

Teacher Turnover in Wisconsin

Michael Chirico

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Abstract

Turnover in Wisconsin

Introduction

Data

Results

Teacher Experience	Percent of Teachers Who					WI	Number of Teachers
	Remain in Same School	Change Within District	Schools	Switch Districts	Dis-Exit Public Schools		
1-3 years	81.7	11.6		6.7	0.0		42,566
4-6 years	86.7	9.7		3.6	0.0		40,003
7-11 years	88.9	9.0		2.1	0.0		58,549
12-30 years	92.2	7.1		0.7	0.0		131,645
All	89.0	8.6		2.4	0.0		272,763

Table 1: Year-to-year Transitions of Teachers by Experience, 2000-08

Origin Community	Percent of Teachers Who Move to				Number Teachers Changing Districts	Percent of Origin Teachers	Change in Share of Teachers 2000-06
	Large Urban	Small Urban	Suburban	Rural			
I. All teachers							
Large Urban	14.6	14.6	52.8	18.0	756	2.3	0.5%
Small Urban	3.8	15.5	44.6	36.1	765	1.5	0.1%
Suburban	5.4	16.1	44.2	34.2	1,700	2.4	4.1%
Rural	0.9	11.8	22.9	64.3	3,286	2.8	-4.8%
II. Probationary teachers (1-3 years experience)							
Large Urban	14.3	16.3	51.1	18.3	422	4.6	
Small Urban	4.3	13.6	47.1	35.0	355	4.7	
Suburban	7.5	17.1	38.6	36.7	683	6.5	
Rural	1.1	11.2	23.7	64.0	1,386	9.0	

Table 2: Destination Community Type for Teachers Changing Districts, by Origin Community Type and Teacher Experience Level

	Men by Experience Class			Women by Experience Class			All Teachers 0-9 Years
	1-3 years	4-6 years	7-11 years	1-3 years	4-6 years	7-11 years	
Base year salary (log)	0.015 (0.009)	0.005 (0.012)	-0.017 (0.017)	0.013 (0.005)	0.002 (0.008)	-0.020 (0.010)	0.004 (0.003)

Adjusted salary (log)	-0.007 (0.006)	0.009 (0.008)	0.016 (0.011)	0.006 (0.003)	0.012 (0.005)	0.021 (0.007)	0.009 (0.002)
Percent proficient	3.1% (0.6%)	2.8% (0.8%)	1.8% (0.8%)	4.4% (0.4%)	3.7% (0.5%)	2.8% (0.5%)	3.6% (0.2%)
Percent Hispanic	-0.9% (0.4%)	-0.5% (0.4%)	-0.2% (0.5%)	-0.8% (0.2%)	-0.7% (0.3%)	0.1% (0.3%)	-0.6% (0.1%)
Percent black	-4.7% (0.9%)	-2.2% (1.0%)	-1.9% (0.9%)	-5.3% (0.5%)	-3.8% (0.7%)	-3.6% (0.8%)	-4.3% (0.3%)
Percent subsidized lunch	-5.9% (1.1%)	-4.5% (1.3%)	-2.7% (1.3%)	-6.8% (0.6%)	-4.1% (0.8%)	-3.5% (0.9%)	-5.3% (0.4%)

Table 3: Average Change in Salary and District Student Characteristics (and Standard Deviations) for Teachers Changing Districts, by Gender and Experience

	District Average Characteristics		Campus Average Characteristics	
	Large Urban to Suburban	Suburban to Suburban	Large Urban to Suburban	Suburban to Suburban
Base year salary (log)	-0.005 (0.011)	0.013 (0.007)	—	—
Adjusted salary (log)	-0.018 (0.009)	0.012 (0.005)	—	—
Percent proficient	37.3% (0.5%)	0.7% (0.4%)	34.4% (1.1%)	0.3% (0.5%)
Percent Hispanic	-12.2% (0.3%)	0.4% (0.4%)	-8.0% (1.1%)	0.5% (0.4%)
Percent black	-55.5% (0.7%)	0.5% (0.5%)	-60.0% (1.6%)	0.6% (0.5%)
Percent subsidized lunch	-56.9% (1.1%)	-0.4% (0.5%)	-60.0% (1.2%)	-0.4% (0.7%)

Table 4: Average Change in Salary and in District and Campus Student Characteristics (and Standard Deviations) for Teachers with 1-10 Years of Experience Who Change Districts, by Community Type of Origin and Destination District

Conclusion

References

	Between District Moves			Within District Moves		
	Black Teachers	Hispanic Teachers	Teach-	Black Teachers	Hispanic Teachers	Teach-
Percent proficient	9.6% (3.0%)	2.5% (4.9%)		2.7% (0.7%)	1.8% (1.1%)	
Percent Hispanic	3.2% (2.0%)	6.5% (6.9%)		2.1% (0.8%)	-1.5% (2.1%)	
Percent black	-14.3% (4.2%)	-2.1% (6.0%)		-0.2% (1.0%)	-0.5% (1.9%)	
Percent subsidized lunch	-19.3% (7.3%)	3.6% (7.2%)		-1.1% (0.5%)	-2.2% (1.1%)	
Number of teachers	100	41		922	289	

Table 5: Average Change in District and Campus Student Characteristics (and Standard Deviations) for Black and Hispanic Teachers with 1-10 Years of Experience who Change Campuses