

Minnesota Educator Retention: Address Teacher Burnout to Protect Taxpayers & Students

NO TEACHERS. NO SCHOOLS. NO COMMUNITIES.

Keeping Minnesota's Best Educators in the Job and Thriving



73% report at least one unfilled position

Supply and Demand of Teachers in Minnesota, 2023



Cost per teacher turnover

Learning Policy Institute, Cost of Teacher Turnover, 2024



Up to \$192M lost replacing teachers

Learning Policy Institute, Cost of Teacher Turnover, 2024



When teachers leave, outcomes suffer

Economics of Education Review, 2016

CURRENT SITUATION

Supply & Demand of Teachers in Minnesota, 2025

TRAINED BUT NOT TEACHING

1 in 3 licensed MN educators aren't teaching in MN classrooms.

RETIREMENT ISN'T THE DRIVER

Only 16% of departures last year were retirements.

NEW TEACHER EXODUS

1 in 3 new MN educators leave the profession within the first 5 years.

†Tier 3 & Tier 4

HOPE IS NOT LOST

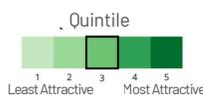
1 in 2 MN educators say school climate, especially leadership support, drives teacher exits.*

These conditions for burnout and turnover can be measured and changed.

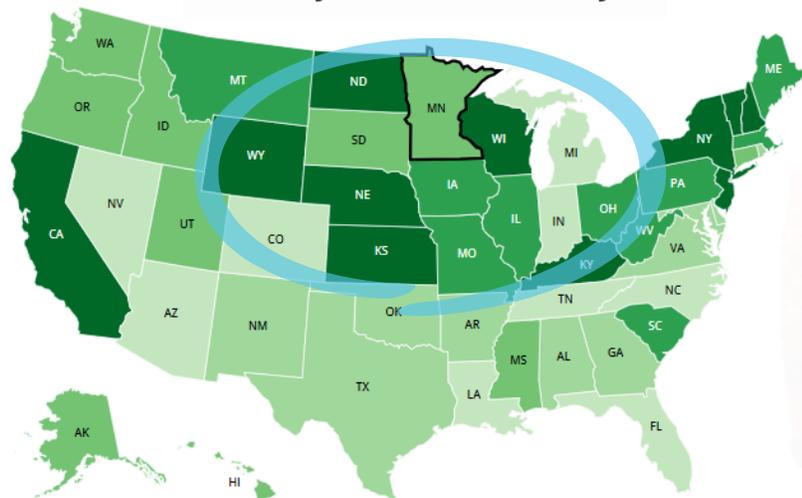
*MNSPIRE teacher Survey, 2022

MN ranks below most neighbors in teaching appeal and in the 3rd quintile, nationally.

Learning Policy Institute



Teaching Attractiveness Rating



Blueprint for Retention: ND's Educator Retention Investments

With legislative funding and in collaboration with the Department of Public Instruction, ND schools opt in to strengthen workplace conditions with Vital Network. These districts are seeing improvements in working conditions that lead to **increased retention** and **reduced burnout**.

SINCE 2023, ND'S RETENTION INITIATIVE HAS SUPPORTED:

35 SCHOOL DISTRICTS	200 SCHOOL TEAMS
5 REGIONAL PARTNERS	~50% EDUCATOR WORKFORCE

ND'S MODEL IS FISCALLY RESPONSIBLE AND WORKS:

"My first year here we lost 1/3 of our staff. Last year only one staff member left. [This initiative] is making a meaningful impact."

- Phil Leitner,
Superintendent,
Montpelier Public School

"We've seen between 60 - 70 fewer teachers leaving the district saving more than \$1 million dollars in turnover costs."

- Dr. Cory Steiner,
Superintendent,
Fargo Pubic Schools



Partner Information: Vital Network

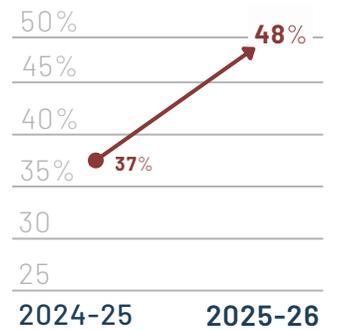
nd.gov/dpi/districtschools/school

Together, NDDPI and Vital Network are demonstrating what is possible when a state takes educator retention seriously and invests in systems that help teachers and principals thrive: ultimately strengthening schools, improving student experiences, and supporting the long-term vitality of North Dakota communities.

Learn more about Vital Network and their commitment to building a sustainable future for North Dakota's education workforce.



MEASURABLE WORKPLACE IMPROVEMENTS



"I am able to manage my workload while maintaining my well-being."

WHAT HAPPENS IF WE DO NOTHING?

- Continued vacancy growth
- Rising hiring costs
- More emergency certifications
- Turnover compounds year over year