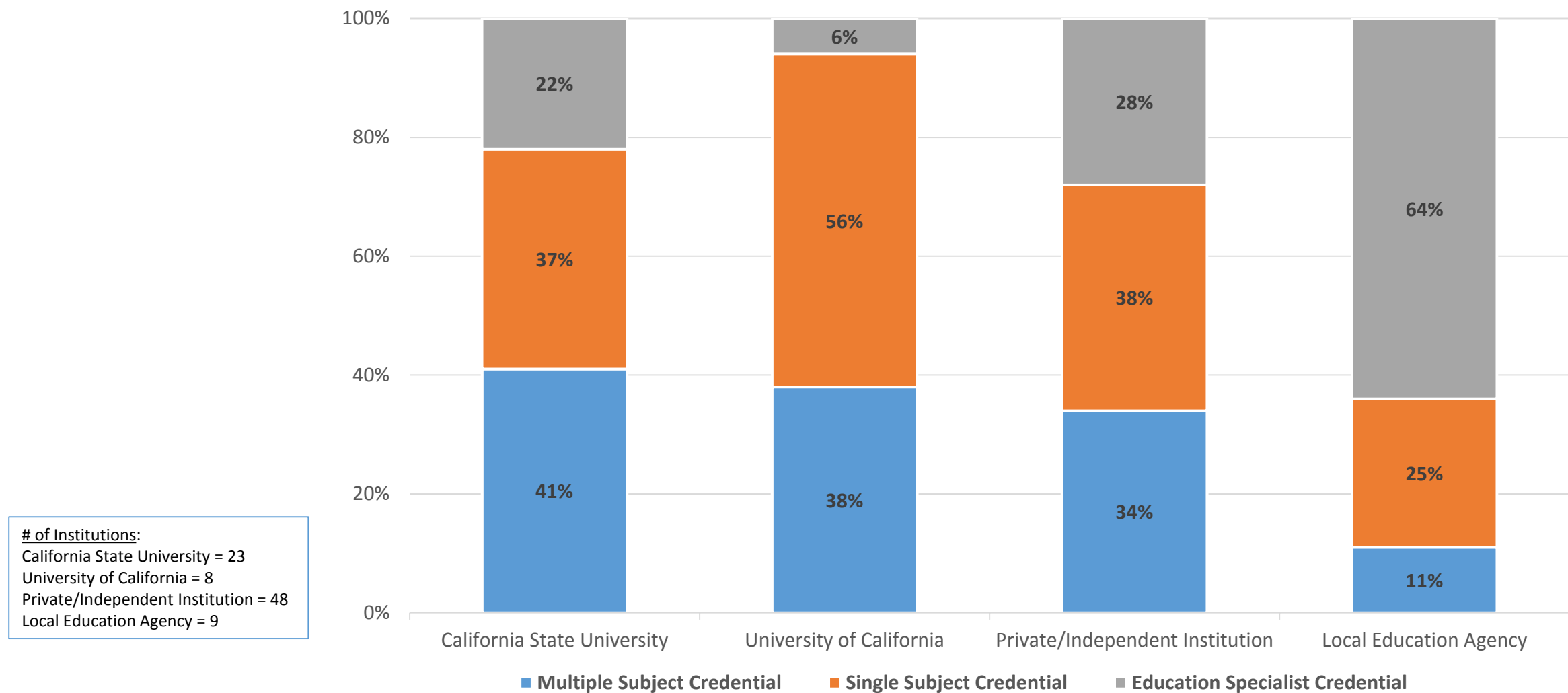
New Teachers by Teacher Preparation Segment

| Characteristics of New Teachers (2012-13 Cohort) | California State University | University of California | Private/Independent Institution | Local Education Agency | Statewide |
|--|-----------------------------|--------------------------|---------------------------------|------------------------|-----------|
| # of Institutions | 23 | 8 | 48 | 9 | 88 |
| # of New Teachers (unique) | 5,551 | 847 | 4,820 | 307 | 11,525 |
| Median age of new teachers | 28 years | 25 years | 30 years | 36 years | 29 years |
| % of new teachers who were 25-34 years old | 66% | 86% | 53% | 43% | 62% |
| % of Teachers of color | 40% | 50% | 39% | 32% | 40% |
| % of Male teachers | 26% | 24% | 28% | 31% | 27% |

New Teaching Credentials issued by Teacher Preparation Segment, 2012-13



New Teaching Credentials Distribution by Teacher Preparation Segment, 2012-13



Pilot Project –

- Data Sources
- Methodology & Data Analysis
- Limitations
- Selected Findings
- Best Practices
- Possible Next Steps

Data Sources

Commission has credential data of new teachers:

- When credential is issued (July 1 to June 30)
- Who prepared (CSU, UC, Private/Independent, LEA)
- What type of teaching credential (Multiple Subject, Single Subject, Education Specialist)
- What subjects the teacher is authorized to teach

CDE has employment data of all teachers:

- When employed (as of October)
- Where employed (School Site, School District, County)
- Demographic variables (gender, ethnicity, age, education level, years in teaching, years in same district)
- Teacher subject assignment

Data from Commission's data system and CDE's employment data were merged in the Data Warehouse using an unique Contact ID

Methodology and Data Analysis

New Teachers credentialed in 2012-13 (Base year or Cohort)

Descriptive study and a longitudinal analysis

Initial Employment Rate:

- Teachers in the employment dataset divided by 2012-13 Cohort teachers

Employment Pattern:

- 2012-13 cohort teachers who were employed in the same year (Year 1)
- 2012-13 cohort teachers in the subsequent years – Year 2 (2013-14), Year 3 (2014-15), Year 4 (2015-16), Year 5 (2016-17)

Retention Rate:

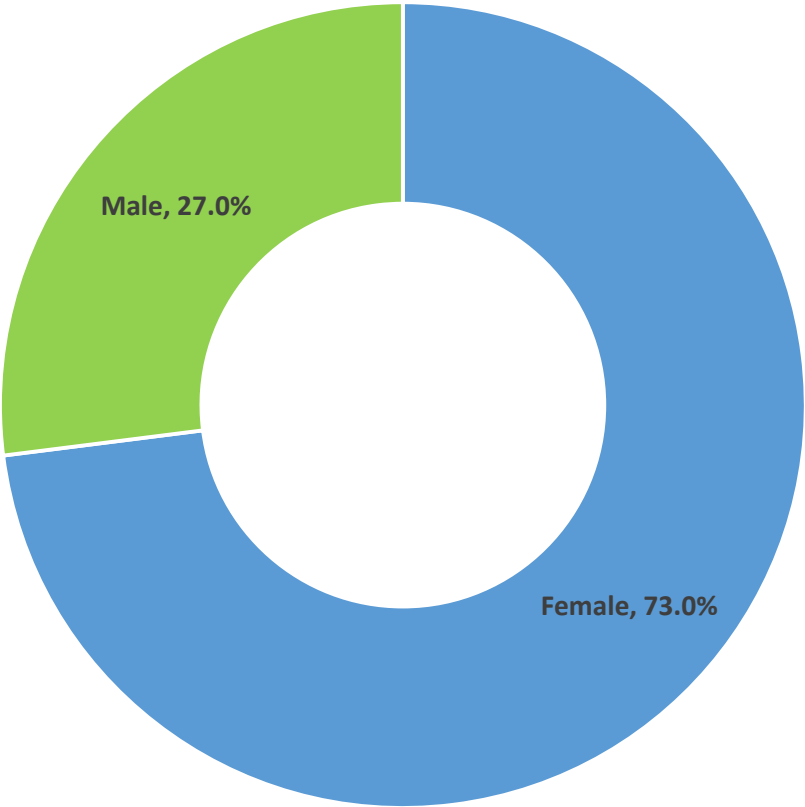
- Out of the new teachers who were credentialed in 2012-13, how many stayed in teaching in the following 4 years?

Limitations

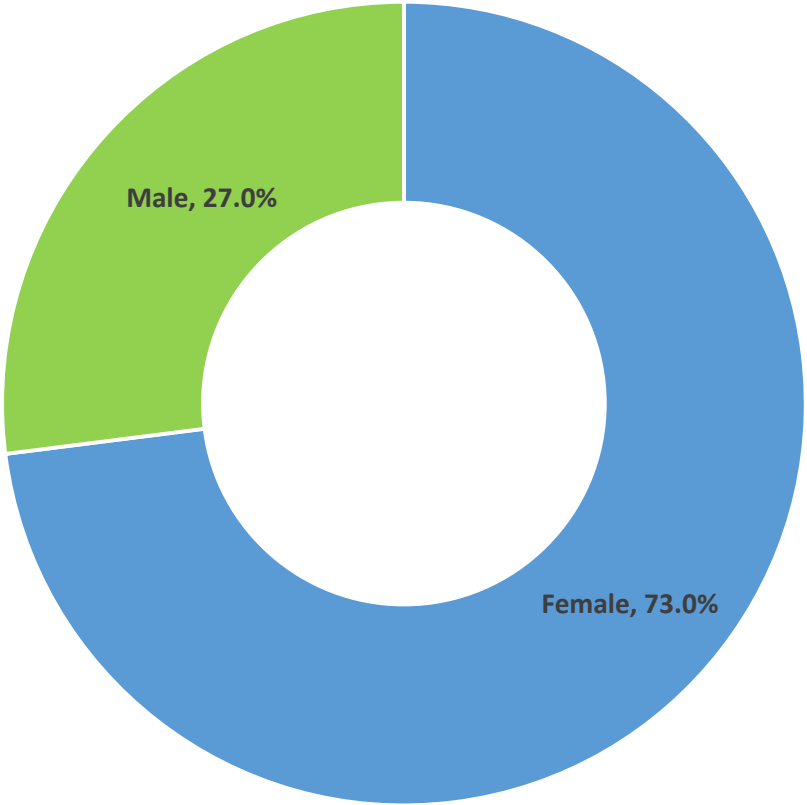
- Data are maintained by two separate state agencies. So timing of the data is dependent on the interagency cooperation.
- CDE's datasets do not include teachers who are employed in private schools or who moved from California to other states. So the Initial Employment and Retention Rate could be underreported.
- Commission's database has data on type of teaching credential; so employment rate was calculated based on the teaching credential.
- Other factors (housing, salary, transportation, location) that may have an impact on teacher initial employment and retention rate were not included in this project.

Gender of Employed Teachers in California's K-12 Public Schools

New Teachers, 2012-13 (N=9,607)

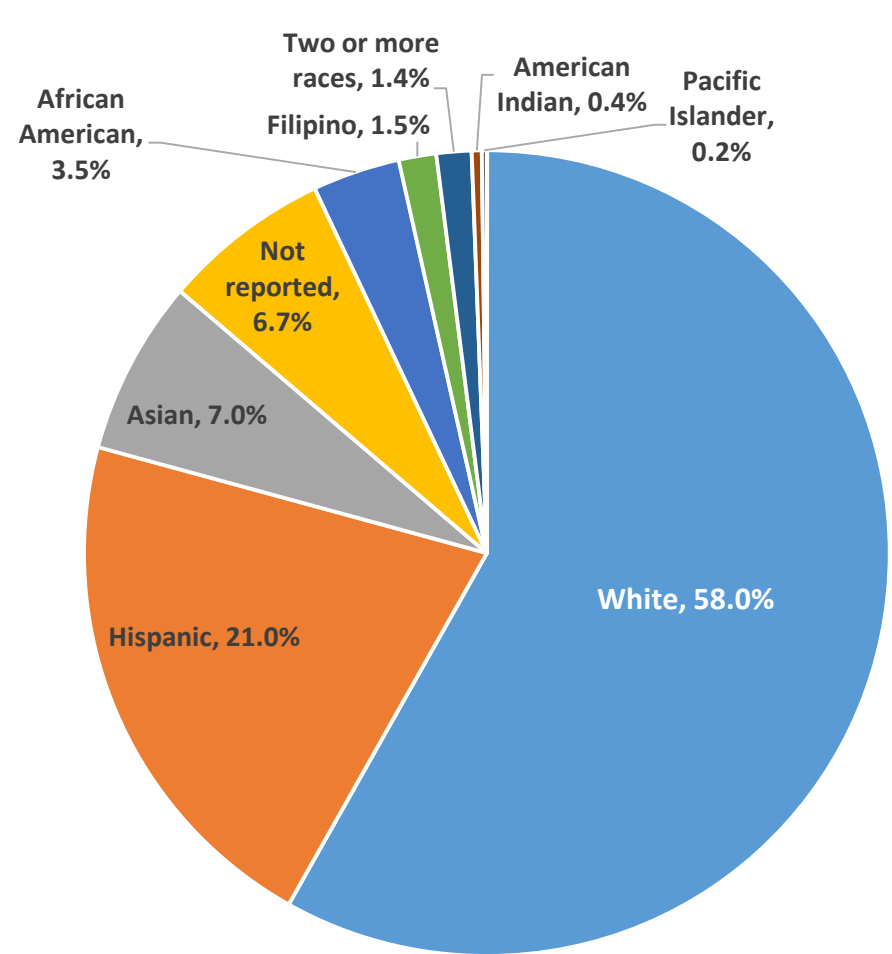


Current Teachers, 2017-18 (N=306,261)

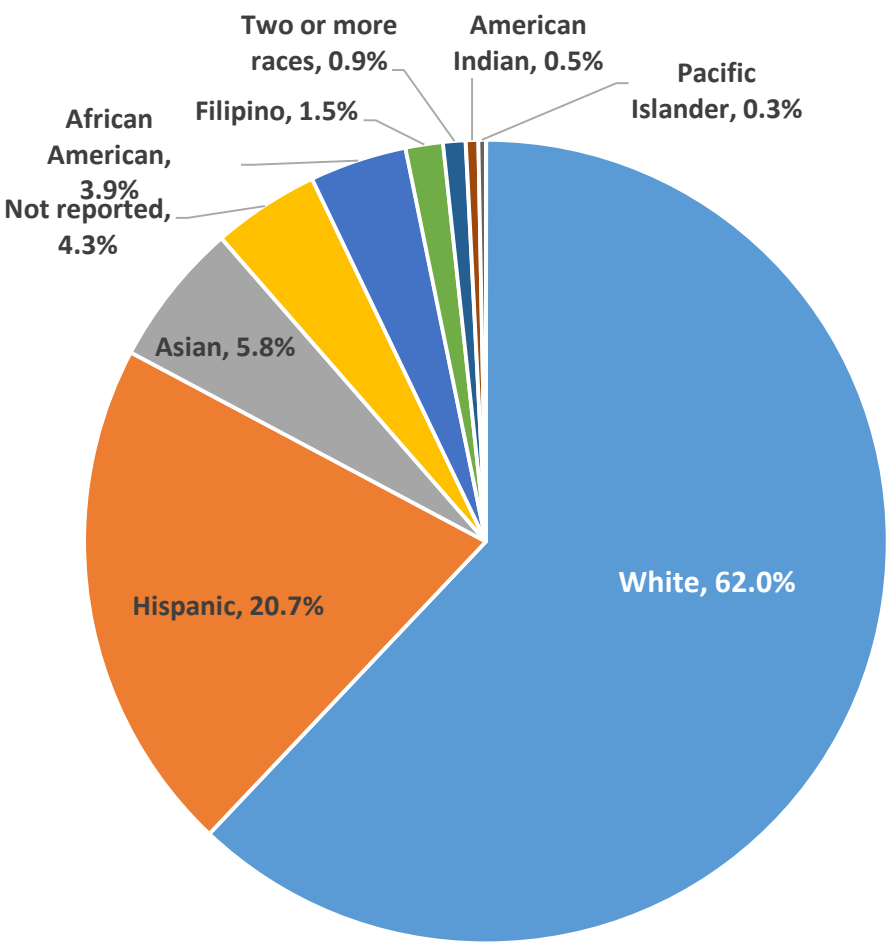


Race/Ethnicity of Employed Teachers in California's K-12 Public Schools

New Teachers, 2012-13 (N=9,607)

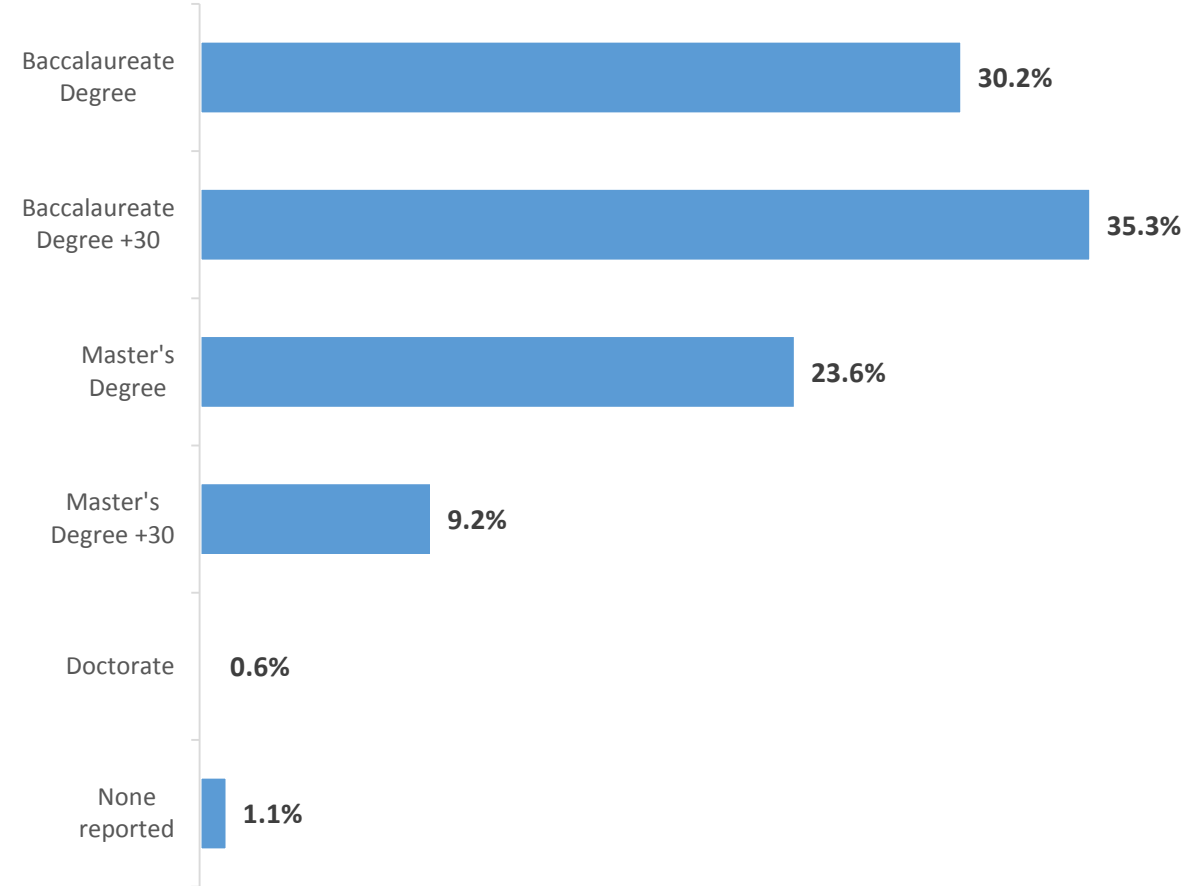


Current Teachers, 2017-18 (N=306,261)

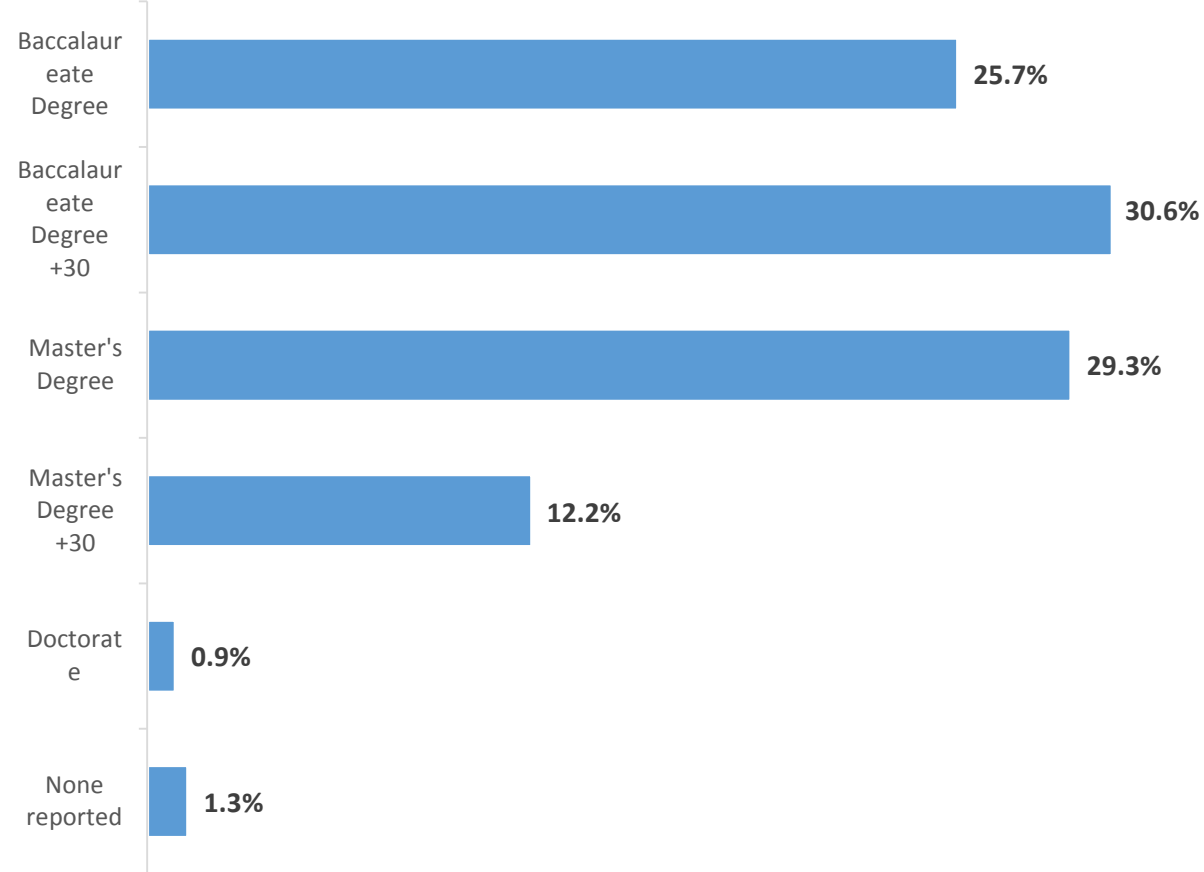


Educational Level of Employed Teachers in California's K-12 Public Schools

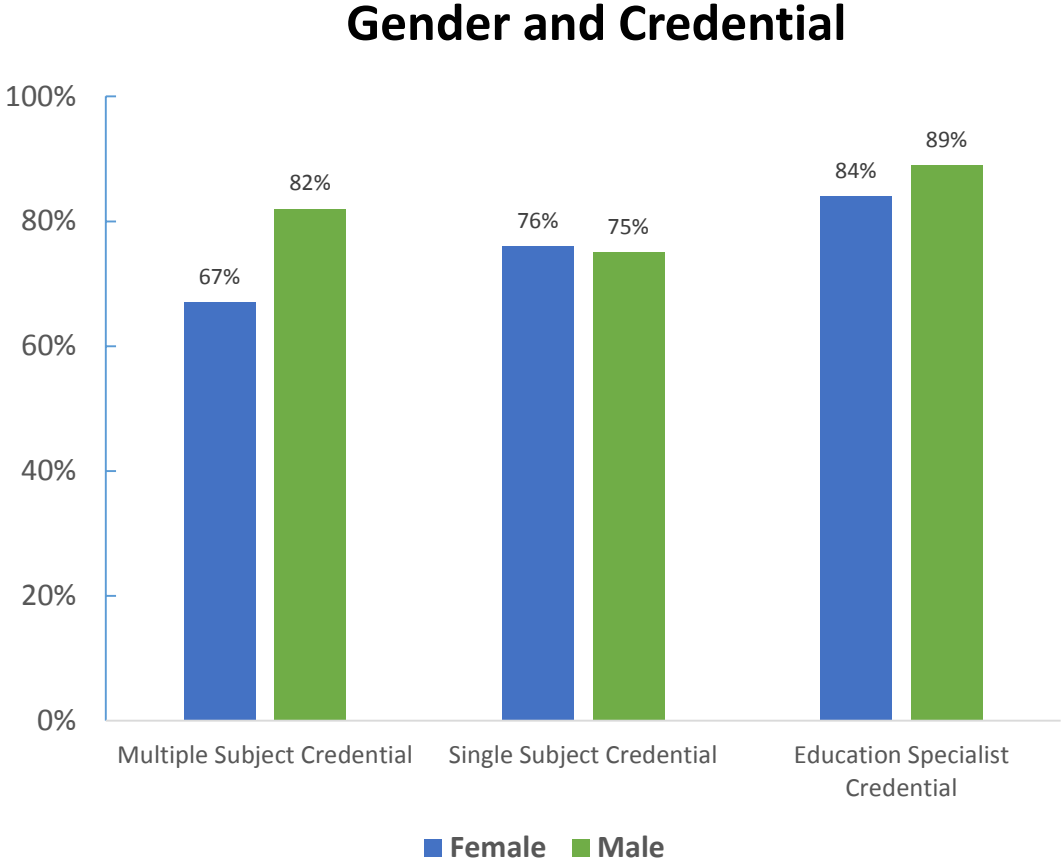
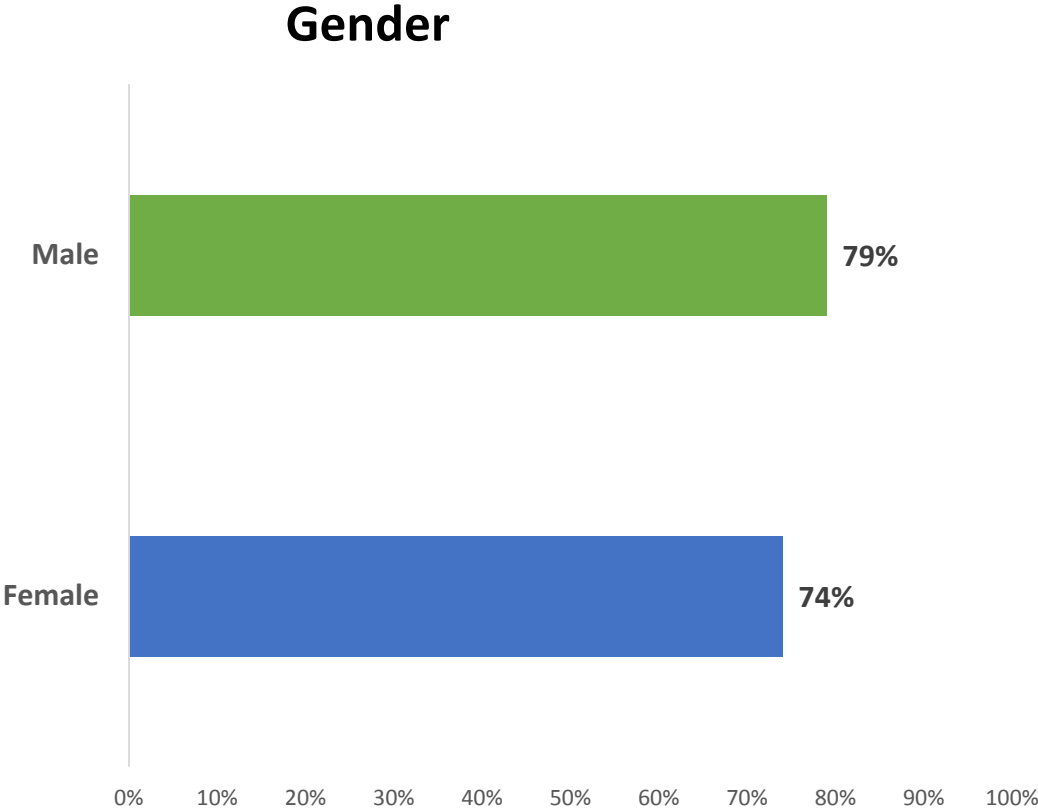
New Teachers, 2012-13 (N=9,607)



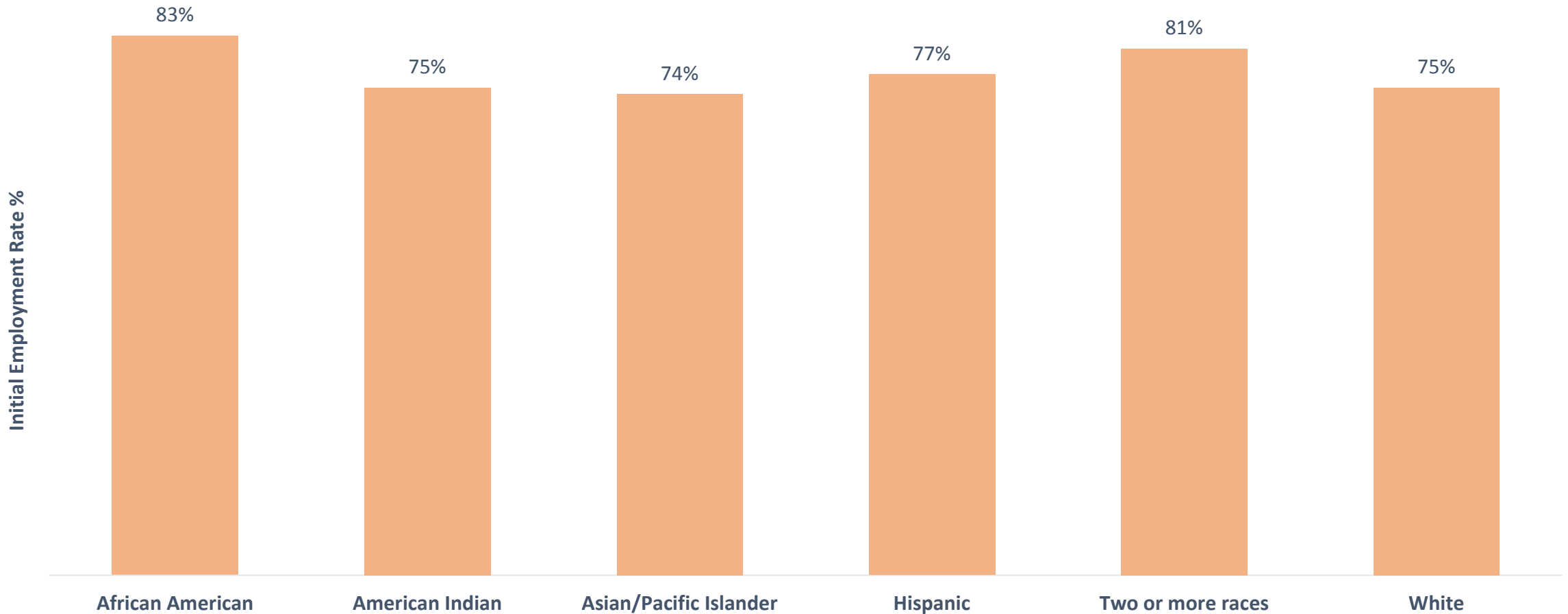
Current Teachers, 2017-18 (N=306,261)



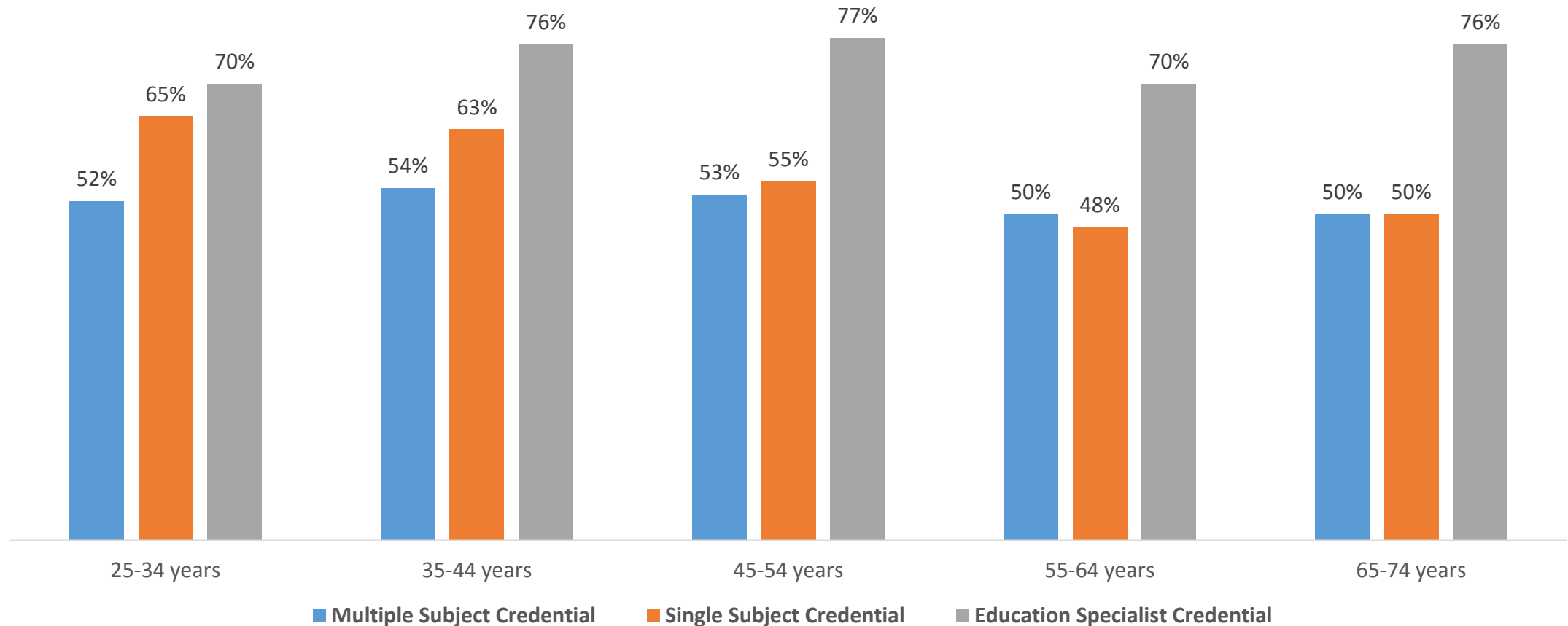
Initial Employment Rate (Cohort 2012-13) by Gender



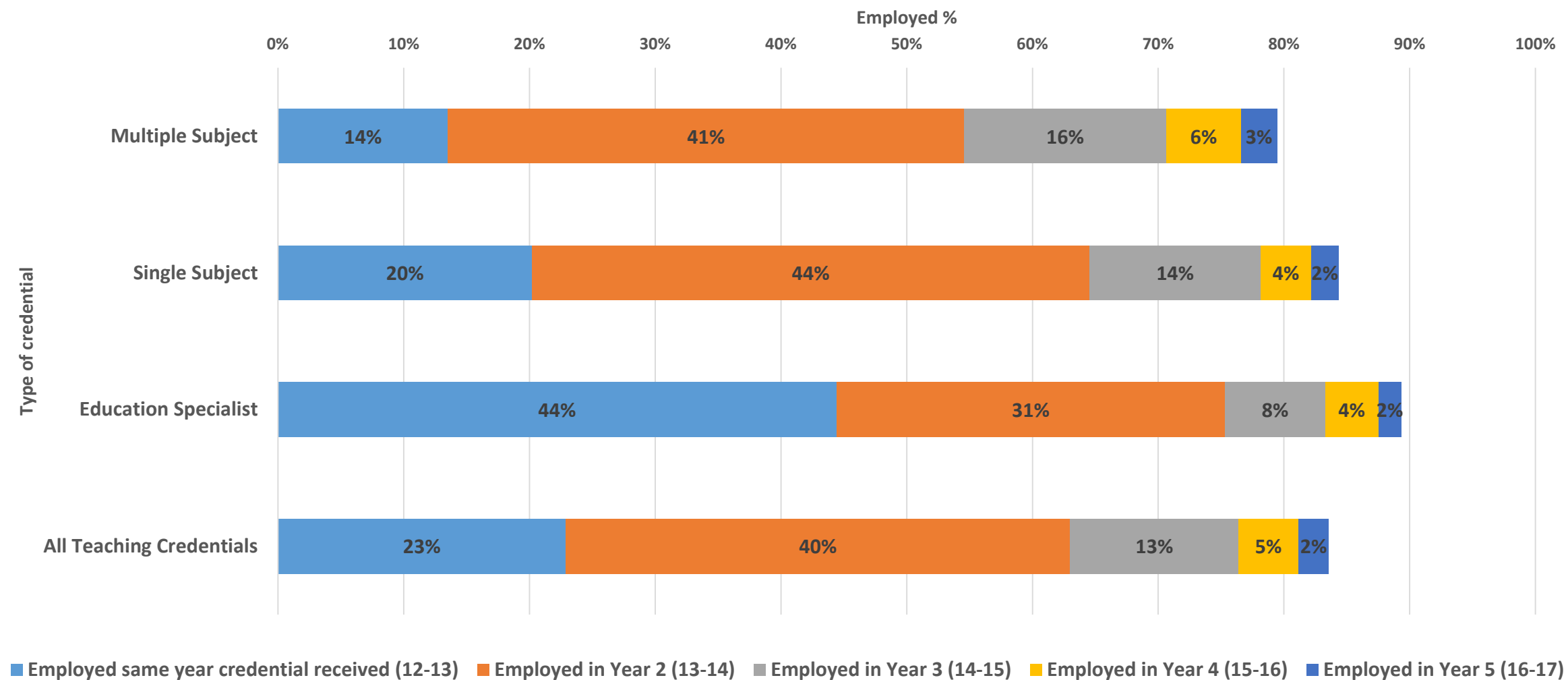
Initial Employment Rate (2012-13 Cohort) by Race/Ethnicity



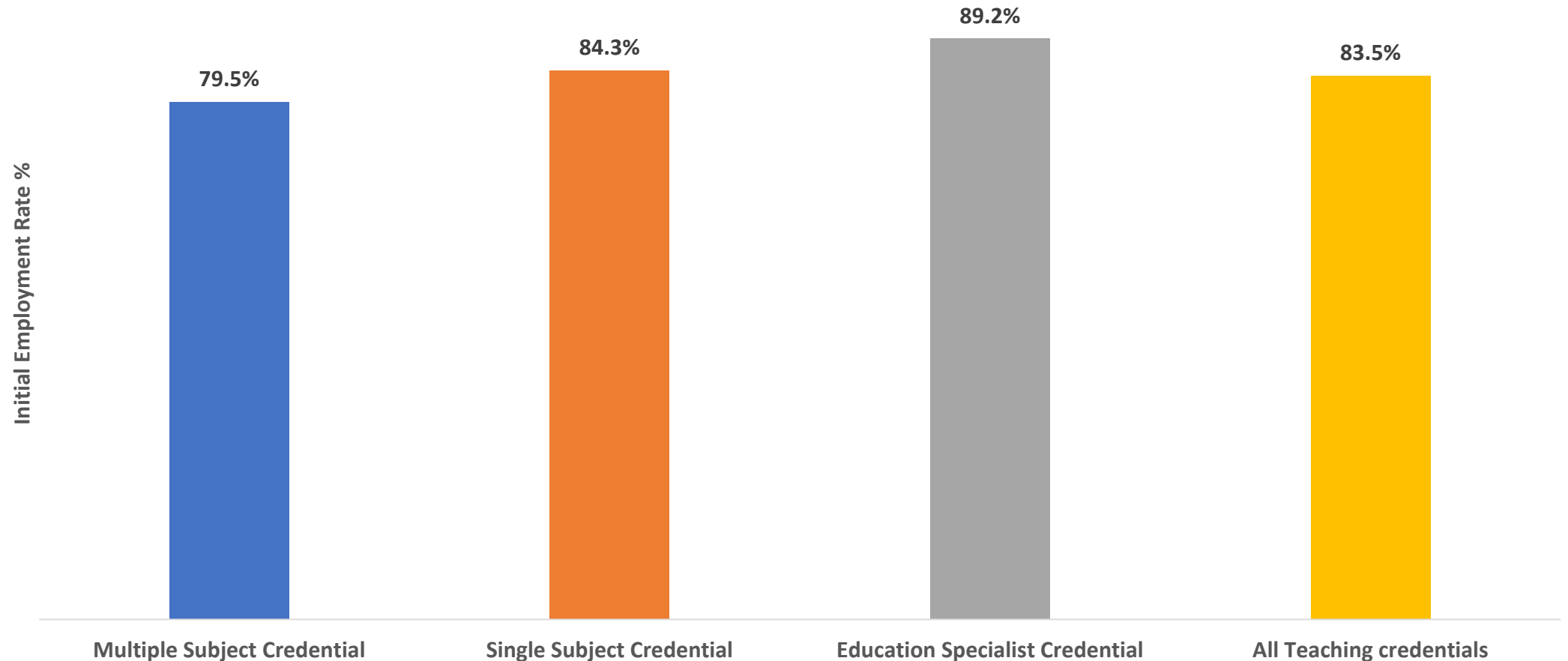
Initial Employment (Cohort 2012-13) by Age Group



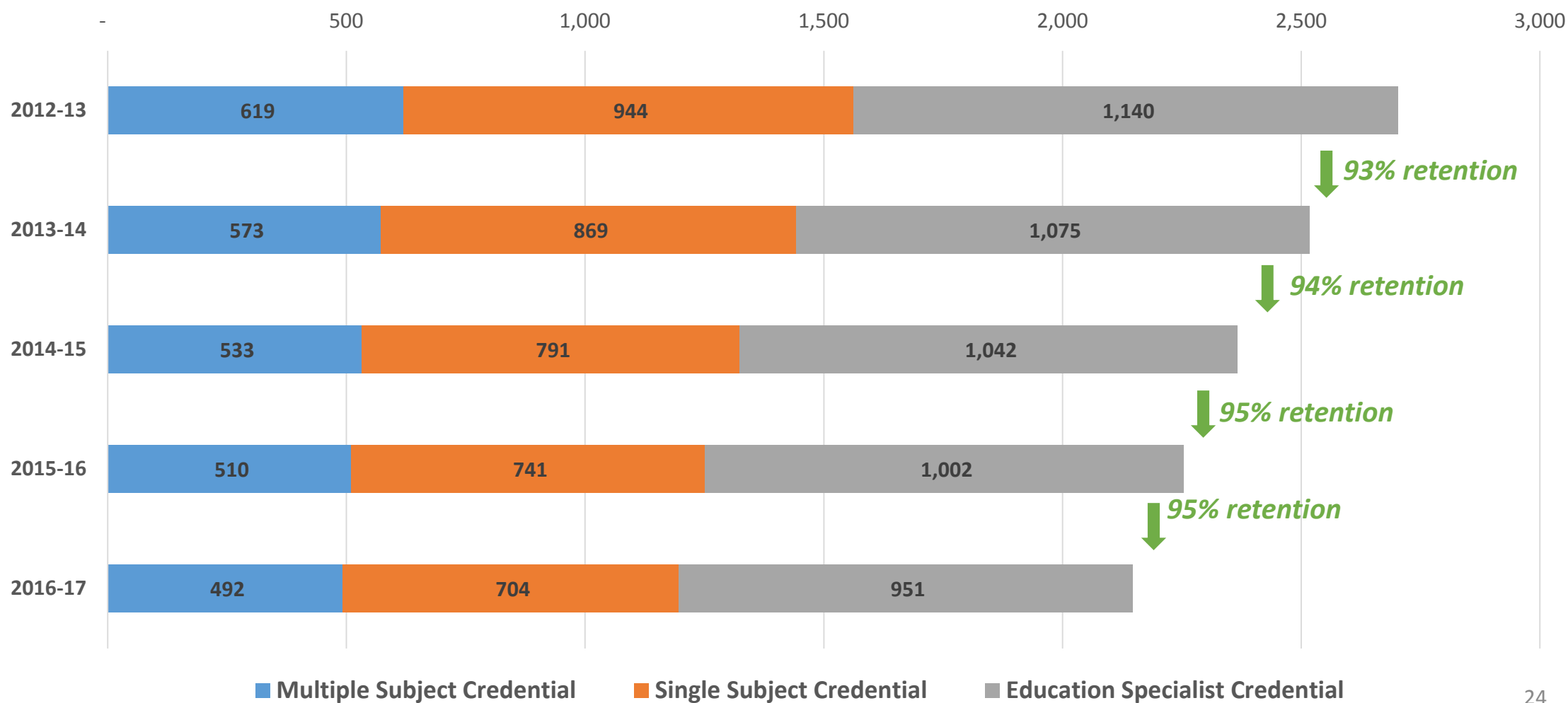
Employment Pattern of New teachers in Five Years (2012-13 to 2016-17) by Credential Type



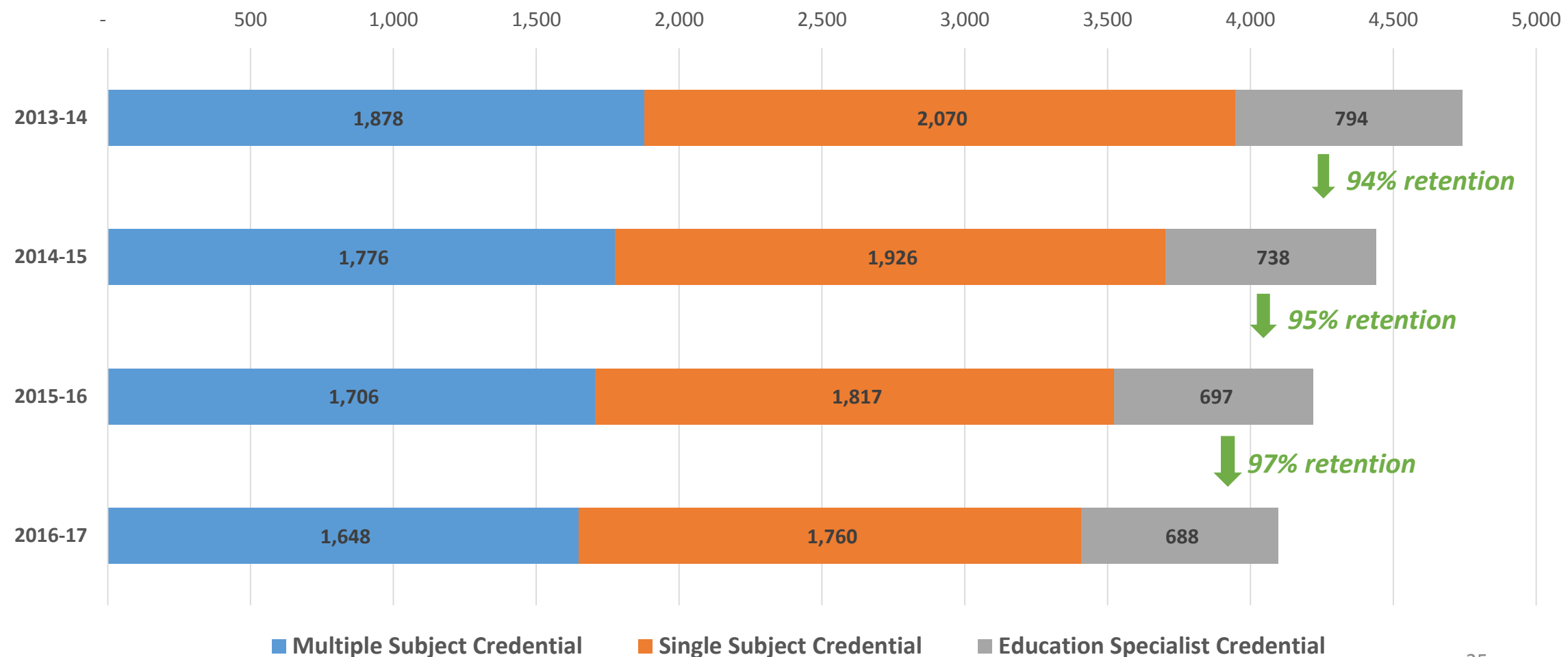
Overall Cumulative Employment Rate (2012-13 Cohort) by Teaching Credential Type



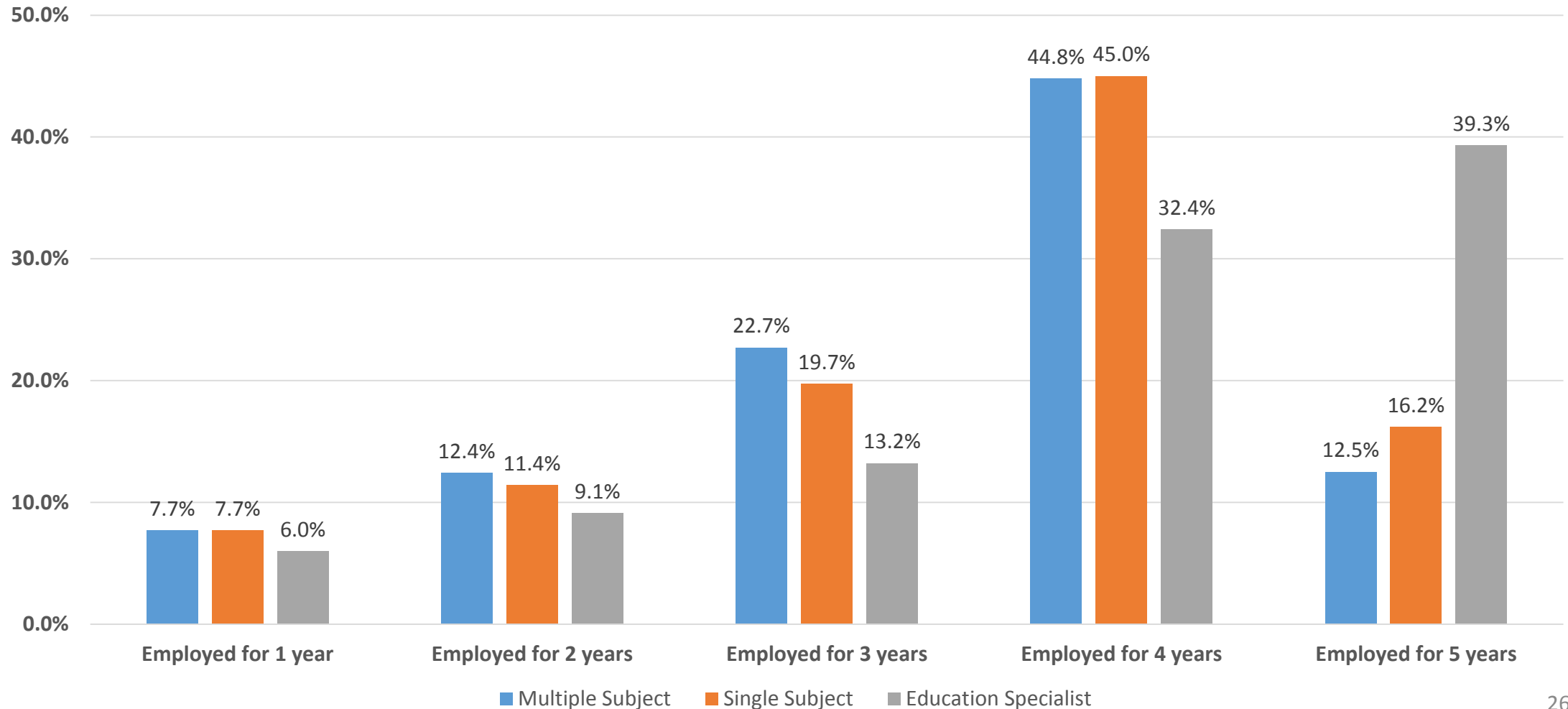
Retention rate of New Teachers (2012-13 Cohort who got initial employment in **Year 1**), by Credential Type



Retention rate of New Teachers (2012-13 Cohort who got initial employment in **Year 2**), by Credential Type

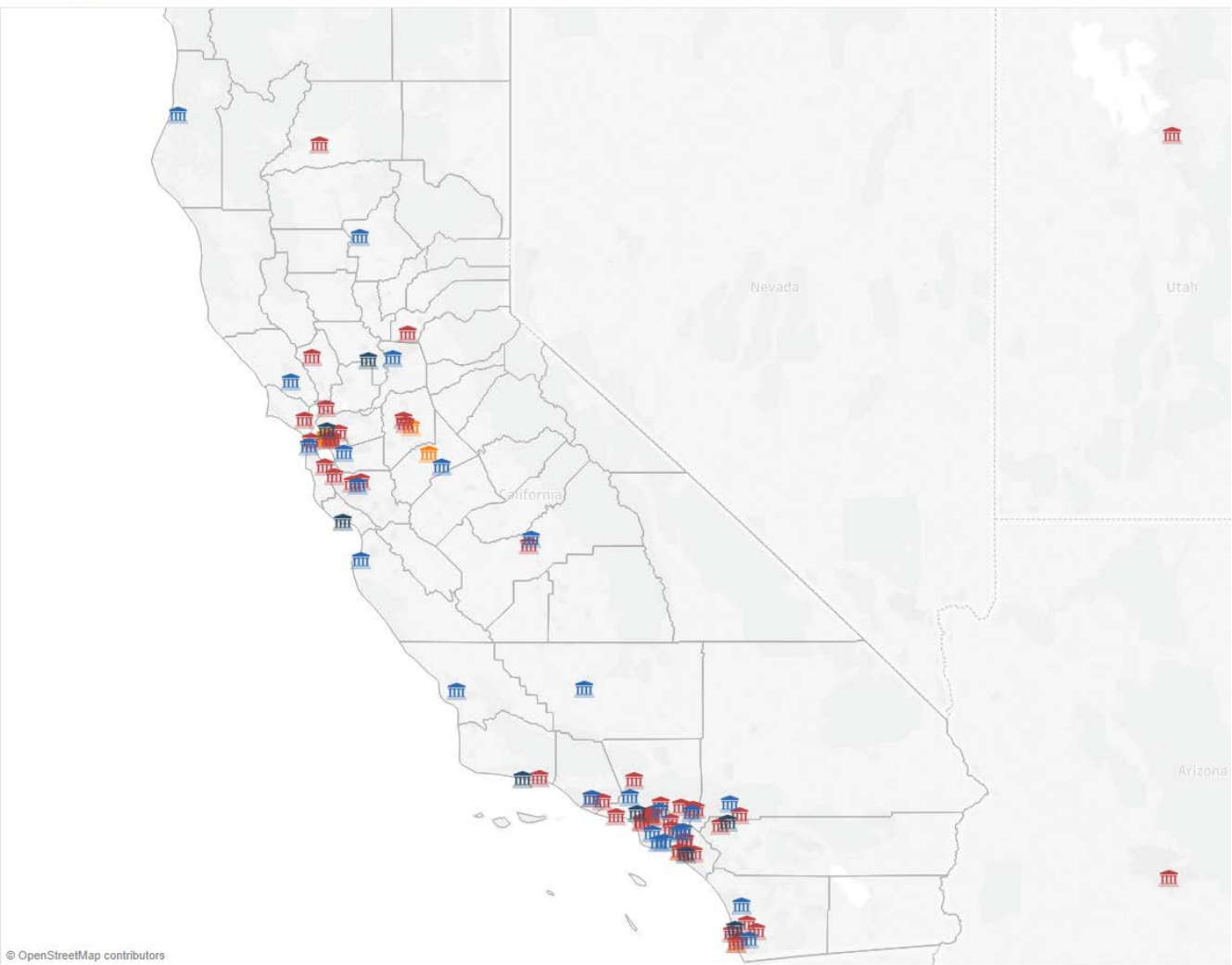


Number of Years employed by New Teachers, by Teaching Credential Type



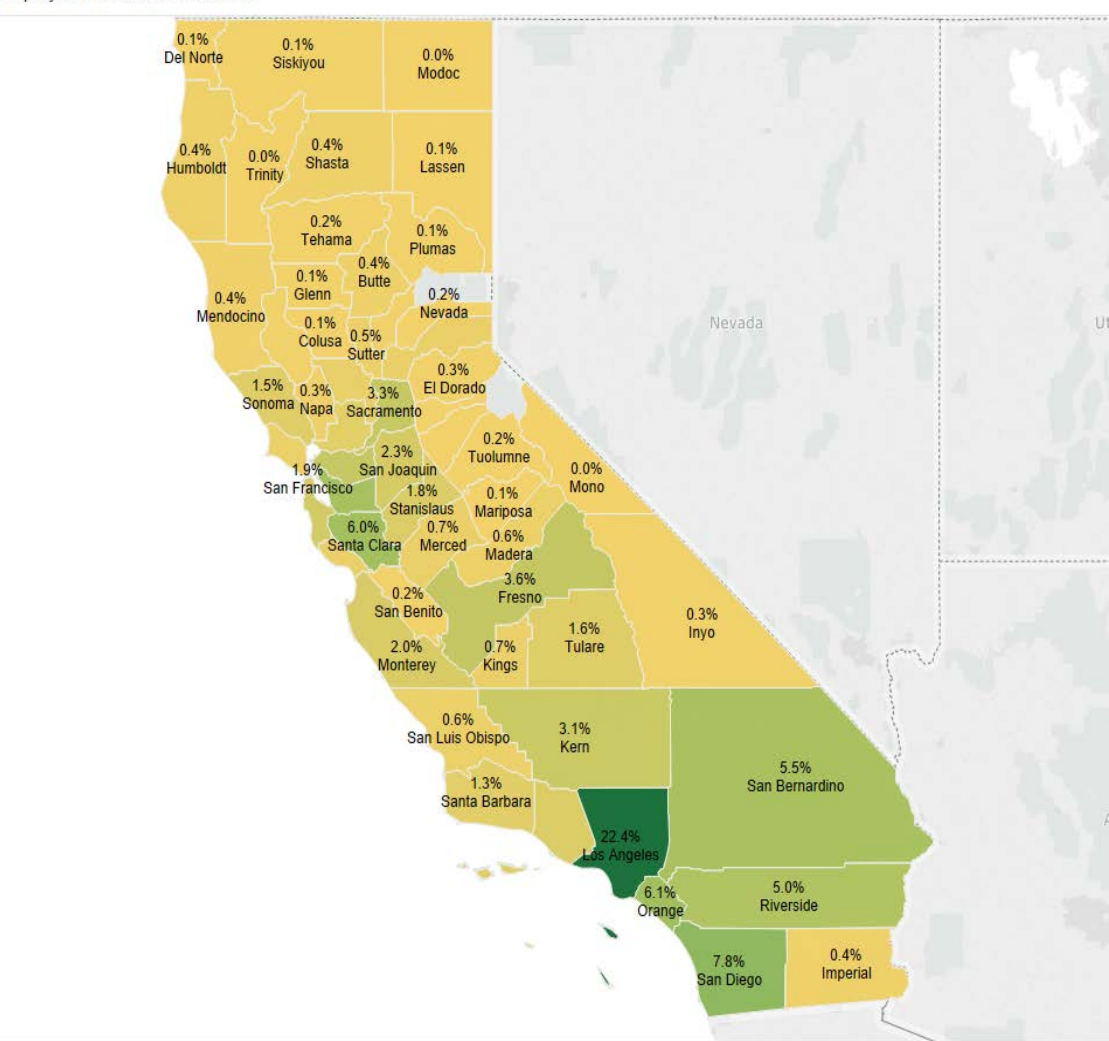
Employment Pattern of New Teachers by County

Initial Employment: Cohort 2012-2013 and Teacher Preparation Institution



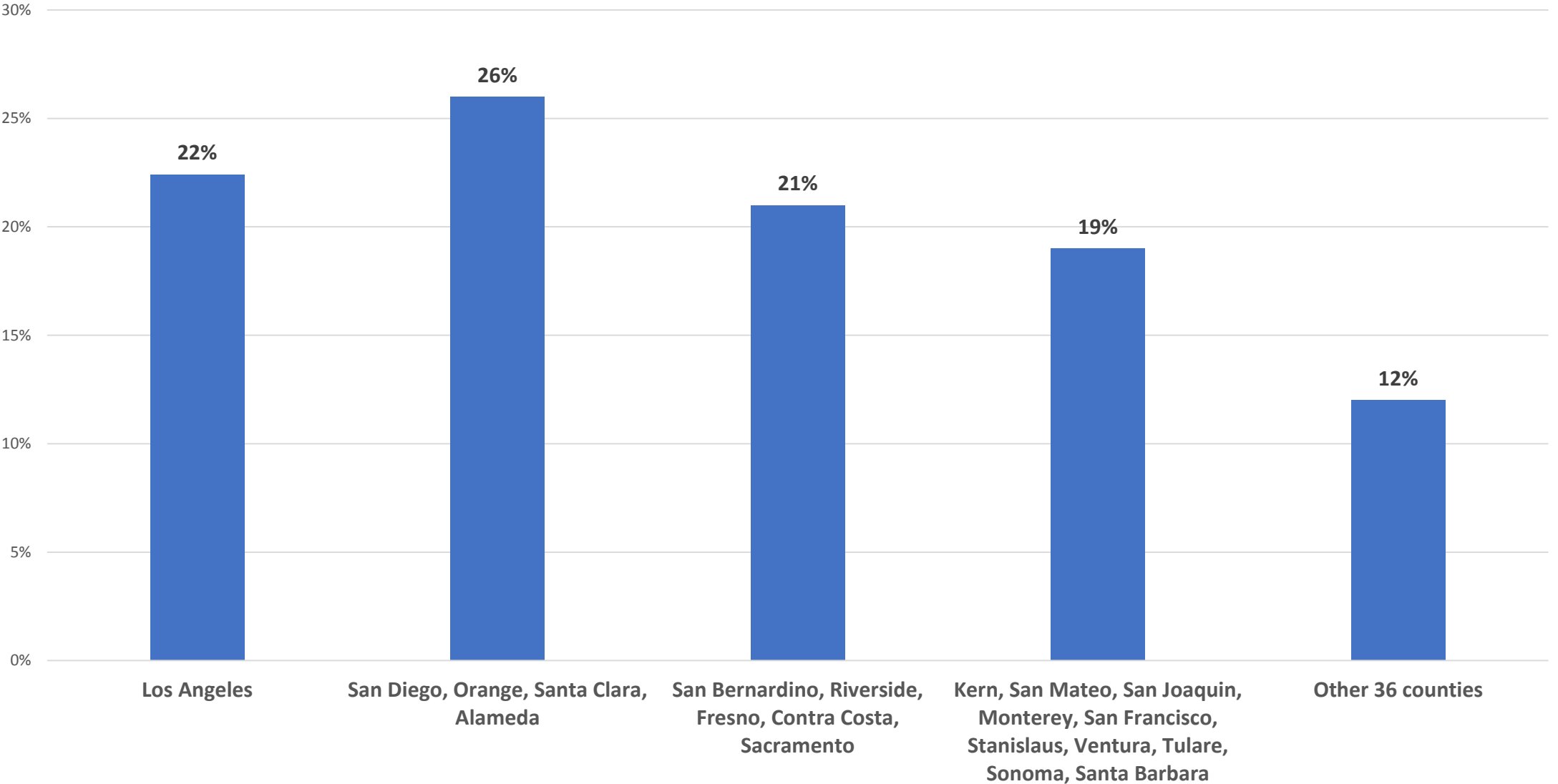
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Employment: Cohort 2012-2013



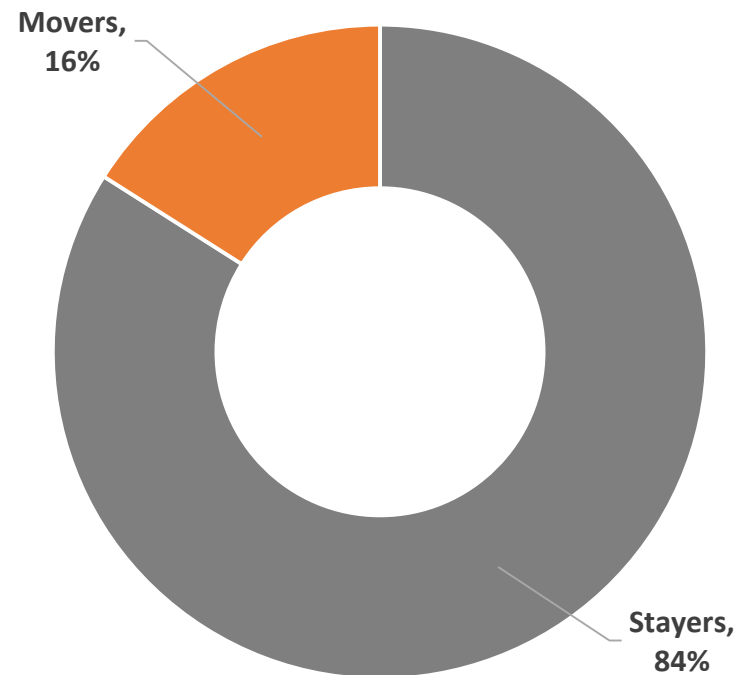
Employed Total
2 2,153

Employment of 2012-13 Teachers by County

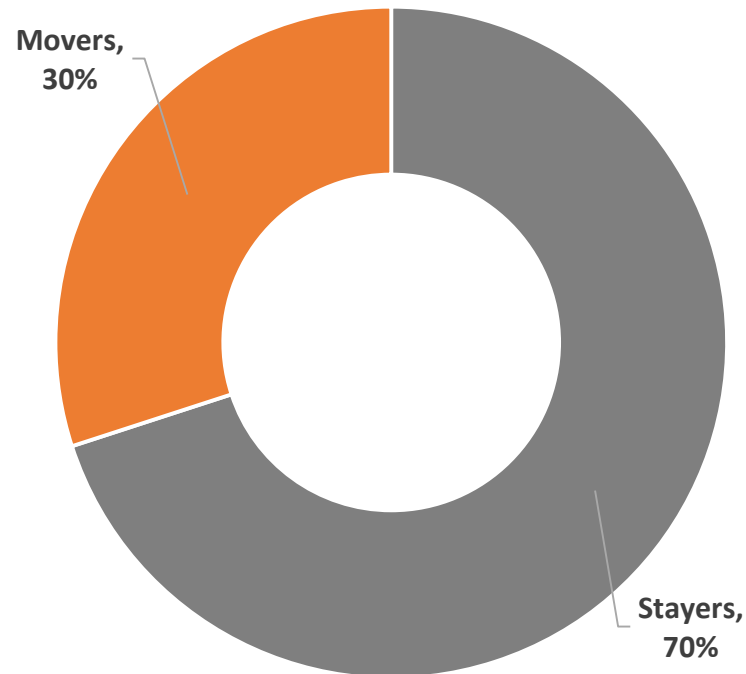


Mobility of New Teachers (2012-13 to 2016-17) by County, District, and School

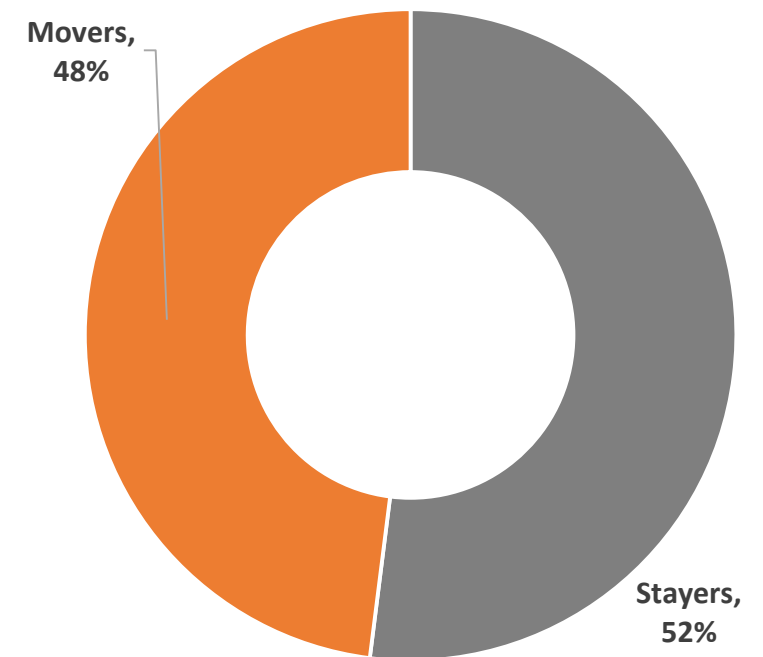
County



District



School



Selected Findings for 2012-13 Cohort

Initial Employment Rate of new teachers

- Varied by gender, ethnicity, age groups
- Varied by teaching credential

Employment Pattern of new teachers

- Employment pattern varied by teaching credential

Retention Pattern of new teachers

- More than 90 percent of the new teachers stayed in teaching for next 3-5 years

Teacher Mobility of new teachers

- About 70 percent of the new teachers were employed in the same School District
- More than 80 percent of the new teachers were employed in the same County

Best Practices

- Establish partnership with LEAs to place teacher candidates in classrooms during their preparation and as soon as they complete their credential programs
- Employ new teachers and they will most likely to stay
- Prepare your own teachers locally
- Encourage teacher candidates to get teaching credentials in the teacher shortage areas such as Math, Science, and Special Education

Possible Next Steps

- Update Initial Employment Rate and Retention Rate
- Continue to analyze other factors that impact Initial Employment Rate and Retention rate
- Calculate an attrition rate of all public K-12 teachers
- Provide information to teacher preparation programs on where their program completers are employed
- Publish statewide data on Data Dashboards