

## Teacher Retention by Demographics 2014-15 through 2023-24

This table shows retention by gender and race / ethnicity.

**Definition:** Retention is continued employment as a teacher of record in any school system in a Texas Public School. For this analysis, retention refers to continued employment in the Texas public school system on a half-time or more basis. The overall state results are for teachers who were issued their first standard certificate during a given academic year and employed as regular classroom teachers in the next academic year (referred to as “First Year of Teaching” in the table). We only consider a teacher to be retained if they maintain continuous employment as a teacher in Texas public schools on a half-time or more basis. For example, a teacher who is issued their first standard certificate during the 2015-16 academic year and employed in a Texas public school in the following year, 2016-17, and who is then retained as employed in 2017-18, will be included in the 1-Year retention number. If the same teacher is employed in the next academic year, 2018-19, they will be included in the 2-Year retention number. If the teacher’s employment is interrupted, they are not included in the retention number for that year or any of the following years, regardless of whether they return to service.

Gender	First Year of Teaching	Total Teaching in First Year	Total Retained in Year 1	Percent Retained in Year 1	Total Retained in Year 2	Percent Retained in Year 2	Total Retained in Year 3	Percent Retained in Year 3	Total Retained in Year 4	Percent Retained in Year 4	Total Retained in Year 5	Percent Retained in Year 5
Female	2023-24	13,762	12,249	89.0%								
	2022-23	15,346	13,672	89.1%	12,207	79.5%						
	2021-22	18,509	16,253	87.8%	14,450	78.1%	12,776	69.0%				
	2020-21	14,944	13,508	90.4%	11,742	78.6%	10,359	69.3%	9,217	61.7%		
	2019-20	16,719	15,381	92.0%	13,890	83.1%	11,980	71.7%	10,561	63.2%	9,359	56.0%
	2018-19	16,824	15,258	90.7%	14,060	83.6%	12,669	75.3%	10,959	65.1%	9,610	57.1%
	2017-18	18,473	16,721	90.5%	15,145	82.0%	13,991	75.7%	12,483	67.6%	10,689	57.9%
	2016-17	18,062	16,273	90.1%	14,746	81.6%	13,358	74.0%	12,266	67.9%	10,892	60.3%
	2015-16	18,324	16,521	90.2%	14,954	81.6%	13,612	74.3%	12,317	67.2%	11,251	61.4%
	2014-15	18,347	16,507	90.0%	14,939	81.4%	13,641	74.4%	12,338	67.2%	11,170	60.9%
Male	2023-24	4,214	3,798	90.1%								
	2022-23	4,783	4,304	90.0%	3,854	80.6%						
	2021-22	5,546	4,855	87.5%	4,376	78.9%	3,978	71.7%				
	2020-21	4,035	3,640	90.2%	3,216	79.7%	2,894	71.7%	2,608	64.6%		
	2019-20	4,962	4,563	92.0%	4,172	84.1%	3,656	73.7%	3,277	66.0%	2,973	59.9%
	2018-19	5,037	4,542	90.2%	4,222	83.8%	3,839	76.2%	3,433	68.2%	3,130	62.1%
	2017-18	5,800	5,179	89.3%	4,711	81.2%	4,370	75.3%	3,960	68.3%	3,513	60.6%
	2016-17	5,550	4,996	90.0%	4,488	80.9%	4,113	74.1%	3,819	68.8%	3,484	62.8%
	2015-16	5,670	5,114	90.2%	4,683	82.6%	4,263	75.2%	3,904	68.9%	3,641	64.2%
	2014-15	5,398	4,828	89.4%	4,406	81.6%	4,030	74.7%	3,683	68.2%	3,362	62.3%
All groups	2023-24	17,976	16,047	89.3%								
	2022-23	20,129	17,976	89.3%	16,061	79.8%						
	2021-22	24,055	21,108	87.7%	18,826	78.3%	16,754	69.6%				
	2020-21	18,979	17,148	90.4%	14,958	78.8%	13,253	69.8%	11,825	62.3%		
	2019-20	21,681	19,944	92.0%	18,062	83.3%	15,636	72.1%	13,838	63.8%	12,332	56.9%
	2018-19	21,861	19,800	90.6%	18,282	83.6%	16,508	75.5%	14,392	65.8%	12,740	58.3%
	2017-18	24,273	21,900	90.2%	19,856	81.8%	18,361	75.6%	16,443	67.7%	14,202	58.5%
	2016-17	23,612	21,269	90.1%	19,234	81.5%	17,471	74.0%	16,085	68.1%	14,376	60.9%
	2015-16	23,994	21,635	90.2%	19,637	81.8%	17,875	74.5%	16,221	67.6%	14,892	62.1%
	2014-15	23,745	21,335	89.9%	19,345	81.5%	17,671	74.4%	16,021	67.5%	14,532	61.2%

Sources: PEIMS and ECOS  
Educator Data, Research, and Strategy Division/Jeremy B. Landa, Ph.D.  
March 2025

Race / Ethnicity	First Year of Teaching	Total Teaching in First Year	Total Retained in Year 1	Percent Retained in Year 1	Total Retained in Year 2	Percent Retained in Year 2	Total Retained in Year 3	Percent Retained in Year 3	Total Retained in Year 4	Percent Retained in Year 4	Total Retained in Year 5	Percent Retained in Year 5
Black / African American	2023-24	2,096	1,856	88.5%								
	2022-23	2,299	2,072	90.1%	1,860	80.9%						
	2021-22	3,040	2,631	86.5%	2,373	78.1%	2,121	69.8%				
	2020-21	2,145	1,934	90.2%	1,672	77.9%	1,483	69.1%	1,337	62.3%		
	2019-20	2,661	2,451	92.1%	2,204	82.8%	1,874	70.4%	1,662	62.5%	1,468	55.2%
	2018-19	2,597	2,372	91.3%	2,181	84.0%	1,978	76.2%	1,694	65.2%	1,508	58.1%
	2017-18	3,017	2,752	91.2%	2,526	83.7%	2,317	76.8%	2,049	67.9%	1,761	58.4%
	2016-17	2,848	2,604	91.4%	2,383	83.7%	2,169	76.2%	2,007	70.5%	1,768	62.1%
	2015-16	2,849	2,580	90.6%	2,343	82.2%	2,114	74.2%	1,886	66.2%	1,708	60.0%
	2014-15	2,583	2,356	91.2%	2,149	83.2%	1,954	75.6%	1,745	67.6%	1,548	59.9%
Hispanic / Latino	2023-24	5,422	4,965	91.6%								
	2022-23	6,039	5,535	91.7%	5,072	84.0%						
	2021-22	7,158	6,532	91.3%	6,009	83.9%	5,477	76.5%				
	2020-21	5,497	5,089	92.6%	4,557	82.9%	4,139	75.3%	3,771	68.6%		
	2019-20	6,247	5,844	93.5%	5,391	86.3%	4,855	77.7%	4,390	70.3%	4,005	64.1%
	2018-19	6,222	5,755	92.5%	5,397	86.7%	4,981	80.1%	4,482	72.0%	4,020	64.6%
	2017-18	6,922	6,409	92.6%	5,926	85.6%	5,585	80.7%	5,060	73.1%	4,498	65.0%
	2016-17	6,566	6,107	93.0%	5,654	86.1%	5,244	79.9%	4,885	74.4%	4,458	67.9%
	2015-16	6,536	6,032	92.3%	5,622	86.0%	5,238	80.1%	4,872	74.5%	4,548	69.6%
	2014-15	6,456	5,934	91.9%	5,496	85.1%	5,129	79.4%	4,783	74.1%	4,396	68.1%
Other	2023-24	1,029	904	87.9%								
	2022-23	1,125	988	87.8%	867	77.1%						
	2021-22	1,259	1,044	82.9%	897	71.2%	794	63.1%				
	2020-21	979	843	86.1%	702	71.7%	598	61.1%	525	53.6%		
	2019-20	1,146	1,011	88.2%	896	78.2%	758	66.1%	645	56.3%	564	49.2%
	2018-19	1,046	920	88.0%	844	80.7%	726	69.4%	623	59.6%	543	51.9%
	2017-18	1,107	964	87.1%	849	76.7%	772	69.7%	657	59.3%	549	49.6%
	2016-17	1,080	922	85.4%	816	75.6%	729	67.5%	659	61.0%	571	52.9%
	2015-16	1,125	975	86.7%	856	76.1%	753	66.9%	662	58.8%	605	53.8%
	2014-15	967	835	86.3%	735	76.0%	662	68.5%	592	61.2%	535	55.3%

Sources: PEIMS and ECOS  
Educator Data, Research, and Strategy Division/Jeremy B. Landa, Ph.D.  
March 2025

Race / Ethnicity	First Year of Teaching	Total Teaching in First Year	Total Retained in Year 1	Percent Retained in Year 1	Total Retained in Year 2	Percent Retained in Year 2	Total Retained in Year 3	Percent Retained in Year 3	Total Retained in Year 4	Percent Retained in Year 4	Total Retained in Year 5	Percent Retained in Year 5
White	2023-24	9,429	8,322	88.3%								
	2022-23	10,666	9,381	88.0%	8,262	77.5%						
	2021-22	12,598	10,901	86.5%	9,547	75.8%	8,362	66.4%				
	2020-21	10,358	9,282	89.6%	8,027	77.5%	7,033	67.9%	6,192	59.8%		
	2019-20	11,627	10,638	91.5%	9,571	82.3%	8,149	70.1%	7,141	61.4%	6,295	54.1%
	2018-19	11,996	10,753	89.6%	9,860	82.2%	8,823	73.5%	7,593	63.3%	6,669	55.6%
	2017-18	13,227	11,775	89.0%	10,555	79.8%	9,687	73.2%	8,677	65.6%	7,394	55.9%
	2016-17	13,118	11,636	88.7%	10,381	79.1%	9,329	71.1%	8,534	65.1%	7,579	57.8%
	2015-16	13,484	12,048	89.4%	10,816	80.2%	9,770	72.5%	8,801	65.3%	8,031	59.6%
	2014-15	13,739	12,210	88.9%	10,965	79.8%	9,926	72.2%	8,901	64.8%	8,053	58.6%
All groups	2023-24	17,976	16,047	89.3%								
	2022-23	20,129	17,976	89.3%	16,061	79.8%						
	2021-22	24,055	21,108	87.7%	18,826	78.3%	16,754	69.6%				
	2020-21	18,979	17,148	90.4%	14,958	78.8%	13,253	69.8%	11,825	62.3%		
	2019-20	21,681	19,944	92.0%	18,062	83.3%	15,636	72.1%	13,838	63.8%	12,332	56.9%
	2018-19	21,861	19,800	90.6%	18,282	83.6%	16,508	75.5%	14,392	65.8%	12,740	58.3%
	2017-18	24,273	21,900	90.2%	19,856	81.8%	18,361	75.6%	16,443	67.7%	14,202	58.5%
	2016-17	23,612	21,269	90.1%	19,234	81.5%	17,471	74.0%	16,085	68.1%	14,376	60.9%
	2015-16	23,994	21,635	90.2%	19,637	81.8%	17,875	74.5%	16,221	67.6%	14,892	62.1%
	2014-15	23,745	21,335	89.9%	19,345	81.5%	17,671	74.4%	16,021	67.5%	14,532	61.2%

**Methodology:** We extracted employment records for all teachers ([PEIMS role code](#) ‘087’) with cumulative full-time equivalencies of 0.5 or higher from the Public Education Information Management System (PEIMS) database for the five academic years reported. We matched educators’ certification records to demographic information in the Educator Certification Online System (ECOS) database. Educators’ race / ethnicities and gender are self-reported and align with the guidance offered by the U.S. Department of Education in 2007. Standard certificates, as defined in [19 TAC Chapter 230](#), are certificates offered since September 1, 1999 that are renewed every five years.

**Note:** The counts may differ from those reported in previous years. This is due to ongoing efforts to validate the data for accuracy.

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.