As North Carolina lawmakers continue to pursue a budget agreement, the issue of how best to recruit, support, and retain teachers continues to hold the spotlight. With much attention focused on the cost of increasing teacher salaries, teacher attrition costs should not be overlooked. The financial cost of attrition is estimated at $12,500 per teacher, almost one-third of the departing educator’s salary.

Current attrition rates are high. Thirty percent of our state’s teachers are exiting the profession within their first three years, and almost half are leaving after five years. Research indicates, however, that participation in intensive, high-quality beginning teacher support increases retention, improves job satisfaction and commitment, and bolsters instructional outcomes.

The North Carolina New Teacher Support Program (NC NTSP) provides intensive induction support tailored to each teacher’s individual needs, teaching assignment, and school environment. Currently, the program supports more than 1,150 teachers in 118 schools in 28 districts.

During their first three years of teaching, participating beginning teachers receive the following support from NC NTSP:

**Featured Educator**

This month’s IEI Featured Educator is Sergeant Timothy Ford. A military veteran, Sergeant Ford is an excellent example of a beginning educator benefiting from the coaching and support provided by the North Carolina New Teacher Support Program. You can read more here.

**Featured Data**

In 2012-13, N.C. public schools had an average teacher turnover rate of 14.3%. Visit the Emerging Issues Commons to view.
(1) Week-long training at the start of the school year targeting the knowledge and skills most needed by beginning teachers;

(2) Instructional coaching throughout the school year that provides ongoing, individualized feedback targeted at improving beginning teachers’ instructional skills;

(3) Professional development sessions targeting needs identified during classroom coaching and by teachers, school partners, and district partners.

These NC NTSP services are producing strong early results:

- Achievement in Mathematics and Reading in grades K-8 was significantly greater for students of teachers served by NC NTSP. This Mathematics and Reading advantage was particularly strong for first-year teachers, who made up 72% of teachers served in 2012-13.

- Eighty-one percent of teachers served by NC NTSP met expected growth, compared to 77% percent of beginning teachers in similar, non-NC NTSP schools. Teachers participating in the NC NTSP program exhibited significant improvement in their instructional skills.

- Eighty-four percent of first-year teachers served by NC NTSP continued in a teaching position in North Carolina, compared to 79% percent of peers in similar schools not served by NC NTSP.

- Seventy-two percent of first-year teachers served by NC NTSP returned to teaching in their schools, compared to 65% in similar, non-NC NTSP schools.
For more details about these results, and to learn more about the work of the North Carolina New Teacher Support Program directly from participating teachers and their support team, contact NC NTSP online by clicking here, or call Elizabeth Kolb Cunningham, NC NTSP Director, at 919-966-9523.

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Do you know a teacher who is working hard to help students succeed? Let us know, and s/he could be featured in the next education issue!