INTERNATIONAL SOCIETY FOR KEY WOMEN EDUCATORS
DELTA KAPPA GAMMA

2022 PA State Convention

In A Flash: Early Career Educators

Early career educators are those teachers in their first through fifth year of teaching.

Why is our support needed? *Education is a challenging career, and retaining quality teachers is an issue worldwide. According to Richard Ingersoll, the rate in U.S. of beginning teachers leaving the profession in the first year is a little more than 10%; with 33% leaving by Year 3 and 46% by Year 5. In addition, around 15% of U.S. teachers overall leave the profession each year. (Is There Really a Teacher Shortage, Ingersoll, 2003, p. 14)*

Supporting Early Educators (SEE) encourages members/chapters to be creative in support of early-career educators with a variety of strategies, such as

• giving support for phone calls and visits,
• helping with lesson plans and bulletin board ideas,
• offering advice on classroom management and parent-teacher relations; and
• providing support in appropriate and practical ways.

Information and ideas are available at **dkg.org>Programs/Projects**

- Supporting Early-Career Educators Program Ideas for Chapters

Supporting early-career educators falls under the Educational Excellence Committee (EEC) and supports goal 2 of that committee: promote educational excellence through programs and projects.

Ideas provided in **dkg.org>Programs/Projects>Program Ideas for Chapters** include:

- Welcome bags, supplies, gifts (targets Society purposes 2 and 6)
- Classroom assistance (purposes 3 and 6)
- Mentoring and support (purposes 3 and 6)
- Become a source for information and expertise (purposes 3 and 6)
- Be available and stay connected with early-career educators (purposes 1,2, 3, and 6)
- Provide financial assistance and support (purposes 2, 5, and 6)
- Send letters and cards to early-career educators (purposes 2, 5, and 6)
- Mentor pre early-career educators (purposes 3 and 6)
- Assist with professional development opportunities (purposes 3 and 6)

You may also find information and ideas on the state website **dkgpa.weebly.com>Archives**

- Click on a biennium and scroll to projects
- Some years contain useful ideas for early career educators

Let's hear from you! What creative projects are you doing for early-career educators?

- Alpha Beta is doing Talk About Teaching sessions. Early-career educators share issues they are having or concerns and veteran teachers offer advice and support. (Goal is to do one session in the fall before parent/teacher conferences and one in May as a review of their year.)

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