

Addressing the Surge in Teacher Turnover Rates

Teacher turnover is rising in K-12 schools, creating significant ripple effects on students, schools, and communities. Here's a closer look at the facts, the impact, and potential solutions to address this pressing issue.

The Facts Behind Teacher Turnover

Hiring Difficulties

Teacher shortages were most severe in:

42%

Foreign Languages

40%

Special Education

37%

Physical Sciences

Teacher Mobility & Attrition

Over the past school year:

84% stayed in the same school.

8% moved to another school.

Public school teachers were more likely to move schools (8%) than private school teachers (6%).

8% left the profession entirely.

Reasons for Mobility

Over the past school year:

31%

of public-school teachers moved due to school-related factors.

9%

cited salary and benefits, compared to 36% in private schools.

Impact of Individuals with Disabilities Education Act (IDEA)

Special education is 15% of total enrollment

Students requiring services increased by 1M

Rising workload for special education

Additional staffing shortages reported

Consequences of High Turnover

Disrupted learning environments.

Lower academic performance.

Increased costs for schools.

Burnout among remaining staff.

Solutions for Improving Retention



Supportive Workplaces:

Build collaboration and mentorship programs.



Professional Growth:

Offer targeted training and career pathways.



Fair Compensation:

Provide competitive salaries and loan relief.



Teacher Wellness:

Focus on mental health and work-life balance.