

# Building *ALL* Three-legs to the Teacher Retention Stool

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## *The Issue*

*Colorado Ag Teachers do not stay in the profession; over 50 percent are in years 1-3.*

## *The Innovation*

*Create a Local Teacher Success Program with three robust support legs.*



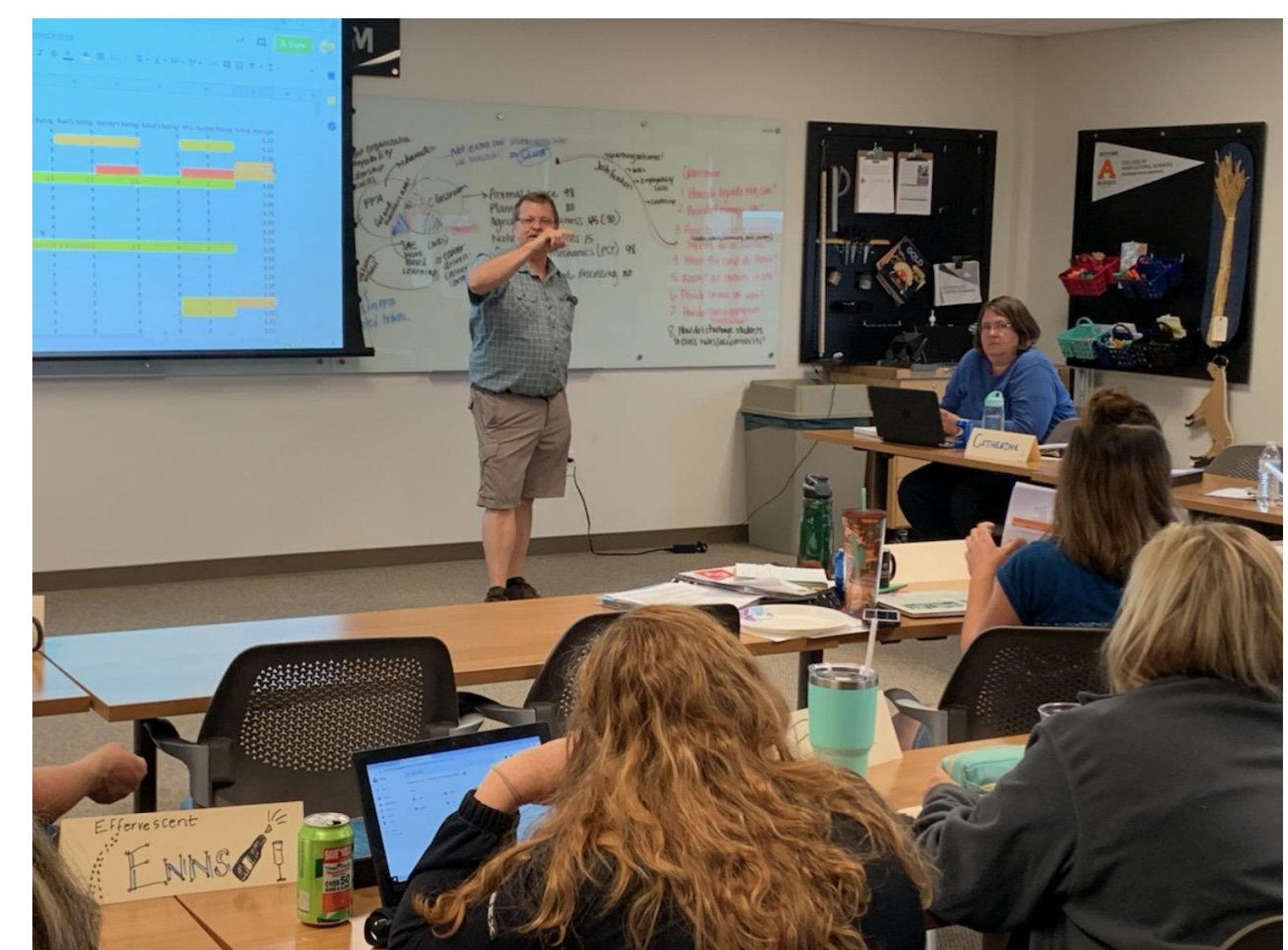
### **Leg 1: Professional Development**

- 5 regional SAE conferences
- 2 Multi-topic Ag Teacher Conferences
- One multi-state Ag Mechanics Conference
- 28 'Just in Time' Zoom Meetings
- One Curriculum Development Conference



### **Leg 2: New Teacher Bootcamp**

- Four days of intensive support and relationship building for 40 new teachers
- Designed to help assimilate teachers to Colorado Ag Ed
- Provide support for the first month of teaching
- Provided signing bonuses to new teachers from funds raised by the Blue Jacket Society



### **Leg 3: Local Teacher Success Mentor**

- 81 New Teacher Visits over 184 days
- 27,000 miles traveled across Colorado
- Facilitated support in classroom, laboratory management, FFA, SAE and working with administrators and community members



## *The Impact*

*In 2018-19 school year Colorado retained 93% of 1<sup>st</sup> year teachers, 88% of 2<sup>nd</sup> year teachers, and 93% of 3<sup>rd</sup> year teachers.*



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