4 Ways to Support and Retain Your CTE Teachers

You need good teachers to grow your program and continually improve student outcomes and certification pass rates. Unfortunately, high teacher turnover is one of the biggest challenges CTE administrators face.

We're here to help you address this problem and guide how you can improve teacher retention in your CTE programs.

In this guide, we'll review the four best strategies to retain CTE teachers:

1. Provide up-to-date instructional materials
2. Reduce the time teachers spend on grading
3. Help teachers reach diverse learners
4. Mentorship for first-year teachers

After reading, you'll have the tools to retain more of your teachers through their first years in the classroom and beyond.

1. Provide Up-to-date Instructional Materials

In every CTE classroom, it's critical to keep instructional materials current. Outdated textbooks and lesson plans won't keep up with your state standards and certifications. If your team of instructors doesn't have current resources to work from, your students are at risk of falling behind.

Teachers who are faced with continually updating their curriculum can quickly become overwhelmed, and many leave their positions out of frustration.

Choosing materials that are regularly updated ensures that your teachers won't waste valuable time making sure they still meet course standards.

2. Reduce the Time Teachers Spend Grading

Grading can be one of the most frustrating experiences for teachers. Many new instructors are unprepared for the long hours they'll spend grading assignments. Some teachers repeatedly take this work home to finish on nights and weekends.

Teachers who feel they spend too much time grading are more likely to burn out and leave their positions.

Alleviating the stress of grading is one of the best ways to retain teachers. It allows educators to spend less time on mundane tasks and more moments actively engaging their students.

Many digital curriculum options include automatic grading. Some also allow teachers to create custom assessments and run reports to gather valuable data on how students are performing in the classroom.

3. Help Teachers Reach Diverse Learners

For any teacher, it can be challenging to meet the needs of every student at the same time. Some learners need direct instruction, while others thrive when working more independently.

Unfortunately, it's often difficult for teachers to differentiate their instruction to meet the needs of a diverse population of students. Especially if your teachers have a large population of English Language Learners, it's critical to have a curriculum that they can quickly adapt to your learners' needs.

A comprehensive curriculum system with interactive components can help teachers differentiate instruction while meeting individual learners where they are. **When teachers can communicate with and engage every student, they're more likely to feel successful teaching, leading them to stay and grow in their positions.**

4. Mentorship for First-Year Teachers

Many CTE instructors have shared that working with a mentor during their first year helped them get up and running and be confident in their new careers. A mentor can help a new teacher navigate day-to-day classroom challenges and provide extra support when needed.

A good mentor can be the difference between teachers getting off on the right foot or falling behind and feeling unsupported.

If your school or district doesn't currently have a mentorship program, consider starting one. The work it takes to organize the program will pay dividends when your new teachers make connections with their mentors and fellow faculty!

Support Your CTE Teachers

As an administrator, you play an essential role in a teacher's support network. By being there for your teachers and providing them with key resources, you can help them overcome their challenges and better serve their students.

AES is here to help with a continually updated curriculum that meets standards through engaging lessons and easy-to-use instructional tools. With AES, you can guide your new teachers while supporting your entire team.