



August 2024

As we head into the beginning of the new school year this month, I've been reflecting on the need to support and retain the teachers we have, especially in light of the continuing national teacher shortage. In a McKinsey and Company survey at the end of the 2021-22 school year, one-third of the 1,800 U.S. educators who responded indicated that they planned to leave their current role before the next school year. Classroom teachers ranked inadequate compensation, unsustainable work expectations, uninspiring leadership, lack of wellbeing, lack of career development, and a lack of workplace flexibility as their top reasons for leaving. The survey also found that younger teachers between the ages of 25 and 34 and those in low-income schools, in districts with more students of color, or working with younger (pre-K) or older (high school) students were more likely to express an interest in leaving the profession.

Considering these survey results, State and district leaders should be focused on providing the support needed to address why teachers are leaving and stem the flow of educators out of the profession. To support your efforts, we are providing several resources this month focused on supporting early career teachers, improving working conditions of teachers to increase retention, and supporting school employee wellness and wellbeing. We hope that these resources will support your ongoing efforts and provide some new ideas for addressing these challenges.

Additionally, please take a look at the [third and final blog](#) in our series on High-Leverage Practices for Students with Disabilities.

Wishing you all a great start to the 2024-25 school year!

Be sure to visit our website and check in with us on social media to keep up with our work. We are honored to continuously support you during these five years.

Robin G. Jarvis

Robin G. Jarvis, PhD

Director, Region 7 Comprehensive Center



New From R7CC

NEW BLOG – [High-Leverage Practices for Students with Disabilities: A Closer Look at Scaffolded Supports](#)

Resources to Support Teacher Retention and Wellbeing

Supporting Early Career Teachers

- [Louisiana's New Teacher Experience: Supporting Early Career Teachers \(REL Southwest\)](#)
- [First-Year Teacher Support Strategies and Programs \(SREB\)](#)

Improving Working Conditions to Increase Retention

- [Addressing Working Conditions to Improve Teacher Retention: An Exploration of the Research \(REL Northwest\)](#)
- [How Could States and Districts Improve Teacher Working Conditions? Examples of Initiatives From Around the South \(SREB\)](#)

Supporting School Employee Wellness and Wellbeing

- [How to Grow Teacher Wellbeing in Your Schools \(REL Pacific\)](#)
- [Addressing Educator Burnout and Demoralization: Actions for Administrators \(National Center on Safe Supportive Learning Environments\)](#)



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