

Teachers and Leaders	
Factors that Support Job Satisfaction	
<p>Preparation and support: Teachers feel better prepared and supported when they receive personalized learning and career guidance based on their needs, interests, and aptitudes.</p>	<p>Collegiality: Teachers report higher job satisfaction and personal well-being when they have positive relationships with school leaders and peers.</p>
<p>Resetting job expectations: Educators grow as professionals when given more autonomy to design, execute, and evaluate their instructional strategies.</p>	<p>Career advancement: Districts create formal job roles that allow outstanding educators to coach new teachers, deliver professional learning, and provide supplemental instruction to struggling students.</p>
Leading Indicators: What Data Does Georgia Collect? *	
<p><i>Preparation and Recruitment</i></p> <ul style="list-style-type: none"> Number and percentage of high schoolers enrolled in the Teaching as a Profession pathway: 8,140 and 1.4% (2022-2023) Number of candidates enrolled in certification pathways: 7,088 (2021-22) Number of candidates who completed certification programs: 4,468 (2011-22) <p><i>Workforce</i></p> <ul style="list-style-type: none"> Percentage of educators teaching outside their certification area: 83.8% (2022-23) Annual retention rate for licensed educators: 90.1% (2023-24) <p>*The figures provided above are state summary data. The Partnership will publish detailed trend data on the EdQuest Georgia website.</p>	

Looking Ahead to 2033: What Data Do We Need?

While research can pinpoint the reasons why teachers ultimately leave the classroom, we lack statewide data on how teacher perceptions shape job satisfaction and the decision to stay in the profession. Research suggests that new teachers grow when they receive feedback from coaches and mentors. However, the state lacks data on how many teachers have access to quality resources that promote professional growth. To collect data on proposed indicators, experts will need to develop surveys and other measurement tools.

Key Outcomes		Proposed Indicators
<i>Quality</i>	Current services meet the needs and expectations of teachers and leaders.	<ul style="list-style-type: none"> Teacher perceptions of school leadership, learning resources, working conditions, and school culture. Number of educators who report that they had access to quality induction and professional learning supports.
<i>Effectiveness</i>	Professional learning and growth strategies increase teacher effectiveness.	<ul style="list-style-type: none"> Growth in number of teachers entering formal teacher leadership roles, e.g., acting as mentors, academic interventionists, or professional learning facilitators
<i>Impact</i>	Efforts to improve teacher readiness and resilience contribute to higher retention rates.	<p>2033 Impact Indicator</p> <p>At least 75% of early-career educators stay in the profession through their fifth year by 2033.</p>

Two Recommendations to Accelerate Progress Toward the North Star

- Create or adopt a teacher engagement tool that allows state, district, and school leaders to obtain a comprehensive view of teacher perceptions and attitudes. Tools like Upbeat help leaders gauge teacher perspectives on school leadership, climate, professional feedback and support, and student learning environments.
- Develop a statewide survey that enables state and community leaders to learn more about the experiences, preferences, and expectations of (1) teachers and leaders, (2) students, and (3) parents, community leaders, and employers.