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### Developing solutions to teacher attrition and retention in a rural New England Setting

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DEVELOPING SOLUTIONS TO TEACHER ATTRITION AND  
RETENTION IN A RURAL NEW ENGLAND SETTING

**Vanessa Koch**

M.S. in Leadership

Winter 2022

Granite State College

## CAPSTONE REVIEW

The literature review was derived from peer-review papers and a survey to Vermont human resource directors.

The presentation reveals where the teacher shortages are most predominant and why. It reveals some causes.

The presentation highlights short-term and long-term ways to mitigate the attrition of teachers.

USA spends \$8 billion on attrition annually!



Sandal, Tim 2012

# REASONS FOR ATTRITION

Retirement – 1/3<sup>rd</sup>

Teacher Burnout

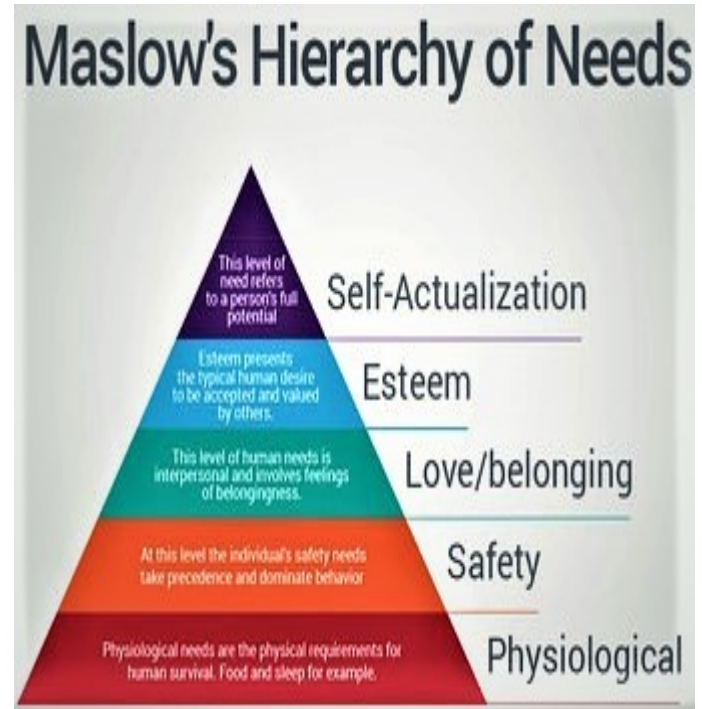
The stress: decreased self confidence, disengagement, mental health issues, and exhaustion. Leadership style, policies, teaching conditions, and pay.

Supply and Demand of Teachers

Graduates, subjects, leaves, state licensing requirements, and population.

COVID-19

“The teaching profession is perceived to be one of the most stressful professions, involving numerous...” (Kim & Buric, pg. 1).



Farfane, Teresa. (2014).

# SOLUTIONS TO TEACHER ATTRITION AND RETENTION

## Decrease teacher burnout

- focusing on teacher needs
- job satisfaction
- supportive culture
- policies: ratios/behaviors
- mentors
- a manageable workload
- professional training  
(communication, classroom management, emotion regulation, cultural)

## Increase supply

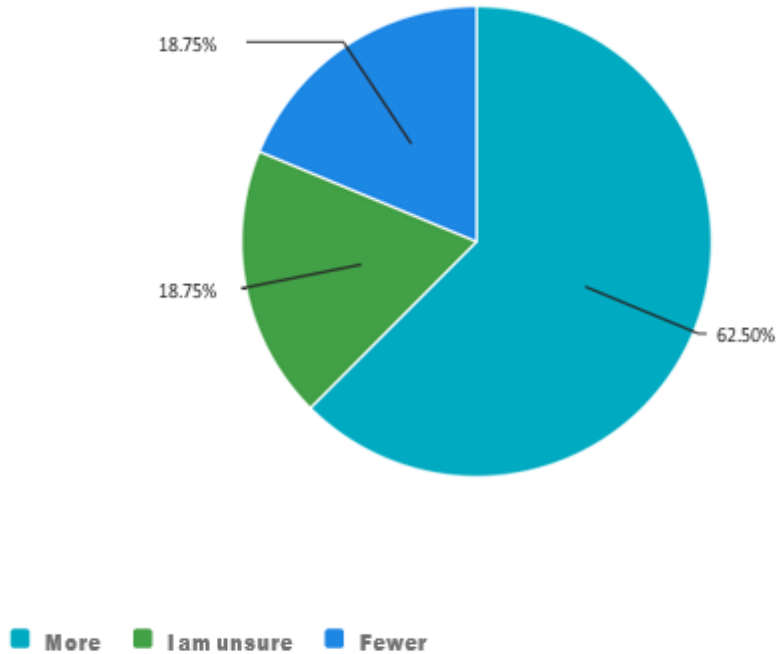
- alternative licensing
- Teach for America
- preparation partnerships
- Reentries

## Short term

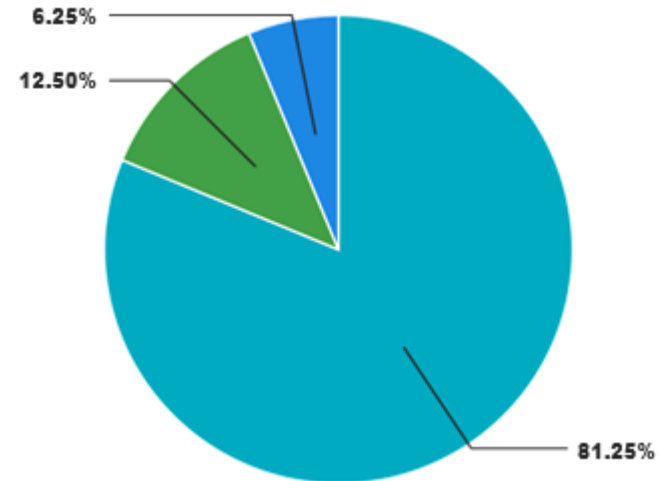
- mentors
- pay/bonuses
- temporary license
- teacher aides

## VERMONT DATA FROM SURVEY

Does your organization have fewer or more teachers on leave this school year?

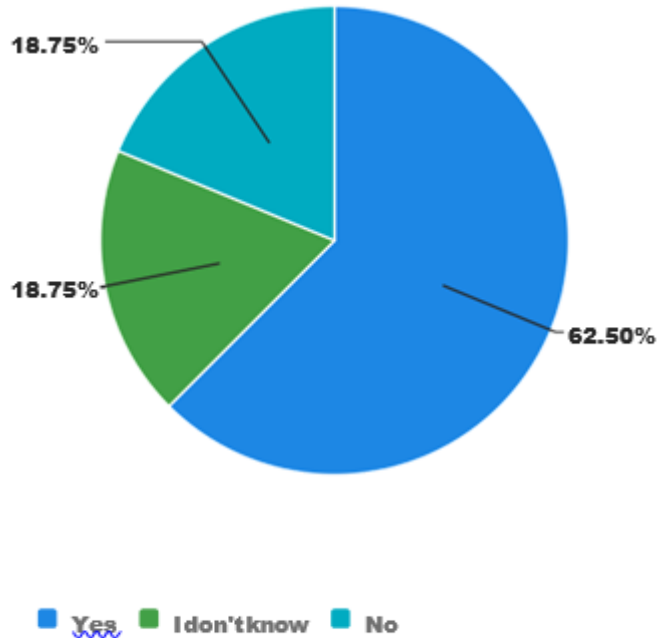


Does your organization have more positions compared to FY19? **81.25% YES**



## VERMONT DATA FROM SURVEY

**This year my organization has more temporary license than in previous years. 62.5% YES**



**Top 3 reasons for attrition VT:**

**1<sup>st</sup> – Retirement**

**2<sup>nd</sup> – Move closer to home**

**3<sup>rd</sup> – COVID/Leave of absence**

## REFERENCES

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