What Influences Teacher Attrition: *Teacher Characteristics*

Who Is Considered a Leaver?

A classroom teacher who takes a nonteaching position, retires, or exits a state public school system. For example, a classroom teacher who becomes a principal in the same school is considered a leaver because he or she has left a teaching position.

Teacher Characteristics Associated with the Likelihood of Teachers Being Leavers

(Characteristics are ordered from highest to lowest risk of leaving. The risk of leaving was determined for each characteristic after accounting for the relationships of all other characteristics.)

Age
Older teachers were more likely to be leavers.

Full-Time Equivalency
Teachers who worked less than half time were more likely to be leavers.

Years Teaching in the Same District
Teachers with fewer years in the same district were more likely to be leavers.

Salary
Teachers with lower salaries were more likely to be leavers.

Grade-Level Assignment
Teachers assigned to teach grade levels other than elementary school grades were more likely to be leavers.

Highest Education Degree Obtained
Teachers with a master's degree or higher were more likely to be leavers.

Years Teaching in the Same School
Teachers with fewer years in the same school were more likely to be leavers.

Subject-Area Assignment
Special education teachers were more likely to be leavers.

Gender
Female teachers were more likely to be leavers.

For further comparison and implications, please read the full report: https://ies.ed.gov/ncee/edlabs/projects/project.asp?projectID=4635

Note: A school is defined as rural based on the National Center for Education Statistics school locale classifications.

Source: REL Central analysis of data from state education agencies in Colorado, Missouri, and South Dakota and from the Common Core of Data.

What Influences Teacher Attrition:
School Characteristics

Who Is Considered a Leaver?

A classroom teacher who takes a nonteaching position, retires, or exits a state public school system. For example, a classroom teacher who becomes a principal in the same school is considered a leaver because he or she has left a teaching position.

School Characteristics Associated with the Likelihood of Teachers Being Leavers

(Characteristics are ordered from highest to lowest risk of leaving. The risk of leaving was determined for each characteristic after accounting for the relationships of all other characteristics.)

State Accountability Designation
Teachers in schools identified by state education agencies for improvement were more likely to be leavers.

Average Teacher Salary
Teachers in schools with lower average salaries were more likely to be leavers.

Student Population (Racial/Ethnic Minority)
Teachers in schools with higher proportions of racial/ethnic minority students were more likely to be leavers.

Student Population (School Lunch Eligibility)
Teachers in schools with higher proportions of students eligible for the national school lunch program were more likely to be leavers.

Student Population (English Learner Students)
Teachers in schools with higher proportions of English learner students were more likely to be leavers.

Enrollment
Teachers in smaller schools were more likely to be leavers.

Rurality
Teachers in nonrural schools were more likely to be leavers.

Grade Span
Teachers in elementary schools were more likely to be leavers than were those in middle and high schools.

Academic Performance
Teachers in schools with higher academic performance were more likely to be leavers.

For further comparison and implications, please read the full report: **https://ies.ed.gov/ncee/edlabs/projects/project.asp?projectID=4635**

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