Final Ten Strategic Points for Teacher Retention

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June 6, 2019

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|  | My degree is (pick one) **Ed.D.**  My program emphasis is: Organizational Leadership | |
|  | **Ten Strategic Points** | **Comments or Feedback** |
| Broad Topic Area (This must include a clear description of how your topic aligns with your degree and emphasis) | Teacher retention. This topic is related to my degree and emphasis due to the fact that I will be looking at an important issue within the education field. A leader within the education field needs to be fully aware of teacher retention. Thus meaning that this topic does align with the degree in question. |  |
| Lit Review | The purpose of my study is to determine what can be done by school districts to reduce teacher turnover. There is a need to look at middle and high schools in other states besides Tennessee in order to increase teacher retention (Hammonds, 2017). Hammonds (2017) research focused on teacher retention only on urban elementary schools in Chattanooga, Tennessee. The gap needs to be looked at to help understand what can be done to increase teacher retention within education institutions.  According to Bibi, Ahmad, & Majid (2018) schools that had good training and support systems in place by the administration had higher levels of teacher retention. Educators that felt like they were not doing it alone were more likely to stay within the teaching profession. It was found that these educators were more likely to stay in the profession because they felt like they had someone that they could go to in the event that they felt like they were having a difficult time at the school (Bibi, Ahmad, & Majid, 2018)  Burke (2018) noted that having good quality teachers has a positive correlation with test scores. Schools are concerned with keeping high quality teachers and making sure that they do not leave the profession. Burke (2018) noted that school districts such as Baltimore County Public Schools that have a mentor program in place tend to have higher teacher retention rates. The reason why this is important is having higher teacher retention rates has a positive correlation between test scores being higher (Burke, 2018).  Organizations that foster positive employee and supervisor relationships tend to have higher employee retention rates (Covella, McCarthy, Kaifi, & Cocoran, 2017). Turnover of teachers is higher in schools that have bad teacher and administration relationships (Covella, McCarthy, Kaifi, & Cocoran, 2017). Institutions of education need to foster positive relationships among the administration and teachers to lower employee turnover.  Teacher retention is a large concern for school districts due to the amount of money it costs to hire and train new teachers for positions (Papay, Bacher-Hicks, Page, & Marinell, 2017). The majority of teachers leave the profession within their first five years of teaching (Papay, Bacher-Hicks, Page, & Marinell, 2017).  Mentoring:  Teachers that have been given a mentor tend to have a lower level of leaving the teaching profession (Burke & Beytin, 2018). Many school districts such as Greenville County schools implement mentoring programs to reduce employee turnover. Teachers that have a mentor tend to have higher engagement and are more likely to not want to leave the profession (Dubin, 2017).  Summary Statement  Teacher retention is a serious issue for many schools across the United States. Schools need to look at what is causing teachers to leave the profession. By figuring out why educators are leaving the profession, this will allow schools to address the problem. It is also important to see if mentoring will reduce the amount of teachers that leave the profession. By addressing the reasons why teachers are leaving will then help increase teacher retention at many schools across the country. | Gap identified, and all articles uses are from peer-reviewed articles. |
| Problem Statement | It is not known the reasons why teachers within the state of South Carolina are leaving the education profession. It is also not known if there is anything that can be done to keep these teachers within the education profession. |  |
| Research Questions | R1: What are teacher perceptions of working in education in one school district located in South Carolina?  R2: What is the main cause of educators leaving the field of education in one school district in South Carolina?  R3: How do educators that have a mentor view the thought of leaving the teaching profession? |  |
| Sample | The sample that will be used will be teachers that have left the profession in the state of South Carolina and the county of Greenville. This will be achieved by analyzing exit interviews that are carried out by Greenville County Schools of teachers that are leaving the profession. Of the exit interviews that were completed there will be teachers that are selected and will be reached out to in order to see if they would agree to an interview to discuss their reasons for leaving the profession. The interviews will be voluntary.  A third component of the study will be to have teachers within Greenville County that are within the first five years of their teaching career and find out what are some reasons why they might be considering to leave the profession of teaching. These teachers will be chosen at random. The teachers will be selected at random.  The goal is to retrieve data about what causes teachers to want to leave the profession. |  |
| Describe Phenomena (qualitative) or Define Variables/Hypotheses (quantitative) | The phenomenon that will be investigated is what causes educators to want to leave the teaching profession and what can be done to reduce the number of teachers that are leaving the teaching profession? |  |
| Methodology & Design | The research that will be carried out will be a qualitative study. It will involve three ways that data will be collected and analyzed. First, teachers that have left the profession exit interviews will be analyzed and put together for common themes. Second, the teachers that have left the profession will then be contacted to see if they would be willing to come in for an interview to discuss their reasons for leaving the teacher profession. The data will be collected and transcribed. Once this is done common themes will be analyzed. The third step is to have new teachers that have less than five years of service that are randomly selected to complete a questionnaire about their thoughts on leaving the profession. This data will be analyzed for common themes. |  |
| Purpose Statement | The purpose of this research will be to investigate why teachers are leaving the profession in South Carolina, and what can be done to keep these teachers in the profession. |  |
| Data Collection Approach | The anticipated approach that will be used will be by employing questionnaires, structured interviews, and archival data from the district that is being analyzed. The questions will be open-ended in the interviews in order to get a better understanding from the educators. The data that will be collected from the district will be exit interview of teachers that have left the profession. The interviews will be completed with teachers that have left the profession that have agreed to an interview on why they have left the teaching profession. The questionnaires are going to be used with teachers that have less than five years of experience of teaching and to determine what their thoughts are on leaving the teaching profession. The questionnaires will be open-ended questions. |  |
| Data Analysis Approach | The way that the data will be analyzed is the following:  First, the questionnaire data will be collected and put in an excel document. This will be done to make it easier to analyze the data for common themes among the data. The interviews will be recorded and then transcribed. To ensure that the proper information I will then send the transcribed interview to the participant to ensure that it was collected and documented correctly. Archival documents that are collected will be put in a word document to analyze. I will use a coding system to look for patterns and themes from the exit interviews. The data will be sorted based on themes that are seen from the data.  I will then look at common themes between the data. Once all of this is done I will carry out a triangulation of the data. By doing this it will give me an insight on all of the data that will be collected in the research. Using data triangulation should allow me to see similar themes across the different data that was gathered. MAXQDA will be used to help determine common themes between the different types of data that is going to be collected. |  |

**References**

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