

A TRANSFORMATIVE OPPORTUNITY FOR NEW YORK STATE

WHEN TEACHERS QUIT, EDUCATION FAILS.

High turnover weakens schools and weak schools leave students underprepared. Student learning isn't the only cost. Low retention rates mean more money spent on recruiting, hiring, and onboarding new teachers—only to have that investment turn around and walk out the door.

Approximately 23,000 teachers leave each year in New York. New, underprepared teaching recruits are the least effective in the classroom and most likely to leave. Statewide, teacher turnover **costs an estimated \$400,000,000 annually.***

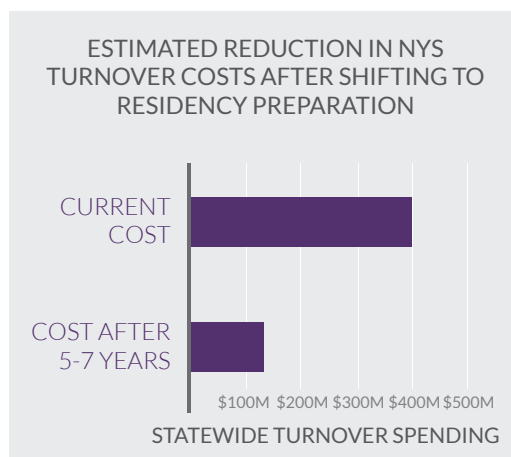
*Estimate derived from Learning Policy Institute's estimates of teacher turnover costs (<https://learningpolicyinstitute.org/product/the-cost-of-teacher-turnover>) and publicly reported data on turnover rates for teachers with fewer than five years of experience (data.nysed.gov).

FUNDED, YEARLONG TEACHER RESIDENCIES SAVE MONEY AND IMPROVE SCHOOLS.

But aspiring teachers can't afford to spend a year working full time without pay. How much would it cost to pay them for their time spent in instructional roles?

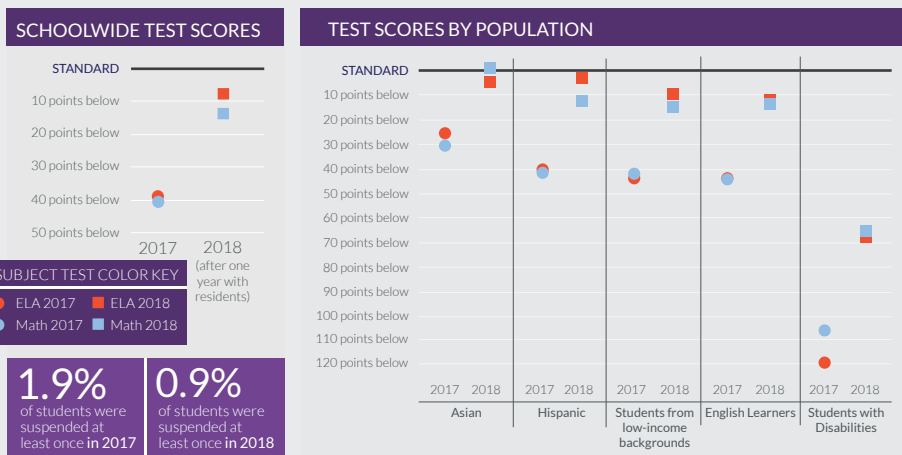
To fund every new teacher in New York at a rate of \$20,000, the total cost would be \$440,000,000. Within 5-7 years, teacher turnover would reduce by two-thirds. **Resource reallocation plus cost savings from retention would pay for most or all of the state's future needed teacher pool.**

Existing public funding can sustain residency programs in the long run. Preparation programs and districts are ready to do this work. They need well-designed short-term investments to be successful.



WITH RESIDENTS IN CLASSROOMS, STUDENTS HAVE BETTER OUTCOMES.

Early results from schools with deeply embedded residency programs have shown improvement in student outcomes. The data at right come from Wishon Elementary in Fresno, California, where 25 residents co-taught during the 2017-2018 school year. Test scores and discipline outcomes improved—a difference that teachers and leaders attribute to residents' work in the school.



Data from the California School Dashboard, analyzed by Learning Policy Institute (LPI). More information on Wishon Elementary and sustainable funding models in California will be released in our upcoming report, co-authored with LPI, which will be available at learningpolicyinstitute.org/products/all-publications.