

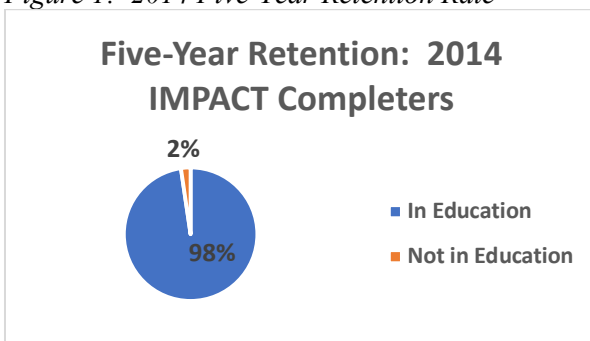


**2019 TCSJ Five-Year Retention Data**

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>).

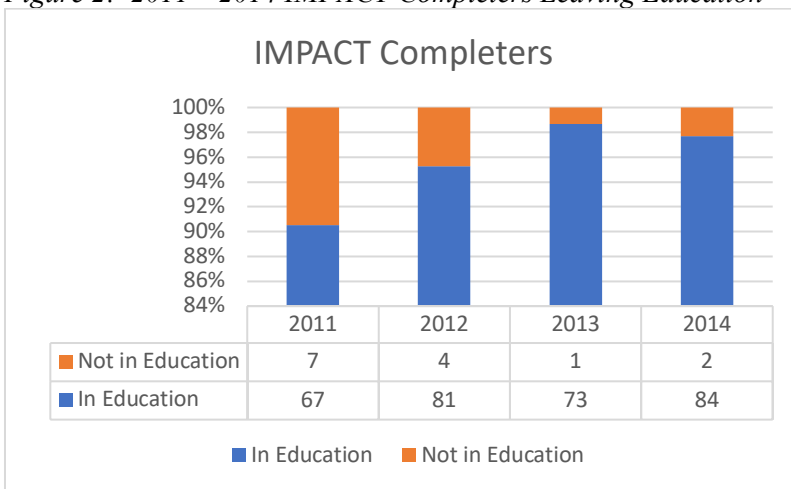
The 2014 IMPACT credential graduates were surveyed to determine their five-year retention in teaching rate. Of the 98 graduates, 86 (87.8%) responses were received. Figure 1 provides the data regarding the retention rate for this cohort.

*Figure 1: 2014 Five-Year Retention Rate*



Five years after earning a preliminary credential, 84 of the 86 respondents of the 2014 graduates remain in education. Figure 2 provides data regarding the trend in IMPACT Completers leaving education.

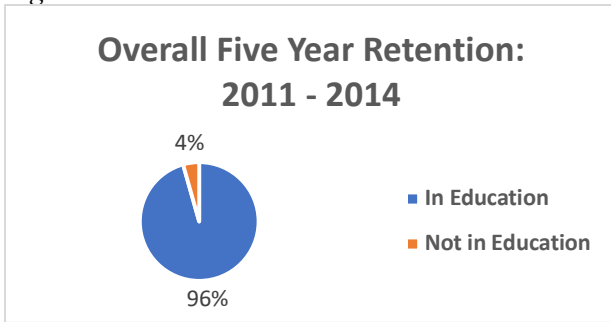
*Figure 2: 2011 – 2014 IMPACT Completers Leaving Education*



The number and percent of IMPACT completers leaving education has declined over the years. Figure 3 provides an overall view of the five-year retention rate for the 2011 – 2014 completers combined.



Figure 3: Overall Five-Year Retention Rate 2011 – 2014



NOTE: 369 completers surveyed with 86.4% response rate.

Five years after earning a preliminary credential, 305 of the 319 respondents remain in teaching. Retirement accounted for 29% of the leavers (n=4) and the rest left the profession for other work (n=10).