

Teacher retention is just as important as teacher recruitment.

5 Reasons Research Shows Teachers Leave



Each year, more than 200,000 teachers leave the profession, with nearly two out of three leaving for reasons other than retirement. The Learning Policy Institute recently published a research brief exploring factors that are contributing to the teacher exodus.



Inadequate Preparation



New teachers who have little or no preparation are **2-3 times more likely** to leave after their first year than teachers who are well prepared.

Good preparation = Chances to observe other teachers, spending at least one semester student teaching, getting feedback, and having classes in teaching methods, learning theory and instructional materials selection.



Lack of Support for New Teachers

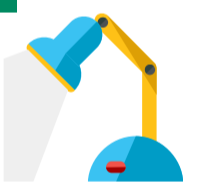


Beginning teachers who don't get mentoring and other supports are **2 times more likely** to leave than those who do.

Effective induction programs = Coaching and mentoring and getting feedback from experienced teachers (in the same subject area or grade level); opportunities to observe expert teachers; participating in orientation, retreats and seminars; and classroom assistance and reduced workloads.



Challenging Working Conditions



Often the top reason teachers give for their leaving is working conditions, which include principal support and opportunities for collaboration with peers.

Good working conditions = (1) School leadership and administrative support; (2) Accountability systems* that reduce teachers' ability to teach in ways they feel are more effective; (3) Resources** for teaching and learning; and (4) Opportunities for professional collaboration and shared decision-making.

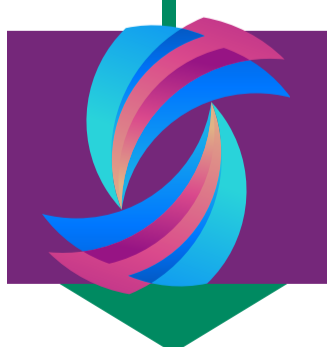


Dissatisfaction with Compensation



New teachers earn about **20% less** than people in other fields with college degrees. The wage gap can widen to 30% for mid-career teachers.

Teachers are more likely to quit when they work in districts with lower wages. The best-paid teachers in low-poverty schools earn 35% more than their peers in high-poverty schools.



Better Career Opportunities & Personal Reasons



One-fourth of teachers who leave do so to seek other career opportunities. And **one-third** who leave do so (all or in part) for personal reasons, such as pregnancy and child care.

* Influence of school assessment and accountability measures on their teaching or curriculum, focus on testing, test preparation, and a narrower, mandated curriculum

** Sufficient instructional materials and supplies, safe and clean facilities, reasonable student-to-teacher ratios, and adequate support personnel

Source: Podolsky, A., Kini, T., Bishop, J., & Darling-Hammond, L. (2016). Solving the Teacher Shortage: How to Attract and Retain Excellent Educators. Palo Alto, Calif.: Learning Policy Institute. <http://budurl.com/LPIstW>