

Teacher Turnover in Wisconsin

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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	82.9	10.8		6.3	6.4		44,920
4-6 years	87.2	9.3		3.5	4.3		41,322
7-11 years	89.2	8.7		2.1	2.6		59,629
12-30 years	92.4	6.9		0.7	2.9		134,988
All	89.4	8.3		2.3	3.6		280,859

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	14.8	14.3	52.9	17.9	748	2.2	0.6%
Small Urban	3.8	15.2	45.0	36.1	757	1.4	0.1%
Suburban	5.4	16.1	44.3	34.2	1,696	2.3	3.9%
Rural	0.9	11.8	23.0	64.3	3,276	2.7	-4.5%
II. Probationary teachers (1-3 years experience)							
Large Urban	14.5	16.0	51.5	18.0	417	4.3	
Small Urban	4.3	13.6	47.2	34.8	354	4.4	
Suburban	7.5	17.2	38.7	36.6	682	6.1	
Rural	1.1	11.2	23.7	63.9	1,379	8.5	

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)	0.003 (0.012)	-0.019 (0.016)	0.016 (0.005)	0.003 (0.008)	-0.017 (0.010)	0.006 (0.003)

Adjusted salary (log)	-0.007 (0.006)	0.007 (0.008)	0.013 (0.011)	0.008 (0.003)	0.013 (0.005)	0.024 (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%)	2.9% (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	-4.6% (0.9%)	-2.2% (1.0%)	-1.9% (0.9%)	-5.3% (0.5%)	-3.7% (0.7%)	-3.6% (0.7%)	-4.2% (0.3%)
Percent subsidized lunch	-5.8% (1.1%)	-4.5% (1.4%)	-2.7% (1.3%)	-6.8% (0.6%)	-4.0% (0.8%)	-3.6% (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)	-0.001 (0.011)	0.013 (0.007)	—	—
Adjusted salary (log)	-0.015 (0.010)	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%)	-7.9% (1.1%)	0.5% (0.4%)
Percent black	-55.5% (0.7%)	0.5% (0.5%)	-60.1% (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	Black Teachers	Hispanic Teachers
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

Quartile of Distribution	Probability Teachers Move to New School within District	Probability Teachers Move to New District	Probability Teachers Exit Public Schools
Residual salary			
Highest	—	1.7%	3.7%
3rd	—	1.8%	3.7%
2nd	—	2.0%	3.7%
Lowest	—	2.4%	4.2%
Percent proficient			
Highest	7.3%	2.2%	3.4%
3rd	8.4%	2.5%	3.1%
2nd	8.0%	2.2%	4.1%
Lowest	9.2%	2.3%	3.8%
Percent eligible for reduced-price lunch			
Highest	10.0%	2.0%	4.6%
3rd	8.9%	2.0%	3.1%
2nd	7.9%	2.6%	3.2%
Lowest	6.2%	2.7%	3.6%
Percent Black			
Highest	8.9%	2.0%	5.1%
3rd	7.3%	1.9%	3.4%
2nd	8.4%	2.3%	3.2%
Lowest	8.4%	2.9%	2.8%
Percent Hispanic			
Highest	9.3%	1.8%	4.9%
3rd	7.3%	2.4%	3.4%
2nd	7.7%	2.4%	3.4%
Lowest	8.7%	2.6%	2.9%

Table 6: School Average Transition Rates by Distribution of Residual Teacher Salary and Student Demographic Characteristics (data weighted by number of teachers in school)

	Teacher Experience			
	1-3 years	4-6 years	7-11 years	12-30 years
First year base salary (log)	−0.02 (0.03)	−0.00 (0.02)	−0.02 (0.02)	0.00 (0.01)
First year base salary (log) * female	−0.04 (0.03)	−0.03 (0.02)	0.01 (0.02)	−0.00 (0.01)
Campus average student characteristics				
Percent proficient	−0.02* (0.01)	0.01 (0.01)	−0.01 (0.01)	−0.00 (0.00)
Percent eligible for subsidized lunch	−0.02 (0.01)	−0.01 (0.01)	−0.02*** (0.01)	−0.01*** (0.00)
Percent Black	0.02 (0.01)	0.04*** (0.01)	0.02** (0.01)	0.01** (0.00)
Percent Hispanic	0.01 (0.01)	0.02 (0.01)	0.03*** (0.01)	0.00 (0.00)
Interactions				
Black * percent Black	−0.07* (0.03)	−0.01 (0.02)	−0.01 (0.01)	−0.00 (0.01)
Hispanic * percent Black	−0.06 (0.04)	−0.10** (0.03)	−0.08** (0.03)	0.00 (0.01)
Black * percent Hispanic	−0.08 (0.05)	0.01 (0.04)	−0.03 (0.02)	0.00 (0.01)
Hispanic * percent Hispanic	−0.05 (0.03)	−0.07** (0.03)	−0.08*** (0.02)	−0.01 (0.01)
Observations	34,194	31,110	44,824	98,102

*** $p < 0.001$, ** $p < 0.01$, * $p < 0.05$

Table 7: Estimated Effects of Starting Teacher Salary and Student Demographic Characteristics on the Probability that Teachers Leave School Districts, by Experience (linear probability models; standard errors in parentheses)

	Teacher Experience			
	1-3 years	12-30 years	4-6 years	7-11 years
First year base salary (log)	−0.02 (0.03)	−0.01 (0.01)	−0.00 (0.02)	−0.03 (0.02)
First year base salary (log) * female	−0.04 (0.03)	−0.00 (0.01)	−0.03 (0.02)	0.01 (0.02)
Campus average student characteristics				
Percent proficient	−0.02* (0.01)	−0.01** (0.00)	0.00 (0.01)	−0.01* (0.01)
Percent eligible for subsidized lunch	−0.02 (0.01)	−0.00 (0.00)	0.00 (0.01)	−0.01 (0.01)
Percent Black	0.02 (0.01)	−0.00 (0.00)	0.02 (0.01)	0.00 (0.01)
Percent Hispanic	0.01 (0.02)	−0.00 (0.00)	−0.01 (0.01)	0.01 (0.01)
Interactions				
Black * percent Black	−0.08** (0.03)	0.00 (0.01)	−0.01 (0.02)	−0.01 (0.01)
Hispanic * percent Black	−0.06 (0.04)	0.00 (0.01)	−0.10** (0.03)	−0.07** (0.03)
Black * percent Hispanic	−0.09 (0.05)	0.01 (0.01)	0.02 (0.04)	−0.02 (0.02)
Hispanic * percent Hispanic	−0.06 (0.03)	−0.00 (0.01)	−0.06* (0.03)	−0.07*** (0.02)
Observations	34,194	98,102	31,110	44,824

*** $p < 0.001$, ** $p < 0.01$, * $p < 0.05$

Table 8: Estimated Effects of Starting Teacher Salary and Student Demographic Characteristics on the Probability that Teachers Leave School Districts with District Fixed Effects, by Experience (linear probability models; standard errors in parentheses)