

THE COSTS OF EDUCATOR TURNOVER



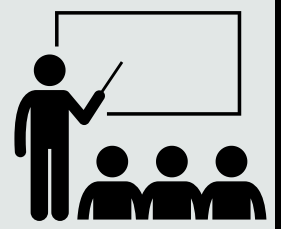
HIRING



Recruiting, hiring, and training of new teachers cost the nation's school districts about \$7 billion annually (Shakrani, 2008).

TRAINING

Training costs averaged 48.15% of the total turnover costs and performance productivity was 40.92% of the total costs. Soft costs are often overlooked because they are difficult to quantify (Synar & Maiden, 2012)



\$ REPLACEMENT

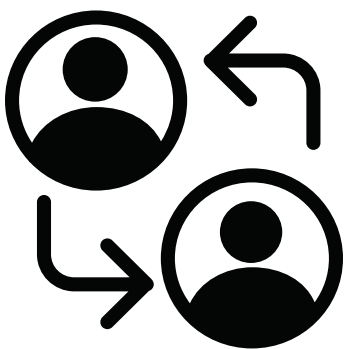
Conservative national estimate of the cost of replacing just the public-school teachers who have dropped out of the teaching profession is \$2.2 billion a year (Shakrani, 2008).

SCHOOL COMPOSITION

Educator turnover negatively affects the composition of a school's teaching force (Ronfeldt et al., 2013).



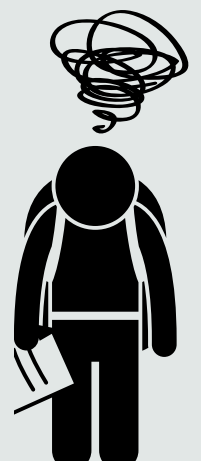
DISRUPTION



Turnover hurts students both by changing the composition of the teaching force and disrupting the school organization (Papay et al., 2017).

IMPACT ON STUDENTS

High levels of turnover can reduce student achievement (Ronfeldt et al., 2013).



REFERENCES

Papay, J. P., Bacher-Hicks, A., Page, L. C., & Marinell, W. H. (2017). The challenge of teacher retention in urban schools: Evidence of variation from a cross-site analysis. *Educational Researcher*, 46(8), 434–448.

Ronfeldt, M., Loeb, S., & Wyckoff, J. (2013). How teacher turnover harms student achievement. *American Educational Research Journal*, 50(1), 4–36. <http://www.jstor.org/stable/23319706>

Shakrani, S. (2008). *Teacher turnover: Costly crisis, solvable problem*. Education Policy Center at Michigan State University.

Synar, E., & Maiden, J. (2012). A comprehensive model for estimating the financial impact of teacher turnover. *Journal of Education Finance*, 130-144.

Copyright © 2022 by Midwest & Plains Equity Assistance Center

Recommended citation: Midwest and Plains Equity Assistance Center. (2022). The costs of educator turnover. *Equity Tool*. Midwest and Plains Equity Assistance Center (MAP EAC).

Disclaimer: Midwest & Plains Equity Assistance Center is committed to the sharing of information regarding issues of equity in education. Reference in this newsletter to any specific publication, person, or idea is for the information and convenience of the public and does not necessarily reflect the views and opinions of Midwest & Plains Equity Assistance Center. The contents of this document were developed under a grant from the U.S. Department of Education (Grant S004D110021). However, the content does not necessarily represent the policy of the Department of Education, and endorsement by the Federal Government should not be assumed.

A PROJECT OF  GREAT LAKES
EQUITY
CENTER

 IUPUI SCHOOL OF EDUCATION