**THE STATE of TEXAS TEACHERS**

**TEXAS TEACHING IMPACTS THE NATION**

- Approximately 54M U.S. students & teachers
- 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

**OVERVIEW OF TEACHING IN TEXAS**

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

**10% OF ALL STUDENTS & TEACHERS LIVE IN TEXAS**

**DEMOGRAPHICS BY RACE & ETHNICITY**

<table>
<thead>
<tr>
<th></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>2%</td>
<td>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>

**STUDENTS BENEFIT IN MANY WAYS FROM HAVING A TEACHER OF THE SAME RACE OR ETHNICITY. OUR WORKFORCE DOESN'T REFLECT OUR DIVERSE STUDENT BODY.**
Before 1998
1998-2007
2008-12
2013-18

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

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

Texas Average Teacher Salary

$58K

$60.6K

$53.8K

$50.5K

$47.9K

1–5 years
6–10 years
11–20 years
20+ years

TEACHER SALARIES 8, 9

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Educate Texas, a catalyst for large-scale educational systems change, has partnered with public and private entities for more than a decade to achieve the goal of improving the public and higher education systems in Texas so that every student is prepared for success in school, in the workforce and in life. As a trusted thought partner and resource, both to state policymakers and educational leaders, Educate Texas works to drive conversations and effect change in various college and career readiness, higher education program and policy areas. Additionally, Educate Texas serves as the convener of statewide groups that bring together diverse stakeholders to build awareness and dialogue about the strengths and challenges for key statewide impact areas.