

ND Teacher Support System Staff



Erin Jacobson is the Coordinator of the Teacher Support System and worked as a classroom teacher and an instructional coach. In addition to being a teacher, Erin is a mom and a wife. She has two daughters, Lydia and Sophia, and her husband, Mike, is a Library Media Specialist in Bismarck.

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Marijke Leibel is the Assistant Coordinator of the Teacher Support System and the Instructor of the First-Year Teacher Course. She was an elementary school teacher and taught classes in higher education. Marijke is married to Steve and has four children, William, Joseph, Henry, & Lucille.

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Five-Year Teacher Retention Study 2020



NDTSS MENTORING PROGRAM

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Our Mission

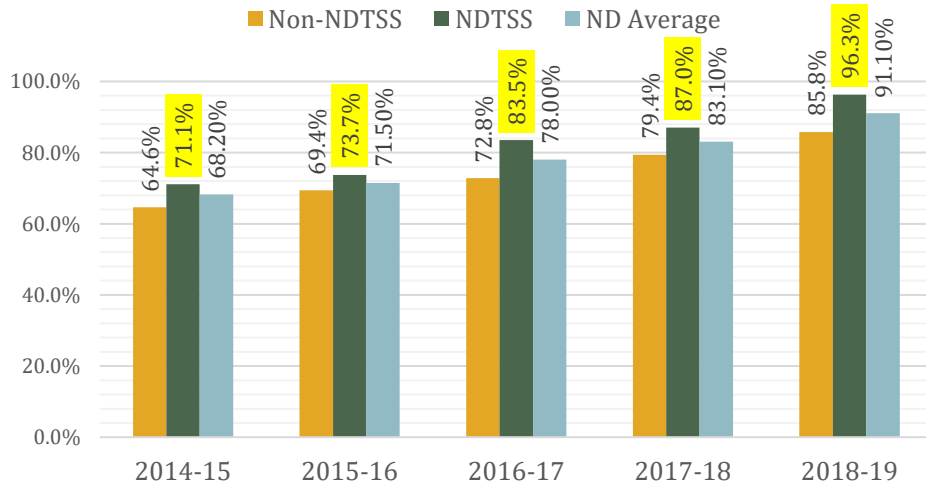


The mission of the North Dakota Teacher Support System is to foster the capacity of teacher leaders to build a system of support for effective teachers in every school in our state.

Overview of the Study

Exact retention data is difficult to obtain; however, studies suggest between 20 to 44% of new teachers leave the profession within their first five years of teaching (Chambers Mack et al., 2019; Ingersoll et al., 2018; Ronfeldt & McQueen, 2017). The Teacher Support System recognizes the importance of supporting new teachers through comprehensive induction centered on a structured, effective mentoring program. With this consideration, the NDTSS conducted a five-year retention study using data from the state MISO3 Form and NDTeach to determine and compare retention rates of teachers who participated and teachers who did not participate in the TSS mentoring program during their first year of teaching.

ND Teacher Retention



Impact of Teacher Retention

Teacher retention impacts:

- Student achievement
- School climate & culture
- Teacher effectiveness
- School improvement efforts
- School recruitment, hiring, and training costs



Estimated ND Cost of Teacher Attrition

Schoolyear	# of not mentored teachers X difference in retention rate	# of teachers
2018 - 19	296 X 10.5% =	31 teachers
2017 - 18	218 X 7.6% =	17 teachers
2016 - 17	265 X 10.7% =	28 teachers
2015 - 16	284 X 4.3% =	12 teachers
2014 - 15	212 X 6.5% =	14 teachers
TOTAL		102 teachers

Estimated cost per teacher multiplied (\$17,000 to \$22,000) by number of teachers

Cost: \$1,734,000 to \$2,040,000

If all first-year teachers in ND were retained at the rate of those who were mentored in the NDTSS over the past five years, districts would have had the potential of saving over \$2 million in recruitment, hiring, and training new teachers.

