



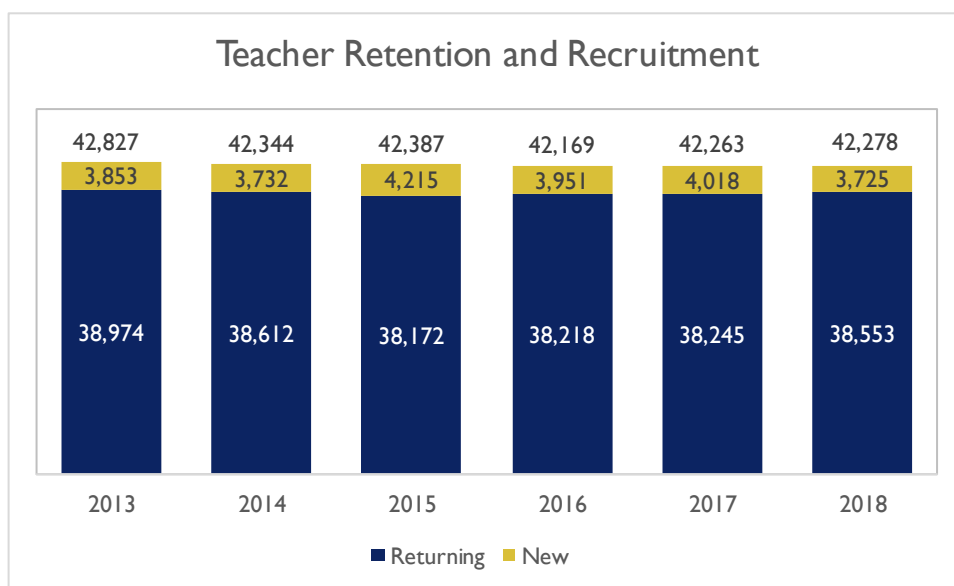
February 2020

KENTUCKY LABOR FORCE UPDATE

Exiting the Classroom – Where Do Teachers Work After Teaching?

This month, KYSTATS examines public school teacher retention and attrition from 2012 through 2017 to determine what share of kindergarten through 12th grade (K-12) teachers returned to teaching the following year. This article takes a closer look at those teachers who did not return to teach the following year at a K-12 public school in Kentucky. Are they still working within the school system, perhaps in a non-teaching position? Are they working elsewhere within the education sector? Have they transferred to other industries? How many likely retired?

Using data from the Kentucky Department of Education (KDE) and Unemployment Insurance (UI) records, KYSTATS analyzed employment data for 63,456 certified, K-12 public school teachers from 2012 to 2018. Between 2013 and 2014, the total number of K-12 teachers dropped by nearly 500 and has remained stable since. Teacher retention has also been relatively stable, with the share of teachers who returned between 2013 and 2018 ranging from 90.1 to 91.2 percent. In 2018, the most recent year available, there were 42,278 K-12 teachers in Kentucky's public schools. Of those, 38,553 (91.2%) had taught the previous year. In addition, there were 3,725 new teachers in 2018.



Source: KDE data

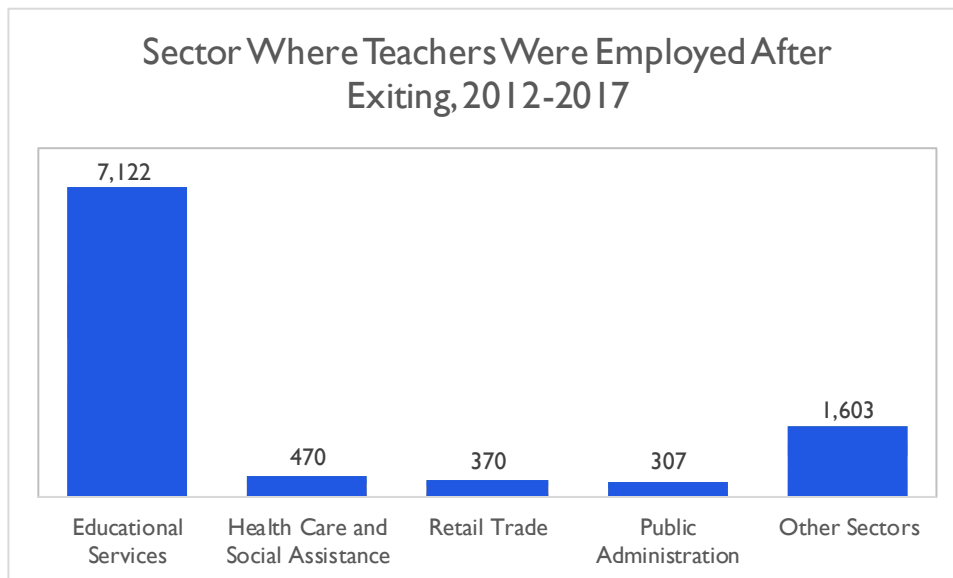
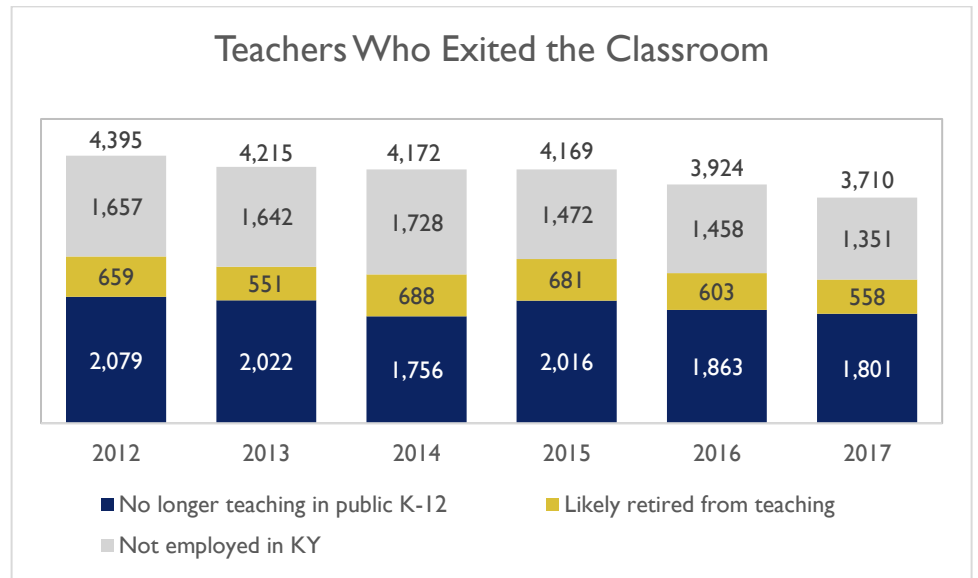
This data also shows the number of teachers who did not return to the classroom the following year. For example, in 2017, there were 42,263 teachers. Of those, 38,553 returned to teach in 2018 which means that 3,710 teachers did not return to teach at a public K-12 school in Kentucky. Reasons for teacher turnover include changing to a non-teaching position, leaving public K-12 schools, choosing not to work, moving out of Kentucky or retirement from teaching, among other reasons.



Exiting the Classroom – Where Do Teachers Work After Teaching?

The following chart shows that the number of teachers not returning to teach in public K-12 schools has been declining. In 2012, 4,395 teachers did not teach in a public K-12 school in Kentucky the following year. By 2017, this number had fallen to 3,710. Exits were categorized into three broad groups: those no longer teaching in public K-12, those who likely retired from teaching and those not currently working in Kentucky.* Retirement eligibility was determined by examining age and years of experience. Teachers who worked in the same school

but not as a teacher, moved to a job in education but not at a public K-12 school, or became employed outside the education sector altogether were also identified. Combined, these former teachers are considered no longer teaching in public K-12 schools. In 2017, of the 3,710 teachers who did not return to teach in a public K-12 school in Kentucky during 2018, 1,801 people (48.5 percent) were employed elsewhere in Kentucky, 558 likely retired from teaching and 1,351 were not currently working in Kentucky.



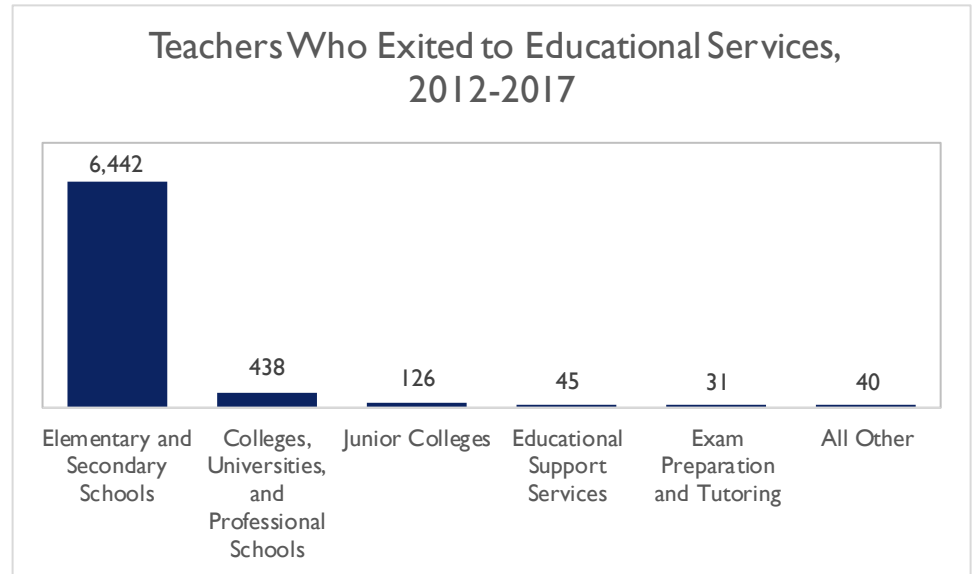
Between 2012 and 2017, 24,585 teachers left public K-12 classrooms. Of those, 9,872 continued to work in Kentucky. The majority of teachers who left public K-12 classrooms and remained employed in Kentucky were employed in the Educational Services sector (NAICS 61). From 2012 to 2017, 72.2 percent of teachers who left the classroom were still employed in this sector (7,122 teachers). The data does not provide information on whether or not former public school teachers returned to the classroom.

* Those not employed in Kentucky indicates that the person was not earning wages at an establishment subject to unemployment insurance. This figure may also include self-employed, elected officials, military, those not covered by UI and those not working in Kentucky.



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The majority of teachers who left the public K-12 classrooms between 2012 and 2017 to the Educational Services sector were employed the following year in Elementary and Secondary Schools, both public and private. Employment in this subsector includes all occupations including security, administrators, counselors, etc. They could also be employed as teachers, but only at private K-12 schools. Of the 7,122 teachers who did not return to teach the following year in public K-12 schools, 6,442 (90.5 percent) remained employed at Elementary and Secondary Schools. The next largest group were employed at Colleges, Universities and Professional Schools.

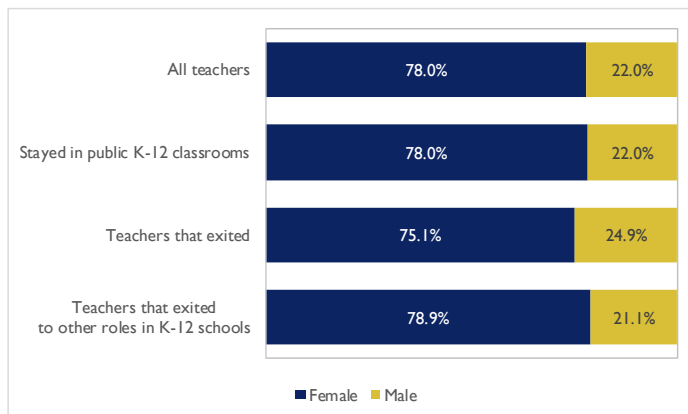


Source: KDE data and UI

Are there distinguishing characteristics among those teachers who left public K-12 classrooms? More than three-quarters of public K-12 teachers who returned to the classroom the following year were women (78.0 percent). Since the majority of teachers remain teaching from year-to-year, the demographics of those teachers who stayed are similar to the total pool of teachers. A disproportionate share of men exited the classroom, 24.9 percent compared to 22.0 percent of teachers who did not exit. However, the share of women leaving public K-12 classrooms to other roles in Elementary and Secondary Schools is higher, 78.9 percent. There has been a higher share of African American teachers who exited the classroom (4.0 percent) than teachers who stay in public K-12 schools (3.4 percent).

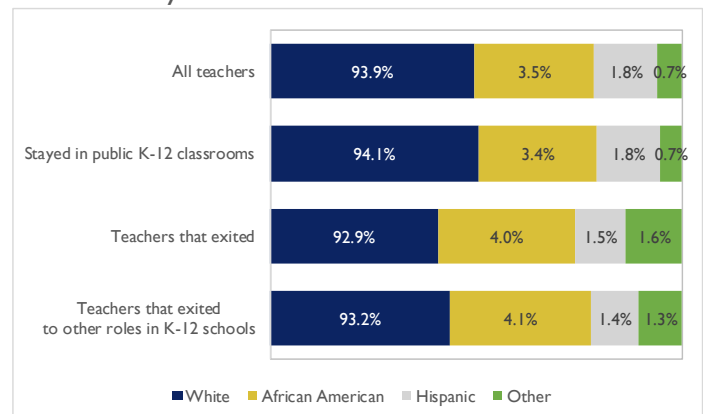
Teachers by Exit Status, 2012-2017

Gender



Source: KDE data and UI

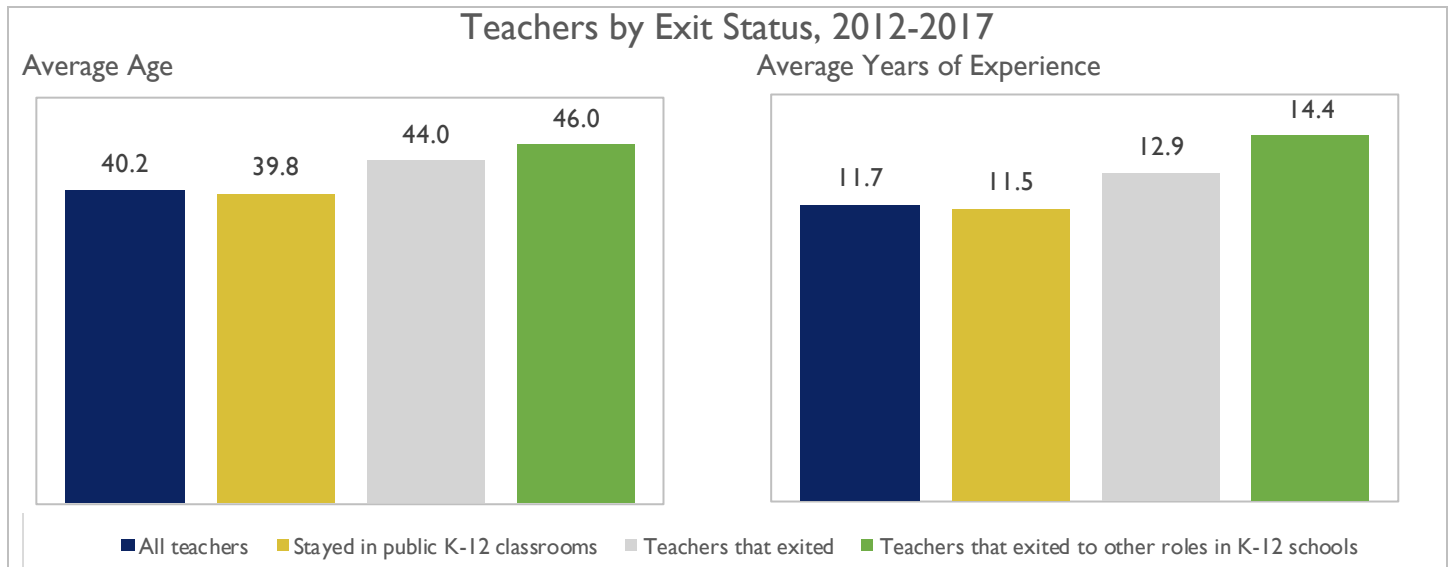
Race/Ethnicity





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The average age of teachers who exit the classroom but remain in K-12 schools is higher than teachers who stayed, 46.0 compared to 39.8. These teachers also have more years of experience, 14.4 years compared to 11.5 years.



In conclusion, the majority of teachers who exit the classroom from Kentucky's public K-12 schools remain employed at Elementary and Secondary Schools in Kentucky. Those who exit public K-12 classrooms appear to be disproportionately female and African American. In addition, they are slightly older and have more public school experience than the teachers who remained teaching in public K-12 schools.

Kentucky Labor Force Update

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