

# The Importance Of Mentorship for New Teachers



**300,000** public school teachers and other staff quit due to burnout between February 2020 and May 2022.

New teacher mentorship is an effective way to decrease burnout and increase the chances of teachers staying in the classroom long term.

Yet only around **29 states** require some form of teacher mentoring.

**40%**

of teachers quit within their first five years of teaching.

**10%**

was the national teacher turnover rate in 2021-2022.

**55%**

of NEA members plan to leave teaching earlier than planned.

**81%**

of teachers say their workload has increased in 2021-2022.

## Why choose mentorship?

1. Progress teachers' abilities
2. Improve teacher confidence
3. Nurture environments where teachers can thrive
4. Promote good rapport between staff
5. Increase emotional resilience
6. Encourage collaboration

Mentoring programs have proven to be successful in urban districts in particular. In one study, districts in Ohio and New York saw attrition reduced by more than **two thirds**

thanks to mentoring programs.



## Did you know?

Research also suggests that students have higher academic gains when their teachers are part of a high-quality mentorship program.

"I'd have **loved** to have had a mentor my first year of teaching! That level of guidance and support would have been **invaluable** to me. I think even being a mentor would be hugely beneficial for most teachers, too."

- Ashley Shannon, educator of 15+ years