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

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M.S. in Leadership
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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 – 1/3rd

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).

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?

- More: 62.50%
- I am unsure: 18.75%
- Fewer: 18.75%

Does your organization have more positions compared to FY19? 81.25% YES
This year my organization has more temporary license than in previous years. 62.5% YES.

Top 3 reasons for attrition VT:
1st – Retirement
2nd – Move closer to home
3rd – COVID/Leave of absence
REFERENCES

