

May 2018 Teacher Focus Group Feedback - Teacher Retention and Job Satisfaction - **Elementary Summary**



“What do you believe are the most important factors in retaining Henrico County teachers and improving job satisfaction?”

Category	Compensation	Workload	Behavioral Supports	Exceptional Ed Support	Leadership	Class Size	Curriculum & Planning Time	Equitable Resources	Policy
Tuckahoe District Elementary	Fix Salary Compression	Lessen Workload	Behavioral supports for general education classes: hold students accountable; suspension has come down to numbers; separate position that is actually a qualified behavioral specialist	More support from Exceptional Education: no split positions; professional development for instructional assistants; clear job expectations; make instructional assistants full time with benefits	Trust teachers; teacher autonomy; stop micromanaging			Equitable resources: reading specialist in every building; teaching resources; books; materials	
Weight	4	2	3	5	2			1	
Three Chopt District Elementary	Salary/Pay Compression	Workload			Less micromanagement: pointless required plans from CO	Class size	Curriculum & planning time		
Weight	5	2			1	3	4		
Brookland District Elementary	Pay: differential pay in hard to staff schools; step increases; no compression	Teacher Workload	In-house behavior supports	More exceptional education services: pull out; classroom for students with issues		Class size: limit appropriate to grade level			
Weight	5	3	4	1		2			
Varina District Elementary	Work on salaries for educators based on experience	Realistic expectations of workload versus contractual hours	Need for classrooms to serve students with emotional disabilities due to lack of qualified training and lack of behavioral specialists available to classroom teachers. This would result in smaller class sizes, improved climate, culture, and relationships of classroom environment		Accountability for support staff (Behavioral and Academic) Admin follow-through on student consequences (according to handbook)				
Weight	5	5	3		3				
Fairfield District Elementary	Give annual step increase on top of what is given for unified pay Incentive Pay like TIFF Grant	Decrease workload: lesson plans, resources readily available (Jan Richardson); Buy-Share-Google Drive	More behavior supports: full time in all schools; open to more students who need it						Making transfers for teachers easier: difficult to move; teachers feel trapped
Weight	8	4	2						1
TOTALS	Compensation	Workload	Behavioral Supports	Exceptional Ed Support	Leadership	Class Size	Curriculum & Planning Time	Equitable Resources	Policy
	27	16	12	6	6	5	4	1	1