

INCREASING RECRUITMENT & RETENTION



Hiring effective teachers leads to higher academic achievement growth.

MLDS principals are able to implement effective hiring practices



Effective principals exhibit lower rates of teacher turnover.

MLDS principals exhibit practices that retain effective teachers (like providing effective feedback)



Principal support has been identified as a decisive factor in teachers' decisions to remain at their schools.

MLDS principals believe in the importance of positive school culture.

TEACHER SHORTAGE CRISIS

WHY ARE TEACHERS LEAVING?



Lack of Administrative Support



Teachers are leaving, in part, because they want better work cultures and need more support.

MLDS gives principals the tools to solve those issues.



It is easier to retain a good teacher than to hire and develop a new one.

MLDS gives principals the tools to retain the best teachers.



The competition to hire new teachers is fierce. The market favors candidates, not schools. Principals must be on their "A" games in order to attract top talent.

MLDS gives principals the tools to be strong recruiters.



We are hiring a lot of teachers, and most of them are rookies who are going to need a lot of coaching.

MLDS gives principals the tools to develop talent.

THE PRINCIPAL'S ROLE IN SHAPING EDUCATION

LEADERSHIP BEHAVIORS

Coaching teachers on instructional best practices

Building a supportive and nurturing climate

Facilitating collaboration & professional learning communities

Managing talent & resources strategically



SKILLS

PEOPLE

Developing relationship skills

ORGANIZATION

Management skills that transcend schools

INSTRUCTION

Skills to support teachers' classroom instruction

STRONG PRINCIPALS PROVIDE OUTSTANDING INSTRUCTIONAL LEADERSHIP

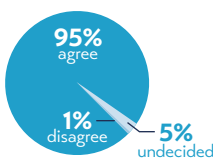
95% of principals say that MLDS makes them a better instructional leader.



Strong principals can lead to 3 months gain in math and reading annually...

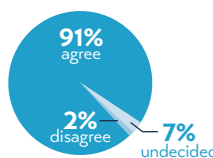
Perceptions of Principals & Superintendents on Impacts of MLDS on Classroom Instruction, 2018-19 to 2022-23

I believe MLDS increases my ability to...



Principals

Believe MLDS increases their ability to support teachers to improve instruction.



Superintendents

Believe MLDS increases my principal(s)' ability to support teachers to improve instruction.