

May 2018 Teacher Focus Group Feedback - Teacher Retention and Job Satisfaction - Middle & High Summary



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

Category	Compensation	Behavioral Supports	Leadership	Teacher Induction & Professional Development	Family Engagement	Class Size	Testing	Workload	Equitable Resources
Tuckahoe District Middle/High	Significant salary increase Decompress steps 2-6	Training on how to support students with behaviors Lack of support from central admin when it comes to behavior							
Weight	9	5							
Three Chopt District Middle/High	Salary bump that recognizes experience; Merit pay not tied to scores but tied to effort, action, involvement, hard to staff schools	Holding students accountable for behaviors	Address specific problems/people instead of the whole Admin should teach a regular/collab class monthly to stay grounded (or at least cover when there are no subs)			Class size			
Weight	5	2	4			4			
Brookland District Middle/High	Pay: separate pay scale; compression; compensation for extra time; paid summer professional development; increase tuition reimbursement		Consistency with teacher requirements: clerical days; lesson plans				Testing: reduction of HCPS specific tests		Consistency in resources
Weight	4		5				4		2
Varina District Middle/High	Differentiated pay to keep teachers in higher need areas/hard to staff schools Balance salary scale: compression			Supporting new teachers: instructional coaches from district for support; not enough veteran teachers to support new teachers Professional development: no longer a priority; told no due to no substitutes or SRL days; want to keep growing as a teacher				Substitutes: planning not taken to cover classes without subs; compensation when planning is taken to cover a class	
Weight	8			6				3	
Fairfield District Middle/High	Differentiated pay for teachers in hard to staff schools Compensate teachers for working outside of contractual hours	Build an alternative school More administrators for disciplinary issues			Making students/parents more accountable for their learning				
Weight	6	8			4				
TOTALS	Compensation	Behavioral Supports	Leadership	Teacher Induction & Professional Development	Family Engagement	Class Size	Testing	Workload	Equitable Resources
	32	15	9	6	4	4	4	3	2