Why Gen Y?

Recruitment & Retention

“An antiquated system competing for talent…” (Dave Saba, 2007)

Teacher Effectiveness:

Improve student achievement by developing *Gen Y* teachers with PD
Who is the *Gen Y* teacher?

- Aged under 30
- Creative
- Output-driven
- Confident
- Tech-savvy
- Optimistic
- Socially Conscious
- Achievement-oriented
What *Gen Y* teachers want

Yearning for **support** and positive feedback on a job well-done

Encouragement to **innovate** in order to make a difference

Opportunities to **collaborate** and share with colleagues
Implications for teacher PD

Professional Development for Gen Y

...is needed more than ever

...needs improvement more than ever
Implications for teacher PD

Innovation  ➔  Small group collaboration

Gen Y’erless  ➔  Gen Y as leaders
School leaders for *Gen Y* teachers

Committed to success not system

Willing to allow experimentation

Encouraging, approachable

Intergenerational humanist preferred

Promotes teacher leadership
Invest in Professional Development that will attract top *Gen Y* talent; help them grow to HET; and make them want to stay.
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