

## Retention of EPP Completers in PK-12 Schools in Kansas

Tagged to Standards: CAEP 4.3

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 81.12%. Based on the data in the tables below, the EPP has mean five year retention rate of 74%. The EPP mean retention rate for completers who stay in teaching for at least five years is lower than the state average.

However, it should be noted, that these numbers only represent completers who continue to teach their initial licensure area. Initial program completers can return to the University of Kansas to obtain an endorsement in Teaching English as a Second Language, High and Low Incidence Disability, or as a Reading Specialist. Individuals who transition into teaching under an endorsement are not included in the initial licensure retention count.

**Table 1.0: Retention of Initial Licensure Teachers in the State of Kansas 2013-2019**

5 year retention average for EPP Completers: Mean 74% 5 year retention rate

	# of Graduates	# Employed/% Retained						
	Initial Licensure	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20
2013-14	294	155	147 (95%)	132 (85%)	124 (80%)	113 (73%)	103 (66%)	104 (67%)
2014-15	175		224	209 (93%)	189 (84%)	175 (78%)	166 (74%)	158 (71%)
2015-16	219			152	141 (93%)	131 (86%)	121 (80%)	115 (76%)
2016-17	202				126	109 (87%)	96 (76%)	91 (72%)
2017-18	202					118	110 (84%)	99 (77%)
2018-19	169						146	132 (90%)
2019-20	168							141

Note: First number in column for year represents the baseline for the year for which retention is calculated. Yellow highlights are the 5<sup>th</sup> year retention rates for any given year.

**Table 1.x: Retention of Early Childhood Education Teachers in the State of Kansas 2013-2019**

5 year retention average for EPP Completers: Mean 74% 5 year retention rate

	# of Graduates	# Employed/% Retained						
	Initial Licensure	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20
2013-14		48	46	41	41	38	36	34
2014-15			84	83	74	65	60	57
2015-16				63	59	56	51	49
2016-17					21	17	15	16
2017-18						19	18	16
2018-19							23	21
2019-20								17

Note: First number in column for year represents the baseline for the year for which retention is calculated. Yellow highlights are the 5<sup>th</sup> year retention rates for any given year.

**Table 1.x: Retention of Elementary Education Teachers in the State of Kansas 2013-2019**

5 year retention average for EPP Completers: Mean 74% 5 year retention rate

	# of Graduates	# Employed/% Retained						
	Initial Licensure	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20
2013-14								
2014-15								
2015-16								
2016-17					33	31	28	28
2017-18						41	40	35
2018-19							45	40
2019-20								44

Note: First number in column for year represents the baseline for the year for which retention is calculated. Yellow highlights are the 5<sup>th</sup> year retention rates for any given year.

**Table 1.x: Retention of Middle Science Teachers in the State of Kansas 2013-2019**

5 year retention average for EPP Completers: Mean 74% 5 year retention rate

	# of Graduates	# Employed/% Retained						
	Initial Licensure	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20
2013-14		3	3	2	2	2	2	2
2014-15			3	3	3	3	3	3
2015-16				1	1	1	1	1
2016-17					1	1		1
2017-18								
2018-19							1	1
2019-20								1

Note: First number in column for year represents the baseline for the year for which retention is calculated. Yellow highlights are the 5<sup>th</sup> year retention rates for any given year.

**Table 1.x: Retention of Middle and Secondary Mathematics Teachers in the State of Kansas 2013-2019**

5 year retention average for EPP Completers: Mean 74% 5 year retention rate

Mathematics licensure could not be disaggregated for Middle and Secondary because the licensure level was not differentiated in the data set provided by the state.

	# of Graduates	# Employed/% Retained						
	Initial Licensure	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20
2013-14		18	17	16	15	12	11	13
2014-15			24	21	20	20	19	18
2015-16				13	13	11	11	12
2016-17					8	7	6	5
2017-18						8	5	4
2018-19							18	17
2019-20								13

Note: First number in column for year represents the baseline for the year for which retention is calculated. Yellow highlights are the 5<sup>th</sup> year retention rates for any given year.

**Table 1.x: Retention of History & Government Teachers in the State of Kansas 2013-2019**

5 year retention average for EPP Completers: Mean 74% 5 year retention rate

	# of Graduates	# Employed/% Retained						
	Initial Licensure	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20
2013-14		9	9	8	8	7	6	6
2014-15			23	21	21	20	20	19
2015-16				13	13	11	11	10
2016-17					10	7	5	4
2017-18						8	8	7
2018-19							9	7
2019-20								14

Note: First number in column for year represents the baseline for the year for which retention is calculated. Yellow highlights are the 5<sup>th</sup> year retention rates for any given year.

**Table 1.x: Retention of Secondary English Teachers in the State of Kansas 2013-2019**

5 year retention average for EPP Completers: Mean 74% 5 year retention rate

	# of Graduates	# Employed/% Retained						
	Initial Licensure	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20
2013-14		5	5	5	5	5	4	4
2014-15			23	22	21	20	19	16
2015-16				17	16	15	15	13
2016-17					16	16	14	14
2017-18						12	11	9
2018-19							8	7
2019-20								14

Note: First number in column for year represents the baseline for the year for which retention is calculated. Yellow highlights are the 5<sup>th</sup> year retention rates for any given year.

**Table 1.x: Retention of Secondary Science Teachers in the State of Kansas 2013-2019**

5 year retention average for EPP Completers: Mean 74% 5 year retention rate

	# of Graduates	# Employed/% Retained						
	Initial Licensure	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20
2013-14		25	22	21	17	14	14	14
2014-15			19	16	14	14	14	15
2015-16				12	11	11	9	8
2016-17					12	7	7	6
2017-18						4	4	3
2018-19							6	6
2019-20								5

Note: First number in column for year represents the baseline for the year for which retention is calculated. Yellow highlights are the 5<sup>th</sup> year retention rates for any given year.