



Entry and Exit of Baltimore City Teachers before and after COVID

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Background

- In 2022, *NEA* reports that over 50% of teachers are considering leaving their jobs. *EdWeek* warns of a “mass exodus” of teachers.
- Local news outlets report on thousands of vacancies in summer 2022
- Studies of teacher exodus in other settings suggest these reports are exaggerated. Small increases in exit in some settings are due to COVID initiatives that support more teacher coaching
- The Abell Foundation commissioned this study to use MLDS data to provide better information for Baltimore City about teacher exit during COVID
- *Blueprint for Maryland’s Future* includes initiatives to hire and retain teachers (not implemented during this study period)

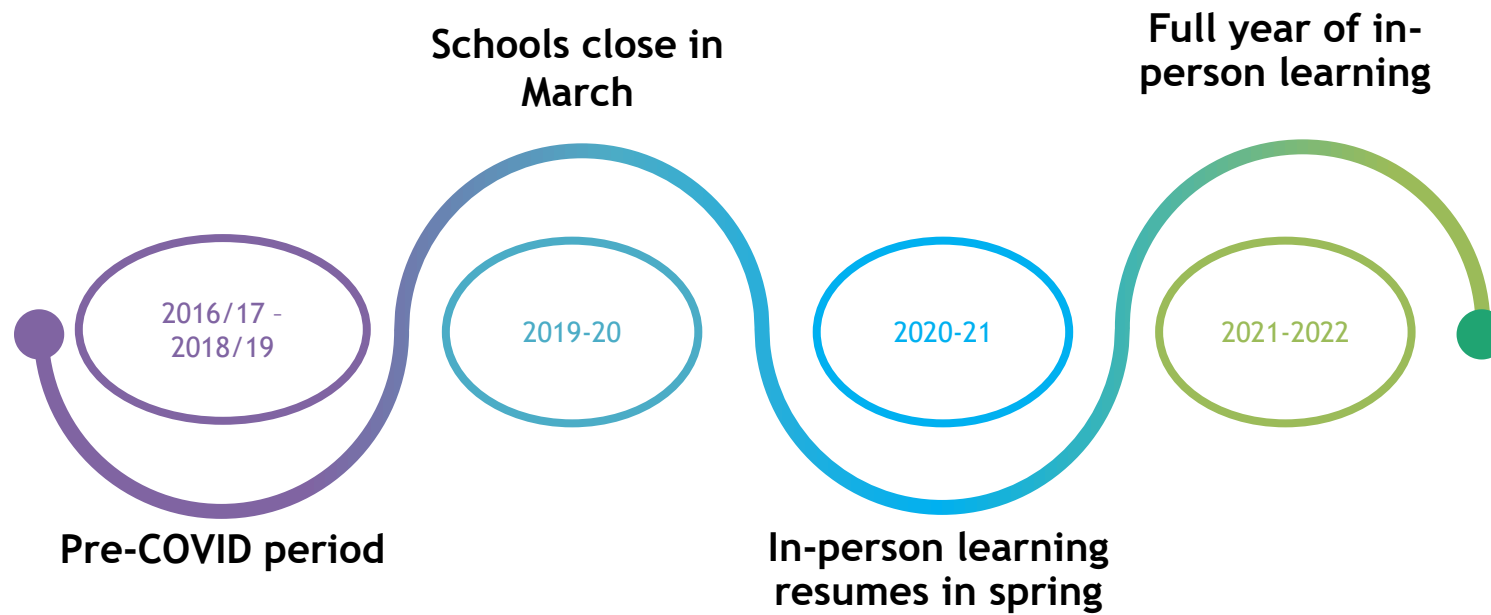
Data & Methods

- Descriptive evidence on teacher workforce and teacher mobility
- Identify all teachers in MLDS pk-12 employment files from fall 2015 to fall 2022. Includes job type, experience, and certificate type (permanent or temporary)
- Merge teacher cohorts from 2015-16 to 2021-22 with bachelors' degrees from Maryland institutions
- Compare City Schools over time to peer districts (Anne Arundel, Baltimore County, Howard County, Montgomery County, and Prince Georges County) and the rest of Maryland
- Analysis conducted in December 2022 (using data through 2021-22 school year), initial results discussed with City Schools managers in February 2023, revision through June 2023

Limitations

- Cannot observe teacher exit to non-public school employment or employment outside Maryland
- Observation of employment ends before the implementation of the *Blueprint*
- Missing data on certificates and programs that supervise certification
- Job codes may not fully reflect who is in the classroom
- Masking requirements for small cells (<5 teachers) prevent deeper analysis at the school level

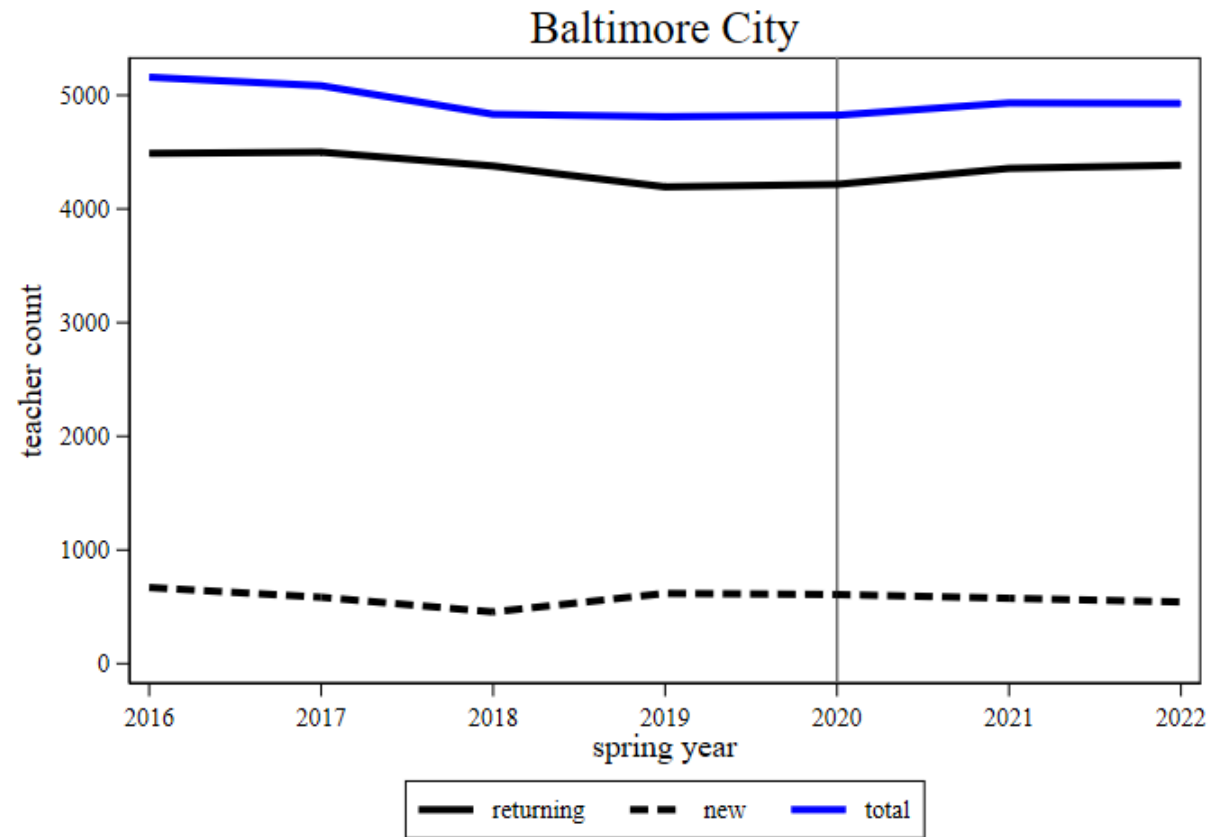
Study Timeline



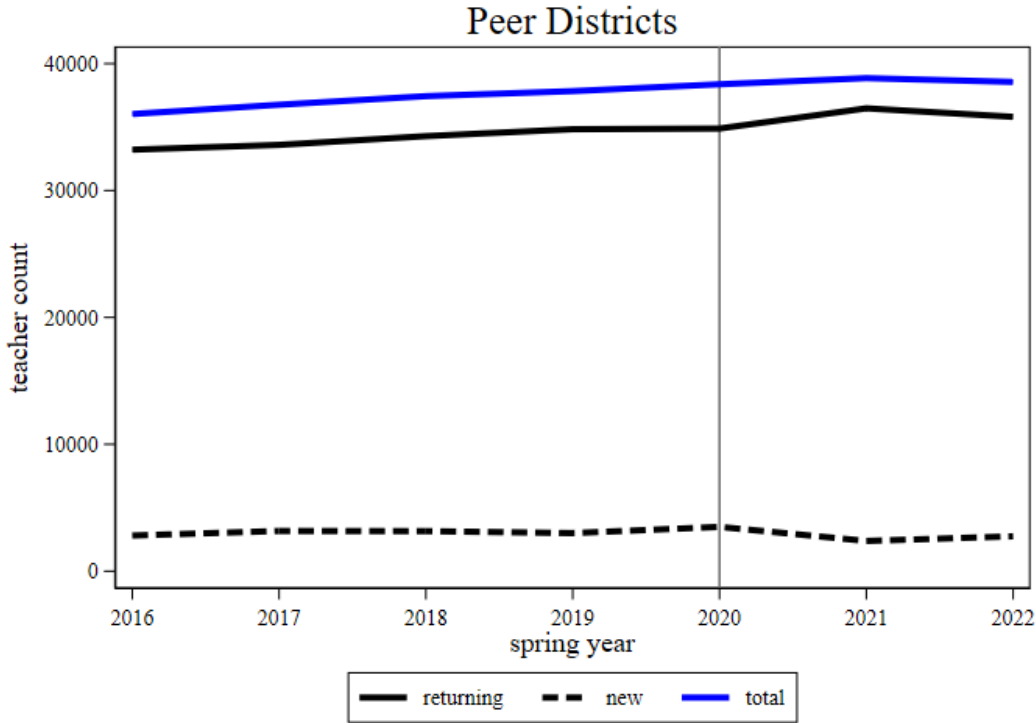
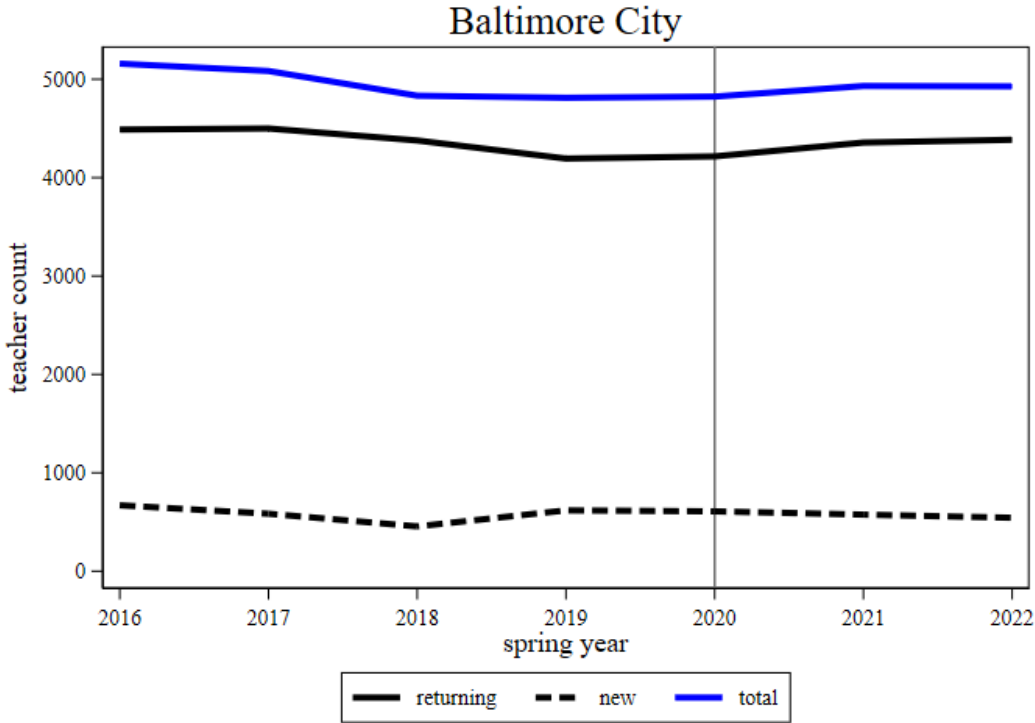
Outline

- Number of teachers over time
- Teacher demographics over time
- Teacher mobility
- Feeder colleges over time

New and Returning Teachers

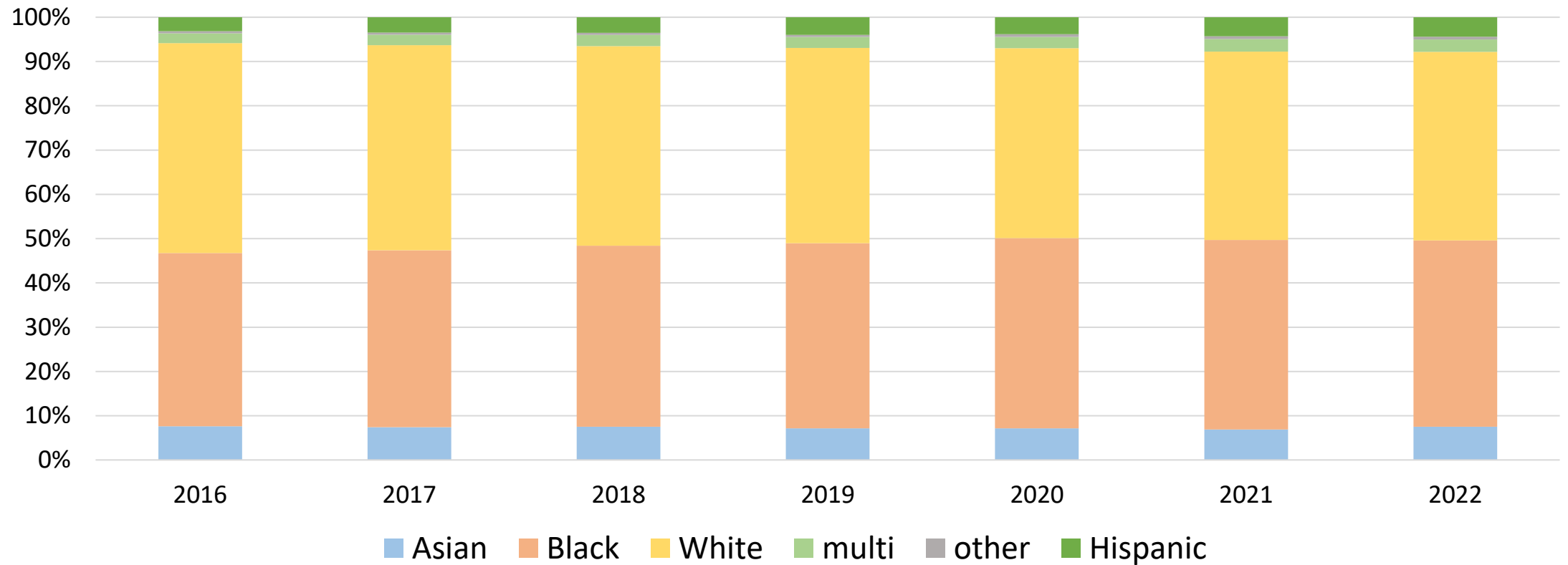


New and Returning Teachers



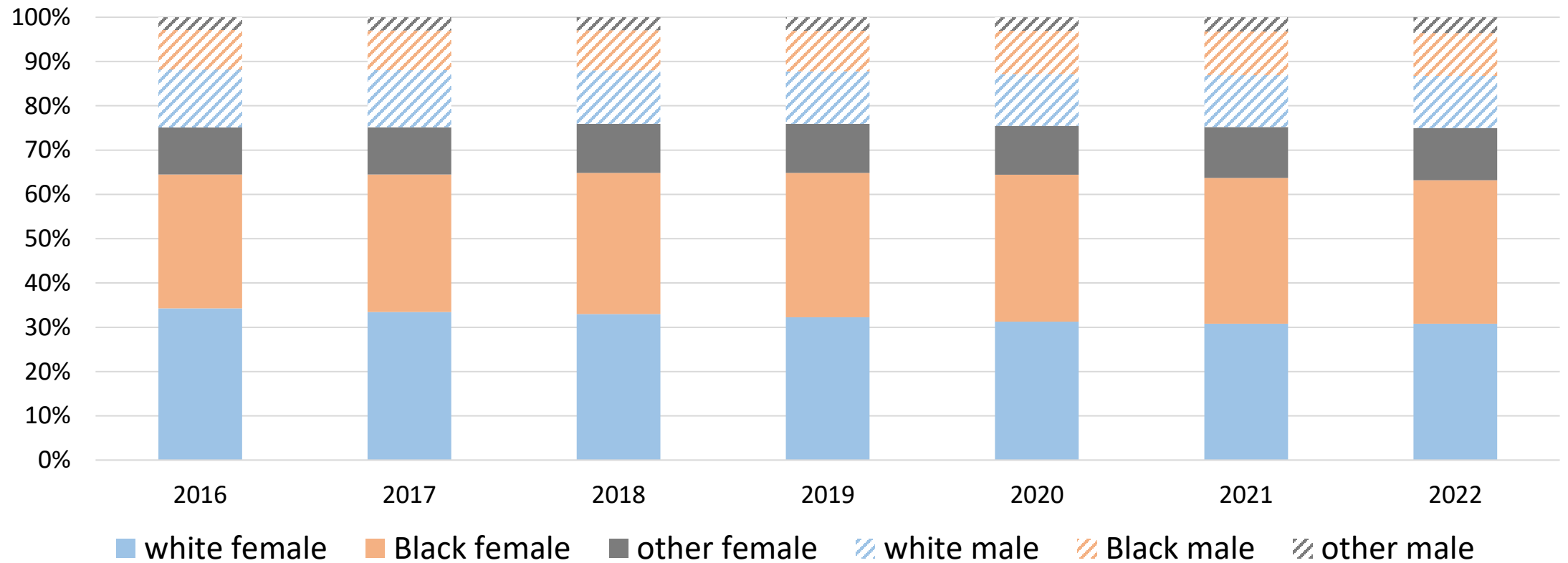
Teacher Race/Ethnicity

Baltimore City



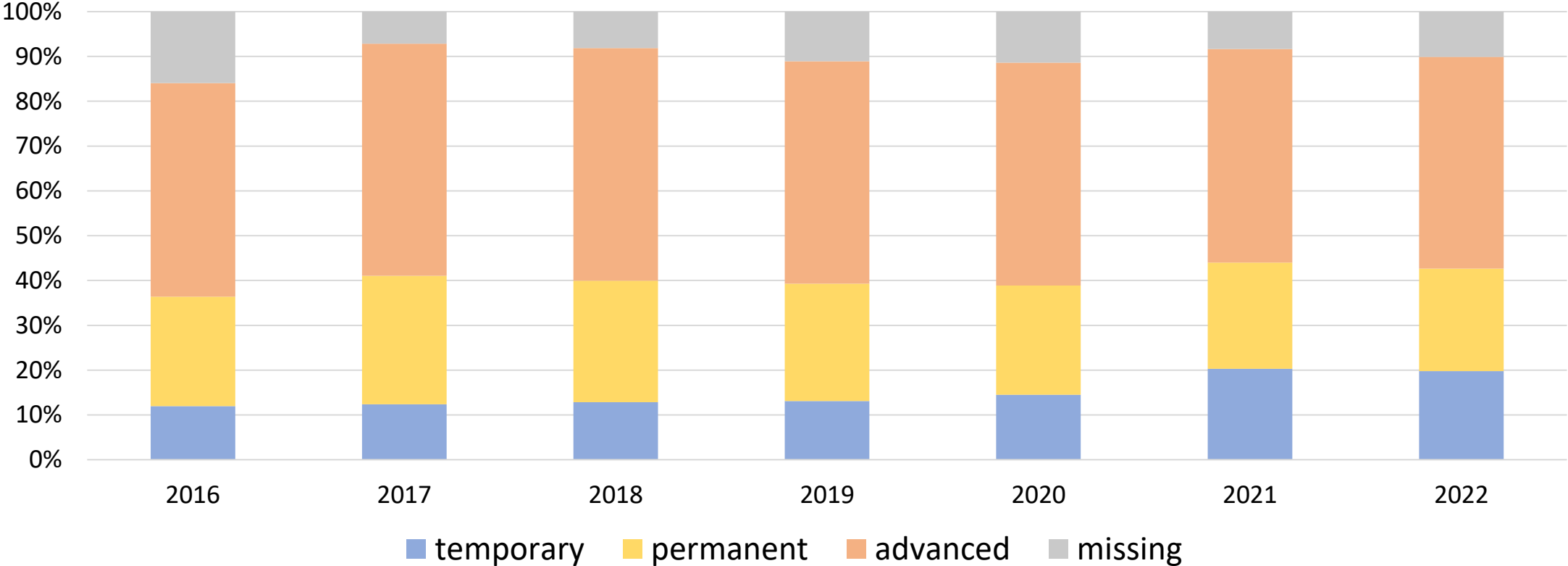
Teacher Race & Gender

Baltimore City



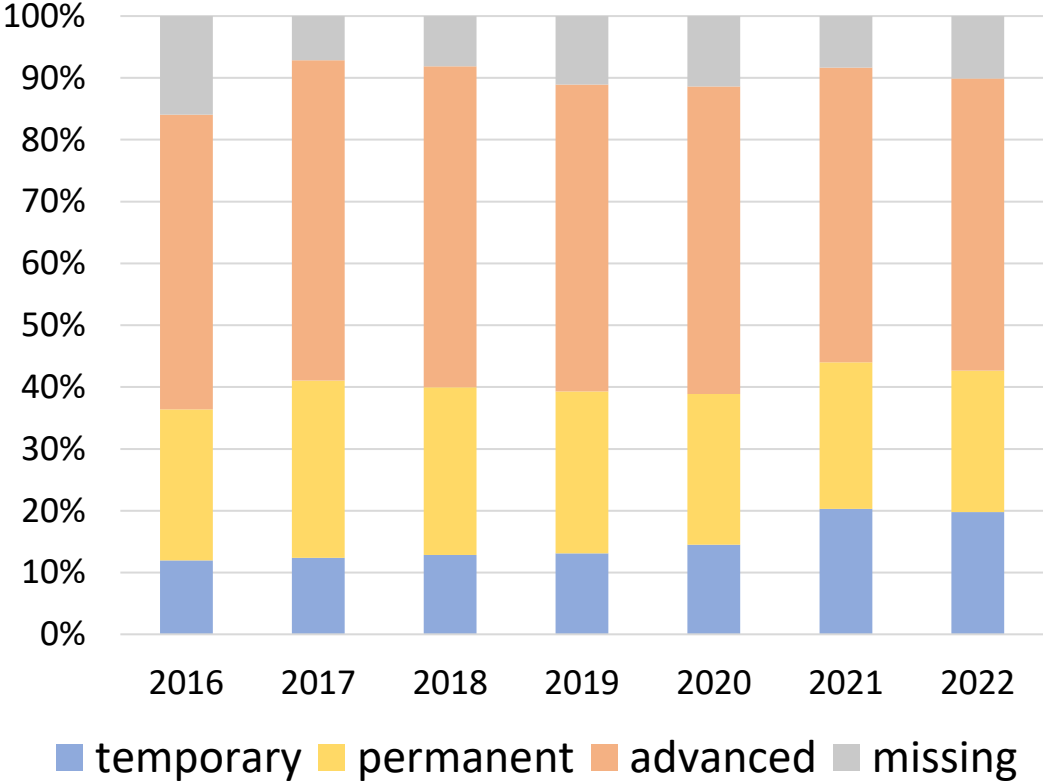
Certificate Status

Baltimore City

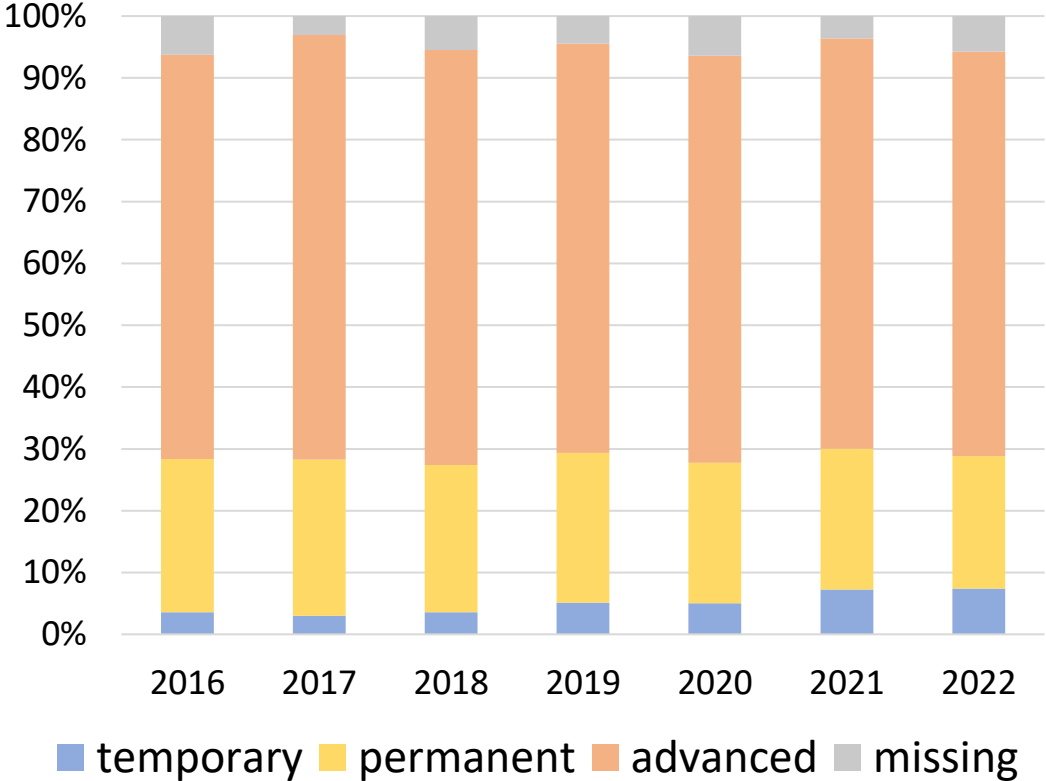


Certificate Status

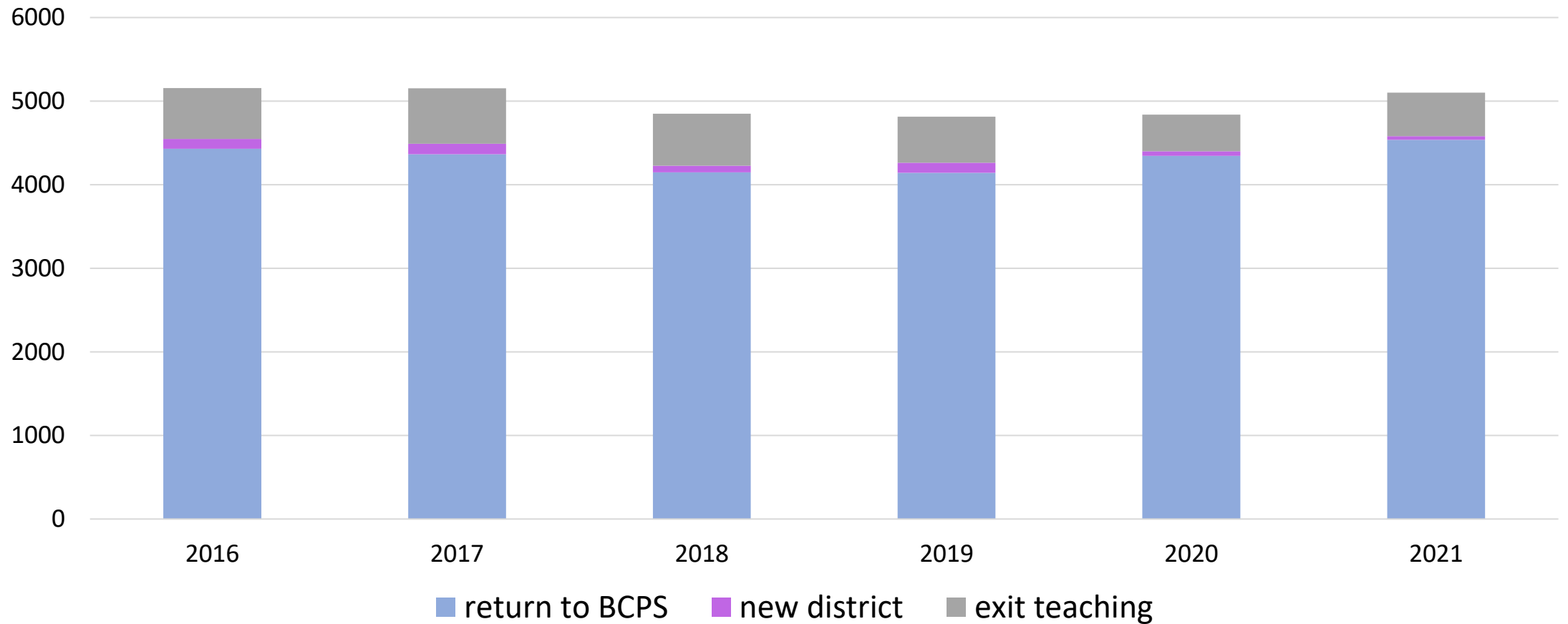
Baltimore City



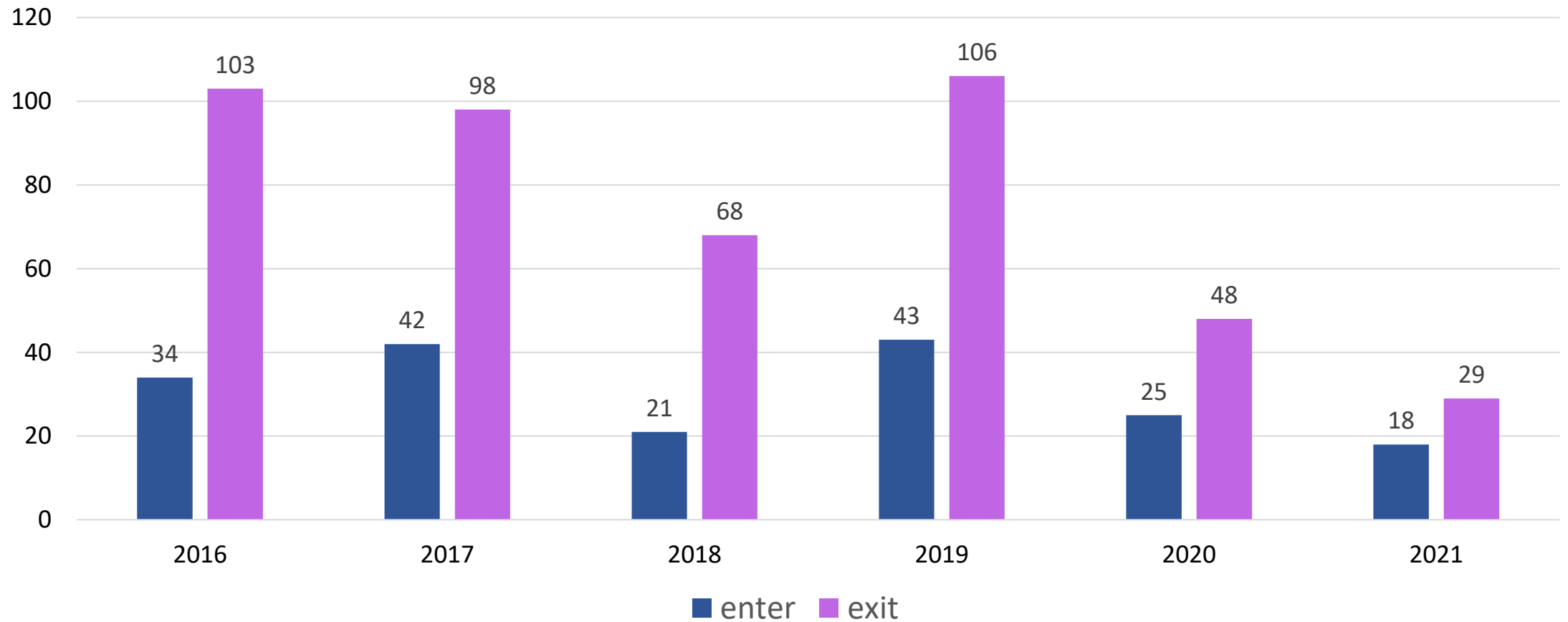
Peer Districts



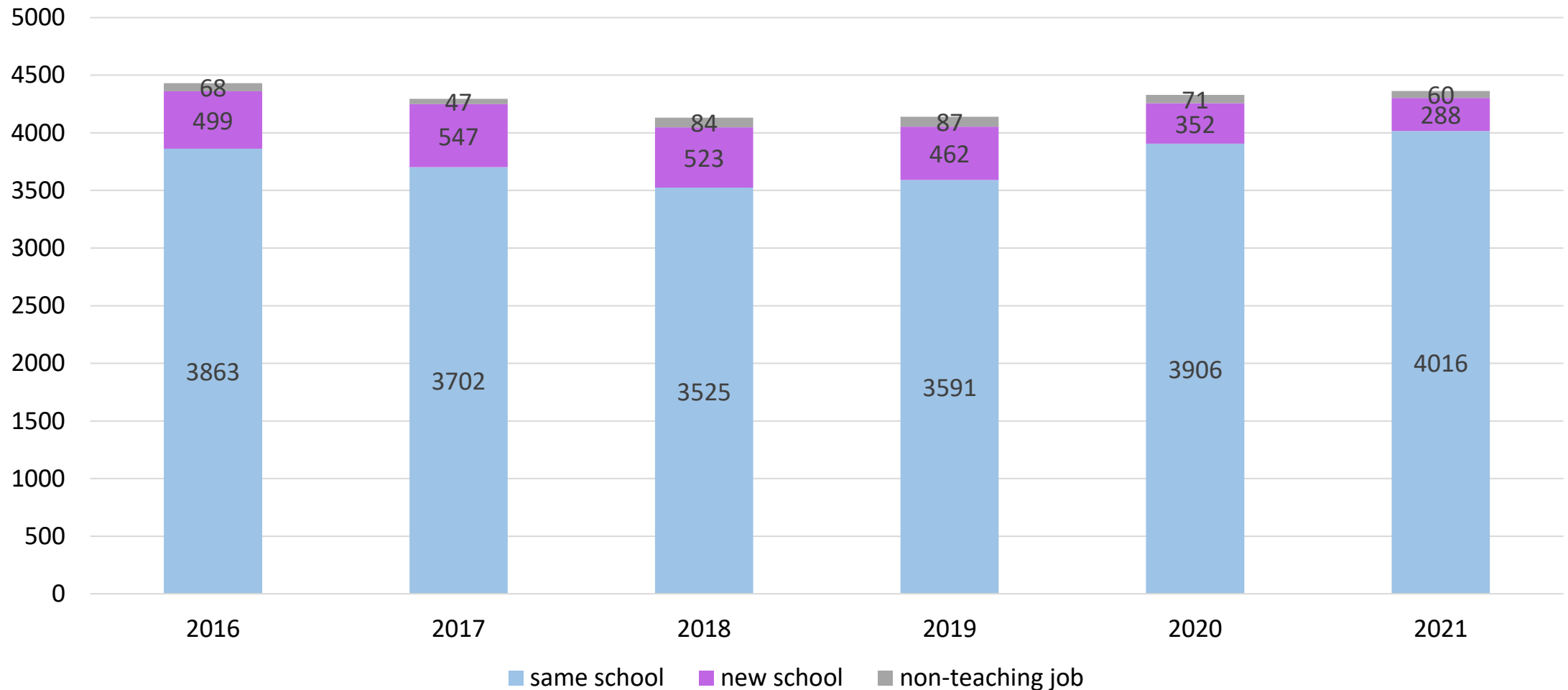
Mobility of Baltimore City Teachers



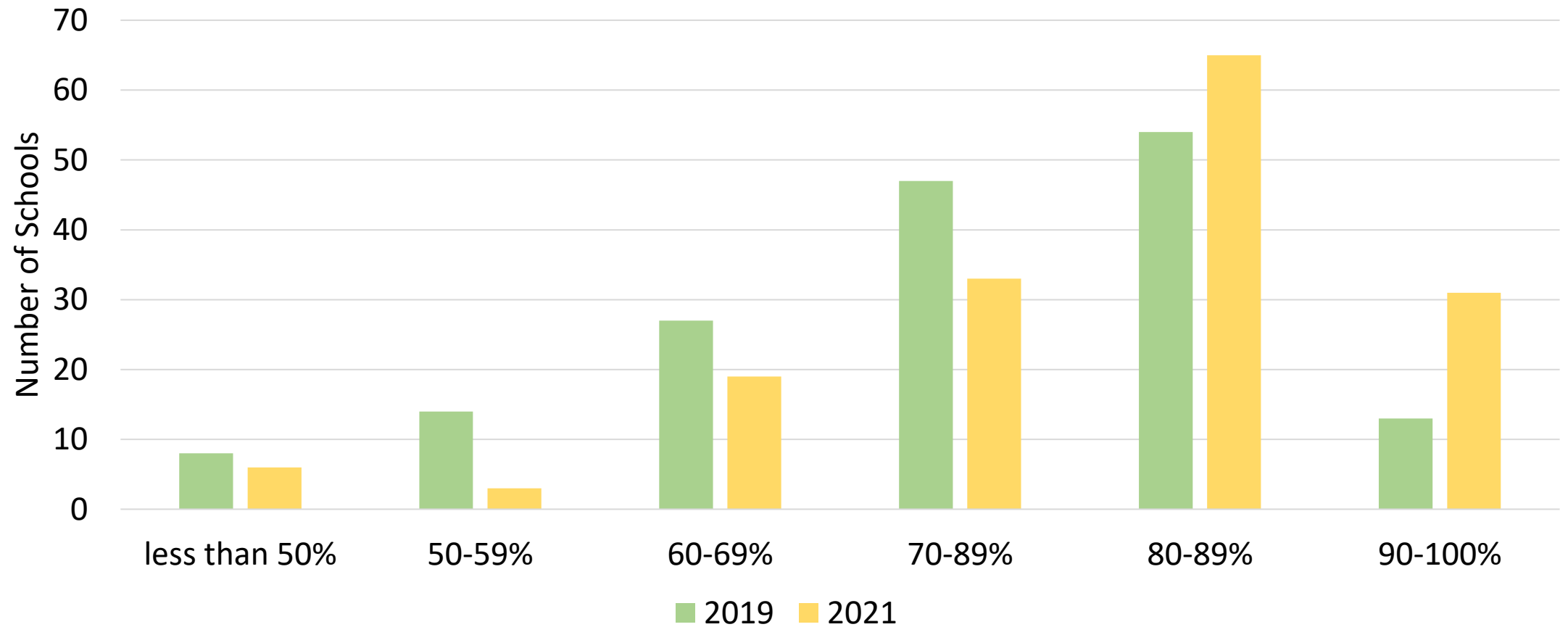
Entry and Exit from Peer Districts



Next Year's Job for Returning Baltimore City Teachers



Distribution of Teacher Retention Rates Across Baltimore City Schools



Top 10 Undergrad Colleges for New Baltimore City Teachers

Pre-COVID
3 cohorts

Post-COVID
2 cohorts

Morgan State	168
Towson	162
Coppin State	83
UMCP	68
outside Maryland	65
UMBC	54
U of Baltimore	30
Notre Dame	27
Loyola	26
Johns Hopkins	24

Morgan State	67
Towson	59
outside Maryland	43
UMBC	41
UMCP	32
Coppin State	29
U of Baltimore	14
Salisbury	13
Bowie State	12
Frostburg State	11

Key Takeaways

- Compared to pre-COVID years, Baltimore City Schools retained more teachers after the pandemic years of 2020 and 2021
- Schools maintained high levels of teacher diversity during and after COVID. The percentage of Black teachers increased, and the percentage of male teachers remained stable
- The number of City Schools teachers exiting to other Maryland districts fell by over 50% in post-COVID years
- The rate of teacher mobility also fell during the pandemic leading to substantially increased retention rates in many schools and fewer schools with retention below 50%
- COVID saw an increase in the rate of teachers entering with a temporary teaching certificate. By 2022, one in five teachers had a temporary certificate, up from 1 in 9 in 2016
- Baltimore City Schools is increasingly recruiting new teachers from Maryland's public HBCUs and from out-of-state institutions.

Thank you!

Please do not cite. Policy memo coming soon at:

<https://abell.org>

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