School is a Student’s Sanctuary

- Physiological Needs: Food, water, sleep
- Safety: Home, sweet home
- Love & Belonging: Achieving deeper, ever-meaningful relationships
- Esteem: You've acquired the skills that lead to honor and recognition
- Self-Actualization: You are living to your highest potential

The pyramid illustrates the hierarchy of needs as proposed by Maslow, emphasizing the importance of a nurturing and safe learning environment for students.
The Teaching Profession

- 33% of all teachers are over 50
- Teacher program enrollment has dropped by 70% in 10 years
- 75% of a CSBA/LPI survey respondents revealed teacher shortages
- 50% of the respondents report the shortage has worsened since 2013-14
The Housing Affordability Crisis

- Teachers want to be a part of the community where they work.
- The Bay Area housing costs are prohibitive.
- Most teachers are willing to commute until...
So Where are They Going?

- Central Valley
- Out of State
- Not entering the profession
- Leaving the profession
What are We Doing About It?

- Incentives
- District/Consortium Teacher Induction Programs
- Advocacy
- University/College Agreements
QUESTIONS?

COMMENTS?

CONCERNS?