

WHY DO TEACHERS LEAVE?

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



Complete source information available in: Podolsky, A., Kini, T., Bishop, J., & Darling-Hammond, L. (2016). Solving the Teacher Shortage: How to Attract and Retain Excellent Educators. Palo Alto, CA: Learning Policy Institute.

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

