

## TEACHER RETENTION – IEA Initiatives

### [SB1569- Teacher Dismissal](#)

Lightford

- Full-time teachers who earn a summative evaluation rating of “proficient” or “excellent” during the probationary period have proven their effectiveness. Dismissal without a specific reason contributes to the state’s teacher shortage by demoralizing new teachers. National estimates suggest that new teachers leave at rates of somewhere between 19% and 30% over their first five years of teaching. Dismissal without a specific reason contributes to the attrition of new teachers from the profession.

### [SB1352- Teacher Resignation](#)

Lightford

- Clarification was needed to ensure the process of resigning from a teaching position are clear to both teachers and school districts and would not result in undue burden for either party.

### [SB1351- Teacher Evals in Retirement](#)

Lightford

- Teachers who are retiring at the end of school year have proven their effectiveness over the course of their career. An evaluation in the year before retirement has limited utility and is an unnecessary burden for both teacher and evaluator.