

Proposal Pitch for Educator Assistance & Employee Retention Program

Presented by: Honna Anderson, Founder of Jus Honna Educator Consulting Agency & Jus Honna Business Blooming Boutique

Educator Assistance & Employee Retention

Honna Anderson

- Effective workshops that address burnout and classroom management
- Keynote speeches that inspire and energize your team
- Practical strategies for better communication, collaboration, and teacher retention
- Solutions that work for both teachers and administrators

www.jus-honna.com

My Story & Journey

As an educator with over 20 years of experience as an Early Childhood Educator and School-age Program Administrator, I understand the immense stress that comes with the profession, especially when everything feels like it's falling on your shoulders. The pressure of managing an inclusive classroom, ensuring that teaching staff feel supported, and ensuring that their voices are heard is no small feat.

Throughout my career, I've seen how teacher burnout negatively impacts classroom dynamics. I've also experienced burnout firsthand. After being diagnosed with Agoraphobia, I had to step away from the classroom, which allowed me to truly understand what it feels like to be overwhelmed and unsupported. This experience gave

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me a unique perspective on the importance of supporting teachers and prioritizing their well-being.

In addition to my years of teaching experience, I have successfully assisted over 300 small businesses and 100 nonprofits in launching or revamping their organizations. By helping these organizations shift from negative narratives to tangible results, I've gained valuable insights into changing the narrative, fostering growth, and ensuring sustainable success—lessons I now bring to the education sector.

My mission is clear: Help schools retain their educators, create supportive environments, and ensure that both teachers and students thrive. I understand the challenges educators face, and I'm committed to empowering educators and supporting administrators in building a culture of success.

The Challenge: Teacher Burnout and Attrition

Teacher burnout is a significant crisis affecting schools nationwide. In Massachusetts, 17% of teachers leave the profession within the first five years of teaching. In Springfield, 58% of teachers report feeling unsupported by school leadership (DESE survey). Nationally, teacher attrition has reached 12%, with urban schools facing even higher rates of turnover.

These numbers are not just statistics—they represent struggling classrooms, students without stable learning environments, and educators burning out faster than they can be replaced. The answer to this challenge is simple: **Educator Retention**.

When educators feel valued and supported, they create safe, engaging classrooms where students not only learn but thrive. A classroom should be a place where educators feel empowered and energized, not overwhelmed by stress and burnout. Our goal is to help educators stay in the school and maintain a stable learning environment, benefiting both students and teachers.

The Solution: Educator Assistance & Employee Retention Program

The Educator Assistance and Employee Retention Program is a comprehensive solution that aims to break the cycle of burnout and support long-term employee retention. This program focuses on:

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- Empowering Educators: Ensuring teachers feel valued, supported, and heard in their roles.
- Supporting Administrators: Helping school leadership create a culture of collaboration that supports both educators and administrators.
- Fostering a Positive School Environment: Bringing community leaders and creatives into the educational system to enrich the learning experience and engage both students and staff.

When educators feel supported, they are more likely to stay in their roles and continue to foster positive classroom environments where students can thrive. The ultimate goal is to retain our educators and create schools where everyone, from teachers to students, is supported and motivated to succeed.

Why Choose Jus Honna Educator Consulting Agency?

With over 20 years of experience in education, I have a deep understanding of the challenges teachers face in managing their classrooms while balancing the emotional and professional demands of their role. From my experience as a preschool and pre-K teacher, Head Start teacher director, and Paraprofessional, to my work as a Brand Strategist and Consultant for over 300 small businesses and 100 nonprofits, I've seen firsthand how powerful support systems can create positive, lasting change.

I bring a holistic approach to educator retention, combining classroom experience, leadership understanding, and strategic consulting to offer practical, sustainable solutions for schools.

Pricing Tiers (One Location)

Daycare Center Pricing Packages

Professional development and educator assistance services are designed for early childhood organizations seeking practical, engaging support for their teaching teams. Workshops can be customized around the needs of the program

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and delivered to educators and administrators together, allowing staff to learn, collaborate, and develop strategies they can implement throughout their classrooms.

Customized Pricing Disclaimer: *Services are tailored to your program's specific needs. Pricing is determined based on the services selected, level of support, program size, and frequency of assistance.*

1. Half Day Professional Development Workshop

Up to 3 Hours

Customized Pricing Available

What's Included:

- **Customized Workshop:** Training developed around the specific needs, challenges, and goals of your early childhood program.
- **Interactive Group Activities:** Real-life scenarios, discussions, role plays, problem-solving activities, and collaborative exercises that encourage staff participation.
- **Classroom Strategies:** Practical approaches educators can immediately use to strengthen classroom management, engagement, communication, and positive learning environments.
- **Educator Wellness & Retention:** Strategies that address educator burnout, workplace support, communication, morale, and creating environments where educators feel valued.

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- **Social Emotional Learning:** Practical approaches for supporting children's emotional development, communication, relationships, self-regulation, and positive behaviors.
- **Printable Resource Materials:** Digital handouts, guides, worksheets, and implementation resources for continued use following the training.

2. Full Day Professional Development Workshop

Up to 6 Hours

Customized Pricing Available

What's Included:

- Opening Keynote: A 30 to 45 minute motivational keynote designed to inspire educators, encourage reflection, and set the tone for the professional development experience.
- Customized Professional Development Sessions: In depth training developed around the organization's priorities and the needs of its educators and classrooms.
- Educator Retention & Wellness: Practical discussions and strategies focused on burnout prevention, staff support, communication, workplace culture, and strengthening educator retention.
- Classroom Management & Engagement: Strategies for creating structured, engaging classrooms while responding effectively to challenging behaviors and different learning needs.

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- **Inclusive Classroom Practices:** Practical approaches for creating learning environments that support children with different abilities, developmental needs, behaviors, and learning styles.
- **Social Emotional Learning:** Strategies and activities that help educators support children's emotional awareness, self-regulation, communication, relationships, and problem-solving.
- **Interactive Learning:** Group activities, role plays, real-life classroom scenarios, team exercises, and collaborative discussions that allow educators to actively participate throughout the training.
- **Action Planning:** Educators and administrators identify practical strategies that can be implemented following the professional development experience.
- **Printable Resource Materials:** Digital handouts, worksheets, guides, activities, and follow-up resources for continued classroom and program use.

3. Educator Assistance & Program Support

Customized Pricing Available

Ongoing or project-based assistance designed to reduce some of the planning demands placed on educators while providing programs with fresh, developmentally appropriate ideas for classroom engagement.

Support May Include:

- **Lesson Plan Development:** Customized lesson planning support based on classroom themes, developmental goals, age groups, and program needs.
- **Small Group Activities:** Engaging activities designed for smaller groups of children to strengthen participation, communication, learning, and skill development.

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- **Social-Emotional Activities:** Creative activities that help children explore emotions, relationships, communication, self-regulation, empathy, problem-solving, and other important social-emotional skills.
- **Puppet-Based Learning & Engagement:** Interactive activities incorporating puppets, storytelling, conversation, and role play to help educators introduce concepts and encourage children's participation.
- **Classroom Engagement Ideas:** Fresh approaches educators can incorporate into circle time, transitions, learning centers, group activities, and other parts of the classroom day.
- **Curriculum & Resource Planning:** Assistance developing classroom resources, activity ideas, themes, and supplemental materials that support existing curriculum and program goals.
- **Educator Support Sessions:** Opportunities for educators to discuss classroom challenges, brainstorm strategies, and receive additional guidance and resources.
- **Program Consultation:** Support for administrators seeking additional ideas for strengthening classroom programming, educator resources, staff engagement, and overall program quality.

Services may be provided for a specific project, classroom need, professional development initiative, or as ongoing support based on the needs of the organization.

4. Keynote Speaker

Starting at \$500

45 to 60 Minute Session: Motivational keynote presentation followed by a brief interactive Q&A with participants.

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60 to 90 Minute Session: Extended keynote presentation that incorporates interactive discussion, audience engagement, reflection, and Q&A.

Keynote topics can be customized around educator wellness, burnout prevention, retention, workplace culture, communication, feeling valued and supported, professional purpose, and creating positive learning environments.

Both options include a digital summary with key takeaways from the session.

[Click here for a free discovery call to learn more!](#)

[Click here for Consultation Service List](#)

Let's Make an Impact Together!

If you're ready to create a positive and supportive environment for your educators, I'd be happy to help. Contact me today to explore how we can collaborate to make a lasting impact throughout your district.

Shahonna Anderson

Founder & Consultant | Jus Honna Consulting Agency & Business Blooming Boutique

413.727.1244

Tuesday - Thursday 12 pm to 5 pm

www.jus-honna.com

honna@jus-honna.com

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