

Turnover among Early Educators

Ready Region Profile: Southwest

Early educators have difficult jobs. They receive low wages and leave their jobs at high rates. This turnover can destabilize care for children, families, providers, and the economy. States rarely have large-scale data on turnover, especially in child care centers where turnover is often highest. Virginia’s LinkB5 data system provides a unique opportunity to track turnover at scale across sectors and regions.

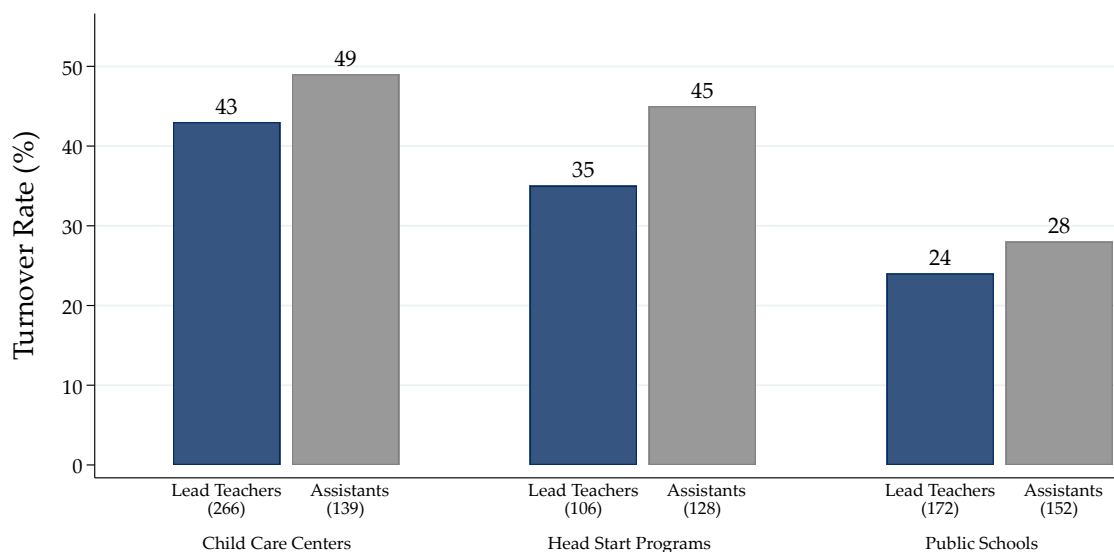
This profile showcases how LinkB5 tracks nearly 9,000 early educators employed in Virginia in Fall 2021 and assesses whether they remained at the same site a year later. Among these Virginia early educators are 963 from Ready Region Southwest. Turnover rates were calculated based on the number of teachers who were registered in LinkB5 in Fall 2021 but not registered at their site later in Fall 2022. Statewide, 37% of the early educators in LinkB5 left their sites from Fall 2021 to Fall 2022. For Ready Region Southwest, 37% of the early educators in LinkB5 left their sites during this time.

	Southwest (Figure 1)		Virginia (Figure 2)	
Sample size (All sectors)	187 sites*	963 staff	1,192 sites**	8,820 staff

* 96% of publicly funded sites in Ready Region Southwest

** 54% of publicly funded sites in Virginia¹

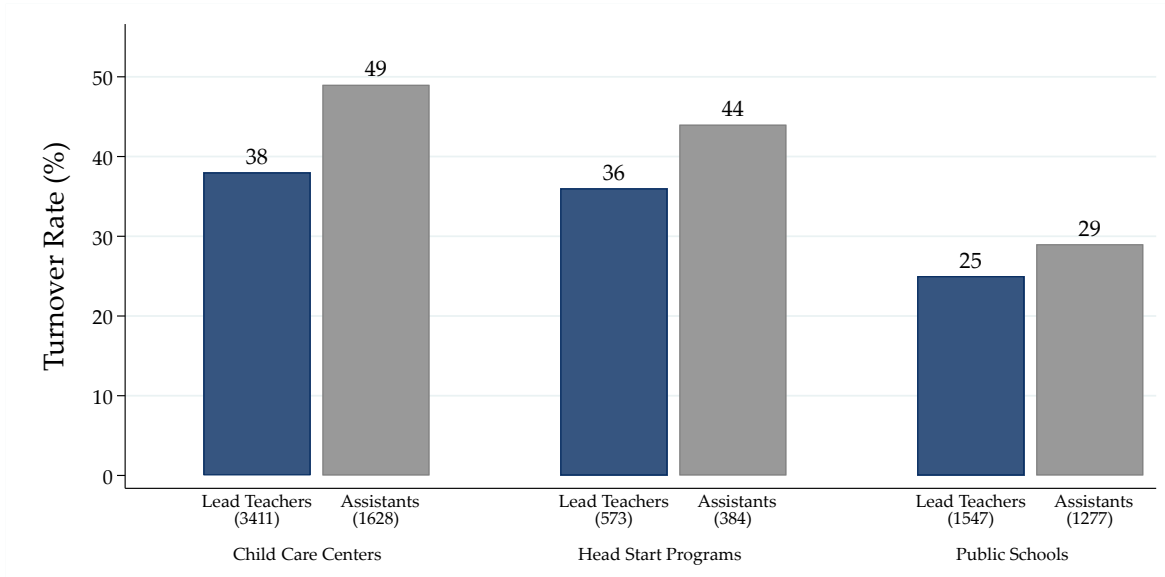
Figure 1. Early Childhood Teacher Turnover in Ready Region Southwest by Sector and Role (Fall 2021-Fall 2022)



Note: Based on Fall 2021 and Fall 2022 LinkB5 registration data for teachers and assistants. The number of staff in our sample who were registered in each sector and role in Fall 2021 is shown in parentheses. The turnover rate is the percentage of those staff who were not registered as working at the same site in Fall 2022.

¹Both the Ready Region and statewide counts include publicly funded centers, Head Start programs, and schools but not family day homes.

Figure 2. Early Childhood Teacher Turnover in Virginia by Sector and Role (Fall 2021-Fall 2022)



Note: Based on Fall 2021 and Fall 2022 LinkB5 registration data for teachers and assistants. The number of staff in our sample who were registered in each sector and role in Fall 2021 is shown in parentheses. The turnover rate is the percentage of those staff who were not registered as working at the same site in Fall 2022.

Key Takeaways

- **Both statewide and in Ready Region Southwest, turnover rates are high.**
- **Turnover rates in Ready Region Southwest are particularly high for child care early educators and lowest for early educators in public schools.**
- **Lead teachers at child care centers in Ready Region Southwest left their sites at higher rates than lead teachers at child care centers statewide.**
- **Turnover rates and patterns in Ready Region Southwest are similar to those of Virginia: Assistants were more likely to leave their sites than lead teachers across all sectors.**

This data brief provides insights from a partnership between the University of Virginia (UVA) and the Virginia Department of Education (VDOE). We thank the LinkB5 team at UVA for collecting the data.