

Paul Katnik
Office of Educator Quality
Educator Preparation



Critical Needs Flexibility

May 2019



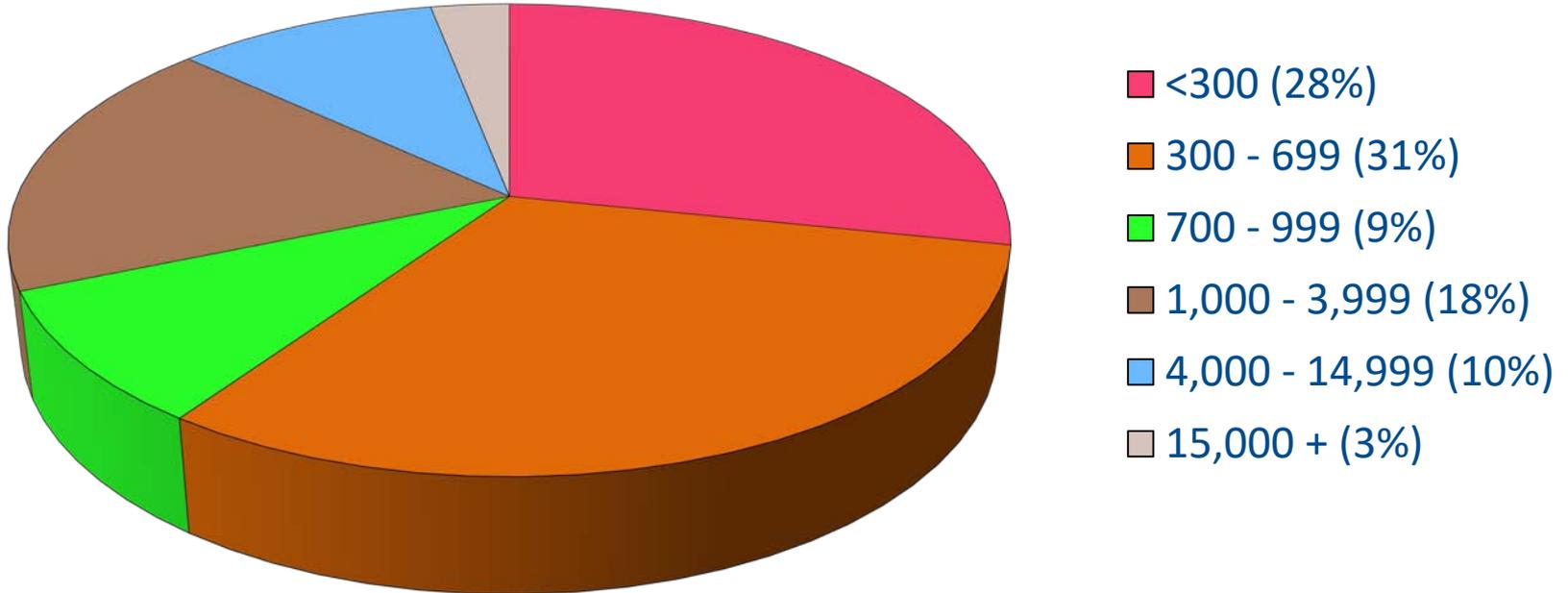
Data Collection

N=6536

- 215 Superintendents
- 263 Principals
- 37 Charter School Leaders
- 72 Human Resource Directors
- 167 Special Education Directors
- 5,782 Teachers (partial findings)

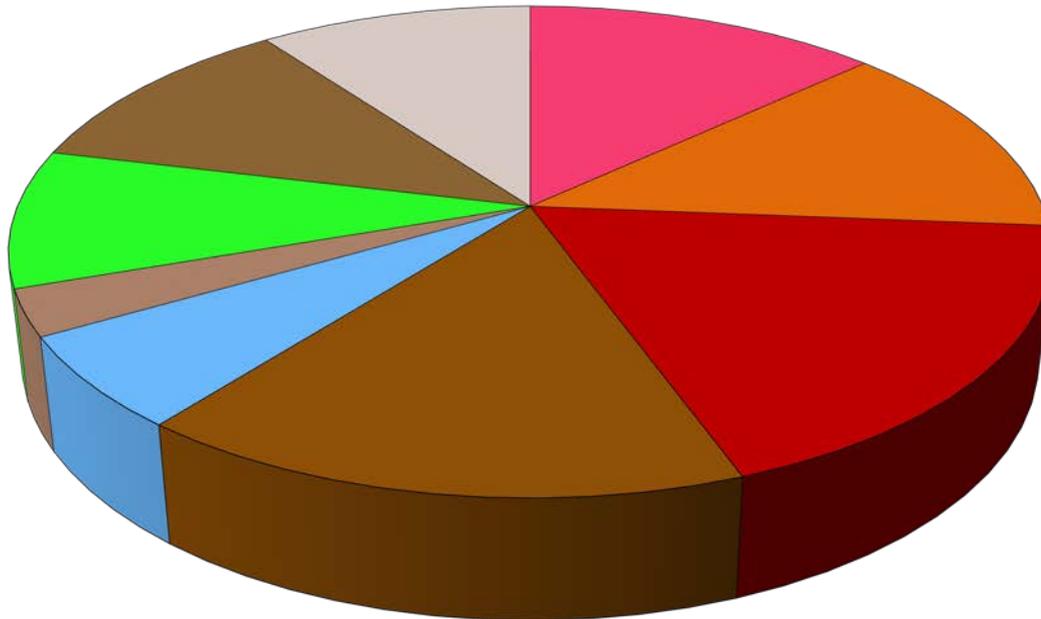
Administrator Surveys

Size of Schools Represented



Administrator Surveys

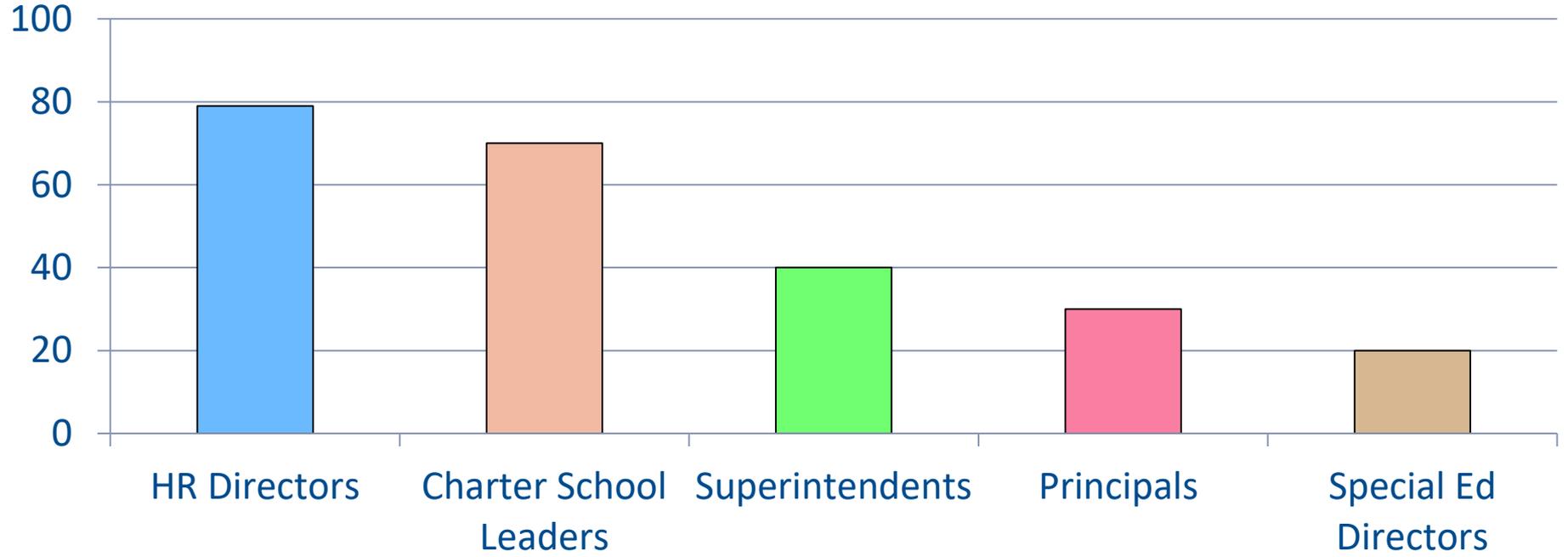
Regions of the State Represented



- StL 13%
- KC 13%
- SW 18%
- Cen 16%
- SE 6%
- W Cen 3%
- SC 9%
- NW 11%

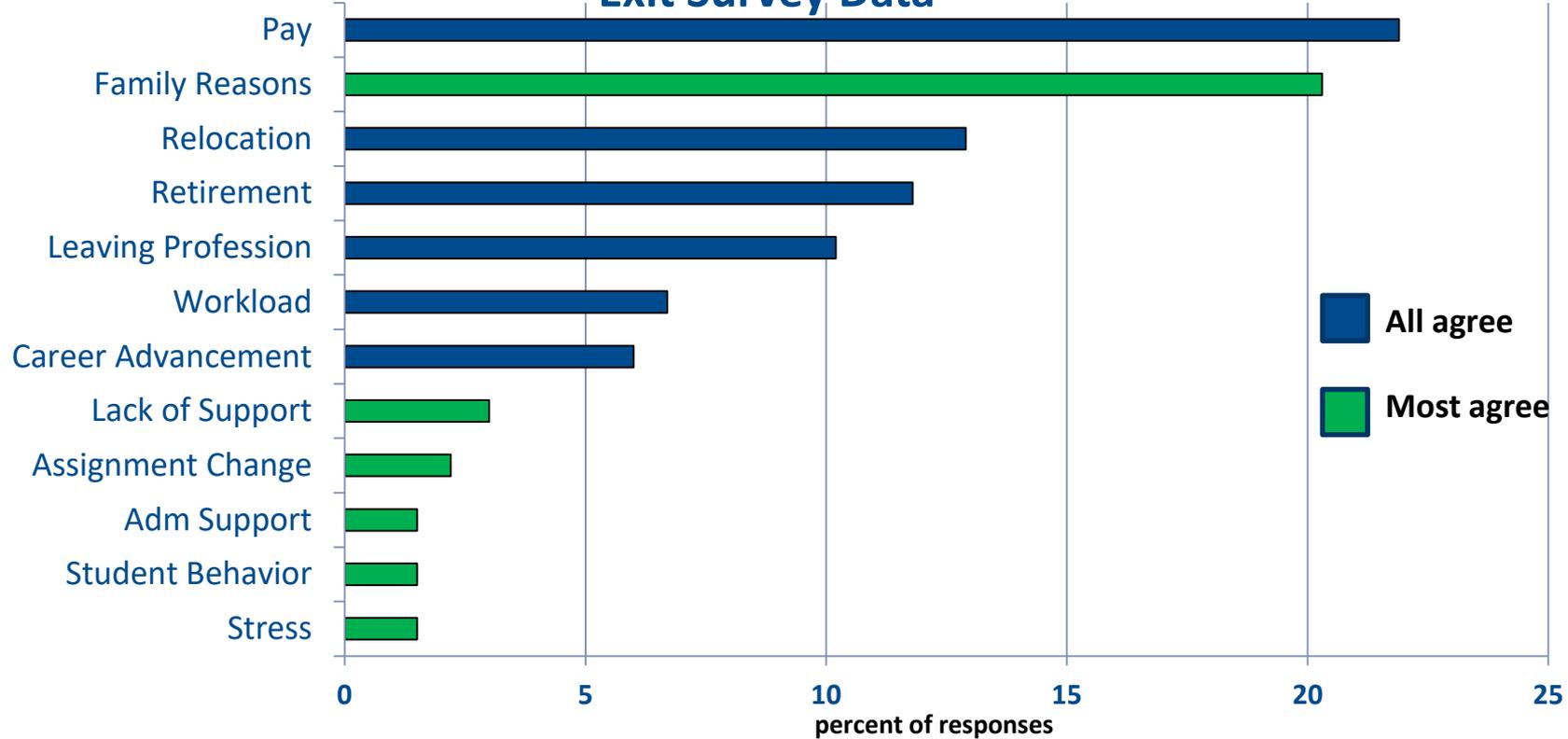
Initial Administrator Findings

Use of Exit Surveys



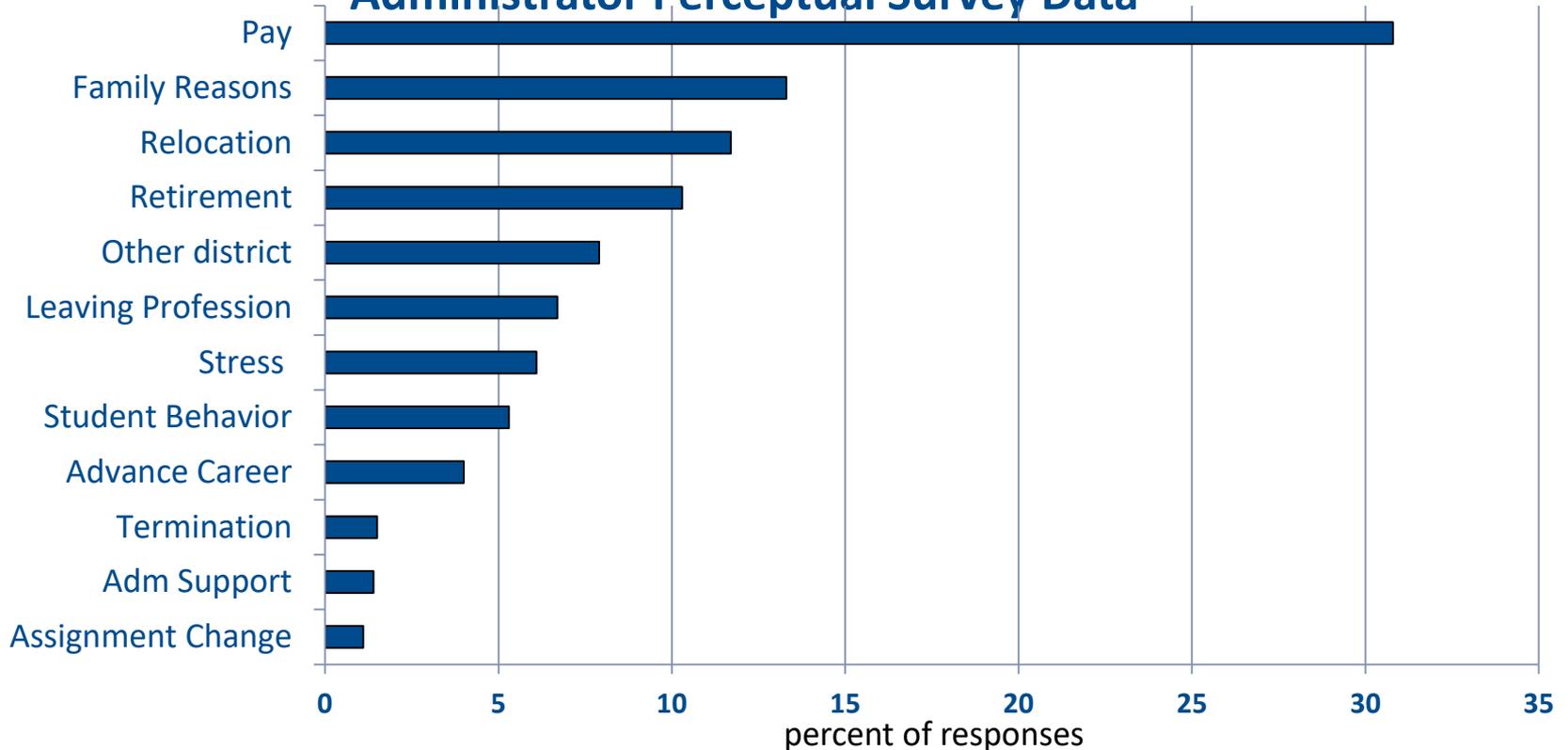
Reasons why teachers don't return to their position

Exit Survey Data

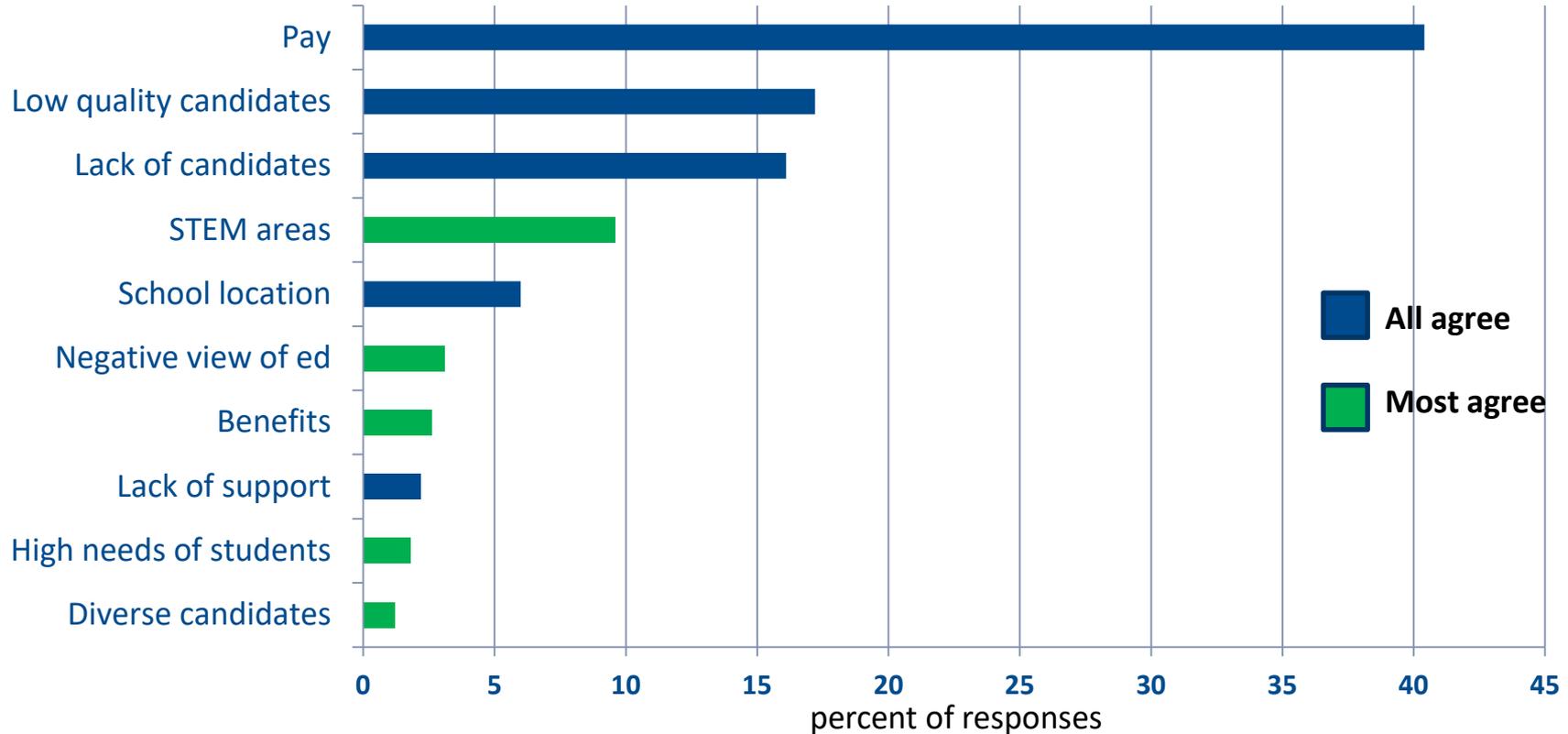


Reasons why teachers don't return to their position

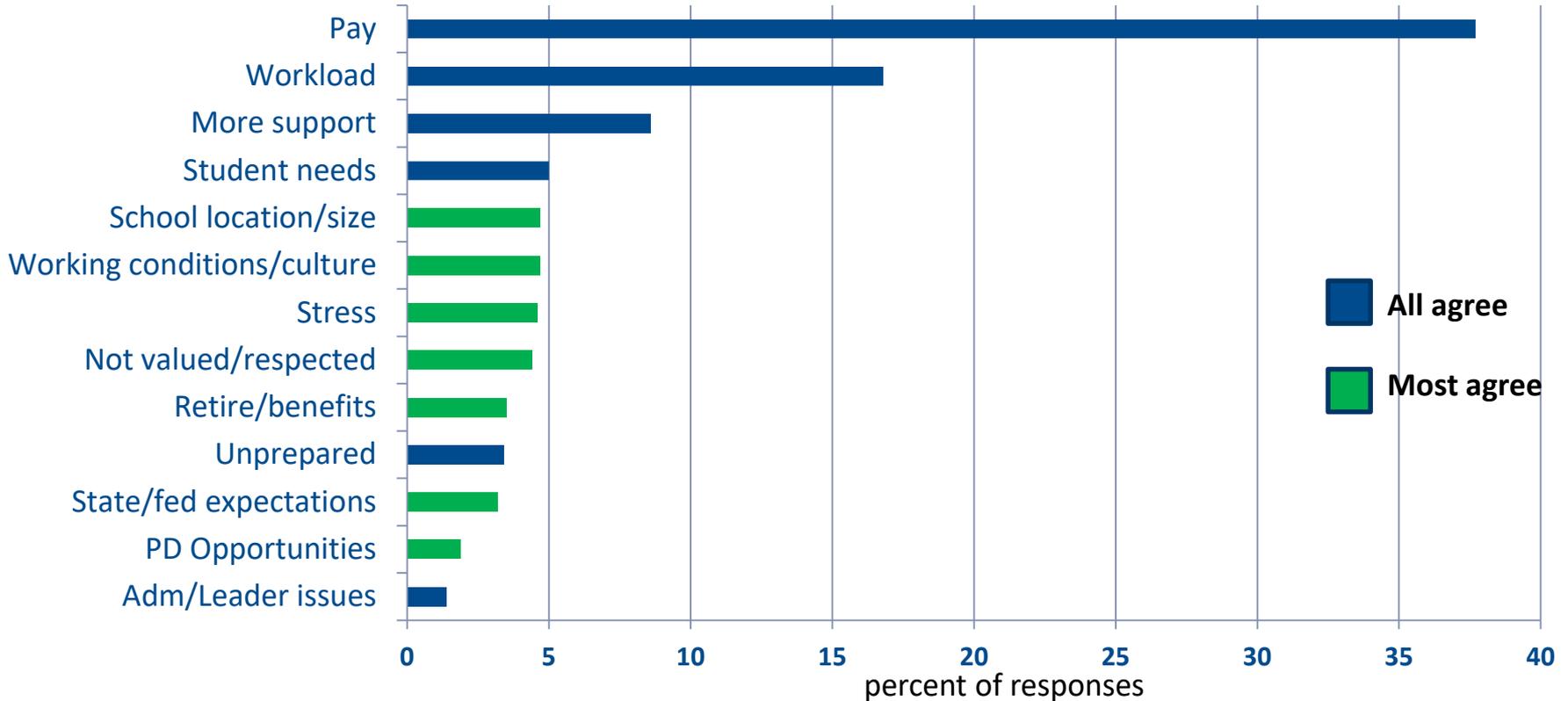
Administrator Perceptual Survey Data



Challenges RECRUITING high quality teachers

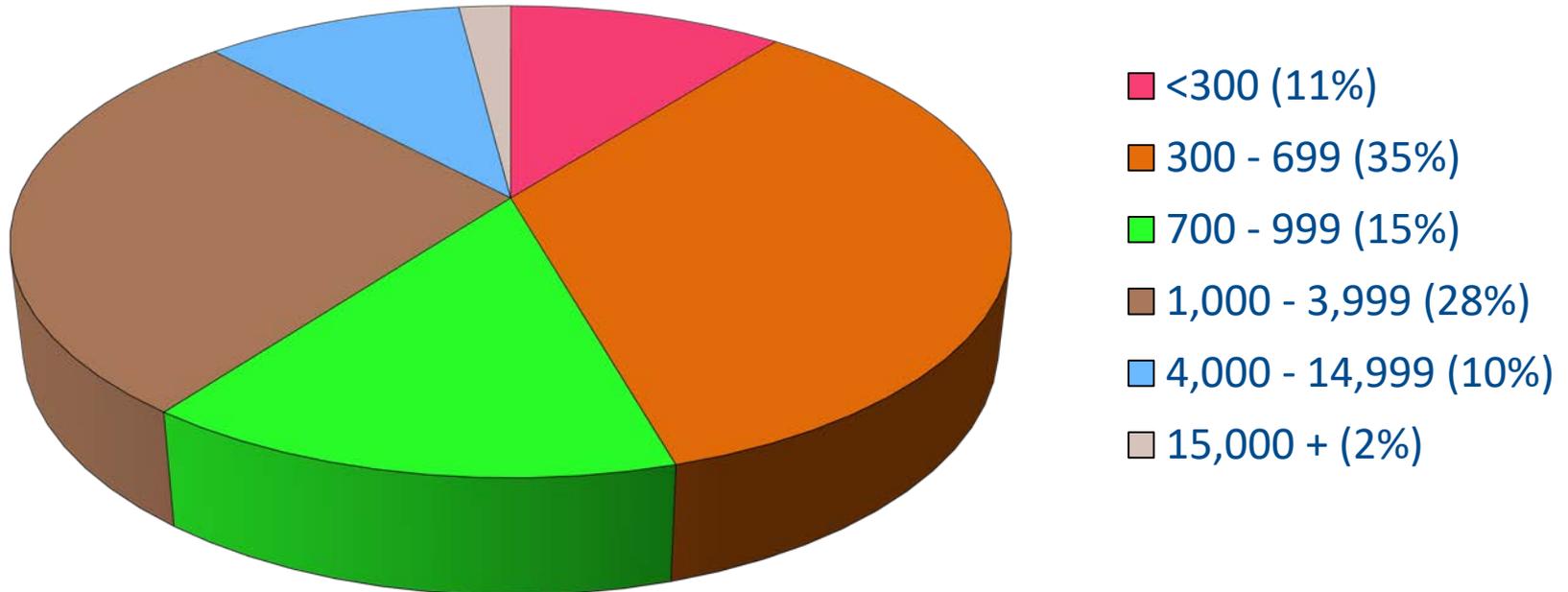


Challenges RETAINING high quality teachers



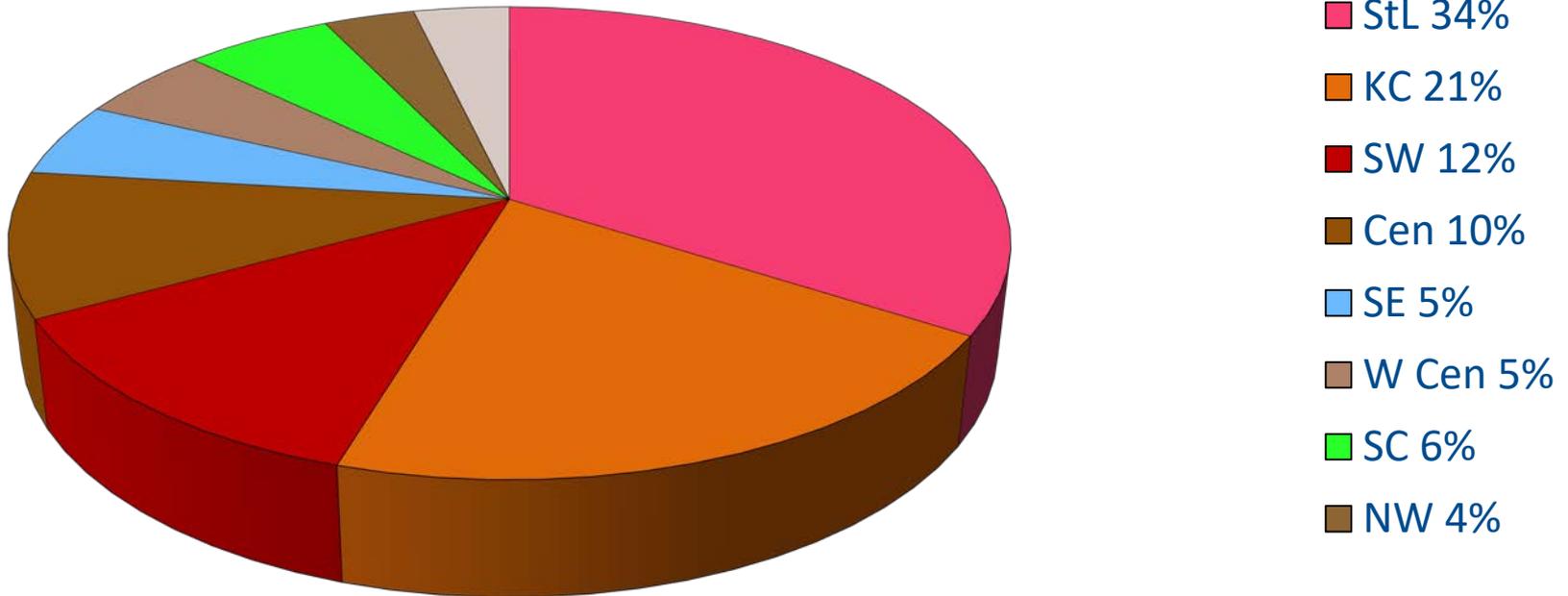
Teacher Surveys

Size of Schools Represented



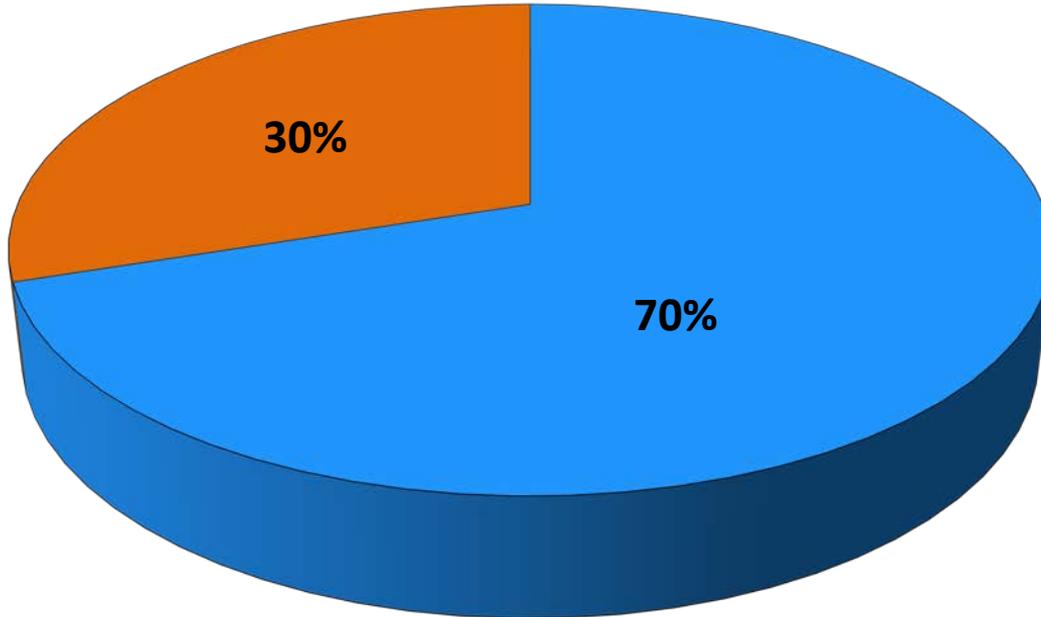
Teacher Surveys

Regions of the State Represented



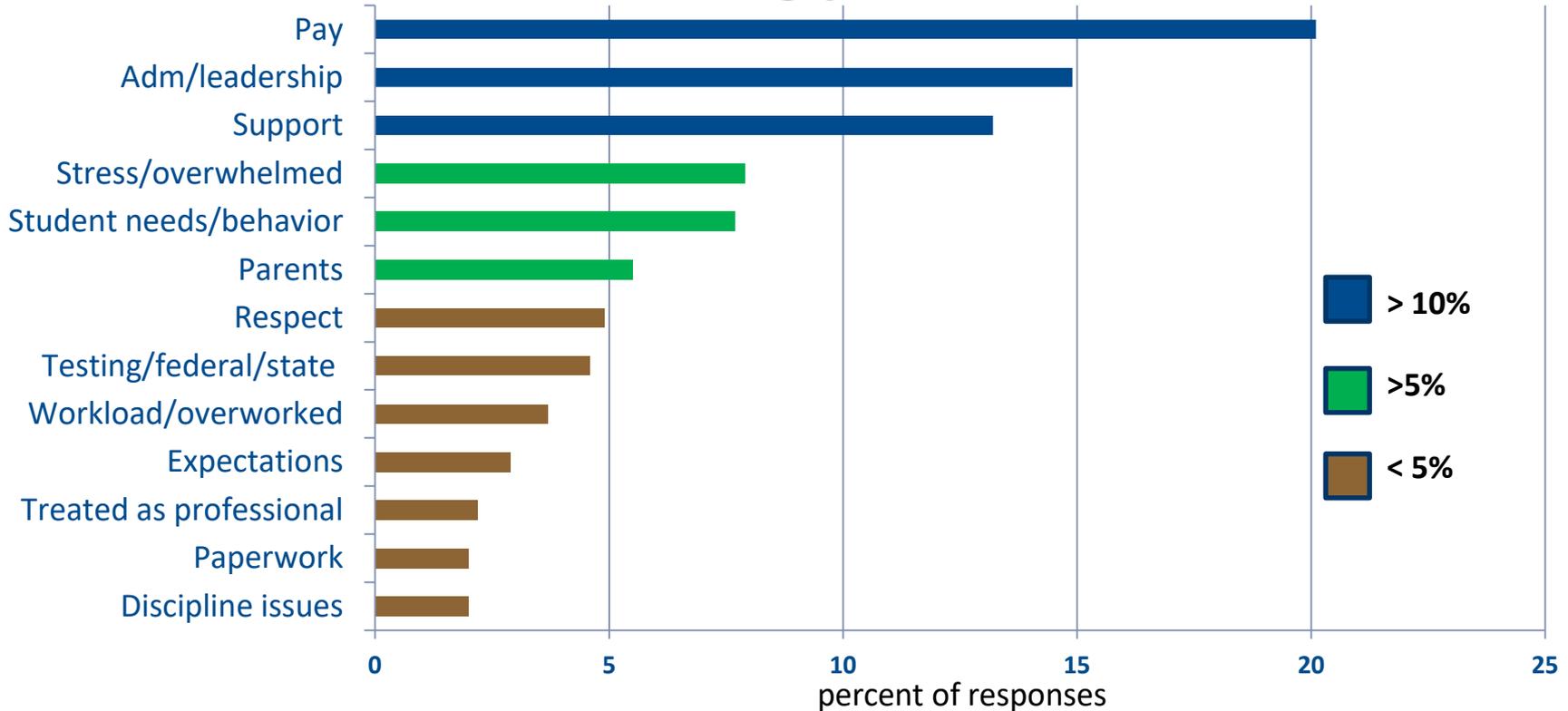
Teacher Survey Findings

Have you ever seriously considered leaving the teaching profession?

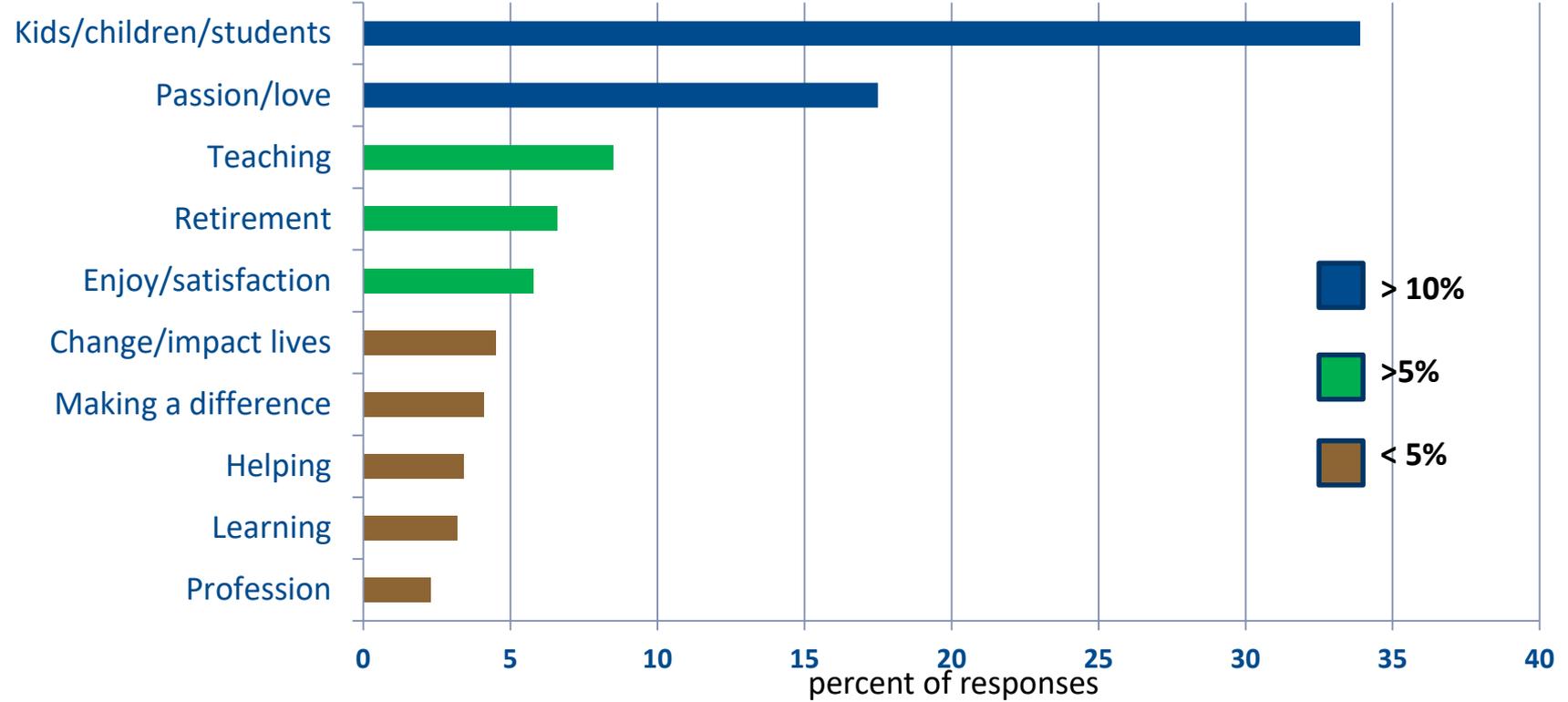


■ Yes
■ No

#1 reason why you considered leaving the teaching profession

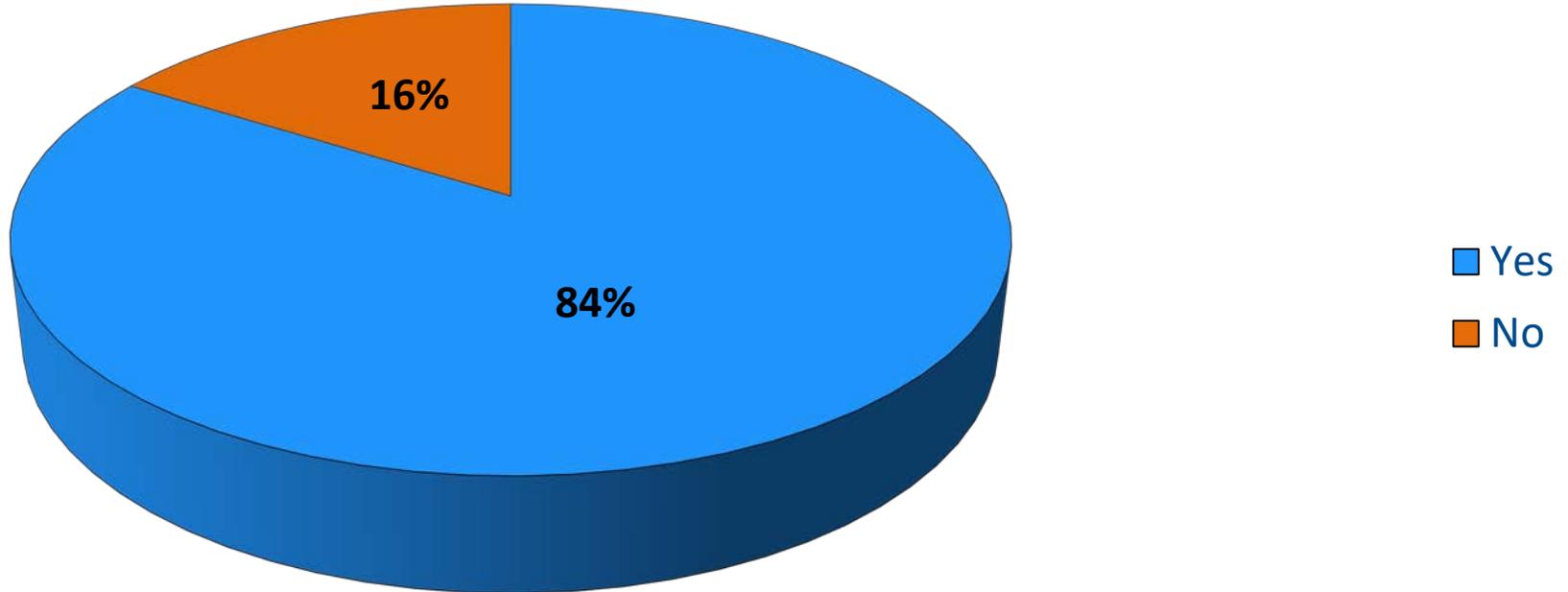


If you haven't considered leaving the teaching profession, what makes you want to stay?

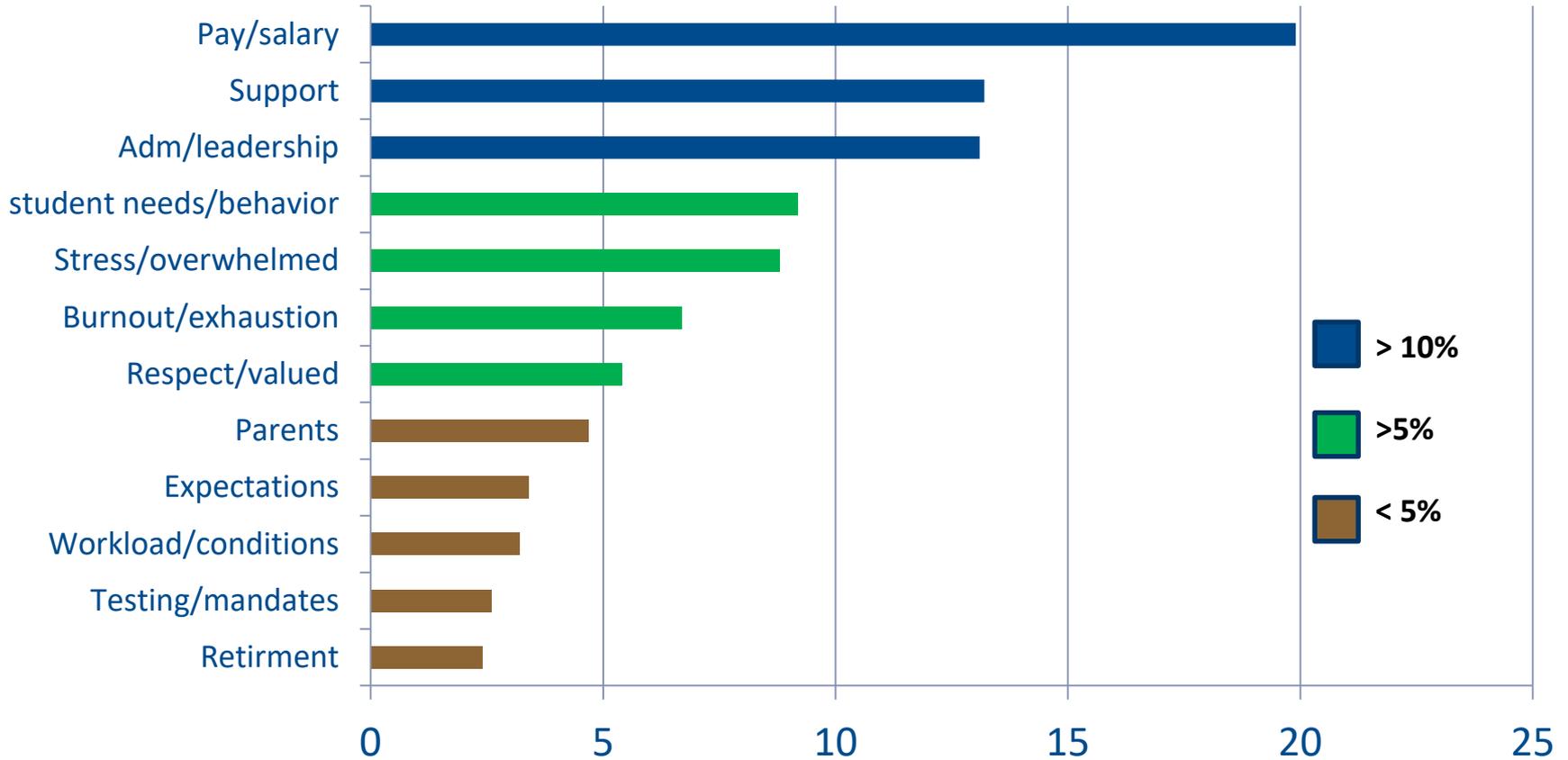


Teacher Survey Findings

Do you know a teacher who has left the teaching profession
in the last three years?

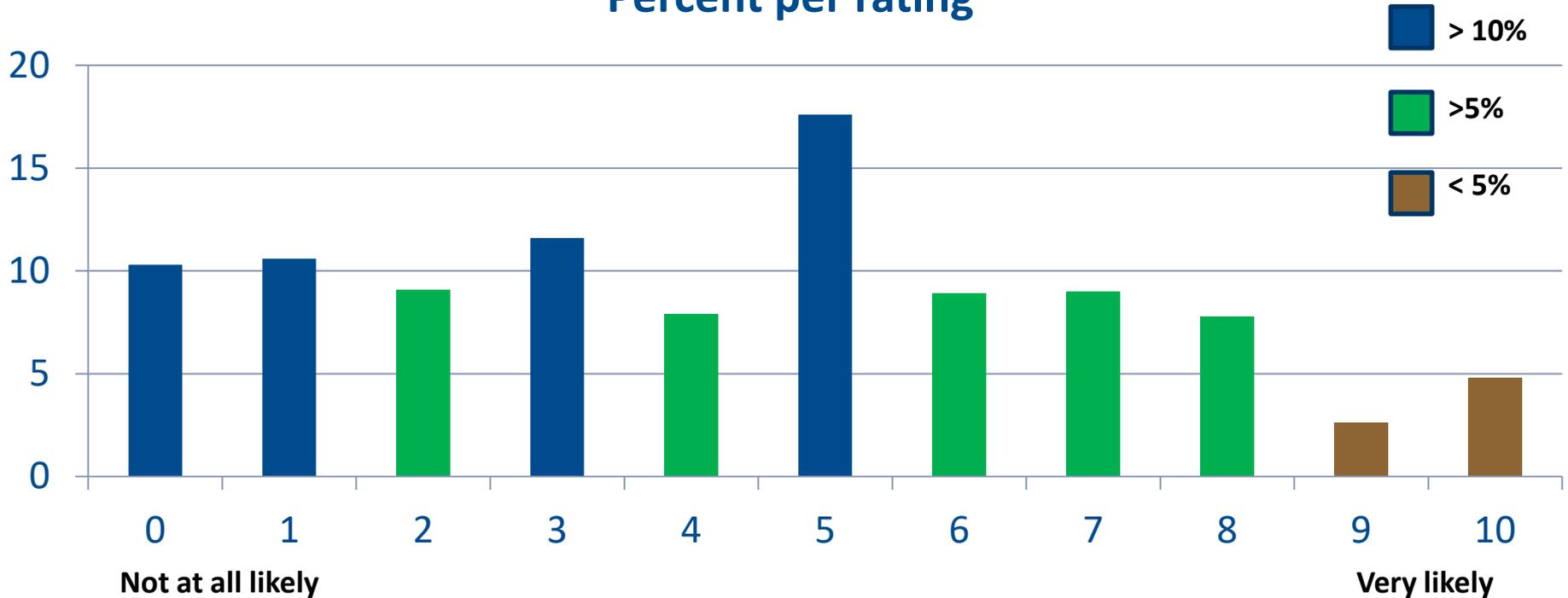


What was the main reason for this teacher leaving the teaching profession?



On a scale of 0-10, would you recommend the teaching profession to your child or a friend's child?

Percent per rating



Critical Needs Flexibility

- 80 / 20 Rule
- Bonus, stipend or differentiated compensation
- Retired teachers
- Teacher Loan Forgiveness
- Visiting Scholars
- Alternate methods of preparation
- Additional requirements for preparation programs

Outreach Plan

- **Phase 1: Gather and analyze data**
 - Administrator survey data complete
 - Teacher survey mostly complete
 - Focus groups mostly completed
 - Goal 7: students as a group to survey
- **Phase 2: Engage key stakeholders to formulate strategies**
- **Phase 3: Implement strategies and monitor progress**

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