

Mrs. GREEN. Do you have a breakdown for the 7 percent?

Mr. SWERDLOFF. Excuse me?

Mrs. GREEN. That is, why they leave.

Mr. SWERDLOFF. Yes, there were some reasons. I would be glad to summarize the study. It did have a breakdown. Many of these were women who stayed home for family responsibilities and who may return later on. Some of them move over to nonteaching jobs in the schools. Other people just move out of teaching into industry or business, but there is a breakdown and I would be happy to furnish it.

Mrs. GREEN. Do you have also a breakdown of how many years they have been in the system before they leave? Do they leave after the first year?

Mr. SWERDLOFF. I don't believe it was in that study, but I think there is some information on this.

Mrs. GREEN. Could you get that for me?

Mr. SWERDLOFF. Yes.

(The information requested follows:)

Major surveys of teacher turnover are conducted by both the Office of Education and the National Education Association. These surveys have both shown a turnover rate of roughly 8 percent for elementary-secondary school teachers in public schools in recent years. The replacement estimate represents an application of the 8 percent turnover rate separately to the estimated number of teachers employed each year at the elementary and secondary level. In the private schools, the percent leaving teaching has been estimated at about 4 percent (the lower percentage reflects the large number of teachers who are members of religious orders teaching in parochial schools).

College teachers are predominately male and the replacement rate is, therefore, somewhat lower. Our estimates are based on a 6 percent replacement rate developed by the American Council of Education.

The Office of Education turnover data reflect losses of public school teachers to the teaching profession. These are teachers who leave public school teaching positions, and do not accept another public school teaching position during the next academic year. Losses to the teaching field reported in this survey include teachers who were (1) on leave of absence, (2) retired, (3) deceased, (4) dismissed, (5) changed to a nonteaching job in the same school district, or (6) transferred to another occupation. The estimate, thus, is the number of teachers who were not classroom teachers in public schools in the following year.

The survey does not indicate years of experience or age of the teachers lost to the profession. The following table provides a distribution of the total separations by the various reasons given in the 1959-60 survey.

Distribution of total separations from teaching

[In thousands]

	1959-1960		
	Total	Men	Women
Total separations.....	116.2	27.2	89.0
On leave of absence.....	16.6	2.9	13.8
Retired.....	16.3	2.6	13.8
Deceased.....	3.1	1.1	2.1
Dismissed.....	24.4	10.5	13.9
Changed to a nonteaching job in the same district.....	6.0	3.6	2.4
Other separations (primarily women leaving the labor force for family responsibilities).....	49.9	6.6	43.0

NOTE.—Details do not add up to total due to rounding.

Source: Office of Education, Teacher Turnover In Public Elementary and Secondary Schools, 1959-60.