



# Supporting Educator Development from Recruitment through Retirement

Georgia ESSA

Supporting Excellent Educators Working Committee

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Georgia Professional Standards Commission

- **Our Golden Circle?**
- **Recruiting through Retirement?**
- **What work is already underway?**
- **What types of support are needed to sustain and scale up?**
- **Where are the gaps?**

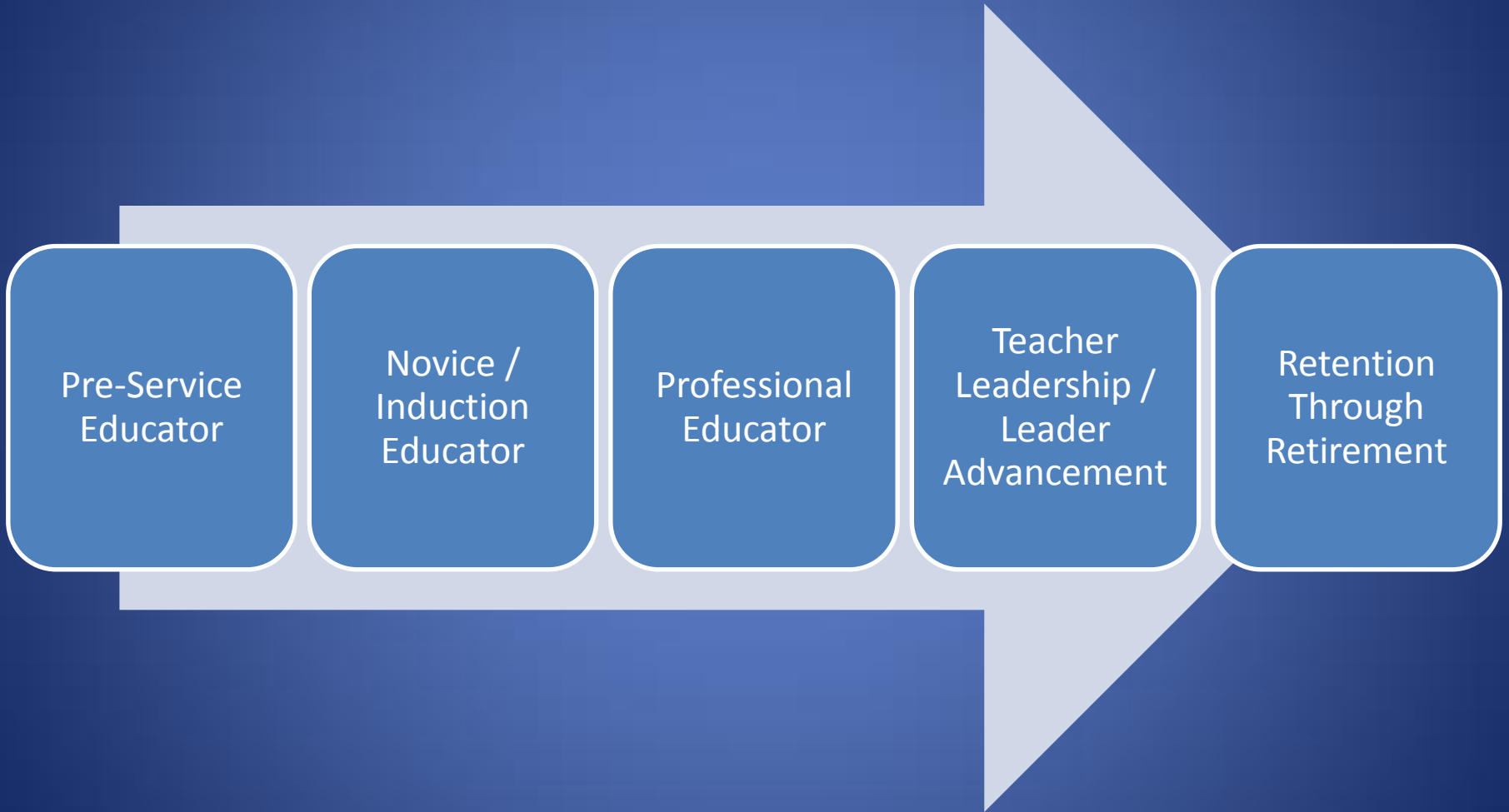


*ALL students must achieve high academic standards and graduate high school college and career ready.*



*ALL students need Learner Ready teachers and capable, courageous leaders, all day, every day, and all year!*

# The Educator Continuum



# The Data Tell Us...

- Of new teachers hired in 2010, 44% were no longer teaching by 2015 (p. 1)
- In 2014, over 100 districts had attrition rates over 10% (p. 6)
- GA teacher attrition is highest among high school math, foreign language, and science teachers (p. 8)
- Attrition (5-year) is higher in high-poverty schools and districts (p. 8-9)
- GA traditional and non-traditional program providers supply only a portion of new teachers needed. Percentages vary across RESA areas (p. 15)

Source: The 2015 Georgia Public P-12 Teacher Workforce: A Status Report

# The Data Tell Us...

- In 2014, 10,806 new teachers were hired and 37.9% of them were from “other sources” (p. 14)
- From 2011 to 2015, the percentage of teachers returning to the workforce after a break of at least one year ranged from 26.9% to 30.7% (p. 10)
- Program completers who took jobs as paraprofessionals and eventually moved into teaching positions have higher 5-year retention rates than those who were immediately hired in teaching positions (p. 18)

Source: The 2015 Georgia Public P-12 Teacher Workforce: A Status Report

# What Types of Support are Needed?

Simply put, we need to...

- Prepare more teachers
- Retain teachers
- Prepare leaders who will retain teachers

What work is already underway to address these needs?



# Partnerships

Pre-Service Educator

Novice / Induction Educator

Professional Educator

Teacher Leadership / Leader Advancement

Retention Through Retirement

Career Advancement  
Teaching Partnerships  
Growing Great Teachers  
Fresh/Sophomore  
Career Changers  
Grow Your Own

Field experiences in diverse settings  
Year-long teacher residencies  
Co-teaching & meaningful feedback  
Expert P-12 Supervisors/Mentors  
Job-embedded principal & NT  
Performance-based assessment

Continued growth & development  
PL Reform – PLCs  
Tiered Cert = opportunities to advance  
Advanced degrees & endorsements  
Teacher leadership  
Supervising interns & leading PL  
Promoting & giving back to the profession



# Where are the Gaps?

- We have exemplars operating in some parts of the state. How do we scale up?
- Is Induction support a priority in every district?
- Do we have enough expert mentors/coaches?
- Are we cultivating teacher leadership?
- Is principal recruitment, preparation, and induction/ongoing support getting the attention it warrants?

# Speaking of Principals...

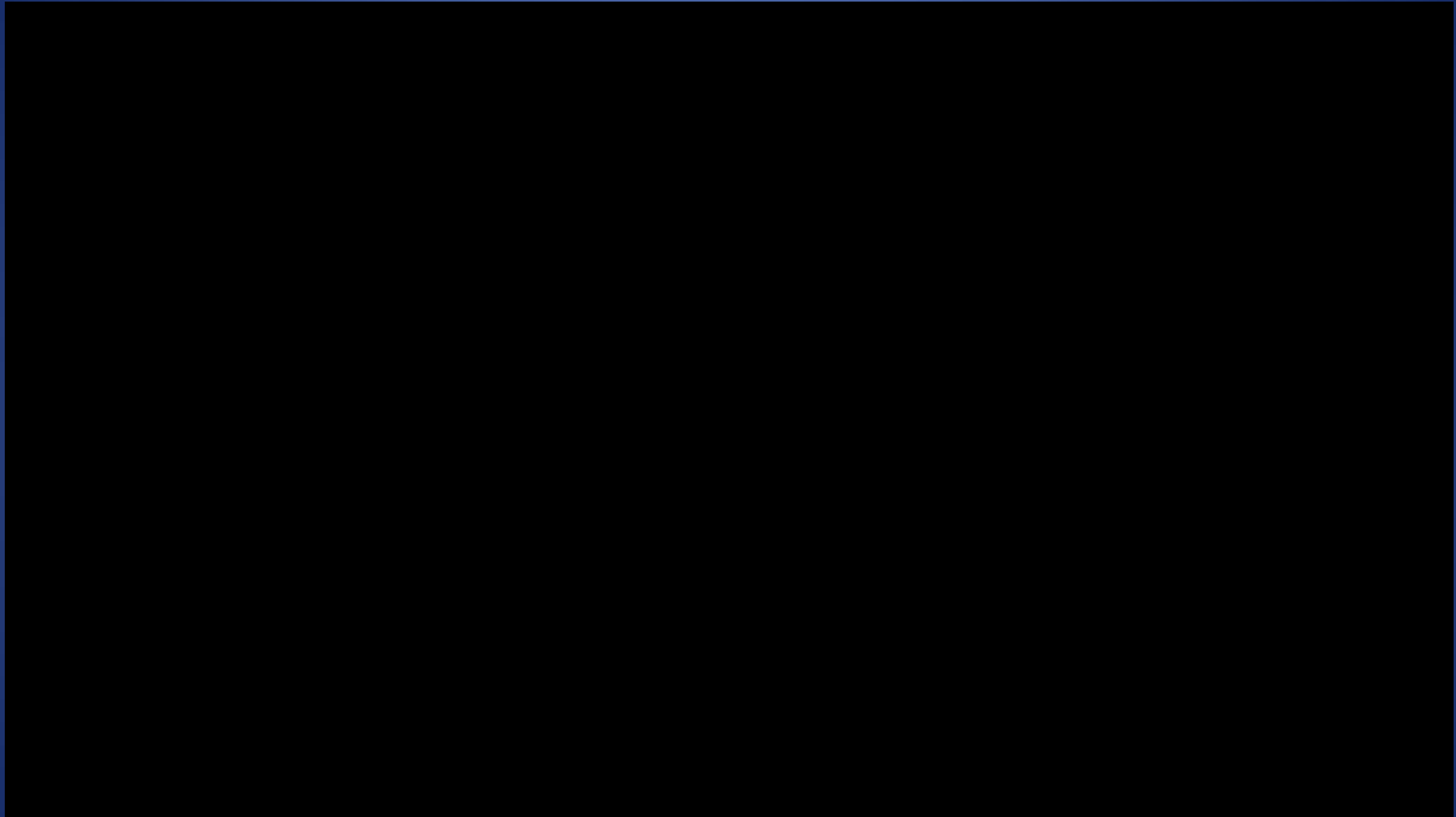
Excerpts from a 2012 Wallace Foundation Report:

- *High quality leadership is essential to the success of any school improvement strategy*
- *The principal is the single biggest determinant of whether or not teachers want to stay in their schools*
- *Better leadership may be a highly cost-effective way to improve teaching and learning*
- *The quality of training and support principals receive matters and it deserves serious investment*

2012, The Making of the Principal: Five Lessons in Leadership Training  
wallacefoundation.org

# Questions to Ponder

- How can schools and program providers work together to ensure teachers and leaders are truly **READY** on Day One?
- What can principals and district leaders do to support new teachers and increase retention?
- What can principals and district leaders do to support the continued growth and development of all teachers?
- What can district leaders do to support new and veteran leaders and develop a pipeline of school ready leaders?
- What can hard-to-staff districts do to improve recruitment and retention?



**Be rebels...get crazy...disrespect the  
status quo...change our world!**

