Promoting Teacher Retention Through Pyramid Model Practices

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The most reliable predictors of teacher retention related to school or program climate are quality of relationships, quality of leadership and order and discipline within the school. If these experiences are improved within schools, retention rates of teachers have been found to improve as well. Pyramid Model practices support improved experiences in these areas by addressing...

School/Program Climate

Studies indicate school/program context or school/program climate is a stronger predictor of teacher retention than individual teacher traits. Reliable program-wide implementation of the Pyramid Model influences school or program climate by...

► Focusing on meaningful relationships between teachers, children, and families
► Providing opportunities for teachers to become leaders and decision makers
► Ensuring appropriate administrator support
► Systematically creating environments that support the needs of children, families and teachers.

Quality of Leadership

Teachers who received appropriate administrative support or perceived administrators as having high levels of competence were more likely to remain in the field of early childhood education. Programs implementing Pyramid Model work to...

► Actively engage the administrator in data-based decision making that addresses how to better support children and teachers
► Develop clear communication between the leadership team, teachers and staff
► Partner with teachers in decision making
► Seek feedback from teachers on a regular basis

Organizational Quality

Teachers list behavior concerns as well as high stress and emotional and physical exhaustion as reasons for leaving the field of early education. Programs implementing Pyramid Model practices work to address behavior concerns by...

► Establishing clear program wide expectations that are applicable to children, staff, and families
► Explicitly teaching and reinforcing expectations for behavior
► Arranging environments to support social/emotional growth and limit challenging behaviors
► Creating guidelines for appropriately responding to challenging behavior
► Proactively addressing concerns surrounding child development or child behaviors

Quality Relationships

Early educators report positive relationships between themselves and their co-workers, their students, and the families of students influence their decision to remain in their early education program more than any other factor. Programs implementing the Pyramid Model work to...

► Promote positive relationships with children, each other, and families and use those strategies on a daily basis
► Encourage a team-based approach to problem solving
► Provide a clear process for teachers to request coaching support
► Engage families as decision makers at both the program and individual child level
References


