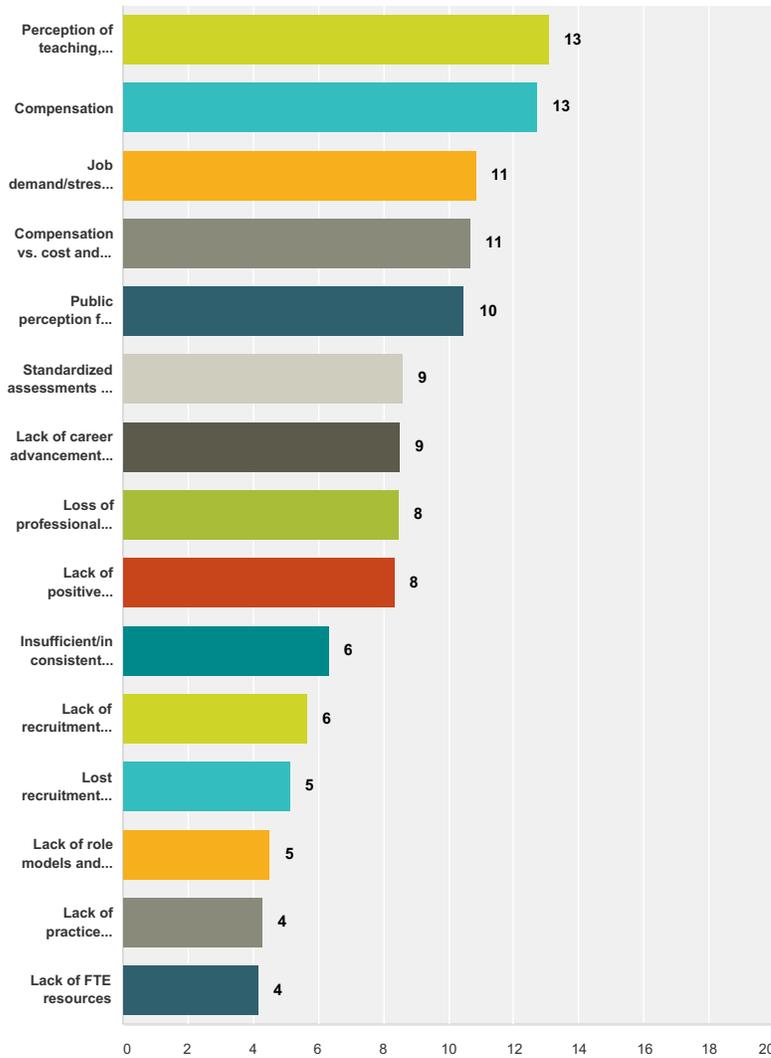


Indiana BRTC: Priority Root Causes Survey

Q3 The following list of root causes was generated by meeting participants during the 9/24/15 meeting. Please provide a numeric ranking between 1 to 15 of each root cause impacting recruitment of teachers in Indiana using the following scale: 1= This root cause should be the highest priority for the BRTC to address because I believe it has great impact on recruitment. 15= This root cause should be the lowest priority for the BRTC to address because I believe it has a low impact on recruitment. The goal of this ranking is to identify group priorities. Please use your best personal judgement as a member of the BRTC.

Answered: 37 Skipped: 0



	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	Total	Score
Perception of teaching, especially related to public policy and compensation	45.71% 16	5.71% 2	11.43% 4	20.00% 7	8.57% 3	0.00% 0	0.00% 0	5.71% 2	0.00% 0	0.00% 0	2.86% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	35	13.09

Indiana BRTC: Priority Root Causes Survey

Compensation	31.43% 11	17.14% 6	14.29% 5	14.29% 5	5.71% 2	5.71% 2	2.86% 1	2.86% 1	2.86% 1	2.86% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	35	12.74
Job demand/stress/scope creep	8.57% 3	22.86% 8	11.43% 4	14.29% 5	8.57% 3	5.71% 2	0.00% 0	5.71% 2	5.71% 2	8.57% 3	2.86% 1	0.00% 0	2.86% 1	2.86% 1	0.00% 0	35	10.86
Compensation vs. cost and rigor of preparation and certification	5.71% 2	28.57% 10	2.86% 1	0.00% 0	17.14% 6	14.29% 5	5.71% 2	5.71% 2	14.29% 5	0.00% 0	0.00% 0	0.00% 0	5.71% 2	0.00% 0	0.00% 0	35	10.69
Public perception from stakeholders	3.03% 1	15.15% 5	15.15% 5	12.12% 4	15.15% 5	6.06% 2	15.15% 5	0.00% 0	3.03% 1	6.06% 2	3.03% 1	0.00% 0	0.00% 0	6.06% 2	0.00% 0	33	10.48
Standardized assessments for students	0.00% 0	2.78% 1	13.89% 5	11.11% 4	13.89% 5	5.56% 2	8.33% 3	11.11% 4	2.78% 1	5.56% 2	8.33% 3	5.56% 2	0.00% 0	8.33% 3	2.78% 1	36	8.61
Lack of career advancement opportunities	0.00% 0	2.78% 1	13.89% 5	5.56% 2	5.56% 2	11.11% 4	19.44% 7	5.56% 2	8.33% 3	8.33% 3	2.78% 1	8.33% 3	0.00% 0	8.33% 3	0.00% 0	36	8.50
Loss of professionalism/love of teaching	2.86% 1	2.86% 1	14.29% 5	8.57% 3	5.71% 2	14.29% 5	8.57% 3	2.86% 1	2.86% 1	11.43% 4	5.71% 2	2.86% 1	11.43% 4	0.00% 0	5.71% 2	35	8.46
Lack of positive messaging and communication strategies	2.78% 1	2.78% 1	5.56% 2	2.78% 1	11.11% 4	8.33% 3	11.11% 4	22.22% 8	13.89% 5	5.56% 2	0.00% 0	2.78% 1	5.56% 2	2.78% 1	2.78% 1	36	8.36
Insufficient/inconsistent mentoring and induction opportunities	0.00% 0	2.94% 1	2.94% 1	2.94% 1	0.00% 0	5.88% 2	5.88% 2	8.82% 3	11.76% 4	14.71% 5	11.76% 4	17.65% 6	8.82% 3	5.88% 2	0.00% 0	34	6.35
Lack of recruitment plans/systemic plan for district recruitment and placement (talent management and human capital)	2.78% 1	0.00% 0	0.00% 0	8.33% 3	0.00% 0	8.33% 3	2.78% 1	5.56% 2	5.56% 2	13.89% 5	11.11% 4	8.33% 3	5.56% 2	16.67% 6	11.11% 4	36	5.67
Lost recruitment opportunities (high school courses)	0.00% 0	0.00% 0	0.00% 0	2.94% 1	2.94% 1	5.88% 2	8.82% 3	5.88% 2	8.82% 3	2.94% 1	14.71% 5	11.76% 4	8.82% 3	5.88% 2	20.59% 7	34	5.12
Lack of role models and mentors	0.00% 0	0.00% 0	0.00% 0	0.00% 0	8.33% 3	5.56% 2	2.78% 1	0.00% 0	2.78% 1	5.56% 2	16.67% 6	8.33% 3	22.22% 8	13.89% 5	13.89% 5	36	4.50
Lack of practice opportunities during teacher prep	0.00% 0	0.00% 0	0.00% 0	0.00% 0	2.78% 1	0.00% 0	2.78% 1	5.56% 2	11.11% 4	8.33% 3	8.33% 3	19.44% 7	8.33% 3	22.22% 8	11.11% 4	36	4.28
Lack of FTE resources	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	2.86% 1	5.71% 2	8.57% 3	5.71% 2	8.57% 3	8.57% 3	11.43% 4	17.14% 6	5.71% 2	25.71% 9	35	4.17