

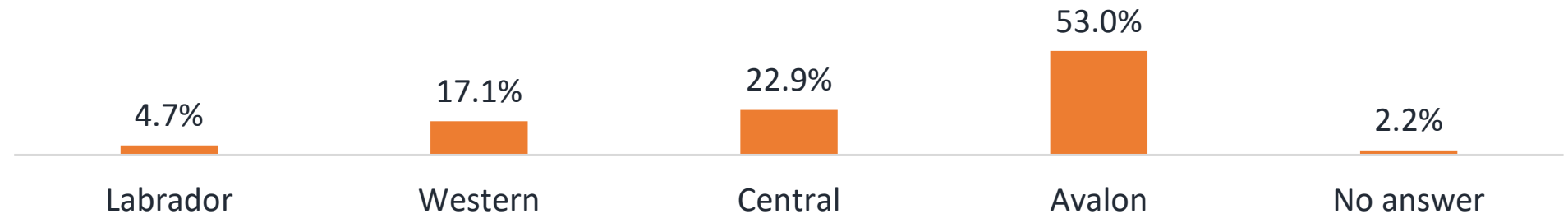


Teacher Think Tank - Recruitment and Retention Questionnaire

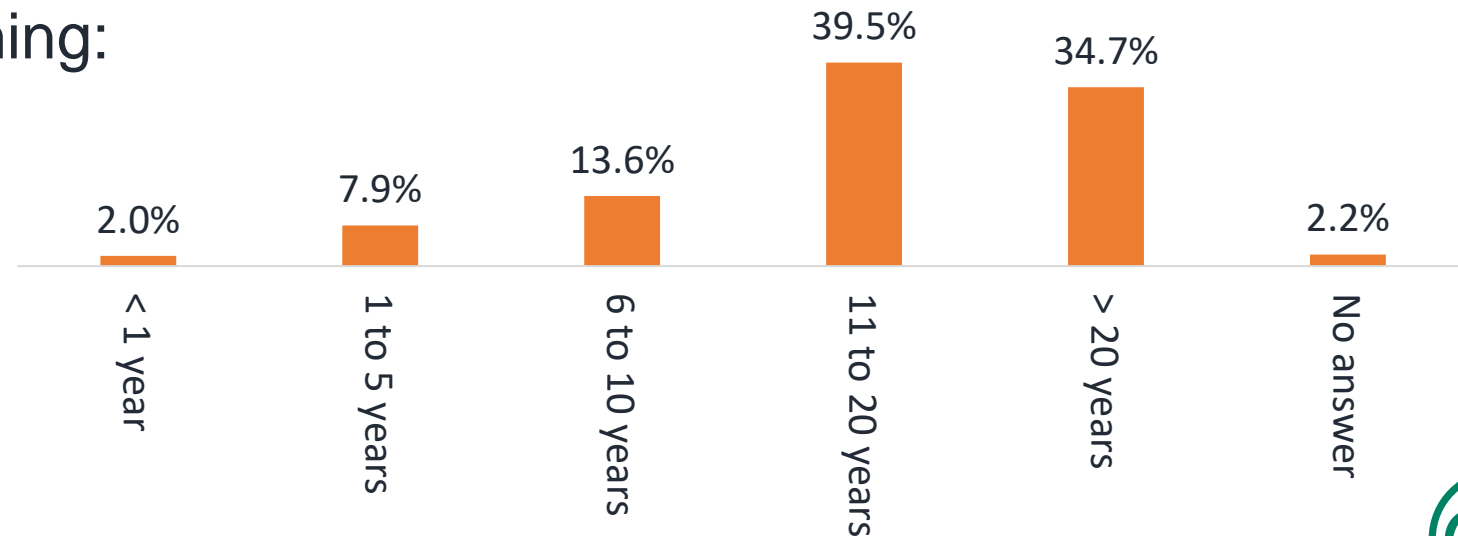
What We Heard

Demographic Information

Regions:



Years Teaching:

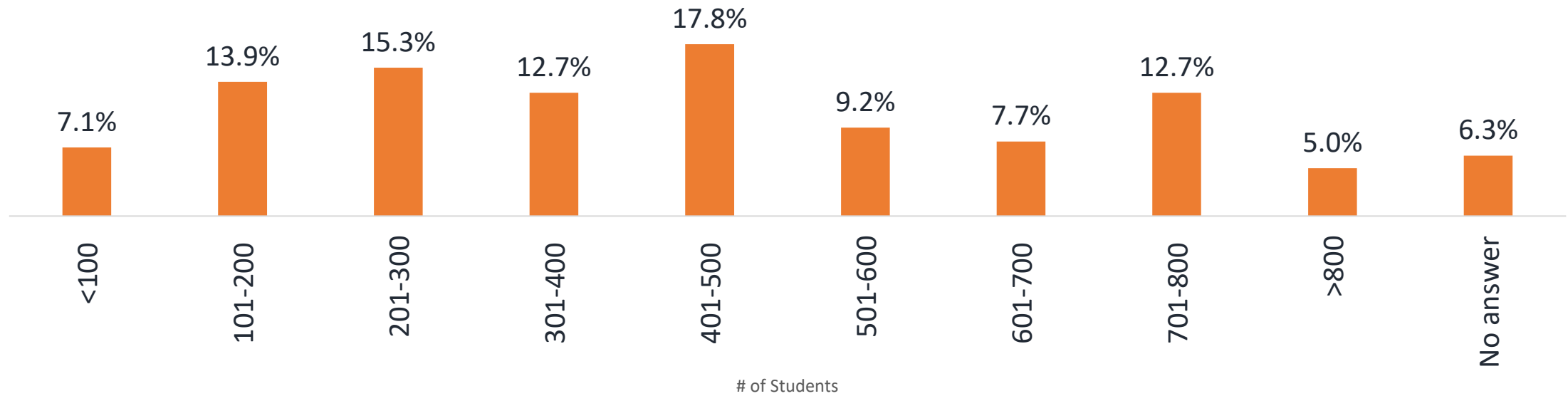


*9.4% indicated they intend to retire in the next two years



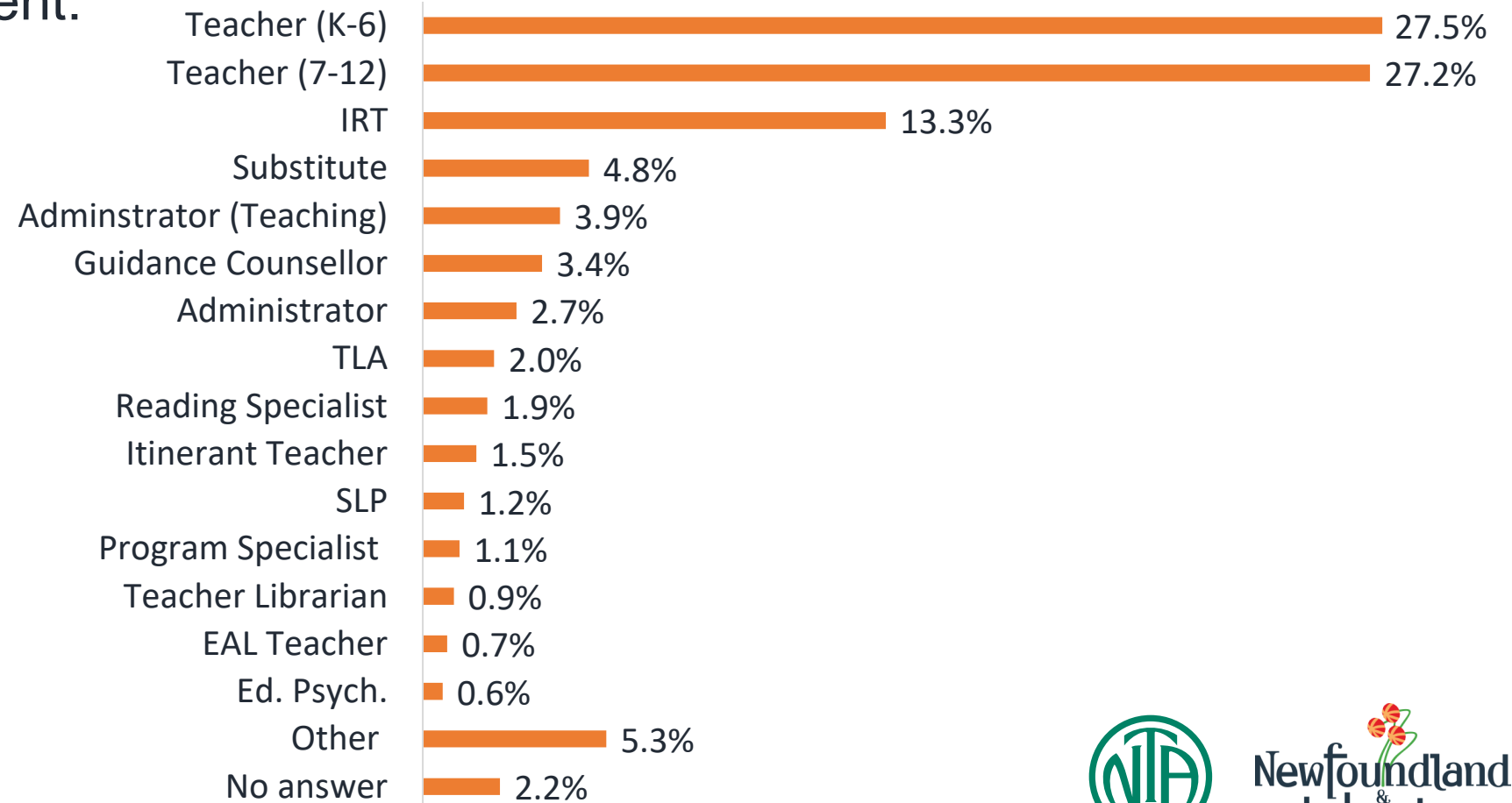
Demographic Information

School Size (i.e., # of Students):



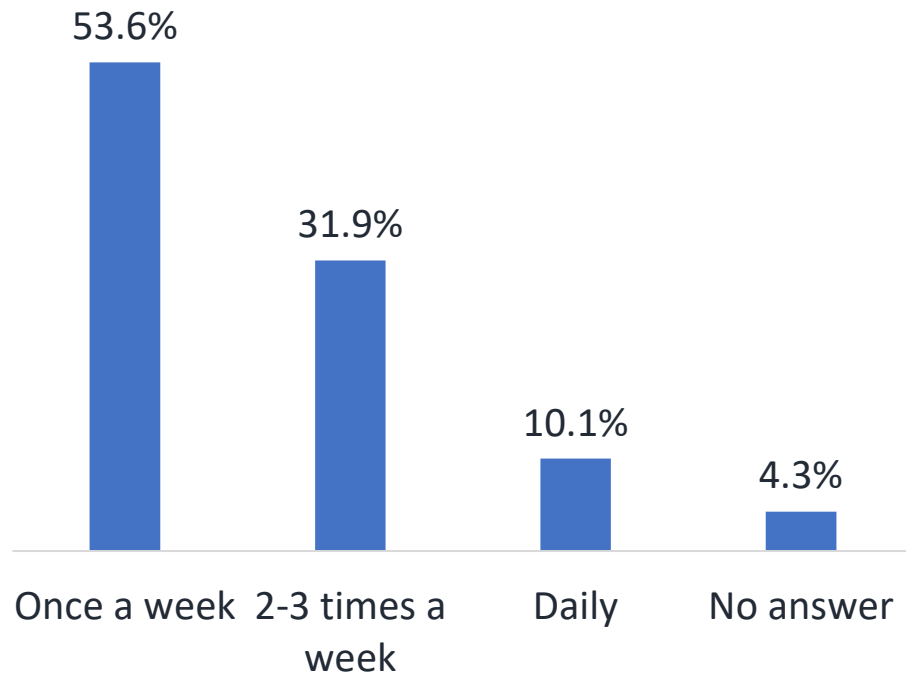
Demographic Information

Teaching Assignment:



Administrator Only Responses

How often are you required to reassign staff to fill vacancies?



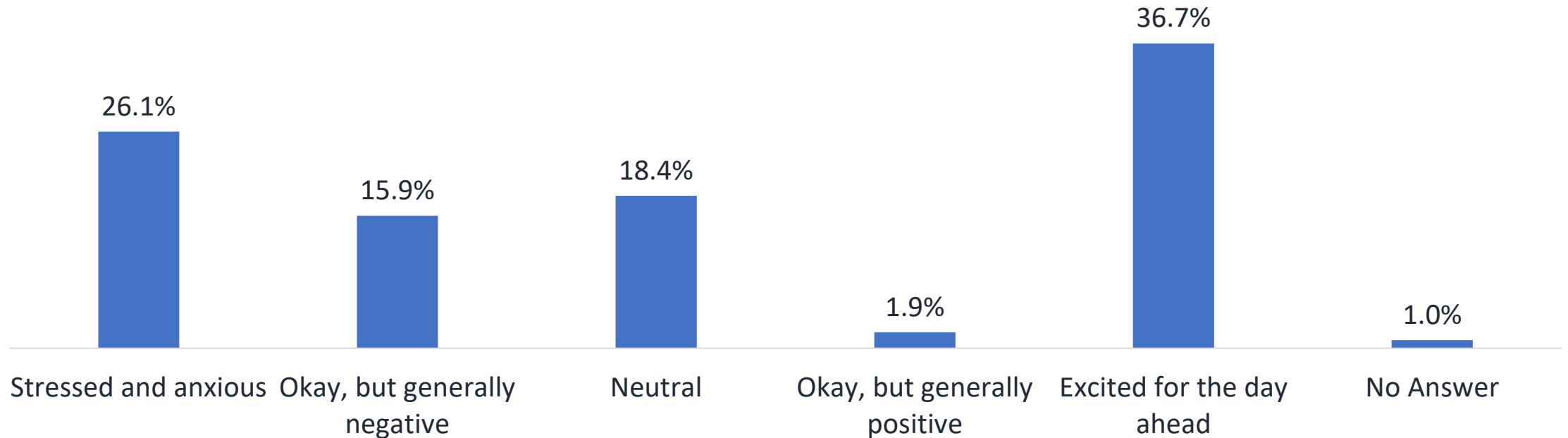
What has led administrators to report an increase in their workload within the past year?

- Behavioral concerns and student needs
- Cuts to administrative time
- Difficulty finding substitutes
- Demanding parental expectations
- Excessive paperwork
- Increased administrative responsibilities
- Increased reliance on virtual positions (E.g., EAL, DHH, Ed. Psych)
- Understaffing



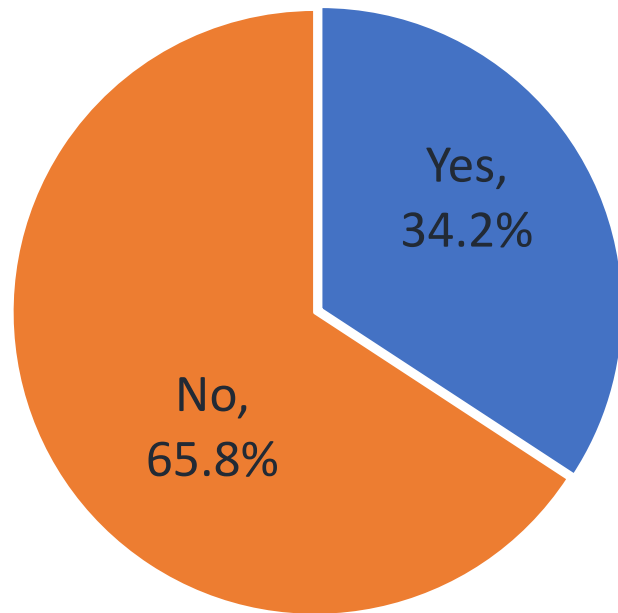
Administrator Only Responses

How would you describe the overall morale in your staff this school year compared to previous years?



Substitute Only Responses

Are you looking for permanent employment as a teacher?



Why are 65.8% of substitutes NOT seeking permanent employment?

- Dissatisfaction with the hiring process
- Retired, enjoy substituting while retired
- Stress, burnout, and lack of support in full-time roles



Mental Health and Wellness

78.0% of respondents indicated the demands of their workplace are negatively impacting their mental health and wellness.

86.7% of respondents have experienced symptoms of burnout.

Burnout is a state of emotional, physical, and mental exhaustion caused by excessive and prolonged stress. Burnout in the course of employment can make one feel emotionally drained and unable to function in the context of work and other aspects of life.



Work Environment

59.8% of respondents indicated that their work environment has worsened over the course of the last year.

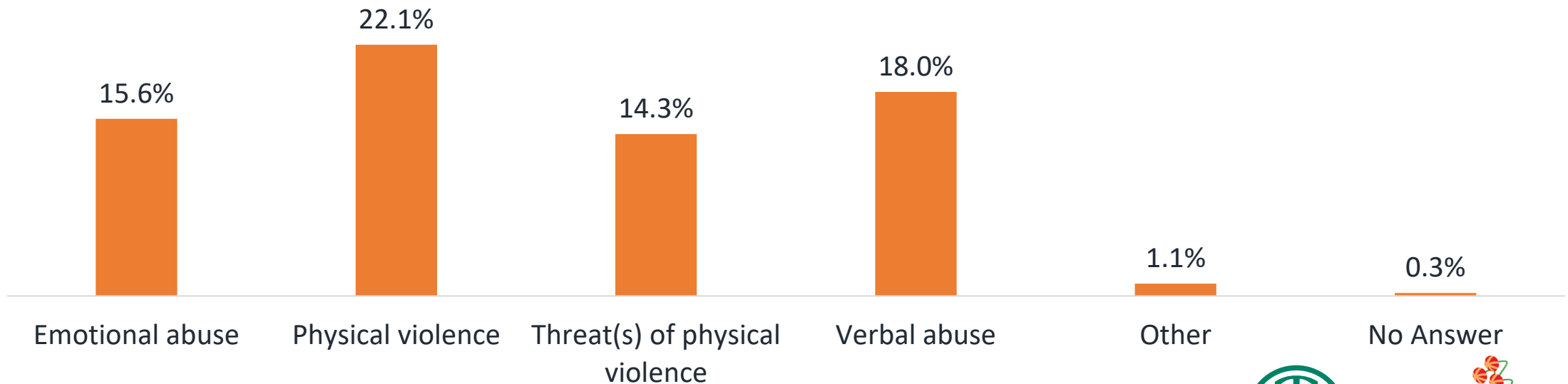
17.5% of respondents indicated that they are considering leaving the teaching profession



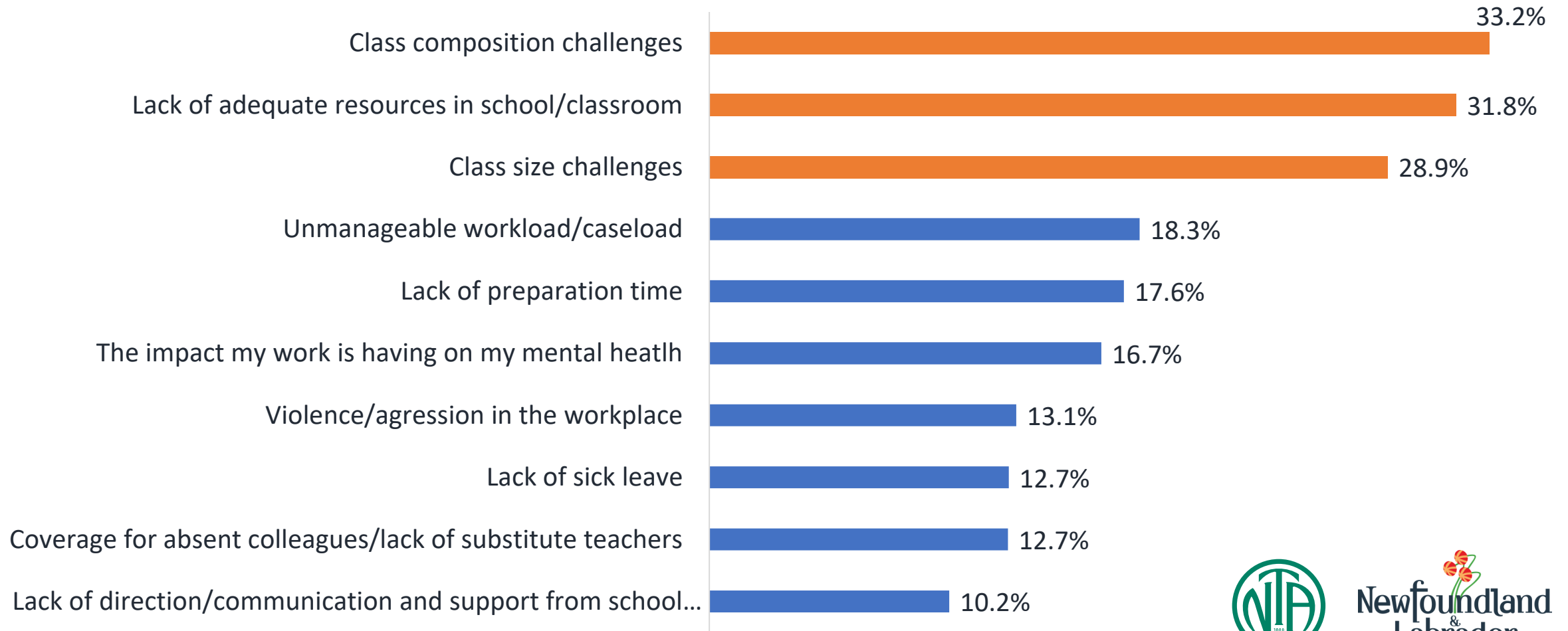
Work Environment

37.1% of respondents indicated that they have experienced workplace violence during the current school year.

Types of Violence Experienced



Areas of Concern Among Respondents



Challenges: Class Composition

Diverse Student Needs: There is a wide range of student needs in classrooms, including behavioral, academic, and emotional needs.

Inadequate Policy Implementation: Policies related to class size, composition, and support staff allocation are not effectively enforced.

Inadequate Support Staff: There is a lack of support staff such as Student Assistants (SAs) and Instructional Resource Teachers (IRTs).

Ineffective Inclusion Model: The current inclusion model is not properly staffed or funded.

Overcrowded Classrooms: Classes are becoming larger than the established caps, leading to overcrowded classrooms.

Teacher Burnout: Teachers are experiencing burnout due to the overwhelming challenges of managing diverse classrooms with limited resources and support.



Challenges: Lack of adequate resources

Inadequate Support for Students: Students with emotional, behavioral, and learning needs are not receiving adequate support, which can lead to students falling through the cracks and not receiving the interventions they require to succeed academically and socially.

Insufficient Human Resources: There is a lack of teachers, instructional resource teachers (IRTs), teaching and learning assistants (TLAs), student assistants (SAs), and other specialists.

Mental Health and Well-being: There is a growing need for mental health support services for students, including guidance counselors, psychologists, and social workers.

Outdated Materials and Technology: Many schools lack up-to-date textbooks, technology devices, and other instructional materials. There are disparities in resources between classrooms and schools.

Professional Development: Teachers and staff require ongoing professional development and training to effectively support students with diverse needs.



Challenges: Class size

Diverse Learning Needs: The diverse range of learning styles and abilities in each class becomes challenging to address in larger classes.

Classroom Management: Larger classes pose challenges in classroom management, especially when dealing with students with significant academic or behavioral challenges.

High School Challenges: High school teachers face difficulties in managing large class sizes, leading to increased workload, stress, and constraints on teaching methods.

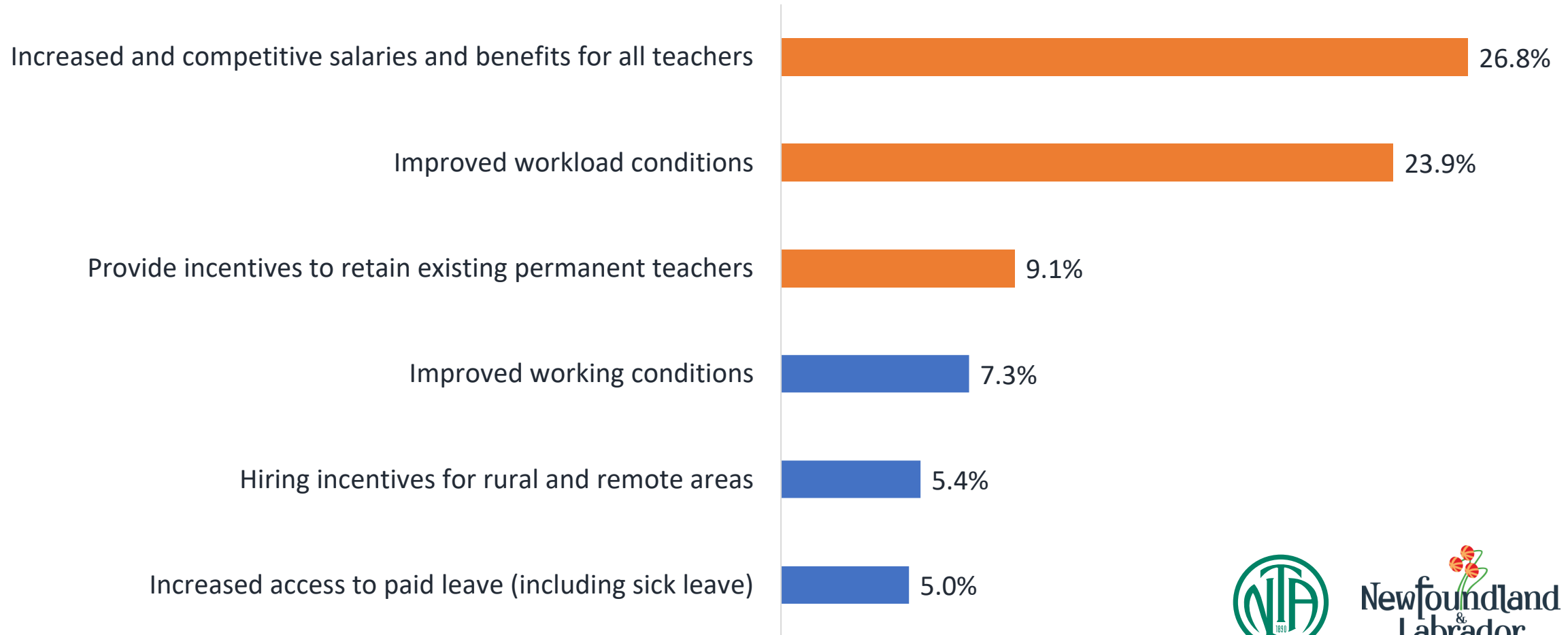
Increased Workload: Larger classes lead to more work for teachers, including additional administrative tasks, more interruptions, and increased stress.

Ineffective Teaching Models: Some teaching models, like Responsive Teaching and Learning (RTL), are deemed unsustainable and ineffective with larger class sizes.

Teacher Responsibilities: Teachers have multiple roles, often teaching multiple grades or subjects, acting as Instructional Resource Teachers (IRTs), and managing heavy workloads.



Top Three Priorities for Recruitment and Retention



What are some positive aspects that contribute to the retention of teachers?

Benefits of Being a Teacher

Feeling Valued and Supported in the Workplace

Personal and Professional Growth Opportunities

Personal Satisfaction from Student Growth/Progress

Positive Relationships with Students

Positive School Culture/Community

Supportive Administration

Supportive and Collaborative Colleagues



What are teachers proud of?

Building Positive Relationships: They take pride in the relationships they build with their students, seeing it as a fundamental aspect of their role as educators.

Community and Connection: They value the sense of community within their school environment and appreciate the connections they establish with students, families, and colleagues.

Making a Difference: Despite challenges and frustrations, they find satisfaction in knowing that they are making a difference, even if it's in small ways, in the lives of the children they teach.



What are teachers proud of?

Personal Fulfillment: Many express personal fulfillment in their work, finding joy in seeing students happy, engaged, and excited about learning.

Positive Impact on Students' Lives: They cherish the opportunity to positively impact the lives of their students, helping them succeed academically and personally.

Student Success and Growth: They feel fulfilled when they witness their students' progress, achievements, and moments of understanding or breakthroughs.





Newfoundland
&
Labrador

Thank you!