

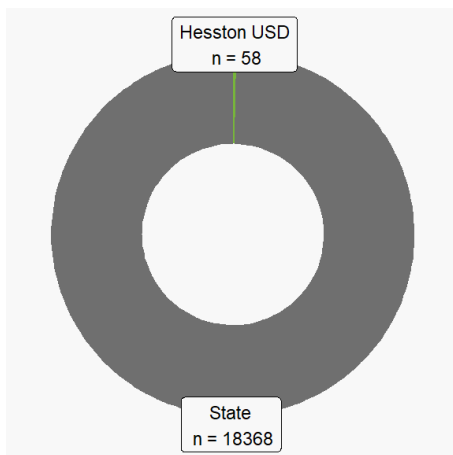


Hesston USD

2022 Teacher Engagement and Retention Report

Participant Profile

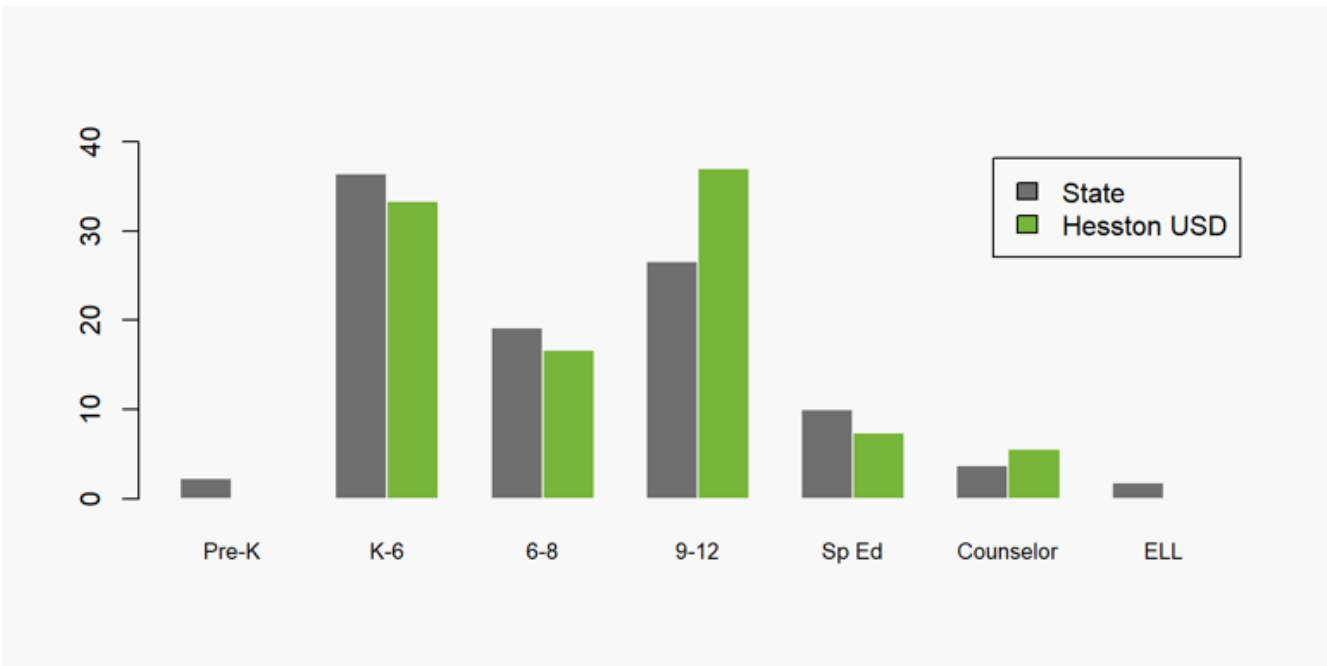
Respondents within District



Hesston USD < 1%

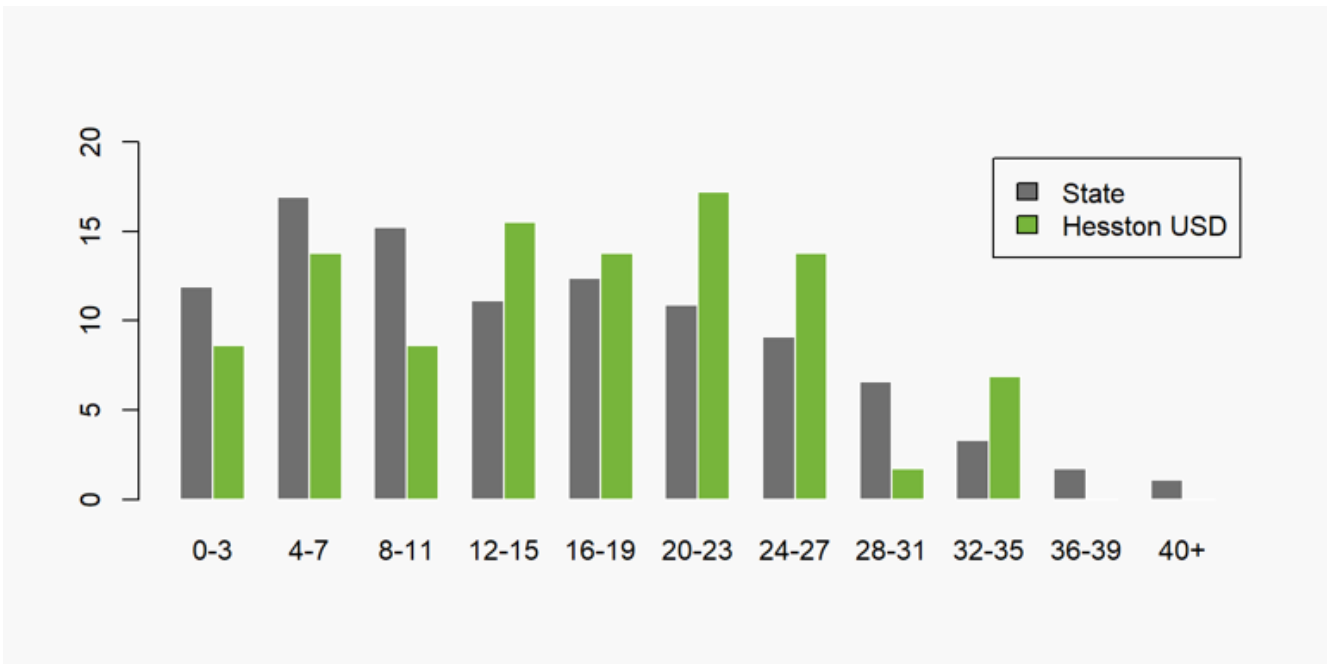
- State-level results represent all other districts

Grade-Level Representation %



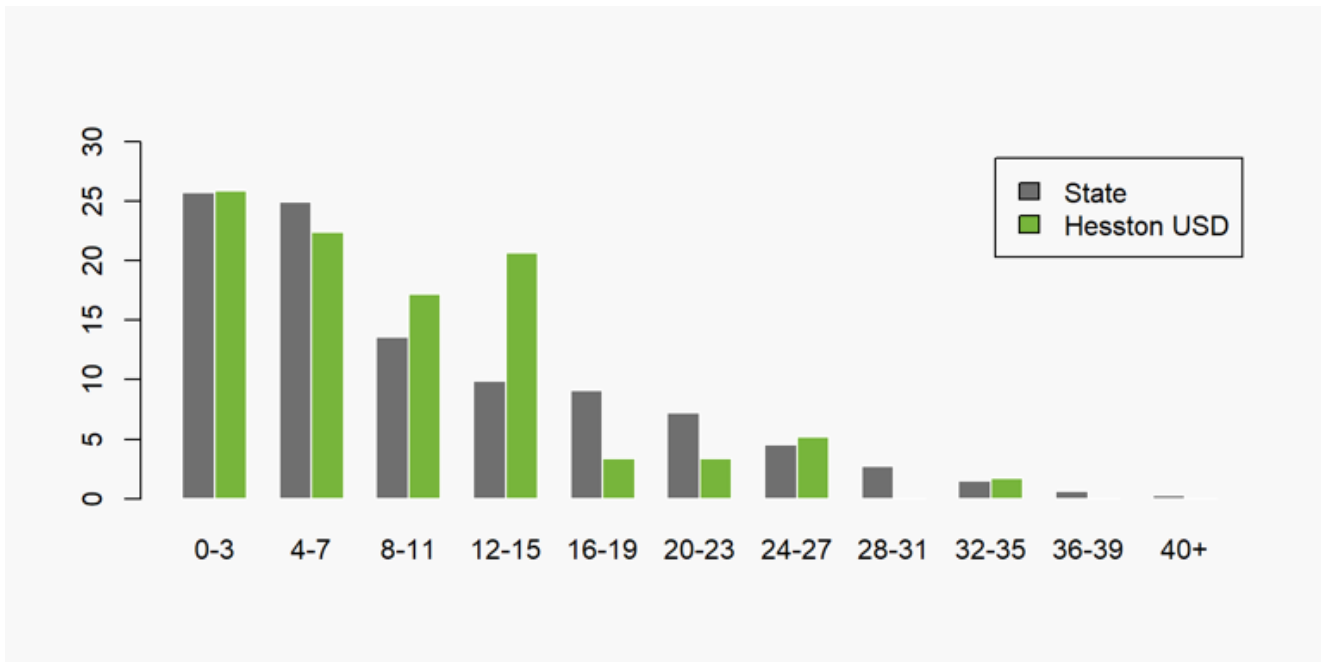
Grade Levels %

Years in Education %



Years in Ed %

Years in District %

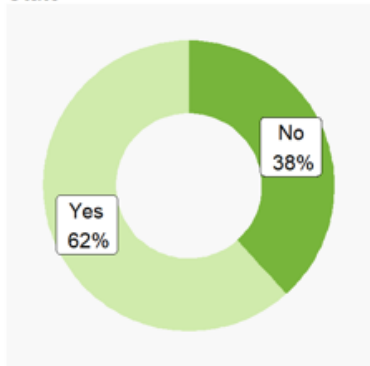


Years in District

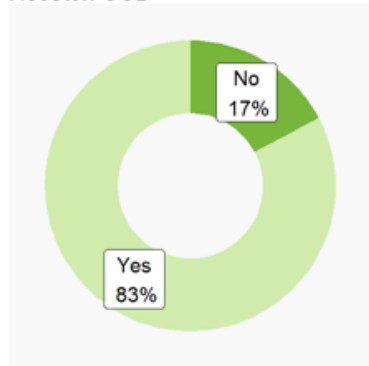
Worked in other district

Have you worked and/or taught in a district other than the one you currently work in?

State



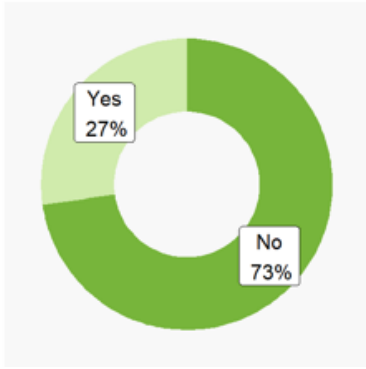
Hesston USD



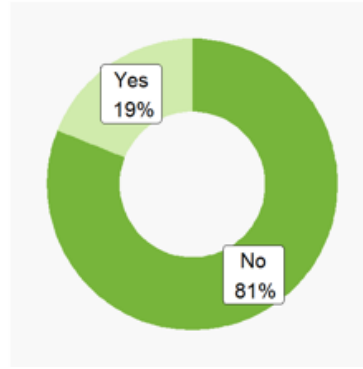
Second Job

Do you hold a second job? (Not including supplemental contracts or other pay that comes from your district)

State



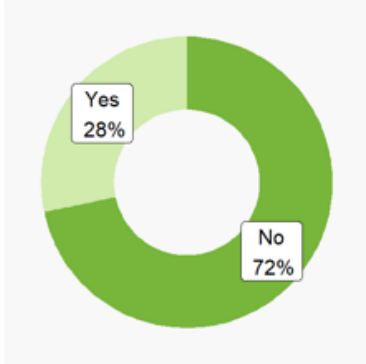
Hesston USD



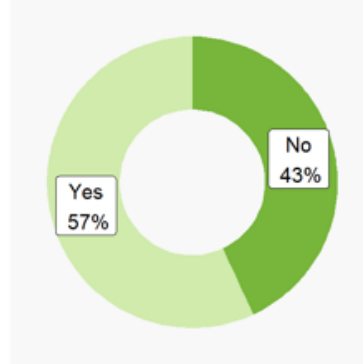
Children in district

Do you have children who currently attend school within the district you teach?

State



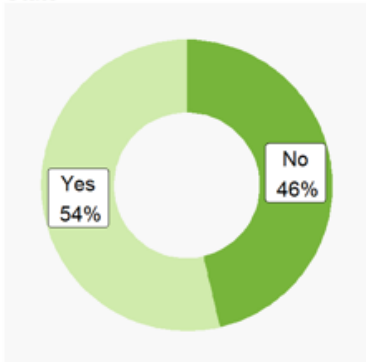
Hesston USD



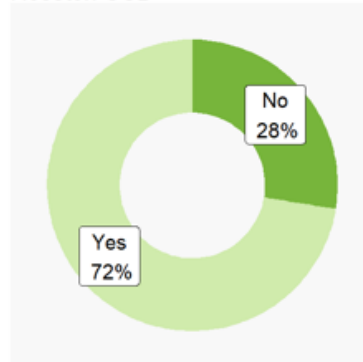
Live within district

Do you teach in the same district in which you live?

State



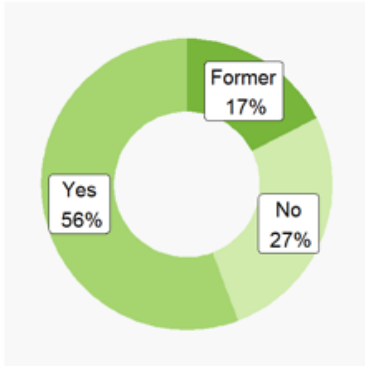
Hesston USD



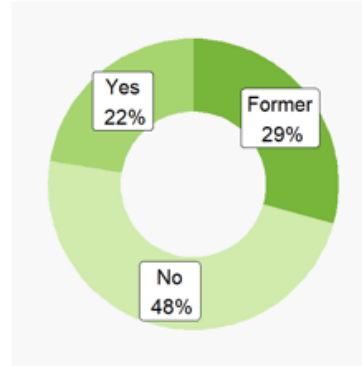
Union membership

Are you a member of a professional association (union)?

State



Hesston USD

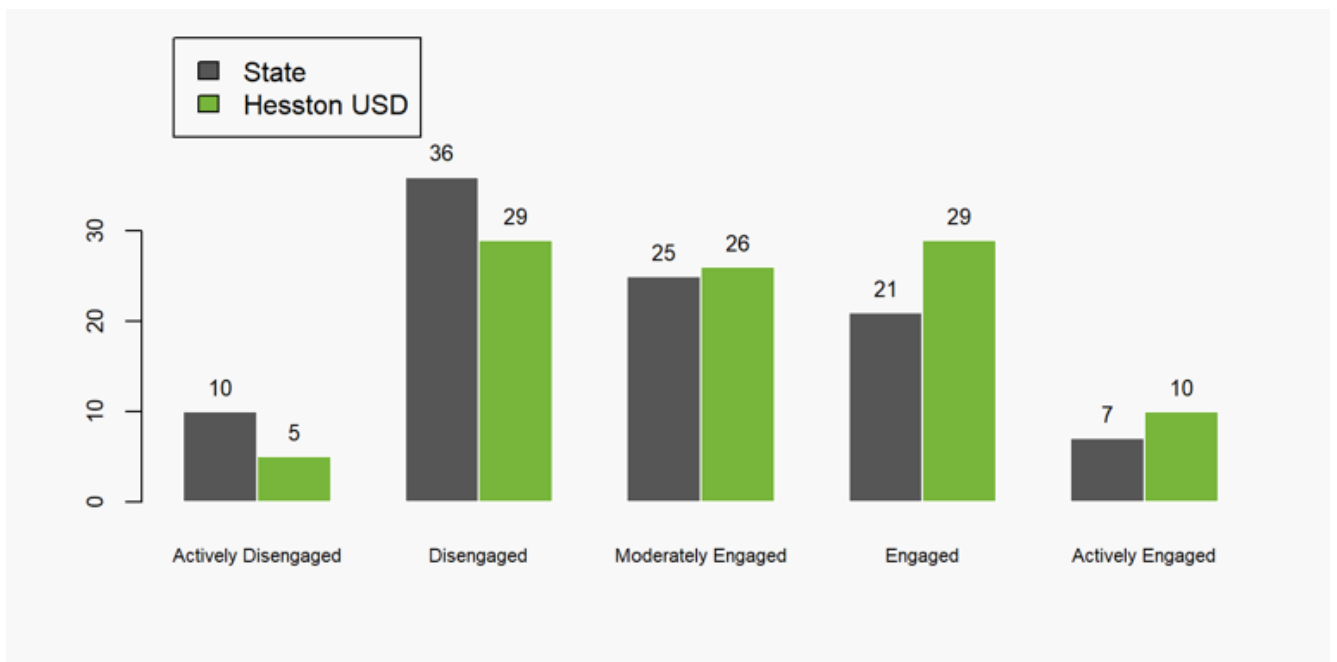


Item Summaries

Engagement Index

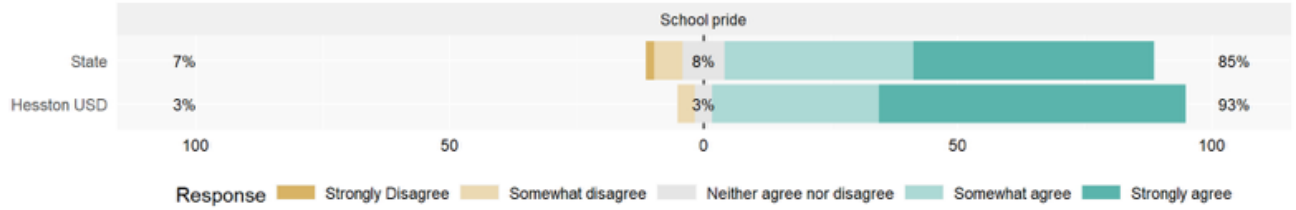
Engaged teachers tend to embrace teaching as their chosen profession and are committed to it.

Overall Summary

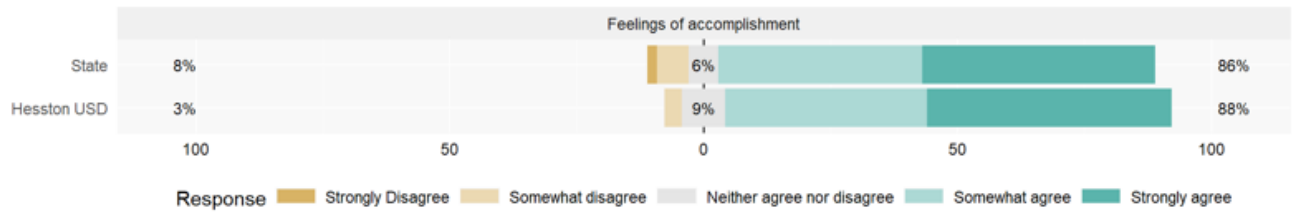


Engagement Items

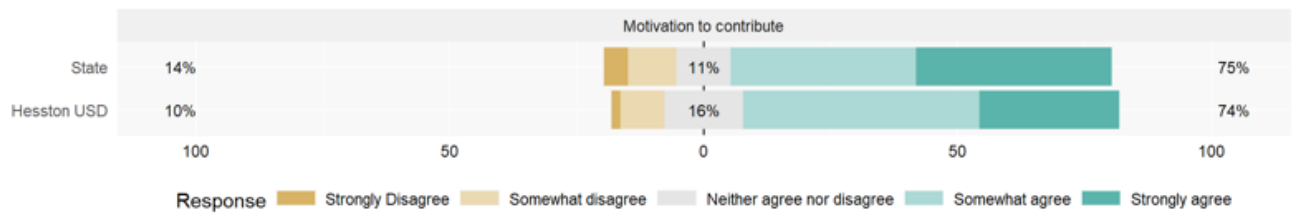
Engagement Index



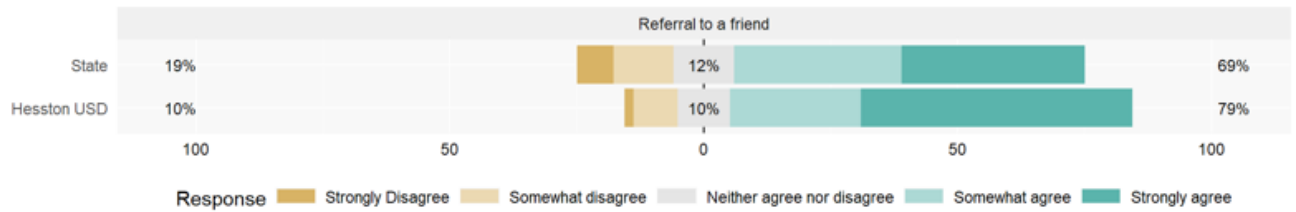
(I am proud to work at my school.)



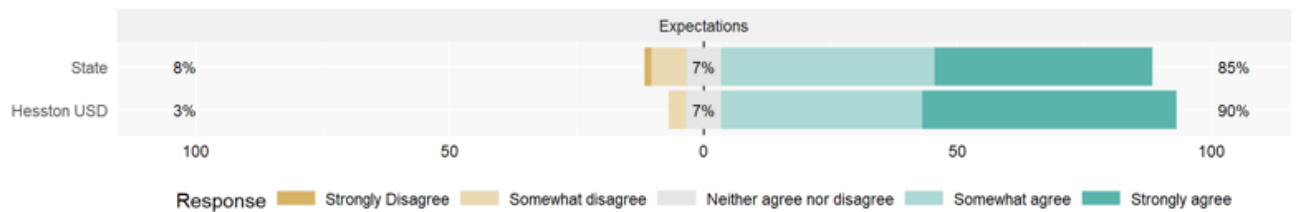
(Teaching gives me a feeling of accomplishment.)



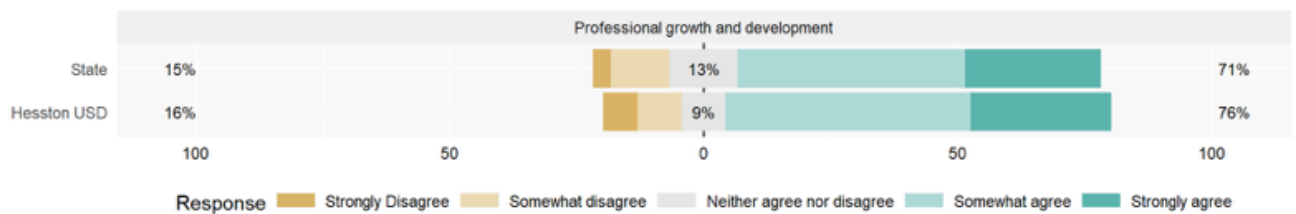
(I am motivated to contribute more than what is expected of me at this school.)



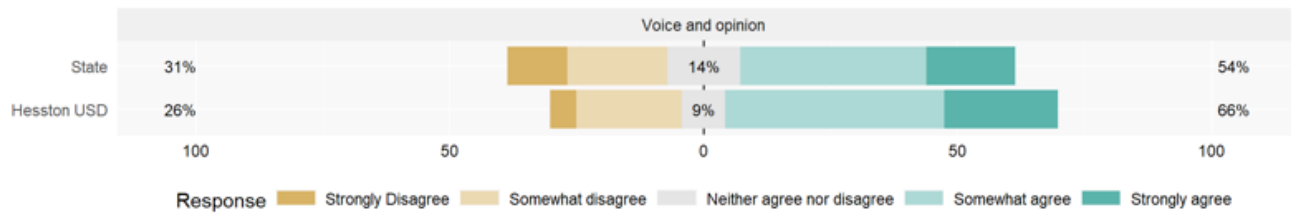
(I would feel comfortable referring a friend to teach at this school.)



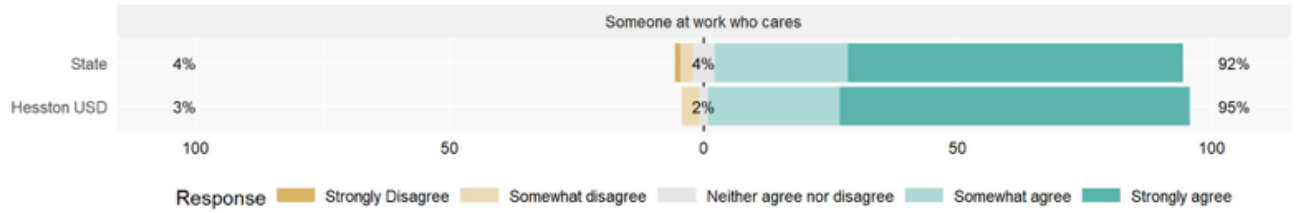
(I know what is expected of me.)



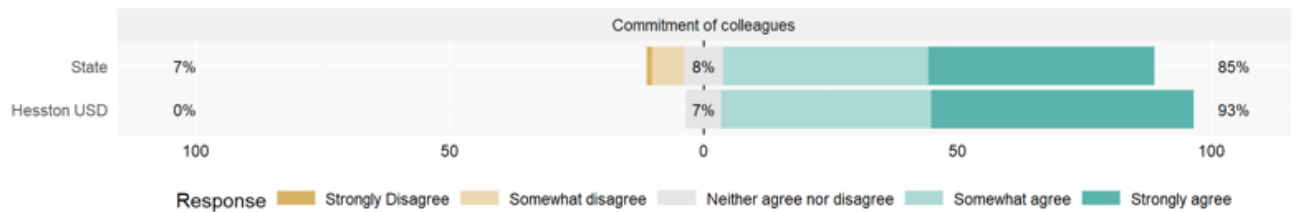
(I have opportunities for individual professional growth and development.)



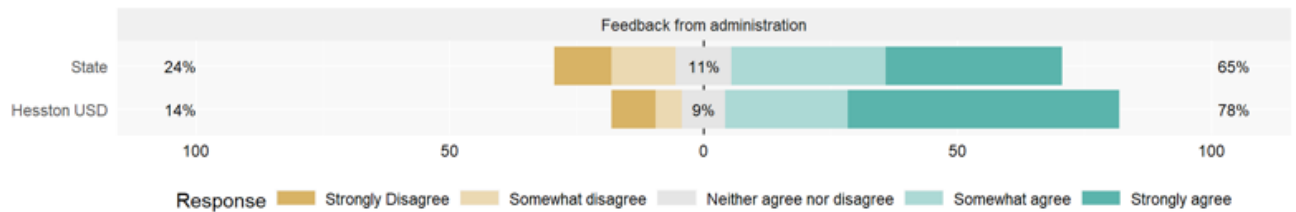
(My voice and opinion are valued.)



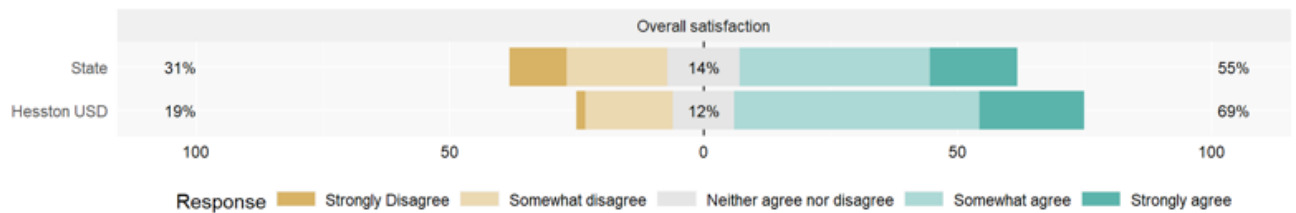
(I have someone at work who seems to care about me as a person.)



(My colleagues are committed to doing quality work.)



(In the last month, I have received feedback from my administrator.)



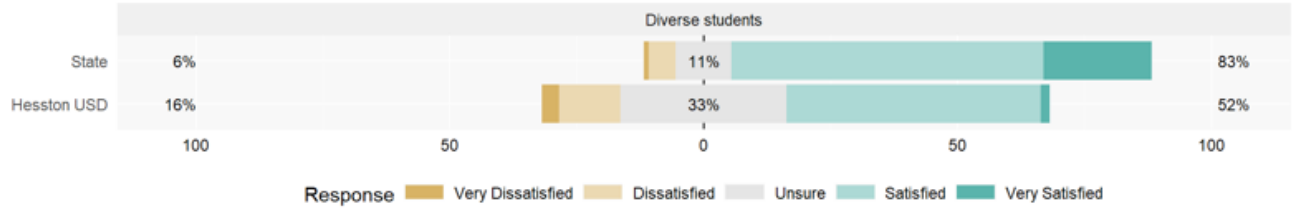
(Overall, I am satisfied with teaching.)

Job Satisfaction Factors

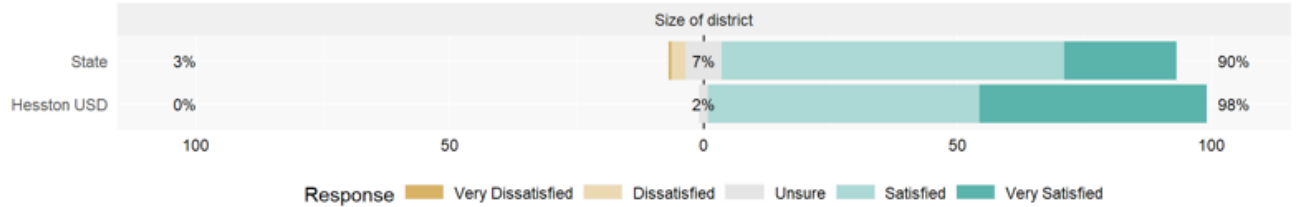
Levels of Satisfaction Associated with the Job

This set of items evaluate the extent to which teachers are satisfied with different aspects of their jobs.

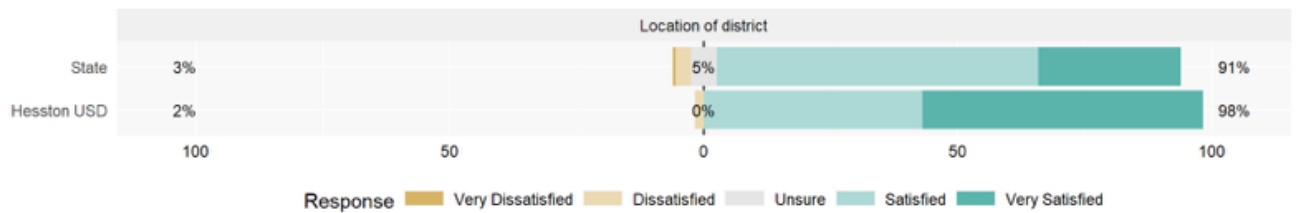
Environment Factors



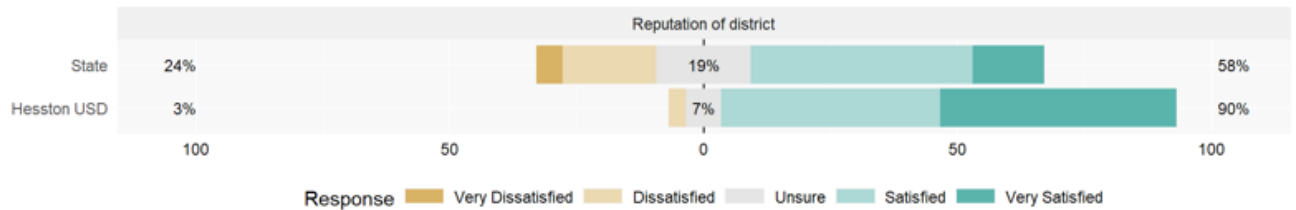
(Your opportunity to work with a diverse student population.)



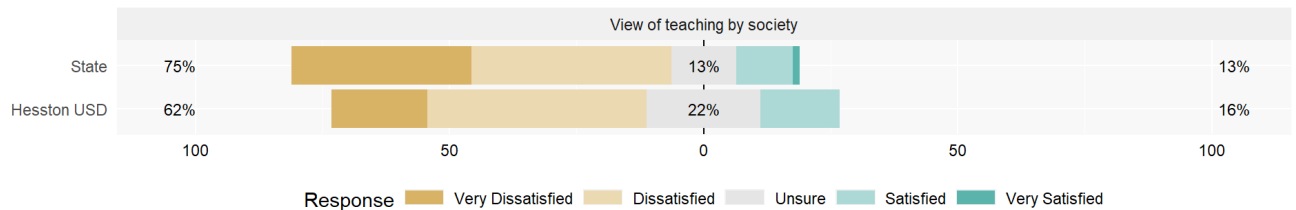
(The size of the district you teach in.)



(The location of the district you teach in.)

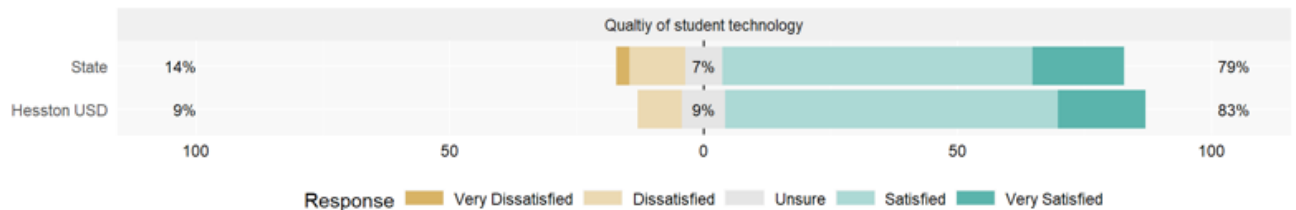


(The reputation of the district you teach in.)

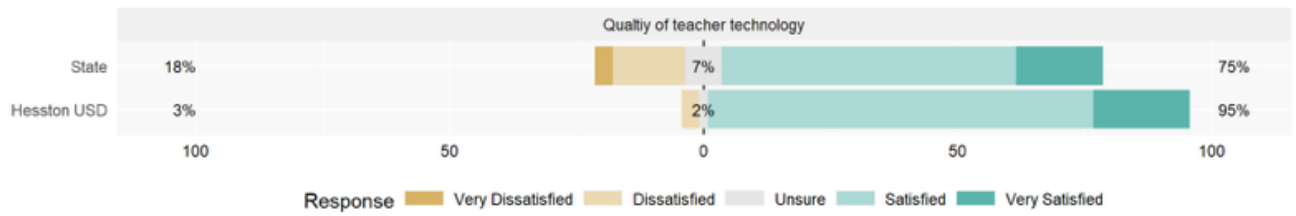


(Society's view of the teaching profession.)

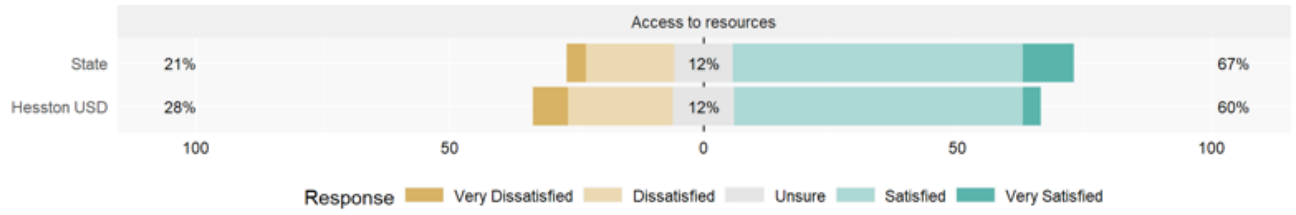
Resource Factors



(The quality of student technology (hardware/software) at your school.)

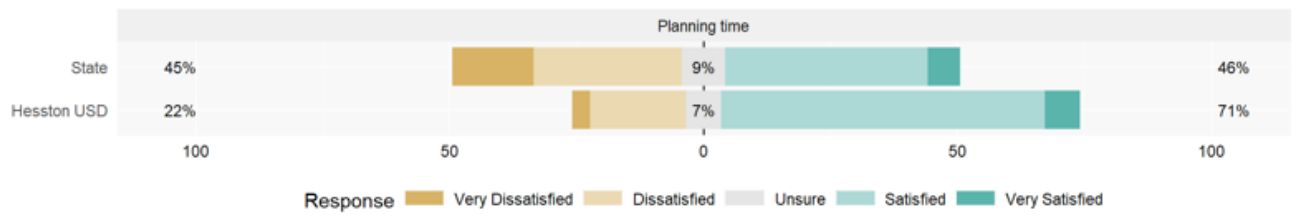


(The quality of teacher technology (hardware/software) at your school.)

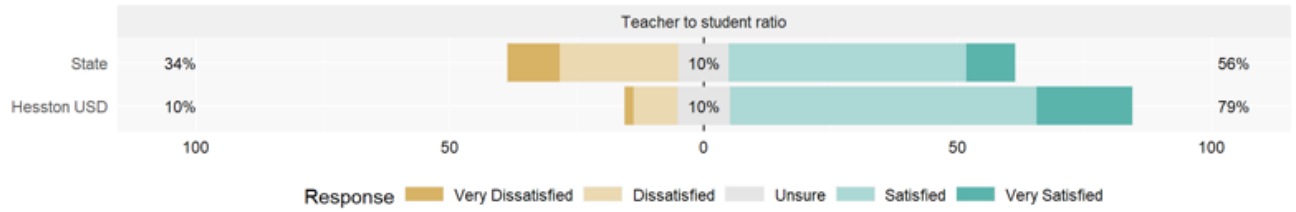


(Your access to necessary resources and instructional materials.)

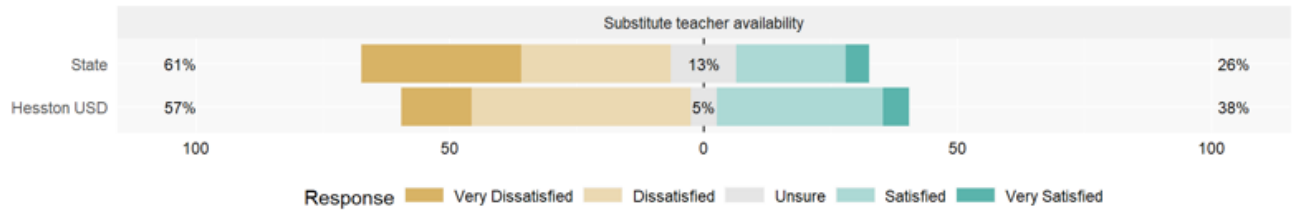
School-Level Factors



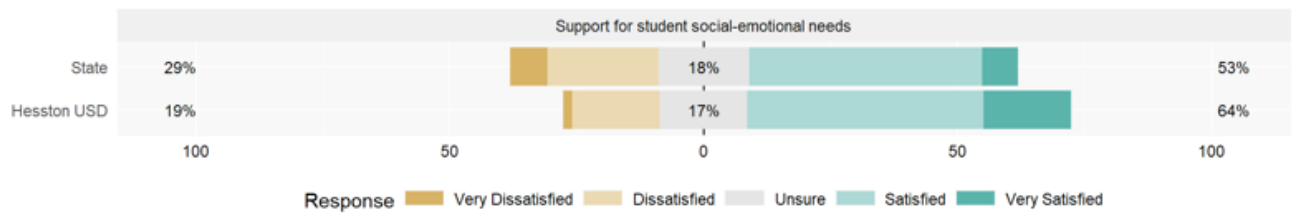
(The amount of plan time that you are provided.)



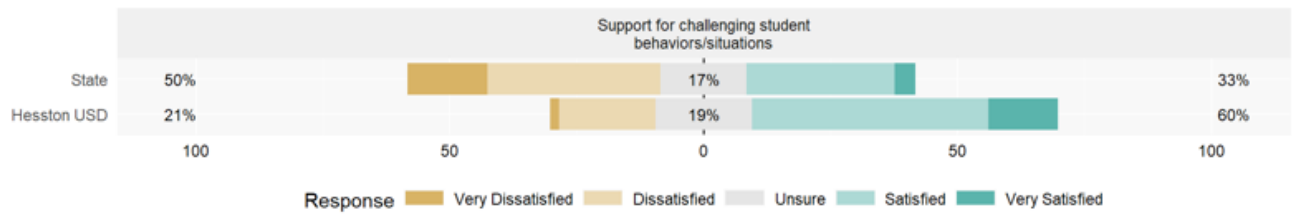
(Your class size (teacher to student ratio).)



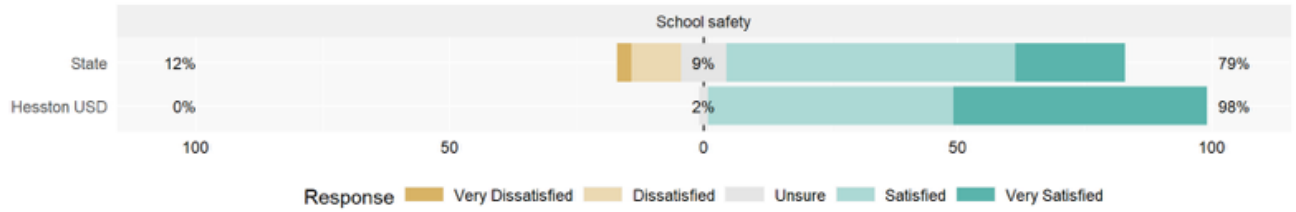
(The ability to request and secure a substitute teacher for your absence.)



(The supports your school/district has in place to meet student social-emotional needs.)

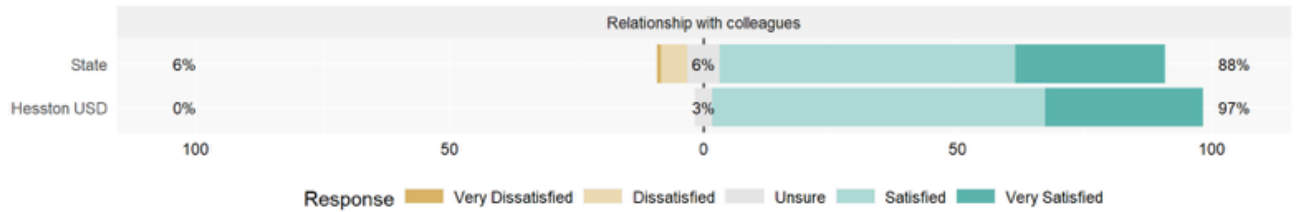


(The support your school/district has in place to handle challenging student behaviors/situations.)

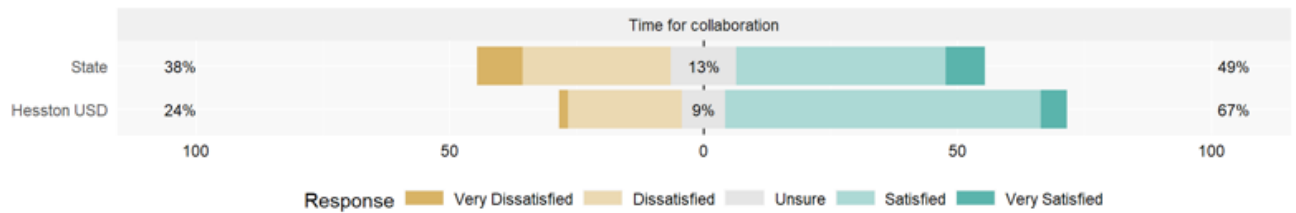


(The level of safety you and your students feel at school.)

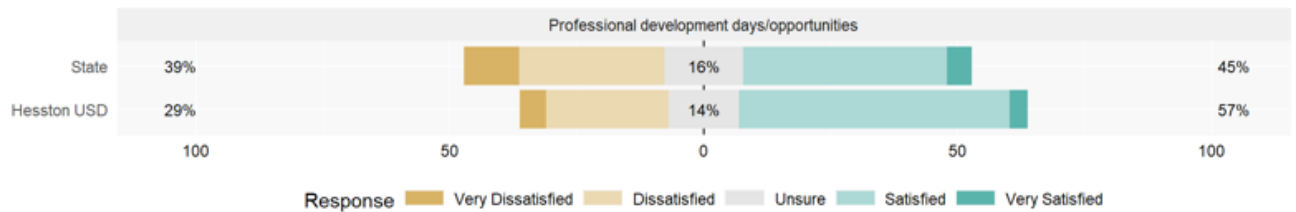
Professional Factors



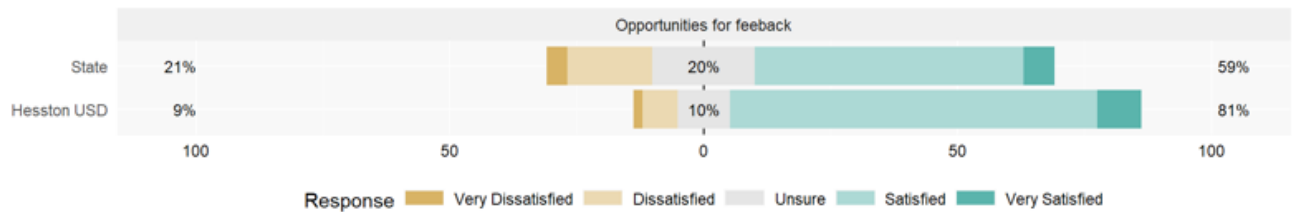
(Your relationship with colleagues within your school.)



(Collaboration time to work with teacher teams of which you are a member.)

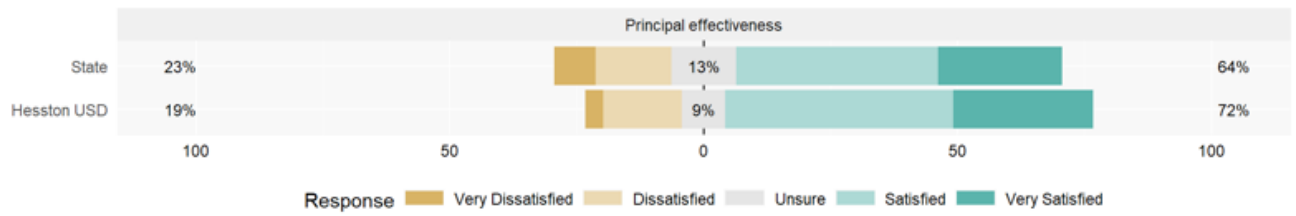


(The quality of professional development days/opportunities.)

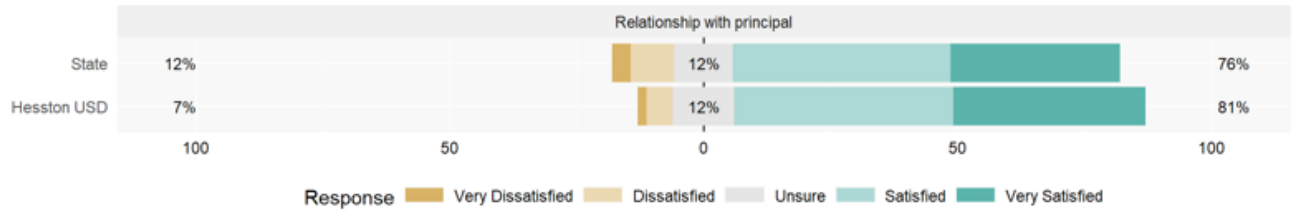


(Opportunities to receive feedback to assist in your professional growth.)

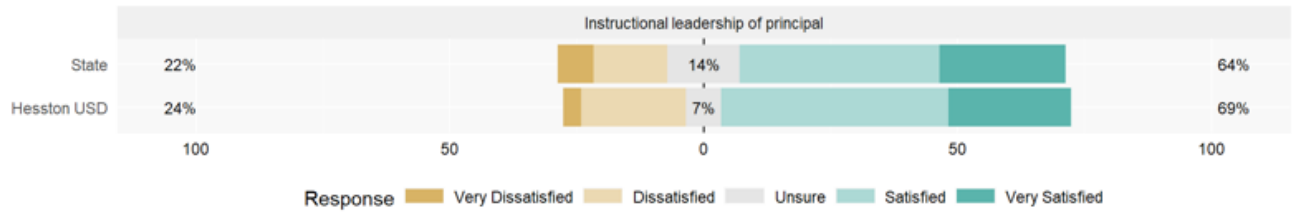
Principal Support



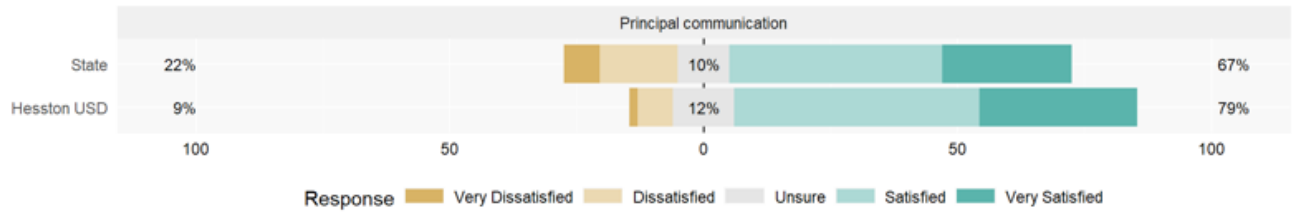
(Your perception of the principal's effectiveness at your school.)



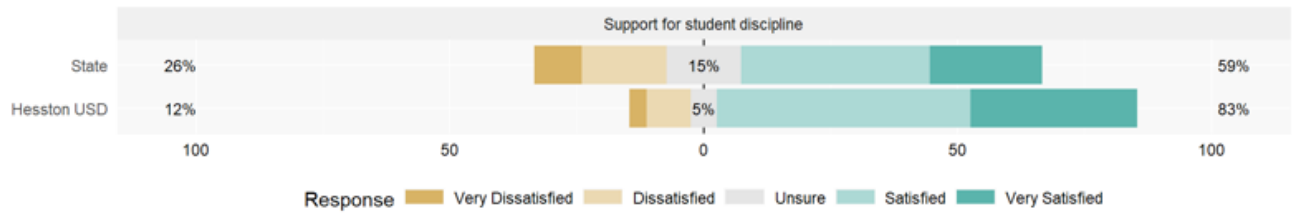
(Your relationship with your principal.)



(Your principal's instructional leadership.)

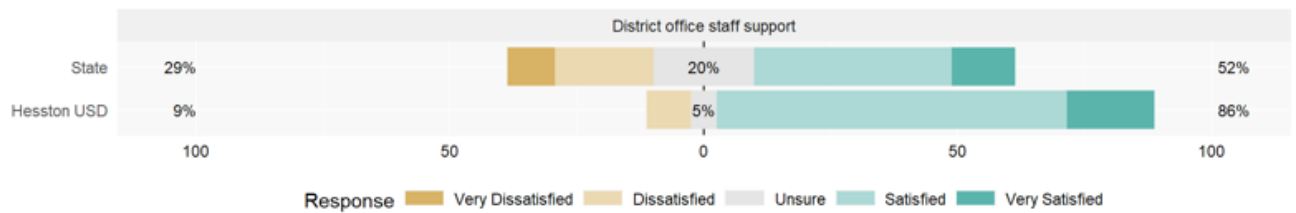


(Your principal's ability to communicate updates and changes within the school.)

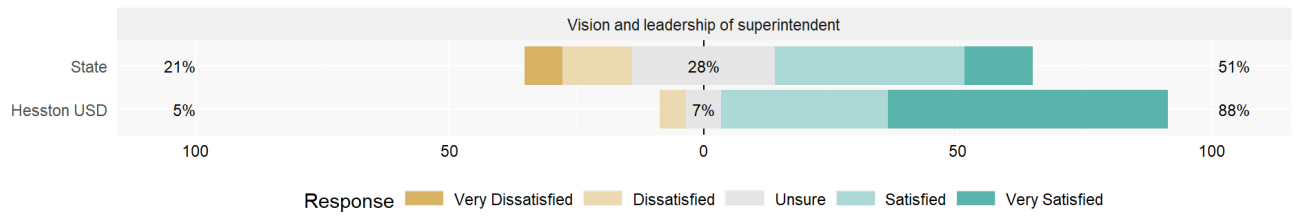


(The support you receive from your principal specific to student discipline.)

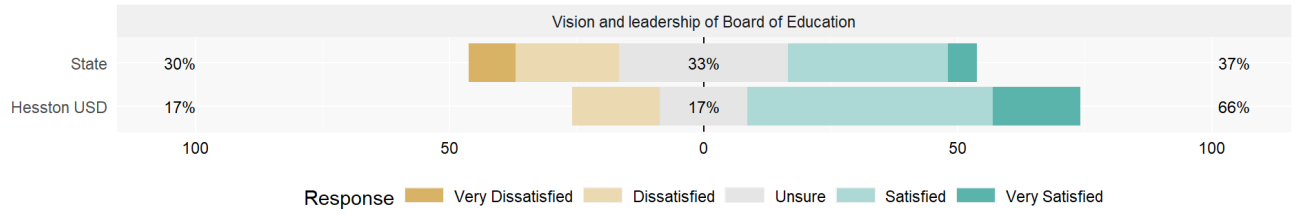
Support Factors



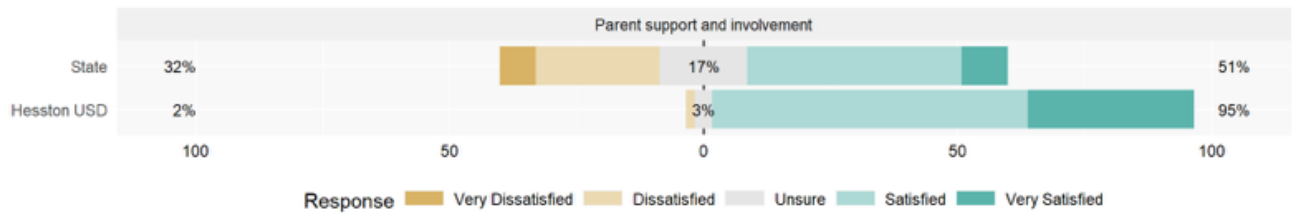
(The responsiveness and support of the district office staff.)



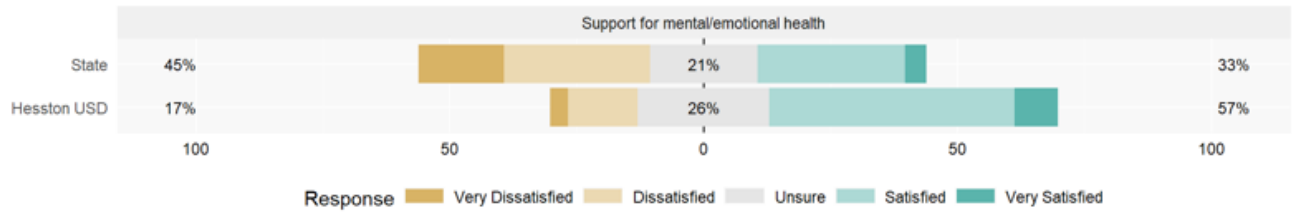
(The vision and leadership of the Superintendent.)



(The vision and leadership of the Board of Education.)

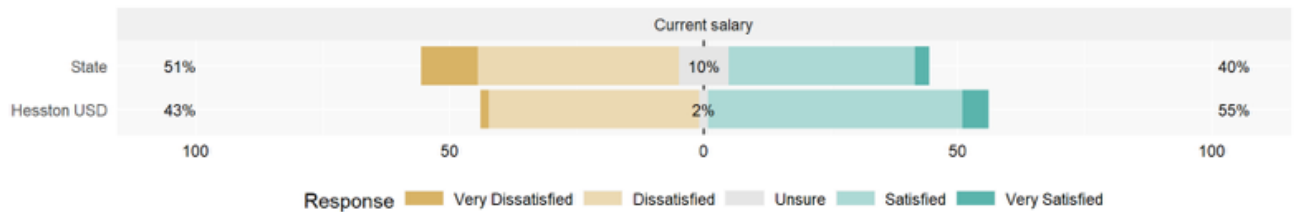


(The parent support and involvement at your school.)

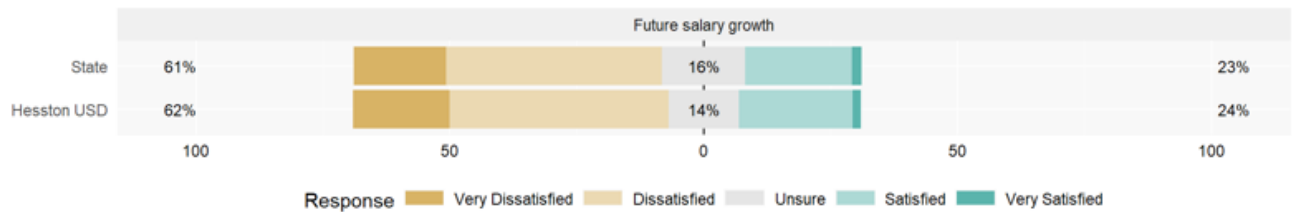


(Your district's attention and approach to supporting your mental and emotional health.)

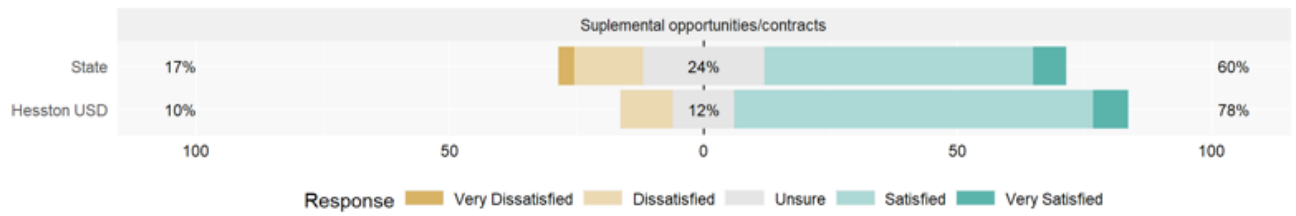
Job Factors



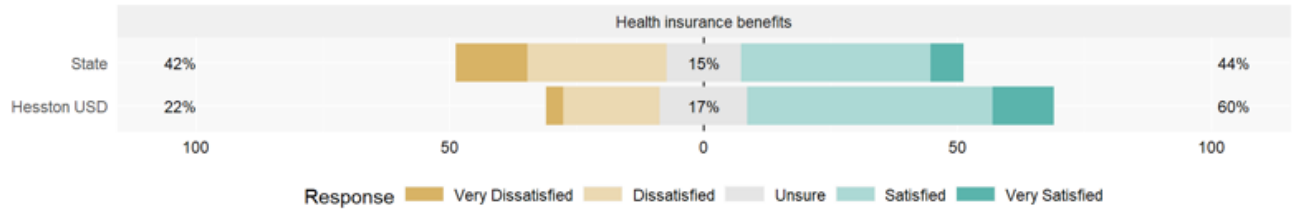
(Your current salary.)



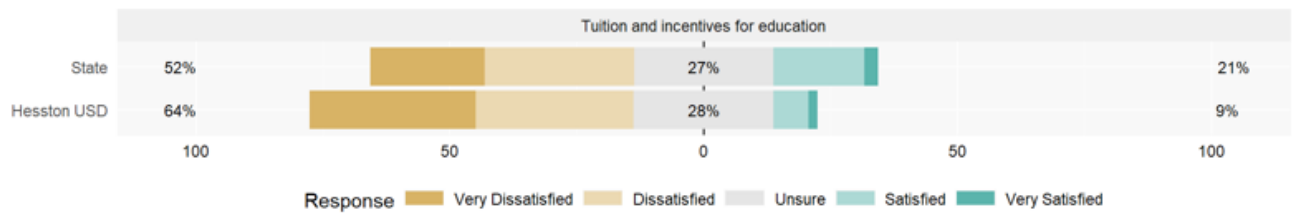
(Your salary growth potential in the future.)



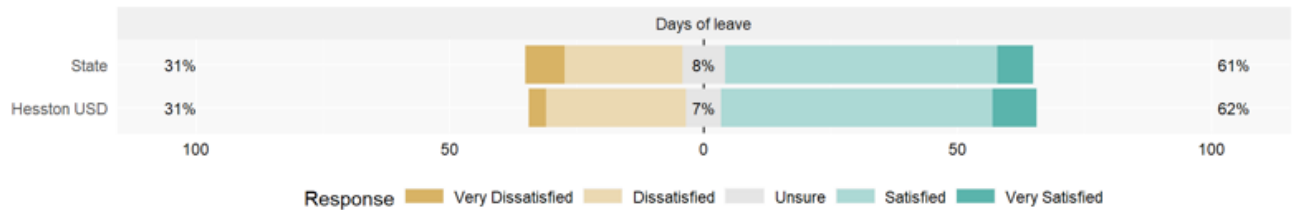
(The availability of supplemental opportunities and/or contracts. (sponsoring clubs, coaching sports, serving as department chair, etc.).)



(The quality and cost of health insurance benefits offered to you.)



(Tuition reimbursement or similar incentives to advance your education.)

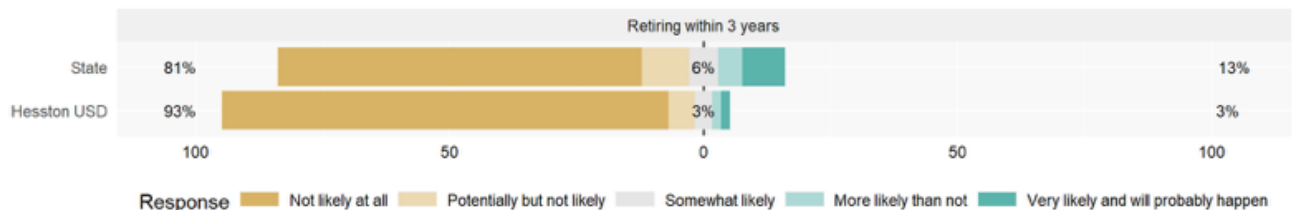


(Total number of leave days you have. (Personal, sick, non-categorical, etc...).)

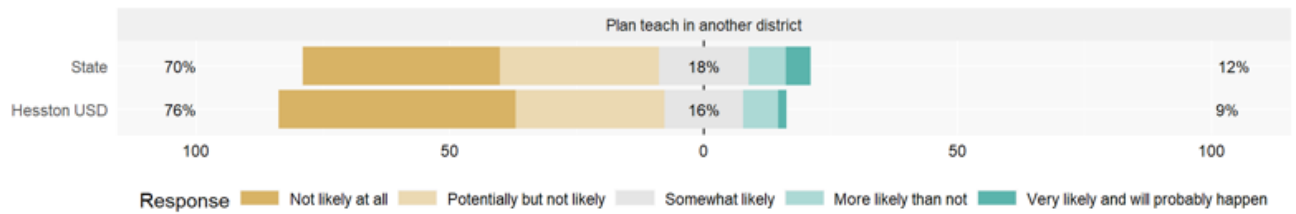
Retention Factors

Educator Future Intentions

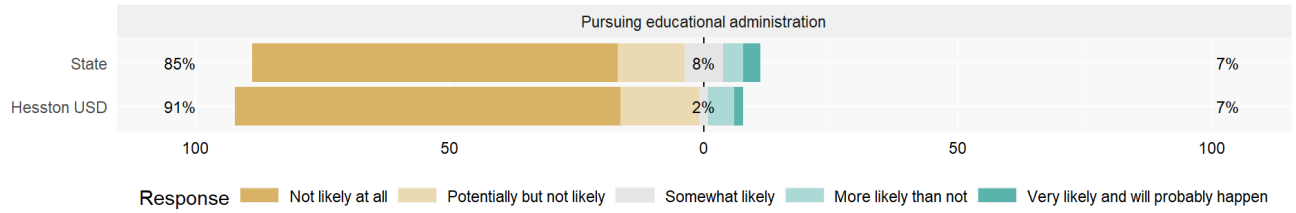
Leaving/Retention



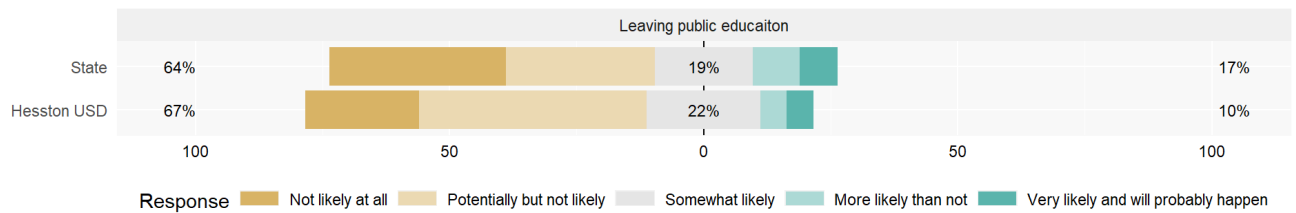
(Retiring in the next 3 years.)



(Teaching in another district.)



(Pursuing a job in educational administration (i.e. Assistant Principal, Principal, Coordinator, Director, Assistant Superintendent, Superintendent))



(Leaving public education altogether (for reason's OTHER than retirement).)

Teacher Retention Study Overview

A growing educator shortage is having significant impacts in schools and communities throughout the United States. While educator recruitment and retention were trending downward prior to the Covid-19 pandemic, the last two years have accelerated this crisis. In 2021, teacher shortages made headlines in every single state.

In response to this growing concern, the Kansas Teacher Retention Initiative was launched in the summer of 2021, with a focus on measuring, understanding, interpreting, and disseminating data-driven insights regarding the driving factors of teacher retention within school districts and across the State of Kansas. The initiative seeks to provide actionable information and stimulate solutions-minded collaboration to improve teacher engagement and retention. Through partnerships

with the Kansas Association of Schools Boards, Kansas National Education Association, United School Administrators, and Emporia State University, the inaugural Kansas Teacher Retention Survey was launched in October of 2021. The survey explores the critical drivers of teacher engagement and retention in the State of Kansas.

Through the shared efforts of Dr. Bret Church and Dr. Luke Simmering, and support from key partnerships, 20,000 educators in the State of Kansas participated in the Kansas Teacher Retention Survey resulting in a response rate of 50%. Roughly 48% of the 286 school districts in the State of Kansas had a response rate (i.e., percentage of educators within the district that participated) over 50%. The state level data is representative of the broader educator population, but the findings do not represent every educator statewide. However, the insights provide data-driven analysis along with strategic and actionable insights.

The data from the Kansas Teacher Retention Survey represents the current perceptions of Kansas educators. Dr. Church and Dr. Simmering are committed to listening to the voice of educators, to inform and arm stakeholders with insights, and to improving teacher engagement and retention.

Survey Overview

Items were evaluated on a 5-point Likert scale to assess the extent to which they aligned with the presented area and/or aspect of teaching.

- Survey evaluated the Educator Experience, Engagement, and turnover intentions (i.e., leaving profession, retiring, changing positions, etc.)
- A set of items were developed to evaluate the extent to which factors impact their perceived importance to Educator Engagement and Retention

- A standard set of 11 items were developed to measure overall 'engagement' of each individual teacher within (and across) school districts.

To learn more about this data and to uncover additional analysis and insights, please contact:

Dr. Bret Church (<mailto:bchurch@emporia.edu?subject=Teacher%20Survey%20Report>)

Dr. Luke Simmering (<mailto:Luke.simmering@sandcreekadvisorsllc.com?subject=Teacher%20Survey%20Report>)

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