

Statewide Attrition Analysis Masks Local and Regional Attrition Outlook

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While the education public in Georgia is now very familiar with 8-9% teacher attrition, many will be surprised to know that regional and local education agencies experience double digit attrition in their specific areas. The typical attrition, the teachers who taught one year and are not teaching the following year, is compounded by teacher mobility from one school system or regional agency to another, or from a teaching to a non-teaching assignment. To the school system that loses its teachers to mobility, the impact is the same as if the teacher were leaving the state or leaving the profession altogether because, in either case, the teachers that left have to be replaced.

The data in Table 1 from the Northwest RESA clearly illustrate this difference in the level of analyses. While state attrition, between FY00 through FY05, ranges from a low of 8.7 in FY02 to a high of 9.4 in FY00, the RESA attrition ranges from 11% to 13.6%.

Table 1. Teacher Attrition

Following Year Status	FY00 Teachers	FY01 Teachers	FY02 Teachers	FY03 Teachers	FY04 Teachers	FY05 Teachers
Stayers in the same Systems	5127	5479	5924	6228	6202	6318
Attrition (Left GA Systems)	515	551	516	594	524	513
Moved to Other Systems	293	295	279	200	241	302
Total in NW RESA	5935	6325	6719	7022	6967	7133
<i>Percent Retained in System</i>	86.4	86.6	88.2	88.7	89.0	88.6
<i>Percent Statewide Retention</i>	90.6	91.2	91.3	90.9	90.8	90.9
<i>NW RESA Attrition</i>	13.6	13.4	11.8	11.3	11.0	11.4
<i>State Teacher Attrition</i>	9.4	8.8	8.7	9.1	9.2	9.1

Source: EWRRAD/GA PSC, April 6, 2007

System level attrition would be even higher in the school systems that tend to lose their teachers to surrounding school systems within NW RESA, other Georgia systems outside of NW RESA, as well as to other professions.

Figure 1 also shows that attrition which had been on the decline since FY00 started rising again from FY03.

Fig. 1. Georgia Teacher Attrition Compared to Northwest RESA's

