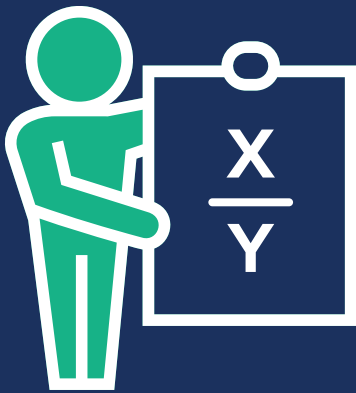




What Leadership Can Do to Promote Teacher Retention in Adult Education

In adult education, teacher retention activities affect various aspects of programs and services, including program participation, attendance, who receives services, and instructional course design. To improve teacher retention, program leaders must first understand who they are losing, why, and at what cost. They can then implement strategies to retain and support high-quality teachers and attract promising new teachers. Supportive leadership and high-quality onboarding processes can help support teacher retention and prevent student learning from being adversely affected.

Who Teaches Adult Education



35,892

local program part-
and full-time teachers
reported in 2021.



23%

decrease in the number
of local teachers from
2018 to 2021.



77%

of teachers in 2021
were **part-time**.



29,295

of teachers in 2021
were **certified**.



67%

of teachers had **more
than 3 years of
experience** in adult
education in 2021.

The Cost of Teacher Attrition



According to the Bureau of Labor Statistics, employment of adult basic and secondary education and ESL teachers is projected to **decline 6% from 2021 to 2031.**



On average, 4,700 openings for adult basic and secondary education and ESL teachers are projected **each** year from 2021 to 2031.



High turnover undermines student engagement through reliance on substitutes, untrained staff, canceled classes, and larger class sizes.

What Leaders Can Do to Improve Retention

If local programs can address the factors that create high turnover, they can reduce the demand for teachers who are in short supply.



Monitor Teacher Retention and Attrition

Monitor trends at the classroom, program, and state levels using data to identify changes in teacher retention over time.



Support Induction and Mentorship

Establish a comprehensive induction program that helps to improve teacher retention, accelerate the professional growth of new teachers, and improve student learning.



Promote Teacher Engagement

Allow teacher input on decisions that may impact them at the program level and create a culture of collective efficacy that allows teachers to see evidence of their impact and value.



Provide Administrative Support

Provide constructive, actionable, and timely feedback and targeted professional development that helps teachers feel engaged and leads to opportunities for career growth.

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