

Retaining Staff Through Stay Interviews

**Goodman-Armstrong-Creek
School District**

About US!

Richelle Jochem

- 7-12 Science Teacher
- Fab-Lab Co-Director
- 15 years in the field

Laura Klescewski

- School Board President
- 41 years in the field
- Retired Teacher
- Math Coach

Allison Space

- District Administrator (3 years)
- Elem Principal (8 years)
- 3rd Grade Teacher (12 years)

G-AC Interesting Facts

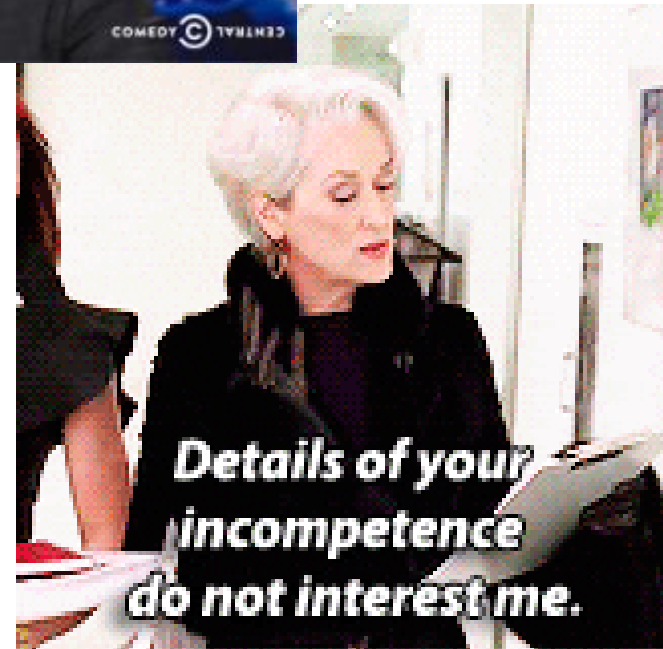
- **2nd Smallest District in Wis.**
- **115 Total Enrollment (4K-12)**
- **16 Total Teachers**
- **4 Para-Professionals**
- **2 Maintenance Employees**
- **3 Kitchen Employees**
- **1 District Secretary/Assistant**
- **1 District Administrator**
- **Part Time Employees (shared)**
 - Speech
 - OT/PT
 - Spec Ed Director
 - Business Manager
 - Librarian

In the Beginning



Teacher Excitement
vs
Fear of Change

[WASB 2016](#)



*Details of your
incompetence
do not interest me.*

Perspective from a Teacher

How we might think administration feels...



How stay interviews make us feel...

Do you prefer this or that? It seems like a no brainer...

Why perform an autopsy after a teacher leaves?



When we could just talk...

G-AC Teacher/Staff Hiring History

<u>2014-2015</u>	<u>2015-2016</u>		<u>2017-2018</u>	<u>2018-2019</u>	
<u>2016-2017</u>			<u>2019-2020</u>		
1 Teacher Teacher	5 Teachers	1	1 Teacher Teachers	1 Teacher	5
1 Food Service Para	2 Custodian	3	1 Administrator PT/Guidance	2 Para	1
	1 Administrator	1 Food S	3 Food Service	2 Food Service	
	1 Para Pro Custodian	1	1 P/T Guidance	1 P/T Guidance	

Stay Interview Process

- **Plan Ahead**
- **Prioritize and Customize to fit your district**
 - New staff
 - High priority
 - Flight Risk
- **Set expectations, not limitations**
 - Dig Deeper for root causes of issues
- **Make questions about issues not people**
- **Find the Balance**
 - Negative vs Positive
- **Monitor the process**
 - Reflect
 - Follow Through

Stay Interview Questions (Our Sample)

1. What do you like most about working here?
2. What do you find to be the biggest challenge in your job?
3. What keeps you working here?
4. What might tempt you to leave?
5. What could the school board do to keep you here?
6. Do you have any additional comments?

What We Heard?

Common Threads



- Work Load
- Stress Level
- Longevity of District
- Colleague Issues
- The Value of being heard
 - Gratefulness

Follow Through

Sharing the Information

Overall sharing at staff meeting

Overall sharing with BOE

Utilized results to dig deeper

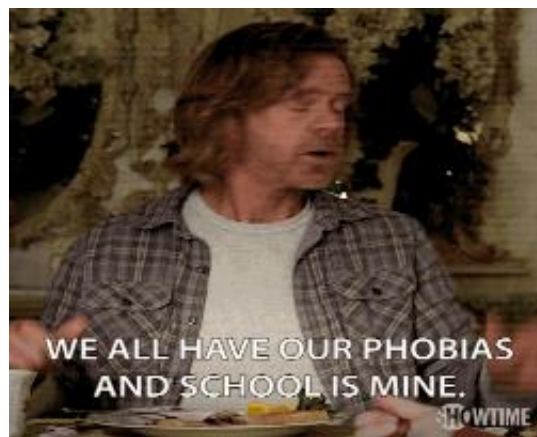
- Stress caused by? PD in areas of need
- Workload? Expanded programing
- Clarity in Handbook Language

Follow Through

Sharing the Information

BOE was more open to understanding needs

- Preconceived thinking that it would be compensation when in fact it was just the need to be heard and valued
- Importance of PD
- Helped BOE understand issues around certain subjects
- Equal access for all staff



Don't Ever Forget About the People!

Thank you!

Questions???

Contact Information

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Allison Space

Richelle Jochem

Laura Klescewski