

EVERY CHILD. EVERY SCHOOL. EVERY DAY.

Joyful Educator: Creating Conditions for Teachers to Stay

Dr. Avis Williams, Superintendent

NOLA Public Schools At-A-Glance



41 ELEMENTARY

23 HIGH SCHOOL

3 K-12 SCHOOLS

2,480
GRADUATES 2022

41,583
STUDENTS
(2023-2024)

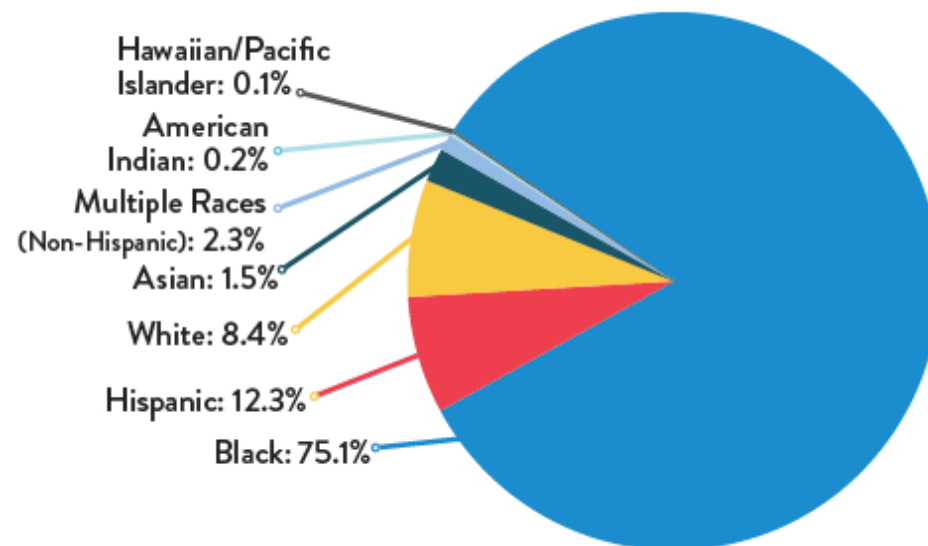


NOLA PUBLIC SCHOOLS



All students receive a
HIGH-QUALITY EDUCATION
that fosters their
INDIVIDUAL CAPABILITIES
while ensuring that they thrive,
achieve physical and mental
wellness and are prepared for
CIVIC, SOCIAL, AND
ECONOMIC SUCCESS.

EVERY CHILD.
EVERY SCHOOL.
EVERY DAY.



AGENDA

- Setting the stage
- What the research says
- Overview of framework for Joyful Connections
- Gaining and using quality teacher feedback
- Identifying Rock Star Lead Teachers
- Next Steps/Q&A



Setting the Stage



EDUCATORS ARE STRESSED...

with all-time high levels of teacher dissatisfaction, leading to high teacher turnover, absenteeism, and burnout



STUDENTS ARE IMPACTED...

post-COVID learning and their mental health are in peril, absenteeism is up, and the already sizable opportunity gap has exacerbated

Setting the Stage

INSTEAD OF WORRYING THAT THEY WILL
LEAVE;

WHY NOT HELP EDUCATORS
STAY?



JOYFUL EDUCATOR



CONNECTIONS



EVERY CHILD. EVERY SCHOOL. EVERY DAY.

Research Says

Unpacking the Teacher Shortage (Bryant et. al., 2023)

- Attrition is on the rise
 - 2020 saw the highest teacher attrition rate in a decade
 - The attrition rate increased by 20% from 2019 to 2020
 - In 2022, 64% of attrition was due to teachers quitting
- Hiring on the decline
 - Hiring only increased by 38% from 2020-2022
 - Over 60% of administrators cited staffing challenges
 - Trends indicate the worst is yet to come as number of college students decrease



Equity Impact of Teacher Shortage (Bryant et. al., 2023)

- **Younger teachers.** Of teachers ages 25 to 34, 38% state they plan to leave, compared to about 30% of older educators. This imbalance in planned departures across age groups will likely create a bottleneck in the long term, further decreasing the educator workforce in the future.
- **Teachers in low-income school districts.** Nearly 40% of teachers in districts where most students received free and reduced-price lunches (FRL) said they planned to leave, compared to just 25% of teachers in districts where fewer than ¼ students received FRL.
- **Teachers in districts with more students of color.** In schools where students of color make up more than three-quarters of the student body, about 38% of teachers are considering leaving, compared with 30% of educators in majority white schools.



Why do Teachers Leave?

(Bryant et. al., 2023)

- Compensation including benefits
 - 75% believe they put more into their work than they receive
 - 69% do not feel that they are paid adequately for their time and effort
 - 65% state that they are unable to live comfortably causing some to take on second jobs
- Overworked
 - 75% of those planning to leave say there is too much work to do and not enough teachers to get it done
 - Others state they are stressed due to the work and that it impacts their quality of life (wellbeing) outside of work



Why do Teachers Stay?

(Bryant et. al., 2023)

- Meaningful work
- Community and colleagues
- “Interestingly, factors that drive many educators to leave, such as compensation, being overworked, a lack of resources, and work-life balance, are also reasons for some educators to stay in their roles. Notably, **88 percent of teachers** who cite *well-being* as a reason they want to stay say they have enough time outside of work to spend on things that are meaningful to them; **74 percent say they’re not expected to give too much time, energy, and attention to their work**; **73 percent** of those who cite expectation as a reason to stay say *they do not have too much work* to do each day; and **62 percent** of those who cite compensation as a reason to stay say *they can live comfortably off what they earn.*”





A Framework to Create Joyful Connections

A Framework to Create Joyful Connections

- **Social:** adult learners thrive when pressure is low, fun is high
- **Collaborative:** brings together educators across all New Orleans schools
- **Ongoing:** utilizes social media, teachers' newest and best learning tools
- **Choice:** not required by administrators, rather individual opt-in
- **Personalized:** planned by educators, for educators like teachers & specialists
- **Local:** local locations, local swag, local experts



A Framework to Create Joyful Connections

5-6 Connections during the year		
5:30 pm	Happy Hour at a hot local venue	Live music or DJ
6:15 pm	Wellness Activity <ul style="list-style-type: none">• Yoga• Line Dancing	DJ playing during breaks: <ul style="list-style-type: none">• DJ87- ReNew employee• DJ Khris Royal- NOCCA grad
6:45 pm	Continued Connecting/Collaboration <ul style="list-style-type: none">• Share singular instructional strategy• Pedagogical- ability to be used in multiple arenas	Community Appreciation <ul style="list-style-type: none">• Greetings from board members or sponsors• Door prizes from community partners
Monthly Online Learning	Rockstar Leads <ul style="list-style-type: none">• Small group idea sharing about instructional strategy• Facilitated by Rockstar Leads based on their self-reported Super Power	Optional Coaching



Identifying and Supporting New Rock Star Teachers



Gaining Teacher Feedback

Ask, Survey, or Observe



Ask

Ask teachers for their input and feedback face to face.



Survey

Conduct surveys regularly to stay abreast to the needs of your teachers.
Try to implement their input.



Observe

Read their body language or social cues. Consider the tone of voice and the level of passion conveyed in their response to your inquiries.

This was my second time going to a Joyful Educator session and it just seems to be getting better each time, I truly can say that I had a great experience at all of them. Thanks, we truly appreciate all that is put into these sessions.

-J. Williams



Thank You!! For Creating A Space For Educators To Feel Appreciated ❤️

-A. Dominique

Thanks for allowing me/us to
debrief. I didn't know how much I
needed that until we did it!

-R. Johnson



I was able to see teacher friends
from other schools that I had not
seen in a while and have a nice
outing for FREE!

-A. Foster

I was able to Network with other teachers from other schools. The social connection was really nice and the vibe was amazing. I really enjoyed learning new dances. The food was delicious, more importantly since I am expecting a new bundle.

-C. Davis



Everything was perfect!
So refreshing and much needed!

-R. Lenoir





**What's
Next?**

Q&A

Thank you!

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Avis Williams 