

# TeachME Professional Development

## Building and Sustaining Teacher Retention

**1. Which of the following is one of the main consequences of high teacher turnover on student achievement?**

- A. Increased teacher collaboration
- B. Poorer relationships between administration and teachers
- C. More frequent curriculum updates
- D. Decreased instructional quality

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**2. According to the course, what type of teaching environment is crucial for teacher retention?**

- A. Culturally affirming and inclusive
- B. Strictly traditional and teacher-centered
- C. Competitive and high-energy
- D. Homogeneous and uniform

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**3. Which of the following is NOT a key factor contributing to teacher attrition?**

- A. High emotional demands and exposure to student trauma
- B. Lack of compensation and undervaluation of educators
- C. Lack of passion for the job and the students
- D. Poor relationships with school administration

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**4. Which of the following does teacher retention directly contribute to in the school environment?**

- A. Reduced teacher salaries
- B. Increased teacher workload
- C. Decreased focus on student-centered learning
- D. A culture of mentoring and collaboration

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**5. Which of the following is a result of teacher retention on instructional quality?**

- A. Teachers become better at classroom management
- B. Students receive a wider variety of teaching styles
- C. Schools gain new teaching staff each year
- D. Teachers have more opportunities for professional development

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**6. What type of innovative model helps reduce teacher workload and increase retention?**

- A. Providing teachers with more professional development opportunities about classroom management
- B. Removing all teacher autonomy in lesson planning
- C. Strict, one-size-fits-all teaching strategies
- D. Multi-classroom models that involve teachers working in teams

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**7. After years of managing large class sizes, handling administrative tasks, and dealing with the emotional needs of her students, Ms. Jem feels physically and emotionally drained. She finds it difficult to maintain the energy required to keep up with her responsibilities**

- A. Lack of motivation
- B. Teacher burnout
- C. Classroom management challenges
- D. Work-life imbalance

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**8. Which type of compensation model focuses on rewarding teachers who demonstrate excellence in specific areas?**

- A. Standardized pay increase
- B. Equal pay for all teachers
- C. Targeted financial incentives
- D. Performance-based funding for schools

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**9. How does teacher retention contribute to a school's culture?**

- A. By improving teacher work-life balance
- B. By ensuring a stable, experienced teaching staff
- C. By reducing school-related stress
- D. By encouraging new teaching methods

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**10. What is the role of teacher recognition programs in improving retention?**

- A. To reward teachers based on student test scores
- B. To reduce the number of professional development opportunities
- C. To acknowledge teachers' hard work and enhance job satisfaction
- D. To replace performance evaluations

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**11. Mr. Robinson is a first-year teacher and feels overwhelmed by the classroom demands. Which strategy could best help him feel supported and improve his retention?**

- A. Assigning him more students that are less challenging to manage
- B. Increasing his professional development opportunities
- C. Pairing him with a veteran mentor teacher
- D. Limiting his responsibilities outside of the classroom

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**12. Which strategy could best help him feel supported and improve his retention?"**

- A. Assigning him more students that are less challenging to manage
- B. Increasing his professional development opportunities
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- D. Limiting his responsibilities outside of the classroom

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**13. Which factor contributes most significantly to teacher burnout in modern education?**

- A. Generous compensation
- B. Understaffing and heavy workloads
- C. High teacher tenure rates
- D. Excessive absenteeism of students

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**14. How does teacher turnover impact the emotional toll on remaining staff?**

- A. Teachers often take on additional responsibilities
- B. Teachers feel more supported
- C. Teachers experience less stress
- D. Teachers receive more compensation for their work

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**15. Which of the following helps foster a culture of continuous improvement among teachers?**

- A. High turnover rates
- B. Teacher isolation from colleagues
- C. Mentorship from experienced teachers
- D. Frequent curriculum changes

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**16. Which of the following best supports teacher growth in the long term?**

- A. Assigning teachers additional teaching hours
- B. Requiring teachers to follow rigid instructional methods
- C. Limiting teachers' opportunities for collaboration
- D. Providing job-embedded professional development tailored to teachers' unique challenges

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**17. Mr. Radley teaches in a school with chronic understaffing, and he is often asked to cover additional subjects and take on extra responsibilities. Despite his dedication to his students, he feels overwhelmed and exhausted, and is interviewing in other districts.**

- A. Safety concerns
- B. Negative relationships with administration
- C. Lack of professional development opportunities
- D. Excessive workload due to understaffing

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**18. Which is a reason why experienced teachers are beneficial to schools with low turnover rates?**

- A. They have fewer classroom management challenges
- B. They contribute to higher student engagement and achievement
- C. They do not need additional training or professional development
- D. They have more energy for teaching tasks

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**19. Which strategy can help reduce teacher burnout?**

- A. Offering larger class sizes
- B. Providing additional administrative duties.
- C. Providing wellness programs and mental health resources
- D. Reducing teacher professional development opportunities

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**20. What is a common frustration teachers face with administration that can contribute to attrition?**

- A. Unclear communication and lack of follow-through on concerns
- B. Lack of funding for classroom materials
- C. A high level of support and understanding from principals
- D. Consistent support in implementing new initiatives

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