



# A Strategy for Attracting and Retaining Teachers

## **Presenter Panel:**

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Dr. Aaron Gerla - Ash Grove

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Dr. Brad Swofford - Branson

Dr. Brian Wilson - Hollister

# The “What”

## *The Big Idea and Overview*

- + History and overview of the program
- + Responsibilities and Opportunities for the District
  - Curriculum
  - Instructors
  - Focused Learning
  - Costs

# The “Why”

## *Why would a District add this benefit?*

### + Retention of Teachers

Salary Schedule Incentives, In-District In-Person Classes

### + Return On Investment

District leaders teach the courses

Focus on the District Mission, Goals and CSIP

District decides courses and objectives

### + Attract New Teachers

An additional benefit that can be used to recruit and hire teachers

Student teachers are beginning to look for these benefits

### + Why is this different than Tuition Reimbursement?

Tuition reimbursement for any graduate credit vs. a focused in-house program.

# The “Why”

## *Why would a District add this benefit?*

### + School Board support

School Board members support staff benefits and staff improvement. Local focus is important.

### + Unintended Outcomes

District Initiatives

Teacher Leadership

Teacher buy-in and support; District understanding

Cohort becomes a support for staff members

Saves money on training costs of staff turnover

# *What do Teachers think?*

+ video

*The “How”*  
*Starting a new program.*  
*Planning Tips and Funding ideas*

- + What does your district already do for PD and Tuition Reimbursement?
- + Board process – New program? Different way to do a current program? Bidding Process?
- + Funding
  - Professional Development 1% State Aid funds
  - ESSER Funds
  - Title Funds
  - Reallocation of current District funds



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