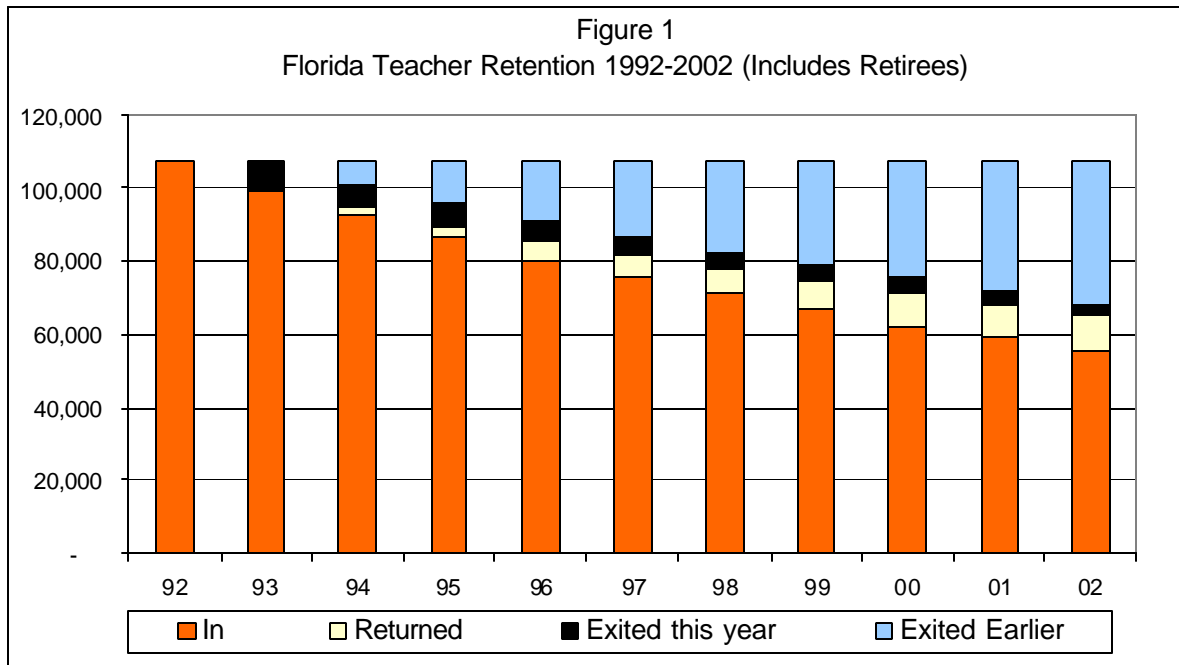




Florida Teacher Retention¹ 1992-2002

Reducing turnover rates is a vital component of a coordinated strategy to enlarge the supply of qualified teachers. Attrition rates are particularly high for young teachers and those in the early years of their careers.

- Of the 107,229 public school teachers in Florida classrooms in the fall of 1992, 64,926 (60.5 percent) remained in the classroom in 2002. The overall attrition rate (39.5 percent) includes retirees.

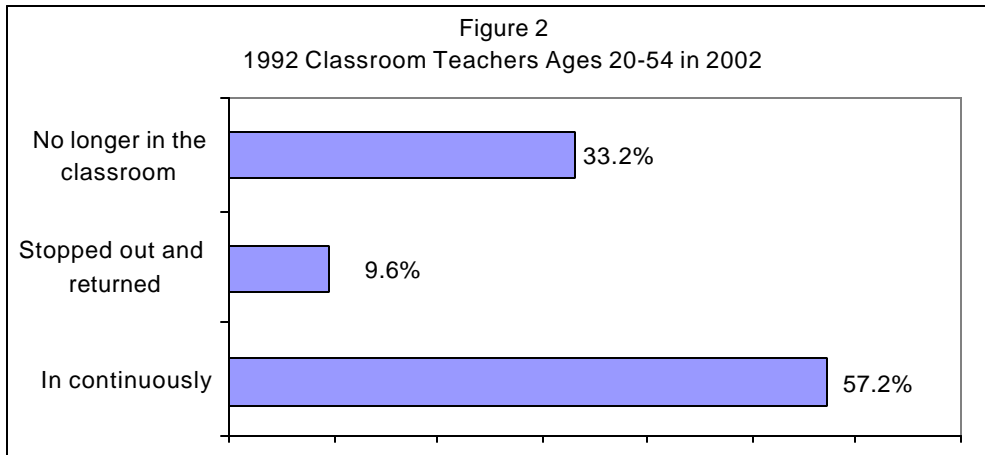


- Among those teachers who were younger than 55 in 1992, one third (33 percent) were no longer teaching in 2002, 57.2 percent had taught continuously from 1992, and 9.6 percent stopped out and returned some time during the 10-year period (Figure 1).

¹ This study tracked individual classroom teachers in Florida public schools from fall 1992 through fall 2002. A second analysis tracked 1997 teachers through 2002. In addition, to focus on young teachers, the teachers were tracked for all three-year segments during the 1992-2002 decade, i.e., teachers were tracked from 1993 through 1996, 1994 through 1997, etc.

Of those who were teaching in 2002, 14 percent had stopped out and returned.

- Of the 64,926 teachers who were in the classroom in both 1992 and 2002, 9,376 (14 percent) had stopped out for a period of time. This percentage also held true for the population in the 20 to 54 age group.



Teachers in their mid years, from ages 35 to 54, are the most likely group to remain in the classroom.

- Ninety percent of this age group in 1992 were still in the classroom in 1995 (three years later) and 84 percent were still in the classroom in 1997 (five years later). By 2002 it was clear that those who had been in the 45 to 54 age group in 1992 had begun to retire.

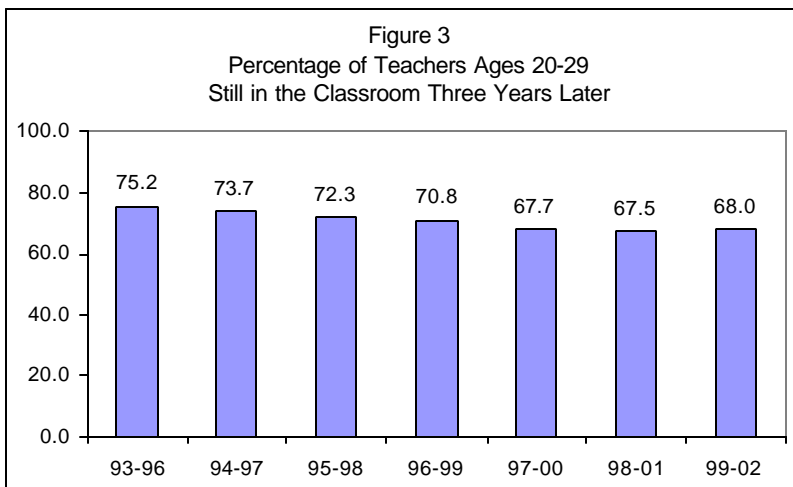
Except for retirees, more young teachers leave the classroom than any other age group.

- Twelve percent of the teachers who were under 30 in 1992 left within one year, 24 percent within three years, 34 percent in five years, and 48 percent within 10 years (Table 1).
- This finding is similar to that of a recent Department of Education study that tracked Florida teacher education graduates to the classroom, which concluded that 11 percent of the new graduates who taught in Florida public schools left the classroom after one year.

Left After	1992 Teachers	1997 Teachers
1 Year	12.1	13.9
3 Years	24.4	31.0
5 Years	33.9	40.9
10 Years	48.3	-

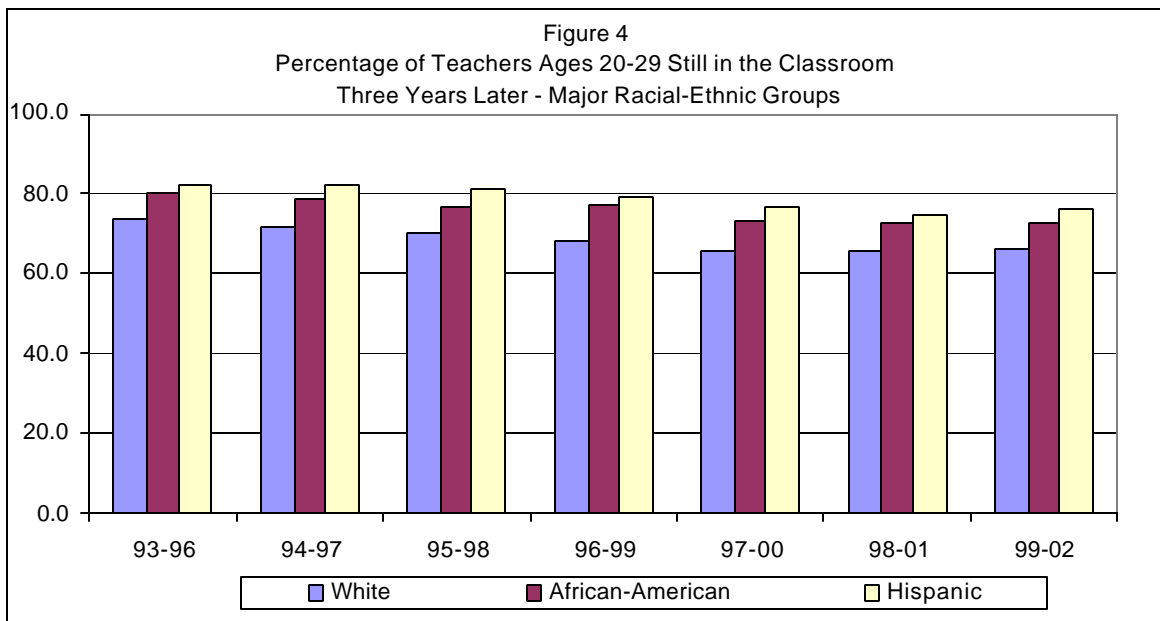
The attrition rate among young teachers appears to be accelerating.

- As shown in Table 1, a higher percentage of the 1997 teachers younger than 30 left the profession after one year (14 percent) than the same age group in 1992 (12 percent). Similarly, the 3-year and 5-year attrition rates were higher for teachers in 1997 than for teachers in 1992.
- The year-by-year decrease in the percentage of young teachers teaching after three years may be seen in Figure 2. These statistics closely parallel those cited in national studies.



The percentage of young minority teachers who remain in the classroom is slightly higher than for white, non-Hispanic teachers.

- As shown in Figure 3, the three-year retention rates for all teachers in the 20 to 29 age group gradually declined during the study period. However, the retention rates for Hispanic and African-Americans were consistently higher than the retention rates for white teachers.



In addition to those teachers who leave the classroom, others transfer from district to district.

- Approximately one percent of the teachers transfer each year from one district to another. Although at the state level these teachers are not lost to the school system, districts must still fill the vacancies that result when teachers resign a position in one district to accept a position in another district.
- Teachers ages 20 to 29 account for more than a third of these relocations. Many of these may represent beginning teachers who have not yet found a permanent position or are moving because they prefer one area of the state over another.