

Supporting

SBAE TEACHERS

THROUGH A LOCAL TEACHER SUCCESS PROGRAM



Oregon State
University

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FFA

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Purpose

Why Retention?

Research shows retention is tied to:

- Self Efficacy
- Job Satisfaction
- Connection
- Support

Who We Talked To

- 23 First Year Ag Teachers
- 22 Planning to Return
- 21 Participated in Stay Interviews: 13 (62%)
Alternatively Certified

Findings

STUDENTS

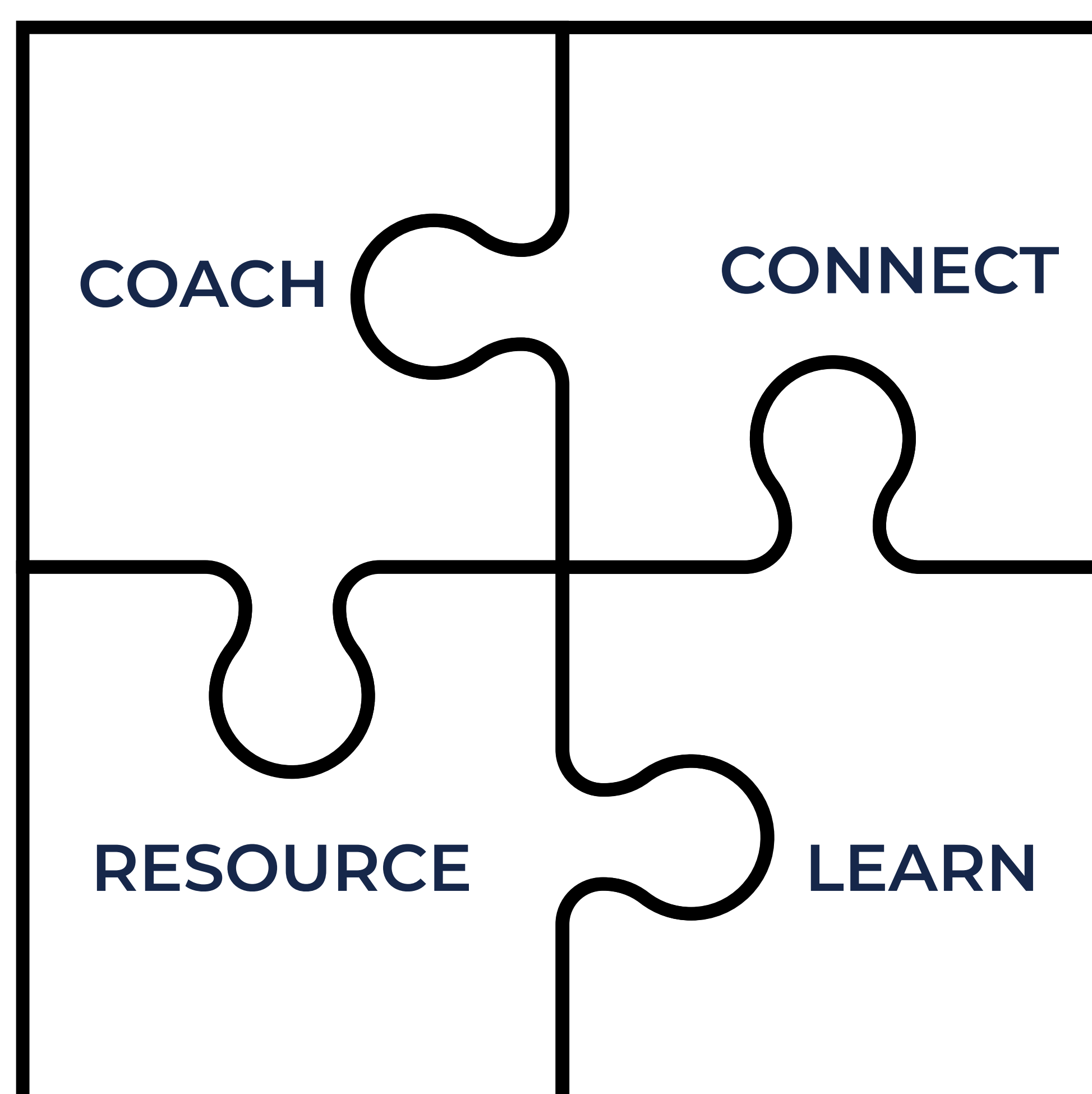
95% of participants said most rewarding factor
& what kept them motivated/committed.

FIRST YEAR $\neq$ EASY

CLASSROOM MANAGEMENT
FFA PROGRAMMING

PERSONAL CHALLENGES
CURRICULUM

The LTS Response



COACH

- In-Person Visits
- One-on-One Coaching
- Accessibility

CONNECT

- Check-Ins
- Constant Communication
- Newsletters

RESOURCE

- Turn Key Lesson Plans
- Scope & Sequences
- New Teacher Checklist

LEARN

- Ag Teacher Boot Camp
- Extended Boot Camp
- Tailored Professional Development

What Teachers Told Us

“A SAFETY NET”

- Accessibility
- Responsiveness
- Connection

“Comforting... felt like
an open door.”

“I’m not alone.”

“it saved me...”

From Findings to Action

2X In-Person Visits

Monthly New Teacher Checklist

Targeted Goal Setting

Peer Connections