

# The Future of Teaching

*Supporting teachers in the classroom and activating their voices*

## The state of teaching in Duval County: What the research says

Two recent studies of Duval County Public School teachers have shed light on a key community priority: recruiting, retaining and supporting high-quality educators. In the spring of 2013, the Jacksonville Public Education Fund issued a report looking at teacher satisfaction and retention in Duval County. In fall 2014, The New Teacher Project conducted an analysis of the district's human capital practices. Here are some of the key findings:

- Half of all new teachers in Duval County leave within the first five years, and just a third remain in the original school where they started their teaching career.
- In a 2013 survey, 43% of teachers said they plan to be out of classroom teaching completely in the next five years.
- The most significant areas of concern elevated by teachers in the 2013 survey included:
  - **Compensation and benefits**, with higher pay rated as the strongest incentive for staying in the classroom
  - **Working conditions**, especially burdensome paperwork
  - **Autonomy and influence**, including increased ability to influence or advise important school, district and state level decisions
- Schools serving the most high-need students are disproportionately disadvantaged by ineffective recruitment, retention and staffing.
- Fewer than half of the highest performing teachers at bottom-quartile schools experience the simplest retention strategies, such as being told they are high performers, or receiving regular, positive feedback. Even at top-quartile schools, fewer than half were encouraged to continue teaching at their school, or were identified for teacher leadership opportunities.

Download the reports: Go to [www.jaxpef.org/research](http://www.jaxpef.org/research) to see these reports in full and browse other public education research.

## Resources for public school teachers in Duval County

Duval County already has several existing community organizations and programs to fuel teacher innovation and advocacy, including but not limited to:

**PowerUP Jax.** Any public school teacher in Duval County can post on this crowd-funding portal. Unlike other sites, 100% of donations go directly to the teacher to spend on innovative classroom projects. It is an initiative of the Jacksonville Public Education Fund. Go to [www.powerupjax.org](http://www.powerupjax.org) to sign up and post a project.

**EDDY Awards.** The annual Teacher of the Year program is an initiative of the Jacksonville Public Education Fund and seeks to highlight and elevate the county's best teachers. Each year community members gather to read the packet submitted by each school-level teacher of the year and visit classrooms. The EDDY Awards also includes the Wells Fargo Excellence in Teaching Seminar Series, where semi-finalists are videotaped to share best practices with other teachers. See the videos at [www.youtube.com/JaxPEF](http://www.youtube.com/JaxPEF)

**Duval Teachers United.** This is the teachers' union for DCPS teachers. Learn more at [www.dtujax.com](http://www.dtujax.com).

**Duval County Council of PTAs.** In addition to supporting individual school PTAs, the DCCPTA helps maintain the teacher supply depot. Learn more at [www.dccpta.org](http://www.dccpta.org).

### SESSION LEADERS



**Joseph Frencl**

2014 Teacher of the Year  
Math Teacher, Atlantic Coast  
High School  
[frenclj@duvalschools.org](mailto:frenclj@duvalschools.org)



**Apryl Shackelford**

2013 Teacher of the Year  
Dean of Students, Leadership  
Academy at Eugene Butler  
[shackelfoa@duvalschools.org](mailto:shackelfoa@duvalschools.org)