



EDUCATION REPORT | 2023

K-12 EDUCATION RECRUITMENT REPORT

Teacher Recruitment and Retention:
Building and Strengthening the Teacher Workforce





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Introduction

TEACHER RECRUITMENT AND RETENTION: BUILDING AND STRENGTHENING THE TEACHER WORKFORCE

While the educational landscape in 2021 was characterized by frequent pivots, 2022 brought larger, more foundational shifts to the industry. Last year was marked by highs and lows. International schools celebrated a global return to the classroom, technological advancements following virtual learning, and the growing implementation of DEIJ practices. Simultaneously, schools also faced mounting stress on educators and increased teacher shortages.

The strain of teacher shortages can place additional stress on teachers, potentially leading to a cycle of shortages as some teachers may decide to leave the profession or become unable to keep up with the demands of their roles. Teachers have been reporting

higher stress levels, with 21% of candidates from the Education Recruitment Report (ERR) survey reporting that work intensification and stress is a major reservation for teaching in the U.S. As a result, over two-thirds of teachers have considered leaving the classroom due to stress.

So, where do international schools go from here? How can we work to recruit new teachers and retain current teachers to ensure a strong teacher workforce across the globe? A path of recovery requires reinvention and a new approach to teacher recruitment and retention.

Teach Away's sixth annual International Education Recruitment Report will help shed light on what's needed to recruit and retain teachers internationally.

Using first-party data from thousands of educators, we'll provide you with insight into the mind of your current and prospective teachers. Discover how to address the root causes of international teacher

shortages and gather actionable strategies to attract and retain qualified teachers.

As we embark on 2023, the need for actionable solutions for education's biggest challenges is undeniable. The time to act quickly, efficiently, and differently is upon us. Together we can build and strengthen the international teacher workforce.



“

The impending teacher shortage is the most critical education issue we will face in the next decade.

DAVID E. PRICE

EXECUTIVE SUMMARY

The better we understand all factors contributing to teacher depletion, the better we can create robust solutions that will positively impact students and teachers alike.

- According to the ERR survey, 48% of teachers were unlicensed, highlighting the need for more teacher preparation programs to support the professional development and career growth of educators.
- Salary and benefits are the number one way to keep teachers from leaving education, followed by career progression opportunities, and better work/life balance.
- 52% of teaching candidates reported that unprofessional and disrespectful communication from recruitment staff led to a negative experience during the hiring process.
- More than half of the teachers surveyed are searching for a new teaching position even if they are happy in their current role.
- Special Education has one of the highest teacher shortages and is in urgent need of more teacher development.

A photograph of three diverse professionals (two men and one woman) sitting around a table, smiling and looking at documents. The woman in the center has curly hair and glasses. The man on the left is wearing glasses and a red patterned shirt. The man on the right is wearing a brown shirt. The background is a blurred office setting. The text is overlaid in white, bold, sans-serif font.

**UNDERSTANDING
AND LEVERAGING
CANDIDATE
MOTIVATIONS**

UNDERSTANDING AND LEVERAGING CANDIDATE MOTIVATIONS

Teacher Candidate Background Profiles

Most respondents had 2-5 years of teaching experience already under their belt. Teachers with 6-10 years of experience made up 24% of respondents, followed by teachers with 11+ years of experience at 29%. Respondents with less than two years of experience made up 14%.

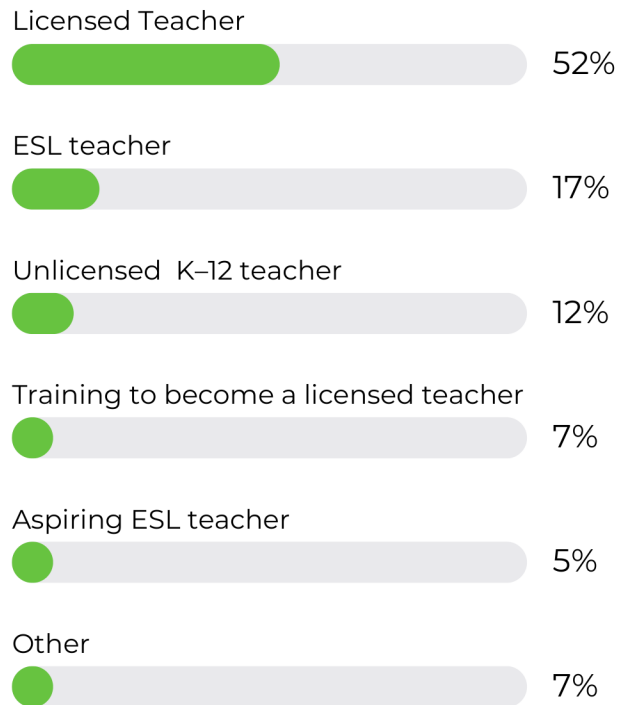
Teach Away Tip:

With 12% of IERR respondents indicating a lack of certification, it's clear that solutions are needed to support aspiring and unlicensed teachers.

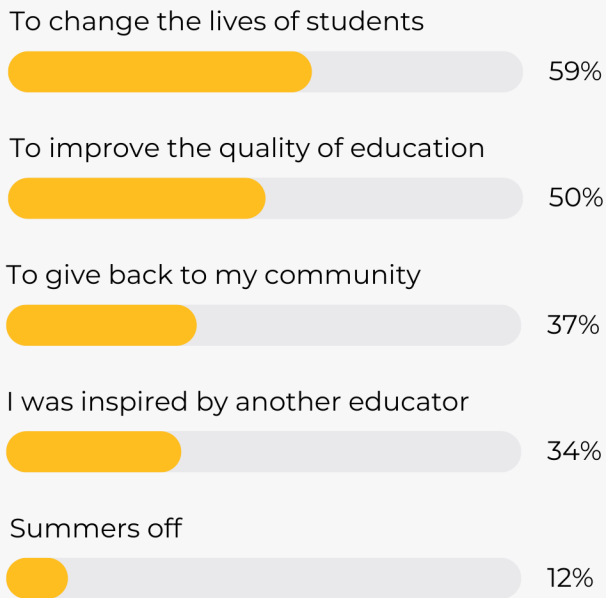
Teach Away's [Teacher Development Program](#), and [Teacher Certification Program](#) are just a few ways schools can ensure they are staffed with top-quality teachers.

Teacher Candidate Background Profiles

Teaching Backgrounds Of Respondents That Participated In The 2023 Education Recruitment Report (ERR):



What inspired you to become a teacher?



Insights Into Teacher Motivation

To address teacher shortages, schools must understand the needs and preferences of candidates. Knowing why teachers want to teach, where they want to teach, and what they value can help schools recruit and retain top talent more effectively.

Passion and care are often cited as reasons for pursuing a career in teaching, making candidates' plans to leave the profession even more concerning. These qualities are integral to the job. That makes it even more important to consider what's causing teachers to feel unable to continue in their roles despite their dedication and commitment.

Teaching is a selfless profession by nature. Teachers, for the most part, are motivated by making positive changes in the world. More than half of the respondents became teachers to have the opportunity to change students' lives.

Inspiration is where everything begins. But what happens along the way, and at what point do teachers change their minds, if they do?

Competitive salaries and benefits can attract teaching candidates, but their reasons for becoming a teacher will be what convince them to stay (or go).



Potential Candidate Reservations

The largest group of surveyors (35%) reported having no concerns about teaching overseas. However, those who do have reservations cited adjusting to a new environment as their top challenge.

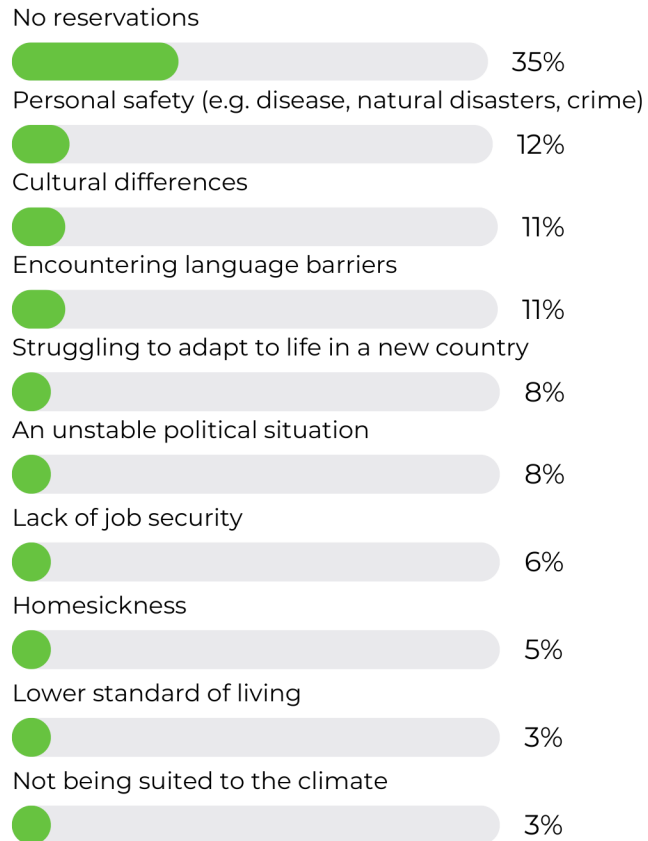
Personal safety, cultural differences, and language barriers are the main reasons prospective teachers hesitate to teach abroad.

More education, resources, and community-building initiatives are needed to ensure prospective teachers feel comfortable and secure when making the leap to teach abroad.

Teach Away Tip:

Be sure to use your school's hiring page to its full advantage. Highlight the things that teachers love about working there. Share your mission, values, and goals to drive applications from informed candidates.

Potential Candidate Reservations For Teaching Abroad



Why Teachers Are Willing To Step Away

Teachers initially plan to remain teachers indefinitely.

But salary, benefits, and work/life balance are contributing factors to why teachers leave and seek employment outside of the education sector.

According to the ERR survey results, the top reasons why teachers leave their teaching jobs were that they were seeking a new challenge (51%), seeking a higher salary (48%), personal circumstances (35%), a school situation (18%), and being overwhelmed by workload (14%). Teachers are overworked. But it's not the main reason why they leave their teaching jobs.

Respondents answered the number one change that can be made to keep teachers from looking at opportunities outside of education is to improve salary and benefits (64%) and adequate compensation (22%).

Most teachers today can't afford to keep being teachers.

Teachers just want to be compensated with an equitable wage for the work they're already doing.

Salary and benefits is the top reason (64%) why teachers are willing to step away from their professions, but teachers also want more career progression opportunities (55%), better work/life balance (51%), and more professional development opportunities (51%). Improving school culture (39%) and improving feedback and evaluation (30%) were not far behind.

Additionally, respondents feel that the most important factors in improving staff retention are adequate support and staffing to do the job well (23%), autonomy to do the job without significant interference (22%), and a safe, healthy, sustainable working environment (22%). Some respondents also feel that strong leadership (9%) is a deciding factor for staying in their current roles.

Teachers Abroad Background Profiles

Many teachers may be teaching domestically, but the interest in traveling abroad is equally present. A total of 75% said that teaching abroad is a possibility for them in the next few years. Knowing this, schools all over the world must be mindful of their teacher retention practices.

Many teachers currently abroad are more interested in renewing their contracts (38%) than not (27%). However, 36% of teachers are not sure.

Teachers abroad who do choose to renew their contracts are content with their lifestyle (10%) and feel valued for their contributions to the school (10%).



Top Countries Where Teachers Want To Teach Abroad

MIDDLE EAST

UAE	70%
Qatar	52%
Saudi Arabia	34%
Kuwait	27%
Turkey	21%

EUROPE

UK	32%
Spain	21%
Germany	21%
Italy	20%
France	17%

LATIN AMERICA

Mexico	34%
Brazil	32%
Argentina	31%
Costa Rica	21%
Colombia	20%

AFRICA

South Africa	27%
Egypt	22%
Kenya	17%
Botswana	15%
Seychelles	11%

ASIA

Japan	43%
China	33%
South Korea	27%
Singapore	23%
Thailand	22%



**TEACHER
RECRUITMENT IN
2023/24**

NAVIGATING A CANDIDATE-DRIVEN MARKET: BEST PRACTICES FOR TEACHER RECRUITMENT

The current education job market is candidate-driven, with teachers holding significant power in the hiring process.

To attract and retain top talent, implementing strategies and practices that address the needs of current and prospective teachers will differentiate themselves from other schools.

This may involve enhancing your recruitment practices, enhancing your online presence, creating an inviting school community, and offering competitive salary and benefits packages.

61%

of candidates are deterred from applying to a role if there's a lack of information in the job posting

Recruitment Practices

Proper recruitment practices are essential to strengthening the teacher workforce. Unfortunately, 52% of candidates reported unprofessional and disrespectful communication from recruitment staff which led to a negative experience within the hiring process. [Recruitment support](#) ensures that candidates have a positive experience throughout the process.

When applying for a teaching position, candidates want to know about the job responsibilities, qualifications, location, and required experience. They're also interested in details about the compensation package and any additional benefits, such as a flight allowance or vacation time. Giving this information upfront can help to attract top candidates and make the application process more efficient.

61% said they would be deterred from applying to a job if there was a lack of information about the role

and responsibilities.

Prospective candidates desire a straightforward application process (52%) and a quick response after submitting their application (44%).

Induction & Onboarding Process

Onboarding is a critical period for new teachers. It sets the tone for their experience at your school. By making the onboarding process efficient, transparent, and welcoming, you create a positive environment for new hires looking for a long-term career.

Communication is key to creating a successful onboarding experience. Make sure to speak with new hires openly and kindly. Ask about their needs and be open to feedback.

You can foster a sense of belonging and commitment to the school community by being

receptive to their feedback and engaging with potential hires.

Onboarding is an opportunity to make a strong first impression. Build a positive and harmonious relationship with your new staff from the start.

81%

prefer e-mail communication with schools and recruiters during the hiring process, compared to phone, instant messaging, video, and social media

94%

say a school's hiring process has a significant impact on how favorably they view a school as a potential employer

Online Presence

Consider your online presence to be the front door to your school when recruiting teachers. Does your school's application process have a welcoming, user-friendly experience? Are postings centralized and advertise the benefits offered? Candidates need clear, informative communication before they decide to take their application a step further.

According to the ERR survey, 88% of candidates confirmed that they research schools before applying. In addition, our survey found that 84% of candidates use online job search methods to find their next job, with 42% using search engines like Google and 78% using the school's website. Your online presence is going to be the introduction to your school in a lot of cases. Creating landing pages, socials, and marketing campaigns are a relatively low-lift, high-return strategy to attract top candidates.

Be sure to include information about your school's mission, values, and programs, as well as photos and

videos that showcase your school community.

Social media platforms like Facebook, Instagram, and LinkedIn can be powerful tools for attracting and communicating with potential candidates and creating awareness about your school's culture.

Lastly, online job fairs and events can be a great way for international schools to connect with potential candidates worldwide. Consider participating to showcase your school and highlight opportunities.

[Contact our sales team](#) to get started connecting with more candidates around the world.

78% of candidates use your school's website or careers page to research roles before applying

Safe, Healthy, And Sustainable Working Conditions

School environment and improved compensation both received high importance for schools to recruit teachers.

Safe, healthy, and sustainable working conditions were the most important factors for candidates when considering joining a new school, with 32% of respondents ranking it as their top priority. This is not surprising, given the increased stress teachers are experiencing and the importance they place on their safety and well-being.

Implementing health and safety protocols, providing [resources and support for mental health](#), fostering a positive and supportive work culture, and investing in professional development are all ways you can demonstrate to your teachers that you value them!

Teachers available outside school hours are a solid solution to supplement teachers' workloads. Online

tutoring services help take some of the weight off teachers' shoulders and can ease the pressure.

[Skooli](#) tutors are licensed teachers who specialize in some of the most difficult subjects and provide 1:1 tutoring in a safe environment.



Compensation Package

Improved compensation is also a top priority for attracting future candidates, so reviewing your current compensation packages and the teacher recruitment process is wise.

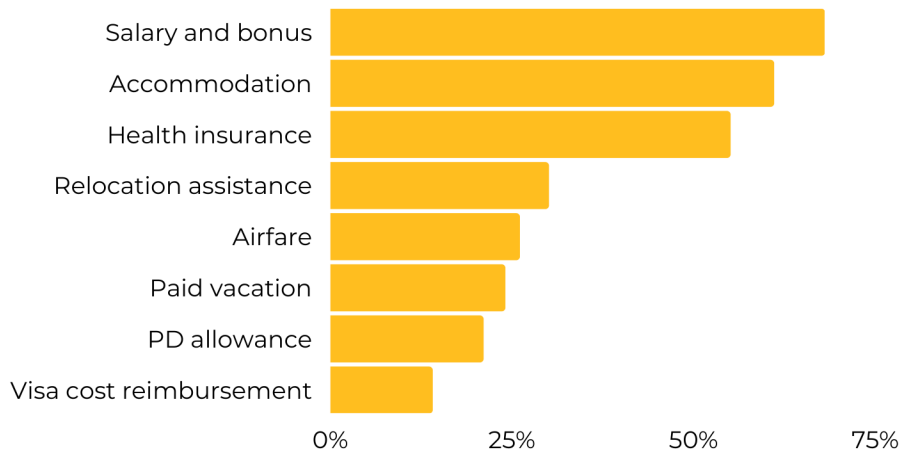
When it comes to compensation packages, the most important inclusions to consider are accommodation, salary, and health insurance details. Security is highly valued!

Consider these factors to make the necessary changes which can infuse new teachers into your school.

46% of candidates' standard benefits did not change this academic school year

75% of candidates would forego additional salary for a better benefits package

When it comes to your overall compensation package, what three factors are most important to you?



A photograph of a classroom scene. A female teacher with dark curly hair, wearing a light-colored jacket over a white shirt and a blue skirt, stands at the front of the room, smiling and clapping her hands. Several young students are seated at desks, with their hands raised in the air, indicating an interactive or celebratory moment. The classroom has large windows in the background, a green plant, and various supplies on the desks. The overall atmosphere is positive and engaged.

TEACHER RETENTION

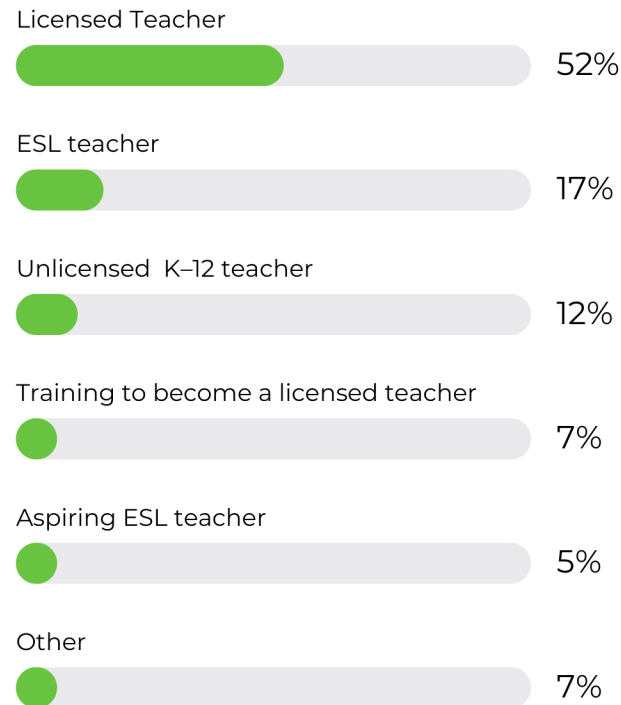
KEY FACTORS AND STRATEGIES TO MAXIMIZE TEACHER RETENTION

The ERR survey results showed that 60% of teachers are searching for a new teaching position even if they are happy in their current role. And so, retaining teachers at your school is critical, as the cost of losing good teachers is high.

Key findings indicate that improving teacher retention is possible by unblocking the most impervious obstacles revolving around workload and stress, salary, positive work culture, sense of community, and opportunities for professional development.

Teacher Candidate Background Profiles

Teaching Backgrounds Of Respondents That Participated In The 2023 Education Recruitment Report (ERR):



Insights Into Successful Career Longevity

According to the survey, consistency and stability are important to teachers, with 74% stating that they had not changed jobs in the last 18 months.

Culture is a critical factor for a lot of teachers. 25% of teachers responded that Diversity, Equity, and Inclusion learning is the most important factor in helping create a better culture at school. And 21% of teachers responded that a safe, healthy, sustainable working environment is the most important factor.

Technological support for teachers (15%), familial support for learners (11%), and after-school learning programs for students (6%) could also improve staff retention.

Key Strategies For Teacher Retention

#1: Address Teacher Workload and Stress

According to survey results, teachers often report a lack of support staff as a major source of stress. In fact, 30% of respondents identified adequate support and staffing as the most important factor in improving staff retention at their school.

Given the current shortage of teachers, it can be challenging for schools to increase the number of support staff. However, schools can consider a few strategies to address this issue:

- Explore Grow Your Own Programs which are helping to reduce barriers for aspiring teachers. Classroom and Teach Away's Grow Your Own program helps schools and their communities get started.
- Provide professional development for support staff to help them become more effective in their roles and better equipped to support teachers.

- Explore modern staffing solutions, which can help you gain access to more qualified teachers. Teach Away's recruitment and sales team helps schools build healthy teacher pipelines year-round.

#2: Provide Competitive Salaries And Benefits

The number one opportunity to attract and retain qualified teaching candidates is with a competitive salary and benefits package.

Perceived low pay makes teaching unattractive to a lot of potential candidates who want to be teachers but choose not to because they can't afford the wage penalty.

To attract the best and the brightest teachers, an equitable salary will set you apart from other schools along with a robust compensation package. A lot of decision-making hinges on salary and benefits.

#3: Foster A Positive Work Culture And Build A Sense Of Community

A school's culture is an important factor in a teacher's overall commitment and satisfaction in their job. 46% of respondents cited community and relationships as the main reason why they intend to renew their contract at their current school.

To create a positive culture, schools should consider the various events, social gatherings, and development opportunities that they offer to teachers. These activities can help build a sense of community and support among staff and can help maintain a shared passion for learning. Schools should also work to foster a collaborative and inclusive culture, where all teachers feel valued and supported in their roles.

Having Diversity, Equity, and Inclusion practices in place puts action into creating urgent, meaningful change in education. Representation matters to your potential candidates and it should for your school, too.

#4: Invest In Professional Development

If candidates are considering multiple teaching positions in the same location with similar compensation and benefits packages, professional development and career growth opportunities are key factors in their decision-making process (23%).

Professional development opportunities support career growth and expansion within the school system. Optimistic career trajectories can boost staff morale and encourage continuous development.

PD courses like Teacher Development Programs and Teacher Certification Programs help empower teachers to manage new experiences they'll surely encounter as a teacher and give them the tools to be the best teacher they can be!

69% of candidates would consider enrolling in an alternative teacher certification program (eg. TCP) compared to an in-person teacher training program

TEACHER RETENTION SELF-ASSESSMENT CHECKLIST:



Improve your online presence



Create a welcoming and supportive culture



Offer competitive compensation and benefits



Provide opportunities for growth and advancement



Foster a collaborative, diverse, equitable, and inclusive culture



**HOW TECHNOLOGY
CAN HELP
STREAMLINE
TEACHER
RECRUITMENT AND
RETENTION**



HOW TECHNOLOGY CAN HELP STREAMLINE TEACHER RECRUITMENT AND RETENTION

Finding and retaining quality teachers is one of the greatest challenges for schools today. It's a complex process that requires a great deal of time and effort. Fortunately, technology can help streamline the process of recruiting and retaining teachers.

By leveraging the latest advancements in education technology, teacher recruiters can quickly identify qualified candidates and help them stay engaged and productive.

Online Job Postings

Online job postings are a great way for recruiters to reach a larger audience and find the right candidate for the position. With the ability to search and filter results, recruiters can quickly find the best candidate for the job. Additionally, online job postings allow recruiters to post job openings to multiple websites and social media platforms, which increases their reach even further.

Virtual Recruiting Fairs

With virtual recruiting fairs, schools can use video conferencing tools to host recruitment events. This makes it easier for candidates to learn about job opportunities and interact with school administrators, saving time and money. Virtual recruiting fairs also enable schools to reach a larger and more diverse pool of potential candidates.

Professional Development Resources

Schools can use technology to provide teachers with access to professional development resources, such as online courses and webinars. This allows teachers to stay up to date on the latest trends and techniques in their field, and can help them enhance their skills and stay ahead of the curve.

Virtual Classroom Management

Technology can also be used to support teachers in the classroom by providing tools for curriculum management, lesson planning, and student engagement. This makes it easier for teachers to manage their classes and ensure that their students are getting the most out of their education.

Collaboration and Communication

Tools such as online discussion boards, virtual meetings and online document collaboration can help teachers and administrators stay connected and collaborate effectively. This can make it easier for teachers to share ideas and resources, as well as provide support to each other.



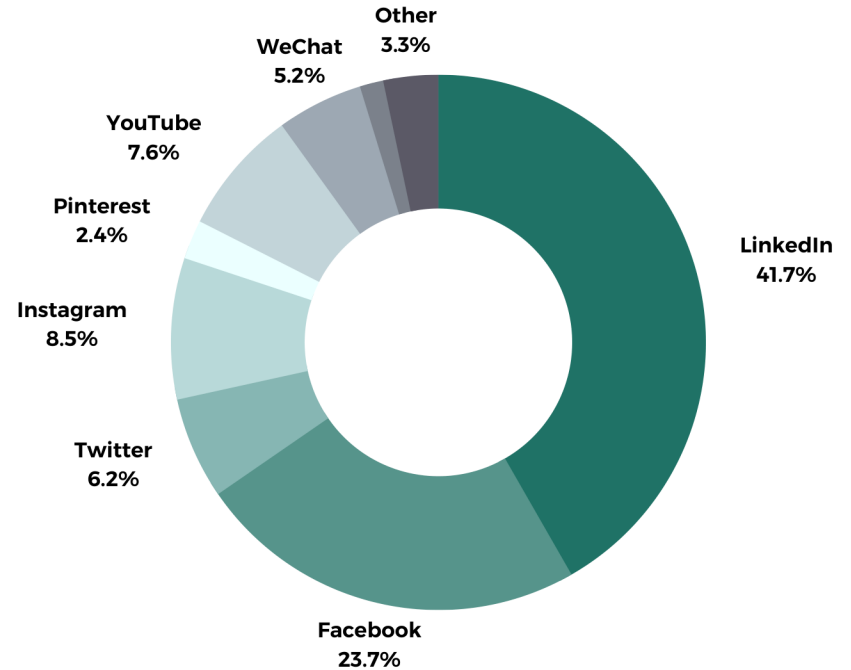
Remote Teaching and Learning

With the pandemic and the increasing demand for remote learning, technology has helped to facilitate remote teaching and learning, enabling teachers to stay engaged with their students and continue educating them remotely.

Personalized Learning

Technology can also be used to help teachers create personalized learning experiences for students, which can increase engagement and motivation. By utilizing tools such as adaptive learning and personalized assessments, teachers can tailor instruction to each student's individual needs and interests.

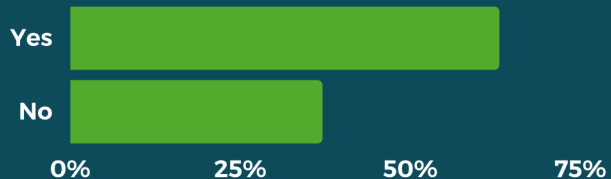
Which social media platforms have you used to search for jobs?



Online Interviewing

To make the hiring process more efficient, schools can use video conferencing tools to conduct interviews with candidates. Rather than having to arrange an in-person interview for every candidate, recruiters can use online interviewing to quickly narrow down the list of potential candidates.

Have you ever given up on completing a long or cumbersome job application process?

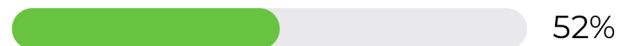


How would you be most likely to begin your job search using a search engine?

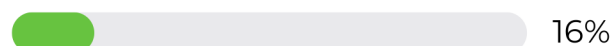
I would search for teaching jobs in a particular country I'm interested in (eg. Canada)



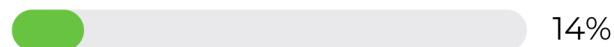
I would search for teaching jobs at a particular school I'm interested in (eg. International School of Toronto)



I would search for teaching jobs in a particular region I'm interested in (eg. North America)



I would search for teaching jobs in a particular city I'm interested in (eg. Toronto)





**DIVERSITY, EQUITY,
INCLUSION, AND
JUSTICE: WHY IT
MATTERS**

DIVERSITY, EQUITY, INCLUSION & JUSTICE: WHY IT MATTERS

A key trend throughout the ERR data is the significance of school communities in promoting student and teacher well-being. Implementing Diversity, Equity, Inclusion, and Justice (DEIJ) policies is crucial in creating welcoming and supportive spaces for all school community members.

Diversity, equity, inclusion, and justice (DEIJ) practices are essential for international schools, as they help create inclusive and equitable learning environments for all students, including those with special education needs. These practices recognize and value individuals' diverse identities, abilities, experiences, and perspectives and work to dismantle systems of oppression and inequality.

Championing diversity, equity, inclusion, and justice (DEIJ) practices, allows schools to foster a sense of belonging, promote academic and social-emotional learning, and prepare students to be responsible global

citizens. Plus, implementing DEIJ practices can help schools attract and retain a diverse and talented teaching workforce. These practices can create a positive and inclusive work environment that is welcoming to all. By promoting DEIJ, schools can also create a culture that values trust, respect, and collaboration, which can benefit students and teachers.

Culture can be affected by having DEIJ policies and hiring practices in place, and by participating in initiatives that facilitate positive changes.

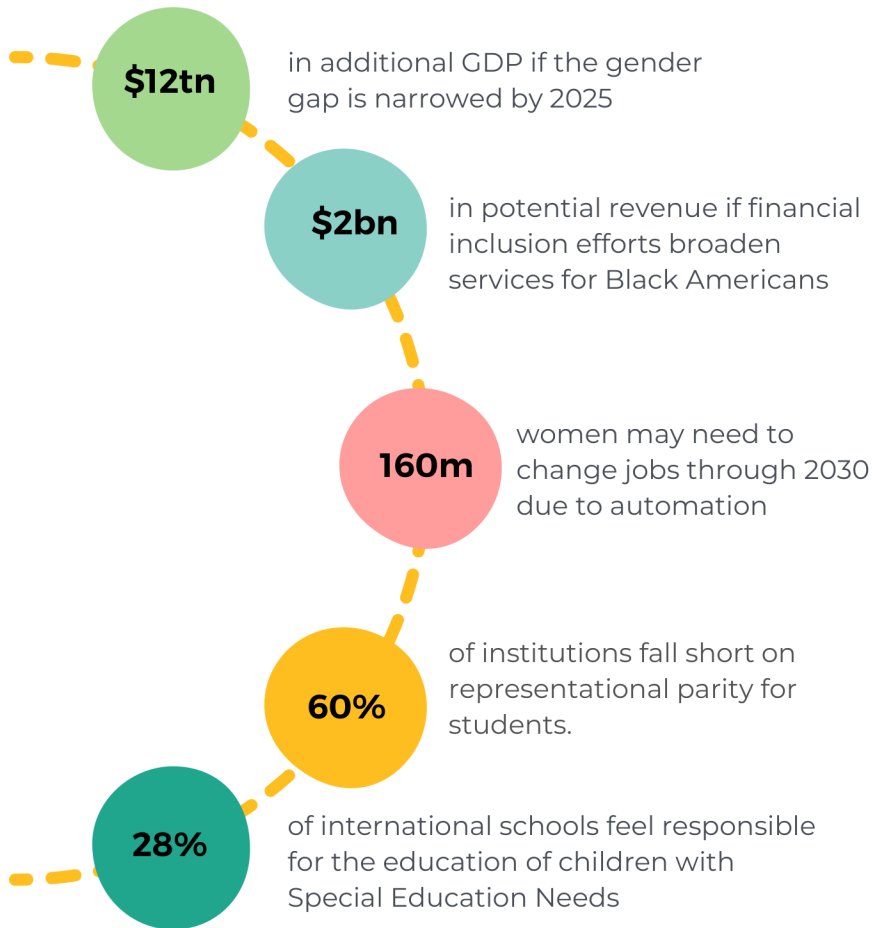
Having Diversity, Equity, and Inclusion practices in place is an invaluable benefit for teachers, students, and the leaders of tomorrow.

25% of candidates reported that DEIJ is one of the most important factors to creating a better culture in their school



HOW SCHOOLS ARE CREATING CHANGE WITH DEI INITIATIVES

- Supporting Special Education licensure pathways through TDPs
- Seeking recruitment platforms/ATS that are designed to remove implicit bias
- Aligning with partners who value DEI as part of the culture
- Attending hiring fairs to connect with candidates who also value DEI
- Attending learning and leadership sessions with DEI expert guest speakers



IMPACT OF DEI IN EDUCATION AND ACROSS ALL INDUSTRIES

DEI has become increasingly important in all facets of life, especially in education. The global and social impact of DEI in the hiring process can create lasting change that impacts educators today and the future leaders of tomorrow. By recognizing the value of DEI, recruiters can ensure that the teachers they hire reflect the diverse backgrounds of their students and create a more equitable learning environment for everyone.

A DEI policy and practice will attract candidates who are also looking to support meaningful educational reform.

Diversity, Equity, inclusion, and Justice & Recruitment

Implicit hiring bias is an issue that is becoming increasingly pervasive in today's job market. It can manifest in a variety of ways, from gender and racial discrimination to ageism and other forms of prejudice. Unconscious bias can lead to more qualified and experienced candidates being overlooked and undervalued, leading to the perpetuation of systemic inequality.

Lack of student representation amongst teaching staff creates a unique set of challenges for students and their learning experience. Underrepresented students are not given the support they need to have the same opportunities for success as the rest of the student population. DEIJ policies should include measures such as requiring a certain percentage of faculty to be students and creating student-led committees to provide feedback on teaching practices.

Special education teacher shortages make it difficult to ensure the success of all differently abled students. More teacher development in special education can help teachers become more aware of the needs of culturally and linguistically diverse students and provide them with the appropriate support and resources.

While the importance of diversity, equity, inclusion, and justice is widely recognized, school leaders still need to take action. Small changes lead to big results. How can DEIJ practices in your school promote inclusive and equitable learning environments for all students and staff?

62% of respondents have a Diversity, Equity, and Inclusion leader or representative at their school

K-12 Special Education Is One Of The Highest-Need Areas For Equitable Access To Learning

A key element of DEIJ involves creating equitable learning opportunities for all students, including those with special education needs.

While there is a general teacher shortage, the shortage is even greater for Special Ed teachers. With the demand for teachers rising, schools across the country struggle to fill vacancies with committed, high-quality educators.

Special Education teachers provide equitable learning opportunities for all students. Our most vulnerable students risk falling by the wayside with resources already spread too thin.

A 2015 study said that 74% of districts reported a shortage of Special Education teachers. This 2021 article by the Council for Exceptional Children indicates that the number is now 98%.

Of the teachers who enter the Special Education field, there is a 12% turnover rate- nearly twice as high as general education teachers. This is a testament to the challenges that Special Ed teachers face over and above other teachers.

The data is clear: there is an immense need to train, recruit, and retain Special Ed teachers in Arizona and across the US. Students and families who depend on specialized support require highly skilled educators who can offer them a pathway to success.

Given the finding by the ERR that teachers identified adequate support and staffing as the most important factor in improving staff retention at their school (30%), it is critical that schools prioritize the needs of special education students in order to retain and support their teachers.

By providing specialized instruction, professional development opportunities, and access to resources and support, schools can create a positive and inclusive work environment for special education teachers and improve retention rates.

Special Education Licensure Pathways

Klassroom's Teacher Certification Program now offers Special Education as a licensure pathway. This helps unlicensed and aspiring educators to get licensed, focusing on Special Education for a fraction of the time and cost of traditional programs.

As Special Education continues to experience the worst of the U.S. teacher shortage, Klassroom offers a tangible solution that puts quality educators with specialized skill sets into the classrooms where they are needed most.

Grow Your Own Programs

Localized initiatives like Grow Your Own programs create partnerships between educator programs, schools, and the community. They're designed to bridge the gap of teacherless schools by calling on community members to step up and join the education sector. It's a powerful initiative for aspiring teachers who want all students to have access to education during this teacher shortage.

76% of candidates are interested in participating in a Grow Your Own Program if their school or district offered one

81% have considered getting a teaching license

Recruitment in the Special Education Space

Considering how small the hiring pool is currently, it becomes clear that Special Education teachers are in high demand. Seeking out licensed Special Education teachers creates more inclusivity at schools for students who need the support the most. In addition, offering candidates the chance to complete a Special Education Teacher Development Program through your school may attract more qualified candidates.



The importance of diversity, equity, inclusion, and justice (DEIJ) practices and special education programs cannot be overstated.

Actively promoting DEIJ through school policies and practices, schools can attract and retain a diverse and talented teaching workforce and create a positive and inclusive work environment.

By providing specialized instruction and support to students with special education needs through targeted professional development, schools can improve academic and social-emotional learning outcomes and create more equitable and inclusive learning environments for all students.

It is essential that schools prioritize DEIJ and special education in order to support a healthy teacher pipeline and create better schools for all.

A photograph of a diverse group of people in a meeting. In the foreground, a woman with short dark hair, wearing a light grey sweater and gold hoop earrings, is smiling broadly. Behind her, another woman with long dark hair is also smiling. To the right, a woman with long dark hair is seen in profile, smiling. On the left, a man with short dark hair is partially visible, also smiling. The background is a blurred office setting. The word "CONCLUSION" is overlaid in large, white, sans-serif capital letters across the center of the image. The image is framed by a dark teal border at the bottom and sides.

CONCLUSION

Key Takeaways

Address potential candidate reservations

Perceived low salary and high stress work loads are deterring potential candidates from becoming a teacher. Addressing reservations upfront with salary, compensation, and benefits can help overcome negative perceptions.

Online presence

Your online presence can make or break candidate interest in your school. Work smarter with a clear, informative website, engaging social channels, and by participating in online job fairs to connect with qualified candidates and top teaching talent.

Diversity, Equity, Inclusion & Justice

Creating inclusive and equitable learning environments for all students, including those with special needs, is essential for schools to practice. DEIJ culture is a high value for potential teaching candidates.

Professional development and career growth

After salary compensation and benefits, career growth opportunities are the next biggest decision-making factors for candidates when choosing a role. Professional development opportunities are one of the top three factors that determine the likelihood of a candidate applying for a particular job.

Teacher Development Programs for Special Education

Special Education Needs students are experiencing the highest shortage of teachers. Teacher development programs and Special Education licensure pathways present an opportunity to change that. Educators are eager to participate in these programs.

Streamline recruitment with technology

Leverage the latest advancements in education technology to find and retain quality teachers.



Conclusion

The education industry faced numerous challenges in 2022, including teacher shortages and heightened stress levels among educators, as highlighted by our annual educator survey. To address these issues, a fresh approach to teacher recruitment and retention is imperative.

As we enter 2023, it is essential to act swiftly and creatively to construct a robust and resilient teacher workforce. By collaborating, we can improve the teacher workforce and secure a promising future for education.

Recruitment & retention support:

- Up-skill, align, and retain staff with Teach Away's Teacher development program
- Certify, attract, and retain teachers in your school with the Teacher Certification Program presented by Teach Away & Classroom.
- Hire the best educators with unlimited job postings with our Recruitment Solutions
- Need scalable, on-demand 1:1 tutoring for your school or district? Discover Skooli Unlimited.

[Book a meeting](#)

