WHY DO TEACHERS LEAVE?

- Inadequate Preparation
- Lack of Support for New Teachers
- Challenging Working Conditions
- Dissatisfaction with Compensation
- Better Career Opportunities
- Personal reasons


HOW CAN WE HELP TEACHERS STAY?

- Improve Teacher Preparation
- Provide Quality Mentoring and Induction for Beginning Teachers
- Improve Teacher’s Working Conditions
- Increase Teacher Compensation
- Provide Employee Assistance Support

Teacher Retention

MENTORING/INDUCTION

- PD for school leaders on supporting new teachers
- Mentoring
- Develop mentoring selection criteria
- Additional compensation for mentors and stipends for mentees
- PD for mentors – coaching skills
- Mentor time – substitutes to allow for mentors to work with mentees
- Contract retired teachers as mentors

FINANCIAL INCENTIVES

- Service Scholarships
- Teacher Residencies
- Incentives for: leadership roles, career advancement, housing, professional development implementation

IMPROVED WORKING CONDITIONS

- Develop high-quality principals and assistant principals
- Survey teachers to identify needs
- PD on collaboration
- PD on positive culture/climate
- Professional Learning Communities

PROFESSIONAL DEVELOPMENT

- Instructional Coaches
- Personalized Professional Development – Content, Technology, Data Literacy, Classroom Management, Engaging Parents

LOCAL PIPELINES INTO THE PROFESSION

- “Grow Your Own Models” – examples CERRA: Pathways2Teaching; GYO Teachers; NLERAPP
- High School Career Pathways

Title II, Part A Supporting Effective Instruction