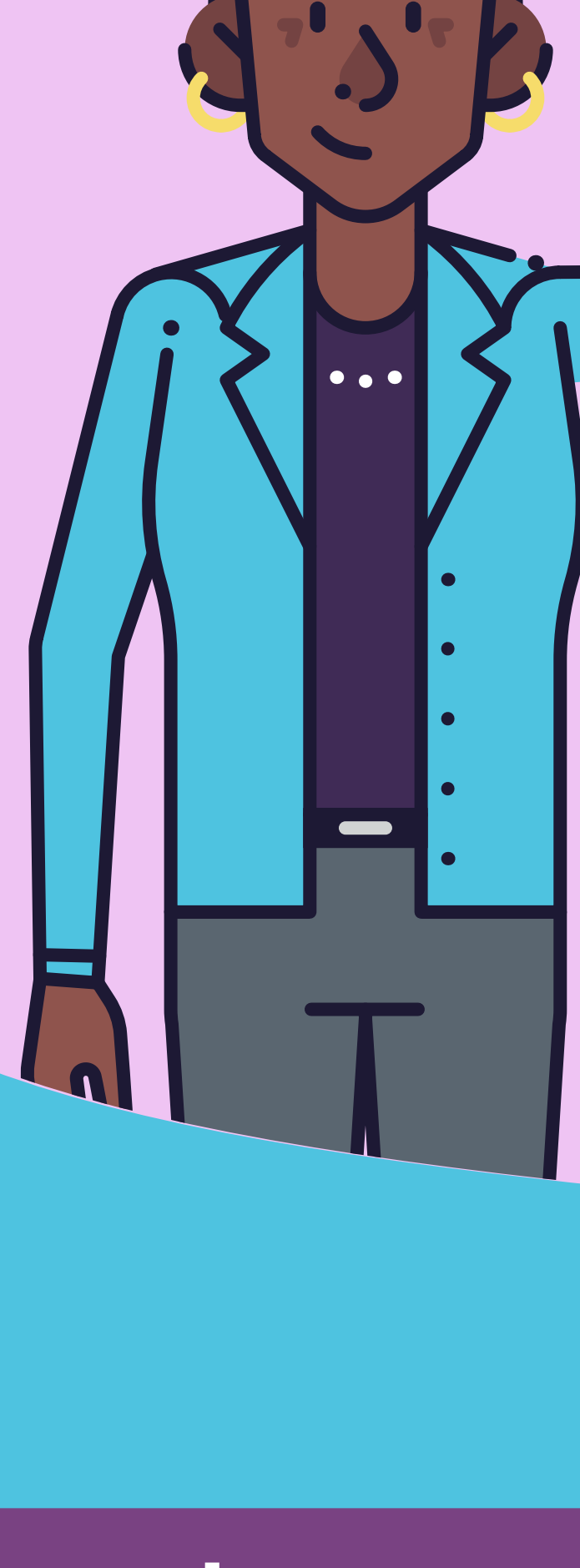


Great Teachers Matter! Here's How to Keep Them.

Teachers matter.

That's something we can all agree on – especially now, amid concerns about pandemic-related academic regression. Compound that with an ongoing teacher shortage, fewer education graduates entering the teaching pipeline, and a high demand for teachers, substitutes, and staff, being able to attract and retain the best teachers is something that schools are taking seriously.

Here's a quick tour through data that illustrates the importance of great teachers — and some clues for how to structure your human capital management program to ensure they want to work in your district



What's the **#1** most important factor to student achievement?
TEACHERS!

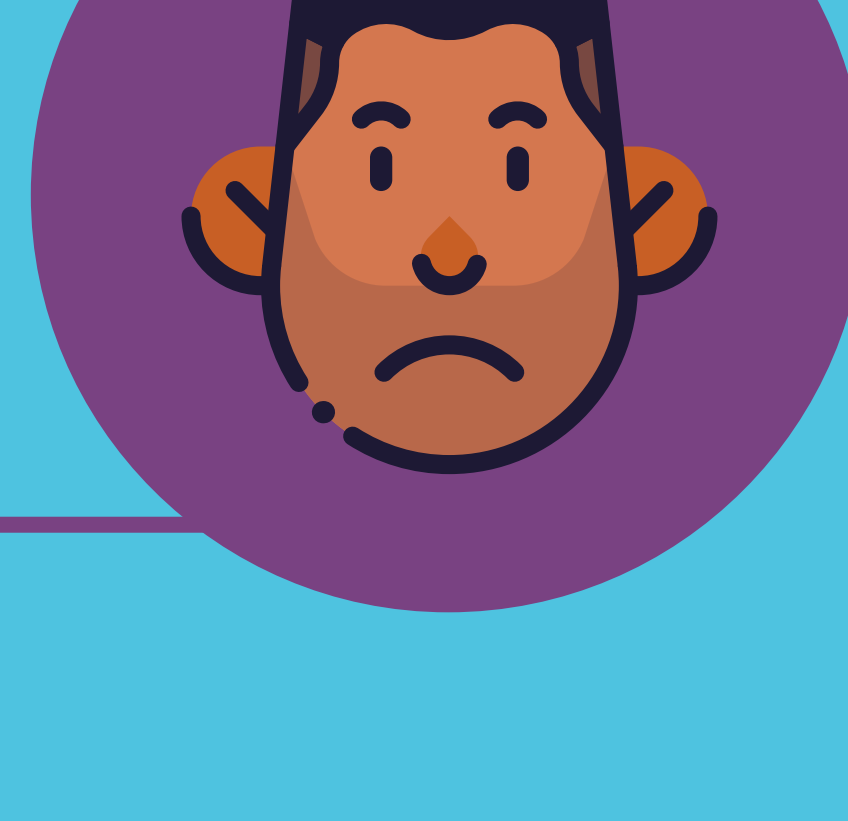
Teachers have more impact on student achievement than any other school-related factor. And John Hattie puts “collective teacher efficacy” above any other factor, period.^{1,2}

So, are there enough teachers to go around?

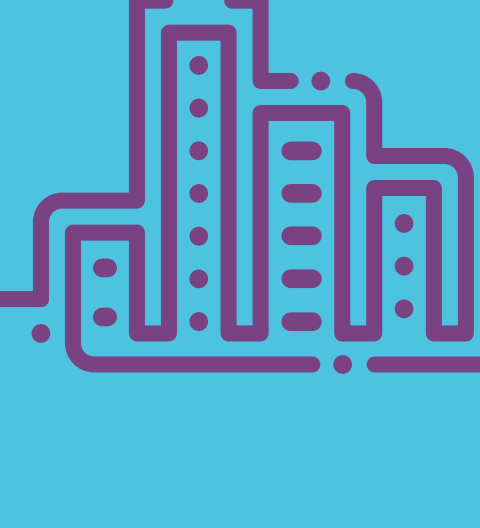
Unfortunately not, a 2021 Frontline Education survey found.



2 OUT OF 3 respondents report having a teacher shortage



The teacher shortage is real (no surprise to most schools). And while **2/3** of all districts reported having difficulty filling vacancies, the problem is worse for cities.



75% of districts in cities reported shortages.³

Fewer people are choosing teaching as a profession.



35%

Amount by which enrollment in teacher prep programs declined, on average, from 2010-2018.⁴



And many don't stay.

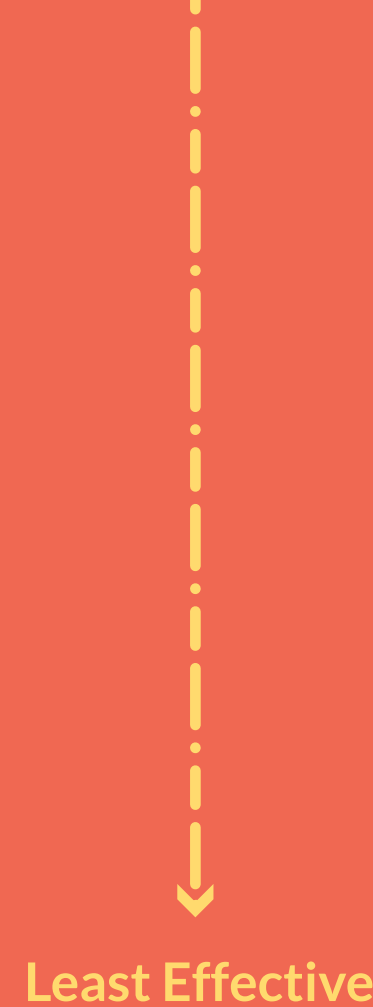
Over **44%** of new teachers leave the profession in the first five years.⁵

All together, these numbers may not look good.
But...there are steps you can take!

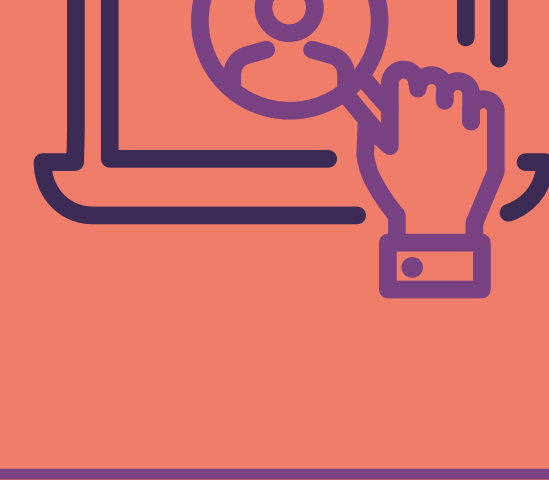


Tip #1 - Look where the applicants are.

Consider your recruiting channels. Which ones did our survey respondents say were most effective at identifying a large number of applicants?



Job Fairs Hosted By Your District
Institutes Of Higher Ed / Teacher Prep Programs
Online Job Boards
Statewide Job Boards
Word Of Mouth / Referral Programs
Job Fairs Hosted By Other Organizations
College / Univ. Career Services Or University Job Boards
Social Media
Programs Encouraging Students To Pursue Teaching
Print Ads



And the **#1** way of recruiting high quality applicants?



Tip #2 - Great onboarding makes a real difference.

According to Glassdoor, organizations with high-quality onboarding processes can⁶



increase retention by

82%

“We have a full two-year mentorship program where we want to stay very closely connected to those teachers as they come onto [the district]. Because we know that that's the most critical time for them to experience success and to determine that this is the right place for them to be, and that they feel like they have the tools that they need, the resources they need, and the support they need to grow and become great teachers and do good things for our kids.”

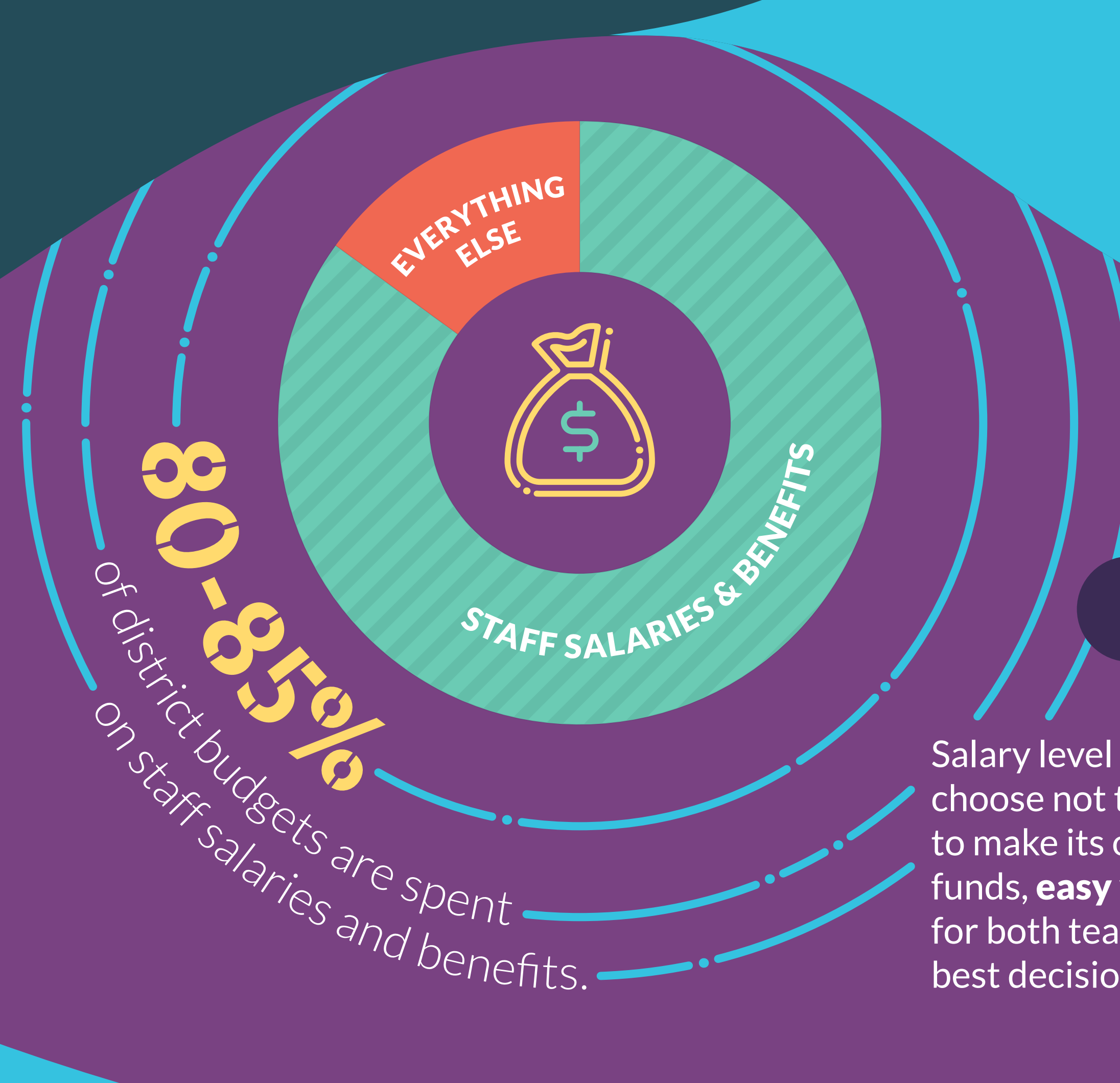
— Former Chief Human Resources Officer

GREAT ONBOARDING IN ACTION: Start retaining teachers on Day 1 with a strong onboarding program that flows right into professional development and mentoring to address teachers' individual needs and help them feel valued.

Tip #3 - Leadership matters.

Leaders have a huge impact on retention – the hugest, in fact.

97% of teachers told the Bill and Melinda Gates Foundation that supportive leadership is either “very important” or “absolutely essential” for retaining good teachers.⁷



Runners-up included:

- More family involvement in students' education
- More help for students who have behavioral or other problems that interfere with learning
- Access to high-quality curriculum and teaching resources
- Time for teachers to collaborate

What about teacher pay?

Salary level is often cited as a reason people choose not to teach. While every district needs to make its own decisions about how to allocate funds, **easy visibility** into pay and benefits is vital for both teachers and administrators to make the best decisions.

Tip #4 - Lifelong learning is just that: lifelong!

More than one third (~35%)

of a teacher's growth is estimated to occur **after their 10th year** of teaching.

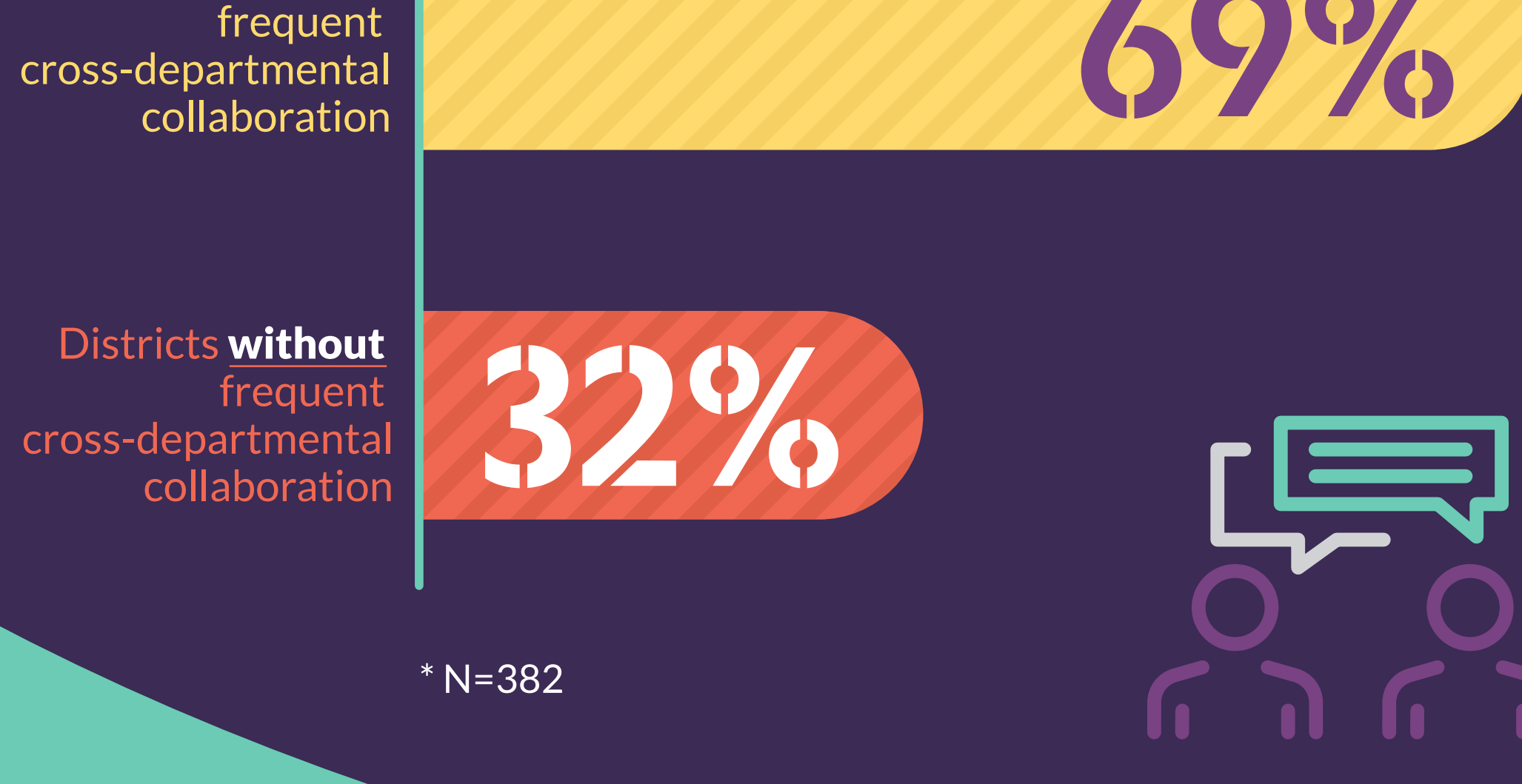
Ongoing support and growth is essential throughout teachers' entire careers.⁸

Don't forget: learning can be fun for all ages!



Tip #5 - Work together to increase retention.

DISTRICTS EXPERIENCING HIGH TEACHER RETENTION RATES



A 2021 Frontline Education survey shows a correlation between cross-department collaboration and teacher retention. Of those who said purposeful collaboration between central office leaders on issues of employee recruitment, hiring, and retention was “Frequent” or “Extensive,” **69%** said teacher retention was “High” or “Very High” in their organizations. (Compared with only 32% of those who said collaboration was not as frequent.)

SOURCES

- [1] <https://www.rand.org/education-and-labor/projects/measuring-teacher-effectiveness/teachers-matter.html>
- [2] <https://visible-learning.org/hattie-ranking-influences-effect-sizes-learning-achievement/>
- [3] <https://www.frontlineeducation.com/blog/teacher-shortage-2021/>
- [4] <https://www.americanprogress.org/issues/education-k-12/reports/2019/12/03/477311/make-declining-enrollment-teacher-preparation-programs/>
- [5] https://repository.upenn.edu/cpre_researchreports/108/
- [6] <https://b2b-assets.glassdoor.com/the-true-cost-of-a-bad-hire.pdf>
- [7] https://www.scholastic.com/primarysources/pdfs/Gates2012_full.pdf
- [8] https://scholar.harvard.edu/files/mkraft/files/papay_and_kraft_-_ed_leadership_-_may_2016.pdf