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Oregon State
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Quantifying Teacher Migration in California

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NEED

- ✓ SBAE mobility rates double the national average¹ of first through fifth year teachers
- ✓ 30% of program vacancies filled by migrating teachers²
- ✓ View of teacher migration is largely through the lens of teacher attrition.
- ✓ No compiled data for the experience demographics of migrating teachers currently available

RESEARCH QUESTIONS

- ✓ How many years do teachers stay in an SBAE program before migrating?
- ✓ What is the retention rate of SBAE teachers within individual programs?

METHODS

- ✓ California agriculture teacher history from 1900–2018 ($n=16,600$)
- ✓ Compiled into a composite list of teacher experience by school & years of experience within a program

CONCLUSIONS

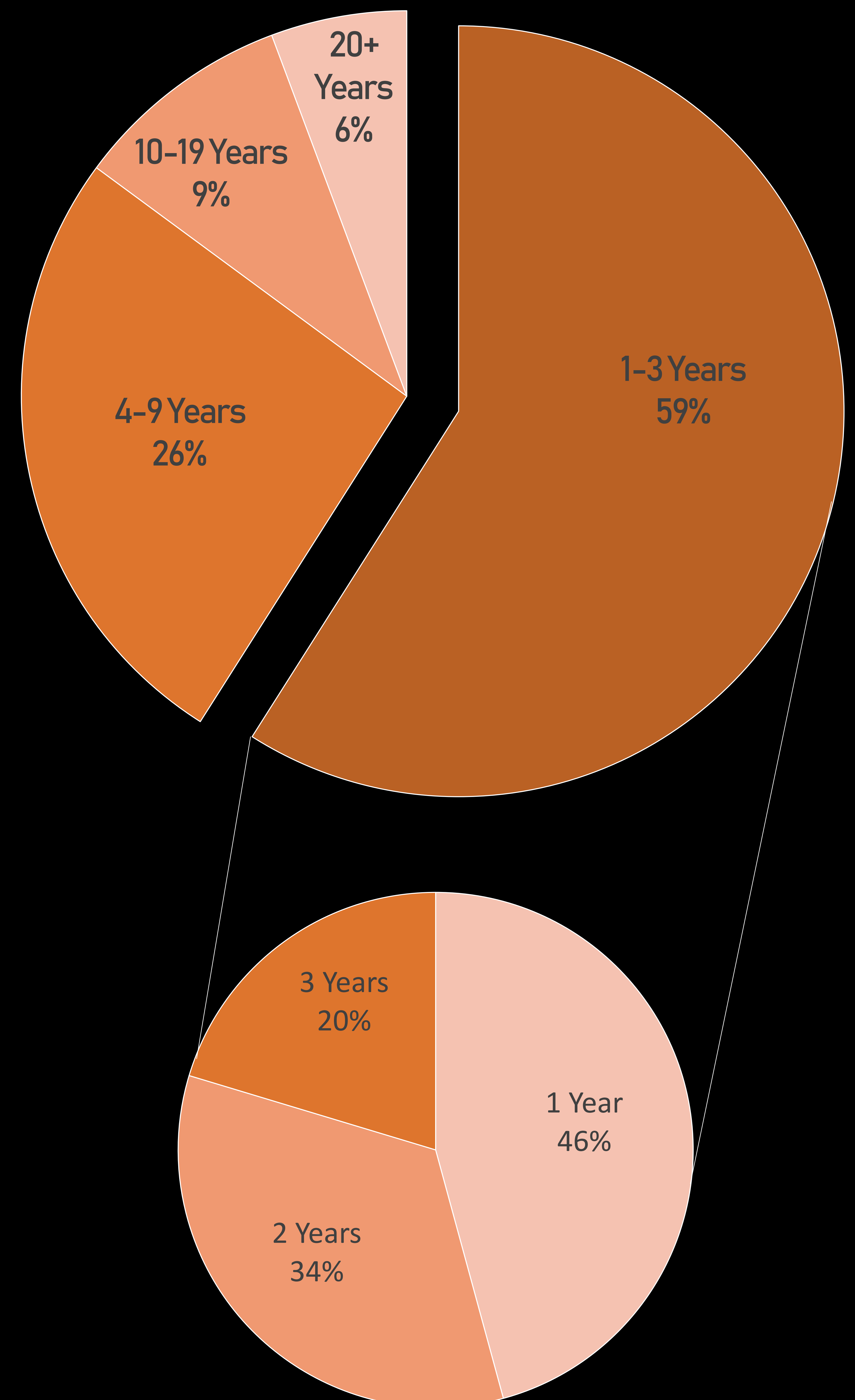
- ✓ Corroborates national trends regarding SBAE teacher migration
- ✓ Starting point to quantifying teacher migration at the state level
- ✓ Supports a heightened rate of migration within SBAE relative to other disciplines
- ✓ Intensified rate of migration (60%) among teachers with 1–3 years of experience in a given program
- ✓ Validates a national trend of approximately one-third (27%) of SBAE program vacancies filled by migrating teachers

IMPLICATIONS

- ✓ Additional efforts are necessary to highlight issues of teacher migration
- ✓ Additional work to support teachers through program migration.

FINDINGS

CA SBAE Teacher Migration 1900–2018



¹Goldring, R., Taie, S., & Riddles, M. (2014). *Teacher Attrition and Mobility: Results from the 2012–2013 Teacher Follow-up Survey (NCES 2014–077)*. Institute of Education Sciences, US Department of Education, Washington, DC National Center for Education Statistics. Retrieved from <http://nces.ed.gov/pubsearch>

²Smith, A. R., Lawler, R. G., & Foster, D. D. (2017). *National Agricultural Education Supply and Demand Study, 2016 Executive Summary*. Retrieved from American Association for Agricultural Education: <http://aaaeonline.org/Resources/Documents/NSD2016Summary.pdf>