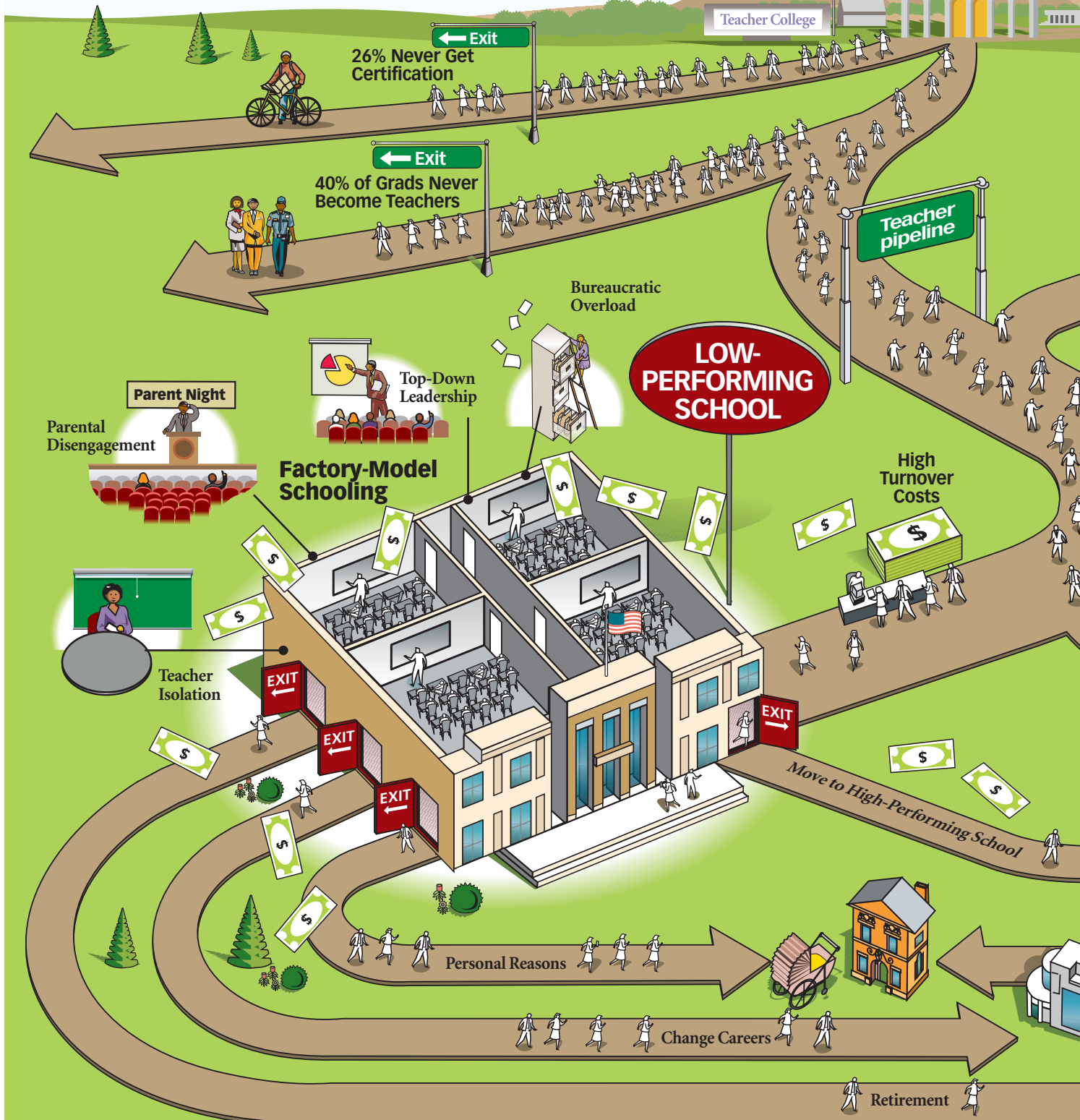


> **Tom Carroll**  
 President, National Commission on Teaching and America's Future (NCTAF)

> **Kathleen Fulton**  
 Director for Reinventing Schools for the 21st Century, NCTAF

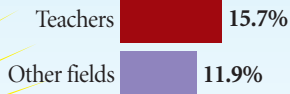
# The True Cost of Teacher Turnover

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](http://www.nctaf.org).



Note: This illustration is visually representative of current research but is not an absolute statistical representation.

**Annual turnover rate**



**Average cost to recruit, hire, prepare & lose a teacher**



**Teachers moving to other schools or leaving teaching in 2000**



**Top reasons for leaving**

- ✓ Lack of professional support
- ✓ Poor school leadership
- ✓ Low pay
- ✓ Personal reasons

**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
- ✓ experienced teachers overburdened by needs of inexperienced colleagues
- ✓ loss of community within school and with parents
- ✓ lost continuity and stability for students

Alternative Certification

**HIGH-PERFORMING SCHOOL**

Data-Driven Decision-Making

Shared Leadership

Parent Night

Parental Involvement

Low Turnover Costs

Student-Centered Learning

Teacher Community

EXIT  
EXIT  
EXIT  
EXIT  
Move to Another School

Personal Reasons

Change Careers

Retirement

Illustration by Dave Merrill