

Seen, Supported, and Staying

An Individualized Support Tool for Teacher Retention

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Teachers stay where support is felt, not just promised.



CORE IDEA

Individualized support is not a soft leadership extra. It is a practical retention condition. Teachers are more likely to feel motivated and willing to remain when leaders know them, listen to them, follow through, remove barriers, and create conditions where they can do good work.

WHAT INDIVIDUALIZED SUPPORT INCLUDES



Personal Connection

Leaders who:

- Check in with purpose
- Listen before assuming
- Understand daily challenges
- Notice effort and emotional load
- Build trust over time



Professional Support

Leaders who:

- Provide timely resources
- Remove barriers
- Give meaningful feedback
- Protect planning time
- Match coaching to teacher need

THE REALITY GAP

VISION —

“We support our teachers.”



EXPERIENCE —

Teachers may still feel:

Unseen | Unheard |
Overwhelmed | Unsupported

The Reality Gap — The space between what leaders intend and what teachers actually experience.

Where is support promised, but not yet felt?



Support Gap Audit

A practical reflection tool for leaders, coaches, and teams.

1 CHOOSE ONE GROUP:

Choose One Group to Focus On:







- New teachers
- Veteran teachers
- Instructional coaches
- Special education teachers
- Teachers of color
- Other: _____
- Tested-grade teachers
- Overwhelmed teams

2 AUDIT QUESTIONS

1. What support are they receiving now?

2. What support do they actually need?

3. Where is the support gap?

-  **Clarity:** Teachers do not know where to go for support.
-  **Access:** Teachers cannot easily get the support they need.
-  **Responsiveness:** Support does not change based on need.
-  **Coherence:** Leaders, coaches, and teams are not aligned.
-  **Experience:** Support exists, but teachers do not feel supported.
-  **Impact:** Support is not improving trust, motivation, or retention.

3 10-DAY SUPPORT MOVE

Because I noticed _____

I will support _____

by _____

within the next 10 days.


I will follow up by _____




4 WHERE LEADERS CAN START


Know your people.


Use short, predictable touchpoints.


Protect what matters.


Remove one barrier at a time.


Follow through visibly.


Build support into existing meetings.



Turn one walkthrough into a coaching conversation.


Retention is built through repeated leadership behaviors that make people feel supported enough to stay.



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