What is the first word you think of when you hear *millennial*?

Step 1: 
Text [ASHLEYWENTER335](#) to [22333](#) to join the session

Step 2: 
Text your 1-word response
PREPARING MILLENNIAL EDUCATORS FOR STUDENT SUCCESS
AGENDA

1. Defining the Generations
2. What do Millennials Want and Need?
3. How We Can Support Millennial Educators
HELLO!

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Calabasas, CA
Defining the Generations
What is the first word that comes to mind when you hear "millennial"?
The generations defined

- **Millennials**
  - Born 1981-96
  - Ages 22-37

- **Generation X**
  - Born 1965-80
  - Ages 38-53

- **Boomers**
  - Born 1946-64
  - Ages 54-72

- **Silent**
  - Born 1928-45
  - Ages 73-90

PEW RESEARCH CENTER
Most Millennials came of age and entered the workforce facing the height of an economic recession. As is well documented, many of Millennials’ life choices, future earnings and entrance to adulthood have been shaped by this recession in a way that may not be the case for their younger counterparts. The long-term effects of this “slow start” for Millennials will be a factor in American society for decades.”
Description of Millennials
- Unattached
- Connected
- Unconstrained
- Idealistic

Millennials Real Truths
- Highest educated generation
- Two-Thirds have an average of $30,000 of student loan debt
- Delaying marriage and children
- One in seven millennials between ages 24-34 live at home
TEACHER PREP & RETENTION DATA

OUTSTANDING TEACHERS

IRREPLACEABLES
Top 20% of teachers in studied districts, as gauged by district data

GETTING GREAT RESULTS

High-performing teacher

Low-performing teacher

1 year

2 years

STUDENT IMPACT
Generate 5 to 6 more months of student learning each year than a poor performer

IN SCHOOLS NATIONWIDE

SCOPE
4 urban districts, with 2,100 schools, 90,000 teachers, 1.4 million students

The “Irreplaceables” are teachers so successful that they are nearly impossible to replace.
In an annual national survey of college freshmen, only 4.2% of students indicated their probable field of study would be education.
THEIR (OUR) STRENGTHS

- Most have spent their entire lives online
- Highly comfortable with change
- Remarkably accepting and inclusive
- Motivated by idealism and desire to find meaning in what they do
- Courage and wherewithal to leave a job they don’t like
- Team players who seek collaboration
- Innovative
What do Millennial Teachers Want & Need?
Percentage of Superintendents who think their district understands needs of millennials in the workplace

6%
**WANTS = WORKPLACE CHANGES**

- **Purpose:** Seek meaningful work that provides them with a sense of purpose
- **Development:** Prioritize opportunities for employees to learn, grow and develop their full potential
- **Coaching:** Guide and partner with employees to achieve goals.
- **Ongoing Conversations:** Real-time and continuous communication and feedback
- **Strengths:** Focus on developing what's right with people, capacity-building
- **Life:** Employees seek to align identities and lifestyles with organizations that help them maximize their contribution and thrive in their overall lives.
87% of millennials say professional development is very important.

59% say that opportunities to learn and grow and extremely important when applying for a job.
3

How We Can Support Millennial Educators
1 piece of feedback given or received
Supporting a teacher in receiving feedback means that we have to be good at giving it.

- 5 types of feedback:
  - Judgement
  - Personal Observation
  - Inference
  - Data
  - Mediative Question
### Separate Types of Feedback

Separate them!

<table>
<thead>
<tr>
<th>Type of Feedback</th>
<th>Giver’s Purpose</th>
</tr>
</thead>
<tbody>
<tr>
<td>Appreciation</td>
<td>To see, acknowledge, connect, motivate, thank</td>
</tr>
<tr>
<td>Coaching</td>
<td>To help recipient expand knowledge, sharpen skill, improve capability</td>
</tr>
<tr>
<td>Evaluation</td>
<td>To rate or rank against a set of standards, to align expectations, to inform decision-making</td>
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</tbody>
</table>
Percentage of millennials that prefer digital over printed materials when they need to learn something

18%
INTENTIONAL RELATIONSHIP-BUILDERS

- Cell phone-free faculty meetings
  - Consistent
  - Note-taking
- New Staff Meetings
- Talk About Failures
- Help Them Love Themselves
Teaching compliance ≠ teaching leadership

- Robust curriculum including having hard conversations, active listening, communication skills

- Lead by example
  - Heroism and leadership aren’t just for celebrities or Instagram influencers
8 LOW-COST RETENTION STRATEGIES

FEEDBACK & DEVELOPMENT
1. Provided me with regular, positive feedback
2. Helped me identify areas of development
3. Gave me critical feedback about my performance informally

RECOGNITION
4. Recognized my accomplishments publicly
5. Informed me that I am high-performing

RESPONSIBILITY & ADVANCEMENT
6. Identified opportunities or paths for teacher leader roles
7. Put me in charge of something important

RESOURCES
8. Provided me with access to additional resources for my classroom
“They are the leaders of the future but we are the leaders of right now.”

-Simon Sinek
THANKS!

Any questions? Want to connect?

You can find us at

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