

Employed Superintendent Attrition and New Hires 2015-16 through 2024-25

The table below presents statewide, annual figures for superintendent attrition and new hires.

Definition: We measure the number of employed superintendents who were reported in the PEIMS Fall Collection, which includes superintendents, chief administrative officers, chief executive officers, and presidents of charter organizations, by counting all superintendents employed at half-time or more regardless of whether they worked within a single school system (i.e., a school district or charter school organization) or multiple school systems. In this analysis, we count a superintendent to attrit if a school system reported a superintendent as employed in the academic year immediately prior to the enumerated year and the same superintendent was not reported as employed by any school system in the enumerated year. We count a superintendent as new hire if a school system reported a superintendent as employed by a school system in the enumerated school year, but the superintendent was not employed by any school system in the prior school year. We omit assistant superintendents from this analysis.

Academic Year	Number of Superintendents	Number of Superintendents who Exited in Previous Year	Percent of Superintendents who Exited in Previous Year	Number of New Superintendent Hires in Current Year	Percent of New Superintendent Hires in Current Year
2024-25	1,169	194	16.60%	194	16.60%
2023-24	1,169	198	16.87%	193	16.51%
2022-23	1,174	161	13.83%	171	14.57%
2021-22	1,164	163	13.90%	154	13.23%
2020-21	1,173	152	13.01%	157	13.38%
2019-20	1,168	158	13.76%	178	15.24%
2018-19	1,148	163	14.24%	166	14.46%
2017-18	1,145	163	14.11%	153	13.36%
2016-17	1,155	162	14.37%	190	16.45%
2015-16	1,127	191	16.73%	176	15.62%

Methodology: For the reported academic years, we extracted all superintendent employment records from the Public Education Information Management System (PEIMS) database. Superintendents who were employed during the previous academic year but not the current academic year were identified, and an attrition sum was computed. Then, superintendents who were employed during the current academic year but not the previous academic year were identified, and a sum of superintendent new hires was computed. Attrition is calculated as a percentage of the previous academic year's employed superintendents. New hires are calculated as a percentage of the current academic year's employees.

Notes: The PEIMS Fall Collection leveraged updated technology as part of the TSDS upgrade for school system data reporting. Due to this, reporting abnormalities in the staff data may be slightly higher in 2024-2025 than in recent years.