



Turnover Rates Among Virginia’s Early Educators: New Evidence from 2024-2025

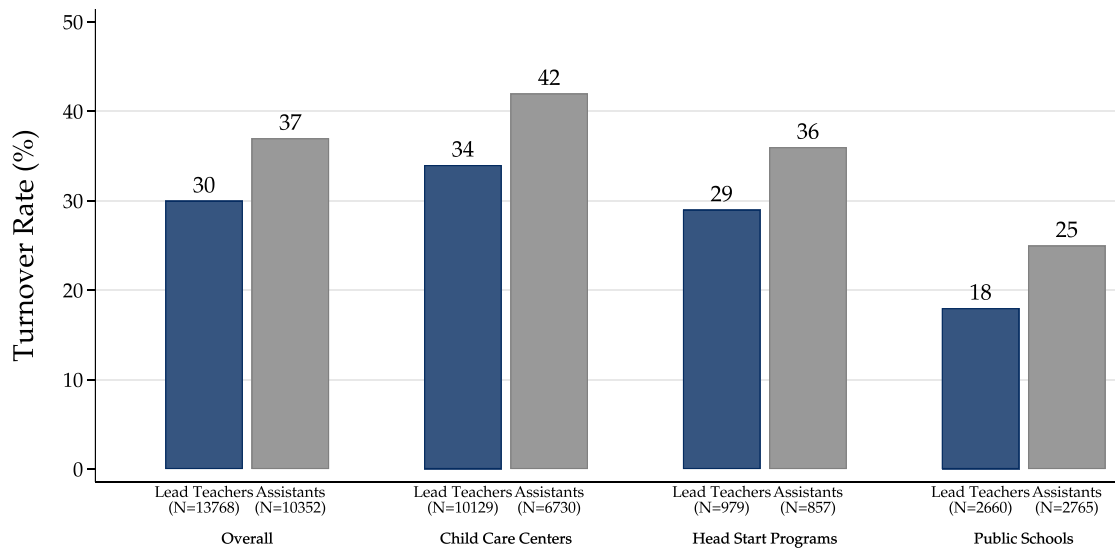
Teacher turnover in early childhood settings can negatively affect children’s learning and development. [Virginia’s LinkB5 data system](#) provides a unique opportunity to track turnover at scale across sectors and regions. Using data from LinkB5, this brief shows the percentage of early educators employed in Virginia in Fall 2024 who remained at the same site one year later.

Sample size (All sectors) **2,358 sites (100% of publicly funded sites in VA¹)** **24,120 teachers²**

Key Takeaways

- **Statewide, roughly 1 in 3 lead and assistant teachers in LinkB5 left their sites from Fall 2024 to Fall 2025.**
- **Turnover varied by role and sector, with particularly high turnover rates in child care centers and for assistant teachers.**
- **Compared to [2023-2024](#), turnover rates in 2024-2025 were slightly lower for most groups. There was a larger drop (6 percentage point drop) for lead teachers in public schools.**

Early Childhood Teacher Turnover in Virginia by Sector and Role Fall 2024-Fall 2025



Note: Based on Fall 2024 and Fall 2025 LinkB5 registration data. The number of teachers in our sample who were registered in each sector and role in Fall 2024 is shown in parentheses. The turnover rate is the percentage of those teachers who were not registered as working at the same site in Fall 2025.

¹ Since Fall 2023, all publicly funded ECCE sites in Virginia are required to participate in LinkB5. The sites in this analysis include centers, Head Starts, and schools who participated in LinkB5 in Fall 2024 and continued to operate in Virginia in Fall 2025. Family day home educators are also tracked in LinkB5 but are not included in these analyses.

² Due to data quality issues, 127 teachers at sites that participated in LinkB5 in 2024 and 2025 were excluded from this analysis. Turnover rates are equivalent for every role and sector when these teachers are included.