

Connection Title: Teacher Retention - K12: Percentage of teachers who return to teaching in the same school from year to year

Selected Descriptors:

Students, Teachers, School Personnel->Teachers
 Education-to-Workforce (E-W) Indicator Framework ->EQ3: Developmental progress in learning domains
 Education-to-Workforce (E-W) Indicator Framework ->EQ5: Early grades student performance indicators
 Education-to-Workforce (E-W) Indicator Framework ->EQ6: Access to quality school environments
 Education-to-Workforce (E-W) Indicator Framework ->EQ8: Reading and math benchmarks for grades 3 and 8
 Education-to-Workforce (E-W) Indicator Framework ->EQ11: On track for high school graduation indicators

Author: Education-to-Workforce Framework Collaborators Group

Location: More Than One State

Source for CEDS Connection Information: Education-to-Workforce Indicator Framework
[\(https://educationtoworkforce.org/\)](https://educationtoworkforce.org/)

Description of CEDS Connection:

This Connection identifies the CEDS elements needed to measure the percentage of teachers who return to teaching in the same school from year to year. The recommended analysis criteria are also included. This Connection supports the Education-to-Workforce Indicator Framework.

Go Further with this Connection

You can use this Connection with your own data system. Click on the myConnect logo to apply the elements from your shared map to this Connection.



Data Elements

Metric

CEDS Elements:

A. K12 -> K12 School -> Identification -> School Identification System
 B. K12 -> K12 School -> Identification -> School Identifier
 C. K12 -> K12 School -> Session -> School Year
 D. K12 -> K12 Staff -> Assignment -> K12 Staff Classification
 E. K12 -> K12 Staff -> Assignment -> Teaching Assignment End Date
 F. K12 -> K12 Staff -> Assignment -> Teaching Assignment Start Date
 G. K12 -> K12 Staff -> Identity -> Staff Member Identification System
 H. K12 -> K12 Staff -> Identity -> Staff Member Identifier
 I. K12 -> LEA -> Identification -> Local Education Agency Identification System
 J. K12 -> LEA -> Identification -> Local Education Agency Identifier
 K. K12 -> SEA -> Identification -> State Agency Identification System
 L. K12 -> SEA -> Identification -> State Agency Identifier

Elements Not Currently in CEDS:

Disaggregates

CEDS Elements:

A. K12 -> K12 Staff -> Demographic -> Hispanic or Latino Ethnicity
 B. K12 -> K12 Staff -> Demographic -> Race
 C. K12 -> K12 Staff -> Demographic -> Sex

Elements Not Currently in CEDS:

Analysis Recommendations

General Connection Information

CEDS elements are shown in **bold** font.

This metric is part of the Education-to-Workforce (E-W) Indicator Framework, specifically "E-W System Conditions" which pertain to key institutional or systemic environments, policies, and practices within E-W systems that support positive E-W outcomes.

Calculating a Response

Teacher Retention – K12: Percentage of teachers who return to teaching in the same school from year to year

Use the following CEDS elements to identify the school year:

- For K12 teachers, **School Year** = the most recent school year or the school year being reported, representing July 1 through June 30.

Use the following CEDS elements to determine the universe of teachers:

- Pull all unique teachers which is determined by using a unique **Staff Member Identifier** where **Staff Member Identification System** = State

Where the K12 teacher:

- is associated with a State Education Agency through the **State Agency Identifier** where **State Agency Identification System** = SEA
- is associated with a Local Education Agency through the **Local Education Agency Identifier** where **Local Education Agency Identification System** = SEA, and
- is associated with a K12 school through the **School Identifier** where **School Identification System** = SEA.

From the universe of teachers, narrow the list to teachers who continue to teach in the same school from year to year using the following CEDS elements:

K12 Teachers for Year 1

- Employment Status** = Tenured or permanent, contractual, probationary
- Teaching Assignment Start Date** ≤ June 30 of the school year being reported (Year 1)
- Teaching Assignment End Date** = null

- **K12 Staff Classification** = Elementary Teacher, Secondary Teacher, Kindergarten Teacher, Special Education Teacher, Ungraded Teacher

K12 Teachers for Year 2

Using the list of K12 teachers for Year 1, determine who were retained in Year 2 (that is, **School Identifier** has not changed) using the following CEDS elements:

- **Employment Status** = Tenured or permanent, contractual, probationary
- **Teaching Assignment Start Date** ≤ the date of the start of Year 2 (the school year one year after Year 1), no earlier than July 1.
- **Teaching Assignment End Date** > the date of the start of Year 2 or null
- **K12 Staff Classification** = Elementary Teacher, Secondary Teacher, Kindergarten Teacher, Special Education Teacher, Ungraded Teacher

To calculate the percentage of teachers who return to teaching in the same school from year to year, use the following calculations.

- Count the total number of teachers who taught in this school in Year 1 and returned to the same school in Year 2.
- Count the total number of teachers from Year 1.
- Divide the number of teachers who return to teaching the same school from Year 1 to Year 2 by the total number of teachers from Year 1. Multiply by 100.

Disaggregate by Race and Ethnicity

Use the following CEDS elements to disaggregate the final set of teachers by Race:

Filter records where **Hispanic or Latino Ethnicity** = No.

Count, by race, where any of the following are true:

- **Race** = American Indian or Alaska Native
- **Race** = Asian
- **Race** = Black or African American
- **Race** = Native Hawaiian or Other Pacific Islander
- **Race** = White
- **Race** = Demographic Race Two or More Races
- **Race** = Race and Ethnicity Unknown

Use the following CEDS elements to disaggregate the final set of teachers by Hispanic or Latino Ethnicity:

- Filter records where **Hispanic or Latino Ethnicity** = Yes

Disaggregate by Sex

**Note: CEDS does not have a Gender element. While Sex is not a proxy for Gender it is the closest approximation currently available.*

**Note: Male + Female will not always equal 100% for states that have more choices beyond male and female.*

Use the following CEDS elements to disaggregate the final set of teachers by Sex:

- **Sex** = Male, Female, or Not Selected

▸ **Related Connections**

No related connections

▸ **Related References**

A. Title: Education-to-Workforce Indicator Framework; Source: Education-to-Workforce Indicator Framework (see <https://educationtoworkforce.org/>)

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