

**Let's get at the root causes.**  
New York can fix teacher turnover and increase diversity.



**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 walk out the door a few years later.

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



**Teacher residencies save money and improve schools.**

Residencies embed teacher candidates in classrooms to co-teach with an expert educator for a full year prior to being teacher of record. Residents graduate with the skills they need to be successful on day one in the classroom.

**Residency programs**

- Diversify the teacher workforce
- Improve student outcomes
- Stabilize schools so they can build a strong culture of teaching and learning
- Articulate a more effective P-20 education system
- Use district dollars more efficiently
- Professionalize teaching
- Reduce teacher turnover

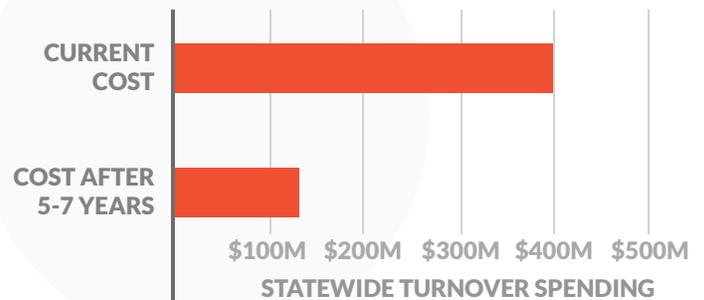
**But aspiring teachers can't afford to spend a year working full-time without pay.**

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 dollars can sustain embedded residency programs in the long run. To support initial resident cohorts and program transformation in New York State, we need two things:

- Well-designed short-term investments
- Ready and willing preparation programs and district partnerships

**ESTIMATED REDUCTION IN NYS TURNOVER COSTS AFTER SHIFTING TO RESIDENCY PREPARATION**



**New York's preparation programs & districts are ready to serve as leaders for the nation.**

Thirty-eight higher education institutions, districts, and BOCES across the state have been working with PREPARED TO TEACH to transform their partnerships and pave the way for high-quality funded residencies in New York. Those partnerships need funding so that they can get to work.



\*Based on calculations from a range of state and national data

## **We've moved!**

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As of July 2023, *Prepared To Teach* has transitioned into a national organization. Resources produced while we were incubated at Bank Street remain on Educate.

**For the latest updates from *Prepared To Teach*, please visit our website, [preparedtoteach.org](https://preparedtoteach.org). There, you can find new resources, see current events, and subscribe to our monthly update.**

