

SECTION D: Professional Impact Trend Reports

Section D includes information about impact: teacher and district hiring patterns, the placement of university completers within the PZPI, and retention rates for the 2014 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 2016-2017 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 2017-2018. A hiring ratio was calculated to represent the impact of university teacher production in the PZPI for that certification cohort.

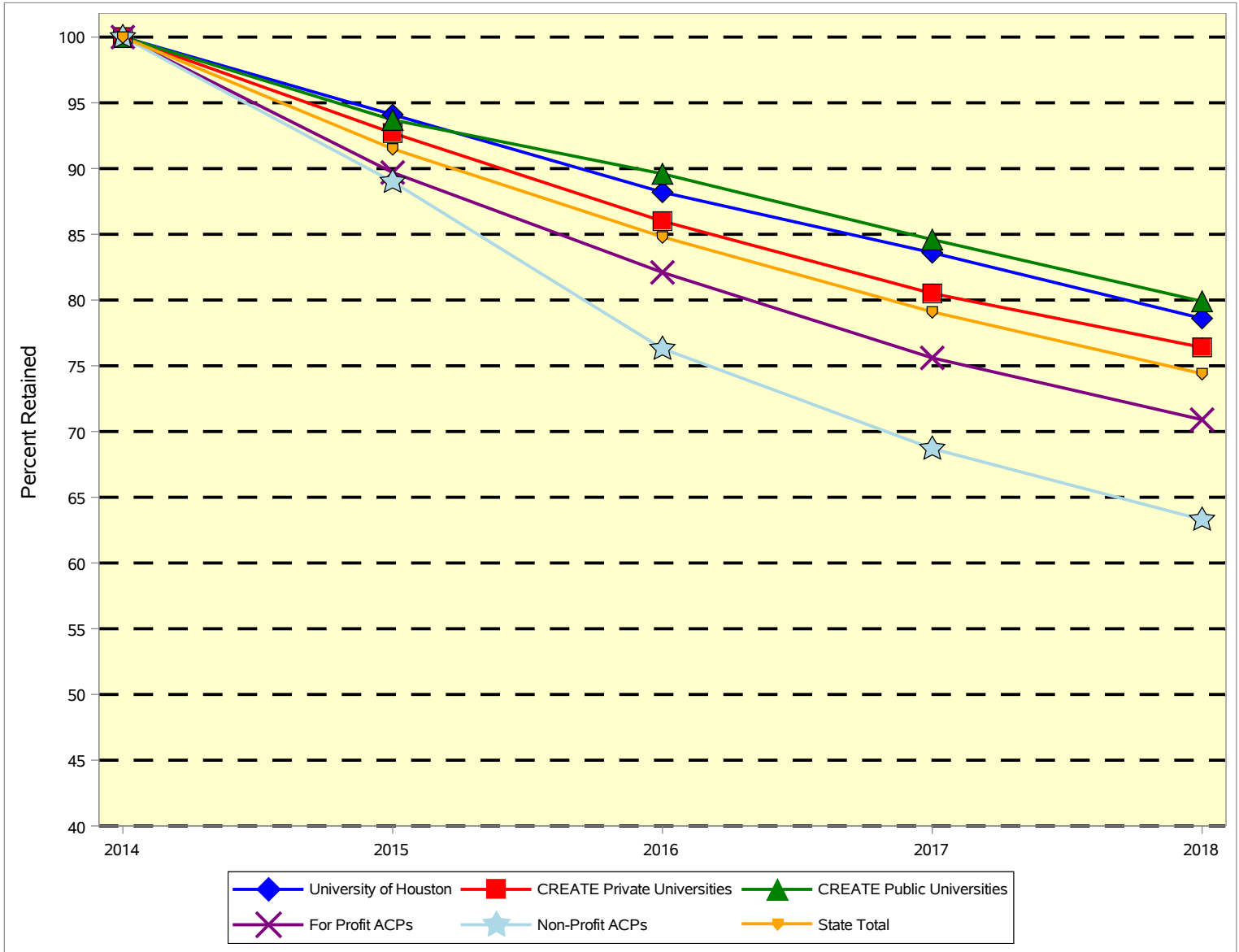
D.2: Percentage of Newly-Certified Teachers Employed Inside and Outside the Proximal Zone of Professional Impact. This analysis shows the percentage of the university’s newly-certified teachers (those obtaining a standard certificate with no prior teaching experience) employed within a seventy-five mile 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 2017-2018 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 2017-2018 who were newly-certified in 2016-2017. The second shows the same information for all teachers employed in the PZPI in 2017-2018 who were certified through the university between 1994-1995 and 2016-2017.

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 2016-2017.

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 2012-2013 who became employed in a Texas public school in 2013-2014. A first-year teacher is defined as an individual issued either a standard or probationary certificate in 2012-2013 who had no prior teaching experience. The retention rate for spring 2014 is Year 1 and is always 100% in each analysis because the analysis starts with all cohort members employed in Texas public schools in 2013-2014. 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.

Comparison of Teacher Retention Trends Five-Year Retention of First-Year Teachers^{1,2} 2014 - 2018 University of Houston



Entity/ Organization	Number Teachers ³	Percent Retained in Spring of Academic Year					Attrition Rate
		2014	2015	2016	2017	2018	
University of Houston	304	100.0	94.1	88.2	83.6	78.6	21.4
CREATE Public Universities	7460	100.0	93.7	89.6	84.6	79.9	20.1
CREATE Private Universities	821	100.0	92.7	86.0	80.5	76.4	23.6
For Profit ACPs	6711	100.0	89.7	82.1	75.6	70.9	29.1
Non-Profit ACPs	2614	100.0	89.0	76.3	68.7	63.3	36.7
State Total	20625	100.0	91.5	84.8	79.1	74.4	25.6

¹Includes teachers obtaining a standard or probationary certificate in 2012-2013, becoming employed in 2013-2014 with no prior teaching experience.

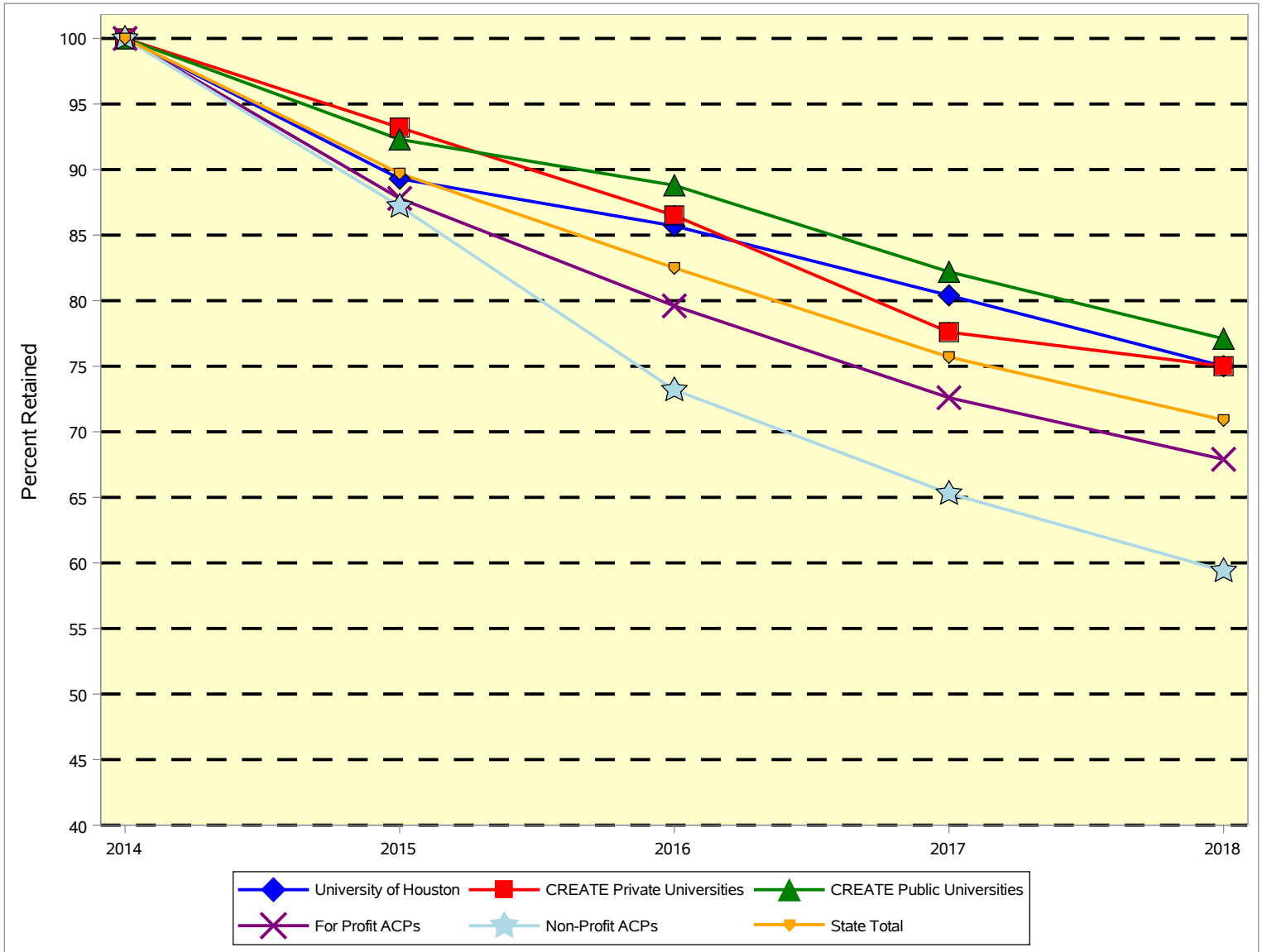
²Texas data only tracks public school employment.

³Numbers less than 10 are not represented on this figure.

Comparison of Teacher Retention Trends

Five-Year Retention of First-Year Teachers by School Level^{1,2}

2014 - 2018
High School
University of Houston



Entity/ Organization	Number Teachers ³	Percent Retained in Spring of Academic Year					Attrition Rate
		2014	2015	2016	2017	2018	
University of Houston	56	100.0	89.3	85.7	80.4	75.0	25.0
CREATE Public Universities	1549	100.0	92.3	88.8	82.2	77.1	22.9
CREATE Private Universities	192	100.0	93.2	86.5	77.6	75.0	25.0
For Profit ACPs	2234	100.0	87.8	79.6	72.6	67.9	32.1
Non-Profit ACPs	678	100.0	87.2	73.2	65.3	59.4	40.6
State Total	5239	100.0	89.7	82.5	75.7	70.9	29.1

¹Includes teachers obtaining a standard or probationary certificate in 2012-2013, becoming employed in 2013-2014 with no prior teaching experience.

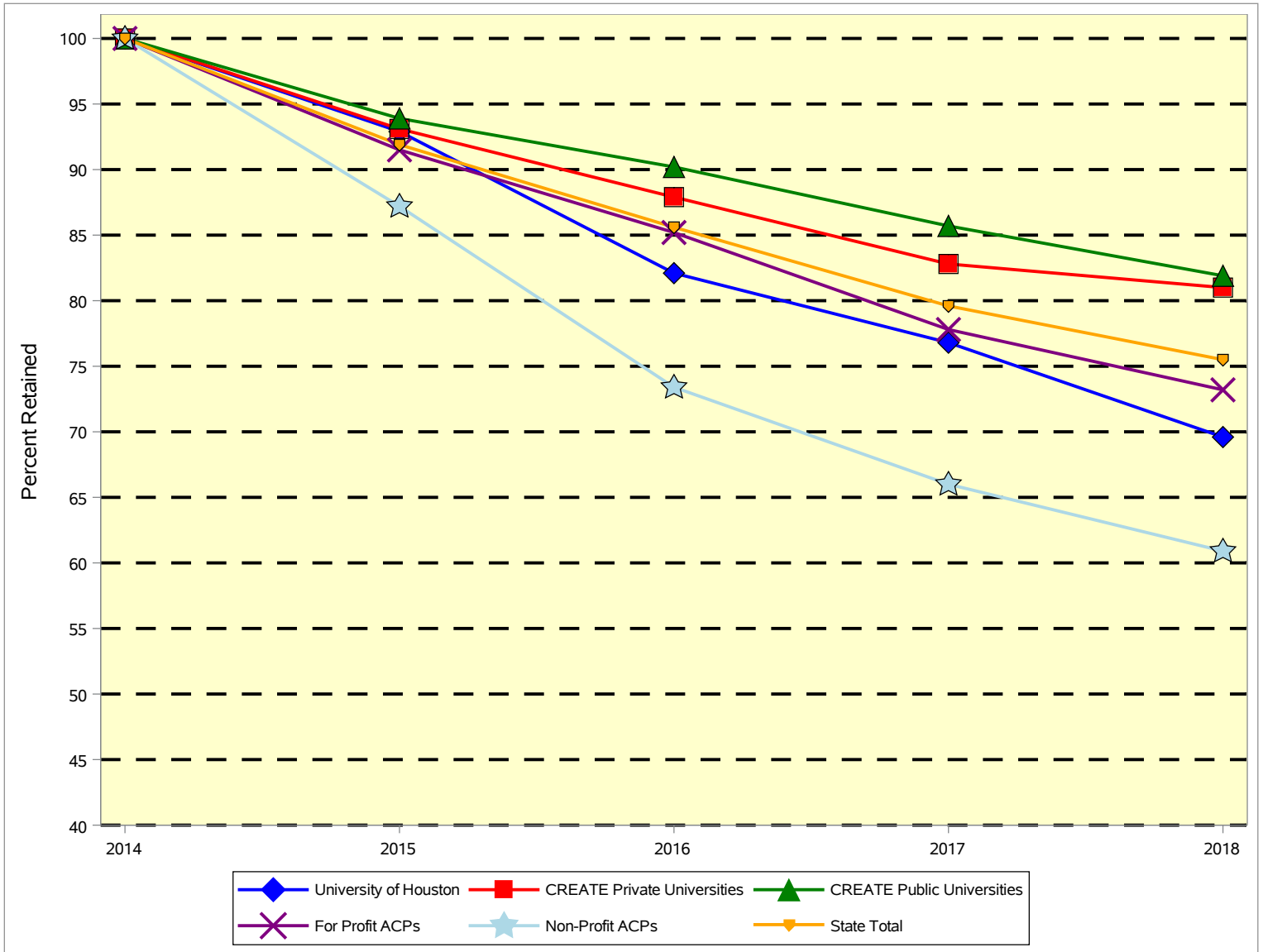
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Comparison of Teacher Retention Trends

Five-Year Retention of First-Year Teachers by School Level^{1,2}

2014 - 2018
Middle School
University of Houston



Entity/ Organization	Number Teachers ³	Percent Retained in Spring of Academic Year					Attrition Rate
		2014	2015	2016	2017	2018	
University of Houston	56	100.0	92.9	82.1	76.8	69.6	30.4
CREATE Public Universities	1599	100.0	93.9	90.2	85.7	81.9	18.1
CREATE Private Universities	174	100.0	93.1	87.9	82.8	81.0	19.0
For Profit ACPs	2034	100.0	91.5	85.2	77.8	73.2	26.8
Non-Profit ACPs	698	100.0	87.2	73.4	66.0	60.9	39.1
State Total	5425	100.0	91.9	85.6	79.6	75.5	24.5

¹Includes teachers obtaining a standard or probationary certificate in 2012-2013, becoming employed in 2013-2014 with no prior teaching experience.

²Texas data only tracks public school employment.

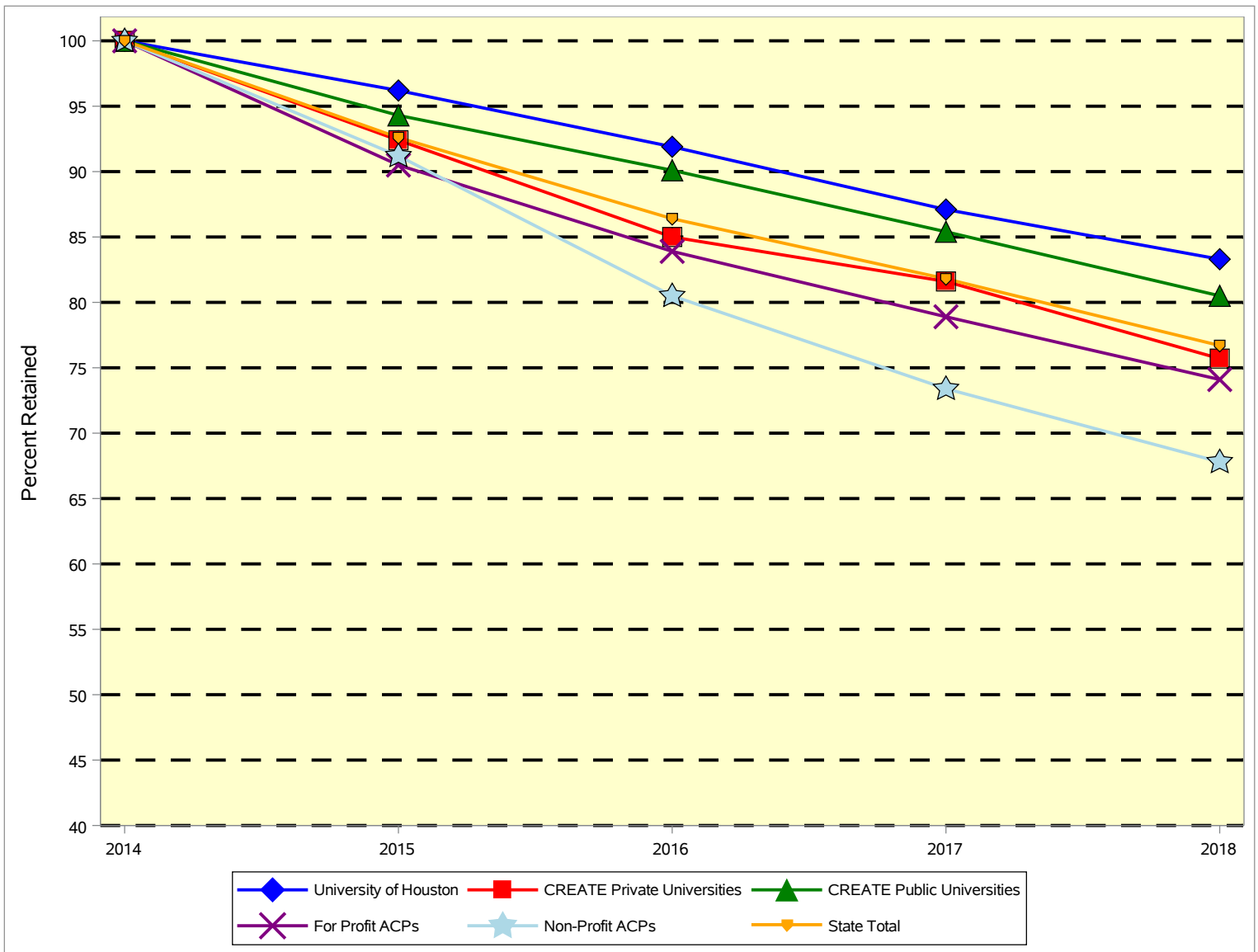
³Numbers less than 10 are not represented on this figure.

Comparison of Teacher Retention Trends

Five-Year Retention of First-Year Teachers by School Level^{1,2}

2014 - 2018

Elementary School University of Houston



Entity/ Organization	Number Teachers ³	Percent Retained in Spring of Academic Year					Attrition Rate
		2014	2015	2016	2017	2018	
University of Houston	186	100.0	96.2	91.9	87.1	83.3	16.7
CREATE Public Universities	4051	100.0	94.3	90.1	85.4	80.5	19.5
CREATE Private Universities	419	100.0	92.4	85.0	81.6	75.7	24.3
For Profit ACPs	2051	100.0	90.5	83.9	78.9	74.1	25.9
Non-Profit ACPs	1133	100.0	91.2	80.5	73.4	67.8	32.2
State Total	9045	100.0	92.6	86.4	81.8	76.7	23.3

¹Includes teachers obtaining a standard or probationary certificate in 2012-2013, becoming employed in 2013-2014 with no prior teaching experience.

²Texas data only tracks public school employment.

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