TEXAS TEACHING IMPACTS THE NATION

Approximately 54M U.S. students & teachers

- 10% of all students & teachers live in Texas

- Approximately 1,200+ Public school districts
- Approximately 5.2M Students
- Approximately 350K Teachers

OVERVIEW OF TEACHING IN TEXAS

- 41K New to Texas teachers hired annually
- 68% of those new to Texas are also new to teaching
- 16.5% Annual teacher turnover – an all-time high
- 60% of teachers leave their campus within five years

DEMOGRAPHICS BY RACE & ETHNICITY

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Students</th>
<th>Teachers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hispanic</td>
<td>52%</td>
<td>26%</td>
</tr>
<tr>
<td>White</td>
<td>29%</td>
<td>61%</td>
</tr>
<tr>
<td>African American</td>
<td>13%</td>
<td>10%</td>
</tr>
<tr>
<td>Asian</td>
<td>4%</td>
<td>1%</td>
</tr>
<tr>
<td>Two or more races</td>
<td>&lt;1%</td>
<td>&lt;1%</td>
</tr>
<tr>
<td>American Indian</td>
<td>&lt;1%</td>
<td>&lt;1%</td>
</tr>
<tr>
<td>Pacific Islander</td>
<td>&lt;1%</td>
<td>&lt;1%</td>
</tr>
</tbody>
</table>
Before 1998
1998-2007
2008-12
2013-18

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For more information, please contact edtx@cftexas.org.

**TEACHER SALARIES**

ON AVERAGE, TEXAS TEACHERS EARN AN ANNUAL RAISE OF 1.6% ARE WE PAYING ENOUGH TO RETAIN THEM?

<table>
<thead>
<tr>
<th>Experience</th>
<th>1-5 years</th>
<th>6-10 years</th>
<th>11-20 years</th>
<th>20+ years</th>
</tr>
</thead>
<tbody>
<tr>
<td>Texas Average Teacher Salary</td>
<td>$47.9K</td>
<td>$50.5K</td>
<td>$53.8K</td>
<td>$60.6K</td>
</tr>
<tr>
<td>National Average Teacher Salary</td>
<td>$58K</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Texas Average Teacher Salary</td>
<td>$52K</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

A teacher with over 20 years of experience is only making $12,000 more than a teacher with less than 5 years of experience.

**TEACHER YEARS OF EXPERIENCE**

<table>
<thead>
<tr>
<th>Experience</th>
<th>0-5</th>
<th>6-10</th>
<th>11-20</th>
<th>20+</th>
</tr>
</thead>
<tbody>
<tr>
<td>2013-18</td>
<td>35%</td>
<td>22%</td>
<td>27%</td>
<td>16%</td>
</tr>
</tbody>
</table>

**CHANGING TEACHER CERTIFICATION PATHS**

Traditional Undergraduate | Alternative Certification | University Post Baccalaureate
---|---|---
51% | 49% | 54%
44% | 46% | 41%
5% | 5% | 5%
5% | 5% | 5%

MORE THAN HALF OF ALL NEW TEACHERS PREPARED ANNUALLY HAVE ALTERNATIVE CERTIFICATIONS

WITH 135+ PROGRAMS CERTIFYING TEACHERS, TEXAS OFFERS 4X MORE OPTIONS THAN ANY OTHER STATE, WITH LITTLE UNDERSTANDING OF QUALITY DIFFERENCES.

Traditional undergraduate programs require candidates to complete a 12-week clinical experience before their first day on the job. Most alternative certification programs do not.

33% University Undergraduate
49% Alternative Program
14% Out-of-state
4% University Post-Baccalaureate

**TEACHERS’ PREPARATION BY PROGRAM TYPE**

Traditional Undergraduate | Alternative Certification | University Post-Baccalaureate
---|---|---
43% | 5% | 51%
5% | 5% | 49%
5% | 5% | 46%
5% | 5% | 41%
5% | 5% | 38%
5% | 5% | 37%
5% | 5% | 36%
5% | 5% | 35%
5% | 5% | 34%
5% | 5% | 33%
5% | 5% | 32%
5% | 5% | 31%
5% | 5% | 30%
5% | 5% | 29%
5% | 5% | 28%
5% | 5% | 27%
5% | 5% | 26%
5% | 5% | 25%
5% | 5% | 24%
5% | 5% | 23%
5% | 5% | 22%
5% | 5% | 21%
5% | 5% | 20%
5% | 5% | 19%
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5% | 5% | 17%
5% | 5% | 16%
5% | 5% | 15%
5% | 5% | 14%
5% | 5% | 13%
5% | 5% | 12%
5% | 5% | 11%
5% | 5% | 10%
5% | 5% | 9%
5% | 5% | 8%
5% | 5% | 7%
5% | 5% | 6%
5% | 5% | 5%
5% | 5% | 4%
5% | 5% | 3%
5% | 5% | 2%
5% | 5% | 1%
5% | 5% | 0%
5% | 5% | 0%
5% | 5% | 0%
5% | 5% | 0%
5% | 5% | 0%