



Teacher Retention: We Must Do a Better Job in Florida

Did You Know?

Teacher Retention Rates: A Comparison

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|---------------------|-------|
| 1. FLORIDA | 60.5% |
| 2. National Average | 83.0% |

Did You Know?

The largest exodus both nationally and in Florida is in the first three years of teaching.

Did You Know?

Financial Cost of Early Teacher Migration

1. Every year, American schools spend \$2.2 billion on teacher attrition.
2. The national average cost of replacing a teacher who leaves a teaching position is about \$17,000.
3. A longitudinal study conducted in Florida (2005) documented that new hire retention rates vary greatly by school district. In some school districts the teacher retention rates were as low as 45% after four years and in another school district the retention rate was approximately 73% after four years, still indicating lower retention rates than the national average of 83%.

Did You Know?

Reasons for Teacher Attrition

1. Inadequate mentoring and lack of induction programs.
2. Insufficient or inadequate teacher salaries.
3. Lack of funding for necessary materials and resources.
4. Inadequate professional development.
5. Unsafe school environments.

Did You Know?

Teacher Retention Strategies

1. Increased mentoring programs including one-to-one mentoring and group induction
 - a. Master Teacher-to-New Hire
 - b. Administrator-to-Teacher
 - c. Continuous and ongoing mentoring
2. Relevant professional development opportunities
3. Incentive-based compensation including pay increases

Did You Know?

The Benefits of Teacher Retention

1. Students benefit from long-time educators who are committed to teaching, and schools benefit from the continuity and stability of returning teachers.
2. Increased teacher retention has two important benefits for students. Not only will more students have access to well-prepared teachers, these teachers will be more effective in the classroom.

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References compiled by Jay R. Fuller, graduate student assistant, COEHS, University of North Florida