



Teacher and leader quality has an enormous impact on student achievement. We're committed to recruiting and retaining the best teachers and leaders, then giving them opportunities to grow professionally.

That means, first and foremost, listening to teachers. On these pages, you'll learn about our large-scale survey of Georgia teachers on retention and recruitment issues. We also meet regularly with an advisory council of classroom teachers.

We're committed to taking those teachers' recommendations and acting on their behalf. You'll learn here about changes made on the basis of teacher feedback, along with our efforts to provide the best possible resources for Georgia's teachers and make those resources easier to access.

More than 53,000 teachers responded to our teacher recruitment & retention survey.

OUR EFFORTS

Surveying teachers. We wanted to know why 44% of Georgia's teachers leave the profession — so we asked them. More than 53,000 of them responded (about half the teachers in the state).



Addressing teacher evaluation.

Superintendent Woods supported *Senate Bill 364*, which addressed many of the issues teachers brought up in our recruitment/retention survey—including the heavy weight of testing in the teacher evaluation system and the number of high-stakes tests their students have to take.

Providing personalized professional learning. With a new professional growth component for the teacher evaluation system and teacher certification based on personalized learning instead of seat time, GaDOE plans to develop an online platform with a library of PL resources, calendar of PL opportunities, and catalog of self-paced/facilitated online courses.

Empowering local communities to adopt textbooks.

Textbooks are adopted by local systems/schools and will no longer go through state-level review. Instead, we're working to compile world-class Open Educational Resources (OERs) which will equip teachers with a wealth of freely accessible resources for classroom use.

Collaboration: Professional Learning

GaDOE's English Language Arts team worked with Georgia's higher education faculty, the National Council of Teachers of English (NCTE), Georgia teachers, the High Museum of Art and RESAs to create a professional learning series that promotes outstanding writing instruction via an online webinar and face-to-face facilitation.



We must — and will—employ a teacher workforce that is **second to none**. Georgia public education is poised to offer our children great opportunities. We need to ensure there are **great teachers to open those doors**.

— Richard Woods, Georgia's School Superintendent

HEARING FROM TEACHERS

It started with alarming statistics: 44 percent of Georgia's newly hired teachers dropping out of the profession by year five, and a 16 percent dip in the number of candidates entering Georgia's teacher preparation programs.

We decided what was needed was a teacher voice. We developed a survey focusing on the reasons for extensive teacher turnover, had it vetted by the Superintendent's Teacher Advisory Council, and asked current and former Georgia teachers to weigh in.

More than 53,000 teachers responded. The top reason they selected for leaving the profession was "number of state-mandated tests," with "method for evaluating teachers" as a close second.

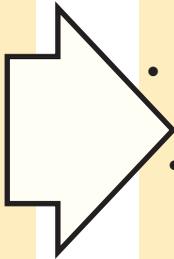
We shared the results of the survey — teachers' voices — with policymakers. When the 2016 legislative session began, State Sen. Lindsey Tippins introduced a bill that addressed teachers' top two concerns. State School Superintendent Woods was an early supporter of the bill.

Senate Bill 364 was signed into law on May 3. Moving forward, GaDOE will continue to seek out teacher feedback and make refinements as needed.

PERSONALIZED LEARNING FOR TEACHERS

Driving the need for personalized professional learning

- SB 364: New professional growth component
- ESSA: Use Title II funds to support personalized PL
- GaPSC: Personalized PL instead of seat time to renew certificates



Delivering personalized professional learning

- Relevant to the needs and interests of teachers
- Accessible in multiple formats
- Collaborative tools so teachers can connect from across the state



Words of Wisdom

Casey Bethel

2017 Georgia Teacher of the Year

THE TEACHER'S ROLE

"Education is the key to success and **teachers make a lasting impact** on the lives of their students. Teachers hold the potential to unlock a world of possibilities. Effective teaching does more than fill students' minds with knowledge. I appreciate the chance I get to **plant seeds of confidence and inspiration** in the hearts of the next generation."



Read more testimonials at educatinggeorgiasfuture.org.

