Teacher Retention in Utah

Utah State Board of Education | Public Education Agency



Utah State Board of Education

Audit to Answer Two Questions

Is there a teacher retention issue at the state or local level? ls accurate, up to date information to support teachers easily available?

Led to 4 Findings

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Audit Recommendation 1

Determine which teacher retention analyses are needed and, in cases where data is not available, which need better collection and reporting.



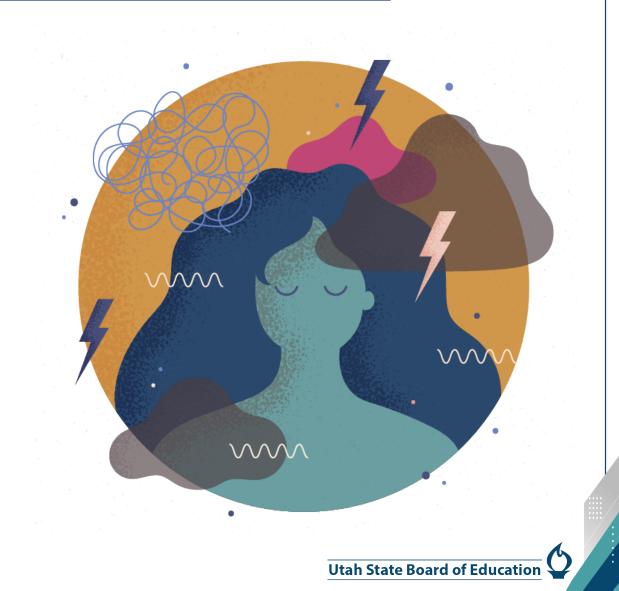
Audit Recommendation 2

- Establish a common method to evaluate and track teacher shortages and vacancies.
- Report shortage information to the Legislature to create better targeted policies



Audit Recommendation 3

Consider targeted policy options to address teacher stresses and concerns through the legislature



3 Key Evidence-Based Strategies



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High School Teaching Academies

Effective Recruitment Strategies

Service Scholarships and Forgivable Loans

Inclusive Hiring Practices



High Quality Preparation and Pathways

Teacher Residencies

Grow Your Own Programs



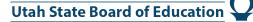
Supportive Working Conditions

High-Quality Induction and Mentoring

Ongoing Professional Learning and Growth

Collaboration and Shared Leadership

Supportive Site Leadership



Aligned Funding Requests

PRIORITY #2

At-Risk WPU Add-On

Increases the weights for students from economically disadvantaged backgrounds and students learning English.





PRIORITY #9

Critical USBE FTEs

Provides funding for 11 positions including **4** Educator Licenses



Aligned Funding Requests

PRIORITY #11

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Educator-Directed Prep and Collaboration Time

- Restores student instructional days by creating time for educators to interpret data and personalize instruction.
- Provides time for collaboration to improve student learning.
- Two-year program requires LEAs to match state funds.

* One-time funding request

Questions

