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?
WHAT DRIVES FINE ARTS TEACHERS

- Maslow’s Hierarchy of Needs
- Herzberg Motivation Theory
WHAT WE THINK THE PROBLEM IS

- Support
- Mentorship
- Isolation
- Money
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
WHAT THEY NEED

- Professional Development
- Administrative Strategies
WHO WAS SURVEYED

- 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
    - 1-2, 3-5, 6-10, 11-15, 16-20, 21-24, 25+ Years
<table>
<thead>
<tr>
<th>What Keeps Fine Arts Teachers Motivated to See the School Succeed</th>
<th>Job Makes a Difference in Others</th>
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<tbody>
<tr>
<td>Personal Accomplishment</td>
<td>Support from Other Teachers</td>
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<tr>
<td>Job Makes Use of Skills and Abilities</td>
<td>Support from Administration</td>
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<td>Job Makes a Difference in Others</td>
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WHAT DRIVES THEM TO LEAVE

- 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
- Collaboration time in subject area
- Professional development for subject area
ADMINISTRATIVE STRATEGIES

- Number of tasks
- Number of hours
- Flexibility in hours
- Suggest others to work in the school or district
SOOOO....WHAT DOES THIS MEAN?

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