## ELEMENTS OF TEACHER RETENTION



Dynamic Recruitment



Energized by Purpose



Agency



Targeted Incentives



Curated Communities



Career **Pathways** 



Communication



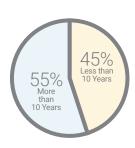
Consistent Celebrations

# **CAREER PATHWAYS**

We provide our teachers with clear pathways for learning, leadership, and promotion.

## Why We Need To Focus On Career Pathways

more likely for low-prepared teachers to leave after one year than well-prepared peers (Learning Policy Institute)



45%

of teachers have 10 or fewer vears of experience (Teach Plus)

## Career Pathways Focus Areas

### **Professional Learning**

How might we support teachers at different stages in their career?



( S)) Spotlight Strategy

Differentiate school-wide professional development by interest- or skill-based groups



#### **Promotion**

How might we reward accomplishment through promotion while still keeping teachers in the classroom?



Develop hybrid roles that allow teachers to spend time between the classroom and coaching.

## Leadership

How might we empower teachers of all experience levels to share their voice and expertise in school or team direction?



( Spotlight Strategy

Allow teachers to form working group or 'circles' on areas of interest to make recommendations, take actions or drive decisions

