

UNIVERSITY OF MINNESOTA, MORRIS
TEACHER EDUCATION RETENTION SURVEY

FIELD PROJECT

Presented in Fulfillment of the Requirements for
The Master of Education Degree in the
College of Education and Human Service Professions

By

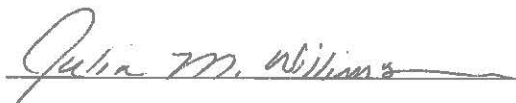
Jana Koehler

University of Minnesota Duluth

April 2016

Committee Signatures:

Chair



Member

Graduate Program Director

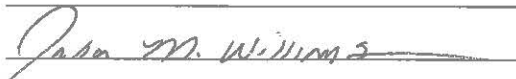


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Introduction

Teacher education graduates are just beginning their careers and there are many choices that lie ahead of them. The first and most obvious choice for them after graduation from a teacher education program is to find a teaching job in the Pre-Kindergarten thru 12th grade school system, but that is not the case for everyone. The 2003 Minnesota Education Yearbook stated that only 5% of the 51,629 teachers were new during the 2001-02 school year (Davison, 2004) These figures dropped during the 2002-03 year with only 4% being new full-time teachers (Davison, 2005). This does not mean that only 5% of all the teacher education graduates teach. Do we know how many newly licensed teachers don't teach? This project focused on teacher education graduates and the choices they made or have been made for them.

Purpose of the Study

The purpose of this study was to determine if the University of Minnesota, Morris (UMM) teacher education graduates retention rates fall in line with the research that has previously been conducted. In regards to teacher education, retention rate is defined as the teachers that choose to remain in the teaching profession from one year to the next. It has been reported that 29% of new teachers leave the profession or moved to another school during the first three years in the workforce (Ingersoll & Smith, 2004). There are many factors that play a role in determining the retention rate for licensed teachers from UMM.

Background

For the past 11 years, the UMM education department has been sending a survey to graduates one year after they have been licensed. This has been done as a part of our

reaccreditation process with the National Council for Accreditation of Teacher Education (NCATE). Several changes will be taking place in the near future due to a change in NCATE standards. NCATE has included in one of the six standards as the target goal to track candidate performance during the first five years of practice. Currently, surveys are only being sent to the alumni that actually receive their license. The main problem with this process is that not all of our students obtain their license. To receive a more accurate picture, we should be surveying all of our graduates, not just those that receive their teaching license. All of the graduates would provide valuable information about the programs and personnel. The department would then be able to implement recommended changes and maintain the strengths.

Previous research has been conducted by the National Center for Education Statistics with both the Schools and Staffing Survey (SASS) and the Teacher Follow-up Survey (TFS). One of the findings is that “teacher turnover is related to the teaching field” (Ingersoll, 2001, p.502). The results of this study did reveal that Richard Ingersoll was correct when stating that the fields of special education, math, and science have the highest turnover rates.

Setting

The participants to be included in this project were elementary and secondary education students that graduated from 1997 to 2006. The researcher will be completing this field project with the assistance of the UMM Education and Alumni Relations offices.

Assumptions and Limitations

The researcher is a 2000 UMM alumnus which may or may not play a role in determining if graduates want to participate in this survey. UMM's teacher education experience with sending surveys to the one year graduates has not been very successful as the institution has not seen a high return rate.

This study did include the graduates from 1997-2006 that agree to participate in the field project by returning the questionnaire. The results will only represent a small sample of UMM teacher education graduates so they are not to be representative of the whole education department. Several reasons for individuals choosing to or not to respond may be that they are still teaching, they may not be licensed but are still teaching, or they are teaching on a variance or in a private school setting.

Definitions

Teacher attrition is defined for this study as educators that leave the profession.

Teacher migration is defined for this study as when the educators leave one school and go to another school.

Teacher retention rate is defined for this study as the teachers that choose to remain in the teaching profession.

Summary

Teacher attrition, migration, and retention in the K-12 classroom matters to the University of Minnesota, Morris teacher education program especially when they are our alumni. This project was designed to help the UMM education department determine which strengths they possess, areas that need improvement, and to locate past graduates in order to comply with NCATE to continue national accreditation.

Literature Review

Richard Ingersoll, Associate Professor at the Graduate School of Education at the University of Pennsylvania has written several articles on teacher retention, attrition, and migration. He has cited several reasons for teacher shortages. He states that half of the reason is that teachers seek better careers or they are not satisfied. Three categories were used when determining turnover and they are teacher characteristics, school characteristics, and organizational conditions. Other factors included in the above categories include age, size of classroom and school, and the support of school administration or the lack of. Teachers account for 4% of the civilian workforce including twice as many teachers as there are registered nurses, and five times the number of lawyers or professors (Ingersoll, 2001). Minnesota Department of Education has conducted several research studies that have focused on teacher retention. After reading *Teachers Matter: Attracting, Developing, and Retaining Effective Teachers* (Organisation for Economic Co-operation and Development, 2005) it appears that teacher turnover is present internationally as well. This review will address several themes that have been presented in the literature, beginning with low retention.

Retention Rate

According to the Minnesota Department of Education's Teacher Supply and Demand publication (2007), 32% of new teachers that were hired in 2001 left after five years and 27% of new teachers from 2003 had left after only spending three years in the classroom. Not only is this disturbing to teacher education programs and their graduates but this is also proving to be very costly to the school districts.

The supply and demand theory provides two options for trying to fix this problem. These options would be to increase the quantity supplied or decrease the quantity demanded. When looking at the last option, decreasing the demand, this can be achieved by decreasing the turnover rate.

Teacher Attrition and Migration

“Nationally, approximately 30 percent of new teachers leave teaching within three years, and 40 to 50 percent leave within five years” (Johnson, 2004, p.12). This is just one of the many statistics that refer to teacher attrition. Several of the reasons for the high attrition and migration rates could ultimately be broken down further into two categories including voluntary and involuntary. The involuntary reasons may include school closings or cutbacks. Personal reasons also play a very important role in both migration and attrition. These reasons may be health or family related and job dissatisfaction. Both poor salary and lack of administrative support can be associated with job dissatisfaction.

Summary

Mr. Ingersoll has influenced me to test his theories with a small portion of the University of Minnesota, Morris teacher education graduates. This study did show the pattern of teacher education graduates over a ten year period including the number of years in the teaching field and the reasons they left the field, when applicable. It is even possible that this project may lay the groundwork for possible future studies by the UMM Education department. The results of the survey may either agree with the findings that Ingersoll has noted in his articles or the statistics may differ from the Schools and Staffing Survey and Teacher Followup Survey.

Methodology

One of the objectives of this study was to compare the UMM teacher educator data to that from the SASS and TFS along with Richard Ingersoll's interpretations. This study was going to help UMM with their accreditation process by accounting for their alumni that are licensed educators. Below I will be describing the participants and the research process that will be used for this field project.

Setting and Participants

The initial participant list included all of the teacher education alumni from 1997-2006 including both the elementary and secondary education programs. This list was narrowed down as individuals may have chosen not to participate in this survey or they may not have updated their personal information with UMM and no address was known. Included in the final project appendix will be the letter from the IRB granting approval, Consent Form, and copies of correspondence, including surveys that will be sent to the alumni. The UMM Division of Education Chair, had agreed that the Education budget will be able to cover the expenses associated with this project including paper, photocopying, envelopes, and postage.

Research Design

This research was to be conducted in four phases. The first phase was to compile a list of names and current addresses to send the introduction letter that includes the questionnaire. The next phase was to include a postcard reminder for those that have not returned their survey. An additional survey will be sent to those that request another in case they misplaced their original one. The third stage was to send a follow up letter

thanking the participant for their assistance in this project. The final mailing would be sending the results of the survey to those that have requested it.

This research project includes both independent and control variables similar to that of the SASS and TFS. The independent variables include the school demographics which include region, school enrollment, community type, school level, and minority enrollment. Control variables include the alumni personal demographics which consist of age, gender, and teaching license area.

Several of the questions were the same as the SASS and TFS so there are direct comparisons to results from both surveys. The survey was approved by the UMM Teacher Education faculty as several of the results may be incorporated into the next accreditation visit as evidence.

Summary

The findings from this survey will be very beneficial for multiple stakeholders and departments. UMM and the Education Department will benefit from this survey and the results may be used as evidence for the next accreditation visit. Another benefit is to improve the teacher education programs by promoting and possibly even providing services which will lead to retention for the candidates as they enter their own classrooms. There is an additional benefit to the teacher education alumni as they will have the opportunity to see the statistics and maybe even reconnect with each other.

Results and Discussion

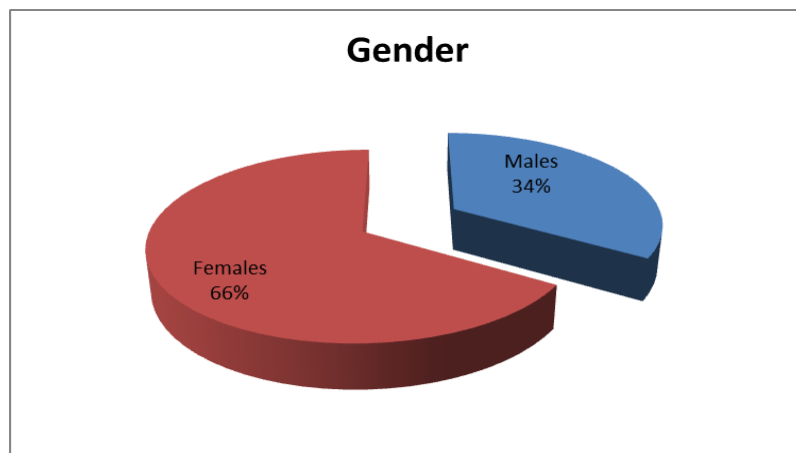
This study was about UMM teacher education rates and comparing the results to data that has previously been published. The Institutional Review Board (IRB) had approved my research study (Appendix A) so the original email containing the consent form and hyperlink to complete the online survey was sent (Appendix C). The raw data from the survey is included as Appendix D.

There was an error with the identification of alumni and all teacher education graduates were sent the information. This prompted another form to be completed and the IRB approved my change in protocol request (Appendix B).

This survey was emailed to UMM education graduates from 1963 through 2013 for a total of 1,816 recipients. The gender pie chart shows that 1,204 were female and 612 were male representing 66% and 34% respectively.

Table 1

Surveys Sent Broken Down By Gender

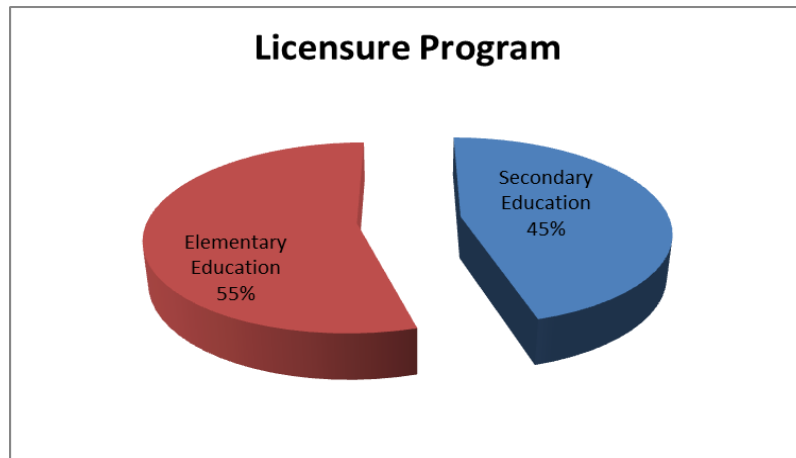


The licensure program pie chart shows that 1,040 survey recipients were elementary education and 867 were secondary education representing 55% and 45%

respectively. This data includes recipients that were counted twice if they received a license in both programs.

Table 2

Surveys Sent Broken Down By Licensure Program



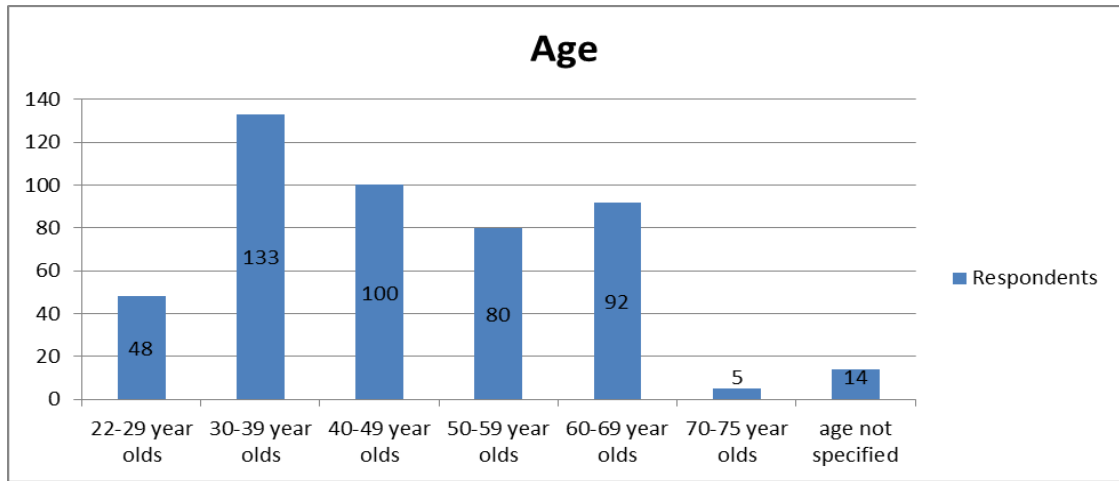
There were 459 responses through the online Google survey. There were two personal emails that clarified their survey responses and eleven emails with responses for the teaching information. This provided me with a total of 472 responses for a 27% response rate with the graduates that had a distinct email identified with the University of Minnesota, Morris Alumni Office.

Results

The first question on the survey asked the recipients their current age and below is the breakdown by age span and number of responses.

Table 3

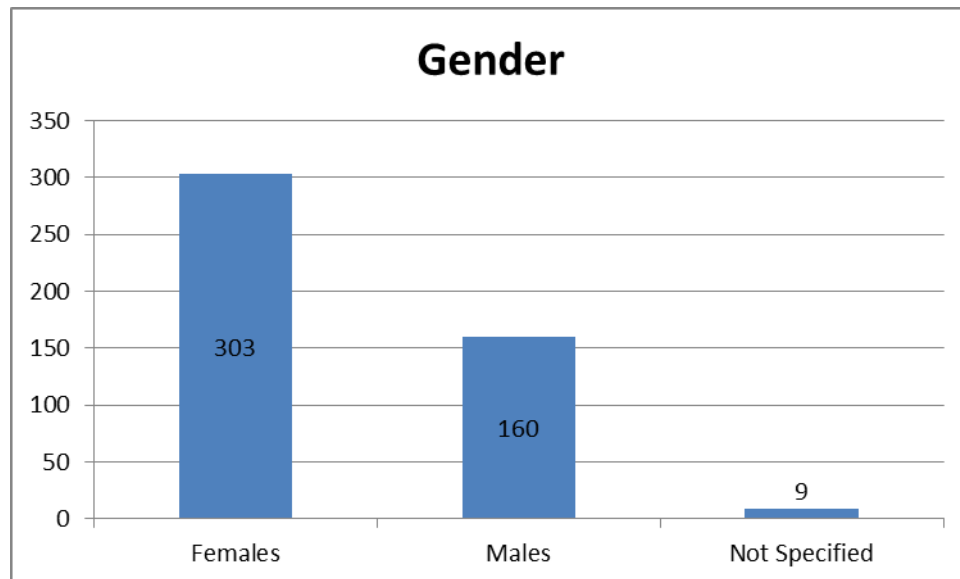
Survey Responses By Age



The second question on the survey asked the recipients their gender and below is the breakdown by gender and number of responses.

Table 4

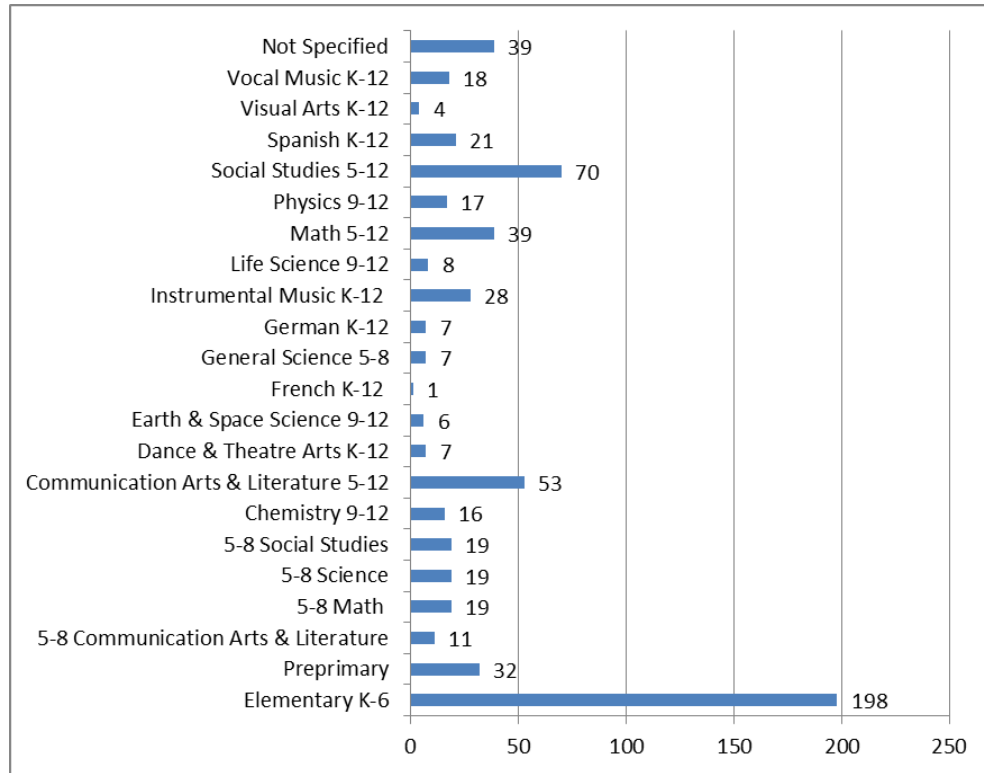
Survey Responses By Gender



The third question on the survey asked the recipients what teaching license(s) they hold and below is the breakdown by gender and number of responses.

Table 5

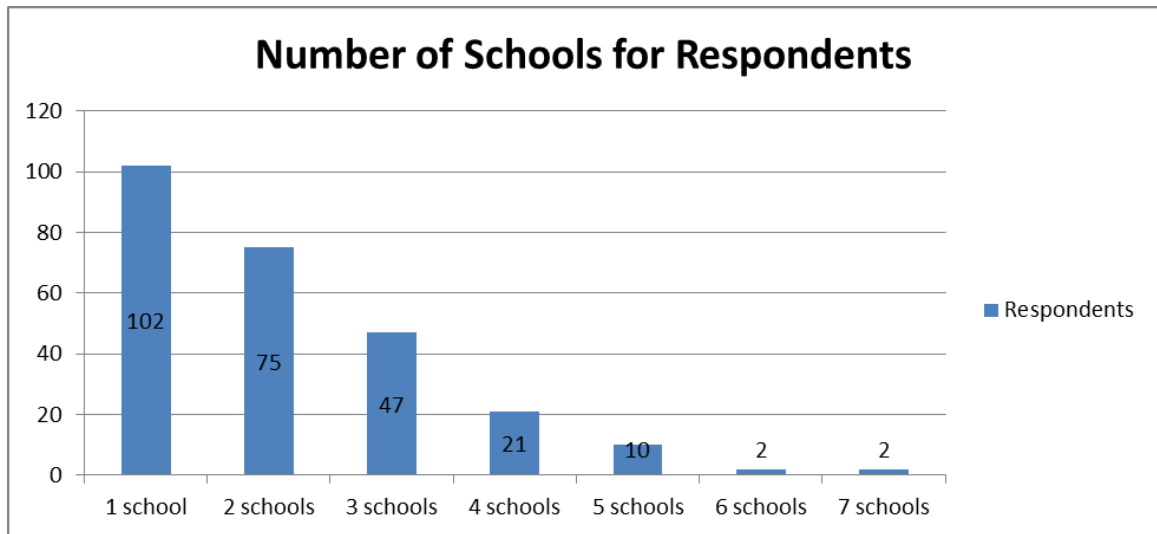
Survey Responses By Licensure Areas



The final question on the survey asked the recipients to list the school they taught at, how many years they were there, and the reason for leaving. There were 259 responses where individuals taught for their entire career and this includes 46 that are now retired. The graph below illustrates the number of schools that these 259 individuals identified.

Table 6

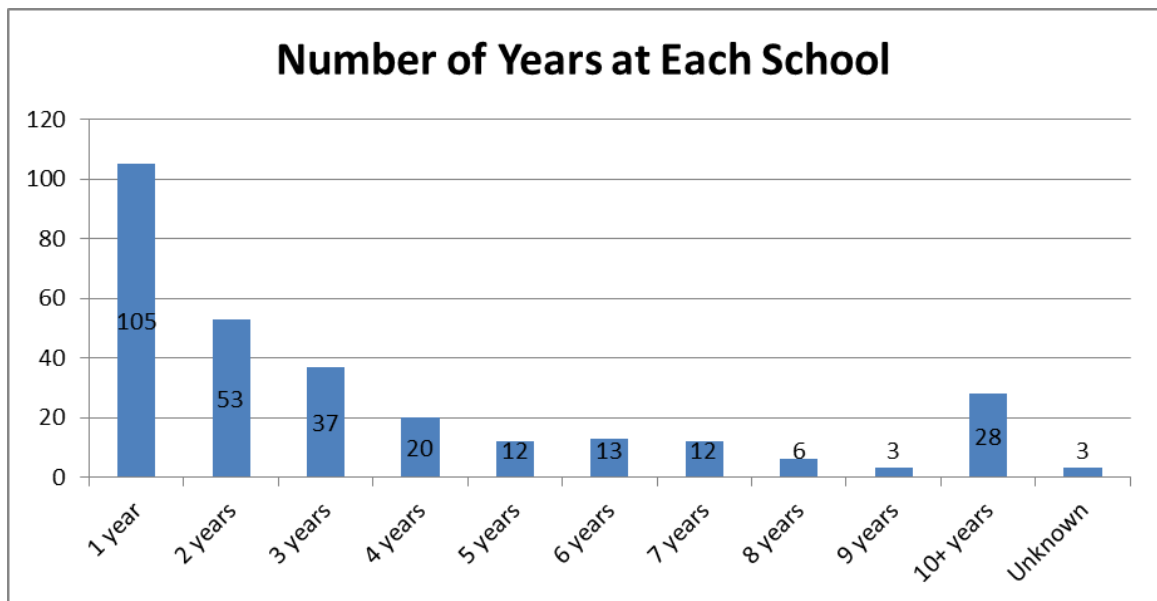
Survey Responses By Number of Schools Taught At



For the individuals that responded for more than one school, I analyzed the number of years they spent at each school and below is the breakdown.

Table 7

Survey Responses By Number of Years at Each School



For the individuals that are no longer teaching, I analyzed the reason for leaving a school and below is the breakdown outlining voluntary and involuntary reasons.

Table 8

Survey Responses By Voluntary Reasons

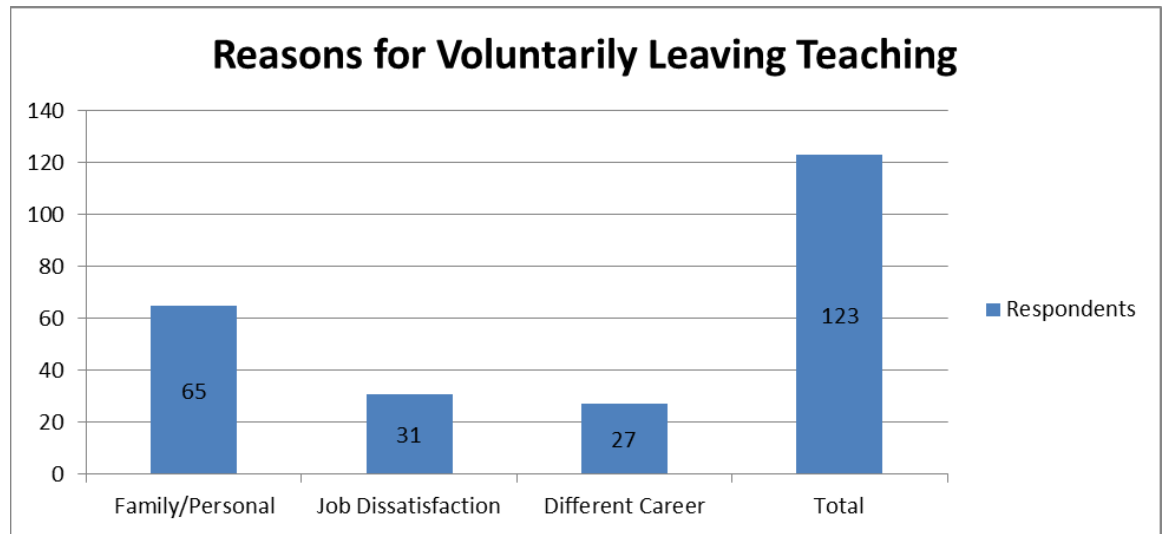
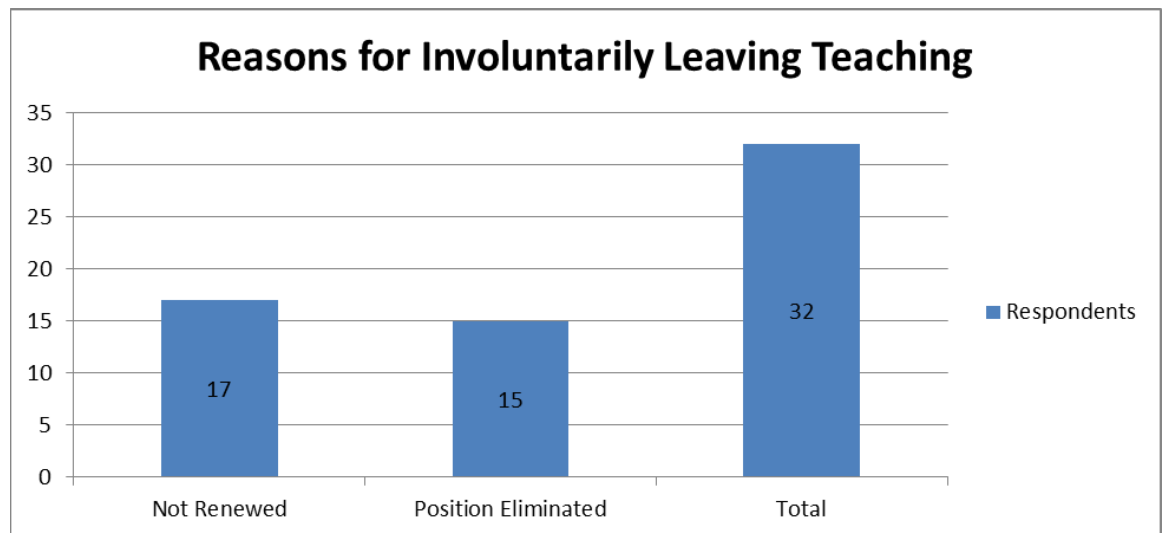


Table 9

Survey Responses By Involuntary Reasons



Discussion

This study was about UMM teacher education rates and comparing the results to the research that was referenced earlier which stated that 29% of new teachers leave the profession or moved to another school during the first three years in the workforce (Ingersoll & Smith, 2004). This teacher education retention survey shows that 66% of the teachers that were surveyed spent one, two, or three years at a school before moving to another school or leaving the profession which exceeds the data that Ingersoll & Smith reported in 2004. This survey also reveals that 39% have spent their entire teaching career at one school. This survey illustrates that 131 of the 508 individual license areas were in the math and science areas. It was identified that teacher turnover is related to the teaching field (Ingersoll, 2001, p.502).

When analyzing the reasons that UMM graduates left the teaching field, it was determined that approximately 53% left for personal or family reasons and 25% left for job dissatisfaction. The research that was published indicated that half left for better careers or they were not satisfied (Ingersoll, 2001).

Summary

The survey response percentage for genders is also aligned with the percentage of surveys sent out. The results of both the outlined initial research and this survey are consistent with each other. My initial analysis did not involve the relationship between license area and the number of years spent teaching at each school.

Summary and Conclusion

The purpose of this survey was to compare and contrast retention rates of teacher education graduates from the University of Minnesota, Morris to research that has been previously conducted. The initial participant list was to include all of the teacher education alumni from 1997-2006 but there was a misunderstanding and the survey was emailed to all teacher education alumni. One of the initial questions that I posed was, “do we know how many newly licensed teacher don’t teach?”. After compiling the results of this survey, it was noted that there were 47 responses that indicated that they never taught in a classroom.

Significant Findings

As referenced earlier, one option to improve the retention of teachers would be to decrease the turnover rate. This survey demonstrates that half of the teachers left their teaching position for family or personal reasons. Teacher education programs may not be able to prevent these voluntary variables. I found the gender data to be interesting as the response rate percentages were very similar to the recipient percentages.

Educational Implications

The teacher education department at the University of Minnesota, Morris could implement an annual survey regarding their graduates and share with current and prospective students. This could assist with preparation of their entry into the field and reasons for alumni leaving the field. There are options available to inform current and prospective students about these statistics so individuals can be mentally prepared if they were to find themselves in this position.

Recommendations for Future Research

A recommendation to assist the University of Minnesota, Morris teacher education department with identifying valuable information about the programs and personnel would be to survey every student that completes the program not just the students that are licensed. This would allow the faculty the opportunity to review the survey results and implement recommended changes or enhance the identified strengths.

Summary

The survey, like many, are useful and meaningful when they can be implemented and executed over a period of time and finally analyzed consistently. This survey was a very basic inquiry into teacher education retention at the University of Minnesota, Morris. Looking back at the conception of this idea, it would have been more beneficial to include a faculty member from the education office. It would have added a statistical and experienced faculty member's knowledge and provide a direct connection to the department upon my departure. The usefulness of this survey with the accreditation process was not executed as I took another position at the university. Retention is such an important topic in a variety of field even outside of higher education.

Overall, I was satisfied with my survey, the responses, and the results. However, the mistake in the original solicitation forced me to improvise on reporting the results and comparing them to the original research outlined. There were also other factors that played a role in the delay of this project including staffing changes in the education department as well as my personal career change and family life.

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11/25/13

University of Minnesota, Morris Mail - 1311E45825 - PI Koehler - IRB - Exempt Study Notification



Jana Koehler <koehlerj@morris.umn.edu>

1311E45825 - PI Koehler - IRB - Exempt Study Notification

1 message

irb@umn.edu <irb@umn.edu>
To: koehlerj@umn.edu

Fri, Nov 15, 2013 at 4:10 PM

TO : jwillia1@umn.edu, koehlerj@umn.edu,

The IRB: Human Subjects Committee determined that the referenced study is exempt from review under federal guidelines 45 CFR Part 46.101(b) category #2 SURVEYS/INTERVIEWS; STANDARDIZED EDUCATIONAL TESTS; OBSERVATION OF PUBLIC BEHAVIOR.

Study Number: 1311E45825

Principal Investigator: Jana Koehler

Title(s):
Teacher Education Retention Survey

This e-mail confirmation is your official University of Minnesota HRPP notification of exemption from full committee review. You will not receive a hard copy or letter.

This secure electronic notification between password protected authentications has been deemed by the University of Minnesota to constitute a legal signature.

The study number above is assigned to your research. That number and the title of your study must be used in all communication with the IRB office.

Research that involves observation can be approved under this category without obtaining consent.

SURVEY OR INTERVIEW RESEARCH APPROVED AS EXEMPT UNDER THIS CATEGORY IS LIMITED TO ADULT SUBJECTS.

This exemption is valid for five years from the date of this correspondence and will be filed inactive at that time. You will receive a notification prior to inactivation. If this research will extend beyond five years, you must submit a new application to the IRB before the study's expiration date.

Upon receipt of this email, you may begin your research. If you have questions, please call the IRB office at (612) 626-5654.



Jana Koehler <koehlerj@morris.umn.edu>

IRB Acknowledgment of Change in Protocol Request

1 message

irb@umn.edu <irb@umn.edu>
To: koehlerj@umn.edu

Tue, Dec 31, 2013 at 12:42 PM

TO : jwillia1@umn.edu, koehlerj@umn.edu, The IRB has reviewed and acknowledged your change in protocol for the study listed below:

Study Number: 1311E45825

Principal Investigator: Jana Koehler

Title(s):

Teacher Education Retention Survey

Your study was determined previously to be exempt from IRB review in one of the following categories 45 CFR 46.101(b):

#1 INSTRUCTIONAL STRATEGIES IN EDUCATIONAL SETTINGS.

#2 SURVEYS/INTERVIEWS; STANDARDIZED EDUCATIONAL TESTS; OBSERVATION OF PUBLIC BEHAVIOR.

#3 PUBLIC OFFICIALS; SURVEYS/INTERVIEWS; OBSERVATION OF PUBLIC BEHAVIOR.

#4 EXISTING DATA; RECORDS REVIEW; PATHOLOGICAL SPECIMENS.

#6 TASTE TESTING AND FOOD QUALITY EVALUATION.

The changes you have proposed do not alter your exempt status. No action is needed at this time

Please do not hesitate to contact the IRB office at 612-626-5854 or irb@umn.edu if you have any questions.

UMM Teacher Education Retention Survey

CONSENT FORM

Teacher Education Retention Survey

You are invited to be in a research study of retention in the teacher education field. You were selected as a possible participant because you completed the University of Minnesota Morris Teacher Education Program between 1996-2007. We ask that you read this form and ask any questions you may have before agreeing to be in the study.

This study is being conducted by: Jana Koehler, University of Minnesota Duluth Masters of Education student and University of Minnesota Morris Financial Aid Administrator.

Background Information

The purpose of this study is to determine if the University of Minnesota, Morris (UMM) Teacher Education graduates' retention rates fall in line with the research that has previously been conducted.

Procedures:

If you agree to be in this study, we would ask you to do the following things:

Complete the online survey. By completing and submitting the survey, you are providing your consent to participate.

Risks and Benefits of being in the Study

This study has no risks or benefits involved for the participants.

Compensation:

There will be no compensation for completing this survey.

Confidentiality:

The records of this study will be kept private. In any sort of report we might publish, we will not include any information that will make it possible to identify a subject. Research records will be stored securely and only researchers will have access to the records via Google Drive and the storage is not encrypted as the responses are not tied to a name, student ID, or any other personal identifier.

Voluntary Nature of the Study:

Participation in this study is voluntary. Your decision whether or not to participate will not affect your current or future relations with the University of Minnesota. If you decide to participate, you are free to not answer any question or withdraw at any time without affecting those relationships.

Contacts and Questions:

The researcher conducting this study is: Jana Koehler. You may ask any questions you have now. If you have questions later, you are encouraged to contact her at 105 Behmler Hall, 320-589-6056, koehlerj@morris.umn.edu. You can also contact her advisors and directors of the program, Julia Williams, 218-726-8630 or jwillia1@d.umn.edu, and/or Diane Rauschenfels, 218-726-8547 or djrausch@d.umn.edu.

If you have any questions or concerns regarding this study and would like to talk to someone other than the researcher(s), you are encouraged to contact the Research Subjects' Advocate Line, D528 Mayo, 420 Delaware St. Southeast, Minneapolis, Minnesota 55455; (612) 625-1650.

Statement of Consent:

|

I have read the above information. I have asked questions and have received answers. I consent to participate in the study.

Current Age

Gender

- Male
- Female

Teaching License(s) Held

Please check all that apply.

- Elementary K-6
- Preprimary
- 5-8 Communication Arts & Literature
- 5-8 Math
- 5-8 Science
- 5-8 Social Studies
- Chemistry 9-12
- Communication Arts & Literature 5-12
- Dance & Theatre Arts K-12
- Earth & Space Science 9-12
- French K-12
- General Science 5-8
- German K-12
- Instrumental Music K-12
- Life Science 9-12
- Math 5-12
- Physics 9-12
- Social Studies 5-12
- Spanish K-12
- Visual Arts K-12
- Vocal Music K-12

Teacher Retention Project Appendix C

School 1 - Please type in name of the school, how many years you were at the school, and the reason for leaving.

Examples of "Reason For Leaving" include but are not limited to: personal (health or family), job dissatisfaction (poor salary, lack of administrative support), school closing, cutbacks

School 2 - Please type in name of the school, how many years you were at the school, and the reason for leaving.

Examples of "Reason For Leaving" include but are not limited to: personal (health or family), job dissatisfaction (poor salary, lack of administrative support), school closing, cutbacks

School 3 - Please type in name of the school, how many years you were at the school, and the reason for leaving.

Examples of "Reason For Leaving" include but are not limited to: personal (health or family), job dissatisfaction (poor salary, lack of administrative support), school closing, cutbacks

Additional Schools - Please type in name of the school, how many years you were at the school, and the reason for leaving.

Examples of "Reason For Leaving" include but are not limited to: personal (health or family), job dissatisfaction (poor salary, lack of administrative support), school closing, cutbacks

Teacher Retention Project Appendix D

Current Age	Gender	Teaching License(s) Held	School 1 - Please type in name of the school, how many years you were at the school, and the reason for leaving.	School 2 - Please type in name of the school, how many years you were at the school, and the reason for leaving.	School 3 - Please type in name of the school, how many years you were at the school, and the reason for leaving.	Additional Schools - Please type in name of the school, how many years you were at the school, and the reason for leaving.
37		Instrumental Music K-12	Renville County West Middle School, 3, left for a new position.	Richfield Middle School, 6, left for a new position.	Richfield High School, 5, still here!	None.
41	Female	Vocal Music K-12	Chat field high school. Was there six months. I was a full time sub and finished the year out for their teacher.	Plainview High School. Left in March of my THIRD year due to birth of first child.		
34	Female	Chemistry 9-12, General Science 5-8	Blaine High School , 3 years, job dissatisfaction and wanted a different career			
41	Female	Communication Arts & Literature 5-12	Northeastern Jr. College, Sterling Co, 1 year I was a part time instructor/residential life director. The college was mainly interested in a Mother/Father style handling of residents rather than a true liberal arts view of the job. I enjoyed the teaching; however, it did not trump the drawbacks of staying on as an RD there.	I've had quite a bit of nontraditional teaching tasks such as training curriculum, workshops, etc. I currently work in IT and have never directly worked for a school since my first job in Education. As a side note, my actual degrees are as follows: Secondary Education license English Major		
37	Female	Elementary K-6, 5-8 Science	Clinton-Graceville-Beardsley, 6 years, budget cuts/school closing	Big Stone City, 2 years, personal (offered job with shorter commute)	Browns Valley, 6 years, remain employed here	
38	Female	Chemistry 9-12	I taught at LaMoure Public School for 1 year. I left because contract was not renewed. Lack of administrative support, teaching middle school and high school was not my calling.	I currently have my PhD in Biochemistry and Molecular Biology. I am assistant professor of Biochemistry at Charleston Southern University. I have been teaching here for 5 years.		
42	Female	Math 5-12	Eagan High School 3 years left due to family move	Albany High School 1 year left due to better offer	Sartell High School 3 years left to be a stay at home mom	Currently at SCSU teaching math for last 8 years
44	Female	Elementary K-6	Buffalo Lake Elementary School 1 year budget cuts	Detroit Lakes 1 year Wanted to be closer to home	Buffalo Lake Elementary 3 years got married	Akin Road Elementary in Farmington 23 years still there
31	Female	Elementary K-6, 5-8 Social Studies	I never became a classroom teacher after graduating.	I never became a classroom teacher.		
30	Male	Elementary K-6, Preprimary	Excell Academy Charter...taught there for 3.5 years. I left because I felt I did not get enough support from above. I felt there was a lack of accountability held on people near the top. It also would not work with my want to coach baseball.	Rice lake elementary...still currently teaching there in my fourth year teaching the same grade level.		
	Female	Social Studies 5-12	Buffalo Lake-Hector, 1 year; Job Dissatisfaction			
61	Male	Social Studies 5-12	New Ulm High School, took an AD job in Alexandria after 18 years of teaching			
63	Male	Elementary K-6, 5-8 Math , 5-8 Social Studies	Atwater Public Schools 3 years Left to be closer to the cities.	Orono Public Schools 32 years I retired		

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59	Male	Social Studies 5-12	I have a Physical Education and coaching license. School 1-- Sutherland high School, Iowa. (2 years) get back into Mn.	Ortonville High School, 33 years. have not moved.		
31	Female	Instrumental Music K-12	Little Falls Community School District. 10 years. All since graduation.			
31	Female	Elementary K-6, 5-8 Social Studies	St. John's/St. Andrew's in Meire Grove, MN 1 year Left because a relocation to a different part of the state.	Clarkfield Area Charter School 6 years This is my current job		
32	Male	Instrumental Music K-12, Vocal Music K-12	Yellow Medicine East High School 2005-present			
60	Male	Social Studies 5-12	Windom Area High School, 1976-1978. Position eliminated due to declining enrollments/revenues.			
28	Female	Elementary K-6, 5-8 Communication Arts & Literature	Aurora Charter School, 2 years, lack of administrative support, contract was not renewed	Andersen United Community School, 1 year, cutbacks	Pope John Paul II Catholic School, 3 years, moved after marriage	Mishawaka Catholic School - currently in my first year
47	Male	Social Studies 5-12	Red Lake High School, 1 year, cutbacks	New London-Spicer High School, have been here since 1997.		
42	Male	Social Studies 5-12				Never left the profession...only moved once to another district because of a job my wife took.
28	Female	Elementary K-6, 5-8 Communication Arts & Literature, Spanish K-12	Sojourner Truth Academy (4th grade teacher) 5 years Left to pursue job that was mathematics specific (got masters in math education) and also because pay was so low at the charter school.	Folwell School, Performing Arts Magnet (Elementary Math Specialist) 1 year completed (currently in 2nd year at Folwell)		
31	Female	Chemistry 9-12, General Science 5-8, Life Science 9-12, Physics 9-12	Studio Academy, 3 years, moving away from Rochester.	New Heights School, 5 years, moved away from the area	Marshall County Central High School, present	
64	Female	Math 5-12, Social Studies 5-12	Sacred Heart School, Sedalia, Mo, 3 years, personal	St. Anne's School, East Moline, Ill, 3 years, personal	St. Mary's School, Breckenridge, MN, 36 years, still teaching here	
34	Male	Elementary K-6	Kasson-Mantorville 12 years All at KM. Received the job before graduation from UMM and have been in the same grade level at the same school ever since.			
64	Female		Morris public school I was a long term sub for one year and the regular teacher returned. There was no opening in my field.			

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46	Male	Elementary K-6, 5-8 Math, 5-8 Social Studies	Same school now:)	Same school now:)	Same school now:)	Same school now for 22 years:)
48	Female		My areas are not listed above. I have Licenses in Family and Consumer Science 9-12 and Health Education K-12. I never taught in the K-12 system, rather at the college level after completing my Master's degree. Bethel College (University) - 13 years 1988-2000 - Left because of Grief issues after loosing both of my parents.	Minnesota State Community and Technical College in a professional Education role right now. 7 years		
31	Female	Math 5-12	Buffalo High School. I have no reason for leaving (I am still here - I never left) I was hired by the Buffalo-Hanover-Montrose school district right out of college. This is my tenth year teaching math at the high school, and I don't plan to leave! This could very well be my one and only job.			
35	Female	Elementary K-6	St. David's Child Development and Family Services - 4 years poor salary and family (had a baby)	Spring Lake Park Schools - Woodcrest Early Childhood Center - currently employed part time as a parent and family educator. I took nearly 8 years off to raise children (8, 5 and 2.5) and recently went back to teach 2 -3 hour classes a week.		
48	Male	Elementary K-6	Madison, Mn 1 year Got married and moved closer to my wife's job	New Ulm, MN 25 years Still teaching in the same school.		
61	Male	Dance & Theatre Arts K-12, Social Studies 5-12	FYI I went to Grad School immediately after graduating from UMM receiving a MS in Information Science and Licensure in K12 Library media and AV (technology) New York Mills K-12 1974-1980 took job at new school District-- wanted to go to a larger District and focus on secondary students	Staples Schools 7-12 1980 - 1985 Unique opportunity to become an administrator at new 17,000+ student District for large increase in salary. Heavily involved in introducing new technologies into the classroom, establish a K-5 library program and building several new buildings with a green and technology emphasis.	Sioux Falls, SD schools 1985-2001 District Admin-- Library Media services--Left for early retirement/new opportunities in Private sector. Time to do something different though after 5 years of consulting and work in retirement industry I am now employed with Atomic Learning--an on line training and curriculum support training outfit!	

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54	Male	Elementary K-6	Dr. Phillips Elementary School, Orlando, Florida, 3 years (first grade teacher) recruited to be on charter staff of new school	Clarcona Elementary School, Orlando Florida, 1 year (first grade teacher) returned to Minnesota to be closer to family	Cannon Falls Area Elementary School, 1 year (second grade teacher) first child born, moved to new home in another community	<p>Buffalo Lake/Hector, MN Elementary School, 5 years (first grade - 3 years, and fourth grade teacher - 2 years) recruited for administrative position in nearby community</p> <p>Park Elementary School, Hutchinson, MN, 5 years (assistant principal and co-principal) promoted to principal ship of another district school</p> <p>West Elementary School, Hutchinson, MN, 5 years (principal) recruited to be founding director of Charter School</p> <p>New Century Academy, Hutchinson, MN 4 years (director) founded second charter school</p> <p>New Discoveries Montessori Academy, Hutchinson, MN 7 years (director and superintendent) current position</p>
37	Female	Social Studies 5-12	Brooklyn Junior High, 2 years, laid off because of a failed levy (cut 40 of 120 in the building).	Academy for Sciences and Agriculture, 10 years, still here!	NA	NA
36	Female		<p>I completed the Education Program but never became licensed because I knew after student teaching at Park High School in Cottage Grove, MN, that it wasn't the best fit for me. My reasons for never certifying were that I didn't feel that I was creative enough to be an effective teacher and keep students engaged. I also found both No-Child Left Behind and the bureaucratic/budgetary restrictions to be disheartening. I instinctively knew that teaching in a traditional classroom would have been okay for me but not truly the best fit for me or for students.</p> <p>However, I DO still work in education, as a librarian and associate professor at Minnesota State University, Mankato. This is my first (and current) job in the education field and I absolutely love it. Teaching at the reference desk is a great deal of fun and</p>			

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			very rewarding. I have been here since 2006.			
37	Male	Social Studies 5-12	Montgomery-Lonsdale Public Schools 2 years Left for personal/family reasons.	Kerkhoven-Murdock-Sunburg Public Schools 3 years To pursue Master's Degree in School Counseling		
33	Female	Instrumental Music K-12	West Wind Elementary; Phoenix AZ. 1 year. Lack of administrative support Wilmot & Summit Public schools SD; 1 year. Resigned instead of being non renewed. Belgrade-Brooten-Elrosa public schools 1 year. Did not get along with choral teacher			
61	Male	5-8 Science, Life Science 9-12	Milaca in my 40th year started here in 1974			
31	Male	5-8 Math	Waconia High School, 9 years, currently still employed			
45	Female	Spanish K-12	Willmar Public --- 6 years -- reason for leaving-- marriage/moved	Chisago Lakes Public Schools-- reason for leaving--job dissatisfaction	Willmar Public Schools 13 years-- to present	
39	Female	Communication Arts & Literature 5-12	Albert Lea Area Learning Center, 2 years, 28 at-risk students in one of my classrooms was almost double the student teacher/adult/para ratio recommended by the state at the time. I had no paras. I requested special ed. assistance since two of my students were considered I.d. / sp. ed. The dept. did not support the request. I did a diagnostic and many of my students were reading between 2nd and 3rd grade reading levels while others were at an 11th grade level in the same classroom. At that time I don't believe that EBD was falling under special education.	After several years, I have returned to working as a para and am now working as a para at Minnewaska Area Day Treatment School. I am a current employee. My license lapsed in 2005. Since then I have completed graduate work in creative writing which does not apply for CEU since I graduated in 2007. The cut-off was 2008. My studies in theology may not apply and I have not investigated that. I am bi-vocational, serving a rural church part time.		
61	Female	Social Studies 5-12	Taught Physical Education (not included on list above - I was certified K-12) and Social Studies at Buffalo High School, in Buffalo, MN from 1974- 1984 I left because my husband and I moved to Indiana.			

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51	Male	Elementary K-6, Physics 9-12	Springfield Public Schools This is my 28th year teaching, all in the same school.		
26	Male	5-8 Science, Chemistry 9-12, Life Science 9-12, Physics 9-12	Chokio-Alberta High School Still currently employed at C-A, in my 4th year of employment		
35	Male	Elementary K-6, 5-8 Math	St. Louis Park Public Schools - Susan Lindgren Intermediate School, 2 years, got cut year one, then hired back, got cut year two and found a new job in Delano, only to be offered a job again in St. Louis Park after I accepted a position in Delano.	Delano Public Schools, currently in my 10th year here.	
30	Female	Elementary K-6, Preprimary, 5-8 Math	Chisago Lakes Primary School-Grade 1, This is the only school I have worked in, and it is my 9th year.		
29	Female	Elementary K-6, Preprimary	Birch Grove, off & on for 4 years, 1)end of temporary contract 2)lay off 3)resigned to be a stay at home mom	Rippleside Elementary, 1 year, end of temporary contract & relocation	
39	Male	Elementary K-6	Morris Elementary School. I was there for 1 yr. as a title 1 teacher. I left to teach at Hancock where I was coaching, and I was hired as a classroom teacher.	Hancock school district. I was there for one year. I left to go to Watertown/Mayer Elementary School. I was getting married and moved to where my wife was going to school and worked.	Watertown/Mayer Elementary School. I am currently in my 15th year of teaching in this district.
63	Male	Elementary K-6, Communication Arts & Literature 5-12	I was fortunate and came and stayed.... I taught in the Marshall Middle School for 39 consecutive years and retired three years ago. It was a wonderful experience and UMM did a great job of preparing me for it.		
29	Female	Elementary K-6, Preprimary, 5-8 Social Studies	Central Elementary School - Norwood Young America - 1 year (location)	Zimmerman Elementary School - Elk River School District - 7 years Still at this school	
66			Grand Meadow, Mn 4 yrs was an unfulfilling employment choice	Grand Meadow was the only school.	
31	Female	Elementary K-6, Preprimary, 5-8 Social Studies	Aitkin Elementary School- 3 months as a Title One helper. I left because I needed a job that paid more (only 11K a year in wages!). I left that job and became an office manager at a computer company and have not taught since (although I have taken teaching classes and renew my license every 5 years just in case I need it someday).		
36	Male	Social Studies 5-12	I worked 7 years at Marshall County Central HS as the 10-12 Social Studies teacher I left teaching in the classroom to become a HS Principal at New Rockford-Sheyenne HS in New Rockford, ND	I left New Rockford after 1 year as HS Principal to take the HS Principal/Activities Director position at Warren-Alvarado-Oslo HS in Warren, MN	I worked at WAO for 5 years as HS Principal and Activities Director I left WAO to become the HS Principal at Morris Area HS where I am currently employed. Have been at Morris for the past 2 years

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37	Female	Elementary K-6	Clinton-Graceville-Beardsley Elementary, Clinton, MN - 1 year No longer a position available	Herman-Norcross Community School, Herman, MN - 3 years Took a different teaching position closer to home	St. Mary's Catholic School, Morris, MN - 9 years Ready for something different	
61	Male	Chemistry 9-12, Math 5-12, Physics 9-12	Brandon Public Schools, Brandon, MN 17.8 years poor salary and lack of administrative support - left teaching	NA	NA	NA
38	Female	Communication Arts & Literature 5-12, Spanish K-12	Hastings High School--16 years--I have not left. I'm still teaching here.			
67	Female	Elementary K-6	Minnewaska Area Elementary, Glenwood MN 23 years Retired			
33	Male	Math 5-12	Baltic HS, Baltic, SD - 1 Year Left because my wife and I moved to Iowa so she could attend graduate school.	Newton HS, Newton, IA - 3 Years Left because my wife and I moved back to South Dakota.	Estelline HS, Estelline, SD - 7 years Left because I was ready for a change. I enjoyed teaching there, but a better opportunity presented itself.	Brookings HS, Brookings, SD - currently in my first year. My wife and I live in Brookings, so it made it easy to decide to accept a position in the district in which I live.
46	Female	Elementary K-6	Morris Elementary School, 1989-1991, 2 years, reason for leaving: moved to Willmar	Willmar Public Schools, 1991-2001, 10 years, reason for leaving: job got cutback in time	Montevideo Public Schools, 2001-present, 13th year, currently employed	
39	Female	Elementary K-6	Prairie Valley Elementary - Calendar, Iowa - 1996-1997 - one year contract Corpus Christi Catholic School - Fort Dodge, Iowa 1997-1998 - relocated back to MN	Maternity of Mary-St. Andrews Catholic School, St. Paul, MN - 1998-2004 - left to stay home with my children :)	Talent Development teacher at Anoka-Hennepin Schools, Anoka, MN 2004-present	
64	Male	Social Studies 5-12	St. Raphael's Catholic School taught two years poor salary and the chance to relocate closer to family	Hoffman Public School 6 years School consolidated with Kensington	Hoffman-Kensington High school 13 years School consolidated with Barrett/Elbow Lake	West Central Area High School 15 years Retired
67	Male	Chemistry 9-12, General Science 5-8, Math 5-12, Physics 9-12	Delano High School - 1968 -1969 school year - Drafted and so enlisted in the US Navy Delano High School - 1973 - 1978 - Offer a position at Sperry Unisys Defense systems that paid more and was challenging. Spent 34 years there and am now retired	No other school		
66	Female	Elementary K-6	I never did teach. I wanted to go with the airlines for a couple. Years before starting my teaching career ; to 'see the world' first . After two interviews, I was told I had too much education to be a stewardess'. By that time; January, it was too late to get a teaching job so I began my career in the investment business and worked there for ten years, my last position being Asst. Mgr. of the Syndicate Dept.			

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28	Female	Social Studies 5-12	Quest Academy - less than a year. Reason for leaving: position was cut due to budget and enrollment.			Since graduating UMM I never worked or was hired full-time at a school. I worked as a substitute teacher for charter schools in MN for two years, with two long-term placements that lasted several months each. I feel that my degree did not prepare me for that job as I was teaching all grades, and encountered demands & behaviors that I had never been prepared for.
67	Female	Elementary K-6	Lucerne MN Public Schools year 1968-69...left because husband was serving in the military and moved to Florida	Duval County Public Schools, Jacksonville FL. 1969-1972.. Taught in 3 different buildings...was transferred in the middle of the school year to an inner city school as part of court ordered integration of schools. Took several months of maternity leave at the beginning of the next school year and then was placed in a third school	Substitute taught Burnsville MN public schools 1973-1975 because full time teaching jobs were not available. Schools were laying off teachers. Left teaching. Did serve later on Hopkins MN School Board. Went back to school, got a nursing degree and retired in 2011	
58	Male	5-8 Communication Arts & Literature	Discovery Middle School, Alexandria, MN 22 years-will retire from the school. Very satisfied with the school system. They have given me a chance to grow share with other staff. Education has proven to be a very rewarding occupation.			
34	Male	Instrumental Music K-12	Humboldt HS St. Paul I was there for four years. I left for another position.	Brooklyn Center HS I was there for 1 year. I left to return to graduate school.		
31	Male	Communication Arts & Literature 5-12	North View Junior High. I was a .4 teacher (3 sections of 9th grade) and augmented my income with in-house subbing. Unfortunately due to budget cuts they could not hire me back (no tenure).	Armstrong Senior High. I was 1 of 2 new teachers hired to fill a void by one teacher on sabbatical. However, after another successful year of teaching (and high marks on observations), one position was cut due to budget cuts and the sabbatical teacher came back. So despite a lack of tenure, both of us lost our spots.	Prairie Seeds Academy '08-present. My current employment has remained consistent because I am no longer at the beckon call of teacher unions, tenure, and other systems that protect mediocrity in teaching. In my current charter school we have no union, and therefore no tenure. So people only lose their job if they are ineffective at it. Since this is rule, I have yet to lose my position.	
55						
64	Female	Elementary K-6	Mt. Spurr Elementary, 3 years, transferred due to change in population	Ursa Minor Elementary, 5 years, transferred after winning court case	Homestead Elementary, 5 years, involuntary transfer	Ravenwood Elementary, 2 years, fired

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31	Female	Elementary K-6, 5-8 Social Studies	Calvary Memorial Christian School, 6 years, school closing			
67	Female	Communication Arts & Literature 5-12, Dance & Theatre Arts K-12	Waconia High School; 1 year; job dissatisfaction, lack of administrative support; no peer coaching support; no mentorship support.	Maynard High School; 4 years; seek advanced degree in MS in Speech/Theatre	Kasson-Mantorville High School, Dist. 204; 37 years; retired.	
61	Male	Visual Arts K-12	UMM 5 years left after graduation in 75			
35	Male	Social Studies 5-12	2002-2002 MACCRAY: Budget Cut	2002-2003 Willmar HS: Building Substitute, Left after accepting a full time position	2003-20012: Willmar Middle School classroom teacher. Took Job as Mora HS Assistant Principal	2012-2013: Mora HS, Assistant Principal Current position
55	Male	Elementary K-6	Hoffman-Kensington Elementary School. I was there for 4 years after graduating from UMM. I left to pursue college basketball coaching. I have been in college basketball coaching ever since. I loved the elementary classroom, but, wanted to be a coach at the college level.			
43	Male	Elementary K-6	I have taught in Benson, MN my entire teaching career. I started in 1992 and have been in Benson since, still teaching.			
52	Male	Elementary K-6	sebeka 2 years staples 3 years park rapids 7 years bemidji 7 years pequot lakes 11 years i moved schools because of coaching advancement and opportunities.			
50	Male	Social Studies 5-12	Central High School 28 have not left			
67	Female	Vocal Music K-12	Crosby-Ironton Junior-Senior High Schools, Crosby MN 3 years 1968-1971 got married and relocated to where my husband worked	Fred Moore Junior High - Anoka, MN 3 1/2 years 1971-1st semester 1974 Maternity leave. Decided to be a stay at home mom after the birth of my son.		
59	Male	Elementary K-6	Holy Redeemer in Marshall MN 79-85... Left for South Dakota State for a Masters in Athletic Admin. Also, you should know that at the time I graduated from UMM they offered Physical Education and Health teaching degrees... Something some administrative buffoon deemed was unnecessary and thus dropped from majors offered	South Dakota State.. 85-86.. completed my degree and moved on	Hibbing Public Schools, Hibbing, MN here since fall of 1986	
57	Female	Communication Arts & Literature 5-12, Math 5-12	Randolph Public Schools (Randolph, MN), on my 36th year...have not left...1st school I was hired at...			
34	Female	Spanish K-12	Browerville Public School, 12 years (I taught 9 years and this is my third year as school counselor)			
62	Female	Preprimary, French K-12	Roseville Area Schools. Approximately 5. Raise children	Roseville Area Schools. Approximately 3. Work on early ed license.	Spring Lake Park Schools. Still employed; in 17 year.	

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66	Male	Communication Arts & Literature 5-12	Appleton HS 2 years Dissatisfaction	GFW HS 43 years Retirement		
43	Female	Communication Arts & Literature 5-12	Washington Technology Magnet 10 yrs Reason for leaving: new opportunity elsewhere	Johnson High School 7 yrs Reason for leaving: promotion	Farnsworth Aerospace 1.5 yrs Reason for leaving: took a district position as an instructional coach	None- I now work at the district curriculum office. I also have my k-12 Principal license and am working on my superintendent's license. Please note- prior to (I think) 2000, there was no Communication Arts license. The license was called 7-12 English/Language Arts. I checked Comm Arts because it was the closest.
32	Female	Social Studies 5-12	Maranatha Christian Academy. 1 year. Husband found an out of town job. Disagreed with religious beliefs of the school.	St. John's Prep School. 2 years. Too much time for too little pay.		
56	Male	Elementary K-6	Proctor public schools..Bay view ele..18..retired	Duluth public schools..grant ele.2 years...accepted job in Proctor..assist principal to principal	Hancock public schools..3 yrs..accepted job in duluth	Sebeka Ele..7 yrs..accepted job in Hancock..moved into administration Borup ele..1 year..accepted job in sebeka deer creek ele..3 yrs..cutbacks
39	Female	Math 5-12	Lutheran High School South, St Louis MO 3 years Left to attend pursue PHD in mathematics			
37	Female	Elementary K-6	Howard Area Community Center-Early Childhood 1 year commitment through volunteer corps.	Lyon Elementary School 6 years Moved within district for change of grade level.	Pleasant Ridge Elementary 8 years Still working at this school.	
30	Female	Elementary K-6, Preprimary	Cold Spring Elementary - 3 - Family Moved	Paynesville Elementary - 6 years - still teaching here		
46						
38	Male	Social Studies 5-12	Burges High School- 14- have not left			
46	Female	Communication Arts & Literature 5-12	Cibola HS Yuma AZ 1 Returned to Mn to get married			
37	Male	Elementary K-6	MILROY Area Charter School 6 years Left for better opportunity in the town I lived in. I no longer have to commute 15 minutes to work.	Marshall Public Schools 3 years This is my current school.		
55	Male	Elementary K-6	Dry Creek Elementary 10 years. Left to move to Peakview Elementary	Peakview Elementary 22 years. Still there teaching 5th grade.		
44	Female	Social Studies 5-12	Minnewaska Area High School 21 years. Haven't left.			

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57	Male	Elementary K-6	K- 12 PE/ Health Ruthon, Mn. Public School cutbacks 3 yrs.	RTR High School Retiring 32 yrs.		
30	Male	Social Studies 5- 12	Herman Norcross Secondary School, 1 Year, I left because of cutbacks and re-structuring of the position.	Onamia Elementary School, 5 years. I am still currently teaching Elementary Special Education (a license acquired outside of UMM).		
38	Male	Life Science 9- 12	Forest Lake ALC, 16 years, still teaching here at my original placement			
56	Male	Elementary K-6	Morris Area 24 yrs			
55	Male	Communic ation Arts & Literature 5-12	Albert Lea HS--filled in the spring semester of a long term leave. I knew I was hired to fill out this term only. Windom Middle School, 8 years. Left to teach in the high school here at Waupaca, Wisconsin-- personal reasons (family and we liked the area).	I am presently in my 25th year of teaching here at Waupaca High School.		
38	Fem ale	Chemistry 9-12, Physics 9- 12	Coon Rapids High School. This is my 17th year teaching there. It is the only school I have taught at.			
65	Male	Social Studies 5- 12	Did not Teach full time anywhere. I did do some substituting before for entering a government position unrelated to teaching.			
53	Male	Elementary K-6, 5-8 Communic ation Arts & Literature, 5-8 Science, 5-8 Social Studies	Deer Trail Schools; Deer Trail, Colorado. 1 year (job dissatisfaction: poor salary, poor administration)	Crooked Lake Elementary School; 2 years (poor administration, better job opportunity)	Princeton, (MN) Middle School 3 years (budget cuts)	Colvill Elementary (Red Wing, MN) 2 years (better location) Eastern Carver County Schools 22 years Present job (3 different schools-- reason for switching: poor administration)
55	Fem ale	Social Studies 5- 12	DodgeCenter Junior/Senior high School (MN) - 2 years - cutbacks	Austin Schools (MN) - substitute - 1 year - got a full time job	Park Rapids Area High School (MN) - 30 years (still here) btw - my license is 7 - 12 Social Studies	
66	Fem ale	Elementary K-6	Graduated in 1969, not between 1996 and 2007. However, I taught 30 years with my UMM Elem. Ed degree! Four years were at Appleton, MN, and 26 were at Underwood, MN.			
30	Fem ale	Elementary K-6, 5-8 Science	Moorhead Public Schools - substitute teacher Fall 2005.... Left because I received a long term sub job in Pine Island	Pine Island Middle School - 8th Grade Earth Science, long-term Sub. Spring 2006... Was not rehired the next fall		
41	Fem ale	Elementary K-6	Tiospa Zina Tribal School-18 years--still here			
29	Fem ale	German K-12	Centennial High School- not full time (2 years)	Shakopee High School (6 years)- currently still there		
35	Fem ale	Social Studies 5- 12	Bemidji Middle School There 2 years Left because kept getting laid off and rehired	Century High School There 6 years Left because I got displaced due to low seniority	Mayo High School There for 2 years Left because I got displaced due to low seniority	Rochester Alternative Learning Center In my 4th year of teaching there
49	Fem ale	Communic ation Arts & Literature 5-12	Minnetonka Jr High. - Filled a one year leave of absence position - and contract was up.	Dakota Hills Middle School - Position ended. Cuts in funding.	Rochester Mayo High School - left for a job closer to family.	

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46	Male	Math 5-12	Montgomery-Lonsdale for 1 year. I was going to be reduced to 4/5 time, so I found a new job PS My license is only 7-12 math, but that wasn't a choice	Monticello..I have stayed here for 22 years		
30	Male	Elementary K-6, Preprimary	Parker Elementary School. 1. In-district transfer.	Otsego Elementary, 7 years. I currently work at this school.		
27	Female	Communication Arts & Literature 5-12	Cheyenne-Eagle Butte E.A.G.L.E. Center (Alternative Education Program), four-and-a-half years, still employed			
38	Male	Elementary K-6	St. Patrick School, Perry Iowa. 1 year. Left for personal reasons...had a child, needed to move closer to extended family.	Tilden Elementary School, Hastings, MN 13 years. Left because school district closed the school and consolidated into other buildings.	Pinecrest Elementary School, Hastings, MN 3 years. Haven't left.	
37	Female	Elementary K-6	McKinley Elementary- 1 year Left due to lack of funds to continue program for next year	Lincoln Elementary- 5 years Left to another school in district for job security	Rum River Elementary- 5 years This is my current school	
25	Female	Elementary K-6, Preprimary	Edward D. Neill Elementary- AmeriCorps Literacy Tutor. 1 year. I was not an official employee of the school. I was contracted out through Minnesota Reading Corps. I left due to very low wages; roughly under 900 per month.	Maple Lawn Elementary, Dallas Texas. 1st year, currently employed		
37	Female	Instrumental Music K-12	Lake of the Woods 3yrs was cut	Frazee-Vergas public schools 2yrs cut	Detroit Lakes Public Schools 9yrs to present,	
67	Male		never taught out of UMM			
34	Male	Instrumental Music K-12 , Vocal Music K-12	Farmington Middle School East - 2 years, to pursue a Master's Degree	Colchester High School - 1 year, received another job offer	Essex High School, In the 4th year currently	
29	Female	Communication Arts & Literature 5-12	Faith Christian Academy, 3 years, moved states to be closer to family. This school was in El Paso, Texas.	Sumner Academy, 4 years, did not leave. Currently teaching at Sumner Academy in Gallatin, Tennessee.		
59	Female	Elementary K-6	I substitute taught for Broward County School Board for 3 years and the spent 5 years teaching Adult Basic Education in Fort Lauderdale. I have my Masters in Admin & Supervision and my EDSpec. I have been a Community Education Director for the past 28 years.			
42	Female	German K-12, Math 5-12	Jefferson Middle School, Champaign, IL. 2 years I was hired as a Title 1 teacher and the funds were reduced, thus eliminating 2 of the 3 positions.			

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28	Female	Communication Arts & Literature 5-12	I got a job before graduation in Arizona at the job fair. Thunderbolt Middle School 2008/2009 Lake Havasu City, AZ Possible cutbacks and location in relation to partner's job. I loved this place and it was wonderful but just too far away from my husband's job and they gave out RIF letters that warned us they would not have a position the next year if they kept all of their staff. I was eventually given a contract, but not before I was hired at a different school closer to my husband's job. (personal) 1 year	Fox Creek Middle School 2009-2011 Bullhead City, AZ Relocation home-- partner/husband got a new job back in Minnesota (personal) 2 years	Austin High School 2011/2012 Relocation of job (had to live apart for a year from my husband/partner in order to have contracted teaching experience) (personal) 1 year	MTS High School (Charter) 2012-present currently employed 2 years
53	Female	Instrumental Music K-12, Vocal Music K-12	Winthrop High School consolidated to GFW High School - 1983-2014 Never left (Took one school year off to get my Masters in Music Education at ASU in Tempe, AZ) Don't know if you can use my info since I graduated from UMM before 1996. (1982)			
41	Female	Elementary K-6	New York Elementary 1 year Moved home - school closed	Head Start 1 year Wanted my own classroom and pay was terrible	Coyote Canyon School 12 Years Promoted to Principal at another school	Sunrise Elementary 6 years I am currently at this school
43	Female	Elementary K-6	Tyndall, Elementary, Tyndall, SD - 2 years - job dissatisfaction	Nay-Ah Shing Abinoojiyag - 6 years - personal		
56	Female	Elementary K-6	Welcome, MN 10 years burn-out	Austin, MN 20 years still here		
69	Male	Life Science 9-12	Wheaton Area School, District #803 I was at Wheaton for 34 years.....I left because I became eligible for the Rule of 90 and retirement.	Herman-Norcross Public School I was at Herman 11 years (1980-1991).....during those years I taught in both Wheaton and Herman(half-time in both schools but paid by only Wheaton) Herman bought my time from Wheaton. I returned to Wheaton when new administration saw to make me full-time again.		
39	Female	Communication Arts & Literature 5-12	East Central High School - 1 year Left for another teaching job	Nashwauk Keewatin High School - 1 year Left to pursue another career & move to larger city Did not return to teaching after leaving NK		
65	Male	Life Science 9-12	Comfrey Public School - 9 - exploring new opportunities - school population was declining	Gibbon Public School - 3 - moved to Anoka Public School to work on a Minnesota State Grant	Anoka Public School - 1 - moved to Cooperative Service Unit in Mankato - this was an opportunity to work with 43 difference school districts in the area of technology	Mankato ECSU - 1 - moved to Apple Computer - Apple offered me a job.
66	Female	Elementary K-6	Garfield Elementary, St. Cloud, 5 years. Moved.	Hutchinson Elementary (now named Park), 4 years. Became pregnant and chose to be a full time mother. I did serve as a substitute teacher for a number of years.	Our Savior's Lutheran School, 4 years. Quit to spend several years working with developmentally challenged adults in a job shop setting.	Served as Director of Children's Ministries at Peace Lutheran Church, Hutchinson, which includes a preschool, 8 years. Retired.

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51	Female	Elementary K-6	Silver Sands School, Ft. Walton Beach, FL 2 years Reason for leaving: personal (new parent) and husband was transferred to new location.	Jackson Elementary, Ft. Campbell, KY 2 years Reassigned to another elementary school	Andre' Lucas Elementary School, Ft. Campbell, KY 8 years Husband retired from active duty military, re-located back to Minnesota	Christa McAuliffe Elementary, Hastings, MN 10.5 years Currently still teaching here.
30	Female	Elementary K-6, Spanish K-12	Eagle Height Spanish Immersion - 1 year, kindergarten teacher. job dissatisfaction (I was a new teacher at a new school in a new program. Too stressful, not enough support, and I wanted to work with older kids).	Sandberg Middle School- 1 yr, 8th grade Spanish teacher LTS - end of temporary 1 yr. contract.	St. Michael-Albertville High School - 6 yrs. personal reasons (too long of a commute with new baby, house in Eden Prairie.)	Minnetonka High School 1 yr, currently employed.
54	Female	Elementary K-6	Aitkin Public Schools 1984 - present			
50	Male	Math 5-12	Aitkin Public Schools 1984 - present			
55	Male	5-8 Science, Earth & Space Science 9-12	Minnehaha Academy, taught two years as Earth and Space Science Teacher, Left due to poor salary. Returned to school to get computer programming experience.	3M, Taught computer classes 1987-1990. I am still at 3M but now I am a SQL database Administrator. I still use my teaching skills teaching various 3M Science classes to elementary through high school students.		
24	Male	Instrumental Music K-12, Vocal Music K-12	Willmar Public Schools. This is my 2nd year. I currently teach here, and this is my only job I've held.			
28	Male	Social Studies 5-12	Never have held a teaching position.	Never have held a teaching position.	Never have held a teaching position.	Never have held a teaching position.
60	Male	Elementary K-6	Prior Lake-Savage Public Schools; 1977 to current (37 years); If I don't expire in the meantime, I will leave via retirement at the end of this academic year. I noticed at the top of the Consent Form that I was invited to participate because I graduated UMM between 1996 and 2007. I can only wish!			
27	Female	Elementary K-6, Preprimary	Noble Academy Hmong Charter School, 4, I left to be a stay-at-home mom and job dissatisfaction.			
41	Female	Instrumental Music K-12	ISD 318 Bigfork School 1year Left for a position at a school that was closer to my residence, and more closely fit what I was most comfortable teaching. I was teaching not only instrumental music 7-12, but also classroom music and vocal music. I was not certified to teach vocal music.	ISD 316, The Greenway schools. 9 years My position was eliminated due to budget cuts.	ISD 706 Virginia public schools 4 years The position was only .6 FTE and was a one hour commute each way. ; I left after finding a full-time position closer to home.	ISD 319 Nashwauk-Keewtin schools. 1 year This position was only .2 FTE. I agreed I would take the position for one year as I was still teaching .6 in Virginia as well. They had just made major cuts after not passing a referendum. I was offered a full-time position for the next year, but I took a different full time job closer to home. ISD 318, Grand

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						Rapids- middle school I am currently in my 4th year at this full- time position.
25	Female	Elementary K-6, Preprimary	Win-E-Mac School. 4 years, and I'm still employed there.			
36	Male	Elementary K-6	Hawthorne Elementary School (Sioux Falls, SD) - 7 years - Changed schools because Hawthorne was basing their behavioral program on the Circle of Courage	Laura B Anderson Elementary School (Sioux Falls, SD) - 1 year - Moved back to hometown and took a job in private business		
41	Male	Elementary K-6	None. Immediately left teaching after graduating to become an education consultant for a software company.			
41	Female	Communication Arts & Literature 5-12	BRAVO! Middle School, Bloomington, MN 1994-1999 (5 years). Left for personal reasons	Century College, 2007 to present		
57	Female	Elementary K-6	Perham Public Schools 34 years Retired			
57	Female	Communication Arts & Literature 5-12, Dance & Theatre Arts K-12	Hancock Public School Hancock, MN - 5 years; moved to Texas	Marble Falls Middle School, Marble Falls, TX - 20 years; moved with husband's job	Waco High School, Waco, TX - 10 years; still there	
49	Female	Elementary K-6	Springfield Public Schools I have been here my entire career. I am on my 28th year.			
44	Female	German K-12	After graduation in 1992, I became a substitute teacher in the Bloomington School District in Bloomington Indiana. I searched for a job teaching German, but could not find a job at that time. I left the teaching profession after one year because of the low pay, inconsistent work, and inability to find a job in my field. In 1996, I returned to Minnesota. I again applied to a teaching position, but was unable to find work teaching German. At this time I gave up my license and chose to raise a family. Not sure how to answer your above license question, my license was provisional in German 7-12, which is not one of the above choices.			

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37	Female	Social Studies 5-12	<p>ISD 196 Substitute teacher pool</p> <p>I did that for 2 months until I found a job in the district</p>	<p>Dakota Ridge School - ISD 196.</p> <p>I was there for a little over five years. I left to stay home with children.</p>	<p>Celebrating Children Preschool - Substitute for 3 years and teacher for 4 and 5 year olds</p> <p>I taught for a year and then I was applied and was hired as the Director if the preschool</p>	<p>Currently the director if Celebrating Children Preschool. I have No plans to leave in the near future.</p>
48	Male	Vocal Music K-12	<p>Appleton Public Schools - 1-District Consolidation</p>	<p>Wadena-Deer Creek - 24 years - Still employed</p>		
37	Female	Instrumental Music K-12 , Vocal Music K-12	<p>I never taught. I have kept my license current since I first earned it in 2007. I was offered a position for a middle school vocal and instrumental music at Litchfield Public Schools (MN) right after graduation as well as a K-12 position in the same fields at Chokio-Alberta Public Schools but decided to pursue another career path.</p> <p>I guess you could say I left the profession itself, although at the time I wasn't considering it a permanent departure. I just never got back to it and have found other loves. Part of it was personal, as I wanted to be closer to a loved one and part of it was the feeling that although I loved music and loved working with students, I was less excited about discipline, some of the "drama" that goes with middle school students and students in the arts, and funding challenges and an unrealistic workload with the Chokio-Alberta position.</p>			
41	Female	Spanish K-12	<p>New York Mills HS 4 years Left to go to Sartell Middle School - closer to home, husband and I were both teaching/coaching way too many hours and needed a change</p>	<p>Sartell Middle School 3 years Took a leave to be with children</p>	<p>Saint Mary's University Had finished my master's degree before leaving Sartell Middle School and had started doing adjunct work in the SMU M.Ed. in Teaching and Learning program and continue doing that while also being home with my kids.</p>	<p>After several years doing adjunct work with SMU while also parenting 4 kiddos, I got my PhD in Education and got a full time position with Bemidji State University and now have a full time job with Saint Mary's University.</p> <p>Best of luck with your important research Jana!!</p> <p>My contact info, in the case it would be helpful to you: Nancy Van Erp nvanerp@smumn.edu 320.260.5116</p>
62	Female	Communication Arts & Literature 5-12, Social Studies 5-12	<p>No school</p>	<p>Nkne</p>	<p>None</p>	<p>None</p>

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27	Male	Instrumental Music K-12	Ellsworth Public School, 4 years - Have not left			
35	Female	Elementary K-6	SLP language institute, 1 year found a better job	Catholic university-4 years	Dankook university--7 years, present job	
40	Female	Elementary K-6	Marlboro Elementary, Killeen TX~3 years, dissatisfaction: low SES school and poor administrative supports: relocated to IA	McKinley Elementary, Des Moines IA~3 years, personal: relocated to Omaha	All Saints Catholic School, Omaha NE~2 years, personal: staying home with my children and home schooling	
62	Female	Elementary K-6	I hold license in special education too. Olivia Elementary 7 yrs. left to follow husband.	Cold Spring Middle School 1 yr. left to follow husband.	Cannon Falls Elementary 1 yr. left to follow husband. Northfield Elementary-1 yr-one year substitute. Apple Valley High School 1 yr. left to follow husband. Worthington Middle School 4 yrs. left to teach in town I lived in. Luverne Middle School 25 yrs-present.	
54	Female	Elementary K-6	I taught for 27 years in Brownsville Texas. I had to stop teaching because of health reasons.			
44	Female	Math 5-12	Richfield High School - 5.5 years, personal (left for husband to take a job in N.C.) Note: My original license was 7-12 math which is not listed above. I checked "Math 5-12" which I think should be "Math 9-12"?	East Chapel Hill high school 1 year, personal (had a baby)		
31	Female	Math 5-12	Lincoln School - Guadalajara, Mexico 1 year Personal (wanted to return to United States)	Mountain Lake Christian School - Mountain Lake, MN 1 year Cutbacks (combined high school math and science into 1 position)	Dakota Academy Charter School - Burnsville, MN 1/2 year Job dissatisfaction (high stress level)	Concordia Academy - Bloomington, MN 1 year Cutbacks (changed position to part-time) New Life Academy - Woodbury, MN 1/2 year Asked to leave (not a good fit) Alpha Omega Academy - Rock Rapids, IA 4 1/2 years Still working there
43	Female	Elementary K-6	Rogers Elementary School - 12 years. (Building Transfer)...I took a 3 year leave before starting at the new building.	Hassan Elementary School - I have been teaching here for 5 years. (Still employed here)		
25	Female	Elementary K-6, Preprimary, 5-8 Math	Lake of the Woods Elementary School, currently teaching there in year 4.			
57	Male	Social Studies 5-12	Belle Plaine, MN 1 year none renew	Browns Valley, MN 1 semester (2nd) cutbacks	Pelican Rapids, MN 1982 to present	

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24	Male	Vocal Music K-12	Sleepy Eye Public Schools: one year - non-renewed, job dissatisfaction	Tracy Area Elementary; currently in second year with no plans to leave, as this position is better supported by both the school and community		
50	Female	Elementary K-6	Lincoln Elementary - since 1997 and am still teaching there. Student taught here and they offered me a job.			
63	Male	Elementary K-6	University of MN, Morris 4 years Graduated I never taught in any public school, as I took a job in Adult Education right out of college - working with adults in training and education events.			
48	Male	Elementary K-6	St Mary's School, Long Prairie, MN - 2 years - poor salary.	Salem Elementary School, Salem, WI - 1 year - Moved to South Dakota	St. Michael School, Sioux Falls, SD - 13 years - Presently teaching there.	
29	Female	Elementary K-6, Preprimary	Hancock Public School-7 years, still there.			
28	Female	Elementary K-6, 5-8 Communication Arts & Literature, Spanish K-12	Washburn Elementary (Bloomington) - 1 year, position was a long term sub position	Forest Hills Elementary (Eden Prairie) - 1 year, cutbacks and probationary contract non-renewed	Challenger Elementary (Thief River Falls) - 4+ years (currently teaching my 5th year and don't plan to leave in the near future)	
69	Female	Communication Arts & Literature 5-12, Spanish K-12	Kerkhoven Public School, Kerkhoven, Minnesota 2 years Better job offer at a different school.	Cosmos Public School, Cosmos, MN which eventually consolidated with Atwater and Grove City to become ACGC Public School. 28 years Retired		
47	Female	Math 5-12	Willmar Junior High School, Willmar MN 2 years Left for personal reasons	Dassel-Cokato Middle School, Cokato, MN 1.5 years Left to be at home with young children	Dassel-Cokato High School, Cokato MN Still employed here- in 16th year	
59						
43	Female	Elementary K-6	Kester School Jordan MT This was a one-room school house in rural Montana. I taught there for 3 years. Then I moved because I got married.	Pine Grove School Brusett, MT I am currently the teacher's aide at this school. I have been the teacher's aide off and on as needed for the last 10 years.		
31	Female	Elementary K-6	Alexandria District 206, 10 the year, still there			
37	Female	Instrumental Music K-12, Vocal Music K-12	Redwood Valley Public Schools - 2 years - left for personal reasons	Columbia Heights Public Schools - 13 years - still here		
24	Female	Elementary K-6, Spanish K-12	Deephaven Elementary School (Minnetonka School District) Currently in my 3rd year teaching- on track to be on continuing contract at the end of the year. I have only worked at this school since graduation.			
34	Female	Elementary K-6, 5-8 Math	Buffalo-Hanover-Montrose I have been here all 12 years of teaching. I started in September of 2002 after graduating in May 2002.			

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59	Female	Communication Arts & Literature 5-12	Never got any more than long-term substitute/substitute positions at 3 schools, the longest run being at Blackduck, MN. Let my license lapse when my hearing problems became problematic, plus I was seen as too old by students and faculty. I also realized teaching was not a good fit for me.			
75	Male	Communication Arts & Literature 5-12	Ketchikan High School, Ketchikan, Alaska. Two years: 1964 - 1966 Reason for leaving: Was given 3 sections of freshmen students (50 in a class) who could not read. Being a new teacher, they bunched the non-readers and gave them to me. I also left to attend graduate school and received an M.A. degree in Educational Administration. When interviewing for an administrative position, I was told I would be hired if I were a black woman. I lost interest in education and went into business for myself.			
34	Male	Social Studies 5-12	Parkers Prairie High School 7 years have not left			
62	Male	Math 5-12	Cosmos Public School, 14 years, school was going to consolidate	KOFA High School, 26 years, still teaching there		
35	Female	Social Studies 5-12	Morris Area High School 7 years. New job.	Hancock high school. 1 year. Job dissatisfaction	Kelly Walsh High School 2 years. Still there.	
38	Female	Math 5-12, Physics 9-12	Menno Public Schools, South Dakota. - 4 years. My husband's job moved us to Vermont.	I currently keep my license up to date, but I do not teach in a school system. I had children, so I stay home with them and I tutor students in math.		
60	Female	Elementary K-6	Lake Ripley Elementary School, Litchfield, Mn Still employed at this school since 1988			
70	Male	Chemistry 9-12, Earth & Space Science 9-12, Life Science 9-12, Math 5-12	La Crosse Logan 33 years retired			
56	Female	Communication Arts & Literature 5-12	First to clarify: My licensures are English Education, 7-12 and Library Media Specialist, K-12. I received my Media degree at Mankato State University. I am the Media Specialist at Mora High School. This is my 33rd year. I started as half-time high school English teacher and half-time high school Media Specialist. After seven years, I became full-time high school Media Specialist.			

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66	Female	Elementary K-6	Staples Northside Elementary, two years; moved	Brandon Public Schools, 6 years; maternity leave; came back and was a substitute teacher, and then part time title I. moved	Roseau Public Schools; substitute teacher; long term sub; took a position with Head Start (long term sub)	Northwest Community Action Head Start; left for a position with Adult Basic Education 6 years; part time; left for a full-time position with Head Start; not sure where you received your information; I graduated from UMM in 1969, but did some graduate work there later. After 5 years with Head Start, I worked for the Warroad Public Schools in Special Education; then retired; am also licensed in Special Education DCD K-12
45	Female		Detroit Lakes Middle School 1992 - present.			
52	Female	Math 5-12	Southwest Junior High - Forest Lake Schools - MN 8 years Reason for moving - personal/family/wanted a community and school district that valued education more as I had children ages 1 and 3 at the time. I like to live in the district I teach.	Minnetonka Schools - MN 6 years Moved to accept a principal position	Richfield Public Schools - MN 7 years Moved to accept a principal position at a school that is 4 miles from my house. I am now in Wayzata school.	Hi - I am licensed 7 - 12 math, K-12 Phys Ed and have my secondary principal license. Good luck with your research!!
47	Female	Math 5-12	Socorro High School, El Paso, TX 1 year Involuntary transfer to a new school in same district when it opened because of my low seniority	Montwood High School, El Paso, TX 10 years Moved back to Minnesota to be closer to family	Elk River High School 3 years involuntary transfer to new school in the district because of low seniority	Rogers High School 6 years involuntary transfer to another high school in the district because of low seniority Zimmerman High School 3 years and counting I plan to stay here through retirement!
62	Male	Social Studies 5-12	I did student teaching but never taught. I've been in the corporate training world for more than 30 years.			
42	Female	Elementary K-6	SUMMIT, SD 2 years (1993-95) personal...got married	Marion, SD 18 years (1997-present)		
65	Female	Communication Arts & Literature 5-12, Dance & Theatre Arts K-12	Edgerton H.S., 4 years, moved	Pillager H.S., 1 year, moved	Floodwood H.S., 9 years, school cutback	Delano H.S., 22 years, retired
48	Female	Elementary K-6	Willmar School district- budget cuts left 47 of us looking elsewhere	Benson School District. Got hired for a different job after I went back to get my masters		

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69	Male	Elementary K-6	Jefferson--Rochester Public Schools 42 years Retirement			
41	Female	Spanish K-12	Sauk Centre Senior High School--2 years, left to take a teaching job in Eagan, MN	Black Hawk Middle School--4 years, left to teach in Las Vegas, NV	JD Smith Middle School--4 years, moved to Rancho High School in Las Vegas, NV	Rancho High School--2 years, left to go to Canyon Springs High School in Las Vegas, NV Canyon Spring High School--4 years, left to become administrator on Minnesota
43	Female	Elementary K-6, Preprimary, 5-8 Communication Arts & Literature, 5-8 Math, Communication Arts & Literature 5-12, Instrumental Music K-12, Vocal Music K-12	Kerkhoven-Murdock-Sunburg School in MN Early Childhood Educator & Elementary Substitute Teacher for 1 yr. Left to accept a full time job in Bellingham, MN.	Bellingham Elementary School in Bellingham, MN Music and Kindergarten Teacher for 10 yrs Left to take parental leave to raise our three young children.	Big Stone City School in Big Stone City, SD Middle School and Elementary Title 1 Coordinator Currently in my 7th year teaching	
58	Female		I never used my teaching license and attended graduate school in public policy earning a master's degree. My entire career has been in the area of public policy and policy analysis not education.			
43	Female	Elementary K-6	Lac qui Parle Valley district -- 4 yrs -- left to pursue youth ministry/religious ed. opportunity	Holy Rosary School -- 14 yrs -- still here		
57	Male	Elementary K-6	Page, ND 1 year I left because I wanted to come back to MN and I wanted a bigger school.	Highland Middle School Crookston MN I came to Crookston in 1979 and I just retired, 2013. I taught 6th grade for 34 yrs. I'm retired and living in Detroit Lakes MN.		
44	Female	Elementary K-6	St. Mary's 3 years Planned to move away from area	Willow River Elementary School 8 years Moved	St. Wenceslaus 8 years Have not left	
29	Female	Communication Arts & Literature 5-12	Hastings Middle school- only place of employment			
51	Female	Elementary K-6	MACCRAY (Maynard as well) ISD #2180, 30 years and still at it.			
35	Female	Communication Arts & Literature 5-12	William Chrisman High School-4 years Independence, MO Job dissatisfaction--administration	Lee's Summit West High School 8.5 years (still there) Lee's Summit, MO		

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32	Male	Instrumental Music K-12 , Vocal Music K-12	Breckenridge High School, Breckenridge Elementary School. 1 year. It was a .5 FTE position and I was offered a full time job at another school.	Big Lake Middle School. 1 year. My administrator did not renew my contract.	Lanesboro High School, Lanesboro Elementary School. 1 year. When I took the job, the administrator told me it would be a 1 year position and at the end of the year they were going to post and re-interview the position. I re-interviewed but was not offered the job.	Oak-land Junior High School, Afton-Lakeland Elementary School, Lake Elmo Elementary School. 2 years. In March of my 2nd year, one of my administrators told me they were going to post and re-interview for the position. I re-interviewed but was not offered the job.
66	Male		Morris Public School 18 years career change			
31		Elementary K-6, Preprimary	New Ulm Area Catholic Schools - 2 years Left due to personal reasons (got married and moved away)	All Saints Academy - St. Cloud campus - 8 years - currently there		
53	Female	5-8 Math , 5-8 Science, General Science 5-8	Watertown Christian School-10 years. Left after I was offered a public school job which was more money and had benefits.	Waverly/South Shore School-8 years. Still teaching in Waverly/South Shore.		
58						
58	Female	Elementary K-6, 5-8 Math	The Forman School, Litchfield, CT 3 yrs Changed to another school	The Fay School, Southboro, MA 10 yrs Moved to another school	Trinity Christian Academy, South Yarmouth, MA 1 yr School cutbacks	The Wing School, Sandwich, MA 17 yrs Still teaching there
62	Female	Elementary K-6	Wabasso Public School, 36 years, left due to retirement			
54	Female	Elementary K-6	St. Peter's Catholic School Delano, MN 2 years left to get married and moved out of state	Horace Mann Elementary Sioux Falls, SD 2 years moved back to MN due to a job transfer for my husband	St. Joseph's Catholic School Waconia, MN 1 year left due to low salary and change of administration	Shakopee Public Schools, Grade 6 at various buildings in the district Employed from August 1986 to present, 27 years I plan on staying here until retirement in 6 - 7 years
27	Female	Communication Arts & Literature 5-12	Holdingsford High School 5 years still working there (however I am currently looking for new jobs due to poor salary, lack of support from administration, lack of support from the school board, work load compared to salary, stress, being asked to coach, advise, be a part of many committees as well as lead PLCs. I don't have a life outside of school and it is wearing me down).			
43	Male	5-8 Communication Arts & Literature	Lake Los Angeles Elementary School, Palmdale, California, 2 years, moved in California	Live Oak Elementary, Fontana, California, 1 year, moved back home to Minnesota	Medford Elementary, Medford, Minnesota, 1 year, extremely poor upper administration	Valley View Middle School, Bloomington, Minnesota, 13 years, my current school

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60	Female	Elementary K-6	<p>Marcy Open School Mpls., MN</p> <p>*currently teaching there / haven't taught anywhere else</p>	NA	NA	NA
44	Male	Instrumental Music K-12	<p>Clear Creek Secondary School, CO (Grades 5-12)</p> <p>5 years</p> <p>Decline in local economy translated into lower student enrollment and less funding</p>	<p>Evanston High School, WY</p> <p>1 year</p> <p>Left to begin graduate school</p>	<p>Texas A&M University-Commerce</p> <p>2 years</p> <p>Job offer and promotion</p>	<p>Colorado State University-Pueblo</p> <p>6th year</p> <p>Current employment</p>
28	Female	Communication Arts & Literature 5-12	<p>Willmar Senior High in Willmar, Minnesota. Two years, left because of budget cuts.</p>	<p>Dodge Middle School in Farmington, Mn. Currently in my first year there. It is a .42 position.</p>		
39	Female	Elementary K-6	<p>Holdaway Elementary, Thayne, Wyoming</p> <p>3 years</p> <p>family move (getting married) and continuing my education</p>	<p>Beitel Elementary, Laramie, Wyoming</p> <p>2 years</p> <p>Family move (due to husband's schooling)</p>	<p>Kimberly Lane Elementary, Wayzata School District</p> <p>1 year</p> <p>position cut</p>	<p>Sunset Hill Elementary, Wayzata School District</p> <p>4 years</p> <p>family move (husband's job)</p> <p>Volusia Pines Elementary, Lake Helen, Florida</p> <p>I am in my 7th year at this school. Happily employed. :)</p>
44	Female	Spanish K-12	<p>Ada-Borup school district - 1 yr - left for personal reasons (too far from family)</p>	<p>ISD 196 - a middle school in Apple Valley - 1 yr - I cannot remember the name of school. I left because I decided I didn't like teaching and changed careers.</p>		
33	Female	Elementary K-6, Preprimary, 5-8 Science	<p>Churchland Academy, Portsmouth, VA--1 year--poorly run school/district and very little planning time.</p>	<p>Crossroads School, Norfolk, VA--8 1/2 years--I currently teach here.</p>		
75	Male	Social Studies 5-12	<p>Kerkhoven-Murdock-Sunburg 30 years, I retired at KMS. I did not teach anywhere else.</p>			
57	Male	Elementary K-6	<p>Cyrus Public School, 4 years. Threat of school closing.</p>	<p>Chokio-Alberta Public Schools, 18 years. Left for an administrative position at another school.</p>	<p>Minneota Public School, 12 years. Retired as principal.</p>	
40	Female	Elementary K-6	<p>Murray County Central - 1 year - position cut due to funding</p>	<p>Valley Crossing Community School - about 8 years, including a leave of absence, eventually leaving as moved to Ireland</p>		
62	Male	Social Studies 5-12	<p>Jordan High School. 39 years. Retirement</p>			
27	Female	Communication Arts & Literature 5-12	<p>Ventura High School</p> <p>I was there for 2 years and left to relocate closer to family.</p>	<p>Glencoe-Silver Lake High School</p> <p>I was there for 1 year and left because my contract was not renewed.</p>		
40	Male	Elementary K-6	<p>Kerkhoven-Murdock_Sunburg 17 years, still employed</p>			
37	Female	Social Studies 5-12	<p>Yuma High School, Yuma AZ 13 years--haven't left</p>			
37	Female	Social Studies 5-12	<p>Yuma High School, Yuma AZ 13 years--haven't left</p>			

Teacher Retention Project Appendix D

56	Female	Elementary K-6	Browns Valley Public School, 1 year Left to return to school in Mankato to earn certification to be a special education teacher	South Washington County Schools, 7 years: Woodbury Elem, Woodbury Jr. High, Woodbury Sr. High, Armstrong Elem and Park Sr. High Moved to Alexandria, MN where my husband joined a dental practice	Lincoln Elementary, Alexandria, MN 25 years to present	I graduated from UMM in 1979, so this information may not be in the years you were looking for
36	Female	Instrumental Music K-12 , Vocal Music K-12	Pine City Elementary- 2 years, cut due to budget	Grantsburg Schools- 4 years, left to pursue a job in a different area	Edina Public Schools- 7 years, still teaching there	
66	Female	Elementary K-6	Morris Public school 39 1/2 years retired			
26	Male	Social Studies 5-12	Wilmar Middle School, 1 year, finished long term sub position.	Albert Lea High School 1 year, and my position was cut.	Medford Public School, 2 years, currently employed.	
37	Female	Elementary K-6	Minnesota Renaissance School, 7 years, was offered a better job	St. Catherine University, 6 years, unhappy		
63	Male		None of the above categories. Certified as a Secondary Teacher in Theatre Arts and Speech/Theatre. Never taught in a High School -- immediately went to Grad School, teaching Speech Communications at the University of Idaho (Masters in Theatre Arts) and at the General College at the U of MN, Twin Cities (PhD program in Theatre Arts). Left Graduate School ABD, began working in my field. Have been employed as a theatre artist with Stages Theatre Company for past 22 years.			
31	Female	Communication Arts & Literature 5-12	Chokio-Alberta School District 5 months Long term sub position; Contract not renewed	Day to day substitute Morris Area High School; West Central Area High School 4 years Stopped because of family		
58	Male	Elementary K-6, 5-8 Communication Arts & Literature, 5-8 Math , 5-8 Science, 5-8 Social Studies	Isanti Middle School 3 years (1979-1982) 6th grade. I was let go and pursued a 1 year career in adolescent chemical dependency. Administration did not support my style of teaching which focuses heavily on strong student relationships. "You get too close to your students."	St Francis Middle School 7 years (1983-1990) 6th, 7th and 8th grade. I was reassigned to Cedar Creek Community School in the district. The Middle School was turned into Junior High. My licensing is elementary 1-6 and middle school in 7 subjects (reading, english, art, health, social studies, science, math).	Cedar Creek Community School 23 years (1990-2013) 3rd, 4th, 5th and 6th grade. Still teaching there. I presently also serve my district as the elementary science curriculum specialist.	
24	Male	Elementary K-6, 5-8 Social Studies	Johnsville Elementary School- 1 year. I left the school due to cutbacks.	Jefferson Elementary- 2 years. Am still currently working at this school.		
35	Male	5-8 Science, Chemistry 9-12, Physics 9-12	Buffalo - Hanover - Montrose. 13 years. I am still employed there.			
36	Female	Communication Arts & Literature 5-12	Kerkhoven-Murdock-Sunburg, 4 years - personal (family - decided to stay at home with children)			
37	Male	Instrumental Music K-12 , Math 5-12, Vocal Music K-12	New Life Christian School - 6 months as a long-term substitute	New Life Academy - 2 years - left for personal reason (marriage)	Henry Sibley High School - 4 years - lack of administrative support	Wayzata High School - currently in 8th year

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43	Female	Communication Arts & Literature 5-12, Spanish K-12	Encampment School. 2 years. I applied for and accepted a teaching job in another larger district and community. Encampment is a very small community (<500 people) in a rural mountain area. I taught six different classes each day with one prep period. There was very little opportunity for socialization for a young, single teacher.	Sheridan High School. 19 years. I am still here.		
54	Female	Elementary K-6, 5-8 Math, 5-8 Social Studies	Cedar Mountain Elementary School in Franklin, MN as a Title I Math/Reading teacher --- there 3 years --- left for a full time teaching position	Redwood Area Schools --- 1 year - non-renewed as the district moved more veteran title I teachers to classrooms	Gibbon- Fairfax - Winthrop --14 years --- lack of administrative support	Worthington -- 2 years --- left to become a union representative at Education Minnesota
44	Male	Social Studies 5-12	New Berlin Eisenhower High School 2 years laid off.	Cedarburg High School 2 years and only 80% of a job was available, I left and took a sales job, and I have not returned to teaching since.		
34	Female		<p>Not sure how to complete the previous question - I attended UMM while secondary licenses were 7-12, so none of the licensure areas are correct. My licensure areas are English/Language Arts (7-12) - licensure attained from work at UMM. Additional licensure obtained after leaving UMM includes Library Media Specialist (K-12).</p> <p>I did not obtain my first licensed school position in the licensure area of English/Language Arts obtained from UMM. It was difficult to find a job in my license area and I was not sure I really wanted to be an English teacher, so I sought other job opportunities and returned to school and attained a teaching license as a Library Media Specialist - this has been my only licensed position for all my school work experience.</p> <p>School #1: 0.5 FTE Osseo Elementary / 0.5 FTE Brooklyn Junior High Position: Library Media Specialist</p> <p>The position was 1.0 FTE split between two buildings. I left Osseo Elementary for a full-time position in my other building, Brooklyn Junior High, so that I would be in a single building. I also preferred a position working with secondary level students. I am currently still at Brooklyn Junior High.</p>			
62	Female	Social Studies 5-12	Opted to teach at the community college level. Anchorage Community College, 1976-1988, community college and University of Alaska Anchorage merged	University of Alaska Anchorage, 1988-2010, retired		
55	Female	Elementary K-6	Cyrus, MN less than six months Only a long term sub position	Holy Rosary. In North Mankato, MN Five years Birth of second child	All Saints in Madison Lake, MN four years Different job	

Teacher Retention Project Appendix D

43	Female	Earth & Space Science 9-12, German K-12	Shakopee, Prior Lake, Chaska, Eden Prairie, and Orono School Districts, Jr. & Sr. high schools. Substitute teacher for 2 years (1993-1995). Left when I received a full-time teaching position in Hawaii.	Waimea Elementary and Intermediate School, Kamuela, Hawaii. 8th grade Earth Science teacher for 1 semester, Fall 1995. Left due to complete lack of discipline in 8th grade class, lack of current science textbooks (dilapidated incomplete classroom set was dated 1985) and other science classroom materials, and lack of administrative support.		
30	Female	Elementary K-6, 5-8 Math	Bemidji Middle School, 1, cutbacks - my position was created to allow release time for the union president and was no longer needed when release time was eliminated	Horace May Elementary, 2, cutbacks - I was the only non-tenured teacher at the school and student numbers dropped low enough that one classroom teacher needed to be let go.		
67	Female	Elementary K-6	Hancock Public School. I taught 6th grade and 1st grade music the first year. The second year I taught music and physical education K-6 and was the librarian. I was exposed to all the illness in the school, and was overscheduled. I didn't have even 1 minute in my schedule to shower and change clothes between phys ed and music classes, but was expected to be in street clothes for music. The stress weakened my immune system, so I was sick all year, but couldn't take that many sick days. So I took a clerical job at UM-Morris thinking it would be just for one year. But that was my alma-matter and I enjoyed working there. After 8 years at UMM, I became Registrar and stayed for a total of 34 years. I never looked back. Although I enjoyed working with children, the many skills needed to be an elementary teacher proved to be easily transferable into another profession.			
33	Female	Elementary K-6, 5-8 Communication Arts & Literature				I never actually taught using my license. I did however teach at the MN Literacy Council's NE Mpls site as a voluntary Intermediate Adult ESL teacher from 2009 to 2010.
48	Male	German K-12, Social Studies 5-12	St. Francis Public High School; 8 years; Moved to Walker, MN to teach German, Social Studies, and coach soccer.	Walker-Hackensack-Akeley Public High School; 16 years; I am still at WHA High School. I no longer teach though. Now I am the guidance counselor.		
67	Female	Social Studies 5-12, Spanish K-12	Watertown-Mayer Public Schools I was there from Fall of 1968 until the spring of 2002. I retired			
42	Female		Last question- I have none of these licenses. I have the Language Arts license and Theater Arts license. Henry Sibley-2-Budget cuts	Park High School-8 years-lack of admin support (transferred to a new school)	Woodbury high School-3- Opportunity to open a brand new high school and run the theater department	East Ridge High School-4-Still there

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59	Female	Elementary K-6	St. Raphael Catholic School, Springfield, MN taught 3 years 1975 - 1978 Decided to leave to start a family and felt it was important to be home with our children.	Substituted at Red Rock Central School, Sanborn, MN and Jeffers, MN campuses and St Anne's Catholic School, Wabasso, MN, 1981 until 2000. Quit substituting to take a full time job with the University of Minnesota Southwest Research and Outreach Center in Lamberton, MN.		
40	Male	Social Studies 5-12	Pine River-Backus High School in 14th year and still working in district.			
49	Male	5-8 Science, Life Science 9-12, Math 5-12	Only completed student teaching - went into actuarial science career instead of teaching. Mainly because of lack of math teaching openings near the metro area when I graduated.			
37	Female	Social Studies 5-12	Blaine High School- in my 14th year of teaching at BHS - I've taught at the same school my entire career Also, my licensure is as follows: 7-12 Social Studies All K-12 English as a second Language * These were not listed as possible choices above.			
61	Female	Elementary K-6	Headstart - Madison MN One year and left because I moved to Oregon	Robbinsdale schools for 22 years and still there. I did go on and get my ECSE Licensure and that is what I have been doing for the 22 years.		
27	Female	Elementary K-6, Preprimary	Primrose School of West Plymouth, 2 years, Preschool teacher - Reason for leaving: Not the grade I wanted to teach. I used this job as a stepping stone for gaining experience to find a full time elementary teaching job.			
35	Male	Elementary K-6, 5-8 Social Studies	Raleigh Hills, Beaverton Oregon. 1 year. Administration transfer due to low enrollment.	Kinnaman elementary, Beaverton Oregon. 8 years - currently teaching.		
56	Male	Social Studies 5-12	Buffalo Lake Hector Schools, 21 years, Better opportunity (higher salary, escape coaching, AD, Tech Coordinator, yearbooks, school photographer and other duties that had ground me up!) and a terrible superintendent (during that same year 11 or 35 teachers left the district)	Apple Valley High School. Still here. You've left out Media Specialist from your list of teaching positions)		
35	Female	Elementary K-6	Windy Hill School - Colby-Sawyer College, 2 years, had a baby.			
46	Female	Math 5-12	Tracy High School, Tracy, MN 5 years I left to pursue my master's.	Cheyenne East High School, Cheyenne, WY 8 years I left because my husband took a job in ND. I would have left that job anyway due to the septic conditions.		
32	Female	Social Studies 5-12	North View Junior High, 3 years, cutbacks	Central Middle School, 1 year, cutbacks	Simley High School, 1 year, cutbacks	Inver Grove Heights Middle School, 4 years, presently teaching
65	Female	Vocal Music K-12	Milaca 6 years personal			

Teacher Retention Project Appendix D

47	Female	Social Studies 5-12	Morris Area High School. I've been here 17 years. I was given a leave of absence for one year because of teacher cuts. I've been back for 7 years and don't plan on going anywhere unless I meet a wealthy man who is crazy about me!			
34	Male	Instrumental Music K-12	I never actually entered the field. After a wonderful student teaching experience, I was very excited about getting out into the classroom for real on my own. Happily, I found a job on campus in Morris and have been here since 2003. Hi Jana, this is Mike V :) It's been tough to hear so many of my teaching friends struggle with keeping a full time position giving the cuts to the arts in so many districts. There are some days I miss my classroom experiences, but when I hear so many tough stories of people going year to year on 1 yr contracts...I count my blessings for what I've found at UMM.			
44	Female	Elementary K-6	Substitute in many districts for 1 year St. Anthony's Middle School, 1 year, husband got a job in another city	Bemidji Area Schools, paraprofessional for 1 1/2 year Teacher for 1/2 year got a full time job in another district	Red Lake Elementary, 2 years, personal	Cass Lake Elementary, 16 years, still here
65	Male		Hastings Junior High, grades 7-9. I was at this school for 7 years. I left to take a job where pay is tied to performance. My certification was not mentioned above. I had a triple major, and was certified in Health, Physical Education, and Coaching in grades K-12. I taught Health and Physical Education, Coached Boy's Golf, Girl's Golf, and Boy's Swimming.			
31	Female	Elementary K-6, Preprimary	I was never employed by a school, but contracted through the company I worked for, Computer Explorers. Computer Explorers provided the teacher, curriculum and software, if necessary, to small schools that couldn't afford to hire a full or part time technology teacher. I taught K-8 computer classes. The first school I started at was King of Kings Lutheran School. I taught there two days a week for 5 years. I left because the director of Computer Explorers wanted me for other responsibilities within the company and we had another teacher take over.	I also taught at St. Michael's Catholic School one day a week for 2 years (these overlapped the years at King of Kings). They could no longer afford to have me.	The last school I taught at was Sacred Heart Catholic School. This was twice a week for 6 years. This also overlapped with the schools above. The reason I left was because my boss cut my hours and I chose to find another full time job rather than teach twice a week. We hired another teacher to take my place.	
57	Male	5-8 Social Studies, Social Studies 5-12	Heron Lake-Okabena (2 yrs) (low salary)	Pierz (33 yrs) still teaching...will retire in the spring of 2015		
56	Male	Math 5-12	Wabasha-Kellogg School presently on year #34. First and only school. FYI I went through the UMM program in 1976-1980 not 1996-2007.			

Teacher Retention Project Appendix D

47	Male		<p>So. St. Paul HS. 4 yrs. Health/PE. 1992-1996, left for new teaching position closer to family</p> <p>I find it sad that PE/Health is not included on your licensure listing. My licensures include Physical Education K-12 Health Education K-12 Coaching License K-12 principal</p>	Wadena-Deer Creek HS. 1996-present Teach 9-10 grade PE/Health		
36	Female	Communication Arts & Literature 5-12	Mounds View High School: this is my 15th year	n/a	n/a	n/a
37	Female	Elementary K-6	Immaculate Conception School - Columbia Heights. 1.5 years. Poor Salary	Interdistrict Downtown School (WMEP) 2.5years cut backs of all 1,2, and 3rd year teachers before tenure.	LaPetite Academy Preschool. 4 years. Left job to stay at home with children.	
39	Female	Math 5-12	Irondale High school - 2 years Found full-time position	Totino-Grace high School - 1 year Poor fit	White Bear Lake Area High school - 4 years Career change	
45	Male	Instrumental Music K-12	<p>West Central Area Schools; Elbow Lake/Hoffman/Barrett, MN</p> <p>3 years: 1992-1995</p> <p>After building the new school in Barrett they cut my position. I moved on to graduate school.</p>	University of Minnesota Since 2000		
31	Female	Math 5-12	Saint Agnes School, 4 years, lack of administrative support and wanted to be closer to family.	Shanley High School, 5 years, currently still working here		
42	Male		Minnewaska Area High School - Glenwood, MN - 3 month (+-) Long-Term Sub position ended.	Discovery Middle School, Alexandria, MN - 6 mo. Long-Term Sub position ended.	Maple Lake Public Schools - Maple Lake, MN - 2 years - poor salary/career change opportunity, dissatisfaction with overall educational system focus on standardized testing	
33	Male	Social Studies 5-12	Benson High School 3 years. personal	St. James High School 1 year. Cutbacks	Belle Plaine High School...7 years...still here	
37	Female		I never intended to teach in the classroom., but found jobs I was interested in looking for some formal education background. I got my permanent sub license in the State of WA but have been doing informal science education up to this year. I found value in the secondary education program at UMM in helping me in the informal setting and the program opened some doors for me that otherwise would not have been available.			

Teacher Retention Project Appendix D

33	Female	Elementary K-6, 5-8 Social Studies	I student taught and then subbed for a year at various schools in various capacities including elementary classrooms, middle school classrooms, and special education classrooms. I decided not to pursue a career in teaching as during my student teaching 1/3 of the teachers at that school were pink slipped and I thought to myself, how can I put my family through this? Never knowing if I had a job from year to year, and having to move all the time. At the time I graduated most schools were cutting back and many were not hiring.			
30	Male	Social Studies 5-12	International Falls High School, 7 Years, I'm still teaching here			
35	Female	Elementary K-6	Orono Public Schools (Schumann Elementary), Orono, MN 10 years I left because I wanted a shorter commute (I switched schools, to a school 4 minutes from my house; my commute had been 25-30 minutes).	Albertville Primary School, Albertville, MN (St. Michael-Albertville School District) This is my 1st year at this school and I am still there! :)		
65	Male	Elementary K-6	Zumbrota/Mazeppa (MN) Schools 33 years Retired (at age 58) - rule of 90			
31	Female	Communication Arts & Literature 5-12	Kerkhoven-Murdock-Sunburg High School 2 years Contract not renewed			
68	Female		Where is phy ed and health			
24	Female	Elementary K-6, Preprimary	Sauk Centre Elementary. Have not left. Subbed for 1 year, hired for second year, still teaching and this is my third year.			
66	Female	Visual Arts K-12	Danube Public School 1971-1974 To raise a family	BOLD Public Schools 1998 - 2008 Husband retired and wanted to travel		
49	Female	Communication Arts & Literature 5-12	Morris Area High School - 8 years still employed			
38	Female	Communication Arts & Literature 5-12, Spanish K-12	Stillwater Area High School, 16 years, still there!			
65	Female	Elementary K-6	Forest View Elementary, Forest Lake, MN 23 yrs Voluntarily transferred to Scandia Elementary in Fall 1994	Scandia Elementary, Scandia, MN 11 yrs Retired in 2005	Q Comp coach 2007-2009 for Forest Lake Area Schools Job was limited to 2 years	
37	Female	Elementary K-6	Classical academy - 6 months , budget cuts pink slipped 1999-2000(January)	St. Paul public schools, middle school (don't remember name), Pink slipped for budget cuts , 2003-2004. I did get my Masters of Library science and teach as a librarian, although I did less schooling because of my previous degrees.	Bloomington elementary schools valley view elementary. 2004-2005. Librarian. Left because husband relocated with job.	Shelby county schools, Highland oaks Primary school, Memphis TNT. Librarian. 2006-2009. Husband relocated for job. Pinellas county schools, New heights elementary, 5th grade classroom

Teacher Retention Project Appendix D

						teacher, 2010-present.
53	Male	Instrumental Music K-12	Grant-Deuel Schools - Revillo, SD. Years at school - 2.5 years. Reason for leaving - poor salary and facilities.	Clinton-Graceville-Beardsley Public School - Graceville, MN. Years at school - 9 years. Reason for leaving - move closer to home, wanted to teach in a bigger school system with better salary and facilities.		
37	Male	Elementary K-6	Maple Lawn Elementary (Dallas ISD) 7 years I accepted a position as an Elementary Science Coach in the district.	Elementary Science Coach (Dallas ISD) 6 years I accepted a position as Math/Science Academic Facilitator in the district.		
51	Male	Chemistry 9-12, Physics 9-12	Lyle Public schools - Lyle MN - 6 months (I started in December of 1985 after my Student Teaching was complete - Poor salary and too many preps.	Caledonia Public Schools - Caledonia MN - 11 years - Change of location to a school near the Twin Cities.	Farmington Public Schools - Farmington MN - 16year- still at this school	
45	Male	Communication Arts & Literature 5-12	Pollock High School 1993-1997, lack of spousal employment opportunities			
25	Female	Communication Arts & Literature 5-12	Sioux Falls School District - 2 Years - Currently employed			
66	Female	Elementary K-6, Preprimary	Pre K. K	Hancock 7 Move Deer Creek 7 K again move HISD 16 retire	I was worn out teaching inner city loved mn in comparison. Also unless I retired in 2004 would have lost social security I had paid into in mn tx teachers get none. Am at a Broadway show doing quickly intermission errorsd	Houston had unreal administration probs Mn pales in comparison
34	Male	Instrumental Music K-12	5 years at Eastwood middle school Left this job to move up to a position in the high school			
43	Female	Communication Arts & Literature 5-12	Ortonville High School - 2 years - I moved closer to where my family and boyfriend lived. At the time I moved, I was also only had a part time position at this school.			
36	Female	Social Studies 5-12	I work at Olson Middle School in Bloomington. I have been continuously employed at Olson since 1999 and have never left. And for accuracy, I just wanted to say that my license is Social Studies 7-12. Good luck with your research!			
44	Female	Elementary K-6	Our Lady of Lourdes 2 years Family move	Thomas Lake, Southview, Shannon Park (District 196) 20 years Career change		

Teacher Retention Project Appendix D

37	Female	Elementary K-6	Stanley elementary school. 4 years. Decided to teach internationally.	Mount Carmel Catholic school. 1 year. Job dissatisfaction.	Saipan International School. 1 year. Too far from family.	Light and Life Elementary. 1 year. School closed Carden Academy. 1 year. Cutbacks.
54	Female		I.S.D #726 Becker, MN October 1981 through December 1981 Long term substitute position. Assignment ended. Taught Physical Education and Health 7th - 12th	n/a	n/a	
29	Female	Communication Arts & Literature 5-12	Shared teacher between Chokio-Alberta and Herman-Norcross - 2 years. Reasons for leaving: job dissatisfaction and stress (I WAS the 7-12 English department in each school, had no administrative support, and was harassed by the school counselor so much that I had to get my union representative involved.)	Princeton High School - 1 year. Reason for Leaving: Contract non-renewal after speaking up about bullying and harassment from other staff (informed of my non-renewal two days before the end of the year, after making plans for the next year with the administration. EVERYONE that I worked with was caught off-guard and shocked).	Heritage Academy of Science & Technology, Minneapolis contract alternative - currently working here (since June). I am desperately looking to go somewhere else - school or otherwise. Reasons for wanting to leave: major dissatisfaction, no organization, no administrative support, no parental support, horrendous student behavior, low pay, dangerous location, and an overwhelming work load (including being forced to "volunteer" on committees, with tutoring non-English speaking parents, and with extra-curriculars)	After my horrible experience in Princeton, I stopped teaching, vowing to not return. I may have only had three years of teaching at that point, but they were three years of pure and utter hell - so bad that they actually led to me being sick. However, I was unable to make my student loan payments without working - literally - 12 hours/day, so I took the job at Heritage. While I love actually teaching, so little of what I am expected to do as a teacher is teaching. The stress and emotional and mental exhaustion of this profession in today's schools - without any support from anyone - and the insane workload (at school for 10-11 hours, then 4-5 hours of schoolwork at home) makes me seriously consider if it's worth it, and if I want to put myself through this for the rest of my life.
40	Female	Elementary K-6	Longfellow Elementary, Eau Claire, WI - 3 years - moved for my husband's job	Miller Elementary, Omaha, NE - 1 year - job dissatisfaction	Gretna Elementary, Gretna, NE - 2 years - moved for my husband's job	
54	Female	Elementary K-6	Ortonville Public School 28years currently still there			

Teacher Retention Project Appendix D

31	Female	Spanish K-12	North View Junior High (Osseo District) 5 years turn-over in administration, on MDE's list of failing schools resulting in a turn-around grant that would reduce non-core classes to an eventual part-time status	Prairie Seeds Academy 4 years still employed at this school		
45	Male	Elementary K-6	Montello Schools, Montello, WI. - five years Reason for Leaving: personal	Montgomery-Lonsdale (now Tri-City United) - in fifteenth year Still in District		
34	Female	Visual Arts K-12	Rochelle, IL Elementary part-time 4 days to 3 days due to cutbacks, still w/ school, 10yrs			
51	Female	Elementary K-6	Only did substitute teaching short and long term at various schools for about 5 years and then starting working for my husband. But while I was teaching, the lack of support for new teachers was very poor.			
45	Female	Elementary K-6	Eureka, SD - 2 years, got married	Maddock, ND 1 year position	Stephen MN 2 years - school consolidated and was at the bottom of the seniority list	Isle, MN 9 years family issues STRIDE Academy, MN 9 years and currently teaching there
51	Female	Elementary K-6	Hayfield Elementary for two years. I left because I was getting married and my husband lived 3 hours away.	Litchfield Elementary School for 27 years. I am currently still teaching here.		
57	Male	Elementary K-6	St Josephs School in Salida, CO. A one year volunteer contact (through VIDA, a Catholic Volunteer Organization). Left after one year.	Glencoe Middle School in Glencoe, MN. Left after one year to pursue an opportunity to teach in a parochial school and coach football at Southwest State University in Marshall.	Holy Redeemer School in Marshall, MN. Left after 3 years to take a coaching position and pursue masters degree at the University of Wyoming in Laramie, WY Remained out of teaching profession for 10 years to coach at University of Wyoming and then to the University of Minnesota, Minneapolis	Returned to teaching at Lincoln Elementary in Alexandria, MN. Left after 6 years to teach at an international school. Taipei American School in Taipei, Taiwan. Left after two years due to fathers poor health back home. Returned to Lincoln Elementary in Alexandria, MN. Left after three years due to general job dissatisfaction and lack of follow through by administration on specific job promises. Took teaching position in Mexico. ASFM (American School Foundation of Mexico) Monterrey, Mexico. Taught one year, left teaching to pursue business opportunity in MN.

Teacher Retention Project Appendix D

						<p>Left teaching profession for 5 years.</p> <p>Since 2009- Instructor at Alexandria Technical and Community College in Health and Fitness Specialist Degree Program.</p>
64	Female	Visual Arts K-12	Byron Public School 3 years Left for family reasons	Kerkhoven-Murdock-Sunburg Am now at this school and have been since 1978, this is the 36 th year.		
62	Male	Social Studies 5-12	Did not go into teaching due to low pay.			
50	Male		<p>I'm PhyEd K-12 which is not one of the choices above.</p> <p>I've been in the St. Paul Public School system since 1987. The only reason I've left a school was to transfer to another school in the district.</p> <p>I'm unsure how you would like this information. It looks like your reasons are for COMPLETELY leaving the profession, which I have not.</p> <p>Please get back to me if you'd like more information.</p> <p>Thanks, Jeff Plaschko j.plaschko@comcast.net</p>			
59	Female	Communication Arts & Literature 5-12	Platte County School District #1 Wheatland, Wyoming: Wheatland High School 15 yrs and Wheatland Middle School 18 yrs - involuntary transfer to middle school in same town (part time position needed at middle level & I was already part time at the high school)	Platte County School District #1 Wheatland, Wyoming: Wheatland Middle School 18 yrs, the last 11 were full time) (Retired)		
40	Female	Chemistry 9-12	None- never taught.			

Teacher Retention Project Appendix D

43	Female	Communication Arts & Literature 5-12	Forest Lake Elementary School (Minnesota); 3 years; job dissatisfaction; left for new job	Roseville Area Middle School (Minnesota); 1 year; job dissatisfaction; left teaching profession		
68	Female	5-8 Math , Math 5-12, Spanish K-12	I taught a course on Children's Literature for the Palm Beach Junior College, Glades Center (FL) for one quarter. It was just a part-time job when I was Belle Glade Municipal Librarian. The college did not offer the course the next quarter. I left the position at the Belle Glade Municipal Librarian before the course was offered again. That was my only teaching position.			
48	Female	Elementary K-6	Buffalo MN Was a substitute. Moved on to management.			
56	Male	Social Studies 5-12	Blaine High School, 17 years, moved to district level job in same school district.			
23	Male	Social Studies 5-12	Bertha Hewitt School. First Year			
52	Female	Elementary K-6	North Branch Elementary...was an aide from 84-87 Taught from 87-present...26 years			
42	Female	Elementary K-6	Lincoln Elementary in Fairmont, MN, 1 year, husband accepted to medical school in Duluth	an elementary school in Cloquet, MN, 3/4 year, part time position-sought full time	Blaine Elementary in Superior, WI, 1 year, husband's school required us to move to twin cities	The Blake School, 4 years, became a mom
39	Female	Elementary K-6	Benson Public Schools I have been working here since I graduated from UMM in 1997. I have moved to several different grade levels because of budget reductions, but have always been employed here as an elementary teacher.			
48	Male	Math 5-12	Houston Public Schools, MN 1 year Location.	Morris Area High School, Morris, MN 11 years No suitable employment for my spouse in the area.	ROCORI Area Schools, Cold Spring, MN 13 years Currently employed here....I will retire before I reaching retirement age. This profession is a nice way to raise a family, but as a mathematics major, the compensation and general lack of respect for teachers by the public is hard to stomach. Not very professionally satisfying...suffering through cuts every year, working with apathetic students, peers and administration. I have, however, enjoyed helping my children navigate the school systems and being involved in their education. My children understand how vital education is and have been successful. That	

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					has made it worthwhile to me.	
40	Female		My license is Spanish 7-12. Stillwater Area High School, 8, got married and moved across the metro	Wayzata Central and East Middle Schools, 1, got pregnant and decided to stay home with baby and be a full time mom from there on out.		
25	Female	Elementary K-6, Preprimary	Zanewood Community School, 3 years, have never left- 1st teaching job still there... student taught at Zanewood as well			
36	Male	Math 5-12	White Bear Lake High School 14 years I have been at this school my entire career.			
60	Female	Elementary K-6	Melrose Public School; one year; reason for leaving was that I was hired as a Title 1 teacher and the district would only keep their Title 1 teachers for 2 years and then let them go (to avoid Title teachers from being able to obtain a job from a regular classroom teacher that had been hired that would only have one year of teaching). I wanted to find a regular classroom teaching job and work on building seniority.	Brownton Public School (Hired in 1976); Brownton paired and then eventually consolidated with Stewart Public School --- becoming McLeod West; McLeod West then did a consolidation with 3 school districts (Glencoe-Silver Lake, Buffalo Lake-Hector, and Gibbon-Fairfax- Winthrop). I taught for a total of 36 years within the Brownton Public School system and through these two consolidations it was involved in.		
65	Male	Social Studies 5-12	Lake City Public Schools 8 years changed occupation to farming			
60	Female	Elementary K-6	McKinley Elementary, Fergus Falls, MN 2 years, Family	Birch Grove Elementary, Tofte, MN 7 years school closing & cut backs	Margo Elementary School, Weslaco, TX 5 years, job dissatisfaction	International Christian School of Budapest, Hungary 8 years, still employed.
24	Female	Elementary K-6, Preprimary, 5-8 Math	Morris Area High School, 3rd Year, Currently teaching there			

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40	Male	Elementary K-6	Meadowbrook Elementary School, 5th Grade Teacher- 7 years Reason for Leaving-Hired as Asst. Principal	Southwest Middle School, Asst. Principal - 5 years Reason for Leaving- Hired as Elementary Principal	Corral Drive Elementary School, Principal - 8 years - Currently in this position	
66	Male		University of Minnesota, Morris 1966-1970 Had a teaching degree in Physical Education and Health, it covered K-12 at that time. Graduated in 1970 I don't see Physical education or Health in your selections.			
30	Female	Elementary K-6, 5-8 Math	After applying for several teaching jobs and not receiving a position, I did substitute teaching for a few months with the Fergus Falls school district. I then chose to open my own child care business. My decision was based on personal reasons. I did not want to have to move for a teaching job. I wanted to "be my own boss." My passion was caring for children.			
51	Female		I am a little offended that you don't have physical education listed. I graduated in 1985 from UMM with a Physical Education and Health major and a coaching minor. I have taught in Dist. 206 - the Alexandria school system since 1987 and am still there and enjoy teaching every day!			
36	Male	Social Studies 5-12	Foley Senior High School, 8 years: went back to school for related subject of school finance.			
41	Male	Elementary K-6	Triton Elementary School - I've been teaching for 18 years and am currently going to school to earn a principal's licensure. I have no plans to leave.			
35	Male	Elementary K-6	Substitute taught all over Fargo/Moorhead area. Left because I could not find full time teaching work.	Taught computers k-6 at St Marys in Morris. Left because I could not find full time teaching work and because moved to Moorhead.	St Joseph in Moorhead part time computer teacher. Left because I could not find full time teaching work.	
39	Female	Math 5-12	Brooklyn Junior High, 1 year, dissatisfaction			
61	Female	German K-12, Social Studies 5-12	Breckenridge High School - German program dropped and replaced with Spanish.			
52	Female	Math 5-12	Annandale Public Schools - 30 years - still here!			
53	Male	Instrumental Music K-12	Did not pursue a career in teaching.			
48	Female	Elementary K-6	Franklin Elementary School - Rochester MN 1 year One year commitment for my graduation program	Bamber Valley Elementary School - Rochester MN 10 years Wanted a shorter commute from my home	Churchill Elementary - Rochester MN 3 years Wanted to teach at the schools my children attended	Jefferson Elementary School - Rochester MN 12 years Still teaching here! :) All of my teaching career has been spent with the Rochester Public Schools.

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						Teachers are able to transfer schools at their discretion.
66	Female	Elementary K-6	morris public 39 years retired			
59	Male	Social Studies 5-12	Beardsley HS (MN) 16 years Realignment and closing of 7-12 facility	Frazee HS (MN) 19 years Retirement		
60	Male	Social Studies 5-12	Willmar, MN -4years. Left because I married and relocated.	Stillwater, MN--3 Years. Left because I relocated.		
	Female	Elementary K-6	Ortonville MN - long-term substitute and 7th grade volleyball coach - '92-94 - not consistent schedule	HeadStart - Ortonville Minnesota (Reason for leaving - young family) Adult basic education - Minnesota West - (reason for leaving - family and evening hours)	Perham Minnesota: Early Childhood (Pre-primary), First grade, Junior Kindergarten (inconsistency of contract - earned Masters' degree so pay rate was higher) The contracted positions I held annually ranged from .10 time to .5 time I was offered different contracts 5 years in a row - but finally got an advising (union position) with the Minnesota State College and University system.	
39	Female		Social Studies 7-12 is my license area. West Hancock High School - 2 years - The opportunity to return to Minnesota arose. (School 1 was in Iowa.)	Fairmont High School - still here.		
39	Female	Elementary K-6	Benson Public Schools - 1998-2002 = 4yrs Reason for leaving = cutbacks due to lower enrollment			
39	Female	Communication Arts & Literature 5-12	Zimmerman High School I.S.D. 728 (Elk River School District). 17 years teaching high school English. I have not left and do not intend to anytime in the near future.)			
		Social Studies 5-12	Never hired on. I left the field after first summer out of college because I didn't want to be a substitute or move out of state.			
64	Female	Chemistry 9-12, Life Science 9-12, Physics 9-12	Copperas Cove TX High School (1971-1972) Left because husband was in the military, returned to MN	Clara City High School 1984-1987, Moved family to Willmar, also job was cut.	Willmar High School 1987-2009 Retired when I reached Rule of 90	

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59	Male	Earth & Space Science 9-12, General Science 5-8, Life Science 9-12	Dassel-Cokato HS 2 years. 1976-78. Take a head football and baseball position Lakefield HS - 5 years. 1978-83. Take a head football position at larger school Melrose HS - 2 years 1983-85. They cut 1 science position and I had least seniority, the union cost me my job. My performance as a teacher and coach were highly recognized but the teachers union forced me out.	Now work in the pharmaceutical industry. 1985-present		
61	Male		Physical Education I never taught in school, but went on to seminary to become a pastor.			
40	Male	Social Studies 5-12	Charter School Administrator/Executive Director of Augsburg Academy for Health Careers - reason left: incompetent board of directors.			
69	Female	Vocal Music K-12	Atwater Public School - Atwater, MN - 2 years Left a K-12 Vocal Music position for a 7-12 position.	Oivia Public School - Olivia, MN - 14 years Left because I got married and moved to Northern Minnesota.		
40	Male	Social Studies 5-12	Park hill high school, Kansas City, Missouri I have been employed at the high school for fifteen years and still work At the same location.			
37	Female	Elementary K-6, 5-8 Social Studies	Pearson elem. In Wheaton for 1 year - personal, got married and moved	Rockford elem. 6 years, financial budget cuts	St. Michael Elem. This is my 9th year here.	
63	Female	Communication Arts & Literature 5-12, Spanish K-12	Was never hired as a teacher. It was 1973 and not many jobs were available.	See above.	See above.	See above.
42	Female	Elementary K-6	Lake Benton Public School - 2 years - budget cuts	Hills-Beaver Creek Public School - 6 years - took another position		
26	Female	Elementary K-6, 5-8 Math	Primrose School, taught Preschool for 2 years. Left because of job dissatisfaction and lack of administrative support.	I did three long term substitute positions in three different public schools- Tatanka Elementary in 3rd grade, Zimmerman Middle School in an at risk math classroom for 6th, 7th, and 8th grade, and Hassan Elementary in 3rd grade. The next school year I did another long term substitute position in 2nd grade at Park side Elementary. I stopped doing this once my son was born and now I stay home with him.		
63	Female	Elementary K-6	New Ulm Area Catholic Schools New Ulm, MN 15 years of full time teaching left teaching at this school due to cutbacks	New Ulm Public Schools District 88 Short and Long term substitute teacher 5 years Retired but continuing to do some short term days		
29	Female	Elementary K-6, Preprimary	Hancock Public School, 1.5 years, cutbacks	N/A	N/A	N/A
62	Male		District 200, Hastings mn---started and never left--35 years teaching Physical Ed--same Dist			

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64	Female	Elementary K-6	CHOKIO-ALBERTA PUBLIC SCHOOLS, GRACEVILLE,	SUBSTITUTED OFF AND ON, QUIT DUE TO FAMILY RESPONSIBILITIES		
25	Female	Elementary K-6, Preprimary	Northern Voices - Still working at this school since 2010 (my graduation year).			
56	Female	Math 5-12	I choose not to teach. I did not feel I was committed enough to the profession to fulfil the children's needs.			
37	Female	Elementary K-6	St. Raphael's School, 1 year, end of position	Success Academy, 7 months, job dissatisfaction/school closing		
58	Male	Communication Arts & Literature 5-12	Discovery Middle School (grades 7-9) Alexandria, MN 21 years - still teaching Very satisfied with the career choice.			
48	Female		Didn't teach. Zero years.			
29	Female	Social Studies 5-12	Wilbur Cross Annex High School, 2006 - 2007 (1 year) Reason for Leaving: School Closing **This school and it's partner school on the other side of the city were closed and consolidated into one site.	Gateway Learning Academy High School, 2007 - 2008 (1 year) Reason for Leaving: Personal and Job Dissatisfaction **Fulfilled by 2-year teaching commitment with Teach For America in Connecticut so I moved back home. Had I decided to stay in Connecticut, I would not have returned to the school due to lack of ethics of the administration.	Minneapolis Academy Middle School, 2008 - 2012 (4 years) Reason for Leaving: Professional and Job Dissatisfaction **I wanted to work in a school where opportunities for leadership existed, which did not at this school. Additionally, I disagreed with administrative decisions regarding school culture.	Adelante College Prep Middle School, 2012 - present (2 years +) Currently Employed and VERY satisfied
71	Male	Math 5-12, Physics 9-12	Graceville, MN 5	Anoka Hennepin School District 31 29		
43	Female	Elementary K-6	Brownell-Talbot School - 19 years - still employed there			
33	Male	Instrumental Music K-12	Albany Area schools, 2005-present.			
30	Female	Social Studies 5-12	North View Junior High School - 2 years long sub contracts. Left due to cutbacks. No longer in the teaching profession.			
42	Male	Instrumental Music K-12	Greenway schools. This is my 19th year.			
56	Female	Elementary K-6	Finlayson Elementary School, 5 years. Moved.	Rogers Elementary, 1 year. Moved.	St. Francis public School, Preschool teacher, Kindergarten teacher, 25 years. Still there!	
62	Female		Parkers Prairie High School 1973-1978 - 5 years Leaving because of marriage - relocated to another area	Delano Public school 1978 - 1995 variety of short and long term substituting - Not working from 1983 - 1994 as I was a stay-at-home mom during that time Left when I obtained full time employment at a neighboring school.	Buffalo High School 1995 - present time 18 years Will retire this year or next year	

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38	Female		Elementary 1-6, Theater Arts double major 1997 I chose not to teach in an elementary school and went the theater route after graduating. I did some work with the Children's Theater of Madison in Stage Management before leaving to start a family. I've been home raising our four girls, now ages 3-12, since 2001.			
57	Male	Elementary K-6	Cyrus Public School 4 years-possible closing of the school.	Chokio-Alberta Schools- 18 years- obtained an administrative position	Minneota Public School-12 years-retired	
30	Female	Social Studies 5-12	short term sub schools in district 742 for 2 years after getting license. Changed career path due to lack of jobs.			
37	Female	Communication Arts & Literature 5-12	Did not teach because of babies and family.			
37	Female	Social Studies 5-12	Eastwood HS 2 yrs El Paso, TX I got a coaching/teaching job at another campus.	Socorro HS 8yrs El Paso, TX I moved to open a brand new school and start my own Career and Technology Education Program. My program is for high school students interested in the teaching profession.	Eastlake HS 4 yrs-present El Paso, TX	
67	Female	Elementary K-6	Osseo District, MN - Palmer Lake Elem. - 17 years - transfer within district	Osseo District - Birch Grove Elem. - 19 years - retirement		
28	Female	Elementary K-6, 5-8 Social Studies	Koreaplyschool I worked for them for 2 years as both a teacher and in human resources. I left when the school's office in mn closed because at that time I wasn't able to return to teach in South Korea.	Worked for temp agency called teachers on call. I didn't get any fulltime offer so I left the teaching profession to pursue a career in human resources and went back to Carlson (business school on twin cities campus) for my masters degree. I now work for Kelly educational staffing as a supervisor for substitute teachers.		
42	Female	Earth & Space Science 9-12, Life Science 9-12	Kimball High School 95-97 Part time position	Buffalo Community Middle School 16 years, still here 7/8 Earth Science		
42	Female	Earth & Space Science 9-12, Life Science 9-12	Kimball High School 95-97 Part time position	Buffalo Community Middle School 16 years, still here 7/8 Earth Science		
63	Male	Elementary K-6	Probstfield Elementary, Moorhead, MN. Taught one year 1973-74. Left because of no administrative support; school structure - open school with closed doors; and no ability grouping of students, plus desire to live in the Twin Cities. Did not return to teaching but moved to nonprofit management for the remainder of my career			
63	Female		St. Cloud Public Schools 6 yrs personal (family) Physical Education and Health K-12 Coaching 7-12	Milaca Public Schools 28 yrs retirement		
29	Female	Life Science 9-12	Hutchinson h.s. Long term sub	Sartell st. Stephens middle school, long term sub		

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62	Female	5-8 Science, Chemistry 9-12, General Science 5-8, Life Science 9-12, Physics 9-12	Maple Valley, Tower City ND 1974-present			
33	Female	Elementary K-6, Preprimary	Additional Licensure: Special Education K-12 Arlington High School- 3 years, school closed due to not meeting AYP	Washington Tech Magnet- .5 years, left as opportunity in El. Ed opened up	Como Park Elementary School- 1.5 yrs- self-contained position cut	Four Seasons, 1 year and counting...
51	Female	Elementary K-6	I have already done the survey but didn't know to add my other licenses which are DCD, SLD, and EBD			
55	Female		I never taught K-12. I have taught at universities and I am now an administrator. Graduate school University of Wisconsin, Madison, and teaching assistant, 1980-1982; did graduate work in math and earned a masters degree in library science University of Minnesota - Duluth -- taught Math 1982-1984 Left to take library job	University of Wisconsin - Stout, automation librarian 1984-1985 One-year position so when done left to take another library position	University of Wisconsin - Superior, librarian and taught library science classes, 1985-1989 Left to return to graduate school	Graduate school University of Minnesota and research assistant, 1989-1992; received PhD in Higher Education Administration Southern Arkansas University, library director and taught education courses, 1992-1997 Left to take a position in Minnesota St. Cloud State University, Dean of Learning Resources & Technology Services, 1997-2011 Left to take a new position South Dakota State University, Chief University Librarian, 2011-present
64	Female	Elementary K-6, Preprimary	Strandquist Public Schools 1971- 1979 poor salary, had a chance at an opportunity to actually make a living.			
57	Male	Math 5-12, Physics 9-12	Ortonville High School - 1.33 years Left to go to Annandale High School	Annandale High School - 1 year Left to go to Grad school in Computer Science	New Life Academy - .5 years left to go back to industry as a Computer Engineer	
22	Female	Elementary K-6, Preprimary	St. Edward School, Minneota Ivanhoe Public School, Ivanhoe I am currently in my first year of teaching. My time is split between these two schools.			
30	Female	Elementary K-6, 5-8 Math	New Salem Elementary- Mpls MN- 1 year - School Closed	Rum River Elementary School- Andover, MN 1 year- Temporary teacher on special assignment, position cut due to funding	Metro North Adult Basic Education- Blaine, MN- 6+ years, currently in this position	

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39	Female	Elementary K-6	Daisy Gibson school in Palmdale, CA. 1 year. Moved back home to MN.	North End Elementary School in St. Paul, MN. 2 years. Got another job closer to my home.	Hoover Elementary School in Coon Rapids, MN. 3 years. Budget cuts.	Mississippi Elementary School in Coon Rapids, MN. Currently working here (have been here 11 years).
41	Male	Chemistry 9-12, Physics 9-12	Trident High School, Whakatane, NZ. 3years, time to come back to the US.	Montevideo Senior High School, Montevideo, MN 15 years current school		
36	Female	Elementary K-6, Preprimary	Discovery Days Preschool for 2 years Left because pay didn't equal the pay for my daycare			
38	Female	Elementary K-6	Wolf Creek Elementary, 1 year 1 month, left for personal reasons			
43	Female	German K-12	Sartell High School. - German 5 years Family	ROCORI school district-special education 3 years Still there		
56	Female		Physical Education/Health/Coaching K - 12	I have been in the same school district for 33 years only changing schools because I wanted to move up in grade levels. Started in Junior High and moved to high school.		
56	Male	Elementary K-6	Monticello Public Schools, 33rd year, still there			
44	Female	Communication Arts & Literature 5-12	Morris Area High School - 2 years I left to pursue another career.			
22	Female	Elementary K-6, 5-8 Communication Arts & Literature				
52	Male	Elementary K-6	Silver Lake Public School 3 years budget cuts	Winsted Public School 2 years budget cuts		
69	Male	Elementary K-6	Bloomington MN. Public Schools Employed 35 yrs. retired			
42	Female		Math 7 - 12 license. I graduated from UMM June, 1993. I was hired Fall 1993 at Osseo Junior High School. After my 1st year, I was cut to .6 FTE. I was hired at Osseo Senior High School for .4 FTE so I was still full time between the two locations. I was rehired full time at Osseo Junior High School for my 3rd year of teaching and I have been teaching here ever since. I am currently in my 21st year teaching Math at Osseo Junior high.			

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56	Female	Math 5-12	Healy High School in Pierz, MN 1 year Dissatisfaction with community not necessarily with school itself - feelings of isolation in small, rural community	Willmar junior high school and Willmar senior high school 2 years Job cutbacks	Benson junior high school Benson, MN 1 year Job cutbacks	Was hired back at Willmar junior high school Willmar, MN 4 years Left at the end of the school year because I was pregnant with my first child and chose to stay home. Longmont high school. Longmont, CO 2 years Left because my husband was transferred to Guam. Simon Sanchez High School in Guam 1 year Left because my husband was transferred. Oak Ridge High school 18 years- still teaching here!
46	Female	Elementary K-6, Preprimary	Early childhood special education Streator Illinois, Oakland Park Elementary 1 year Left job because was a one year position	Cave junction, Oregon Evergreen School Three years Personal... Moved to marry	Ironton, Missouri Arcadia Valley elementary Three years Personal...husband transferred	Cadet, Missouri Kingston elementary Three years Job dissatisfaction.... unfair administration/favoritism and poor educational climate Jefferson county educational cooperative Jefferson county Missouri Three years School closing/ cooperative disbanded Desoto, Missouri Desoto early childhood center (3 years) & Athena elementary (1 yr) Four years Resigned to purchase a business... Own and Direct daycare/preschool with 90 children

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48	Female		Browerville High School (MN), 5 yrs, wanted to move to larger city. License held: Spanish 7-12	MN Center for the Arts: one year; I only had a one-year contract while a teacher was on sabbatical. I would have looked for another position anyway because I just wasn't comfortable with the philosophy of the school, the student attitudes, and the grading system--letter grades were not used, but rather words like deficient, satisfactory, good, and excellent, check marks and plus signs used instead of points. It was too subjective for me, plus the grade terms translated into grades for students' transcripts anyway. License held: Spanish 7-12	Chisago Lakes HS (MN): one year; not re-hired, but I was moving out of state anyway after I got married. I did not feel supported by the principal, and I don't think he liked that I held students accountable and graded accordingly. He observed me in the classroom twice during the year for 1/2 hour each session and provided favorable feedback. At the end of the year he told me that I was not being re-hired for the next year. I think this is partly because of personality conflicts between us, and also because he knew I was getting married to someone from out of state. License held: Spanish 7-12	Mt. Eden High School (CA), two years; took a semester off for maternity leave and then did not return because we moved to a different state. License held: Spanish 7-12
23	Female	Elementary K-6, 5-8 Social Studies	Busan Foreign School, I'm on my second year of teaching here and plan on returning next year.			
67	Female	Social Studies 5-12, Spanish K-12	Watertown-Mayer Public Schools 34 years Retired			
32	Female	Social Studies 5-12	Medford Mn #763 11 years Still teaching at the school			
50	Male	Instrumental Music K-12	I also have special education SLD k-12 and Work place Coordinator Handicapped Licenses Milan Public Schools - 3 years. School consolidation budget cuts.	Crane elementary Yuma arizona 1 year. Left to teach in a high school	Kofa High school Yuma arizona - 3 years Moved back to minnesota	Morris Public schools - 4 years. Health Lac Qui Parle Schools 12 years - still employed

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31	Female	Instrumental Music K-12 , Vocal Music K-12	Barranca Mesa Elementary, Los Alamos, NM 7 years Moved to North Carolina	Metcalf Junior High and Nicollet Junior High in BES District, MN 1 year Got married and moved to New Mexico	Not a "school" but a youth theater company. I am opening Right On Cue Kids Theater in Cary, North Carolina right now. Instead of jumping back into a teaching job, I felt my time and talents were better suited pursuing an educational path with the least resistance. I have found nothing more educational than providing students with as full of a musical theatre experience as possible, and it took me 7 years to get a group of teachers to work on a big project like this in a school. I have been directing Atomic City Children's Theater for 5 years, and what the kids get from the experience provided are not easily replicated in a school environment. Instead of fighting the system, which I feel is failing, I am trying to provide new educational platforms that model excellence in education in hopes of being a catalyst and model for the future of education.	
27	Female	5-8 Science, Chemistry 9-12	Bloomington Kennedy High School, 1 year, personal (relocation with family)			
67	Male	Math 5-12, Physics 9-12	Goodhue Public schools, Goodhue, Minnesota My draft board said that I would be drafted the next year and my future wife went out of state to graduate school. I decided to resign and follow her. My plans were to earn masters degree and return to secondary school.	After six years of graduate school during which time I earned an MA and Ph.D. I taught 35 years at two small colleges. Cardinal Stritch College (2) and Wartburg college(33). Retired.		
27	Male	General Science 5-8, Social Studies 5-12	Morris Area High School. In my 5th year teacher at MAHS, and it is the only school I have taught in.			
28	Female	Communication Arts & Literature 5-12	Hinckley-Finlayson High School, four years, job dissatisfaction	Chisago Lakes High School, two years, still work here		
67	Female	5-8 Communication Arts & Literature, Communication Arts & Literature 5-12	Staples Motley 32 Retired			

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44	Female	Elementary K-6, Preprimary	Hanover Elementary (Part of the Buffalo-Hanover-Montrose school district). 13 years. Left due to husband obtaining new job in different area. Taught multi-age (k-2) and looping (1-2) grades.	Upsala Area Schools, Upsala MN 4 years. Left due to husband obtaining administrative position in a different school. Taught 4th grade and all day every day K	University of Minnesota Morris 1 year Worked in the Division of Education for a one year position. Left because the position was only offered as a one year position.	KMS Schools, Kerkhoven, MN 1 year Left for a better position in a different district. Herman-Norcross Community School current (and hopefully LAST!) :) position teaching PreK and elementary math
39	Female	Elementary K-6	I also have a reading k-12 licensure and ESL K-12 licensure. Catholic school in Central MN--2 years--decreased enrollment; last one hired, first to go	Catholic School in Central MN--8 years--left because of wages and wanting to get into public school system	Public School in Central MN--currently in my 8th year with no plans to leave	
66	Male	Math 5-12, Physics 9-12	Brandon Public School, 6 1/2 years (January 1972-June 1978). Left because I was burned out and had a great job opportunity in industry.	Twin Oaks School, 2 1/2 years so far (September 2011-Current). I retired after 31 years in industry and am now teaching part time at a small private school.		
56	Male	Elementary K-6	Arlington-Green Isle Public Schools - 4 years - I left simply for a head coaching opportunity in a different school system.	Hayfield Community Schools - 17 years - I left to be in a larger school system and, again, for what I considered a better coaching opportunity.	Longfellow Elementary School which is part of the Rochester Public School system - 13 years - RETIREMENT!!!! I retired from teaching but continue to coach at the varsity level.	
32	Female	Math 5-12	Franklin Jr. High School, Brainerd, MN; 2 years; change to mathematics curriculum/school politics.	St. Anthony New Brighton High School, St. Anthony, MN; 1 year; got accepted into graduate school in public policy/interest in understanding education policy better after NCLB was being implemented.		
60	Male	Elementary K-6	Benson Schools - Benson, MN 30 years took a position with the Minnesota Department of Education	Currently at the Minnesota Department of Education Director of the Division of Student Support		
36	Female	Elementary K-6	McKinley Elementary -2 years. Cuts.	Lincoln Elementary. 1 year. cuts.	Kaposia Elementary. 1 year. Long term sub	Newport Elementary. 1 year. cuts Thomas Lake. 1 year. cuts Washington Elementary. 7 years. still here! Love it!
39						
39	Female	Elementary K-6	West Central Area Schools 17			
23	Female	Elementary K-6, Preprimary	Positive approach to Learning (Autism school) - 1 year. I left due to being offered a job in Australia.	Mackillop Catholic College - 6 months - I am still currently employed by them and will be through may.		
43	Male	Social Studies 5-12	St. Cloud Technical High School. Eighteen years - still employed			
70	Male	Instrumental Music K-12, Vocal Music K-12	Hancock High School 2 years Went to graduate school	Manchester College 3 years Took a job at Augsburg College	Augsburg College 5 years Took a job at the University of Minnesota Morris	University of Minnesota Morris 31 years retired

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65	Male	Elementary K-6	Ogilvie Elementary School 32 years Retired	Anne Fox School, Schaumburg, Illinois Elementary PE 4 years Just resigned		
47	Female	Elementary K-6	Rice Elementary, San Carlos, AZ 4 years After gaining some experience it worked out to take a teaching portion back in MN.	Grand Portage Elementary (Cook County Schools, ISD #166) Grand Portage, MN 13 years I was transferred within the same school district to Grand Marais, MN due to low student enrollment and the anticipated closing of the school the following school year. A year later the school was closed as a part of ISD 166 and the community opened up a charter school.	Sawtooth Mountain Elementary, Cook County Schools, ISD #166 Grand Marais, MN Currently in my sixth year at this school and hope to stay until retirement. (I graduated from UMM in 1989. I'm not sure if you still want to include my responses with your study?)	After graduating from UMM I substitute taught within the Eden Prairie School District and a two parochial schools for two years prior to taking the full time elementary teaching position in AZ.
45	Female	Communication Arts & Literature 5-12	Yankton High School--17 years. Left to be a stay-home mom.	Sacred Heart Middle School, Yankton, SD. This is my second year as a teacher here.		
25	Female	Elementary K-6, Preprimary	Fairview colony school - paid through Lamoure Public School 3 years Moving to different city	Oakes public school I am in my first year at this school.		
61	Female	Elementary K-6	I only used my teaching certificate for substituting one year and then left the field for social work. It was not an enjoyable experience for me.			
35	Male	Elementary K-6, 5-8 Math, 5-8 Social Studies	Mountain Lake Public School. 13 years. Still there.			
44	Female	Math 5-12	New Ulm High School 1 Year; it was a part time, temporary job because I returned from student teaching (in New Zealand) Labor Day Weekend and schools weren't interested in hiring a teacher who wasn't around for workshops. :)	Rockford High School 21 Years, Still Here		
69	Female	Elementary K-6	Whittier - St. Paul. 1 year Job dissatisfaction, part time principal, lack of support/mentoring.	Frost Lake - St. Paul 1 year Moved out of the area.		
46	Female	Communication Arts & Literature 5-12	Chokio-Alberta High School I taught there for two years. I left because I accepted a teaching position closer to home and part-time.	Hancock High School I taught there for seven years. I left to teach at a school that offered me a full-time job and was a school I had always wanted to teach at because of they were known for excellence.	West Central Area in Barrett, MN I taught there for eight years. I left to work at the University of MN, Morris. This was a career move. I had wanted to teach there.	University of MN, Morris I taught there for 4 years. I left because I was not hired in the tenure line position, and my adjunct position was no longer needed.
60	Male	Chemistry 9-12, Math 5-12, Physics 9-12	1 year high school, grades 10,11,12. Enjoyed very much. Offered high paying technical job by IBM			Continued teaching as adjunct professor at NY IBM Corporate Technical Institution for 4 years. Taught leadership classes for 6 years. All instructor Activity was in addition to full time IBM jobs.

Teacher Retention Project Appendix D

						Retirement from IBM ended those teaching assignments.
64	Female	Elementary K-6	<p>Vadnais Heights ES, White Bear Lake system, MN, 3 yrs, went out on maternity leave, then reigned at the end of the leave period.</p> <p>In 1993 completed MA in school counseling at Johns Hopkins University, then worked for the Montgomery County School system from 1993-2008.</p>	<p>Worked at Ridgeview MS as counselor for 3 years. Worked as NE .Consortium counselor for one year, left to open Blake HS (new high school). Worked at Blake for three years. Left to head counseling department at Ridgeview MS for 2 years, then went to head counseling department at Redland MS for one year (friend had taken over as principal and asked me to come), left after one year to head counseling department at Sherwood H S for three years. Ended my career as a Pupil Personnel Worker, a year-round position. Was PPW for three years.</p>		
42	Female	Spanish K-12	Mahtomedi Middle and High School - 2 years - finished a long term sub assignment	Scott Highlands Middle School - Apple Valley - 17 years - still there! :)		
49	Female	Elementary K-6	<p>Minnewaska Area Schools, Glenwood/Starbuck/Villard, Minnesota.</p> <p>I taught there for 7 years in a variety of positions. I left because of the administration. They would not give me a full time position. I left because I was tired of being jerked around!!</p>	<p>Ortonville Public Schools, Ortonville, Minnesota.</p> <p>I loved teaching in Ortonville. I was there only 1 year. The administration was helpful and put children first. It was a great experience!</p> <p>I left Ortonville because my husband's job was relocated to Detroit Lakes. :(</p>	Detroit Lakes Public Schools, Detroit Lakes, Minnesota. I am currently teaching in Detroit Lakes Public Schools. I have been teaching there for the past 14 years. I love teaching in Detroit Lakes!	
59	Female	Elementary K-6	Reede Gray Elementary-Redwood Falls, MN -3 years - had my first baby	<p>Substitute taught for 12 years in 4 different schools while raising my 4 children- Springfield -St. Raphael's (K-8)</p> <p>Sleepy Eye Public (K-6)</p> <p>Sleepy Eye St. Mary's (K-6)</p> <p>Morgan/ Franklin-Cedar Mt. (-6)</p> <p>I did short term subbing and 6 maternity leaves</p>	Sleepy Eye St. Mary's Elementary (K-6) presently teaching there for my 20th year, I started after my 4th child entered Kindergarten there	
38	Female	5-8 Science, Life Science 9-12	American School of Tampico, Mexico (2 years); low salary, wanted more diversity	American School of Kuwait, Kuwait (3 year); missed Minnesota!		
63	Male	5-8 Social Studies, Social Studies 5-12	<p>Jackson Jr./Sr. High</p> <p>3 years</p> <p>Time to move on- Not pleased with the administration-Job dissatisfaction.</p>	<p>St. Francis Middle/Jr. High School</p> <p>29 retirement</p>		
62	Female	Elementary K-6	<p>Ortonville Public Schools</p> <p>1 year</p> <p>Employment at the Developmental Achievement Center -Big Stone County</p> <p>Left because I did not feel comfortable with my job assignment</p>	<p>Developmental Achievement Center-Big Stone County</p> <p>4 years</p> <p>Employment at Clinton Minnesota Schools</p> <p>Left because I wanted to teach in a public school.</p>	Clinton-Graceville-Beardsley Public Schools 1979-to present	
	Female		3 yrs teaching			
	Male	PE/Health	Elem PE for 4 yrs Chicago	Ogilvie, 32 years, retired		

Teacher Retention Project Appendix D

	Female		first school left because of marriage	retired from second school		
	Male		same school until retirement			
	Female	Elementary	Carlos Elementary, 13 years			
	Female	PE/Health	Morris Elementary, 34 years			
56	Male	Elem 1-6, PE K-12, Coaching	Arlington-Green Isle Public Schools - 4 years - I left simply for a head coaching opportunity in a different school system.	Hayfield Community Schools - 17 years - I left to be in a larger school system and, again, for what I considered a better coaching opportunity.	Longfellow Elementary School which is part of the Rochester Public School system - 13 years - RETIREMENT!!!! I retired from teaching but continue to coach at the varsity level.	
	Female		San Antonio, 3 years	Anoka-Hennepin, 30 years, retired		
43	Female	K-8 Nebraska license	Brownell-Talbot School - 19 years - still employed there			
	Male		5 years			
	Female	7-12 Social Studies, K-12 Counseling				
	Male	7-12 Social Studies, Coaching	never left			
	Female	Elem, PE	Brandon, 33 years, still there			