



SPARK™
Schools

Career Ladders as Retention Devices



SPARK Schools

- Founded in 2013
- 21 Schools
- Gauteng and Western Cape
- 13,000+ SPARK Scholars
- 1,200+ SPARK Staff

- Jacques Gevelaar, Talent Manager
- Bailey Thomson Blake, Chief of Schools

“How to Retain Effective Teachers Through Teacher Leadership”

- Career Lattices and Ladders
- Area Specialists

“Highly-effective teachers are ambitious, and they want opportunities to expand their leadership and grow throughout their careers. Schools, districts, and CMOs can create opportunities for teachers to play a more active role in planning and decision-making, and capitalize on teachers’ individual strengths. These opportunities can be instructional, such as leading professional development or serving as a teacher coach, or policy-oriented, such as being involved in a task force or advisory group. Providing such opportunities recognizes teachers for the specialized professionals they are and values their individual contributions. These opportunities can stand alone or be organized into a career lattice or ladder for coherence.”



Warm-Up

How has your organisation successfully or unsuccessfully attempted to retain teachers through leadership opportunities?

Strategies

- Engagement of teachers/staff as a retention strategy
- Area specialists/regional leads
- Leadership Development
- Opportunities for academic staff in operational and Support roles





Reflection

What practical next steps are you taking with you?

What stretch next step would you like to think about with a partner?



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Thank You