

High Teacher Turnover Rate Affecting Education

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Studies conducted nationwide from 2012 to 2014 have shown that high teacher turnover rate, the rate at which teachers quit their jobs, serves as one of the most harmful factors in education, according to Indiana Public Media.

"I think that there is a lot of pressure on teachers from students and accommodating to our young students' needs. [People] are [also] blaming a lot of society's and education's problems on teachers, and teachers don't have a lot of control over certain aspects of their classrooms. All of these problems are compounded by the feeling of isolation," science teacher Veronica Lofthouse said.

As reported by the Alliance for Excellent Education in July, half a million U.S. teachers either move or leave their profession each year, which is a turnover rate of about 20 percent. According to the Atlantic, 40 to 50 percent of teachers will leave the classroom within their first five years. As

listed by Philanthropy News Digest, salary, overall job dissatisfaction, inadequate professional development opportunities, insufficient emotional backings and inadequate feedback with respect to their performance

"[Teachers who quit are] finding jobs that are more lucrative pay-wise, and the requirements [they] have to fulfill nowadays are tenfold than what it used to be when I was a teacher," P.E. teacher Eileen Kaiser

may harm a student's ability to learn at his or her maximum capacity. According to test score data that spanned over eight years, New York City students from fourth and fifth grade had lower scores in years where teacher turnover rates were higher compared to years in which the rate was lower. In this way, rapid turnover in teachers might interrupt students' learning.

"I think this is a bad thing because when teachers leave, they stop the momentum of how the subject is taught," sophomore Christina Tran said.

Moreover, this high turnover rate also strains school budgets and district spending with an extra \$2.2 billion paid annually for recruiting and processing new hires, along with money spent on induction, training and development, as stated by National Public Radio.

Meanwhile, administrator stability serves as the factor that most teachers consider when making retention decision and it also directly affects student and school achievement. The Moor Weekly will have further coverage of how administrator turnover rate affects education in the upcoming issue.



are overarching reasons why teachers tend to leave their positions.

Most importantly, the high turnover rate

MOOR graphic by SAMMIE CHEN

Regulating Language in School Kitchens

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During the month of October, a new rule was enabled requiring Los Angeles Unified School District cafeteria workers at Harvard Elementary school to speak only English. A sign posted in the cafeteria of the elementary school stated, "During works hrs we the cafe have a English only rule for safety reasons," according to CBS. A majority of the cafeteria workers are native Spanish speakers and about 85% percent of the students at Harvard Elementary also speak Spanish.

"Considering a majority of my family also speaks Spanish, I find it rude to tell a group of people to not speak their native language. It's like taking away a part of someone's identity," junior Montserrat Fost said.

Union officials state cafeteria workers must be able to speak English in order to communicate with many of their co-workers in case of any emergencies and safe-

ty issues.

"It's a safety issue if we can't communicate, so I'm going to communicate in the language that's most effective with the co-workers around me," Farmdale Elementary School cafeteria worker Gamaliel Andrade said in a CBS interview.

In a LA School Report inter-

view, LAUSD spokeswoman Monica Carazo stated that this rule only applies when handling food.

"It's just that for safety reasons, when they're handling food everybody has to be on the

same page. If someone says, 'Hot plate!', we want everyone to understand," spokeswoman Monica Carazo said.

While the district stated it's best interest is to protect the students' safety, some students might disagree. "I don't think it would affect any of the students in the cafeteria if workers were speaking Spanish. This shouldn't be enforced because maybe for [the cafeteria workers, speaking Spanish is] the only way to communicate well in order to get their job done. And knowing that 85% of the students are Hispanic I think it'd be a chance for them to converse with the workers," junior Elizabeth Aguilar said.

The enablement of this rule has also led other cafeteria workers to worry about their respective LAUSD schools and when AHS' cafeteria workers were interviewed many of them rejected to be interviewed or to be quoted.

MOOR graphic by SAMMIE CHEN



State of Missouri v. Darren Wilson Verdict Leads to Countrywide Protests

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Ferguson, Missouri has become a ground zero of protests between civilians and law enforcement. The protests began when a black man by the name of Michael Brown got shot and killed by a white police officer, Darren Wilson, according to CNN. Recently on Nov. 24, it was announced that the Ferguson grand jury decided not to indict the officer. According to the New York Times, a wave of anger was instilled in the hours after the verdict, because civilians did not agree with the verdict.

"I don't approve of the protests because it perpetuates the stereotype and will only instill a stronger, more paranoid police force in the area. It's counterproductive," senior Phillip Tang said.

Demonstrators reacted peacefully after the verdict in several other cities, including New York, Oakland; Philadelphia; Detroit and Washington, D.C. In New York, hundreds marched to Times Square chanting, "No justice, no peace, no racist police." On the same day, protesters in Oakland, Calif., blocked an intersection by lying down in silent protest, then marched down Broadway shouting, "Hands up, don't shoot" and "Black lives matter," according to USA Today.

While there are peaceful protests, there have also been individuals who have looted and vandalized businesses, according to CNN. St. Louis County Police Chief Jon Belmar said that at least a dozen buildings were set on fire and that there had at least been 150 gunshots, none fired by police, according to USA Today. During the hours right after the grand jury's decision was announced, the news included images of people looting and destroying property.

"I feel unsafe due to the protests, but I believe that they are right for protesting because I think the decision was unfair to the teenage boy," senior Raymond Chau said.

MOOR graphic by SAMMIE CHEN

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