



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





Legislative Updates 2022

Aligned Funding Requests

PRIORITY #2

At-Risk WPU Add-On

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

Actual: Funding maintained from FY 2022



Aligned Funding Requests

PRIORITY #9

Critical USBE FTEs

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

Actual:

- Educator Licensing - 2 FTE
- Library Specialist - 1 FTE
- Prevention Specialist – 1 FTE
- School Fees Fiscal Monitor – 1 FTE

Total – 5 FTEs



Aligned Funding Requests

PRIORITY #11

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.

Actual: up to 32 hours per educator, \$64 million



Questions

