

FOUNDATIONS OF BETTER TEACHER RETENTION: Better Onboarding

Teachers affect student performance **2-3 times more than any other school factor**¹

So it's crucial to **build the right foundation to support your teachers**. But the teacher shortage makes it hard to keep amazing teachers in your classrooms.



30%

of those who go into teaching leave within 5 years²

90%

of open teaching jobs are created by teachers leaving the profession³

50%

of teacher turnover is increased by 50% in high-poverty schools⁴

And when qualified teachers leave, everyone feels the impact

U.S. districts lose **\$7.3 billion** per year on teacher turnover⁵



Each new hire costs an average of **\$20K** in urban and **\$9K** in rural U.S. districts⁶



To replace a single teacher opening mid-year, it costs U.S. districts an average of **\$10K**⁷

In U.S. public schools, students spend an average of **6 months** with a substitute by graduation⁸

Teacher absences have a **higher impact** on student learning than teacher ratings⁹

What's teacher turnover costing your district? Use this calculator to see the damage

[GO TO CALCULATOR](#)

One way to increase retention? **Onboarding.**

Retention rates of new teachers were over **93%** when administrators offered high-quality onboarding programs along with orientation¹⁰

Onboarding is a supportive process of helping new hires settle into a new work environment, and it goes beyond the classic orientation paperwork that comes with a new job

93%



Good onboarding means...

Helping new hires feel:

- Welcomed
- Engaged
- Confident
- Valued
- Respected

Allowing new hires to:

- Ask questions
- Meet with mentors
- Build relationships
- Grow their skills
- Embrace school culture

Without onboarding...



2.5x

New teachers are **2.5 times more likely** to leave the classroom after their first year¹¹

41%

of entering teachers are not receiving support from a mentor and their principal¹²

So what are the building blocks for high-quality onboarding?

- COMPLIANCE:** Comply with all laws, policies, and regulations
- CLARIFICATION:** Provide clear job expectations
- CULTURE:** Explain what it means to be on your team
- CONNECTION:** Show them where to find support

WELCOME!



Learn how to use these building blocks and give your new teachers an amazing onboarding experience in this blog.

[VIEW THE BLOG POST](#)

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SOURCES

- (1) <https://www.rand.org/education-and-labor/projects/measuring-teacher-effectiveness/teachers-matter.html>
- (2) <https://nces.ed.gov/pubns2015/2015337.pdf>
- (3) <https://learningpolicyinstitute.org/product/teacher-turnover-report>
- (4) https://learningpolicyinstitute.org/sites/default/files/product-files/Solving_Teacher_Shortage_Attract_Retain_Educators_REPORT.pdf#page=48
- (5) <https://teachereducation.steinhardt.nyu.edu/high-teacher-turnover>
- (6) https://www.washingtonpost.com/news/answer-sheet/wp/2017/11/27/why-its-a-big-problem-that-so-many-teachers-quit-and-what-to-do-about-it/?noredirect-on&utm_term=.8a02ee456dfe
- (7) https://tntp.org/assets/tools/TNTP_NewTeacherOnboardingToolbox2012_TSLT%203.12.pptx
- (8) <https://www.smithsonianmag.com/innovation/forget-substitute-teachers-parachute-teachers-are-the-future-180961989>
- (9) <https://www.aps.edu/accountability-reporting/documents/2008-2009-publications/impact-of-substitute-teachers-on-student-achievement-research-brief-jan-2009>
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- (11) <https://learningpolicyinstitute.org/product/the-cost-of-teacher-turnover>
- (12) https://www.washingtonpost.com/news/answer-sheet/wp/2017/11/27/why-its-a-big-problem-that-so-many-teachers-quit-and-what-to-do-about-it/?noredirect-on&utm_term=.8a02ee456dfe