**Six Steps for a Stay Conversation**

**Praise:** Highlight the positive. Link this teacher’s performance with the bigger picture impact you see this teacher making on their students & your school.

**Probe for a Pulse Check:** Start with a targeted question & encourage the teacher to share their feelings with you. How does the teacher feel about their work and their role in the school?

**Determine Intention:** Use probing & dialogue to determine whether or not this teacher is planning to stay at your school.

**State Desired Outcome & Retention Strategy:** Tell the teacher you’d like them to stay and how you’d like to reward their performance.

**Plan Ahead:** How will this reward actually play out? What can this teacher expect in the upcoming weeks and months?

**Follow-up:** Set timeline for follow-up and make sure you follow-up. Reiterate how much you appreciate the teacher’s contributions.
1. Highlight the Positive

“What I saw today* is what I would hope to see in all of our classrooms.”

“In reviewing school-wide data this week, I was inspired by how well our students are doing in your class*.”

“Today’s lesson* is why I look forward to coming in your room each week.”

“What I saw today* was another example of the skill and energy you put into your lessons.”

“Watching you teach today* reminded me that it’s no wonder why your students are performing so strongly.

Others?

*Insert a specific reference to the low-inference evidence.
2. Probe for a Pulse Check

“How do you feel on your drive to work each morning?”

“What would you tell a friend who is thinking about applying to teach here about what it’s like to work at this school?”

“How do you feel when you leave this building at the end of the day? At the end of the week?”

“What would make your teaching experience here more (pleasant, sustainable, enjoyable, etc.)

Others?
3. Determine Intention

“Where do you see yourself professionally in 3 years? In 5 years? What does this mean for next year?”

“What do you see as the most ideal career pathway and timeline for you to reach your goals? What does this mean for next year?”

“What do you enjoy most about classroom teaching? How do you feel when you think about returning to the classroom next year?”

“What do you consider when you think about leaving the classroom/this school/this profession? Are you considering making a change for next year?”

Others?
4. State Desired Outcome & Retention Strategy

“I want to do what I can to make this work enjoyable and sustainable for you so that you can continue to have a positive impact on students.”

“Your contribution to students and the school community at large is really remarkable, and as such, I’d like to reward you.”

“The results you continue to get with students are outstanding and warrant recognition and reward.”

Others?
Tips for Having a Stay Conversation

**Be specific.** Be sure to communicate why you think the teacher is strong.

**Recruit!** Remember that strong teachers probably have multiple options and you are recruiting them.

**Be transparent.** Be open about school challenges and how the teachers can be part of the solution.

**Listen for motivations.** Ask for specific ideas the teacher has and leave an open line of communication.

**Speaking in generalities.** It is important to let teachers know why they are valuable to your school and students.

**Not executing on your next steps.** Follow through on all commitments agreed upon.

**Implementation of retention strategies for compliance purposes.** Retention strategies are part of a robust, on-going plan that is tailored to your school and teachers.