



Teacher Retention Strategies During a Pandemic

A scan of the literature on teacher retention strategies during a pandemic such as that caused by COVID-19 yields few research- and evidence-based results. However, more is being written by experts and practitioners about what strategies seem to be working in the field. This growing body of literature suggests the following general strategies for teacher retention during the pandemic:

- Provide teachers with leadership opportunities and opportunities to be collaborators on COVID planning and procedures.
 - [AIR](#) – *Why Retaining Deeply Experienced Teachers Is Critical During a Global Pandemic* focuses on creating opportunities for veteran teachers, in particular.
 - OSEP Panel (reported by [K-12 Dive](#)) – *Three Ways to Build Teacher Retention: Mentoring, PD, Leadership Opportunities* is general, though references particular approaches including implementation of an Opportunity Culture.
- Focus on maintaining and adapting recruitment to ensure no lag in churn if vacancies pick up.
 - [DC Policy Center](#) – *D.C. Voices: Teacher Retention and Recruitment During the Pandemic* focuses on how to effectively create virtual recruitment opportunities (e.g., fairs, school tours, networking).
 - [Teacher Tap \(and others\)](#) – *Musical Chairs – Understanding and Tackling COVID-19 Disruption to the Teacher Recruitment Market* uses survey data from the UK to illustrate the challenge of COVID-related impacts on recruitment and teacher movement.
- Consider midcareer entrants as a potential pool of educators as the economic distress creates instability in noneducation industries.
 - [EdNext](#) – *How the Coronavirus Crisis May Improve Teacher Quality* reports on a study of how during a recession new entrants can sometimes be more effective than the typical teacher candidate by virtue of their diverse career background and skillset.

The Region 15 Comprehensive Center (R15 CC) staff has requested from the Regional Education Laboratory (REL) West a more in-depth literature review to identify evidence-based or research-informed strategies and practices at the SEA, LEA, or school level that address teacher retention in the context of COVID-19. This will be shared with the Task Force when it is available.

School leaders should also consider strengthening evidence-based teacher retention strategies that were proven to work in pre-pandemic times, e.g.

- Develop principal standards that inform a principal talent management system
- Strengthen/increase principal professional development
- Provide explicit teacher leadership opportunities/pathways
- Strengthen/increase teacher professional development



- Strengthen or design teacher mentoring and induction programs
- Design or strengthen recruitment/marketing practices
- Design a “grow your own” teacher preparation program
- Collect more talent management data to inform or improve retention strategy design

Other COVID-related resources are summarized below.

Resource	Topic
<p>What Should we Teach? 5 Steps for Keeping Kids on Track This Fall. Education Week Sarah Schwartz. August 5, 2020 What Should We Teach? 5 Steps for Keeping Kids on Track This Fall</p>	<p>Increasing teacher capacity for building student engagement</p>
<p>5 Tips for Remote Learning PD Success. Education Week David Rauf. July 22, 2020 5 Tips for Remote Learning PD Success</p>	<p>Supporting teachers through PD in virtual learning platforms</p>
<p>6 Lessons Learned About Better Teaching During the Pandemic. Education Week Madeline Will. November 04, 2020 Strategies for Districts to Support Self-Care for Educators During the COVID-19 Pandemic</p>	<p>Increasing teacher instructional capacity (learning design) in context of school opening and virtual or hybrid learning</p>
<p>Strategies for Districts to Support Self-Care for Educators During the COVID-19 Pandemic. WestEd. Webinar Strategies for Districts to Support Self-Care for Educators During the COVID-19 Pandemic</p>	<p>Defines self-care and presents strategies for wellness in context of school reopening and teaching in the pandemic.</p>
<p>WestEd Center to Improve Social and Emotional Learning and School Safety (CISELSS). Miscellaneous Resources related to COVID-19 Link to the CISELSS Home Page: SEL Center Home Page Link to the CISELSS resources section: SEL Center Resources Link to the CISELSS resources specifically related to COVID-19: SEL Center COVID-19 Resources</p>	<p>WestEd center with numerous articles and resources designed to support school leaders and teachers in attending to SEL needs of students, families, staffs, and faculties.</p>