

# TEACHER FEEDBACK SESSION 2018

## Topic- Teacher Retention

56 Teachers Representing 31 School Districts And Charters

### Elevating the Profession

*Great education stories need to be told.*

Identified Strategies:

- Educator for a day
- Specific mediums/formats/forums
- Tv/radio spots done by students
- Testimonials
- Hosting policy makers
- Interactions with policy makers
- Celebrations of the profession

### Teacher Leadership

*Advocacy/opportunities without leaving the classroom.*

Identified Strategies:

- Townhalls
- Connections
- Leadership/community groups
- Advocacy training/resources
- Increased decision-making on campus
- Advising roles for superintendents/school boards
- Running or campaigning for school board positions
- District legislative liaisons

### Supportive Work Environment

*A healthy culture starts with supportive administrators.*

Identified Strategies:

- Schedule flexibility
- Reasonable expectations
- Collaboration within the school day
- Embedded and ongoing feedback
- Accessibility of resources
- Encouragement of risk-taking
- Mentoring structures/processes
- Planning time
- Autonomy and creativity
- Stress reduction hours

### Compensation

*Teaching needs to provide a living wage.*

Identified Strategies:

- Alternative funding sources
- Strategies to reduce the cost of benefits
- Statewide/county-wide insurance consortium
- Teacher housing
- Leave days
- Holding on to years of experience
- Loan assistance
- Offsetting continuing education costs