

Recruitment, Hiring, and Retention Incentives and Strategies

District and School Improvement at American Institutes for Research (AIR)

AIR's District and School Improvement Center (<http://revivingschools.org/>) provides a smart, real-world, hands-on approach to school improvement that is based on a framework grounded in research and refined by practice. Instead of implementing a one-size-fits-all program, we identify the needs specific to districts and schools and provide guidance for modifying existing programming or starting fresh. District and School Improvement Center staff believe that sustained district and school turnaround and transformation can be achieved through building capacity at all levels of the educational system and developing a strong collaborative partnership among teachers, leaders, families, and communities.

Background

Effective leadership is a critical element of school success. Without it, teacher turnover and the retention of effective teachers is nearly impossible. Effective talent management systems can be the result of effective leadership (Murphy & Meyers, 2008; Nicolaidou & Ainscow, 2005). Attracting, retaining, and developing educators are essential to placing failing schools on a path toward success.

Service Description

AIR's experts have 15 years of experience serving multiple districts by offering research-based solutions and strategies for recruitment, hiring, and retention needs. We offer the Quality School Leadership Identification (QSL-ID) procedure, which standardizes the hiring process for excellent principals; was developed with input from school and district hiring committees, human resource directors, and superintendents; and was field-tested and validated in several rural, suburban, and urban school districts across the state of Illinois. QSL-ID tools are aligned with the current Interstate School Leaders Licensure Consortium (2008) standards and fit the needs of schools engaged in the turnaround process. Learn more from our overview (<http://educatoralent.org/inc/docs/QSL-ID-Process-Chart-Poster.pdf>). A QSL-ID scorecard can be obtained from Matt Clifford (mclifford@air.org).

The Educator Talent Management Assessment examines district data to identify how the district can best manage and develop educator talent. The assessment can help you determine where your educator talent policies and practices are making a difference, identify areas that can be strengthened, and align each component with strategies and research through our co-interpretationSM process. Learn more at http://educatoralent.org/whatWeDo_talent_services.html.

Value We Bring

By partnering with AIR, your school will have lasting improvements in educator quality and student achievement because of a more successful talent management system.

Fred Clarke, East St. Louis High School, East St. Louis (Illinois) District 189, 618-623-7770, fred.clarke@estl189.com