

TABLE 1

Comparison of costs across non-traditional teacher training programs

	Estimated average cost per teacher	Retention rate	Median number of years in the same school	Number of teachers needed to cover a 10-year period	Total cost over 10 years
Teacher residency programs	\$47,500	Stay after 5 years: 75%	10 years	1 (0 turnovers)	Upper: \$47,500 Lower: \$47,500
Teach for America	\$7,666	Stay after 5 years: 15%	2 years	5 (4 turnovers)	Upper: \$96,330 Lower: \$38,330
TNTP's TEACH	\$38,000	Stay after 5 years: 50%	5 years	2 (1 turnover)	Upper: \$90,500 Lower: \$76,000

NOTE: The lower bound costs represent the average cost to train one teacher times the number of teachers needed over a 10-year period. The upper bound costs add the cost of turnover, recruitment, and hiring of a replacement (averaging \$14,500 for rural and urban school districts) to that cost.

SOURCE: Teacher Residency Program: Azar, Grossman, Lozier, and Scheib, 2021; , and Guha, Hyler, and Darling-Hammond, 2016; TEACH: Kaufman, Master, Huguet, Yoo, Faxon-Mills, Schulker, and Grimm, 2020; Teach For America: Donaldson, Morgaen L., and Susan Moore Johnson, 2011.