High rates of teacher turnover have high costs to the nation and undermine efforts to guarantee quality teaching for every child. The problem is most severe in low-performing schools, where students are left with a parade of inexperienced teachers who don’t stay long enough to make a difference. The National Commission on Teaching and America’s Future documents this crisis, and offers a set of solutions, in its report, “No Dream Denied,” found at www.nctaf.org.

The True Cost of Teacher Turnover

26% Never Get Certification

40% of Grads Never Become Teachers

Bureaucratic Overload

Parent Night

Parental Disengagement

Teacher Isolation

Factory-Model Schooling

Top-Down Leadership

LOW-PERFORMING SCHOOL

Move to High-Performing School

High Turnover Costs

Personal Reasons

Change Careers

Retirement

Teacher College

Note: This illustration is visually representative of current research but is not an absolute statistical representation.
Economic & Educational Costs
- lost tuition and tax support for preparing new teachers who leave
- recruiting, advertising, interviewing, hiring, training new teachers
- lost investment in professional development, improved skills, curriculum knowledge

Top reasons for leaving
- Lack of professional support
- Poor school leadership
- Low pay
- Personal reasons

Teachers moving to other schools or leaving teaching in 2000
- 539,778

Annual turnover rate
- Teachers: 15.7%
- Other fields: 11.9%

Average cost to recruit, hire, prepare & lose a teacher
- $50,000

Data-Driven Decision-Making
- Shared Leadership

Student-Centered Learning

Parent Night

Low Turnover Costs

Alternative Certification

Megacorp