

Recruitment, Hiring and Retention Incentives and Strategies

SREB's Improvement Plan is focused on development of staff, not removal and replacement. Although a key aspect of the leadership support is the effective evaluation of staff and the use of strategies to improve teaching, SREB has found that too great an emphasis on removal creates a culture of fear, not improvement. SREB works with school and district leaders to create protocols and processes to develop teacher skills through collaboration, effective use of professional development, effective follow-up and job-embedded coaching.

A focus of the SREB school improvement plan is the development of teacher leaders. The distributive leadership model of focus teams gives staff members a sense of efficacy and involvement in the mission of the school. When faculty takes ownership of the school's challenges and initiatives, the school culture improves, and recruitment and retention improves, as well. This along with the development of effective teacher orientation plans and support and a schedule that provides teachers time to collaborate effectively are keys to retention. SREB works with leaders in a unique way to develop guidelines for working with new teachers in ways to that helps keep them in teaching.

As schools take ownership of the improvement effort, The SREB Leadership Coach works closely with school and district leadership to develop systems for recruitment and hiring of new teachers including using the vast HSTW network to recruit teachers. SREB's other initiatives including the Electronic Campus, Educator Effectiveness, and Leadership Program provide resources for connecting schools and districts with colleges throughout the southern region of the country as an avenue for recruitment.