

Studying the Retention of Novice Science Teachers by Learning from School District Induction and Mentoring Programs

NSF Award #1758282



Dr. Douglas Larkin, Montclair State University
Noyce Summit, Washington DC
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and Learning**

Noyce Track 1: Montclair State University Noyce Teacher Scholarship Program, 2013-present

Noyce Track 4: Studying the Retention of Novice Science Teachers by Learning from School District Induction and Mentoring Programs (IMPREST), 2018-present



Much teacher retention research has asked the question:

“Will the **first-year teacher stay to become a **second-year** teacher?”**



We ask:

“What’s
working in
efforts to retain
science
teachers?”



What we know

Math and science teachers leave the profession at about the same annual rate as teachers in other subject areas.



What we know

The new supply of qualified mathematics and science teachers has been more than sufficient to cover those retiring.



What we know

The issue of teacher of teacher turnover seems more pressing in math and science because there are fewer un-hired teachers out in the labor pool in these areas.



What we know

Few measured individual characteristics of first-year teachers are able to predict the likelihood of leaving (one big exception is pedagogical preparation).



Wisconsin



Pennsylvania



New Jersey



North Carolina

Population

5.8 Million

12.8 Million

8.9 Million

10.4 Million

Number of
Teachers
2017

60,649

120,681

116,351

98,590

Number of
secondary
science
teachers 2017

~5000

~9000

~7000

~8000

IMPREST: Induction and Mentoring Programs for the Retention of Science Teachers



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Goal: To identify school districts where science teachers are successfully being retained, and then go there and investigate why (5-6 per state). Focus on:



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- **Teachers in high-need schools**



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- **Teachers in high-need schools**
- **Teachers of color**



IMPREST: Induction and Mentoring Programs for the Retention of Science Teachers



Goal: To identify school districts where science teachers are successfully being retained, and then go there and investigate why (5-6 per state). Focus on:

- **Teachers in high-need schools**
- **Teachers of color**
- **Recipients of Noyce scholarships**



The IMPREST Project

Year 1: Data Analysis year

The IMPREST Project

Year 1: Data Analysis year



Year 2: New Jersey case studies

Year 3: Pennsylvania case studies



The IMPREST Project

Year 1: Data Analysis year



Year 2: New Jersey case studies



Year 3: Pennsylvania case studies



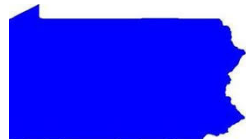
Year 4: Wisconsin case studies

The IMPREST Project

Year 1: Data Analysis year



Year 2: New Jersey case studies



Year 3: Pennsylvania case studies



Year 4: Wisconsin case studies



Year 5: North Carolina case studies



All Staff Reports

All Staff Files

These files are a comprehensive record of all staff reported working in the Wisconsin K-12 Public School System during a regular school year. All public education agencies are included.

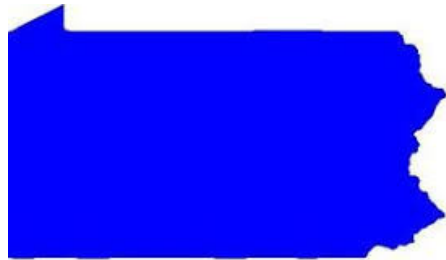
There are about 170,000 records in each year's file. Each record in the file represents one assignment. Staff persons may have more than one assignment, but they can be uniquely identified by ID number. Please note that Salary and Fringe (Employee Benefit) information is duplicated if a staff person has more than one assignment.

ABOUT THE EXECUTABLE FILE FORMAT:

Each "All Staff" file is about 99.5 MB in size and is compressed in a self-extracting zip file. After it is unzipped, the file produced is in plain text, fixed-column format.

Before unzipping, copy the executable file to your hard drive.

School Year	Documentation	All Staff Executable/Zip File	All Staff Excel File
2015-2016	16staff.pdf 	16staff.zip  (rev. 11-01-16)	16staff.xlsx  (rev. 11-01-16)
2014-2015	15staff.pdf 	15staff.zip  (rev.10-31-16)	15staff.xlsx  (rev 10-31-16)
2013-2014	14staff.doc 	14staff.zip 	14staff.xlsx 
2012-13	13staff.doc 	13staff.zip 	13staff.xlsx 
2011-12	12staff.doc 	12staff.exe	12staff.xlsx 
2010-11	11staff.doc 	11staff.exe	11staff.xlsx 



 Department of Education

SchoolsEducatorsInstructionData and ReportingPolicy and Funding



AboutAccessibilityResources

[Pennsylvania Department of Education](#) > [Data & Statistics](#) > Professional and Support Personnel

Professional and Support Personnel

These publications provide a compilation of statistical information relating to personnel employed by Pennsylvania's public local education agencies (LEAs). Professional Personnel data files contain data on the professional staff complement with the exception of long-term substitutes and per diem employees. Support personnel data files contain data on the support staff complement.

Please read the guidance included with the spreadsheets for detailed information on the content of each file.

Historical information provided in PDF format may have statistics that are no longer published.

Professional Staff Summary Data and Statistics

Information reported on or after the 2007-2008 school year include characteristics of professional personnel such as position, salary, level of education, years of experience and gender. There are distinct counts at each reporting level.

- [2017-18 Professional Staff Summary Report](#) (Excel)
- [2016-17 Professional Staff Summary Report](#) (Excel)
- [2015-16 Professional Staff Summary Report](#) (Excel)
- [2014-15 Professional Staff Summary Report](#) (Excel)
- [2013-14 Professional Staff Summary Report](#) (Excel)
- [2012-13 Professional Staff Summary Report](#) (Excel)

Professional Personnel Individual Staff Data

(**NOTE:** Versions of Excel prior to 2010 limit worksheets to 65,000 records. Professional personnel individual staff data files contain more than 100,000 records.)

- [2017-18 Professional Personnel Individual Staff Report](#) (Excel)
- [2016-17 Professional Personnel Individual Staff Report](#) (Excel)
- [2015-16 Professional Personnel Individual Staff Report](#) (Excel)
- [2014-15 Professional Personnel Individual Staff Report](#) (Excel)
- [2013-14 Professional Personnel Individual Staff Report](#) (Excel)





	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
22219	12209820; Pennsbury SD	Bucks	22	45				CARA	H.		F	88082	F	10	10	1054	Master's de	9360	Special Ed,	Pennwood	1116	33	20	Special Edu	Classroom
22220	12209820; Pennsbury SD	Bucks	22	45				CARA	H.		F	88082	F	10	10	1054	Master's de	9370	Special Ed,	Pennwood	1116	33	20	Special Edu	Classroom
22221	12209820; Pennsbury SD	Bucks	22	11				JP STACI	B		F	98222	F	16	16	1054	Master's de	2845	Elementary	Makefield	1109	100	17	Elementary	Classroom
22222	12209820; Pennsbury SD	Bucks	22	44				ELAINE			F	122560	F	23	23	1054	Master's de	1106	Assistant o	Pennsbury	4682	100	9	Assistant Se	Administra
22223	12209820; Pennsbury SD	Bucks	22	12				LISA	A		F	58479	F	6	1	1054	Master's de	7607	Developme	Pennsbury	4682	100	18	Secondary	Classroom
22224	12209820; Pennsbury SD	Bucks	22	40				JANET			F	98222	F	33	33	1051	Bachelor's	4490	Spanish	Pennsbury	4682	100	18	Secondary	Classroom
22225	12209820; Pennsbury SD	Bucks	22	51				RALPH	D		M	98222	F	35	35	1051	Bachelor's	8405	Biology	Pennsbury	4682	100	18	Secondary	Classroom
22226	12209820; Pennsbury SD	Bucks	22	88				IC EDWARD	J.	III	M	61654	F	6	6	1051	Bachelor's	2845	Elementary	Fallsington	7465	100	17	Elementary	Classroom
22227	12209820; Pennsbury SD	Bucks	22	53				IC REBECCA	R		F	64806	F	7	6	1051	Bachelor's	4820	Environme	Pennsbury	4682	100	18	Secondary	Classroom
22228	12209820; Pennsbury SD	Bucks	22	61				LI MARTIN	P		M	59658	F	5	5	1054	Master's de	2845	Elementary	Penn Valley	1101	100	17	Elementary	Classroom
22229	12209820; Pennsbury SD	Bucks	22	11				WHITNEY	M.		F	98222	F	15	15	1054	Master's de	2844	Elementary	Eleanor Ro	1111	100	17	Elementary	Classroom
22230	12209820; Pennsbury SD	Bucks	22	60				JULIE	ANN		F	88082	F	11	11	1054	Master's de	9350	Special Ed,	Pennwood	1116	50	20	Special Edu	Classroom
22231	12209820; Pennsbury SD	Bucks	22	60				JULIE	ANN		F	88082	F	11	11	1054	Master's de	9380	Special Ed,	Pennwood	1116	50	20	Special Edu	Classroom
22232	12209820; Pennsbury SD	Bucks	22	48				REBECCA			F	24102	P	3	3	1051	Bachelor's	2843	Kindergarte	Manor El S	1107	50	17	Elementary	Classroom
22233	12209820; Pennsbury SD	Bucks	22	87				KEVIN			M	71431	F	6	6	1057	Doctoral de	8405	Biology	Pennsbury	4682	100	18	Secondary	Classroom
22234	12209820; Pennsbury SD	Bucks	22	12				JENNIFER	W		F	62329	F	2	2	1054	Master's de	1875	School Psyc	Pennsbury	0000	100	44	Psychologis	Coordinate
22235	⚠ 09820; Pennsbury SD	Bucks	22	49				IN DAVID	A		M	122560	F	31	22	1054	Master's de	1112	Assistant o	Charles H B	7308	100	11	Asst Princip	Administra
22236	12209820; Pennsbury SD	Bucks	22	12				AILEEN			F	45176	F	1	1	1051	Bachelor's	8405	Biology	Pennsbury	4682	100	18	Secondary	Classroom
22237	12209820; Pennsbury SD	Bucks	22	66				TIMOTHY	D		M	53472	F	8	2	1054	Master's de	2870	Middle Leve	Pennsbury	4682	100	18	Secondary	Classroom
22238	12209820; Pennsbury SD	Bucks	22	78				MATTHEW	C		M	57356	F	4	4	1051	Bachelor's	1606	Business Ed	Pennsbury	4682	100	18	Secondary	Classroom
22239	12209820; Pennsbury SD	Bucks	22	97				ALLISON	M		F	47554	F	2	2	1051	Bachelor's	2850	Middle Leve	Charles H B	7308	100	18	Secondary	Classroom
22240	12209820; Pennsbury SD	Bucks	22	11				HARRY			M	71712	F	9	7	1054	Master's de	4490	Spanish	Pennsbury	4682	100	18	Secondary	Classroom
22241	12209820; Pennsbury SD	Bucks	22	60				KATHLEEN	P		F	98222	F	18	13	1054	Master's de	2844	Elementary	Village Park	1104	100	17	Elementary	Classroom
22242	12209820; Pennsbury SD	Bucks	22	60				KATHLEEN	P		F	98222	F	18	13	1054	Master's de	9225	Special Ed,	Village Park	1104	100	20	Special Edu	Classroom
22243	12209820; Pennsbury SD	Bucks	22	10				MARY-MARGARE			F	85622	F	20	20	1051	Bachelor's	6800	Mathematic	Pennsbury	4682	100	18	Secondary	Classroom
22244	12209820; Pennsbury SD	Bucks	22	12				MARY	KATHLEEN		F	73521	F	10	9	1054	Master's de	2845	Elementary	Manor El S	1107	100	17	Elementary	Classroom
22245	12209820; Pennsbury SD	Bucks	22	12				SABRINA	L		F	69079	F	6	6	1054	Master's de	9225	Special Ed,	Pennwood	1116	100	20	Special Edu	Classroom
22246	12209820; Pennsbury SD	Bucks	22	12				JAMES	W		M	78240	F	9	9	1054	Master's de	4801	Health and	Makefield	1109	100	17	Elementary	Classroom
22247	12209820; Pennsbury SD	Bucks	22	12				SCOTT	H		M	98222	F	28	27	1051	Bachelor's	2850	Middle Leve	Pennwood	1116	100	18	Secondary	Classroom
22248	12209820; Pennsbury SD	Bucks	22	45				ON DAVID	P.		M	123560	F	19	11	1057	Doctoral de	1106	Assistant o	Pennsbury	4682	100	9	Assistant Se	Administra
22249	12209820; Pennsbury SD	Bucks	22	10				ELIZABETH	R		F	59658	F	5	5	1054	Master's de	2844	Elementary	Eleanor Ro	1111	100	17	Elementary	Classroom
22250	12209820; Pennsbury SD	Bucks	22	64				DIANE	E		F	135866	F	16	8	1054	Master's de	9215	Supervisor,	Pennsbury	0000	100	15	Supervisor	Administra
22251	12209820; Pennsbury SD	Bucks	22	11				TIMOTHY	D		M	98222	F	21	21	1051	Bachelor's	8470	Physics, 10	Pennsbury	4682	100	18	Secondary	Classroom
22252	12209820; Pennsbury SD	Bucks	22	72				ELLEN			F	98222	F	13	13	1054	Master's de	2811	Gifted Class	Pennwood	1116	100	17	Elementary	Classroom
22253	12209820; Pennsbury SD	Bucks	22	11				JACQUELINE			F	88580	F	26	18	1051	Bachelor's	2843	Kindergarte	Eleanor Ro	1111	100	17	Elementary	Classroom



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22220	12209820; Pennsbury SD	Bucks	22	45				CARA	H.		F	88082	F	10	10	1054	Master's de	9370	Special Ed,	Pennwood	1116	33	20	Special Edu	Classroom
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22224	12209820; Pennsbury SD	Bucks	22	40				JANET			F	98222	F	33	33	1051	Bachelor's	4490	Spanish	Pennsbury	4682	100	18	Secondary	Classroom
22225	12209820; Pennsbury SD	Bucks	22	51				RALPH	D		M	98222	F	35	35	1051	Bachelor's	8405	Biology	Pennsbury	4682	100	18	Secondary	Classroom
22226	12209820; Pennsbury SD	Bucks	22	88				IC EDWARD	J.	III	M	61654	F	6	6	1051	Bachelor's	2845	Elementary	Fallsington	7465	100	17	Elementary	Classroom
22227	12209820; Pennsbury SD	Bucks	22	53				IC REBECCA	R		F	64806	F	7	6	1051	Bachelor's	4820	Environme	Pennsbury	4682	100	18	Secondary	Classroom
22228	12209820; Pennsbury SD	Bucks	22	61				LI MARTIN	P		M	59658	F	5	5	1054	Master's de	2845	Elementary	Penn Valley	1101	100	17	Elementary	Classroom
22229	12209820; Pennsbury SD	Bucks	22	11				WHITNEY	M.		F	98222	F	15	15	1054	Master's de	2844	Elementary	Eleanor Ro	1111	100	17	Elementary	Classroom
22230	12209820; Pennsbury SD	Bucks	22	60				JULIE	ANN		F	88082	F	11	11	1054	Master's de	9350	Special Ed,	Pennwood	1116	50	20	Special Edu	Classroom
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22232	12209820; Pennsbury SD	Bucks	22	48				REBECCA			F	24102	P	3	3	1051	Bachelor's	2843	Kindergarte	Manor El S	1107	50	17	Elementary	Classroom
22233	12209820; Pennsbury SD	Bucks	22	87				KEVIN			M	71431	F	6	6	1057	Doctoral de	8405	Biology	Pennsbury	4682	100	18	Secondary	Classroom
22234	12209820; Pennsbury SD	Bucks	22	12				JENNIFER	W		F	62329	F	2	2	1054	Master's de	1875	School Psyc	Pennsbury	0000	100	44	Psychologis	Coordinate
22235	12209820; Pennsbury SD	Bucks	22	49				IN DAVID	A		M	122560	F	31	22	1054	Master's de	1112	Assistant o	Charles H B	7308	100	11	Asst Princip	Administra
22236	12209820; Pennsbury SD	Bucks	22	12				AILEEN			F	45176	F	1	1	1051	Bachelor's	8405	Biology	Pennsbury	4682	100	18	Secondary	Classroom
22237	12209820; Pennsbury SD	Bucks	22	66				TIMOTHY	D		M	53472	F	8	2	1054	Master's de	2870	Middle Leve	Pennsbury	4682	100	18	Secondary	Classroom
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22250	12209820; Pennsbury SD	Bucks	22	6				DIANE	E		F	135866	F	16	8	1054	Master's de	9215	Supervisor,	Pennsbury	0000	100	15	Supervisor	Administra
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22252	12209820; Pennsbury SD	Bucks	22	72				ELLEN			F	98222	F	13	13	1054	Master's de	2811	Gifted Class	Pennwood	1116	100	17	Elementary	Classroom
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JENNIFER	W		F	62329	F	2	2	1054
IN DAVID	A		M	122560	F	31	22	1054
AILEEN			F	45176	F	1	1	1051
TIMOTHY	D		M	53472	F	8	2	1054
MATTHEW	C		M	57356	F	4	4	1051



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22233	12209820; Pennsbury SD	Bucks	22	87				KEVIN			M	71431	F	6	6	1057	Doctoral de	8405	Biology	Pennsbury	4682	100	18	Secondary	Classroom
22234	12209820; Pennsbury SD	Bucks	22	12				JENNIFER	W		F	62329	F	2	2	1054	Master's de	1875	School Psyc	Pennsbury	0000	100	44	Psychologis	Coordinate
22235	12209820; Pennsbury SD	Bucks	22	49				IN DAVID	A		M	122560	F	31	22	1054	Master's de	1112	Assistant o	Charles H B	7308	100	11	Asst Princip	Administra
22236	12209820; Pennsbury SD	Bucks	22	12				AILEEN			F	45176	F	1	1	1051	Bachelor's	8405	Biology	Pennsbury	4682	100	18	Secondary	Classroom
22237	12209820; Pennsbury SD	Bucks	22	66				TIMOTHY	D		M	53472	F	8	2	1054	Master's de	2870	Middle Leve	Pennsbury	4682	100	18	Secondary	Classroom
22238	12209820; Pennsbury SD	Bucks	22	78				MATTHEW	C		M	57356	F	4	4	1051	Bachelor's	1606	Business Ed	Pennsbury	4682	100	18	Secondary	Classroom
22239	12209820; Pennsbury SD	Bucks	22	97				ALLISON	M		F	47554	F	2	2	1051	Bachelor's	2850	Middle Leve	Charles H B	7308	100	18	Secondary	Classroom
22240	12209820; Pennsbury SD	Bucks	22	11				HARRY			M	71712	F	9	7	1054	Master's de	4490	Spanish	Pennsbury	4682	100	18	Secondary	Classroom
22241	12209820; Pennsbury SD	Bucks	22	60				KATHLEEN	P		F	98222	F	18	13	1054	Master's de	2844	Elementary	Village Park	1104	100	17	Elementary	Classroom
22242	12209820; Pennsbury SD	Bucks	22	60				KATHLEEN	P		F	98222	F	18	13	1054	Master's de	9225	Special Ed,	Village Park	1104	100	20	Special Edu	Classroom
22243	12209820; Pennsbury SD	Bucks	22	10				MARY-MARGARE			F	85622	F	20	20	1051	Bachelor's	6800	Mathematic	Pennsbury	4682	100	18	Secondary	Classroom
22244	12209820; Pennsbury SD	Bucks	22	12				MARY	KATHLEEN		F	73521	F	10	9	1054	Master's de	2845	Elementary	Manor El S	1107	100	17	Elementary	Classroom
22245	12209820; Pennsbury SD	Bucks	22	12				SABRINA	L		F	69079	F	6	6	1054	Master's de	9225	Special Ed,	Pennwood	1116	100	20	Special Edu	Classroom
22246	12209820; Pennsbury SD	Bucks	22	12				JAMES	W		M	78240	F	9	9	1054	Master's de	4801	Health and	Makefield	1109	100	17	Elementary	Classroom
22247	12209820; Pennsbury SD	Bucks	22	12				SCOTT	H		M	98222	F	28	27	1051	Bachelor's	2850	Middle Leve	Pennwood	1116	100	18	Secondary	Classroom
22248	12209820; Pennsbury SD	Bucks	22	45				ON DAVID	P.		M	123560	F	19	11	1057	Doctoral de	1106	Assistant o	Pennsbury	4682	100	9	Assistant Se	Administra
22249	12209820; Pennsbury SD	Bucks	22	10				ELIZABETH	R		F	59658	F	5	5	1054	Master's de	2844	Elementary	Eleanor Ro	1111	100	17	Elementary	Classroom
22250	12209820; Pennsbury SD	Bucks	22	6				DIANE	E		F	135866	F	16	8	1054	Master's de	9215	Supervisor,	Pennsbury	0000	100	15	Supervisor	Administra
22251	12209820; Pennsbury SD	Bucks	22	11				TIMOTHY	D		M	98222	F	21	21	1051	Bachelor's	8470	Physics, 10	Pennsbury	4682	100	18	Secondary	Classroom
22252	12209820; Pennsbury SD	Bucks	22	72				ELLEN			F	98222	F	13	13	1054	Master's de	2811	Gifted Class	Pennwood	1116	100	17	Elementary	Classroom
22253	12209820; Pennsbury SD	Bucks	22	11				JACQUELINE			F	88580	F	26	18	1051	Bachelor's	2843	Kindergarte	Eleanor Ro	1111	100	17	Elementary	Classroom

JENNIFER	W	F	62329	F	2	2	1054
IN DAVID	A	M	122560	F	31	22	1054
AILEEN		F	45176	F	1	1	1051
TIMOTHY	D	M	53472	F	8	2	1054
MATTHEW	C	M	57356	F	4	4	1051



	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y
22219	12209820; Pennsbury SD	Bucks	22	45				CARA	H.		F	88082	F	10	10	1054	Master's de	9360	Special Ed,	Pennwood	1116	33	20	Special Edu	Classroom
22220	12209820; Pennsbury SD	Bucks	22	45				CARA	H.		F	88082	F	10	10	1054	Master's de	9370	Special Ed,	Pennwood	1116	33	20	Special Edu	Classroom
22221	12209820; Pennsbury SD	Bucks	22	11				JP STACI	B		F	98222	F	16	16	1054	Master's de	2845	Elementary	Makefield	1109	100	17	Elementary	Classroom
22222	12209820; Pennsbury SD	Bucks	22	44				ELAINE			F	122560	F	23	23	1054	Master's de	1106	Assistant o	Pennsbury	4682	100	9	Assistant Se	Administra
22223	12209820; Pennsbury SD	Bucks	22	12				LISA	A		F	58479	F	6	1	1054	Master's de	7607	Developme	Pennsbury	4682	100	18	Secondary	Classroom
22224	12209820; Pennsbury SD	Bucks	22	40				JANET			F	98222	F	33	33	1051	Bachelor's	4490	Spanish	Pennsbury	4682	100	18	Secondary	Classroom
22225	12209820; Pennsbury SD	Bucks	22	51				RALPH	D		M	98222	F	35	35	1051	Bachelor's	8405	Biology	Pennsbury	4682	100	18	Secondary	Classroom
22226	12209820; Pennsbury SD	Bucks	22	88				IC EDWARD	J.	III	M	61654	F	6	6	1051	Bachelor's	2845	Elementary	Fallsington	7465	100	17	Elementary	Classroom
22227	12209820; Pennsbury SD	Bucks	22	53				IC REBECCA	R		F	64806	F	7	6	1051	Bachelor's	4820	Environme	Pennsbury	4682	100	18	Secondary	Classroom
22228	12209820; Pennsbury SD	Bucks	22	61				LI MARTIN	P		M	59658	F	5	5	1054	Master's de	2845	Elementary	Penn Valley	1101	100	17	Elementary	Classroom
22229	12209820; Pennsbury SD	Bucks	22	11				WHITNEY	M.		F	98222	F	15	15	1054	Master's de	2844	Elementary	Eleanor Ro	1111	100	17	Elementary	Classroom
22230	12209820; Pennsbury SD	Bucks	22	60				JULIE	ANN		F	88082	F	11	11	1054	Master's de	9350	Special Ed,	Pennwood	1116	50	20	Special Edu	Classroom
22231	12209820; Pennsbury SD	Bucks	22	60				JULIE	ANN		F	88082	F	11	11	1054	Master's de	9380	Special Ed,	Pennwood	1116	50	20	Special Edu	Classroom
22232	12209820; Pennsbury SD	Bucks	22	48				REBECCA			F	24102	P	3	3	1051	Bachelor's	2843	Kindergarte	Manor El S	1107	50	17	Elementary	Classroom
22233	12209820; Pennsbury SD	Bucks	22	87				KEVIN			M	71431	F	6	6	1057	Doctoral de	8405	Biology	Pennsbury	4682	100	18	Secondary	Classroom
22234	12209820; Pennsbury SD	Bucks	22	12				JENNIFER	W		F	62329	F	2	2	1054	Master's de	1875	School Psyc	Pennsbury	0000	100	44	Psychologis	Coordinate
22235	12209820; Pennsbury SD	Bucks	22	49				IN DAVID	A		M	122560	F	31	22	1054	Master's de	1112	Assistant o	Charles H B	7308	100	11	Asst Princip	Administra
22236	12209820; Pennsbury SD	Bucks	22	12				AILEEN			F	45176	F	1	1	1051	Bachelor's	8405	Biology	Pennsbury	4682	100	18	Secondary	Classroom
22237	12209820; Pennsbury SD	Bucks	22	66				TIMOTHY	D		M	53472	F	8	2	1054	Master's de	2870	Middle Leve	Pennsbury	4682	100	18	Secondary	Classroom
22238	12209820; Pennsbury SD	Bucks	22	78				MATTHEW	C		M	57356	F	4		1051	Bachelor's	1606	Business Ed	Pennsbury	4682	100	18	Secondary	Classroom
22239	12209820; Pennsbury SD	Bucks	22	97				ALLISON	M		F	47554	F	2	2	1051	Bachelor's	2850	Middle Leve	Charles H B	7308	100	18	Secondary	Classroom
22240	12209820; Pennsbury SD	Bucks	22	11				HARRY			M	71712	F	9	7	1054	Master's de	4490	Spanish	Pennsbury	4682	100	18	Secondary	Classroom
22241	12209820; Pennsbury SD	Bucks	22	60				KATHLEEN	P		F	98222	F	18	13	1054	Master's de	2844	Elementary	Village Park	1104	100	17	Elementary	Classroom
22242	12209820; Pennsbury SD	Bucks	22	60				KATHLEEN	P		F	98222	F	18	13	1054	Master's de	9225	Special Ed,	Village Park	1104	100	20	Special Edu	Classroom
22243	12209820; Pennsbury SD	Bucks	22	10				MARY-MARGARE			F	85622	F	20	20	1051	Bachelor's	6800	Mathematic	Pennsbury	4682	100	18	Secondary	Classroom
22244	12209820; Pennsbury SD	Bucks	22	12				MARY	KATHLEEN		F	73521	F	10	9	1054	Master's de	2845	Elementary	Manor El S	1107	100	17	Elementary	Classroom
22245	12209820; Pennsbury SD	Bucks	22	12				SABRINA	L		F	69079	F	6	6	1054	Master's de	9225	Special Ed,	Pennwood	1116	100	20	Special Edu	Classroom
22246	12209820; Pennsbury SD	Bucks	22	12				JAMES	W		M	78240	F	9	9	1054	Master's de	4801	Health and	Makefield	1109	100	17	Elementary	Classroom
22247	12209820; Pennsbury SD	Bucks	22	12				SCOTT	H		M	98222	F	28	27	1051	Bachelor's	2850	Middle Leve	Pennwood	1116	100	18	Secondary	Classroom
22248	12209820; Pennsbury SD	Bucks	22	45				ON DAVID	P.		M	123560	F	19	11	1057	Doctoral de	1106	Assistant o	Pennsbury	4682	100	9	Assistant Se	Administra
22249	12209820; Pennsbury SD	Bucks	22	10				ELIZABETH	R		F	59658	F	5	5	1054	Master's de	2844	Elementary	Eleanor Ro	1111	100	17	Elementary	Classroom
22250	12209820; Pennsbury SD	Bucks	22	6				DIANE	E		F	135866	F	16	8	1054	Master's de	9215	Supervisor,	Pennsbury	0000	100	15	Supervisor	Administra
22251	12209820; Pennsbury SD	Bucks	22	11				TIMOTHY	D		M	98222	F	21	21	1051	Bachelor's	8405	Physics, 10	Pennsbury	4682	100	18	Secondary	Classroom
22252	12209820; Pennsbury SD	Bucks	22	72				ELLEN			F	98222	F	13	13	1054	Master's de	2811	Gifted Class	Pennwood	1116	100	17	Elementary	Classroom
22253	12209820; Pennsbury SD	Bucks	22	11				JACQUELINE			F	88580	F	26	18	1051	Bachelor's	2843	Kindergarte	Eleanor Ro	1111	100	17	Elementary	Classroom

JENNIFER	W	F	62329	F	2	2	1054
IN DAVID	A	M	122560	F	31	22	1054
AILEEN		F	45176	F	1	1	1051
TIMOTHY	D	M	53472	F	8	2	1054
MATTHEW	C	M	57356	F	4	4	1051



Master's de 1875

School Psyc Pe

Master's de 1112

Assistant of Ch

Bachelor's 18405

Biology Pe

Master's de 2870

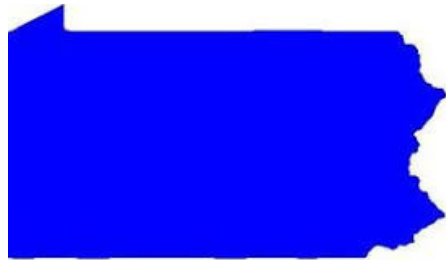
Middle Level Pe

Bachelor's 11606

Business Ed Pe

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
22219	12209820	Pennsbury SD	Bucks	22	45			CARA	H.		F	88082	F													
22220	12209820	Pennsbury SD	Bucks	22	45			CARA	H.		F	88082	F													
22221	12209820	Pennsbury SD	Bucks	22	11			JP STACI	B		F	98222	F													
22222	12209820	Pennsbury SD	Bucks	22	44			ELAINE			F	122560	F		23	23	1054	Master's de 1106	Assistant of	Pennsbury	4682	100	9	Assistant Se	Administr	20
22223	12209820	Pennsbury SD	Bucks	22	12			LISA	A		F	58479	F		6	1	1054	Master's de 7607	Develope	Pennsbury	4682	100	18	Secondary	Classroom	20
22224	12209820	Pennsbury SD	Bucks	22	40			JANET			F	98222	F		33	33	1051	Bachelor's 4490	Spanish	Pennsbury	4682	100	18	Secondary	Classroom	20
22225	12209820	Pennsbury SD	Bucks	22	51			RALPH	D		M	98222	F		35	35	1051	Bachelor's 18405	Biology	Pennsbury	4682	100	18	Secondary	Classroom	20
22226	12209820	Pennsbury SD	Bucks	22	88			IC EDWARD	J.	III	M	61654	F		6	6	1051	Bachelor's 2845	Elementary	Fallsington	7465	100	17	Elementary	Classroom	20
22227	12209820	Pennsbury SD	Bucks	22	53			IC REBECCA	R		F	64806	F		7	6	1051	Bachelor's 4820	Environme	Pennsbury	4682	100	18	Secondary	Classroom	20
22228	12209820	Pennsbury SD	Bucks	22	61			LI MARTIN	P		M	59658	F		5	5	1054	Master's de 2845	Elementary	Penn Valley	1101	100	17	Elementary	Classroom	20
22229	12209820	Pennsbury SD	Bucks	22	11			WHITNEY	M.		F	98222	F		15	15	1054	Master's de 2844	Elementary	Eleanor Ro	1111	100	17	Elementary	Classroom	20
22230	12209820	Pennsbury SD	Bucks	22	60			JULIE	ANN		F	88082	F		11	11	1054	Master's de 9350	Special Ed,	Pennwood	1116	50	20	Special Edu	Classroom	20
22231	12209820	Pennsbury SD	Bucks	22	60			JULIE	ANN		F	88082	F		11	11	1054	Master's de 9380	Special Ed,	Pennwood	1116	50	20	Special Edu	Classroom	20
22232	12209820	Pennsbury SD	Bucks	22	48			REBECCA			F	24102	P		3	3	1051	Bachelor's 2843	Kindergarte	Manor El S	1107	50	17	Elementary	Classroom	20
22233	12209820	Pennsbury SD	Bucks	22	87			KEVIN			M	71431	F		6	6	1057	Doctoral de 8405	Biology	Pennsbury	4682	100	18	Secondary	Classroom	20
22234	12209820	Pennsbury SD	Bucks	22	12			JENNIFER	W		F	62329	F		2	2	1054	Master's de 1875	School Psyc	Pennsbury	0000	100	44	Psychologis	Coordinate	20
22235	12209820	Pennsbury SD	Bucks	22	49			IN DAVID	A		M	122560	F		31	22	1054	Master's de 1112	Assistant of	Charles H B	7308	100	11	Asst Princip	Administra	20
22236	12209820	Pennsbury SD	Bucks	22	12			AILEEN			F	45176	F		1	1	1051	Bachelor's 18405	Biology	Pennsbury	4682	100	18	Secondary	Classroom	20
22237	12209820	Pennsbury SD	Bucks	22	66			TIMOTHY	D		M	53472	F		8	2	1054	Master's de 2870	Middle Level	Pennsbury	4682	100	18	Secondary	Classroom	20
22238	12209820	Pennsbury SD	Bucks	22	78			MATTHEW	C		M	57356	F		4		1051	Bachelor's 11606	Business Ed	Pennsbury	4682	100	18	Secondary	Classroom	20
22239	12209820	Pennsbury SD	Bucks	22	97			ALLISON	M		F	47554	F		2	2	1051	Bachelor's 2850	Middle Level	Charles H B	7308	100	18	Secondary	Classroom	20
22240	12209820	Pennsbury SD	Bucks	22	11			HARRY			M	71712	F		9	7	1054	Master's de 4490	Spanish	Pennsbury	4682	100	18	Secondary	Classroom	20
22241	12209820	Pennsbury SD	Bucks	22	60			KATHLEEN	P		F	98222	F		18	13	1054	Master's de 2844	Elementary	Village Park	1104	100	17	Elementary	Classroom	20
22242	12209820	Pennsbury SD	Bucks	22	60			KATHLEEN	P		F	98222	F		18	13	1054	Master's de 9225	Special Ed,	Village Park	1104	100	20	Special Edu	Classroom	20
22243	12209820	Pennsbury SD	Bucks	22	10			MARY-MARGARE			F	85622	F		20	20	1051	Bachelor's 16800	Mathematic	Pennsbury	4682	100	18	Secondary	Classroom	20
22244	12209820	Pennsbury SD	Bucks	22	12			MARY	KATHLEEN		F	73521	F		10	9	1054	Master's de 2845	Elementary	Manor El S	1107	100	17	Elementary	Classroom	20
22245	12209820	Pennsbury SD	Bucks	22	12			SABRINA	L		F	69079	F		6	6	1054	Master's de 9225	Special Ed,	Pennwood	1116	100	20	Special Edu	Classroom	20
22246	12209820	Pennsbury SD	Bucks	22	12			JAMES	W		M	78240	F		9	9	1054	Master's de 4801	Health and	Makefield	1109	100	17	Elementary	Classroom	20
22247	12209820	Pennsbury SD	Bucks	22	12			SCOTT	H		M	98222	F		28	27	1051	Bachelor's 2850	Middle Level	Pennwood	1116	100	18	Secondary	Classroom	20
22248	12209820	Pennsbury SD	Bucks	22	45			ON DAVID	P.		M	123560	F		19	11	1057	Doctoral de 1106	Assistant of	Pennsbury	4682	100	9	Assistant Se	Administr	20
22249	12209820	Pennsbury SD	Bucks	22	10			ELIZABETH	R		F	59658	F		5	5	1054	Master's de 2844	Elementary	Eleanor Ro	1111	100	17	Elementary	Classroom	20
22250	12209820	Pennsbury SD	Bucks	22	6			DIANE	E		F	135866	F		16	8	1054	Master's de 9215	Supervisor,	Pennsbury	0000	100	15	Supervisor	Administra	20
22251	12209820	Pennsbury SD	Bucks	22	11			TIMOTHY	D		M	98222	F		21	21	1051	Bachelor's 18405	Physics, 10	Pennsbury	4682	100	18	Secondary	Classroom	20
22252	12209820	Pennsbury SD	Bucks	22	72			ELLEN			F	98222	F		13	13	1054	Master's de 2811	Gifted Class	Pennwood	1116	100	17	Elementary	Classroom	20
22253	12209820	Pennsbury SD	Bucks	22	11			JACQUELINE			F	88580	F		26	18	1051	Bachelor's 2843	Kindergarte	Eleanor Ro	1111	100	17	Elementary	Classroom	20

JENNIFER	W		F	62329	F	2	2	1054
IN DAVID	A		M	122560	F	31	22	1054
AILEEN			F	45176	F	1	1	1051
TIMOTHY	D		M	53472	F	8	2	1054
MATTHEW	C		M	57356	F	4	4	1051



Pennsbury SD

Master's de 1875
Master's de 1112
Bachelor's (8405
Master's de 2870
Bachelor's (1606
School Psych Pe
Assistant of Ch
Biology
Middle Level Pe
Business Ed Pe

	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S	T	U	V	W	X	Y	Z
22219	12209820	Pennsbury SD	Bucks	22	45			CARA	H.		F	88082	F													
22220	12209820	Pennsbury SD	Bucks	22	45			CARA	H.		F	88082	F													
22221	12209820	Pennsbury SD	Bucks	22	11			IP STACI	B		F	98222	F													
22222	12209820	Pennsbury SD	Bucks	22	44			ELAINE			F	122560	F	23	23	1054	Master's de 1106	Assistant of Pennsbury	4682	100	9	Assistant Se Administra	20			
22223	12209820	Pennsbury SD	Bucks	22	12			LISA	A		F	58479	F	6	1	1054	Master's de 7607	Develope Pennsbury	4682	100	18	Secondary Classroom	20			
22224	12209820	Pennsbury SD	Bucks	22	0			JANET			F	98222	F	33	33	1051	Bachelor's (4490	Spanish Pennsbury	4682	100	18	Secondary Classroom	20			
22225	12209820	Pennsbury SD	Bucks	22	51			RALPH	D		M	98222	F	35	35	1051	Bachelor's (8405	Biology Pennsbury	4682	100	18	Secondary Classroom	20			
22226	12209820	Pennsbury SD	Bucks	22	88			IC EDWARD	J.	III	M	61654	F	6	6	1051	Bachelor's (2845	Elementary Fallsington	7465	100	17	Elementary Classroom	20			
22227	12209820	Pennsbury SD	Bucks	22	53			IC REBECCA	R		F	64806	F	7	6	1051	Bachelor's (4820	Environme Pennsbury	4682	100	18	Secondary Classroom	20			
22228	12209820	Pennsbury SD	Bucks	22	61			LI MARTIN	P		M	59658	F	5	5	1054	Master's de 2845	Elementary Penn Valley	1101	100	17	Elementary Classroom	20			
22229	12209820	Pennsbury SD	Bucks	22	11			WHITNEY	M.		F	98222	F	15	15	1054	Master's de 2844	Elementary Eleanor Ro	1111	100	17	Elementary Classroom	20			
22230	12209820	Pennsbury SD	Bucks	22	60			JULIE	ANN		F	88082	F	11	11	1054	Master's de 9350	Special Ed, Pennwood	1116	50	20	Special Edu Classroom	20			
22231	12209820	Pennsbury SD	Bucks	22	60			JULIE	ANN		F	88082	F	11	11	1054	Master's de 9380	Special Ed, Pennwood	1116	50	20	Special Edu Classroom	20			
22232	12209820	Pennsbury SD	Bucks	22	48			REBECCA			F	24102	P	3	3	1051	Bachelor's (2843	Kindergarte Manor El S	1107	50	17	Elementary Classroom	20			
22233	12209820	Pennsbury SD	Bucks	22	87			KEVIN			M	71431	F	6	6	1057	Doctoral de 8405	Biology Pennsbury	4682	100	18	Secondary Classroom	20			
22234	12209820	Pennsbury SD	Bucks	22	12			JENNIFER	W		F	62329	F	2	2	1054	Master's de 1875	School Psyc Pennsbury	0000	100	44	Psychologis Coordinate	20			
22235	12209820	Pennsbury SD	Bucks	22	49			IN DAVID	A		M	122560	F	31	22	1054	Master's de 1112	Assistant of Charles H B	7308	100	11	Asst Princip Administra	20			
22236	12209820	Pennsbury SD	Bucks	22	12			AILEEN			F	45176	F	1	1	1051	Bachelor's (8405	Biology Pennsbury	4682	100	18	Secondary Classroom	20			
22237	12209820	Pennsbury SD	Bucks	22	66			TIMOTHY	D		M	53472	F	8	2	1054	Master's de 2870	Middle Level Pennsbury	4682	100	18	Secondary Classroom	20			
22238	12209820	Pennsbury SD	Bucks	22	78			MATTHEW	C		M	57356	F	4		1051	Bachelor's (1606	Business Ed Pennsbury	4682	100	18	Secondary Classroom	20			
22239	12209820	Pennsbury SD	Bucks	22	97			ALLISON	M		F	47554	F	2	2	1051	Bachelor's (2850	Middle Level Charles H B	7308	100	18	Secondary Classroom	20			
22240	12209820	Pennsbury SD	Bucks	22	11			HARRY			M	71712	F	9	7	1054	Master's de 4490	Spanish Pennsbury	4682	100	18	Secondary Classroom	20			
22241	12209820	Pennsbury SD	Bucks	22	60			KATHLEEN	P		F	98222	F	18	13	1054	Master's de 2844	Elementary Village Park	1104	100	17	Elementary Classroom	20			
22242	12209820	Pennsbury SD	Bucks	22	60			KATHLEEN	P		F	98222	F	18	13	1054	Master's de 9225	Special Ed, Village Park	1104	100	20	Special Edu Classroom	20			
22243	12209820	Pennsbury SD	Bucks	22	10			MARY-MARGARE			F	85622	F	20	20	1051	Bachelor's (6800	Mathematic Pennsbury	4682	100	18	Secondary Classroom	20			
22244	12209820	Pennsbury SD	Bucks	22	12			MARY	KATHLEEN		F	73521	F	10	9	1054	Master's de 2845	Elementary Manor El S	1107	100	17	Elementary Classroom	20			
22245	12209820	Pennsbury SD	Bucks	22	12			SABRINA	L		F	69079	F	6	6	1054	Master's de 9225	Special Ed, Pennwood	1116	100	20	Special Edu Classroom	20			
22246	12209820	Pennsbury SD	Bucks	22	12			JAMES	W		M	78240	F	9	9	1054	Master's de 4801	Health and Makefield E	1109	100	17	Elementary Classroom	20			
22247	12209820	Pennsbury SD	Bucks	22	12			SCOTT	H		M	98222	F	28	27	1051	Bachelor's (2850	Middle Level Pennwood	1116	100	18	Secondary Classroom	20			
22248	12209820	Pennsbury SD	Bucks	22	45			ON DAVID	P.		M	123560	F	19	11	1057	Doctoral de 1106	Assistant of Pennsbury	4682	100	9	Assistant Se Administra	20			
22249	12209820	Pennsbury SD	Bucks	22	10			ELIZABETH	R		F	59658	F	5	5	1054	Master's de 2844	Elementary Eleanor Ro	1111	100	17	Elementary Classroom	20			
22250	12209820	Pennsbury SD	Bucks	22	6			DIANE	E		F	135866	F	16	8	1054	Master's de 9215	Supervisor, Pennsbury	0000	100	15	Supervisor Administra	20			
22251	12209820	Pennsbury SD	Bucks	22	14			TIMOTHY	D		M	98222	F	21	21	1051	Bachelor's (8405	Physics, 10 Pennsbury	4682	100	18	Secondary Classroom	20			
22252	12209820	Pennsbury SD	Bucks	22	72			ELLEN			F	98222	F	13	13	1054	Master's de 2811	Gifted Class Pennwood	1116	100	17	Elementary Classroom	20			
22253	12209820	Pennsbury SD	Bucks	22	11			JACQUELINE			F	88580	F	26	18	1051	Bachelor's (2843	Kindergarte Eleanor Ro	1111	100	17	Elementary Classroom	20			

JENNIFER	W		F	62329	F	2	2	1054
IN DAVID	A		M	122560	F	31	22	1054
AILEEN			F	45176	F	1	1	1051
TIMOTHY	D		M	53472	F	8	2	1054
MATTHEW	C		M	57356	F	4	4	1051

A	B	C	F	G	H	I	K	N	Q	R	T	U	Z	AF	A
LarkID	First year	Data Year	PublicID	Last Name	First Name	Middle	Gender	AnnualSalary	YearsInEd	YearsInLEA	AUN	LEAName	School	AssignCd	Assignment Description
2009215	0	2014			STEVEN	F	M	\$51,000	5	5	103029403	West Allegheny SD	West Allegheny SHS	8470	Physics, 10-12
2009216	1	2009			BUFFY		F	\$88,030	1	1	112671303	Central York SD	Central York HS	8420	Chemistry
2009216	0	2010			BUFFY		F	\$89,662	1	1	112671303	Central York SD	Central York HS	8420	Chemistry
2009216	0	2011			BUFFY		F	\$93,209	1	1	112671303	Central York SD	Central York HS	8420	Chemistry
2009217	1	2009			TONYA	ROCH	M	\$69,566	1	1	126515001	Philadelphia City SD	Edison HS/Fareira Skills	8420	Chemistry
2009218	1	2009			AILEEN		F	\$45,176	1	1	122098202	Pennsbury SD	Pennsbury HS	8405	Biology
2009218	0	2012			Aileen	Marie	F	\$44,137	1	1	122092102	Central Bucks SD	Central Bucks HS-East	8405	Biology
2009218	0	2013			Aileen	Marie	F		2	2		Central Bucks SD	Central Bucks HS-East	8405	Biology
2009218	0	2014			Aileen	Marie	F	\$47,961	3	3	122092102	Central Bucks SD	Central Bucks HS-South	8405	Biology
2009218	0	2015			Aileen	Marie	F	\$48,939	4	4	122092102	Central Bucks SD	Central Bucks HS-South	8405	Biology
2009218	0	2016			Aileen	Marie	F	\$51,157	5	5	122092102	Central Bucks SD	Central Bucks HS-South	8405	Biology
2009220	1	2009			SCOTT	R	M	\$36,102	1	1	112671803	Dover Area SD	Dover Area Intrmd Sch	8441	Earth and Space Science
2009220	0	2010			SCOTT	R	M	\$41,090	2	2	112671803	Dover Area SD	Dover Area Intrmd Sch	8441	Earth and Space Science
2009220	0	2011			SCOTT	R	M	\$45,042	3	3	112671803	Dover Area SD	Dover Area Intrmd Sch	8441	Earth and Space Science
2009220	0	2012			SCOTT	R	M	\$46,779	4	4	112671803	Dover Area SD	Dover Area Intrmd Sch	8441	Earth and Space Science
2009221	1	2009			Toni Ann		F	\$39,805	1	1	119648303	Wallenpaupack Area SD	Wallenpaupack Area HS	8420	Chemistry
2009221	0	2010			Toni Ann		F	\$42,218	2	2	119648303	Wallenpaupack Area SD	Wallenpaupack Area HS	8420	Chemistry
2009221	0	2011			Toni Ann		F	\$44,562	3	3	119648303	Wallenpaupack Area SD	Wallenpaupack Area HS	8420	Chemistry
2009221	0	2012			Toni Ann		F	\$47,014	4	4	119648303	Wallenpaupack Area SD	Wallenpaupack Area HS	8420	Chemistry
2009221	0	2013			Toni Ann		F	\$49,139	5	5	119648303	Wallenpaupack Area SD	Wallenpaupack Area HS	8420	Chemistry
2009221	0	2014			Toni Ann		F	\$52,874	6	6	119648303	Wallenpaupack Area SD	Wallenpaupack Area HS	8420	Chemistry
2009222	1	2009			JOHN	D	M	\$35,236	1	1	101638803	Washington SD	Washington HS	8420	Chemistry
2009222	0	2010			JOHN	D	M	\$37,143	2	2	101638803	Washington SD	Washington HS	8420	Chemistry
2009222	0	2011			JOHN	D	M	\$39,760	2	2	101638803	Washington SD	Washington HS	8420	Chemistry
2009222	0	2012			JOHN	D	M	\$40,410	4	4	101638803	Washington SD	Washington HS	8420	Chemistry
2009222	0	2013			JOHN	D	M	\$41,960	5	5	101638803	Washington SD	Washington HS	8420	Chemistry
2009222	0	2014			JOHN	D	M	\$42,100	6	1	101631703	Canon-McMillan SD	Canon-McMillan SHS	8420	Chemistry
2009223	1	2009			AMY	S	F	\$41,688	1	1	104107903	Seneca Valley SD	Seneca Valley SHS	8420	Chemistry
2009223	0	2010			AMY	S	F	\$44,255	2	2	104107903	Seneca Valley SD	Seneca Valley SHS	8420	Chemistry
2009223	0	2011			AMY	S	F	\$46,807	3	3	104107903	Seneca Valley SD	Seneca Valley SHS	8420	Chemistry
2009223	0	2012			AMY	S	F	\$49,491	4	4	104107903	Seneca Valley SD	Seneca Valley SHS	8420	Chemistry
2009223	0	2013			AMY	S	F	\$52,087	5	5	104107903	Seneca Valley SD	Seneca Valley SHS	8420	Chemistry
2009223	0	2014			AMY	S	F	\$54,737	5	5	104107903	Seneca Valley SD	Seneca Valley HS	8420	Chemistry

AILEEN

2009218	1	2009			IK	AILEEN		F	\$45,176	1	1	122098202	Pennsbury SD	Pennsbury HS	8405	Biology
2009218	0	2012				Aileen	Marie	F	\$44,137	1	1	122092102	Central Bucks SD	Central Bucks HS-East	8405	Biology
2009218	0	2013				Aileen	Marie	F		2	2		Central Bucks SD	Central Bucks HS-East	8405	Biology
2009218	0	2014				Aileen	Marie	F	\$47,961	3	3	122092102	Central Bucks SD	Central Bucks HS-South	8405	Biology
2009218	0	2015				Aileen	Marie	F	\$48,939	4	4	122092102	Central Bucks SD	Central Bucks HS-South	8405	Biology
2009218	0	2016				Aileen	Marie	F	\$51,157	5	5	122092102	Central Bucks SD	Central Bucks HS-South	8405	Biology

AILEEN

2009218	1	2009			IK	AILEEN		F	\$45,176	1	1	122098202	Pennsbury SD	Pennsbury HS	8405	Biology
2009218	0	2012				Aileen	Marie	F	\$44,137	1	1	122092102	Central Bucks SD	Central Bucks HS-East	8405	Biology
2009218	0	2013				Aileen	Marie	F		2	2		Central Bucks SD	Central Bucks HS-East	8405	Biology
2009218	0	2014				Aileen	Marie	F	\$47,961	3	3	122092102	Central Bucks SD	Central Bucks HS-South	8405	Biology
2009218	0	2015				Aileen	Marie	F	\$48,939	4	4	122092102	Central Bucks SD	Central Bucks HS-South	8405	Biology
2009218	0	2016				Aileen	Marie	F	\$51,157	5	5	122092102	Central Bucks SD	Central Bucks HS-South	8405	Biology

Data Year

2009

2012

2013

2014

2015

2016

AILEEN

2009218	1	2009		IK	AILEEN		F	\$45,176	1	1	122098202	Pennsbury SD	Pennsbury HS	8405	Biology
2009218	0	2012			Aileen	Marie	F	\$44,137	1	1	122092102	Central Bucks SD	Central Bucks HS-East	8405	Biology
2009218	0	2013			Aileen	Marie	F		2	2		Central Bucks SD	Central Bucks HS-East	8405	Biology
2009218	0	2014			Aileen	Marie	F	\$47,961	3	3	122092102	Central Bucks SD	Central Bucks HS-South	8405	Biology
2009218	0	2015			Aileen	Marie	F	\$48,939	4	4	122092102	Central Bucks SD	Central Bucks HS-South	8405	Biology
2009218	0	2016			Aileen	Marie	F	\$51,157	5	5	122092102	Central Bucks SD	Central Bucks HS-South	8405	Biology

Data Year

AnnualSalary

2009

\$45,176

2012

\$44,137

2013

2014

\$47,961

2015

\$48,939

2016

\$51,157

AILEEN

2009218	1	2009	IK	AILEEN		F	\$45,176	1	1	122098202	Pennsbury SD	Pennsbury HS	8405	Biology
2009218	0	2012		Aileen	Marie	F	\$44,137	1	1	122092102	Central Bucks SD	Central Bucks HS-East	8405	Biology
2009218	0	2013		Aileen	Marie	F		2	2		Central Bucks SD	Central Bucks HS-East	8405	Biology
2009218	0	2014		Aileen	Marie	F	\$47,961	3	3	122092102	Central Bucks SD	Central Bucks HS-South	8405	Biology
2009218	0	2015		Aileen	Marie	F	\$48,939	4	4	122092102	Central Bucks SD	Central Bucks HS-South	8405	Biology
2009218	0	2016		Aileen	Marie	F	\$51,157	5	5	122092102	Central Bucks SD	Central Bucks HS-South	8405	Biology

Data Year

AnnualSalary

YearsInEd

2009

\$45,176

1

2012

\$44,137

1

2013

2

2014

\$47,961

3

2015

\$48,939

4

2016

\$51,157

5

AILEEN

2009218	1	2009	IK	AILEEN		F	\$45,176	1	1	122098202	Pennsbury SD	Pennsbury HS	8405	Biology
2009218	0	2012		Aileen	Marie	F	\$44,137	1	1	122092102	Central Bucks SD	Central Bucks HS-East	8405	Biology
2009218	0	2013		Aileen	Marie	F		2	2		Central Bucks SD	Central Bucks HS-East	8405	Biology
2009218	0	2014		Aileen	Marie	F	\$47,961	3	3	122092102	Central Bucks SD	Central Bucks HS-South	8405	Biology
2009218	0	2015		Aileen	Marie	F	\$48,939	4	4	122092102	Central Bucks SD	Central Bucks HS-South	8405	Biology
2009218	0	2016		Aileen	Marie	F	\$51,157	5	5	122092102	Central Bucks SD	Central Bucks HS-South	8405	Biology

Data Year	AnnualSalary	YearsInEd	YearsInLEA
2009	\$45,176	1	1
2012	\$44,137	1	1
2013		2	2
2014	\$47,961	3	3
2015	\$48,939	4	4
2016	\$51,157	5	5

AILEEN

2009218	1	2009	IK	AILEEN		F	\$45,176	1	1	122098202	Pennsbury SD	Pennsbury HS	8405	Biology
2009218	0	2012		Aileen	Marie	F	\$44,137	1	1	122092102	Central Bucks SD	Central Bucks HS-East	8405	Biology
2009218	0	2013		Aileen	Marie	F		2	2		Central Bucks SD	Central Bucks HS-East	8405	Biology
2009218	0	2014		Aileen	Marie	F	\$47,961	3	3	122092102	Central Bucks SD	Central Bucks HS-South	8405	Biology
2009218	0	2015		Aileen	Marie	F	\$48,939	4	4	122092102	Central Bucks SD	Central Bucks HS-South	8405	Biology
2009218	0	2016		Aileen	Marie	F	\$51,157	5	5	122092102	Central Bucks SD	Central Bucks HS-South	8405	Biology

Data Year

AnnualSalary

YearsInEd

YearsInLEA

LEAName

2009

\$45,176

1

1

Pennsbury SD

2012

\$44,137

1

1

Central Bucks SD

2013

2

2

Central Bucks SD

2014

\$47,961

3

3

Central Bucks SD

2015

\$48,939

4

4

Central Bucks SD

2016

\$51,157

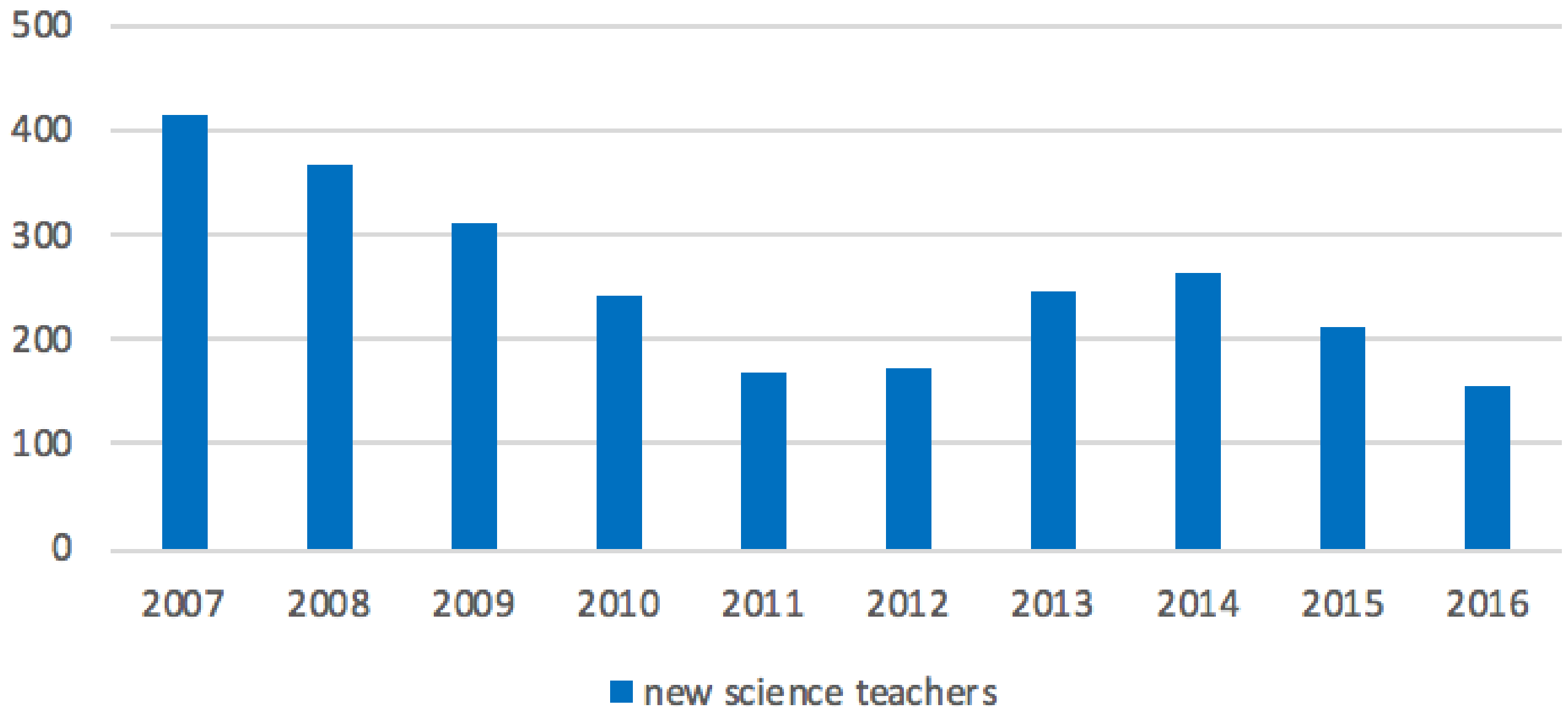
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5

Central Bucks SD

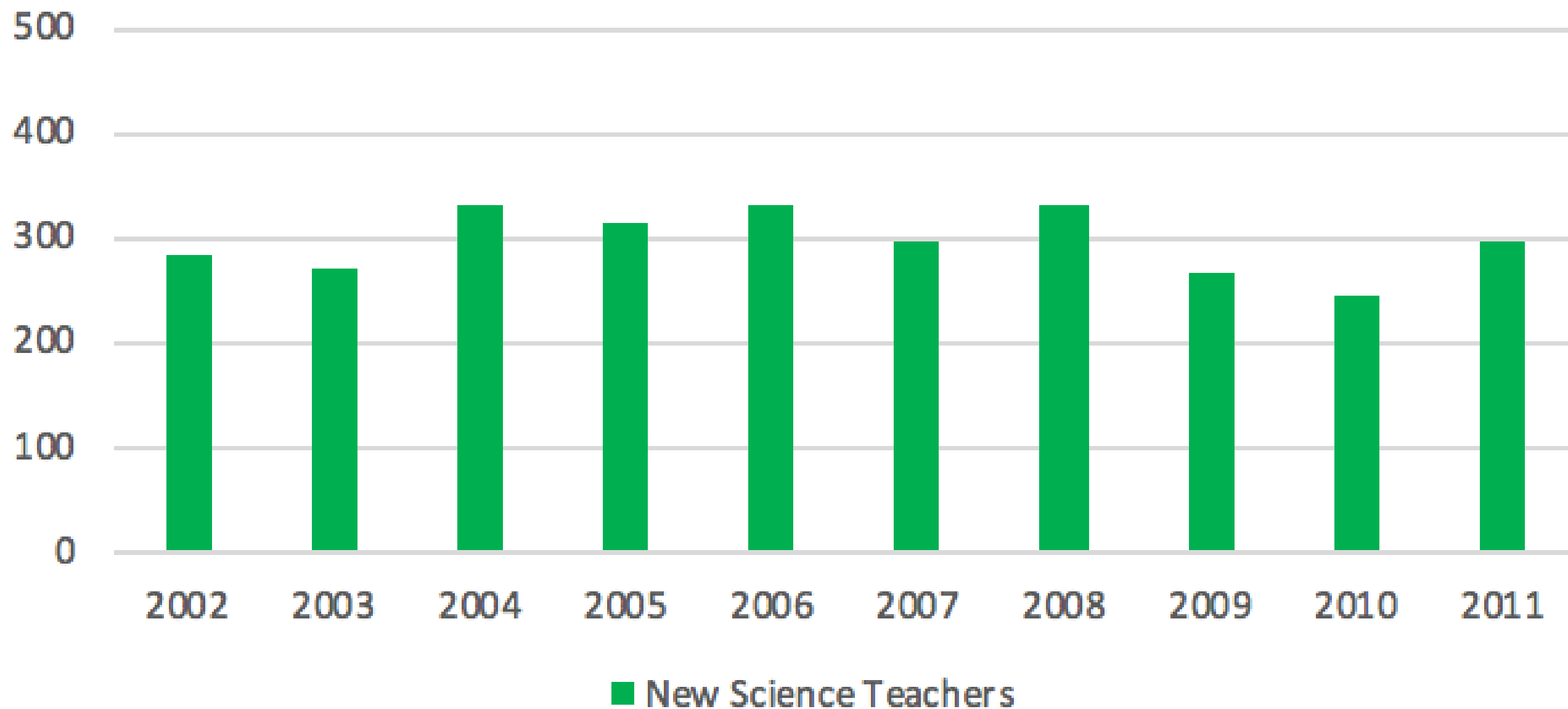


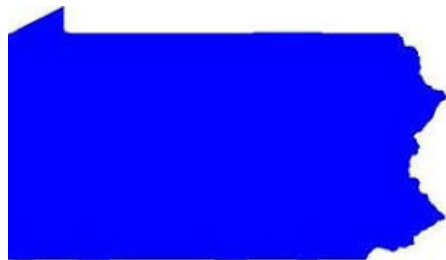
Count of New Science Teachers Starting Year 1 in Pennsylvania (2007-2016)



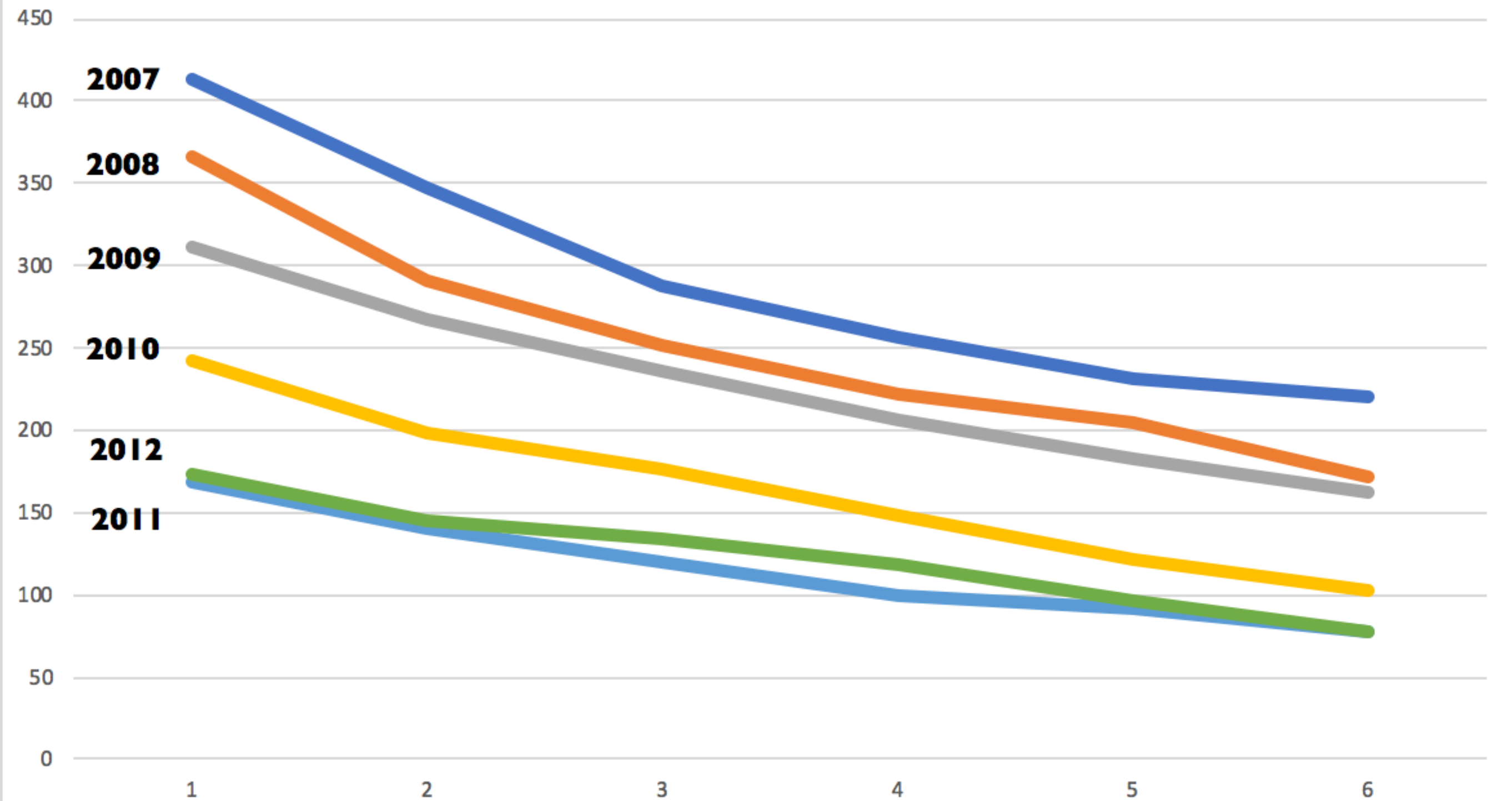


Count of New Science Teachers Starting Year 1 in New Jersey (2002-2011)

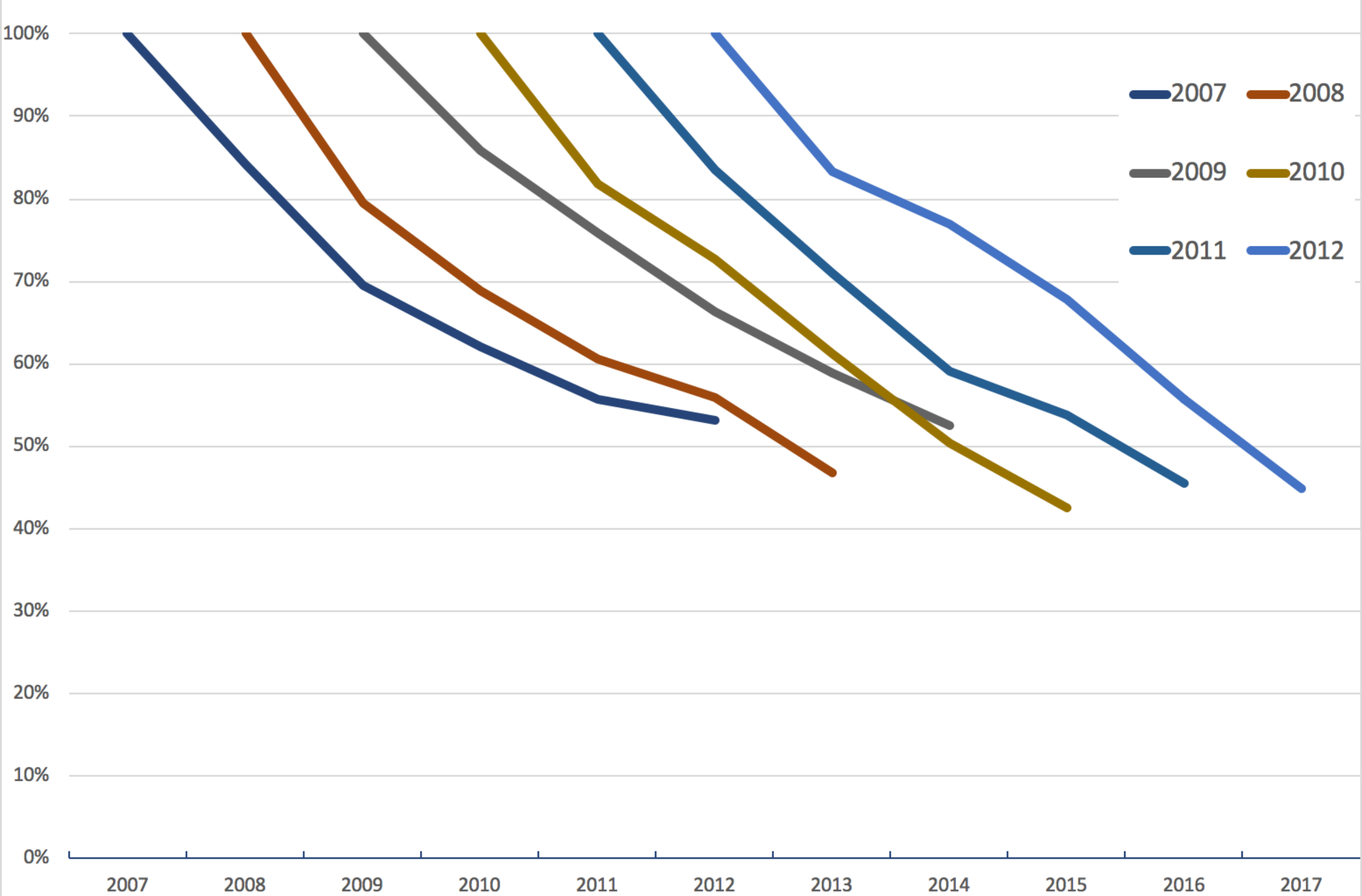




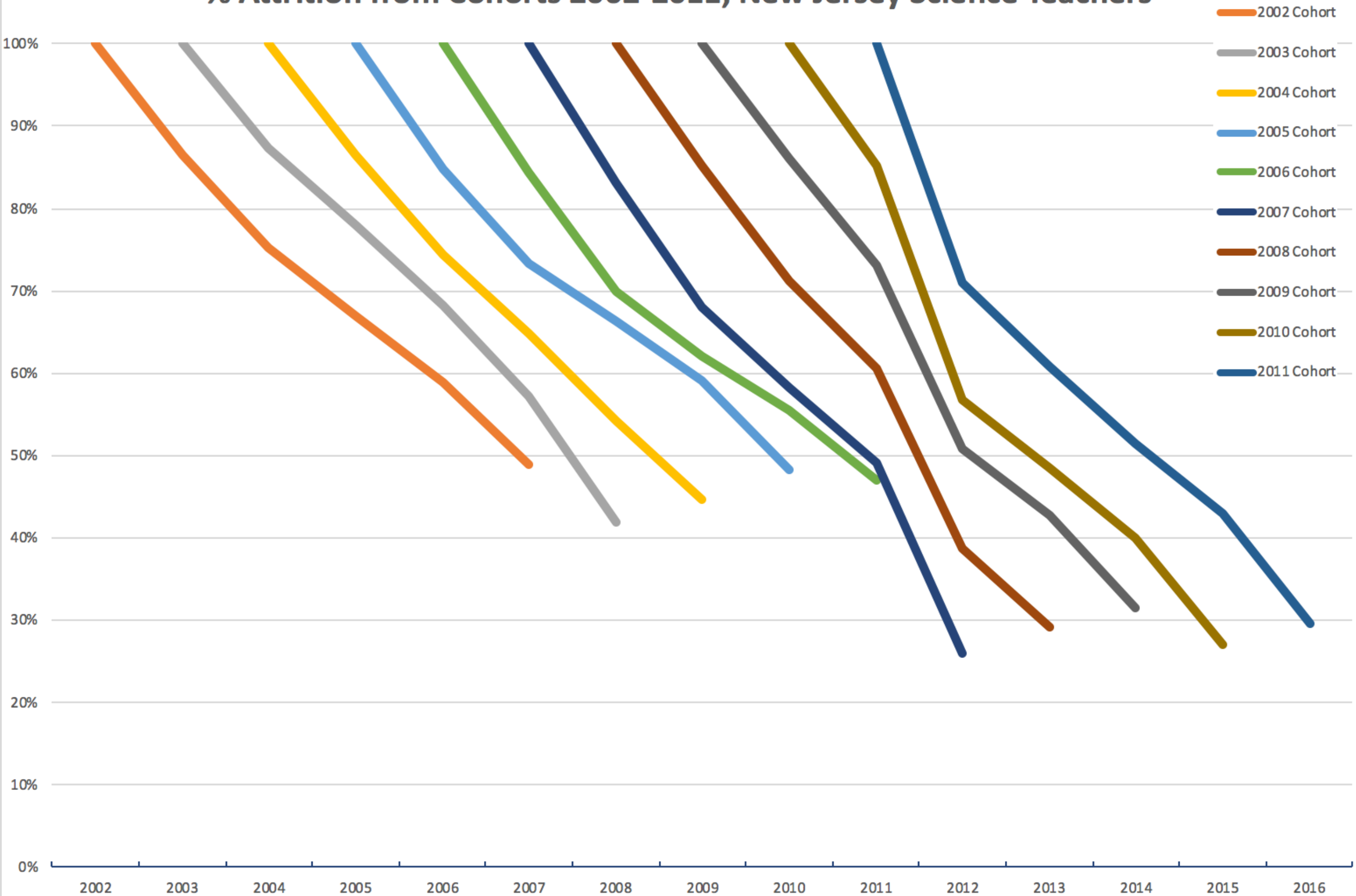
6 -Year Attrition from Cohorts 2007-2012, Pennsylvania Science Teachers



% 6-Year Attrition from Cohorts 2007-2017, Pennsylvania Science Teachers



% Attrition from Cohorts 2002-2011, New Jersey Science Teachers



How do we define retention?

The Retention of Science Teachers in New Jersey During the First 6 Years after Initial Hire



How do we define retention?

The Retention of Science Teachers in New Jersey During the First 6 Years after Initial Hire

1st year
(2010-2011)

251
Science
teachers
were hired in NJ
public schools
beginning
September 2010.

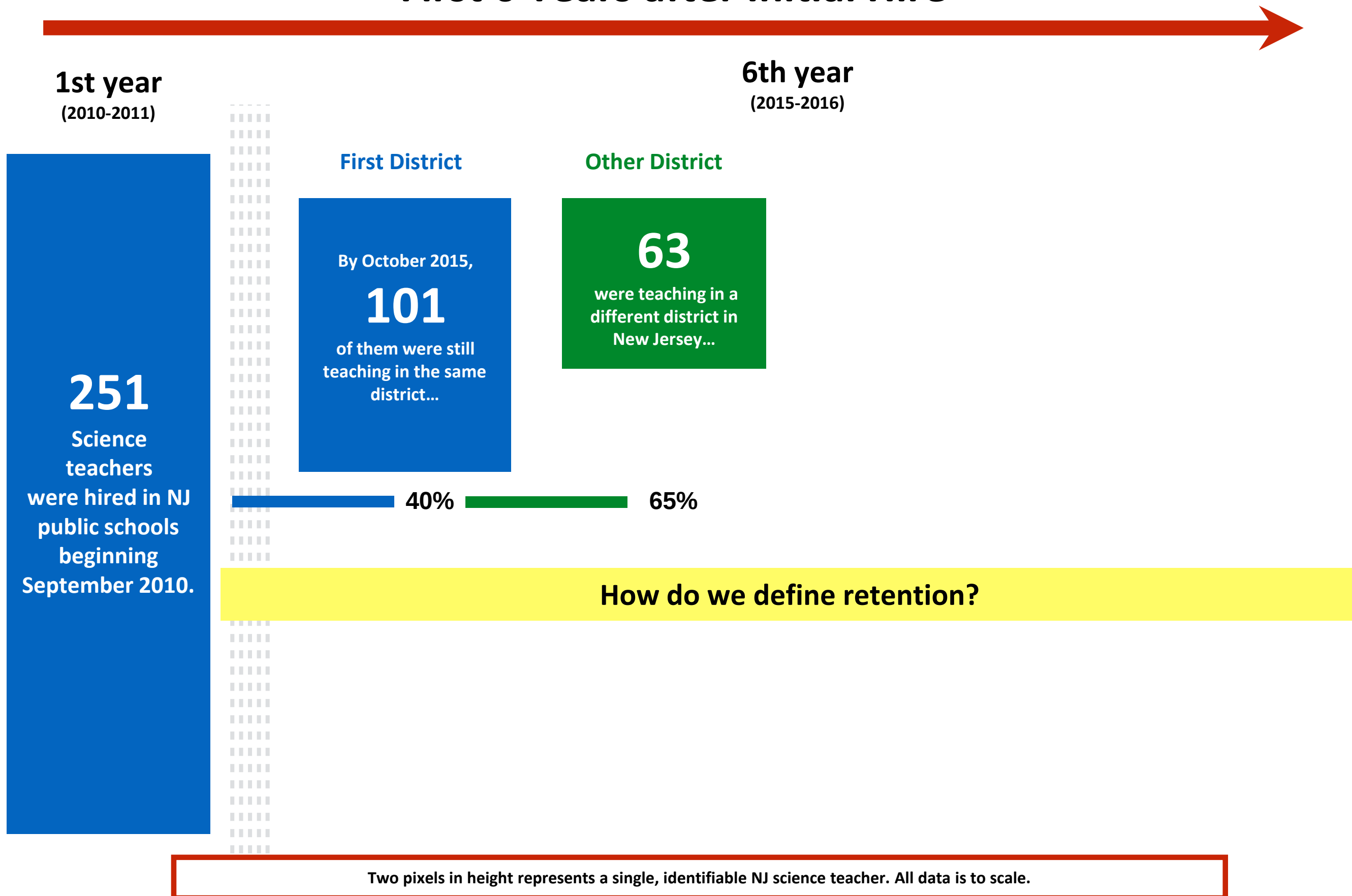
How do we define retention?

Two pixels in height represents a single, identifiable NJ science teacher. All data is to scale.

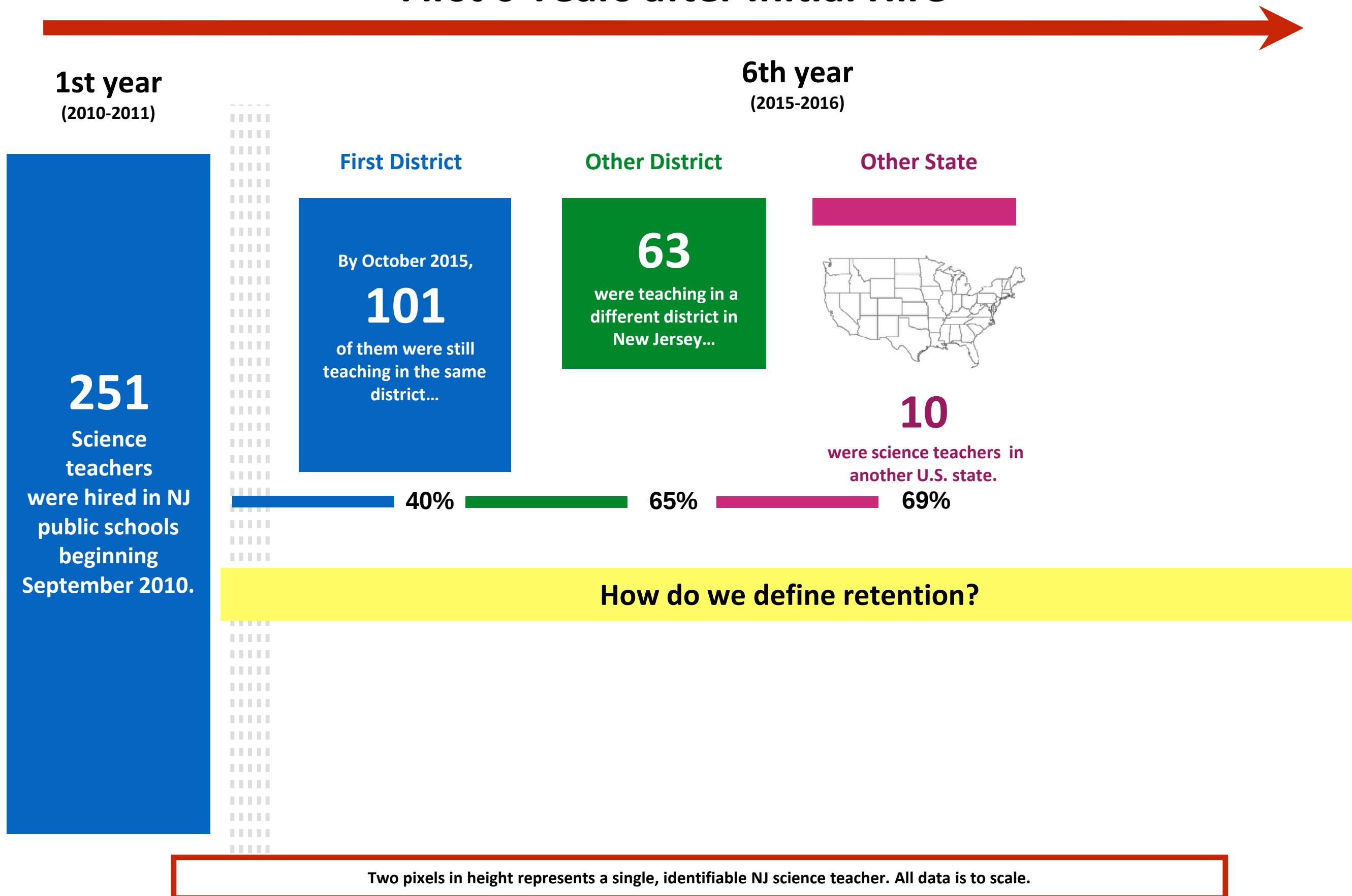
The Retention of Science Teachers in New Jersey During the First 6 Years after Initial Hire



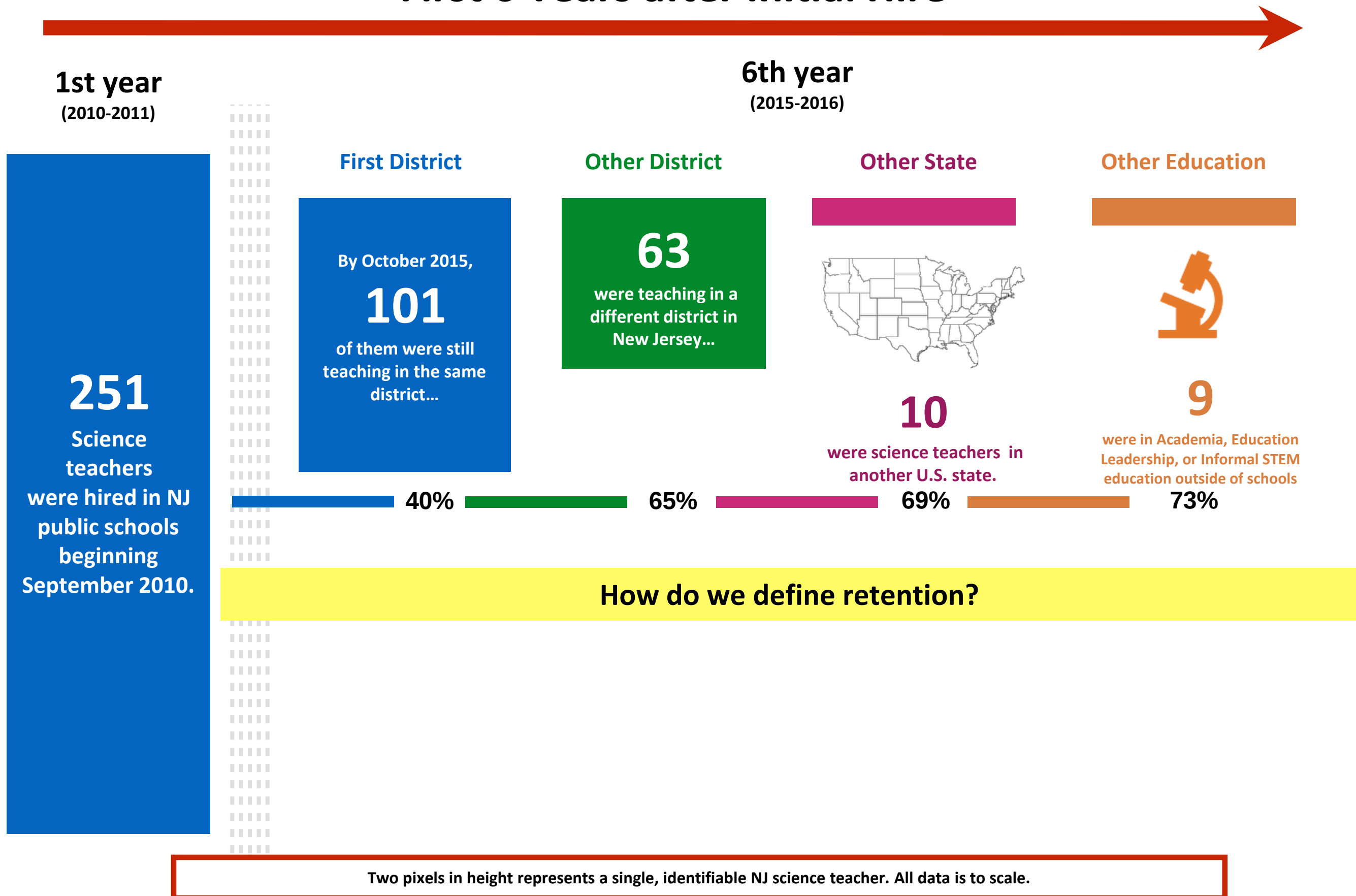
The Retention of Science Teachers in New Jersey During the First 6 Years after Initial Hire



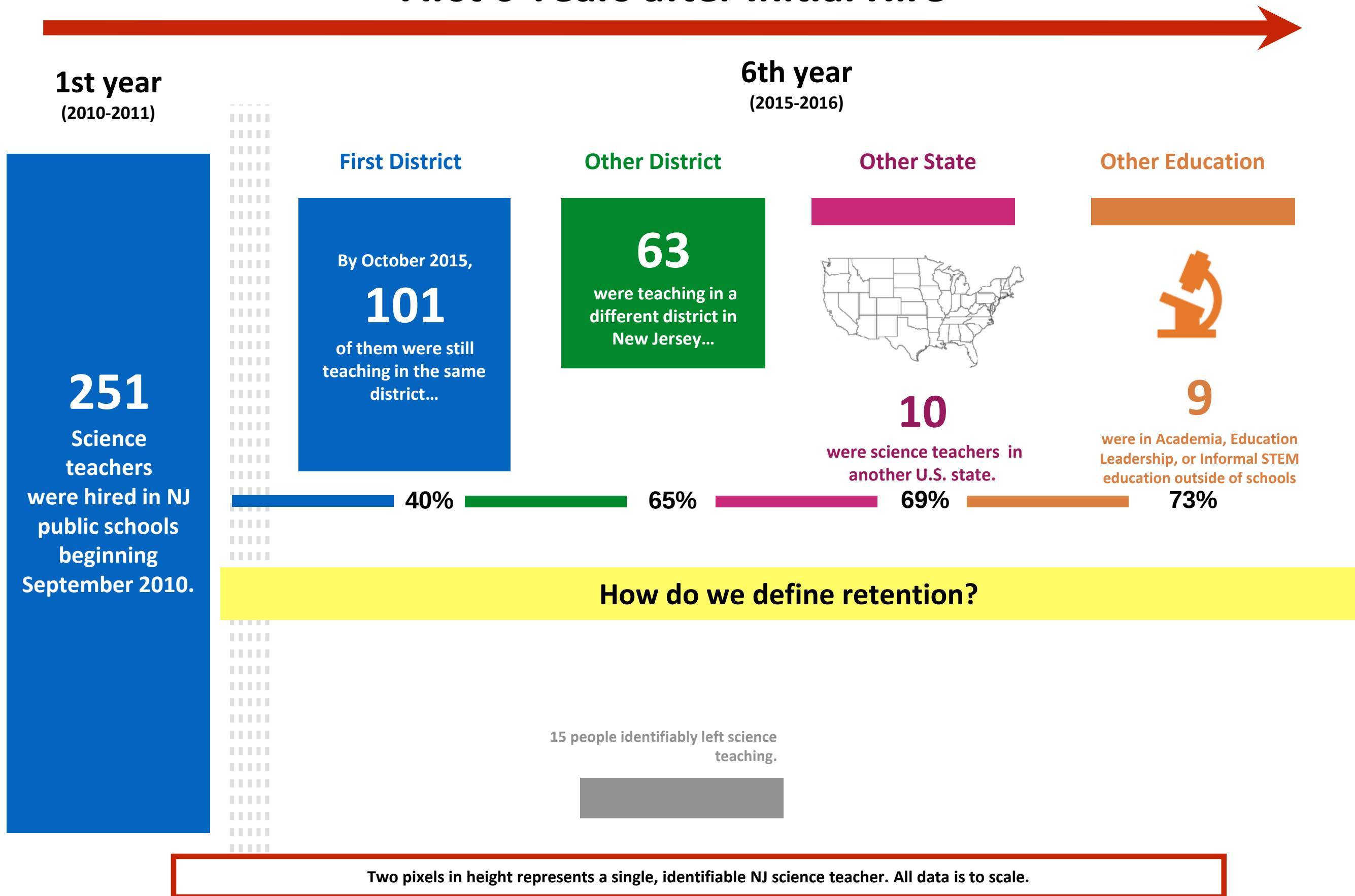
The Retention of Science Teachers in New Jersey During the First 6 Years after Initial Hire



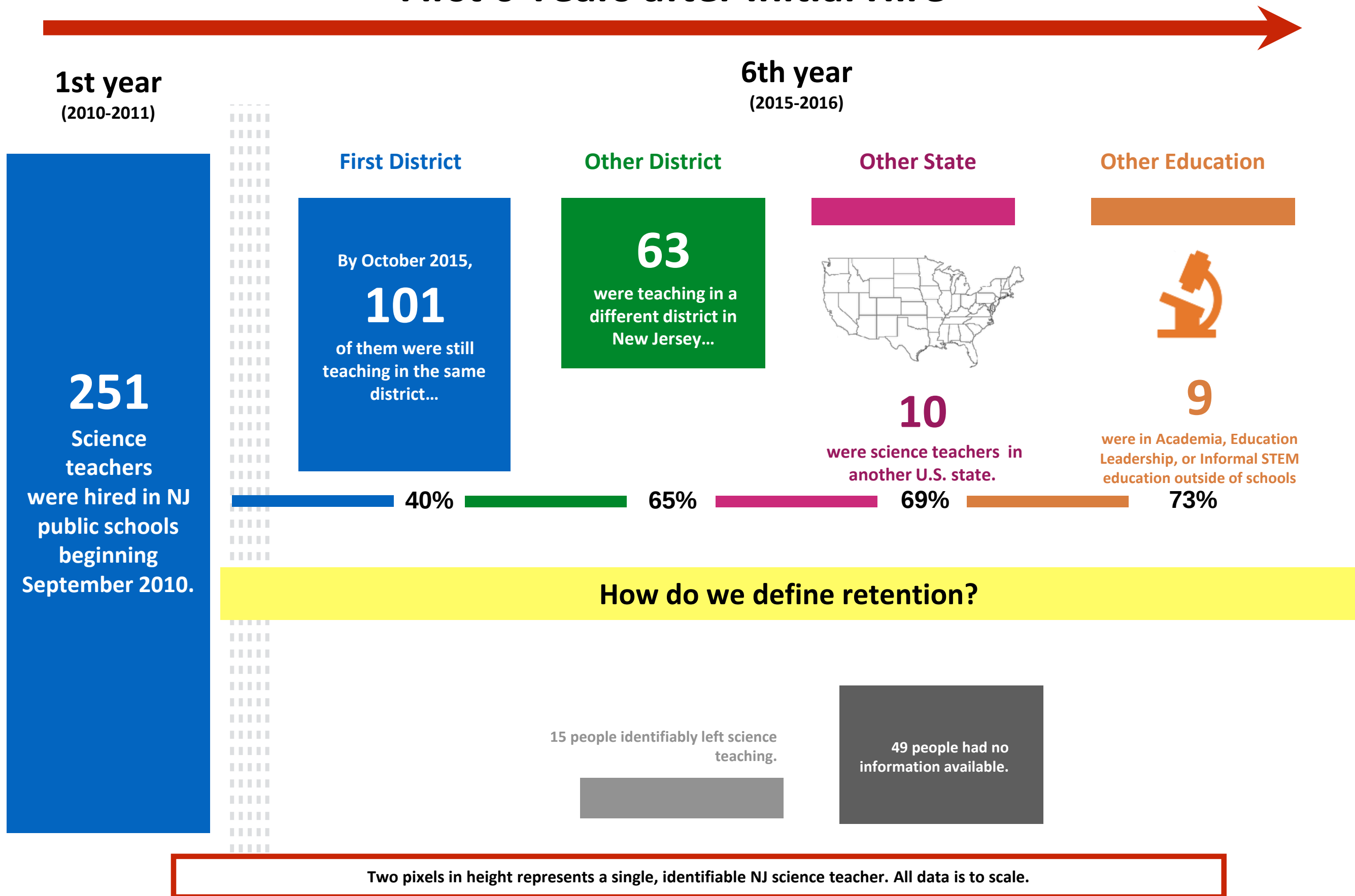
The Retention of Science Teachers in New Jersey During the First 6 Years after Initial Hire



The Retention of Science Teachers in New Jersey During the First 6 Years after Initial Hire



The Retention of Science Teachers in New Jersey During the First 6 Years after Initial Hire



EMPOWERED EDUCATORS

HOW HIGH-PERFORMING SYSTEMS SHAPE
TEACHING QUALITY AROUND THE WORLD

FINLAND: CONSTRUCTING
TEACHER QUALITY



NCEE
National Center on
EDUCATION
And The Economy

CENTER ON INTERNATIONAL
EDUCATION BENCHMARKING
LEARNING FROM THE HIGHEST QUALITY EDUCATIONAL SYSTEMS

scope
Stanford Center for
Opportunity Policy in Education



“Finland has a very high retention rate for teachers, with a 2013 survey showing that about 90 percent of trained teachers remain in the profession for the duration of their careers.”

<http://ncee.org/what-we-do/center-on-international-education-benchmarking/top-performing-countries/finland-overview/finland-teacher-and-principal-quality/>

Takeaway messages

- The term *retention* does not have a universal, accepted meaning, and should be defined whenever it is used. Is retention to the school? district? teaching? The profession more broadly?
- Staffing data is messy, but valuable if care is taken to clean it (and state data systems got a lot better after 2013 as a side effect of the Race-to-the-Top grant process). Still, it leads to very different retention rates compared to sampling (e.g. SASS) studies.
- We are able to identify districts with higher-than-average retention rates in focus areas. Our central idea still holds promise, and we look forward to the district case studies in the four states.
- The scale of new science teachers in each state annually is not huge (~200-300 per year). This should be reassuring to those of us in the Noyce community who wonder about our impact.

Studying the Retention of Novice Science Teachers by Learning from School District Induction and Mentoring Programs

Thank you!

larkind@montclair.edu

**Dr. Douglas Larkin, Montclair State University
Noyce Summit, Washington DC
Thursday, July 11, 2019**

