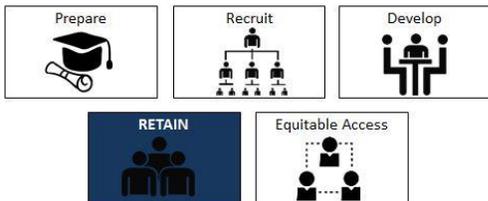


## Career Ladder Pathways Tools and Resources: Selective Retention

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The following tools and resources are intended to help address the talent management challenge of retaining top talent as part of a comprehensive talent management system. The toolkit will continuously grow as new resources are developed and become available.

### 1. **The Irreplaceables: Understanding the Real Retention Crisis in America’s Urban Schools Report and Tools**

This paper outlines three main causes, consequences, and solutions districts can implement to retain the most effective teachers while removing consistently low-performers. The case study explains how the District of Columbia Public Schools (DCPS) has moved toward smarter teacher retention and details opportunities to make more progress. These resources, used in conjunction with the retention guide and templates, can help support districts in their efforts to retain top talent.

- [The Irreplaceables Executive Summary](#)
- [Case Study-Keeping Irreplaceables in D.C. Public Schools: Lessons in Smart Teacher Retention](#)
- [Retention Guide: Retain High-Performing Teachers in Your School](#)
- [Template: Planning for Long-Term Irreplaceables Retention](#)
- [Principal Retention Planning Template: Create strategies to Retain High-Performing Teachers](#)

### 2. [Leading from the Front of the Classroom: A Roadmap to Teacher Leadership that Works](#)

This report proposes a roadmap to empower teachers to lead while remaining in the classroom. It outlines key phases that administrators will need to consider as they build teacher leadership systems. It can be used by district leaders, boards of education and educators to inform the development of career ladder pathways.

### 3. [How to Retain Effective Teachers Through Teacher Leadership](#)

This report highlights three strategies with concrete recommendations for retaining the best teachers for a lifelong career in the classroom. It includes detailed examples, with descriptions of roles that outline how districts, organizations, and charter management organizations have established leadership opportunities in order to retain effective teachers.

### 4. [Innovation Station: Retaining Teacher Leaders Toolkit](#)

This website provides a one-stop spot for states and districts to get information and help in recruiting and selecting, retaining, rewarding, and supporting highly effective teachers and leaders. This section offers links to research papers, studies, tools, and other resources on retaining teacher leaders.

This list of tools and resources was culminated by the New York State Education Department to support the design and implementation of robust career ladder pathways as part of the systemic use of the [TLE Continuum](#). Additional resources can be found in the [New York State Career Ladder Pathways Toolkit](#).

5. **Redesigning Schools to Reach Every Student with Excellent Teachers: Financial Planning Summary and Briefs**

The financial planning summary provides an overview of the ways that schools and their teachers can simultaneously reach more students with excellent teaching, expand teachers' career opportunities, and sustainably fund higher pay and other priorities. The four financial planning briefs provide details and scenarios that illustrate the estimated savings possible under different approaches to the models, the estimated costs to support extended reach of excellent teachers, and the estimated range of possible pay increases for teachers.

- [Financial Planning Summary](#)
- [Financial Planning for Elementary Subject Specialization](#)
- [Financial Planning for Multi-Classroom Leadership](#)
- [Financial Planning for Time-Technology Swap-Rotation](#)
- [Financial Planning for Secondary-Level Time-Technology Swap + Multi-Classroom Leadership](#)

6. [The Great Principals at Scale: Creating District Conditions That Enable All Principals To Be Effective Report and Toolkit](#)

In the framework presented in this report, school system conditions that enable principals to be successful are arranged into four key strands. In conjunction with the toolkit, that includes a rubric, survey, and guiding questions, it can be used by principals to assess the current status of their conditions, and identify priority areas and actions that they can put in place to enable all well-trained principals to be effective.

- [The Great Principals at Scale Report](#)
- [The Great Principals at Scale Toolkit](#)

7. [Leading for Effective Teaching: Toolkit for Supporting Principal Success](#)

This toolkit focuses on action steps school systems can take to support principals as their role changes in schools that are implementing new teacher development and evaluation systems. The toolkit is organized by suggested action steps and includes adaptable tools including: sample frameworks, a self-assessment and planning template, rubrics, job postings, selection processes, screening tools, and resources to support teacher leadership.

8. [Churn: The High Cost of Principal Turnover](#)

This report addresses the issue of retaining effective principals. It can be used by school leaders, boards of education and educators to inform the development of principal retention programs and career ladder pathways.