

2024 RECRUITMENT AND RETENTION IN EDUCATION: NAVIGATING THE CHALLENGES WITH EXPERT INSIGHTS

New survey finds that 69% of
HR leaders say teacher burnout
is their top staffing problem



We all love teachers, but for many school districts, it's tough to keep them.

The education sector is facing an unprecedented crisis in recruiting and retaining skilled teachers. As student needs evolve, each generation of kids becomes more tech savvy, and the educational landscape changes, school districts across the United States struggle to fill teaching positions with qualified professionals.

If you're at a school district, you've probably noticed that factors like a tight labor market, low compensation, and increasing job stress have compounded the problem, making it difficult to maintain a stable and effective teaching workforce.

This eBook explores the findings of a 2024 survey commissioned to an independent research firm by Bchex.

The study gathered insights from 200 HR and hiring managers in school districts nationwide. The survey results provide a comprehensive overview of the current state of teacher recruitment and retention, highlighting the critical issues that need to be addressed and offering potential strategies for improvement.



Abstract

The 2024 survey commissioned by Bchex reveals a range of challenges faced by HR leaders in education, with teacher turnover and recruitment difficulties being at the forefront.

And here's one standout finding from the report: 69% of HR leaders cite teacher burnout as the leading cause of staffing problems, underscoring the urgent need for measures to improve teacher well-being and job satisfaction. Additionally, the survey highlights a significant turnover rate among new hires, with 19% of new teachers leaving their positions within the first three years. For school districts fighting to protect every last dollar, replacing nearly 1 in 5 new teachers is a budget killer. Screening for key teacher traits is also an issue as 53% lack the tools to identify too traits in pre-hire screening.

To address these challenges, many districts are turning to mentorship programs, competitive salaries, and supportive work environments. The survey findings also indicate a growing openness to hiring candidates from diverse and non-traditional backgrounds, which could help mitigate the talent shortage in education. This eBook will delve into these insights, providing actionable recommendations for school districts to enhance their recruitment and retention strategies.



Survey Methodology

Bchex commissioned an independent research firm to survey 200 HR and hiring managers at school districts across the USA on the topic of recruitment and retention in education.

The margin of error for this study is +/- 6.9% at the 95% confidence level.

What You Will Learn in This eBook

- The key factors contributing to teacher turnover and how to address them.
- Strategies that HR leaders are using to attract and retain qualified teachers in a competitive job market.
- The impact of teacher burnout on staffing and how districts are mitigating this issue.
- Insights into the effectiveness of mentorship programs in retaining new teachers.
- The role of background checks and other pre-hire assessments in the hiring process.

Who This eBook Is For

- HR managers and hiring leaders in education.
- School district administrators.
- Education policymakers and government officials.
- Teacher training and professional development coordinators.
- Educational consultants and recruitment agencies.

Below are key insights from the survey, highlighting the main challenges and opportunities in recruitment and retention within the education sector.

Statistics and Analysis

On average, HR leaders lose 19% of their new teacher hires within the first three years.

This statistic highlights a significant challenge in teacher retention, suggesting a need for better support and onboarding processes to help new teachers adjust and thrive in their roles.



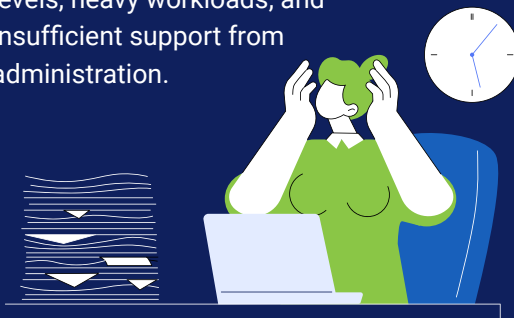
Districts with teacher mentorship programs only lose 9% of new hires within the first three years.

Mentorship programs are shown to be effective in reducing turnover, providing new teachers with the guidance and support they need to succeed and feel more connected to their school community.



69% of HR leaders say that teacher burnout is their #1 staffing problem.

Burnout is a major issue affecting teacher retention, often caused by high stress levels, heavy workloads, and insufficient support from administration.



72% of HR leaders say their understaffing problem is creating a retention problem because teachers feel overworked.

Overworking teachers due to understaffing leads to increased burnout and turnover, making it critical to address staffing levels proactively.



Why teachers quit:

■ **High stress**

Stress from classroom management, administrative duties, and high expectations can push teachers to leave the profession.

■ **Lack of support**

Insufficient support from school administration and peers can lead to feelings of isolation and overwhelm.

■ **Classroom management**

Challenges in managing diverse student needs and behaviors can contribute to teacher dissatisfaction.

■ **Limited resources**

A lack of teaching materials and support can hamper effective instruction and increase frustration.

■ **Low pay**

Compensation that does not match the job's demands can drive teachers to seek better-paying opportunities elsewhere.



Best ways districts can retain teachers:

- **Supportive administration**
Effective leadership can create a positive work environment that encourages teacher retention.
- **Professional development**
Continuous learning opportunities help teachers feel valued and engaged in their profession.
- **Reduced workload**
Balancing workload and providing adequate planning time can help reduce burnout.
- **Competitive salaries**
Offering competitive pay can attract and retain high-quality teachers.
- **Collaborative environment**
Fostering a culture of collaboration among teachers can improve morale and reduce turnover.

HR leaders report the types of teachers who quit most often are:

- **Teachers in high-need areas**
These roles often face more significant challenges and higher stress levels, leading to increased turnover.
- **Special education teachers**
Special education requires a unique skill set and often involves high emotional labor, contributing to burnout.

- **Early career teachers**
New teachers may lack the experience or support needed to handle the demands of the job, leading to higher turnover.
- **Teachers in low-performing schools**
These schools may have fewer resources and more challenging work environments, increasing teacher attrition.
- **STEM teachers**
Teachers in STEM subjects are in high demand and may find more lucrative opportunities outside education, leading to higher turnover.



61% of HR leaders say established teachers are reluctant to create social bonds with new teachers because new teachers often leave so soon.

This creates a less supportive environment for new teachers, potentially contributing to higher turnover rates.



The K-12 grades most difficult for retaining teachers:

- 7th grade
- 8th grade
- 6th grade

Middle school grades are challenging due to the unique developmental needs of students, leading to higher teacher turnover.

The class subjects for which it's hardest to retain teachers:

- Special education
- Math
- Computer science
- Foreign language
- Science

These subjects require specialized skills or face higher demands, often resulting in greater turnover due to burnout or better opportunities elsewhere.

Hiring Statistics

70% of HR leaders have seen an increase in teacher applicants with non-traditional backgrounds.

This trend indicates a diversification of the teacher workforce, bringing new perspectives but also requiring adjustments in hiring and training practices.



56% of HR leaders are willing to hire teachers from diverse backgrounds even if they don't meet all the requirements.

Flexibility in hiring criteria can help address teacher shortages and promote diversity, though it may require additional support and professional development for these hires.



54% of HR leaders say they don't get enough male job applicants.

This gender imbalance limits the diversity of role models and perspectives in schools, suggesting a need for targeted recruitment efforts.



57% of HR leaders say new hires are discouraged from discussing their opinions on politics and social issues, but they still do.

This highlights a tension between maintaining a neutral educational environment and respecting teachers' freedom of expression.



Only 23% say it's definitely easier to hire a new teacher than to keep one.

This low percentage underscores the challenges of not just recruiting but retaining teachers, emphasizing the need for comprehensive support systems.



54% of HR leaders think their current hiring process is too slow.

A slow hiring process can deter potential candidates and increase the risk of losing qualified applicants to faster-moving districts.



The top ways HR leaders say their hiring process could streamline:

- Applicant tracking systems
- Online job fairs
- Digital interviews
- Automated applications
- Standardized screening



These tools and processes can make hiring more efficient, reduce time-to-hire, and improve candidate experiences.

55% of HR leaders say it's too time-consuming to call references for candidates.

This suggests a need for more efficient reference-checking methods, possibly through digital platforms or automated systems.



Top strategies HR leaders use to attract new teachers:

- Offering competitive salaries
- Organizing recruitment events
- Providing flexible work options
Competitive compensation
- Proactive recruitment

The top areas where HR leaders report a lack of applicants for teaching positions are:

- Special education
- Early childhood education
- Bilingual education
- Foreign languages
- Mathematics

These areas often require specialized skills or face high demand, contributing to applicant shortages.

83% of HR leaders believe successful teachers exhibit key traits and behaviors.

This belief underscores the importance of identifying these traits during the hiring process to select candidates likely to succeed.

The key traits of successful teachers:

- Communication
- Adaptability
- Knowledgeable
- Patience
- Organization

These traits are critical for effective teaching and should be a focus during recruitment and professional development.

81% of HR leaders agree the right traits boost teacher performance.

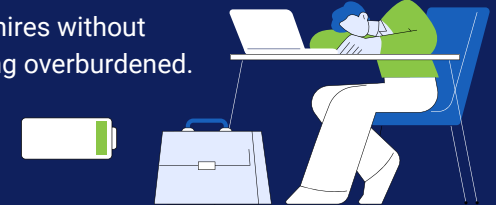
Recognizing and fostering these traits can help improve teacher effectiveness and student outcomes.

83% of HR leaders believe successful teachers exhibit key traits and behaviors, but 53% lack the tools to identify those traits in pre-hire screening.

This gap highlights a need for better pre-hire assessment tools and methods to ensure the selection of candidates with the right skills and dispositions.

63% of HR leaders observe that experienced teachers struggle to balance mentoring responsibilities with their own teaching duties.

This observation suggests the need for dedicated time or incentives for experienced teachers to mentor new hires without feeling overburdened.



74% of HR leaders see a gap in tech skills between senior management and newer employees, with younger teachers having a technological advantage.

Addressing this gap through training and professional development can enhance collaboration and effectiveness.



85% of HR leaders find criminal background checks important and valuable.

Ensuring the safety and security of students and staff is a top priority, and thorough background checks are crucial in this process.



67% of HR leaders view fingerprint-based background checks as challenging.

The challenges of fingerprint checks could be due to logistical issues or delays, suggesting a need for more efficient processes.



73% of HR leaders believe commercial-grade checks provide better background screening solutions.

These checks may offer more comprehensive and timely results, which can improve the hiring process.



71% of HR leaders emphasize the importance of drug testing.

Drug testing is seen as a critical component of ensuring a safe and professional environment in schools.



70% of HR leaders agree onboarding new school employees is more difficult due to regulatory requirements.

Navigating regulatory complexities can slow down the onboarding process, necessitating streamlined procedures and support.



34% of HR leaders use applicant tracking systems to manage their hiring process.

Applicant tracking systems help organize and streamline recruitment efforts, reducing administrative burden and improving efficiency.



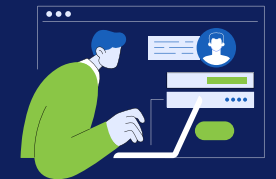
32% of HR leaders use data analytics to identify hiring trends.

Utilizing data analytics can provide valuable insights into hiring patterns and help districts make more informed recruitment decisions.



86% of HR leaders believe that better technology can improve the hiring process.

Investing in modern hiring technologies can enhance efficiency, reduce time-to-hire, and improve overall candidate experience.



The most sought-after skills in teachers according to HR leaders include:

- Communication skills
- Technological proficiency
- Collaborative teamwork
- Adaptability and flexibility
- Problem-solving abilities

These skills are essential for effective teaching and learning, and they should be a focus in both recruitment and professional development.

Report Summary

The 2024 survey on recruitment and retention in education reveals a critical need for school districts to address high turnover rates and recruitment challenges. By focusing on reducing teacher burnout, implementing effective mentorship programs, and embracing diverse hiring practices, districts can improve teacher retention and overall educational outcomes. The insights provided in this eBook offer valuable guidance for HR leaders, administrators, and policymakers seeking to strengthen their workforce and create a supportive environment for educators.



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BACKGROUND SCREENING
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