

Teacher Table Talks

Teacher Table talks – Elevate the teacher voice

Focused on recruitment and retention as well as the teacher “pipeline”

2 Live events since November 2019

7 virtual events since March 2020 – and 5 more planned

Representation from across the state, urban, rural, large LEA, small LEA

Virtual events have ranged from regional focuses to content area/grade level input focuses



Recruitment

How can we reach out to new teachers for them to be successful in their first year?

- providing mentor teachers
- offering resources to new and mentor teachers
- allowing a safe space to grow, ask questions, fail
- encourage them to join professional associations, attend conferences

Retention

What is your LEA doing to maximize retention?

- stipends
- on site coaching
- paid time when asked to work outside of contract hours
- pay increase for PD hours
- Instructional coach to assist teachers
- Nothing, salary frozen, no support, not treated like a professional,
- besides salary, better benefits, smaller classes, extra prep for planning

Retention

How are you being supported at a site level?

- not being supported, not taking our voice into consideration when making decisions
- financially- being creative to provide resources for curriculum
- being asked to serve on committees (curriculum planning, student intervention, etc.)
- Instructional coach helps to check in and support teachers
- when principal is supportive, it makes the entire difference - more principal training

Retention

How would you like to be heard/included in LEA decisions

- Don't just survey teachers, listen to what we say
- open communication
- clearly post opportunities to have voice heard

How can we care for mental health of teachers?

- offer resources
- make resources easy to find, provide on site
- put info clearly on district site so we don't have to search
- PLC has been helpful, but I feel like I don't know anyone outside of that group. Feel isolated

Educator Recruitment and Retention

