
Thank you for your request to our REL Reference Desk regarding evidence-based information about charter school hiring practices. Ask A REL is a collaborative reference desk service provided by the ten regional educational laboratories (REL) that, by design, functions much in the same way as a technical reference library. It provides references, referrals, and brief responses in the form of citations on research based education questions.

The information below represents the most rigorous research available. Researchers consider the type of methodology and give priority to research reports that employ well described and thorough methods. The resources were also selected based on the date of the publication with a preference for research from the last ten years. Additional criteria for inclusion include the source and funder of the resource.

Question: *What are prevalent best and promising practices for hiring charter school and other school teachers?*

Search Process

Key words and search strings used in the search: *charter schools AND hiring AND teachers.* These terms were sometimes paired with *school hiring practices.*

Search databases and websites:

1. ERIC, <http://www.eric.ed.gov/>;
2. EBSCO Host, Academic Search Complete, <http://www.ebscohost.com/academic/academic-search-complete>;
3. JSTOR, <http://www.jstor.org/action/showAdvancedSearch>; and
4. Google Scholar, www.google.com/scholar.

Sample Citations Retrieved:

Burian-Fitzgerald, M. & Harris, D. (2004) *Teacher recruitment and teacher quality: Are charter schools different?* (Policy Report #20). East Lansing, MI: Michigan State University Education Policy Center. Retrieved from <http://education.msu.edu/epc/forms/Policy-and-research-Reports/report20.pdf>

Gross, B. & DeArmond, M. (2010). *How do charter schools compete for teachers? A local perspective.* (Working paper # 2010-1). Seattle, WA: Center on Reinventing Public Education, University of Washington-Bothell. Retrieved from http://www.crpe.org/sites/default/files/wp_ics_howcscmpete_mar10_0.pdf

Gross, B. & DeArmond, M. (2011, March). *How do charter schools get the teachers they want?* (Issue Brief). Washington, D.C.: National Alliance for Public Charter Schools. Retrieved from

http://www.publiccharters.org/data/files/Publication_docs/NAPCS_TeacherBrief_March_2011_20110330T164201.pdf

Guarino, C. G., Santibañez L., & Daley, G. A. (2006). Teacher recruitment and retention: A review of the recent empirical literature. *Review of Educational Research*, 76(2), 173-208. doi: 10.3102/00346543076002173

Kowal, J., Hassel, E. A., & Hassel, B. C. (2007). *Teacher compensation in charter and private schools: Snapshots and lessons for district public schools*. Washington, D.C.: Center for American Progress. Retrieved from http://www.americanprogress.org/wp-content/uploads/issues/2007/02/pdf/teacher_compensation.pdf

Naper, R. L. (2010). Teacher hiring practices and educational efficiency. *Economics of Education Review*. 29(2010), 658-668. doi: 10.1016/j.econedurev.2009.11.002

Referrals

Organizations:

- Center for Educational Reform, <http://edreform.com>
- National Charter School Resource Center
<http://www.charterschoolcenter.org/resource/effect-charter-schools-student-achievement-meta-analysis-literature>
- National Alliance for Public Charter Schools, <http://www.publiccharters.org/>
- National Education Association, <http://nea.org/>

Federally Funded Resources:

- **US Department of Education, Institute of Education Sciences (IES) Resources**, <http://ies.ed.gov>
Publication search engine available at: <http://ies.ed.gov/pubsearch/>
- What Works Clearinghouse, <http://ies.ed.gov/ncee/wwc/>
- National Charter School Resource Center, <http://www.charterschoolcenter.org/>

Disclaimer:

This Ask A REL response was developed by REL-SE under Contract ED-IES-12-C-0011 from the U.S. Department of Education, Institute of Education Sciences. The content does not necessarily reflect the views or policies of IES or the U.S. Department of Education, nor does mention of trade names, commercial products, or organizations imply endorsement by the U.S. government.