

**Virginia Early Educator Movement Within & Out of Early Childhood Care & Education: Evidence from 2023-2024**

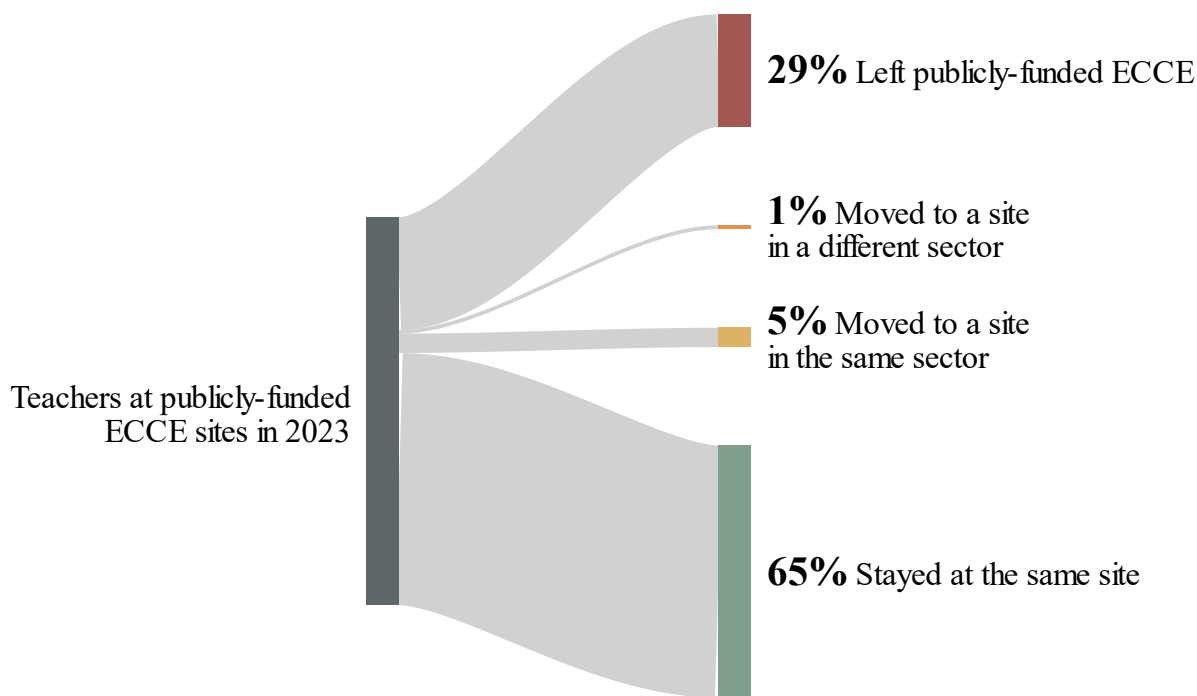
Educators in early childhood care and education (ECCE) settings leave their positions at high rates, which can negatively impact young children’s learning and development. It is important to understand whether educators who leave their positions leave ECCE altogether or move to different positions within ECCE. Virginia’s LinkB5 data system provides a unique opportunity to track early childhood educator turnover and movement between the universe of publicly-funded ECCE sites in Virginia. This brief explores where Virginia early educators who registered in LinkB5 in Fall 2023 were working one year later. It shows the percentages who worked at the same site, worked at another site in the same sector (child care, Head Start, public school), worked at a site in a different sector, and no longer worked at a publicly-funded ECCE site overall, by sector, and by role. The findings closely resemble the trends observed in 2022-2023.

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

**Key Takeaways**

- **In Virginia, 35% of early educators left their site between 2023 and 2024. Most of these teachers (82%) left publicly-funded ECCE altogether.**
- **Only 6% of early educators left their site and found teaching positions at other publicly-funded ECCE sites.**
- **Most teachers who moved within ECCE remained in the same sector (e.g., moving from one center to another center).**
- **Teacher mobility in 2023-2024 mirrors patterns from 2022-2023 for all roles and sectors.**

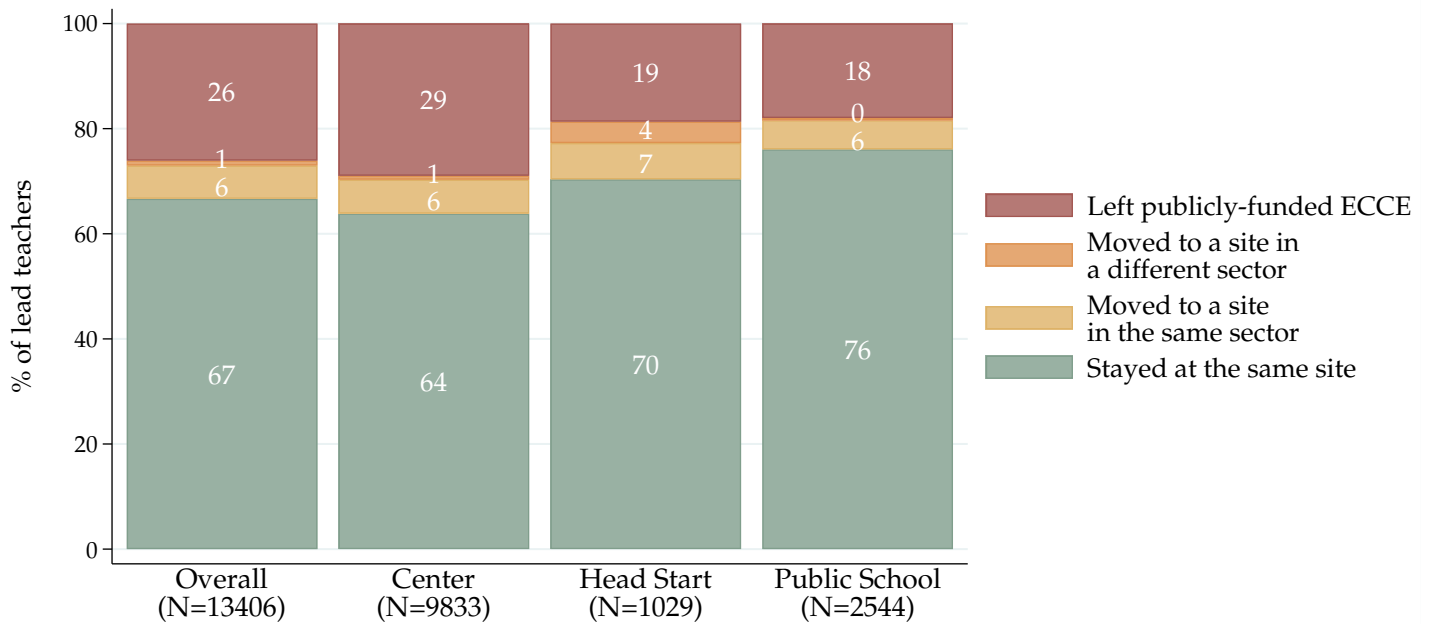
**Figure 1. Virginia Early Childhood Teacher Movement, Fall 2023-Fall 2024**



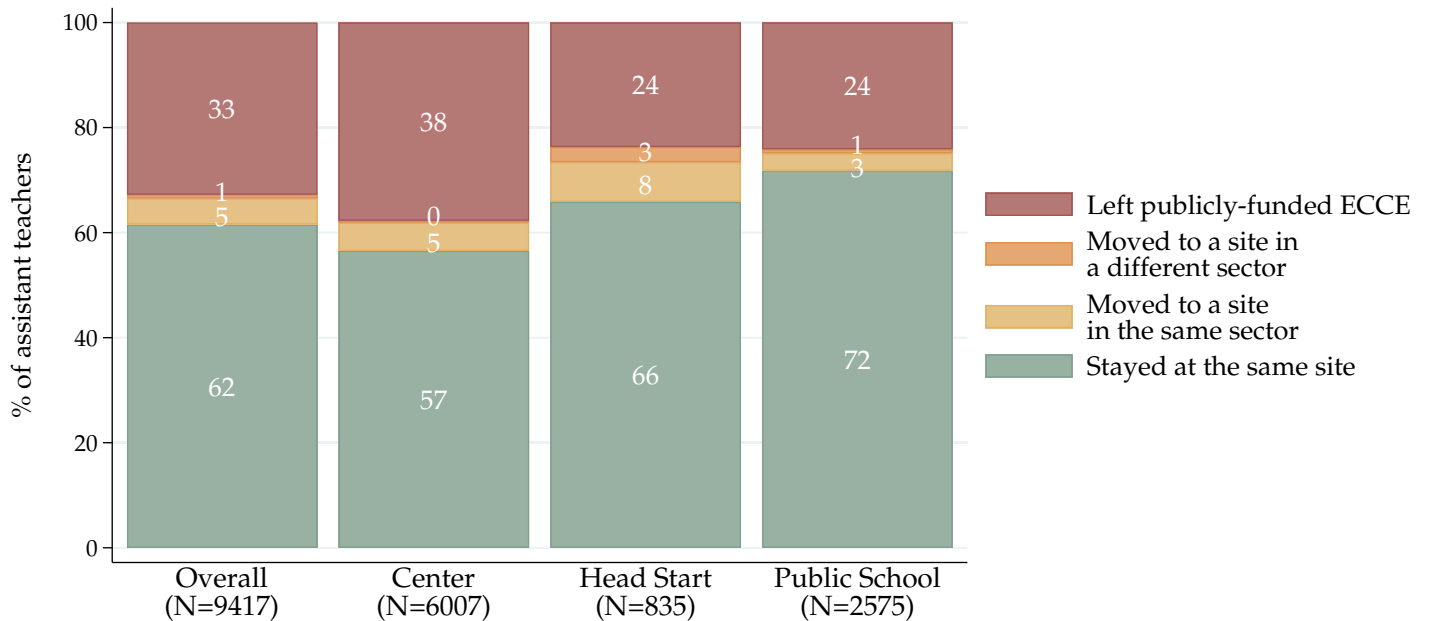
*Note.* Based on Fall 2023 and Fall 2024 LinkB5 registration data.

<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. In Fall 2024, we were able to observe teachers’ movement from these 2023 sites to any publicly-funded site currently operating in Virginia. Family day home educators are also tracked in LinkB5 but are not included in these analyses.

**Figure 2. Virginia Early Childhood Lead Teacher Movement by Sector, Fall 2023-Fall 2024**



**Figure 3. Virginia Early Childhood Assistant Teacher Movement by Sector, Fall 2023-Fall 2024**



*Note.* Figures 2 and 3 show rates of retention and movement for lead and assistant teachers, respectively, based on Fall 2023 and Fall 2024 LinkB5 data. The values in parentheses reflect the numbers of lead (Figure 2) and assistant (Figure 3) teachers registered in LinkB5 overall and in each sector in Fall 2023.

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. Suggested Citation: Isabelle Fares, Daphna Bassok, Molly Michie, & Hannah Denker. (December 2024). Virginia Early Educator Movement Within & Out of Early Childhood Care & Education: Evidence from 2023-2024. Study of Early Education through Partnerships.