

How To Find and Keep Excellent Teachers

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Research suggests that curriculum, class size, family and community involvement, and funding all contribute to school improvement and student achievement. (Cawelti, 1999)

But the single most influential factor is the teacher.

(Stronge & Tucker, 2000)

Defining Excellent
Teaching

Part 1: Defining Excellent Teaching

- The Most Basic Definition Of A Teacher's Job
- Commonly Accepted Criteria: Teacher Evaluation Systems and Rubrics
- Advanced Criteria: What Does Your School Need?

Resources:

PA School Code, Professional Conduct For Educators

<https://www.pacode.com/secure/data/022/chapter235/chap235toc.html>

Charlotte Danielson's Framework for Teaching Evaluation Instrument

<https://www.ode.state.or.us/wma/teachlearn/commoncore/danielson-2013-rubric-only.pdf>

Forbes - Verbal Ability of Teacher Is Most Important Factor In Raising Student Achievement

<https://www.forbes.com/sites/jamesmarshallcrotty/2014/08/31/verbal-ability-of-teacher-is-most-important-factor-in-raising-student-achievement/#f2a2b1351ed2>

Attracting Excellent
Teachers

Part 2: Attracting Excellent Teachers

- Forming A Hiring Team And Building Consensus
- Marketing Your School
- Hallmarks Of The Millennial Generation
- Excellent Teachers Will Interview You

Resources

Educational Leadership - Hiring The Best Teachers

<http://www.esc4.net/Assets/hiring-the-best-teachers.pdf>

National Alliance For Public Charter Schools, Illinois Network of Charter Schools, & EdFuel

National Best Practices: Teacher Recruitment & Pipelines

https://www.publiccharters.org/sites/default/files/migrated/wp-content/uploads/2016/11/National-Best-Practices_Teacher-Recruitment-and-Pipelines.pdf

Gallup - Managing Millennial Teachers: Major Challenge For Schools

<http://news.gallup.com/businessjournal/195425/managing-millennial-teachers-major-challenge-schools.aspx>

Keeping Excellent **Teachers**

Part 3: Keeping Excellent Teachers

- Know Your Industry: Salary, Benefits, And More
- Teacher Turnover And Teacher Burnout Factories
- The Importance of Hiring An Excellent School Leader

Resources:

Kappan - Burnout Factories: The Challenge of Retaining Great Teachers In Charter Schools

<http://www.kappanonline.org/burnout-factories-challenge-retaining-great-teachers-charter-schools/>

K12 *Insight*, trustED - Want Better Teacher Retention? Challenge Your Principals.

<https://www.k12insight.com/trusted/teacher-retention-principals-school-leadership/>

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