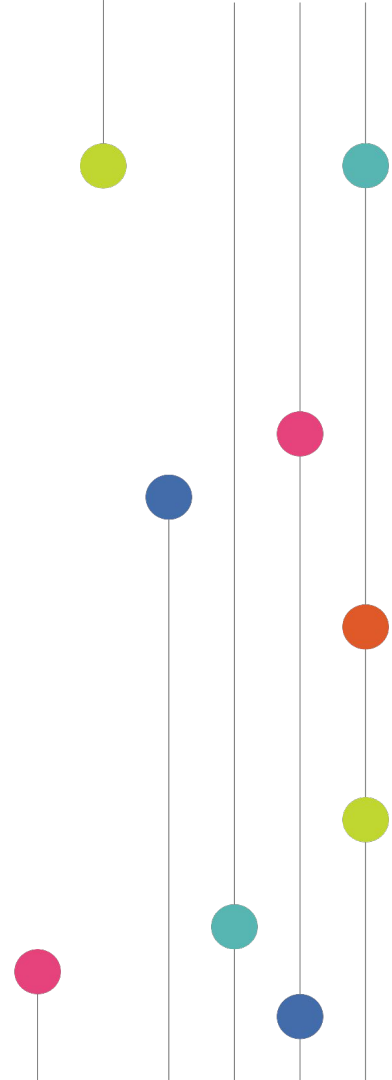


State of the Teacher Workforce

*A February 2024 analysis of publicly available
Texas Academic Performance Reports (TAPR)
data for the 2022-2023 school year*



Every Child. Every Neighborhood.



Data and Methodology

- Data used for the Teacher Workforce analysis comes from the 2022-2023 [Texas Academic Performance Report](#) (TAPR). Specifically, the data is retrieved from the “Staff Information” data download at the district and campus-levels.
- For charter networks, we use **district TAPR data for YES Prep Public Schools**, as they only have campuses in the Houston region. However, **for charter networks with campuses across Texas (like KIPP), we use campus TAPR data from only their Houston-area campuses** to build Houston-region “district” averages, as well as for small and/or single site charter operators.
 - Some metrics, like teacher turnover and retention rates, are only available for districts and therefore Houston averages cannot be calculated for statewide charter networks.
- Some key terms and notes for the figures contained in this analysis are below. Additional details can be found in the [TAPR Glossary](#) under “Staff Information (2022-23)”.
 - **Other Non-Teaching Campus Staff:** Including, but not limited to principals, assistant principals, teacher supervisors, business managers, registrars, etc.
 - **Central Administration (District-Level Only):** Superintendents, executive officers, administrative officers, department directors, coordinators, managers, supervisors, athletic directors, and other administrators (note: this does not necessarily include all staff based at a district’s central office)
 - **Teacher Tenure:** The total years taught by an individual within their current district
 - **Teacher Experience:** The total years of teaching experience for an individual

Key Findings

- **Teacher turnover is at an all-time high** for all Houston-region ISDs and YES Prep, ranging from 17% to 34% and an **average increase of 4 percentage points** since 2018, resulting in a heavier reliance on first-year teachers.
- Since teachers are leaving the profession more frequently, **districts are relying on a less experienced workforce**, reflected in the **decline in teacher experience and tenure** across the Houston-region.
- When adjusted for inflation, **Houston-region teachers are earning thousands of dollars less** on average than in 2012, despite districts offering major raises in recent years.

ISD Teacher and Other Staff Overview, 2023

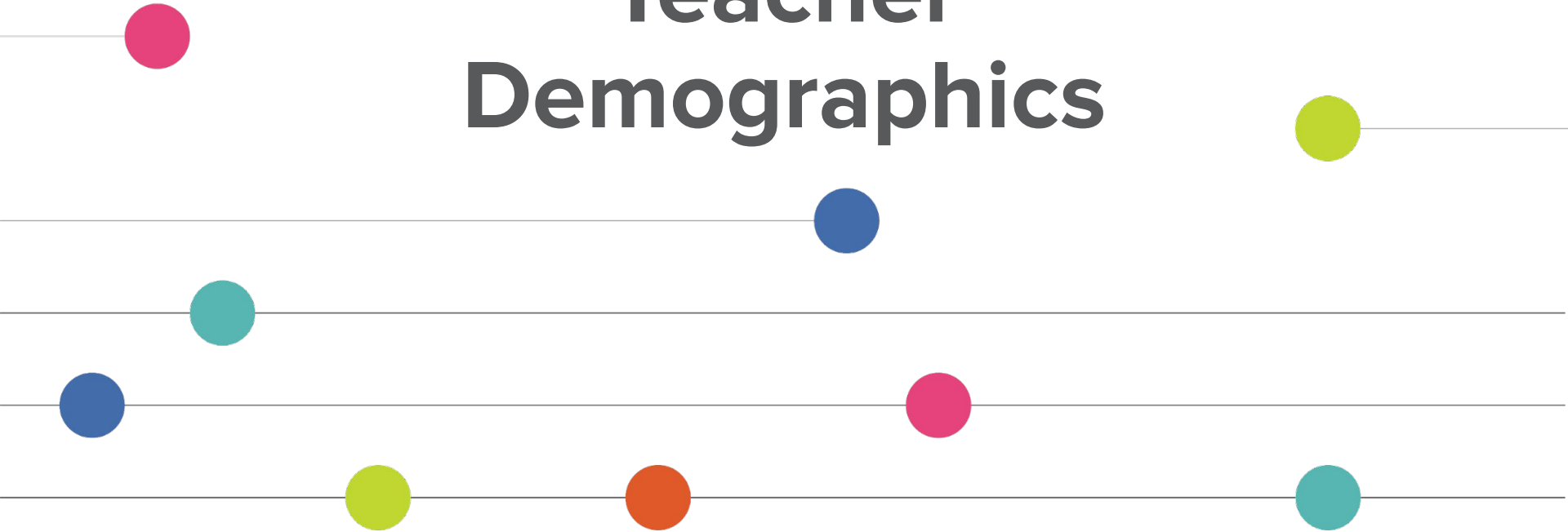
District	# Teachers	# Librarians	# Counselors	# Other Non-Teaching Campus Staff	# Central Admin.	# Educational Aides
Aldine ISD	3,482	0	187	5,307	134	901
Alief ISD	2,967	40	153	3,808	78	715
Channelview ISD	603	7	23	846	17	153
Cypress-Fairbanks ISD	7,843	70	260	9,997	98	2,089
Galena Park ISD	1,425	21	49	1,987	55	300
Houston ISD	10,543	228	349	14,859	118	1,373
Klein ISD	3,657	49	143	4,788	29	703
Pasadena ISD	3,822	71	130	4,776	65	1,109
Sheldon ISD	655	10	23	921	19	162
Spring Branch ISD	2,171	35	80	3,083	47	452
Spring ISD	2,263	36	95	3,117	32	511

Charter Teacher and Other Staff Overview, 2023

District	# Teachers	# Librarians	# Counselors	# Other Non-Teaching Campus Staff	# Central Admin.	# Educational Aides
Harmony Public Schools	2,580	0	54	199	N/A	455
IDEA Public Schools	319	0	13	22	N/A	101
International Leadership of Texas	1,274	22	42	81	N/A	203
KIPP Houston	4,737	0	123	578	N/A	1,078
School of Science and Technology	966	0	14	104	N/A	362
Small Network and Single Site Charters	8,360	8	100	676	N/A	2,343
Texas College Prep Academies	407	0	0	42	N/A	107
YES Prep Public Schools	989	1	31	1,648	76	0

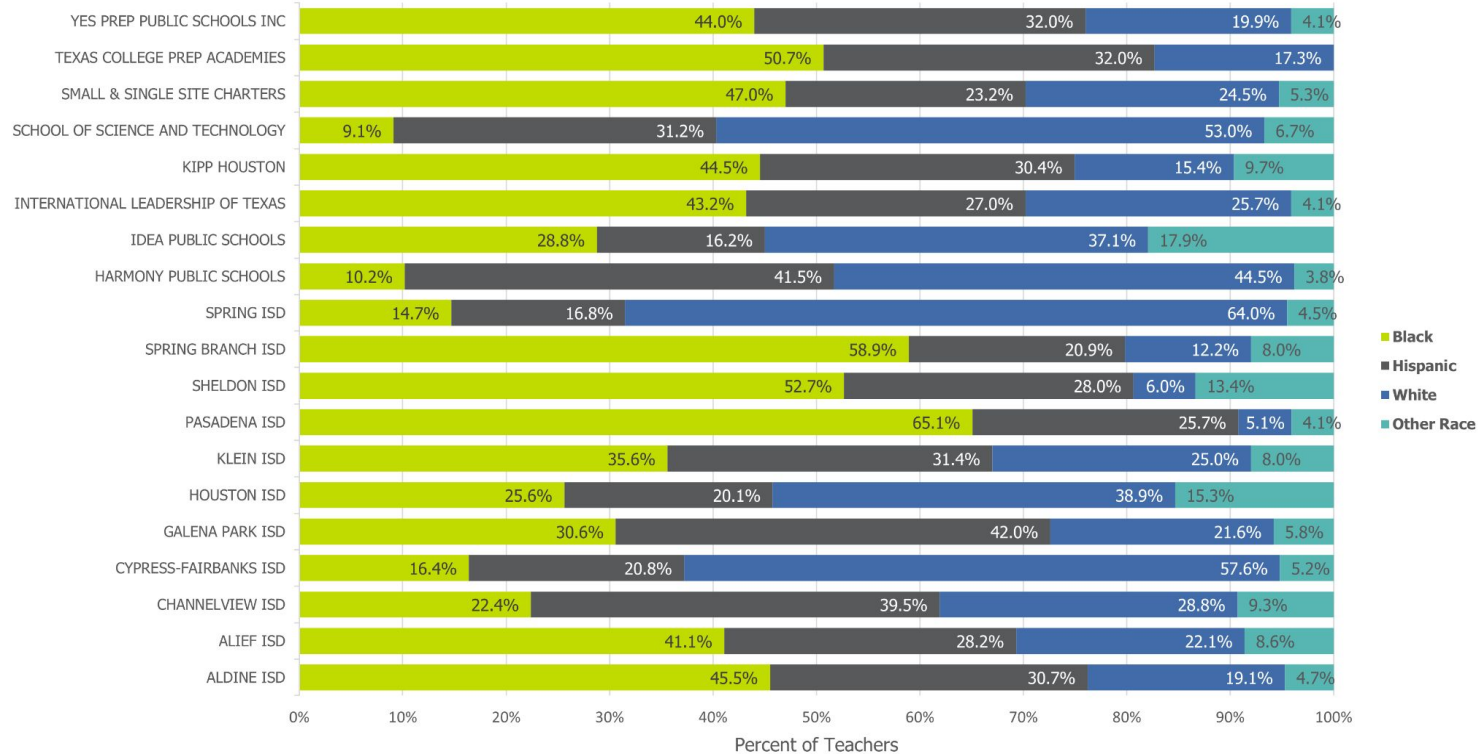
Note: Charter data for our region is aggregated from the campus-level TAPR report (exception: YES Prep), thus, central administration numbers are not available.

Teacher Demographics

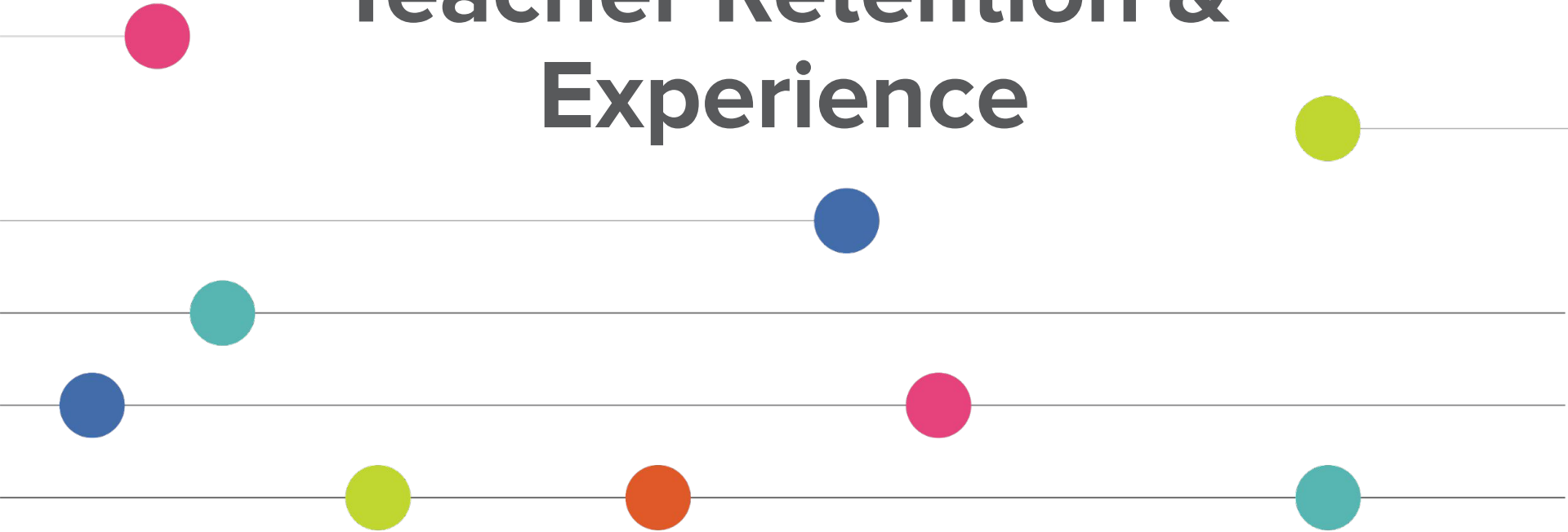


The Houston-region teacher workforce is highly-diverse, and in most cases, Black and Hispanic teachers comprise the majority of their respective ISD and charter school teacher population.

Demographic Breakdown of Teachers, 2023

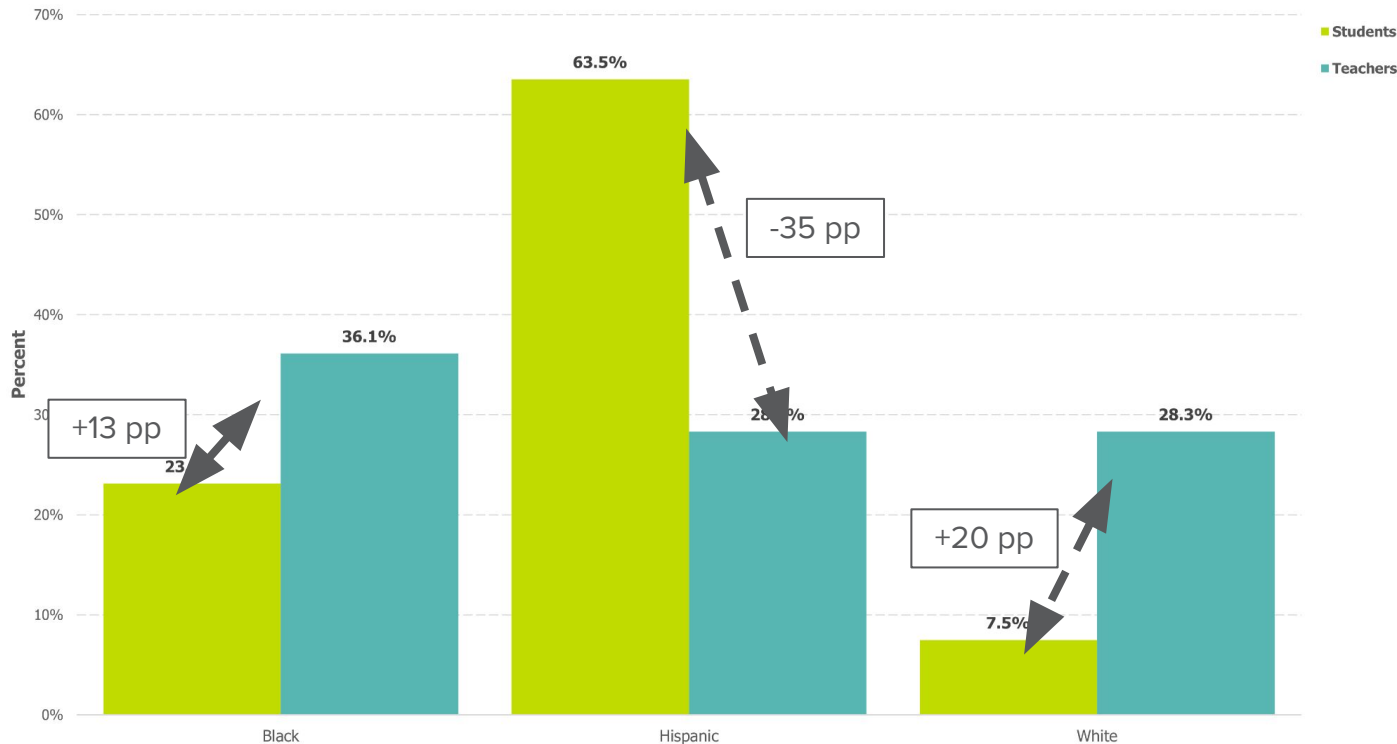


Teacher Retention & Experience

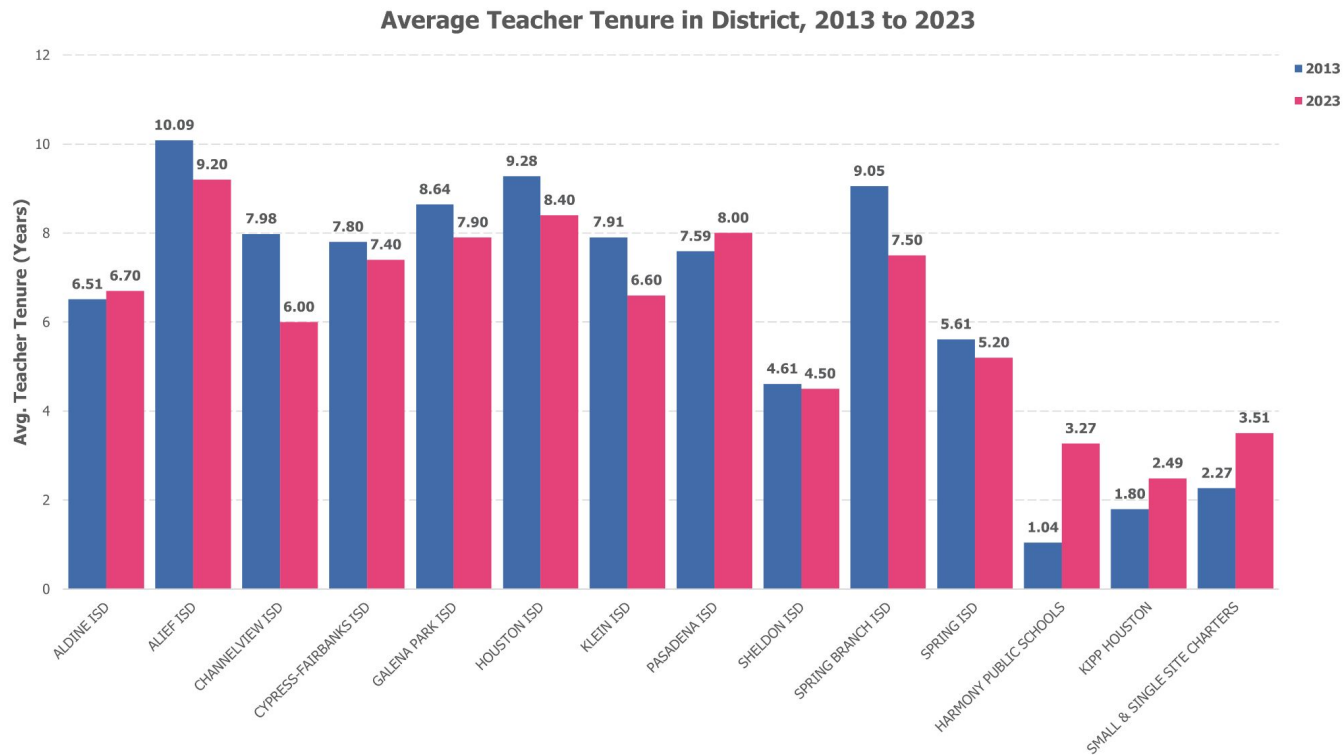


However, Houston-region ISD and charter school demographics show a large gap between the percentage of Hispanic students and teachers.

Student vs. Teacher Demographics for Houston-Region ISDs and Charters, 2023

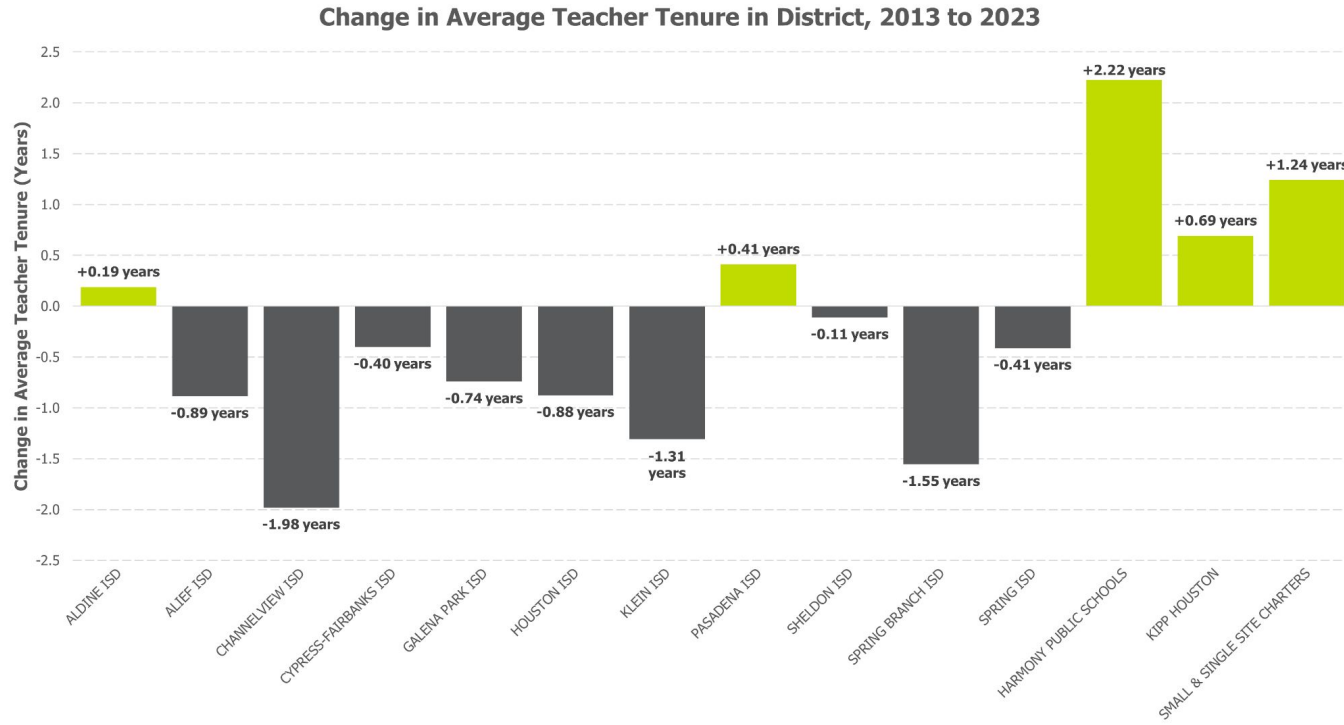


Most Houston-region ISDs saw decreases in average teacher tenure since 2013, showing teachers are teaching within the same district for less time, on average.



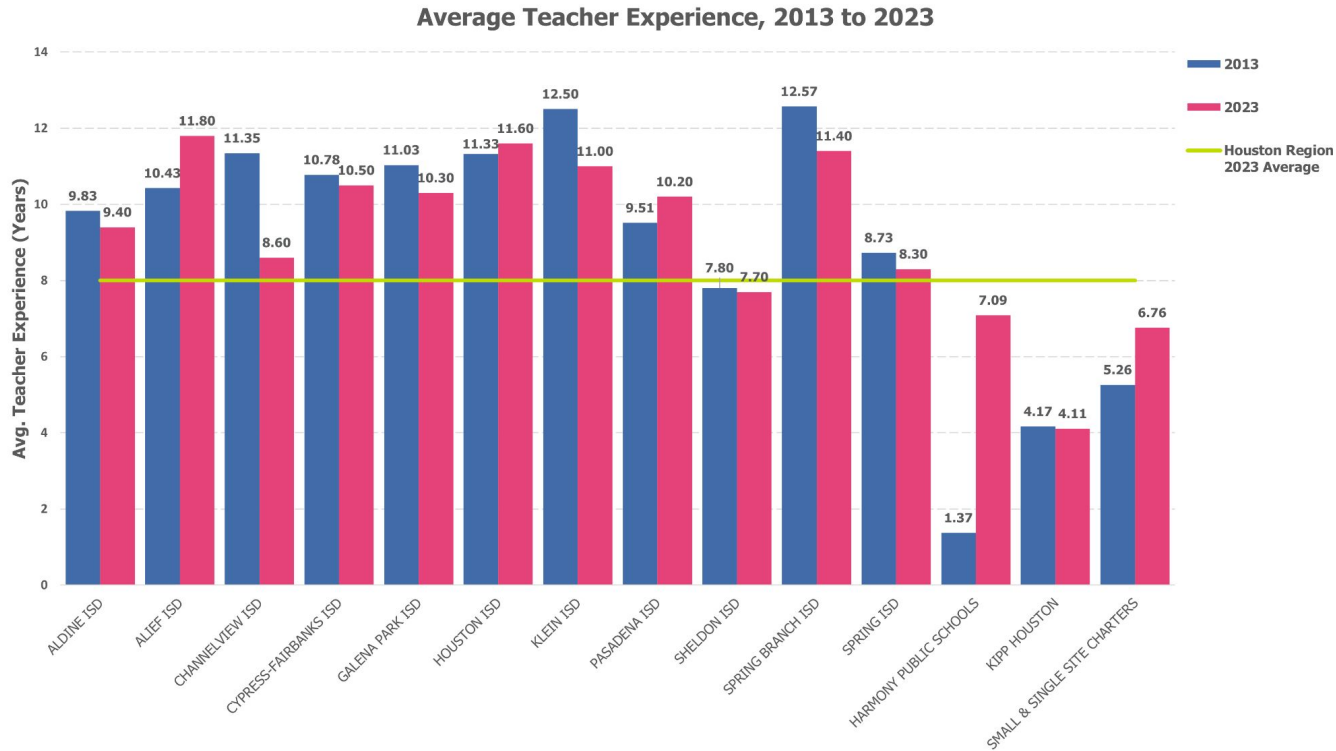
Note: The TEA reports YES Prep's average teacher tenure as 0 years for 2023. The reported figure is likely to be an error and thus, is excluded from this graph.

However, Aldine and Pasadena ISDs, along with charter networks and single-site charters, saw an increase in teacher tenure.



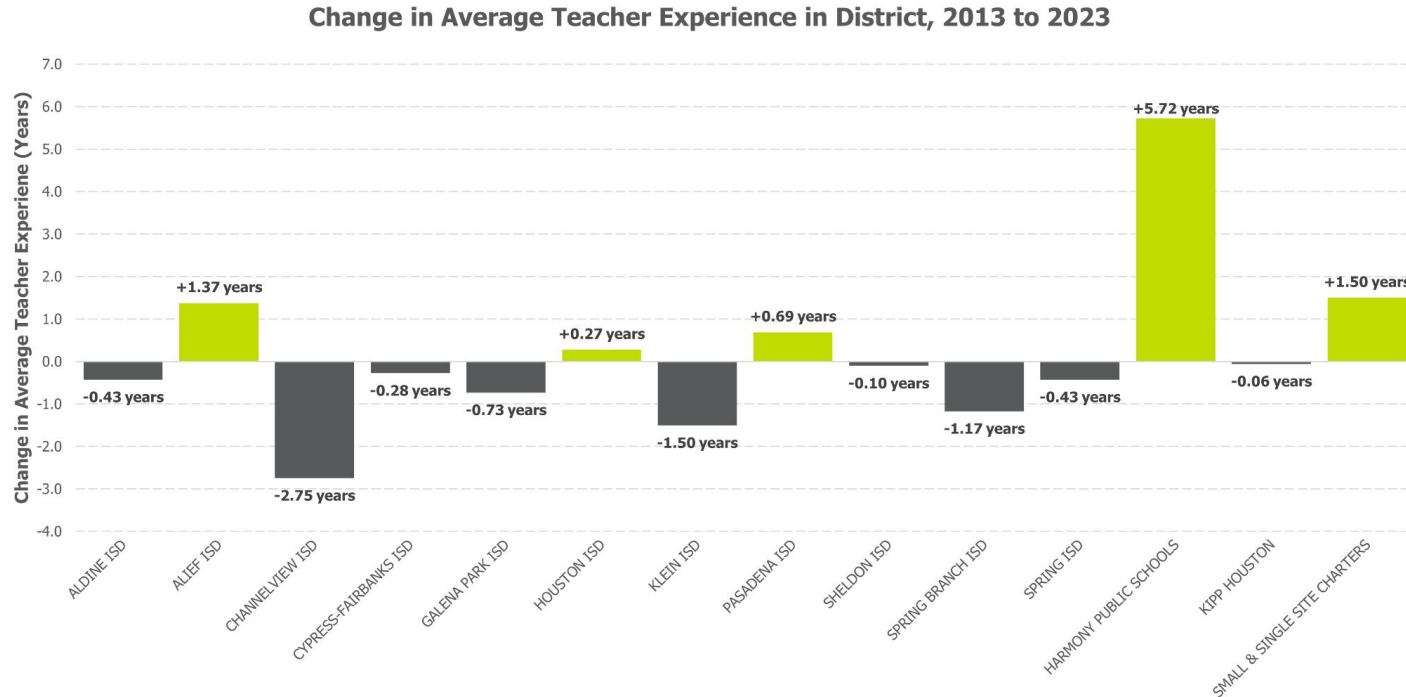
Note: The TEA reports YES Prep's average teacher tenure as 0 years for 2023. The reported figure is likely to be an error and thus, is excluded from this graph.

Similarly, average teacher experience—or the total years a teacher has been teaching—has declined or stayed flat since 2013 for most Houston-region ISDs.



Note: The TEA reports YES Prep's average teacher experience as 0 years for 2023. The reported figure is likely to be an error and thus, is excluded from this graph.

Alief, Houston, and Pasadena ISDs saw their average teacher experience increase from 2013 to 2023. Notably, Alief and Houston ISD are the only two districts where teacher experience has increased incrementally every year since 2016.



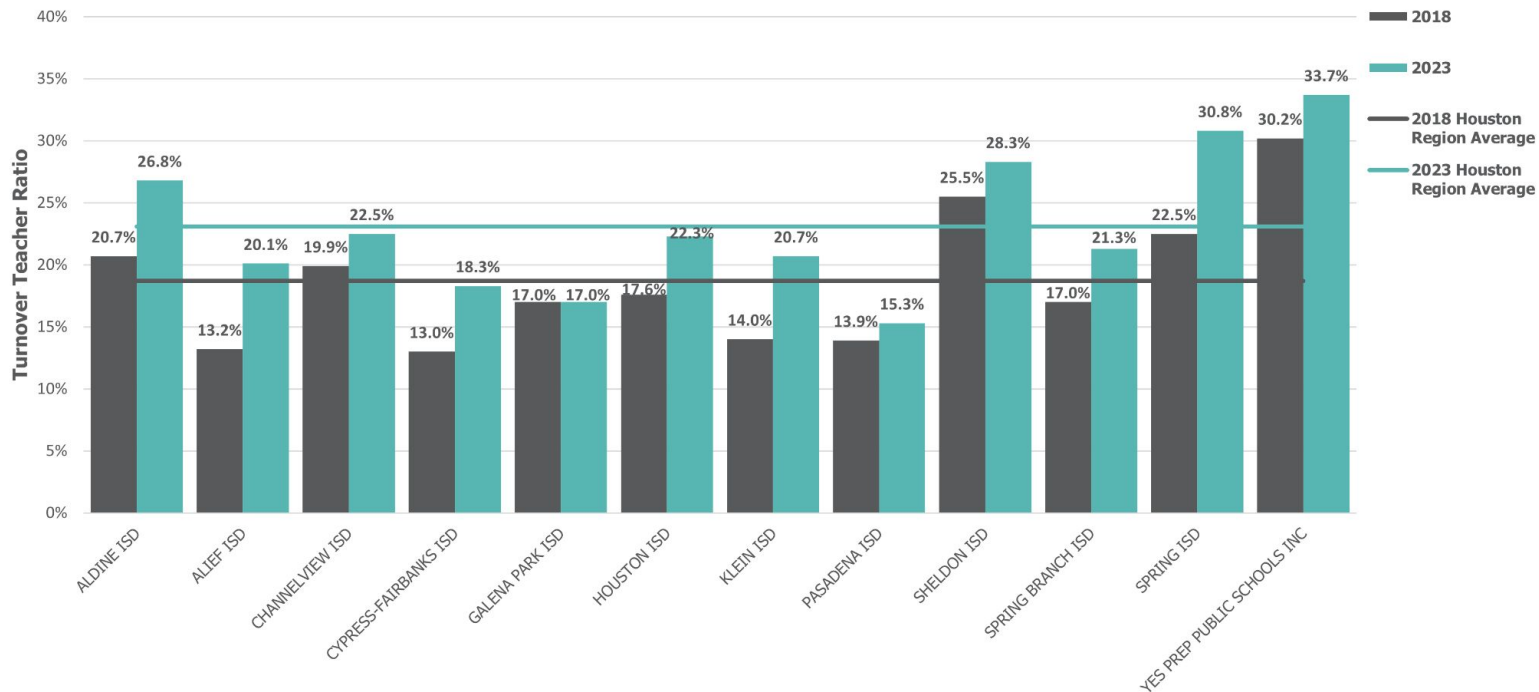
Note: The TEA reports YES Prep's average teacher experience as 0 years for 2023. The reported figure is likely to be an error and thus, is excluded from this graph.



Teacher Turnover

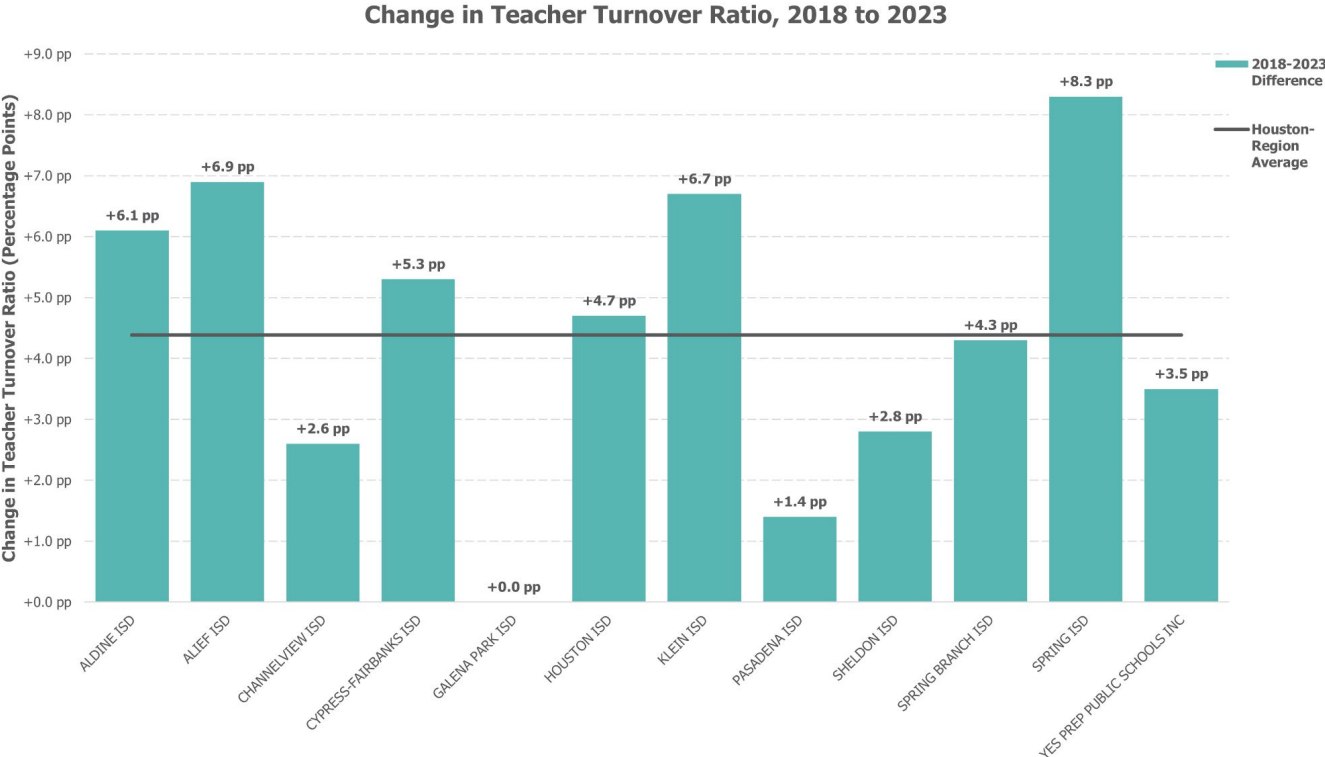
Teacher turnover is at an all-time high for all Houston-region districts since 2018, averaging at 23%.

Turnover Teacher Ratio, 2018 to 2023



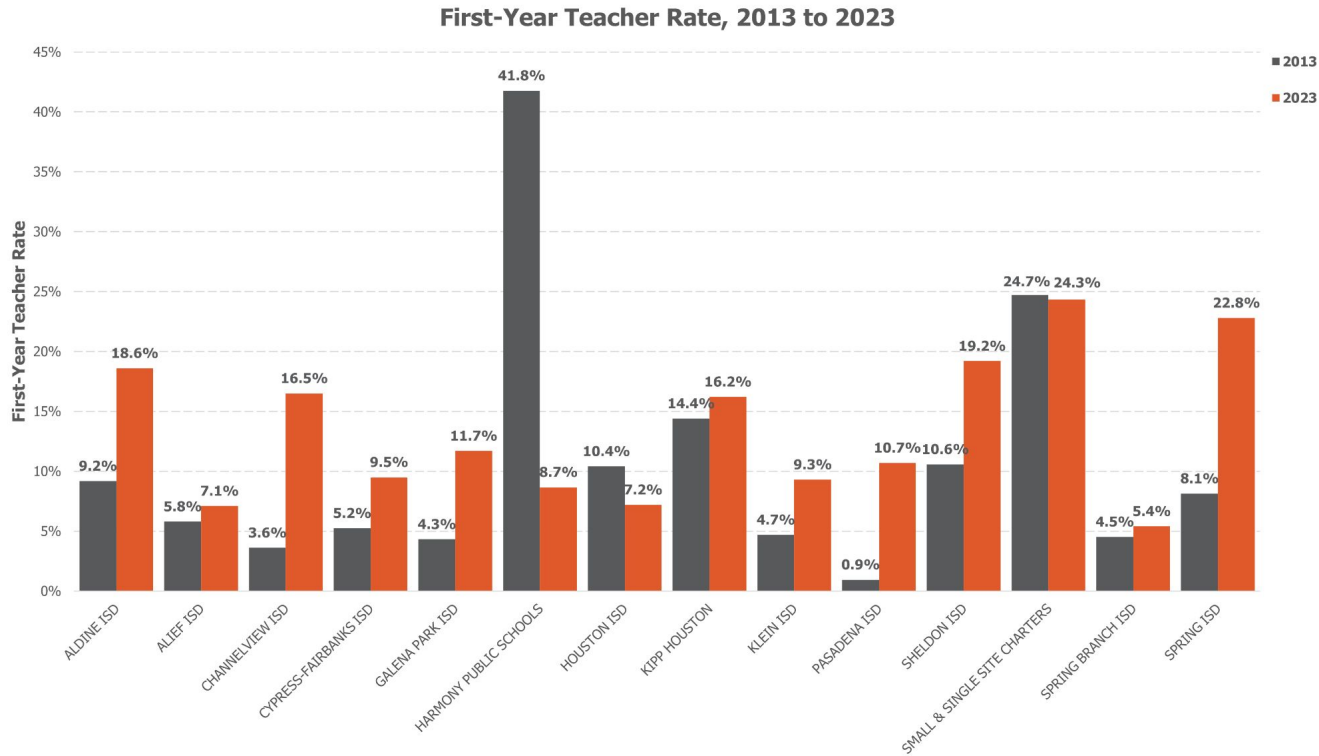
Note: Teacher Turnover Ratio is only available at the district level, thus, charter schools besides YES Prep cannot be included in the graph.

Specifically, the teacher turnover ratio for the Houston-region has increased an average of 4 percentage points since 2018.



Note: Teacher Turnover Ratio is only available at the district level, thus, charter schools besides YES Prep cannot be included in the graph.

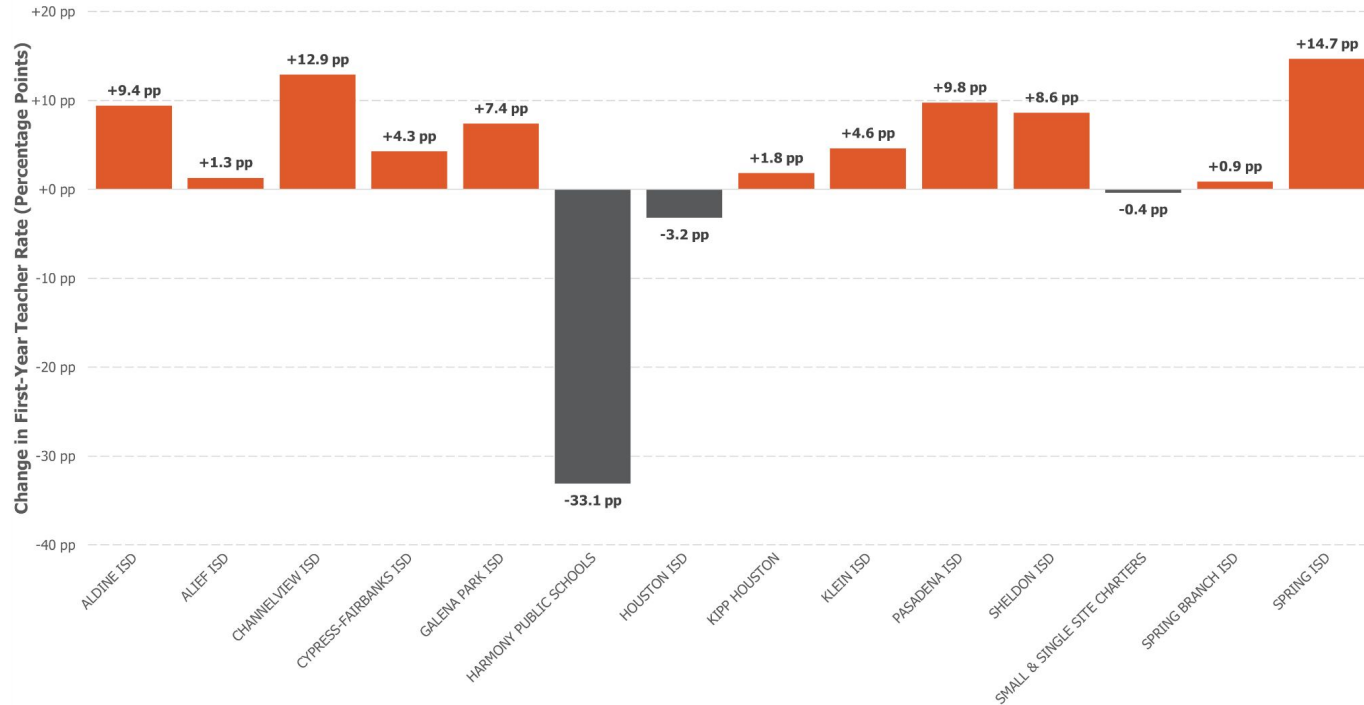
As teacher turnover ratios increase, so has the proportion of first-year teachers at almost all Houston-area ISDs and charters.



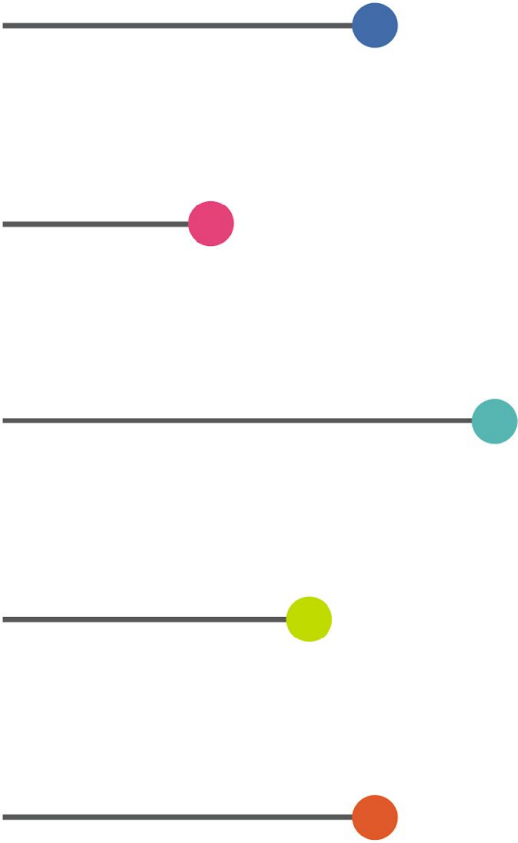
Note: The TEA reports YES Prep's beginning teacher rate as 100 for 2023. The reported figure is likely to be an error and thus, is excluded from this graph.

Beginning teachers are more likely to be found in most Houston-region ISDs and charter school classrooms today than in 2013.

Change in First-Year Teacher Rate, 2013 to 2023



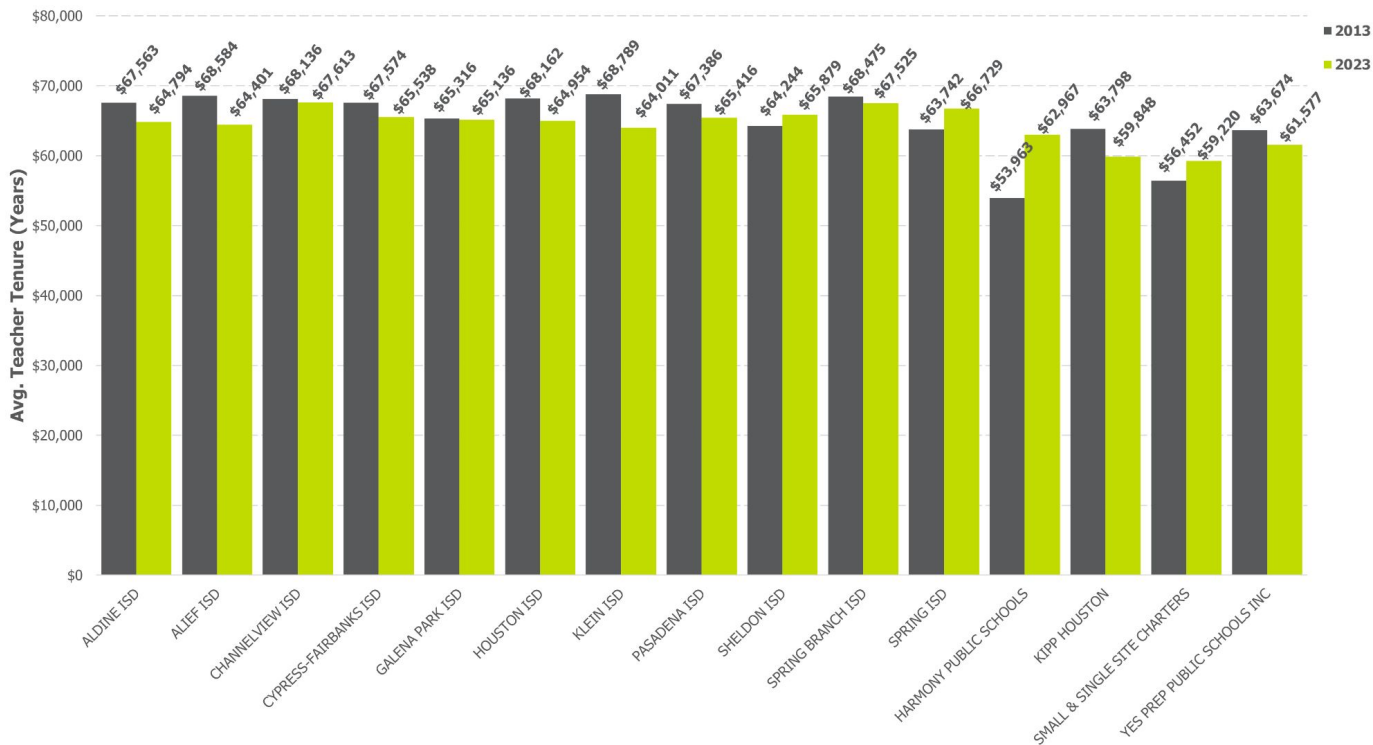
Note: The TEA reports YES Prep's beginning teacher rate as 100 for 2023. The reported figure is likely to be an error and thus, is excluded from this graph.



Teacher Salaries

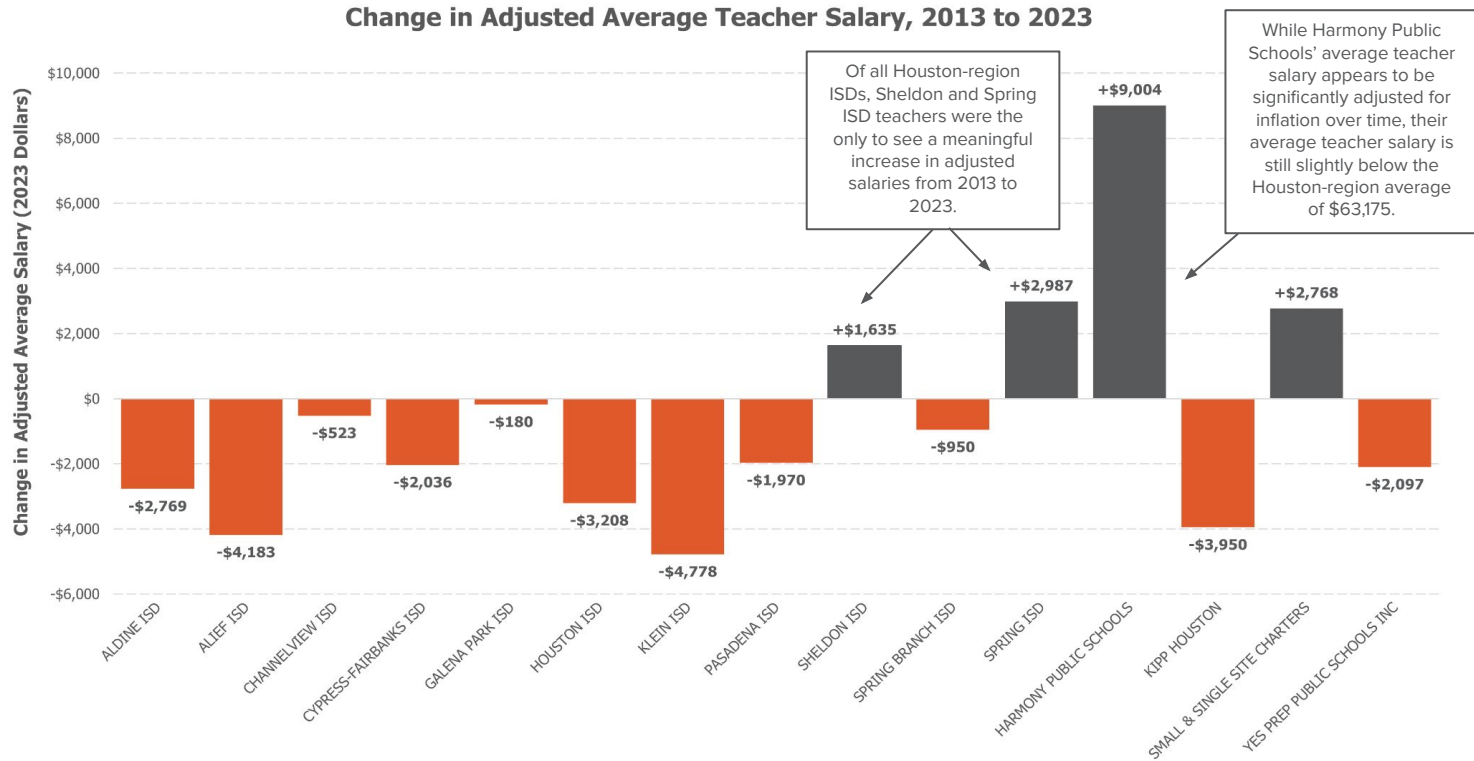
Even with recent teacher wage increases in many districts, most Houston-region ISDs and charter schools have seen decreases in inflation-adjusted salaries since 2013.

Inflation-Adjusted Average Teacher Salary, 2013-2023



Source: Salaries adjusted using the Consumer Price Index Posted by the U.S. Bureau of Labor Statistics: https://www.bls.gov/data/inflation_calculator.htm

Many Houston-region ISD and charter school teachers earned thousands of dollars less on average, than in 2013, when salaries are adjusted for inflation.

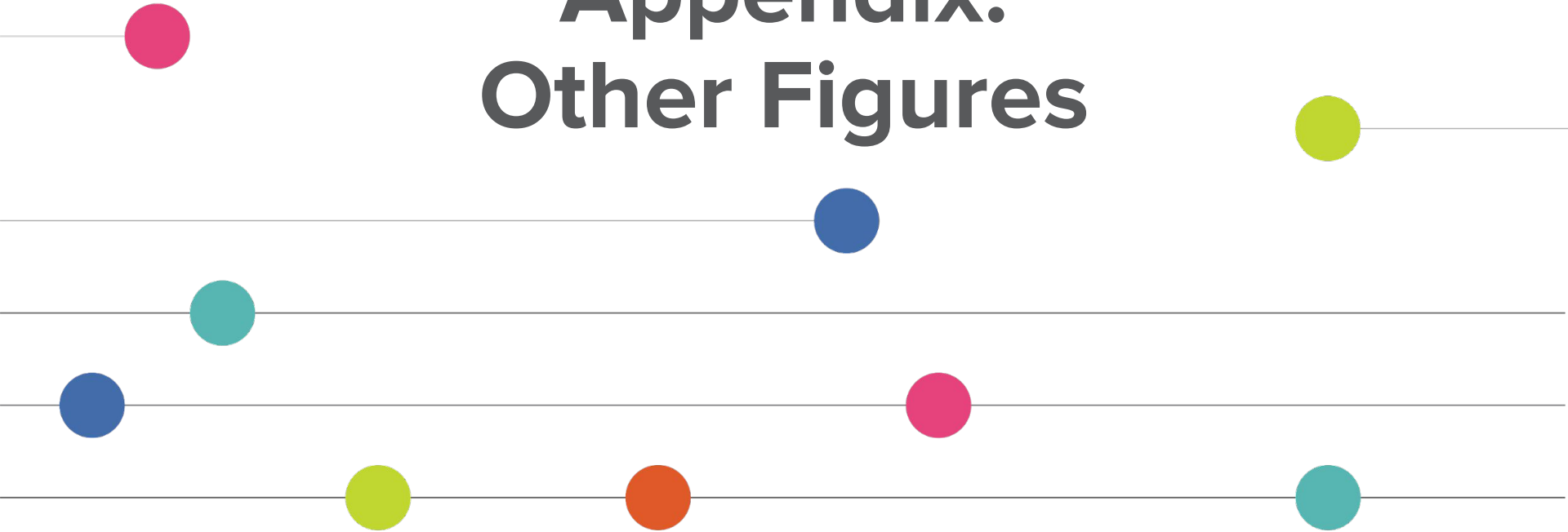


Source: Salaries adjusted using the Consumer Price Index Posted by the U.S. Bureau of Labor Statistics: https://www.bls.gov/data/inflation_calculator.htm

Implications and Takeaways

- Districts should take advantage of opportunities like the [Teacher Incentive Allotment \(TIA\)](#) to increase compensation in an effort to **retain effective educators** and the [Mentor Program Allotment](#) which provides research-based supports for the **increasing number of new teachers** entering the field.
- Recognizing the significance of high teacher turnover, [low teacher morale](#), and stagnant teacher wages, Governor Abbott in 2022 created the **Teacher Vacancy Task Force**, a cross-sector group of experts, which released a [report](#) recommending ways to ensure the long-term viability and attractiveness of teaching as a career path.
- Future legislative efforts should pick up where the recent [special legislative session left off](#) in working to implement the **task force's recommendations on ways to support new teachers and incentivize teachers to remain in the field**. Through opening teacher experience pathways like the Teacher Residency Program and expansion of the TIA, we can ensure students are taught by dedicated, experienced, well-trained professionals throughout their educational careers.

Appendix: Other Figures



A bright spot for the Houston-region: For most ISDs and charter schools, the student to teacher ratio has decreased compared to 2013.

Average Student to Teacher Ratio, 2013 to 2023

