

## **SECTION D: Professional Impact Trend Reports**

Section D includes information about impact: teacher and district hiring patterns, the placement of university completers within the Proximal Zone of Professional Impact (PZPI), and retention rates for the 2015 cohort of first-year teachers.

**D.1.1-3: Teacher Hiring in the Proximal Zone of Professional Impact.** These three reports show school district hiring patterns in the PZPI by comparing the supply of new teacher FTEs provided by a preparation program to the total FTEs employed by subject area and school level. The category “Teachers Supplied” is defined as the number of newly-hired teacher Full Time Equivalents (FTEs) in the PZPI who obtained probationary or standard certification from the preparation program in 2017-2018 with no prior teaching experience. The category “District Hires” is defined as the number of newly-hired teacher Full Time Equivalents (FTEs) employed in the PZPI in 2018-2019. A hiring ratio was calculated to represent the impact of university teacher production in the PZPI for that certification cohort.

**D.2: Percentage of Newly-Certified Teachers Employed Inside and Outside the Proximal Zone of Professional Impact.** This analysis shows the percentage of the university’s newly-certified teachers (those obtaining a standard certificate with no prior teaching experience) employed within a seventy-five mile radius of the university.

**D.3: District Hiring Patterns of University-Prepared Teachers in the Proximal Zone of Professional Impact.** This report is the first page of a supplemental document comparing the 2018-2019 hiring patterns of districts in the university’s PZPI (See *Attachment 3* to view the full report). The first chart shows which PZPI districts employed teachers from the university in 2018-2019 who were newly-certified in 2017-2018. The second shows the same information for all teachers employed in the PZPI in 2018-2019 who were certified through the university between 1994-1995 and 2017-2018.

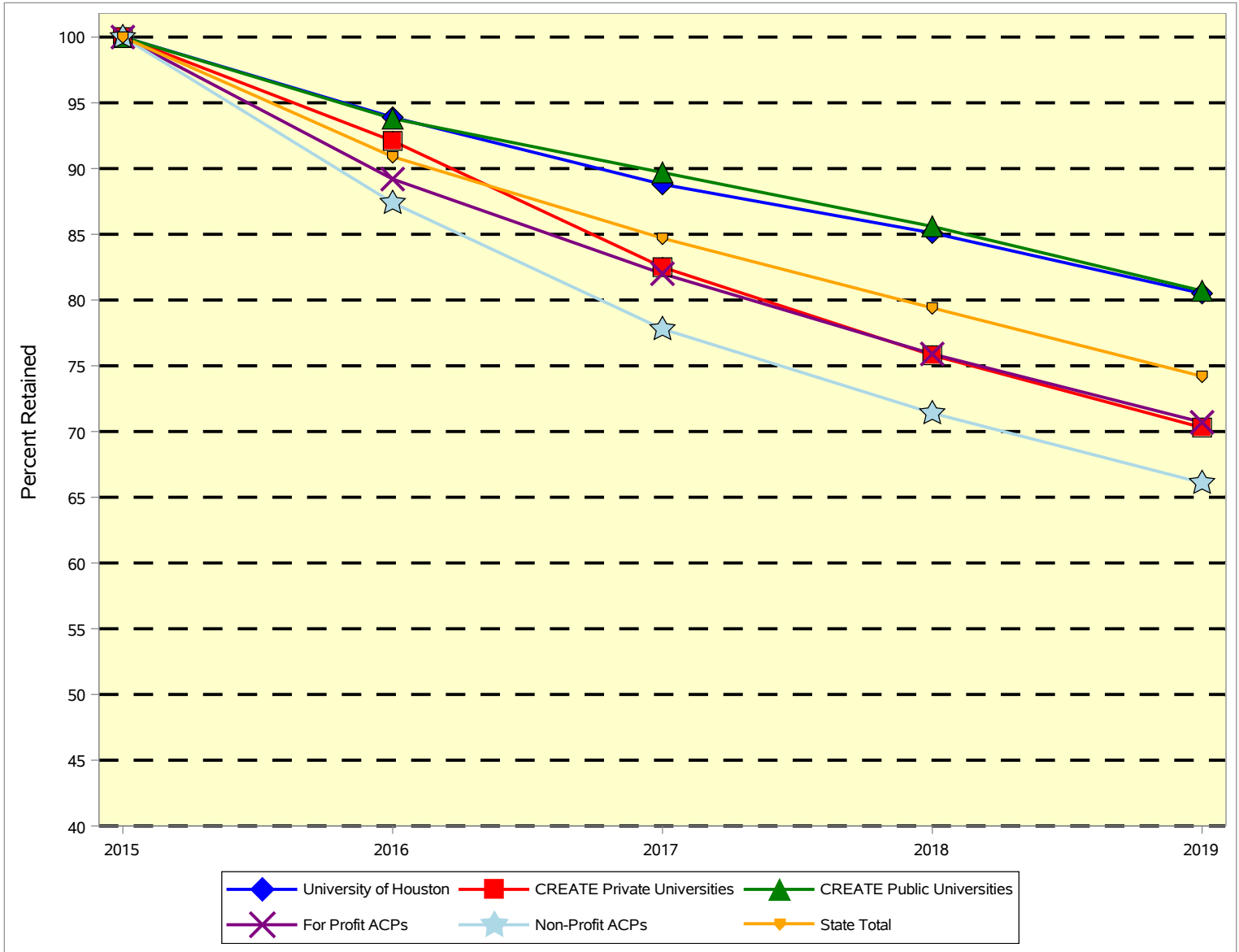
**D.4.1-3: Percentage of University Completers in the Proximal Zone of Professional Impact by Level.** This set of analyses provides information about the percentage of Full Time Equivalents (FTEs) certified through the university’s preparation program since 1994-1995 who are employed at a campus within the PZPI, disaggregated by level. To provide context about the campus, the percent of school students classified as economically disadvantaged is provided. The column labeled “# School FTEs” shows the total number of teacher FTEs at the campus. The columns labeled “# Univ FTEs” and the “% Univ FTEs” show the total number and percent of FTEs employed at that campus who obtained certification from the target university’s preparation program from 1994-1995 through 2017-2018

### **D.5: Comparison of Teacher Retention Trends.**

***D.5: Five-Year Retention of First-Year Teachers.*** The table and corresponding graphic displays the five-year teacher retention and attrition rates for first-year teachers certified in 2013-2014 who became employed in a Texas public school in 2014-2015. A first-year teacher is defined as an individual issued either a standard or probationary certificate in 2013-2014 who had no prior teaching experience. The retention rate for spring 2015 is Year 1 and is always 100% in each analysis because the analysis starts with all cohort members employed in Texas public schools in 2014-2015. The target university’s retention rates are compared with CREATE public and private universities, profit and nonprofit ACPs, and the state total.

***D.5.1-3: Five-Year Retention of First-Year Teachers by School Level.*** These reports further disaggregate the five-year retention rates and attrition rates of first-year teachers by high, middle, and elementary school level. Numbers less than 10 are not represented in the graphic.

# Comparison of Teacher Retention Trends Five-Year Retention of First-Year Teachers<sup>1,2</sup> 2015 - 2019 University of Houston



Entity/ Organization	Number Teachers <sup>3</sup>	Percent Retained in Spring of Academic Year					Attrition Rate
		2015	2016	2017	2018	2019	
University of Houston	329	100.0	93.9	88.8	85.1	80.5	19.5
CREATE Public Universities	7216	100.0	93.8	89.7	85.6	80.7	19.3
CREATE Private Universities	901	100.0	92.1	82.5	75.8	70.3	29.7
For Profit ACPs	8180	100.0	89.2	82.0	75.9	70.7	29.3
Non-Profit ACPs	2523	100.0	87.4	77.8	71.4	66.1	33.9
State Total	21254	100.0	90.9	84.7	79.4	74.2	25.8

<sup>1</sup>Includes teachers obtaining a standard or probationary certificate in 2013-2014, becoming employed in 2014-2015 with no prior teaching experience.

<sup>2</sup>Texas data only tracks public school employment.

<sup>3</sup>Numbers less than 10 are not represented on this figure.

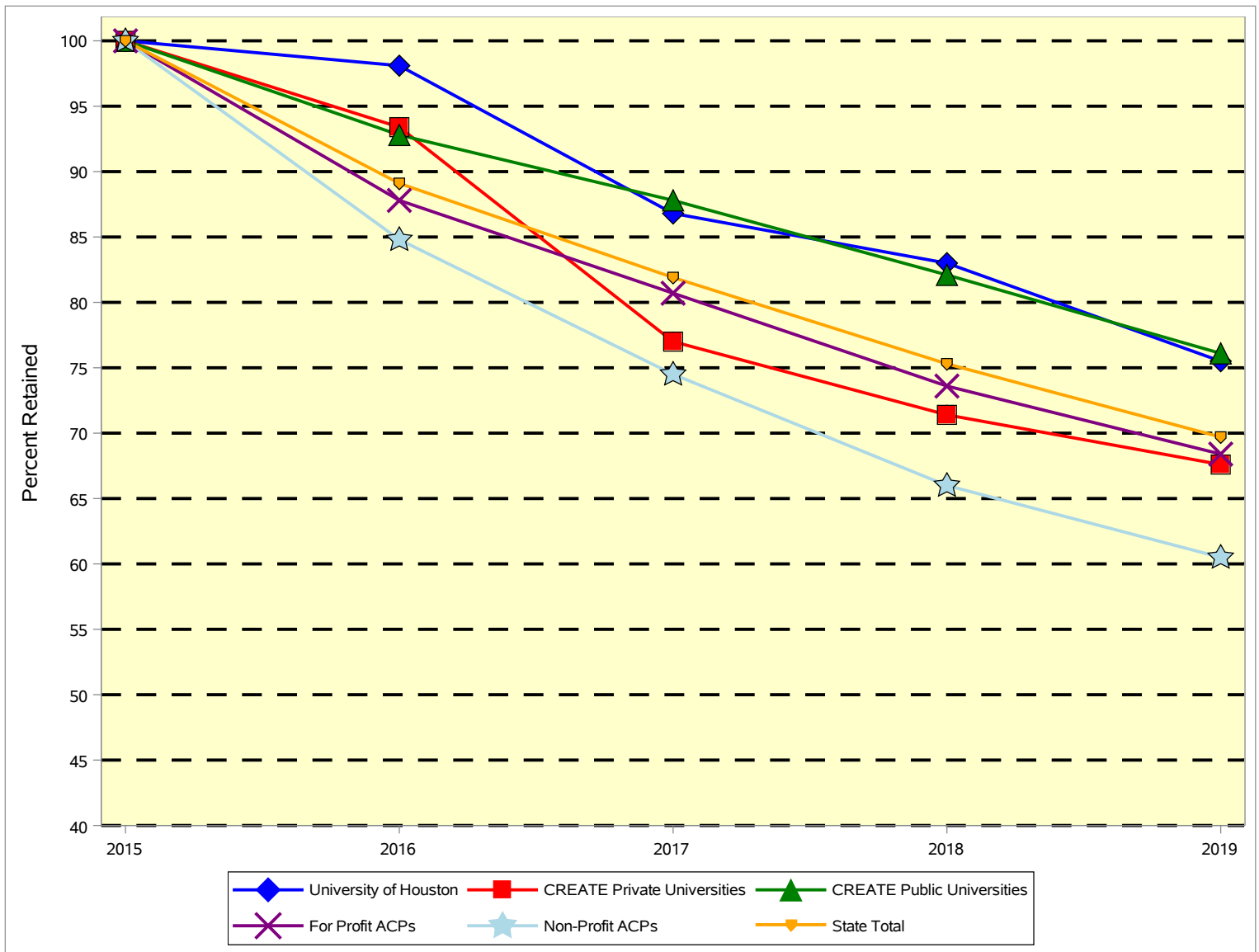
# Comparison of Teacher Retention Trends

## Five-Year Retention of First-Year Teachers by School Level<sup>1,2</sup>

2015 - 2019

High School

University of Houston



Entity/ Organization	Number Teachers <sup>3</sup>	Percent Retained in Spring of Academic Year					Attrition Rate
		2015	2016	2017	2018	2019	
University of Houston	53	100.0	98.1	86.8	83.0	75.5	24.5
CREATE Public Universities	1371	100.0	92.8	87.8	82.1	76.1	23.9
CREATE Private Universities	213	100.0	93.4	77.0	71.4	67.6	32.4
For Profit ACPs	2610	100.0	87.8	80.7	73.6	68.4	31.6
Non-Profit ACPs	620	100.0	84.8	74.5	66.0	60.5	39.5
State Total	5250	100.0	89.1	81.9	75.3	69.7	30.3

<sup>1</sup>Includes teachers obtaining a standard or probationary certificate in 2013-2014, becoming employed in 2014-2015 with no prior teaching experience.

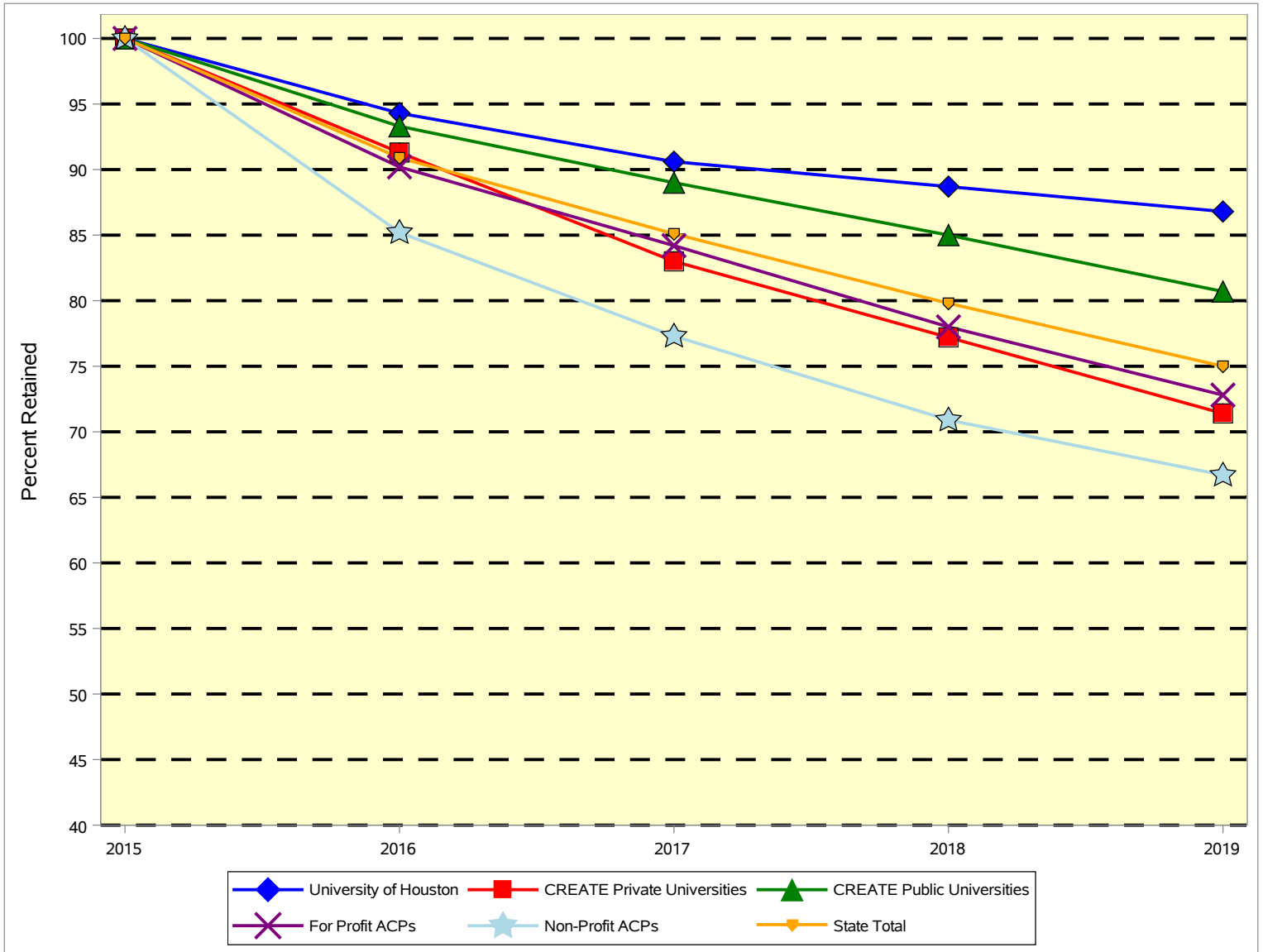
<sup>2</sup>Texas data only tracks public school employment.

<sup>3</sup>Numbers less than 10 are not represented on this figure.

# Comparison of Teacher Retention Trends

## Five-Year Retention of First-Year Teachers by School Level<sup>1,2</sup>

2015 - 2019  
Middle School  
University of Houston



Entity/ Organization	Number Teachers <sup>3</sup>	Percent Retained in Spring of Academic Year					Attrition Rate
		2015	2016	2017	2018	2019	
University of Houston	53	100.0	94.3	90.6	88.7	86.8	13.2
CREATE Public Universities	1522	100.0	93.3	89.0	85.0	80.7	19.3
CREATE Private Universities	206	100.0	91.3	83.0	77.2	71.4	28.6
For Profit ACPs	2419	100.0	90.2	84.2	78.0	72.8	27.2
Non-Profit ACPs	642	100.0	85.2	77.3	70.9	66.7	33.3
State Total	5444	100.0	90.9	85.1	79.8	75.0	25.0

<sup>1</sup>Includes teachers obtaining a standard or probationary certificate in 2013-2014, becoming employed in 2014-2015 with no prior teaching experience.

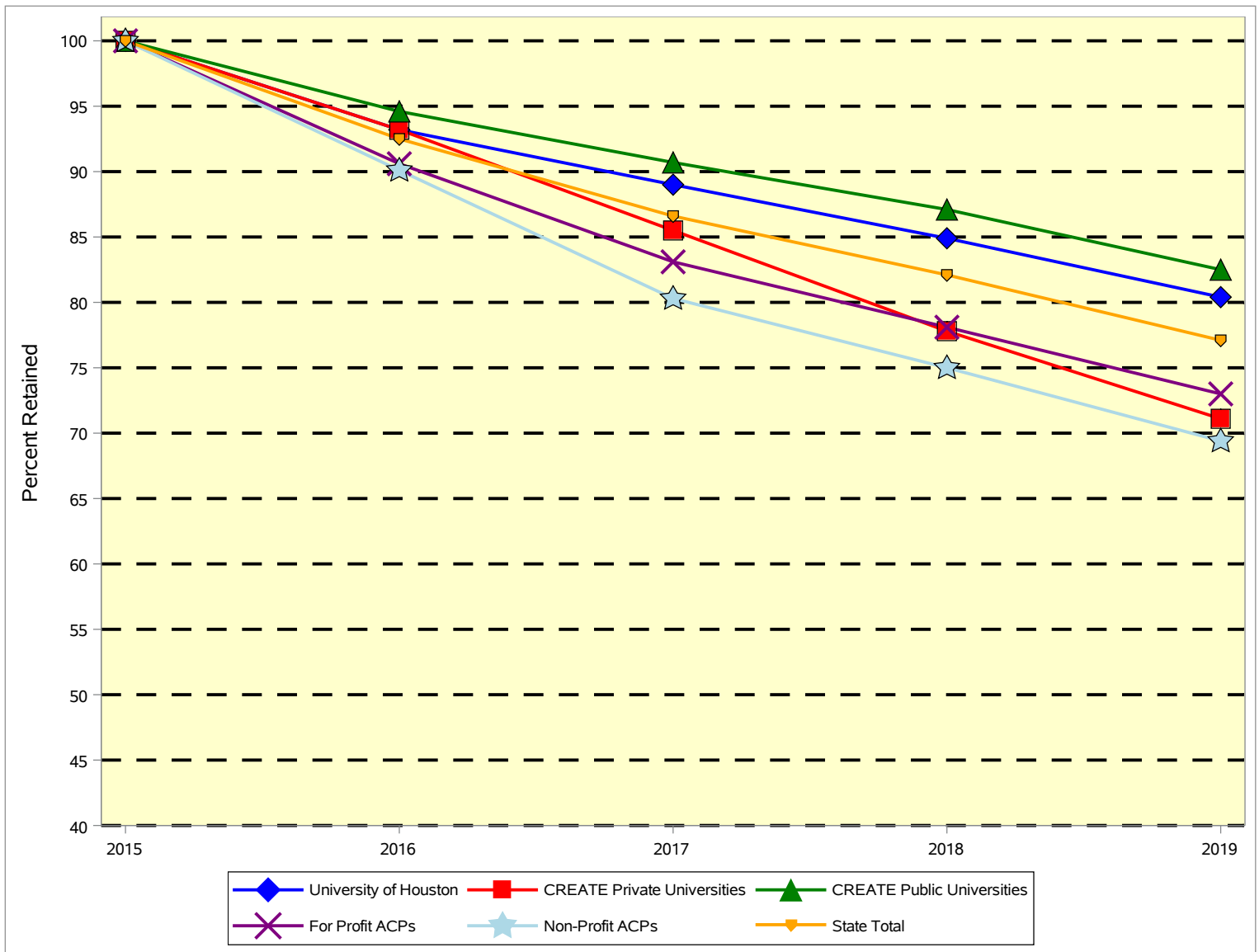
<sup>2</sup>Texas data only tracks public school employment.

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# Comparison of Teacher Retention Trends Five-Year Retention of First-Year Teachers by School Level<sup>1,2</sup>

2015 - 2019

## Elementary School University of Houston



Entity/ Organization	Number Teachers <sup>3</sup>	Percent Retained in Spring of Academic Year					Attrition Rate
		2015	2016	2017	2018	2019	
University of Houston	219	100.0	93.2	89.0	84.9	80.4	19.6
CREATE Public Universities	4114	100.0	94.6	90.7	87.1	82.5	17.5
CREATE Private Universities	454	100.0	93.2	85.5	77.8	71.1	28.9
For Profit ACPs	2701	100.0	90.6	83.1	78.1	73.0	27.0
Non-Profit ACPs	1156	100.0	90.1	80.3	75.0	69.4	30.6
State Total	9672	100.0	92.5	86.6	82.1	77.1	22.9

<sup>1</sup>Includes teachers obtaining a standard or probationary certificate in 2013-2014, becoming employed in 2014-2015 with no prior teaching experience.

<sup>2</sup>Texas data only tracks public school employment.

<sup>3</sup>Numbers less than 10 are not represented on this figure.