

Inside Charter Schools

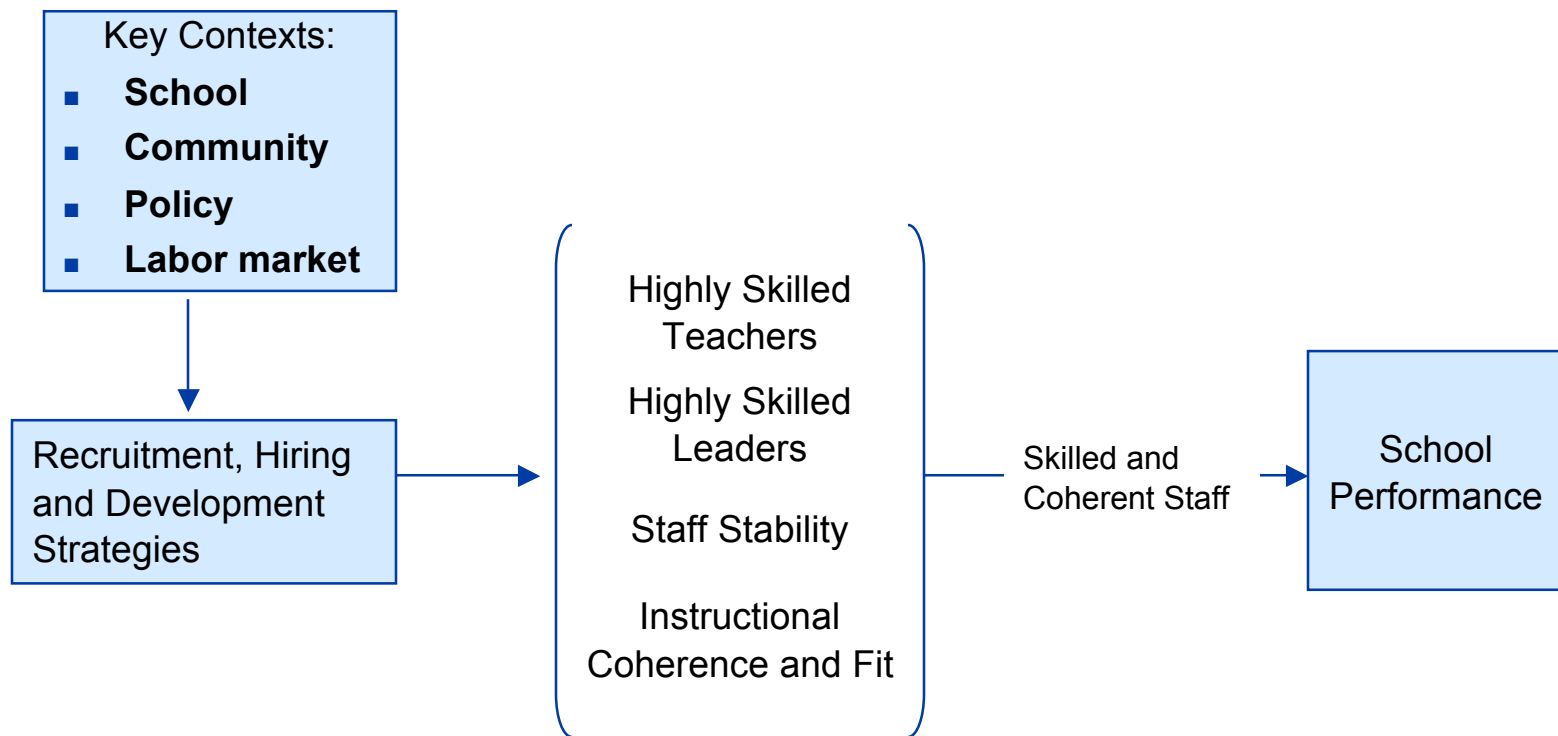
Understanding Human Resources in Charter Schools



center on  **reinventing** public education

Why Study Human Resources?

Building a Skilled and Coherent Staff

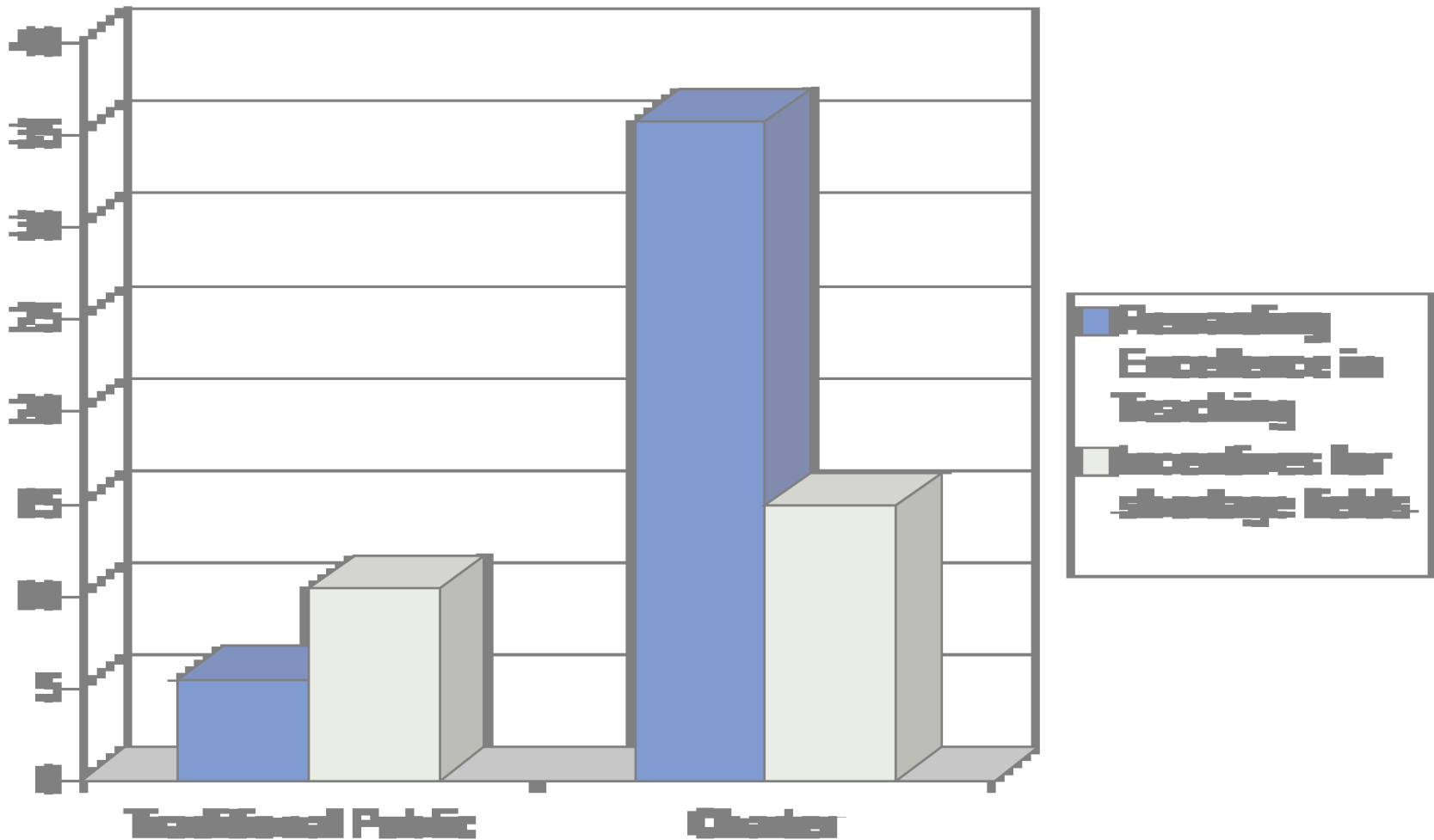


Why Study Human Resources?

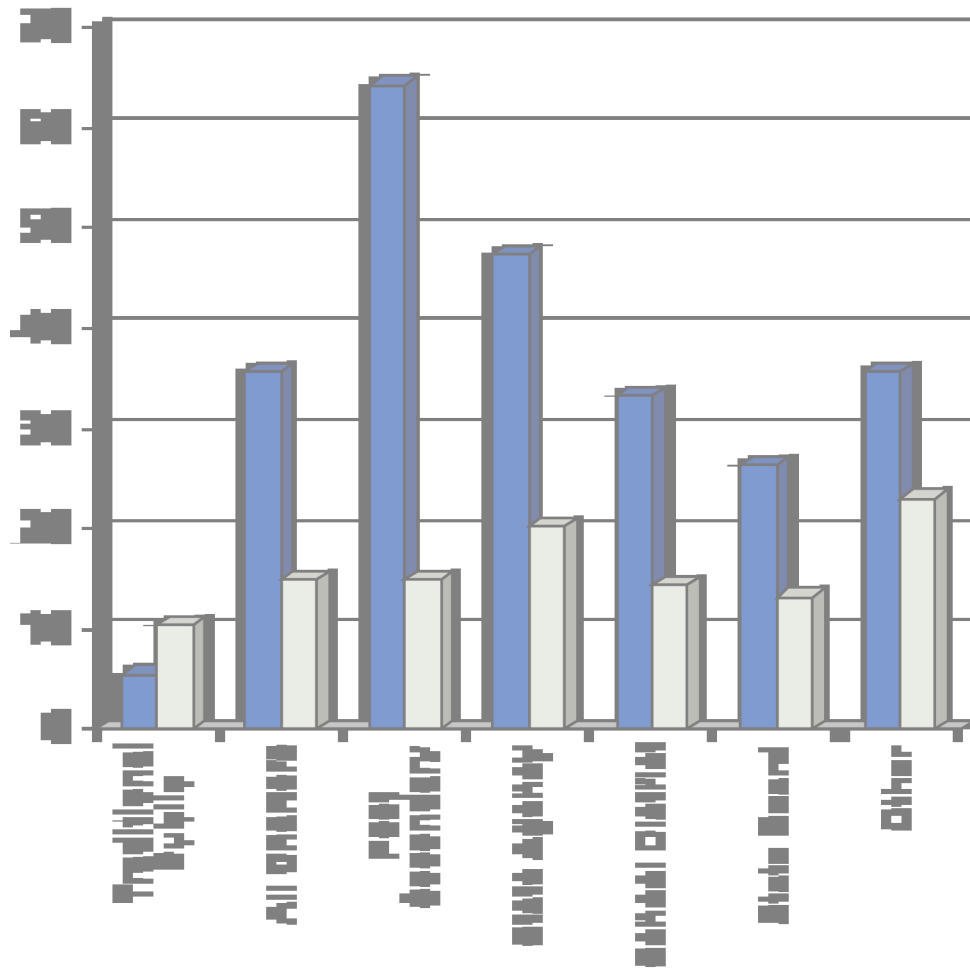


- **Little empirical evidence exists on human resource practices and their impact on quality instructional staff**
- **Little is known about how charter schools use their autonomy to pursue innovative human resource practices**
- **Understanding how to get high quality educators into charter schools has considerable implications for the ability of the charter movement to take quality to scale**

Why Look Inside Charter Schools? Rewards and Incentives



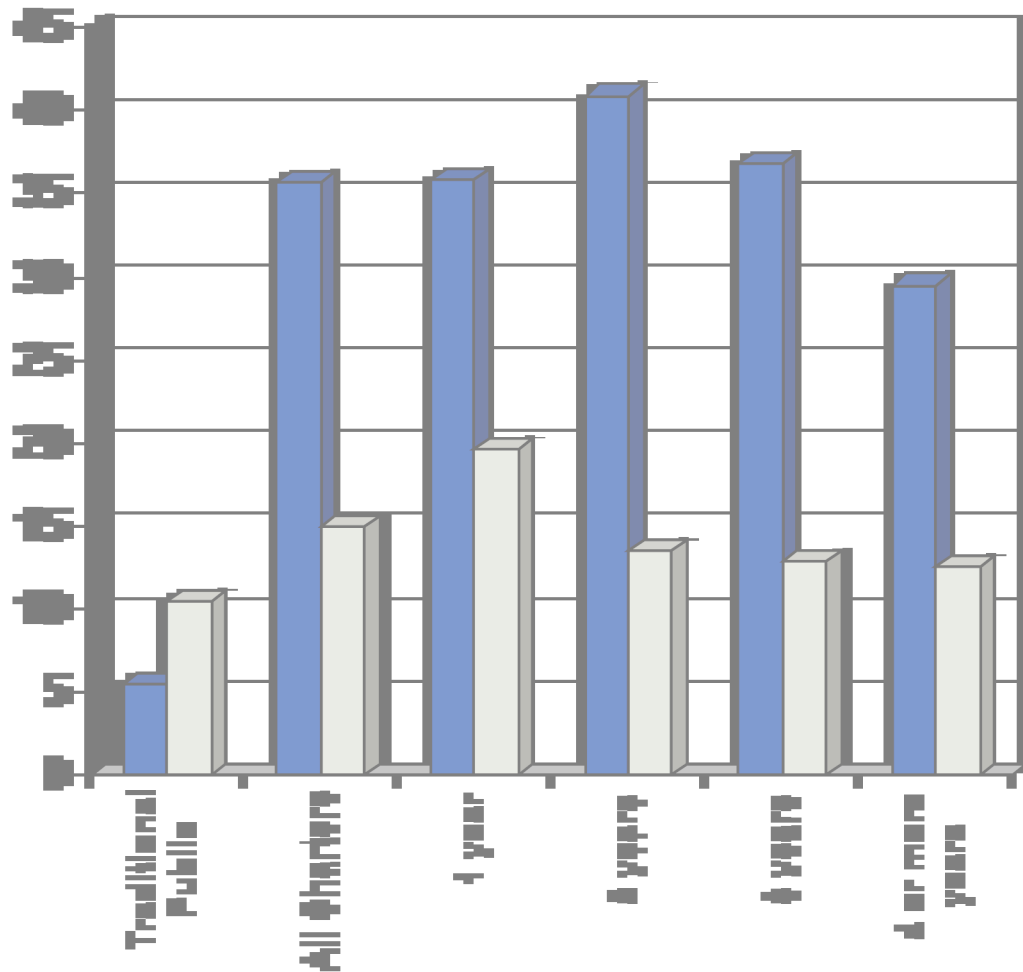
Why Look Inside Charter Schools? Rewards By Authorizer



Rewarding Excellence in Teaching

Incentives for shortage fields

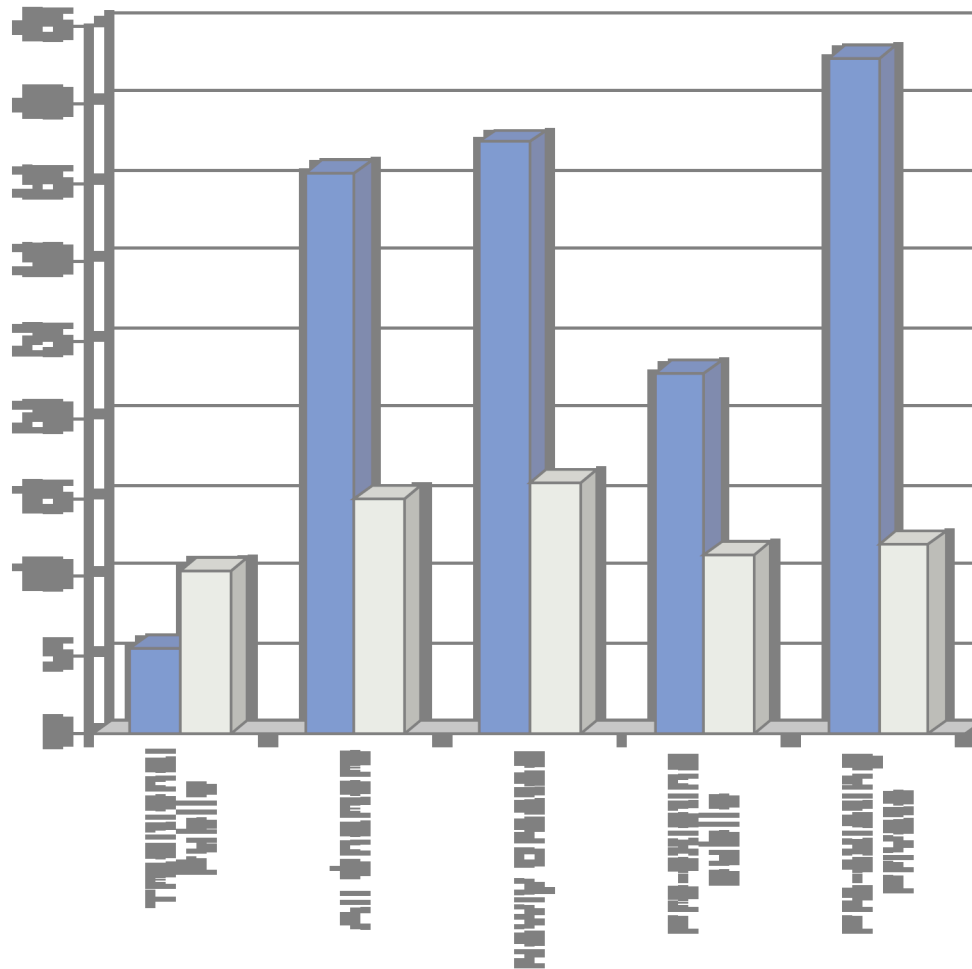
Why Look Inside Charter Schools? Rewards By Age of School



 Rewarding Excellence in Teaching

 Incentives for shortage fields

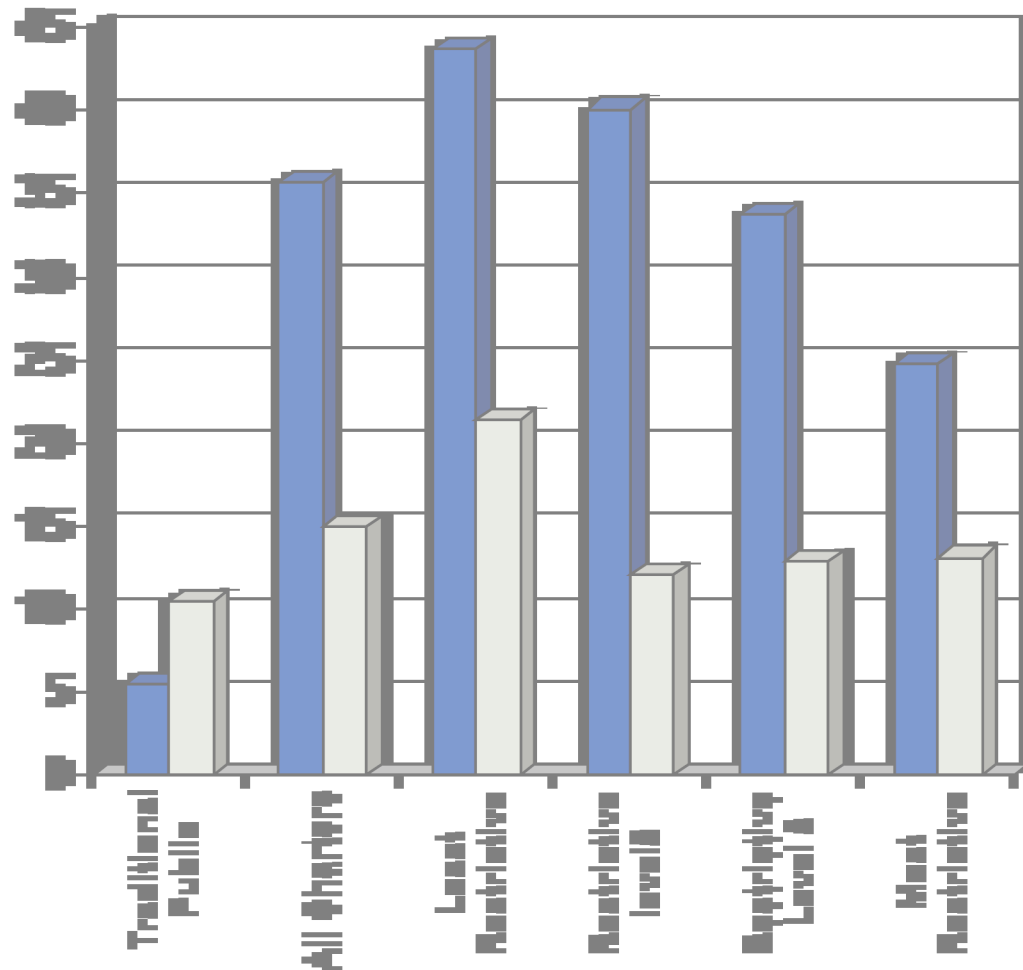
Why Look Inside Charter Schools? Rewards By School Origin



Rewarding Excellence in Teaching

Incentives for Shortage Fields

Why Look Inside Charter Schools? Rewards By Policy



Rewarding Excellence in Teaching

Incentives for shortage fields

Research objectives – Describing HR in Charter Schools



- ❑ **What are the individual characteristics of charter school teachers and leaders and how do these vary by school characteristics, authorizers, and policy environment?**
- ❑ **What are the patterns of stability and turnover among charter school teachers and leaders?**

Research Objectives –Describing HR Policy in Charter Schools



- ❑ **What is the range of recruitment, hiring, and development strategies in use in charter schools?**
- ❑ **What is the relationship between a school's recruitment, hiring, and development strategies and the types of people it employs?**

Research questions – Understanding the policy context



- **What is the relationship between a school's recruitment, hiring, and development strategies and its policy and community environment?**

- **Secondary analysis of state and national data**
- **Survey of charter school directors (AZ, CA, NC, TX, HI/RI)**
- **Case studies**

- **Formative review – an on-going evaluation of research theory, data, methods, and conclusions**
 - Internal Review
 - Expert Review Committee – 6 member committee drawn from academic and charter organizations

- **Summative Review – Peer review from intended audience**
 - Academic peer review of technical reports
 - Charter school administrators and teachers, policy makers review of popular reports
 - Charter school leaders, charter management organizations, state and local leaders review of guidance documents

At the end of the day...



- **Provide data and analysis that allows the charter community to learn from each other**
- **Illustrate how policy from all levels (school, authorizer, CMO, or and state) determines who is leading and teaching in charter schools**
- **Illustrate the most effective strategies or policies for getting and keeping strong teachers and leaders**