CREATING A CULTURE FOR TEACHER RETENTION

ENDWLE DGE

ABILITY

GROWIT





KILLS COMPETENCE EXPERIENCE

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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 I
- I0 to I
- 20 to I
- I6 to I

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

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

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

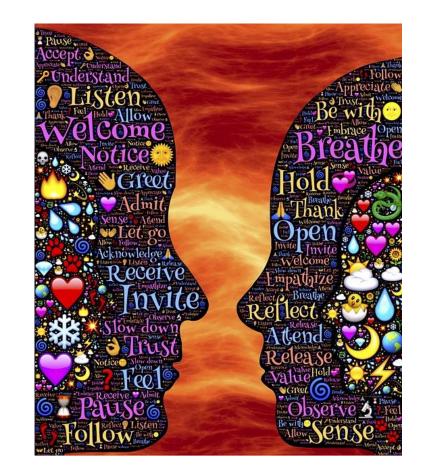
People most often leave jobs for lack of MOTIVATION and/or ENVIRONMENT. Reasons for staying are not necessarily the opposite of why they leave.



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

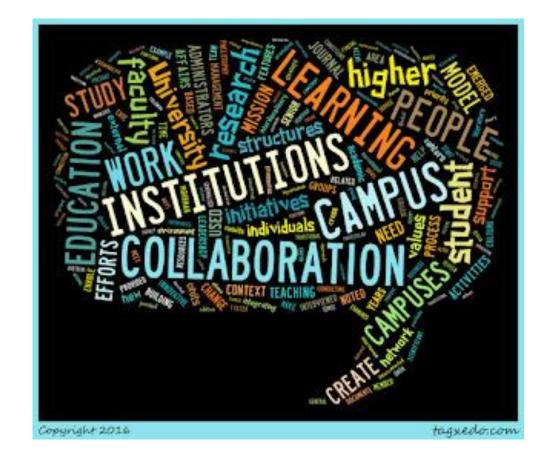


COLLEGIALITY VS. COLLABORATION

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 selfevaluation 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?



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



- 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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