A District's Journey to Teacher Retention

March 8, 2022

District Vision and Mission Statements

Mission Statement

By providing a quality education, the Independence School District will ensure that each learner will achieve the skills and self-confidence to be successful in an ever-changing world.

Vision Statement

A community united to improve the quality of life through education.

Pillars of the ISD

District Demographics

Total Certified Staff: 1134
Total Student Population: 14,154
Number of Sites:30
Early Childhood: 2
Elementary Schools: 20
Middle Schools: 4
High Schools: 3
Alternative School: 1

District Demographics

Gender	Staff Percentage	Student Percentage
Female	77%	49.2%
Male	23%	50.8%

Ethnicity	Staff Percentage	Student Percentage
Asian	1%	.8%
African American	3%	13.6%
Hispanic	2%	21.2%
Multi	1%	8.7%
White	92%	54.2%

Goals of Session

Outcome #1:
Participants will learn how to use data to identify their district's "why" for the need to implement new teacher support based upon their current reality.

Outcome #2:
Participants will learn how to structure, implement, evaluate and incorporate professional development for new teacher support in years 1-5.

Getting ready to learn....

1. What brought you to this session

2. What do you believe is your district's current reality for supporting new teachers in your district.

Getting ready to learn....

Our Why...

Teacher Support Planning Placemat

Your Why
Your What
Your How

Our Why...

Teacher Support Planning Placemat

ISD Why:
Retention numbers low
Lack of available teaching candidates coming out of higher ed
Teachers leaving education for other professions
Need to change current practice - onboarding, recruiting, teacher support, employee benefits
Mirror fellows program - mentoring

Your What

Your How

Our why...

"Destination District"

Retention rate of all certified staff

2016-2017 88%

2017-2018 87%

2018-2019 89%

2019-2020 89%

2020-2021 86%

Retention rate for 1st year teachers

2018-2019 - 71%

2019-2020 - 75%

2020-2021 - 60%

Retention Rate of 1st year fellows

2018-2019 - 100%

2019-2020 - 100%

2020-2021 - 83%

Overall retention rate of 89%

Our why...

- Focus group - 3rd & 4th year teachers
- Employment data
  - Retention - district and building
- PD surveys
- Exit interviews
- Behavior data -
  - Buildings with high turnover vs. student behaviors

Your Why....

Our What...

Teacher Support Planning Placemat

ISD Why
Retention numbers low
Lack of available teaching candidates coming out of higher ed
Teachers leaving education for other professions
Need to change current practice - onboarding, recruiting, teacher support, employee benefits (childcare, intent to stay incentive)
Mirror fellows program - mentoring

ISD What….

Current Mentor program
State requirements - 1 & 2 year staff not beyond 1st and second year.
Content/Grade level & building mentor - assigned from building principals
Fellows program with NWMS
Professional development - June Jump Start, New Teacher Academy, Follow up meetings throughout the year
Recruiting with Universities
University partnerships for student teaching placements and alternative certification for non-teaching staff.

ISD How

Our What...

Teacher Support Planning Placemat

Your Why

Your What…

"What is your district currently doing to support teachers in years 1-5?"

Your How

Your Why....

Our How...

Teacher Support Planning Placemat

ISD Why
Retention numbers low
Lack of available teaching candidates coming out of higher ed
Teachers leaving education for other professions
Need to change current practice - onboarding, recruiting, teacher support, employee benefits (childcare, intent to stay incentive)
Mirror fellows program - mentoring

ISD What....
Current Mentor program
State requirements - 1 & 2 year staff
Content/Grade level & building mentor - Recommendations from building principals
Fellows program with NWMS
Professional development - June Jump Start, New Teacher Academy, Follow up meetings throughout the year
Recruiting with Universities
University partnerships for student teaching placements and alternative certification for non-teaching staff.

ISD How..
1. Developed Mentor Handbook - (21-22)
2. First year T's attend 5 follow up meetings plus NTA (all new to district attend)
3. 8 built-in PD day for all staff
4. Building coaches at Elementary (21-22)
5. Early ed Coaches for Pre-K Foundation Teachers
6. District Instructional Coaches K-12 (10+ yrs)
7. Dr. Jim Knight's work on Better Conversations coupled with effective feedback conversations during evaluations (21-22)

Our How...

Teacher Support Planning Placemat

ISD Why
Retention numbers low
Lack of available teaching candidates coming out of higher ed
Teachers leaving education for other professions
Need to change current practice - onboarding, recruiting, teacher support, employee benefits (childcare, intent to stay incentive)
Mirror fellows program - mentoring

ISD What....
Current Mentor program
State requirements - 1 & 2 year staff
Content/Grade level & building mentor - Recommendations from building principals
Fellows program with NWMS
Professional development - June Jump Start, New Teacher Academy, Follow up meetings throughout the year
Recruiting with Universities
University partnerships for student teaching placements and alternative certification for non-teaching staff.

ISD How.. We are Moving forward….
8. Effective feedback - impact instructional practices through evaluations (21-23)
7. Establish mentor program for 1st & 2nd year to educators (22-23)
   - 550 full time mentor and will loop (1:3)
   - Master teachers
     - Application process
8. Increase SEL supports/self care (22-23)
9. Leadership academy for teachers (22-23)
10. Establish mentor program for educators in years 3-5 (22-23)
11. Added additional admin support for buildings with high teacher turn over (21-22)

The How…

Getting started…

- Identify retirees/550
- Identify master teachers to mentor
- Identify number of teachers who need a mentor
- Schedule professional development for the mentors
- Professional development plan for teachers in years 1-5.
- Establish job descriptions for mentors
  - Number days per week
  - Hours per day
- Assign mentees to mentors

The How…

Getting started continued…

- Identify buildings with high turnover and determine what additional supports are needed.
- Identify funding source
- What additional incentives can we provide our staff
  - Childcare reimbursement
  - Intent to stay incentive
  - Continuing education movement mid year on salary schedule
  - Compensate for “extras”
- Reimbursement for continuing education for salary movement
- District retention numbers
- Evaluation tool for measuring effectiveness
  - Surveys
    - Mentors
    - Mentees
    - Principals
    - Teachers
    - Parents

Your How...

Teacher Support Planning Placemat

Your Why…
Your What…

Identify your how

1. **What data or information do you need?**
2. **What can you start doing now?**
3. **What can you start planning for 22-23?**
4. **What will be long term?**
5. **How will you measure success?**
6. **What funding sources do you currently have available to support your plan short-term and long term?**
7. **Which stakeholders need to be at the table?**

Your How....

Goals of Session

Outcome #1:
Participants will learn how to use data to identify their district's "why" for the need to implement new teacher support based upon their current reality.

Outcome #2:
Participants will learn how to structure, implement, evaluate and incorporate professional development for new teacher support in years 1-5.

Contact Information....

Dr. Prissy LeMay - Assistant Superintendent of Curriculum and Instruction
prissy_lemay@isdschools.org

Dr. Pam Boatright - Director of Human Resources
pam_boatright@isdschools.org