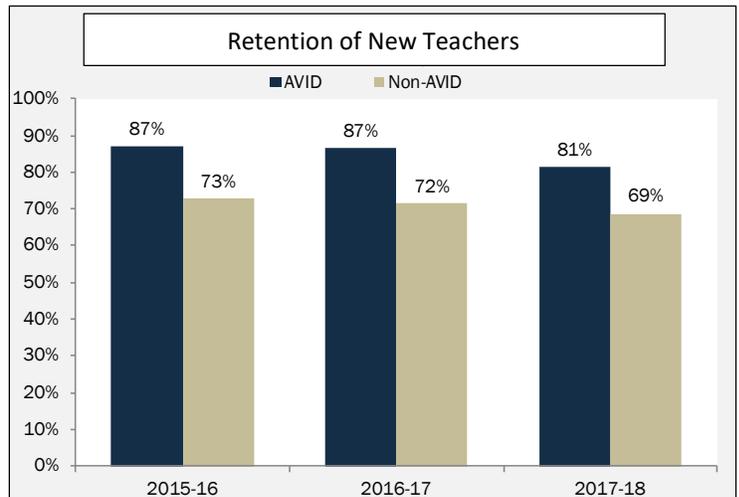


## **AVID reduces teacher turnover! AVID training increases a teacher's likelihood to remain at their school or district.**

*Recent data in Oregon<sup>1</sup> suggests that schools retain AVID-trained educators, particularly those newer to the profession, at greater rates than teachers who have not been AVID-trained (non-AVID).*

Note: While the graph depicts teachers with less than two years of experience, similar patterns were evident when all teachers were combined, regardless of the amount of teaching experience they had.



**AVID professional learning (PL) for school leaders provides common language and expectations that helps develop strong relationships between leaders and teachers.**

**With regard to teacher turnover specifically, research suggests that lack of administrative support plays a large role in a teacher's decision to leave their school.<sup>2,3</sup>**

*School leaders who support teachers with instructional resources, teaching materials, and professional learning opportunities have been associated with lower teacher attrition rates (p. 2).<sup>2</sup>*

**Recent research<sup>4</sup> found that communicating and engaging with teachers and supporting their professional growth and development are important for retention. The following activities were specifically called out:**

*Regular supportive communication between new teachers and school leaders, implementing mentoring programs, providing new teachers with an orientation to their school, allowing teachers to set goals in their evaluations, and providing teachers with sufficient instructional resources.*

## **Recommendations and Talking Points**

- ▶ AVID's PL offerings could save districts thousands of dollars in reduced turnover costs.
- ▶ AVID's PL fosters a community of teachers and leaders, establishes high expectations for students, and provides strategies for common, inquiry-based classroom instruction. This leads to a supportive, welcoming culture of team planning, walk throughs, and overall sense of working together to develop amazing things for students.
- ▶ The AVID site team is a resource to facilitate engagement among all educators on a campus.

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3. Carver-Thomas, D., & Darling-Hammond, L. (2017, August). *Teacher turnover: Why it matters and what we can do about it*. Learning Policy Institute. [https://learningpolicyinstitute.org/sites/default/files/product-files/Teacher\\_Turnover\\_REPORT.pdf](https://learningpolicyinstitute.org/sites/default/files/product-files/Teacher_Turnover_REPORT.pdf)
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