

# ELEMENTS OF TEACHER RETENTION



Dynamic Recruitment



Energized by Purpose



Teacher Agency



Targeted Incentives



Curated Communities



Career Pathways



Clear Communication



Consistent Celebrations

## TEACHER AGENCY

We build systems that empower teachers to be decision-makers and innovators.

### Why We Need To Focus On Teacher Agency

**#1** influence on student achievement is teacher efficacy

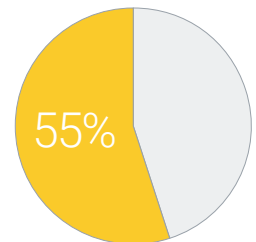
- their confidence in their own abilities to guide students to success.

([Visible Learning](#))

**55%** of teachers

who leave the profession do so because they are dissatisfied. Lack of autonomy and lack of influence over policies and practices are among the reasons teachers are dissatisfied.

([Learning Policy Institute](#))



### Teacher Agency Focus Areas

#### SYSTEMS

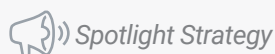
How might we build systems that give teachers control over their day-to-day experience?



Adopt a clear system for defining projects, identifying roles and accountabilities.

#### DECISION-MAKING

How might we empower teachers through meaningful decision-making?



Define, communicate and reinforce where teachers have decision-making authority and where they do not in areas including lesson design, classroom management practices, ed tech usage, school values, and grading procedures.

#### INNOVATION

How might we encourage innovation at the classroom, team, and campus levels?



Use design challenges to facilitate out of the box thinking and solutions design in a low risk environment.