



## **TEACHER RETENTION: WHAT FACTE INSTITUTIONS ARE DOING**

### **Florida Atlantic University**

Florida Atlantic University (FAU) is working with a Task Force in the Palm Beach County School District to improve teacher retention. This task force includes teachers, administrators, school board members, community representatives and legislators. FAU has also shared information on teacher retention with school districts and board members in Broward, Palm Beach, Okeechobee and St. Lucie County regarding teacher retention research from each school district. Finally, FAU has implemented a paid internship transition to first year teaching experience that includes intensive mentoring and supervision. This program has significantly increased teacher retention.

### **Florida State University**

FSU has established the FSU Teach program, based on the UTeach model, with a goal of attracting and retaining very well qualified teachers of secondary school mathematics and science. The model attracts students with opportunities that include structured classroom teaching experiences in their first semesters; initial courses that are paid for by the program; field experiences with carefully chosen classroom teachers who work with the university instructors to ensure coherence across the program; courses taught by faculty in education and arts & sciences who collaborate to design courses that address the needs of today's schools with today's theories, practices, and technologies; graduation with a double major---one in education and one in either mathematics or chemistry, biology, earth sciences, or physics.

### **University of Central Florida**

To assist in retention, UCF offers extensive professional development to practicing teachers through the UCF Academy for Teaching, Learning, and Leadership. Recently, UCF has focused on math, science, literacy, the TEACH ME classroom, and teaching in virtual environments.

### **University of Miami**

In the summer of 2000, the University of Miami developed and implemented a SUPPORT Network Institute for its School of Education graduates. Presently, it has been expanded to include graduates of other universities. Support Networks among beginning teachers with three years or less experience are formed and experienced mentors are provided to reduce attrition rates. The goals of the SUPPORT Network summer Institute and its follow up sessions include: classroom management; professionalism and ethics; certification; strategies for ESE students; testing and grading; bulletin boards, teacher and student rights and school activities; empowering beginning teachers in the classroom; and developing leadership skills.