



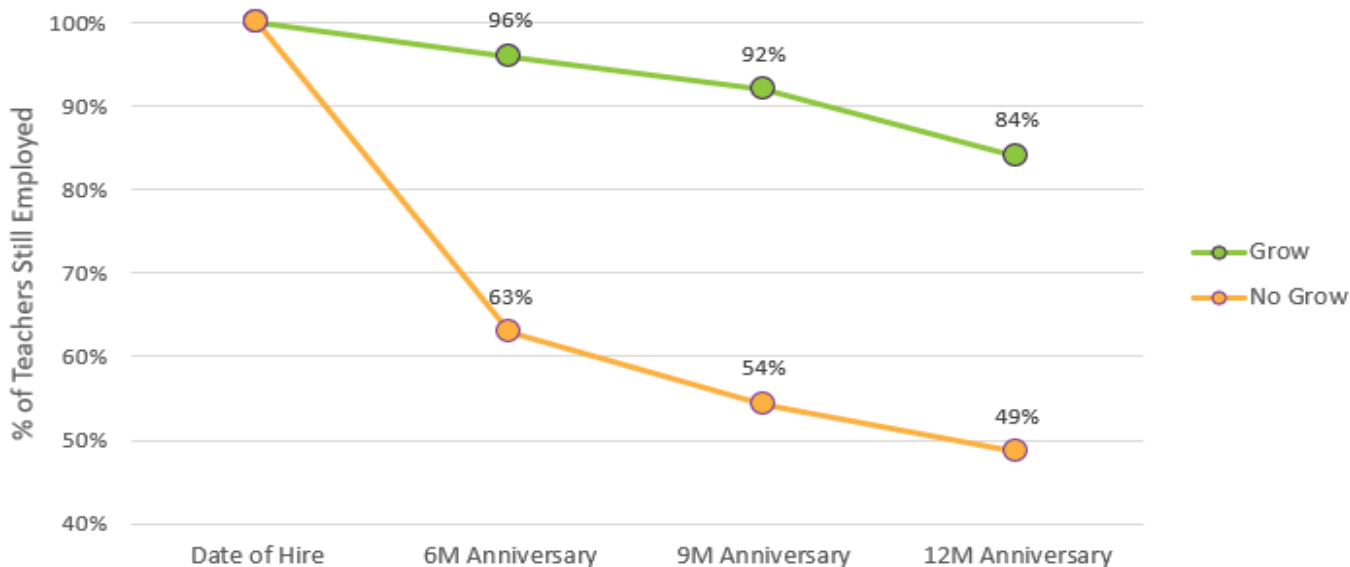
Teacher retention & staffing cost savings

LENA Grow has a major impact on the early stages of an early childhood teacher's tenure. A recent LENA study reviewed employment data of 255 teachers at Porter-Leath, a community resource center that manages Early Head Start programs in Tennessee. The data shows that **teachers who completed LENA Grow within 6 months of starting their jobs were 5 times more likely to stay** compared to teachers who did not complete Grow.

Porter-Leath data from 2024 also shows – among all teachers – a **2x increase in teacher retention** for LENA Grow participants.

84% of teachers participating in Grow during their first six months reached their 12-month anniversary, compared to only 49% of non-Grow educators.

For this analysis, the sample was narrowed to educators hired before October 1, 2024 and excluded those who left for involuntary reasons (e.g., a medical, retirement, contract expiration).



Final analysis consisted of N=25 Grow participants and N=35 non-Grow participants. Employment data accessed on March 28, 2025.

The cost of teacher turnover

Retaining teachers isn't just important for ensuring consistent connections in the classroom. It's also vital to a center's financial stability. Using national wage data from the U.S. Bureau of Labor Statistics and turnover cost methodology from the Center for American progress, LENA analysis shows that losing a single teacher may cost a center approximately \$18,000.

Losing a teacher costs centers ~\$18,000! Keeping teachers in the profession – with the help of LENA Grow – can ease teacher turnover costs.

LENA Grow is an investment in stronger, more consistent early childhood education.

Learn more at

LENA.org