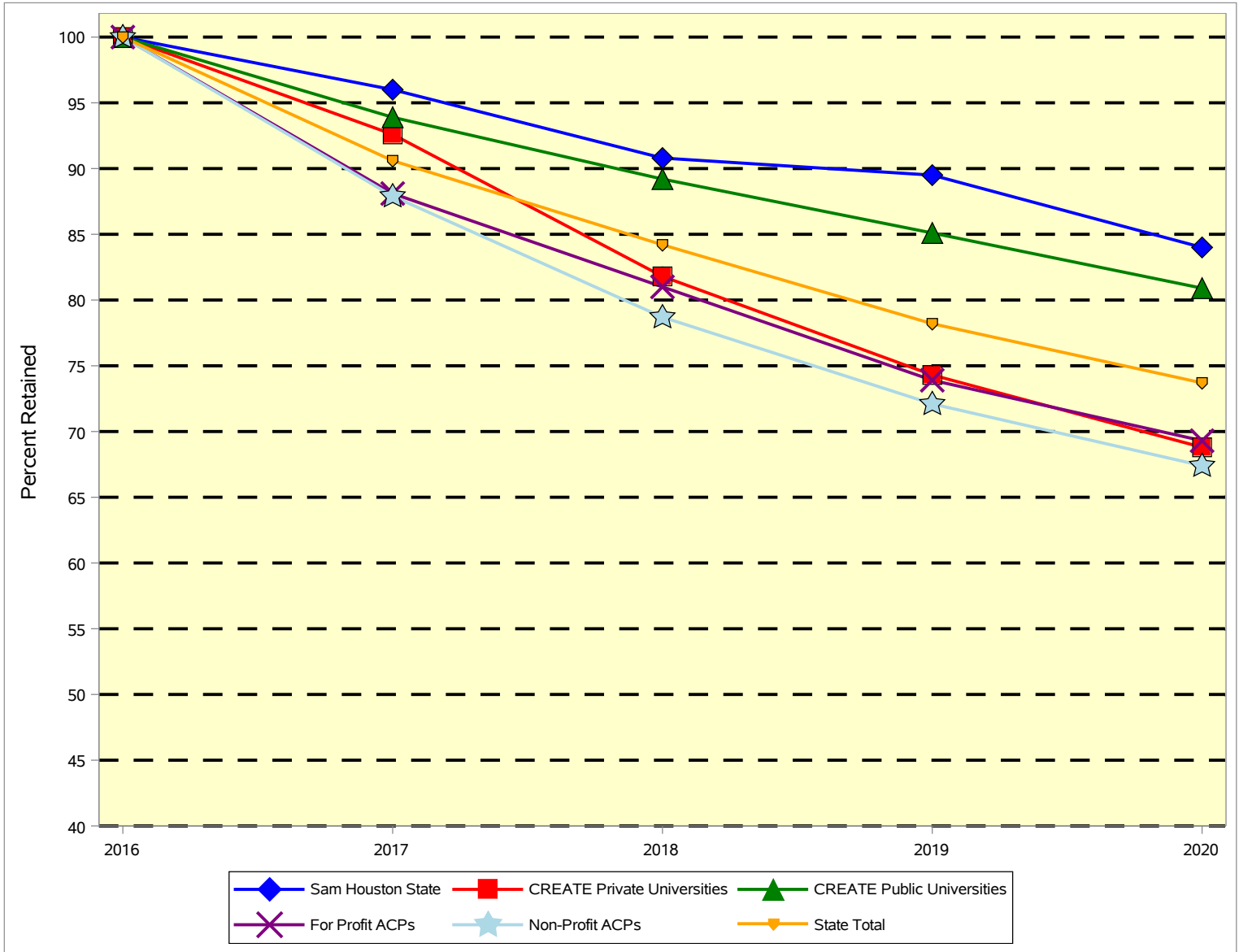


Comparison of Teacher Retention Trends Five-Year Retention of First-Year Teachers^{1,2} 2016 - 2020 Sam Houston State University



Entity/ Organization	Number Teachers ³	Percent Retained in Spring of Academic Year					Attrition Rate
		2016	2017	2018	2019	2020	
Sam Houston State	400	100.0	96.0	90.8	89.5	84.0	16.0
CREATE Public Universities	6753	100.0	93.9	89.2	85.1	80.9	19.1
CREATE Private Universities	877	100.0	92.6	81.8	74.3	68.8	31.2
For Profit ACPs	8540	100.0	88.1	81.0	73.9	69.3	30.7
Non-Profit ACPs	2163	100.0	87.9	78.7	72.1	67.4	32.6
State Total	20456	100.0	90.6	84.2	78.2	73.7	26.3

¹Includes teachers obtaining a standard or probationary certificate in 2014-2015, becoming employed in 2015-2016 with no prior teaching experience.

²Texas data only tracks public school employment.

³Numbers less than 10 are not represented on this figure.

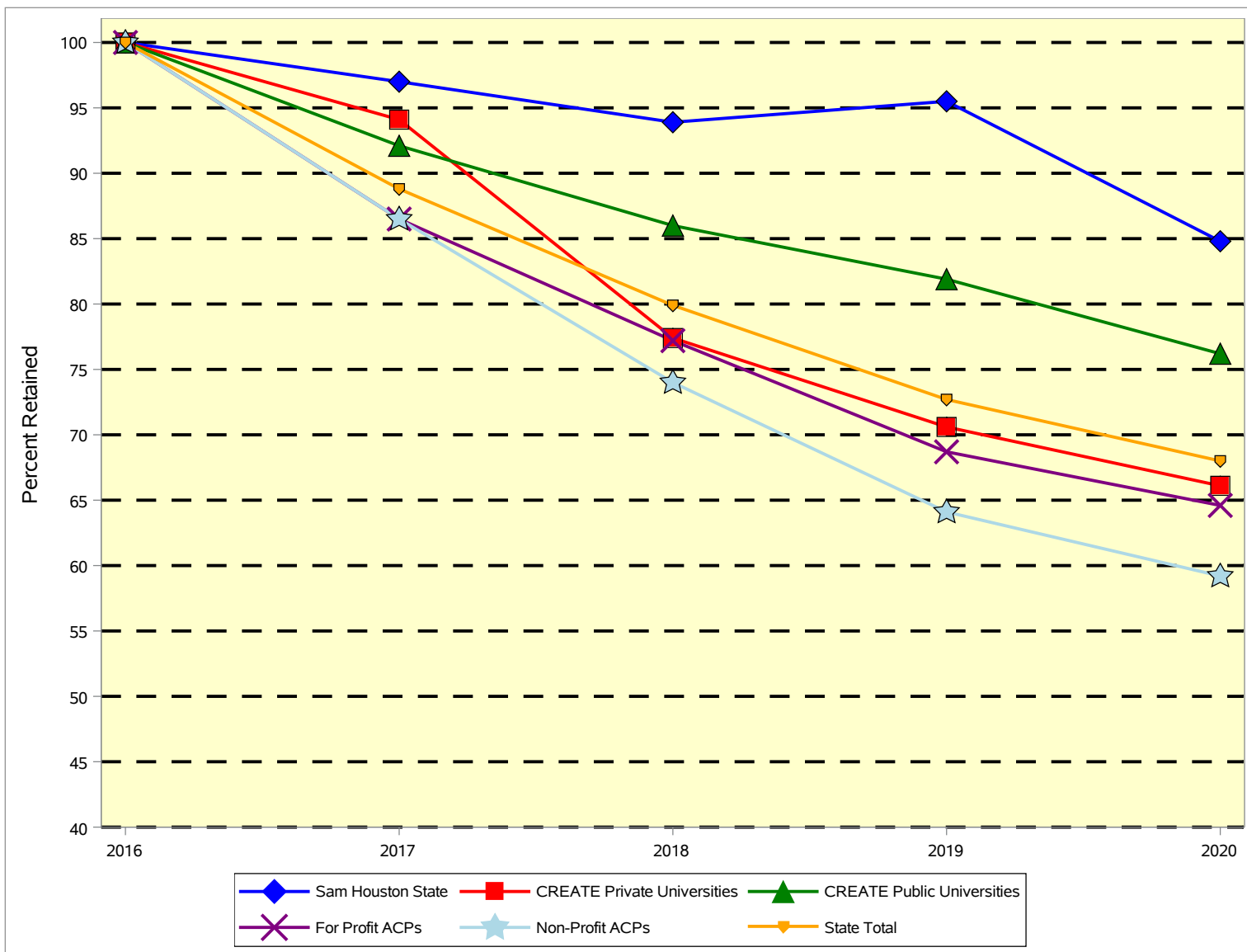
Comparison of Teacher Retention Trends

Five-Year Retention of First-Year Teachers by School Level^{1,2}

2016 - 2020

High School

Sam Houston State University



Entity/ Organization	Number Teachers ³	Percent Retained in Spring of Academic Year					Attrition Rate
		2016	2017	2018	2019	2020	
Sam Houston State	66	100.0	97.0	93.9	95.5	84.8	15.2
CREATE Public Universities	1395	100.0	92.1	86.0	81.9	76.2	23.8
CREATE Private Universities	221	100.0	94.1	77.4	70.6	66.1	33.9
For Profit ACPs	2721	100.0	86.5	77.2	68.7	64.6	35.4
Non-Profit ACPs	549	100.0	86.5	74.0	64.1	59.2	40.8
State Total	5311	100.0	88.8	79.9	72.7	68.0	32.0

¹Includes teachers obtaining a standard or probationary certificate in 2014-2015, becoming employed in 2015-2016 with no prior teaching experience.

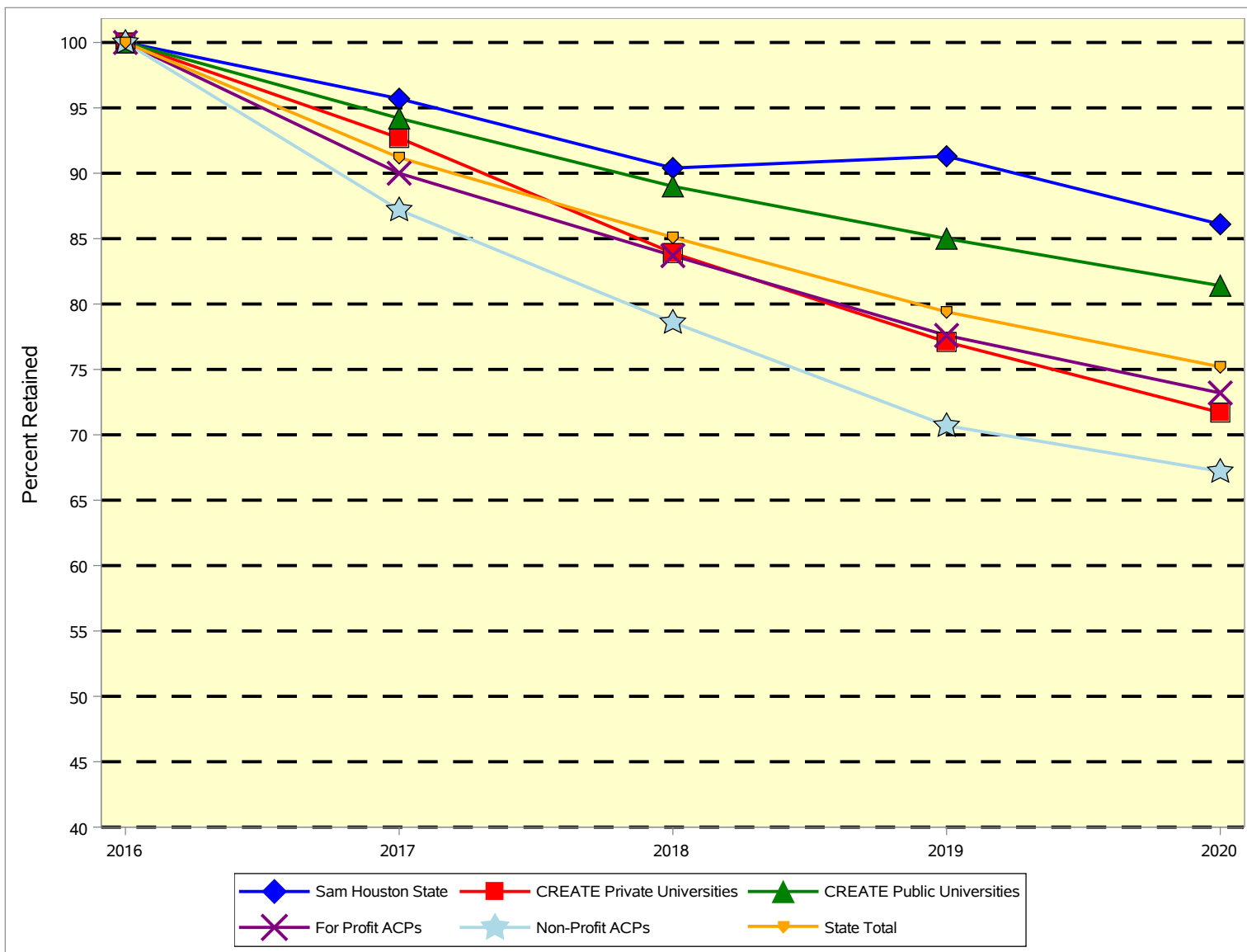
²Texas data only tracks public school employment.

³Numbers less than 10 are not represented on this figure.

Comparison of Teacher Retention Trends

Five-Year Retention of First-Year Teachers by School Level^{1,2}

2016 - 2020
Middle School
Sam Houston State University



Entity/ Organization	Number Teachers ³	Percent Retained in Spring of Academic Year					Attrition Rate
		2016	2017	2018	2019	2020	
Sam Houston State	115	100.0	95.7	90.4	91.3	86.1	13.9
CREATE Public Universities	1376	100.0	94.2	89.0	85.0	81.4	18.6
CREATE Private Universities	205	100.0	92.7	83.9	77.1	71.7	28.3
For Profit ACPs	2386	100.0	90.0	83.7	77.6	73.2	26.8
Non-Profit ACPs	485	100.0	87.2	78.6	70.7	67.2	32.8
State Total	5026	100.0	91.2	85.1	79.4	75.2	24.8

¹Includes teachers obtaining a standard or probationary certificate in 2014-2015, becoming employed in 2015-2016 with no prior teaching experience.

²Texas data only tracks public school employment.

³Numbers less than 10 are not represented on this figure.

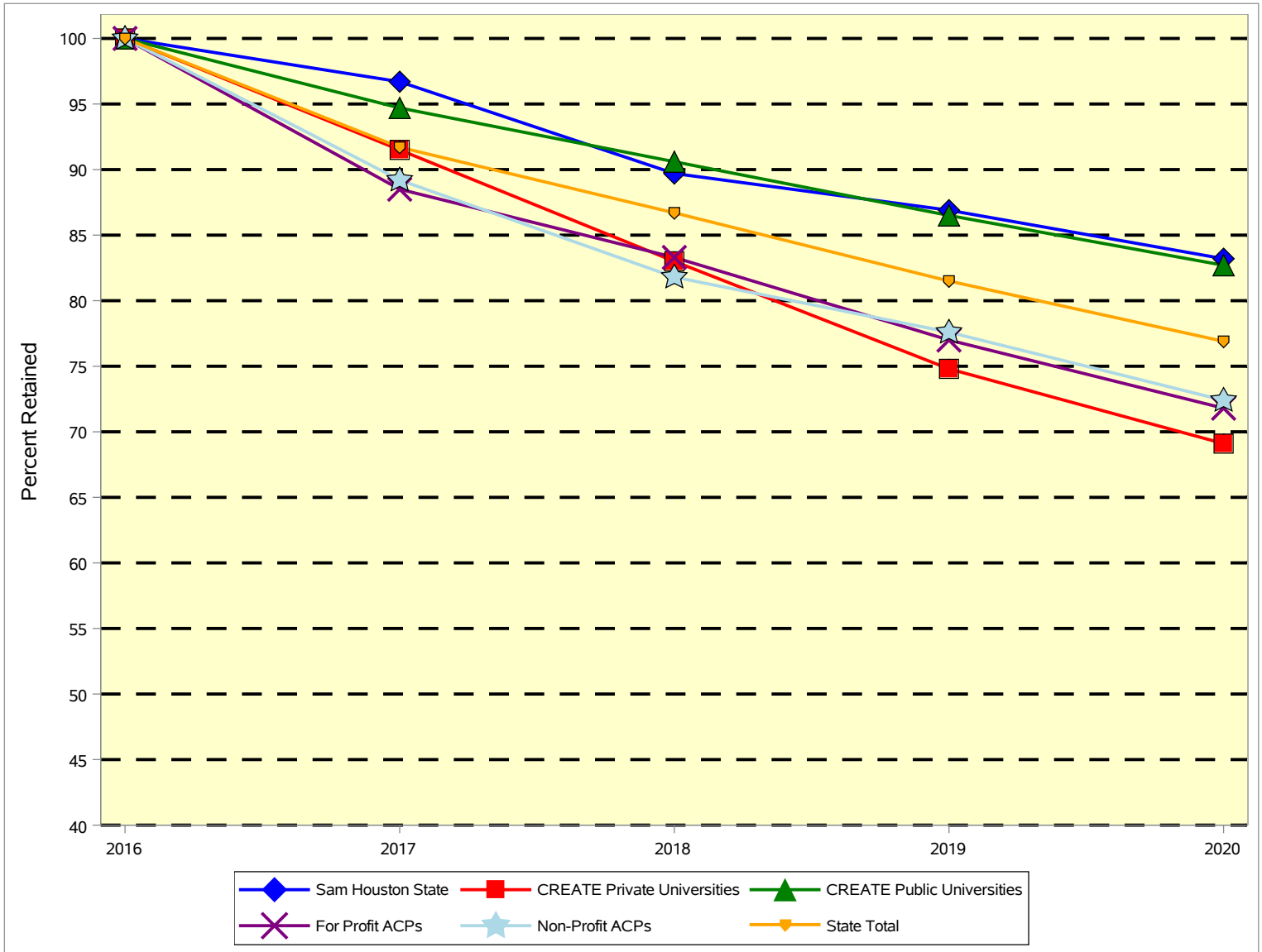
Comparison of Teacher Retention Trends

Five-Year Retention of First-Year Teachers by School Level^{1,2}

2016 - 2020

Elementary School

Sam Houston State University



Entity/ Organization	Number Teachers ³	Percent Retained in Spring of Academic Year					Attrition Rate
		2016	2017	2018	2019	2020	
Sam Houston State	214	100.0	96.7	89.7	86.9	83.2	16.8
CREATE Public Universities	3799	100.0	94.7	90.6	86.5	82.7	17.3
CREATE Private Universities	424	100.0	91.5	83.0	74.8	69.1	30.9
For Profit ACPS	2984	100.0	88.5	83.3	77.0	71.8	28.2
Non-Profit ACPS	1033	100.0	89.2	81.8	77.6	72.4	27.6
State Total	9287	100.0	91.7	86.7	81.5	76.9	23.1

¹Includes teachers obtaining a standard or probationary certificate in 2014-2015, becoming employed in 2015-2016 with no prior teaching experience.

²Texas data only tracks public school employment.

³Numbers less than 10 are not represented on this figure.