

Virginia Early Educator Movement Within & Out of Early Childhood Care & Education: Evidence from 2024-2025

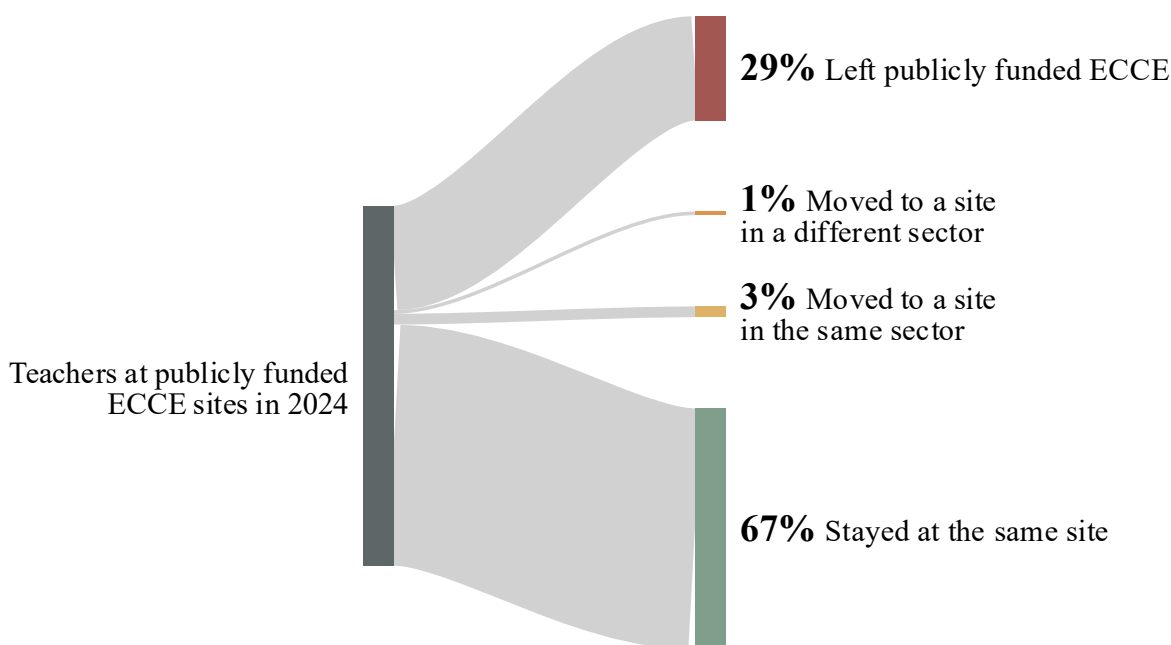
Educators in early childhood care and education (ECCE) settings [leave their positions at high rates](#), which can negatively impact young children’s learning and development. It is important to understand whether educators who leave their positions leave ECCE altogether or move to different positions 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 2024 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 reflect similar teacher mobility as in [2023-2024](#), with declines for public school teachers.

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

Key Takeaways

- In Virginia, 1 in 3 early educators left their site between 2024 and 2025. Most of these teachers (88%) left publicly funded ECCE altogether.
- Only 4% of early educators left their site and found teaching positions at other publicly funded ECCE sites.
- Most teachers who moved within publicly funded ECCE remained in the same sector (e.g., moving from one center to another center).
- Overall, teacher mobility in 2024-2025 looks similar to [past years](#), with a 2 percentage point increase in the proportion of teachers remaining at the same site but the same proportion of teachers leaving the field as in 2023-2024.

Figure 1. Virginia Early Childhood Teacher Movement, Fall 2024-Fall 2025



Note. Based on Fall 2024 and Fall 2025 LinkB5 registration data.

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. In Fall 2025, we were able to observe teachers’ movement from these 2024 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.

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

Figure 2. Virginia Early Childhood Lead Teacher Movement by Sector, Fall 2024-Fall 2025

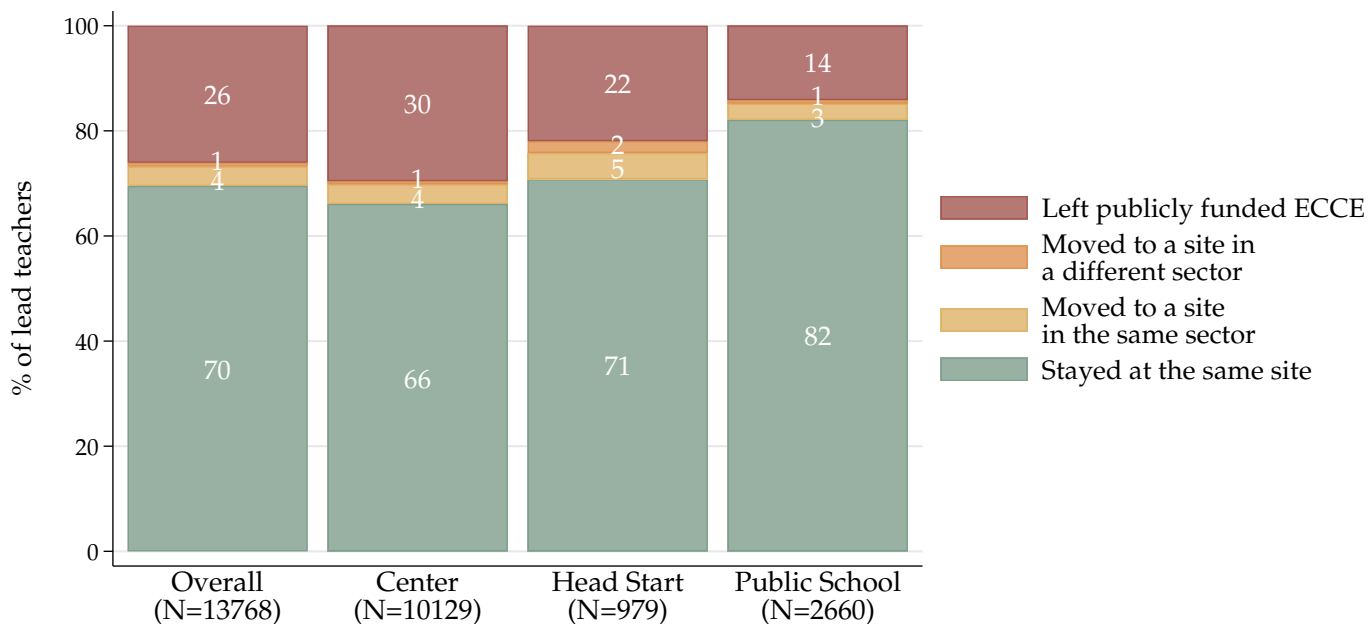
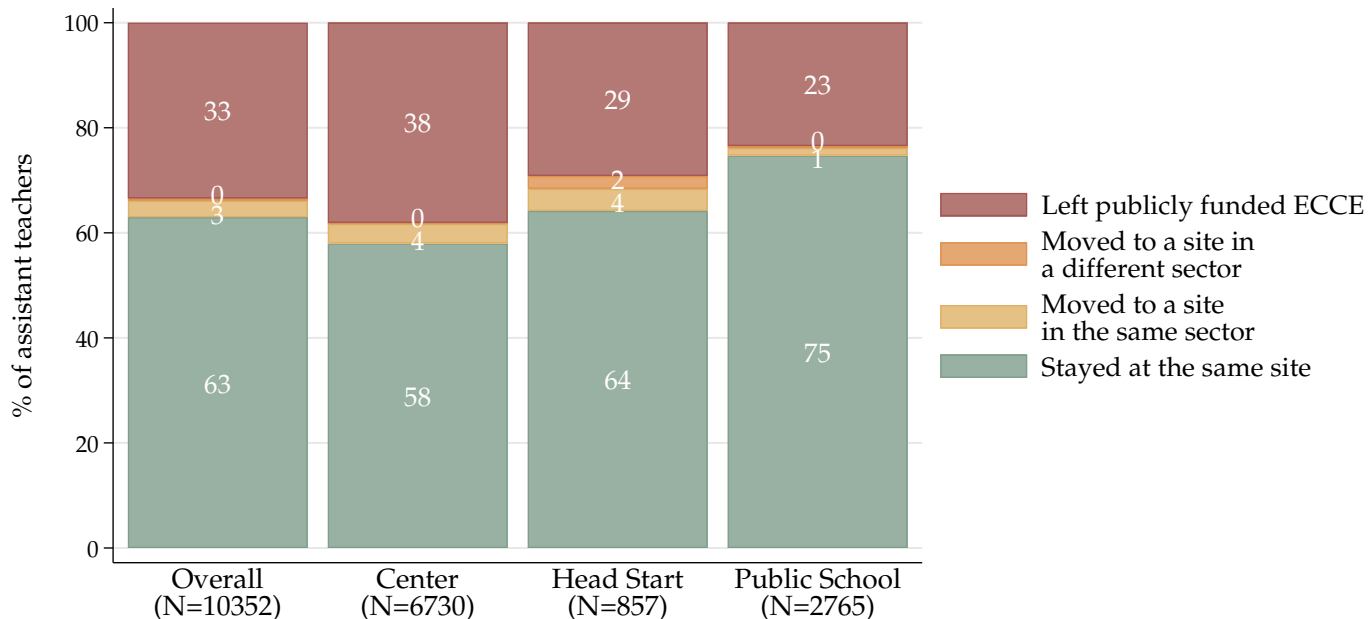


Figure 3. Virginia Early Childhood Assistant Teacher Movement by Sector, Fall 2024-Fall 2025



Note. Figures 2 and 3 show rates of retention and movement for lead and assistant teachers, respectively, based on Fall 2024 and Fall 2025 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 2024.

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: Fares, I. & Bassok, D. (March 2026). Virginia Early Educator Movement Within & Out of Early Childhood Care & Education: Evidence from 2024-2025. *Study of Early Education through Partnerships*.