What Workforce Quality Looks Like

Our students deserve educators who set high expectations for all students and are knowledgeable in the strategies and practices proven to lift students like culturally responsive teaching and Positive Behavior Supports. When we work together to ensure our schools recruit and retain the most qualified educators, our students benefit.

Our schools can recruit and retain qualified educators by maintaining a pool of well-prepared, highly skilled candidates for all vacancies; providing comprehensive induction for new educators, with recommended two-year mentoring services from trained, experienced educators; offering opportunities for continual improvement and professional growth for all education employees; and dedicating time to form collaborative relationships with colleagues.

Help us achieve educator workforce quality by taking the action steps listed in this brochure and reading up on the policies and practices that make a great public school (GPS) at nea.org/GPSIndicators.

For tools and resources that can help you achieve a GPS, fill out the Opportunity Checklist at myschoolmyvoice.nea.org where you will be asked questions about your school and emailed resources related to your needs.
A Great Education

As students progress during the school year, it is essential that they are provided all the resources and supports they need to succeed.

A quality education begins with access to an exemplary early childhood education and continues to develop students socially, emotionally, and cognitively, preparing them for college and 21st-century careers. The bridge from early childhood education to graduation is only made possible with:

- High expectations and a well-rounded curriculum;
- Teaching and learning conditions that lift all students, no matter their zip code;
- Educators of the highest quality;
- Meaningful assessments;
- Engaged families and community; and,
- Sufficient funding for advanced courses, modern materials and facilities, and educator professional development.

Great Public Schools Indicators Framework

The National Education Association’s Great Public Schools (GPS) Indicators Framework elaborates on the seven criteria fundamental to a quality education and calls on all educators, families, community leaders, and policy makers to join the effort to ensure that every student has access to a great public school. Together, we can achieve greatness. Here we focus on one of the seven criteria required for student success—Workforce Quality.

Workforce Quality

All students deserve access to a quality teacher and to a school staff with the experience, skill, and support to meet their educational needs. Unfortunately, too many students—mostly poor and/ or students of color—don’t have equitable access to experienced and fully licensed teachers. This is a problem that can and must be addressed. School systems and policy makers can significantly improve teacher recruitment and retention in high-needs schools with research-proven practices that include high-quality mentoring and induction, stable and inclusive school leadership, and working conditions that provide educators with the resources and support they need to succeed.

How You Can Advocate for a Great Public School—Workforce Quality

- **Essential Pieces**
  - High Quality Educator Preparation and Licensure
  - Leadership Training and Stability
  - Educator Quality and Effectiveness
  - Educator Recruitment and Retention
  - Incentives and Supports (All School Personnel)

- **Action Steps**
  - Ask your school principal if all teachers have completed a teacher preparation program and are currently licensed.
  - Ask your school principal if all educators go through residency and induction programs.
  - Advocate for peer assistance and review (PAR) teams at your child’s school.
  - Ask your school board about recruiting educators early in the year to guarantee your school gets the top candidates.
  - Ask your principal if all educators are evaluated based on multiple measures (e.g. observations and leadership roles, etc.).
  - Ask your principal if educators have the opportunity to collaborate with other teachers through professional learning teams during the school day.
  - Ask your principal if educators are provided professional growth opportunities based on results of their evaluations.
  - Ask your school board if they partner with local higher education preparation programs to ensure selection of accomplished educators.
  - Lobby your school board to incentivize National Board Certification.