

**Retention of EPP Completers in PK-12 Schools in Kansas  
(Updated to disaggregate Initial and Advanced Licensure Programs)**

The following tables provide retention rates of EPP completers from 2013-2014 to 2017-18 in P-12 schools in Kansas. Data are disaggregated by level and were provided by the Kansas State Department of Education. Based on the Kansas Commissioner of Education’s Blue Ribbon Task Force on Teacher Vacancies and Supply Final Report (source: <http://www.ksde.org/Portals/0/Communications/Publications/BRTF%20Final.pdf>), the five year teacher retention rate for new teachers hired in Kansas in 2011-2012 is **81%**. Based on the data in the tables below, the EPP has mean five year retention rate of **90%** for the Initial programs for individuals teaching in their initial licensure area and a mean five year retention rate of **82%** for the advanced programs for individuals working in their advanced licensure area. **The EPP mean 5 year retention rate is 89% across both Initial and Advanced programs.**

However, it should be noted, that for the Initial Licensure Tables, these numbers only represent completers who **did not go on to complete an Advanced Licensure Program**. Initial program completers may return to the University of Kansas to obtain an **endorsement** in Teaching English as a Second Language, High and Low Incidence Disability, Reading Specialist or in School Leadership. Individuals who transition into teaching under an endorsement are not included in the initial licensure retention count. See the Table 1.1 for data on Retention of Advanced Licensure.

**Table 1.0: Retention of Initial Licensure Teachers in the State of Kansas 2013-2020**

5 year retention average for EPP Completers: **87%** (number of completers in baseline years/ number of completers in 5 year marks)

Number Employed by Year and Percent Retained after 5 Years									
Program Completion Year	Number of Graduates Initial Licensure	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21
2013-14	207	5	110*	116	106	102	99 (90%)	93	92
2014-15	172		0	82*	82	78	72	70 (85%)	63
2015-16	222		5	7	88*	97	90	86	84 (%)
2016-17	198				3	97*	98	92	88
2017-18	201					5	118*	117	110
2018-19	162					1	3	94*	81
2019-20	169							2	83*

Note: Cell marked with asterisk represents the baseline for the year for which retention is calculated. Yellow highlights are the 5<sup>th</sup> year retention rates for a given year. Shaded cells indicate Initial Program Completers who were already employed in a PK-12 Kansas School.

Tagged to Standards: CAEP4.3

**Table 1.1: Retention of Advanced Licensure Teachers in the State of Kansas 2013-2020**

5 year retention average for EPP Completers: **82%** (number of completers in baseline years/ number of completers in 5 year marks)

Most Advanced Licensure Completers are already employed in a school or district. Certain types of promotions or changes in duties may not be reflected in the KSDE data provided. Psychology employment data, not included in the KSDE data, were collected from program faculty and added to the data set.

Number Employed by Year and Percent Retained after 5 Years									
Program Completion Year	Number of Completers Advanced Licensure	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21
2013-14	104	16	22*	23	21	19	19 (86%)	19	18
2014-15	81	16	14	19*	17	18	17	16 (84%)	16
2015-16	113	7	12	14	24*	22	20	19	18 (75%)
2016-17	121	3	4	5	7	22*	21	20	22
2017-18	131	5	5	7	12	12	11*	11	11
2018-19	105	2	3	9	10	12	14	13*	12
2019-20	91	3	3	3	3	5	7	8	12

Note: Cell marked with asterisk represents the baseline for the year for which retention is calculated. Yellow highlights are the 5<sup>th</sup> year retention rates for a given year. Shaded cells indicate Advanced Program Completers who were already employed in a PK-12 Kansas School prior to starting their Advanced program.