

Source:

“Classroom ‘crisis’: Many teachers have little or no experience.”

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[.msnbc.msn.com/id/44505094](http://msnbc.msn.com/id/44505094)

Summary: Why is there high teacher turnover, and what can ease it? Teacher turnover is becoming more and more common. Nearly half of all teachers leave within their first five years. Factors include retirement of Baby Boomer teachers and departures for better paying jobs. Paperwork and other demands from the state, districts, and parents play a role in resignations. “Isolation from other teachers and staff, requirements of the “No Child Left Behind Act,” more homework, more rigorous testing, larger classes due to budget cuts, time scarcity and inadequate working conditions are among the complaints most commonly mentioned as heightening pressure on teachers.”

Recent college graduates seem to struggle the most. Young teachers “arrive with higher expectations, desiring teamwork, open doors, pay for performance and the opportunity to have influence beyond the classroom... And too often, they soon realize that their jobs aren’t what they thought they would be: Teaching to tests and fighting bureaucracies rather than experiencing the thrill of opening up young minds...”

But all is not doom and gloom. Some solutions include mentoring initiatives pairing new teachers with experienced teachers who serve as mentors, working collaboratively, and inserting creativity into lessons. New teachers can inspire experienced teachers to get excited about educational computer software and new teaching techniques. In addition to being energetic and tech savvy, the newbies often bring idealism and enthusiasm.

In the end, however, a teacher making it through the early years does not mean the teacher will stay. Sadly, there appears to be no “magic wand” for teacher retention.