

Teacher Retention Survey Results

Office of Educator Continuum

Division of Educator Talent Acquisition and Effectiveness

mdek12.org



MISSISSIPPI
DEPARTMENT OF
EDUCATION

2022-2023



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

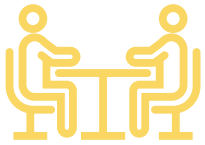


EVERY School and District is Rated “C” or Higher

6



RECRUIT



LICENSE



SUPPORT



RETAIN



PREPARE



HIRE



EMPOWER



RETIRE

MDE developed the Teacher Retention Survey based on North Carolina's Working Conditions survey, Tennessee's Educator Survey, and Mississippi workforce initiatives.

The Teacher Retention Survey launched on April 14, 2023 and closed on June 30, 2023.

9,448 Mississippi teachers responded to the survey, of which 6,267 Mississippi teachers completed the survey out of a total of 31,858 teachers for the 2022-2023 school year.

The anonymous survey addressed factors such as recruitment, onboarding, support, community involvement, school leadership, and compensation.

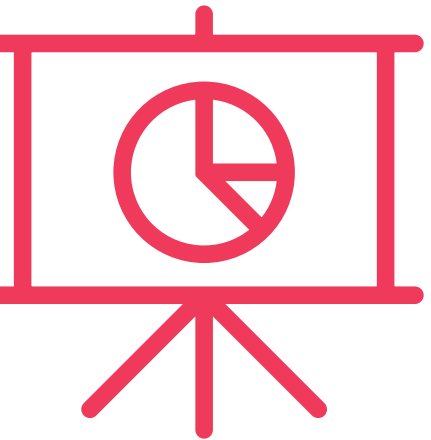
MDE's survey software reports percentages to the nearest whole number, so results may be within 1-2% of 100% due to rounding.

Results are reported in response to multiple choice, multiple selection, and Likert scale question types. Multiple selection questions are noted as they may not add to 100%.

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

Questions that are either new or modified based on stakeholder feedback will only include the 2022-2023 results.

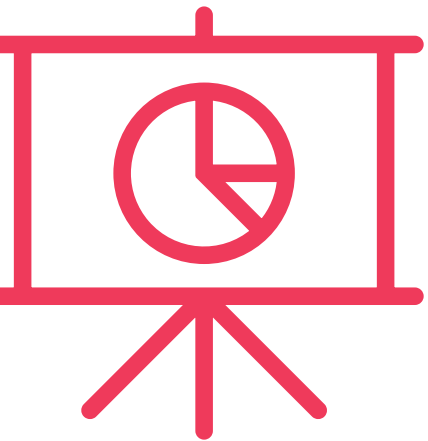
Background Information: Please indicate your gender.



	2021-2022 Results	2022-2023 Results	Difference
Male	15%	15%	0
Female	82%	83%	+1
Choose Not to Disclose	3%	3%	0

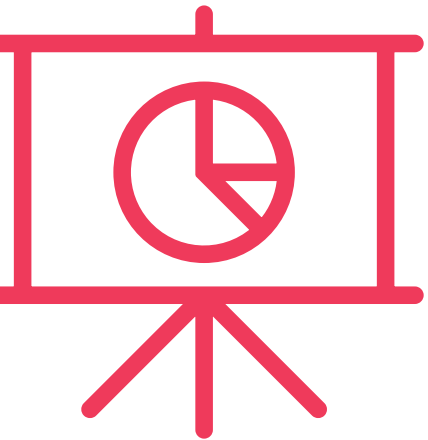
Background Information: Please indicate your race/ethnicity.

	2021-2022 Results	2022-2023 Results	Difference
Hispanic or Latino	1%	1%	0
Black or African American	25%	23%	-2
White	67%	69%	+2
Asian	1%	0%	-1
Native Hawaiian or Pacific Islander	0%	0%	0
Native American or Alaskan Native	0%	0%	0
Two or More Races	1%	1%	0
Choose Not to Disclose	6%	5%	-1



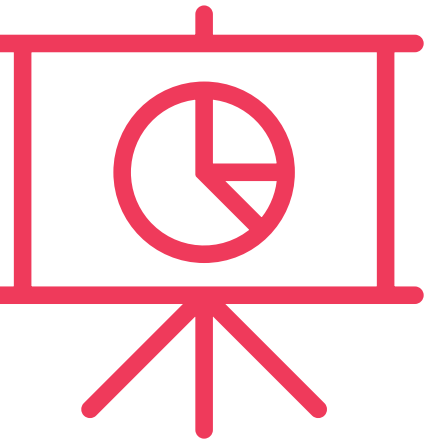
Background Information: Did you complete a traditional or an alternate route teacher education program?

	2021-2022 Results	2022-2023 Results	Difference
Traditional	68%	66%	-2
Alternate Route	32%	34%	+2



Background Information: How many total years have you been employed as an educator? 10

	2021-2022 Results	2022-2023 Results	Difference
1 Year	4%	6%	+2
2-3 Years	5%	9%	+4
4-5 Years	7%	8%	+1
6-10 Years	17%	16%	-1
11-20 Years	37%	34%	-3
20+ Years	30%	28%	-2

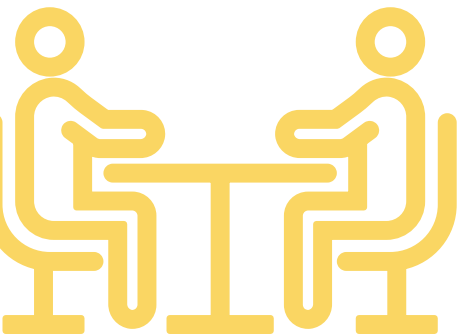


Recruit

Teacher Retention Survey Results

Out of the items listed below, which had the greatest influence on your decision to apply to your school /district?(Select up to two options)

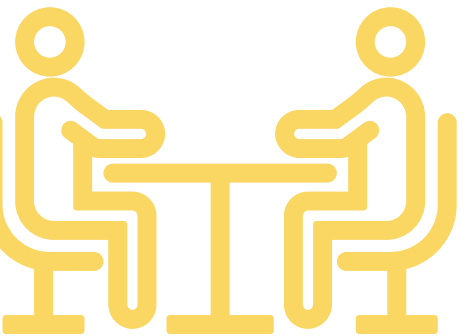
	2021-2022 Results	2022-2023 Results	Difference
User-friendliness and quality of the district’s website or application process	6%	7%	+1
Met recruitment staff at a job fair or other recruitment event	2%	3%	+1
The district’s pay scale is higher than other alternatives	11%	14%	+3
A conversation/relationship with the school leader	28%	28%	0
I completed my student teaching/clinical practice within the district	14%	14%	0
Individuals from my personal or professional network teach there	25%	26%	+1
The geographic location worked best for me	47%	45%	-2
I attended school in this school or district	28%	26%	-2
Other	13%	12%	-1



*** Note: Respondents could select up to two (2) items.**

Where did you first hear of the open position?

	2022-2023 Results
The districts or school's website	32%
A billboard, flyer, or other advertisement	1%
An online job board (e.g., TalentED, MDE job postings)	3%
From a colleague or friend	48%
A job fair	3%
Other	14%



Hire



Teacher Retention Survey Results

Which steps were part of the hiring process for the job you accepted at your current school?*

	2021-2022 Results	2022-2023 Results	Difference
Interview with someone in the district's central office	30%	26%	-4
Phone or virtual (e.g., over Zoom) interview with the principal	10%	14%	+4
In-person interview with the principal	79%	77%	-2
Interview with current teachers in the school	14%	18%	+4
Interview with parents or other members of the school community	1%	1%	0
Teaching a demonstration lesson	3%	3%	0
Supplying my prior evaluation scores or other prior evidence of my effectiveness	8%	7%	-1
Activity involving use of student data	2%	2%	0
Check of my references	29%	30%	+1
Other	5%	5%	0



* **Note: Respondents could select all that apply.**

Reflecting back on your onboarding experience, which of the following was most important?



	2021-2022 Results	2022-2023 Results	Difference
The overall application process was user-friendly and easy to access	20%	21%	+1
The interview process was fair	32%	31%	-1
Human Resources processing (e.g., payroll signup) was efficient	6%	7%	+1
Communication throughout the process was clear	43%	42%	-1

Support

Teacher Retention Survey Results

When you were a new teacher, which of the following kinds of support had the greatest influence on your decision to continue teaching?

	2021-2022 Results	2022-2023 Results	Difference
Formally assigned mentor	23%	23%	0
Seminars specifically designed for new teachers	3%	3%	0
Common planning time with other teachers	20%	19%	-1
Release time to meet with mentor during school hours	2%	2%	0
Orientation for new teachers	8%	6%	-2
Access to professional learning where I could discuss concerns with other teachers	7%	8%	+1
Regular communication with principals, other administrators or department chair	19%	19%	0
I receive no additional support as a new teacher	19%	20%	+1



Which of the following do you think is most important for mentors and mentees? (Select up to two options.)

	22-23 Results
The mentor has at least 5 or more years of experience than the mentee	27%
The mentor has at least 10 or more years of experience than the mentee	17%
The mentor has at least 15 or more years of experience than the mentee	5%
The mentor taught/teaches the same grade as the mentee	30%
The mentor taught/teaches the same subject as the mentee	45%
The mentor provides emotional support for the mentee	32%
The mentor provides support on professional tasks (e.g., conferences, emails, paperwork) for the mentee	37%
The mentor provides observation/coaching support for the mentee	37%



***Note: Respondents could select up to two options.**

Use of Time: Class sizes are reasonable such that teachers have the time available to meet the needs of all students.



	2021-2022 Results	2022-2023 Results	Difference
Strongly Disagree	12%	12%	0
Disagree	23%	21%	-2
Neutral	16%	16%	0
Agree	36%	34%	-2
Strongly Agree	14%	17%	+3
Do Not Know	1%	0%	-1

Use of Time: Teachers are allowed to focus on educating students with minimal interruptions.



	2021-2022 Results	2022-2023 Results	Difference
Strongly Disagree	11%	12%	+1
Disagree	22%	23%	+1
Neutral	16%	18%	+2
Agree	38%	33%	-5
Strongly Agree	13%	14%	+1
Do Not Know	0%	0%	0

Use of Time: The non-instructional time provided for teachers in my school is sufficient so that teachers have time available to collaborate with colleagues.



	2021-2022 Results	2022-2023 Results	Difference
Strongly Disagree	11%	11%	0
Disagree	22%	21%	-1
Neutral	17%	18%	+1
Agree	38%	38%	0
Strongly Agree	12%	12%	0
Do Not Know	1%	1%	0

Use of Time: Efforts are made to minimize the amount of routine paperwork teachers are required to do.



	2021-2022 Results	2022-2023 Results	Difference
Strongly Disagree	17%	17%	0
Disagree	25%	24%	-1
Neutral	20%	19%	-1
Agree	29%	29%	0
Strongly Agree	8%	9%	+1
Do Not Know	1%	1%	0

Use of Time: Teachers have sufficient instructional time to meet the needs of all students.



	2021-2022 Results	2022-2023 Results	Difference
Strongly Disagree	7%	7%	0
Disagree	16%	17%	+1
Neutral	17%	17%	0
Agree	45%	45%	0
Strongly Agree	14%	14%	0
Do Not Know	1%	1%	0

Use of Time: Efforts are made to minimize the amount of school-related responsibilities teachers are required to do outside of the regular school workday.



	2021-2022 Results	2022-2023 Results	Difference
Strongly Disagree	13%	13%	0
Disagree	21%	20%	-1
Neutral	20%	20%	0
Agree	35%	36%	+1
Strongly Agree	10%	10%	0
Do Not Know	1%	1%	0

Facilities and Resources: Teachers have sufficient access to appropriate instructional materials.



	2021-2022 Results	2022-2023 Results	Difference
Strongly Disagree	4%	4%	0
Disagree	10%	9%	-1
Neutral	11%	12%	+1
Agree	47%	48%	+1
Strongly Agree	26%	26%	0
Do Not Know	0%	1%	+1

Facilities and Resources: Teachers have sufficient access to digital content and resources.



	2021-2022 Results	2022-2023 Results	Difference
Strongly Disagree	3%	3%	0
Disagree	7%	5%	-2
Neutral	9%	10%	+1
Agree	49%	50%	+1
Strongly Agree	32%	32%	0
Do Not Know	0%	1%	+1

Facilities and Resources: Teachers have sufficient access to office equipment and supplies such as copy machines, paper, pens, etc.



	2021-2022 Results	2022-2023 Results	Difference
Strongly Disagree	5%	4%	-1
Disagree	10%	11%	+1
Neutral	9%	10%	+1
Agree	44%	45%	+1
Strongly Agree	31%	30%	-1
Do Not Know	0%	0%	0

Facilities and Resources: Teachers have sufficient access to instructional technology, including computers, devices, printers, software, and internet access.



	2021-2022 Results	2022-2023 Results	Difference
Strongly Disagree	3%	2%	-1
Disagree	6%	5%	-1
Neutral	7%	7%	0
Agree	45%	46%	+1
Strongly Agree	39%	39%	0
Do Not Know	0%	0%	0



	2021-2022 Results	2022-2023 Results	Difference
Strongly Disagree	7%	6%	-1
Disagree	14%	11%	-3
Neutral	15%	16%	+1
Agree	41%	43%	+2
Strongly Agree	23%	24%	+1
Do Not Know	0%	0%	0

Facilities and Resources: The physical environment of classrooms in this school supports teaching and learning.



	2021-2022 Results	2022-2023 Results	Difference
Strongly Disagree	3%	3%	0
Disagree	8%	7%	-1
Neutral	14%	14%	0
Agree	50%	52%	+2
Strongly Agree	24%	24%	0
Do Not Know	0%	0%	0

Facilities and Resources: The reliability and speed of internet connections in this school are sufficient to support instructional practices.



	2021-2022 Results	2022-2023 Results	Difference
Strongly Disagree	7%	5%	-2
Disagree	13%	10%	-3
Neutral	13%	13%	0
Agree	46%	47%	+1
Strongly Agree	22%	24%	+2
Do Not Know	0%	0%	0

Community Support and Involvement: Teachers provide parents/guardians with useful information about student learning.



	2021-2022 Results	2022-2023 Results	Difference
Strongly Disagree	1%	1%	0
Disagree	3%	2%	-1
Neutral	10%	10%	0
Agree	58%	59%	+1
Strongly Agree	27%	27%	0
Do Not Know	1%	1%	0

Community Support and Involvement: Parents/guardians support teachers, contributing to their success with students.



	2021-2022 Results	2022-2023 Results	Difference
Strongly Disagree	8%	8%	0
Disagree	23%	23%	0
Neutral	29%	28%	-1
Agree	33%	33%	0
Strongly Agree	7%	7%	0
Do Not Know	1%	1%	0



	2021-2022 Results	2022-2023 Results	Difference
Strongly Disagree	4%	4%	0
Disagree	5%	5%	0
Neutral	14%	15%	+1
Agree	39%	40%	+1
Strongly Agree	37%	36%	-1
Do Not Know	0%	1%	+1

Community Support and Involvement: I feel like someone cares about me at this school.



	2021-2022 Results	2022-2023 Results	Difference
Strongly Disagree	4%	3%	-1
Disagree	6%	5%	-1
Neutral	14%	14%	0
Agree	42%	44%	+2
Strongly Agree	33%	34%	+1
Do Not Know	1%	0%	-1

Community Support and Involvement: I am encouraged to stay at this school by my administration and/or other staff members.



	2021-2022 Results	2022-2023 Results	Difference
Strongly Disagree	6%	5%	-1
Disagree	8%	8%	0
Neutral	16%	16%	0
Agree	36%	37%	+1
Strongly Agree	33%	33%	0
Do Not Know	1%	1%	0

Community Support and Involvement: I feel like I am part of a community at this school.



	2021-2022 Results	2022-2023 Results	Difference
Strongly Disagree	4%	4%	0
Disagree	8%	7%	-1
Neutral	16%	18%	+2
Agree	41%	41%	0
Strongly Agree	31%	30%	-1
Do Not Know	0%	0%	0

Learning Environment: Students understand and follow expectations for their conduct.



	2021-2022 Results	2022-2023 Results	Difference
Strongly Disagree	11%	10%	-1
Disagree	22%	22%	0
Neutral	18%	20%	+2
Agree	40%	40%	0
Strongly Agree	8%	8%	0
Do Not Know	0%	0%	0



	2021-2022 Results	2022-2023 Results	Difference
Strongly Disagree	3%	2%	-1
Disagree	10%	9%	-1
Neutral	14%	14%	0
Agree	55%	55%	0
Strongly Agree	18%	19%	+1
Do Not Know	0%	0%	0

Learning Environment: School administrators understand and follow policies and procedures for student conduct.



	2021-2022 Results	2022-2023 Results	Difference
Strongly Disagree	7%	6%	-1
Disagree	13%	12%	-1
Neutral	18%	18%	0
Agree	44%	46%	+2
Strongly Agree	18%	18%	0
Do Not Know	0%	1%	+1



	2021-2022 Results	2022-2023 Results	Difference
Strongly Disagree	3%	4%	+1
Disagree	8%	8%	0
Neutral	14%	17%	+3
Agree	50%	49%	-1
Strongly Agree	25%	21%	-4
Do Not Know	0%	0%	0

Professional Development: Sufficient resources and time are available for professional development in my school.



	2021-2022 Results	2022-2023 Results	Difference
Strongly Disagree	5%	5%	0
Disagree	14%	13%	-1
Neutral	19%	19%	0
Agree	47%	47%	0
Strongly Agree	15%	15%	0
Do Not Know	1%	1%	0

Professional Development: Professional learning opportunities are aligned with areas of growth from observations.



	2021-2022 Results	2022-2023 Results	Difference
Strongly Disagree	6%	5%	-1
Disagree	16%	14%	-2
Neutral	23%	22%	-1
Agree	40%	41%	+1
Strongly Agree	13%	13%	0
Do Not Know	3%	3%	0

Professional Development: Professional development offerings are data driven and deepen teachers' content knowledge.



	2021-2022 Results	2022-2023 Results	Difference
Strongly Disagree	5%	5%	0
Disagree	14%	12%	-2
Neutral	24%	24%	0
Agree	41%	42%	+1
Strongly Agree	13%	14%	+1
Do Not Know	3%	3%	0

Professional Development: Teachers have sufficient training to fully utilize instructional technology.



	2021-2022 Results	2022-2023 Results	Difference
Strongly Disagree	5%	5%	0
Disagree	15%	13%	-2
Neutral	20%	19%	-1
Agree	45%	47%	+2
Strongly Agree	14%	15%	+1
Do Not Know	1%	1%	0

Professional Development: Professional development provides ongoing opportunities for teachers to work with colleagues to reflect on their own practice and refine teaching practices.



	2021-2022 Results	2022-2023 Results	Difference
Strongly Disagree	5%	4%	-1
Disagree	13%	12%	-1
Neutral	22%	21%	-1
Agree	46%	48%	+2
Strongly Agree	14%	14%	0
Do Not Know	1%	1%	0

Professional Development: Professional development enhances teachers' ability to implement instructional strategies that meet diverse student learning needs.



	2021-2022 Results	2022-2023 Results	Difference
Strongly Disagree	4%	4%	0
Disagree	11%	10%	-1
Neutral	22%	22%	0
Agree	47%	49%	+2
Strongly Agree	14%	14%	0
Do Not Know	1%	1%	0

Professional Development: Local assessment data are available in time to impact instructional practices.



	2021-2022 Results	2022-2023 Results	Difference
Strongly Disagree	2%	2%	0
Disagree	6%	5%	-1
Neutral	16%	16%	0
Agree	53%	54%	+1
Strongly Agree	18%	19%	+1
Do Not Know	4%	4%	0

Instructional Practices & Support: The curriculum taught in this school is aligned with the Mississippi College- and Career-Readiness Standards (MS CCRS).



	2021-2022 Results	2022-2023 Results	Difference
Strongly Disagree	1%	1%	0
Disagree	1%	1%	0
Neutral	5%	6%	+1
Agree	47%	47%	0
Strongly Agree	44%	44%	0
Do Not Know	2%	1%	-1



	2021-2022 Results	2022-2023 Results	Difference
Strongly Disagree	3%	3%	0
Disagree	8%	7%	-1
Neutral	21%	21%	0
Agree	47%	48%	+1
Strongly Agree	18%	18%	0
Do Not Know	3%	3%	0

Instructional Practices & Support: Teachers believe what is taught will make a difference in students' lives.



	2021-2022 Results	2022-2023 Results	Difference
Strongly Disagree	2%	2%	0
Disagree	4%	5%	+1
Neutral	13%	14%	+1
Agree	49%	50%	+1
Strongly Agree	30%	28%	-2
Do Not Know	2%	2%	0

Instructional Practices & Support: Teachers have knowledge of the content covered and instructional methods used by other teachers at this school.



	2021-2022 Results	2022-2023 Results	Difference
Strongly Disagree	2%	1%	-1
Disagree	6%	6%	0
Neutral	11%	11%	0
Agree	51%	52%	+1
Strongly Agree	28%	27%	-1
Do Not Know	2%	2%	0

Instructional Practices & Support: Teachers use digital content and resources in their instruction.



	2021-2022 Results	2022-2023 Results	Difference
Strongly Disagree	1%	1%	0
Disagree	1%	1%	0
Neutral	6%	6%	0
Agree	55%	56%	+1
Strongly Agree	36%	36%	0
Do Not Know	1%	1%	0

Empower

Teacher Retention Survey Results

Teacher Leadership & Compensation: Teachers are recognized as educational experts.



	2021-2022 Results	2022-2023 Results	Difference
Strongly Disagree	8%	6%	-2
Disagree	15%	15%	0
Neutral	19%	20%	+1
Agree	42%	43%	+1
Strongly Agree	16%	16%	0
Do Not Know	0%	0%	0

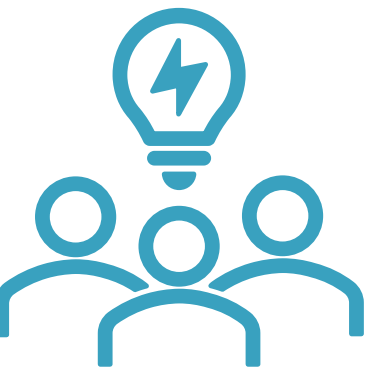
Who have you primarily worked with this year to improve your teaching?



	2021-2022 Results	2022-2023 Results	Difference
Administrator in my school (e.g., principal, assistant principal)	28%	29%	+1
Instructional coach in my school (e.g., literacy or math coach)	11%	11%	0
Another teacher in my school (e.g., veteran teacher, department chair, team leader, mentor)	40%	39%	-1
Support Staff from my district (e.g., district coach, content coordinator)	8%	8%	0
Other	14%	13%	-1

Teacher Leadership & Compensation: Teachers are encouraged to participate in school leadership roles.

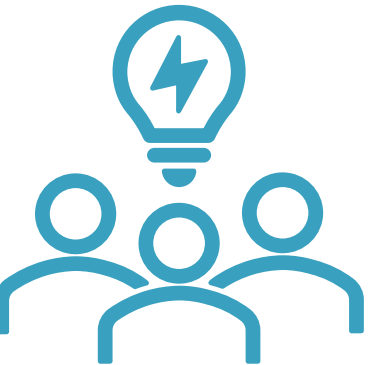
	2021-2022 Results	2022-2023 Results	Difference
Strongly Disagree	5%	4%	-1
Disagree	12%	12%	0
Neutral	20%	19%	-1
Agree	45%	47%	+2
Strongly Agree	17%	17%	0
Do Not Know	1%	2%	+1



Teacher Leadership & Compensation: The faculty has an effective process for making group decisions to solve problems.

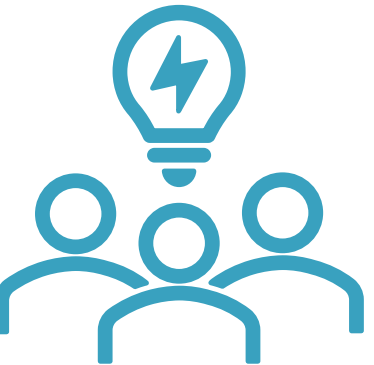
	2021-2022 Results	2022-2023 Results	Difference
Strongly Disagree	9%	8%	-1
Disagree	20%	19%	-1
Neutral	23%	23%	0
Agree	35%	36%	+1
Strongly Agree	11%	12%	+1
Do Not Know	2%	2%	0





	2021-2022 Results	2022-2023 Results	Difference
Strongly Disagree	19%	22%	+3
Disagree	28%	29%	+1
Neutral	23%	22%	-1
Agree	25%	22%	-3
Strongly Agree	4%	4%	0
Do Not Know	0%	0%	0

Teacher Leadership & Compensation: I left my district or have considered leaving to move to a district with higher teacher salaries.



	2021-2022 Results	2022-2023 Results	Difference
Strongly Disagree	12%	10%	-2
Disagree	27%	26%	-1
Neutral	19%	19%	0
Agree	23%	24%	+1
Strongly Agree	17%	18%	+1
Do Not Know	2%	3%	+1

Teacher Leadership & Compensation: The teacher pay raise made me feel more valued, respected, and fairly compensated.

	2021-2022 Results	2022-2023 Results	Difference
Strongly Disagree	5%	7%	+2
Disagree	10%	13%	+3
Neutral	20%	24%	+4
Agree	41%	39%	-2
Strongly Agree	23%	15%	-8
Do Not Know	1%	1%	0



Retain

Teacher Retention Survey Results

Of the following, what do you think is the most important to increased teacher recruitment and retention?



	2021-2022 Results	2022-2023 Results	Difference
Additional teacher pay raises	54%	65%	+11
Tuition scholarships and loan repayment/forgiveness	16%	10%	-6
Health insurance premiums & retirement benefits	9%	6%	-3
Signing and/or retention bonuses	12%	12%	0
Emphasizing the difference teachers make on students' lives	10%	7%	-3

Which of the following best describes your immediate professional plans?



	2021-2022 Results	2022-2023 Results	Difference
Continue teaching at my current school	73%	73%	0
Continue teaching in the district but leave this school	3%	4%	+1
Continue teaching in this state but leave this district	5%	5%	0
Continue teaching in a state other than Mississippi	2%	2%	0
Continue working in education but pursue an administrative position	6%	5%	-1
Continue working in education but pursue a non-administrative position	3%	2%	-1
Leave education entirely	3%	4%	+1
Retire from education	5%	4%	-1

Which aspect most affects your decision to keep teaching?



	2022-2023 Results
Community support and involvement	5%
Facilities and resources	2%
Instructional practices and colleagues	10%
Interactions with students	51%
Learning and development	7%
School leadership	10%
Teacher leadership and compensation	10%
Professional Expectations	5%

Which aspect most affects your desire to leave teaching?



	2022-2023 Results
Community support and involvement	14%
Facilities and resources	4%
Instructional practices and colleagues	5%
Interactions with students	10%
Learning and development	2%
School leadership	20%
Teacher leadership and compensation	25%
Professional expectations	19%

Which of the options below best represents your experience with classroom observation and coaching this school year?



	2021-2022 Results	2022-2023 Results	Difference
I only had live, in-person observation and coaching this year.	77%	84%	+7
I only had virtual/remote observation and coaching this year.	1%	1%	0
I had both live, in-person AND virtual/remote observation and coaching this year.	14%	8%	-6
Observation and coaching was not conducted by my administrator(s) this year.	7%	7%	0

How helpful was the feedback you received from observations and coaching this year?



	2021-2022 Results	2022-2023 Results	Difference
Not helpful	17%	14%	-3
Slightly helpful	21%	20%	-1
Moderately helpful	28%	29%	+1
Very helpful	35%	37%	+2

School Leadership: Teacher performance is assessed objectively, and teachers receive feedback that can help them improve teaching.

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	2021-2022 Results	2022-2023 Results	Difference
Strongly Disagree	5%	4%	-1
Disagree	9%	8%	-1
Neutral	17%	15%	-2
Agree	45%	48%	+3
Strongly Agree	22%	24%	+2
Do Not Know	1%	1%	0

School Leadership: There is an atmosphere of trust and mutual respect in this school, and teachers feel comfortable raising issues and concerns that are important to them with school leadership.

71



	2021-2022 Results	2022-2023 Results	Difference
Strongly Disagree	12%	10%	-2
Disagree	17%	16%	-1
Neutral	17%	18%	+1
Agree	36%	38%	+2
Strongly Agree	16%	17%	+1
Do Not Know	0%	0%	0

School Leadership: The school leadership consistently supports, recognizes, and appreciates teachers.



	2021-2022 Results	2022-2023 Results	Difference
Strongly Disagree	9%	8%	-1
Disagree	14%	13%	-1
Neutral	20%	19%	-1
Agree	38%	40%	+2
Strongly Agree	20%	20%	0
Do Not Know	0%	0%	0

School Leadership: Teachers are held to high professional standards for delivering instruction.



	2021-2022 Results	2022-2023 Results	Difference
Strongly Disagree	4%	3%	-1
Disagree	6%	5%	-1
Neutral	10%	10%	0
Agree	49%	49%	0
Strongly Agree	31%	32%	+1
Do Not Know	0%	0%	0

School Leadership: The school leadership facilitates using data to improve student learning.



	2021-2022 Results	2022-2023 Results	Difference
Strongly Disagree	2%	2%	0
Disagree	3%	2%	-1
Neutral	9%	9%	0
Agree	48%	49%	+1
Strongly Agree	36%	38%	+2
Do Not Know	1%	1%	0

School Leadership: Teachers have an appropriate level of autonomy and influence on decision making.

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	2021-2022 Results	2022-2023 Results	Difference
Strongly Disagree	9%	7%	-2
Disagree	16%	15%	-1
Neutral	21%	21%	0
Agree	38%	41%	+3
Strongly Agree	15%	15%	0
Do Not Know	1%	1%	0

1

The quality of resources, instructional practices, learning environments, professional development, and community support were consistent for teachers since last year.

2

School leaders are increasingly providing objective observations and feedback that improve teaching.

3

Compensation is a consideration for teachers due to current economic demands.

4

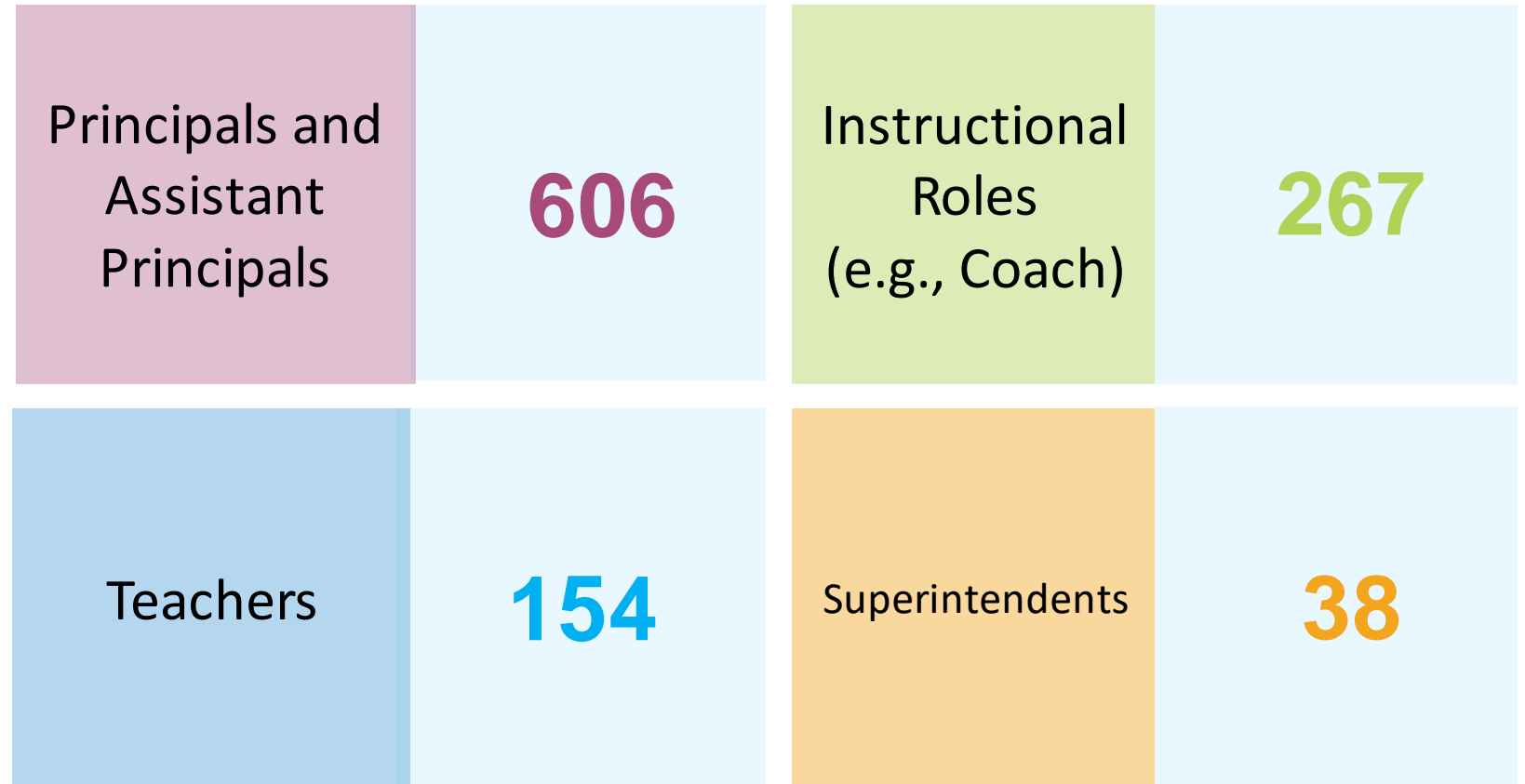
Educators primarily continue teaching because of their students.

Teacher Retention Survey

Statewide Strategies

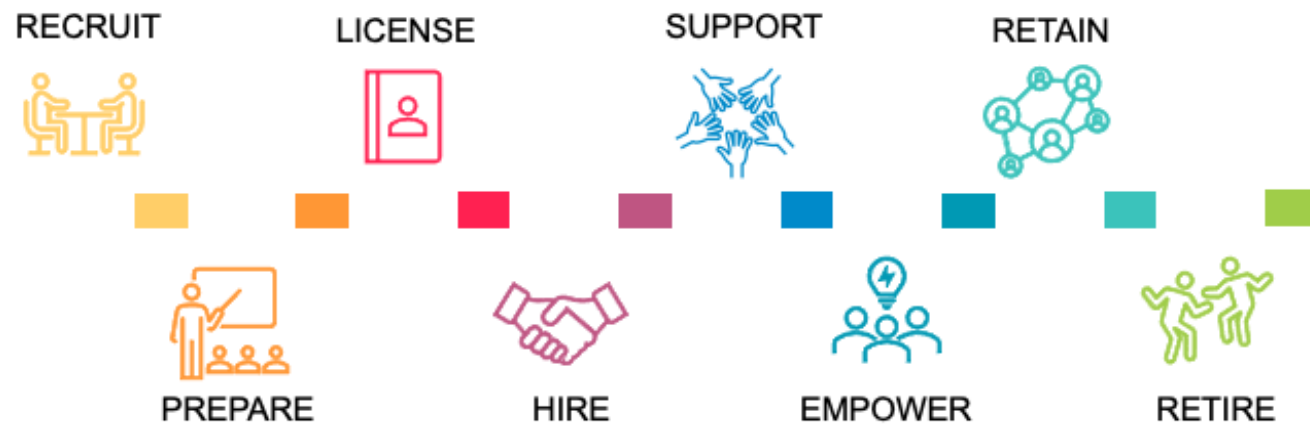
1,065

Participants in
RESA-facilitated
PGS Training



Responsibilities:

- Providing aligned support from recruitment to retirement by working across divisions to develop cohesive strategies
- Designing innovative approaches to current human capital challenges by exploring emerging trends in educator workforce development
- Inspiring Mississippi's education stakeholders to address educator workforce shortages by facilitating collaboration, providing user-friendly tools, and listening for potential policy implications





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 and Effectiveness

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