

Stay Interviews Presentation

SB460 Commission on Recruitment and Retention

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Presenter



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What is The Motivation for This Presentation?

During the June Commission meeting, commissioners expressed interest in examining why teachers decide to remain and stay in the classroom.

Objectives

In this presentation, we will:

- Describe the purpose, process, and practical application of stay interviews
- Share how other states and districts have used stay interviews
- Consider opportunities and next steps for implementation in Nevada

What We Know About Nevada Teacher Attrition

Since the 23-24 school year, AIR has supported NDE in collecting and reporting **teacher exit and transfer survey and interview data**

– The results can be found at <https://nveducatorvoices.org/>

- The data offers us insight into why teachers are leaving – after the fact
- State-level data shows the top reasons for leaving across the years include (not including personal life or retirement):
 - Student discipline and behavior concerns (e.g., extreme student behavior, distraction and disengagement due to technology, lack of administrative support, inconsistent discipline policies)
 - Workload/expectations (e.g., long hours, insufficient preparation time, large class sizes, administrative demands)
 - School culture (e.g., unhealthy social dynamics, favoritism, discrimination)
 - Dissatisfaction with school leadership (e.g., lack of feedback, poor communication, unable to create positive work environment)

Building a More Complete Understanding of Teacher Experiences & Retention

Exit Data Help Us Understand...

- Why teachers leave (retrospective)
- Challenges after a decision has been made
- Long-term attrition trends

Stay Data Help Us Understand...

- What may help teachers stay (proactive)
- Concerns before turnover happens
- Immediate opportunities for support and improvement

What Is a Stay Interview?

Stay Interviews: An Overview

Stay interviews are proactive one-on-one conversations designed to understand retention drivers and improve employee experience



Strengthening employee retention



Assessing engagement, satisfaction, and workplace experiences



Identifying concerns before they contribute to turnover



Reducing the financial and operational costs associated with turnover



Fostering trust and open communication between employees and supervisors

Source: Aguilera, 2025

Growing Attention on Stay Interviews in K-12 Education

- Since being highlighted in a national Education Week article in 2022, stay interviews have gained traction in K–12 education
- Both state and local education agencies are showing growing interest in this strategy
 - AIR supported Maine and Ohio state education agencies in developing stay interview resources to support district use in their states
 - Regionally, there are growing profiles of school districts in Utah, Arizona, Colorado, and Texas implementing the strategy

Typical Stay Interview Process

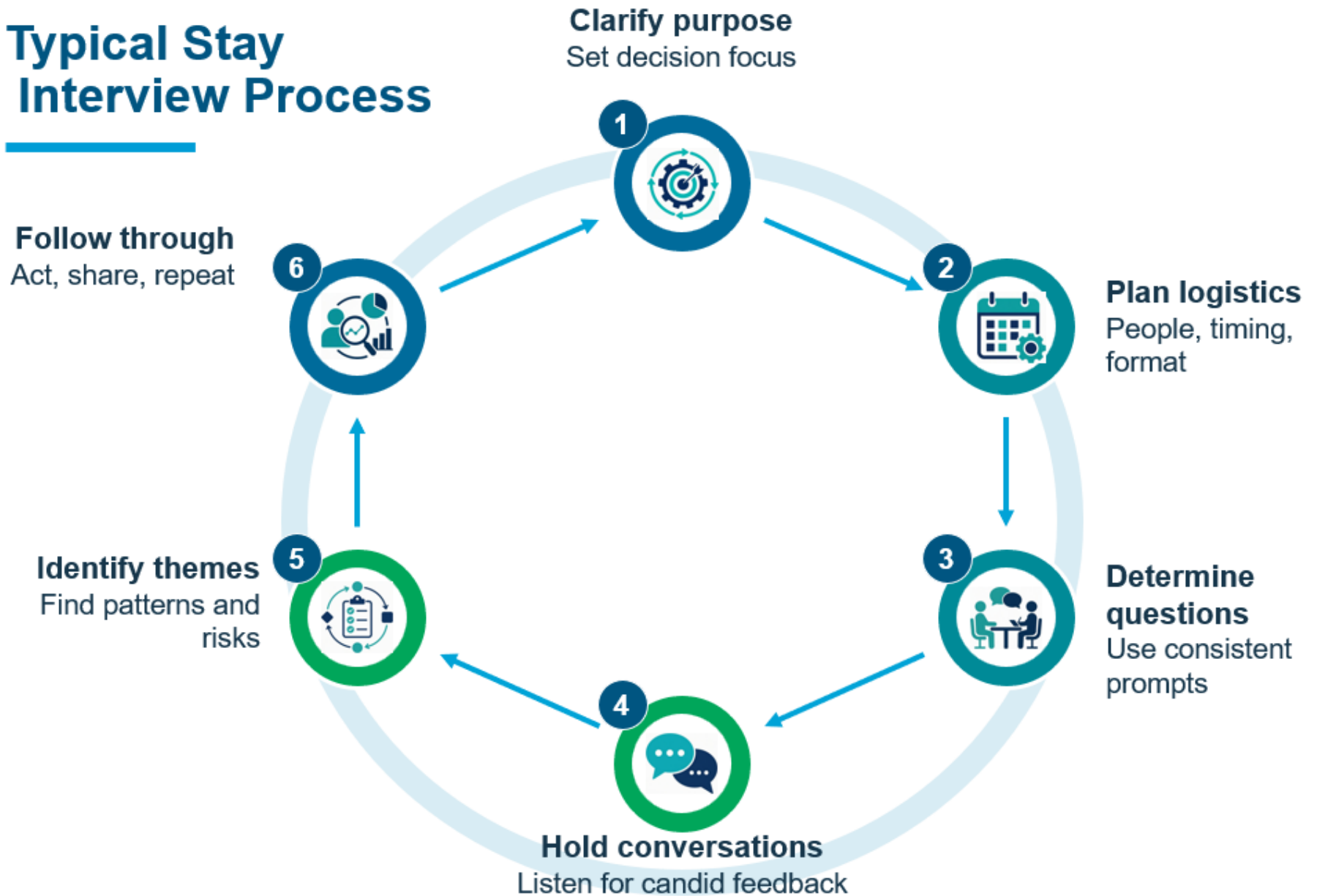


Image created using Microsoft Copilot

Sample Stay Interview Questions

Engagement and Motivation

- What do you enjoy most about coming to work each day?
- What keeps you here?
- What are you learning here and what do you want to learn?

Retention and Turnover Risk

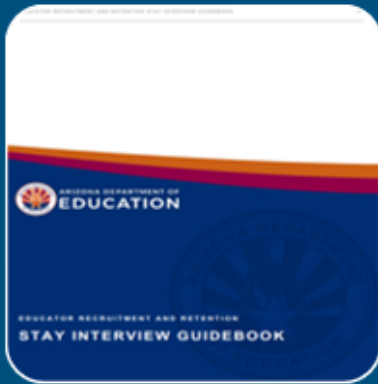
- When was the last time you considered leaving? What prompted it?
- What would make your job more satisfying?

Improvement and Support

- If there were something you could change about your job (or school, or the district), what would it be?
- When you have a challenging student in your classroom, what supports do you have, or would like to have, to be able to meet your student's needs?
- Is there any additional support that we could provide that would add to your job satisfaction?

How Are Stay Interviews Being Used in States and Districts?

Recent Examples from State Education Agencies



Arizona Department of Education

- Published the "Educator Recruitment and Retention: Stay Interview Guidebook" to help districts implement this strategy across various types of educators



Ohio Department of Education & Workforce

- Published a Human Capital website, Ohio HCRC, that includes stay interview and survey resources

Recent Examples from K-12 District and Schools



Arizona

- The Maricopa County School Superintendent's Office partnered with multiple districts to implement stay interviews as a strategy for strengthening teacher retention
- In 2023-2024, the district piloted a standardized stay interview strategy
- They are currently working with REL West to study the impact of the intervention and expand the work to principal retention



Utah

- In 2023 and 2024, four districts leveraged stay interviews with early career teachers (those who were teaching in the district for 2-5 years and had completed initial induction program)
- Over 200 early career teachers participated
- District leaders or instructional coaches conducted the 30-minute conversations using a district-specific protocol

Regional Educational Laboratory West (n.d.); Regional Educational Laboratory West (2024)

Nevada District Stay Interview Use

Conduct Interviews

- Mineral
- Washoe (not regularly, not standardized)

Do Not

- Churchill
- Clark
- Douglas
- Elko
- Esmeralda
- Eureka
- Lander
- Nye
- Storey
- Pershing
- Lincoln
- Lyon

Did Not Hear Back

- Humboldt
- Carson City
- White Pine

Opportunities & Potential Next Steps on Stay Interviews

Potential Next Steps for AIR's Stay Interview Work in Nevada

Pilot Interviews

- Draft NV protocol
- Conduct outreach to districts
- Engage in pilot interviews
- Refine protocol
- Report on findings

State Resources

- Develop toolkit to help districts conduct stay interviews
- Offer training supports to districts in using the tools

Study Use of Stay Interviews

- Conduct conversations with districts and/or states implementing stay interviews to learn more about use and impact

Questions



References

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