

Support Early-Career Educators: A Society Project

To embrace our vision, *Leading Women Educators Impacting Education Worldwide*, the Educational Excellence Committee established the initiative to **Support Early-career Educators** (S.E.E.). This is now one of the two current Society projects.

Why is our support needed?

Education is a challenging career, and retaining quality teachers is an issue worldwide. According to Richard Ingersoll, the rate in U.S. of beginning teachers leaving the profession in the first year is a little more than 10%; with 33% leaving by Year 3 and 46% by Year 5. In addition, around 15% of U.S. teachers overall leave the profession each year. (*Is There Really a Teacher Shortage*, Ingersoll, 2003, p. 14). Schools that have depended on a core of veteran teachers are seeing those teachers retire. As much is expected of a new teacher on the first day of school as is expected of a 30-year veteran. Teachers supporting teachers is crucial. Of the first year teachers assigned a mentor in 2007 – 2008, around 8% left the profession in 2008 – 2009. Of the first year teachers not assigned a mentor in the same years, about 16% were not teaching in 2008-2009 and about 23% were no longer teaching in 2009 – 2010. (*Beginning Teacher Attrition and Mobility*, Institute of Education Science, 2011, p. 3)

We truly can make a difference with our support.

S.E.E. encourages members/chapters to be creative in support of early-career educators with a variety of strategies, such as

- being available to support for phone calls and visits,
- helping with lesson plans and bulletin board ideas,
- offering advice on classroom management and parent-teacher relations, and
- providing support in any way that is appropriate and practical.

Each chapter was encouraged during the 2012-2014 biennium to keep a record of the hours members spent with their support for early-career educators and money spent for this support. Start keeping track today! Get a list of new teachers/educators from your local school district and list of student teachers in your area to support. Further resources are available on the Educational Excellence Committee page under *Support Early-career Educators*.

There are three forms for your use. One is for individuals to keep track of their volunteer hours. There are two forms for the chapter to use to report total hours and monetary donations. At the end of the school year, these are to be sent to the Alpha Iota Program of Work chair.

Thank you for your support.

Liz VanWestenburg
Alpha Iota Program of Work Chair
svanwesten2@yahoo.com

Adapted from information on the DKG Website, dkg.org