



The impact of coaching on teacher retention

The last two years have been a significant challenge for teachers, who have worked diligently to engage students virtually and give them the attention they need in a uniquely difficult learning environment.

Teaching has always been a challenging (and rewarding) task, and many schools were already experiencing staffing shortages prior to the pandemic. Now, educators are struggling to be as effective as possible, many are leaving the profession, and others have to work hard to fill the staffing gap created by the loss of veteran teachers. This directly affects students, who are also dealing with interrupted learning due to the pandemic.

Key findings

- 1 Most educators believe **coaching directly increases teacher retention.**
- 2 Schools/districts that offer individualized coaching to teachers experience **improvement in both teacher retention and satisfaction.**
- 3 Schools/districts that offer individualized coaching experience **improvements in student outcomes.**
- 4 Educators feel that high teacher retention rates **positively impact student satisfaction, behavior, and grades.**

As schools struggle with retention, evidence shows that schools and districts that offer individualized, on-going coaching experience improved teacher retention rates and job satisfaction, as well as improved student outcomes. In fact, 64% of educators say that individualized coaching for teachers and principals is the leading driver of teacher retention in their district.

69%

of schools and districts are facing **low teacher retention**

Drivers of low teacher retention



95% Increased demand for **time** spent at work



82% Increase in student **behavioral** concerns



63% Lack of **pay**



50% COVID-19 related health/**safety** concerns

Benefits of high retention

Retaining teachers improves the classroom environment and student outcomes.

96% Teacher satisfaction

95% Parent satisfaction

95% Class culture

91% Student satisfaction

82% Student behavior

The solution to the challenge of teacher retention is individualized, job-embedded coaching that meets teachers where they are.

Professional development (PD) that meets the needs of the individual educator is proven to improve efficiency and effectiveness in the classroom, create more time to focus on students, and increase teachers' confidence in their craft. Therefore, implementing individualized, job-embedded coaching is key to mitigating teacher attrition and accelerating learning.

Most schools and districts (76%) offer individualized coaching as an option for teachers, and they recognize the value:

87% report that it **directly increases teacher retention**

84% report that it **is important to their district**

As part of a complete training package, combined with professional development days and professional learning communities, three-quarters of educators find individualized coaching from staff to be the most effective form of professional learning, reporting increased job satisfaction and confidence in the classroom.

The solution to the challenge of teacher retention is individualized, job-embedded coaching that meets teachers where they are. engage2learn's competency-focused, evidence-based coaching is customized to the specific needs and priorities of each district and school. Pairing coaching with an integrated edtech platform allows public schools to document, monitor, and manage all professional learning initiatives; correlate teacher growth and student outcomes data to measure initiative efficacy; and show the direct impact of and return on the investment in teacher coaching. Instead of giving educators more one-size-fits-all training to attend on top of their already full days, job-embedded coaching that addresses individual need helps educators maximize their time and impact in the classroom. This coaching approach leads to improved teacher performance, job satisfaction, campus culture, and student outcomes.





Looking for more tips on how to retain and support your teachers?
Get started today at engage2learn.org/start-partnership.

Coaching methods

Recognizing that coaching works, public school districts offer the following methods:


  **87%** One-on-one coaching

   **58%** Group coaching


    **53%** Synchronous, in person coaching

Perceptions of coaching

Coaching, whether from staff or a third-party provider, has a positive impact on schools, educators, and students.

 **83%** Positive influence on **student outcomes**






 **80%** Foster culture of **professional development**

 **69%** Positive impact on **teacher retention**

About engage2learn



engage2learn is the leading provider of Education Intelligence, powering high-performance cultures in K-12 public school districts through smart professional learning, job-embedded coaching, and integrated technology solutions that give educators the support they need to grow and thrive in their roles. Since 2011, engage2learn has partnered with nearly 300 public school districts, 1,800 schools, and over 79,000 educators to impact the learning of over 4.5 million students nationwide. With engage2learn's evidence-based support systems, districts can build capacity, retain teachers, and improve student outcomes.

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Survey methodology

Findings are from a July 2022 online survey conducted by an independent third-party research firm of administrators employed full time at public, U.S.-based K-12 institutions in districts with more than 1,000 students.