

Teacher Recruitment and Retention Survey Results

Office of Educator Continuum

Division of Educator Talent Acquisition

mdek12.org



MISSISSIPPI
DEPARTMENT OF
EDUCATION

2023-2024



VISION

To create a world-class educational system that gives students the knowledge and skills to be successful in college and the workforce, and to flourish as parents and citizens



MISSION

To provide leadership through the development of policy and accountability systems so that all students are prepared to compete in the global community



1

ALL Students Proficient and Showing Growth in All Assessed Areas



2

EVERY Student Graduates from High School and is Ready for College and Career



3

EVERY Child Has Access to a High-Quality Early Childhood Program

EVERY School Has Effective Teachers and Leaders

4



EVERY Community Effectively Uses a World-Class Data System to Improve Student Outcomes

5

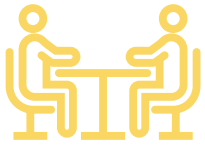


EVERY School and District is Rated “C” or Higher

6



RECRUIT



LICENSE



SUPPORT



RETAIN



PREPARE



HIRE



EMPOWER



RETIRE



Teacher Recruitment and Retention Survey

Statewide Results

MDE began administering the Teacher Retention Survey during the 2021-2022 school year, but the name was adjusted this year in recognition of recruitment factors.

Baseline surveys include 70+ questions for a comprehensive picture of educator workforce development efforts and trends over time.

Non-baseline surveys are shorter to dive deeper into the previous year's results. This year's survey was 20 questions to explore topics like the impact of modified calendars.

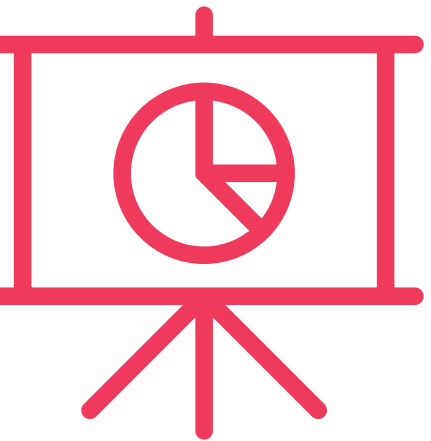
6,903 Mississippi teachers completed the survey for the 2023-2024 school year, which served as a non-baseline administration year.

MDE's survey software reports percentages to the nearest whole number, so results may be within 1-2% of 100% due to rounding.

Results should not be interpreted to reflect all Mississippi teachers. The term "Mississippi Teacher Recruitment and Retention Survey respondents" is more appropriate for reporting.

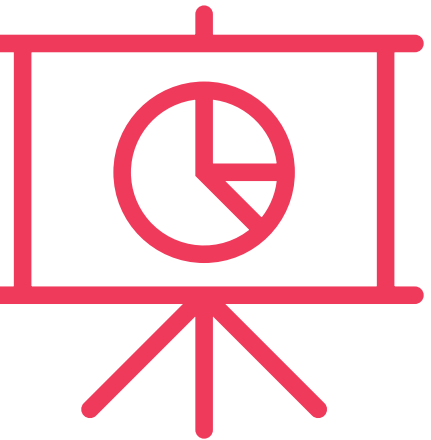
Background Information: Please indicate your gender.

	2023-2024 Results
Male	16%
Female	82%
Choose Not to Disclose	2%

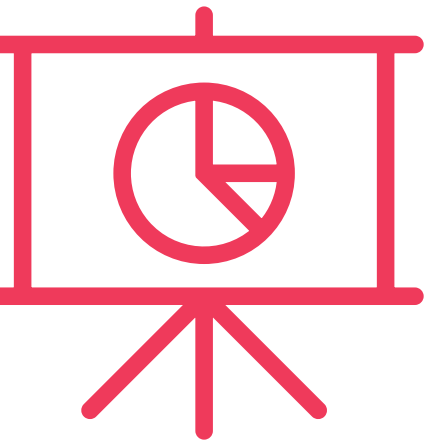


Background Information: Please indicate your race/ethnicity.

	2023-2024 Results
Hispanic or Latino	1%
Black or African American	24%
White	70%
Asian	0%
Native Hawaiian or Pacific Islander	0%
Native American or Alaskan Native	0%
Two or More Races	1%
Choose Not to Disclose	4%

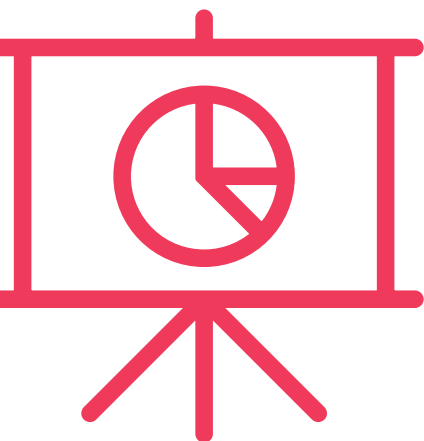


	2023-2024 Results
1-5 Years	19%
6-10 Years	16%
11-15 Years	16%
16-20 Years	18%
21-25 Years	16%
25+ Years	15%



Background Information: Did you complete a traditional or an alternate route teacher education program?

	2023-2024 Results
Traditional	65%
Alternate Route	35%



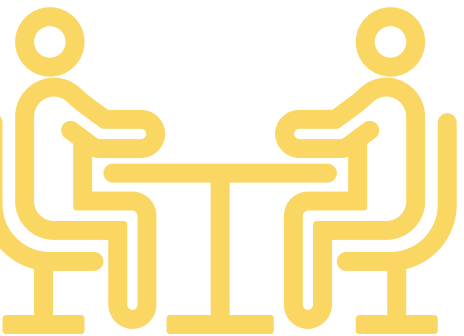
Recruit

Teacher Retention Survey Results

Which of the following innovative ideas from last year's Teacher Retention Survey comments and/or stakeholder feedback sessions would have the biggest impact on teacher recruitment?

13

	2023-2024 Results
Increased Days for Sick and/or Personal Leave	53%
Child Care Programs for Employees' Children	13%
Free or Low-cost Housing	12%
Transportation Supports (e.g. dedicated shuttle bus between schools) for Employees	1%
Pet Insurance	1%
Other	20%



Support

Teacher Retention Survey Results

Which of the following do you think is most important for mentor experience?



	2023-2024 Results
The mentor has at least 5 or more years of experience than the mentee	51%
The mentor has at least 10 or more years of experience than the mentee	36%
The mentor has at least 15 or more years of experience than the mentee	5%
Other	8%



	2023-2024 Results
The mentor provides observation/coaching for the mentee.	44%
The mentor provides support on professional tasks (e.g., conferences, emails, paperwork) for mentee.	33%
The mentor provides emotional support for the mentee.	18%
Other	4%

New Teacher Support: Which of the following is the most important for the mentor and mentee matching?

	2023-2024 Results
The mentee teaches the same subject area as the mentor.	62%
The mentee teaches the same grade as the mentor.	22%
The mentee gets to pick the mentor.	8%
Other	8%



Working Conditions: Which of the following interruptions has the greatest impact on instruction?



	2023-2024 Results
Students' Personal Devices	36%
Office Announcements and/or Calls	14%
School Assemblies and /or Team Events, Games, etc.	12%
Messages Delivered to the Classroom Regarding Meetings, Pull-outs, Attendance, etc.	11%
Notifications and Emails Delivered via Employee or Personal Device	4%
Other	23%

Working Conditions: Which of the following is most important for ensuring a safe school environment?

	2023-2024 Results
Campus Security Factors	43%
Student Behavioral Factors	36%
Administrative Factors	12%
Social Media Factors	4%
Parental Factors	3%
Other	2%



Empower

Teacher Retention Survey Results

Compensation: Which of the following is the biggest driver behind calls for increased teacher compensation?

	2023-2024 Results
Increased Cost of Living Due to Inflation	32%
Increased Workload, Expectations, and/or Stress	23%
Teacher Salaries Do Not Match That of Other Professions	21%
Teacher Salaries in Nearby States Are Higher	17%
Inability to Repay Student Loans	3%
Higher Insurance Premiums	2%
Other	1%





	2023-2024 Results
Effectively handle student discipline and behavioral issues.	65%
Regularly model and/or give feedback on instruction.	6%
Treat teachers with respect.	18%
Know the non-academic needs of students.	3%
Be knowledgeable about the curricula being used.	5%
Other	3%

School Leadership: Which of the following school leader actions would be most likely to impact teacher retention?

	2023-2024 Results
Increased Accountability	9%
Improved Leadership Training	5%
Stronger Relationships with Teachers	19%
Better Support with Students and Parents	27%
More Trust and Autonomy for Teachers	32%
Other	8%





	2023-2024 Results
My district does not have a modified calendar, but it would help teacher retention if it did.	20%
My district does not have a modified calendar, but it would push teachers to leave if we did.	19%
My district has a modified calendar, and it helps teacher retention.	15%
My district has a modified calendar, and it pushes teachers to leave.	5%
Having a modified calendar does not or would not impact teacher retention in my district.	41%

Retain

Teacher Retention Survey Results

Teacher Retention: Which of the following best describes your immediate professional plans?



	2023-2024 Results
Continue teaching at my current school	69%
Continue teaching in the district but leave this school	3%
Continue teaching in this state but leave this district	5%
Continue teaching in a state other than Mississippi	2%
Continue working in education but pursue an administrative position	6%
Continue working in education but pursue a non-administrative position	2%
Leave education entirely	5%
Retire from education	7%



	2023-2024 Results
Interactions with Students	44%
School Leadership	10%
Teacher Leadership and Compensation	9%
Professional Expectations	4%
Community Support and Involvement	5%
Instructional Practices and Colleagues	10%
Facilities and Resources	3%
I Plan to Leave the Profession	9%
Learning and Development	6%



	2023-2024 Results
Interactions with students	6%
Instructional practices and colleagues	2%
School leadership	14%
I plan to continue teaching	40%
Teacher leadership and compensation	20%
Learning and development	1%
Community support and involvement	3%
Facilities and Resources	2%
Professional Expectations	11%

Teacher Retention: Of the following, what do you think is the most important to increase teacher recruitment and retention?



	2023-2024 Results
Additional teacher pay raises	73%
Tuition scholarships and loan repayment/forgiveness	8%
Health insurance premiums & retirement benefits	7%
Signing and/or retention bonuses	10%
Emphasizing the difference teachers make on students' lives	2%

Teacher Recruitment and Retention Survey

Statewide Strategies

100%
of districts
submitted PGS
data for the
2023-2024 School
Year via MECCA

Number of Districts Opting for Full
Implementation of all PGS
Features in MECCA for 2024-2025

30

Number of District Participating in
the PGS Portal Community of
Practice

83

MDE is launching a new education leadership series with topics including:

Strengthening Instruction: Multi-Tiered Systems of Support and High-Quality Instructional Materials

Strengthening Teams: School Culture, Social Media, and Professional Learning Communities

Strengthening Schools: Accreditation, Accountability Model, and School Improvement





Likely to Recommend?	100% Likely or Very Likely	Effective for Recruitment and Retention?	99% Agree or Strongly Agree
Learned New Strategies, Resources, or Skills?	100% Agree or Strongly Agree	Felt Celebrated, Inspired, and Empowered?	100% Agree or Strongly Agree



Office of Educator Continuum

Division of Educator Talent Acquisition

mdek12.org



MISSISSIPPI
DEPARTMENT OF
EDUCATION

