

## WHY TEACHERS ARE LEAVING THE PROFESSION

The following is an article from the Lexington Herald giving a reason why Kentucky is short thousands of teachers. I've talked with many teachers in several states and what is happening in Kentucky is true in other states. The following is a report of a Kentucky teacher

“Ryan Brown taught high school in Rowan and Montgomery County for three years before he left the teaching profession because he thought the current climate “was very troublesome.” He said that he thought the administrator offered as much support as he could but he kept “pushing us to sacrifice what teachers really felt was the true education for our student...to get our (statewide) test scores up. It took the joy out of teaching.”

My friends and everyone else our Education System is broken and ineffective. It can be fixed if enough people realize the problems and get involved in solving them”.

The problem Kentucky has is new or unique. I've been researching and studying it for many years. The problem in Kentucky is a relative new one and there are others that have been around for decades. Some of the major ones are: low salaries, limited opportunity for advancement, lack of support by administrators and boards of education, poor working conditions and impossible demands.

What I found was most disturbing was the tremendous loss of bright innovative young teachers. Over 50 percent left the profession within their first three years. I had many interviews with these young teachers trying to find out why they left teaching. The thing that seemed to be most important was the rigidity of the education system. They said that they had little freedom on how to use their skills and use much of the things they had learned. That they had to follow structured guidelines that they knew wouldn't work.