

Ways to Invest in New Teachers



The recent issue of *Educational Leadership* (September 2024) examines how to help new teachers thrive. In response to the question, What makes Gen Z teachers stay?, Booker, L., et al. (2024) focuses on three factors that Gen Z teachers say impact their decision to stay in the profession:

1. Ample developmental support and classroom resources,
2. Fulfillment from student impact and relationships, and
3. Empowerment and respect as professionals.

In addition, Jonathon Barnett, CEO of the National Institute for Excellence in Teaching (NIET), shares five ways leaders can invest in new teachers:

1. Increase feedback and reduce isolation.
2. Create opportunities to collaborate, grow, and improve.
3. Define strong instructional practices clearly—and coach teachers in those practices with the content they are using in their classroom.
4. Create pathways to leadership.
5. Recognize and celebrate progress intentionally and regularly.

As you begin a new school year, reflect on these observations and recommendations. Identify ways that you can be supportive of the new teachers in your school or conference.