**The *Tirones* Project: Support for New Teachers**

National Committee for Latin and Greek [*www.promotelatin.org*](http://www.promotelatin.org), a standing committee of the [American Classical League](aclclassics.org)

* Teacher Retention: even more difficult than hiring: Johnson, Susan Moore. 2006. *The* [*Workplace Matters. Teacher Quality, Retention, and Effectiveness*](http://www.nea.org/tools/44463.htm)*.*
* By year 5, 10% of teachers have left: Gray, Lucinda, and Soheyla Taie. 2015. *Public School Teacher Attrition and Mobility in the First Five Years: Results From the First Through Fifth Waves of the 2007–08 Beginning Teacher Longitudinal Study* ([NCES 2015-337](http://nces.ed.gov/pubsearch/pubsinfo.asp?pubid=2015337)).
* Novice teachers leave at higher rates. Guarino, Cassandra M., Lucrecia Santibañez, and Glenn A. Daley. 2006. “Teacher Recruitment and Retention: A Review of the Recent Empirical Literature.” [*Review of Educational Research* 76:2 (2006) 173-208](rer.sagepub.com/content/76/2/173.full.pdf).
* Faculty turnover is costly--
	+ economically. National Commission on Teaching for America’s Future. 2007. “[The High Cost of Teacher Turnover,](http://nctaf.org/research/publications)” Washington: NCTAF, 2007.
	+ educationally. Ronfeldt, Matthew, Susanna Loeb, and James Wyckoff. [*How Teacher Turnover Harms Student Achievement*](http://www.caldercenter.org/publications/how-teacher-turnover-harms-student-achievement)*.* CALDER Working Paper 70, 2012.

Faculty turnover greater in schools with lower achievement. Brill, Sam, and Abby McCartney. “[Stopping the Revolving Door: Increasing Teacher Retention.](http://onlinelibrary.wiley.com/doi/10.1111/j.1747-1346.2008.00133.x/abstract)” *Politics & Policy* 36.5 (2008) 750-774.

* Higher salaries help retention, but not quality of teaching. Guarino, Santibañez, and Daley 2006.

What does help?

* Mentoring! Ingersoll, Richard, and Michael Strong. “The Impact of Induction and Mentoring Programs for Beginning Teachers: A Critical Review of the Research.” *Review of Education Research* 81.2 (2011): 201-33.
* Even better: it’s cost effective. Villar, Antony, and Michael Strong. “Is Mentoring Worth the Money? A Benefit-Cost Analysis and Five-Year Rate of Return of a Comprehensive Mentoring Program for Beginning Teachers.” [*ERS Spectrum* 25.3 (2007) 1-17](53979_Is_mentoring_worth_the_money_A_benefit-cost_analysis_and_five-%09year_rate_of_return_of_a_comprehensive_mentoring_program_for_beginning_teachers).

The best mentoring programs are on-site and multifaceted. So how can we help?

**Two-fold initiative**

* Webinars: electronic mentoring
* Panels of teachers reflecting on their experiences: [*Teaching Classical Languages*](http://tcl.camws.org/) forthcoming; [*Journal of Classics Teaching*](http://journals.cambridge.org/action/displayAbstract?fromPage=online&aid=10116901&fulltextType=RA&fileId=S2058631015000173) (spring 2016)

Today: How communities offer financial support

* + [CAMWS](https://camws.org/awards/index.php)
	+ [American Classical Leagu](https://www.aclclassics.org/pages/scholarships)e
	+ [Society for Classical Studie](https://classicalstudies.org/awards-fellowships)s
	+ [Vergilian Society](http://www.vergiliansociety.org/tours/scholarships/)
	+ [National Endowment for the Humanities](http://www.neh.gov/divisions/education/summer-programs)
	+ Regional Classics Organizations
	+ Associations for Women Educators
		- [AAUW](http://www.aauw.org/what-we-do/educational-funding-and-awards/)
		- [Delta Kappa Gamma](http://www.dkgef.org/awards.html)
		- [Alpha Delta Kappa](http://www.alphadeltakappa.org/s/1292/index.aspx?sid=1292&gid=1&pgid=514)
		- [P.E.O.](http://www.peointernational.org/about-peo-program-continuing-education-pce)

What can you contribute?

How can we help?