



Increase teacher retention by helping your staff feel better heard, supported, and valued

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TURNOVER STATISTICS

56%

MORE LIKELY TO LEAVE

23% of teachers are likely to leave now, compared to 16% pre-pandemic

50%

TURNOVER FOR NEW TEACHERS

New teachers are most likely leave within their first five years

78%

WORSENING DRIVER SHORTAGE

The bus driver shortage is getting worse, and 50% of districts report the shortage as severe or desperate

35%

LESS SUBSTITUTE TEACHERS

There are 35% less substitute teachers than in years past

BURNOUT STATISTICS

89%

EXPERIENCING BURNOUT

89% of employees report experiencing burnout symptoms over the last year

79%

LACK OF RECOGNITION

79% of all employees who quit claim a lack of recognition as a major reason for leaving

92%

FEWER CONNECTIONS WITH COLLEAGUES

92% of teachers reported fewer connections with colleagues and lack of support

2X

EXPERIENCE FREQUENT JOB-RELATED STRESS

Teachers were almost twice as likely to report that they were experiencing frequent job-related stress as the general population

5 STRATEGIES TO INCREASE TEACHER RETENTION

Teacher and staff retention has never been more important as teacher shortages are affecting schools and districts across the world.

The staffing shortage isn't just for teachers though. Many districts are in desperate need of bus drivers, substitute teachers, and other classified staff.

This Guide to Increase Teacher Retention provides 5 actions you can implement today to increase teacher satisfaction and retention by helping them feel better heard, supported, and valued.



**CREATE A RHYTHM OF
RECOGNITION**



**COLLECT YOUR PEOPLE'S
INPUT AND FEEDBACK**



**IDENTIFY FLIGHT RISKS
BEFORE IT'S TOO LATE**



**PROVIDE SPECIFIC AND
ACTIONABLE FEEDBACK**



**ALLOW FOR ONGOING
GROWTH OPPORTUNITIES**

TEACHER RETENTION STRATEGY: RECOGNITION

65% of Americans claimed they weren't recognized one time at work last year.

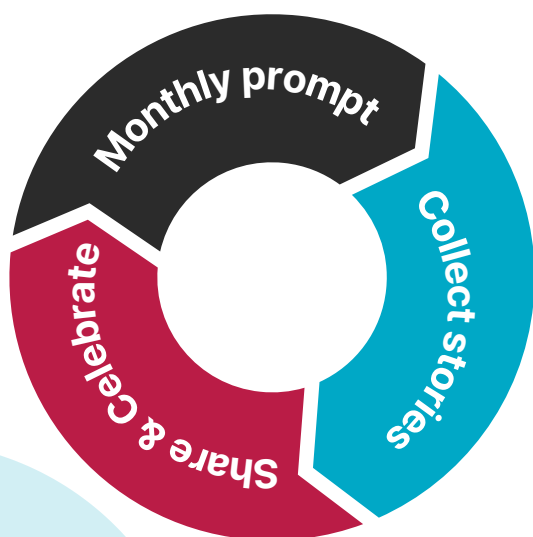
CELEBRATE YOUR PEOPLE MONTHLY

Implement a monthly cadence where all your people are able to recognize each other and be recognized for their contributions.

Create different categories of recognition that run throughout the school year. For example, iAspire typically provides recognition categories of:

- Above and beyond
- Culture champion (incorporate your core values, vision, mission)
- High Five
- Behind the scenes

To maximize impact, allow your people to share stories related to each month's category. Share these stories immediately with the nominee, internally through newsletters, and publicly through social media and your website!



ANGELA
Brookside

Above and beyond

For going above and beyond

Angela has developed and implemented a 2nd and 3rd grade hybrid classroom for co-teaching. Her vision and mission to provide an outstanding education for all children is remarkable...She develops and builds those relationships with the students so that they feel safe and comfortable to ask questions, explore different ideas and concepts, and letting them know that she may not know all the answers, but together they will attempt to find the answers. Her students embrace the challenges of learning new things from curriculum content social-emotional skills and the knowledge that is necessary to utilize and apply the various apps and programs for the class assignments.

Eric Bransteter

TEACHER RETENTION STRATEGY: PULSE SURVEYS

An annual employee engagement survey is nice, but 77% of employees want to provide feedback more than once per year.

KEEP A PULSE ON YOUR ORGANIZATION

Collecting employee engagement survey data **a few times throughout the year** allows district and school leadership to implement changes quickly and adapt to their employees' needs and feedback.

Pulse and engagement surveys should be anonymous and only take a few minutes to complete. The anonymity allows teachers and staff to be honest with their feedback without concern about repercussions from their responses.

Additionally an Employee Net Promoter Score (eNPS) should be provided as part of the engagement survey. The eNPS is a score from -100 to 100 and is calculated by taking the percentage of promoters within an organization and subtracting the percentage of detractors.

Employee Experience At Work

As you answer the below questions, think about your experience on a typical day at The Watermark Group.

Who will see my answers? Your leadership will see the aggregated results. This survey is anonymous, and your name will not be shared.

Someone at work encourages my growth

Strongly Agree Agree Slightly Agree Disagree Strongly Disagree

(optional) Add details...

I know what is expected of me at work

Strongly Agree Agree Slightly Agree Disagree Strongly Disagree

(optional) Add details...

I receive actionable feedback that helps me consistently improve my performance

Strongly Agree Agree Slightly Agree Disagree Strongly Disagree

(optional) Add details...



TEACHER RETENTION STRATEGY: STAY SURVEYS

More than 50% of teachers quit before they reach retirement.

TAKE ACTION BEFORE IT'S TOO LATE

Stay surveys are similar to pulse and engagement surveys, but a big difference is that names are typically collected and shared with stay surveys. This helps you identify employees who are flight risks and may not stay in your organization for much longer.

We recommend stay survey results get shared with the HR department of the organization, not the employee's direct supervisor (when possible). Some employees would not be comfortable sharing their true perspective with a principal or direct supervisor in fear that their performance reviews could be impacted. If HR is not an option, ensure your staff knows that their responses will not be used against them.

A follow-up stay interview then provides a chance for HR and the flight risk to discuss any outstanding issues, concerns, or problems that could result in the employee leaving the organization.

Who will see my answers? Your HR team will see your responses. They will then aggregate the results and follow-up as appropriate.

How often do you have a great day at work? •

- All the time
- Frequently
- Sometimes
- Not very often
- Can't remember the last time I had a great day

(optional) Add details...

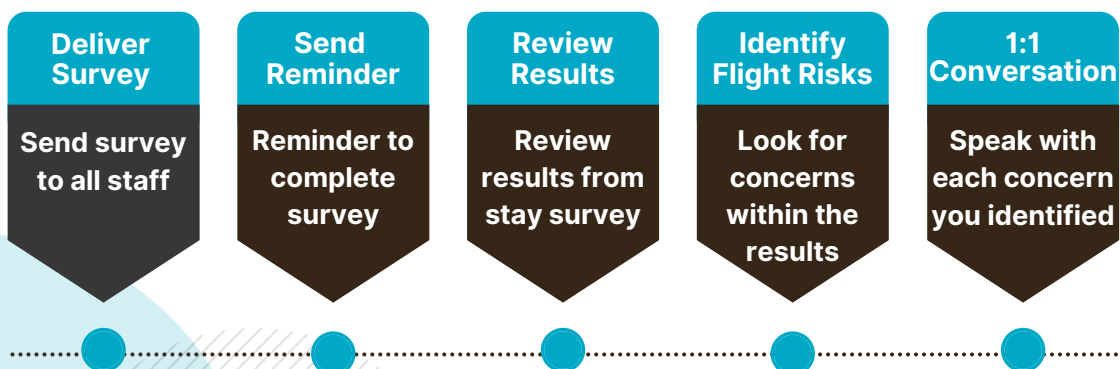
I get proper recognition for my work. •

- Strongly Agree
- Agree
- Slightly Agree
- Disagree
- Strongly Disagree

What kind of additional feedback or recognition would be most helpful?

I have the resources I need to do my job. •

- Strongly Agree
- Agree
- Slightly Agree
- Disagree
- Strongly Disagree

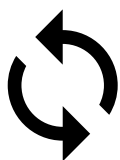


TEACHER RETENTION STRATEGY: OBSERVATIONS AND EVALUATIONS

Feedback is for more than just compliance.

PROVIDE SPECIFIC AND ACTIONABLE FEEDBACK

Teachers want to know how they are doing, what they can do to improve, and be encouraged to continue to improve in their practice. One way of doing this is by visiting classrooms and providing feedback to teachers. Teachers typically respond positively to specific, actionable feedback balanced with positive reinforcement from school leaders they trust.



Provide ongoing feedback through classroom walkthroughs, formal and information observations, and evaluations. Monthly feedback is best, but try to visit each classroom at least a couple of times per semester.



Take pictures and videos to use as artifacts and evidence during classroom observations.



Immediately send feedback via email at the end of your observation or as soon as possible to reduce teacher anxiety.



Be specific and actionable with your feedback. General or vague comments ("great job") don't help the teacher improve.



Track data to allow you to identify trends, strengths, and PD needs of your staff.



TEACHER RETENTION STRATEGY: ONGOING PROFESSIONAL DEVELOPMENT

According to ASCD, the #1 challenge of school leaders providing professional development is having enough time

ASYNCHRONOUS MICRO-COACHING

Half-day, full-day, or multiple day workshops have their place. However, research shows that teachers are more likely to engage in, and have higher rates of satisfaction with, online PD than in-person PD.

Unlock the potential in your teachers by providing ongoing micro-learning experiences that are designed to help your teachers go from knowledge acquisition to practice/application and finally to habit creation over the course of time. Repeated exposure and interactions with a concept increases retention and transfer.

An example schedule of a micro-coaching experience is below:

The image displays the iAspire app interface. On the left is a course card for "Owning Responsibility for All" (4 hours, 5 weeks, 5 stars). The card includes a description: "[ALL GRADES] Imagine what it would look like to not only educate your students, but to activate the skills, talents, and potential in each of them! You will be challenged to not just focus on academic achievement but to understand your students in a way that promotes their holistic success." Below the description are buttons for "Behavior Management", "Classroom Culture", and "Core", and "START" and "ASSIGN" buttons. On the right is a grid of 20 micro-learning modules, each with a title, icon, and duration. The modules are: "Welcome and Introduction", "I Wish My Teacher Knew Example", "Activity Plan", "Empathy - Students With Learning Challenges", "Review Activity Plan", "Understanding Your Students", "Reflect On Activity & Learning", "#iwishmyteacherknew", "Teacher-Student Meetings Example", "Activity Plan", "My Teacher Changed My Life", "7 Keys for Successful Student-Teacher Meetings", "Show Empathy Not Sympathy", "Every Kid Needs A Chmpanion", "Learning Reflection & Next Steps", "Wrap-up", and "2 Top-of-mind Reminders".



About iAspire

iAspire is software that will help you increase teacher retention by helping your staff feel better heard, supported, and valued.

[Schedule a demo](#)

- **Run a monthly cadence of recognition** to allow your team to quickly and easily recognize all the great things happening in the organization.
- **Keep a pulse on your organization** through pulse and engagement surveys.
- **Identify flight risks** before it's too late through stay surveys.
- **Provide specific and actionable feedback** through classroom observations.
- Continuously **develop your teachers** and increase their effectiveness through asynchronous micro-coaching.