Teacher Retention: 8 Design Elements

We believe these are the eight key design elements to consider at a systems-level when working to improve teacher retention.

1. **Dynamic Recruitment**
   - We attract and select teachers based on an inspiring challenge and clear competencies.

2. **Energized by Purpose**
   - We have a clear, compelling purpose that inspires teachers to join us and to stay.

3. **Teacher Agency**
   - We build systems that empower teachers to be decision makers and innovators.

4. **Targeted Incentives**
   - We reward teachers for growing in and achieving specific competencies and outcomes.

5. **Curated Communities**
   - We support teachers to connect and collaborate in diverse, purposeful communities.

6. **Career Pathways**
   - We provide our teachers with clear pathways for learning, leadership, and promotion.

7. **Clear Communication**
   - We communicate with teachers regarding goals, decisions, rationale, and supports.

8. **Consistent Celebrations**
   - We celebrate learnings and successes regularly across our community.

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