



THE GOVERNOR JOHN ENGLER

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Strategies from the Field: Retaining High-Quality Teachers

The retention of high-quality teachers is a critical concern for educational institutions as it directly impacts student outcomes and the overall quality of education. Recruiting and training talented teachers is a significant investment, and it is imperative to implement effective strategies to retain them in the long term. This report explores various strategies and best practices that have been identified through online research and survey responses from school leaders at CMU partner schools.

Competitive Compensation and Benefits

- » Offer competitive compensation and benefits.
- » Provide benefits such as health insurance, retirement plans, and professional development funding.

Survey Response Highlights

Financial incentives, including retention bonuses, salary increases, tuition programs, reimbursement for teaching certificates, benefit packages, enrollment in the public-school retirement system (ORS), and stipends for work outside of regular school hours.

Professional Growth Opportunities

- » Offer a range of professional development programs, workshops, and conferences.
- » Provide mentoring opportunities.

Survey Response Highlights

Leadership opportunities, tuition reimbursement, funding for alternative certification, and intentional onboarding and training.

Teacher Collaboration and Support

- » Encourage peer mentoring, team teaching, and collaborative planning sessions.
- » Access to instructional coaches or mentors.

Survey Response Highlights

Mentoring, coaching support, prioritizing and protecting individual and team planning time, and release time for planning and grading.

Work-Life Balance and Well-being

- » Prioritize work-life expectations.
- » Consider flexible scheduling.
- » Offer wellness programs, counseling services, and stress management initiatives.

Survey Response Highlights

Reducing/eliminating after-school meetings, cutting back on paperwork, and providing additional release time.



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Recognition and Appreciation

- » Regularly acknowledge work through verbal praise, written notes, or public recognition ceremonies.
- » Provide opportunities for career advancement or leadership roles.

Survey Response Highlights

Validating that teaching is stressful, “shout outs” at staff meetings, surprise perks, complimentary snacks and beverages, monthly luncheons, and “saying thank you . . . and meaning it”.

Feedback and Teacher Voice

- » Establish mechanisms, such as surveys, suggestion boxes, or regular feedback sessions.
- » Actively listen to and address feedback.

Building Strong Relationships

- » Foster a supportive and inclusive culture, encouraging teamwork and collaboration.
- » Facilitate positive relationships between teachers and students.

Survey Response Highlights

Ideas for building strong relationships such as weekly shout-outs, one-on-one meetings, annual retreats, and staff social outings.