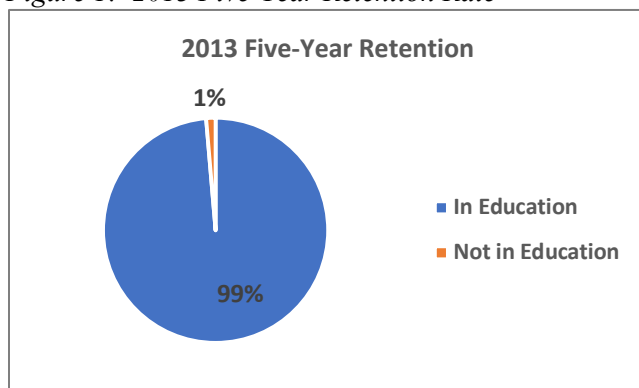


### TCSJ Five-Year Retention Data

The Learning Policy Institute (LPI, Aug. 2017) report on trends in teacher attrition revealed substantial increases in the percentage of teachers leaving education over the past two decades. Nationally, 17% of new teachers leave the profession within the first five years. Teacher attrition is especially high in poor, urban schools where about a fifth of the entire faculty leaves each year. The California Teachers Association estimates that 20 percent of all new hires leave the classroom within three years (<https://www.cta.org/en/Issues-and-Action/Retirement/Teacher-Shortage.aspx>).

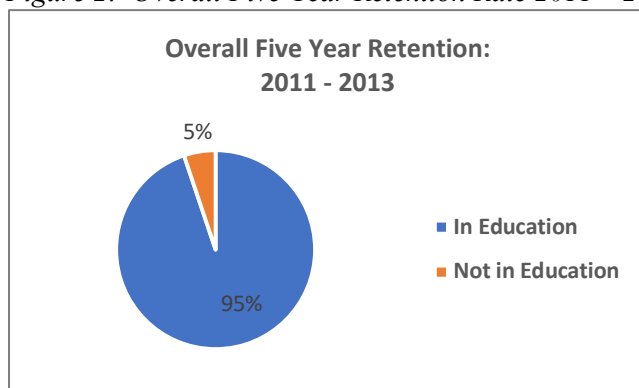
The 2013 IMPACT credential graduates were surveyed to determine their five-year retention in teaching rate. Of the 82 graduates, 74 (90.2%) responses were received. Figure 1 provides the data regarding the retention rate for this cohort.

Figure 1: 2013 Five-Year Retention Rate



Five years after earning a preliminary credential, 73 of the 74 respondents of the 2013 graduates remain in teaching. Figure 2 provides the five-year retention rate for the 2011, 2012, and 2013 cohorts combined. There were 271 completers surveyed with 84% response rate.

Figure 2: Overall Five-Year Retention Rate 2011 – 2013



Five years after earning a preliminary credential, 221 of the 233 respondents remain in teaching. Retirement accounted for 30% of the leavers (n=4) and the majority of the rest left the profession for other work (n=6).