

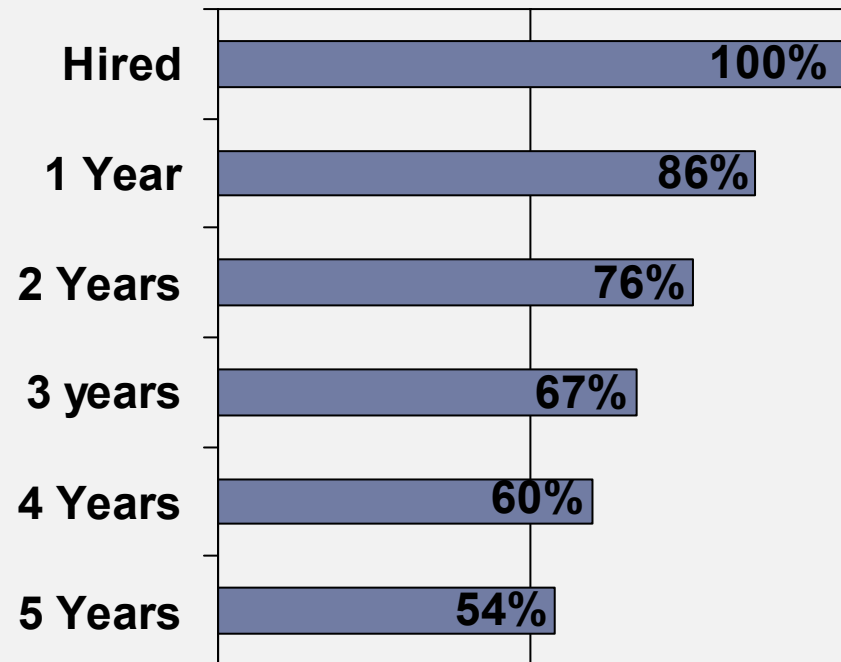


THE IMPACT OF TEACHER ATTRITION

Teacher Attrition Rates

- **16.8% of teachers leave the classroom every year**
- **Teacher turnover has grown 50% in the last 15 years**
- **40% of all public school teachers plan to retire in the next five years**

Percentage of Teachers Who Stay in the Classroom



Financial Costs

*Teacher dropout costs the nation an estimated **\$7.3 billion** per year*

Annual Cost of Teacher Turnover in Sample Districts	
Baltimore, Maryland	\$10,920,000
Houston, Texas	\$35,043,750
Louisville, Kentucky	\$18,208,750
New York, New York	\$115,221,250
Oakland, California	\$12,005,000
Washington, D.C.	\$16,598,750

Boston Public Schools Case Study

□ BPS Teacher Attrition Statistics:

- *47% of teachers leave in three years*
- *53% of teachers of color leave in the first three years*
- *BPS spent \$3.3 million in 2004-05 to replace 194 first, second, and third year teachers*

BPS Teacher Replacement Costs	
1st year teacher	\$10,547
2nd year teacher	\$18,617
3rd year teacher	\$26,687

Impact on Student Achievement

Constant turnover means less experienced and less effective teachers in the classroom

- *“A new teacher lowers student achievement growth by 0.12 to 0.16 standard deviations...”*
- *A teacher with less than three years of experience translates to significantly lower student performance on standardized tests than a teacher with more than three years of experience*
- *Teachers do not reach “full effectiveness” until about their 5th year of practice*
 - *Teachers with five years of experience are as effective as their veteran colleagues; effectiveness does not improve significantly after the initial learning curve*

Impact on Student Achievement

Teachers with high academic credentials and literacy skills impact student achievement the most



Teachers with the highest academic credentials are most likely to leave the profession

- ▣ Studies conclude that a teacher's level of literacy affects student achievement more than any other attribute
- ▣ Teachers who are highly literate improved student achievement .2 to .4 grade levels more than teachers who are least literate

- ▣ Teachers scoring in the top quartile on the SAT are twice as likely to leave teaching than those in the bottom quartile
- ▣ Teachers with higher scores on licensing exams are more likely to leave than their lower scoring colleagues
- ▣ Teachers with higher IQ scores are more likely to leave than those with low IQ scores

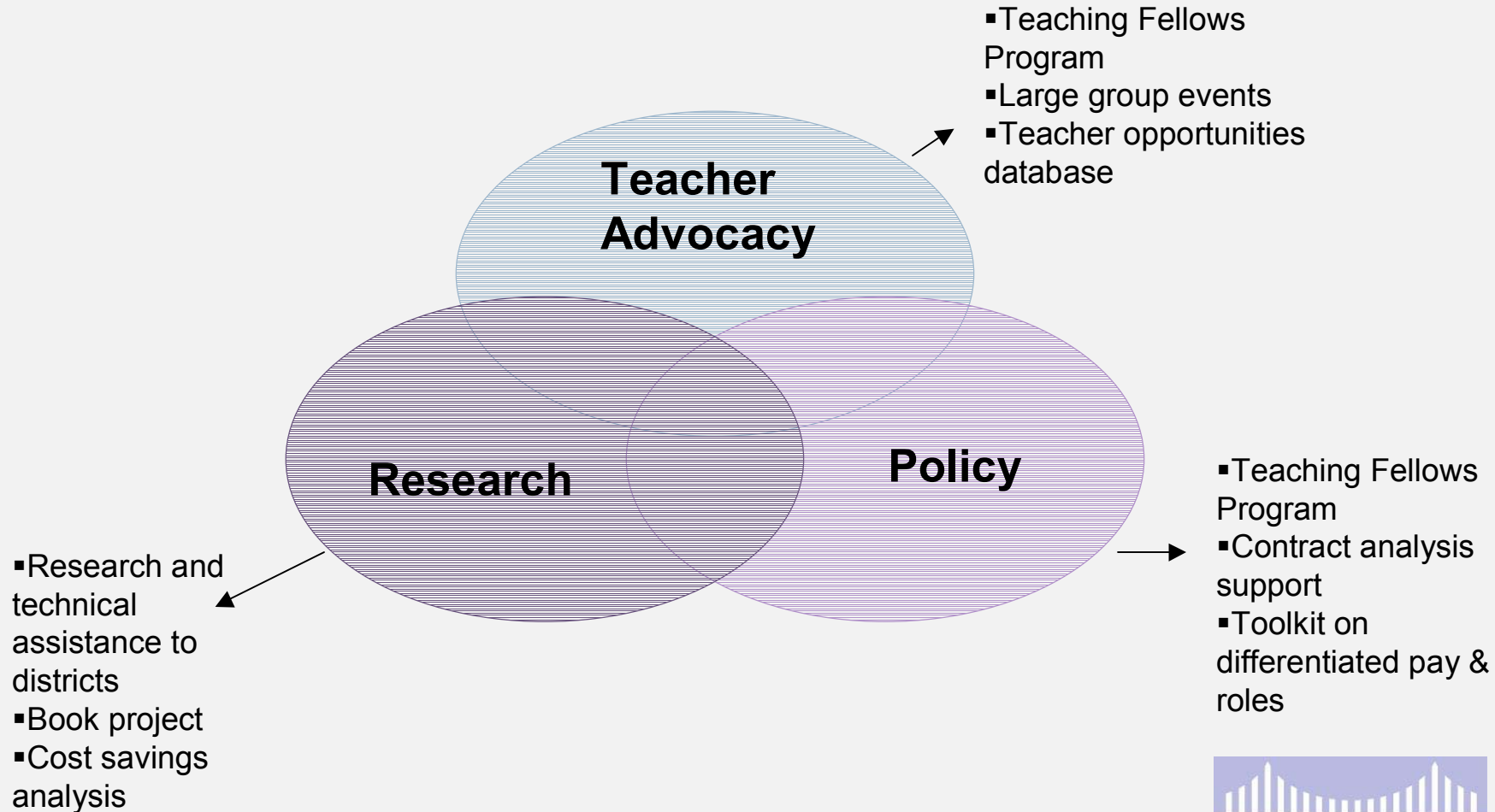
Unequal Distribution

- Children in high-poverty and/or high-minority schools are twice as likely to have a novice teacher than schools serving white, more affluent students
- Children in high-poverty and/or high-minority secondary school have a 1 in 3 chance of being assigned to an out-of-field teacher in a core subject

Rennie Center Teaching Fellow Applications

- 5 applications for each spot in the program
- Messages from applicant essays:
 - ▣ *Teachers want to stay in the classroom beyond early career stage*
 - ▣ *They don't believe schools offer incentives to retain them*
 - ▣ *Teachers are seeking a network of peers*
 - ▣ *Teachers desire opportunities for leadership beyond their classrooms*

Our Approach: Teach Plus Projects



Sources

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