

Market research

Teacher turnover rates in NYC compared to the rest of the USA

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INTRODUCTION

The teacher turnover in NYC (41% attrition of the NY Public School System and 64% attrition of the school they were teaching in) is higher than the teacher turnover in the USA (19-30%). The main reasons for teacher attrition in NYC are directly related to the work environment, while the main reasons for teacher attrition in the USA are mostly connected to the unsatisfactory conditions regarding the new teachers.

TEACHER ATTRITION IN USA

[Teacher attrition](#) in the United States is about twice as high as in Finland, Singapore, and Ontario, Canada as high-achieving jurisdictions. The [USA is facing a teacher shortage](#) – 8% of teachers leave the profession every year. Out of that 8 %, only a third is due to retirement.

According to [a report](#) on the subject, it is estimated that each teacher attrition can cost as much as \$20,000 in an urban district on average.

This trend affects public schools the most - [Teacher Turnover rates](#) are high in USA public schools, and they are disproportionately impacting kids from low-income households where education is needed the most.

It is noted that [new teachers](#) are more prone to leaving: it is estimated that new teachers are 2 to 3 times more likely to leave than fully prepared teachers.

[In the USA](#), teachers in the South are more prone to leave schools compared to other regions – the highest turnover rates are found in Southern and Midwestern cities.

When analyzing [Teacher attrition in different schools](#), the attrition rates are the highest in Special Education with 12.3%, followed by attrition in English (10.5%), Early Childhood teacher attrition (5.6%) and Art and Music with 4.1% attrition rate. Attrition is lowest in schools with more than 75% eligible for Free/Reduced lunch.

[Another source](#) claims that higher attrition rates are noticed in mathematics and science teachers than humanities teachers, while English and general elementary teachers leave at even higher rates. Another fact worth mentioning is that title one schools are faced with 50% greater attrition rates than other schools.

This source also states that teachers of color are more responsible for high turnover rates, as well as teachers who work in high poverty and high minority schools.

NYC

Regarding the [teacher attrition in NYC](#), the problem is identified in the city's middle schools. According to the research by William Marinell and Vanessa Coca of NYU's Steinhardt School of Culture, Education, and Human Development, student misbehavior was both a cause and a result of high teacher turnover in middle schools in 2013.

This source - [USA is facing a teacher shortage](#) claims that 66% (two thirds) of educators in New York middle schools exit within the first five years of teaching.

[The public school's attrition in NYC](#) is troubling: In only one school year (2012/2013), 20% of newly hired teachers left their teaching position and another 10% left the NYC Public School

System. Within a five year period, 64% of teachers have left their school and 41% have left the NYC Public School System.

REASONS FOR LEAVING IN USA

Although there are various reasons for leaving, some of the [most important causes](#) are:

- Challenging work conditions that teachers face, such as the lack of support of their principals and no opportunity to collaborate with colleagues,
- Inadequate preparation for the job,
- Lack of support offered to new teachers, like the lack of mentoring that can double the attrition rate,
- Dissatisfactory compensation for beginner teachers, which is 20% lower than the beginning job positions in other fields,
- Better career opportunities as a logical response is present in more than 1 in 4 teachers,
- Personal reasons, with pregnancy and childcare being at the top.

NYC

[The reasons](#) for the high teacher attrition rates in NYC public schools are different than the ones identified in the USA and are related directly to the work conditions:

- Dissatisfactory safety and discipline level (51%)
- Unavailability of supplies and instructional materials (44%)
- Inadequate class size (39%)

While these are the reason teacher attrition within the first five years of teaching, the other two reasons for leaving within 6-24 years of teaching are different with the discipline and safety level as a reason is also present:

- Dissatisfactory salary and work benefits (49%)
- A Huge amount of work and preparation needed (49%).

CONCLUSION

The attrition rates in both USA and NYC are high; 19-30% of new teachers in the USA leave their job within the first 5 years. The attrition rate in New York in the first five-year period is even higher – 41% of the new teachers left the NY Public School System and 64% left the school they were teaching in.

Regarding the reasons for these high attrition rates, the most common reasons for leaving in the USA are challenging work conditions, inadequate preparation and lack of mentoring/offering support, as well as the dissatisfactory compensation for new teachers that results in seeking better career opportunities.

In NYC, the top reasons for teacher attrition vary between the dissatisfactory level of safety and discipline and the work conditions, such as the unavailability of supplies and instructional materials, the inadequate class size and the huge amount of work and preparation needed.