Tennessee Educator Survey

Data Analysis Worksheet for District Leaders Utilizing Data to Retain a Strong Teacher Workforce

Overview: Tennessee Educator Survey

Each year, the Tennessee Department of Education, in partnership with the Tennessee Education Research Alliance (TERA) at Vanderbilt University, conducts the Tennessee Educator Survey. This survey, which is made available to all teachers, administrators, and other certified staff in Tennessee, is designed to help gather information to empower stakeholders, administrators, and policymakers to better meet the needs of educators serving in Tennessee schools.

For a complete list of survey topics and downloadable questionnaires, please the Tennessee Educator Survey landing page. To learn more about the survey from our partners at TERA, please visit TERA's Tennessee Educator Survey page.

2026 Tennessee Educator Survey Results

Link to 2026 Educator Survey Results for Teachers	TN Educator Survey Results-Teachers
Link to 2026 Educator Survey Results for Administrators	TN Educator Survey Results-Administrators
Link to Overview of 2026 Statewide Survey Results	Tennessee Educator Survey 2026 Overview

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Using This Worksheet

This worksheet is designed to help district leaders reflect on their Tennessee Educator Survey (TES) data, with a particular focus on data that informs progress and trends related to teacher recruitment, mentoring, and retention. By comparing local results to statewide averages, district leadership teams can identify what systems and supports are working well, where challenges exist, and what actions can be taken to strengthen teacher pipelines, bolster professional supports, and continue any positive trends.

District leaders may also consider using this worksheet collaboratively with principals or teacher leadership teams within individual schools to identify areas of strength, areas of concern, and action steps that can help to either address challenges or continue/expand on positive trends.

By leveraging this worksheet and thinking critically about their district's educator survey results, district leaders can set goals for refinement and reinforcement, plan for timely action steps meant to either address concerns or maintain positive data trends, and compare results on an ongoing, annual basis to track year-to-year trends and improvements.

Step 1: Analyzing Local Recruitment, Mentoring, and Retention Data

Using your district's results on the Tennessee Educator Survey results page, complete the spaces on this worksheet to make comparisons between your local district data and statewide survey results. There is a workspace to answer reflection questions or make notes:

2026 Statewide School Climate Average (% of teachers who reported an atmosphere of trust and mutual respect in their school): 85%	
District Average (% Positive):	

Difference (District - State):	
• What systems, supports, trends, or other factors within your district might influence this data? • What challenges does your district face in maintaining a positive school climate? • What changes could improve next year's school climate outcomes?	

2026 Mentoring Average (% of early career teachers who report having an assigned mentor): 58%	
District Average (% Positive):	
Difference (District - State):	
• What factors within your district might influence this data? • How are new teachers currently supported through mentoring or induction? • How consistent is mentoring access and quality across schools? • What feedback do early-career teachers share about their mentors? • What systems can strengthen ongoing coaching and feedback?	

2026 Retention Indicator Average (% of teachers who plan to return to the same school for the next school year): 82%	
District Average (% Positive):	
Difference (District - State):	

- What systems, supports, trends, or other factors within your district might influence this data?
- What keeps our teachers here, and what causes departures?
- How are we addressing educator well-being and career pathways?
- What additional data sources (e.g., exit interviews or teacher attendance data) could help validate or contextualize these findings?

Step 2: Next Steps for Improvement: Cross-District Comparison

District leaders may find it valuable to compare their Tennessee Educator Survey results with those of other Tennessee districts that share similar size, geographic region, or student demographics. This section provides space to explore how comparable or neighboring districts are performing and to reflect on key takeaways that could inform local strategies**.**

Category	Our District	Comparable District(s)	Difference	Key Reflections or Insights
School Climate	_____%	1._____ 2._____ 3._____	_____% _____% _____%	• What stands out about other districts' school climate data? • Is this data the same across all of our district schools, or does the

Category	Our District	Comparable District(s)	Difference	Key Reflections or Insights
				data indicate that some schools have better climates?
Mentoring	_____%	1._____ 2._____ 3._____	_____% _____% _____%	• What stands out about other districts' data? • What can we learn from how other districts support their teachers via mentorship?
Retention	_____%	1._____ 2._____ 3._____	_____% _____% _____%	• What stands out about other districts' data? • What practices or factors might be

Category	Our District	Comparable District(s)	Difference	Key Reflections or Insights
				contributing to other districts' retention rates and survey data?

Guiding Reflections

- What trends or common themes are emerging among similar districts?
- What specific strategies or supports might we consider adapting locally?
- What new questions or areas of focus have surfaced through this comparison?
- What resources or partnerships could help us move forward?

Step 3: Engage and Collaborate with Peer Districts

The goal of engagement is to encourage districts not only to analyze data, but also to build supportive, solution-focused networks that strengthen Tennessee's educator workforce statewide. District leaders can strengthen their local educator workforce by connecting with high-performing peer districts to exchange strategies, resources, and innovations in fostering positive school climates, mentorship, and retention.

After comparing your district's Tennessee Educator Survey results with similar districts, consider taking the next step by actively connecting with those districts that exhibit strengths in areas like positive school climates, mentorship, or

retention. Use the following checklist to identify potential collaboration opportunities and guide strategic peer engagement.

Potential Districts to Collaborate with Based on:

- Higher percentages of teachers who report a positive school climate
- Higher percentages of early-career teachers who report having an assigned mentor, or with stronger results on mentorship and induction measures
- Higher percentages of teachers who indicate they intend to return to the same school the following year
- Districts with similar student and local community demographics
- Districts whose results indicate successful innovative teacher-support practices

Next Steps for Peer Engagement:

- Who is the best person to contact in the other district?
- What specific questions should we ask to deepen our understanding of their practices?
- Would a site visit or virtual convening enhance the exchange?
- Can we share or compare resources like onboarding tools, retention strategies, or mentorship frameworks?

Sample Action Plan:

Peer District	**Contact Person and Role**	**Collaboration Method and Date**	**Key Learnings**	**Action Steps**
e.g., Happy County	e.g., Sheila Washington-HR Director	e.g., Zoom call on 12/16	e.g., HC has a robust mentorship program. Ms. Washington will	e.g., Analyze mentorship program and determine ways

Peer District	Contact Person and Role	Collaboration Method and Date	Key Learnings	Action Steps
			send a copy of their plan via email.	we can implement strategies in our district.

Step 4: Summative Reflection and Action Planning

After reviewing district, statewide, and comparable district data, district leaders may use this section of this worksheet to summarize key takeaways, identify focus areas, and capture next steps that will guide your district's teacher recruitment, school climate and culture building, mentoring, and retention work moving forward.

Reflection Questions to Consider:

- What are the most significant insights or patterns revealed through the data?
- Which areas reflect our greatest strengths, and where do we see the most opportunity for improvement?
- What questions do we still have, and what additional data or feedback might help answer them?
- What actions will we take in the next 6–12 months to build on what's working and address identified challenges?
- What actions can we take in the next 90 days to collaborate with districts that excel in areas we've identified as growth opportunities? What are our plans

to initiate meaningful peer partnerships that support our district's educator workforce goals?

Summative Reflection & Action Planning Tool: Tennessee Educator Survey Reflection

Category	Top Takeaways from Data	Summative Goals or Focus Areas	Questions for Further Exploration	Action Steps/Next Moves
School Climate				
Mentoring & Induction				

Category	Top Takeaways from Data	Summative Goals or Focus Areas	Questions for Further Exploration	Action Steps/Next Moves
Retention				

Explore More Resources:

For access to additional tools, guidance, and implementation support on educator retention and other human capital priorities, please contact teachready@tn.gov or visit the TeachReadyTN webpage.

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