



## **THE MEMBER EXCHANGE**

### **A New Generation of Educators**

#### **WHO ARE THEY?**

- Almost two-thirds are younger than 27;
- The majority are single and in debt;
- Two-thirds belong to Generation X, born between 1961 and 1981, who have different values and perceptions than the majority of those who are in the present cohort of teachers;
- Members of Generation X have found to be:
  - a. Pragmatic-practical as opposed to idealistic;
  - b. Group oriented
    - Able to get along well with others,
    - Work well as part of a team, and
    - Relate well with people from different racial or ethnic groups;
  - c. Great shoppers and comparison buyers;
  - d. Technology-savvy;
  - e. Able to establish friendships easily;
  - f. More demanding of customized services;
  - g. Authority averse;
  - h. Able to communicate well, both orally and in writing;  
and
  - i. not positive about labor unions.
- Nearly half, 47%, have just completed college and have never taught;
- One third (1/3) were trained in alternative teacher preparation programs and have different needs and expectations than both the Gen Xers and those currently teaching;
- Thirty-four percent (34%) are former teachers who are coming back to the profession;
- More than one quarter are not fully certified;
- One in every five teachers will be new to the profession each year; and
- If the current attrition rates continue, less than half will become a career teacher.

#### **WHY DO NEW TEACHERS LEAVE?**

- They feel overwhelmed by the expectations and scope of the job.
- They feel isolated and unsupported in their classrooms.
- They are unclear about expectations.
- Their expectations don't match the actual job.

#### **WHAT CAN WE DO TO HELP THEM?**

