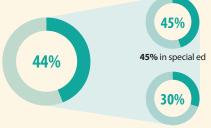


# How professional learning supports teacher retention

## **CURRENT TRENDS**

### Turnover is widespread.

44% of U.S. public schools report teaching vacancies.<sup>1</sup>



30% in general elementary

#### More teachers intend to leave than ever before. 2





Teachers of color leave at a higher rate than white teachers. <sup>3</sup>

18%

159

## PROFESSIONAL LEARNING CAN HELP



Yes, compensation matters.

Teachers are 31% more likely to stay in districts with the highest salaries. <sup>6</sup>

Teachers of color ranked professional learning and leadership development as the best strategies for teacher retention – much more important than salaries.<sup>4</sup>

More professional development and support:

More leadership opportunities:

Higher salary:

ı		
	41%	
	41%	
22%		

Teachers of color also rank these strategies for learning and growth highly: 5

28%

Ensure new teachers of color serving highneed students receive adequate support. 25%

Provide more time for teacher collaboration.

24%

Increase teachers say in policy decisions.

23%

Provide more training on effective classroom management strategies for all teachers.

## CRITICAL RETENTION STRATEGIES

Retention will take transformation on multiple fronts. Professional learning-related strategies include:

- Bolstering school leadership and administrative support;
- Increasing access to professional collaboration and shared decision-making;
- · Improved access to teaching and learning resources;
- · Improving teacher preparation;
- Expanding teacher residencies; and
- Providing mentors. 6,7



1. bit.ly/3E4WJJH | 2. bit.ly/3xk01or | 3. bit.ly/3jWFlul | 4. bit.ly/3k3iUsK | 5. bit.ly/3S4KiDy | 6. bit.ly/3YqwpBQ | 7. bit.ly/40W4pYi

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