

THE COSTS OF EDUCATOR TURNOVER



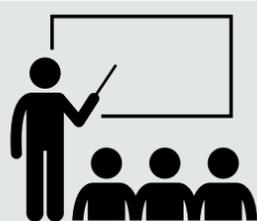
HIRING



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

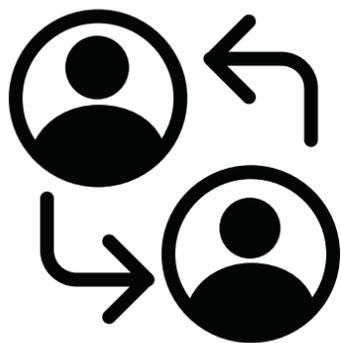
Conservative national estimate of the cost of replacing just the public-school teachers who have dropped out of the teaching profession is \$2.2 billion a year (Shakrani, 2008).

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).



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