

# Office of Safe and Respectful Learning Environments Information and Initiatives Relevant to the Recruitment and Retention of Teachers

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# Reason Why Teachers Leave the Profession

- Inadequate Preparation
- Lack of Support for New Teachers
- Challenging Working Conditions
- Dissatisfaction with Compensation
- Better Career Opportunities
- Personal Reasons
  - Podolsky, A., Kini, T., Bishop, J., & Darling-Hammond, L. (2016)

# What NV Teachers Say

## Informal Empathy Interviews

- Overwhelmed
- Never know what is coming
- Not prepared—different from what they were taught
- Feeling of isolation in the classroom
- Not supported with behavior issues
- Academic pressure moving teachers away from developmentally appropriate activities
- Most care deeply
- Everyone trying hard

# Overwhelmed

Figure 1. Complementary Terms for Secondary Traumatic Stress (STS)<sup>6, 17-18</sup>



# Current Efforts to Improve Retention

- School+Community Based Health
- Improve Support Personnel Ratios
- Improve Climate
- Strengthen Multi-Tiered Systems of Support
- Teach Social and Emotional Skills
- Safety

# Why Teach Social and Emotional Skills?

- According to a meta-analysis performed by of 213 studies involving more than 270,000 students, those who participated in evidence-based SEL programs showed an 11 percentile-point gain in academic achievement compared to students who did not participate in SEL programs. Students participating in SEL programs also showed improved classroom behavior, an increased ability to manage stress and depression, and better attitudes about themselves, others, and school ([www.casel.org/impact](http://www.casel.org/impact)).
- An additional meta-analysis in 2017, found the following: 3.5 years after the last intervention the academic performance of students exposed to SEL programs was an average 13 percentile points higher than their non-SEL peers, based on the eight studies that measured academic performance. “Although based on only eight studies, these long-term academic outcomes are notable”.
- According to a 2015 by the American Enterprise Institute and the Brookings Institution, SEL competencies are critically important for the long-term success of all students in today’s economy. The report recommends: (1) scale evidence-based SEL practices and policies; (2) implement high-quality state SEL standards, preschool through high school; and (3) establish SEL centers of excellence.

# Multi-Tiered Systems of Support



# Questions?

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