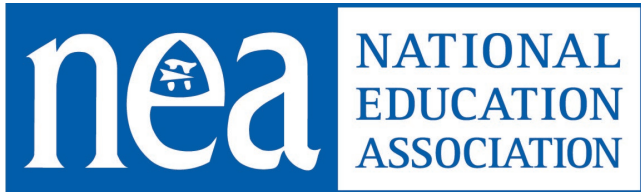




While we're waiting to get started, please respond to a short, anonymous survey accessed via the QR code or at: www.pollev.com/nearesearch.

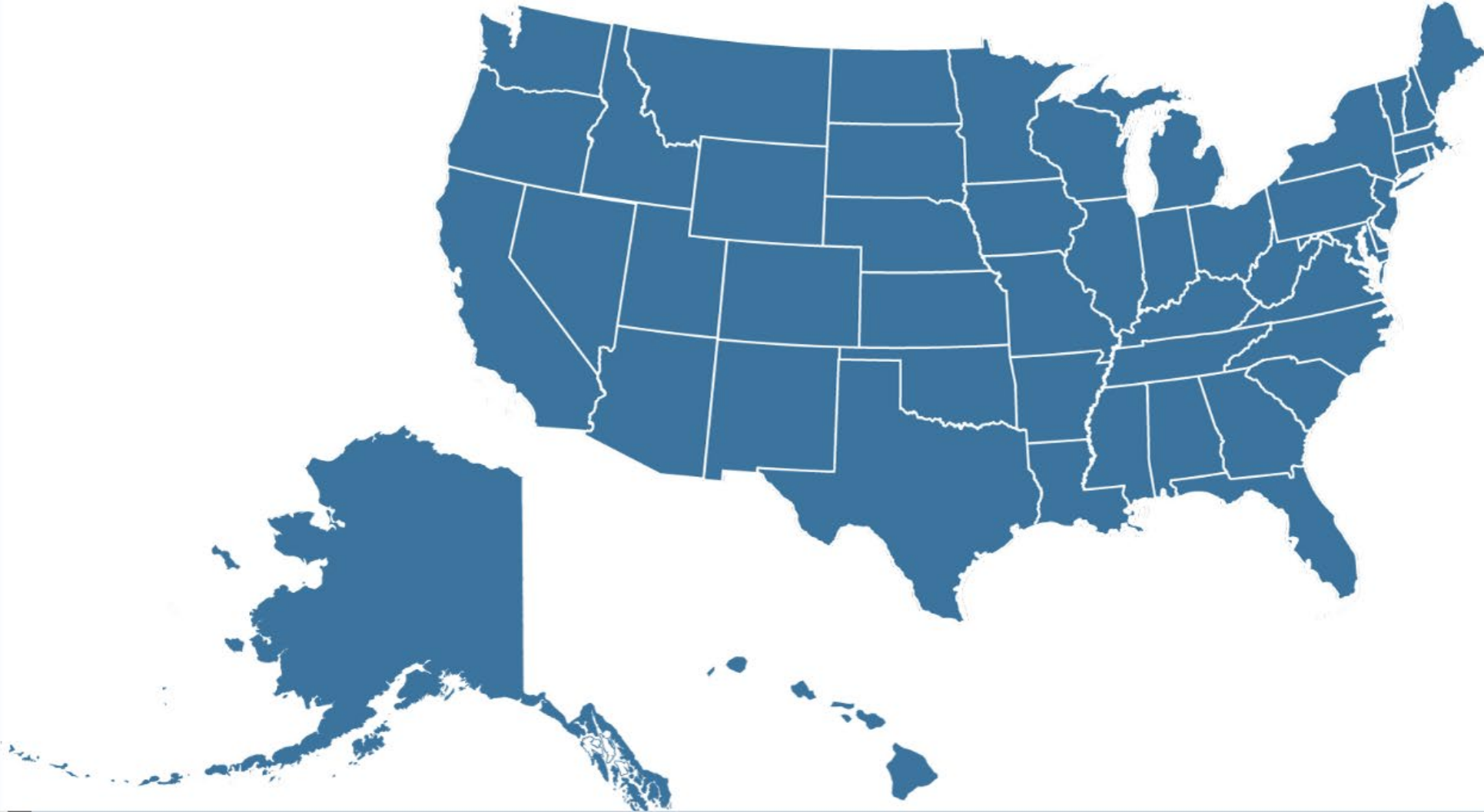


Improving Educator Retention by Making Public Education an Attractive and Competitive Career Path

Stacey Pelika

Dale Templeton

Where is your school located?



Has your school found it harder to recruit and/or retain teachers since the start of the pandemic?

Yes

No

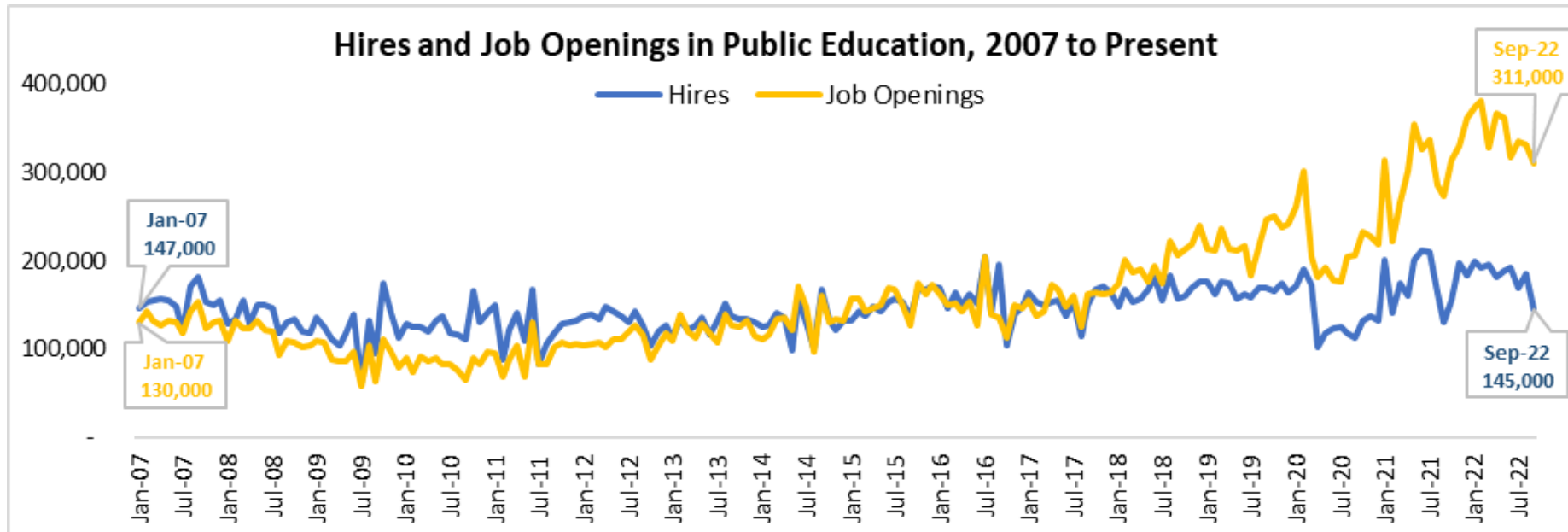
Has your school found it harder to recruit and/or retain support staff since the start of the pandemic?

Yes

No

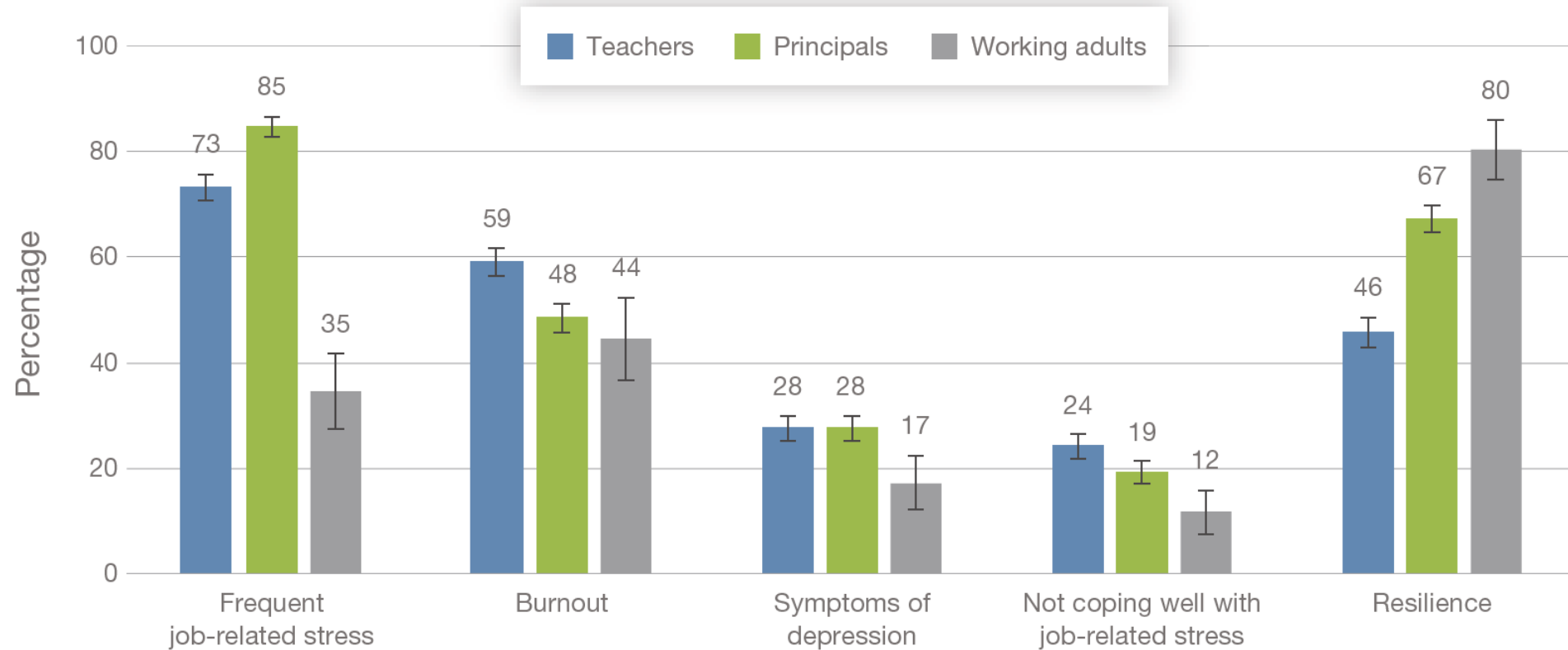
In a single word, what do you think is the most important factor in teacher retention?

Job openings have outpaced hires since 2017, and the gap expanded considerably during the pandemic



Source: NEA analysis of BLS Job Openings and Labor Turnover Survey (JOLTS) data

FIGURE 1
Well-Being of Teachers, Principals, and Working Adults in January 2022



NOTE: This figure shows the percentage of teachers (dark blue), principals (green), and working adults (light blue) who reported experiencing each indicator of well-being. The vertical black bars represent the 95-percent confidence interval for each estimate. Teachers $N = 2,349$; principals $N = 1,532$; working adults $N = 500$.

Who is **more** likely to consider leaving?

- ▶ Teachers of color
- ▶ Teachers with poor well-being
- ▶ Teachers who are paid less than \$50,000 per year
- ▶ Teachers who have experienced violence or harassment

Who is **less** likely to consider leaving?

- ▶ Teachers who receive administrative support
- ▶ Teachers who are actively involved in school decision-making
- ▶ Teachers who have access to at least one employer-provided mental health support

Top Reasons Teachers Would Reconsider Leaving the Profession



Table 1. Long-Term Solutions to the Educator Shortage

Recruitment	Recruitment & Retention	Retention
Comprehensive Educator Preparation*	Competitive and Attractive Pay and Benefits*	Strong, Short Salary Schedules*
Culturally Responsive Preparation*	Student Debt Relief and Forgiveness*	Comprehensive Induction and Mentoring*
Grow Your Own and Apprenticeship Programs*	Working Conditions*	Relevant and Useful Professional Learning*
Teacher Residencies	Educator Voice, Respect, and Professional Autonomy*	Career Lattices and Ladders*
Financial Support for Educator Preparation and Student Teaching*	Hiring Practices*	License and Certification Reciprocity

*These solutions address the needs of all educators: teachers, SISP, and ESPs.

Competitive Pay and Benefits Solutions

Increase

- Increase base pay for all employees to eliminate the pay gap
- Ensure a living wage for education support professionals

Increase

- Increase beginning teacher pay and reduce the number of years it takes to reach career level pay

Increase

- Raise substitute pay and include benefits and options for full-time work

Retain

- Retain expert veteran teachers by offering compensation for additional school leadership roles

Improve Working Conditions

Implement

- Immediately implement all necessary safety and health measures in schools to protect students and staff

Implement

- Provide paid health benefits and paid leave for all staff
- Provide emergency sick leave for COVID related absences

Address

- Address staff mental health, stress, and lack of respect and support for all education staff

Address

- Modernize school buildings and fix broken infrastructure
- Address COVID-19 transmission, develop and implement broad health and safety plans, and hire needed school-health professionals

Remove Barriers Not Standards

Implement

- Establish and fully fund teacher induction and mentoring programs
- Build supportive and collaborative cultures in classrooms and schools

Implement

- Fully fund Teacher Residency Programs
- Create and fund Grow Your Own Programs
- Create paid education apprenticeship programs

Increase

- Increase the number of social and emotional supports in ALL schools, especially in underserved communities (counselors, nurses, SISPs, etc.)

Reduce

- Reduce caseloads and class sizes
- Enact broad-based federal student loan cancellation for borrowers, regardless of the type of loan or when the borrower took out the loan

Recent Successes:

Columbus (OH) Columbus Education Association

- ▶ 4% pay raise each year of the three-year agreement, plus additional retention stipends
- ▶ Reductions in class size in all grades
- ▶ Contractual guarantee that all student learning areas will be climate-controlled no later than the 2025-26 school year (includes installation of heating and ventilation, air conditioning in buildings currently without HVAC
- ▶ Article from NEAToday: <https://www.nea.org/advocating-for-change/new-from-nea/columbus-teachers-strike-safe-schools-and-more>

Recent Successes:

- ▶ **Jefferson County (CO), JESPA Represents 4,000 ESPs**
 - ▶ **Historic hourly increases up to \$18/hour in 2023-24**
Some staff will see a 22% average increase
 - ▶ **Created a pilot program in three schools to focus on healthy school meals and scratch cooking**
 - ▶ **Disclosures on nutrition content, (including sugar content) to all families in the language of their choice**

Recent Successes:

▶ Michigan

- ▶ The Michigan Education Association successfully campaigned for ARPA funds to support the expansion of trauma-informed practices to address students' social and emotional needs, resulting in additional resources for the state's Resilient Schools Project.
- ▶ The Battle Creek Education Association fought to ensure that \$20 million in American Rescue Plan Act (ARPA) funds were dedicated to HVAC and ventilation system improvements to ensure greater opportunities for summer learning and improved health and safety for students and educators.

▶ Wyoming

- ▶ In Natrona County, the school district has used ARPA funds to hire additional bus drivers, place a counselor and nurse in every school, and hire additional teachers to address staff shortages.

Recent Successes:

▶ Washington

- ▶ Kent: Improved incentives to encourage the district to: fill paraeducator positions, keep class sizes smaller, keep caseloads manageable for occupational therapists, physical therapists and speech language pathologists.
- ▶ Ridgefield: Increased educator salary and improvements to teaching caseloads and class sizes for special education
- ▶ Peninsula: A new agreement calls for smaller class sizes in early elementary and secondary grades; reduces caseloads for education specialists; and provides additional compensation for teachers whose classes exceed the contract's teacher-student ratios, for special education teachers to develop individualized plans for students, for teachers who cover additional classes or work extra hours, and for deans and instructional facilitators.

Recent Successes:

▶ Maryland

- ▶ The Frederick County Teachers Association in Maryland ratified a contract that increases the number of paid workdays provided for employees in leadership roles, such as department chairs, special education teachers, and speech language pathologists. <https://www.yahoo.com/news/months-impasse-frederick-county>

▶ Massachusetts

- ▶ Malden and Haverhill just negotiated a joint labor-management committee to analyze staffing needs to assure appropriate class size and caseloads

Recent Successes:

Apprenticeship/Grow Your Own Programs

- ▶ **Tennessee: Teacher Occupation Apprenticeship Program**
 - ▶ First teacher apprenticeship program registered with the U.S. Department of Labor, establishes permanent structure for state's existing Grow Your Own work, which was expanded using ESSER funds
 - ▶ Program supported by a long and diverse set of organizations, including NEA/TEA
 - ▶ Program structure
 - ▶ Partnership between Clarksville-Montgomery County School System and Austin Peay State University's Teacher Residency program
 - ▶ Focused on recruiting high school seniors, school employees, and community members
 - ▶ Apprentices will be employed as paraeducators while working toward a bachelor's in elementary education plus dual certification in a grade or subject area and special education

Recent Successes:

Paid Student Teaching

- ▶ Colorado: Student teachers will receive \$22,000 for 32 weeks or \$11,000 for 16 weeks
- ▶ Omaha Public Schools: Student teachers will receive \$9,000 for a full semester or \$4,500 for a half semester
- ▶ Oklahoma: Student teachers will receive \$3,250 stipends



Additional Resources

<https://bit.ly/m/neaedshortages>

Discussion Questions

- ▶ What is your school or district doing or planning to do to improve teacher retention?
 - ▶ What barriers or challenges have you faced?
- ▶ What do you think your school or district should be doing but isn't doing to address teacher retention?
- ▶ How could the following be most helpful in supporting your work on teacher retention?
 - ▶ Your district
 - ▶ Your state
 - ▶ Your local teachers union or association
 - ▶ National education organizations

Thank you!

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