

Teacher Retention Requires Collective Voices: Everyone Holds a Piece of the Puzzle

Teacher Retention Academy Encourages Districts and Schools to Bring Multiple Perspectives to the Retention Conversation

VICTORVILLE, CA, UNITED STATES, October 5, 2026 /EINPresswire.com/ -- Who is responsible for teacher retention?

“

Teacher retention is too complex to be viewed from only one perspective.”

Dr. Mary Rivers

According to Dr. Mary Rivers, retired educator and founder of Teacher Retention Academy, the answer should extend beyond any one person, department, or level of leadership.

“Teacher retention is too complex to be viewed from only one perspective,” Rivers said. “District leaders have one view. Principals have another. Teachers experience the workplace differently. Other members of the school community see things that the rest of us may miss. We need those collective voices at the table.”

Rivers believes [effective teacher retention](#) requires communication between the district office and individual school sites, as well as input from a variety of people within those schools.

District leaders can identify system-wide trends and examine policies, resources, and practices that affect multiple schools. School administrators can provide insight into the culture, working conditions, and challenges at their individual sites. Teachers can speak directly about their day-to-day experiences, while counselors, instructional coaches, support staff, and others may provide perspectives that help leaders see the larger picture.

Each voice provides a different piece of the retention puzzle.

Teacher Retention Academy encourages educational organizations to create intentional opportunities for those perspectives to come together.

That does not mean every person will identify the same problem or recommend the same solution. In fact, Rivers believes those differences can be valuable.

“If everyone sees teacher retention through a different lens, bringing those perspectives

together can help us see something none of us could see alone,” Rivers said. “The goal is not simply to collect opinions. The goal is to listen for patterns, understand different experiences, and use what we learn to make better decisions.”

For example, a district may introduce a well-intentioned policy without fully seeing how it affects teachers at the school-site level. A principal may recognize a retention challenge at one school that is not evident in district-wide data. Teachers may identify everyday practices that strengthen or weaken their desire to remain—issues that may never appear in a formal report.

Collective voice can help connect those pieces.

Rivers also believes teacher voice must be more than an occasional survey. Surveys can provide valuable information, but meaningful engagement also requires ongoing opportunities for conversation, listening, feedback, and follow-through.

“When people are invited to share their experiences, they also need to know that someone is listening,” Rivers said. “Voice becomes meaningful when it contributes to understanding and, when appropriate, action.”

Through professional learning, consultation, resources, and [practical strategies](#), Teacher Retention Academy helps [educational leaders](#) broaden the retention conversation and examine who is—and who is not—being heard.

The goal is not to place responsibility for teacher retention on one group. It is to create shared understanding and shared responsibility across the educational community.

“Teacher retention is not simply a district-office issue, a principal issue, or a teacher issue,” Rivers said. “It is an organizational issue. When we bring the right voices together, we are better positioned to understand what teachers need and create conditions that encourage them to stay.”

Teacher Retention Academy is helping educational leaders make that shift—From Hiring Teachers to Keeping Teachers.



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About Teacher Retention Academy

Founded by retired educator Dr. Mary Rivers, Teacher Retention Academy helps educational leaders develop practical, locally responsive approaches to teacher retention through professional learning, consultation, resources, and strategies designed to strengthen the environments in which teachers work.

Teacher Retention Academy

From Hiring Teachers to Keeping Teachers

For more information, visit teacherretentionacademy.com.

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