

# Now That We Have Them, How Do We Keep Them?



Presented by

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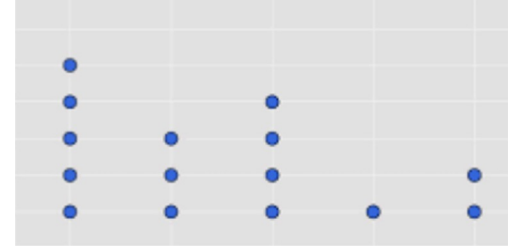


# Warm Up

- Using the dot stickers provided, please place one for each category-

What is your current position?

How many years as an educator?



- Fold your index card in half long side- see my name card 😊
- Write your first name on both sides in LARGE print 😊



**Reuters**  
Teacher Shortage  
Amid a U.S. Teacher Shortage  
Florida Turns to  
Military Veterans

**Florida Education Association**  
State Has More Than  
8,000  
Teaching Vacancies  
Creating a Crisis in the Classroom

**Washington Post**  
'Never Seen It This Bad'  
America Faces  
Catastrophic  
Teacher Shortage

**Dallas Morning News**  
1 in 5 Texas Teachers  
Were Hired **WITHOUT**  
Certification  
Last Year



# What is Happening to our New Teachers?

- **Between 2008 and 2019, the number of students completing traditional teacher education programs in the U.S. dropped by more than a third (AACTE, 2022)**
- **Forty-four percent of new teachers leave teaching within five years (Ingersoll, 2016)**
- **Teachers at Title I schools turnover at rates 50% higher than other schools (Carver-Thomas, D. & Darling-Hammond, L., 2017)**
- **Alternatively certified teachers are 25% more likely to leave their school (Carver-Thomas, D. & Darling-Hammond, L., 2017)**
- **In Florida, there are about 8,000 teacher vacancies, up from 5,000 at the start of school last year (FEA, 2022)**



*Provide  
Mentor  
August*

# Timeline Activity

How do you support new educators at your school?

Please write one support per sticky note and include the month when the support would take place.



Use as many sticky notes as you need.

Share with your table

*Supplies  
August*



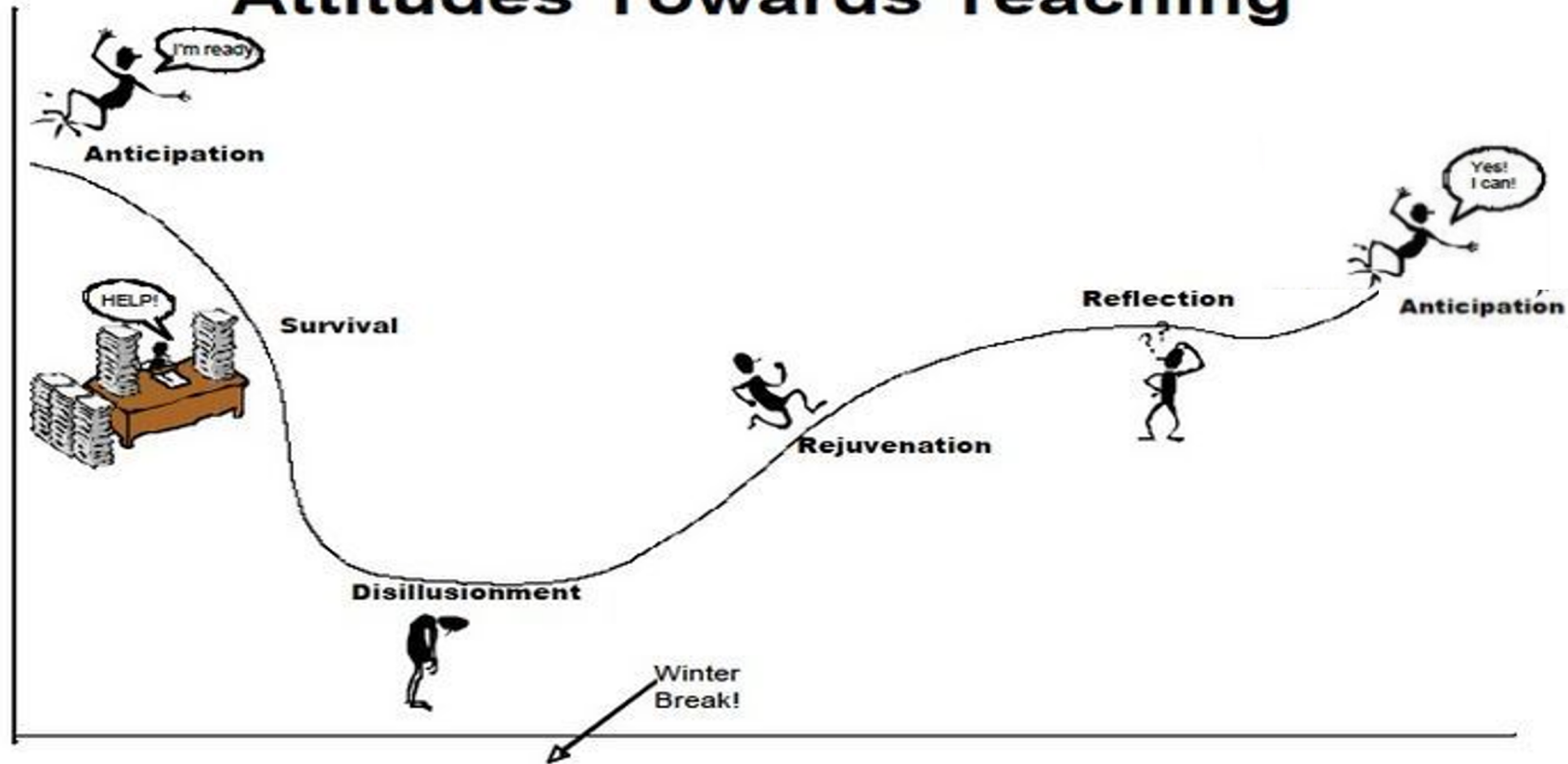
# Concerns of New Educators

- Relationship with students, parents, colleagues, and supervisors
- Work load, time management, and fatigue
- Knowledge of subject matter and curriculum
- Evaluation and grading
- Autonomy and control
- Appearance and identity

McCann & Johannessen



# Phases of First Year Teachers' Attitudes Towards Teaching



# Reality Shock

The idealized perception of “teaching to make a difference” turns into the reality of...

- Discipline
- Administrative paperwork
- Collecting money and forms
- Substitute parenting
- TESTING, TESTING, TESTING...





# Support Activity

- How does the lack of support for new educators affect the entire school staff?
- Turn and talk about this question.
- Debrief and share.



# How Lack of Support Affects Entire Staff

Cafeteria  
Bus drivers (school and parent)  
Other teachers  
Media Center  
Custodians  
Front office staff  
Clinic (Front office)  
Dismissal (Parents)  
After School Care



# What is a Beginning Teacher Assistance Program ?

“A formal, systematic effort to provide ongoing assistance to a new teacher during the induction period.”

Gordon and Maxey



# Establish a School-Site BTAP!

## THE PAYOFF:

- Ease the transition of new educators into the culture of the school
- Provide for consistency in course curriculum and the implementation of school rules/discipline
- Increase the retention of qualified teachers
- Provide a positive impact on student achievement



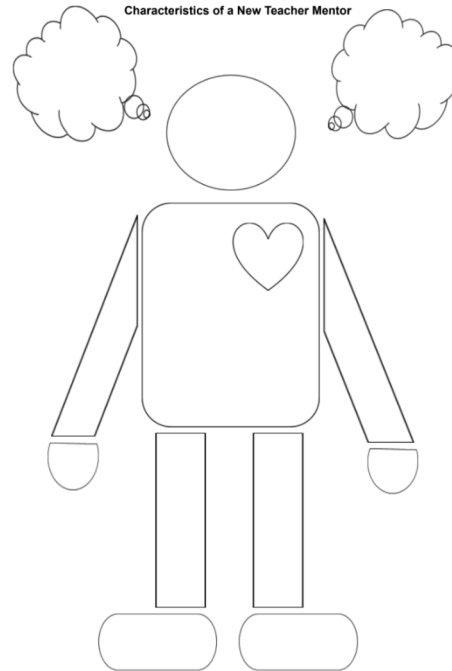
# Mentor Preparation/Selection

- Current mentors must have completed Clinical Educator Training
- Professional Certificate with a minimum 3 years of effective teaching
- Be familiar with the Educator Accomplished Practices
- Be able to establish positive relationships
- Be able to model effective teaching practices
- Have a proven classroom management plan
- Be skilled in effective planning and time management



# Let's Build Our Perfect Mentor Together

Use your handout to follow along . . . . .



# Characteristics of a Good Mentor

- Approachable
- Ethical
- Enthusiastic
- Competent
- Sincere
- Ability to listen
- Willing to spend time
- Cooperative
- Confident
- Positive outlook
- Tactful
- Receptive
- Commitment to the profession
- Effective educator



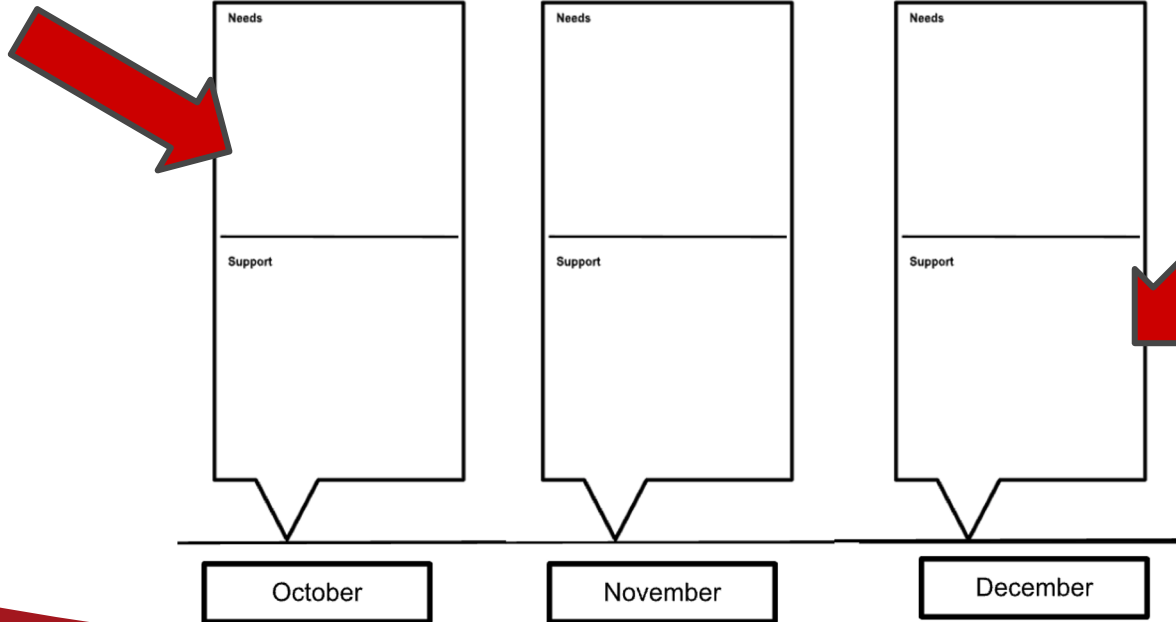
# What Do New Educators Really Need?

Let's make some plans to support your new educators!

What do they need?

New Teacher Support Timeline

How to meet their needs?





**Thank you for joining us!**

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