

5 industry insights to help you stay on top of the field.

And the teachers said...

Recent Pew research found a few nuggets of good news in their recently released data.

- 👉 71% of teachers plan to stay in their jobs
- 👉 81% of teachers reported being somewhat or very content in their jobs
- 👉 71% said they were very satisfied with their relationships with other teachers

This bond with other teachers has historically been a contributor to teacher retention and collaboration.

Are there ways you can increase opportunities for the teachers in your district to bond?



5 ways to increase teacher collaboration

Superintendent's impact on teacher retention

"Dissatisfaction with their administration represents a primary reason for public school teacher turnover".

The Hanover Superintendent Leadership Council met to discuss teacher recruitment and retention. The quote above comes from a ten page brief on the session.

Short and long term solutions were noted in their brief. Key strategies included:

- Support:
 - Set reasonable, explicit, and *high* expectations (see more on expectations below from Caitlyn Clark) for teachers
 - Support teachers' decisions in front of parents and colleagues
 - Provide opportunities for teachers to assume leadership roles and influence curriculum, school policy, student behavior, and administrative decisions
- Professional Development:
 - Professional development should be actionable. It should offer practical, hands on strategies that can be implemented immediately.
 - Provide opportunities for teachers to test techniques for themselves

- and receive feedback from instructional coaches.
- Assess specific professional development needs. What types of professional development does staff need to enact new practices or curricula? What priorities or unmet needs exist among the teachers and what PD can meet those gaps?
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Lessons from a young phenom

Caitlyn Clark not only broke the NCAA Division I all-time leading scorer across men's and women's basketball record, she broke viewership records.

More Americans tuned in to watch her final college basketball games playing for Iowa than watched the final game of the World Series in 2023!

She's young, and still has a lot to learn in front of her, but learns quickly. And not just on the court.

In a session with a Brett Ledbetter (What Drives Winning) they discussed having expectations on a team.

Brett asked her a series of questions about having expectations on team members, and Caitlyn's honest response was that she had concerns that her expectations would not be met. This led to a conversation on how to, in essence, build a team.

Key takeaways:

- Be intentional about the "energy signature" you want to leave on people
- Instead of putting your expectations on others, channel that energy to challenge others to find their best self and top level, not to focus on the expectation
- With this mindset and energy, people can often do far more than the expectations people put on them

As Superintendents this directly applies to how we think about, and relate to, staff and educators, and how to build a team culture within our districts.

Watch the "What Drives Winning" Episode below.

4 minutes of time well spent

Cybersecurity

According to Microsoft, education is far and away the most targeted industry for ransomware and cyber attacks in 2024!

And attacks are increasing: Ransomware attacks on K-12 increased 92% between 2022 and 2023, with 51 attacks in 2022 and **98 total attacks** in 2023.

Considering the number of K12 schools in the country this is still a relatively small number. But no district wants to be caught unprepared.

As more and more tech is deployed in K12 schools, there has been greater awareness on IT staff, skill levels, and budgets availability.

Grants are available. A listing of state and federal grants that are available for a variety of cybersecurity uses is listed here. [Read the list.](#)

Speaking of tech...

Incorporating technology continues as a key theme in K12 education.

But what does that mean in practice.

With budgets tightening and learning gaps persisting, district leaders will focus on what is occurring in the classrooms.

👉 This means technology deployments will be passed through the lens of "how will this have demonstrable effect on teachers or the actual classroom experience"?

Once the decision is made on which technology to deploy, implementation and adoption are the keys to success.

Three key questions to ask your potential tech provider:

- 1) What implementation resources will we need to allocate? What will their role be, and how much time is expected?
- 2) What are your customer response SLA's and what are your actual results?
- 3) What training is provided? In what format, and how often?

P.S. A whitepaper on change management for K12 superintendents is coming soon.

What drives a classroom experience more than having a teacher to lead it?

Slate Scheduling Software

For the love of education. 🍎