

Onboarding can be a powerful teacher retention strategy.

Making your teacher onboarding a productive and memorable experience may keep educators in your classrooms.

Retention is just as important in the education sector as it is in the private sector, if not more so. Within the last decade, [private sector research](#) has shown that effective onboarding can improve retention by 82%, and yet [only 12% of employees](#) strongly agree that their organizations do a great job of onboarding new hires. With so many teachers quitting in their first five years, many of whom are leaving the field altogether, your district's teacher retention strategy needs to begin on Day One—with onboarding.

Discussion Guide



"Onboarding cannot be a one-day thing. It is a series of positive moments—both big and small—over time."

- How does your district currently onboard your new employees? How would you rate this process on a scale from 1 (being worst) and 10 (being best)?
- Do you think that a year-long onboarding process is achievable for school districts? Why or why not?



"All onboarding experiences—no matter how exciting or engaging they might be—have one thing in common: paperwork."

- What might it look like if your technical onboarding process was a positive experience?
- What was your experience when onboarding with the district? What would you improve from this experience?



"The main idea behind the social side of teacher onboarding is to connect your new hires with other folks in your district so that they feel comfortable and supported."

- How does your onboarding experience give new hires the opportunity to build new relationships?
- How could you incorporate some of the best practices shared from the Buffer example of onboarding?



“As you develop or update your teacher onboarding process—the technical side, the social side, and whatever else you include—school culture should be the cornerstone of every choice you make.”

- How are you currently showing your district values in your onboarding process?
- What are new ways you can incorporate your district’s culture into your onboarding process?



“Whether you’re onboarding a first-year teacher or a veteran principal, the goal is to create a sense of belonging.”

- How could a successful onboarding process impact employee retention?
- What are three things that you can start today to improve your onboarding process?



For more information on Onboarding as a powerful teacher retention strategy:

<https://www.schoolceo.com/a/onboarding-can-be-a-powerful-teacher-retention-strategy/>