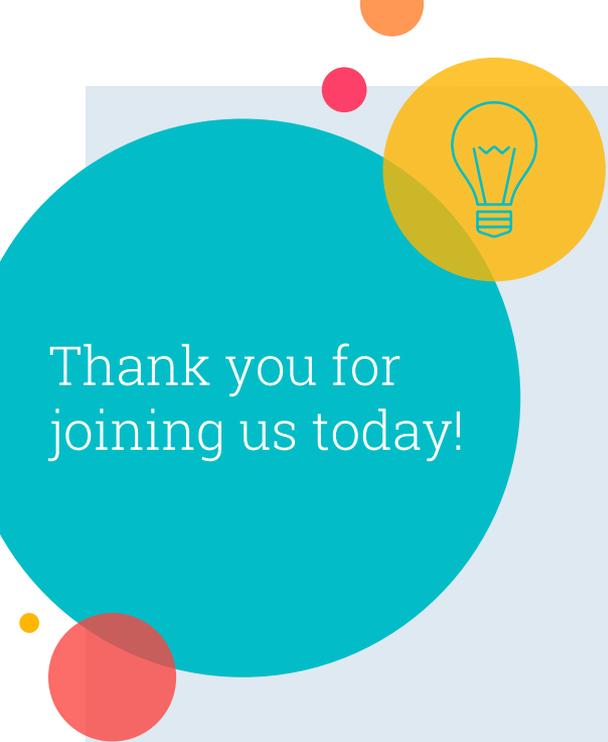




Inducting the
Millennial
Generation in
the Era of
Teacher
Shortages





Thank you for
joining us today!

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Every year, schools in the United States hire more than 200,000 new teachers for the first day of school, and by the end of the school year, at least 22,000 have quit teaching.





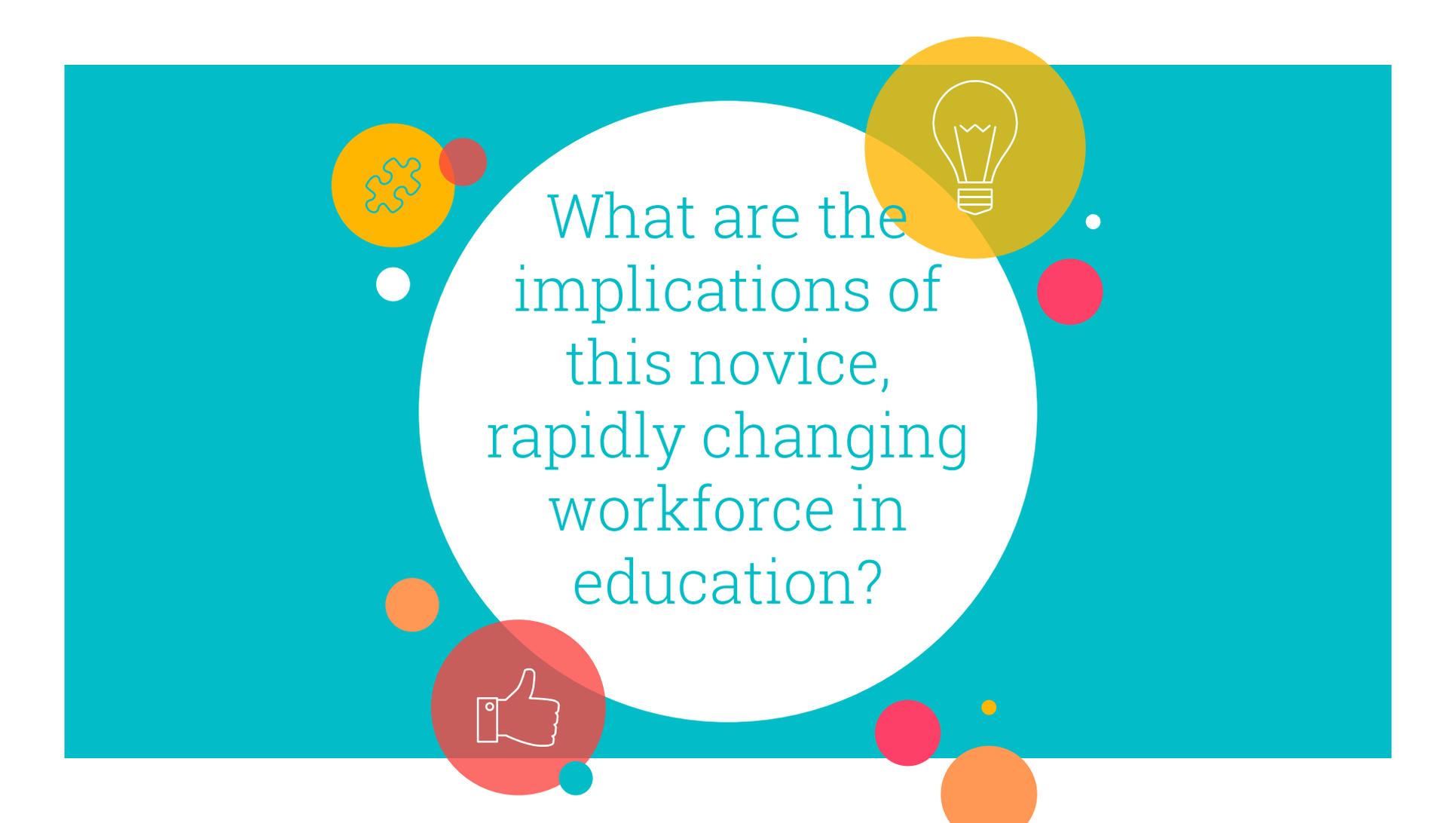
Roughly half of the new teachers
entering the profession leave within five
years.





In 2008, teachers with only ONE YEAR of experience made up the largest single group of educators. In 1987, it was those with 15 years of experience.





What are the
implications of
this novice,
rapidly changing
workforce in
education?



Consider the following implications of this level of turn-over:

Student Achievement:

The most effective teachers tend to quit teaching in the highest numbers.

The majority of employed teachers have less experience than they did in previous years.

Education Finance:

It is estimated that teacher turnover in public schools cost the U.S. over \$7.3 billion per year.

Districts also lose the money invested in the teacher's professional development, curriculum, orientation, and school specific knowledge.

Achievement Gap:

Teacher attrition rates are about 50% higher in poor schools than in wealthier ones.

With so many teachers leaving the profession, it becomes increasingly difficult for high poverty schools to close the gaps in student opportunity and achievement.





“No generation of American educators has ever accomplished what our teachers and administrators are achieving today.”

~Dr. Richard DuFour

And yet...

High School Graduation Rates

The graduation rate for the class of 2012 exceeded 80% for the first time in history.

Graduation gaps are closing.

Improvements on International Assessments

The percent of students reading “below basic” has been cut in half or more from 1990 to 2011.

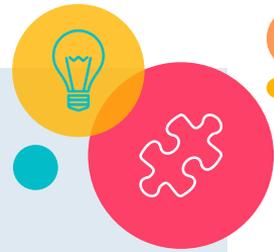
Students in 4th and 8th grade performing at a proficient level has increased with every test administration.

All this, with the most diverse student population

As of the Fall of 2014, non-Hispanic white students made up less than 50% of the K-12 enrollment.

In 2015, 51% of the nation’s students qualified for free and reduced lunch.



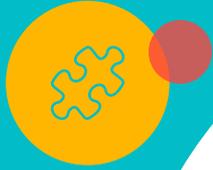


How do we, as school leaders, ensure that our newest teachers are supported in such a way that they will remain in the profession and continue to impact future generations of students?



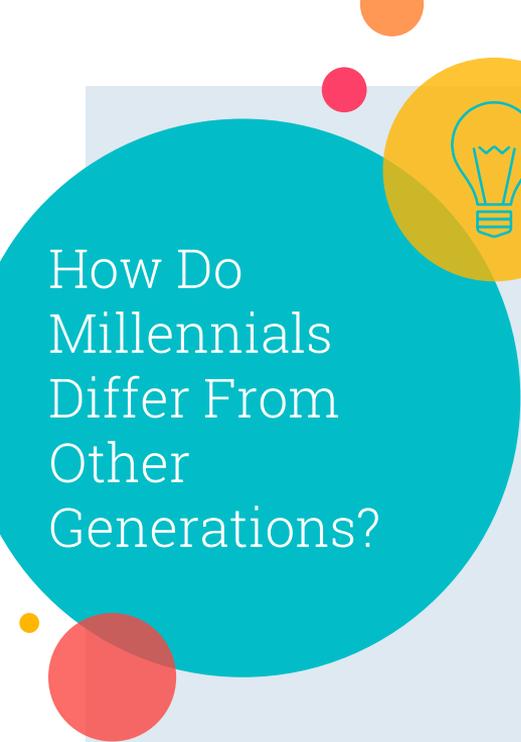
***PEOPLE
RESEMBLE THEIR
TIMES MORE
THAN THEY
RESEMBLE THEIR
PARENTS.***

The Millennial Generation



Who Are the Millennials?

- ★ Millennials were born between 1980-2000 (give or take a few years on each end)
- ★ They are the most diverse generation in recent history with 41% identifying as non-white.
- ★ Generationally significant events: Columbine, September 11, War on Terror
- ★ As adults, they face a shrinking middle class and a sharp divide between rich and poor.
- ★ Notable Millennials: Michael Phelps, Prince William, Mark Zuckerberg



How Do Millennials Differ From Other Generations?



Baby Boomers

Tend to be optimistic

Often considered by other generations to be self-centered

Workaholics

Good team players

Believe in personal growth as well as self-fulfillment

Gen X

Tend to be skeptical

The “middle child” of the generations, a small generation by comparison

Work toward goals

Prefer to be self-sufficient

Largely grew up with technology but may struggle to keep up with all the new changes

Millennials

Resiliently optimistic

Very confident due to being told they are special from a young age

Focused on achievement

Excellent collaborators

Process information differently due to being digital natives





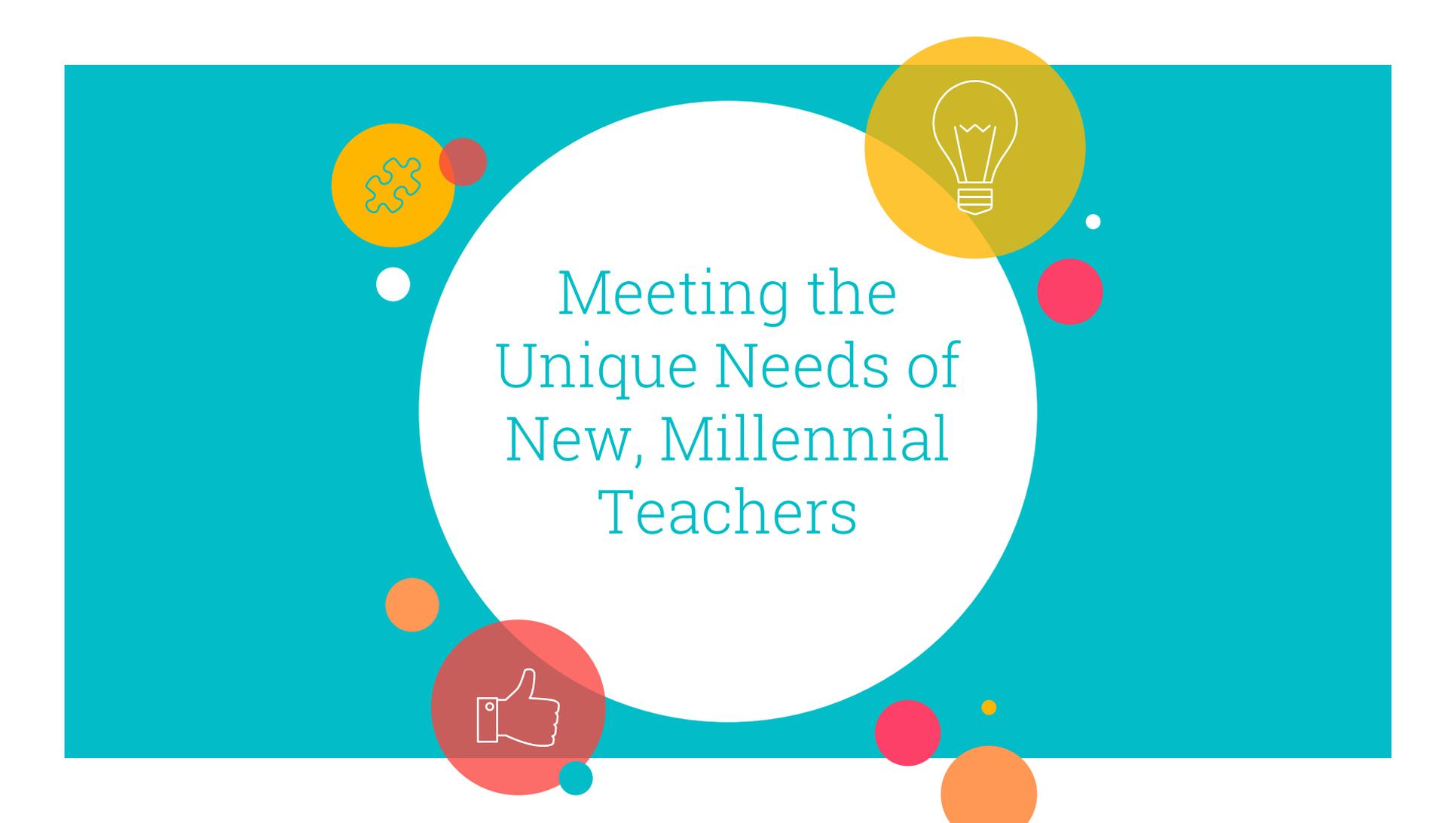
What do Millennials Value?

Core Values:

- ★ Optimism
- ★ Civic Duty
- ★ Confidence
- ★ Achievement
- ★ Sociability
- ★ Diversity

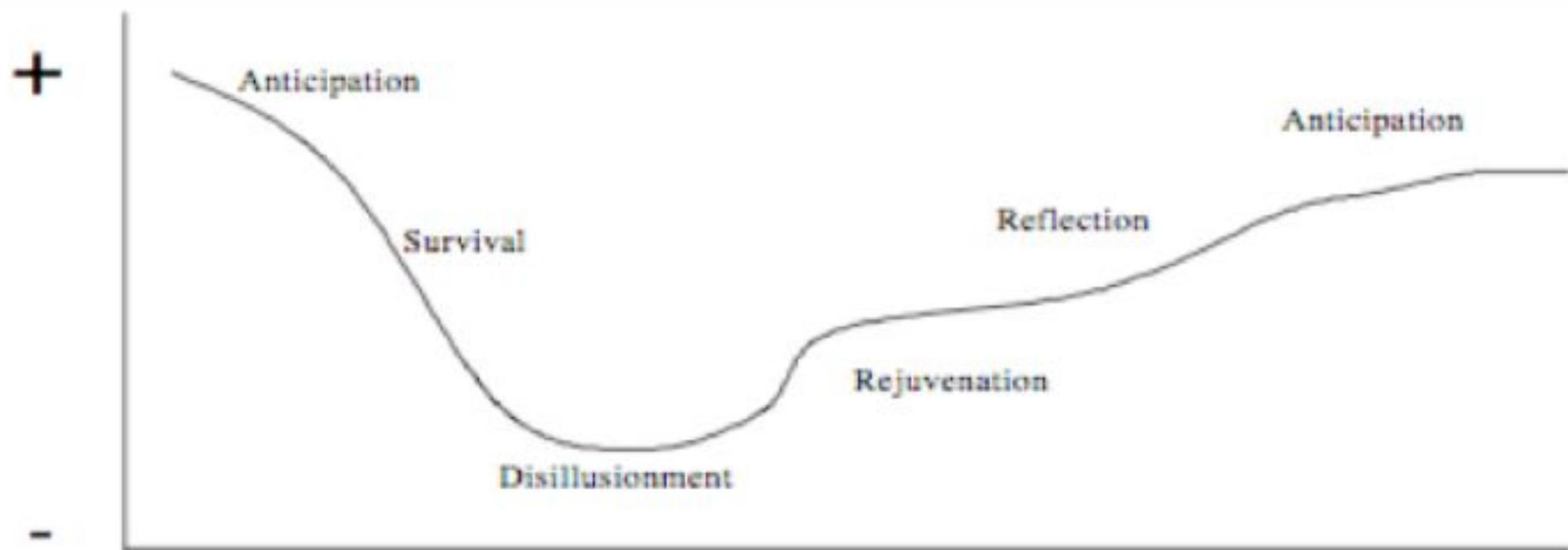
On the Job:

- ★ Collective Action
 - ★ Technology
 - ★ Frequent Feedback
 - ★ Multitasking
 - ★ Family Events
 - ★ Trump Work
- 
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The image features a teal background with a large white circle in the center. Inside the white circle, the text "Meeting the Unique Needs of New, Millennial Teachers" is written in a teal, sans-serif font. Surrounding the white circle are several smaller, colorful circles in shades of yellow, orange, red, and pink. Some of these circles contain white icons: a puzzle piece, a lightbulb, and a thumbs-up gesture. There are also several small white dots scattered around the composition.

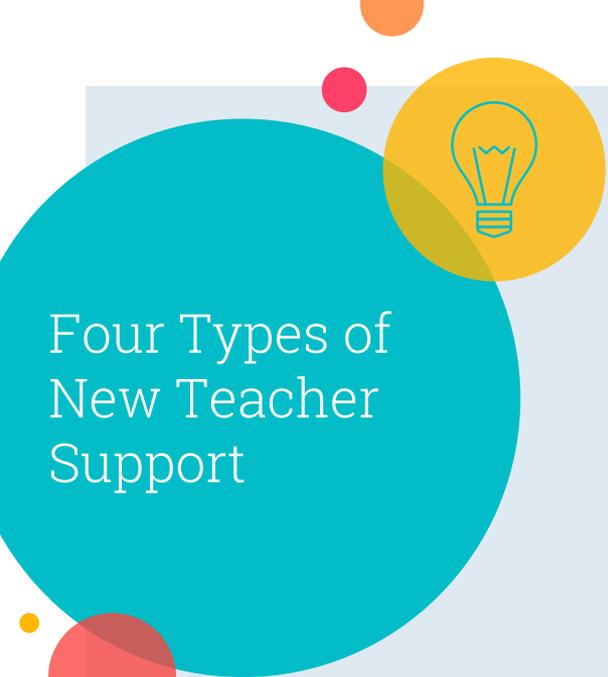
Meeting the
Unique Needs of
New, Millennial
Teachers

Phases of First-Year Teaching *Attitudes Toward Teaching*



Aug Sept Oct Nov Dec Jan Feb Mar April May June
(Adjust calendar accordingly for year-round teachers)





Four Types of New Teacher Support

Physical Support:

Materials and logistics

Emotional Support:

Coping strategies for responding to the challenges of school and “adulting”

Institutional Support:

Seeking connections within the school, district, and community

Instructional Support:

Improve instructional skills and expand their repertoire of effective strategies





Millennials Want:

Someone to Help
Them Learn



Strategy: Assign
a Highly
Qualified Mentor

Partnering new teachers with a mentor is a common strategy for easing the transition into a new teaching role. Be sure your mentors:

- ❖ Are expert teachers who are reflective in their own practices of teaching and mentoring.
 - ❖ Interact with others in a professional and courteous manner.
 - ❖ Are trained in the needs of new teachers and are prepared to serve in the role of mentor.
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- 



Strategy: New
Teacher Boot
Camp

Physical Support:

Electronic Logins
First Day Planning
Welcome Letter to
Parents

Creation of Classroom
PBIS Matrix

Emotional Support:

Community Scavenger
Hunt

Instructional Support:

Standards-Based Learning
Overview

Literacy Workshop

Institutional Support

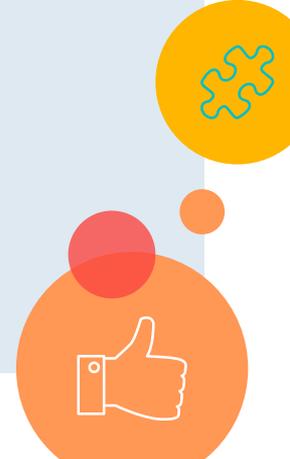
Professional Learning
Communities

PBIS Overview





Strategy: Monthly Support Sessions

- ❖ Sessions should be designed to align with the needs of the new teacher based on the time of year.
 - ❖ Time should be built into the sessions for the new teachers to connect with each other, their mentors, and the coaches supporting them.
 - ❖ Topics should be engaging and relevant.
- 



Millennials Want:
To Be Believed in
and to Believe in
Those Around
Them



“To find the core of a school, don’t look at its rulebook or even its mission statement. Look at the way the people in it spend their time -- how they relate to each other, how they tangle with ideas...”

--Sizer and Sizer





Strategy: Train
Mentors in the
Importance of
School Culture

In his book, *“Transforming School Culture,”* Anthony Muhammad identifies four groups found within all the schools he researched: Believers, Fundamentalists, Tweeners, and Survivors.

Mentors should be guided through a study of these factions and should determine the strategic ways in which they can support their new teacher in aligning with the teachers who will help them to grow professionally and build them up personally.





Don't Underestimate the Importance of School Culture

Consider:

- ❖ How do teachers and staff within your school interact with each other?
 - ❖ Which voices are the “loudest” and may have the greatest impact on a new teacher?
 - ❖ Are your mentors Believers or Fundamentalists (as defined by Anthony Muhammad)?
 - ❖ How do you, as a school leader, provide frequent feedback to your new teachers so they know what they are doing well and how they can continue to grow?
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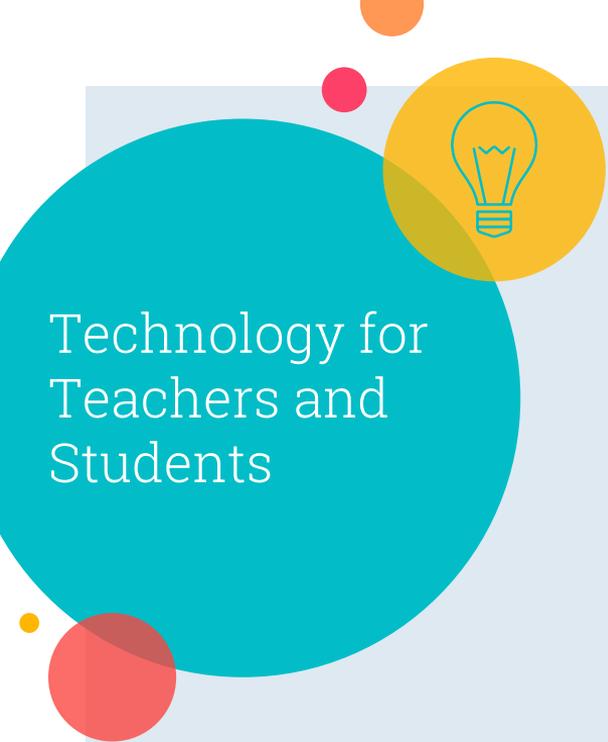
How can you intentionally create a situation in which your new teacher(s) are surrounded by those who seek to move your school forward in a positive way and can provide the feedback and support he/she needs to experience success and continue teaching in your school?





Millennials Want:

Access to
Technology



Technology for Teachers and Students

As digital natives, Millennial teachers cannot exist in a world without technology. Our students are the same!

How does your school engage teachers and students in the use of technology?





Millennials Want:
Feedback...Lots of
Feedback!



Raised on Immediate Feedback

From their parents, to their coaches, to video games, to social media...Millennials have grown accustomed to frequent feedback.

Traditional models of teacher supervision and evaluation will not provide Millennial teachers with the feedback they crave.

Millennials feel they are doing something wrong if too much time passes without feedback, but be sure to couch the constructive feedback in positive praise.





Strategy: Mentor Feedback

As peers, mentors can be reputable, trusted sources of feedback for new, millennial teachers. Be sure that your mentor training includes strategies for providing feedback.

- ❖ Mentors should learn active listening strategies.
 - ❖ Mentors should learn how to ask open ended questions.
 - ❖ Mentors should be provided with opportunities to practice providing feedback before being asked to do so with their new teacher.
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Millennials Want:
An Approachable
Supervisor



Avoiding the “Wall of Silence”

Desperate to please authority, new teachers are frequently hesitant to approach their supervisor with concerns or struggles.

Eager to build the confidence of their new teachers, well-meaning supervisors will often provide copious praise to new teachers.

Together, these two forces create the Wall of Silence.





Strategy: Creating Connections

Mentors should be trained in relationship building skills to ensure that they build strong, intentional relationships with their new teachers. Though not a supervisor, the mentor is a key individual in the eyes of the new teacher.

Principals should make every effort to interact with the new teacher in less formal settings (e.g. before/after school, in the hallways, etc) to build rapport.

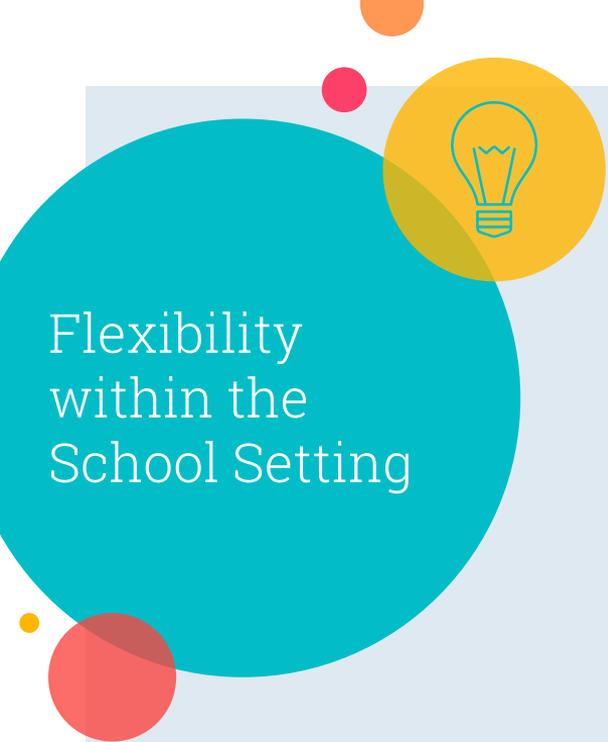
Mentors and principals should both actively seek ways in which the new teacher can teach them something new (e.g. technology).





Millennials Want:

To Be Seen and
Treated as
Individuals



Flexibility within the School Setting

Millennials want the opportunity to make their classroom their own and use a teaching style all their own.

- ❖ Support your new teachers in learning what is loose and what is tight. Be “loose” as much as possible without compromising your guaranteed, viable curriculum.
 - ❖ Provide opportunities for your new teacher to visit other classrooms to see the ways in which those teachers have made things their own.
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Strategy: Coaching for Instructional Success

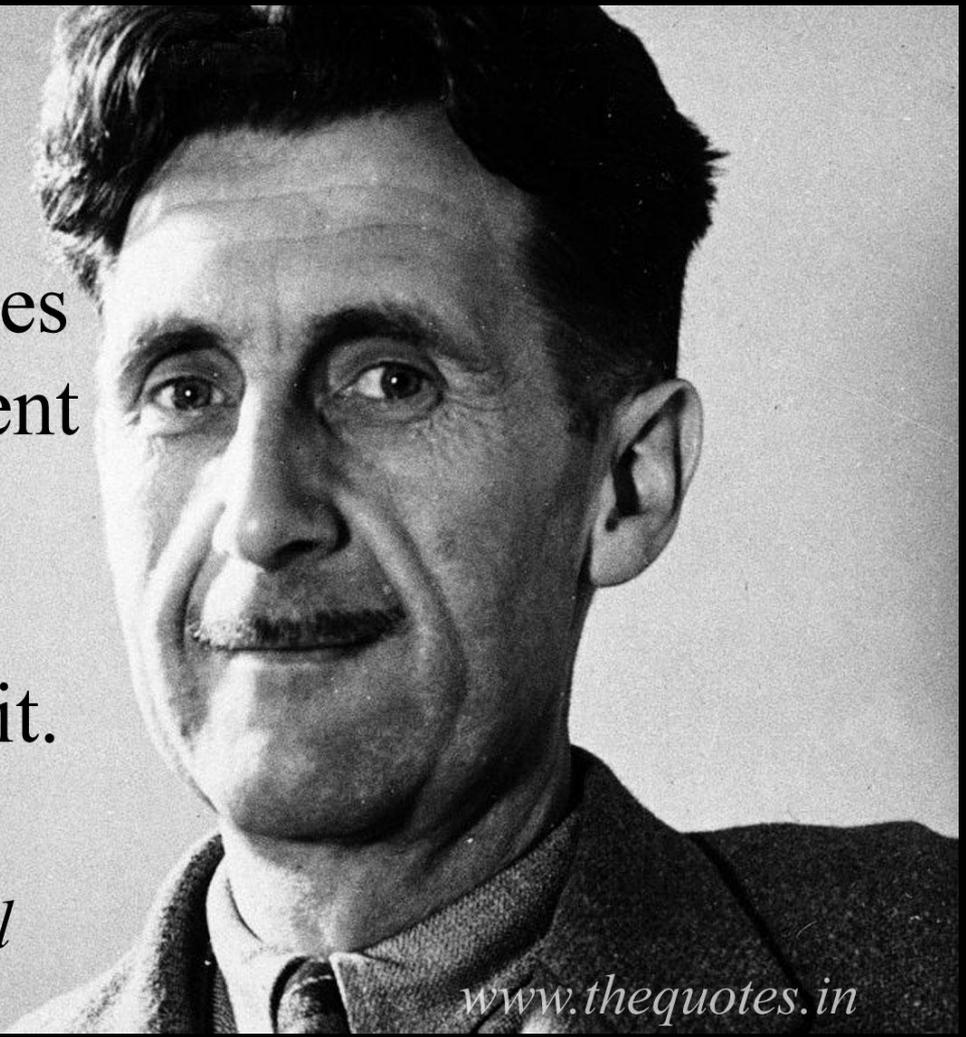
Guiding new teachers as they creatively find their own way to lead a classroom is an important step in ensuring that they don't stray from the vision of the school and district.

- ❖ Mentors should be trained to ask open ended questions and engage in coaching conversations.
 - ❖ If you have instructional coaches, be sure each new teacher is assigned an instructional coach who checks in with them and can provide additional support as they find their way.
 - ❖ Through this coaching, the new teacher should be supported in their attempts and also guided toward strategies that might prove more successful.
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Every generation imagines
itself to be more intelligent
than the one that went
before it, and wiser than
the one that comes after it.

George Orwell

www.thequotes.in





Books Referenced and Researched for this Presentation

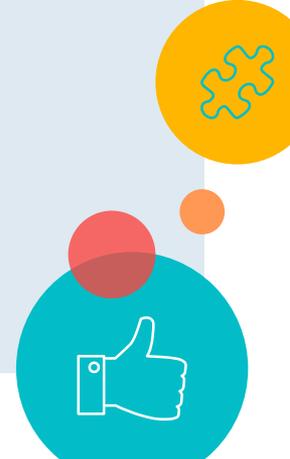
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Thank you for joining us today!

Any Questions?

