

Teacher Retention Plan

School leaders, this template is meant to be used by you and your team for your own planning purposes and is not designed to be shared with teachers. Complete one of these plans for each of your high-performing teachers. Think about each teacher’s contributions and value to your school and select at least three strategies you will use to ensure that the teacher returns to your school next year, and hopefully for many years to come. These strategies should be introduced and followed up on during [stay conversations](#) that happen throughout the course of the year.

Teacher:
Grade/subject:
Why is this teacher effective?
What data support this? Consider multiple datapoints, including observations, performance evaluations, student outcomes and growth data, peer feedback, student and family surveys.
What do I know about this teacher’s personal and professional aspirations? What motivates them? What do they value?

Strategy: Provide regular, positive feedback Help Circle one identify areas of development Give constructive feedback about performance (informally) Recognize accomplishments publicly Support teacher to manage their workload	Inform teacher that they are high-performing Identify opportunities for teacher leader roles Put the teacher in charge of something important Provide teacher with access to additional resources for their classroom
Details (Why this strategy, what will it look like, key considerations, etc.):	Timeline for execution:
Next steps:	Follow up:

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