Improving Teacher Recruitment & Retention Through Schoolwide Change

Sponsored by Cornerstone OnDemand Empowering People
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Improving Teacher Recruitment and Retention Through Schoolwide Change

Expert Presenter:

Susan Moore Johnson, director, Harvard University’s Project on the Next Generation of Teachers, and author, Finders and Keepers: Helping New Teachers Survive and Thrive in Our Schools
An on-demand archive of this webinar will be available at www.edweek.org/go/webinar in less than 24 hrs.
Recruiting, Supporting, and Retaining New Teachers

SUSAN MOORE JOHNSON
HARVARD GRADUATE SCHOOL OF EDUCATION

The Project on the Next Generation of Teachers
FINDERS AND KEEPERS

Helping New Teachers Survive and Thrive in Our Schools
Features of the Workplace that Matter to New Teachers

- Timely, information-rich hiring process
- Appropriate teaching assignment
- A complete curriculum
- Ongoing work with colleagues
- Useful feedback about instruction
- Supportive, responsive principals
- Purposeful and positive school culture
Does Teacher Retention Matter?

- Three Myths
  - Turnover has few costs.
  - Turnover is good for the organization
  - Teachers hit a plateau of improvement after 4-6 years—so why bother?
For More Information:

www.gse.harvard.edu/~ngt
Empowering Education

Recruiting, Developing, Recognizing and Retaining Leaders in Education
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Recruiting, Developing, Recognizing and Retaining Leaders in Education
The Reality:

- 50% of all new hires will leave the profession within the first 5 years
- 50% of all teachers in the US will be eligible to retire in the next 5 years
- 50% growth in teacher attrition in the last 15 years - costing districts and states roughly $7 billion a year
The Catalyst:

- **Systematic Recruiting and Induction** of new teachers, leaders and support staff increases engagement and time to effectiveness.

- **Personalized Professional Development** improves effectiveness and retention of high performing talent.

- **Recognizing and Rewarding** excellence engages all staff in student and school-wide success.
The Impact:

• 40% less turnover of high-performers in districts with tightly aligned talent processes

• 50% of Leadership and Administrative hires find out about positions via districts that actively engage in Social Media outlets (i.e. LinkedIn, Facebook, etc.)

• Yet, only 14% of talent management efforts are considered a success
The Solution: Unified Talent Management
Aligning People, Process, and Product to Make Continuous Improvement Possible
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Required Reading from *Education Week*:

**Spotlight on Creating School and District Leaders**
To create school and district leaders, school systems must provide opportunities for training, professional development, and meaningful feedback. In this Spotlight, see how some districts are remaking principal evaluations, find out what it takes to build a positive school culture, and look at schools using on-site training to prepare principals for their jobs.