Retaining Staff Through Stay Interviews

Goodman-Armstrong-Creek School District
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
Perspective from a Teacher

How we might think administration feels...

I couldn’t give a flying flamingo what your view is!

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?

We have to talk about it!

When we could just talk...
### G-AC Teacher/Staff Hiring History

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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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