

REIMAGINING EDUCATIONAL LEADERSHIP

FOCUS ON

Strategic Talent Management Insights from the Neubauer Fellowship



Strategic talent management is vital in maintaining a stable and effective learning environment, which is essential for sustained student achievement. Teachers who excel in their roles enhance student learning, foster a positive school climate, and establish a culture of high expectations; subsequently, the retention of high-performing teachers is a crucial component of school success.

This brief explores the data and firsthand accounts that highlight results of improved talent management knowledge and skills, as a result of participation in PASL's Neubauer Fellowship.

STRATEGIC TALENT MANAGEMENT: A PRIORITY

Recognizing the retention of top talent within schools as critical to educational outcomes, the Neubauer Fellowship focuses on bolstering related knowledge and skills in support of the Fellowship's goal to foster academic excellence.

“ My teachers began to stay, and they began to stay because the feedback wasn't done in a malicious manner, it was done to build their capacity for the ultimate goal of improving their practice to improve student outcomes. There was a basic trust there that they were able to see. ”

—Neubauer Fellow, Cohort 6

DATA HIGHLIGHTS

Teachers' designations are determined through strategic talent management, focusing on retaining high-performing educators and developing those below proficiency. The Neubauer Fellowship ensures higher retention rates for distinguished teachers in schools led by Fellows. This approach emphasizes constructive feedback, capacity building, and a focus on student outcomes, resulting in an improved professional culture and increased accountability among educators.

- Higher Retention Rates for Distinguished and Proficient Teachers:** Schools led by Neubauer Fellows exhibited notably higher retention rates for distinguished and proficient teachers compared to schools not led by PASL participants. Notably, the retention rate for distinguished teachers in fellow-led schools exceeds those of others, reflecting a targeted strategy to keep the best teachers in the classroom.

Retention Rate for Teachers Identified as Distinguished or Proficient by the Numbers

Group	Estimated Effect of Neubauer Fellow Leadership on Probability of Retention	NF Years	Prior Years
NF Cohorts 3-6	4.3	Varies by cohort	
NF Cohort 3	10.0*	2	5
NF Cohort 4	-4.6	3	4
NF Cohort 5	2.6	4	3
NF Cohort 6	-6.4	5	2

The numbers shown estimate the percentage point change in the probability of retention of teachers rated Distinguished due to a school becoming lead by a Fellow or Performance Partner. *Indicates the difference was statistically significant at the .05 level.

This document is part of the "Focus Series" by the Philadelphia Academy of School Leaders (PASL) Neubauer Fellowship, which illuminates various aspects of educational excellence and leadership impact. Discover more insights and strategies in our series by visiting phillyschoolleaders.org.