

Factors influencing teacher retention

Teacher Retention Strategies for Private Schools

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MISF School Leadership Conference
September 24, 2019

Top 10 Influencing Factors

Mean Rank from Kendall's W	Participants' list of influential factors
Class size	Collegiality and collaboration
Choice in teaching assignment	Admin. Leadership style
Collegiality & Collaboration	Class size
Input into curricular material	Student behavior
Mission-based education	Mission-based education
Student behavior	Parental/support/involvement
Parental support/involvement	Choice in teaching assignment
Admin. Leadership style	High-quality teachers
School discipline policies	Quality of the school/teaching staff
	Input into curricular materials

What can we do?

- Small class size was the number one factor in private school teacher retention.
 - Keep class sizes small.
 - List small class sizes when posting positions (recruiting)
 - List small class sizes among benefits on job descriptions, job postings, in faculty handbooks and give frequent reminders of the benefits of small class sizes throughout the school year (retaining)

Factors influencing teacher retention

What can we do?

- Give teachers choices over their own classroom structures and schedules
 - Develop systems to formally ask teachers what they want to teach.
 - Be cognizant of the importance of giving their teachers a voice

What can we do?

- Teachers hold collaboration and collegiality very high in their list of retention factors
 - Structure operations to foster collaboration, collegiality and the development of relationships — both between teachers and between admin and teachers.

What can we do?

- Input into curricular materials, is an important factor for teachers
 - School leaders should build broad engagement through shared leadership strategies
 - Practice shared decision making

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What can we do?

- Teachers hold the mission of their school in high regard
 - Be **bold** in stating the schools' mission
 - Marketing materials
 - Job postings
 - Faculty handbook
 - Staff intranet/portal

What can we do?

- Teachers consider student behavior a strong factor in their decision to remain in teaching
 - Use your discipline record and successful character building curricula as a marketing tool to attract teachers (and parents)
 - Offer professional development in classroom management

What can we do?

- Closely related to student behavior are the school's discipline policies
 - Have clear behavior policies
 - Implement policies consistently

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What can we do?

- Teachers see parental involvement as a strong factor
 - Determine a plan of action to increase parent involvement
 - Market the benefits of parent involvement as a strategy to increasing teacher retention.

What can we do?

- How well a principal works with faculty is a strong predictor of a teacher's intent to remain in teaching
 - A strong principal is a main priority
 - Careful consideration before hiring
 - Provide leadership development as well as curriculum and instruction develop

What can we do?

- High-quality teachers are less likely to leave their school
 - Private schools could benefit from less humility and more acknowledgment of their teachers' accomplishments
 - Teachers enjoy being around other high-quality teachers and this is a strong determinant of why they have chosen to remain in private school teaching
 - Private schools should boast on the quality of their teachers as a strategy to increasing teacher retention
 - Social Media, website, Staff shout-outs

Factors influencing teacher retention

Interesting to note:

- No financial factors in the top 10
- Highest financial factor was - Spouse's income at #11

Four lowest rating factors in teacher retention:

- Hiring process
- Alternative opportunities in today's labor market
- Opportunities to augment salary
- Merit pay or bonuses

Get into groups of 3 -5

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- Share your retention strategies
- What did you learn from this presentation that you will begin doing?
- What do you think about no financial factors being in the top 10 influencing factors?

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Questions or comments?
