**4.5 ADD EPP Completer Retention in Kansas Schools**

**CAEP Tag: 4.2 and 5.4**

**(Evidence has been updated to provide most recent data from Kansas State Department of Education.)**

***Retention of EPP Completers in PK-12 Schools in Kansas***

Table 1.0 below provides retention rates of EPP completers from 2012-2013 in PK-12 public schools in Kansas from 2012-2017. These data were provided by the Kansas Department of Education in March 2018, following the submission of the self-study. Based on the Kansas Commissioner of Education’s Blue Ribbon Task Force on Teacher Vacancies and Supply Final Report (source: <http://www.ksde.org/Portals/0/Communications/Publications/BRTF%20Final.pdf>), the five year teacher retention rate for new teachers hired in Kansas in 2011-2012 is 81.12%. Based on Kansas State Department of Education data, there were a total of 443 ESU completers for 2012-2013 (7/1/2012 to 6/30/2013). Of those 443 completers, 178 entered teaching in Kansas public schools in the 2012-2013 school year. Of the 178, 79.21% remained in teaching in Kansas public schools after five years. This number is slightly lower than the state mean reported in the Blue Ribbon report. The mean attrition rate for the 2012-2013 cohort group of completers (*N*=443) from 2012-2017 is 85.35%.

A number of things have occurred in Kansas and across the nation significantly impacting teacher retention rates, as well as those considering careers in education. Across the nation, legislative actions continue to degrade the teaching climate. In Kansas, state legislation removed tenure/due process for teachers. Additionally, low salaries and poor working conditions across the United States have led many to leave the profession. The negative attention given to the profession of teaching by the media does make recruitment and retention of teachers a challenge. Numerous retirements and reduced numbers going into the teaching profession statewide and nationally have led to a teacher shortage both in Kansas and across the nation.

**Table 1.0: Retention of Emporia State University Teachers in the State of Kansas 2012-2017**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Cohort of Starting Teaching** | **Total**  **Starting Teaching** | **Program Year** | | | | | | | | | | | |
| **2012** | | **2013** | | **2014** | | **2015** | | **2016** | | **2017** | |
| **Count** | **Atrrition Rate** | **Count** | **Atrrition Rate** | **Count** | **Atrrition Rate** | **Count** | **Atrrition Rate** | **Count** | **Atrrition Rate** | **Count** | **Atrrition Rate** |
| 2012 | 178 | 178 | 100 | 173 | 97.19 | 166 | 93.26 | 160 | 89.89 | 154 | 86.52 | 141 | 79.21 |
| 2013 | 83 | 0 |  | 83 | 100.00 | 75 | 90.36 | 71 | 85.54 | 65 | 78.31 | 62 | 74.70 |
| 2014 | 142 | 0 |  | 0 |  | 142 | 100.00 | 138 | 97.18 | 131 | 92.25 | 128 | 90.14 |
| 2015 | 24 | 0 |  | 0 |  | 0 |  | 24 | 100.00 | 20 | 83.33 | 19 | 79.17 |
| 2016 | 9 | 0 |  | 0 |  | 0 |  | 0 |  | 9 | 100.00 | 8 | 88.89 |
| 2017 | 7 | 0 |  | 0 |  | 0 |  | 0 |  | 0 |  | 7 | 100.00 |
| Total | 443 | 178 |  | 256 |  | 383 |  | 393 |  | 379 |  | 365 |  |

The first column for each cohort year indicates the number of EPP completers who started teaching in that school year. Following the row across, the Program Year identifies the number of completers who remained in teaching with the corresponding attrition rate. For example, for EPP completers of 2012-2013, 178 started teaching immediately after graduation in 2012. The number of this cohort completers who remained in teaching reduced to 173 in 2013, 166 in 2014, 160 in 2015, 154 in 2016 and 141 in 2017, corresponding to attrition rates of 97.19%, 93.26%, 89.89%, 86.52, and 79.21%.