



TEACHER ATTENDANCE MATTERS

Fast Facts:

CHRONIC TEACHER ABSENTEEISM

- ✓ Defined as missing 10 or more days per year, according to the U.S. DOE
- ✓ 39% of teachers fit this definition of chronic absenteeism.



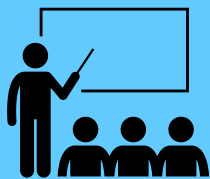
Positive Approaches:

IDENTIFY ROOT CAUSES

- ✓ Compare schools across a district and to national and state benchmarks.
- ✓ Examine culture: **Stressful, high-pressure cultures, lack of worker interdependence, student misbehavior, lack of respect, and overcrowded classrooms** all increase absenteeism.
- ✓ Look at patterns of peer and administrator absences.



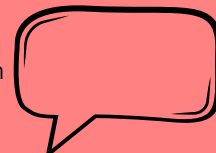
STUDENT IMPACT



- ✓ Teachers' attendance can positively or negatively impact students' **academic achievement, attendance, suspension rates, noncognitive skills, and behavior.**
- ✓ 10 teacher absences reduces student achievement in math up to 3% annually.
- ✓ When teachers miss 10 days, the decrease in student achievement is the same as the difference between having a brand new teacher and one with 2-3 years of experience (NCTQ, 2014).
- ✓ The negative academic impact of chronic teacher absenteeism is more pronounced in schools with high percentages of low-income and minority students.

DATA & COMMUNICATION

- ✓ Identify patterns of absenteeism.
- ✓ Absence management systems with administrative monitoring can decrease absenteeism by 14%.
- ✓ Start conversations with chronically absent staff.
- ✓ Clearly communicate attendance policies and incentives to all district staff.



SCHOOL IMPACT

- ✓ Almost 75% of public schools frequently rely on administrators, non-teaching staff, and other teachers to cover classes.
- ✓ Covering additional classes leads to increased job dissatisfaction and more teacher absences in the future.
- ✓ When specialists fill in as subs, extra support sessions are canceled, and learning loss is compounded.



FOCUS ON WELLNESS



- ✓ Offer meaningful opportunities for wellness coaching, mentorship, and professional development.
- ✓ Host or promote flu shot clinics for employees.
- ✓ Consider more frequent, shorter breaks to promote rest.