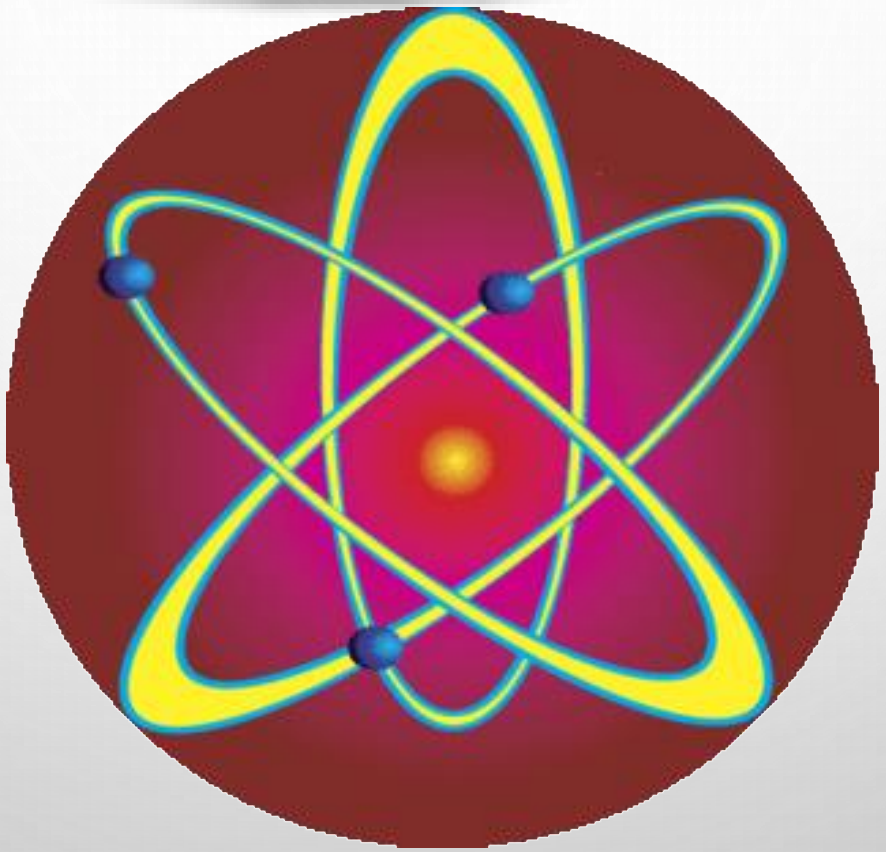
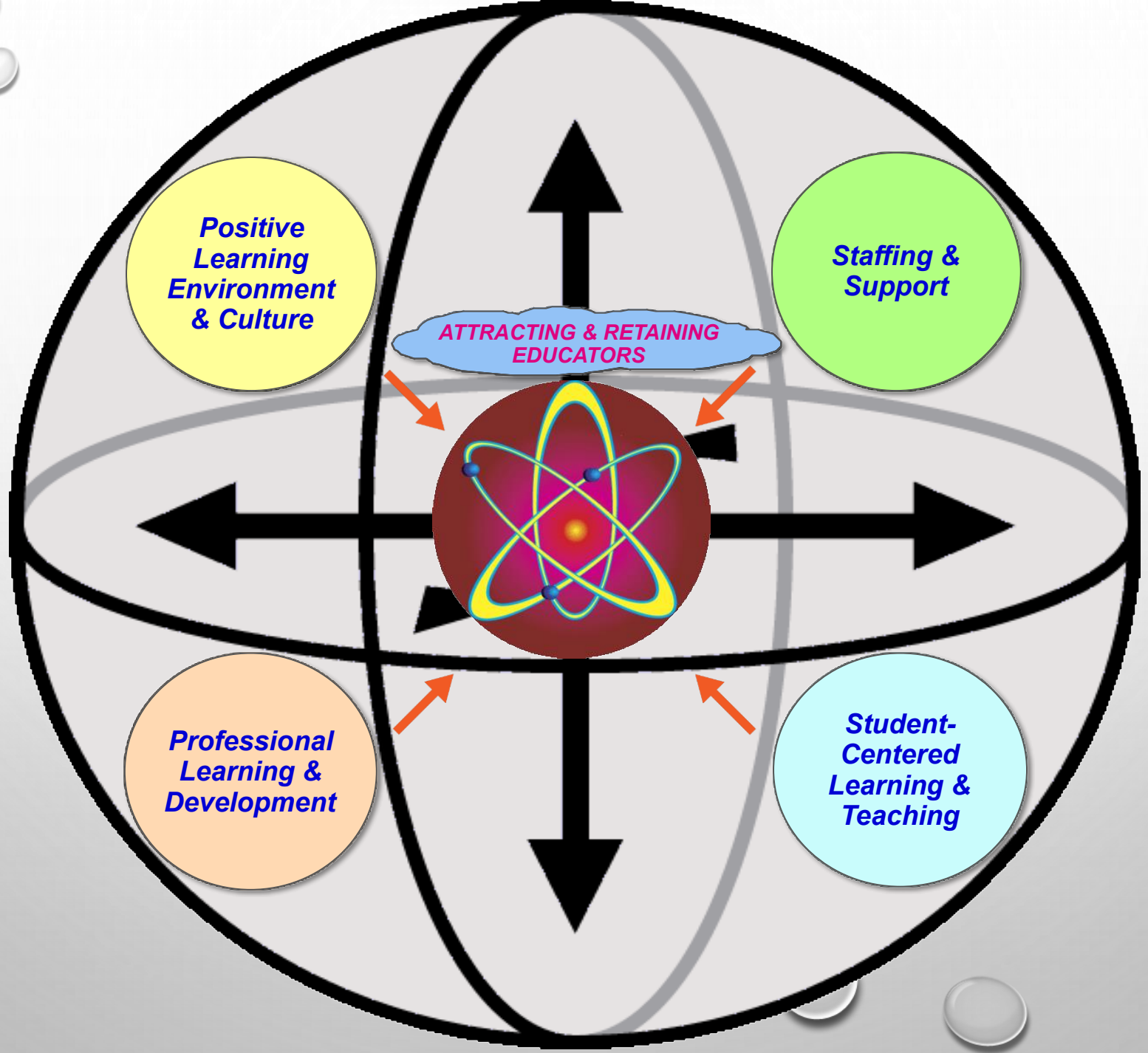
Attracting & Retaining Educators

(especially at schools that face greater challenges)

JCPS Educator Quality Oversight Committee (EQOC)

ATTRACTING & RETAINING EDUCATORS




Positive Learning Environment & Culture
Staffing & Support
ATTRACTING & RETAINING EDUCATORS
Professional Learning & Development
Student-Centered Learning & Teaching

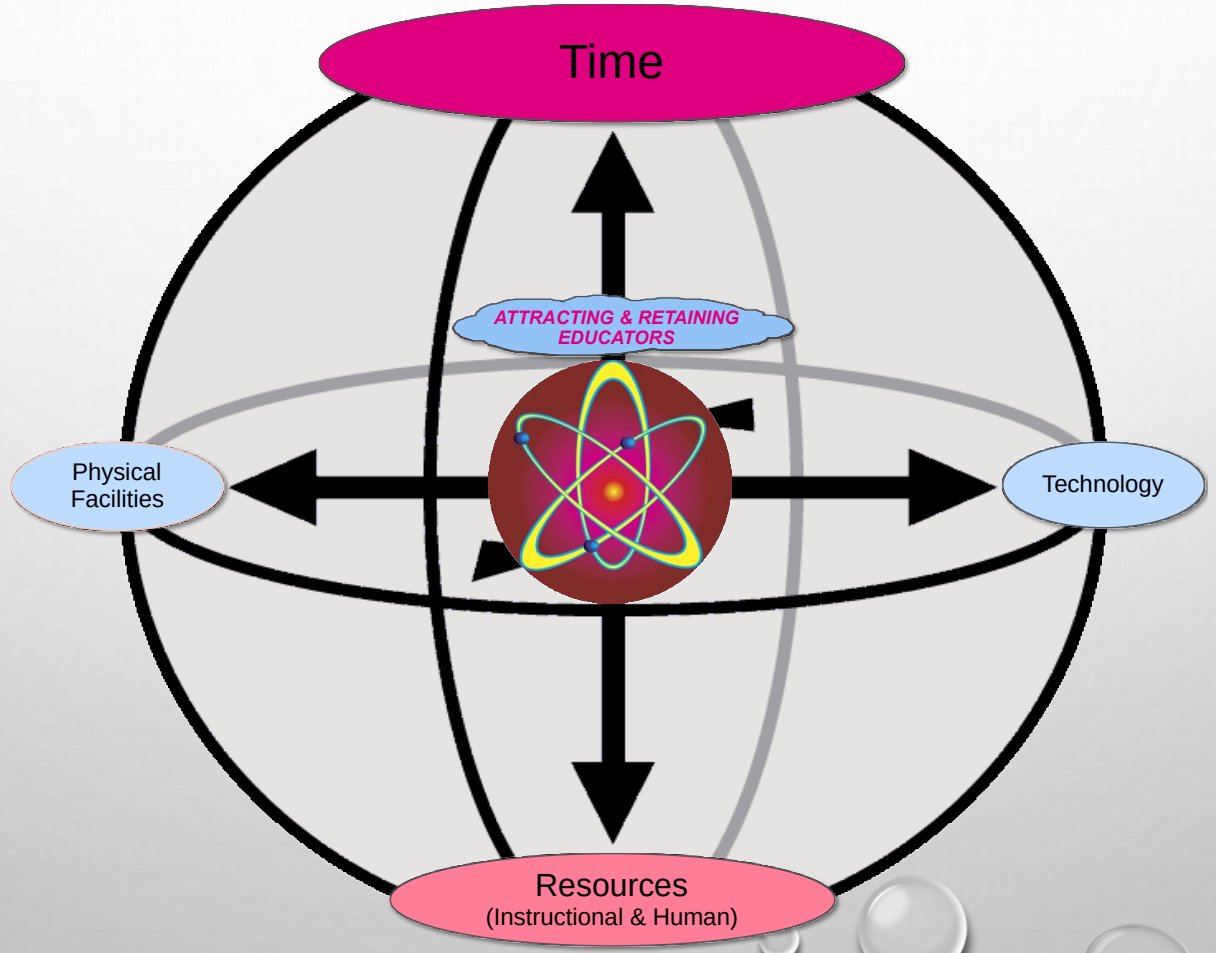
- FOCUS ON BUILDING RELATIONSHIPS
- COLLABORATIVE AND RESPECTFUL
- STRENGTHS AND TALENTS VALUED
- SAFE, ORDERLY, CIVIL, AND STRUCTURED

- DIVERSE STAFFING – EXPERIENCE, TALENTS, BACKGROUND
- SHARED LEADERSHIP – COLLABORATIVE DECISION-MAKING ENVIRONMENT THAT GROWS LEADERS
- SHARED COMMITMENT – TO THE STUDENTS, THE VISION, AND EACH OTHER
- SUPPORT STRUCTURES/SYSTEMS – PROACTIVE, RESPONSIVE, INTENTIONAL

- DEEPER, PERSONALIZED, AND DIFFERENTIATED LEARNING
- SOCIAL/EMOTIONAL TEACHING AND LEARNING
- DEMONSTRATING LEARNING VIA AUTHENTIC PRODUCTS AND PERFORMANCES
- GROW STUDENT ENGAGEMENT AND VOICE

- *RELEVANT* PROFESSIONAL LEARNING AND DEVELOPMENT
- EMBEDDED *AND* BEYOND SCHOOL
- OPPORTUNITY TO ATTEND PROFESSIONAL CONFERENCES
- STRONG MENTOR PROGRAM AND COLLABORATIVE LEARNING ENVIRONMENT (CRITICAL FRIENDS, LESSON STUDY, PLC)
- MASTER/HYBRID TEACHER LEADER GROWTH OPPORTUNITIES

TIME, RESOURCES, PHYSICAL FACILITIES, & TECHNOLOGY



Time

- AMPLE INDIVIDUAL PLANNING, LEARNING, *AND* COLLABORATION (CRITICAL FRIENDS, LESSON STUDY, PLCS, MENTORING, ETC.)
- FLEXIBLE SCHEDULE THAT FACILITATES INNOVATIVE AND EFFECTIVE LEARNING/TEACHING
- INTENTIONAL FOCUS TO KEEP DOCUMENTATION MEANINGFUL AND MANAGEABLE

Resources
(Instructional & Human)

- AMPLE RESOURCES/TEACHERS/ASSISTANTS FOR STUDENT SUPPORT, MORE FLEXIBILITY IN SCHEDULING
- MANAGEABLE CLASS SIZES/STUDENT LOADS
- ATTENTION TO DIVERSE, EQUITABLE, INCLUSIVE CLASS/SCHOOL COMPOSITION

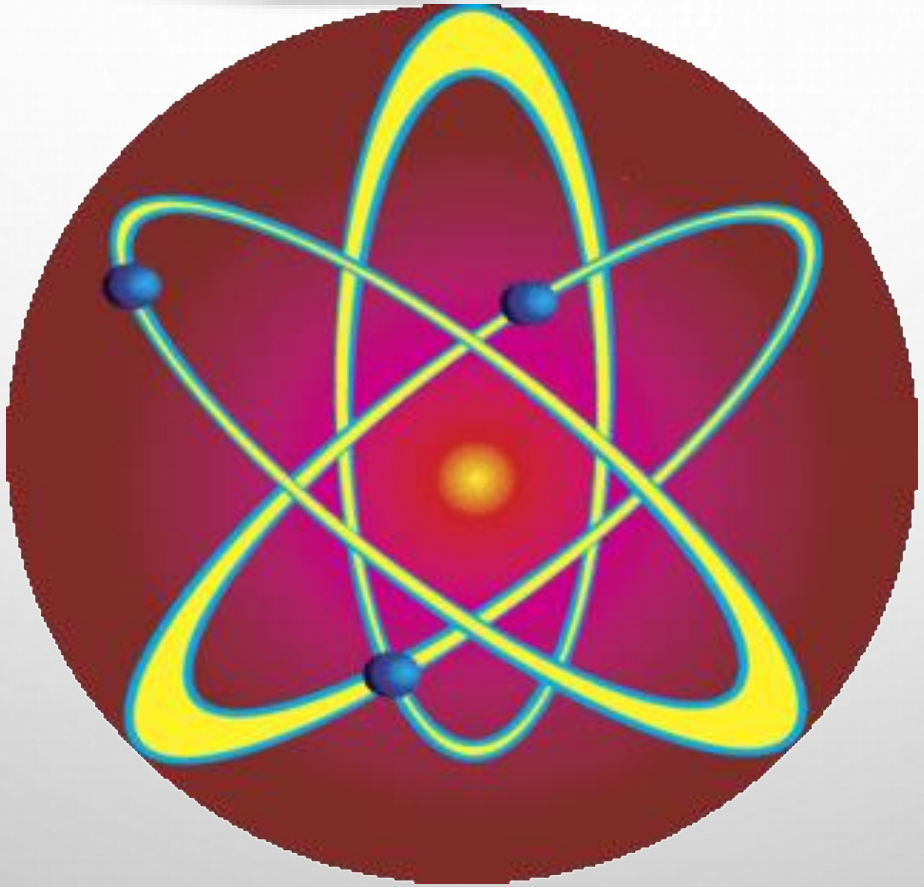
Physical Facilities

- BUILDING THAT IS CLEAN, WELL-MAINTAINED, WELL-EQUIPPED, AND WELL-FUNCTIONING

Technology

- THAT IS AMPLE AND THAT WORKS TO SUPPORT LEARNING, TEACHING, COMMUNICATION, ORGANIZATION, AND FLOW

ATTRACTING & RETAINING EDUCATORS



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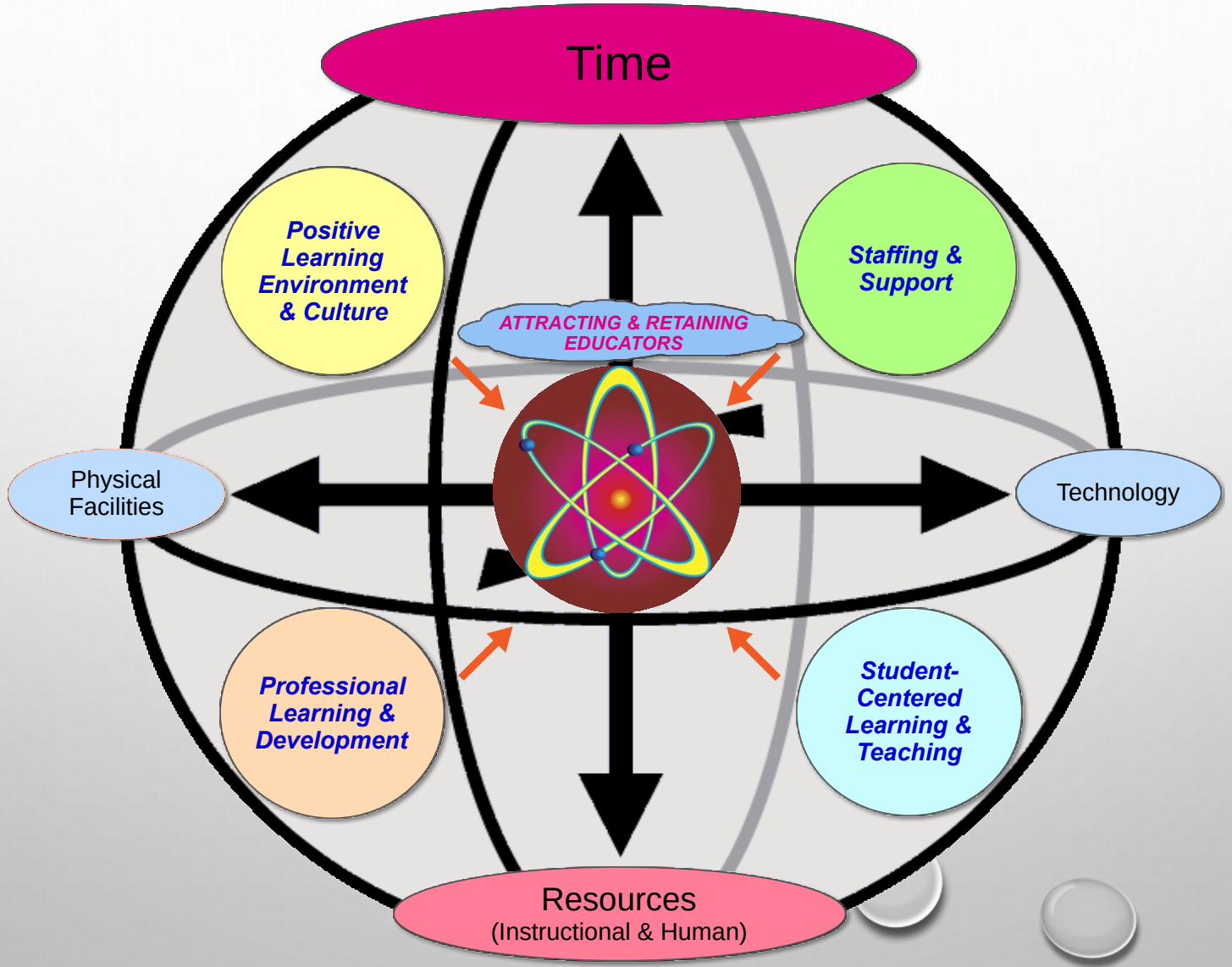
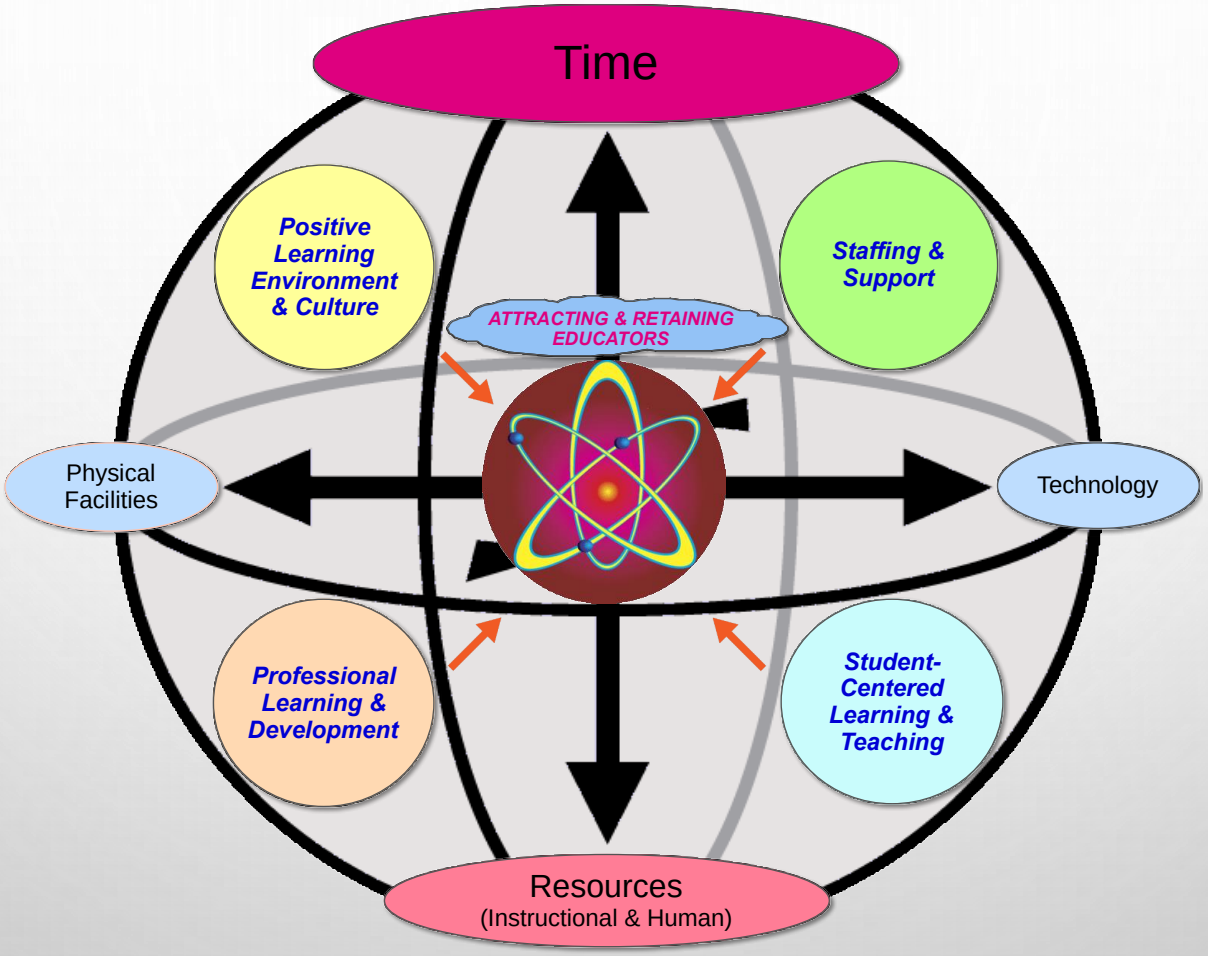


ATTRACTION AND RETENTION "FORMULA"

Better learning, teaching, & working conditions +
ability to grow & make a difference =
better attraction and retention

Attracting & Retaining Educators

(especially at schools that face greater challenges)



Better learning, teaching, & working conditions + ability to grow & make a difference = better attraction and retention

. . . *ESPECIALLY AT SCHOOLS THAT FACE GREATER CHALLENGES*

- NEED SPECIAL FOCUS, ATTENTION, AND SUPPORT TO MAKE SURE THEY HAVE ***ALL*** OF THE ABOVE *ELEMENTS* OF THE "FORMULA". . . IN ABUNDANCE!
- TO SERIOUSLY ADDRESS THE COMPLEXITIES THAT COME WITH POVERTY AND OTHER LIFE CHALLENGES

OTHER "ATTRACTIVE" IDEAS (THAT COULD BE EXPLORED ESPECIALLY AT SCHOOLS WITH GREATER CHALLENGES)

- *MASTER/HYBRID TEACHER LEADER GROWTH OPPORTUNITIES*
- *SMALLER CLASS SIZES/STUDENT LOADS* (TO BETTER GROW THE RELATIONSHIPS/ENVIRONMENTS NEEDED FOR DEEPER, ENGAGING LEARNING)
- *8 HOUR PAID TEACHER WORK DAY* (TO FACILITATE THE TIME, SCHEDULES, COLLABORATION, ETC. NEEDED FOR IMPACTFUL LEARNING)
- *LONGER PROFESSIONAL CONTRACT YEAR*
- *TUITION REMISSION* (PHASED OVER SEVERAL YEARS)
- *TUITION ASSISTANCE (*FOR GRADUATE COURSEWORK AND *MICRO-CREDENTIALS*, ETC.)
- *NBCT FEES PAID*
- *PAY FOR ALL AFTER-SCHOOL EXTRA-CURRICULAR PROGRAM TIME*

OTHER "ATTRACTIVE" IDEAS . . . (CONTINUED)

- *MORE ENGAGED RELATIONSHIP WITH EXTERNAL EDUCATION INSTITUTION/ORGANIZATION/COMMUNITY PARTNER(S)*
- *SIGNIFICANTLY MORE TECHNOLOGY* (E.G. ONE-TO-ONE DEVICE – TO SUPPORT BETTER ENGAGEMENT AND APPLIED LEARNING)
- *SHARED THEMATIC OR INSTRUCTIONAL-BASED APPROACHES* (E.G. PROJECT-BASED LEARNING, SERVICE LEARNING, EXPEDITIONARY LEARNING, ETC.)
- *LEARNING COHORTS IN OR BETWEEN SCHOOLS* (MORE SUPPORT AND END ISOLATION)
- *NETWORKS OF SCHOOLS* (MORE SUPPORT AND END ISOLATION)
- *WELLNESS/WELL-BEING PROGRAM/FACILITY* (ON-SITE, NEARBY, OR FITNESS CENTER MEMBERSHIP)
- *CHILDCARE SERVICES PROVIDED ON-SITE OR NEARBY*