What Workforce Quality Looks Like

The conditions necessary to recruit and retain a qualified, caring, diverse, and stable education workforce in our schools include: a pool of well-prepared, highly skilled candidates for all vacancies; comprehensive induction for new educators, with recommended two-year mentoring services from trained, experienced educators; opportunities for continual improvement and professional growth for all education employees; time to form collaborative relationships with colleagues; working conditions that support success, including a process for shared decision making at the school building level; and appropriate professional compensation and benefits.

The Great Public Schools Workforce Quality Indicators reflect NEA’s commitment to high-quality public schools. They are: high-quality educator preparation and licensure; leadership training and stability; educator quality and effectiveness; teacher recruitment and retention; and incentives and supports (all school personnel).

For more information on what makes a great public school, please visit: www.nea.org/gpsindicators
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 minority students—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.

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 with development of 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 standards and a rigorous curriculum;
- Teaching and learning conditions conducive to engagement and enrichment;
- Educators of the highest quality;
- Valid assessments;
- Engaged families and community; and,
- Sufficient funding for advanced courses, modern materials and facilities, and educator professional development.

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.
- 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.