High teacher turnover has been linked with lower student achievement, as measured by standardized test scores (Grissmer, Flanagan et al. 2002), and turnover leaves low-achieving schools with the least qualified and experienced teachers (Haycock, 2000).

As the chart at the left shows, new teachers who receive mentoring through a structured, full release model (like that of the Alaska Statewide Mentor Project) keep teaching. Business experts estimate that every “lost” employee costs an organization from 1/2 to 2-1/2 times the employees annual salary. This figure does not include the educational costs for students.

Mentoring is not only a way to keep teachers teaching, but it is also a valuable recruitment tool.