

Teacher Attrition and Retention: A Review of the Research and Its Implications for the Future Teacher Education

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Abstract

Teacher attrition has remained a pressing issue worldwide over the years. Furthermore, the global COVID-19 pandemic has exacerbated teacher attrition rates over the past four years. The pandemic has introduced unprecedented challenges and disruptions to the education sector, affecting teachers' job satisfaction, work-life balance, and overall well-being. Over the past two decades, there has been a growing emphasis on understanding the factors contributing to teacher attrition and retention worldwide. Researchers have dedicated significant efforts to examining these factors from various perspectives, including the individual, school, and external/policy influences. The proposed study will provide a scoping review of the empirical research over the past two decades (2020-2023) that examined the factors affecting teacher attrition and retention. According to the results, the author will discuss possible teacher shortage issues in future education, research focus of future studies, and suggest ways to support teachers and help them maximize their career ideas.

Keywords: teacher attrition, teacher retention, scoping review, teacher education