



STAY TEACHER

Inspiring Educators to Stay, Grow & Thrive

EDUCATOR NEWSLETTER

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Empowering Early Career Teachers

Survival Strategies, Real Support, and the Truth About Your First Years in the Classroom

A Message From Coach G

Nobody tells you the whole truth before your first year of teaching. They tell you it is rewarding. They tell you it is challenging. But they rarely tell you that some days you will drive home wondering if you are cut out for this — and that feeling is completely normal.

After more than twenty years in education and coaching hundreds of early career teachers, I want to say something directly to every new and first year teacher reading this:

You are not failing. You are learning. And there is a difference.

The First Year Is Supposed to Be Hard

Research shows that nearly 30% of new teachers leave the profession within their first five years. Not because they chose the wrong career — but because they did not receive the support they needed to survive the learning curve. The first year of teaching is not a test of whether you belong. It is the beginning of a practice that takes years to develop.

Five Strategies to Survive and Thrive

- Build your support system early — find your people inside and outside school
- Separate work from home — create a routine that signals the school day is done
- Ask for help before you need it — not after you are overwhelmed
- Celebrate small wins — a student who raises their hand for the first time is a victory
- Know your why — return to your reason every time a hard day tries to bury it

What Administrators Must Do

Empowering early career teachers is not only the teacher's responsibility. School leaders must build strong mentorship programs, provide resources proactively, and ask teachers what they need — before teachers have to ask. The schools that invest in their new teachers in years one through three keep them for twenty.

You Are Already Changing Lives

Every day you show up is a day a student has someone in their corner. Your first year will be imperfect. But imperfect and present is more powerful than perfect and absent. Give yourself grace — and keep going.



“Your first year will be imperfect. But imperfect and present is more powerful than perfect and absent.”

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THE R.O.O.T.S. FRAMEWORK

R

Reason

O

Obstacles

O

Overcome

“Your roots run deep. Stay teacher.” — Coach G

T

Transformation

S

Stay

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Forward this to one teacher who needs it today