

What Causes Teacher Turnover In Indiana

Teacher turnover is one of the major problems within today's education system. Not only do schools struggle with finding qualified teachers and along with the financial burden this recruiting process may bring, but also students suffer from this frequent changing-adapting period and thus lower their average achievement. This study uses data from Indiana Department of Education's school cooperation data in order to examine the specific factors that causes the high teacher turnover rate in Indiana. Total of 286 school cooperation samples are included in our study and a regression analysis will be used to measures the relationships of teacher turnover, to a series of independent variables, like teachers' age, salary and experience; students' race, test score, and English proficiency; and school cooperation's location, enrollment and suspension and expulsion rate. The signs, magnitudes and statistical significance of the coefficients on the independent variables provide tests of the hypotheses. Since we have not finish our research yet, precise result cannot be given for now. However, based on a number of literatures we've reviewed, teachers' age, salary and experience would be expected to have negative correlation with turnover. Teachers with more minority students would have higher tendency of leaving. Higher test score and English proficiency would lead to lower turnover. Urban schools would have higher turnover than rural ones. And greater enrollment and suspension and expulsion rate would result in higher turnover. Knowing the specific causation of teacher turnover in Indiana would significantly help the policy makers to improve the education environment.