



Teacher Retention

HB 355 by Representative Martin Kiar
SB 1874 by Senator Ted Deutch

SUMMARY:

The legislation requires *existing* school report card delivered to parents in school district to include district's teacher turnover rate. It creates the Florida Teacher Induction Initiative to provide support to new teachers. It requires each district to develop and implement a teacher induction initiative and to report teacher attrition rates to the Commissioner of Education. The legislation requires the Department of Education to establish a statewide data collection reporting system to determine the annual district cost of replacing teachers and to provide technical assistance to districts in the implementation of teacher induction programs. To that end, FAcTE asked the sponsors of HB 355 and SB 1874 to write this legislation to increase awareness of attrition rates and its detrimental effect on student learning as well as the cost involved in teacher attrition versus the benefits, both financial and academic, of teacher retention.

TALKING POINTS:

- This plan starts a conversation about the researched based benefits of teacher induction and its effect on teacher retention and student learning.
- The Department of Education has an excellent data management system in place. Adding teacher attrition as a value to collect would not impose a financial burden.
- Some districts, including Broward and Polk, have effective induction programs in place.
- Teacher attrition affects student achievement, fiscal management, and teacher effectiveness.
- Attrition rates for novice teachers averages 30% nationally during the first three years of teaching.
- Schools in the United States spend **\$ 2.2 billion** a year as a direct result of teacher attrition.
- The 25th Annual MetLife Teacher Survey, released on 2/25/09, reports:
 - Two-thirds (67%) of teachers agree that the training and preparation teachers receive today does a good job of preparing them for the classroom, compared to 46% of teachers in 1984.
 - A majority of teachers (62%) are satisfied with their careers, compared to 40% in 1984.
 - 57 % of teachers satisfied with their careers benefited from an induction program and many currently serve as mentors to new teachers.