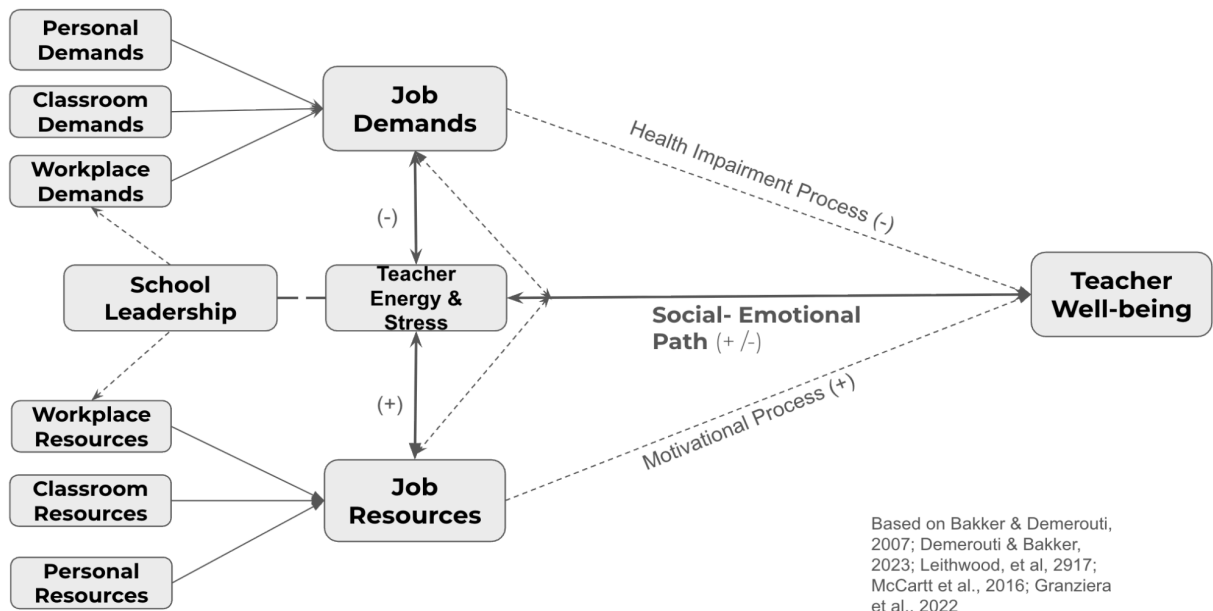


## Foundations of the Teacher Retention Model

Based on Bailey, J. (2025). *A Blueprint for Teacher Retention: Leading Schools Teachers Don't Want to Leave*. Routledge Press.

### 1. The Teacher Retention Model



### 2. Eight Key Ideas of the Teacher Retention Model

*"We have created an unintentional turnover system."*

- Stress and Energy**  
**Key Idea #1:** Teaching is **energy-intensive**  
**Key Idea #2:** Stress is a **biopsychosocial process**
- Teacher Emotions and Adult Social-Emotional Skills**  
**Key Idea #3:** **Emotions** impact energy.  
**Key Idea #4:** Leaders' **social-emotional leadership skills** matter for teacher retention

- **Job Demands and Resources**

**Key Idea #5:** Job demands drain energy

**Key Idea #6:** Excess demands can **impair health** through stress and burnout.

**Key Idea #7:** Job resources replenish energy.

**Key Idea #8:** Resources foster a **motivational process** and promote **thriving**.

### **3. Creating an Intentional Retention System Requires**

- A Clear Model for Understanding Teacher Well-Being
- Simple Strategy Language
  - Developing Adult Social-Emotional Climate
  - Reducing Demands
  - Increasing Resources
- Tools to Collect Useful Data
- Processes for Small-Scale Changes

### **4. Diagnostic & Development Tools**

- Well-being diagnostic
- Adult Level SEL Diagnostics
  - Personal Level
  - Interpersonal Level
  - Collective Level
- The Job Demands and Resources Diagnostic for Schools
- Your Blueprint for Teacher Retention
- Habit Formation Guide
- Social-Emotional Walkthrough Protocol
- PDSA Planning Templates

### **5. Teacher Retention Support Models**

- Option 1: Single school with district involvement
- Option 2: Multiple schools with district involvement
- Option 3: District initiative
- Typical steps
  - Model content overviews
  - Diagnostics
  - Planning
  - PDSA cycles to learn from actions
  - Ongoing leadership coaching