

TABLE 10.—*Estimated percent of teaching positions being created by teacher turnover in 1957-58 and in 1959-60*

Group (1)	Percent of the fall staff size					
	Elementary		Secondary		Total	
	1957-58 (2)	1959-60 (3)	1957-58 (4)	1959-60 (5)	1957-58 (6)	1959-60 (7)
Teachers leaving the profession.....	11.2	8.1	10.4	8.0	10.9	8.1
Teachers re-entering active employment...	4.8	4.0	4.1	3.6	4.5	3.9
Difference (vacancies created by turnover).....	6.4	4.1	6.3	4.4	6.4	4.2

Source: Based on: Lindenfeld, Frank. Teacher Turnover in Public Elementary and Secondary Schools, 1959-60. U.S. Department of Health, Education, and Welfare; Office of Education, Circular No. 678; Washington, D.C.: Government Printing Office, 1963; p. 15. (1959-60 data adjusted to represent 48 states and the District of Columbia for comparability with the 1957-58 survey data.)

It is now known to what extent the number of persons returning to teaching during 1959-60 may have reflected the impact of a shortage of beginning teachers in that year. A shortage could contribute to the retention or recall of marginally qualified personnel.

An NEA Research Division survey of public-school teachers in 1955-56 found that 9 percent of all public-school teachers in April 1956 were not teaching in April 1955, and that approximately half of these (49 percent) were in college in April 1955. As reported in Table 23, the supply of beginning teachers was lower in 1955 and 1956 than has been observed in subsequent years.

In an earlier study on teacher turnover (1957-58), the U.S. Office of Education reported that 10.9 percent of the teachers in the fall of 1957 left the profession and the number of re-entering teachers amounted to 4.5 percent of the number of teachers employed in the fall of 1957. A review of the net loss as a percent of the number of teachers in the fall at the beginning of the session as observed in the two U.S. Office of Education studies is provided in Table 10.

The rate of re-entry was slightly greater among women than among men, and was greater at the elementary level than at the secondary-school level, possibly the latter being attributable in large part to the sex-related difference. The percents of the fall staff representing the re-entering teachers did not vary as markedly between the two studies as did the percent of all teachers leaving their position.

The differences in the rate of turnover and in the demand for beginning teachers observed in these studies documents the possibility of rather wide variations over a period of years. The U.S. Office of Education studies show variation in these rates of teacher turnover among school districts grouped by region. Studies of teacher turnover reported by several states suggest there are wide differences among the states in the rate of teacher separations. These variations suggest that the national estimates be treated in only general terms with allowances being given to possible differences over a period of time and for individual states or regions.

Two NEA Research Division surveys of teacher separations in 1963-64 and in 1964-65 in school systems which enroll 25,000 or more pupils provide an indication of conditions since 1960. The time period of the NEA surveys was between July 1 and June 30 of the following year while the time period of the U.S. Office of Education studies was between the opening of classes in the fall and the opening of classes the following fall. The separation rates differ from the turnover rates because of the inclusion of the teachers who transfer to other school systems. Summarized below are the separation rates observed among the large school systems in the four studies. Information reported by the NEA Research Division suggests that the separation rates during recent