

Enhancing Teacher Retention and Professional Satisfaction: An Analysis of Salaries, Policies, and Educational Frameworks

Authors : Melissa Beck Wells

Abstract : This study examines the complex factors affecting teacher retention across states, focusing on the roles of salaries, educational policies, and professional development. Despite efforts to reduce teacher turnover, it remains a significant challenge, impacting the quality of education and student outcomes. Analysis of data from the National Education Association, the 'Raise the Bar' initiative, and the Education Commission of the States reveals a minimal negative correlation between teacher salaries and retention, indicating that salary alone does not determine retention. Additionally, thematic analysis of educational policies and development programs highlights effective strategies for addressing retention challenges. The research emphasizes the need for holistic support systems, including mentorship and professional growth opportunities, to improve retention. These findings urge policymakers and educational leaders to develop comprehensive strategies to maintain a qualified teaching workforce and enhance educational quality and equity nationwide.

Keywords : teacher retention, salary retention, educational policies, professional development, teacher turnover

Conference Title : ICCPIE 2024 : International Conference on Common Practices in Inclusive Education

Conference Location : Bali, Indonesia

Conference Dates : July 15-16, 2024