

# **Educator Pipeline**

**Examining Data Through the 2021-2022 School Year**

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## Instructional and Pupil Service Staff Next-Year Retention Rates by School Year and Level

Instructional and Pupil Service Staff Next-Year Retention Rates by School Year and Level				
School Year	# In Assignment – <i>(Distinct Count)</i>	% Retained in School	% Retained in Local Education Agency	% Retained in State
2014-2015	15,820	83.0%	85.6%	89.0%
2015-2016	15,917	83.4%	87.2%	90.4%
2016-2017	16,602	84.0%	87.3%	90.3%
2017-2018	16,905	83.9%	87.7%	90.8%
2018-2019	17,397	85.6%	88.5%	91.5%
2019-2020	17,884	84.5%	89.2%	91.7%
2020-2021	18,314	82.2%	86.7%	89.8%
2021-2022	18,370	80.6%	84.4%	88.6%

## 2021-2022 Instructional Staff Next-Year Retention Rates by Career Ladder Placement and Level

2021-2022 Instructional Staff Next-Year Retention Rates by Career Ladder Placement and Level				
Career Ladder Placement	# In Assignment – <i>(Distinct Count)</i>	% Retained in School	% Retained in Local Education Agency	% Retained in State
Residency 1	1,366	72.90%	77.80%	84.80%
Residency 2	1,155	75.20%	79.50%	86.00%
Residency 3	1,008	75.90%	79.70%	87.00%
Professional Rung <i>(4-7 years of experience)</i>	6,884	79.80%	84.20%	89.10%
Advanced Professional/ Professional Rung <i>(8 or more years of experience)</i>	7,919	84.20%	87.30%	89.70%

## First-Year Instructional Staff State Retention Rates by Career Ladder Placement and School Year

First-Year Instructional Staff State Retention Rates by Career Ladder Placement and School Year					
School Year	# In Assignment – <i>(Distinct Count)</i>	% Retained in State – 2nd Year	% Retained in State – 3rd Year	% Retained in State – 4th Year	% Retained in State – 5th Year
2015-2016	1,094	86.3%	78.2%	72.6%	68.8%
2016-2017	1,097	86.0%	78.2%	72.7%	70.6%
2017-2018	973	86.3%	77.5%	71.7%	66.9%
2018-2019	967	87.7%	80.4%	72.3%	66.8%
2019-2020	1,009	89.0%	77.8%	70.6%	
2020-2021	1,184	84.5%	74.8%		
2021-2022	1,366	84.8%			

## 2021-2022 Pupil Service Staff Next-Year Retention Rates by Career Ladder Placement and Level

2021-2022 Pupil Service Staff Next-Year Retention Rates by Career Ladder Placement and Level				
Career Ladder Placement	# In Assignment – <i>(Distinct Count)</i>	% Retained in School	% Retained in Local Education Agency	% Retained in State
Residency 1	136	77.9%	83.8%	86.8%
Residency 2	110	63.6%	70.0%	77.3%
Residency 3	102	72.5%	78.4%	81.4%
Professional Rung <i>(4-7 years of experience)</i>	545	77.4%	83.9%	87.3%
Advanced Professional/ Professional Rung <i>(8 or more years of experience)</i>	591	79.5%	83.8%	86.1%

## First-Year Pupil Service Staff State Retention Rates by Career Ladder Placement and School Year

First-Year Pupil Service Staff State Retention Rates by Career Ladder Placement and School Year					
School Year	# In Assignment – <i>(Distinct Count)</i>	% Retained in State – 2nd Year	% Retained in State – 3rd Year	% Retained in State – 4th Year	% Retained in State – 5th Year
2015-2016	83	79.5%	72.3%	59.0%	56.6%
2016-2017	124	84.7%	72.6%	62.9%	59.7%
2017-2018	99	87.9%	82.8%	74.7%	67.7%
2018-2019	109	89.0%	78.0%	67.0%	60.6%
2019-2020	113	79.6%	70.8%	61.1%	
2020-2021	113	75.2%	58.4%		
2021-2022	136	86.8%			

## Next-Year Retention of Instructional Staff in Same Local Education Agency by Locale Type and School Year

Next-Year Retention of Instructional Staff in Same LEA by Locale Type									Next-Year Retention of Instructional Staff in Same LEA by Locale Type								
Locale	2015	2016	2017	2018	2019	2020	2021	2022		2015	2016	2017	2018	2019	2020	2021	2022
<b>Distinct Count</b>									<b>Rates (%)</b>								
<b>Instructional Staff</b>									<b>Instructional Staff</b>								
<b>City: Mid-size</b>	1675	1686	1739	1752	1783	1795	1832	1774	<b>City: Mid-size</b>	88.80%	89.40%	90.20%	92.90%	91.40%	91.10%	89.30%	88.00%
<b>City: Small</b>	2026	1994	2045	2125	2113	2152	2160	2128	<b>City: Small</b>	85.60%	88.30%	91.10%	88.30%	88.60%	89.60%	87.70%	87.20%
<b>Suburb: Large</b>	2137	2172	2320	2413	2565	2630	2820	2707	<b>Suburb: Large</b>	88.50%	90.80%	90.10%	90.30%	91.20%	91.60%	86.00%	84.80%
<b>Suburb: Mid-size</b>	1194	1192	1247	1282	1270	1328	1342	1343	<b>Suburb: Mid-size</b>	83.20%	86.00%	86.50%	84.10%	86.00%	90.40%	85.50%	77.20%
<b>Suburb: Small</b>	857	885	949	980	995	997	1014	1036	<b>Suburb: Small</b>	86.00%	85.00%	85.40%	85.70%	86.10%	89.30%	85.40%	83.20%
<b>Town: Fringe</b>	385	403	413	424	441	462	464	481	<b>Town: Fringe</b>	85.20%	85.60%	86.40%	87.30%	88.00%	90.50%	85.30%	84.60%
<b>Town: Distant</b>	1664	1657	1700	1744	1758	1817	1799	1792	<b>Town: Distant</b>	87.00%	87.10%	87.50%	85.70%	87.60%	88.40%	87.20%	84.80%
<b>Town: Remote</b>	2048	2037	2139	2142	2203	2263	2274	2265	<b>Town: Remote</b>	83.80%	87.00%	85.50%	88.00%	90.00%	89.20%	86.00%	84.70%
<b>Rural: Fringe</b>	1804	1858	1903	1945	2016	2148	2205	2270	<b>Rural: Fringe</b>	81.90%	82.60%	84.50%	85.50%	87.10%	87.80%	86.70%	83.90%
<b>Rural: Distant</b>	1173	1193	1228	1253	1256	1281	1255	1293	<b>Rural: Distant</b>	83.90%	86.40%	85.30%	85.20%	86.80%	86.70%	87.10%	82.40%
<b>Rural: Remote</b>	901	866	936	887	1015	1075	1277	1277	<b>Rural: Remote</b>	82.10%	86.00%	80.10%	86.80%	85.50%	84.30%	83.30%	85.70%



## Next-Year Retention Rates of Instructional by Region, Level, and School Year

	# of 1 <sup>st</sup> Year Instructional Staff	% In Assignment - Retained in School	% In Assignment - Retained in Local Education Agency	% In Assignment - Retained in State
<b>2019-2020</b>				
Region 1	124	73.4%	79.0%	83.9%
Region 2	38	76.3%	78.9%	81.6%
Region 3	518	77.0%	84.9%	91.1%
Region 4	173	78.6%	83.2%	87.3%
Region 5	134	84.3%	84.3%	88.8%
Region 6	221	71.9%	78.7%	83.3%
<b>2020-2021</b>				
Region 1	102	69.6%	75.5%	79.4%
Region 2	47	74.5%	76.6%	87.2%
Region 3	521	64.3%	75.6%	82.9%
Region 4	143	72.7%	78.3%	88.8%
Region 5	272	76.1%	77.9%	82.4%
Region 6	207	70.0%	73.9%	82.1%
<b>2021-2022</b>				
Region 1	144	73.6%	80.6%	84.0%
Region 2	49	71.4%	73.5%	75.5%
Region 3	552	69.0%	73.6%	83.3%
Region 4	203	71.4%	79.3%	85.2%
Region 5	101	75.2%	81.2%	86.1%
Region 6	227	72.2%	74.4%	81.5%

	# of all Instructional Staff	% In Assignment - Retained in School	% In Assignment - Retained in Local Education Agency	% In Assignment - Retained in State
<b>2019-2020</b>				
Region 1	1,900	84.2%	89.9%	91.5%
Region 2	922	84.5%	89.7%	92.0%
Region 3	8,303	85.2%	89.9%	92.4%
Region 4	2,437	86.0%	88.8%	92.3%
Region 5	1,553	85.3%	88.2%	91.0%
Region 6	2,914	80.4%	87.1%	89.9%
<b>2020-2021</b>				
Region 1	1,892	83.1%	86.4%	88.5%
Region 2	920	87.8%	89.2%	91.6%
Region 3	8,508	80.8%	86.7%	90.2%
Region 4	2,439	83.1%	86.3%	90.4%
Region 5	1,789	84.7%	87.5%	90.3%
Region 6	2,944	80.4%	84.9%	88.5%
<b>2021-2022</b>				
Region 1	1,900	80.9%	84.9%	88.4%
Region 2	927	83.3%	84.9%	88.9%
Region 3	8,466	79.0%	83.3%	88.4%
Region 4	2,453	80.2%	83.6%	88.3%
Region 5	1,778	85.0%	87.7%	89.9%
Region 6	2,981	81.4%	85.6%	89.2%



# Attracting and Retaining Educational Staff

States across the nation have been working to address educator shortages and have implemented programs to recruit and retain education staff. Some current programs that have been implemented throughout the nation to attract and retain educational staff are the following:

- Alternative Routes to Educator Certification
- Differentiated Pay Initiatives for Hard to Staff Schools and Subjects
- Grow Your Own
- Increase Education Personnel Salaries
- Increase the Number of Pupil Service Staff in High Needs Schools
- Mentoring Programs for New Teachers Professional Development
- Promoting the Profession
- Providing Stipends for High Quality Educators Serving as Mentors to New Teachers
- Recognition Programs
- Registered Teacher Apprenticeship Programs
- Retention Bonuses
- Teacher Residency Programs
- Teaching Fellows Grant (Scholarship) to recruit High School Juniors and Seniors
- Tuition Reimbursement

# State Mentoring Requirements

- Pursuant to Idaho Code § 33-1201A, any instructional staff employee or any pupil service staff employee will receive mentoring as outlined in such employee's Individualized Professional Learning Plan during the initial three (3) years of holding such certificate.
- Pursuant to Idaho Code § 33-512, the board of trustees of each school district shall have the following powers and duties: To provide support for teachers in their first two (2) years in the profession in the areas of:
  - Administrative and Supervisory Support
  - Mentoring
  - Peer Assistance
  - Professional Development

# **Contact Information**

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