## **Utah Early Career Teacher Retention Partnership**

## Partnership Needs **Short-Term Medium-Term** Long-Term **Partnership Partnership Activities** and Purpose **Outputs Outcomes** Outcomes Outcomes Teacher turnover is fiscally Coaching to conduct root Local/regional data → Increased knowledge --- Partners and Higher retention cause analyses at the local and academically costly, and summaries and and capacity among participants refine rates among early attrition from the profession and/or regional level and to visualizations of early partners and local early career career teachers (i.e., is highest in teachers' initial understand, select, and pilot/ career teacher attrition participants to (1) teacher support those in the first five years on the job. More than 40 formatively evaluate evidenceand processes to conduct root cause policies and practices years of their career) percent of Utah teachers leave based retention strategies that identify and examine analyses to uncover (e.g., related to hiring, in participating the profession within their first address participants' local/ evidence-based teacher placement, induction, **Utah districts** local/regional drivers regional root causes of early etc.) and implement five years, although patterns retention strategies of early career teacher vary regionally across the state. career teacher attrition attrition and (2) identify, evidence-based teacher This multi-year partnership select, and pilot/ retention strategies between REL West and the Utah formatively evaluate Applied research of newly State Board of Education will relevant evidenceimplemented teacher engage a set of Utah LEAs to based strategies for retention strategies for understand and address the root addressing early career early career teachers causes of early career teacher teacher attrition attrition through data collection, analysis, and applied research. Findings from applied Increased knowledge research to inform and capacity the selection of among partners **Inputs** evidence-based teacher and participants to analyze and use local/ retention strategies regional teacher • USBE and participating LEA workforce, hiring, and mobility data to staff commitment to collect select evidence-based and analyze data in new ways to understand the local/ retention strategies regional root causes of early career teacher attrition and Dissemination activities to Webinars and Increased then implement (and study) summarize lessons learned infographics understanding relevant evidence-based and study findings summarizing lessons among partners and teacher retention strategies learned from coaching participants of data REL West staff content and findings from use and evidenceknowledge in evidence-based applied research based strategies to teacher retention strategies as address early career

teacher attrition

well as skills in the collection,

analysis, and visualization of teacher mobility data and in training, coaching, and technical support (including

root cause analysis) and in applied research methods and dissemination

