

Retaining Teachers

Current Practices

- Mentors provided for new-to-the-profession teachers
- Mentoring program surveys conducted for feedback
- Buddies assigned to experienced new teachers
- Strong leadership from principals
- Job sharing
- Pay/benefits
- Teacher resources
- Professional Development Funds

What we can do differently

- Even if not new-to-profession, all staff could be eligible for paid mentor
- Collaborative time
 - PLC for all schools
 - Mentors/mentees have paid time the week before school
- Use of retired teachers with stipend to mentor
- Make Cognitive Coaches available to support staff observations of other professionals
- Standardized list of supplies and equipment needed for specific job description

Ideas from other districts

- Three tier program used by the Jerome School District
- Connecticut BEST Program