



# Staff Retention:

## *Addressing turnover, increasing retention*

Recruiting and hiring challenges are currently top-of-mind for every school or district leader. While a certain amount of turnover is to be expected, the pandemic and social climate has accelerated turnover. Turnover is disruptive, expensive, and affects student achievement.

*But what if you could retain people each year by making it more attractive for people to stay? What if you could drastically reduce voluntary attrition?*

Wise districts are looking beyond immediate hiring needs and focusing also on retention.

TregoED helps districts address root causes of turnover and develop practical solutions tailored to district needs.

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*The estimated costs for replacing a teacher range from \$9,000–21,000 depending on location*

*One study found that the impact of losing a teacher during the school year is equivalent to the loss of 32–72 instructional days for students*

*9 out of 10 new teachers are replacing those who have left (and two-thirds of those leaving are doing so before full retirement)*

*Teachers cite “lack of administrative support” as the primary reason for voluntary departure and that improving the quality of administrative support had similar effects as reducing class sizes to a student-teacher ratio of 8:1*

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### Our approach

**1**

#### **Involve stakeholders**

Establish representative working groups

**2**

#### **Gather facts**

Gather district-specific turnover data

**3**

#### **Identify root causes**

Identify barriers to retention  
Examine data and evaluate possible causes  
Determine most significant contributing factors

**4**

#### **Develop effective, enduring solutions**

What actions will best address root causes and barriers?

**5**

#### **Plan and communicate changes**

Develop action and communications plans for rolling out solutions

**6**

#### **Set the stage for continuous improvement**

Implement tracking and monitoring systems  
What lessons learned should be shared?  
How do we ensure sustained improvement?

# Staff Retention

## Addressing turnover, increasing retention

### Benefits of our approach

- Objective guidance on a tough issue
- Effective use of time and resources
- Increased capabilities for those involved
- Increased transparency and buy-in
- Practical, enduring solutions
- Confidence in next steps

### What you can expect

- A seasoned facilitator/consultant
- Clear, data-based picture of your district's unique turnover and retention challenges and causes
- Involvement of key stakeholders to share data and generate ideas
- Practical, relevant solutions tailored to district's retention needs
- Actionable plans for implementing change
- Attention to long-term, systemic improvement

### Things to think about

- Retention issues in different populations or schools may have different causes.
- Ongoing retention improvement requires a systemic approach—without sustainability, improvements regress
- Using data ensures problem solving is driven by facts not feelings
- Avoiding ineffective actions is as important as finding the right actions to take
- Addressing retention helps with recruitment—solutions and results make for factual and credible talking points

*“TregoED helped us use data to identify the causes for turnover relevant to us. We were excited to realize that we can take effective action against the most important causes—and that these actions will not only help with retention, they will help with recruiting, too.”*

Deron Cameron, Ph.D.  
Executive Director of Human Resources  
Tuscaloosa City Schools (AL)

### Who We Are

For over 25 years, TregoED has helped build the decision-making and problem-solving capacity of education leaders. TregoED's proven analytic processes are based on Kepner-Tregoe's pioneering research used by organizations and Fortune 1000 companies around the world. These process tools are the essential first step to building leadership capacity and improving student outcomes.