

## FOCUS AREA: Educator Recruitment and Retention

PRIORITY: Improve student achievement by focusing on the constellation of factors that support teacher growth and engagement, including professional autonomy, personal well-being, and strong school and district leadership.

### Framework 2033 Big Bet

Developing a statewide educator workforce strategy that prepares early-career educators for excellence and provides veteran teachers with career advancement opportunities.

<b>How the 2026 Priority Ensures Excellent Educators Remain in the Profession</b>	<b>Recommended Actions</b>
<p>Teacher quality is the most important school-based variable associated with student success. Therefore, creating more favorable conditions to recruit well-qualified candidates and retain highly effective educators should prepare more students for post-secondary opportunities.</p> <p>High teacher and school-leader turnover rates negatively affect student success. Addressing early-career exit through tailored recruitment and retention programs is one way to create more continuity and stability within the teacher workforce.</p> <p>In 2025, the Professional Standards Commission (PSC), state agencies, and educational associations developed a statewide strategic plan to support teacher recruitment and retention. The EdQuest Coalition will support the development and execution of the plan by collecting feedback from the field on what practitioners need.</p>	<p><i>Deliver early-career experiences that prepare educators for excellence</i></p> <p>The <a href="#">PSC Plan</a> requests that the legislature fund the expansion of the state teacher apprenticeship program and create a stipend for candidates completing their student teaching or clinical residency requirement.</p> <p><i>Leverage current professional growth strategies to help educators execute quality practices</i></p> <p>Districts should implement induction and mentorship strategies modeled on Georgia Department of Education guidance.</p> <p><i>Create formal teacher leadership roles to support instructional excellence</i></p> <p>The PSC Plan also endorses the revision of tiered certification rules, which could streamline entry into teacher and school leadership roles.</p>

### Key Outcome

*Increase five-year retention rates for new teachers from 65% to 75% by 2033.*

High teacher turnover has a negative effect on school culture and student success. Georgia’s leaders should adopt strategies that improve working conditions, strengthen preparation and induction, and create more opportunities for career advancement.

### EdQuest Resources

[Quality Teaching](#)

[Leading Indicators](#)