

What's Most Important to You? (Recruitment/Retention)



1 Grow your own teachers	Work to retain by bonus or pay back for masters etc.	Also provide incentives for classified staff. Tuition assistance or even in house continuing education classes to move them towards parts or even teaching positions
1. Incentivizing teachers through a payback system, help with secondary degrees, and making the community more liveable for first year or single income teachers.	1. What resources did staff feel they were missing? Why did 65% of staff consider leaving?	Incentivization to keep people within the district but also an incentive to pull them in like a payback system.
Giving the teachers a reason to stay that isn't just based off of the students	1 There was a good point made about getting new teachers interested and incentivizing them, but we need people to be interested to join teacher programs in the first place.	1- find partnership with local business, realtors/rental agency to help future/current staff be closer at affordable rate r/t salary/Reaching out to Highschool incentive for graduates to attend education degrees/ certain and receive



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2. focus on fine arts programs at Lansing and their focus	2- good student behavior and good feelings about the environment here	2. Teacher and staff lay need to be more competitive. Student programming is great but is it future forward and preparing students for real world
2. The most important thing that has kept me here is how accommodating the school district has been while I've been in college but also working. Caring that I do a good job, but also caring about the person behind the job.	As a student, I think something that is most important when it comes to this aspect is maintaining a positive and inviting school climate, as well as valuing all activities on an equal level.	Advancement opportunities
Support and professionalism focused on opportunity	Group 2- representation of our schools fine arts programs. I think the biggest takeaway I recognize would be growing our own paras/teachers and finding ways to develop talented students	Group 2- Options and grad-credit- included CE opportunities. University partners supporting teachers.



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Support for new teachers

2. You can't give teachers 1 percent raises. 2. There's no housing around

3. City leaders need to do their job to help schools grow. Town center has been empty for years.

Support for new teachers

3: Better pay and working conditions

3 - we need to attract quality teachers and offer a competitive salary. Teachers see 150+ students in one day with 45 minutes of plan and we keep adding more things to do. We have to be realistic of what is expected and how much time is allotted

1- We discussed in depth the importance of prepping for the ACT/SAT in the high school CCR class, we didn't get to talk about the importance of the Career readiness portion of the class that is equally important

Salaries and REAL support have to increase to keep people here.

3. We need to give teachers more time for planning, grading, and pay incentives for retention.



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1- I like how Piper's Strategic plan was focused on Climate, Culture, and successful members of society when the graduate

#5 Teachers need to feel their voice is being heard in a transparent way. Our climate survey results should be shared for all levels including the board results.

Climate in buildings! New principals has helped!

#5 staff pay is going to be the best way to recruit and to retain.

Planning for aging of the workforce

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