



ARIZONA DEPARTMENT OF EDUCATION

What is a Retention Plan? *An intentional, codified plan that organizations create and use to reduce employee turnover, prevent attrition, increase retention, and foster employee engagement*

Educator retention starts at the point of hire, whether they are new to the profession or new to the organization. Being intentional about the creation and application of a Strategic Educator Retention Plan addresses staffing issues, positively impacts working conditions for educators, and is seen as a recruitment strategy.

What is the purpose of a Retention Plan?

- Reduction in attrition and increases retention
- Reduction in hiring, training, and staffing costs
- Increases loyalty of educators
- Improves employee growth and professional experience
- Improves climate and culture
- Builds brand and organization reputation
- Increases collaborative opportunities for educators, the organization, and stakeholders

What should a Strategic Educator Retention Plan include?

- Systems developed and put in place for gathering educator input and feedback
- Retention strategies that are well-defined and well-communicated to all staff members
- Strong strategic leadership by uniting many voices that align with mission and vision
- Pathways to build educator leadership capacity
- Differentiated professional development for educators for those new to the profession to veteran teachers
- Training for site-based and district-level administrators to effectively carry out support systems
- Data-driven decision-making at the district/organization and site level