

And when qualified teachers leave, everyone feels the impact

90%

of open teaching jobs

are created by teachers

leaving the profession³

per year on teacher turnover⁵

Each new hire costs an average of \$20K

in urban and \$9K in rural U.S. districts⁶

it costs U.S. districts an average of \$10K7

To replace a single teacher opening mid-year,

U.S. districts lose **\$7.3 billion**

50%

of teacher turnover is

increased by 50% in

high-poverty schools⁴



30%

of those who go

into teaching leave

within 5 years²

What's teacher turnover costing your district?

Allowing new hires to:

Teacher absences have a **higher**

impact on student learning

than teacher ratings⁹

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WELCOME

GO TO CALCULATOR

Use this calculator to see the damage

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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

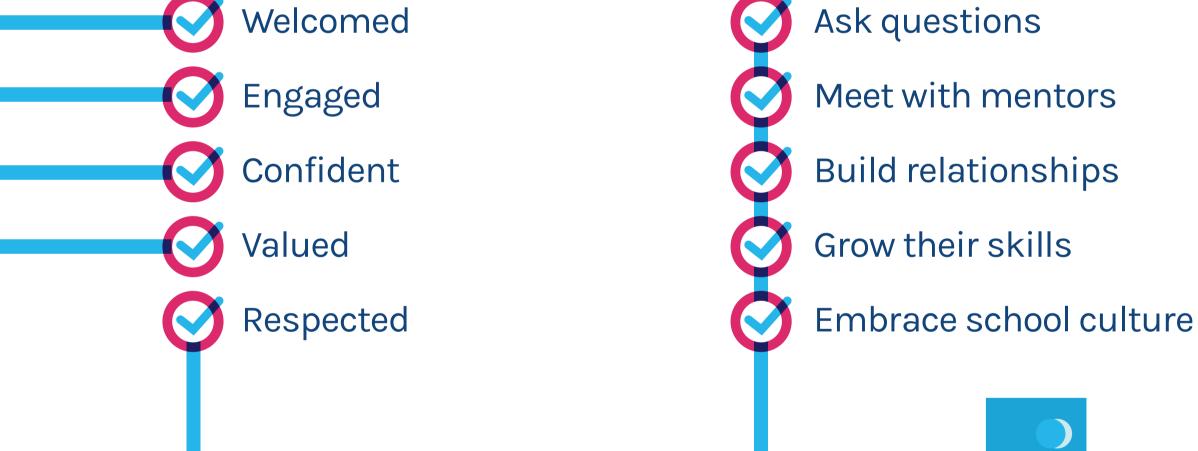
One way to increase

retention? Onboarding.

Good onboarding

means...

Helping new hires feel:



2.5x

onboarding...

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

New teachers are 2.5 times

more likely to leave the

classroom after their first year¹¹

WELCOME!

Without

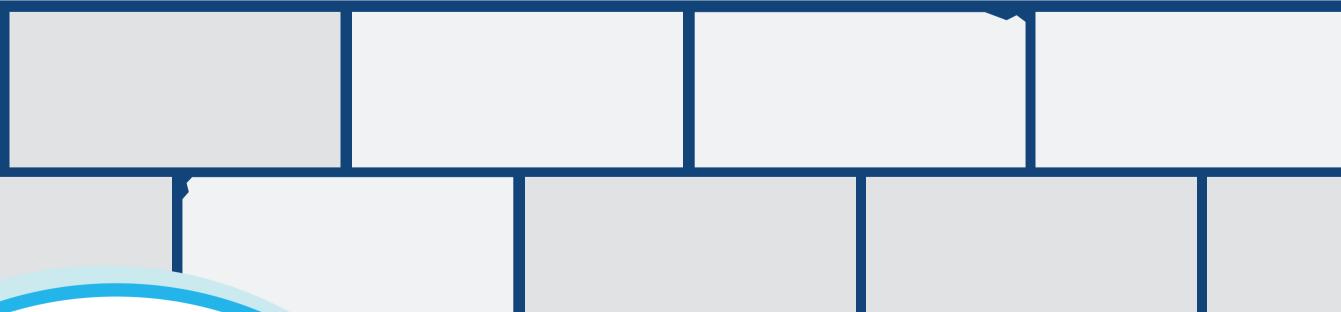
COMPLIANCE: Comply with all laws, policies, and regulations **CLARIFICATION:** Provide clear job expectations

41%

of entering teachers are not

receiving support from a

mentor and their principal¹²



CULTURE: Explain what it means to be on your team

CONNECTION: Show them where to find support



2) PowerSchool **Powering Brighter Futures SOURCES**

https://www.rand.org/education-and-labor/projects/measuring-teacher-effectiveness/teachers-matter.html https://nces.ed.gov/pubs2015/2015337.pdf https://learningpolicyinstitute.org/product/teacher-turnover-report

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- (12) https://www.washingtonpost.com/news/answer-sheet/wp/2017/11/27/why-its-a-big-problem-that-so-many-teachers-quitand-what-to-do-about-it/?noredirect=on&utm_term=.8a02ee456dfe

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