**Lewiston 1: Recruit and Retain 6/11/19**

|  |  |
| --- | --- |
| Challenges:Why people are not entering/remaining in the profession. | Solutions:How we ~~might~~ will attract and retain more people in the profession. |
| $ | $ - longevity bonuses |
| Respected/valued | PR – make teaching great again\*\*\* |
| Safe – challenging students current safety concerns (ex: lockdowns/shootings) | Laws (gun), SRO, community resources, mental health supports |
| Lack of training for position | Culture and funding to support teacher growth |
| Not enough PD or not types folks need | Connect districts together to share PD opportunities amongst staff\* |
| Staff morale – lack of nice building and/or resources | Easier pathways to certification \* |
| Feel alone- no one in same position for support | Help with advertisements |
| Technology creates barriers | Networks – social media, workshops, more coaches (job-embedded) |
| Pay for supplies out of own pocket | 1st year – co-teach |
| # of initiatives | celebrate |
| Leadership turnover |  |