


Teacher Turnover in At-Risk Schools

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Some of Virginia's Strategies

- Mentoring for Teachers in Hard-to-Staff Schools
 - Teacher Incentives for Hard-to-Staff Schools
 - Virginia Middle School Teacher Corps
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Hard-to-Staff Criteria in Virginia

- Must meet at least **four** of the following eight criteria
 - Accredited with warning
 - Average daily attendance is 2 percentage points below the statewide average
 - Percent of special education students exceeds 150% of the statewide average
 - Percent of limited English proficient (LEP) students exceeds 150% of the statewide average
 - % of teachers with provisional licenses exceeds 150% of the statewide average
 - % of special education teachers with conditional licenses exceeds 150% of the statewide average
 - % of inexperienced teachers hired to total teachers exceeds 150% of the statewide average
 - School has one or more inexperienced teachers in a critical shortage area
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Mentoring for Teachers in Hard-to-Staff Schools

- School divisions receive modest funding to support mentoring programs for all beginning teachers.
 - Additionally, the 2004 General Assembly appropriated supplemental funds for teacher mentoring programs to assist schools designated as hard-to-staff.
 - The purpose of the program is to provide a greater level of support for beginning teachers who enter a challenging environment to reduce the turnover rate.
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Mentoring for Teachers in Hard-to-Staff Schools

- Developed *Virginia Requirements of Quality and Effectiveness for Beginning Teacher Mentor Programs in Hard-To-Staff Schools*

- Available at:

[http://www.pen.k12.va.us/VDOE/newvdoe/
HardTSSMentoringRequirements.pdf](http://www.pen.k12.va.us/VDOE/newvdoe/HardTSSMentoringRequirements.pdf)






Teacher Incentives for Hard-to-Staff Schools

Incentives

- One-time relocation incentive for eligible teachers who accept a position in a new school eligible for the initiative
- Three-year recurring incentive for eligible teachers who remain in their existing school
- Two-year recurring incentive to all teachers and administrators who participate in the training program

Training

- All teachers and administrators in the school required to participate in training that promotes solid instruction and an understanding of the circumstances unique to the school, students, and community
 - \$500 incentive for instructional staff and administrators who participate in the training
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Teacher Incentives for Hard-to-Staff Schools

- Funds to Address Working Conditions
 - Research indicates that money, while important, is not the only factor in recruiting and retaining teachers
 - Use of funds may include, but is not limited to:
 - Improvement of school environment and/or working conditions
 - Hiring of additional instructional assistance
 - Provisions to improve safety in the school
 - Additional training for teachers
 - Purchase of classroom materials
 - Attendance incentives
 - Incentives for other purposes






Virginia Middle School Teacher Corps


- For middle schools that are:
 - Accredited with Warning in mathematics

or

 - Did not meet the Annual Measurable Objectives for mathematics performance as required for Adequate Yearly Progress
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Virginia Middle School Teacher Corps

- Provides the structure and incentives for school divisions to hire experienced mathematics teachers for middle schools that have been designated as “at risk in mathematics”
 - Three-year salary differential for eligible teachers who
 - Relocate to a school eligible for the initiative (\$10,000)
 - Remain in a school eligible for the initiative (\$5,000)
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For More Information

**[http://www.pen.k12.va.us/VDOE/
Instruction/OCP/teacherretention
.html](http://www.pen.k12.va.us/VDOE/Instruction/OCP/teacherretention.html)**

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