



# EDUCATION WEEK

## HOW MUCH DO YOU KNOW ABOUT TEACHERS

What is the average teaching salary in the US?

- \$75,000
- \$66,000
- \$50,000
- \$90,000

What is the average student-to-teacher ratio for all grade levels in schools?

- 25 to 1
- 10 to 1
- 20 to 1
- 16 to 1



# EDUCATION WEEK

## HOW MUCH DO YOU KNOW ABOUT TEACHERS

True/False: Half of teachers said that teacher morale at their schools is worse than a year ago.

- True
- False

Teacher morale is shaped by multiple people in the school community. What group was rated by teachers as having the most impact on their work-related morale?

- School leaders
- Parents
- Students
- Principals

# EDUCATION WEEK

## HOW MUCH DO YOU KNOW ABOUT TEACHERS

True/False: Most teachers surveyed by the EdWeek Research Center said they would encourage their children to become teachers.

- True
- False

What were the top-rated tasks that teachers surveyed said they wanted to spend more time doing?

- Professional development activities
- Grading
- Teamwork and planning time with colleagues
- Individual planning and preparation time

# EDUCATION WEEK

## HOW MUCH DO YOU KNOW ABOUT TEACHERS

What were the lowest-rated tasks that teachers surveyed said they wanted to spend more time doing?

- Meetings and committee work, including IEPs, faculty meetings, etc.
- General administrative work
- Communication with parents or guardians
- Grading

True/False: When teachers were asked what additional training they needed most right now, professional development on classroom management was one of the top-rated selections.

- True
- False

# IMPORTANCE OF TEACHER RETENTION



Teacher turnover impacts student outcomes, school stability, and financial resources.

How do we fill a teacher's bucket to create a culture where teachers feel valued, supported, and motivated?

# CURRENT SITUATION

- How many currently have teacher vacancies in your schools?
  - Half of all schools within the US face unfilled vacancies (more in non-public schools), and there is a projected national annual need of 180,000 new teachers over the next decade
- Have you offered a position and had it turned down or had a person accept and then move on before school starts? Why?
  - Stress and disappointment of the job, salary, and number of working hours were the top reasons teachers intended to leave. (RAND, 2023)
- What does your school offer to a teacher that they would not have in a public school position?
  - Additional time off, shorter school year, more discipline, smaller class size, community atmosphere, PD, food, etc.

# THE JOURNEY

*Do the difficult things while they are easy and  
do the great things while they are small. A  
journey of a thousand miles must begin with a  
single step. - Lao Tzu*





# LEAD TO KEEP

People most often leave jobs for lack of **MOTIVATION** and/or **ENVIRONMENT**. Reasons for staying are not necessarily the opposite of why they leave.



MOTIVATION	and	ENVIRONMENT
Recognition – smiling and saying “Thank you”, “I noticed ...”		Family atmosphere
Growth & Opportunity		Community focus
Wages		
Benefits – be creative		

# WHAT DOES A HEALTHY ORGANIZATION VALUE

- ✿ Serves the Mission and the People with Empathy & Perspective
- ✿ Know and Understand the Traditions and the History
- ✿ Relationships! Relationships! Relationships!
- ✿ FOLLOWERSHIP is as important (or more) as leadership.
- ✿ Collaboration
- ✿ Roles are Clearly Identified
- ✿ Trust
- ✿ Communication
- ✿ Opportunity – Openness to Change



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# COLLEGIALITY VS. COLLABORATION

## Collaborative not just Collegial One boss NOT One Person Rule

Teachers and others in schools are generally COLLEGIAL.

How do we move toward COLLABORATION?



# DATA & INFORMATION DRIVEN

## Do qualitative data analysis on WHY people stay

- Why do you want to work here?
- On intent to return or as part of a self-evaluation process every year, ask: Why are you planning to return?

## WHAT CAN WE DO FOR OUR TEACHERS TO GET DATA?

- Listen
- Provide Opportunity for Professional Growth Based on Identified Needs
- Good Mentoring (Mentors & Teacher Partners)
- Feedback Loop
- Teacher Voice



# TRUST – BUILDING RELATIONSHIP WITH EMPATHY



*Trust is the glue of life. It's the most essential ingredient in effective communication. It's the foundational principle that holds all relationships.*

*- Stephen Covey*

# ACCOUNTABILITY WITH PERSPECTIVE

## People Matter!

How does accountability work in your school for

Professional Responsibilities

Teaching and Learning

Professional Development

Are you available and approachable as a leader?

Do teachers feel like they are accountable and supported?



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# COMMUNICATION – LEADS TO UNDERSTANDING OF MISSION, GOALS, AND BUILDS TRUST

*“The single biggest problem in communication is the illusion that it has taken place.”*

*-George Bernard Shaw*

**TRANSPARENCY** cannot be underestimated !

- HONESTY
- AUTHENTICITY
- CLEAR VISION



## WE CANNOT LEAD BY OURSELVES MOMENTUM IN LEADERSHIP



- Triage – Eliminating what doesn't matter and deciding what to do, what to delegate, what to table, and what to leave behind.
- Working the Plan
- Staying focused on what is important and what serves your mission.



# OPPORTUNITY OPENNESS TO CHANGE



**Don't wait for the right  
opportunity: create it.**

George Bernard Shaw

quote fancy

- This is the most difficult.
- Encourage teachers to contribute to ideas
- Commitment to improving morale.
- Loyalty (may look different in each school)

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# I survived

another meeting

that should've been

an EMAIL