



## Turnover Rates Among Virginia’s Early Educators: New Evidence from 2023-2024

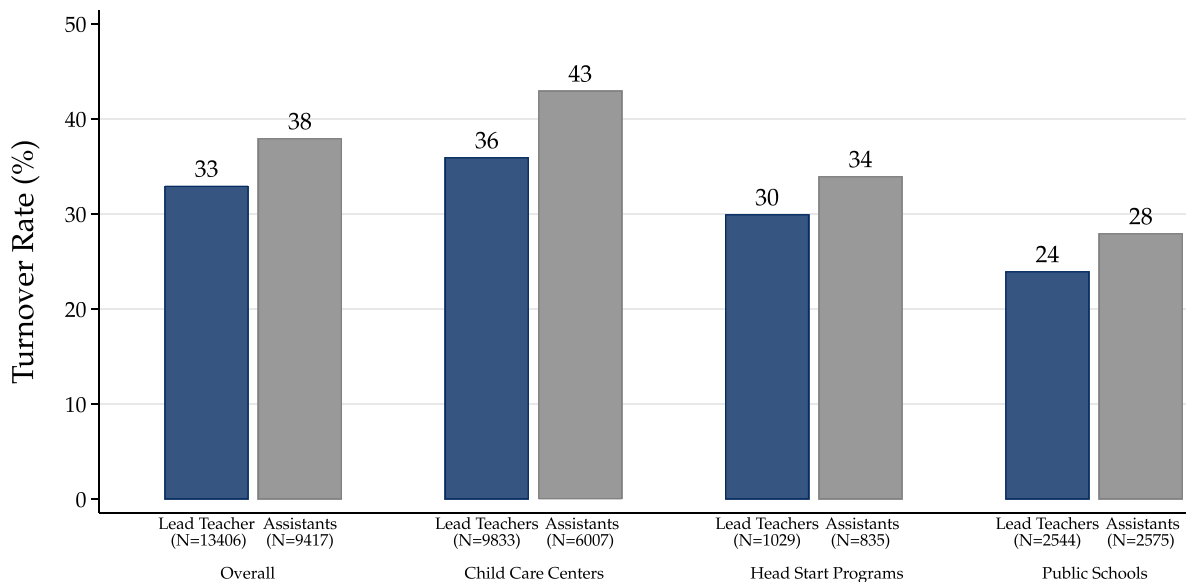
Teacher turnover in early childhood settings can negatively affect children’s learning and development. [Virginia’s LinkB5 data system](#) provides a unique opportunity to track turnover at scale across sectors and regions. Using data from LinkB5, this brief shows the percentage of early educators employed in Virginia in Fall 2023 who remained at the same site one year later.

**Sample size (All sectors)    2,280 sites (100% of publicly-funded sites in VA<sup>1</sup>)    22,823 teachers**

### Key Takeaways

- **Statewide, nearly 2 in 5 lead and assistant teachers (35%) in LinkB5 left their sites from Fall 2023 to Fall 2024.**
- **Turnover varied by role and sector, with particularly high turnover rates in child care centers and for assistant teachers.**
- **One-year turnover rates closely resemble rates from [2022-2023](#) and [2021-2022](#).**

**Figure 1. Early Childhood Teacher Turnover in Virginia by Sector and Role (Fall 2023-Fall 2024)**



Note: Based on Fall 2023 and Fall 2024 LinkB5 registration data. The number of teachers in our sample who were registered in each sector and role in Fall 2023 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 2024.

<sup>1</sup> 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 2023 and continued to operate in Virginia in Fall 2024. Family day home educators are also tracked in LinkB5 but are not included in these analyses.