



What is Retention? What Do I do If Retention is Requested? (FAQ)

What is School Retention? School retention refers to the practice of having a learner repeat a grade level due to inadequate academic progress or emotional and social maturity. It is also known as grade retention.

What are the Primary Reasons for Retaining a Learner? Learners may be retained for various reasons, including:

- **Academic Performance:** Failing to meet the required standards in core subjects like math, reading, or writing.
- **Social and Emotional Maturity:** Lack of readiness for the social or emotional challenges of the next grade level.
- **Attendance Issues:** Significant absences that result in missed instructional time and learning opportunities.

How Can Retention Impact a Learner's Academic Development?

Retention can have both positive and negative impacts:

- **Positive:** Provides additional time to master critical skills and concepts, potentially leading to better preparedness for future grades.
- **Negative:** Can lead to lower self-esteem, increased likelihood of dropping out, and negative attitudes towards school if not handled sensitively.

What are the Alternatives to Retention? Alternatives to retention include:

- **Targeted Interventions:** Additional support such as tutoring, after-school programs, or summer school.
- **Individualized Education Programs (IEPs):** Customized learning plans for learners with special needs.
- **Multi-Tiered Systems of Support (MTSS):** A framework for identifying and providing varying levels of academic and behavioral support.

How Should a Facilitator Communicate with Parents About the Possibility of Retention? Effective communication includes:

- **Early and Honest Discussions:** Informing parents as soon as concerns arise.
- **Collaborative Approach:** Working together to identify strategies to support the learner's education.
- **Clear Information:** Providing specific examples of the learner's struggles and how retention might help.

What are the Criteria for Deciding Whether a Learner Should be Retained? Criteria may include:

- **Academic Performance:** Assessments, grades, and facilitator observations.
- **Social and Emotional Readiness:** Input from facilitators, counselors, and parents.
- **Attendance Records:** Reviewing the impact of absences on learning.

How can Facilitators Support a Learner who has Been Retained? Support strategies include:

- **Positive Reinforcement:** Encouraging and recognizing the learner's efforts and progress.
- **Differentiated Instruction:** Adapting teaching methods to meet the learner's individual needs.

- **Building Confidence:** Helping the learner develop a positive self-image and resilience.

What Role Do Standardized Tests Play in Retention Decisions?

Standardized tests can provide valuable data on a learner's academic level, but they should be used as one of multiple measures. Decisions should consider a holistic view of the learner's performance and needs.

Are There Any Long-Term Effects of Retention? Research indicates that retention can have mixed long-term effects, including potential benefits in early grades but possibly adverse effects on self-esteem and academic motivation if not coupled with proper support.

How Can a Facilitator Address the Stigma Associated with Retention? Addressing stigma involves:

- **Creating a Supportive Environment:** Encouraging a culture of growth and learning from mistakes.
- **Educating Peers:** Helping other learners understand that everyone learns at their own pace.
- **Celebrating Strengths:** Focusing on the retained learner's unique talents and achievements.

What Resources are Available for Facilitators Dealing with Retention Decisions? Resources include:

- **Professional Development:** Workshops and training on intervention strategies and retention policies.
- **Student Support:** Collaborating with counselors and psychologists for learner assessments and support plans.
- **Educational Websites and Literature:** Accessing research and best practices on retention and learner support.

By understanding and effectively managing the retention process, facilitators can help ensure that it serves as a constructive step in a learner's educational journey rather than a setback.

What is the iLEAD process for Retention? Retention is a general education process. It can be discussed in an IEP meeting, but the decision is that of the school director. The school director, educational facilitator, and possibly the SST coordinator will meet with the learner/family to make a decision/final outcome.