



Investing in educators: The power of supporting and retaining educators during transitions between remote, hybrid, and in-person learning

February 10, 2022

Link to slides: <https://learningforward.org/wp-content/uploads/2022/02/Webinar-2-10-22.pdf>

Contact info for the panelists:

- Ellen Sherratt - ellensherratt@gmail.com
- Kevin Armstrong - kevin.Armstrong@mnps.org
- Tricia Mcmanus - ttmcmanus@wsfcs.k12.nc.us

Resources from panelists:

From Ellen Sherratt:

- [Book: *Improving Teacher Quality: A Guide for Education Leaders*](#)
- [Report: *Teacher Salaries and Teacher Shortages: The View from the Classroom*](#)

Learning Forward resources:

- [Learn how we can help you establish a clear strategy for recovery and reinvention planning](#)
- [Use the *Professional Learning State and District Planner*](#)
- [Read articles from our latest magazine issue: Building Community in a Divided World](#)
- [Learning Forward webinars](#)
- [Learning Forward blog](#)
- [Get \\$10 off any new Learning Forward membership using the code: **LFWebinars**](#)

Ideas, tools, and resources attendees find helpful in supporting the retention of educators:

- Setting up leadership networks to support the principals in our region.
- Visiting my teachers in the classroom and meeting with them regularly.
- Mentors
- We have revamped our new teacher mentoring program to make sure that mentors are in the same building and in the same role to support new teachers. (If the new teacher is in a singleton role, they may have a building mentor and a role mentor.)
- A mentor that does not work in the building.
- Investing in critical conversation skills of principals and instructional leadership teams.



- Additional training for mentors.
- We just started induction coaches and a mentor teacher program.
- Improving parental involvement.
- Our program uses improvement science practices - plan-do-study-act (PDSA cycles) to get actionable feedback and then respond quickly.
- Working conditions are very important; ensuring that school culture doesn't contribute to the stress and challenges of teaching is a big part of retention.
- Instructional rounds for peer observation and feedback with time to discuss effective practices with the group.
- Opportunities for caring and sharing non-school related issues.
- Increased communication between mentor teacher, instructional coaches, and mentor coordinator. Understanding the roles, looking for gaps in support.
- We've found the following helpful in support the retention of educators (in no particular order) 1. informal check-ins 2. strong connection with 1 or more staff members/colleagues 3. in-class coaching 4. coach modeling 5. Elena Aguilar's text *Onward: Cultivating Emotional Resilience in Educators*.