

The Impact of Principal Leadership on Teacher Quality

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Principals directly impact the quality of teaching in their buildings.

“A primary channel through which principals can be expected to improve the quality of education is by raising the quality of teachers, either by improving the instruction provided by existing teachers or through teacher transitions that improve the caliber of the schools workforce.”

School Leaders Matter: Measuring the Impact of Effective Principals. (Branch, Hanushek, & Rivkin, 2013).

[2]

Improving school leadership ranks high on the list of priorities for school reform

Hot Topic Issues Impacting Schools

- Hiring Quality Teachers
- Improving Teaching & Learning
- Closing the Achievement Gap
- Implementing Teacher Evaluation Measures Effectively

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Leadership Priorities that Impact Teacher Quality

- Instructional Leadership
- Establish/Support Professional Learning Communities
- Provide Feedback
- Effective use of Teacher Evaluation Processes

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Instructional Leadership

Principals must be familiar with curriculum goals and how teachers are facilitating student learning in their classrooms to master student learning objectives.

“Principals have a substantial impact on student outcomes in that their influence is indirect in nature because it is accomplished through leading other school staff members.”

Principals and Student Achievement: What the Research Says. (Cotton, 2003).

[5]

Establish/Support PLCs

Teachers must have time regularly to collaborate with colleagues to implement lessons focused on learning and to analyze student data to be results oriented.

“Research shows that educators in schools that have embraced PLCs are more likely to take collective responsibility for student learning, help students achieve at higher levels, and express higher levels of professional satisfaction. They do this by sharing teaching practices and making results transparent.”

How Do Principals Really Improve Schools? (DuFour, & Mattos, 2013).

[6]

Provide Feedback

Teachers must receive feedback regularly on the teaching and learning process that is supported by student performance and perception data.

“Teachers are continuously improving their craft and looking for information to help guide that process, so timely feedback is generally welcomed.”

Workplaces That Support High-Performing Teaching and Learning: Insights from Generation Y Teachers.
(Coggshall, Behrstock-Sherratt, & Drill, 2011).

[7]

Effective Use of Teacher Evaluation Processes

Utilize student learning outcomes as a pathway for teachers to challenge the status quo and seek progressive ways to achieve learning for all students.

“Every educator deserves an opportunity to grow and enhance personal performance, and that only happens in a system where feedback and evaluations are honest, appropriate, meaningful, and shared.”

Teacher Evaluation: Adversity or Opportunity? (Scannella & McCarthy, 2014)

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Principal Leadership Influences Teacher Quality

There is a growing body of research showing that principals strongly influence teacher quality and student achievement through recruiting and retaining high quality teachers.