

RETAINING TEACHERS,



STRENGTHENING SCHOOLS

A Strategic Guide for District Leaders

CLEARPATH TEACHING SOLUTIONS

THE FINANCIAL CASE FOR STRUCTURED NEW TEACHER SUPPORT

District leaders are accountable for outcomes and budgets simultaneously. This section gives you the numbers you need to make the case internally for investing in structured new teacher development.



\$20K
LPI, 2024

Replacing a single teacher costs up to \$20,000 in large urban districts when recruiting, hiring, onboarding, and lost productivity are accounted for. National costs from teacher turnover are estimated at \$8.5 billion annually.

\$12K
Clearpath Starting Price

The Clearpath New Teacher Coaching Program starts at \$12,000 per school cohort. Retaining a single teacher covers the entire investment with money to spare. Every teacher retained after is a net financial gain.

85%
Ingersoll et al., 2014

Approximately 85-88% of annual teacher demand is driven by attrition, not enrollment growth. Recruitment-only strategies cannot solve a retention problem. Investment in development addresses the root cause.

29%
ERS, 2024

Schools serving the highest-need students lost 29% of their teachers in 2022 to 2023, compared to 19% in low-need schools. Teacher attrition is an equity issue. The districts needing stability the most are losing teachers the fastest.

WHAT THE EVIDENCE SHOWS ABOUT EFFECTIVE NEW TEACHER DEVELOPMENT

The research on what reduces teacher attrition is substantial and consistent. The following findings are from peer-reviewed studies, meta-analyses, and nationally representative surveys.



85% VS. 74%

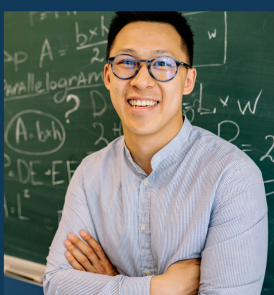
INGERSOLL & STRONG, 2011

Teachers in structured induction programs had an 85% retention rate after year one. Teachers without structured support were retained at 74%. Across a district of 100 new teachers, that 11-point difference means 11 additional teachers who stay.

5 TO 10 YEARS

KRAFT & BLAZAR, 2018

Structured coaching improves instructional practice by as much as the difference between a first-year teacher and one with five to ten years of experience. This effect is larger than most other school-based interventions, including student incentives, merit pay, and extended learning time.



2X THE IMPACT

SCIENCEDIRECT, 2025

Generic professional development produces a modest effect on student achievement. Structured coaching produces twice the impact. The difference is not the content delivered. It is the coaching model that delivers it.

D = 0.49

KRAFT, BLAZAR & HOGAN, 2018

Across 60 causal studies, structured coaching produced an effect size of 0.49 on instructional practice, exceeding the educational threshold for meaningful impact. Student achievement effects of 0.18 were also significant and sustained.



THE FRAMEWORK YOUR DISTRICT CAN STAND BEHIND

One of the most common challenges district leaders face is communicating the methodology behind new teacher development to school boards, state agencies, and accountability partners. The Clearpath Framework gives you a named, research-aligned, defensible model.

The framework describes a developmental arc that typically unfolds over one to three years. Teachers progress through four stages based on observable indicators, not calendar timing. Each stage has defined characteristics, specific coaching interventions, and measurable success indicators.

STAGE	WHAT THE DISTRICT INVESTS	WHAT THE DISTRICT GAINS
Stage 1: Emerging	Pre-service workshop, classroom setup coaching, routine frameworks.	Teachers who enter the classroom with a plan, not a hope. Fewer discipline escalations in week one.
Stage 2: Developing	Weekly coaching, Swivl M2 video reflection, specific written feedback.	Professional habits that are effective, not just survival habits. The attrition window closes.
Stage 3: Practicing	Instructional coaching, student work analysis, formative assessment tools.	Tier 1 instruction that functions as designed. Fewer intervention referrals. Better student outcomes.
Stage 4: Proficient	Reflection, recognition, leadership pathways.	Teachers who stay, grow, and mentor the next cohort. Retention that compounds over time.

HOW TO FUND STRUCTURED NEW TEACHER DEVELOPMENT



For most district partners, Clearpath is not an additional budget line. It is a strategic use of federal education funds that districts are already receiving.



Title I Part A

Supports schools with high percentages of students from low-income families. Allowable uses include professional development that improves teacher effectiveness and student achievement.



Title II Part A

Specifically designated for Supporting Effective Instruction. This is the most direct funding stream for new teacher coaching and professional development programs.



Title IV-A

The Student Support and Academic Enrichment grant funds activities that improve school conditions for student learning and provides access to well-rounded educational opportunities.



School Improvement Funds

Districts under improvement plans or state oversight can use improvement funding for teacher development programs that align to their improvement goals. Clearpath's methodology is research-aligned and defensible for accountability audiences.

Clearpath can support your budget team in identifying the appropriate funding streams during the discovery conversation. We have helped districts match our programs to existing federal allocations so that new teacher support does not require new budget authority.

5 QUESTIONS EVERY DISTRICT LEADER SHOULD BE ASKING

These questions will help you evaluate the strength of your current new teacher support infrastructure.

1

How many new teachers did your district hire in the last two years, and how many are still in the classroom today?

2

What percentage of your professional development investment reaches new teachers during the first 90 days of school, not just in August orientation?

3

Can you name the specific developmental stage each of your new teachers is in right now, and point to the coaching support aligned to that stage?

4

What is your district's first-year teacher retention rate compared to the state average, and is it trending up or down?

5

If a board member asked you to describe the methodology behind your new teacher development program, could you name it, explain it, and show evidence it is working?

If any of these questions are hard to answer, that is not a failure. It is a gap. And gaps are solvable. The districts that keep their best teachers are not the ones with the most resources. They are the ones with the clearest strategy.

CLEARPATH FOR DISTRICTS

7 WAYS WE PARTNER

Clearpath's Tier 3 District Partnership is not a standardized program. It adapts the full Clearpath toolkit to the specific teacher population, instructional context, and goals of your district. Seven cohort tracks serve different teacher populations.

1. NEW TEACHER INDUCTION

Best for districts wanting a structured, framework-aligned induction model with trained mentors

2. NATIONAL BOARD & edTPA

Best for teachers pursuing certification who need coaching and Swivl M2 video evidence

3. INTENSIVE COACHING

Best for teachers with identified instructional gaps who need developmental support

4. ALTERNATIVE CERTIFICATION

Best for career changers entering classrooms through non-traditional routes

5. SCHOOL IMPROVEMENT

Best for schools under state or federal accountability requirements

6. CONTENT-AREA COACHING

Best for Math, ELA, and core subject teacher cohorts

7. INSTRUCTIONAL LEADER DEVELOPMENT

Best for principals and coaches who need to develop their own coaching practice

READY TO BUILD A DISTRICT THAT KEEPS GREAT TEACHERS?

Every Clearpath partnership begins
with a free 20-minute conversation.
No pitch. No pressure.

**BOOK A DISCOVERY CALL AT
[CPTEACHINGSOLUTIONS.COM](https://cpTeachingSolutions.com)**



LaTonya Williams

Founder & CEO, Clearpath Teaching Solutions
Classroom Teacher, Instructional Coach, K12 Expert of 18 years