Who Are Our Great Teachers?

A terrific Teacher
    Tutor
    Teacher’s Teacher
and Coach
Students are likely to say . . .

- Their teacher cares.
- Their best teachers don’t give up on them or let them give up on themselves.
- They make learning fun.
- Teachers know they have done a good job when their students perform well.
- Their best teachers explain difficult things clearly.
Why do high performers leave?

- Lack of recognition
- Failure to take advantage of their instructional expertise and leadership potential
- Stymied in their efforts at team building and collaboration with colleagues to boost student performance
- “I wasn’t asked to stay.”
- Little effort was made to retain them
Session Take Aways

- Strategies, tools and processes for attracting and retaining high quality educators in small, rural districts
- An overview of the national research.
- Sharing what works in your district/school.
- The Leadership Secrets of Santa Claus
Human Capital Self Assessment Tool

District Self Assessment at http://www.cde.state.co.us/EducatorEffectiveness/RB-RelatedResearch.asp
National Research and Indicators
What’s Happening Nationally?

School Retention Rates by Teacher Performance 2009-10

Misunderstanding Turnover

Benchmark One
Why Great Teachers Stay

<table>
<thead>
<tr>
<th>Low Cost Retention Strategies for Irreplaceables</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Feedback &amp; Development</strong></td>
</tr>
<tr>
<td>Provide me with regular, positive feedback</td>
</tr>
<tr>
<td>Help me identify areas of development</td>
</tr>
<tr>
<td>Give me critical feedback about my performance informally</td>
</tr>
<tr>
<td><strong>Recognition</strong></td>
</tr>
<tr>
<td>Recognize my accomplishments publicly</td>
</tr>
<tr>
<td>Inform me that I am high-performing</td>
</tr>
<tr>
<td><strong>Responsibility &amp; Advancement</strong></td>
</tr>
<tr>
<td>Identify opportunities or paths for teacher leader roles</td>
</tr>
<tr>
<td>Put me in charge of something important</td>
</tr>
<tr>
<td><strong>Resources</strong></td>
</tr>
<tr>
<td>Provide me with access to additional resources for my classroom(s)</td>
</tr>
</tbody>
</table>
Four Key Words

- Inclusion
- Engagement
- Culture
- Leadership
1. Build a wonderful workshop
2. Choose your reindeer wisely
3. Make a list and check it twice
4. Listen to the elves
5. Get beyond the red wagons
6. Share the milk and cookies
7. Find out who’s naughty and nice
8. Be good for goodness sake

Benchmark One  AESA
Build a wonderful workshop

- Treat people as partners
- Support “risk-takers” / “super stars”
- Reinspect an environment of fun and excitement
- Delegate \( \rightarrow \) small is beautiful
- Encourage rich, informal communication
- Manage / lead by walking around
- Figure out, articulate and align actions with your values

“Excellence Some Lessons for America’s Best Run Companies”, Education Leadership Based on research from In Search of Excellence- Peters and Waterman
Hiring/Retaining Great Teachers Cycle

DECISION POINT

Attract Quality Staff

Train and Develop Staff

Coach and Evaluate Staff

Hire Quality Staff
ATTRACT – What Works?

- Better performance interview strategies
- Relationship with area college
- Advertise/promote community benefits - videos
- Job Fairs – focused on new hires in rural areas
- Alternative education candidates – local
- Social media – word-of-mouth promotion
- State incentives & application tech support
- Other?
Hiring Great Teachers

DECISION POINT

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Hiring Great Teachers

DECISION POINT

Attract Quality Staff

Train and Develop Staff

Coach and Evaluate Staff

Hire Quality Staff
Choose your reindeer wisely

- Develop a clear interview process
- Use effective teacher criteria to qualify teacher candidates
- "Grow your own"
- Small community/district benefits
- Always "Trust your instincts"
ATTRACTION and HIRE – The Research

➢ Tell a clear and compelling story re: “Why do people want to work here?”

➢ Build an Employment Brand – Who are we and how do we treat our people?

➢ Differentiate the district and community from competing districts.

➢ Leverage staff and community as Employment Ambassadors
What’s Working in Your District(s) ?

Take a minute to think about what you are doing to attract and retain teachers. Jot some notes.

Talk with the person next to you and share the things each of you are doing.

Join your conversation group and talk about your good ideas.
Develop/Retain Great Teachers

DECISION POINT

Attract Quality Staff

Hire Quality Staff

Coach and Evaluate Staff

Train and Develop Staff
Onboarding

- Develop a sense of inclusion and engagement
- Mentors/Coach – 1\textsuperscript{st} and 2\textsuperscript{nd} year new teachers
- Create a comprehensive Induction Program
- Discuss opportunities for professional development and teaming
- Make connections as a supervisor
- Involve them in Strategic Planning for the organization
Inclusion and Engagement

- Valued
- Confident
- Inspired
- Enthusiastic
- Empowered
- Heightened efficacy

Build a Wonderful Workshop
Coaching/Evaluate Great Teachers

DECISION POINT

Attract Quality Staff

Train and Develop Staff

Hire Quality Staff

Coach and Evaluate Staff
Ongoing Performance Development

• Differentiated by cohort groups
  – Veteran educators
    • Effective and Highly effective educators
    • Struggling educators
  – Novice 1st and 2nd year teachers and administrators

• Targeted PD
  – Driven by district/school improvement and innovation goals
  – Driven by Educator Performance Evaluation/Development goals
What’s Happening Nationally?

HOW OFTEN DO STATES EVALUATE TEACHERS?

- **Annually for all teachers**
- **Variable (frequency of evaluations varies for different teachers)**
- **No frequency specified (NFS) in either the waiver plan or other state documentation**
Role of Coaching and Evaluation

• Walk throughs/Learning walks
• Focus on results and accountability
• Clear definition of quality teacher performance
• Recognition of quality performance
• Feedback to improve
Get beyond the red wagons

- Help everyone accept the reality of change
- Remember: the customer is really in charge
- Teach and reteach “the business” of school
Talk With a Partner/Group

**TOPIC:** The state of your State regarding Educator Evaluation policy and legislation and issues / blessings as a result.

*Turn to a partner.* Share what’s happening in your state and how this becomes a barrier or a boon to retaining high performing teachers.

Report out.
Share the milk and cookies

- Help them see the difference they make
- Do right by those who do right
- The reinforcement possibilities
- Good cookies – great cookies – determined by data
- Plan and schedule regular acknowledgements and celebrations
Hiring/Retaining Great Teachers Cycle

DECISION POINT

Attract Quality Staff

Coach and Evaluate Staff

Hire Quality Staff

Train and Develop Staff
What’s Working in Your District(s) ?

Activity – Venn Diagram

- DROP
- KEEP
- ADD
Call to Action

On your writing pad . . .

- Take 2 minutes to write down your thoughts as a result of this session.
- Include 1 action you plan to take when you return to your office.
- SHARE
White Paper Request

Tips and Tools for Retaining, Optimizing and Leveraging Effective Teachers in Rural and Small Districts

*Please Print*

Name:

Title:

Email:

Organization:

Address:
Happy Holidays