

Will the Teacher Retention Riddle Ever be Solved

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### **Abstract**

The teacher retention riddle has been a perplexing problem facing academia for years. Why do teachers tender their resignations at such alarming rates? What are some of the factors causing a large portion of teachers to re-evaluate their career decision within the first five years of becoming an educator? A review of the literature referenced several studies from universities, institutions, and organizations. The referenced reports provided deeper insight to some root causes of why teachers leave their professional passion. A survey was also conducted to ensure the report's line of thinking was consistent with the aforementioned reports. The survey focused on four areas: participant's background data, educational support, monetary considerations, and emotional ties to education. The data and survey both came to the conclusion that teacher resignations are, for the most part, preventable. The survey suggested that a lack of district and campus administrative support were determining factors for exiting the education profession. The survey, as well as the review of the literature, indicated that dismal compensation rates are also factors driving teachers away. It is my opinion, based on the evidence presented, that the teacher retention riddle will not be solved until district and campus administration listen without

bias to their exit survey results. Furthermore, state or federal legislatures should compare the monetary loss of continuity to compensation and determine an adequate pay table. This pay table needs to be one that allows a teacher to dress the part of a professional rather than reflective of their blue jean salary.

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