

**Building Connectivity:  
Variables Impacting Teacher  
Connections**

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**Introduction**

Connections within the workplace are essential, high levels of connectivity increase employee job satisfaction, retention, and organizational success (Dutton & Heaphy, 2003).

The Relational Theory of Working (RTW) brings to light the importance of relationships within the workplace, noting all workplace decisions made by an individual are influenced by connections (Blustein, 2011; Jordan, 2008).

The research objective was to *analyze perceived connectivity among SBAE teachers by career stage and teacher preparation program type.*

**Methods**

A simple random sample of 750 SBAE teachers with a total of 237 responses (*n* = 237) received.

Career stage was included as a categorical variable (i.e., “Early” = 0-5 years of experience, “Mid” = 6-20 years of experience, and “Late” = 21+ years of experience) and teacher preparation program type was included as a dichotomous variable (i.e., traditional SBAE teacher preparation program or alternative teacher preparation program).

The four connectivity constructs were found to be reliable using post-hoc analyses (i.e., Cronbach’s alphas ranged from .72 to .92).

**Discussion**

Trends in the findings suggest it takes time to develop connections, given more experienced teachers perceived the strongest connectivity among all four constructs.

Additionally, alternatively certified teachers perceived lower connectivity among all four constructs. This suggests alternatively certified teachers may not “fit” into the norms and/or culture of SBAE as readily as teachers who completed a teacher preparation program.

**Recommendations**

- (A) Implement onboarding experiences for teachers.
- (B) Encourage teachers to participate in mentoring programs to increase connections within schools and the SBAE teacher community.

Given the findings of this study, it is evident recommendations should be targeted toward novice and alternatively certified teachers.



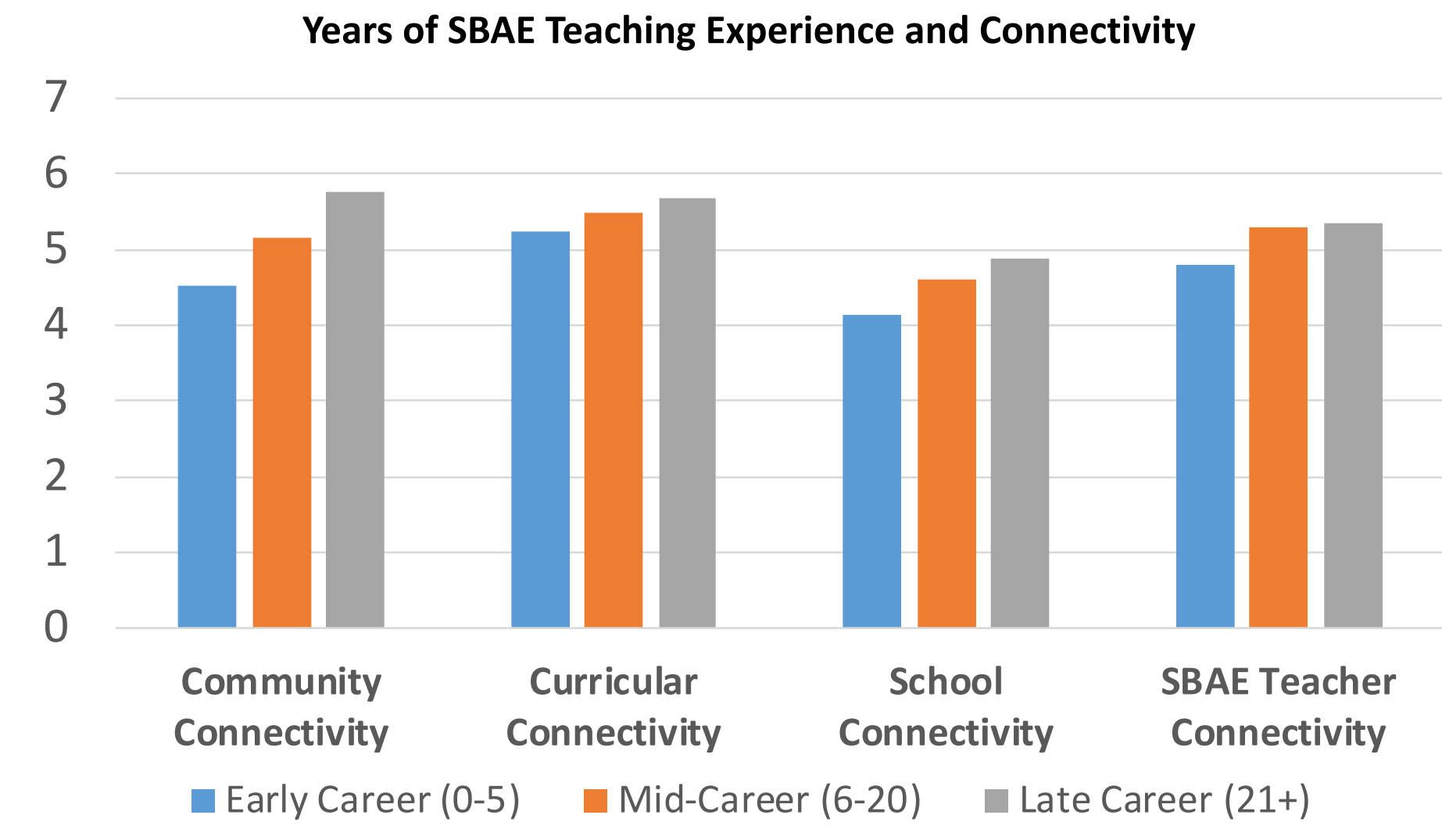
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**All professionals need to feel  
connected in the workplace;  
however, SBAE teachers earlier in  
their career and those alternatively  
certified may need additional  
support to build connections.**

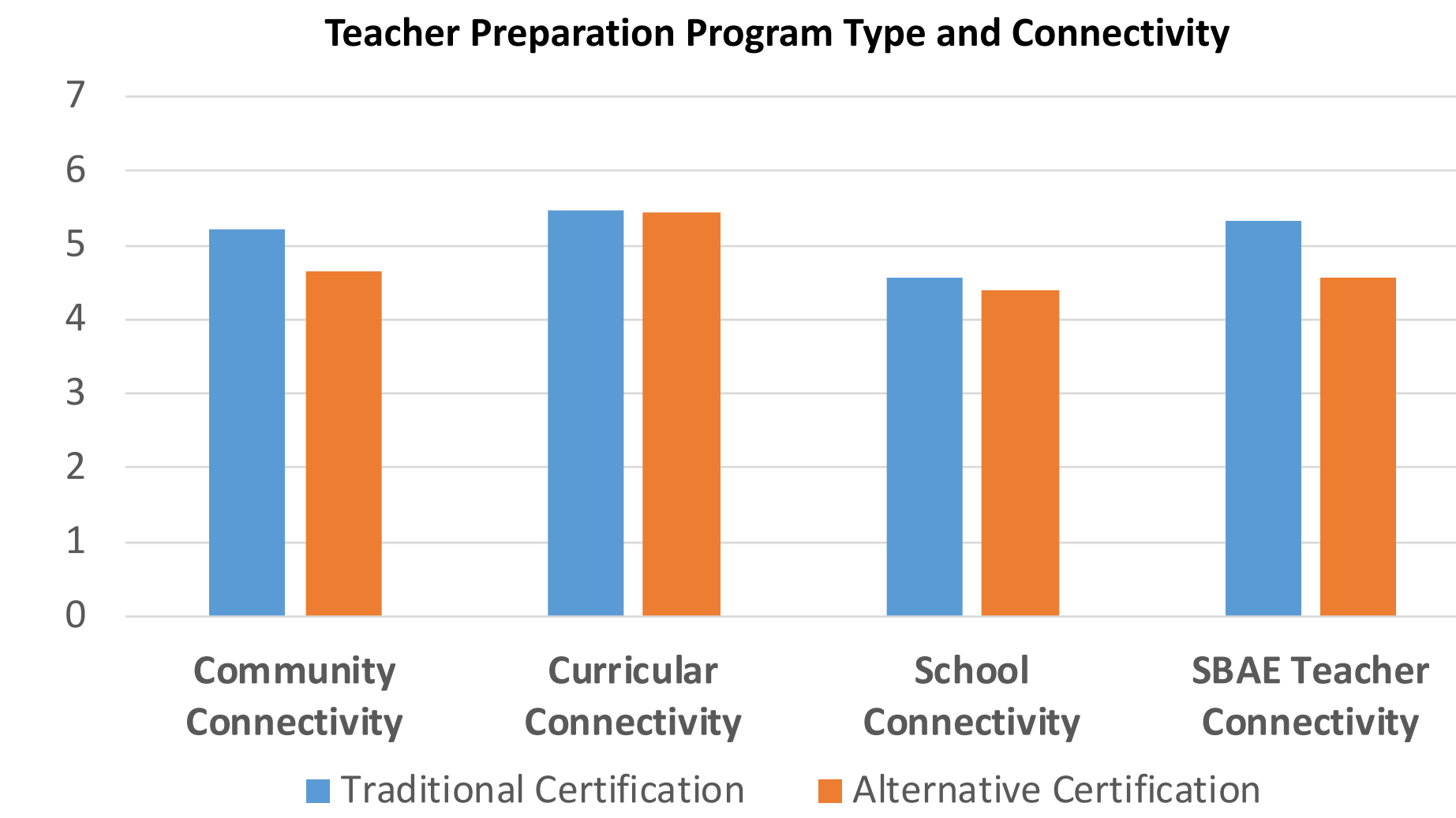
**Connectivity Variables**

- Community Connectivity** – connection to members of the community in which the school resides.
- Curricular Connectivity** – connection to the SBAE curriculum taught.
- School Connectivity** – connection to the non-SBAE teachers and administrators within the school.
- SBAE Teacher Connectivity** – connection to peer SBAE teachers internal (if applicable) and external to the school.

**Findings: Teaching Experience**



**Findings: Certification Type**



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