Teacher Retention: The Role of Mental Health and Leadership

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Proposal Description:

Teachers are of vital importance to student learning and achievement, and their impact on students persists well after graduation. At the same time many schools, especially in urban settings, still struggle to attract and retain effective teachers. The loss of talented teachers has become an even more pressing issue for school districts during the Covid-19 pandemic, with many teachers leaving or retiring due to safety concerns, stress triggered by a new and more demanding way of instruction and, more broadly, mental health issues. This project aims at understanding the determinants of teachers’ selection and retention in public schools and, more generally, their career trajectories, with two separate focuses. The first is teachers’ mental health: Using administrative data from a Scandinavian country, we will examine how diagnoses of mental health conditions evolved among teachers compared with other professions before and after the Covid-19 pandemic and how these trends relate to teachers’ retention. The second is school leadership: We will use data from a US state to understand how the leadership of public schools impacts teachers’ careers. The RA will work closely with the PI in the steps of the project that involve cleaning and analyzing data, as well as – when necessary – collecting new data through automated parsing of documents and websites.

Requisite Skills and Qualifications:

The ideal candidate should be proficient in Stata or R (Stata preferred). Knowledge of Python and experience with NLP is a plus.

Tobin Application Link: Tobin Application

Project Type: Tobin RA
Project Year: 2021
Term: Fall 2021

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