

LENA Grow at Porter-Leath:



- Memphis-based nonprofit offering family and child services; operates Early Head Start (EHS) and preschool programs.
- LENA Grow partner for 6+ years.
- Prioritizes LENA Grow with recently hired teachers.
 - Why? Establishes community and teamwork; empowering PD opportunity.
 - However, due to resource constraints, not all new teachers go through the program early in their tenure.



This allows us to study the employment trajectories for Grow and non-Grow teachers.



LENA Grow at Porter-Leath:

On post-program surveys, Porter-Leath teachers who experience LENA Grow report increases in confidence, job satisfaction, and communication with families:



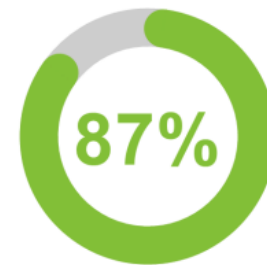
Recommend LENA Grow
to other teachers
(n=159)



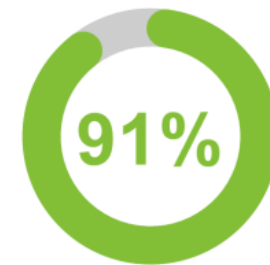
Now feel **more confident**
in teaching abilities
(n=159)



Increased overall **job**
satisfaction
(n=159)



Increased **communication**
with families
(n=158)



Saw changes in **children's**
language development
(n=159)

Research Question:

Is there a relationship between participating in LENA Grow early in a teacher's tenure and their likelihood of remaining in their position?

Analysis Sample:

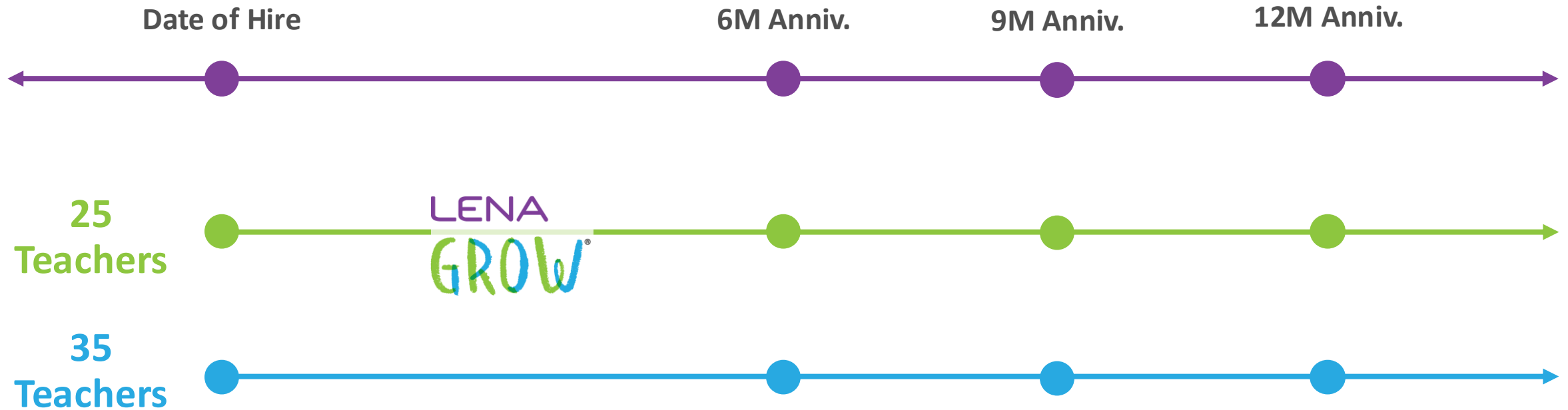


65 Porter-Leath teachers hired between Q1 2021 and Q1 2024



- All educators were lead/co-**teachers**, not assistants or floaters.
- Subsamples balanced with respect to education; **56% of Grow teachers** had BA+ compared to **63% of non-Grow teachers**.

Research Design:

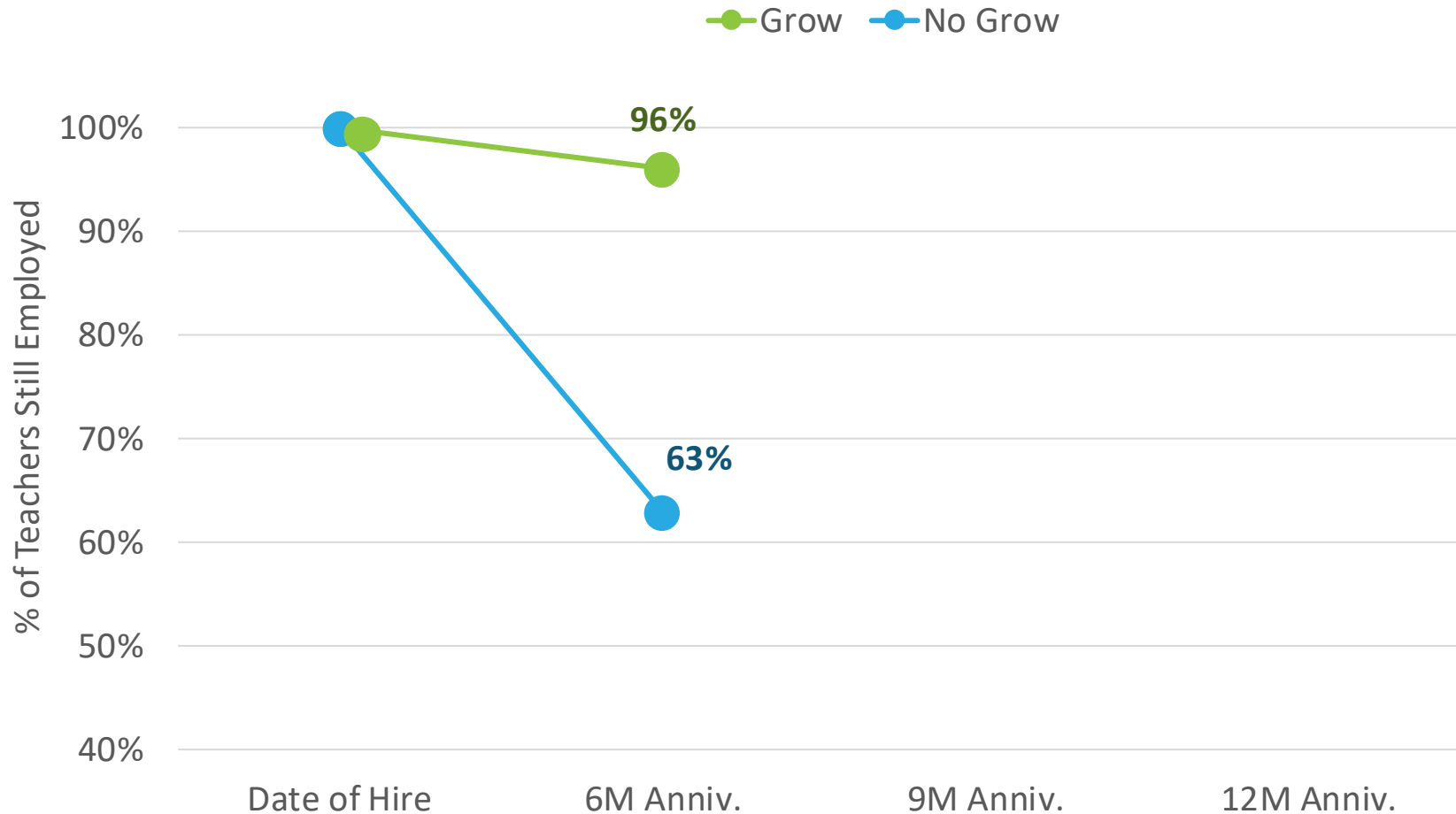


How many **Grow** and **non-Grow** teachers were still employed a year after their date of hire?

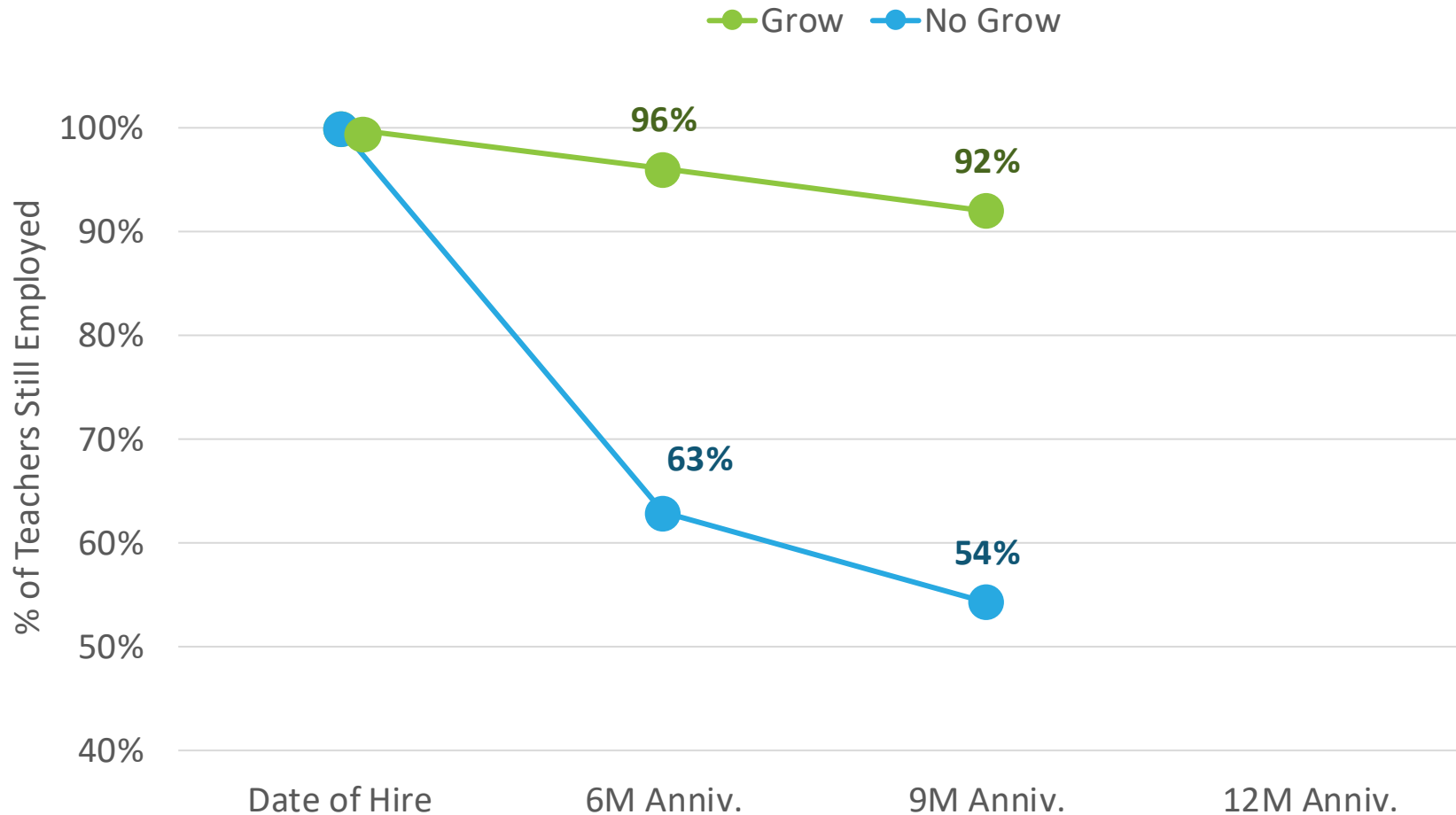
Employment Trajectories:



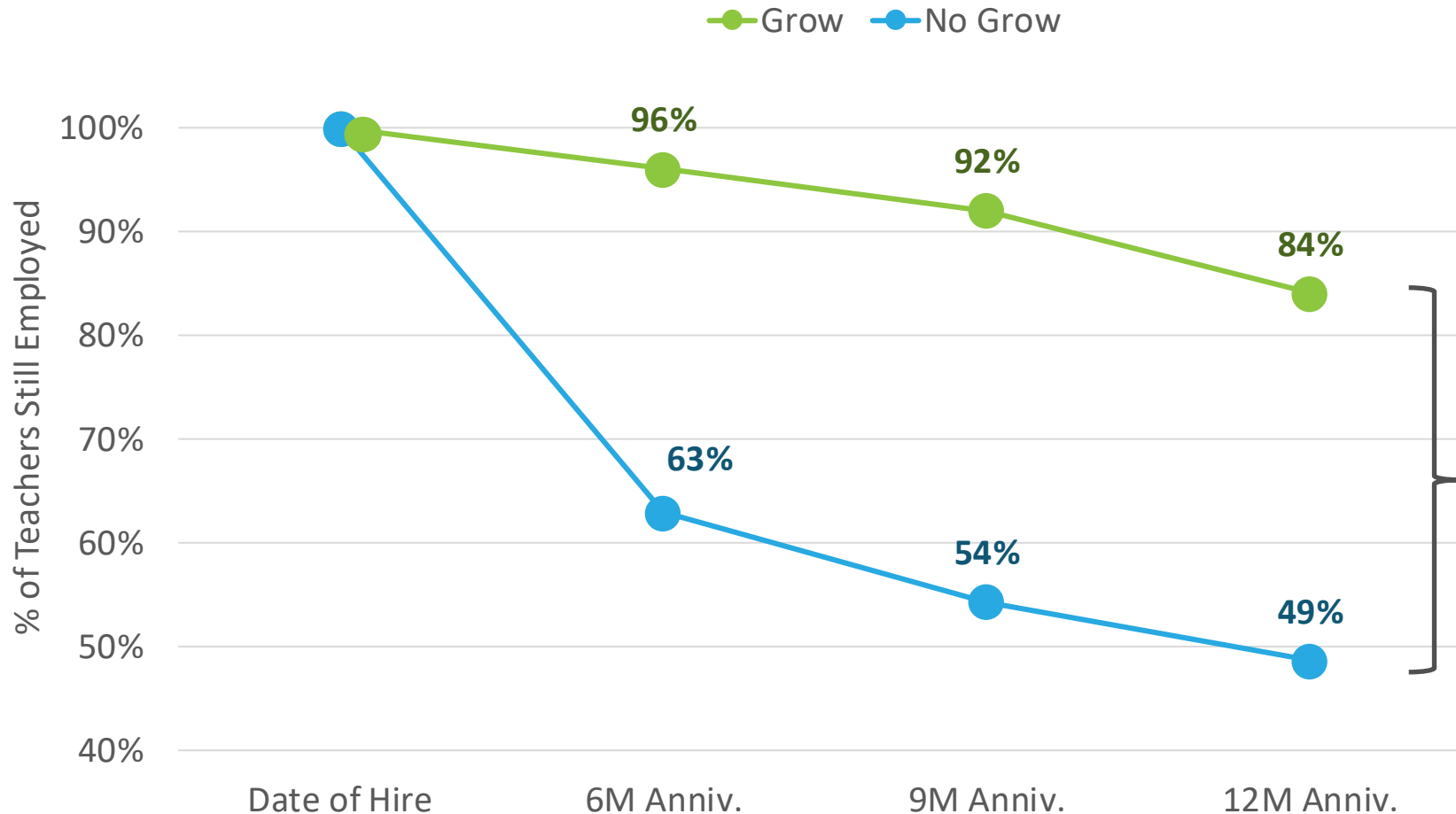
Employment Trajectories:



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Employment Trajectories:



One year from their date of hire, Grow educators were **significantly more likely** than non-Grow educators to still be in their positions.

Research Summary:

- Porter-Leath prioritizes LENA Grow for new teachers given the community-building and professional growth it inspires.
- Many participants report **increases in teaching confidence, job satisfaction, and communication** with families.
- Teachers who experienced LENA Grow early in their tenure were far **more likely to remain employed after one year** compared to those who did not participate: 84% compared to 49%.
 - Put another way, these LENA Grow teachers had 5 times greater odds of making it to their one-year anniversary.