

5 Ways to Make Your School a Place Teachers Never Want to Leave

THE CHALLENGE



"I care so much about my staff and students - but I feel like I'm stuck on a never-ending hamster wheel of hiring and training."

You work hard to build strong teachers and campus culture, only to start over again each fall. Watching great people leave is exhausting—and it hurts.

What's Really Going On?

Teaching and leading are demanding—there's never enough time, and the system often works against you. Teachers aren't leaving because they don't care; they're leaving because the job feels unsustainable. You want more for your team—and yourself. The good news? A few intentional moves can help teachers feel valued, supported, and ready to stay.

TRY THIS INSTEAD



5 Moves that Make Teachers *Want* to Stay

- **Check *in*, not just check on.**
 - Ask how your staff is *doing*, before you ask how they're *teaching*. Quick, consistent, 1:1s build connection and trust.
- **Make growth visible.**
 - Acknowledge small wins and bold efforts. Use shout-outs, notes, or a word in the hallway. Make it public and make it known.
- **Listen - and act.**
 - Make your teachers a part of the decision-making process. Ask for input, share feedback, and follow-through. Share the action with "You said/we did" updates on a consistent basis.
- **Protect time and focus.**
 - Hold boundaries that respect teacher's time - planning time is sacred, and don't hold meetings before or after school. It's not easy, but prioritize what matters.
- **Invest in growth.**
 - Your teachers are your students' most valuable assets. Invest in them. Good teaching is the most important resource you have.

Make it Stick!

Start with just one move. Repeat it consistently and with care.

💡 When teachers feel **seen, supported, and growing**, they stay—and thrive.