

HUMAN RESOURCE STRATEGIES IN ILLINOIS CHARTER SCHOOLS



TEACHER EMPOWERMENT PRACTICES



RECRUITMENT



HIRING



PROFESSIONAL
DEVELOPMENT



EVALUATION



COMPENSATION



RETENTION &
CAREER ADVANCEMENT

59% use referrals from current teachers for recruitment

48% seek candidates who are good collaborators

38% use experienced teachers as mentors for new teacher

36% use teacher input for PD decision-making

26% offer beginning salaries above \$45,000

8% provide individual stipends for PD

77% involve current teachers in the new teacher hiring process

48% involve current teachers in final hiring decisions

35% use peer observations for evaluation

33% include self-evaluation in ratings

52% use increased teacher voice as a retention strategy

44% offer hybrid teacher-leader positions

The average Illinois charter school from our study used five teacher empowerment practices, and all schools used at least two.

The newest generation of Illinois charter schools uses more teacher empowerment practices than those that opened five or more years ago.

Teacher empowerment practices are associated with higher levels of teacher influence as measured by the Illinois 5Essentials survey.