

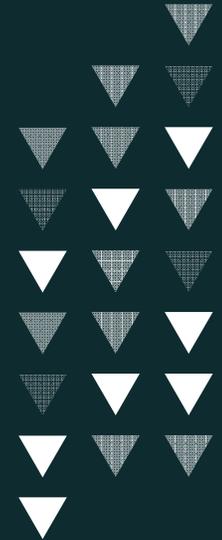
**“A good teacher  
can inspire hope,  
ignite the  
imagination, and  
instill a love of  
learning.”**

**- Brad Henry**

**Wildly Important  
Goal: To provide  
five professional  
development  
trainings aimed to  
support the new (0-  
3 years) CTAE  
teacher**

**Priority Point:  
Teachers and  
counselors are central  
to student success in  
CTAE; therefore, we  
will prioritize  
increased teacher and  
counselor  
recruitment,  
retention, and  
professional  
development efforts.**

- July 2018: New Teacher Jumpstart at GACTE
- September 2018: New Teacher and Counselor Conference (235 of 268 attendees)
- November 2018: Classroom 101 Session (15 of 17 attendees)
  - This session focuses on understanding the curriculum, working with students with special needs, and classroom management.
- November 2018: ACTE Presentation for Administrators on Supporting New Teachers
  - Collaborative Session with leaders across the nation on how to support new teachers
- December 2018: New Teacher Follow-Up Conference (61 of 80 attendees)
- November 2018- December 2018: Survey New Teachers on Their Challenges
  - Survey on efficacy of workshots has been distributed and a survey on challenges that encourages reflection will be distributed in January.
- December 2018- January 2019: Compile and Analyze Data from the Survey
- January 2019: Teaching Teamwork Workshop
  - This workshop filled up in less than 30 minutes.
- February 2019: Plan and Develop Workshops Based on Data from the Survey
- March 2019- April 2019: Conduct Two Workshops
- May 2019- June 2019: Identify Workshop Completers and Administer Follow-Up Survey
- July 2019: Assess Teacher Retention Data



# PRIORITY #3

Workshops Completed



1. July 2018
2. September 2018
3. November 2018
4. December 2018

Retention Rate



## 1. Gather Data by Cluster Using Course Numbers

- Name
- District
- Certification Level
- Years of Experience

## 2. Sort Data by Teacher Last Name

## 3. Track Teachers as Cohorts

- Track Teachers Starting in 2014 Until 2018

## 4. Calculate Retention Rate for Each Year

## 5. Concerns

- Teacher Name Change
- Teaching Alternative Subject

## 6. Further Exploration

- Is there a relationship between certification level and retention?
- Are there districts that consistently have a low retention level?
- What is the average number of years that the cohort of teachers stays?
- Are retention rates different for teachers that completed GaTAPP versus NTI?

## 7. Reviewing Methodology Used

- Scott Chafin and Tiffany Barney met with GaPSC to ensure GaDOE methods of calculating retention rates were consistent with there methods.

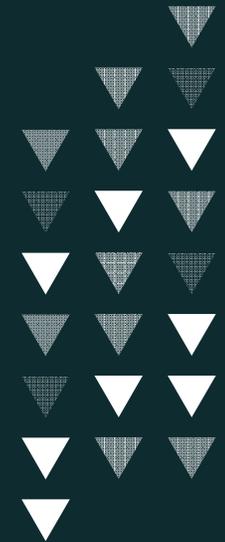


# Rate Calculation

•Counselors are a vital part of what we do in CTAE. In order to assist with this priority point, we have offered new counselor workshops to support their growth as well.

- September 2018
- December 2018

•We will survey counselors about their needs for 2019-2020.



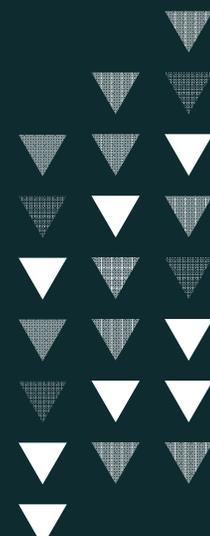
Counselors

Name: How do we get them? How do we keep them?

Description: Recruiting and retaining quality CTAE teachers and counselors is one of the biggest barriers to developing top tier CTAE programs. We know it is a problem, but what are we doing to fix it? This collaborative session is designed to identify where we are as a state, and what measures we are taking to address these concerns. Far from a “sit and get”, we will seek your input as to suggestions. We know that conquering this problem will take a team effort.

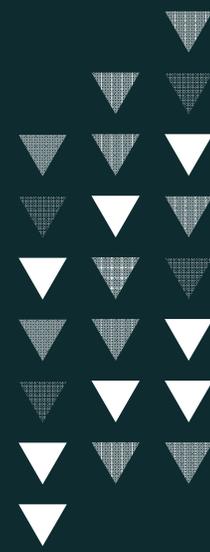
#### Breakouts

- The Role of the CTSO in Recruitment and Retention
- Understanding the Role of a CTAE Counselor
- Crunching the Numbers: CTAE Retention Rates
- Future CTAERN Workshop Ideas



**GACTE**  
**Presentation**

1. Provide feedback on workshops
  - Timing
  - Content
  - Thoughts
  - Review retention rates
2. What do you think are the biggest barriers to teacher and counselor retention?
3. What local strategies do you use to retain teachers in your district?
4. How do you calculate local retention rates? Do you care to have the exact number or is it more of a perception?
5. What supports do you offer your new counselors?



How can you  
help?