



# Teacher Retention in Utah

Utah State Board of Education | Public Education Agency



# Audit to Answer Two Questions

Is there a  
teacher  
retention issue  
at the state or  
local level?

Is accurate, up  
to date  
information to  
support  
teachers easily  
available?

Led to 4  
Findings



# 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





# Effective Recruitment Strategies

High School Teaching  
Academies

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.



# Aligned Funding Requests

PRIORITY #9

Critical USBE FTEs

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



# Aligned Funding Requests

PRIORITY #11

## Educator-Directed Prep and Collaboration Time

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- 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

