

JOB SATISFACTION OF FINE ARTS TEACHERS IN A RURAL STATE

James Weaver

Jweaver@nfhs.org

- ▶ The purpose of this study was to determine what factors influence job satisfaction of fine arts teachers in a rural state. The study also determined what factors influence fine arts teachers to remain or to leave the teaching profession in the fields of music, visual arts, media arts, and speech; and factors which create high attrition rates among fine arts teachers in rural states. Finally, this study determined what fine arts teachers' perceptions of administrative actions that lead to increased retention rates of fine arts teachers.

WHAT WAS THE PURPOSE OF ALL OF
THIS WORK?

- ▶ Maslow's Hierarchy of Needs
- ▶ Herzberg Motivation Theory

WHAT DRIVES FINE ARTS TEACHERS



- ▶ Support
- ▶ Mentorship
- ▶ Isolation
- ▶ Money

WHAT WE THINK THE PROBLEM IS

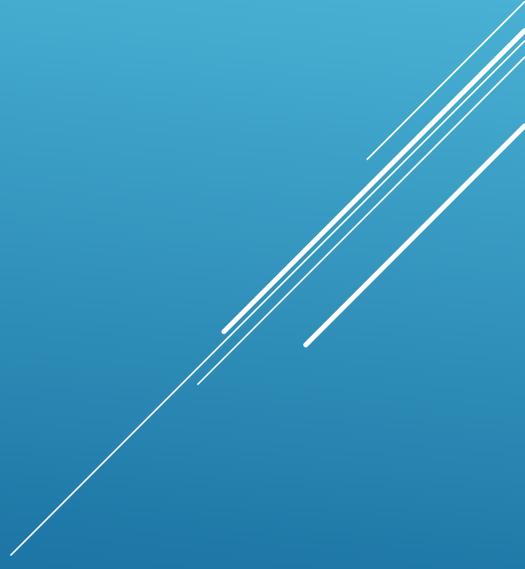
A decorative graphic consisting of several parallel white lines of varying lengths, slanted upwards from left to right, located in the bottom right corner of the slide.

- ▶ Everyone! (well 50% in 1-3 years, 35% of everyone)
- ▶ (except for new and old teachers)
- ▶ What's up with the 15th year?

WHO'S LEAVING

- ▶ Professional Development
- ▶ Administrative Strategies

WHAT THEY NEED

A decorative graphic consisting of several parallel white lines of varying lengths, slanted upwards from left to right, located in the bottom right corner of the slide.

- ▶ Fine Arts Teachers in a Rural State - 347
 - ▶ (South Dakota)
 - ▶ What is a rural state?
 - ▶ Band, Orchestra, Vocal, Debate, Speech, Theatre, Journalism, General Music, and Visual Arts
 - ▶ High School, Middle School, Elementary, 7-12, and K-12
 - ▶ 81 Males 246 Females
 - ▶ Size of Schools and length of teaching
 - ▶ 1-250, 251-500, 501-750, 751-1000, 1001-1500, 1501-2000, 2001+
 - ▶ 1-2 , 3-5, 6-10, 11-15, 16-20, 21-24, 25+ Years

WHO WAS SURVEYED

- ▶ Motivated to see the school succeed
- ▶ Personal accomplishment
- ▶ Job makes use of skills and abilities
- ▶ Job makes a difference in others

Job makes a difference in others

Support from other teachers

Support from administration

WHAT KEEPS FINE ARTS TEACHERS



- ▶ Teachers are recognized as individuals
- ▶ Teachers informed about school matters
- ▶ Satisfied with admin information about curriculum
- ▶ Satisfied with involvement in school decisions
- ▶ Administration Looks to Me for Suggestions
- ▶ Rewarded for Quality of Efforts 326
- ▶ Collaboration Time in Subject Area
- ▶ Professional Development for Subject Area

WHAT DRIVES THEM TO LEAVE

- ▶ Number of tasks
- ▶ Number of hours
- ▶ Flexibility in hours
- ▶ Suggest others to work in the school or district

ADMINISTRATIVE STRATEGIES

- ▶ Meaningful work
- ▶ Positive experiences
- ▶ Number of tasks
- ▶ Support
- ▶ Reasonable expectations
- ▶ It's not really about money...wait...what???

SOOOO....WHAT DOES THIS MEAN?

- ▶ Involvement in curriculum
- ▶ Subject specific professional development
- ▶ Subject specific collaboration
- ▶ Create a work/life balance
- ▶ And...while we are at it we should probably pay more too!

WHAT CAN WE DO ABOUT IT