



RESOURCES

TRANSFORMING THE TEACHER ROLE

How Innovative Designs Can Improve Satisfaction, Retention, and Student Experiences

[▼ Menu](#)

In order to dramatically transform the experience of students and what they can achieve, we must do the same for our teachers.

This resource aims to help schools and districts rise to the challenges of this moment and make meaningful changes to the teaching profession in ways that support existing talent and attract a new generation of educators, while also fueling student learning.

[READ EXECUTIVE SUMMARY](#)[★ READ ENTIRE PAPER](#)

Our teachers are struggling and, while teacher shortages and a dwindling pipeline are not new phenomena, recent dissatisfaction and resignation trends are shedding more light on the need for change.



Between 2020 and 2022, about 300,000 teachers left the profession, an estimated 3% drop in the workforce.

(Bureau of Labor Statistics, 2022, as cited in the Wall Street Journal, 2022)

And almost half of the new hires leave the profession within the first 5 years.
(Ingersoll et al., 2021)



One in four teachers expressed a desire to leave the profession after the 2020-21 school year because of work-related stress and dissatisfaction.
(Steiner & Woo, 2021)



In fact, the percentage of 'very satisfied' teachers dropped from 62% in 2008 to 12% in 2022.
(Truman State University, 2022)

And unsurprisingly, job dissatisfaction is the leading cause of teacher turnover.

(Graph adapted from Carver-Thomas and Darling-Hammond, 2017)

And you can put these drivers into action using a variety of strategies. Here are seven based on the work of organizations and school communities, as well as research on the teacher role.

More examples coming soon!



STAY CONNECTED

[CONTACT US](#)

[CAREERS](#)

[DONATE](#)

Transcend is a registered 501(c)(3) nonprofit that operates nationally.