

Dr. Angela
Taylor-Eccles

**ATE Educational
Consulting's**

**Teacher
Sustainability
&
Retention
Plan**

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About ATE Educational Consulting

Our Goal

THE GOAL OF ATE EDUCATIONAL CONSULTING IS TO STOP TEACHERS FROM LEAVING THE FIELD OF EDUCATION BY PROVIDING SUPERINTENDENTS AND PRINCIPALS WITH SIX SOLUTIONS TO PUT A HALT TO THE PROBLEM OF RAPID TEACHER RESIGNATIONS AND HELP TEACHERS REDISCOVER THEIR LOVE FOR TEACHING.

Our Mission

THE MISSION OF ATE EDUCATIONAL CONSULTING IS TO PROVIDE HIGH-QUALITY PROFESSIONAL LEARNING TO SUPERINTENDENTS AND PRINCIPALS THAT EQUIPS THEM WITH STRATEGIES TO HELP TEACHERS REINVIGORATE THEIR LOVE AND PASSION FOR TEACHING SO THEY CAN RELENTLESSLY AND UNAPOLOGETICALLY WALK IN THEIR PURPOSE OF EDUCATING THE YOUNG MINDS OF TOMORROW.

Our Vision

THE VISION OF ATE EDUCATIONAL CONSULTING IS TO CREATE TEACHING AND LEARNING ENVIRONMENTS WHERE TEACHERS ACHIEVE SELF-ACTUALIZATION AND STUDENTS ACHIEVE THEIR FULL POTENTIAL BY PROVIDING SCHOOL LEADERS WITH TURN-AROUND STRATEGIES TO “STOP THE GREAT RESIGNATION OF TEACHERS” FROM THE FIELD OF EDUCATION.

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Teacher Sustainability & Retention Plan

DOMIE

The Disruption of Miseducation



DOME

Teacher Sustainability & Retention Plan

Six Pillars

I. SCHOOL ENVIRONMENT

- ·PROGRAM #1 - I AM SOMEBODY
- ·PROGRAM #2 - PRINCIPLES OF MORALITY PROGRAM (POM)
- ·PROGRAM #3 - CULTURE LEADERS – “LET’S WORK IT OUT.”

II. RESTORE TEACHER AUTONOMY

ONE PROGRAM – YOUR VOICE MATTERS

- ·COMPONENT #1 - CURRICULUM DECISIONS
- ·COMPONENT #2 - INSTRUCTION METHODS
- ·COMPONENT #3 - RESOURCE DECISIONS
- ·COMPONENT #4 - RESPECTING TEACHER’S TIME

III. REVISIT STUDENT ASSESSMENTS

- ·PROGRAM #1 - SHOW WHAT YOU KNOW
- ·PROGRAM #2 - YOU ARE THE EXPERT

DOME

Teacher Sustainability & Retention Plan

Six Pillars

IV. REVISIT TEACHER EVALUATIONS

- PROGRAM #1 - TEACHER EVALUATION SYSTEMS
- PROGRAM #2- PEER TO PEER OBSERVATIONS
- PROGRAM #3-MAXIMIZE STAFF MEETINGS

V. BUILDING RELATIONSHIPS WITH TEACHERS

ONE PROGRAM – WE ARE FAMILY

- COMPONENT #1- LISTEN TO TEACHER CONCERNS AND ACT ON THEM
- COMPONENT #2- EMPOWER TEACHERS BY ENCOURAGING LEADERSHIP ROLES (YOU SEE THEM)
- COMPONENT #3 - RESPECT TEACHER'S TIME
- COMPONENT #4 - SCHOOL LEADERS SHOULD DO SOCIAL OUTINGS WITH TEACHERS

VI. SOCIAL-EMOTIONAL WRAPAROUND SUPPORT FOR TEACHERS

ONE PROGRAM – TEACHER WELLNESS

- COMPONENT #1- NORMS OF SOCIAL EMOTIONAL WELLBEING
- COMPONENT #2 - LEADERSHIP CARES
- COMPONENT #3 - SELF-CARE
- COMPONENT #4 - SEL PARTNER AND TEAM CHECK-IN

Practice Framework

Holistic

Wellness

Reflective Practice

**Social-Emotional
Learning For Teachers**

Backwards Design

Resiliency

OUTCOMES



Increased Teacher Retention



Reduced Teacher Absenteeism



Improved Teaching Environment



Improved Student Achievement



Improved Attendance Rates



Improved Student Behavior



Improved Working Relationships



Increased Teacher Autonomy



Improved Parent/Teacher Relationships



Improved Staff Self-Care & Morale

The Approach

