



Monterey Bay Educational Consortium in partnership with the Center for the Future of Teaching and Learning

Tri-County Teacher Workforce Initiative MAY 2005

MBEC's Teacher Workforce Initiative, in partnership with the Center for the Future of Teaching and Learning, continues to make progress establishing data-rich regional strategies and practices to strengthen our teacher workforce. This e-mail update is part of a series of updates that you will receive throughout the year to keep you informed.

Tri-County Teacher Exit Questionnaire Ready for Implementation

The Teacher Recruitment and Retention Committee, under the able leadership of co-chairs Alejandro Hogan and Robert Costa, and with guidance from the Tri-County Personnel Directors Association and the research firm of SRI International, has developed a teacher exit questionnaire that looks at reasons teachers give for leaving their school, district or profession. This information derived from the on-line questionnaire will help guide policy and practices for regional teacher retention efforts. The TWI Hard-to-Staff Schools Committee will also use the data from the region's lowest performing schools in the design of professional development plans to better meet the needs of the teaching staff in these schools. In addition, these data will assist local policy-makers in addressing issues highlighted in the Williams case settlement regarding attracting, retaining and properly assigning teachers in our lowest performing schools. This regional, and ongoing, implementation of an instrument for capturing information from exiting teachers is a first for California.

Sam Bozzo, Assistant Superintendent, Personnel Department, Monterey County Office of Education, has developed the online posting of the questionnaire. The questionnaire will be administered between May 1 and August 31, 2005. An analysis of the resulting data will be prepared by the TWI Research Team. In fall 2005, each district and county office will be provided an analysis of the data for the individual agency, the county and the tri-county as a whole.

For more information about the questionnaire, please contact Dan Cope, TWI Local Liaison, at (831) 464-5677 or dcope@santacruz.k12.ca.us. The questionnaire can be viewed at: <http://schools.monterey.k12.ca.us/~mcoesrvy/index.html>

Another component of the Teacher Recruitment and Retention Committee's Action Plan is to ensure that all districts with 500+ student enrollment utilize the Ed-Join online job posting and application process. The data from the Ed-Join service, in turn, will provide an in-depth look each year at where our teacher applicants come from, their experience and their qualifications. In addition, the data will provide districts with rich feedback regarding successful components of their recruitment process and areas where improvement could occur.

The Teacher Recruitment and Retention Committee has been a catalyst for enhancing the collaboration already begun among the personnel directors by the Tri-county Personnel Directors Association, founded by Sam Bozzo. It is exciting to see the positive work being done by the region's personnel directors as we seek to improve our recruitment and retention practices based on good data.