



March 2025

Chairman Bekkedahl and Members of the Committee,

My name is Dr. Marijke Leibel and I am the Assistant Coordinator for the ND RISE State Mentoring Program.

Thank you for your continued support for the North Dakota State Mentoring Program. With your support, ND RISE has succeeded in retaining more teachers in North Dakota than any other program since 2009.

Since beginning this position six years ago, our program has conducted an annual North Dakota teacher retention study comparing retention rates between teachers who are mentored in the state mentoring program and teachers who are not. The longitudinal study started during the academic year 2009-2010, the inaugural year of the North Dakota Teacher Support System (now known as ND RISE). Since the program began, the retention study consistently suggests that mentoring has a positive impact on teacher retention in North Dakota (North Dakota Teacher Support System, 2020).

For my part of this testimony, I will dig into the retention data and invite your questions as I go through the main points of the study. Our retention study explores several aspects of retention and the full report can be found on the ND RISE website under “North Dakota Teacher Retention Report, March 2024”.

The main points we have learned from analysis of the data are:

- According to all aspects in the study, teachers who are mentored in ND RISE are retained at a higher average rate than teachers who are not in the program.
- By years of experience, ND RISE teachers have a greater rate of retention.
- Cumulatively, ND RISE has had more teachers who have stayed in the classroom over the past 13 years when compared to Non-ND RISE teachers.
- ND RISE has more teacher “stayers” (consistency in MISO3 employment record) and less teacher “leavers” (no longer reported as employed in a school in the MISO3).

We know from research and anecdotal data that teacher retention has a positive impact on school climate, community relationships, employee satisfaction, and student success (Helmke, 2022; Jacobson et al., 2020). These points are why it is important for structures to be intentionally placed in schools and districts to increase the capacity of teacher knowledge, skills, and effectiveness and support the retention of new teachers. A list of references is included in the written submitted testimony.

Thank you for your consideration and I am happy to answer your questions.

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## References

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# North Dakota Teacher Retention Study

2024-25

Dr. Marijke Leibel

March 2025



# ND Teacher Retention: Main Points

Teachers who are mentored in ND RISE (formerly NDTSS) are retained at a higher rate than teachers who are not in the program.

- **Years of Experience**

- ND RISE has a higher retention rate each year.

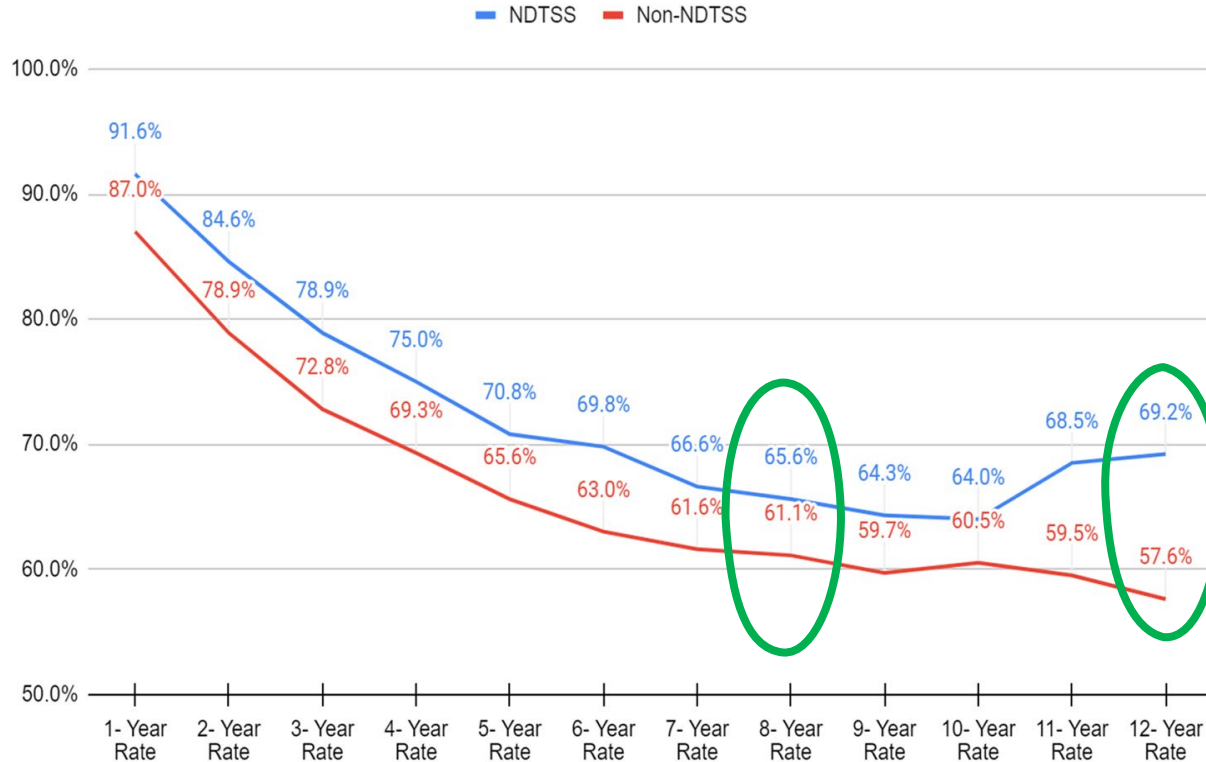
- **Cumulative Retention**

- ND RISE has a greater retention average over the past 13 years.

- **Stayers and Leavers**

- ND RISE has more stayers and less leavers compared to Non-ND RISE.

## Average Rate of Teacher Retention Per Years of Experience



## Retention by YOE

- ND RISE teachers are consistently retained at a higher rate than Non-ND RISE teachers.
- Differences between the two groups range from 3.5% (10-year rate) and 11.6% (12-year rate).
- For ND RISE teachers, the retention rate increases in year 11, but the Non-ND RISE teachers demonstrate a steady decline in retention.

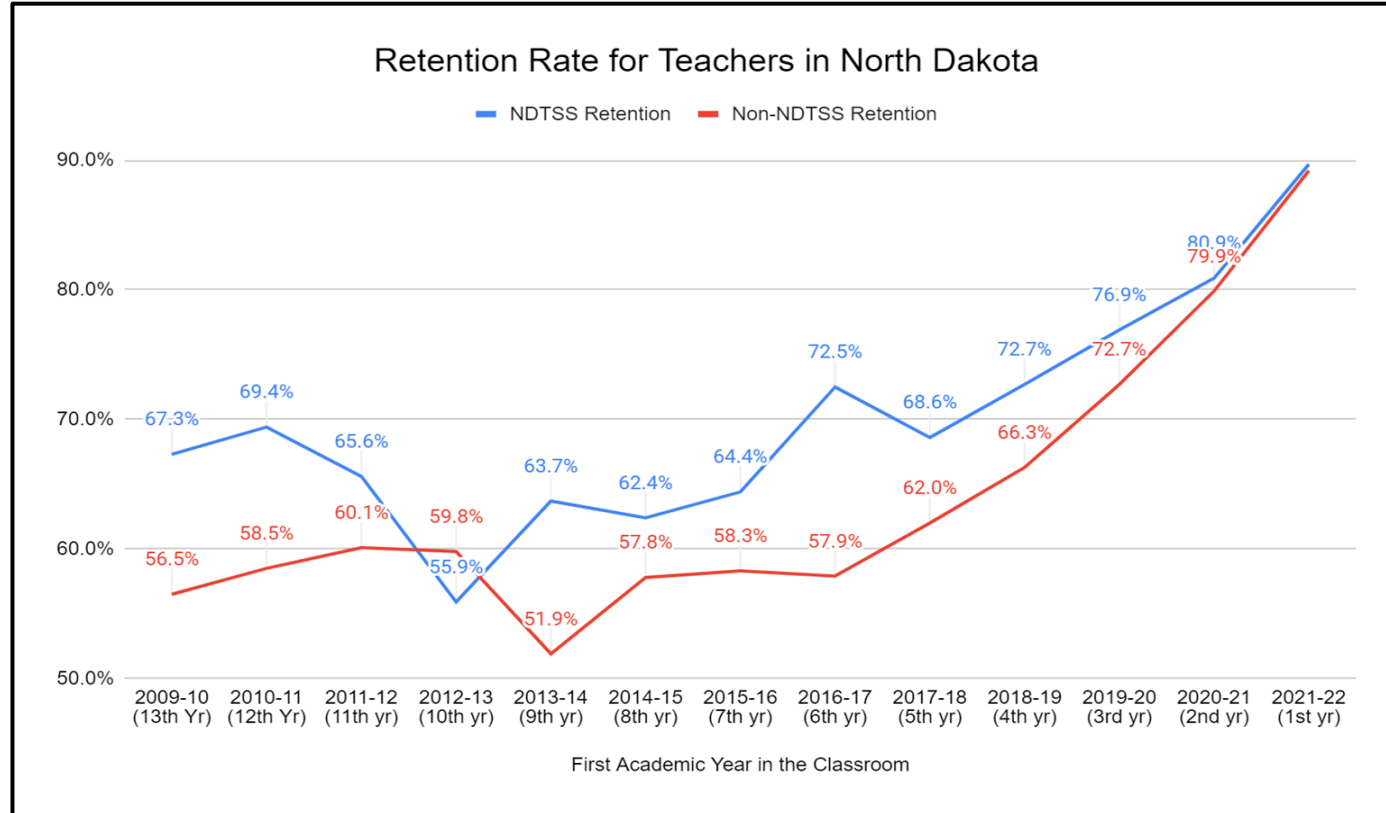
Attrition Percentage Difference by Year of Experience

	NDTSS	% Difference by Year	% Attrition Since Year One	Non-NDTSS	% Difference by Year	% Attrition Since Year One
1- Year Rate	91.6%	8.4%	8.4%	87.0%	13.0%	13.0%
2- Year Rate	84.6%	7.0%	15.4%	78.9%	8.1%	21.1%
3- Year Rate	78.9%	5.7%	21.1%	72.8%	6.1%	27.2%
4- Year Rate	75.0%	3.9%	25.0%	69.3%	3.5%	30.7%
5- Year Rate	70.8%	4.2%	29.2%	65.6%	3.7%	34.4%
6- Year Rate	69.8%	1.0%	30.2%	63.0%	2.6%	37.0%
7- Year Rate	66.6%	3.2%	33.4%	61.6%	1.4%	38.4%
8- Year Rate	65.6%	1.0%	34.4%	61.1%	0.5%	38.9%
9- Year Rate	64.3%	1.3%	35.7%	59.7%	1.4%	40.3%
10- Year Rate	64.0%	0.3%	36.0%	60.5%	-0.8%	39.5%
11- Year Rate	68.5%	-4.5%	31.5%	59.5%	1.0%	40.5%
12- Year Rate	69.2%	-0.7%	30.8%	57.6%	1.9%	42.4%

## Attrition

- After the first two years of teaching, the percentage change is less each year until year 10 for Non-ND RISE and year 11 for ND RISE teachers.
- Non-ND RISE teachers experience a small increase in retention (.8%) in year 10 and decrease again until year 12.
- The rate of attrition for ND RISE teachers begins to plateau at year 10 and retention percentage increases during the 11th and 12 years.
- **There is critical need for building a stronger net of support during a teacher's first years in the classroom.**

# ND Teacher Cumulative Retention Rate



\*Sample includes all teachers who began their teaching career starting in 2009-2010 and adding to the sample each year. 5

Stayers, Returners & Leavers Data for 2022-23 School Year

	NDTSS "Stayers"	Non-NDTSS "Stayers"	NDTSS "Leavers"	Non-NDTSS "Leavers"	NDTSS "Returners"	Non-NDTSS "Returners"
2009-10	54.5%	45.2%	35.5%	43.5%	10.0%	11.2%
2010-11	55.0%	44.7%	32.4%	41.8%	12.6%	13.5%
2011-12	53.5%	45.8%	36.9%	43.1%	9.6%	11.1%
2012-13	46.1%	44.6%	44.1%	41.4%	9.8%	14.0%
2013-14	56.6%	45.0%	36.3%	48.1%	7.1%	6.9%
2014-15	56.7%	48.1%	37.6%	42.4%	5.6%	9.5%
2015-16	57.8%	51.1%	35.6%	41.7%	6.6%	7.2%
2016-17	66.7%	52.8%	27.5%	42.1%	5.8%	5.1%
2017-18	65.1%	55.6%	31.4%	38.0%	3.5%	6.3%
2018-19	69.1%	60.7%	27.3%	33.4%	3.6%	5.9%
2019-20	73.4%	71.5%	23.1%	27.3%	3.5%	1.1%
2020-21	80.5%	77.7%	19.1%	19.8%	0.3%	2.5%

## Findings

- The percentage of stayers for individual school years was **consistently greater in the ND RISE group of teachers.**
- The percent difference between stayers identified as ND RISE and Non-ND RISE ranges from 13.9% (2016-17) and 1.5% (2012-13) with **all differences in favor of ND RISE teachers.**



# ND Teacher Retention Summary

Teachers who are mentored in ND RISE are retained at a higher rate than teachers who are not in the program according to:

- **Years of Experience**
  - ND RISE has a higher retention rate each year.
- **Cumulative Retention**
  - ND RISE has had a greater retention rate over the past 13 years.
- **Stayers and Leavers**
  - ND RISE has more stayers and less leavers.