

Consortium for Educational Change (CEC)
RECRUITMENT, HIRING, AND RETENTION INCENTIVES AND STRATEGIES

CEC's work is firmly grounded in the concept that effective school change is only possible when the "three anchors" of the school board, school district leadership, and teachers union representatives are working effectively together. By supporting these relationships, CEC helps ensure that SIG schools and districts can negotiate effectively about changes to hiring and retention strategies.

CEC has worked in SIG districts to recognize and reward highly effective teaching, increase opportunities for career growth, and support the recruitment, placement, and retention of staff with the skills necessary to support the transformation model and improve student achievement.

Some examples, which might vary based on district needs, include:

- Flat rate salary increases for teachers in SIG schools to support teacher investment in transformation efforts
- Operational flexibility around teacher planning time
- Financial incentives for excellent teachers to serve as mentors or coaches for new and improving teachers
- New avenues for career advancement for veteran teachers
- Financial incentives for teachers who serve on SIG and other transformation committees.

CEC also works with districts to develop a comprehensive data system to collect and analyze program implementation and impact, in order to evaluate and refine the program's return on investment in the long term.