

# Indiana Blue Ribbon Commission on the Recruitment and Retention of Excellent Educators

---

September 11, 2015

**GREAT LAKES**  
Comprehensive Center

at American Institutes for Research ■



# Indiana Blue Ribbon Commission on the Recruitment and Retention of Excellent Educators

## Focus on Retention

---

September 11, 2015

**GREAT LAKES**  
Comprehensive Center

at American Institutes for Research ■



# Welcome, Introductions, Agenda

---

# Welcome

---

## ■ Great Lakes Comprehensive Center

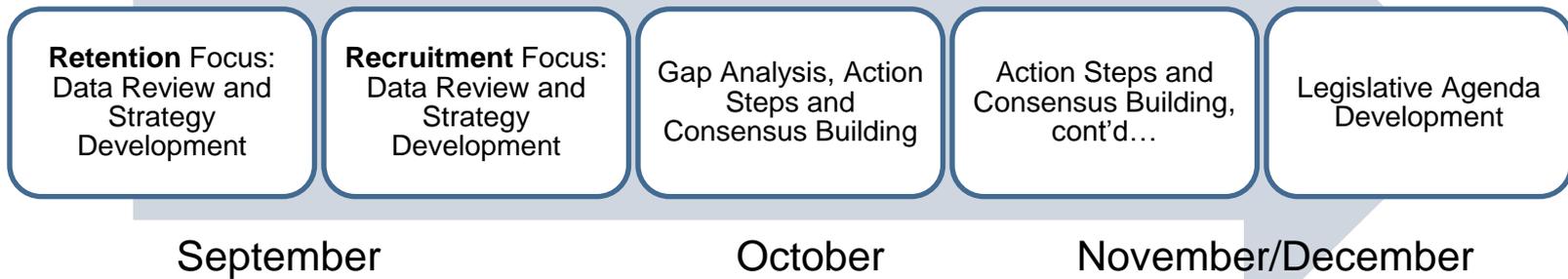
- Provides high-quality technical assistance that focuses on key initiatives, aligns with the work of the Content Centers, and builds the capacity of State Educational Agencies (SEAs) to implement, support, scale up, and sustain initiatives statewide.
- Current projects address Strategic Planning, Standards and Assessments, STEM education, Educator Effectiveness (preparation, evaluation, development, Outreach, low performing schools and educators of special populations.

## ■ Center on Great Teachers and Leaders

- Provides national technical assistance that fosters the capacity of practitioners, researchers, innovators, and experts to build and sustain a seamless system of support for great teachers and leaders for every school in every state in the nation.

# Introductions and Agenda from Superintendent Glenda Ritz, NBCT

- Meeting outcomes: Why are we here?
- Focus Issue: Retention
  - Data Review and Trends
  - Root Cause Identification
  - Strategy Development



# Meeting Outcomes

---

You will...

1. Receive key background information and data
2. Learn about root causes
3. Develop strategies to improve retention

# Discussion Norms

---

1. **Promote a Spirit of Inquiry:** Ask questions of other participants to enhance shared understanding
2. **Welcome all Ideas:** Share your ideas and listen to the ideas shared by others
3. **Support Inclusion:** Invite others to speak and monitor your own contributions to ensure all voices are heard

# Overview of Process

---

## Focus Issue: Retention

- **Data:** *Review of retention data trends*
- **Root Causes:** *Discussion of root cause analysis and strategy “categories”*
- **Strategies:** *Small group session focused on recommending strategies tied to root causes to address retention issues*

# Data Review and Trends

---

**GREAT LAKES**  
Comprehensive Center

at American Institutes for Research ■

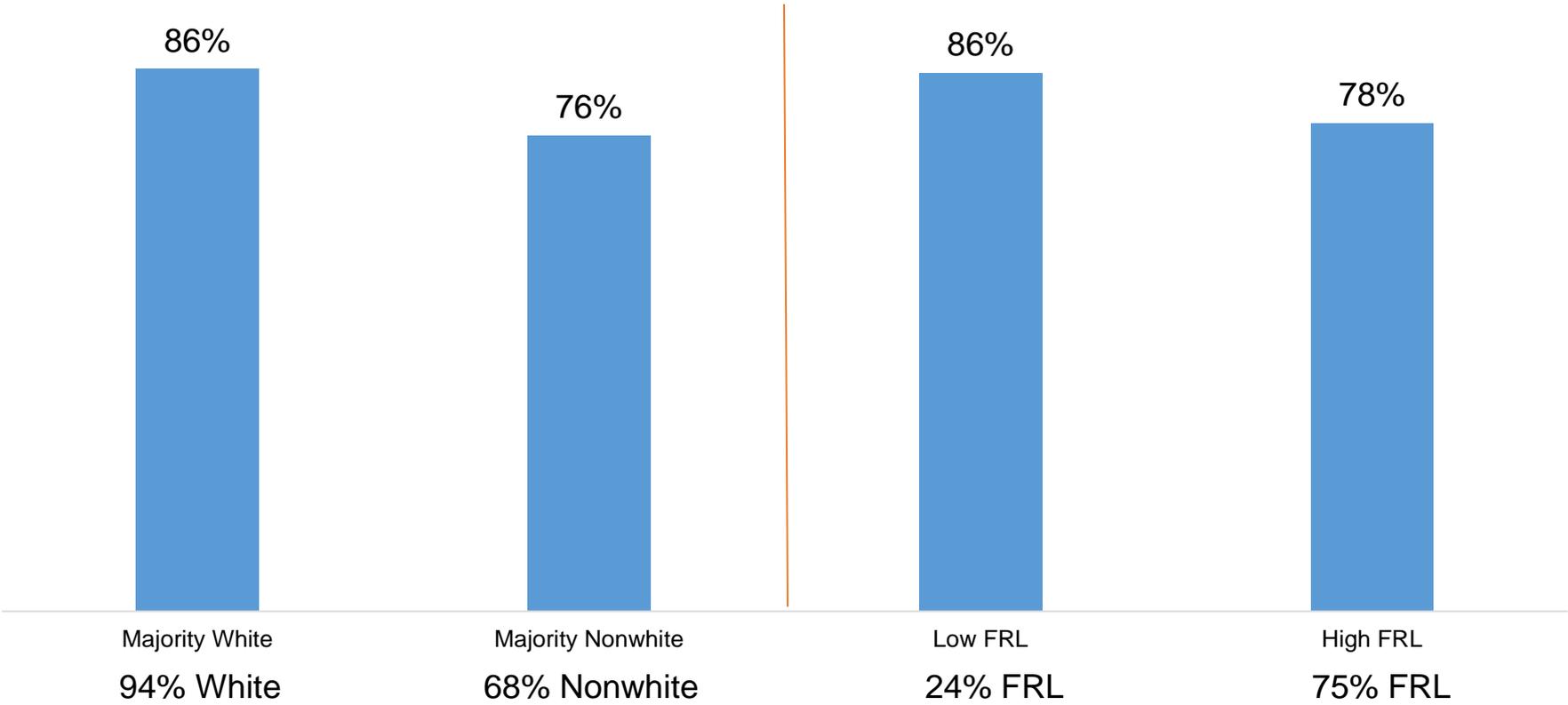


# Data Overview

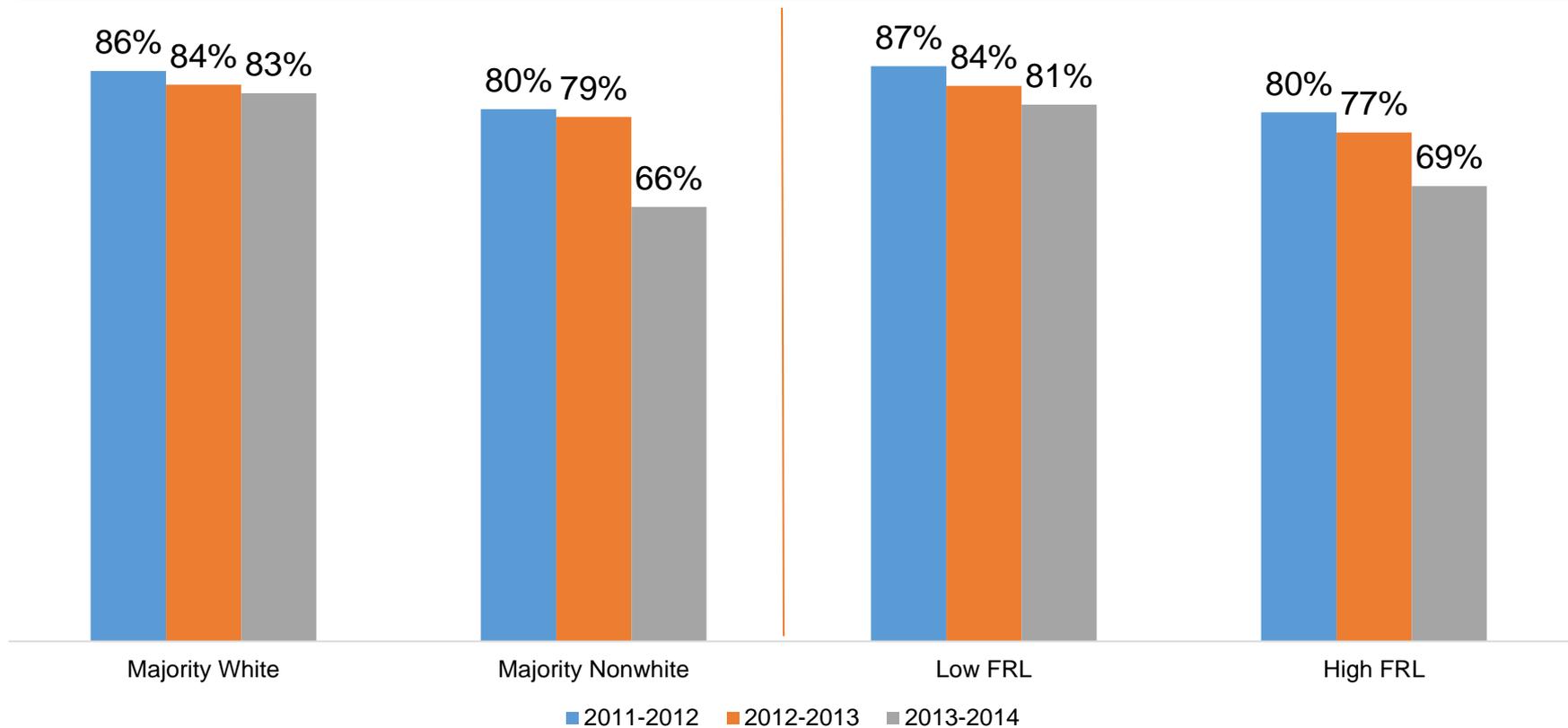
---

- The data are organized at the corporation level
- The data are divided into quartiles
- Each quartile divides the data into four equal groups by student population
- The term “educator” refers to teachers and administrators

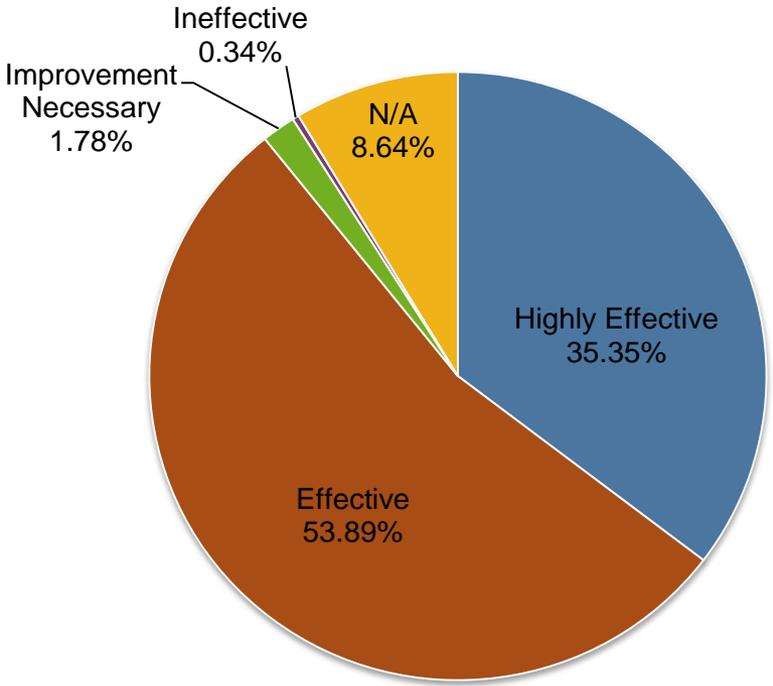
# 2013 Educator Retention Rates by Quartiles



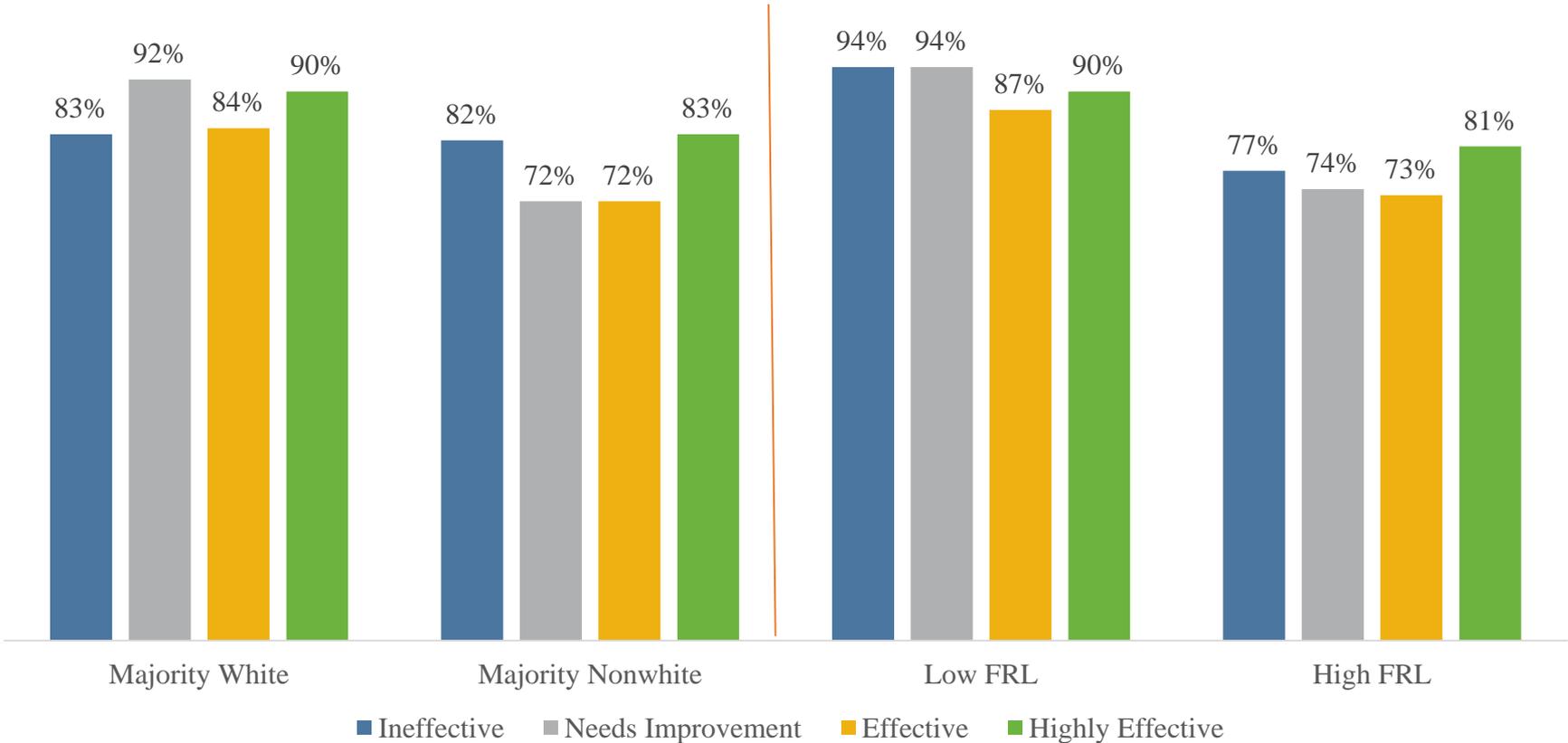
# Retention Rates Over Time (Average of Averages)



# 2014 Teacher Effectiveness Ratings



# Average Retention Rates by Teacher Effectiveness (2014)

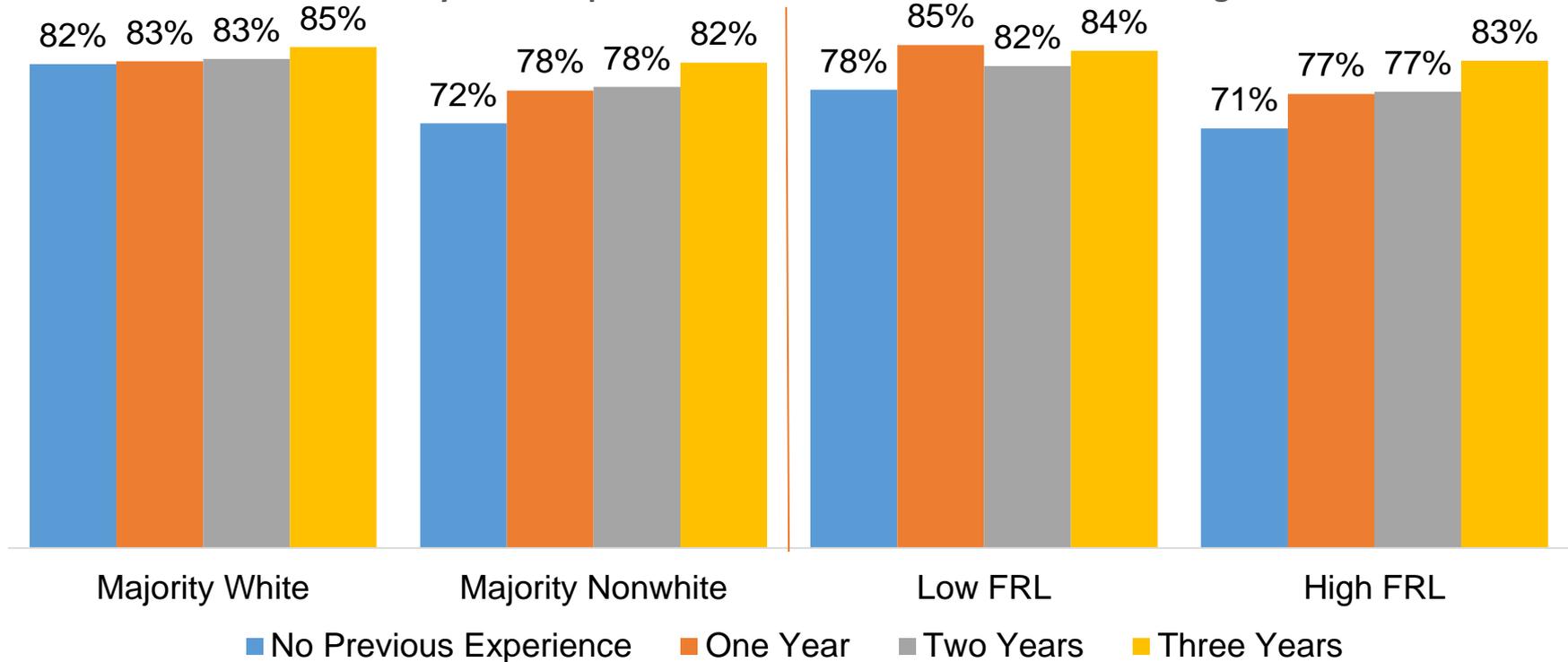


# Teachers in 2011-2012 Still Teaching in 2013-2014, by Years of Experience

	None	1 to 5	6 to 10	11 to 20	21 to 30	31 to 40	41 or more
Majority White	82%	86%	92%	93%	86%	62%	37%
Majority Nonwhite	72%	82%	87%	90%	82%	62%	53%
Low FRL	78%	85%	90%	93%	87%	65%	41%
High FRL	71%	82%	88%	90%	82%	64%	54%

# Retention Rates Among Inexperienced Teachers

Teachers with 0 to 3 years of experience in 2011-2012 who were still teaching in 2013-2014.



# Median Teacher Compensation in 2015

<b>\$35,000</b>	<b>First Year Teacher</b>
<b>\$35,476</b>	<b>One Year of Experience</b>
<b>\$35,932</b>	<b>Two Years of Experience</b>
<b>\$36,694</b>	<b>Three Years of Experience</b>
<b>\$37,962</b>	<b>Four Years of Experience</b>
<b>\$38,846</b>	<b>Five Years of Experience</b>

SOURCE: Reported by LEAs through “Certified Employee” (CE) data collection

# Median Teacher Compensation in 2015

<b>\$35,000</b>	<b>First Year Teacher</b>
<b>\$46,268</b>	<b>Ten Years of Experience</b>
<b>\$60,849</b>	<b>Twenty Years of Experience</b>
<b>\$63,619</b>	<b>Thirty Years of Experience</b>
<b>\$63,652</b>	<b>Forty Years of Experience</b>
<b>\$63,080</b>	<b>Fifty Years of Experience</b>

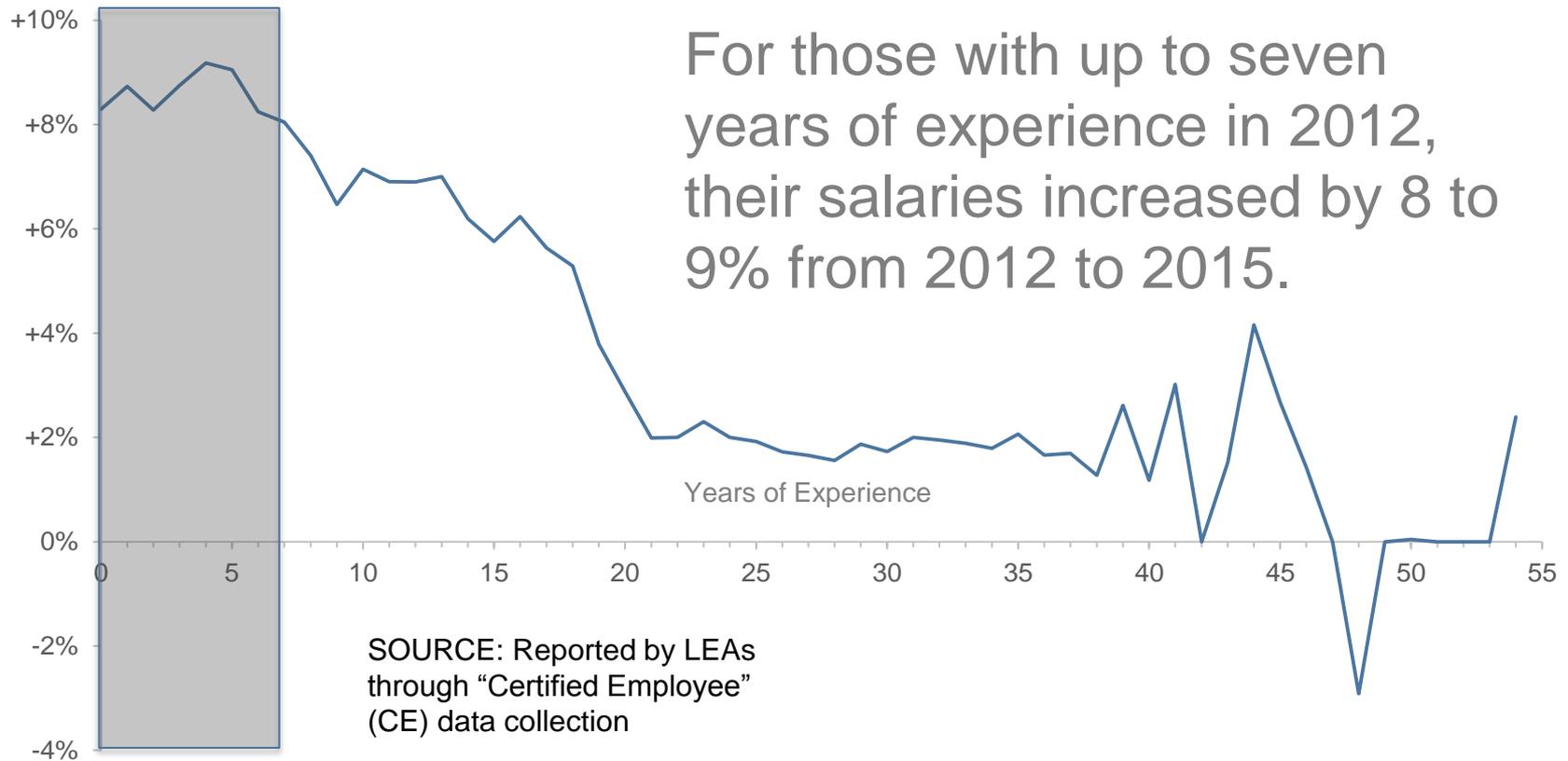
SOURCE: Reported by LEAs through “Certified Employee” (CE) data collection

# Teacher Compensation Over Four Years

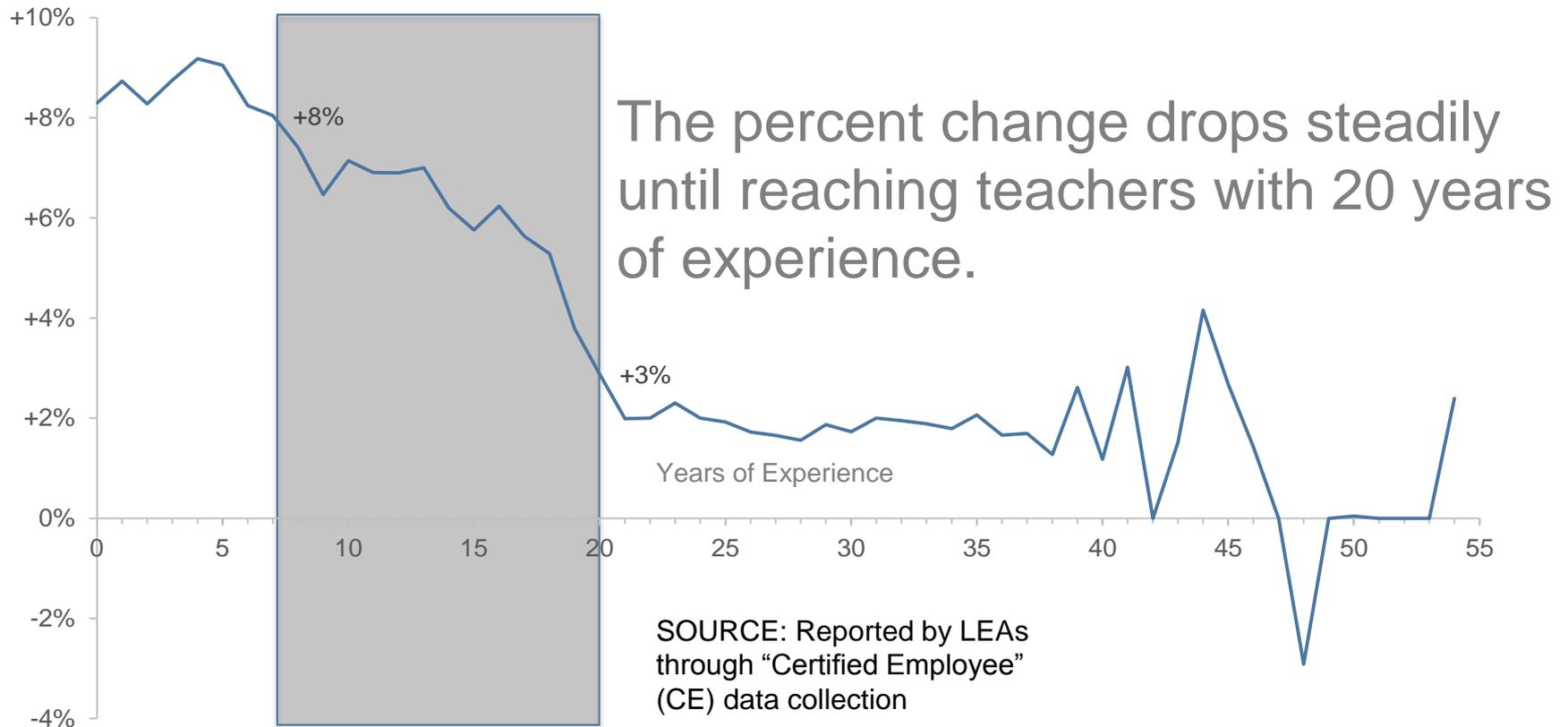
Years of Experience in 2012	Average Salary			
	2012	2013	2014	2015
None	\$ 33,530.87	\$ 34,898.54	\$ 35,886.96	\$ 37,044.62
One to Three	\$ 36,219.46	\$ 37,294.75	\$ 38,398.95	\$ 39,492.05
Four to Six	\$ 39,820.63	\$ 41,076.16	\$ 42,136.56	\$ 43,307.84
Seven to Nine	\$ 44,463.31	\$ 45,686.94	\$ 46,671.07	\$ 47,953.58
Ten to Fifteen	\$ 50,537.31	\$ 51,826.20	\$ 52,918.58	\$ 54,021.09
Sixteen to Twenty	\$ 58,290.55	\$ 59,350.55	\$ 60,253.14	\$ 61,147.35
Twenty to Thirty	\$ 62,314.90	\$ 62,703.62	\$ 63,248.04	\$ 63,873.31
Over Thirty	\$ 62,813.00	\$ 63,219.57	\$ 63,507.22	\$ 63,851.34

SOURCE: Reported by LEAs through “Certified Employee” (CE) data collection

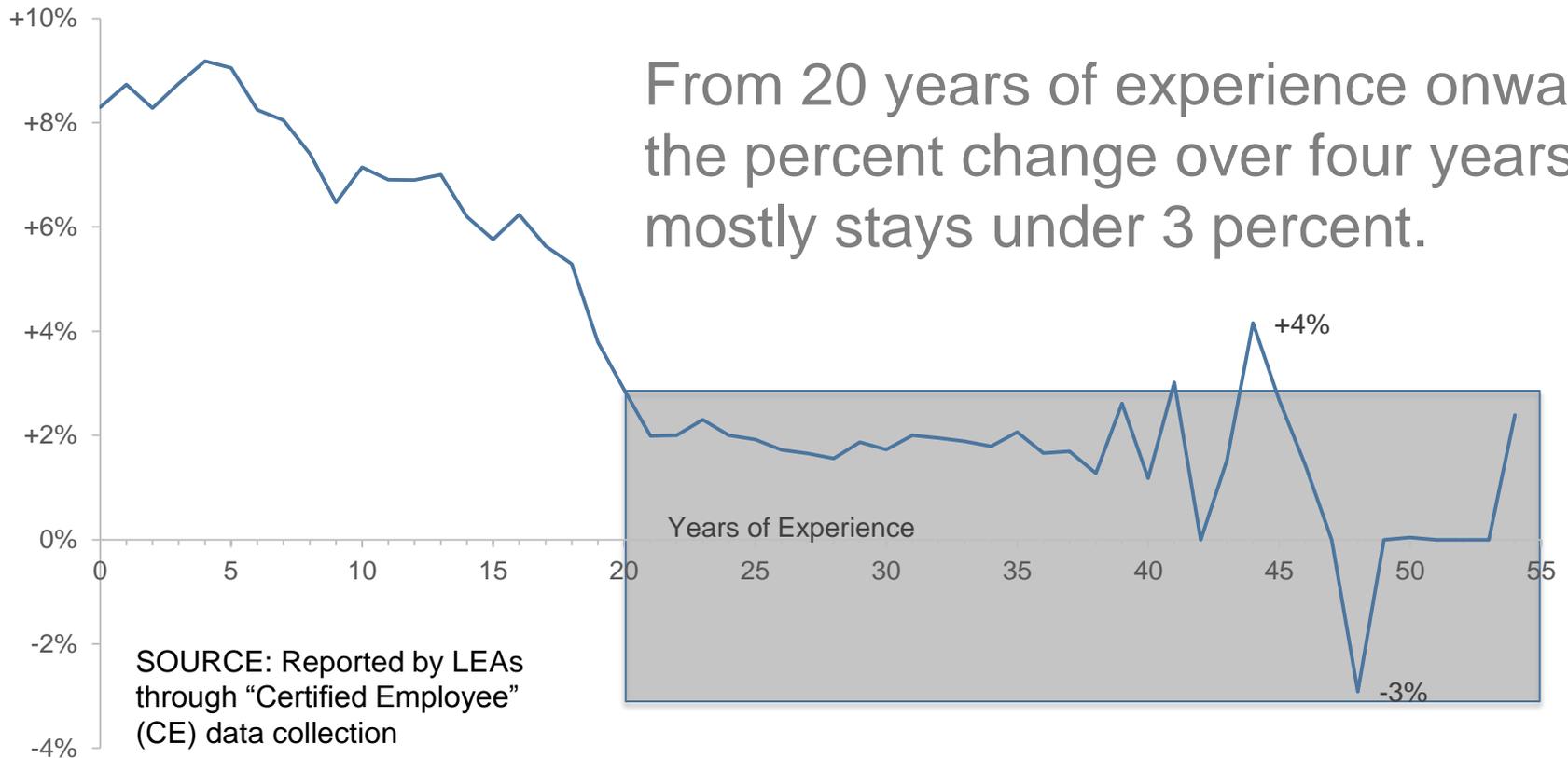
# Percent Change in Salary from 2012 to 2015 by Years of Experience in 2012



# Percent Change in Salary from 2012 to 2015 by Years of Experience in 2012



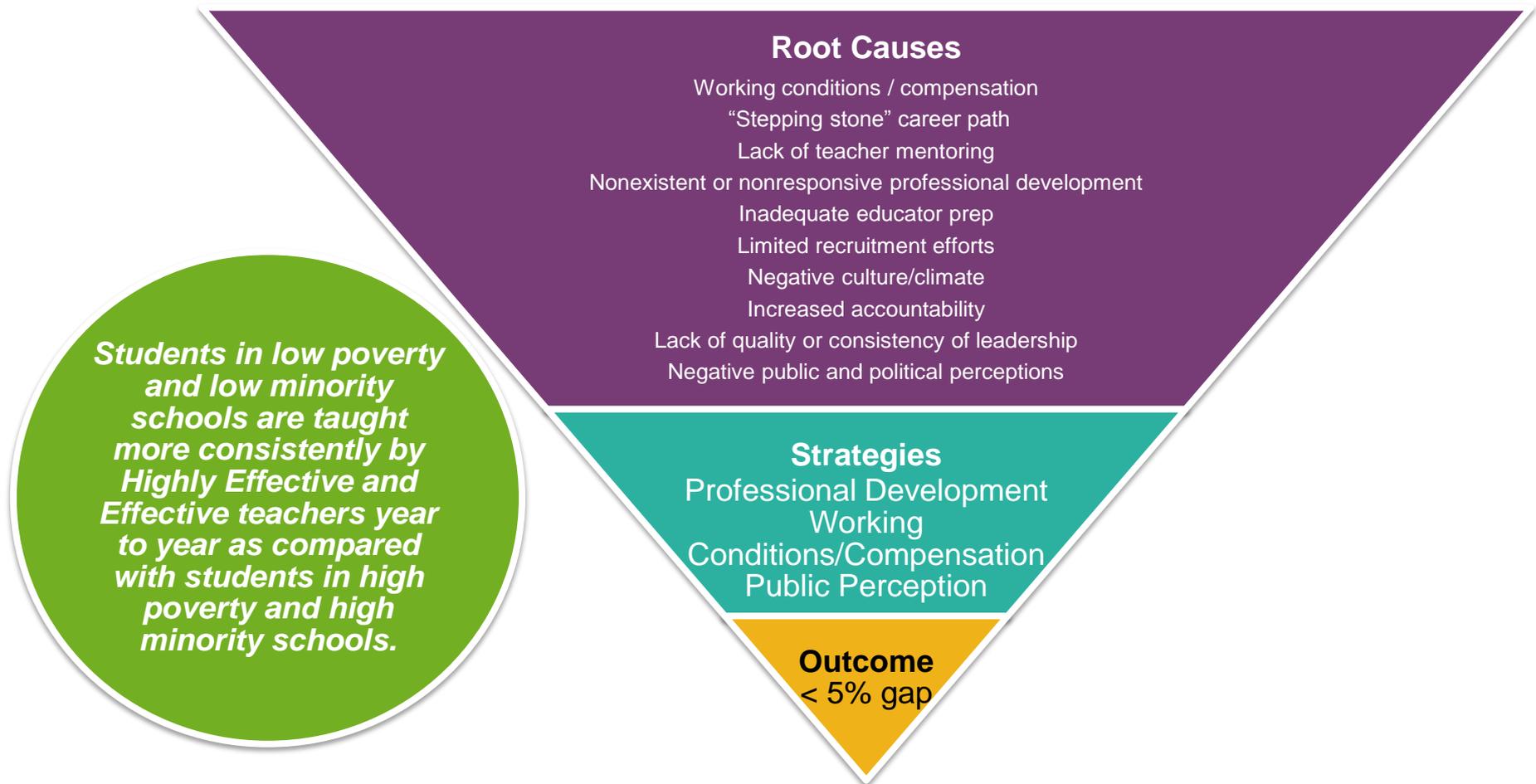
# Percent Change in Salary from 2012 to 2015 by Years of Experience in 2012



# Root Causes and Current Strategies

---

# Equitable Access to Excellent Educators



# Root Causes

---

- Working conditions / compensation
- “Stepping stone” career path
- Lack of teacher mentoring and support
- Nonexistent or nonresponsive professional development
- Inadequate educator preparation
- Limited recruitment efforts
- Negative school climate or environment
- Increased accountability
- Lack of quality or consistency of leadership
- Negative public and political perceptions

# Focus Areas for Strategies

Professional development

Working conditions /  
Compensation

Public perception

# Strategy Development

**GREAT LAKES**  
Comprehensive Center

at American Institutes for Research ■



# Develop Strategies-Table Tour

---



# Next Steps

---

**GREAT LAKES**  
Comprehensive Center

at American Institutes for Research ■



# Upcoming Meetings/Topics

---

**September 24**: Recruitment Focus – Data, Root Causes and Strategies

**October 5**: Gap Analysis, Action Steps and Consensus Building

**October 15**: Action Steps and Consensus Building, cont'd...

**November TBD**: Legislative Agenda Development

**December TBD**: Legislative Agenda Development

**GREAT LAKES**  
Comprehensive Center

at American Institutes for Research ■

