

The purpose of this study was to investigate the relationship of demographic structure, attrition rate, and factors in turnover among teachers of the mentally retarded students in Taiwan. A self-developed survey, which consisted of the demographic information such as gender, age, length of current employment, highest degree earned, type of training received, and number of past teaching experience, was sent to the participants. 2,852 certified teachers of the mentally retarded from regular elementary and junior high school, special schools, and administrative organizations participated in this study. Data showed that the attrition rate for these personnel is 65%. The turnover is such high, reportedly due to no special class for mentally retarded students in regular school, transferring to administrative work, teaching other kinds of special class, lack of professional knowledge, family reasons, and no achievement. Results also showed senior teacher are likely to be interested in teaching students with mental retardation. They are more likely to be satisfied teachers and are more immune to burnout and turnover. To solve the problem of turnover, or at least to lower the turnover rate to something more acceptable, will necessitate a complex strategy, as well as both hard work and long-term commitment. Some suggestions are offered in order to improve our personnel preparation efforts and effectiveness.