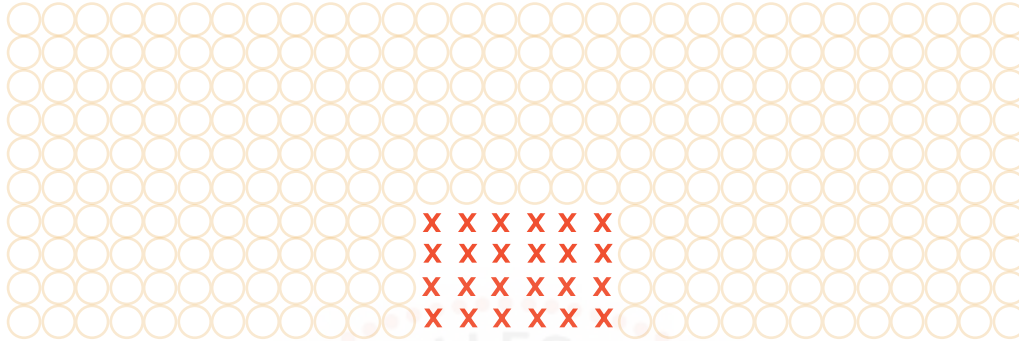


IMMEDIATE COST SAVINGS THROUGH BETTER TEACHER PREPARATION

IF A DISTRICT HIRES 300 NEW TEACHERS PER YEAR...



national urban averages indicate that **24 of these hires** will resign in their first year of teaching.

24 X \$20,000

\$480,000 ANNUAL COST

According to national urban averages, each resigning teacher costs \$20,000 to replace, totalling \$480,000 in annual costs to the district.

WE CAN SAVE THAT \$480,000.

Well-prepared teachers stay in the classroom longer, creating a stable staffing environment within the system. Residency programs graduate teachers who are more likely to remain in the district. With high-quality residency programs, the district will see that the costs of turnover decrease, especially in the case of early career teachers.

REDUCED TEACHER TURNOVER CONTRIBUTES TO OTHER IMPORTANT COST-SAVINGS:



Less spending on student supports like tutoring and retention due to a more effective and experienced teaching force.

In low-income schools, large numbers of new teachers are employed and turnover rates are high, contributing to students' needs for additional learning supports.



More cost-efficient preparation programs due to recruitment incentives that attract larger cohorts of candidates.

Preparation programs are able to enroll larger numbers of candidates when residents are financially supported. When there are more students in a class, the program can save on instruction and supervision.



Less spending in multiple areas on recurring costs related to recruitment, hiring, and training for new teachers in the district.

By stopping the revolving door of early-career teachers, districts establish more efficient systems and save real dollars across departments.