



Turnover among Early Educators in Virginia

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 brief showcases how LinkB5 tracks nearly 9,000 early educators employed in Virginia in Fall 2021 and whether they remained at the same site a year later. Turnover rates were calculated based on the number of teachers registered in LinkB5 in Fall 2021 but not registered at their site in Fall 2022. Statewide, 37% of the early educators in LinkB5 left their sites from Fall 2021 to Fall 2022.

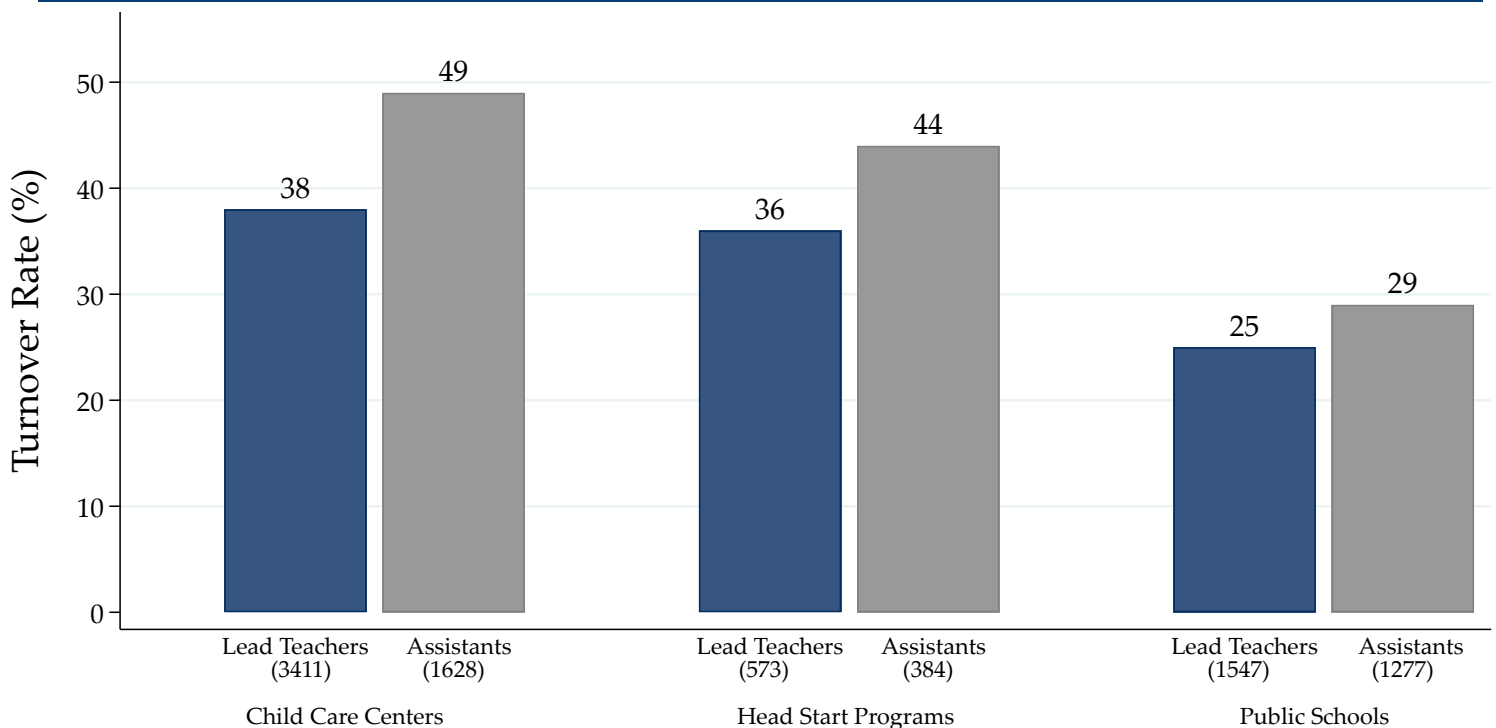
Sample size (All sectors)

1,192 sites*

8,820 staff

* 54% of publicly funded sites in Virginia¹

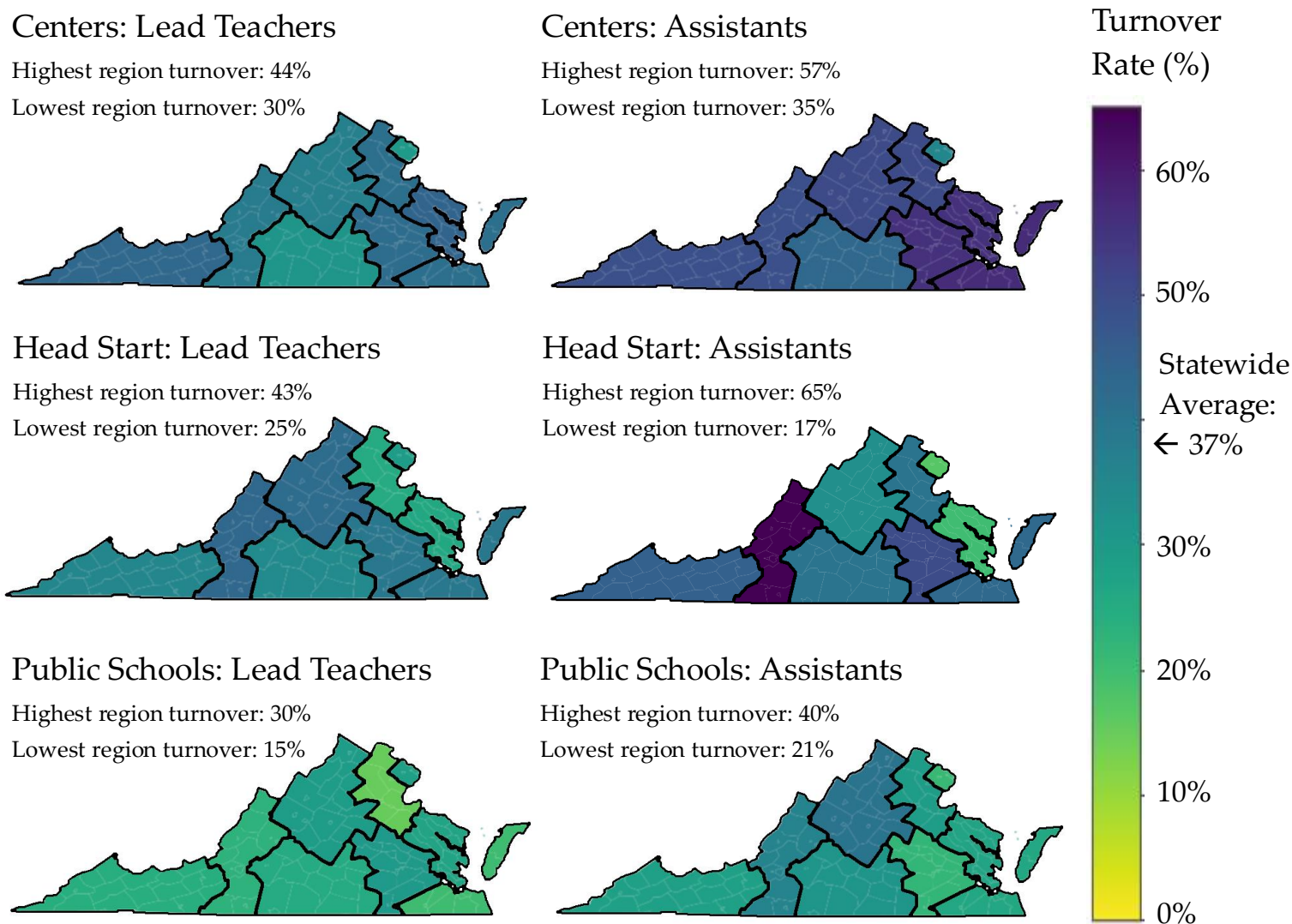
**Figure 1. Early Childhood Teacher Turnover in Virginia
by Sector and Role (Fall 2021-Fall 2022)**



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.

¹This count includes publicly funded centers, Head Start programs, and schools but not family day homes.

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



Key Takeaways

- **The turnover rate for early childhood teachers in Virginia is high: 37% between Fall 2021 and Fall 2022.**
- **Turnover varied by role, region, and sector, with particularly high turnover rates in child care and Head Start.**
- **Even in school-based early education, 25% of lead teachers and 29% of assistants were no longer teaching preschool at their sites.**
- **LinkB5 data provides a powerful tool for tracking turnover, a major barrier to quality improvement.**