



# Recruitment and Retention

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## Educator Quality BHAG

***Every Florida teacher and leader is prepared,  
developed, supported and supervised by educators  
who make teaching better.***



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# National Trends Recruitment/Retention

## Highlights from national research...

- ***Annually, between 16-20% K-12 teachers leave classroom***
- ***Half leave profession; half switching schools***
- ***Nearly 50% of teachers entering profession today will still be educators 5 years from now***
- ***Top reasons for leaving...***
  - ✓ ***Dissatisfaction with administration – 38%***
  - ✓ ***Dissatisfaction with workplace conditions – 32%***

## Highlights from national research...

- ***Problem isn't teacher recruitment; it's retention***
- ***Schools lose between \$1 billion and \$2.2 billion in attrition costs each year***
- ***Average cost to replace a teacher - \$12,500***
- ***Shift occurs among teachers moving from poor to non-poor schools, from high-minority to low-minority schools, from urban to suburban schools***
- ***School staffing problems rooted in way schools are organized and way teaching occupation is treated***

## Highlights from national research

- ***“More than enough” qualified math-science teachers***
- ***Again - problem is retention, not recruitment***
- ***Over 100 percent increase in number of minority teachers in past 15 years***
- ***Minority teachers quit at far higher rates than non-minority teachers***
- ***National reform efforts successful at bringing people in – but then, “a whole lot” leave***
- ***Need both recruitment and retention***

## Policy Recommendations

- *Develop data systems that use performance measures that promote high-quality educator development and teaching*
- *Implement induction programs for new teachers that last for a minimum of 2 years and make successful completion a part of licensure process*
- *Take evaluations of teachers using multiple measures*
- *Support staff selection & PD systems that encourage collegial collaboration*

# Highlights from national research...

## Moving from compliance to strategic planning...

- Connect talent to school strategy
- Differentiate and target services
- Develop strong HC managers

- Offer evaluation and PD services
- Data-driven
- Responsive customer service
- Streamlined processes

- Get paid on time
- Process leaves
- Keep accurate data

**Strategically  
Maximize  
Talent**

**Deliver  
Effective  
Services**

**Meet Basic Needs**

Where we want  
to be: HC Mgmt.

Where we  
are today:  
HR Mgmt.





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# Florida Department of Education Current Initiatives



- 1. Restructuring TeachinFlorida.com website***
- 2. Creating marketing materials***
- 3. Best and Brightest Scholarship Program***
- 4. Webinars for out-of-state college graduates***
- 5. Florida Future Educators of America***
- 6. Great Florida Teach-in – April 25***
- 7. Urban Schools Human Capital Academy***

# Urban Human Capital Academy

- ***National nonprofit assisting urban districts become great managers of teacher and principal talent***
- ***Offers sustainable method for addressing unique human capital needs of urban school districts by building capacity of district staff to better recruit, deploy, and retain highly effective teachers and principals***
- ***Currently works in over 15 urban districts across US***
- ***Participating Florida districts – Hillsborough, Seminole & Palm Beach***



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## Teachers.Teachers.com / myEDmatch Initiatives in Florida

***Dave Pfisterer, Florida Recruitment Coordinator***

***Alicia Herald, Founder/CEO of myEDmatch***

**TEACHERS-TEACHERS.COM™**





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## *Best Practices Sharing*

***Please share recruitment successes in your district.***



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## Reflections

***Share one thing that you will take  
back to your school district.***

## As we continue to learn ...

- *We want to be a better partner and we want to learn from you.*
- *Create a community of practice in order to build a network of support for recruitment and retention.*
- *Human capital issues are being addressed and shared along with best practices.*

# As we continue to learn ...

***Ensure that every day, in every school, every student has a teacher that is as good as the best you ever had.***







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