

Your district deserves a retention strategy *that actually works.*

New teacher attrition is not a talent problem. It is a support problem — and it is solvable with the right investment in structured, evidence-based development.

RESEARCH

"85% of annual teacher demand is driven by attrition — not enrollment growth. Recruitment alone cannot solve the retention problem."

Ingersoll et al., 2014

THE FINANCIAL CASE

What teacher turnover is actually costing your district

The Learning Policy Institute (2024) finds the full cost of replacing one teacher — including productivity loss, substitute coverage, and instructional continuity — runs up to \$20,000 per position.

COST COMPONENT	PER TEACHER
Recruiting, screening, and hiring	\$3,000–6,000
Onboarding and orientation	\$1,500–3,000
Substitute coverage during vacancy	\$2,000–4,000
Productivity gap (6–12 month ramp)	\$5,000–10,000
Impact on student achievement	Untracked
Total estimated cost	\$9,000–20,000

A Clearpath District Partnership starts at \$40,000 — less than losing three teachers. And unlike turnover costs, it produces documented, board-ready outcomes.

THE VALUE FOR YOUR DISTRICT

What a Clearpath partnership delivers

Measurable retention data at 90 days

Every engagement is tied to outcomes. You receive a written progress report ready for your board.

Federal funding eligible

Clearpath programs qualify for Title I, Title II-A, and Title IV-A. We help you identify the right stream.

A named, board-ready methodology

The Clearpath Framework gives your district a structured, communicable approach to new teacher development.

Equity-centered by design

Schools serving the highest-need populations face the steepest attrition. Clearpath is built to support those teachers — and those students — first.

2.85×

higher odds of retention for mentored teachers vs. unmentored peers (GSE Journal, 2024)

30%

of early-career teachers left their school in 2022–23 — most preventably (ERS, 2024)

\$8.5B

estimated national annual cost of teacher attrition (Learning Policy Institute, 2024)

Let's talk about what structured teacher retention looks like for your district.

Book a free 20-minute discovery call. We listen first — and we're honest about where we fit.
CPTEACHINGSOLUTIONS.COM

Book a Discovery Call