

# ELEMENTS OF TEACHER RETENTION



Dynamic Recruitment



Energized by Purpose



Teacher Agency



Targeted Incentives



Curated Communities



Career Pathways



Clear Communication



Consistent Celebrations

## CONSISTENT CELEBRATIONS

We celebrate learnings and successes regularly across our community

### Why We Need To Focus On Consistent Celebrations

Only 29% of teachers

reported receiving recognition or praise for doing good work on a weekly basis.

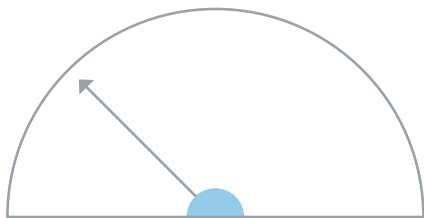
([Gallup Poll, 2015](#))

Only 36% of teachers

believe that American society values the teaching profession.

([Teaching and Learning International Survey, 2019](#))

### Consistent Celebrations Focus Areas

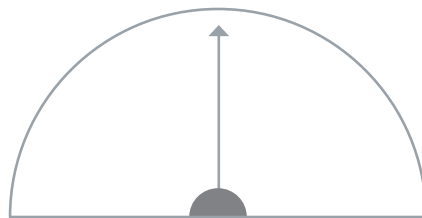


#### TYPE

How might we both formally and informally celebrate teachers aligned with how they best receive praise?

##### Spotlight Strategy

Write personal notes, emails, texts, or share praise with teachers to say "you rock" or "I appreciate you." Something small and personal can go a long way.

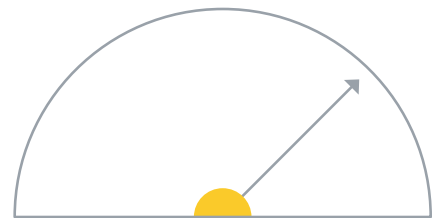


#### FREQUENCY

How might incorporate teacher appreciation and celebration in our daily or weekly practices?

##### Spotlight Strategy

Use the first 15 minutes of all staff meetings to celebrate teachers and open up the floor for shout outs or send a weekly newsletter highlighting the work of teachers



#### DRIVERS

How might we involve representatives from all levels of the school district and broader community?

##### Spotlight Strategy

Capture quick video clips from the community sharing their personal and authentic appreciation for a teacher.