



Good practice examples

CPD satisfaction

Title:

The Academy for Teachers: Content-Focused Professional Development for Retention and Satisfaction

Purpose:

To enhance teacher satisfaction, retention and professional fulfillment through intensive, content-focused professional development that builds pride in the profession, increases teaching confidence and fosters professional community.

Short description:

The Academy for Teachers is a comprehensive professional development program designed specifically to address teacher retention through meaningful learning experiences. The program consists of intensive multi-day workshops focused on subject-specific content (such as science, mathematics, or humanities), complemented by ongoing networking events and follow-up support throughout the academic year.

Research on this program demonstrates that participating teachers report significantly higher levels of job satisfaction, professional pride and excitement for teaching compared to non-participants. The program's effectiveness stems from its focus on three interconnected outcomes: First, it provides teachers with deep content knowledge that directly improves their classroom practice, giving them tangible tools and strategies they can implement immediately. Second, it builds a supportive professional community that extends beyond individual schools, reducing feelings of professional isolation. Third, it explicitly recognizes and celebrates teachers' expertise and contributions to the profession, addressing the need for professional validation and respect.

Participants consistently report that the experience rekindled their passion for teaching, increased their confidence in the classroom and provided them with a renewed sense of purpose. The program's emphasis on treating teachers as professionals—providing them with intellectually stimulating content, opportunities for collegial exchange, and recognition of their expertise—directly addresses factors known to influence teacher retention. Follow-up data shows that teachers who complete the program are more likely to remain in their current positions and in the teaching profession overall.

Link:

<https://www.tandfonline.com/doi/full/10.1080/2331186X.2022.2140540>



FOOTT PRINTTS factors:

- 2.1 CPD is necessary for professional advancement
- 2.2 Content meets the needs of educators
- 2.3 Participation improves professional practice
- 2.4 Overall job satisfaction is high

Other factors:

- 1.2 Teachers learn something meaningful
- 1.3 Teachers engage in professional dialogue
- 3.4 Professional networks and material sharing
- 5.3 Formats include face-to-face, blended, hybrid, and online

