



# **Taking Stock of Washington's Teacher Workforce: An Assessment of Conditions Prior to the Economic Downturn**

**A Report Prepared for  
The Center for Strengthening the Teaching Profession**

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## Introduction

In times of shrinking state and local education budgets, districts face considerable uncertainty when attempting to determine staffing for an upcoming school year. Throughout the nation, the economic downturn has dealt a series of blows to employers and employees in both the private and public sectors. As was the case in many states in the spring of 2009, thousands of teachers received layoff notices in Washington state. In fact, a portion of the federal stimulus dollars allocated in the summer of 2009 was specifically targeted at reducing the need for teacher layoffs. While a number of individuals who receive Reduction in Force (RIF) notices are often re-hired in the subsequent year, the layoff process usually results in considerable shifts in teacher distribution and assignment, particularly with respect to the employment status of teachers with the fewest years of experience. In addition, the re-assignment of staff due to RIF procedures can result in the filling of positions by individuals who have several years of experience working as an educator, but are now assigned to a school, subject area, grade level, and/or type of position which is completely new to them. The economy is not likely to fully recover for some time. Consequently the number, type and assignment of teachers will continue to be affected in the years ahead.

This report provides baseline descriptive statistics and recent trend data on Washington's teacher workforce prior to the economic downturn that began in the fall of 2008. From this baseline, we can then examine the extent and nature of the impact of current and future fiscal stress on the state's teacher cadre. We can also examine the extent to which economic hard times might present additional challenges to the goal of having a well-qualified, well-supported teacher in every classroom.

The Center for Strengthening the Teaching Profession (CSTP) has supported research on the state's teacher workforce over the years. In this report, we examine the characteristics of teachers and look at the factors associated with their retention and mobility, including teachers' background characteristics, district and student demographics and regional location. The information is provided primarily through the lens of statewide and district snapshots of the teacher workforce.

## Highlights of Key Findings

This report contains *updated information* on the teacher workforce, including trend data collected over the last ten years, as well as *new findings* which reflect new analyses of existing state data. Key findings include the following:

- ***Teacher characteristics are stable over time.*** Teachers' experience, age and race/ethnicity reflect only small variations over the last ten years.
- ***The proportion of teachers of color has not increased.*** Despite rising numbers of minority students, few teachers of color fill Washington's classrooms. In the case of African-American teachers, the number has actually dropped in recent years.
- ***The majority of post-war baby boomers have exited the teacher workforce.*** Sixty-five percent of teachers in 2007 were under the age of 51, resulting in a relatively uniform distribution of teachers by age.

- ***Full-time teaching assignments are the norm.*** Eighty-eight percent of teachers worked full-time in 2007.
- ***More Washington teachers serve students from racial and ethnic minority groups.*** In recent years there has been a shift in proportion of teachers serving minority students.
- ***Beginning teachers represent a small portion of the workforce.*** Between four and six percent of teachers statewide have less than one year of experience, though an increasing number are entering the workforce over the age of 40.
- ***Statewide teacher retention and mobility rates are stable over time.*** The majority of teachers are located in the same school after five years, while one-fifth will exit the state's education system. Examining retention and mobility in one-year intervals explains the considerable fluidity with which teachers enter and leave the workforce and change assignments, but may not account for the fact that teachers often return to the same assignment or school within a five-year period.
- ***Individual districts vary considerably in their retention and mobility rates.*** Approximately 56 percent of districts have high or moderately-high teacher retention rates (retain at least 60 percent in the same school after five years). District size, school composition and regional location may impact teacher retention and mobility. Smaller districts tend to have higher retention rates in the same school and a higher rate of movement to other districts. Districts composed of larger proportions of minority students or students in poverty have lower rates of teacher retention.
- ***Novice and beginning teachers have higher rates of mobility but these statistics are stable over time.*** Teachers early in their career may be most vulnerable under times of economic stress.

During the economic downturn, it will be important to pay attention to a number of ways in which workforce characteristics may be altered. In particular, it is possible that future layoffs, trimmed budgets, and potential policy shifts will impact the following: 1) the number of teachers employed, 2) the extent to which newly hired staff will be able to remain in their jobs over time, and 3) changes in the location and types of teaching assignments for those who continue in the workforce.

## Data Sources

In this report we bring together information on teachers, schools and districts from a variety of sources. The state's personnel database (S-275) provides basic information about teachers which is linked to other state datasets containing school and district information. For the purposes of this study, teacher mobility includes both the extent to which teachers move to other schools and districts, as well as leave the state's education system. Using the state's personnel records, classroom teachers in each school are located during the initial school year, and also in subsequent years to determine their status and teaching assignment. These analyses provide a basis for understanding the teacher workforce in Washington state during the last decade. Appendix A provides more detailed information on the terminology and methodology used for these analyses.

We now turn to a description and analysis of teacher workforce characteristics over time. We focus on the time period from 1996 to 2007 and examine teacher age, experience, race/ethnicity, retention and mobility in the context of socio-demographic characteristics of students, schools and districts.

## A Portrait of Washington's Teachers

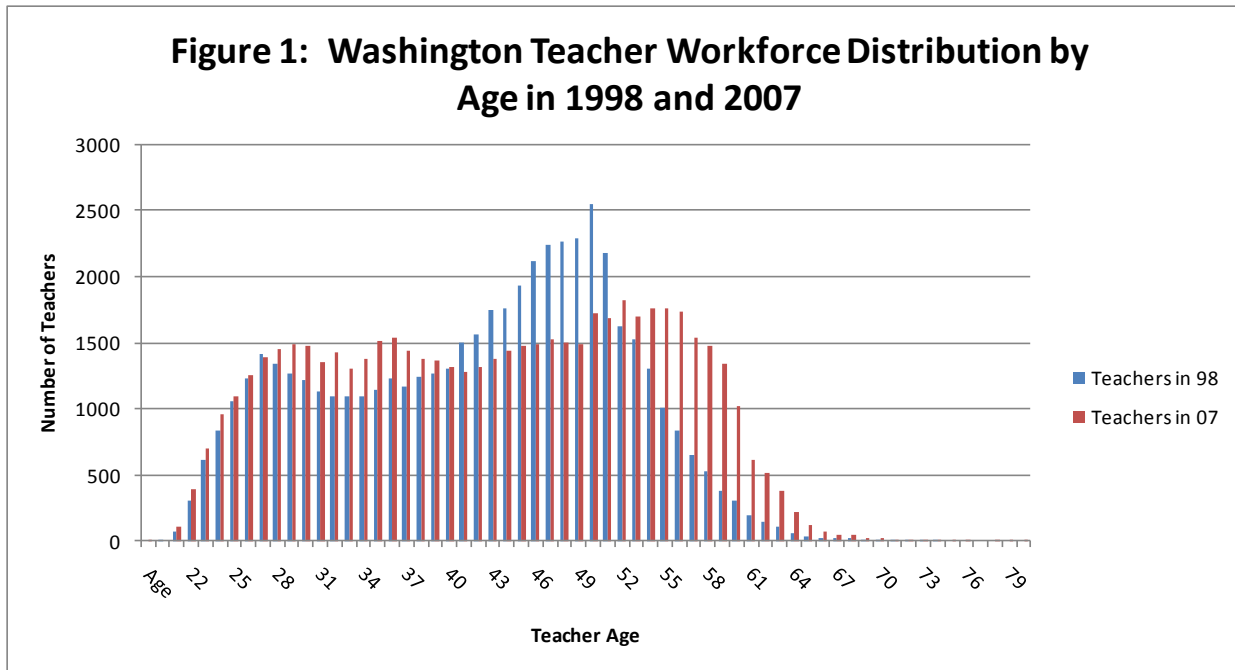
As student enrollment has increased statewide over the past ten years, so have the number of teachers employed in Washington. Nearly 57,000 teachers worked in Washington during the 2007-08 school year, up from slightly more than 50,000 in 1996 (see Table 1). The majority of these teachers were white (93 percent), a statistic that has changed by only one percentage point during the last ten years. The experience levels of Washington teachers have remained fairly constant; approximately 60 percent of teachers have between 5 and 24 years of experience, and fewer than a quarter have less than five years of experience.

Table 1: Characteristics of Washington Teacher* Workforce: Trend Data				
	Statewide			
	1996	2000	2004	2007
Student Enrollment	974,504	1,004,843	1,020,959	1,031,846
# Teachers (Headcount)	50,387	53,216	55,914	56,800
FTE Teachers	48,151	50,744	53,117	54,001
<i>Age (in given year)</i>				
21-30	14.7%	16.3%	15.4%	15.5%
31-40	23.1%	22.6%	23.8%	24.9%
41-50	40.5%	32.3%	27.1%	25.0%
51-60	20.0%	26.8%	30.0%	29.1%
61+	1.7%	2.1%	3.8%	5.5%
<i>Ethnicity</i>				
Asian/Pacific Islander	2.1%	2.3%	2.5%	2.6%
African American	1.6%	1.6%	1.5%	1.4%
Hispanic	1.7%	2.0%	2.3%	2.7%
Native American	0.8%	0.8%	0.8%	0.8%
White	93.7%	93.4%	93.0%	92.5%
<i>Experience</i>				
0-4 years	20.4%	23.4%	21.9%	22.0%
5-14 years	35.8%	35.2%	37.0%	37.6%
15-24 years	29.3%	25.7%	24.4%	24.5%
25 yrs or more	14.6%	15.7%	16.7%	15.8%
*Duty root 31, 32 or 33 with FTE designation greater than 0 in given year.				

### Teacher Age

By 2007, the bulk of the post-war generation of baby boomers had moved through the Washington teacher workforce resulting in a distribution of teachers by age that is now relatively uniform. The overlay bar chart in Figure 1 displays the teacher workforce by age in 1998 and 2007. In 1998, the bulk of middle-aged teachers can be seen in the center of the distribution. By 2007, the distribution of teachers by age is more evenly balanced, with a substantial number of younger teachers positioned to replace potential retirees. Sixty-five percent of teachers in 2007 were under the age of 51.

Given the current economic downturn, we anticipate that teachers nearing retirement may choose to remain in the workforce longer than in the past, which also impacts the employment opportunities for younger teachers seeking to enter the profession. Incentives to retire early are not as attractive as in the past considering changes in the state's tiered retirement system. Given these factors, we do not anticipate a massive exodus of teachers from the state education system in the near future. Unlike other places in the United States, only a third of current Washington teachers are considered baby boomers, and an overall teacher shortage is not anticipated.



*Teacher and Student Race/Ethnicity*

The percentage of students of color has increased more than ten-fold over the last ten years, while the percentage of teachers of color increased by only one percentage point over the same time period (see Table 2). In 2007, one-third of Washington's students (33.8 percent) represented racial and ethnic minorities, while 92.5 percent of the state's teachers were white. Proportionately, Hispanic students and teachers have experienced the greatest increase in numbers since 1996, representing 14.7 percent of all students and 2.7 percent of all teachers in 2007. The percentage of Asian and Pacific Islander students has also increased from 6.7 to 8.4 percent from 1996 to 2007, and teachers from 2.1 to 2.6 percent. The percentage of Native American students and teachers has remained constant during this time period. However, while the proportion of African-American students has increased from 4.8 to 5.5 percent from 1996 to 2007, the proportion (and actual number) of African-American teachers has declined from 1.6 to 1.4 percent during this time period.

In 2007, 12.8 percent of all teachers of color in Washington were located in Seattle Public Schools and 6.4 percent were located in Tacoma Public Schools. Based on prior research, we know that teachers of color tend to locate in school communities that serve students of color.

Table 2: Washington Teacher* and Student Ethnicity: Trend Data					
	Asian/ Pacific Islander	African- American	Hispanic	Native American	White
<b>1996</b>					
# Teachers	1,070	829	860	398	47,230
% Teachers	2.1%	1.6%	1.7%	0.8%	93.7%
% Students	6.7%	4.8%	8.3%	2.7%	77.5%
<b>2000</b>					
# Teachers	1,206	830	1,062	431	49,687
% Teachers	2.3%	1.6%	2.0%	0.8%	93.4%
% Students	7.3%	5.3%	10.2%	2.7%	74.4%
<b>2004</b>					
# Teachers	1,387	812	1,296	426	51,993
% Teachers	2.5%	1.5%	2.3%	0.8%	93.0%
% Students	7.9%	5.7%	12.8%	2.8%	70.3%
<b>2007</b>					
# Teachers	1,485	800	1,509	436	52,553
% Teachers	2.6%	1.4%	2.7%	0.8%	92.6%
% Students	8.4%	5.5%	14.7%	2.7%	66.2%

\*Duty root 31, 32 or 33 with FTE designation greater than 0 in given year.  
Headcount statistics rather than FTE are used for this analysis.

### *Teacher Distribution by District Size*

Washington remains a state with many small districts. Of the 295 districts in the state in 2007, 147 had fewer than 1,000 students and 88 districts served between 1,000 and 5,000 students (see Table 3). Student enrollment growth is reflected in an increasing number of the largest districts. While the largest school districts represented less than four percent of all Washington districts during the 2007-08 school year, they served 28 percent of all public school students. Those same 11 districts also had 28 percent of the state's teachers. However, more than a quarter of Washington teachers (26 percent) worked in districts serving fewer than 5,000 students.

Table 3: District Size and Teacher* Distribution: Trend Data					
District Size by Student Enrollment					
	20,000+	10,000 - 19,999	5,000 - 9,999	1,000 - 4,999	999 and under
<b>1996</b>					
# Districts	8	22	23	100	143
# Teachers	11,624	15,504	7,877	12,097	3,285
% Teachers	23.1%	30.8%	15.6%	24.0%	6.5%
<b>2000</b>					
# Districts	10	20	28	95	143
# Teachers	14,391	14,255	9,788	11,541	3,241
% Teachers	27.0%	26.8%	18.4%	21.7%	6.1%
<b>2004</b>					
# Districts	11	19	26	94	146
# Teachers	16,131	14,194	9,804	12,406	3,379
% Teachers	28.8%	25.4%	17.5%	22.2%	6.0%
<b>2007</b>					
# Districts	11	20	29	88	147
# Teachers	16,109	15,158	10,708	11,399	3,426
% Teachers	28.4%	26.7%	18.9%	20.1%	6.0%
<i>*Teacher duty root 31, 32 or 33 with FTE designation greater than 0. Student enrollment based on headcount.</i>					

### *Full-time versus Part-time Teachers*

The overwhelming majority of Washington teachers are in full-time teaching assignments (88 percent). Another nine percent of teachers have at least a half-time appointment. Less than two percent of teachers hold an appointment that includes both teaching and other responsibilities. The proportion of full-time and part-time teachers is consistent across the years examined for this report. However, this may change in subsequent years as districts may reduce staff and reassign teachers during times of budgetary shortfall.

Table 4: Full-Time versus Part-time Teaching: Washington Trend Data						
	2004		2005		2006	
	Number	Percent	Number	Percent	Number	Percent
Number Teachers	55,912		56,300		56,620	
FTE Teachers	53,117		53,515		53,804	
<b>Full-time Teachers</b>						
1 FTE	49,196	88.0%	49,667	88.2%	49,958	88.2%
0.95 to 0.99 FTE	247	0.4%	191	0.3%	181	0.3%
<b>Part-time Teachers</b>						
0.75 to 0.94 FTE	1,498	2.7%	1,442	2.6%	1,456	2.6%
0.5 to .74 FTE	3,845	6.9%	3,873	6.9%	3,841	6.8%
<0.5 FTE	1,127	2.0%	1,127	2.0%	1,184	2.1%
<b>Multiple Assignments*</b>						
Additional non-teaching assignment(s)	827	1.5%	927	1.6%	862	1.5%

*\*Duty root 31, 32 or 33, plus FTE under another duty root.*

### *School Characteristics*

When examining the types of schools where Washington teachers work, we find that half of teachers are located in schools where the student poverty rate is above the state average (see Table 5). A small proportion of teachers (12 percent) work in the most highly-impacted schools (more than two-thirds of students in poverty). Over one-third of teachers (37 percent) work in schools where the percentage of students of color exceeds the state average. However, since 2003, there is a shift in the percentage of teachers working in schools with greater proportions of students of color. Three-quarters of Washington's teachers are located in Western Washington, split nearly equally between the Central Puget Sound (38 percent) and other parts of Western Washington (37 percent).



Table 5: Demographic Characteristics at Schools Where Washington Teachers\* Work: Statewide Data in 2003 and 2006

	2003	2006
Number of Teachers	55,560	56,620
<i>Percentage Teachers at Schools with...</i>		
FRPL students <33.3%	45.6	45.8
FRPL students between 33.3 and 66.7%	36.8	37.8
FRPL students >66.7%	11.4	12.1
Not available or not reported	6.3	4.3
<i>Percentage of Teachers at Schools with...</i>		
Racial/ethnic minority students <33.3%	66.7	58.3
Racial/ethnic minority students between 33.3 & 66.7%	22.5	27.4
Racial/ethnic minority students >66.7%	7.8	9.8
Not available or not reported	2.9	4.5
<i>Percentage of Teachers at Schools located in</i>		
Eastern WA	25.0	25.1
Central Puget Sound (ESD 121)	37.7	37.7
Western WA (outside ESD 121)	37.3	37.2
*Duty root 31, 32 or 33 with FTE designation greater than 0 in given year.		
Region as represented by Educational Service Districts. Central Puget Sound is represented by ESD 121. Western WA (not including ESD 121) is represented by ESDs 112, 113, 114 and 189. Eastern WA is represented by ESDs 101, 105, 123 and 171.		

### *Beginning Teachers*

Since 1998, there have been between 2,350 and 3,350 beginning teachers (less than one year of experience) in any given year in the Washington workforce. This represents between four and six percent of the state's total workforce (see Table 6). These overall statistics reflect relatively little change from year to year over the ten-year period. The largest decline in the number of beginning teachers statewide occurred from 2001 to 2002, when 742 fewer beginning teachers were employed.

Table 6: Beginning Teachers* in Washington: Trend Data		
Year	Total Number	Percent of Workforce
1998	2,582	5.0%
1999	2,886	5.5%
2000	3,083	5.8%
2001	3,343	6.1%
2002	2,601	4.7%
2003	2,344	4.2%
2004	2,633	4.7%
2005	2,841	5.0%
2006	2,835	5.1%
2007	2,710	4.8%

*\*Less than 1 year of experience, duty root 31, 32 or 33 with FTE designation greater than 0 in given year.*

As one might expect, the majority of teachers entering the profession in Washington are between the ages of 21 and 40 (82 percent in 2007) (see Table 7). However, the findings also indicate that nearly a fifth (18 percent) of the beginning teachers who entered the profession since 2000 were over the age of 40.

Table 7: Age Distribution of Beginning Teachers: * Statewide Trend Data								
Age	1996 (n = 2,348 )		2000 (n = 3,083)		2004 (n = 2,624 )		2007 (n = 2,710)	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
21-30	1,559	66.4%	1,977	64.1%	1,661	63.3%	1,735	64.0%
31-40	462	19.7%	566	18.4%	463	17.6%	490	18.1%
41-50	287	12.2%	426	13.8%	381	14.5%	329	12.1%
51-60	35	1.5%	111	3.6%	113	4.3%	137	5.1%
61+	5	0.2%	3	0.1%	6	0.2%	19	0.7%

*\*Duty root 31, 32 or 33 with FTE designation greater than 0 in given year. Headcount statistics rather than FTE are used for this analysis. Beginning teachers include those with less than one year of experience.*

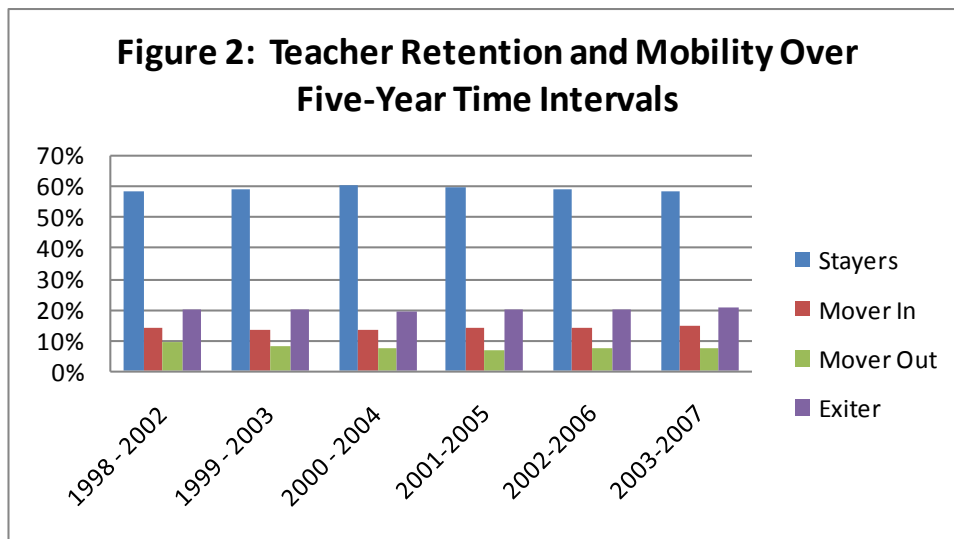
## Retention and Mobility

On average, annual teacher retention rates in Washington are not substantially different than rates seen nationally; about 83 percent of Washington teachers remain teaching in their school from one year to the next. This is similar to the national average of 84 percent (Marvel et al., 2006). However, these one-year retention rates hide other factors going on – namely the fluidity with which teachers move from school to school and enter and leave the workforce over time. Statewide, five-year retention and mobility statistics

portray a relatively stable workforce in which 60 percent of teachers are retained in the same school after a five-year period while 20 percent exit the state’s workforce, either temporarily or permanently. Among the remaining teachers, proportionately twice as many move between schools in the same district than to another district. The analyses in this section include some year-by-year statistics, but focus primarily on the five-year retention and mobility trend data by region of the state for individual districts. The analyses presented here beg further questions about other district conditions that may be important to consider when examining differences in teacher retention. For example, a declining student enrollment, school climate, school leadership, parental involvement, or teacher assignment and transfer policies may all impact teacher retention in a specific school.

*Statewide trend data*

About 60 percent of Washington teachers are located in the same school after a five-year period, and this stability rate has changed little over the last ten years (see Figure 2). Approximately 20 percent of teachers exit the workforce after five years and most are of retirement age. Of the remaining teachers, 14 percent move to other schools within their district and 7 percent relocate to another district within the state. In Appendix B, Table 1 provides a complete listing of all districts statewide with their teacher retention and mobility rates.



We can also examine retention and mobility using one-year intervals (see Table 8). This level of detail explains some teacher movement and why there is often confusion regarding how retention and mobility statistics are reported. By examining the teacher workforce in one-year intervals, we see similar but more pronounced patterns of movement than in the five-year time period. For example, from one year to the next, 83 percent of teachers are retained in their same school, less than 7 percent move to another school within the district, and fewer than 3 percent change districts. The percentage of teachers who leave the workforce from one year to the next is less than 8 percent. The year-by-year data is not cumulative and attempts to sum it would lead to incorrect interpretations. For example, the one-year interval data indicates that seven percent of teachers leave the workforce from one year to the next. Adding the seven

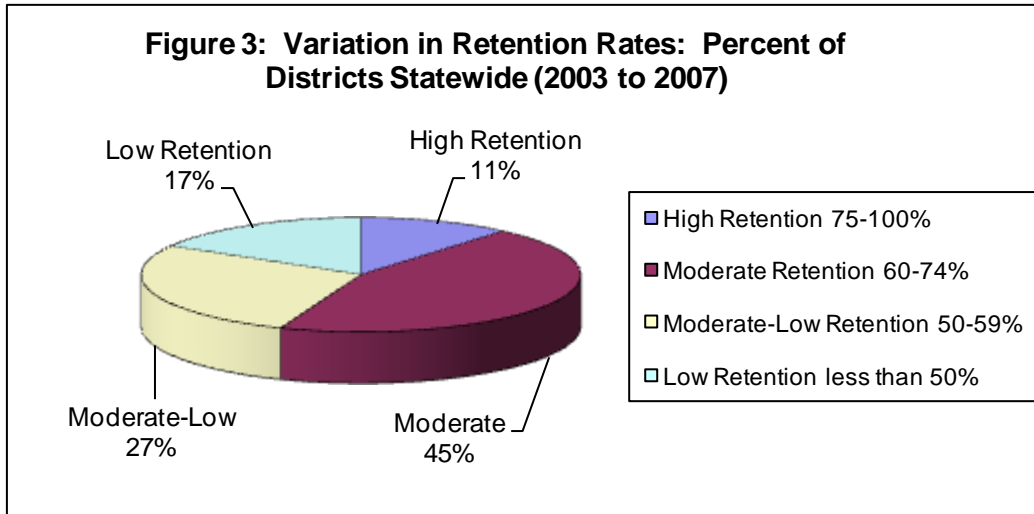
percent annually over five years would lead one to believe that 35 percent of the workforce exited after five years. The two-point in time data indicates that only 20 percent of the workforce has actually exited over the five-year period.

What these statistics enable us to understand is that teachers may change assignments or leave the workforce for a year or two, but often return to the same school or district within a given five-year period. In the short-term, schools may deal with a greater amount of staff movement, but long-term, the workforce may be more stable than one-year intervals would suggest. Additionally, fewer than one percent of teachers move within their school to a primary assignment other than teaching from one year to the next.

Table 8: Year by Year Teacher Retention and Mobility			
	2004/05 to 2005/06	2005/06 to 2006/07	2006/07 to 2007/08
# Teachers (Headcount)	55,912	56,300	56,620
Mobility & Retention			
# Stayers in School	46,299	46,806	46,727
% Stayers in School	82.8%	83.1%	82.5%
# Movers in District	3,836	3,653	3,614
% Movers in District	6.9%	6.5%	6.4%
# Movers out District	1,284	1,390	1,547
% Movers out District	2.3%	2.5%	2.7%
# Exiters from WA system	4,047	4,191	4,391
% Exiters from WA system	7.2%	7.4%	7.8%

### *Stability*

While the statewide portrait reveals considerable stability, the rates of teacher retention and mobility for individual districts in Washington often vary considerably. Using the most recent five-year trend data, we divided districts into those with high, moderate, moderate-low and low teacher retention rates. Nearly half of the districts retained between 60 and 74 percent of their teachers in the same school over the five-year period from 2003 to 2007. Thirty-three districts (11 percent) are categorized as having high retention rates with 75 percent or more of their teachers remaining in the same school, while 49 districts (17 percent) are categorized with low retention rates, retaining fewer than half of their teachers in the same school.



*District Size*

The size of the district also may impact teacher stability. For larger districts, lower rates of retention in the same school and higher rates of mobility within a district may reflect a larger number of schools, which offer teachers more potential opportunities to move while remaining within the same district (see Table 9). Smaller districts often have higher rates of teacher retention in the same school and higher rates of movement out of the district than larger districts. Overall, the proportion of teachers leaving the workforce in Washington does not appear to be impacted by district size.

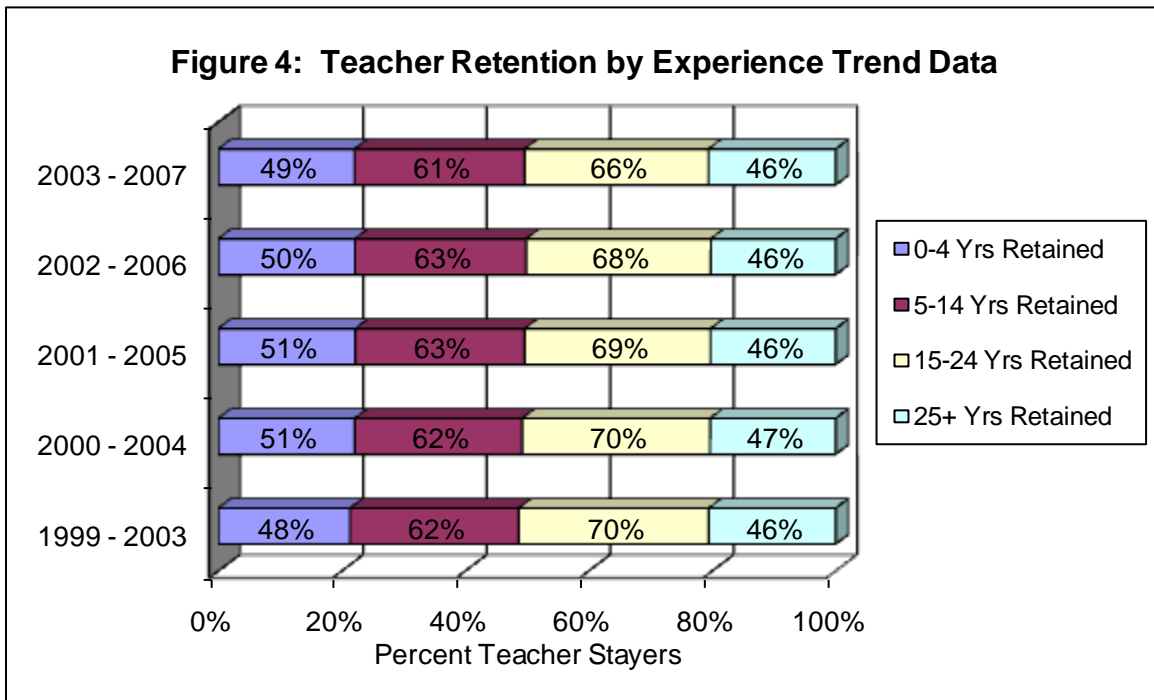
**Table 9: Teacher Retention and Mobility by District Enrollment  
(Two-Point in Time Analysis: 2003 and 2007)**

	Number Districts	Teacher FTE 2003	2003-2007			
			Stayers	Movers In	Movers Out	Exiters
<b>Statewide</b>						
	295	52,776	58%	14%	7%	21%
<b>District Enrollment</b>						
20,000+	11	15,317	56%	16%	6%	22%
10,000- 19,999	20	13,879	57%	16%	7%	21%
5,000- 9,999	26	8,977	59%	15%	7%	19%
1,000- 4,999	92	11,377	60%	12%	8%	20%
999 and under	146	3,223	62%	9%	10%	20%

*Teaching Experience*

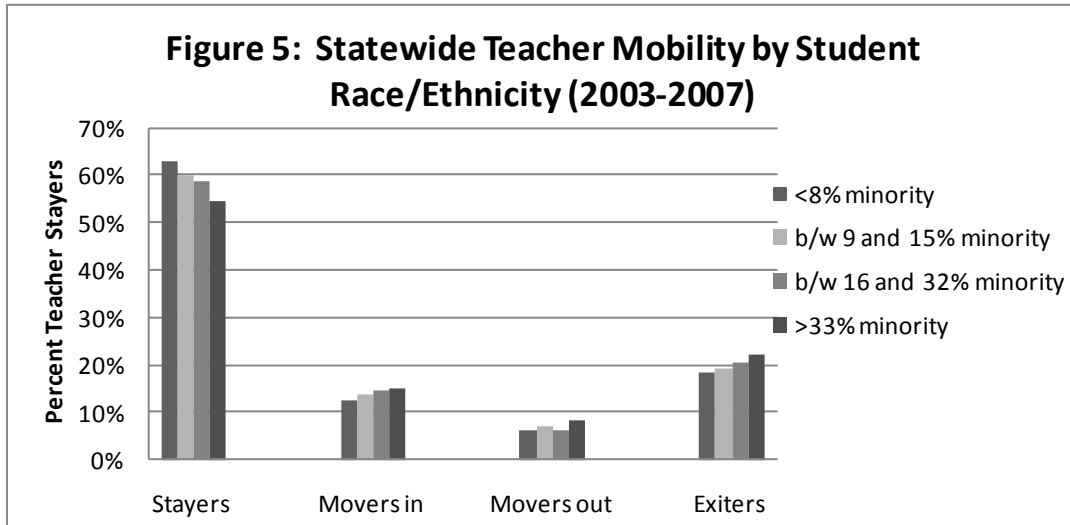
Teacher mobility is related to the experience level of the teacher. New teachers move and leave at higher rates than their more experienced colleagues, while veteran teachers are more likely to leave, often due to retirement. The experience and retention patterns found in other parts of the United States are similar to

those found in Washington. A majority of teachers fall in between the novices and the most veteran, and are less likely to leave their schools. Figure 4 provides retention trend data for teachers by experience level. The trend data over these five time periods shows consistency with regard to teacher retention by experience. In Appendix B, Table 2 provides a complete listing of all Washington districts with their retention and mobility statistics by experience level.



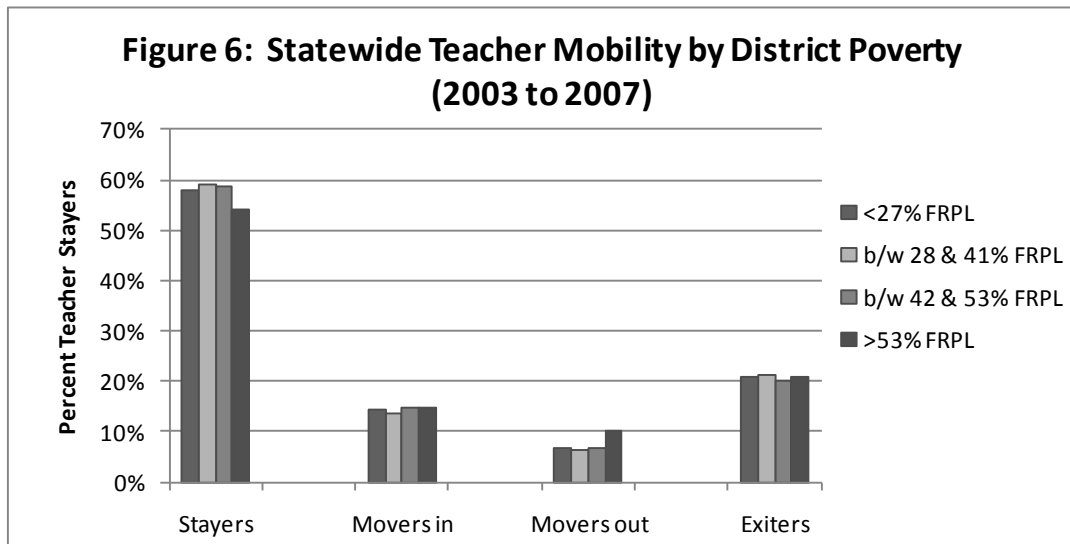
*Student Race/Ethnicity*

When examining data at the district level, teacher retention rates appear to be associated with the characteristics of the students being served. As Figure 5 shows, teachers in districts with a greater percentage of minority students tend to have lower retention rates and higher rates of movement out of the school, district and overall workforce. For example, on average, districts serving less than 8 percent minority students retained 63 percent of their teachers in the same school, compared with 55 percent of teachers in districts with more than 33 percent minority students.



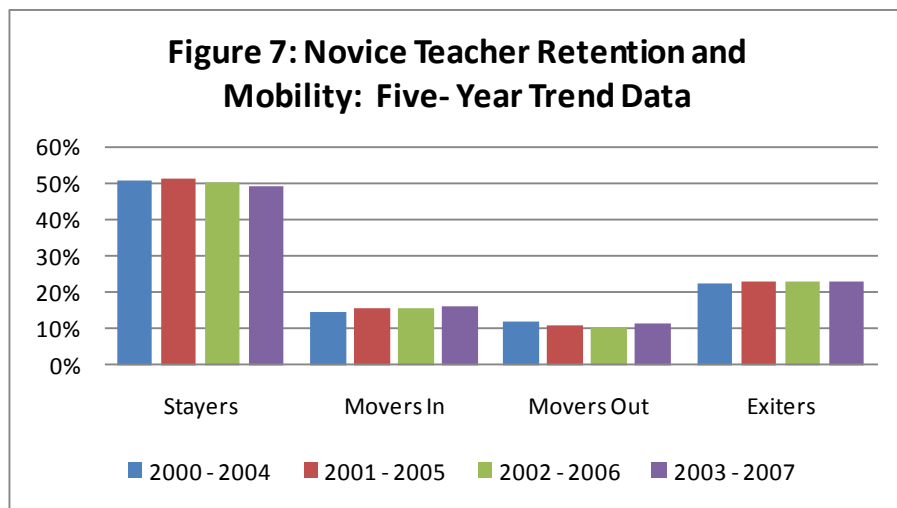
*Student Poverty*

Mobility rates are particularly high in districts where the majority of students are low-income. Figure 6 illustrates that teacher retention and mobility is relatively uniform until the proportion of children receiving Free and Reduced Price lunch exceeds approximately 50 percent of the student population. Districts serving higher-poverty student populations retain fewer of their teachers than districts serving lower-poverty student populations, and teachers move to other schools, either in their own district or another district at higher rates.



### *Novice and Beginning Teachers*

Slightly less than a quarter of Washington’s teachers have fewer than five years of experience (novice teachers), and five percent have less than one year (beginning teachers). While it is widely known that novice and beginning teachers are more likely to leave their position than teachers with more experience, the trend data verifies that the rate of novice retention and mobility is relatively stable with approximately half retained in the same school compared to 60 percent of all teachers after a five-year period (see Figure 7). A higher percentage of novice teachers move to another district (12 percent) than all teachers statewide (7 percent). The retention rates of beginning teachers who stay in the same school is lower (42 percent) than for all other teachers. In Appendix B, Table 3 provides retention rates for beginning teachers by district after five years.



### **Regional Variation in Retention and Mobility**

The context and conditions for schooling in Washington may look somewhat different depending on the region of the state. While our analyses of Washington teachers statewide indicate that most teachers are retained in their same school (59 percent) or district (72 percent) after a five-year period, there is considerable variation by region and individual district. In the next section, we provide descriptive statistics about teacher retention and mobility by Educational Service District (ESD) as a proxy for region, and for each district individually.

### *Educational Service Districts*

The nine ESDs in the state vary considerably in size and number of districts, and teachers and students served. The Puget Sound Educational Service District serves the largest number of students and teachers in the state, but ESD 101 in the northeastern corner of the state, serves the largest number of districts, many of them small and rural. As Table 10 shows, there is some regional variation in the retention and mobility of teachers. The ESD with the highest percentage of stayers is North Central ESD 171 with 64 percent, and the lowest percentage is Puget Sound ESD 121 with 55 percent. ESD 105 experiences the



highest rates of mobility from one district to another at 11 percent, while adjacent ESD 123 has the lowest proportion of movers out of the district (5 percent).

<b>Table 10: Teacher Retention and Mobility for Districts by Educational Service District (Two-Point in Time Analysis: 2003-04 and 2007-08)</b>						
	Number of Districts	Teacher FTE 2003	<b>2003-2007</b>			
			Stayers	Movers In	Movers Out	Exiters
Statewide	295	52,776	58%	14%	7%	21%
<b>ESDs</b>						
ESD 101: Spokane	59	4,944	63%	14%	5%	18%
ESD 105: Yakima	25	3,077	58%	13%	11%	19%
ESD 112: Vancouver	30	4,821	57%	17%	5%	21%
ESD 113: Olympia	44	3,838	63%	11%	8%	19%
Olympic ESD 114: Bremerton	15	2,799	57%	17%	6%	20%
Puget Sound ESD 121: Renton	35	19,884	55%	15%	8%	23%
ESD 123: Pasco	23	3,073	61%	15%	5%	19%
North Central ESD 171	29	2,159	64%	11%	8%	17%
Northwest ESD 189: Anacortes	35	8,177	59%	14%	7%	21%

#### *ESDs and Districts*

In the series of tables that follow, information about each ESD and their corresponding districts is provided. Teacher FTE is used as the basis for understanding district size and mobility comparisons. Individual school building restructuring or closure may account for some unusual statistics found in smaller districts.

**Table 11: Teacher Retention and Mobility for Districts in ESD 101  
(Two-Point in Time Analysis: 2003-04 and 2007-08)**

	Teacher FTE 2003	2003-2007			
		Stayers	Movers In	Movers Out	Exiters
<b>Statewide</b>					
	52,776	58%	14%	7%	21%
<b>ESD 101</b>					
	4,944	63%	14%	5%	18%
<b>By District</b>					
Almira	13	0	71%	15%	14%
Benge	2	54%	46%	0	0
Central Valley	633	66%	13%	3%	18%
Cheney	195	66%	15%	3%	16%
Chewelah	63	76%	5%	5%	15%
Colfax	38	64%	3%	8%	26%
Colton	15	79%	0	0	21%
Columbia (Stevens)	18	82%	3%	6%	9%
Colville	112	60%	23%	2%	15%
Creston	14	74%	0	4%	22%
Curlew	17	32%	4%	12%	52%
Cusick	22	41%	14%	9%	36%
Davenport	30	71%	6%	0	23%
Deer Park	99	75%	3%	10%	13%
East Valley(Spokane)	230	67%	14%	3%	16%
Endicott	11	83%	0	5%	12%
Evergreen (Stevens)	2	97%	0	3%	0
Freeman	50	57%	25%	8%	10%
Garfield	12	63%	17%	0	21%
Great Northern	3	67%	0	0	33%
Harrington	14	74%	7%	19%	0
Inchelium	21	59%	19%	8%	14%
Keller	4	0	25%	25%	50%
Kettle Falls	45	73%	7%	4%	16%
LaCrosse	15	62%	0	8%	31%
Lamont	3	41%	0	29%	29%
Liberty	30	70%	8%	2%	20%
Lind	18	72%	6%	17%	6%
Loon Lake	8	80%	8%	0	12%
Mary Walker	33	70%	9%	12%	9%
Mead	430	70%	12%	4%	15%
Medical Lake	123	39%	27%	9%	25%
Newport	68	48%	31%	3%	18%
Nine Mile Falls	84	72%	12%	2%	13%
Northport	15	43%	7%	14%	37%
Oakesdale	13	82%	0	10%	8%
Odessa	20	61%	13%	10%	16%
Onion Creek	5	79%	0	0	21%
Orchard Prairie	5	100%	0	0	0
Orient	5	60%	0%	20%	20%
Palouse	16	58%	10%	16%	16%
Pullman	114	57%	7%	4%	31%
Reardan-Edwall	37	70%	5%	6%	19%
Republic	29	36%	10%	16%	37%
Ritzville	24	63%	8%	13%	16%
Riverside	95	54%	16%	3%	27%
Rosalia	22	30%	40%	25%	5%
Selkirk	23	48%	38%	0	14%
Spokane	1754	62%	15%	5%	19%
Sprague	11	68%	9%	5%	18%
St. John	16	78%	0	0	22%
Steptoe	3	58%	0	0	42%
Summit Valley	4	0	66%	11%	23%
Tekoa	16	94%	0	0	6%
Valley	11	60%	12%	13%	14%
Washtucna	12	61%	0	18%	21%
Wellpinit	37	24%	46%	11%	19%
West Valley (Spokane)	169	56%	20%	6%	18%
Wilbur	18	58%	9%	17%	17%

Note: In some cases, percentages will not sum to 100% due to rounding.  
Retention and mobility statistics based on teacher FTE.

**Table 12: Teacher Retention and Mobility for Districts in ESD 105  
(Two-Point in Time Analysis: 2003-04 and 2007-08)**

	Teacher FTE	2003-2007			
		Stayers	Movers In	Movers Out	Exiters
<b>Statewide</b>					
	52,776	58%	14%	7%	21%
<b>ESD 105</b>					
	3,077	58%	13%	11%	19%
<b>By District</b>					
Bickleton	13	68%	0	16%	16%
Cle Elum-Roslyn	51	64%	6%	10%	20%
Damman	2	50%	0	50%	0
East Valley (Yakima)	123	76%	3%	7%	14%
Easton	11	62%	0	19%	19%
Ellensburg	146	74%	9%	1%	16%
Goldendale	62	63%	13%	5%	19%
Grandview	167	61%	8%	12%	18%
Granger	71	76%	2%	8%	13%
Highland	68	57%	7%	18%	18%
Kittitas	34	59%	18%	3%	21%
Mabton	50	61%	6%	17%	16%
Mount Adams	68	46%	9%	26%	18%
Naches Valley	83	64%	11%	9%	15%
Royal	78	62%	5%	17%	16%
Selah	178	59%	10%	11%	21%
Sunnyside	295	49%	22%	12%	17%
Thorp	16	72%	0	0	28%
Toppenish	189	46%	20%	16%	18%
Union Gap	33	61%	6%	22%	11%
Wahluke	101	34%	11%	36%	19%
Wapato	176	58%	10%	9%	24%
West Valley (Yakima)	219	63%	15%	7%	15%
Yakima	778	56%	16%	6%	22%
Zillah	70	62%	11%	13%	13%

*Note: In some cases, percentages will not sum to 100% due to rounding.  
Retention and mobility statistics based on teacher FTE.*

**Table 13: Teacher Retention and Mobility for Districts in ESD 112  
(Two-Point in Time Analysis: 2003-04 and 2007-08)**

	Teacher FTE	2003-2007			
		Stayers	Movers In	Movers Out	Exiters
<b>Statewide</b>					
	52,776	58%	14%	7%	21%
<b>ESD 112</b>					
	4,821	57%	17%	5%	21%
<b>By District</b>					
Battle Ground	568	54%	20%	8%	18%
Camas	236	58%	18%	6%	17%
Castle Rock	67	48%	20%	10%	21%
Centerville	5	100%	0	0	0
Evergreen (Clark)	1288	56%	17%	4%	22%
Glenwood	9	58%	2%	0	41%
Green Mountain	6	67%	0	17%	17%
Hockinson	80	57%	6%	5%	32%
Kalama	49	64%	4%	4%	27%
Kelso	268	57%	17%	5%	20%
Klickitat	12	71%	0	21%	8%
La Center	61	82%	12%	3%	3%
Longview	377	61%	15%	4%	20%
Lyle	22	62%	0	11%	27%
Mill A	5	72%	0	4%	24%
Mount Pleasant	4	25%	0	50%	25%
Naselle-Grays	31	46%	26%	0%	28%
Ocean Beach	61	28%	38%	6%	28%
Ridgefield	84	70%	10%	2%	18%
Roosevelt	2	0	100%	0	0
Skamania	5	80%	0%	20%	0
Stevenson-Carson	59	70%	3%	5%	22%
Toutle Lake	34	79%	7%	3%	12%
Trout Lake	12	78%	0	0	22%
Vancouver	1140	51%	21%	4%	24%
Wahkiakum	26	67%	14%	4%	15%
Washougal	138	66%	9%	5%	20%
White Salmon	66	70%	6%	3%	20%
Wishram	9	76%	0	0	24%
Woodland	98	65%	11%	9%	15%

*Note: In some cases, percentages will not sum to 100% due to rounding.*

*Retention and mobility statistics based on teacher FTE.*

**Table 14: Teacher Retention and Mobility for Districts in ESD 113  
(Two-Point in Time Analysis: 2003-04 and 2007-08)**

	Teacher FTE	2003-2007			
		Stayers	Movers In	Movers Out	Exiters
<b>Statewide</b>					
	52,776	58%	14%	7%	21%
<b>ESD 113</b>					
	3,838	63%	11%	8%	19%
<b>By District</b>					
Aberdeen	218	67%	11%	6%	17%
Adna	31	74%	6%	6%	13%
Boisfort	6	54%	0	0	46%
Centralia	175	70%	3%	10%	16%
Chehalis	161	70%	7%	5%	19%
Cosmopolis	10	59%	10%	0	31%
Elma	101	67%	5%	15%	13%
Evaline	2	93%	0	7%	0
Grapeview	11	71%	0	5%	24%
Griffin	32	70%	6%	6%	17%
Hood Canal	21	83%	3%	9%	5%
Hoquiam	106	62%	11%	6%	21%
Mary M. Knight	17	56%	0	18%	26%
McCleary	16	48%	0	0	52%
Montesano	63	60%	21%	4%	14%
Morton	28	53%	11%	18%	18%
Mossyrock	36	69%	3%	17%	11%
Napavine	37	92%	3%	3%	3%
North Beach	42	60%	14%	7%	19%
North River	10	80%	0	0	20%
North Thurston	731	63%	11%	6%	20%
Oakville	21	34%	19%	19%	28%
Ocosta	41	61%	5%	20%	14%
Olympia	457	61%	16%	5%	18%
Onalaska	48	56%	17%	4%	23%
Pe Ell	23	70%	0	17%	13%
Pioneer	45	62%	6%	10%	22%
Quinalt	22	37%	19%	19%	26%
Rainier	50	59%	15%	2%	24%
Raymond	38	71%	0	5%	23%
Rochester	120	66%	6%	7%	21%
Satsop	3	61%	0	8%	31%
Shelton	217	54%	17%	9%	20%
South Bend	38	74%	11%	0%	15%
Southside	16	65%	0	6%	29%
Taholah	21	34%	15%	10%	42%
Tenino	78	57%	4%	15%	24%
Toledo	51	70%	5%	7%	18%
Tumwater	324	67%	5%	5%	23%
White Pass	36	48%	16%	0	36%
Willapa Valley	29	60%	19%	7%	14%
Winlock	43	77%	5%	9%	9%
Wishkah Valley	16	30%	12%	35%	22%
Yelm	245	49%	21%	12%	19%

*Note: In some cases, percentages will not sum to 100% due to rounding.  
Retention and mobility statistics based on teacher FTE.*

**Table 15: Teacher Retention and Mobility for Districts in ESD 114  
(Two-Point in Time Analysis: 2003-04 and 2007-08)**

	Teacher FTE 2003	2003-2007			
		Stayers	Movers In	Movers Out	Exiters
<b>Statewide</b>					
	52,776	58%	14%	7%	21%
<b>ESD 114</b>					
	2,799	57%	17%	6%	20%
<b>By District</b>					
Bremerton	330	41%	30%	7%	21%
Brinnon	6	31%	0	10%	58%
Cape Flattery	46	40%	8%	14%	38%
Central Kitsap	687	62%	18%	4%	16%
Chimacum	69	55%	17%	4%	24%
Crescent	17	55%	3%	24%	18%
North Kitsap	364	58%	20%	6%	16%
North Mason	127	65%	9%	9%	18%
Port Angeles	252	44%	26%	6%	23%
Port Townsend	84	61%	11%	3%	25%
Queets-Clearwater	6	36%	0	0	64%
Quilcene	18	67%	0	11%	22%
Quillayute Valley	71	53%	13%	7%	27%
Sequim	137	54%	9%	6%	31%
South Kitsap	586	64%	7%	9%	21%

*Note: In some cases, percentages will not sum to 100% due to rounding.  
Retention and mobility statistics based on teacher FTE.*

**Table 16: Teacher Retention and Mobility for Districts in ESD 121  
(Two-Point in Time Analysis: 2003-04 and 2007-08)**

	Teacher FTE 2003	2003-2007			
		Stayers	Movers In	Movers Out	Exiters
<b>Statewide</b>					
	52,776	58%	14%	7%	21%
<b>ESD 121</b>					
	19,884	55%	15%	8%	23%
<b>By District</b>					
Auburn	707	53%	20%	8%	19%
Bainbridge Island	200	67%	7%	5%	20%
Bellevue	863	52%	15%	7%	26%
Bethel	827	64%	13%	7%	16%
Carbonado	12	59%	0%	9%	32%
Clover Park	682	47%	16%	12%	25%
Dieringer	57	74%	4%	5%	17%
Eatonville	109	74%	3%	13%	10%
Enumclaw	250	54%	15%	13%	18%
Federal Way	1126	56%	12%	11%	21%
Fife	161	68%	5%	5%	21%
Franklin Pierce	393	53%	11%	13%	23%
Highline	934	38%	26%	11%	25%
Issaquah	730	52%	15%	7%	26%
Kent	1374	51%	16%	11%	22%
Lake Washington	1187	58%	12%	6%	25%
Mercer Island	208	56%	4%	8%	32%
Northshore	1012	67%	10%	4%	19%
Orting	103	56%	8%	15%	21%
Peninsula	467	65%	7%	5%	23%
Puyallup	1021	54%	20%	8%	19%
Renton	665	52%	14%	10%	25%
Riverview	149	56%	6%	11%	27%
Seattle	2579	54%	16%	4%	26%
Shoreline	531	50%	18%	9%	23%
Skykomish	11	18%	45%	27%	9%
Snoqualmie Valley	237	61%	12%	7%	20%
Steilacoom Hist.	107	46%	20%	10%	24%
Sumner	383	45%	22%	10%	22%
Tacoma	1765	57%	16%	6%	21%
Tahoma	311	62%	12%	10%	16%
Tukwila	138	55%	3%	11%	31%
University Place	280	62%	10%	7%	21%
Vashon Island	84	69%	7%	7%	18%
White River	224	52%	15%	11%	22%

*Note: In some cases, percentages will not sum to 100% due to rounding.  
Retention and mobility statistics based on teacher FTE.*

**Table 17: Teacher Retention and Mobility for Districts in ESD 123  
(Two-Point in Time Analysis: 2003-04 and 2007-08)**

	Teacher FTE 2003	2003-2007			
		Stayers	Movers In	Movers Out	Exiters
<b>Statewide</b>					
	52,776	58%	14%	7%	21%
<b>ESD 123</b>					
	3,073	61%	15%	5%	19%
<b>By District</b>					
Asotin-Anatone	37	77%	4%	0	19%
Clarkston	135	69%	12%	3%	17%
College Place	51	57%	9%	14%	20%
Columbia (Walla Walla)	55	54%	9%	15%	22%
Dayton	36	69%	10%	3%	19%
Dixie	3	67%	0	33%	0
Finley	55	74%	6%	7%	13%
Kahlotus	12	79%	0	13%	8%
Kennewick	731	66%	13%	4%	17%
Kiona-Benton	83	63%	13%	7%	16%
North Franklin	107	42%	15%	16%	27%
Othello	168	52%	10%	10%	28%
Pasco	536	57%	20%	5%	18%
Paterson	7	70%	0	15%	15%
Pomeroy	26	61%	10%	4%	25%
Prescott	20	46%	0	15%	39%
Prosser	140	74%	6%	7%	13%
Richland	486	54%	23%	3%	19%
Star	1	100%	0	0	0
Starbuck	2	50%	0	0	50%
Touchet	22	84%	5%	0	11%
Waitsburg	25	59%	8%	12%	21%
Walla Walla	336	64%	13%	4%	19%

*Note: In some cases, percentages will not sum to 100% due to rounding.  
Retention and mobility statistics based on teacher FTE.*



**Table 18: Teacher Retention and Mobility for Districts in ESD 171  
(Two-Point in Time Analysis: 2003-04 and 2007-08)**

	Teacher FTE 2003	2003-2007			
		Stayers	Movers In	Movers Out	Exiters
<b>Statewide</b>					
	52,776	58%	14%	7%	21%
<b>ESD 171</b>					
	2,159	64%	11%	8%	17%
<b>By District</b>					
Brewster	55	55%	13%	11%	21%
Bridgeport	38	60%	16%	8%	16%
Cascade	74	65%	6%	8%	21%
Cashmere	78	68%	6%	11%	14%
Coulee- Hartline	18	40%	28%	23%	9%
Eastmont	272	56%	23%	5%	16%
Entiat	25	51%	19%	20%	9%
Ephrata	113	63%	7%	7%	22%
Grand Coulee Dam	45	60%	4%	13%	22%
Lake Chelan	69	70%	8%	1%	20%
Mansfield	13	80%	4%	0	16%
Manson	36	72%	0	14%	14%
Methow Valley	34	58%	8%	6%	28%
Moses Lake	348	73%	10%	5%	12%
Nespelem	15	41%	7%	21%	32%
Okanogan	53	73%	7%	8%	11%
Omak	101	45%	14%	8%	33%
Orondo	13	67%	0	23%	10%
Oroville	44	66%	6%	7%	21%
Palisades	4	47%	0	12%	42%
Pateros	20	66%	10%	9%	15%
Quincy	135	57%	15%	11%	17%
Soap Lake	32	64%	3%	25%	8%
Stehekin	1	100%	0	0	0
Tonasket	62	64%	9%	5%	22%
Warden	57	55%	7%	14%	24%
Waterville	23	50%	12%	25%	13%
Wenatchee	367	72%	8%	5%	15%
Wilson Creek	14	58%	29%	0	13%
<i>Note: In some cases, percentages will not sum to 100% due to rounding.</i>					
<i>Retention and mobility statistics based on teacher FTE.</i>					

**Table 19: Teacher Retention and Mobility for Districts in ESD 189  
(Two-Point in Time Analysis: 2003-04 and 2007-08)**

	Teacher FTE 2003	2003-2007			
		Stayers	Movers In	Movers Out	Exiters
<b>Statewide</b>					
	52,776	58%	14%	7%	21%
<b>ESD 189</b>					
	8,177	59%	14%	7%	21%
<b>By District</b>					
Anacortes	150	66%	7%	9%	19%
Arlington	266	54%	15%	9%	22%
Bellingham	545	63%	11%	3%	23%
Blaine	101	62%	11%	6%	21%
Burlington-Edison	176	60%	11%	7%	21%
Concrete	44	84%	7%	0	9%
Conway	22	87%	0	4%	9%
Coupeville	57	55%	16%	5%	24%
Darrington	36	72%	0	11%	17%
Edmonds	1071	53%	17%	7%	24%
Everett	874	59%	16%	4%	21%
Ferndale	294	67%	10%	4%	20%
Granite Falls	121	56%	15%	16%	13%
Index	3	52%	0	33%	15%
LaConner	50	71%	8%	4%	17%
Lake Stevens	346	52%	17%	10%	21%
Lakewood	126	62%	5%	15%	18%
Lopez	20	62%	5%	8%	25%
Lynden	132	65%	15%	3%	17%
Marysville	556	60%	13%	9%	18%
Meridian	83	71%	2%	7%	19%
Monroe	287	41%	29%	7%	22%
Mount Baker	129	71%	7%	5%	17%
Mount Vernon	294	67%	9%	5%	20%
Mukilteo	715	59%	16%	6%	19%
Nooksack	101	66%	9%	6%	19%
Oak Harbor	308	50%	13%	7%	30%
Orcas Island	36	68%	6%	5%	21%
San Juan Island	52	47%	10%	7%	35%
Sedro-Woolley	251	60%	10%	10%	21%
Shaw Island	2	50%	0	0	50%
Snohomish	415	60%	17%	6%	16%
South Whidbey	117	60%	14%	5%	21%
Stanwood-Camano	279	63%	10%	8%	19%
Sultan	116	61%	9%	10%	19%

*Note: In some cases, percentages will not sum to 100% due to rounding.  
Retention and mobility statistics based on teacher FTE.*

## References

Marvel, J., Lyter, D. M., Peltola, P., Strizek, G. A. & Morton, B. A. (2006) *Teacher attrition and mobility: Results from the 2004-05 Teacher Follow-up Survey* (NCES 2007-307). U. S. Department of Education, National Center for Education Statistics. Washington, DC: U. S. Government Printing Office.

## Appendix A:

### Defining Terms and Methodology

For the purposes of this study, teacher turnover includes both mobility and attrition – the extent to which teachers move to other schools and other districts, as well as leave the state education system. Using the Washington state personnel database (S-275), classroom teachers in each school and district under investigation were located during the initial school year, and in subsequent years to see if they were still in the Washington system of education. Some of the teachers had changed duties, schools and districts, and some had exited the Washington education system. Since this analysis captures a snapshot of the workforce at two-points in time, it is not possible to note gaps in employment nor is it possible to distinguish voluntary and involuntary departures.

This work includes retention and mobility analyses at several levels (state, district and school) and uses individual teacher data (both headcount and FTE) in calculations. We describe the criteria for the teachers included in these analyses as follows:

- *Teachers* were defined as those public school teachers whose assignment is the instruction of pupils in a classroom situation and who have a designation as an elementary teacher, secondary teacher, or other classroom teacher.<sup>1</sup> Other teachers serving in specialist roles (e.g., reading resource specialist, library media specialist) were not included in the statewide analyses.

In order to examine retention patterns, teachers are placed in one of four retention categories:

- “Stayers” – teachers assigned to the same school(s) in the initial school year and also in the subsequent year
- “Movers in” – teachers who moved to other schools in the same district, or changed assignment (other than a classroom teacher) within the same district
- “Movers out” – teachers who moved to other districts, either as a classroom teacher or in some other role
- “Leavers” – teachers who exited the Washington education system, either temporarily or permanently<sup>2</sup>

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<sup>1</sup> As reported in the Office of the Superintendent of Public Instruction’s personnel database (S-275), they are certificated instructional staff with a duty root designation of 31 or 32 or 33. Teachers whose full-time equivalent (FTE) designation was zero for the initial year were excluded from the analysis.

<sup>2</sup> Leavers may have retired, re-entered the system in subsequent years, left Washington to teach in another state or completely left the profession. It is not possible to distinguish voluntary and involuntary departures. It is not possible to determine whether teachers who left the state continued to be employed as teachers elsewhere.

## **Appendix B:**

### **District Data Tables**

Three tables are provided as follows:

Table 1: Retention and Mobility by District:

Employment Status of All Classroom Teachers after Five Years (2003/04 to 2007/08)

Table 2: District Retention by Teacher Experience:

Teachers Retained in the Same School after Five Years (2003/04 to 2007/08)

Table 3: District Retention of Beginning Teachers (Less than 1 yr exp):

Beginning Teachers after Five Years (2003/04 to 2007/08)

**Table 1: Retention and Mobility Trends By District**  
**Employment Status of All Classroom Teachers After Five Years (2003/04 to 2007/08)**

DISTRICTS	ESD	Student Enrollment 07	5 Year Enrollment Change	Student Poverty (FRPL) 07	Student % White 07	% Bilingual 07	Teacher FTE 03	Stayers (same school)		Movers (in district)		Movers (out of district)		Leavers (out of system)	
								FTE	Percent	FTE	Percent	FTE	Percent	FTE	Percent
								Aberdeen	113	3599	-541	57.6	73.1	7.1	217.7
Adna	113	590	22	19.2	92.2	0	31.4	23.4	74.5%	2.0	6.4%	2.0	6.4%	4.0	12.8%
Almira	101	100	24	39.8	99.0	0	12.8	0	0	9.0	70.6%	2.0	15.3%	1.8	14.1%
Anacortes	189	2977	-143	30.0	85.9	1.4	150.5	98.8	65.7%	10.1	6.7%	13.0	8.6%	28.5	18.9%
Arlington	189	5537	231	17.1	84.5	2.8	266.2	144.7	54.3%	40.8	15.3%	23.5	8.8%	57.3	21.5%
Asotin-Anatone	123	587	-28	33.6	95.1	0	37.2	28.6	76.9%	1.6	4.3%	0	0	7.0	18.8%
Auburn	121	14716	806	40.0	62.1	10.6	707.3	373.4	52.8%	138.6	19.6%	58.2	8.2%	137.1	19.4%
Bainbridge Island	121	4093	-118	4.8	88.1	0.6	199.6	134.3	67.3%	14.8	7.4%	10.5	5.2%	40.1	20.1%
Battle Ground	112	13295	791	28.2	88.3	4.5	567.9	308.2	54.3%	111.2	19.6%	47.5	8.4%	100.9	17.8%
Bellevue	121	16772	1109	17.5	54.8	9.5	863.4	445.9	51.6%	126.6	14.7%	63.8	7.4%	227.0	26.3%
Bellingham	189	10805	268	33.2	75.2	5.1	545.2	345.4	63.4%	60.2	11.0%	16.0	2.9%	123.6	22.7%
Benge	101	6	-6	0	100.0	0	1.8	1.0	54.4%	0.8	45.6%	0	0	0	0
Bethel	121	18006	609	36.7	65.5	1.3	826.5	530.8	64.2%	105.1	12.7%	60.9	7.4%	129.8	15.7%
Bickleton	105	106	-2	0	64.2	0	12.5	8.5	68.0%	0	0	2.0	16.0%	2.0	16.0%
Blaine	189	2245	94	40.8	82.2	4.9	101.3	62.5	61.7%	11.5	11.4%	6.0	5.9%	21.3	21.0%
Boistfort	113	75	-21	54.5	92.0	0	6.5	3.5	53.8%	0	0	0	0	3.0	46.2%
Bremerton	114	5152	-551	59.5	60.8	2.7	330.0	136.7	41.4%	99.0	30.0%	23.8	7.2%	70.5	21.4%
Brewster	171	887	-95	66.4	17.0	42.3	55.0	30.4	55.3%	7.2	13.0%	6.0	11.0%	11.3	20.6%
Bridgeport	171	711	71	80.4	13.8	44.0	37.6	22.6	60.1%	6.0	16.0%	3.0	8.0%	6.0	16.0%
Brinnon	114	45	-12	65.9	88.9	0	5.7	1.8	31.4%	0	0	0.6	10.5%	3.3	58.1%
Burlington-Edison	189	3995	330	39.9	66.0	14.0	175.6	105.9	60.3%	19.2	10.9%	12.9	7.4%	37.5	21.4%
Camas	112	5699	960	17.8	86.2	2.0	235.9	137.6	58.3%	43.4	18.4%	14.6	6.2%	40.4	17.1%
Cape Flattery	114	467	-26	64.5	27.8	14.9	45.9	18.3	39.8%	3.6	7.9%	6.5	14.2%	17.5	38.1%
Carbonado	121	182	-8	19.1	95.6	0	11.5	6.8	59.2%	0	0	1.0	8.7%	3.7	32.1%
Cascade	171	1345	-118	44.2	69.4	11.7	74.1	48.5	65.4%	4.3	5.8%	5.7	7.7%	15.6	21.1%
Cashmere	171	1499	-17	42.7	64.9	11.4	78.2	53.4	68.3%	5.0	6.4%	8.5	10.9%	11.3	14.4%
Castle Rock	112	1392	-6	35.5	91.2	2.5	67.3	32.5	48.3%	13.8	20.4%	7.0	10.4%	14.0	20.8%
Centerville	112	92	19	33.3	92.4	0	4.5	4.5	100.0%	0	0	0	0	0	0
Central Kitsap	114	12128	-1074	24.8	68.7	1.5	687.3	428.9	62.4%	125.4	18.2%	26.2	3.8%	106.7	15.5%
Central Valley	101	12398	1027	33.0	88.0	2.2	633.4	420.2	66.3%	83.6	13.2%	16.5	2.6%	113.2	17.9%
Centralia	113	3491	128	62.2	72.5	7.4	175.5	123.5	70.4%	6.0	3.4%	17.3	9.9%	28.7	16.3%
Chehalis	113	2967	15	42.3	83.9	2.5	160.9	112.0	69.6%	11.1	6.9%	8.0	5.0%	29.8	18.5%
Cheney	101	3758	322	41.8	85.4	1.7	194.6	129.1	66.3%	29.8	15.3%	5.0	2.6%	30.7	15.8%
Chewelah	101	1083	-142	49.5	91.4	0.4	62.9	47.8	76.0%	3.0	4.8%	2.8	4.5%	9.3	14.7%
Chimacum	114	1170	-169	36.1	87.9	1.2	69.4	38.1	54.9%	11.6	16.7%	2.8	4.0%	16.9	24.4%
Clarkston	123	2724	-108	49.0	90.1	1.0	134.9	93.0	68.9%	15.9	11.7%	3.6	2.7%	22.5	16.7%
Cle Elum-Roslyn	105	978	31	24.8	91.0	1.1	50.7	32.7	64.5%	3.0	5.9%	4.8	9.5%	10.2	20.1%
Clover Park	121	12122	-1095	57.9	47.2	9.1	682.2	321.7	47.1%	108.6	15.9%	79.5	11.7%	172.4	25.3%
Colfax	101	687	-39	30.8	92.0	0	37.6	24.0	63.8%	1.0	2.7%	3.0	8.0%	9.6	25.5%
College Place	123	821	-29	53.6	58.5	18.8	50.6	29.0	57.3%	4.5	8.9%	7.0	13.8%	10.1	20.0%
Colton	101	192	16	6.2	93.8	0	14.5	11.5	79.4%	0	0	0	0	3.0	20.6%
Columbia (Stevens)	101	201	-17	79.4	58.2	0	17.5	14.3	82.2%	0.5	2.9%	1.0	5.7%	1.6	9.2%
Columbia (Walla Walla)	123	971	2	43.3	74.7	9.0	54.7	29.6	54.1%	5.0	9.1%	8.0	14.7%	12.1	22.1%
Colville	101	2124	25	42.6	91.3	1.3	112.0	66.7	59.5%	25.9	23.1%	2.8	2.5%	16.7	14.9%
Concrete	189	740	-79	53.1	91.5	0	44.0	36.8	83.6%	3.2	7.3%	0	0	4.0	9.1%
Conway	189	449	19	22.3	78.8	5.5	22.3	19.3	86.5%	0	0	1.0	4.5%	2.0	9.0%

**Table 1: Retention and Mobility Trends By District**  
**Employment Status of All Classroom Teachers After Five Years (2003/04 to 2007/08)**

DISTRICTS	ESD	Student Enrollment 07	5 Year Enrollment Change	Student Poverty (FRPL) 07	Student % White 07	% Bilingual 07	Teacher FTE 03	Stayers (same school)		Movers (in district)		Movers (out of district)		Leavers (out of system)	
								FTE	Percent	FTE	Percent	FTE	Percent	FTE	Percent
Cosmopolis	113	179	-9	33.8	89.4	0	9.8	5.8	59.0%	1.0	10.3%	0	0	3.0	30.8%
Coulee-Hartline	171	152	-62	36.3	92.8	0	17.6	7.0	39.8%	5.0	28.4%	4.0	22.7%	1.6	9.1%
Coupeville	189	1175	7	27.4	86.7	2.1	57.4	31.5	54.9%	9.0	15.7%	3.0	5.2%	13.9	24.2%
Crescent	114	254	61	40.9	87.8	0	16.6	9.1	55.0%	0.5	2.8%	4.0	24.1%	3.0	18.1%
Creston	101	116	5	51.9	91.4	0	13.5	10.0	74.0%	0	0	0.5	3.7%	3.0	22.3%
Curlew	101	229	-34	49.8	87.8	0	16.5	5.3	32.3%	0.7	4.1%	2.0	12.1%	8.5	51.5%
Cusick	101	278	2	51.7	68.7	0	22.1	9.1	41.2%	3.0	13.6%	2.0	9.0%	8.0	36.2%
Damman	105	40	1	0	95.0	0	2.0	1.0	50.0%	0	0	1.0	50.0%	0	0
Darrington	189	544	-50	40.1	90.4	0	36.0	26.0	72.2%	0	0	4.0	11.1%	6.0	16.7%
Davenport	101	595	86	44.4	94.1	0	30.2	21.5	71.3%	1.8	6.1%	0	0	6.8	22.6%
Dayton	123	530	-67	39.4	85.7	0	36.2	24.8	68.7%	3.5	9.7%	1.0	2.8%	6.8	18.9%
Deer Park	101	2485	378	41.1	93.6	0.2	98.7	74.1	75.1%	2.5	2.5%	9.5	9.6%	12.6	12.8%
Dieringer	121	1239	107	6.6	88.5	0.9	56.9	42.4	74.5%	2.0	3.5%	3.0	5.3%	9.5	16.7%
Dixie	123	22	-19	58.6	81.8	0	3.0	2.0	66.7%	0	0	1.0	33.3%	0	0
East Valley (Spokane)	101	4250	-219	46.0	89.0	2.9	229.6	153.1	66.7%	32.5	14.2%	7.0	3.0%	37.1	16.1%
East Valley (Yakima)	105	2784	335	43.6	59.4	8.7	122.7	93.7	76.4%	4.0	3.3%	8.0	6.5%	16.9	13.8%
Eastmont	171	5450	-26	46.9	62.9	14.5	272.3	152.1	55.8%	63.3	23.2%	13.5	4.9%	43.5	16.0%
Easton	105	112	-8	42.3	78.6	6.7	11.3	7.0	61.9%	0	0	2.2	19.2%	2.1	18.8%
Eatonville	121	2108	17	25.2	90.5	0.5	108.8	80.0	73.5%	3.8	3.5%	14.0	12.9%	11.0	10.1%
Edmonds	189	20905	-616	26.9	65.8	8.7	1071.3	565.7	52.8%	180.7	16.9%	70.2	6.6%	254.6	23.8%
Ellensburg	105	2976	27	31.1	81.6	6.1	146.0	107.5	73.6%	13.8	9.5%	1.9	1.3%	22.8	15.6%
Elma	113	1796	-116	42.5	83.5	3.2	101.2	67.5	66.7%	5.0	4.9%	15.6	15.4%	13.1	13.0%
Endicott	101	82	-14	52.4	91.5	0	10.8	9.0	83.3%	0	0	0.5	4.7%	1.3	12.1%
Entiat	171	389	18	51.8	65.6	11.6	25.3	13.0	51.4%	4.9	19.4%	5.0	19.8%	2.4	9.4%
Enumclaw	121	4655	-330	21.0	85.0	2.8	250.2	135.6	54.2%	37.4	14.9%	31.3	12.5%	45.9	18.3%
Ephrata	171	2288	10	47.5	76.4	7.6	112.7	71.0	63.0%	8.0	7.1%	8.4	7.5%	25.2	22.4%
Evaline	113	50	14	0	94.0	0	2.1	2.0	93.5%	0	0	0.1	6.5%	0	0
Everett	189	18935	325	32.2	67.5	8.6	874.2	512.0	58.6%	141.8	16.2%	33.4	3.8%	187.0	21.4%
Evergreen (Clark)	112	25396	1417	35.8	74.7	8.3	1288.4	726.7	56.4%	218.7	17.0%	58.0	4.5%	285.0	22.1%
Evergreen (Stevens)	101	9	-12	69.2	100.0	0	2.1	2.0	97.1%	0	0	0.1	2.9%	0	0
Federal Way	121	22398	-140	43.8	45.9	12.0	1125.7	628.0	55.8%	137.3	12.2%	126.8	11.3%	233.6	20.8%
Ferndale	189	5300	-69	43.4	69.4	4.5	294.5	197.7	67.1%	28.3	9.6%	10.8	3.7%	57.6	19.6%
Fife	121	3496	249	33.5	64.6	9.8	161.1	110.3	68.5%	8.8	5.5%	8.0	5.0%	34.0	21.1%
Finley	123	987	-51	59.5	72.1	10.1	54.5	40.5	74.3%	3.0	5.5%	4.0	7.3%	7.0	12.8%
Franklin Pierce	121	7653	-190	54.5	50.5	7.1	392.7	209.2	53.3%	42.7	10.9%	49.5	12.6%	91.4	23.3%
Freeman	101	973	76	15.8	91.9	0	49.5	28.0	56.6%	12.5	25.3%	4.0	8.1%	5.0	10.1%
Garfield	101	109	-83	49.1	90.8	0	12.0	7.5	62.5%	2.0	16.7%	0	0	2.5	20.8%
Glenwood	112	62	-18	23.4	72.6	0	9.4	5.4	57.6%	0.2	1.8%	0	0	3.8	40.6%
Goldendale	105	1097	-57	52.5	81.5	2.9	61.6	38.8	63.0%	7.8	12.6%	3.0	4.9%	12.0	19.5%
Grand Coulee Dam	171	748	-71	54.1	38.9	0	45.1	27.1	60.1%	2.0	4.4%	6.0	13.3%	10.0	22.2%
Grandview	105	3379	129	78.3	13.2	27.5	166.9	102.3	61.3%	14.0	8.4%	20.0	12.0%	30.5	18.3%
Granger	105	1501	189	92.1	6.1	35.1	70.8	54.0	76.3%	1.8	2.5%	6.0	8.5%	9.0	12.7%
Granite Falls	189	2353	-52	33.0	87.6	1.2	120.5	68.0	56.4%	17.5	14.5%	19.0	15.8%	16.0	13.3%
Grapeview	113	202	38	35.5	93.1	0	11.2	8.0	71.4%	0	0	0.5	4.7%	2.7	23.8%
Great Northern	101	35	-7	0.0	91.4	0	3.0	2.0	66.7%	0	0	0	0	1.0	33.3%
Green Mountain	112	128	119	19.2	95.3	0	6.0	4.0	66.7%	0	0	1.0	16.7%	1.0	16.7%
Griffin	113	656	-27	14.4	83.5	0	31.5	22.0	69.9%	2.0	6.3%	2.0	6.3%	5.5	17.4%

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								FTE	Percent	FTE	Percent	FTE	Percent	FTE	Percent
Harrington	101	119	-38	34.4	79.8	0	13.6	10.0	73.7%	1.0	7.4%	2.6	18.9%	0.0	0.0%
Highland	105	1149	-25	71.1	37.6	18.4	67.8	38.8	57.2%	5.0	7.4%	12.0	17.7%	12.0	17.7%
Highline	121	17331	-380	56.7	35.2	18.6	933.6	356.5	38.2%	242.1	25.9%	105.4	11.3%	229.6	24.6%
Hockinson	112	2064	322	15.9	93.8	0.8	80.3	46.0	57.3%	5.0	6.2%	3.6	4.5%	25.7	32.0%
Hood Canal	113	298	-44	93.0	53.4	0	21.1	17.5	83.0%	0.7	3.2%	1.9	9.1%	1.0	4.7%
Hoquiam	113	2037	-91	56.2	76.6	2.9	106.2	65.7	61.9%	12.0	11.3%	6.3	6.0%	22.2	20.9%
Inchelium	101	207	-22	67.8	16.9	0	21.3	12.6	59.2%	4.0	18.8%	1.7	7.9%	3.0	14.1%
Index	189	19	-24	70.4	100.0	0	3.0	1.6	52.3%	0	0	1.0	33.1%	0.4	14.6%
Issaquah	121	16642	1496	7.4	71.6	3.4	729.8	382.8	52.5%	107.0	14.7%	47.7	6.5%	192.3	26.4%
Kahlotus	123	64	-19	53.1	75.0	0	12.0	9.5	79.2%	0	0	1.5	12.5%	1.0	8.3%
Kalama	112	1010	-19	25.9	91.6	0	49.3	31.6	64.2%	2.1	4.3%	2.0	4.1%	13.5	27.4%
Keller	101	35	-21	97.4	2.9	0	4.0	0	0	1.0	25.0%	1.0	25.0%	2.0	50.0%
Kelso	112	5242	-8	44.3	80.0	3.3	267.5	153.5	57.4%	46.4	17.3%	13.0	4.9%	54.6	20.4%
Kennewick	123	15087	100	27.0	65.5	9.6	730.7	480.7	65.8%	96.1	13.1%	27.4	3.8%	126.5	17.3%
Kent	121	27462	602	39.2	50.9	14.2	1373.6	702.7	51.2%	222.5	16.2%	151.0	11.0%	297.3	21.6%
Kettle Falls	101	824	-15	55.9	89.8	0	44.9	32.8	73.1%	3.0	6.7%	2.0	4.5%	7.1	15.8%
Kiona-Benton City	123	1603	-53	51.6	69.7	12.9	83.0	52.7	63.5%	11.0	13.3%	6.0	7.2%	13.3	16.0%
Kittitas	105	781	204	33.0	78.0	4.9	34.0	20.0	58.8%	6.0	17.6%	1.0	2.9%	7.0	20.6%
Klickitat	112	131	-18	47.2	87.0	0	12.4	8.8	71.0%	0	0	2.6	20.9%	1.0	8.0%
La Center	112	1549	211	19.9	92.2	1.0	60.5	49.5	81.8%	7.0	11.6%	2.0	3.3%	2.0	3.3%
LaConner	189	668	29	35.6	64.2	0	50.0	35.4	70.8%	3.8	7.6%	2.2	4.4%	8.6	17.2%
LaCrosse	101	148	-5	38.9	85.8	0	14.7	9.1	61.8%	0	0	1.1	7.5%	4.5	30.7%
Lake Chelan	171	1356	-16	56.4	52.4	20.1	69.2	48.7	70.4%	5.5	7.9%	1.0	1.4%	14.0	20.2%
Lake Quinalt	113	251	-12	84.4	43.8	13.4	21.6	8.0	37.0%	4.0	18.5%	4.0	18.5%	5.6	26.0%
Lake Stevens	189	7708	219	22.2	81.0	3.0	346.3	179.8	51.9%	59.7	17.2%	34.1	9.8%	72.7	21.0%
Lake Washington	121	23722	-422	11.4	72.3	4.5	1186.9	686.2	57.8%	137.4	11.6%	68.5	5.8%	294.8	24.8%
Lakewood	189	2559	-86	29.4	81.4	2.8	125.7	78.3	62.3%	6.5	5.2%	18.4	14.7%	22.5	17.9%
Lamont	101	32	5	72.2	93.8	0	3.4	1.4	41.2%	0	0	1.0	29.4%	1.0	29.4%
Liberty	101	507	-32	43.0	91.5	0.2	29.9	21.0	70.2%	2.5	8.4%	0.5	1.7%	5.9	19.7%
Lind	101	233	9	65.7	65.2	9.5	17.6	12.6	71.5%	1.0	5.7%	3.0	17.1%	1.0	5.7%
Longview	112	7372	-204	47.5	75.2	4.4	377.0	231.8	61.5%	57.3	15.2%	13.3	3.5%	74.5	19.8%
Loon Lake	101	255	105	45.6	88.6	0	8.2	6.5	79.8%	0.7	8.0%	0.0	0.0%	1.0	12.3%
Lopez	189	244	-27	41.7	80.3	4.0	19.7	12.2	61.9%	0.9	4.7%	1.6	8.1%	5.0	25.4%
Lyle	112	338	-55	100.0	84.3	0.3	22.2	13.7	61.7%	0	0	2.5	11.3%	6.0	27.0%
Lynden	189	2838	160	30.5	76.3	7.7	132.2	86.0	65.1%	19.8	15.0%	4.0	3.0%	22.4	16.9%
Mabton	105	922	19	82.2	4.9	41.5	49.5	30.0	60.6%	3.0	6.1%	8.5	17.2%	8.0	16.1%
Mansfield	171	86	-22	66.7	83.7	0	12.5	10.0	79.9%	0.5	4.1%	0.0	0.0%	2.0	16.0%
Manson	171	609	-91	71.9	30.5	32.3	35.8	25.8	72.2%	0	0	5.0	14.0%	5.0	13.8%
Mary M Knight	113	186	-23	45.1	89.8	0	17.1	9.6	56.2%	0	0	3.0	17.6%	4.5	26.2%
Mary Walker	101	585	-11	68.6	84.6	0	32.5	22.6	69.7%	2.9	8.8%	4.0	12.3%	3.0	9.2%
Marysville	189	12038	656	35.1	69.9	6.2	555.8	331.3	59.6%	72.4	13.0%	51.4	9.2%	100.8	18.1%
McCleary	113	269	-58	47.1	88.8	0	16.5	8.0	48.5%	0	0	0	0	8.5	51.5%
Mead	101	9276	545	23.4	89.8	1.4	430.4	300.3	69.8%	50.9	11.8%	16.7	3.9%	62.5	14.5%
Medical Lake	101	2188	-110	29.8	84.0	0.4	123.3	48.0	38.9%	33.4	27.1%	10.5	8.5%	31.4	25.4%
Mercer Island	121	4020	-139	1.9	77.4	1.7	207.7	116.1	55.9%	8.8	4.2%	16.0	7.7%	66.8	32.2%
Meridian	189	1667	95	33.9	80.2	7.5	83.3	59.4	71.3%	2.0	2.4%	6.0	7.2%	15.9	19.1%
Methow Valley	171	568	-75	39.8	91.9	2.4	34.0	19.8	58.1%	2.8	8.1%	2.0	5.9%	9.5	27.9%



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								FTE	Percent	FTE	Percent	FTE	Percent	FTE	Percent
Mill A	112	69	-8	63.9	71.0	0	5.3	3.8	72.3%	0	0	0.2	4.0%	1.3	23.7%
Monroe	189	7130	755	18.6	78.5	5.8	287.4	119.1	41.5%	83.3	29.0%	21.2	7.4%	63.6	22.1%
Montesano	113	1312	26	30.2	88.1	1.0	63.1	37.8	59.9%	13.5	21.4%	2.8	4.4%	9.0	14.3%
Morton	113	403	-83	48.8	89.3	0	27.8	14.7	52.8%	3.0	10.8%	5.0	18.0%	5.1	18.4%
Moses Lake	171	7446	472	57.7	61.6	7.9	348.3	253.9	72.9%	33.5	9.6%	19.0	5.5%	41.9	12.0%
Mossyrock	113	640	21	49.8	79.7	4.8	36.0	24.9	69.2%	1.0	2.8%	6.2	17.2%	3.9	10.8%
Mount Adams	105	982	-98	85.5	7.3	11.7	68.0	31.5	46.3%	6.0	8.8%	18.0	26.5%	12.5	18.4%
Mount Baker	189	2220	-240	53.2	82.2	7.0	129.3	92.0	71.2%	8.9	6.9%	6.1	4.7%	22.2	17.2%
Mount Pleasant	112	56	-10	12.3	92.9	0.0	4.0	1.0	25.0%	0	0	2.0	50.0%	1.0	25.0%
Mount Vernon	189	6018	83	55.7	46.5	24.3	293.5	195.6	66.6%	25.8	8.8%	14.6	5.0%	57.6	19.6%
Mukilteo	189	14423	366	41.1	55.8	15.3	715.3	422.1	59.0%	111.0	15.5%	45.3	6.3%	136.9	19.1%
Naches Valley	105	1510	-83	33.6	81.0	4.5	82.7	52.8	63.9%	9.5	11.5%	7.7	9.3%	12.7	15.3%
Napavine	113	764	68	36.2	90.2	0	37.1	34.1	91.9%	1.0	2.7%	1.0	2.7%	1.0	2.7%
Naselle-Grays Rvr Vly	112	450	-34	58.9	81.1	1.8	30.7	14.0	45.6%	8.0	26.0%	0.0	0.0%	8.7	28.4%
Nespelem	171	156	-16	80.6	1.3	0	14.6	6.0	41.1%	1.0	6.8%	3.0	20.5%	4.6	31.5%
Newport	101	1154	-63	56.7	91.4	0	68.1	32.4	47.6%	21.3	31.3%	2.0	2.9%	12.4	18.2%
Nine Mile Falls	101	1733	82	25.6	93.0	0	83.7	60.1	71.8%	10.4	12.4%	2.0	2.4%	11.2	13.4%
Nooksack	189	1680	-190	51.2	67.8	9.7	101.0	66.9	66.2%	8.6	8.5%	6.0	5.9%	19.6	19.4%
North Beach	113	687	-22	50.0	77.3	0	42.4	25.5	60.2%	6.0	14.2%	3.0	7.1%	7.9	18.6%
North Franklin	123	1842	-100	72.5	36.3	34.1	107.2	45.4	42.3%	16.5	15.4%	16.7	15.6%	28.6	26.7%
North Kitsap	114	6778	-297	27.4	78.6	3.0	363.6	211.4	58.2%	72.8	20.0%	22.0	6.1%	57.3	15.8%
North Mason	114	2316	-70	37.2	84.5	2.8	126.9	82.1	64.7%	11.4	9.0%	10.8	8.5%	22.5	17.7%
North River	113	57	-3	59.3	75.4	0	10.0	8.0	80.0%	0	0	0	0	2.0	20.0%
North Thurston	113	13843	764	46.3	60.8	2.8	730.6	461.2	63.1%	80.8	11.1%	45.1	6.2%	143.5	19.6%
Northport	101	208	1	71.9	89.9	0	14.8	6.3	42.7%	1.0	6.8%	2.0	13.5%	5.5	37.0%
Northshore	121	20018	-70	12.5	74.7	4.5	1012.3	681.4	67.3%	99.8	9.9%	39.5	3.9%	191.6	18.9%
Oak Harbor	189	5638	-619	31.4	67.0	2.7	307.6	155.1	50.4%	40.4	13.1%	20.5	6.6%	91.6	29.8%
Oakesdale	101	119	-14	38.1	94.1	0	13.1	10.7	82.0%	0	0	1.4	10.4%	1.0	7.7%
Oakville	113	274	-3	76.2	53.6	0	21.5	7.4	34.4%	4.0	18.6%	4.0	18.6%	6.1	28.4%
Ocean Beach	112	1006	-152	55.1	80.5	3.5	61.0	17.2	28.1%	23.0	37.6%	3.7	6.0%	17.2	28.2%
Ocosta	113	653	-74	59.2	78.1	5.2	40.9	25.0	61.1%	2.0	4.9%	8.0	19.5%	5.9	14.5%
Odessa	101	230	-55	35.5	93.0	0	19.5	11.9	61.0%	2.6	13.2%	2.0	10.3%	3.0	15.5%
Okanogan	171	1018	21	52.9	62.5	9.0	53.1	39.0	73.5%	3.6	6.8%	4.5	8.5%	6.0	11.3%
Olympia	113	9331	97	21.7	77.0	1.8	457.3	280.1	61.2%	72.0	15.7%	21.8	4.8%	83.5	18.3%
Omak	171	1805	-259	52.1	50.6	4.0	101.2	45.9	45.4%	14.0	13.8%	8.0	7.9%	33.3	32.9%
Onalaska	113	891	-7	51.7	81.9	2.3	48.0	27.0	56.3%	8.0	16.7%	2.0	4.2%	11.0	22.9%
Onion Creek	101	36	-6	71.1	80.6	0	4.7	3.7	78.7%	0	0	0	0	1.0	21.3%
Orcas Island	189	483	-27	24.6	87.8	2.0	36.2	24.5	67.6%	2.2	6.2%	1.9	5.2%	7.6	21.0%
Orchard Prairie	101	61	-7	20.9	96.7	0	5.0	5.0	100.0%	0	0	0	0	0	0
Orient	101	52	-37	32.7	92.3	0	5.0	3.0	60.0%	0	0	1.0	20.0%	1.0	20.0%
Oroondo	171	189	-53	100.0	29.6	39.2	13.2	8.8	67.1%	0	0	3.0	22.8%	1.3	10.1%
Oroville	171	670	-78	61.9	66.1	12.1	44.3	29.3	66.2%	2.5	5.6%	3.0	6.8%	9.5	21.4%
Orting	121	2170	258	23.0	85.8	1.2	102.6	57.7	56.2%	8.0	7.8%	15.6	15.2%	21.3	20.8%
Othello	123	3378	282	77.1	18.2	36.6	168.4	87.1	51.8%	16.6	9.9%	17.4	10.3%	47.3	28.1%
Palisades	171	35	-7	100.0	2.9	59.3	4.3	2.0	46.5%	0	0	0.5	11.6%	1.8	41.9%
Palouse	101	203	-59	27.2	89.2	0	15.5	9.0	58.0%	1.6	10.1%	2.5	16.2%	2.4	15.7%
Pasco	123	13236	2759	69.0	26.0	35.7	536.4	308.2	57.5%	106.1	19.8%	26.4	4.9%	95.7	17.8%

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								FTE	Percent	FTE	Percent	FTE	Percent	FTE	Percent
Pateros	171	283	-12	65.5	52.3	13.5	19.6	12.9	65.8%	2.0	10.2%	1.7	8.7%	3.0	15.3%
Pateros	123	98	1	53.8	50.0	22.6	6.6	4.6	69.6%	0	0	1.0	15.2%	1.0	15.2%
Pe Ell	113	331	-4	52.4	90.0	0	23.0	16.0	69.6%	0	0	4.0	17.4%	3.0	13.0%
Peninsula	121	9516	-210	16.6	81.1	0.6	466.7	305.0	65.3%	31.7	6.8%	24.4	5.2%	105.7	22.6%
Pioneer	113	746	-51	54.2	81.9	0	45.2	28.0	61.9%	2.8	6.2%	4.4	9.8%	10.0	22.1%
Pomeroy	123	364	-43	43.8	94.0	2.2	26.1	15.9	60.8%	2.6	10.1%	1.0	3.8%	6.6	25.2%
Port Angeles	114	4389	-410	40.7	82.1	0.9	252.3	111.6	44.2%	66.6	26.4%	15.0	5.9%	59.1	23.4%
Port Townsend	114	1508	-129	38.3	84.5	1.5	83.9	51.2	61.0%	9.6	11.4%	2.5	3.0%	20.6	24.6%
Prescott	123	229	-29	78.2	27.9	38.0	19.9	9.2	46.3%	0	0	3.0	15.1%	7.7	38.5%
Prosser	123	2937	73	59.7	46.7	19.1	139.8	103.3	73.9%	8.0	5.7%	10.0	7.2%	18.5	13.2%
Pullman	101	2290	18	26.9	76.6	2.8	114.3	65.0	56.8%	8.5	7.4%	5.0	4.4%	35.8	31.3%
Puyallup	121	21938	1165	23.0	71.2	2.4	1020.6	550.4	53.9%	201.6	19.7%	77.7	7.6%	191.0	18.7%
Queets-Clearwater	114	26	-11	0	7.7	0	5.6	2.0	35.8%	0	0	0	0	3.6	64.2%
Quilcene	114	258	-29	50.0	89.1	0	18.4	12.4	67.4%	0	0	2.0	10.9%	4.0	21.7%
Quillayute Valley	114	2394	1084	42.8	65.9	5.6	71.0	37.8	53.3%	9.0	12.7%	5.3	7.4%	18.9	26.6%
Quincy	171	2434	84	77.8	22.6	34.5	135.1	76.3	56.5%	20.8	15.4%	14.9	11.1%	23.0	17.0%
Rainier	113	952	51	22.0	88.2	0	50.5	29.7	58.7%	7.8	15.5%	1.0	2.0%	12.0	23.8%
Raymond	113	536	-28	61.8	69.4	9.9	38.4	27.4	71.3%	0	0	2.0	5.2%	9.0	23.4%
Reardan-Edwall	101	698	46	35.2	93.6	0	37.2	26.1	70.1%	2.0	5.4%	2.1	5.6%	7.0	18.9%
Renton	121	13751	471	43.5	37.8	14.3	664.8	347.2	52.2%	90.1	13.6%	63.5	9.5%	164.1	24.7%
Republic	101	424	-61	52.3	91.5	0	28.9	10.3	35.7%	3.0	10.4%	4.8	16.4%	10.8	37.4%
Richland	123	10281	491	28.7	82.9	2.3	486.0	263.3	54.2%	113.4	23.3%	17.0	3.5%	92.3	19.0%
Ridgefield	112	2140	297	22.4	85.8	3.4	84.0	58.6	69.8%	8.7	10.3%	1.7	2.0%	15.0	17.8%
Ritzville	101	364	21	36.7	91.2	0	24.3	15.3	62.8%	2.0	8.2%	3.1	12.5%	4.0	16.4%
Riverside	101	1765	-184	44.6	93.1	0	95.4	51.5	53.9%	15.4	16.2%	3.0	3.1%	25.5	26.7%
Riverview	121	3120	206	12.3	84.8	1.7	148.6	83.2	56.0%	9.6	6.5%	15.8	10.6%	39.9	26.9%
Rochester	113	2285	16	49.7	75.1	4.8	120.2	79.5	66.1%	6.7	5.6%	9.0	7.5%	25.0	20.8%
Roosevelt	112	30	16	0	23.3	54.5	1.6	0	0	1.6	100.0%	0	0	0	0
Rosalia	101	248	-36	52.3	94.0	0	21.7	6.6	30.5%	8.7	40.2%	5.4	24.7%	1.0	4.6%
Royal	105	1429	13	77.8	22.8	41.0	77.5	48.4	62.4%	4.0	5.2%	13.0	16.8%	12.2	15.7%
San Juan Island	189	929	-35	24.9	85.4	4.1	52.0	24.6	47.3%	5.2	10.0%	3.9	7.5%	18.3	35.2%
Satsop	113	58	-7	50.0	86.2	0	3.3	2.0	61.3%	0	0	0.3	8.0%	1.0	30.7%
Seattle	121	45581	-1965	40.5	42.8	11.8	2579.3	1392.2	54.0%	415.8	16.1%	98.1	3.8%	673.2	26.1%
Sedro-Woolley	189	4560	-96	39.4	80.6	4.8	251.3	149.5	59.5%	24.2	9.6%	25.4	10.1%	52.2	20.8%
Selah	105	3430	-157	37.7	69.3	4.5	177.9	105.2	59.1%	16.9	9.5%	19.0	10.7%	36.8	20.7%
Selkirk	101	329	-49	41.8	86.3	0	22.9	11.0	47.7%	8.7	37.9%	0	0	3.3	14.4%
Sequim	114	2970	81	35.5	84.3	1.5	137.2	74.4	54.3%	12.9	9.4%	7.8	5.7%	42.0	30.6%
Shaw Island	189	19	0	0	84.2	0	2.0	1.0	49.8%	0	0	0	0	1.0	50.2%
Shelton	113	4350	149	51.2	71.7	6.2	216.6	118.0	54.5%	35.8	16.5%	19.0	8.8%	43.9	20.3%
Shoreline	121	9327	-683	20.2	63.6	6.1	531.4	266.9	50.2%	94.0	17.7%	46.0	8.7%	124.6	23.4%
Skamania	112	68	0	40.9	91.2	0	5.1	4.1	80.4%	0	0	1.0	19.6%	0	0
Skykomish	121	57	-2	49.1	84.2	0	10.9	2.0	18.3%	4.9	45.1%	3.0	27.4%	1.0	9.1%
Snohomish	189	9572	562	13.8	87.2	2.3	414.7	249.8	60.2%	71.3	17.2%	26.5	6.4%	67.1	16.2%
Snoqualmie Valley	121	5783	882	10.6	88.5	1.3	236.8	144.6	61.1%	28.5	12.0%	16.0	6.8%	47.7	20.2%
Soap Lake	171	484	-58	91.3	73.6	23.1	32.1	20.6	64.2%	1.0	3.1%	8.0	24.9%	2.5	7.8%
South Bend	113	582	2	56.5	57.2	15.4	37.8	28.0	74.0%	4.0	10.6%	0	0	5.8	15.4%
South Kitsap	114	10479	-572	30.3	80.1	0.5	585.6	372.6	63.6%	38.2	6.5%	50.4	8.6%	124.4	21.2%

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								FTE	Percent	FTE	Percent	FTE	Percent	FTE	Percent
								South Whidbey	189	1951	-333	19.9	88.8	0.5	116.8
Southside	113	229	-38	30.6	80.8	1.3	15.5	10.0	64.5%	0	0	1.0	6.5%	4.5	29.0%
Spokane	101	29454	-1614	50.7	78.9	4.0	1753.9	1090.3	62.2%	255.0	14.5%	83.9	4.8%	324.7	18.5%
Sprague	101	97	-5	64.5	92.8	0	10.9	7.4	67.8%	1.0	9.2%	0.5	4.6%	2.0	18.4%
St. John	101	205	21	15.2	81.0	0	16.0	12.5	78.1%	0	0	0	0	3.5	21.9%
Stanwood-Camano	189	5420	-1	19.4	90.1	1.6	278.8	175.7	63.0%	29.0	10.4%	21.6	7.8%	52.4	18.8%
Star	123	14	5	0.0	85.7	0	1.0	1.0	100.0%	0	0	0	0	0	0
Starbuck	123	31	22	46.7	96.8	0	2.0	1.0	50.0%	0	0	0	0	1.0	50.0%
Stehekin	171	14	0	0.0	100.0	0	1.0	1.0	100.0%	0	0	0	0	0	0
Steilacoom Hist.	121	4807	2637	12.5	70.0	1.3	107.2	49.4	46.0%	21.8	20.4%	10.3	9.6%	25.7	24.0%
Steptoe	101	40	-6	0	100.0	0	3.4	2.0	58.3%	0	0	0	0	1.4	41.7%
Stevenson-Carson	112	1020	-49	38.5	84.6	2.1	59.1	41.2	69.6%	2.0	3.3%	3.0	5.1%	13.0	22.0%
Sultan	189	2148	-157	35.9	84.5	3.9	115.8	70.6	61.0%	11.0	9.5%	12.0	10.4%	22.2	19.2%
Summit Valley	101	90	-5	56.8	95.6	0	4.4	0	0	2.9	65.9%	0.5	11.4%	1.0	22.7%
Sumner	121	8321	233	24.7	83.4	2.2	383.2	174.2	45.5%	86.2	22.5%	37.3	9.7%	85.5	22.3%
Sunnyside	105	5773	92	86.5	12.1	27.4	294.6	145.0	49.2%	64.0	21.7%	36.0	12.2%	49.6	16.8%
Tacoma	121	29677	-3928	56.6	48.8	6.4	1764.8	1005.6	57.0%	275.8	15.6%	107.4	6.1%	376.0	21.3%
Taholah	113	201	-41	78.0	2.0	0	20.7	6.9	33.6%	3.0	14.5%	2.0	9.7%	8.7	42.1%
Tahoma	121	7277	869	10.7	85.7	2.1	311.4	193.9	62.3%	36.4	11.7%	32.3	10.4%	48.8	15.7%
Tekoa	101	207	6	54.3	90.3	0	16.0	15.0	93.8%	0	0	0	0	1.0	6.2%
Tenino	113	1377	-36	34.6	85.0	0.7	78.1	44.6	57.1%	3.0	3.8%	11.5	14.7%	19.0	24.3%
Thorp	105	151	-24	39.0	94.0	0.6	15.9	11.4	71.7%	0	0	0	0	4.5	28.3%
Toledo	113	964	-27	47.9	92.4	1.5	51.3	36.1	70.3%	2.8	5.4%	3.5	6.8%	9.0	17.5%
Tonasket	171	1070	-36	63.5	67.7	7.0	61.6	39.4	64.0%	5.5	8.9%	3.4	5.5%	13.3	21.6%
Toppenish	105	3277	-114	96.6	3.8	33.8	188.8	86.1	45.6%	38.5	20.4%	30.7	16.3%	33.5	17.7%
Touchet	123	310	16	50.5	59.4	9.1	22.0	18.5	84.1%	1.0	4.6%	0	0	2.5	11.4%
Toutle Lake	112	653	24	36.5	91.3	0	33.7	26.5	78.6%	2.2	6.5%	1.0	3.0%	4.0	11.9%
Trout Lake	112	153	-12	0	92.8	0	12.3	9.7	78.4%	0	0	0	0	2.7	21.7%
Tukwila	121	2856	130	69.5	25.2	32.8	137.6	75.1	54.6%	4.5	3.3%	15.2	11.0%	42.8	31.1%
Tumwater	113	6339	178	25.9	86.6	1.1	323.9	217.6	67.2%	15.6	4.8%	17.4	5.4%	73.4	22.6%
Union Gap	105	612	22	78.8	34.8	20.4	32.9	20.0	60.8%	2.0	6.1%	7.2	21.9%	3.7	11.1%
University Place	121	5472	126	29.6	63.7	2.0	279.7	173.3	62.0%	28.0	10.0%	20.9	7.5%	57.5	20.6%
Valley	101	570	338	21.0	98.1	0	10.5	6.3	60.3%	1.3	12.2%	1.4	13.3%	1.5	14.3%
Vancouver	112	22655	376	44.2	73.4	8.4	1139.7	582.5	51.1%	234.5	20.6%	49.1	4.3%	273.5	24.0%
Vashon Island	121	1590	-15	13.4	86.0	1.4	84.4	58.1	68.8%	5.5	6.5%	5.8	6.8%	15.1	17.8%
Wahkiakum	112	484	-11	48.2	92.8	0	26.1	17.5	67.0%	3.6	13.8%	1.0	3.8%	4.0	15.3%
Wahluke	105	1896	142	70.4	6.8	58.6	101.2	34.0	33.6%	11.0	10.9%	36.5	36.1%	19.7	19.4%
Waitsburg	123	347	-18	36.3	88.2	0	25.3	15.0	59.2%	2.0	7.9%	3.0	11.8%	5.3	21.0%
Walla Walla	123	6143	-131	53.4	63.4	11.7	335.9	213.6	63.6%	45.0	13.4%	12.0	3.6%	65.3	19.4%
Wapato	105	3435	-55	89.6	5.7	24.0	175.6	101.2	57.6%	17.0	9.7%	16.0	9.1%	41.4	23.6%
Warden	171	978	1	75.4	23.0	30.6	57.4	31.7	55.2%	4.0	7.0%	8.0	13.9%	13.7	23.9%
Washougal	112	3054	279	33.0	90.2	1.8	137.5	91.3	66.4%	12.0	8.7%	6.3	4.6%	27.9	20.3%
Washtucna	101	57	-7	67.8	87.7	0	12.3	7.4	60.7%	0	0	2.3	18.4%	2.6	21.0%
Waterville	171	303	-56	51.0	75.9	10.2	23.2	11.6	49.9%	2.8	12.1%	5.8	25.1%	3.0	12.9%
Wellpinit	101	556	-106	46.1	22.7	0	37.0	9.0	24.3%	17.0	45.9%	4.0	10.8%	7.0	18.9%
Wenatchee	171	7671	166	52.2	56.5	20.4	367.5	263.9	71.8%	28.7	7.8%	18.5	5.0%	56.4	15.4%
West Valley (Spokane)	101	3799	4	47.7	87.2	1.5	168.6	94.6	56.1%	33.4	19.8%	10.0	5.9%	30.6	18.2%

**Table 1: Retention and Mobility Trends By District**  
**Employment Status of All Classroom Teachers After Five Years (2003/04 to 2007/08)**

DISTRICTS	ESD	Student Enrollment 07	5 Year Enrollment Change	Student Poverty (FRPL) 07	Student % White 07	% Bilingual 07	Teacher FTE 03	Stayers (same school)		Movers (in district)		Movers (out of district)		Leavers (out of system)	
								FTE	Percent	FTE	Percent	FTE	Percent	FTE	Percent
West Valley (Yakima)	105	4923	243	36.3	75.5	1.3	219.0	137.5	62.8%	31.9	14.6%	16.1	7.4%	33.5	15.3%
White Pass	113	499	-128	50.6	89.0	0	35.6	17.1	47.9%	5.6	15.6%	0	0	13.0	36.5%
White River	121	4469	33	23.1	89.3	0.7	223.9	117.4	52.4%	33.1	14.8%	24.1	10.8%	49.3	22.0%
White Salmon Valley	112	1181	-47	48.6	64.7	15.2	66.0	46.5	70.5%	4.0	6.1%	2.0	3.0%	13.5	20.5%
Wilbur	101	252	33	37.1	78.2	0	18.1	10.5	57.9%	1.6	9.0%	3.0	16.5%	3.0	16.5%
Willapa Valley	113	361	-67	38.3	88.4	2.7	29.0	17.4	60.0%	5.5	19.0%	2.0	6.9%	4.1	14.1%
Wilson Creek	171	128	15	46.9	85.9	0	13.6	7.9	58.2%	3.9	28.8%	0.0	0.0%	1.8	12.9%
Winlock	113	847	86	46.2	81.8	7.5	42.6	32.6	76.5%	2.0	4.7%	4.0	9.4%	4.0	9.4%
Wishkah Valley	113	164	-53	39.8	91.5	0	16.5	5.0	30.4%	2.0	12.1%	5.8	35.4%	3.6	22.1%
Wishram	112	64	5	84.9	70.3	0	8.7	6.6	76.0%	0	0	0	0	2.1	24.0%
Woodland	112	2261	222	37.0	84.3	4.1	97.6	63.5	65.1%	10.6	10.9%	8.5	8.7%	15.0	15.4%
Yakima	105	14431	-97	78.2	29.8	26.4	777.7	437.1	56.2%	123.6	15.9%	43.6	5.6%	173.5	22.3%
Yelm	113	5452	715	35.6	79.5	1.1	244.9	120.4	49.2%	50.8	20.7%	28.3	11.5%	45.5	18.6%
Zillah	105	1302	-16	49.5	57.1	10.4	69.7	43.3	62.1%	8.0	11.5%	9.0	12.9%	9.4	13.5%

**Table 2: District Retention by Teacher Experience:  
Teachers Retained Same School After Five Years (2003/04 to 2007/08)**

District	Total # Teachers 2003	% Stayers Same School after 5 Yrs	Total Teachers 0-4 Yrs Experience			Total Teachers 5-14 Yrs Experience			Total Teachers 15-24 Yrs Experience			Total Teachers 25+ Yrs Experience		
			# Teachers	# Retained	% Retained	# Teachers	# Retained	% Retained	# Teachers	# Retained	% Retained	# Teachers	# Retained	% Retained
			Aberdeen	222	66.2%	46	23	50.0%	99	77	77.8%	46	28	60.9%
Adna	32	75.0%	6	6	100.0%	11	7	63.6%	6	3	50.0%	9	8	88.9%
Almira	15	0	4	0	0	5	0	0	5	0	0	1	0	0
Anacortes	157	65.0%	16	11	68.8%	59	43	72.9%	37	25	67.6%	45	23	51.1%
Arlington	284	52.8%	63	32	50.8%	118	62	52.5%	65	43	66.2%	38	13	34.2%
Asotin-Anatone	38	76.3%	3	3	100.0%	13	12	92.3%	9	6	66.7%	13	8	61.5%
Auburn	726	52.1%	171	78	45.6%	296	149	50.3%	157	105	66.9%	102	46	45.1%
Bainbridge Island	223	65.5%	37	18	48.6%	86	57	66.3%	64	49	76.6%	36	22	61.1%
Battle Ground	599	53.6%	143	72	50.3%	204	102	50.0%	150	99	66.0%	102	48	47.1%
Bellevue	949	50.3%	343	145	42.3%	342	190	55.6%	159	99	62.3%	105	43	41.0%
Bellingham	600	62.2%	144	72	50.0%	202	141	69.8%	151	110	72.8%	103	50	48.5%
Benge	2	50.0%	0	0	NA	1	1	100.0%	0	0	NA	1	0	0.0%
Bethel	849	63.8%	226	123	54.4%	299	217	72.6%	210	142	67.6%	114	60	52.6%
Bickleton	13	69.2%	2	2	100.0%	7	5	71.4%	3	2	66.7%	1	0	0.0%
Blaine	105	61.9%	29	15	51.7%	43	29	67.4%	26	17	65.4%	7	4	57.1%
Boistfort	7	57.1%	0	0	NA	3	3	100.0%	3	1	33.3%	1	0	0.0%
Bremerton	337	41.2%	51	14	27.5%	120	60	50.0%	106	52	49.1%	60	13	21.7%
Brewster	58	53.4%	10	3	30.0%	26	15	57.7%	16	10	62.5%	6	3	50.0%
Bridgeport	38	60.5%	4	2	50.0%	14	7	50.0%	16	12	75.0%	4	2	50.0%
Brinnon	7	28.6%	3	1	33.3%	3	1	33.3%	1	0	0.0%	0	0	NA
Burlington-Edison	184	59.2%	31	18	58.1%	73	44	60.3%	51	34	66.7%	29	13	44.8%
Camas	248	56.9%	78	42	53.8%	96	54	56.3%	48	34	70.8%	26	11	42.3%
Cape Flattery	51	43.1%	13	6	46.2%	16	6	37.5%	14	7	50.0%	8	3	37.5%
Carbonado	14	57.1%	1	1	100.0%	7	4	57.1%	6	3	50.0%	0	0	NA
Cascade	79	64.6%	13	8	61.5%	33	26	78.8%	19	11	57.9%	14	6	42.9%
Cashmere	86	69.8%	13	7	53.8%	40	30	75.0%	23	19	82.6%	10	4	40.0%
Castle Rock	68	48.5%	16	8	50.0%	23	11	47.8%	8	6	75.0%	21	8	38.1%
Centerville	5	100.0%	0	0	NA	2	2	100.0%	3	3	100.0%	0	0	NA
Central Kitsap	724	61.2%	121	67	55.4%	282	175	62.1%	192	129	67.2%	129	72	55.8%
Central Valley	650	66.0%	138	99	71.7%	209	150	71.8%	154	109	70.8%	149	71	47.7%
Centralia	182	69.8%	34	23	67.6%	56	44	78.6%	60	39	65.0%	32	21	65.6%
Chehalis	164	68.9%	19	13	68.4%	54	37	68.5%	54	43	79.6%	37	20	54.1%
Cheney	202	64.9%	27	16	59.3%	85	55	64.7%	56	40	71.4%	34	20	58.8%
Chewelah	67	74.6%	4	4	100.0%	24	18	75.0%	27	21	77.8%	12	7	58.3%
Chimacum	75	53.3%	8	2	25.0%	33	24	72.7%	26	11	42.3%	8	3	37.5%
Clarkston	140	68.6%	19	13	68.4%	40	29	72.5%	55	42	76.4%	26	12	46.2%
Cle Elum-Roslyn	52	63.5%	9	3	33.3%	20	16	80.0%	13	8	61.5%	10	6	60.0%
Clover Park	698	46.7%	202	78	38.6%	243	125	51.4%	172	91	52.9%	81	32	39.5%
Colfax	43	65.1%	6	4	66.7%	11	7	63.6%	14	12	85.7%	12	5	41.7%
College Place	52	55.8%	14	6	42.9%	17	12	70.6%	14	8	57.1%	7	3	42.9%
Colton	16	81.3%	3	2	66.7%	7	6	85.7%	3	3	100.0%	3	2	66.7%
Columbia (Stevens)	20	80.0%	5	3	60.0%	6	5	83.3%	6	5	83.3%	3	3	100.0%
Columbia (Walla Walla)	57	52.6%	14	6	42.9%	14	9	64.3%	12	9	75.0%	17	6	35.3%
Colville	118	58.5%	16	10	62.5%	41	24	58.5%	44	26	59.1%	17	9	52.9%
Concrete	46	80.4%	5	5	100.0%	17	15	88.2%	19	14	73.7%	5	3	60.0%
Conway	23	87.0%	4	4	100.0%	4	2	50.0%	11	10	90.9%	4	4	100.0%

**Table 2: District Retention by Teacher Experience:  
Teachers Retained Same School After Five Years (2003/04 to 2007/08)**

District	Total # Teachers 2003	% Stayers Same School after 5 Yrs	Total Teachers 0-4 Yrs Experience			Total Teachers 5-14 Yrs Experience			Total Teachers 15-24 Yrs Experience			Total Teachers 25+ Yrs Experience		
			# Teachers	# Retained	% Retained	# Teachers	# Retained	% Retained	# Teachers	# Retained	% Retained	# Teachers	# Retained	% Retained
			Cosmopolis	10	60.0%	0	0	NA	3	3	100.0%	4	3	75.0%
Coulee-Hartline	18	38.9%	3	1	33.3%	8	3	37.5%	7	3	42.9%	0	0	NA
Coupeville	59	54.2%	8	4	50.0%	22	11	50.0%	14	11	78.6%	15	6	40.0%
Crescent	19	57.9%	3	2	66.7%	6	2	33.3%	7	5	71.4%	3	2	66.7%
Creston	14	71.4%	5	4	80.0%	5	5	100.0%	0	0	NA	4	1	25.0%
Curlew	18	33.3%	2	1	50.0%	7	2	28.6%	5	2	40.0%	4	1	25.0%
Cusick	23	43.5%	3	1	33.3%	5	0	0.0%	8	5	62.5%	7	4	57.1%
Damman	2	50.0%	0	0	NA	0	0	NA	1	0	0.0%	1	1	100.0%
Darrington	36	72.2%	3	1	33.3%	14	13	92.9%	12	8	66.7%	7	4	57.1%
Davenport	31	71.0%	6	5	83.3%	12	9	75.0%	7	5	71.4%	6	3	50.0%
Dayton	38	68.4%	3	2	66.7%	12	9	75.0%	16	12	75.0%	7	3	42.9%
Deer Park	104	74.0%	19	11	57.9%	44	33	75.0%	24	20	83.3%	17	13	76.5%
Dieringer	59	74.6%	6	5	83.3%	24	17	70.8%	21	15	71.4%	8	7	87.5%
Dixie	3	66.7%	3	2	66.7%	0	0	NA	0	0	NA	0	0	NA
East Valley (Spokane)	240	66.3%	35	22	62.9%	87	64	73.6%	71	47	66.2%	47	26	55.3%
East Valley (Yakima)	128	75.0%	20	12	60.0%	57	46	80.7%	31	29	93.5%	20	9	45.0%
Eastmont	290	55.5%	53	20	37.7%	107	67	62.6%	85	61	71.8%	45	13	28.9%
Easton	13	53.8%	1	0	0.0%	6	4	66.7%	3	1	33.3%	3	2	66.7%
Eatonville	112	74.1%	22	15	68.2%	43	31	72.1%	33	29	87.9%	14	8	57.1%
Edmonds	1160	51.8%	294	128	43.5%	451	245	54.3%	264	169	64.0%	151	59	39.1%
Ellensburg	152	73.0%	28	22	78.6%	63	52	82.5%	33	23	69.7%	28	14	50.0%
Elma	103	66.0%	4	1	25.0%	37	27	73.0%	38	27	71.1%	24	13	54.2%
Endicott	12	75.0%	4	2	50.0%	2	2	100.0%	5	4	80.0%	1	1	100.0%
Entiat	27	48.1%	9	4	44.4%	11	7	63.6%	2	1	50.0%	5	1	20.0%
Enumclaw	258	53.5%	42	18	42.9%	96	55	57.3%	67	43	64.2%	53	22	41.5%
Ephrata	118	63.6%	23	10	43.5%	41	31	75.6%	33	26	78.8%	21	8	38.1%
Evaline	3	66.7%	0	0	NA	1	0	0	1	1	100.0%	1	1	100.0%
Everett	907	58.0%	182	103	56.6%	332	193	58.1%	238	153	64.3%	155	77	49.7%
Evergreen (Clark)	1365	55.7%	363	185	51.0%	479	287	59.9%	298	193	64.8%	225	95	42.2%
Evergreen (Stevens)	3	66.7%	1	0	0.0%	0	0	NA	1	1	100.0%	1	1	100.0%
Federal Way	1164	55.3%	301	146	48.5%	473	278	58.8%	246	161	65.4%	144	59	41.0%
Ferndale	320	66.6%	81	54	66.7%	133	87	65.4%	65	55	84.6%	41	17	41.5%
Fife	165	68.5%	34	17	50.0%	64	49	76.6%	33	27	81.8%	34	20	58.8%
Finley	56	73.2%	6	2	33.3%	20	15	75.0%	21	17	81.0%	9	7	77.8%
Franklin Pierce	411	52.6%	119	56	47.1%	156	92	59.0%	66	43	65.2%	70	25	35.7%
Freeman	52	57.7%	6	5	83.3%	21	10	47.6%	15	11	73.3%	10	4	40.0%
Garfield	13	61.5%	5	3	60.0%	1	1	100.0%	5	4	80.0%	2	0	0
Glenwood	11	54.5%	2	0	0	4	3	75.0%	1	1	100.0%	4	2	50.0%
Goldendale	65	61.5%	8	3	37.5%	14	10	71.4%	28	17	60.7%	15	10	66.7%
Grand Coulee Dam	47	61.7%	12	7	58.3%	7	5	71.4%	13	11	84.6%	15	6	40.0%
Grandview	168	61.3%	41	23	56.1%	67	44	65.7%	33	24	72.7%	27	12	44.4%
Granger	71	76.1%	16	13	81.3%	27	22	81.5%	15	14	93.3%	13	5	38.5%
Granite Falls	123	55.3%	39	21	53.8%	52	25	48.1%	22	17	77.3%	10	5	50.0%
Grapeview	14	57.1%	3	0	0	0	0	NA	7	5	71.4%	4	3	75.0%
Great Northern	3	66.7%	1	1	100.0%	1	0	0	0	0	NA	1	1	100.0%
Green Mountain	6	66.7%	3	2	66.7%	3	2	66.7%	0	0	NA	0	0	NA
Griffin	34	67.6%	3	2	66.7%	16	11	68.8%	8	7	87.5%	7	3	42.9%

**Table 2: District Retention by Teacher Experience:  
Teachers Retained Same School After Five Years (2003/04 to 2007/08)**

District	Total # Teachers 2003	% Stayers Same School after 5 Yrs	Total Teachers 0-4 Yrs Experience			Total Teachers 5-14 Yrs Experience			Total Teachers 15-24 Yrs Experience			Total Teachers 25+ Yrs Experience		
			# Teachers	# Retained	% Retained	# Teachers	# Retained	% Retained	# Teachers	# Retained	% Retained	# Teachers	# Retained	% Retained
			Harrington	14	71.4%	1	1	100.0%	6	5	83.3%	6	3	50.0%
Highland	70	57.1%	14	8	57.1%	32	23	71.9%	11	5	45.5%	13	4	30.8%
Highline	988	37.2%	321	111	34.6%	339	139	41.0%	186	75	40.3%	142	43	30.3%
Hockinson	83	56.6%	16	10	62.5%	23	10	43.5%	22	13	59.1%	22	14	63.6%
Hood Canal	22	81.8%	3	0	0	5	5	100.0%	11	11	100.0%	3	2	66.7%
Hoquiam	110	60.9%	20	10	50.0%	42	26	61.9%	24	19	79.2%	24	12	50.0%
Inchelium	22	59.1%	5	3	60.0%	7	3	42.9%	3	3	100.0%	7	4	57.1%
Index	5	60.0%	1	0	0	3	2	66.7%	1	1	100.0%	0	0	NA
Issaquah	785	51.2%	238	101	42.4%	290	156	53.8%	159	95	59.7%	98	50	51.0%
Kahlotus	13	76.9%	2	0	0	7	6	85.7%	3	3	100.0%	1	1	100.0%
Kalama	53	62.3%	14	11	78.6%	15	12	80.0%	12	8	66.7%	12	2	16.7%
Keller	4	0	1	0	0	1	0	0	1	0	0	1	0	0
Kelso	279	57.0%	58	28	48.3%	89	53	59.6%	59	43	72.9%	73	35	47.9%
Kennewick	779	65.3%	134	79	59.0%	264	196	74.2%	226	156	69.0%	155	78	50.3%
Kent	1442	51.0%	411	166	40.4%	522	285	54.6%	325	201	61.8%	184	84	45.7%
Kettle Falls	48	72.9%	7	5	71.4%	14	13	92.9%	17	10	58.8%	10	7	70.0%
Kiona-Benton City	87	62.1%	12	7	58.3%	37	24	64.9%	18	14	77.8%	20	9	45.0%
Kittitas	34	58.8%	8	5	62.5%	9	5	55.6%	12	9	75.0%	5	1	20.0%
Klickitat	13	69.2%	2	2	100.0%	1	1	100.0%	6	4	66.7%	4	2	50.0%
La Center	61	82.0%	10	6	60.0%	26	22	84.6%	19	18	94.7%	6	4	66.7%
LaConner	52	69.2%	11	9	81.8%	21	17	81.0%	13	9	69.2%	7	1	14.3%
LaCrosse	18	61.1%	4	3	75.0%	6	4	66.7%	4	3	75.0%	4	1	25.0%
Lake Chelan	71	70.4%	9	7	77.8%	22	14	63.6%	31	22	71.0%	9	7	77.8%
Lake Quinault	22	36.4%	10	4	40.0%	9	3	33.3%	1	0	0	2	1	50.0%
Lake Stevens	364	52.2%	116	54	46.6%	143	73	51.0%	63	40	63.5%	42	23	54.8%
Lake Washington	1293	56.8%	316	160	50.6%	412	243	59.0%	316	219	69.3%	249	112	45.0%
Lakewood	130	62.3%	30	20	66.7%	57	34	59.6%	24	19	79.2%	19	8	42.1%
Lamont	5	40.0%	1	0	0	1	0	0	3	2	66.7%	0	0	NA
Liberty	33	63.6%	5	4	80.0%	11	8	72.7%	8	4	50.0%	9	5	55.6%
Lind	19	73.7%	3	2	66.7%	7	5	71.4%	3	3	100.0%	6	4	66.7%
Longview	389	60.2%	56	35	62.5%	131	88	67.2%	113	73	64.6%	89	38	42.7%
Loon Lake	9	77.8%	0	0	NA	4	4	100.0%	2	2	100.0%	3	1	33.3%
Lopez	22	63.6%	3	2	66.7%	3	2	66.7%	11	8	72.7%	5	2	40.0%
Lyle	23	60.9%	5	2	40.0%	3	2	66.7%	6	4	66.7%	9	6	66.7%
Lynden	142	64.8%	20	12	60.0%	60	36	60.0%	39	29	74.4%	23	15	65.2%
Mabton	51	58.8%	10	7	70.0%	16	9	56.3%	17	9	52.9%	8	5	62.5%
Mansfield	13	76.9%	4	3	75.0%	3	3	100.0%	0	0	NA	6	4	66.7%
Manson	36	72.2%	6	3	50.0%	16	11	68.8%	7	7	100.0%	7	5	71.4%
Mary M Knight	18	55.6%	0	0	NA	7	5	71.4%	9	5	55.6%	2	0	0.0%
Mary Walker	33	69.7%	5	3	60.0%	16	11	68.8%	11	8	72.7%	1	1	100.0%
Marysville	580	59.1%	140	61	43.6%	200	129	64.5%	168	123	73.2%	72	30	41.7%
McCleary	18	50.0%	3	2	66.7%	7	4	57.1%	4	2	50.0%	4	1	25.0%
Mead	459	68.8%	92	56	60.9%	137	94	68.6%	128	104	81.3%	102	62	60.8%
Medical Lake	129	38.0%	29	10	34.5%	46	21	45.7%	24	13	54.2%	30	5	16.7%
Mercer Island	228	54.8%	58	29	50.0%	95	56	58.9%	43	27	62.8%	32	13	40.6%
Meridian	88	70.5%	11	9	81.8%	36	26	72.2%	24	19	79.2%	17	8	47.1%
Methow Valley	36	58.3%	3	2	66.7%	10	5	50.0%	11	8	72.7%	12	6	50.0%

**Table 2: District Retention by Teacher Experience:  
Teachers Retained Same School After Five Years (2003/04 to 2007/08)**

District	Total # Teachers 2003	% Stayers Same School after 5 Yrs	Total Teachers 0-4 Yrs Experience			Total Teachers 5-14 Yrs Experience			Total Teachers 15-24 Yrs Experience			Total Teachers 25+ Yrs Experience		
			# Teachers	# Retained	% Retained	# Teachers	# Retained	% Retained	# Teachers	# Retained	% Retained	# Teachers	# Retained	% Retained
			Mill A	7	57.1%	0	0	NA	4	3	75.0%	1	0	0.0%
Monroe	301	41.2%	54	23	42.6%	105	46	43.8%	75	35	46.7%	67	20	29.9%
Montesano	64	59.4%	10	4	40.0%	17	9	52.9%	23	18	78.3%	14	7	50.0%
Morton	29	51.7%	5	1	20.0%	16	9	56.3%	5	4	80.0%	3	1	33.3%
Moses Lake	360	72.5%	80	49	61.3%	136	112	82.4%	79	62	78.5%	65	38	58.5%
Mossyrock	39	66.7%	8	4	50.0%	12	9	75.0%	14	9	64.3%	5	4	80.0%
Mount Adams	69	46.4%	22	7	31.8%	20	12	60.0%	17	11	64.7%	10	2	20.0%
Mount Baker	140	69.3%	31	23	74.2%	60	37	61.7%	37	30	81.1%	12	7	58.3%
Mount Pleasant	4	25.0%	2	0	0.0%	1	0	0.0%	1	1	100.0%	0	0	NA
Mount Vernon	307	65.8%	53	33	62.3%	120	86	71.7%	85	61	71.8%	49	22	44.9%
Mukilteo	764	57.7%	184	99	53.8%	314	182	58.0%	185	120	64.9%	81	40	49.4%
Naches Valley	87	63.2%	17	7	41.2%	42	32	76.2%	16	9	56.3%	12	7	58.3%
Napavine	40	92.5%	4	4	100.0%	10	9	90.0%	16	14	87.5%	10	10	100.0%
Naselle-Grays Rvr Vly	33	45.5%	5	0	0	8	3	37.5%	17	11	64.7%	3	1	33.3%
Nespelem	15	40.0%	1	0	0	6	2	33.3%	4	3	75.0%	4	1	25.0%
Newport	72	47.2%	10	3	30.0%	26	13	50.0%	25	13	52.0%	11	5	45.5%
Nine Mile Falls	88	71.6%	15	10	66.7%	37	28	75.7%	24	17	70.8%	12	8	66.7%
Nooksack	111	63.1%	24	9	37.5%	44	31	70.5%	30	26	86.7%	13	4	30.8%
North Beach	44	59.1%	13	5	38.5%	16	11	68.8%	10	9	90.0%	5	1	20.0%
North Franklin	111	41.4%	25	6	24.0%	39	17	43.6%	24	14	58.3%	23	9	39.1%
North Kitsap	383	56.7%	78	33	42.3%	158	91	57.6%	101	66	65.3%	46	27	58.7%
North Mason	131	63.4%	26	16	61.5%	53	35	66.0%	38	26	68.4%	14	6	42.9%
North River	10	80.0%	1	1	100.0%	5	4	80.0%	3	2	66.7%	1	1	100.0%
North Thurston	768	62.5%	150	92	61.3%	241	151	62.7%	221	161	72.9%	156	76	48.7%
Northport	18	38.9%	2	1	50.0%	8	2	25.0%	8	4	50.0%	0	0	NA
Northshore	1081	66.3%	192	101	52.6%	384	279	72.7%	279	215	77.1%	226	122	54.0%
Oak Harbor	313	50.5%	75	35	46.7%	100	50	50.0%	80	50	62.5%	58	23	39.7%
Oakesdale	14	78.6%	2	1	50.0%	6	5	83.3%	4	4	100.0%	2	1	50.0%
Oakville	24	33.3%	4	1	25.0%	6	4	66.7%	13	3	23.1%	1	0	0
Ocean Beach	64	28.1%	11	2	18.2%	23	9	39.1%	14	4	28.6%	16	3	18.8%
Ocosta	42	61.9%	7	3	42.9%	16	10	62.5%	15	11	73.3%	4	2	50.0%
Odessa	23	60.9%	4	1	25.0%	6	6	100.0%	7	5	71.4%	6	2	33.3%
Okanogan	56	71.4%	13	8	61.5%	21	16	76.2%	10	8	80.0%	12	8	66.7%
Olympia	500	60.2%	67	31	46.3%	194	125	64.4%	135	93	68.9%	104	52	50.0%
Omak	109	45.9%	17	4	23.5%	21	15	71.4%	39	19	48.7%	32	12	37.5%
Onalaska	48	56.3%	11	5	45.5%	12	8	66.7%	13	7	53.8%	12	7	58.3%
Onion Creek	6	83.3%	0	0	NA	3	3	100.0%	1	1	100.0%	2	1	50.0%
Orcas Island	50	60.0%	13	7	53.8%	20	9	45.0%	8	6	75.0%	9	8	88.9%
Orchard Prairie	5	100.0%	0	0	NA	2	2	100.0%	2	2	100.0%	1	1	100.0%
Orient	5	60.0%	0	0	NA	2	1	50.0%	2	2	100.0%	1	0	0
Orondo	16	68.8%	1	1	100.0%	8	5	62.5%	7	5	71.4%	0	0	NA
Oroville	46	65.2%	6	2	33.3%	14	10	71.4%	22	15	68.2%	4	3	75.0%
Orting	109	56.0%	18	7	38.9%	48	28	58.3%	23	16	69.6%	20	10	50.0%
Othello	174	51.7%	62	29	46.8%	55	33	60.0%	35	21	60.0%	22	7	31.8%
Palisades	5	40.0%	1	1	100.0%	2	1	50.0%	1	0	0	1	0	0
Palouse	17	52.9%	1	0	0.0%	5	1	20.0%	7	5	71.4%	4	3	75.0%
Pasco	559	56.5%	163	81	49.7%	219	130	59.4%	112	76	67.9%	65	29	44.6%



**Table 2: District Retention by Teacher Experience:  
Teachers Retained Same School After Five Years (2003/04 to 2007/08)**

District	Total # Teachers 2003	% Stayers Same School after 5 Yrs	Total Teachers 0-4 Yrs Experience			Total Teachers 5-14 Yrs Experience			Total Teachers 15-24 Yrs Experience			Total Teachers 25+ Yrs Experience		
			# Teachers	# Retained	% Retained	# Teachers	# Retained	% Retained	# Teachers	# Retained	% Retained	# Teachers	# Retained	% Retained
			Pateros	21	66.7%	3	2	66.7%	6	5	83.3%	10	7	70.0%
Pateroson	8	75.0%	5	3	60.0%	0	0	NA	3	3	100.0%	0	0	NA
Pe Ell	23	69.6%	5	3	60.0%	11	9	81.8%	2	1	50.0%	5	3	60.0%
Peninsula	505	64.4%	69	38	55.1%	172	120	69.8%	156	115	73.7%	108	52	48.1%
Pioneer	46	60.9%	8	5	62.5%	15	10	66.7%	13	8	61.5%	10	5	50.0%
Pomeroy	27	59.3%	1	0	0	6	5	83.3%	9	7	77.8%	11	4	36.4%
Port Angeles	263	43.0%	34	12	35.3%	105	44	41.9%	74	44	59.5%	50	13	26.0%
Port Townsend	93	60.2%	13	11	84.6%	33	20	60.6%	27	17	63.0%	20	8	40.0%
Prescott	21	47.6%	3	0	0	3	3	100.0%	6	3	50.0%	9	4	44.4%
Prosser	145	73.8%	24	15	62.5%	61	50	82.0%	41	31	75.6%	19	11	57.9%
Pullman	122	54.9%	20	9	45.0%	49	32	65.3%	31	16	51.6%	22	10	45.5%
Puyallup	1089	53.4%	251	112	44.6%	419	247	58.9%	253	150	59.3%	166	72	43.4%
Queets-Clearwater	7	28.6%	3	1	33.3%	3	0	0.0%	1	1	100.0%	0	0	NA
Quilcene	19	68.4%	3	1	33.3%	5	5	100.0%	5	4	80.0%	6	3	50.0%
Quillayute Valley	74	51.4%	9	4	44.4%	29	18	62.1%	21	12	57.1%	15	4	26.7%
Quincy	138	56.5%	43	22	51.2%	51	36	70.6%	24	15	62.5%	20	5	25.0%
Rainier	53	56.6%	4	4	100.0%	21	12	57.1%	14	9	64.3%	14	5	35.7%
Raymond	40	70.0%	8	6	75.0%	8	5	62.5%	12	10	83.3%	12	7	58.3%
Rearadan-Edwall	40	67.5%	8	5	62.5%	14	13	92.9%	10	7	70.0%	8	2	25.0%
Renton	695	51.7%	199	94	47.2%	241	140	58.1%	129	76	58.9%	126	49	38.9%
Republic	30	36.7%	8	2	25.0%	13	7	53.8%	5	2	40.0%	4	0	0
Richland	506	54.0%	93	47	50.5%	207	118	57.0%	123	76	61.8%	83	32	38.6%
Ridgefield	87	69.0%	14	7	50.0%	39	26	66.7%	17	15	88.2%	17	12	70.6%
Ritzville	27	63.0%	1	1	100.0%	9	8	88.9%	8	5	62.5%	9	3	33.3%
Riverside	101	51.5%	16	7	43.8%	32	16	50.0%	33	21	63.6%	20	8	40.0%
Riverview	157	54.8%	28	19	67.9%	68	33	48.5%	32	20	62.5%	29	14	48.3%
Rochester	122	65.6%	12	8	66.7%	38	26	68.4%	46	37	80.4%	26	9	34.6%
Roosevelt	2	0	0	0	NA	2	0	0	0	0	NA	0	0	NA
Rosalia	23	30.4%	5	3	60.0%	11	2	18.2%	4	1	25.0%	3	1	33.3%
Royal	81	63.0%	18	10	55.6%	35	26	74.3%	11	6	54.5%	17	9	52.9%
San Juan Island	60	46.7%	7	3	42.9%	23	12	52.2%	14	8	57.1%	16	5	31.3%
Satsop	5	40.0%	0	0	NA	2	1	50.0%	2	0	0.0%	1	1	100.0%
Seattle	2695	53.5%	751	311	41.4%	968	569	58.8%	579	376	64.9%	397	185	46.6%
Sedro-Woolley	267	58.1%	55	27	49.1%	112	76	67.9%	65	42	64.6%	35	10	28.6%
Selah	188	59.0%	21	8	38.1%	78	51	65.4%	40	32	80.0%	49	20	40.8%
Selkirk	29	44.8%	3	3	100.0%	8	1	12.5%	12	8	66.7%	6	1	16.7%
Sequim	144	53.5%	19	8	42.1%	38	25	65.8%	55	29	52.7%	32	15	46.9%
Shaw Island	3	33.3%	0	0	NA	0	0	NA	2	1	50.0%	1	0	0
Shelton	223	54.7%	51	23	45.1%	77	42	54.5%	62	43	69.4%	33	14	42.4%
Shoreline	582	49.0%	150	69	46.0%	234	116	49.6%	115	68	59.1%	83	32	38.6%
Skamania	6	83.3%	0	0	NA	3	2	66.7%	2	2	100.0%	1	1	100.0%
Skykomish	12	16.7%	3	0	0.0%	2	1	50.0%	4	1	25.0%	3	0	0.0%
Snohomish	448	58.9%	94	51	54.3%	159	89	56.0%	110	84	76.4%	85	40	47.1%
Snoqualmie Valley	243	60.5%	55	30	54.5%	92	60	65.2%	57	35	61.4%	39	22	56.4%
Soap Lake	33	63.6%	4	4	100.0%	22	15	68.2%	4	0	0	3	2	66.7%
South Bend	38	73.7%	6	6	100.0%	14	10	71.4%	9	6	66.7%	9	6	66.7%
South Kitsap	617	62.7%	150	93	62.0%	202	134	66.3%	164	113	68.9%	101	47	46.5%

**Table 2: District Retention by Teacher Experience:  
Teachers Retained Same School After Five Years (2003/04 to 2007/08)**

District	Total # Teachers 2003	% Stayers Same School after 5 Yrs	Total Teachers 0-4 Yrs Experience			Total Teachers 5-14 Yrs Experience			Total Teachers 15-24 Yrs Experience			Total Teachers 25+ Yrs Experience		
			# Teachers	# Retained	% Retained	# Teachers	# Retained	% Retained	# Teachers	# Retained	% Retained	# Teachers	# Retained	% Retained
			South Whidbey	123	60.2%	7	4	57.1%	52	34	65.4%	41	24	58.5%
Southside	16	62.5%	5	3	60.0%	6	5	83.3%	3	2	66.7%	2	0	0
Spokane	1872	60.8%	334	178	53.3%	705	468	66.4%	532	356	66.9%	301	137	45.5%
Sprague	13	69.2%	2	2	100.0%	7	5	71.4%	4	2	50.0%	0	0	NA
St. John	19	78.9%	6	5	83.3%	4	3	75.0%	3	3	100.0%	6	4	66.7%
Stanwood-Camano	291	62.2%	66	41	62.1%	128	86	67.2%	69	41	59.4%	28	13	46.4%
Star	1	100.0%	0	0	NA	1	1	100.0%	0	0	NA	0	0	NA
Starbuck	2	50.0%	0	0	NA	1	1	100.0%	1	0	0.0%	0	0	NA
Stehekin	1	100.0%	0	0	NA	0	0	NA	0	0	NA	1	1	100.0%
Steilacoom Hist.	111	45.0%	23	7	30.4%	41	21	51.2%	30	15	50.0%	17	7	41.2%
Steptoe	4	50.0%	0	0	NA	1	1	100.0%	0	0	NA	3	1	33.3%
Stevenson-Carson	61	68.9%	11	5	45.5%	18	12	66.7%	24	21	87.5%	8	4	50.0%
Sultan	119	60.5%	27	16	59.3%	52	29	55.8%	25	19	76.0%	15	8	53.3%
Summit Valley	6	0	2	0	0	1	0	0	3	0	0	0	0	NA
Sumner	397	44.8%	104	42	40.4%	163	76	46.6%	72	37	51.4%	58	23	39.7%
Sunnyside	296	49.0%	86	39	45.3%	99	46	46.5%	70	39	55.7%	41	21	51.2%
Tacoma	1821	56.4%	389	180	46.3%	676	413	61.1%	435	292	67.1%	321	142	44.2%
Taholah	21	33.3%	3	0	0	9	2	22.2%	6	4	66.7%	3	1	33.3%
Tahoma	329	61.7%	67	35	52.2%	149	97	65.1%	73	49	67.1%	40	22	55.0%
Tekoa	18	94.4%	0	0	NA	8	8	100.0%	4	4	100.0%	6	5	83.3%
Tenino	81	58.0%	15	6	40.0%	29	20	69.0%	18	13	72.2%	19	8	42.1%
Thorp	17	70.6%	1	1	100.0%	5	4	80.0%	7	6	85.7%	4	1	25.0%
Toledo	53	69.8%	8	5	62.5%	28	20	71.4%	7	5	71.4%	10	7	70.0%
Tonasket	68	63.2%	13	6	46.2%	23	17	73.9%	16	12	75.0%	16	8	50.0%
Toppenish	192	45.3%	64	22	34.4%	67	38	56.7%	38	22	57.9%	23	5	21.7%
Touchet	24	83.3%	3	1	33.3%	10	9	90.0%	5	4	80.0%	6	6	100.0%
Toutle Lake	35	77.1%	2	2	100.0%	13	8	61.5%	10	9	90.0%	10	8	80.0%
Trout Lake	15	73.3%	1	0	0	8	6	75.0%	3	3	100.0%	3	2	66.7%
Tukwila	150	53.3%	59	28	47.5%	59	31	52.5%	20	14	70.0%	12	7	58.3%
Tumwater	348	66.1%	41	17	41.5%	136	100	73.5%	108	84	77.8%	63	29	46.0%
Union Gap	35	60.0%	8	3	37.5%	15	9	60.0%	4	4	100.0%	8	5	62.5%
University Place	299	62.2%	44	20	45.5%	111	77	69.4%	87	65	74.7%	57	24	42.1%
Valley	13	53.8%	3	0	0	5	4	80.0%	4	2	50.0%	1	1	100.0%
Vancouver	1183	50.7%	313	143	45.7%	426	240	56.3%	227	132	58.1%	217	85	39.2%
Vashon Island	93	67.7%	19	12	63.2%	33	25	75.8%	22	15	68.2%	19	11	57.9%
Wahkiakum	29	65.5%	8	5	62.5%	11	8	72.7%	5	3	60.0%	5	3	60.0%
Wahluke	103	33.0%	42	5	11.9%	39	19	48.7%	15	7	46.7%	7	3	42.9%
Waitsburg	26	57.7%	5	2	40.0%	6	4	66.7%	8	6	75.0%	7	3	42.9%
Walla Walla	351	62.7%	70	33	47.1%	157	112	71.3%	71	49	69.0%	53	26	49.1%
Wapato	177	57.6%	55	34	61.8%	43	30	69.8%	39	24	61.5%	40	14	35.0%
Warden	58	55.2%	15	7	46.7%	23	13	56.5%	7	5	71.4%	13	7	53.8%
Washougal	144	64.6%	36	21	58.3%	53	35	66.0%	34	25	73.5%	21	12	57.1%
Washtucna	15	60.0%	2	1	50.0%	7	4	57.1%	6	4	66.7%	0	0	NA
Waterville	24	50.0%	6	2	33.3%	8	4	50.0%	8	6	75.0%	2	0	0.0%
Wellpinit	37	24.3%	7	1	14.3%	19	4	21.1%	9	3	33.3%	2	1	50.0%
Wenatchee	390	71.5%	76	50	65.8%	158	121	76.6%	101	75	74.3%	55	33	60.0%
West Valley (Spokane)	184	54.3%	23	14	60.9%	77	43	55.8%	51	26	51.0%	33	17	51.5%

**Table 2: District Retention by Teacher Experience:  
Teachers Retained Same School After Five Years (2003/04 to 2007/08)**

District	Total # Teachers 2003	% Stayers Same School after 5 Yrs	Total Teachers 0-4 Yrs Experience			Total Teachers 5-14 Yrs Experience			Total Teachers 15-24 Yrs Experience			Total Teachers 25+ Yrs Experience		
			# Teachers	# Retained	% Retained	# Teachers	# Retained	% Retained	# Teachers	# Retained	% Retained	# Teachers	# Retained	% Retained
West Valley (Yakima)	231	62.8%	44	25	56.8%	85	61	71.8%	60	38	63.3%	42	21	50.0%
White Pass	39	46.2%	4	2	50.0%	10	7	70.0%	12	8	66.7%	13	1	7.7%
White River	235	52.3%	48	27	56.3%	91	47	51.6%	63	38	60.3%	33	11	33.3%
White Salmon Valley	69	71.0%	11	6	54.5%	28	24	85.7%	20	15	75.0%	10	4	40.0%
Wilbur	19	57.9%	1	0	0	8	4	50.0%	7	6	85.7%	3	1	33.3%
Willapa Valley	31	58.1%	4	1	25.0%	6	3	50.0%	12	9	75.0%	9	5	55.6%
Wilson Creek	14	57.1%	2	0	0	3	2	66.7%	7	4	57.1%	2	2	100.0%
Winlock	44	77.3%	6	3	50.0%	19	16	84.2%	13	12	92.3%	6	3	50.0%
Wishkah Valley	17	29.4%	2	0	0	5	1	20.0%	6	2	33.3%	4	2	50.0%
Wishram	10	70.0%	2	0	0	5	4	80.0%	2	2	100.0%	1	1	100.0%
Woodland	101	65.3%	14	4	28.6%	40	28	70.0%	28	24	85.7%	19	10	52.6%
Yakima	794	55.7%	184	93	50.5%	254	155	61.0%	187	120	64.2%	169	74	43.8%
Yelm	254	48.0%	64	27	42.2%	84	40	47.6%	60	38	63.3%	46	17	37.0%
Zillah	71	62.0%	21	11	52.4%	33	24	72.7%	10	6	60.0%	7	3	42.9%

Note: For experience analyses, the mobility statistics are based on headcount and will vary slightly from other analyses based on FTE. For example, the percentage of stayers in this table will vary slightly from the percentages listed in the prior table "Retention and Mobility Trends by District."

**Table 3: District Retention of Beginning Teachers (Less than 1 yr exp)  
Beginning Teachers After Five Years (2003/04 to 2007/08)**

	Total # ALL Teachers 2003	Beginning Teachers: Less than 1 Year Experience			
		# Beginning Teachers	% Tchrs in Workforce	# Retained Same School	% Retained Same School
<b>Statewide</b>					
	55,560	2,344	4.2%	991	42.3%
<b>By District</b>					
Aberdeen	222	14	6.3%	8	57.1%
Adna	32	4	12.5%	4	100.0%
Almira	15	3	20.0%	0	0
Anacortes	157	4	2.5%	1	25.0%
Arlington	284	16	5.6%	7	43.8%
Asotin-Anatone	38	0	0	NA	NA
Auburn	726	48	6.6%	19	39.6%
Bainbridge Island	223	12	5.4%	5	41.7%
Battle Ground	599	47	7.8%	23	48.9%
Bellevue	949	92	9.7%	38	41.3%
Bellingham	600	42	7.0%	19	45.2%
Benge	2	0	0	NA	NA
Bethel	849	56	6.6%	31	55.4%
Bickleton	13	1	7.7%	1	100.0%
Blaine	105	5	4.8%	2	40.0%
Boistfort	7	0	0	NA	NA
Bremerton	337	8	2.4%	1	12.5%
Brewster	58	1	1.7%	1	100.0%
Bridgeport	38	2	5.3%	1	50.0%
Brinnon	7	2	28.6%	1	50.0%
Burlington-Edison	184	6	3.3%	1	16.7%
Camas	248	27	10.9%	10	37.0%
Cape Flattery	51	7	13.7%	4	57.1%
Carbonado	14	1	7.1%	1	100.0%
Cascade	79	5	6.3%	4	80.0%
Cashmere	86	4	4.7%	2	50.0%
Castle Rock	68	5	7.4%	2	40.0%
Centerville	5	0	0	NA	NA
Central Kitsap	724	27	3.7%	12	44.4%
Central Valley	650	34	5.2%	19	55.9%
Centralia	182	12	6.6%	8	66.7%
Chehalis	164	2	1.2%	0	0
Cheney	202	5	2.5%	1	20.0%
Chewelah	67	1	1.5%	1	100.0%
Chimacum	75	3	4.0%	0	0
Clarkston	140	2	1.4%	1	50.0%
Cle Elum-Roslyn	52	2	3.8%	2	100.0%
Clover Park	698	47	6.7%	15	31.9%
Colfax	43	1	2.3%	1	100.0%
College Place	52	7	13.5%	3	42.9%
Colton	16	2	12.5%	1	50.0%
Columbia (Stevens)	20	3	15.0%	1	33.3%

**Table 3: District Retention of Beginning Teachers (Less than 1 yr exp)  
Beginning Teachers After Five Years (2003/04 to 2007/08)**

	Total # ALL Teachers 2003	Beginning Teachers: Less than 1 Year Experience			
		# Beginning Teachers	% Tchrs in Workforce	# Retained Same School	% Retained Same School
Columbia (Walla Walla)	57	3	5.3%	1	33.3%
Colville	118	4	3.4%	3	75.0%
Concrete	46	0	0	NA	NA
Conway	23	2	8.7%	2	100.0%
Cosmopolis	10	0	0	NA	NA
Coulee-Hartline	18	0	0	NA	NA
Coupeville	59	2	3.4%	0	0
Crescent	19	0	0	NA	NA
Creston	14	2	14.3%	2	100.0%
Curlew	18	1	5.6%	1	100.0%
Cusick	23	0	0	NA	NA
Damman	2	0	0	NA	NA
Darrington	36	1	2.8%	0	0
Davenport	31	2	6.5%	1	50.0%
Dayton	38	0	0	NA	NA
Deer Park	104	3	2.9%	1	33.3%
Dieringer	59	3	5.1%	2	66.7%
Dixie	3	0	0	NA	NA
East Valley (Spokane)	240	10	4.2%	7	70.0%
East Valley (Yakima)	128	6	4.7%	4	66.7%
Eastmont	290	10	3.4%	5	50.0%
Easton	13	0	0	NA	NA
Eatonville	112	5	4.5%	3	60.0%
Edmonds	1160	72	6.2%	23	31.9%
Ellensburg	152	5	3.3%	3	60.0%
Elma	103	1	1.0%	1	100.0%
Endicott	12	3	25.0%	1	33.3%
Entiat	27	3	11.1%	1	33.3%
Enumclaw	258	16	6.2%	5	31.3%
Ephrata	118	6	5.1%	1	16.7%
Evaline	3	0	0	0	NA
Everett	907	49	5.4%	22	44.9%
Evergreen (Clark)	1365	94	6.9%	44	46.8%
Evergreen (Stevens)	3	1	33.3%	0	0
Federal Way	1164	100	8.6%	53	53.0%
Ferndale	320	19	5.9%	14	73.7%
Fife	165	8	4.8%	7	87.5%
Finley	56	1	1.8%	0	0
Franklin Pierce	411	44	10.7%	26	59.1%
Freeman	52	1	1.9%	1	100.0%
Garfield	13	2	15.4%	1	50.0%
Glenwood	11	2	18.2%	0	0
Goldendale	65	3	4.6%	1	33.3%
Grand Coulee Dam	47	5	10.6%	2	40.0%
Grandview	168	15	8.9%	10	66.7%
Granger	71	5	7.0%	3	60.0%

**Table 3: District Retention of Beginning Teachers (Less than 1 yr exp)  
Beginning Teachers After Five Years (2003/04 to 2007/08)**

	Total # ALL Teachers 2003	Beginning Teachers: Less than 1 Year Experience			
		# Beginning Teachers	% Tchrs in Workforce	# Retained Same School	% Retained Same School
Granite Falls	123	9	7.3%	4	44.4%
Grapeview	14	2	14.3%	0	0
Great Northern	3	0	0	NA	NA
Green Mountain	6	0	0	NA	NA
Griffin	34	1	2.9%	0	0
Harrington	14	0	0	NA	NA
Highland	70	4	5.7%	0	0
Highline	988	111	11.2%	37	33.3%
Hockinson	83	9	10.8%	6	66.7%
Hood Canal	22	1	4.5%	0	0
Hoquiam	110	12	10.9%	7	58.3%
Inchelium	22	2	9.1%	1	50.0%
Index	5	0	0	NA	NA
Issaquah	785	86	11.0%	36	41.9%
Kahlotus	13	1	7.7%	0	0
Kalama	53	5	9.4%	4	80.0%
Keller	4	1	25.0%	0	0
Kelso	279	12	4.3%	6	50.0%
Kennewick	779	27	3.5%	14	51.9%
Kent	1442	134	9.3%	51	38.1%
Kettle Falls	48	4	8.3%	3	75.0%
Kiona-Benton City	87	3	3.4%	1	33.3%
Kittitas	34	0	0	NA	NA
Klickitat	13	1	7.7%	1	100.0%
La Center	61	0	0	NA	NA
LaConner	52	3	5.8%	2	66.7%
LaCrosse	18	0	0	NA	NA
Lake Chelan	71	2	2.8%	0	0
Lake Quinault	22	6	27.3%	2	33.3%
Lake Stevens	364	32	8.8%	17	53.1%
Lake Washington	1293	92	7.1%	54	58.7%
Lakewood	130	7	5.4%	4	57.1%
Lamont	5	1	20.0%	0	0
Liberty	33	1	3.0%	1	100.0%
Lind	19	1	5.3%	0	0
Longview	389	20	5.1%	14	70.0%
Loon Lake	9	0	0	NA	NA
Lopez	22	1	4.5%	1	100.0%
Lyle	23	3	13.0%	1	33.3%
Lynden	142	7	4.9%	5	71.4%
Mabton	51	2	3.9%	2	100.0%
Mansfield	13	1	7.7%	0	0
Manson	36	2	5.6%	0	0
Mary M Knight	18	0	0	NA	NA
Mary Walker	33	0	0	NA	NA
Marysville	580	47	8.1%	12	25.5%

**Table 3: District Retention of Beginning Teachers (Less than 1 yr exp)  
Beginning Teachers After Five Years (2003/04 to 2007/08)**

	Total # ALL Teachers 2003	Beginning Teachers: Less than 1 Year Experience			
		# Beginning Teachers	% Tchrs in Workforce	# Retained Same School	% Retained Same School
McCleary	18	1	5.6%	1	100.0%
Mead	459	21	4.6%	12	57.1%
Medical Lake	129	12	9.3%	4	33.3%
Mercer Island	228	14	6.1%	9	64.3%
Meridian	88	3	3.4%	2	66.7%
Methow Valley	36	1	2.8%	0	0
Mill A	7	0	0	NA	NA
Monroe	301	12	4.0%	5	41.7%
Montesano	64	1	1.6%	1	100.0%
Morton	29	3	10.3%	0	0
Moses Lake	360	21	5.8%	9	42.9%
Mossyrock	39	6	15.4%	3	50.0%
Mount Adams	69	3	4.3%	0	0
Mount Baker	140	10	7.1%	6	60.0%
Mount Pleasant	4	0	0	NA	NA
Mount Vernon	307	15	4.9%	6	40.0%
Mukilteo	764	52	6.8%	28	53.8%
Naches Valley	87	9	10.3%	1	11.1%
Napavine	40	0	0	NA	NA
Naselle-Grays Rvr Vly	33	1	3.0%	0	0.0%
Nespelem	15	0	0	NA	NA
Newport	72	1	1.4%	0	0
Nine Mile Falls	88	3	3.4%	2	66.7%
Nooksack	111	5	4.5%	1	20.0%
North Beach	44	6	13.6%	3	50.0%
North Franklin	111	6	5.4%	1	16.7%
North Kitsap	383	20	5.2%	7	35.0%
North Mason	131	7	5.3%	6	85.7%
North River	10	0	0	NA	NA
North Thurston	768	35	4.6%	12	34.3%
Northport	18	2	11.1%	1	50.0%
Northshore	1081	52	4.8%	20	38.5%
Oak Harbor	313	11	3.5%	3	27.3%
Oakesdale	14	1	7.1%	0	0
Oakville	24	0	0.0%	NA	NA
Ocean Beach	64	3	4.7%	2	66.7%
Ocosta	42	4	9.5%	2	50.0%
Odessa	23	1	4.3%	0	0
Okanogan	56	2	3.6%	1	50.0%
Olympia	500	12	2.4%	7	58.3%
Omak	109	9	8.3%	0	0
Onalaska	48	2	4.2%	2	100.0%
Onion Creek	6	0	0	NA	NA
Orcas Island	50	6	12.0%	3	50.0%
Orchard Prairie	5	0	0	NA	NA
Orient	5	0	0	NA	NA

**Table 3: District Retention of Beginning Teachers (Less than 1 yr exp)  
Beginning Teachers After Five Years (2003/04 to 2007/08)**

	Total # ALL Teachers 2003	Beginning Teachers: Less than 1 Year Experience			
		# Beginning Teachers	% Tchrs in Workforce	# Retained Same School	% Retained Same School
Orondo	16	0	0	NA	NA
Oroville	46	2	4.3%	1	50.0%
Orting	109	1	0.9%	0	0
Othello	174	27	15.5%	10	37.0%
Palisades	5	0	0	NA	NA
Palouse	17	1	5.9%	0	0
Pasco	559	61	10.9%	31	50.8%
Pateros	21	0	0	NA	NA
Paterson	8	2	25.0%	1	50.0%
Pe Ell	23	3	13.0%	2	66.7%
Peninsula	505	21	4.2%	12	57.1%
Pioneer	46	5	10.9%	2	40.0%
Pomeroy	27	1	3.7%	0	0
Port Angeles	263	11	4.2%	4	36.4%
Port Townsend	93	4	4.3%	3	75.0%
Prescott	21	1	4.8%	0	0
Prosser	145	6	4.1%	2	33.3%
Pullman	122	8	6.6%	2	25.0%
Puyallup	1089	92	8.4%	30	32.6%
Queets-Clearwater	7	1	14.3%	0	0
Quilcene	19	0	0	NA	NA
Quillayute Valley	74	2	2.7%	0	0
Quincy	138	14	10.1%	6	42.9%
Rainier	53	0	0	NA	NA
Raymond	40	1	2.5%	0	0
Rear dan-Edwall	40	2	5.0%	1	50.0%
Renton	695	60	8.6%	31	51.7%
Republic	30	3	10.0%	1	33.3%
Richland	506	26	5.1%	9	34.6%
Ridgefield	87	4	4.6%	1	25.0%
Ritzville	27	0	0	NA	NA
Riverside	101	7	6.9%	3	42.9%
Riverview	157	11	7.0%	7	63.6%
Rochester	122	2	1.6%	0	0
Roosevelt	2	0	0	NA	NA
Rosalia	23	0	0	NA	NA
Royal	81	9	11.1%	4	44.4%
San Juan Island	60	5	8.3%	3	60.0%
Satsop	5	0	0	NA	NA
Seattle	2695	142	5.3%	47	33.1%
Sedro-Woolley	267	13	4.9%	7	53.8%
Selah	188	2	1.1%	0	0
Selkirk	29	1	3.4%	1	100.0%
Sequim	144	6	4.2%	2	33.3%
Shaw Island	3	0	0	NA	NA
Shelton	223	8	3.6%	4	50.0%



**Table 3: District Retention of Beginning Teachers (Less than 1 yr exp)  
Beginning Teachers After Five Years (2003/04 to 2007/08)**

	Total # ALL Teachers 2003	Beginning Teachers: Less than 1 Year Experience			
		# Beginning Teachers	% Tchrs in Workforce	# Retained Same School	% Retained Same School
Shoreline	582	53	9.1%	23	43.4%
Skamania	6	0	0.0%	NA	NA
Skykomish	12	2	16.7%	0	0
Snohomish	448	31	6.9%	19	61.3%
Snoqualmie Valley	243	23	9.5%	12	52.2%
Soap Lake	33	1	3.0%	1	100.0%
South Bend	38	2	5.3%	2	100.0%
South Kitsap	617	47	7.6%	25	53.2%
South Whidbey	123	0	0	NA	NA
Southside	16	2	12.5%	2	100.0%
Spokane	1872	85	4.5%	35	41.2%
Sprague	13	2	15.4%	2	100.0%
St. John	19	4	21.1%	3	75.0%
Stanwood-Camano	291	17	5.8%	11	64.7%
Star	1	0	0	NA	NA
Starbuck	2	0	0	NA	NA
Stehekin	1	0	0	NA	NA
Steilacoom Hist.	111	7	6.3%	1	14.3%
Steptoe	4	0	0	NA	NA
Stevenson-Carson	61	5	8.2%	2	40.0%
Sultan	119	5	4.2%	3	60.0%
Summit Valley	6	0	0	NA	NA
Sumner	397	39	9.8%	16	41.0%
Sunnyside	296	33	11.1%	15	45.5%
Tacoma	1821	113	6.2%	48	42.5%
Taholah	21	1	4.8%	0	0
Tahoma	329	21	6.4%	9	42.9%
Tekoa	18	0	0	NA	NA
Tenino	81	5	6.2%	2	40.0%
Thorp	17	0	0	NA	NA
Toledo	53	6	11.3%	3	50.0%
Tonasket	68	4	5.9%	0	0
Toppenish	192	19	9.9%	8	42.1%
Touchet	24	2	8.3%	0	0
Toutle Lake	35	0	0	NA	NA
Trout Lake	15	1	6.7%	0	0
Tukwila	150	26	17.3%	15	57.7%
Tumwater	348	12	3.4%	5	41.7%
Union Gap	35	2	5.7%	1	50.0%
University Place	299	10	3.3%	6	60.0%
Valley	13	2	15.4%	0	0
Vancouver	1183	78	6.6%	32	41.0%
Vashon Island	93	3	3.2%	2	66.7%
Wahkiakum	29	3	10.3%	2	66.7%
Wahluke	103	14	13.6%	2	14.3%
Waitsburg	26	1	3.8%	0	0

**Table 3: District Retention of Beginning Teachers (Less than 1 yr exp)  
Beginning Teachers After Five Years (2003/04 to 2007/08)**

	Total # ALL Teachers 2003	Beginning Teachers: Less than 1 Year Experience			
		# Beginning Teachers	% Tchrs in Workforce	# Retained Same School	% Retained Same School
Walla Walla	351	20	5.7%	10	50.0%
Wapato	177	17	9.6%	13	76.5%
Warden	58	3	5.2%	1	33.3%
Washougal	144	10	6.9%	4	40.0%
Washtucna	15	2	13.3%	1	50.0%
Waterville	24	3	12.5%	1	33.3%
Wellpinit	37	2	5.4%	0	0
Wenatchee	390	23	5.9%	17	73.9%
West Valley (Spokane)	184	5	2.7%	3	60.0%
West Valley (Yakima)	231	9	3.9%	3	33.3%
White Pass	39	3	7.7%	2	66.7%
White River	235	15	6.4%	5	33.3%
White Salmon Valley	69	2	2.9%	0	0
Wilbur	19	0	0	NA	NA
Willapa Valley	31	0	0	NA	NA
Wilson Creek	14	0	0	NA	NA
Winlock	44	2	4.5%	1	50.0%
Wishkah Valley	17	1	5.9%	0	0
Wishram	10	1	10.0%	0	0
Woodland	101	6	5.9%	1	16.7%
Yakima	794	33	4.2%	12	36.4%
Yelm	254	15	5.9%	6	40.0%
Zillah	71	4	5.6%	1	25.0%