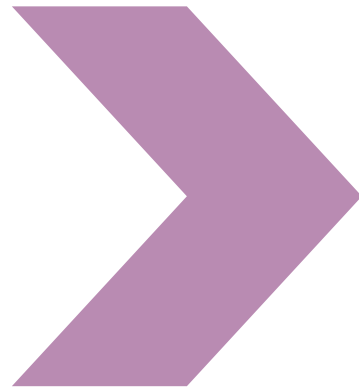


Why do teachers leave?

Lack of and
development and
career advancement
60%



Compensation
13%

Source: Why Your Best Teachers are Leaving and 4 Ways to Keep Them (Gallup, March 2018)

What do teachers want?

RESPONSIBILITY	CAREER ADVANCEMENT	STIPEND OR SALARY INCREASE
Serving as a mentor or instructional coach	87%	86%
Serving as a lead teacher	83%	82%
Having a hybrid role	78%	74%
Serving as a peer evaluator	74%	75%
Facilitating or leading PD courses	65%	69%

Source: Voices from the Classroom Teacher Survey (E4E, 2018)

State policies



**Evaluation
and
professional
development**



**Career
ladders and
teacher
leadership**

ongoing professional learning and growth

State policies

**Evaluation
and
professional
development**

**Licensure
renewal**

**Career
ladders and
teacher
leadership**

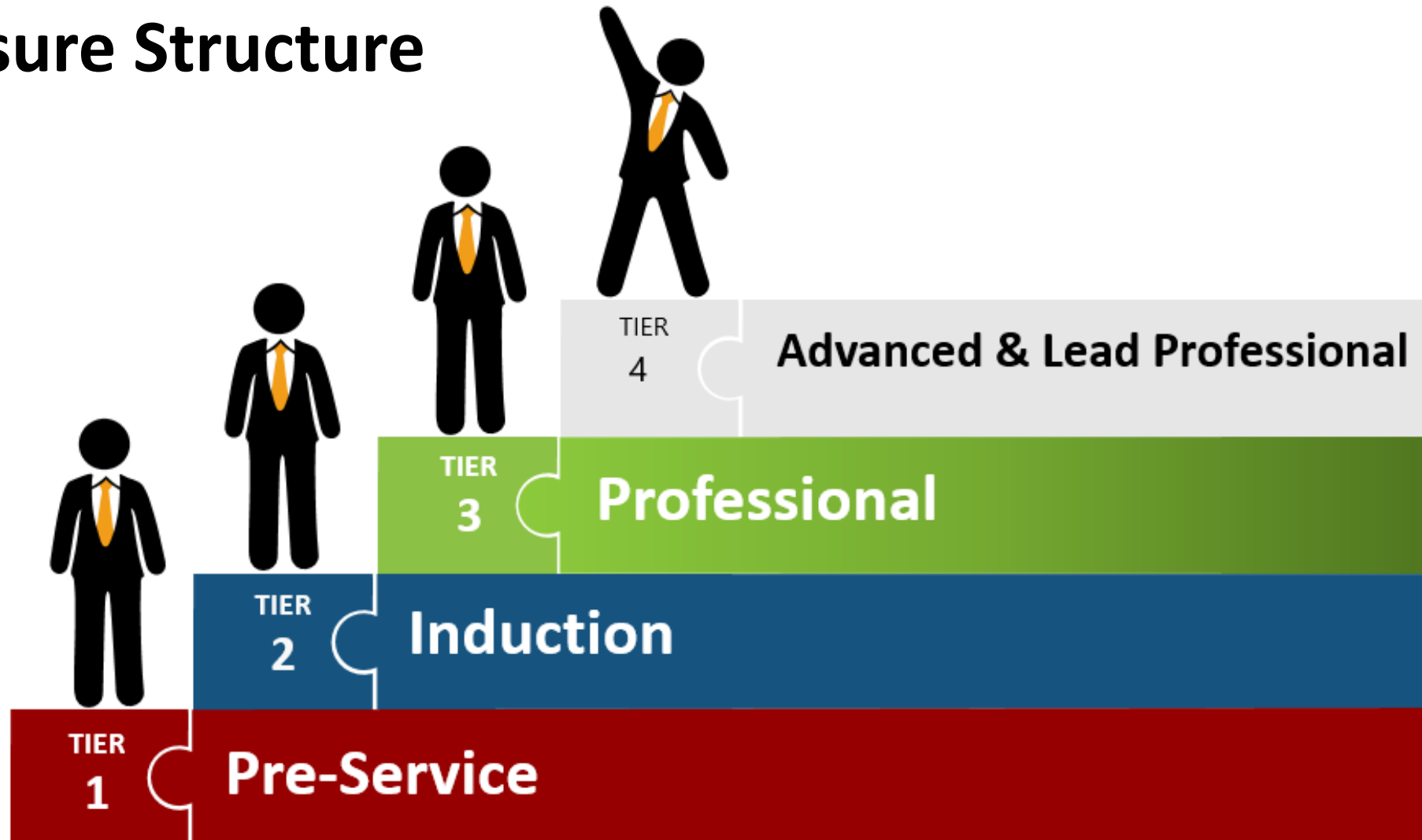
**Licensure
advancement**

ongoing professional learning and growth

Two states



Georgia's Tiered Licensure Structure



Georgia Teacher Leadership Belief Statement

Teacher Leadership is the process by which highly effective and empowered teachers serve as catalysts to facilitate continuous improvement resulting in an enhanced culture of teacher engagement, student learning, and achievement.

Table talk

1. What do you see as the **pros and cons** of the approaches discussed?
2. What is your state doing that is **similar or different** from the approaches discussed?
3. How can/should states support **ongoing learning and professional growth** for teachers? Is licensure an appropriate lever?
4. Is there a problem your state is trying to address for which changes to licensure requirements **may be a suitable solution**?

