

# Teacher Workforce Snapshot

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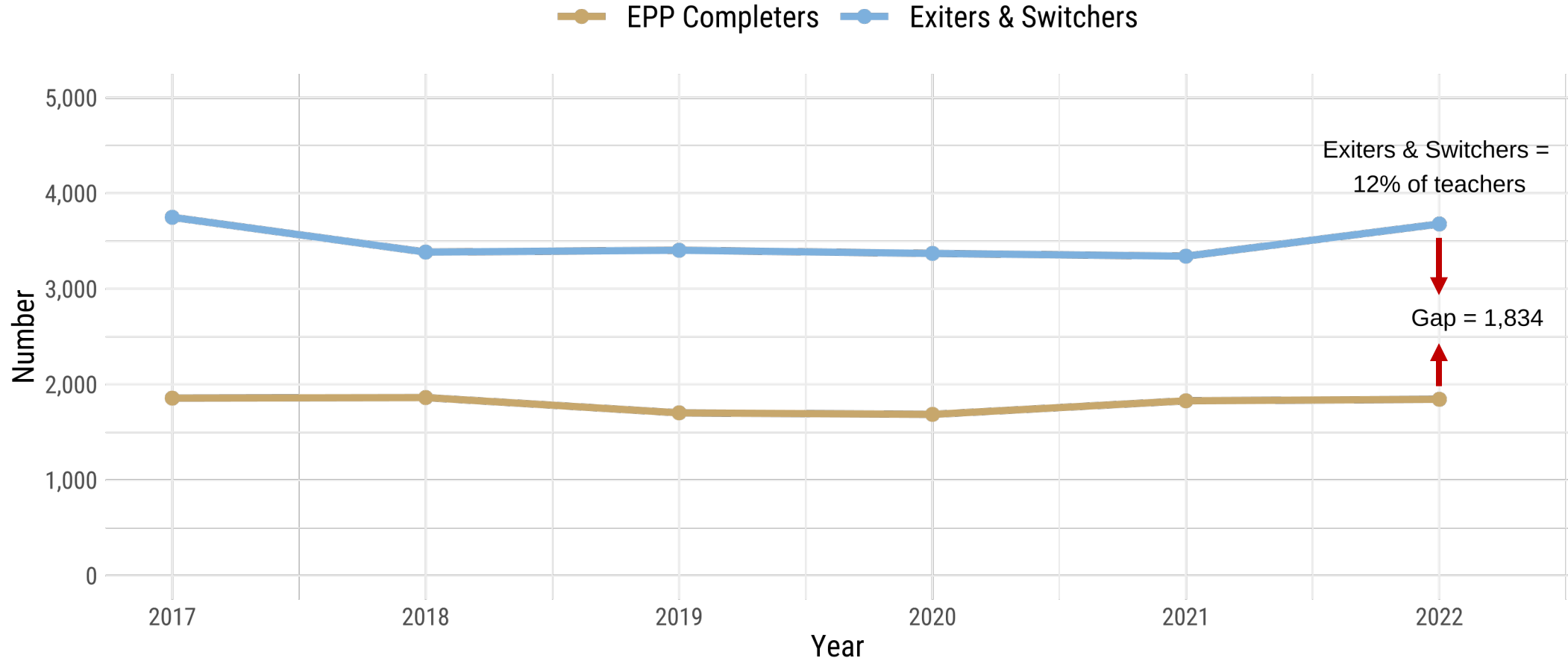
Office for Education Policy  
Department of Education Reform  
University of Arkansas  
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# Turnover Definitions

- **Exiter** – a teacher who leaves Arkansas public school employment
- **Switcher** – a teacher who switches out of a teaching role but remains in Arkansas public school employment
- **Mover** – a teacher who moves between Arkansas public schools
- **Stayer** – a teacher who stays in the same Arkansas public school

# Arkansas educator preparation programs (EPP) produce about 1,800 fewer teachers than the number who leave the classroom

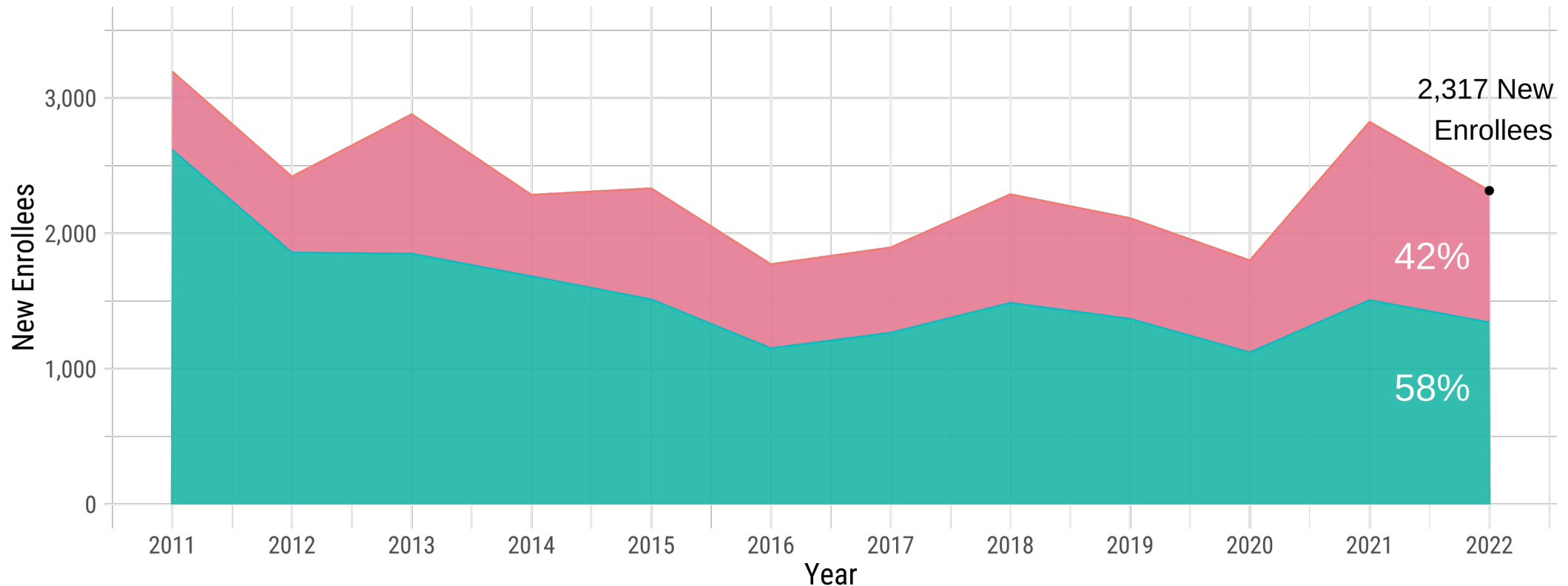
EPP Completers vs. Exiters & Switchers  
2017 through 2022 School Years



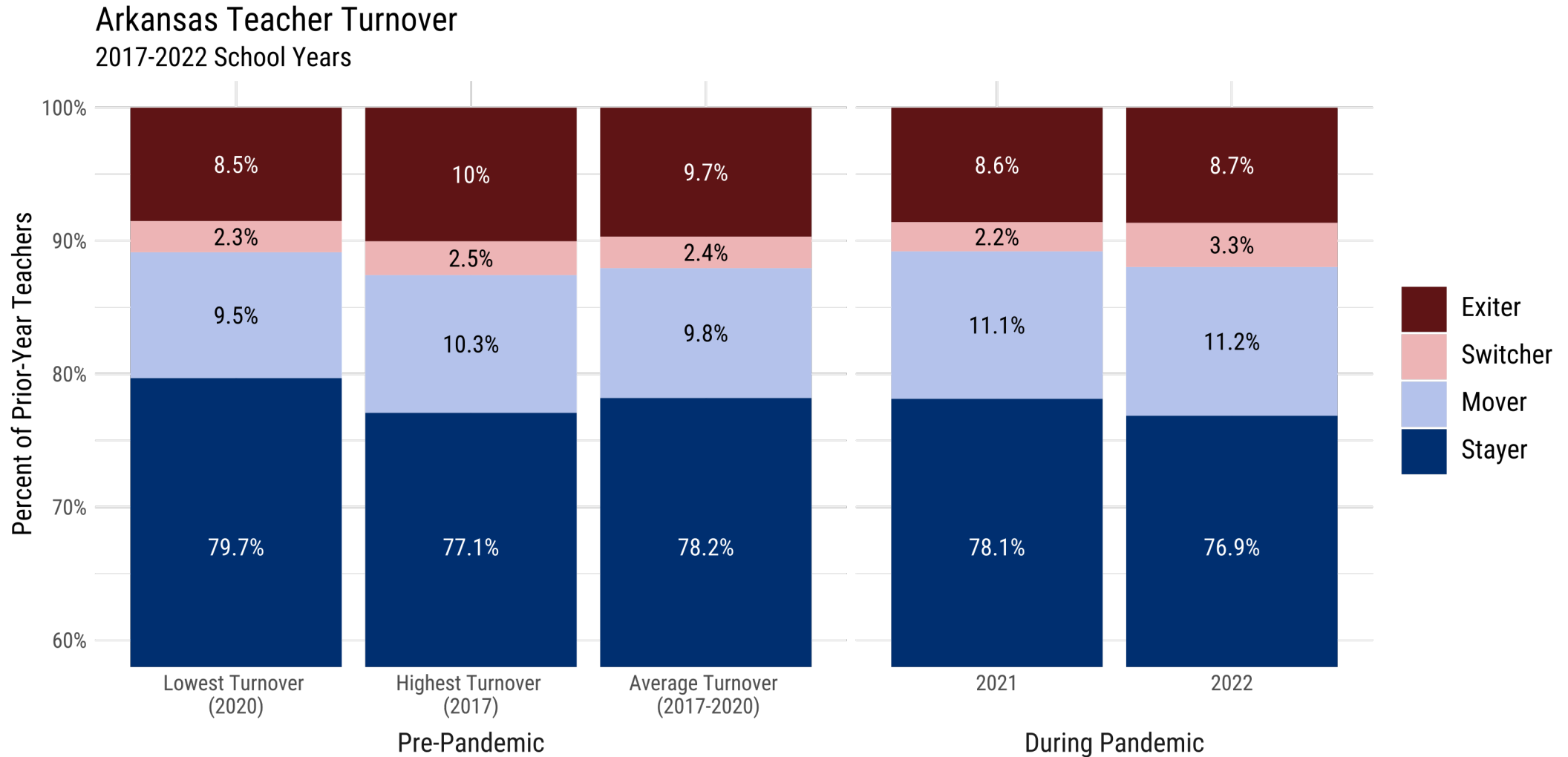
Alternative EPPs are enrolling an increasing share of new EPP entrants.

New EPP Enrollees by Program Type  
2012 through 2022 School Years

Alternative Traditional

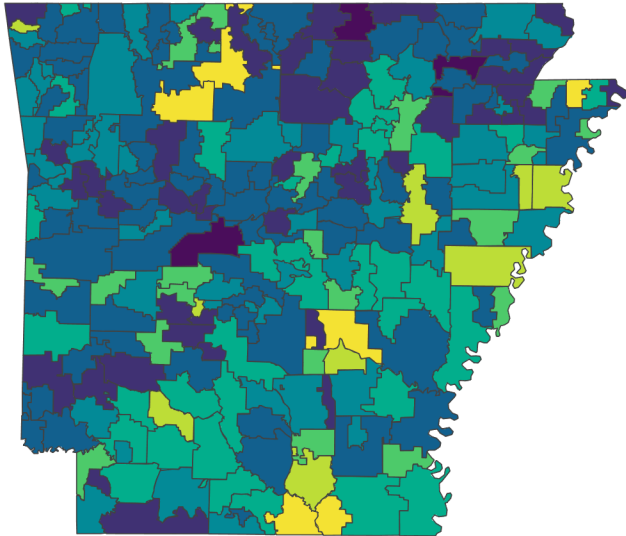


# Turnover increased slightly last year but is not out of line with pre-pandemic norms.

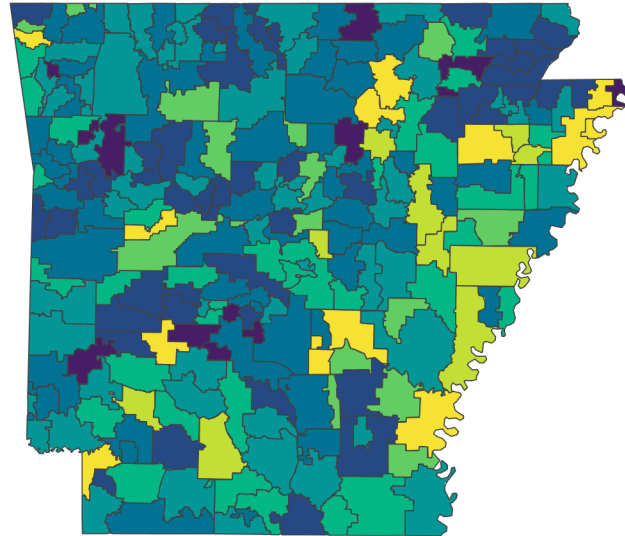


# Changes in teacher turnover vary widely across districts.

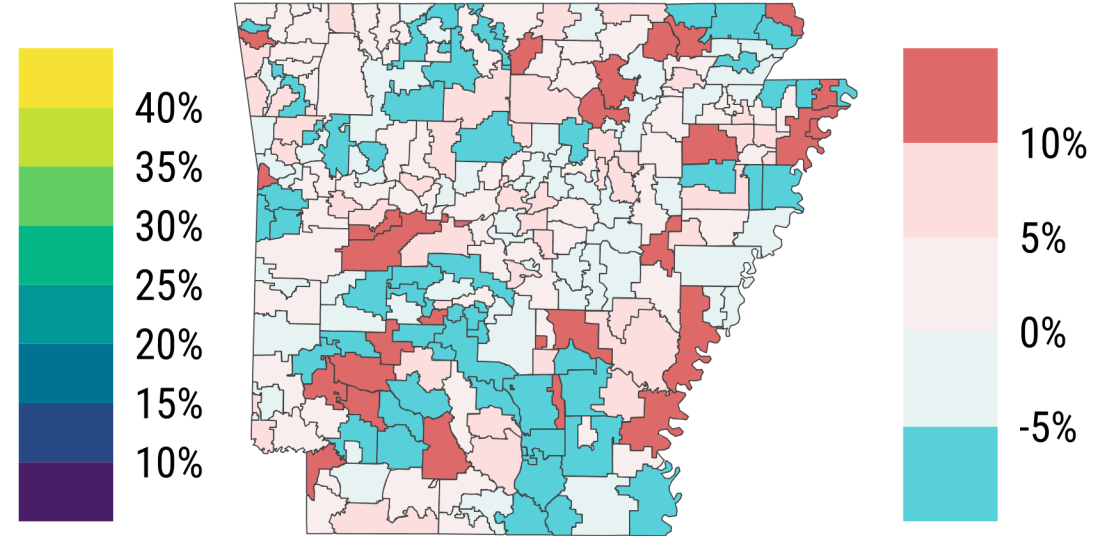
Pre-Pandemic Turnover  
Three Year Average from 2017-2020



Last Year's Turnover  
2022

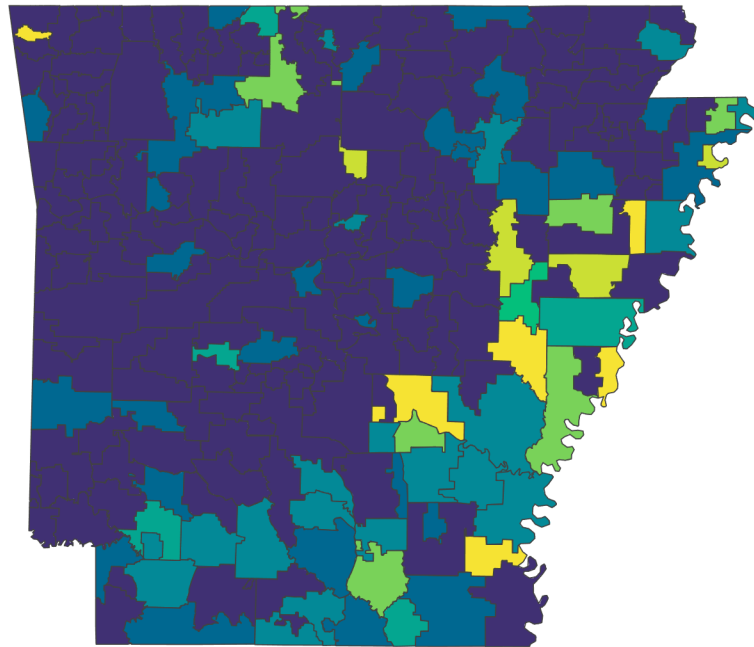


Pre-Pandemic vs. 2022

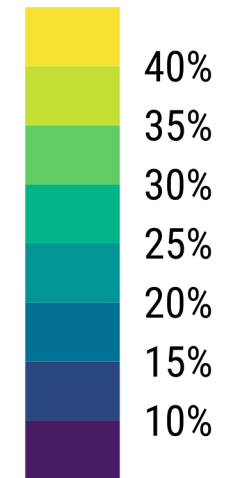
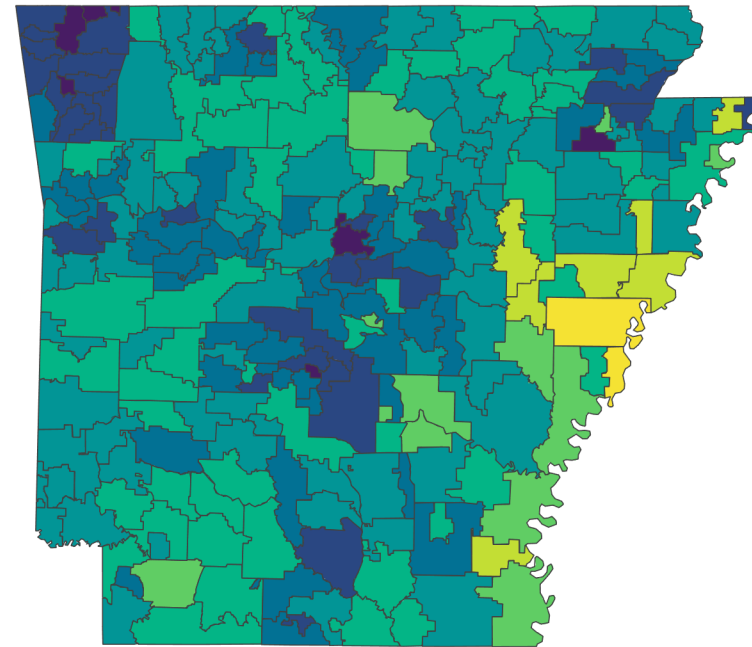


Districts with a high proportion of teachers with a licensure exception tend to also have high childhood poverty.

Teacher Licensure Exceptions by District  
Five-Year Average from 2017-2022



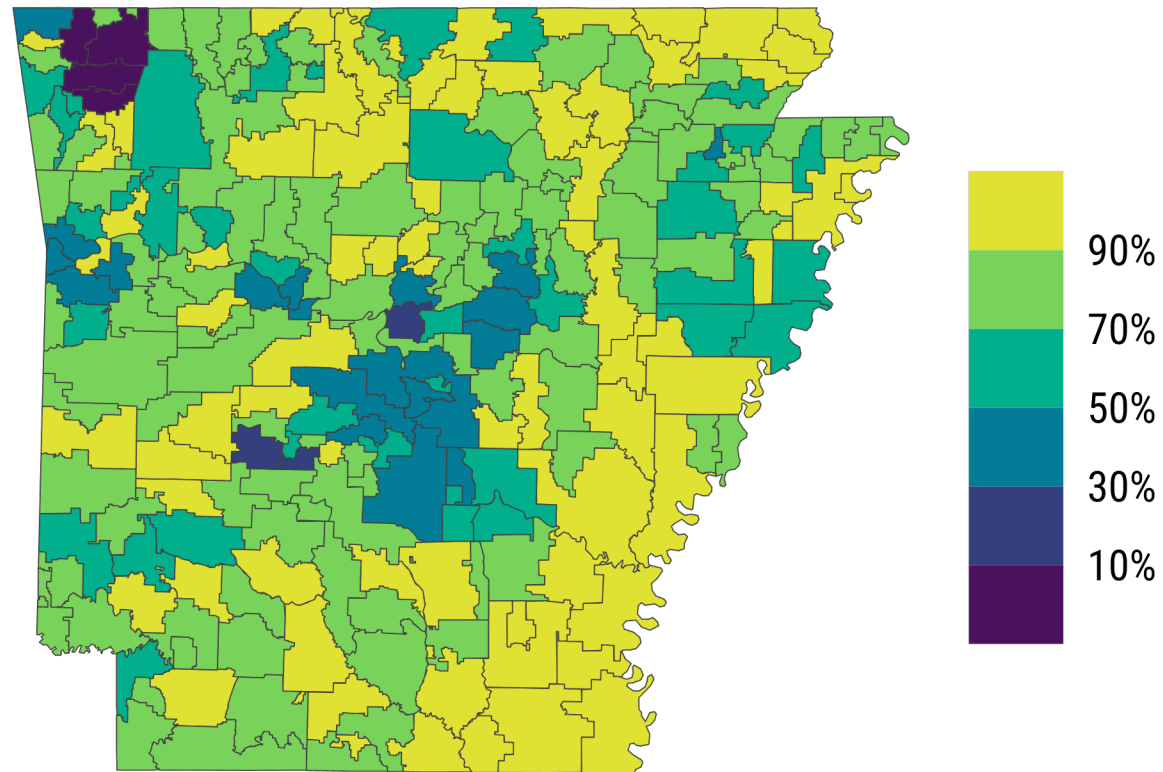
Childhood Poverty by District  
2021 Estimates



Notes: Licensure Exceptions includes all exceptions captured in the Statewide Information System. Childhood poverty rate uses the U.S. Census Bureau's Small Area Income and Poverty Estimates.

Increasing the minimum teacher salary will benefit teachers across the state, but particularly in higher poverty areas.

Base Salary Less Than \$50,000  
2022 School Year

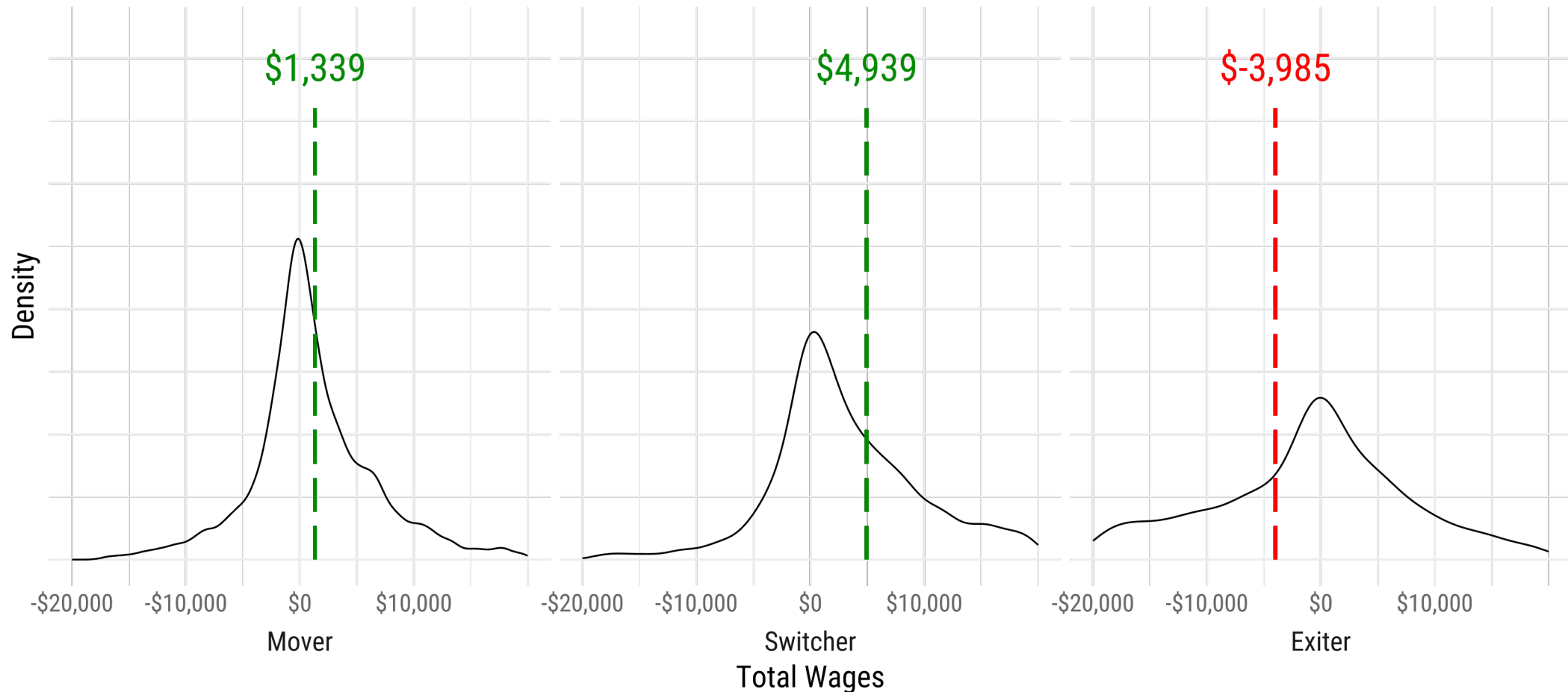




Teachers tend to make more when they change schools or switch roles and less when they leave the public school system.

### Teachers' Actual vs. Predicted Wage 1 Year After an Employment Change

One year difference in wages from 2017 through 2022. Dashed line shows median wage difference.



Notes: Teachers aged 60 and older are excluded. Exiters only includes ex-teachers who work in Arkansas when they leave teaching.