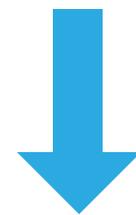


TEACHER RETENTION



BACKGROUND

Like many Dallas-Forth Worth area school districts, teacher retention is an area of focus. Richardson ISD is acting in varied and bold ways to hire and retain great teachers, with a **growth goal** of reducing educator turnover to 14.5% in 2016-17.

 **14.5%**
in 2016-17

State data on teacher turnover includes movement within the district, like promotions and retirements. That figure is reported at: **18.7% for 2015-16**

PROMOTIONS

In 2015-16, the latest full year for which the District has data, when internal promotions are taken into account, that figure **drops to 15.31%**. Promotion from within is a strategy supportive of retention, and the practice protects the extensive investment made in professional development at RISD.



RETIREMENTS

The workforce exit brought on by “Baby Boomer” retirements, a trend which began around 2011, is a national issue and RISD is not immune. **6.8% of teachers who left in 2015-16** cited retirement as their reason for departing the District.



ADDRESSING THE CHALLENGE

Teacher retention has been a District priority goal, led by our Board of Trustees since 2014, and has resulted in the following:



SALARY INCREASES

Prioritized teacher salary increases, including targeting experienced educators



TASK FORCE

Retention Task Force/HR Advisory Committee recommendations

Retention Task Force/HR Advisory Committee recommended outcomes at a glance:



Improved, valuable **professional development**

Meaningful, aligned PD time is planned at the beginning of the year so that teachers can explore their curriculum prior to welcoming students to their classrooms.



Enhanced Richardson Promotes **Mentoring (RPM) program**

Every new teacher is assigned a current teacher as a mentor who is selected by their principal, according to guidelines.

Relationship-building events like the annual tailgate offer new teachers an additional view of RISD culture.

RPM is engaging with CTE Early Teaching Interns, showcasing RISD as a desirable future workplace and connecting the students with local college opportunities (SMU, UTD).



Identify and implement additional **recognition** measures

Red Apple First-Year Teacher Award recognizes one secondary & one elementary teacher who demonstrate outstanding performance during their first year of service.

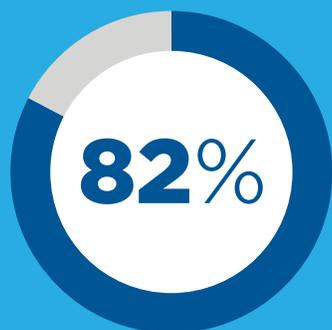
Teacher and staff recognition in all-District newsletter.

ADDRESSING THE CHALLENGE (CONT.)

RISD CULTURE

RISD Superintendent Dr. Jeannie Stone has made culture change a priority and, with the Board's support, has implemented numerous initiatives to unite RISD's campuses and departments under **ONEVISION: growth for all students.**

1NEVISION



HR asks current and departing teachers for their thoughts and feedback through surveys.

The data shows that 82 percent of departing employees would recommend RISD as a place of employment, illustrating that word-of-mouth marketing is still a strong asset for the District - even among employees who leave.