

WHY DO ILLINOIS AG TEACHER'S STAY IN THE PROFESSION?

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THE NEED FOR THE STUDY

- 41% OF TEACHERS NATIONWIDE CHOOSING TO LEAVE THE PROFESSION DURING THEIR FIRST FIVE YEARS IN THE CLASSROOM (INGERSOLL ET AL., 2014).
- TEACHER ATTRITION HAS BEEN SHOWN TO NOT ONLY HAVE A NEGATIVE INFLUENCE ON STUDENT ACHIEVEMENT (RONFELDT ET AL., 2012) BUT ALSO CARRIES WITH IT SIZABLE FINANCIAL IMPLICATIONS FOR SCHOOL DISTRICTS (HAYNES, 2014).
- IN 2019, ILLINOIS HAD 81 SBAE TEACHER OPENINGS ACROSS THE STATE WHILE ONLY 28 STUDENTS COMPLETED DEGREES THAT YEAR (ILLINOIS ANNUAL AG ED REPORT, 2019).
 - 30% OF POSITIONS HAD TO BE PROVISIONALLY FILLED (ILLINOIS ANNUAL AG ED REPORT, 2019).
 - IT IS HARD TO GROW AG ED PROGRAMS WHEN WE CAN'T FILL EXISTING POSITIONS



More than
200,000
teachers leave the classroom annually

Most common age groups of teacher attrition: **Under 30 & Over 50**

44% of U.S. teachers are under the age of 40

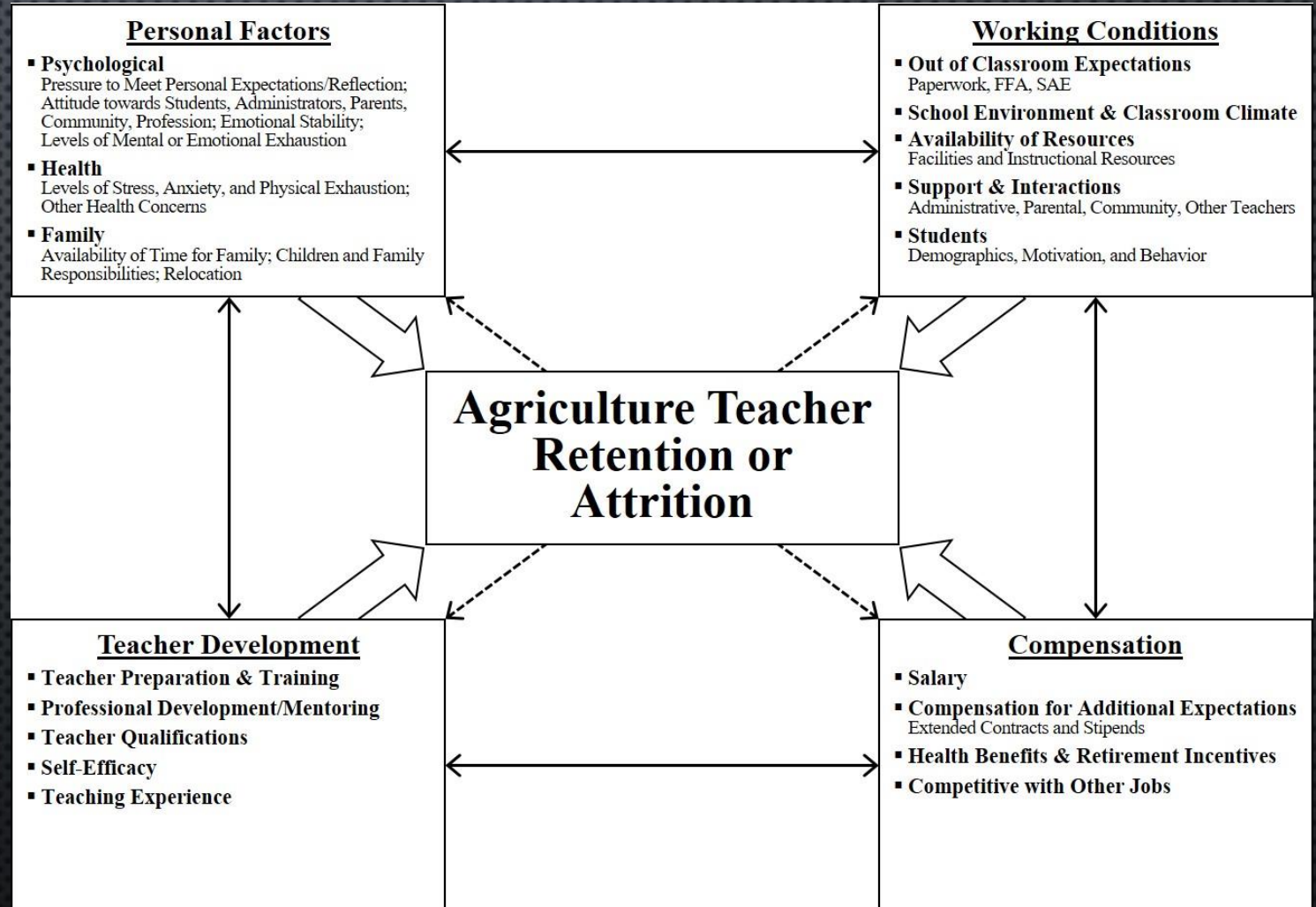
Approximately two out of three teachers leave for reasons other than retirement

\$20,000+
Cost (on average) to replace one teacher for an urban district



CONCEPTUAL FRAMEWORK & METHODOLOGY

- SURVEY SENT TO ALL 432 FULL-TIME ILLINOIS AG TEACHERS
- 208 RESPONSES (48.2% RESPONSE RATE)
- 37 IMPACT ITEMS WERE MEASURED USING A 5-POINT LIKERT-TYPE SCALE
 - NO IMPACT TO STRONGLY IMPACTED



TOP FACTORS IMPACTING AN IL AG TEACHERS DECISION TO STAY IN THE PROFESSION

Variable	SI %
Teacher's Ability to Engage Students	75.5
Having a Supportive Family	71.7
Supportive School Building Administration & School Board	71.0
Teacher's Attitude Towards Students	69.7
Employment Location	68.3
Positive School Environment	68.1
Confidence Level to Adequately Teach Students	62.5
Meeting Personal Expectations as a Teacher	59.1
Confidence Level to Adequately Teach the Curriculum	57.7
Highly Motivated Students	52.4
3 Circles Grant/Extended Contract	51.4
Possessing a High Level of Autonomy at School	51.2

• ITEMS WE CAN INFLUENCE

- HELP INCREASE TEACHER SELF-EFFICACY
 - TEACHER'S ABILITY TO ENGAGE STUDENTS
 - CONFIDENCE LEVEL TO ADEQUATELY TEACH STUDENTS
 - CONFIDENCE LEVEL TO ADEQUATELY TEACH THE CURRICULUM
- INCREASE COMPENSATION FOR TEACHERS
 - 3 CIRCLES GRANT/EXTENDED CONTRACTS

DIFFERENCES AMONG NOVICE, MID-CAREER, & LATE-CAREER TEACHERS- THE BIG SIX

- NOVICE TEACHERS

- (1) MENTORING FROM OTHER TEACHERS IN MY BUILDING
- (2) TEACHER CONFIDENCE TO ADEQUATELY TEACH THE CURRICULUM
- (3) 3 CIRCLES GRANT/EXTENDED CONTRACT
- (4) SCHOOL DISTRICT TUITION REIMBURSEMENT
- (5) A TEACHER'S LEVEL OF PERSONAL ACCOMPLISHMENT AS AN EDUCATOR.

- EXPERIENCED TEACHERS

- (6) FUTURE RETIREMENT BENEFITS



RECOMMENDATIONS

- PROVIDE PURPOSEFUL PROFESSIONAL DEVELOPMENT OR ADDITIONS TO TEACHER PREPARATION PROGRAMS TO STRENGTHEN TEACHER ABILITY AND CONFIDENCE LEVELS IN AREAS RELATED TO STUDENT ENGAGEMENT, TEACHING STUDENTS, AND TEACHING THE CURRICULUM
- CONTINUE TO PROMOTE AND SUPPORT MENTORING FOR NOVICE TEACHERS BOTH AT THE LOCAL AND STATE LEVELS.
- CONTINUE TO FUND AND PROMOTE THE 3 CIRCLES GRANT, AND ENCOURAGE ADDITIONAL SCHOOLS TO TAKE ADVANTAGE OF THIS OPPORTUNITY FOR THEIR TEACHERS.
- PROMOTE TUITION REIMBURSEMENT AND LOAN FORGIVENESS PROGRAMS.
- TRAINING AND ASSISTANCE WITH FINANCIAL PLANNING AND FUTURE RETIREMENT BENEFITS SHOULD BE PROMOTED TO ALL TEACHERS.
- CREATE NEW AND ADDITIONAL OPPORTUNITIES/AWARDS FOR EARLY-CAREER TEACHER RECOGNITION.

QUESTIONS?

