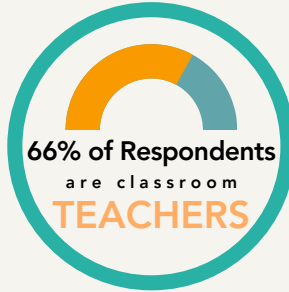


# 2023 ELEVATE SURVEY

COREN recently surveyed 183 teachers, building administrators, and district administrators to better understand the needs of regional educators and to identify critical factors influencing retention in Central Oregon.



## TOP 4 FACTORS INFLUENCING RETENTION

### PAY



1 in 4 Teachers Cited Compensation  
*As a primary reason when considering leaving*



1 in 3 Building Admins Cited Teacher Compensation  
*As a primary challenge faced when recruiting educators*

*"The pay is too low, I have to work a second job."  
"I am worried I will not be able to stay in this field due to the low salary."*

### WORKLOAD



33%  
TEACHERS



46%  
BUILDING ADMINS



43%  
DISTRICT ADMINS

*All respondents cited workload of school based staff as a primary factor in retention*

*"I know several quality teachers who left last year due to lack of support and unrealistic job requirements."*

### STUDENT BEHAVIOR



23% of School Based Staff  
*Cite student behavior as a primary factor affecting retention*

*"Student behaviors are motivating people to leave."*

*"Some of what I am dealing with is beyond what I have been trained to do and feel equipped to handle."*

### LACK OF CANDIDATES



37% of All Administrators  
*Cite lack of qualified applicants as a challenge in recruitment*

*"People are moving on to other pursuits."*

*"We do not get very many applicants for our positions."*

*"SPED teachers are difficult to find and many leave after a few years."*



# TEACHERS

Teachers consistently cite **COMMUNITY** as a primary reason why they stay in their current role or why they consider leaving.

*"Deep relationships with staff and families keep me motivated to continue doing this challenging work." White Teacher, 11-15 years*

*"I have an extremely supportive administration and all of the staff at my school, from teachers to educational assistants and beyond, are dedicated to bettering the lives of our students and are supportive of one another." White Teacher, 1-3 years*

*"Administration does not respect teachers and thus does not listen to teachers when making decisions that affect the teaching and learning community." Multiracial Teacher, 26+ years*

*"Feeling my voice is not heard; any lack of disciplinary support; maliciousness / undermining among staff." White Teacher, 21-25 years*

## TOP 3 REASONS TEACHERS ARE STAYING:

1. Colleagues/School Community
2. Students
3. Supportive Building Admin

## TOP 3 REASONS TEACHERS CONSIDER LEAVING:

1. Workload/Burnout, Stress
2. Pay
3. Student Behaviors and Needs



# BUILDING ADMINS

Building administrators also cite community as a primary factor in why they stay or consider leaving. It's important to note that half of administrators surveyed shared they were leaving their position or feel stuck and want to leave.

*"I love my team, believe in my school, have tremendous support, genuine caring staff and mostly supportive families." White Administrator, 4-6 years*

*"Our team is supportive of one another." LatinX Administrator, 7-10 years*

*"I have been an administrator since 2005. I have never felt so unsupported, unseen, and unheard in my career from leaders and others outside of our school. Currently, I only hear from district staff when there is a complaint or when there is a meeting I need to attend." White Administrator, 16-20 years*

*"The workload is unsustainable and has impacted my family at an unacceptable level. I am not returning to my position. I am transitioning back to the classroom." White Administrator, 7-10 years*

## TOP 3 REASONS BUILDING ADMINS ARE STAYING:

1. Kids
2. Relationships & Community
3. Opportunities to Grow

## TOP 3 REASONS BUILDING ADMINS MIGHT LEAVE:

1. Stress, Workload, No Balance
2. Lack of Support from District
3. Lack of Support for Student Needs



# DISTRICT ADMINS

District administrators were asked about their challenges in recruiting and retaining teachers.

*"The two biggest barriers we are seeing is the high cost of living in Bend and the lack of day care (as well as the cost). This is exacerbated by the work of an educator now is more demanding and stressful than ever. We have got to think of ways we can better support the wellness of our work force." White Administrator, 26+ years*

*"The biggest challenge we face is burnout. We are losing a lot of teachers in the first five years. We are also losing many administrators due to burnout and stress." White Administrator, 1-3 years*

*"I am currently not supervising teachers directly, but what I see is that "systems" are not in place to support educators and the organization." Latinx Administrator, 16-20 years*

## TOP 3 CHALLENGES RETAINING EDUCATORS:

1. Pay, Housing, Cost of Living
2. Providing Adequate New Teacher Support
3. Workload, Stress/Burnout

## TOP 3 CHALLENGES IN RECRUITING EDUCATORS:

1. Pay, Cost of Living
2. Pool of Qualified Applicants
3. Location