

Fast Facts

Mentoring Retention 2 - December 2015

Oregon Mentoring Program (OMP)

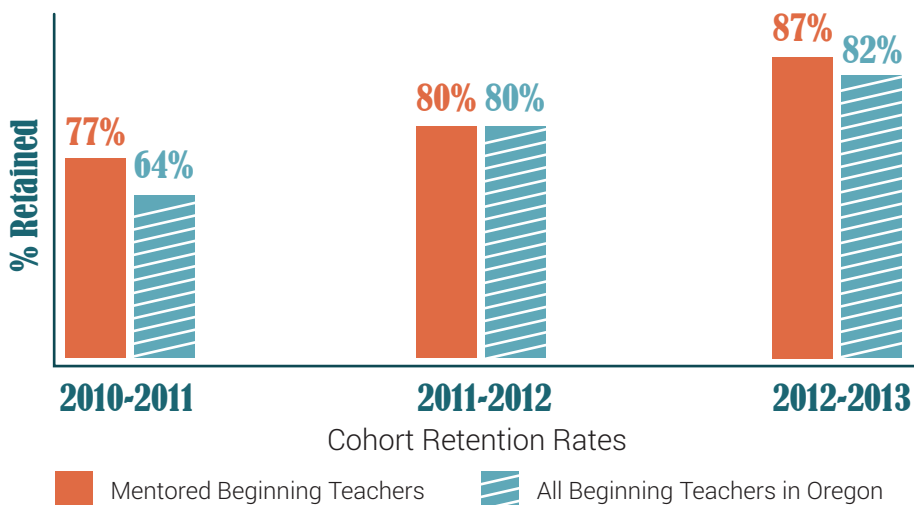
Oregon is committed to an educational system that recruits and retains educators of the highest quality in order to provide all children with effective teachers and administrators. One of the supportive programs that the Oregon Department of Education (ODE) funds is grants-in-aid to individual and various consortia of school districts each year to establish and support evidence-based mentoring programs for beginning teachers and beginning administrators in their first two years. One of the goals of the mentoring program is to retain beginning teachers. One estimate is that the cost of teacher turnover in Oregon is at least \$40 million (ECONorthwest, 2010) a year. This Fast Fact shows the results of a retention analysis comparing the retention rates of beginning teachers to statewide beginning teacher retention rates. In this analysis, retention is defined as still teaching in Oregon.

Positive Trends in One Year Retention

The figure below shows one-year retention rates for three cohorts of beginning teachers who were mentored in the ODE mentoring program compared to all beginning teachers in Oregon. The results for the 2010-11 cohort show that 77% of mentored beginning teachers were retained (still teaching in OR) one year later; which is 13% more than the one-year rate for all beginning teachers (64%). The results for the 2011-12 cohort show that the one-year rates were the same in both groups. Finally, the results for the 2012-13 cohort show that 5% more mentored beginning teachers were retained compared to all beginning teachers in Oregon. These results show the percentage of mentored beginning teachers retained increased across the three years.



Percentage of Beginning Teachers Still Teaching One Year Later

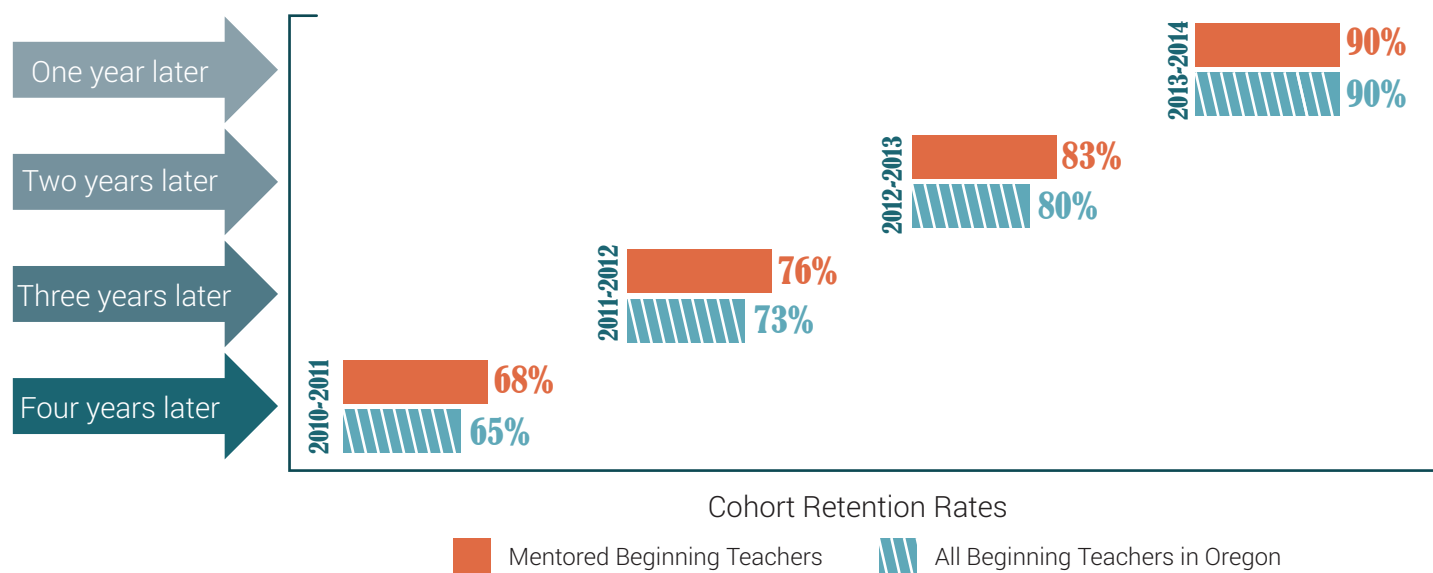


* Reference: ECONorthwest (2010).
Estimated costs of teacher turnover in Oregon using two methodologies.

Positive Trends in Long Term Retention

The following graph shows the results of a retention analysis of four cohorts of mentored beginning teachers compared to all beginning teachers in the state of Oregon. The table shows the number and percentage of beginning teachers in each cohort who are still teaching in Oregon in the 2014-15 school year. This figure shows that 90% of the 2013-14 cohort of mentored beginning teachers were retained one year later, which is the same percentage of all beginning teachers retained across the state. The results for the 2012-2013 cohort show that 83% of the mentored beginning teachers were retained two years later, which is 3% more than the percentage of all beginning teachers in the state. This advantage for mentored beginning teachers continues in the three-year and four-year retention rates as shown in the earlier cohorts. In the 2011 cohort, three years later 3% more mentored beginning teachers were retained compared to the state; and in the 2010 cohort, four years later 3% more mentored beginning teachers were retained compared to the state.

Percentage of Beginning Teachers Still Teaching in Oregon as of 2014-2015



Keep in mind that the data shown here in "All Beginning Teachers in Oregon" includes the mentored beginning teachers. These categories are not exclusive. Thus, as the retention rate for mentored beginning teachers increases, this positively contributes to the statewide beginning teacher retention rate.

About Fast Facts

Mentoring Fast Facts are based on data collected, summarized, and analyzed from various data sources including Oregon Department of Education data collections and annual surveys sent to the six groups involved with the school district mentoring programs. For more information about this analysis see:

<http://triwou.org/centers/cepe/mentor>



Oregon Mentoring Program

Fast Fact #4

<http://triwou.org/centers/cepe/mentor>

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ODE is required by law to allocate a portion of funding to evaluate the effectiveness of the mentoring program.

