



## Alpharetta High School Teacher Recognition & Awards Donation 2023-2024

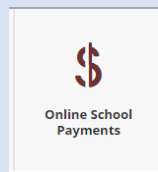
Each year, Alpharetta High School requests a voluntary parent donation to support our *Teacher Recognition & Awards* program for our 200+ esteemed AHS faculty and staff that teach, coach, counsel, mentor and support our 2000+ AHS students.

Parents, “the teacher shortage is real, large and growing” (García and Weiss, 2019). We continue to have this challenge in 2023. *Specifically, AHS was not able to recruit a needed math teacher, science teacher and special education teacher this summer and thus have asked our current teachers to give up their planning period and teach an extra course – not ideal!* Your generous donation will assist the AHS administration team with implementing researched based recommended strategies to retain high quality teachers in our school community! Honoring teachers throughout the school year for excellence and positive outcomes for students is an integral aspect of retaining high quality teachers and faculty for our students. Niche has ranked our teachers as the #2 top faculty in Georgia. Let’s work together to retain such an esteemed faculty. “Great schools create classroom heroes in ways that improve teacher retention” (Gallup, 2019). *Help the AHS administrative team celebrate the amazing teachers and faculty that support our children!*

With appreciation,  
*Shannon N. Kersey, Ph.D.*

Please consider a voluntary tax-deductible donation for the 2023-2024 school year. **No donation is too small!**

**To Donate:**  
**Pay online via Online School Payments (OSP) on the AHS website**



Use the link below or the QR code to go directly to the OSP page, donations category.

<https://tinyurl.com/ahsteacherdonations>



You may enter any notes of gratitude in the description box. Enter the amount you choose to donate in Price box. Select Add to Cart.

**On behalf of the esteemed Alpharetta High School faculty, we thank you in advance for your support!**

**Excerpt taken from the Economic Policy Institute's first report in "The Perfect Storm in the Teacher Labor Market" series by Emma García and Elaine Weiss:**

*This report is the first in a series examining the magnitude of the teacher shortage and the working conditions and other factors that contribute to the shortage.*

**What this report finds: The teacher shortage is real, large and growing**, and worse than we thought. When indicators of teacher quality (certification, relevant training, experience, etc.) are taken into account, the shortage is even more acute than currently estimated, with high-poverty schools suffering the most from the shortage of credentialed teachers.

**Why it matters: A shortage of teachers harms students, teachers, and the public education system as a whole.** Lack of sufficient, qualified teachers and staff instability threaten students' ability to learn and reduce teachers' effectiveness, and high teacher turnover consumes economic resources that could be better deployed elsewhere. The teacher shortage makes it more difficult to build a solid reputation for teaching and to professionalize it, which further contributes to perpetuating the shortage. In addition, the fact that the shortage is distributed so unevenly among students of different socioeconomic backgrounds challenges the U.S. education system's goal of providing a sound education equitably to all children.

**What we can do about it: Tackle the working conditions** and other factors that are prompting teachers to quit and dissuading people from entering the profession, thus making it harder for school districts to retain and attract highly qualified teachers: low pay, a challenging school environment, and weak professional development support and **recognition**. In addition to tackling these factors for all schools, we must provide extra supports and funding to high-poverty schools, where teacher shortages are even more of a problem.

**Excerpt taken From Gallup's How to Fight the Growing Teacher Shortage by Tim Hodges:**

Each summer, Gallup surveys the nation's school superintendents to collect their opinions on a range of topics. One thing we usually ask district leaders to identify is the issues they anticipate will be a challenge for their district in the year ahead. And every year, certain topics rise to the top of the list.

This year's top challenges again included budget shortfalls and issues such as the effects of poverty on student learning and improving the performance of underprepared students. **But the No. 1 challenge identified on this year's poll was new, and it debuted at the top of the list. Sixty-one percent of superintendents strongly agreed that "recruiting and retaining talented teachers" would be a challenge for their district.**

Gallup offers six strategies to address the teacher shortage including these:

**Create a great place to work.** Employee engagement is a leading predictor of teacher retention. Measuring and creating a culture of employee engagement helps ensure that your best teachers don't leave and create another vacancy to fill.

**Develop the strengths of each educator throughout their career.** A recent Gallup study found that career advancement was the most common job-related reason that caused teachers to voluntarily leave the classroom. That doesn't necessarily mean they wanted to be promoted out of the role, but rather to advance within it. **Great schools create classroom heroes in ways that improve teacher retention.**