

MAKING THE GRADE

EFFECTIVE TEACHING IN
EVERY CLASSROOM



Better Evaluations Can Help Principals Retain Good Teachers

Pennsylvania's new effort to boost academic achievement through better educator evaluations won't just help teachers improve. It also will help principals improve.

And that's an important part of making low-performing schools better, according to a newly released study that examined the challenges schools face in retaining good teachers.

[The Irreplaceables: Understanding The Real Retention Crisis in America's Urban Schools](#) looked at more than 90,000 teachers in urban school districts across the country and deemed about 20 percent of those teachers as "irreplaceable," meaning they are so effective at boosting student achievement that they are difficult - if not impossible - to replace.

The study found many school principals fail to make a strong push to keep these highly effective teachers and rarely make an effort to deal with unsuccessful teachers. "These are the teachers our urban schools desperately need to keep," the study notes. "Yet we found that they are ignored and undervalued at almost every turn."

Pennsylvania's new educator evaluation system would help principals improve their leadership skills in much the same way it helps teachers improve classroom performance – by assessing their planning and preparation, professional development efforts and performance of students in their school. These measures would be used to provide feedback and guidance so school principals can put a stronger focus on keeping good teachers.

The bottom line: "Good teachers don't leave demanding schools that hold them to high expectations; they leave schools that aren't serious about good teaching," the report states.

Stay tuned for more updates from **Making the Grade: Effective Teaching in Every Classroom.**

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Making the Grade: Effective Teaching in Every Classroom is Pennsylvania Partnerships for Children's project designed to create awareness about the importance of an effective teacher in every classroom and advance the public policies required to assure every child benefits from effective teaching every school day.

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