

Retention, attrition, and mobility among West Virginia teachers and administrators



About This Study

Regional Educational Laboratory (REL) Appalachia partnered with the West Virginia School Leadership Research Alliance to study retention, attrition, and mobility rates among teachers and administrators in the West Virginia public school system.

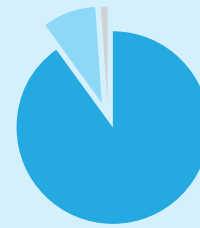


Nuts and Bolts

The analyses are based on personnel data from the West Virginia Department of Education for academic years 2008/09–2012/13 and district information for the same years from the National Center for Education Statistics Common Core of Data.

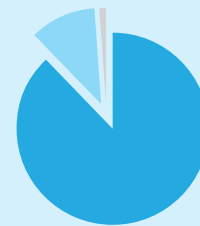
Key Findings

TEACHERS



- 90%** stayed at the same school district from one year to the next.
- 9%** left the West Virginia public school system.
- <1%** moved to a different school district in West Virginia.

ADMINISTRATORS



- 88%** stayed at the same school district from one year to the next.
- 11%** left the West Virginia public school system.
- <1%** moved to a different school district in West Virginia.



32% of first-time teachers who began teaching in 2008/09 **left by 2012/13.**



Higher attrition rates occurred in school districts serving a **larger proportion of low-income students.**

Teachers and administrators **with National Board for Professional Teaching Standards certification** left the system at a lower rate.

Key Findings Cont.

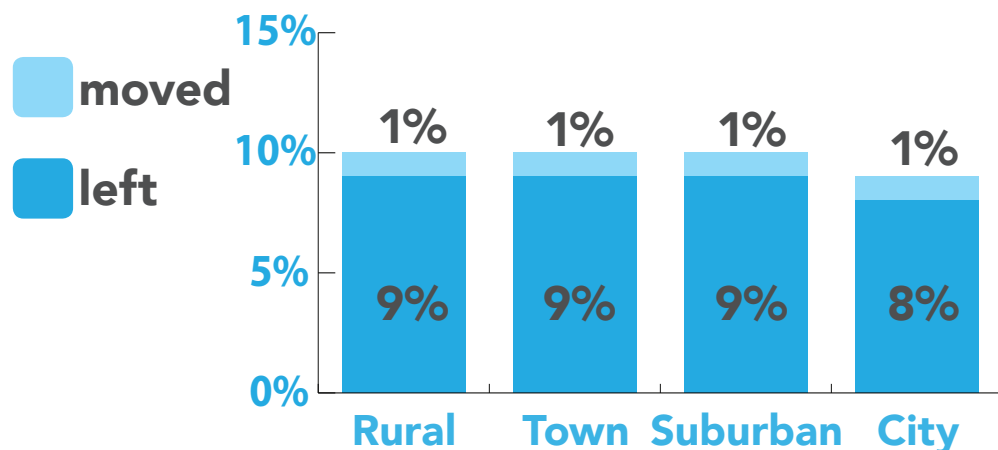
What Now?

Rural Factor

Implications

Teachers in rural districts moved to different districts at **about the same rates** as teachers in other locales:

Although the West Virginia educator workforce is relatively stable, policymakers may wish to consider:

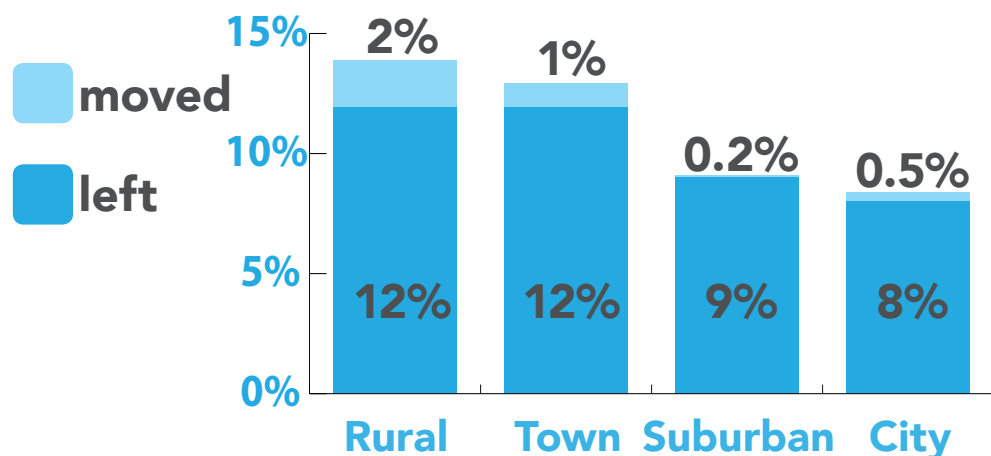


- Policies to improve retention of newer teachers.
- Strategies for retaining personnel in school districts serving a high proportion of low-income students.
- Initiatives that districts with high attrition and mobility rates might use to improve recruitment and retention.

Areas for Future Research

Administrators in rural and town districts **left at higher rates**, but **moved at about the same rate** as those in suburban and city districts.

To enhance understanding of educator attrition and mobility, future studies might explore:



- Factors that motivate educators to move among districts or leave the public school system.
- Comparative effectiveness of educators who stay, move, or leave.
- Impact of high attrition or mobility rates on school district performance.

Read the full report at <http://www.ies.ed.gov/ncee/edlabs/projects/project.asp?projectID=2460>

Lochmiller, C. R., Adachi, E., Chesnut, C. E., & Johnson, J. (2016). *Retention, attrition, and mobility among teachers and administrators in West Virginia* (REL 2016-161). Washington, DC: U.S. Department of Education, Institute of Education Sciences, National Center for Education Evaluation and Regional Assistance, Regional Educational Laboratory Appalachia. Retrieved from <http://ies.ed.gov/ncee/edlabs>.