

# Recruiting and Retaining Quality Teachers

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How can we attract and retain qualified, quality teachers/staff?







# Supporting New Teachers

Assigning mentor teachers to new teachers

ESC support with planning and classroom management

Frequent feedback from administrators

Tiering teachers



# Tier 1

Rockstars - we have got to keep these folks feeling fulfilled with a strong sense of purpose. We NEED for them to stay!

Honor and value their practice-sending other teachers to observe them

Campus leaders send purposeful positive notes/emails

Allow these folks to share their practice at staff meetings

Find opportunities for these folks to lead



# Tier 2

Average - these folks are not always consistent

Can move to Tier 1 or Tier 2 easily - critical tier

Must be strategic with this group

Feedback, support, validate to keep them engaged and growing

Create opportunities for these folks to shine

Celebrate their success



# Tier 3

Folks who need to grow so they won't go

Develop plan to grow these folks

Be vigilant about supporting them

Celebrate their growth

Create opportunities for these folks to share their success





# Supporting New Principals

Weekly Principal Meetings

Include in Ex. Staff Meetings weekly

External mentoring

External coaching

Opportunity to share progress on goals at board meetings (LSG)

Opportunities to network at the ESC level and at state level (conferences)

Make SURE information flows in this order

Superintendent

Ex. Staff/Principals

School board - if this is information they need to know

District/Campus Staff

Parents/Community



# Restructuring District Leadership-Begin with the End in Mind



# Restructuring District Leadership - What do we value?

Our values:

Empower

Inspire

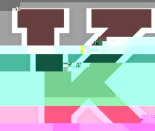
Designing personalized learning experiences for staff

All stakeholders

Recognizing contributions of others

Innovation





WE EMPOWER  
ALL STUDENTS,

academic  
excellence  
in all we do.



Recognizing the  
contributions of all  
students.



Learning in the  
classroom, on stage, in



# Restructuring District Leadership

Creating leadership opportunities for teacher leaders to lead, learn, share their practice and SHINE!



# Coordinators - Instructional Services

GT

Bi/ESL

Rtl

Special Education

CTE

Testing

Dyslexia/504

Textbooks

Early Childhood

RMTS

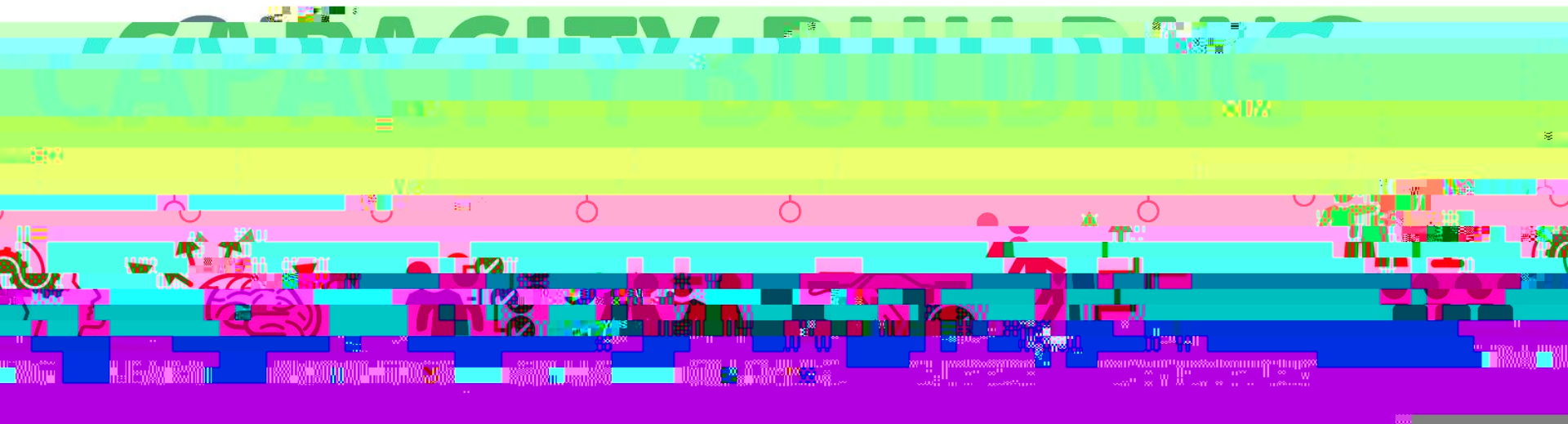
Parent and Family Engagement

Social Emotional Learning

Federal Programs (work with staff)

Safety

# The ULTIMATE Win/Win!



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