A Few Lessons on the Educator Exodus of 2022

National Conference on State Legislators
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5 BIG HEADLINES on the EDUCATOR EXODUS

1. Financial incentives are necessary, but wholly insufficient.

2. Focus on the professional learning and leadership that matter for retention and performance.

3. Get serious about preparation —align with how new recruits are inducted and teachers are utilized as leaders.

4. Address the policy mismatch of supply, demand, and quality inside of your states.

5. Remember, it is about the SYSTEM....
Estimated returns for teaching effectiveness: Based on teachers’ professionalized work environments

Schools with “above average” professionalized teaching environments realize student achievement gains 40% greater than schools ranking among the “below average” professional environments.

**Schools’ overall professional environment percentile**
- Above average environment
- Average environment
- Below average environment
We know what works for New Teachers

- Personalized and customized
- Cohort-based
- Focus on the whole teacher
- However, SC schools not designed yet for teacher learning that students deserve!