

January 24, 2025

Chairman Nathe and Members of the Committee,

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

Since beginning this position over six years ago, I have conducted an annual teacher retention study comparing retention rates between teachers who are mentored in the state mentoring program and teachers who are not. The longitudinal study starts during the academic year 2009-2010, which is also the inaugural year of the North Dakota Teacher Support System. 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 am going to dig into the retention data and invite your questions as I go through the upcoming slides. My 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 stay 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 (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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