

# 10 THINGS YOU SHOULD KNOW ABOUT TEACHER ATTRITION

The rate at which teachers leave their schools on a yearly basis to teach or lead another school, or exit the profession.



**25% is the average annual school-level teacher attrition rate in both DC public schools (DCPS) & public charter schools (PCS), compared to a national average of 16%.<sup>1</sup>**



**2,000 DCPS teachers rated "Effective" or "Highly Effective" over the last 6 years, have left DCPS.<sup>2</sup>**



**Teacher attrition rates are highest in Wards 5 & 8.**



**The rate of annual teacher attrition rises with the percentage of students considered at-risk.**



**54% of DCPS teachers leave after 3 years and 70% leave after 5 years.<sup>3</sup>**



**In DCPS, middle schools lose a higher percentage of teachers annually than elementary and high schools.<sup>4</sup>**



**Evidence supports that higher teacher attrition is associated with lower student achievement.**



**Over the last two years, the State Board has prioritized research to understand the reasons why teachers decide to depart their classrooms and what can be done to help them stay.**



**The State Board plans to administer a cross-sector survey to recently-exited DCPS and public charter school teachers with results anticipated in early 2020.**



**The State Board has proposed legislation that would require OSSE to annually and publicly publish data on teacher attrition.**



Want to learn more?  
Find our full reports and our research  
on our website:

**[sboe.dc.gov/page/teacher-retention](https://sboe.dc.gov/page/teacher-retention)**



If you have a story or experience  
related to teacher attrition, let us know!  
Tweet us **@DCSBOE** and  
use **#TeacherAttrition**

## NOTES

<sup>1</sup> This rate, 25%, represents the average annual school-level turnover rate in both sectors since SY2014-15. It is not a single year rate (i.e., SY2018-19); the DCPS rate was 21% and PCS was 26% was in SY2018-19.

<sup>2</sup> "Highly Effective" and "Effective" do not have a PCS equivalent because there is no standard teacher evaluation system across PCS.

<sup>3</sup> Our two reports do not track charter school cohorts, so we do not have this data for PCS.

<sup>4</sup> Our two reports recognize that PCS does not have standard grade configurations, so there is no PCS data point for grade bands.