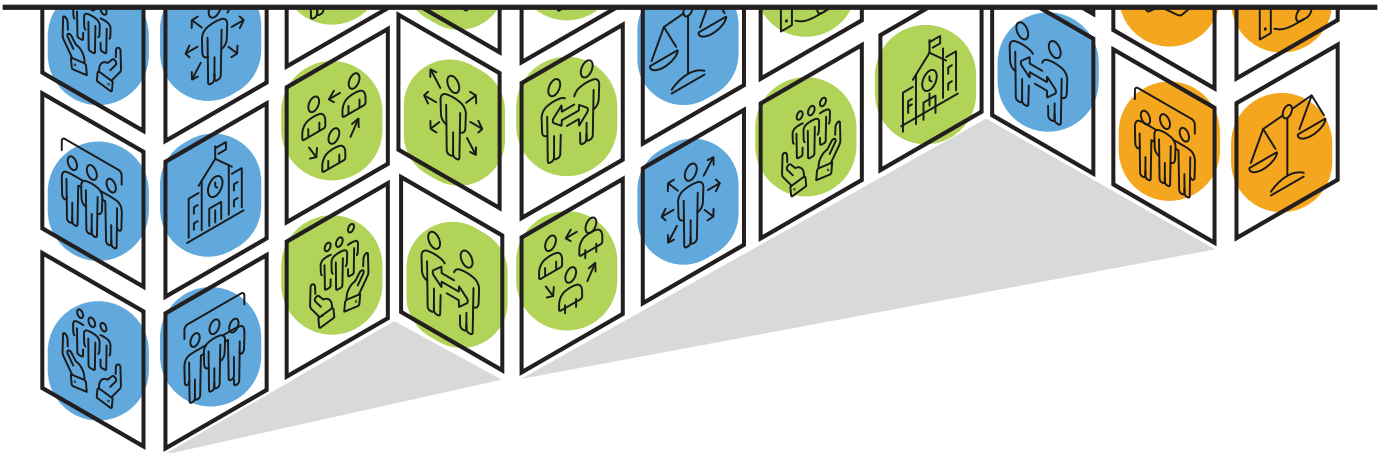




Mississippi Teacher Recruitment and Retention Resource

Building Stronger Supports for New Teachers



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This resource lists considerations for district and school leaders striving to recruit, hire and retain new teachers. All items are based on feedback from educators during the Teacher Recruitment and Retention Conference hosted by **William Carey University** and the **Gulfport School District**.

Recruit

FIRST-YEAR Mississippi Teachers

When prompted with the question, "What should I have asked at my interview?", first-year Mississippi teachers responded:



Student Achievement

- What is the pass/fail rate of your student population?
- What is the district's graduation rate?
- How do you balance intervention, English Learner, and/or individualized education plan supports between classes?
- What resources will be available for general education teachers to support students with disabilities?



School Community

- What is community engagement like at your school?
- How much support do you have from parents?
- What challenges can I expect to face working in this district?
- What does a teacher's break look like and how do you ensure teachers have a break?



Instructional Materials

- Do you provide training for the data tracking programs that you use?
- Does the district have a pacing and scaffolding document?
- What curriculum do you use?
- What academic resources do you provide?



Expectations & Opportunities

- What additional opportunities are available for a first-year teacher?
- What are teacher expectations from day-to-day and during observations?
- Do you require everything to be computerized?
- What are your expectations for a new teacher?



Culture & Climate

- What activities are offered for students?
- What is the average class size?
- What is the disciplinary process that teachers use in the classroom?
- What does your behavioral support for teachers in the classroom look like?



Coaching & Support

- How do curriculum specialists/leaders help teachers to be successful?
- Does the school offer a mentor program?
- Are we provided time to observe other teachers on and off site?
- What professional development do you offer?

Retain

THIRD-YEAR Mississippi Teachers

When prompted with the question, "What will it take to retain me through retirement?", third-year Mississippi teachers responded:



Work Life Balance

- Increase focus on mental health awareness
- Reduce workload required after hours
- Provide more time to focus on home life
- Consider schedules that offer more time for planning and professional development



Student Achievement

- Increase accountability for students and families regarding attendance, behavior, and academics
- Focus on career pathways
- Offer instructional coaching



Culture & Climate

- Develop empathy, student choice, patience and modeled behaviors to support classroom management
- Offer additional lunch options for teachers
- Ensure a duty-free lunch break
- Maintain positive, healthy, and clean school environments



Appreciation

- Increase teacher recognition and praise from all stakeholders for efforts and hard work
- Feel heard and respected as a professional
- Boost compensation to make it competitive with other professions
- Provide flexible and tailored opportunities for professional growth



Administrative Support

- Promote strong leaders who check in with their teachers
- Increase teacher autonomy and creativity
- Expectations should be clear and modeled by leaders
- Provide support during parent and student conferences

Retain

MISSISSIPPI MENTOR Teachers

When prompted with the question, “What are the best practices for retaining first- through third-year teachers?”, Mississippi mentor teachers responded:



Wrap Around Supports

- Offer access to a mental health counselor for staff and their families
- Provide financial literacy classes
- Offer child care for employees
- Schedule a shuttle bus for teacher’s children who attend other schools in the district



Mentoring & Induction Programming

- Provide a mentor program with monthly meetings and stipends for teachers who are interested in participating
- Allow mentors and mentees to choose each other
- Create a new teacher induction program
- Share pre-made exemplar lesson plans



Collaborative Opportunities

- Ensure class coverage to allow educators, particularly new teachers, time to observe other classes
- Create space to plan outside of the classroom, but during the school day
- Establish centers for teaching and learning
- Tailor professional development



Culture & Climate

- Ensure clear and consistent expectations
- Provide support for classroom management
- Ensure a duty-free lunch
- Focus on building relationships between staff, students, and parents



Benefits

- Allow jeans as a part of the dress code
- Allocate funds for initial classroom set-up
- Provide relocation assistance for new hires
- Offer travel incentives
- Start tuition grants