



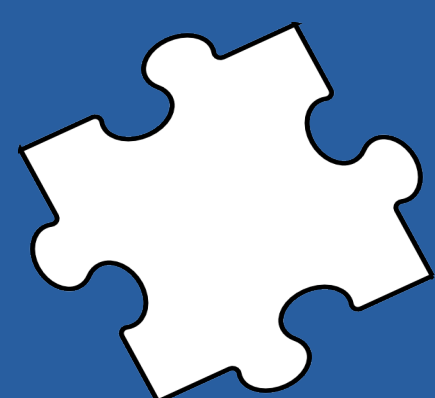
Georgia

Will Rumbaugh



Goals

- The goal is to retain quality core content teachers by developing, implementing, and continuously improving three district processes:
- Robust induction process
- Coaching process
- Content knowledge continuous improvement process



Gaps and Root Causes

- Dougherty County is seeing a rise in teacher attrition (seeking employment in neighboring districts).
- There are currently four district mechanisms in place with the intent of retaining talent: recruiting process; leadership development support (a current project with the Wallace Foundation); transfer policy; and career paths development process. While these mechanisms are indeed in place, each of them needs improvement/refinement/revision.



Accomplishments

- Inventoried current informal or isolated district and school efforts in the areas of induction/on-boarding, coaching, and core content knowledge development
- Built two critical surveys to begin administering from the district human resources department to first-year teachers and exiting teachers
- Prepared a research brief on best practices in the areas of induction programming, coaching processes, and ways to build continuously the content knowledge of core academic teachers



Questions we are Pursuing

- Why do teachers really leave Dougherty County at a significantly higher rate than surrounding counties?
- What is currently being done at the school and district level to address this issue?
- What is currently being done with this issue in the education preparation programs that typically supply Dougherty with teachers?
- What is currently being planned and being done with this issue in the Wallace Foundation leadership development and support project?
- What are the most significant considerations that must be made as the three critical process (induction, coaching, and content knowledge capacity building) are being built?



Questions for Colleagues

- Do you have any model processes/programs in the three critical areas under construction in Dougherty County?
- Have you heard of any such processes/programs in other districts and/or states?
- Do your education preparation programs build quality candidates that are more likely to remain where they are first employed?
- Do you have an effective district recruitment process that we could investigate as we seek to improve Dougherty's?
- Do you have an effective leadership development/support process that we could investigate as we seek to improve Dougherty's?
- Do you have an effective district transfer policy that we could investigate as we seek to improve Dougherty's?
- Do you have an effective district career pathways development process that we could investigate as we seek to improve Dougherty's?

