

4. Employment Milestones: Teacher Retention at 5 Years

Almost 50% of new teachers leave the classroom within the first 5 years.¹ In the summer of 2011, McDaniel College began a study of its teacher preparation program completers and their employment five years after program completion. Data were collected under the direction of the Coordinator of Teacher Placement and Professional Development and involved contacting completers by phone, email, or in person, and, in some cases, searching the internet for information on school web pages, resulting in the following:

	Total 2006-07 Completers	Total 2007-08 Completers	Total 2008-09 Completers	Total 2009-10 Completers	Total 2010-11 Completers	Total 2011-12 Completers	Total 2012-13 Completers	Total 2013-14 Completers	Total 2014-15 Completers	Total 2015-2016 Completers	Total 2016-17 Completers
Number of completers	47	50	47	29	48	54	44	40	28	33	30
Completers not located	5/47 = 11%	6/50=12%	5/47 = 11%	5/29 = 17%	7/48 = 14.5%	5/54= 9.3%	4/44 = 9%	7/40=17.5%	1/28=3.5%	5/33=15%	1/30=3%
Completers never taught	4/42 = 10%	4/44 = 9%	1/42 = 2% (Candidate is PT Assistant)	2/24 = 8% (Candidate is college coach)	3/41 = 7.3%	5/49=10% (One completer is in doctoral program)	5/40 = 12.5%	1/33=3%	3/27=11%	2/28= 7% (2/28 are teaching at college)	0/29=0%
Completers entering teaching	38/42 = 90%	40/44 = 91%	41/42= 98%	22/24 = 92%	38/41= 93%	44/49 = 89.8%	35/40 = 87.5%	32/33=97%	24/27=89%	26/28=93%	29/29=100%
Completers no longer teaching after 5 years (Leavers)	3/38 = 8%	3/40 = 8%	2/41 = 5% (1 completer works in a public library and 1 is home raising children)	0/24 = 0%	2/38 = 5%	5/44 = 11.4% (2 are home with children, one is out of the country, and one is searching)	2/35 = 5.7% (both are home with children; one of these taught one year while the second	1/32=3%	3/24=12.5%	1/26=4% (one taught 3 years and is currently home with children-will return next year)	3/29=10.3% (two resigned when they had children and one resigned when their spouse was relocated for work)

						for another location)	taught 3.5 years)				
Completers teaching now but less than 5 years	Data Not Collected	7/40 = 18%	7/41 = 17%	3/22 = 14%	13/38 = 34%	7/44 = 15.9%	7/35 = 20%	1/32 = 3%	3/24 = 12.5%	1/26 = 4%	0/26 = 0%
Completers teaching 5 years	35/38 = 92%	30/40 = 75%	32/41 = 78%	19/22 = 86%	23/38 = 61%	72.7%	26/35 = 74%	31/32 = 97%	21/24 = 87.5%	25/26 = 96%	26/26 = 100%

¹ Ingersoll (2003); Ingersoll, R., Merrill, L., & Stuckey, D. (2014). Seven trends: the transformation of the teaching force, updated April 2014. CPRE Report (#RR-80). Philadelphia: Consortium for Policy Research in Education, University of Pennsylvania. citing Perda, D. (2013). Transitions into and out of teaching: A longitudinal analysis of early career teacher turnover (Unpublished doctoral dissertation). University of Pennsylvania, Philadelphia

For the data on teacher retention for 2016-2017, data was gathered for 29/30 graduates. One graduate was not located. For the twenty-nine graduates, 100% entered the teaching profession. The data indicate the McDaniel graduates remain in teaching at a much higher rate than the national average of 50%. For 2016-2017 graduates from McDaniel College, three have left the profession for reasons noted in the chart. However, 26 of the 29 who went into teaching have been teaching for all 5 years. This is a substantially higher rate compared to the national rate of those that remain in teaching.

Table 1.1: Teaching Locations for Program Completers Five Years After Program Completion

Location	Fall 2006	Spring 2007	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	Total to Date
California							1			1			2
College						1	1						2
Connecticut													1
Florida							1	1			2		4

International				1									1
MD – Anne Arundel				1		1	4		1			1	8
MD – Baltimore City			1	1		1							3
MD – Baltimore County	1	2	4	6		2	5	2	5	3	1	1	32
MD – Caroline County		1											1
MD – Carroll	12	2	17	16	14	15	11	12	10	5	8	10	132
MD - Cecil						1							1
MD - Charles	1												1
MD – Frederick		3	2	5	1	4	3	4	2	2	3	1	30
MD – Harford						1	1						2
MD – Howard	2			2	1	2	3	4	3	1	3		21
MD - Kent						2							2
MD – Montgomery	3		1	1	1	2	4	4	4	3	1	5	29
MD – Prince George’s				1		1	1	2	1				6
MD – Queen Anne’s		1											1
MD – Talbot									1		1		2
MD – St Mary’s					1	1							2
MD - Washington			1				1						2
MD - Wicomico	1		2										3
MD - Worcester	1	1		1			1						4

Colorado													
New Jersey			1	1	1	1		1		1	1	1	8
New York										1		1	2
Non-public	2			1	3	2	4	1	2	1	2*		18
North Carolina							1			1			2
Ohio						1					1		2
Pennsylvania	1	1	1	2			2		2	3	2	2	16
Texas									1				1
Virginia								2			1		3
West Virginia										1		1	2
TOTAL	24	11	30	39	22	38	44	33	32	28	33	26	360

***Private College**