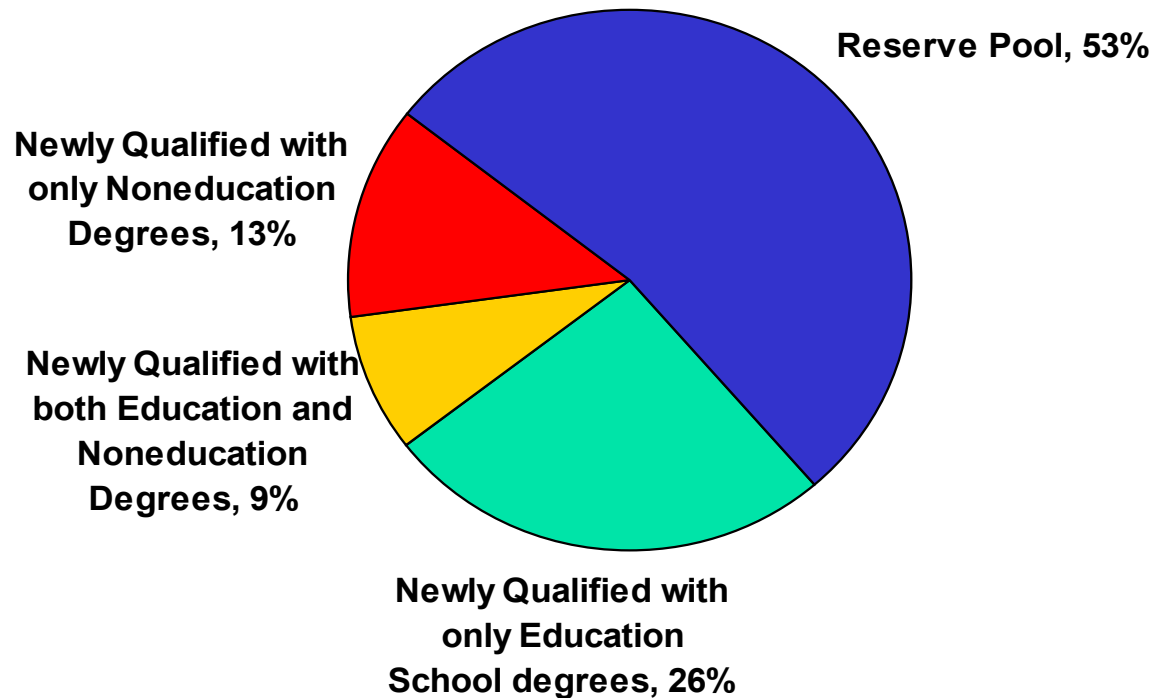


# **Why Schools Have Difficulty Staffing Their Classrooms with Qualified Teachers?**

**Richard M. Ingersoll**  
**Professor of Education and Sociology**  
**University of Pennsylvania**  
**and**  
**Consortium for Policy Research in Education**

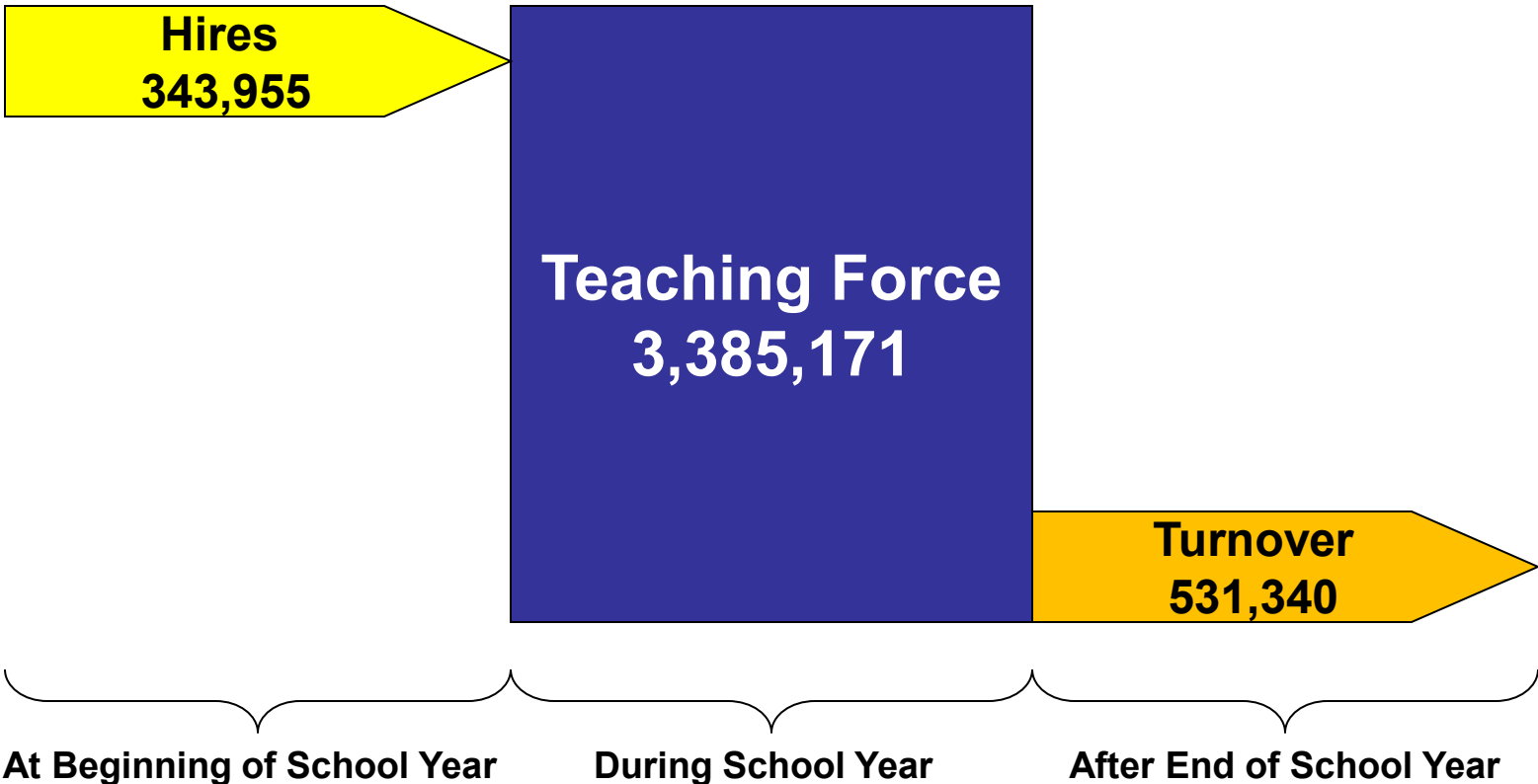
# Figure 1: The Surprising Sources of Teacher Supply

(Percent of Newly Hired Teachers in the School System, by Supply Source: 2011-12)



# Figure 2: Schools Suffer from a Revolving Door

(Numbers of Public School Teachers in Transition Into and Out of Schools Before and After 2011-12 School Year)



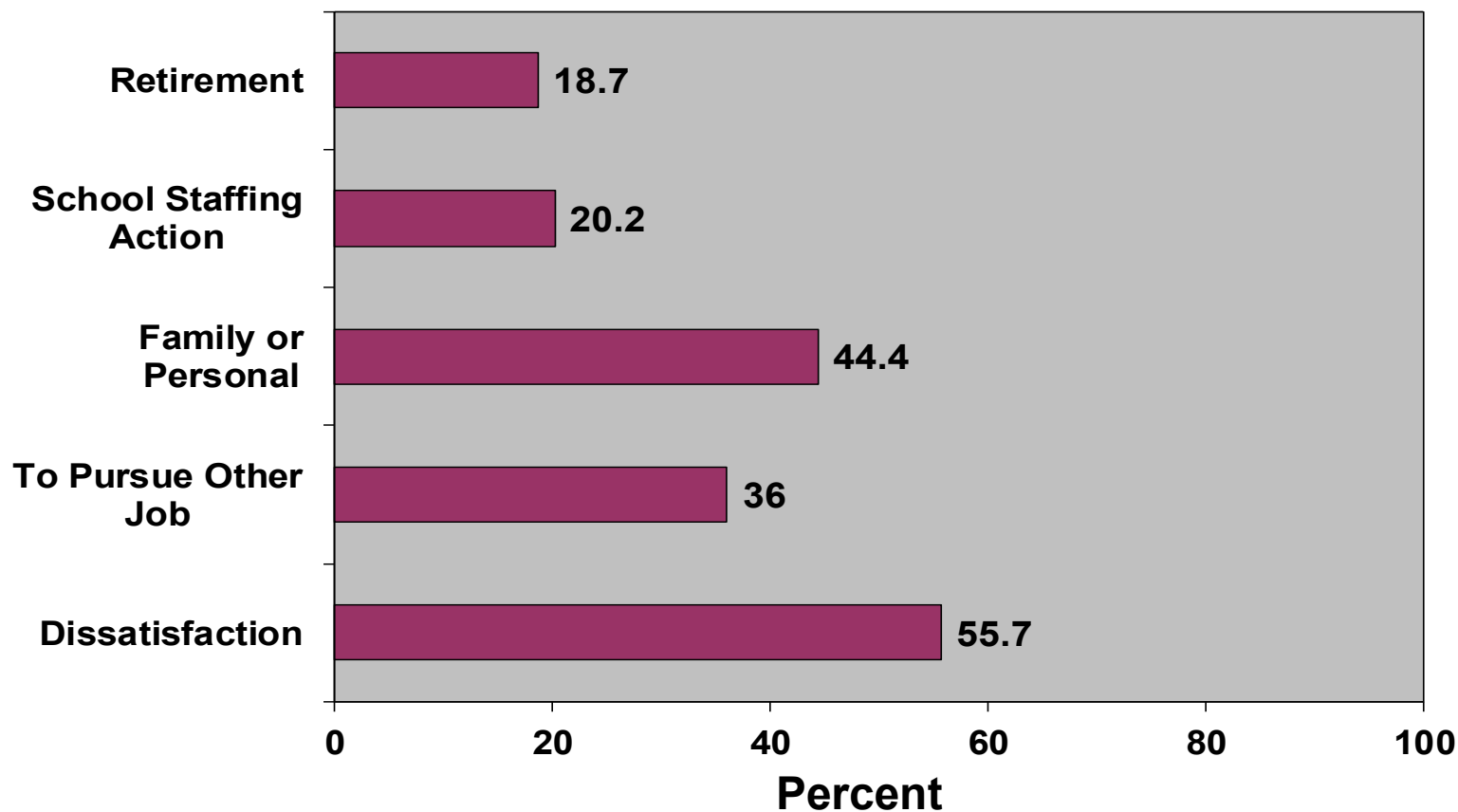
Source: Ingersoll, R., original analyses of 2011-13 Schools and Staffing Survey /Teacher Followup Survey

# **Figure 3: Some Costs and Consequences of High Teacher Turnover**

- 1. Leads to Teacher Shortages** (Ingersoll, 2001; Ingersoll & Perda 2010)
- 2. Undermines School Cohesion** (Keesler & Schneider, 2010)
- 3. Costly in Time and Money** (Odden & Milanowski, 2007; Levy et. al, 2012; Barnes et al., 2007)
- 4. Hurts Long-Term Reform Efforts** (Smylie & Wenzel, 2003)
- 5. Burdens Remaining Faculty** (Guin, 2004)
- 6. Harms Student Achievement** (Ronfeldt. Loeb & Wyckoff 2013; Merrill 2014)
- 7. Loss of the “Best and Brightest”** (many studies, e.g., Lankford, Loeb & Wyckoff 2002)

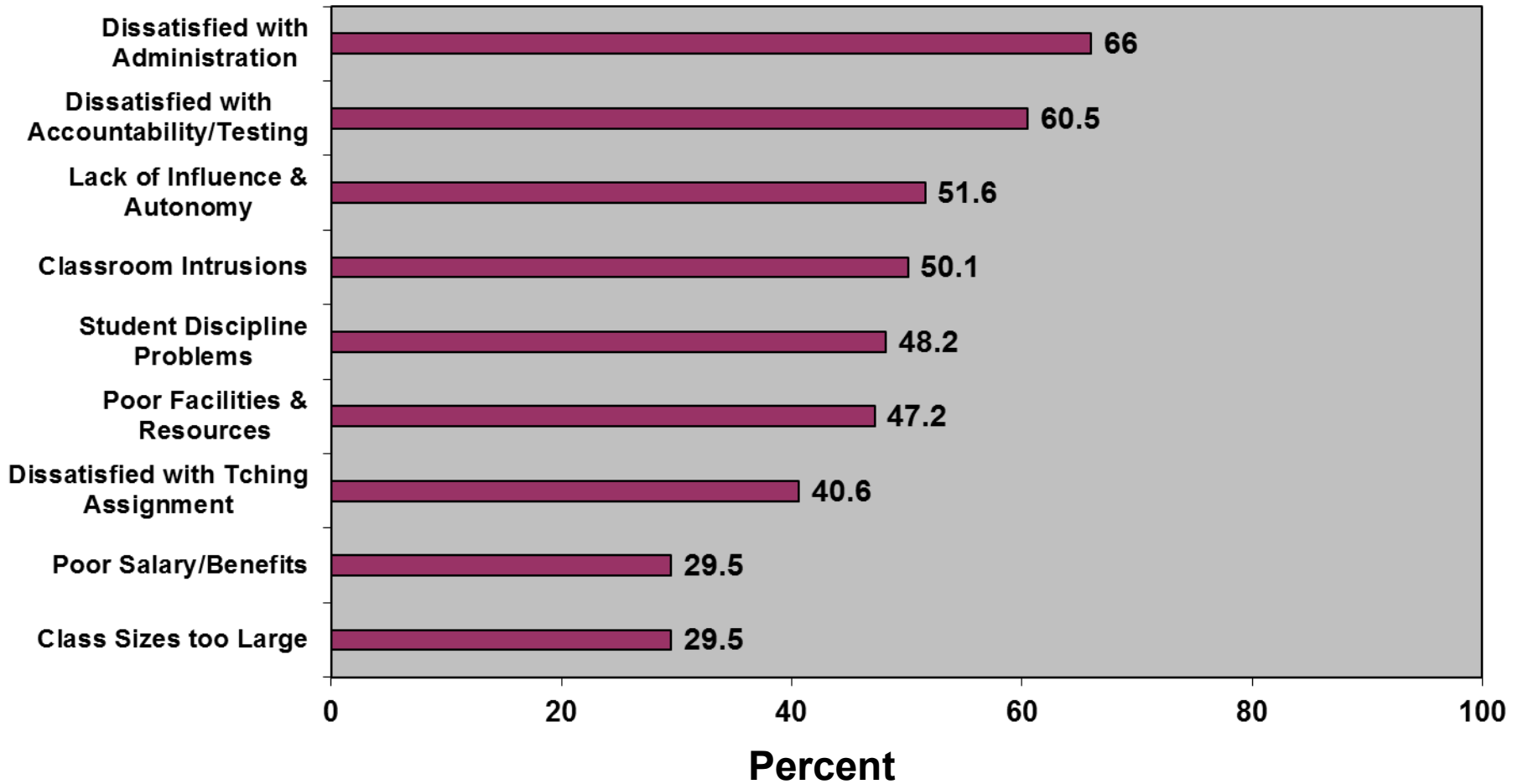
# Figure 4: Job Dissatisfaction a Leading Factor Behind Teacher Turnover

(Percent Public School Teachers Reporting that Various Reasons Were Important for their Turnover, 2012-13)



# Figure 5: Teachers' Working Conditions are Important for Turnover

(Of Those Public School Teachers Who Moved From or Left Their School, Percent Reporting Particular Sources of Dissatisfaction, 2012-13)



# **Figure 6: Teacher Recruitment Alone Does Not Work**

**In 2010 President Obama Proposed the “100k in 10” plan:  
Recruitment of 10,000 New Math/Science Teachers per year for 10 years.**

**But, between 2008 and 2009 alone.....**

**- 32,650 Math/Science Teachers Left Teaching**

**- Of them:**

**- 10,265 Retired**

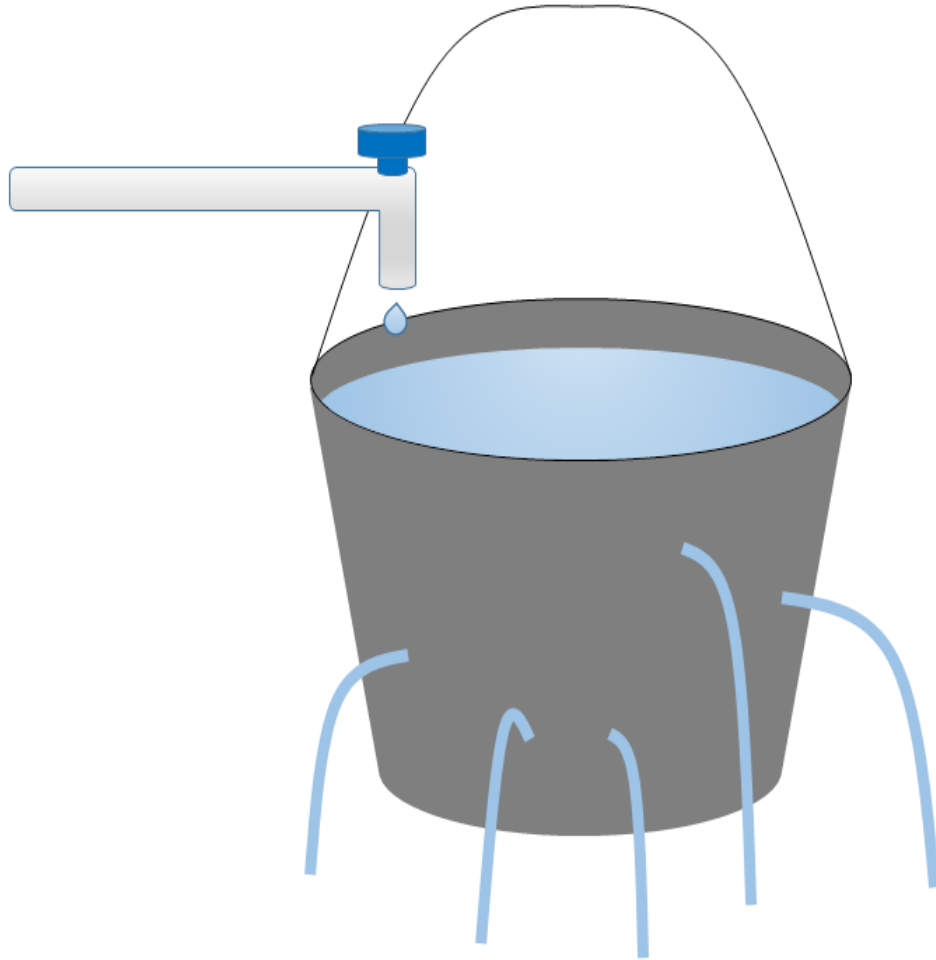
**- 20,100 left due to dissatisfaction**

**- 28,400 Moved to Other Schools**

**- Of them:**

**- Four times as many moved to affluent as to poor schools**

# Figure 7: The Leaky Bucket





# **Figure 8: Research Shows Positive Effects of Induction & Support Program for Beginning Teachers**

- **We examined 15 best empirical studies, since the 1980s**
- **three sets of outcomes:**
  - **teacher commitment and retention**
  - **teacher classroom instructional practices**
  - **student achievement**
- **Most of the studies reviewed showed positive impacts**

**For Further Information, Copies of  
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