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

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.

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

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?

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?