



GREAT TEACHERS MATTER MOST

A+WASHINGTON
A way forward for all students

When it comes to student success, nothing at school matters more than great teachers. In fact, recent Harvard University research demonstrates that the effect of a great teacher is considerable—students who have great teachers often go on to earn more income in their lifetime.

Now more than ever, every student needs great teachers. More than one in four high school students do not graduate on time—and graduation rates are even lower for low-income students and students of color.

Teachers in Washington give their all every day, but too often they do not get the support, training or feedback they need to be their best.

Giving teachers the support they need is a central theme of **A+ Washington**, a comprehensive plan to transform education in our state. When great teachers are given the flexibility and support to meet their students' needs, and communities have the tools to hold schools accountable for achievement, every student's future is brighter.

+ SUPPORT GREAT TEACHERS

Teachers need support and resources to help students reach their full potential. That means providing teachers with coaching and mentoring, as well as exploring partnerships with other schools to better equip teachers to reach every child.

A+ WASHINGTON: A WAY FORWARD FOR ALL STUDENTS

A+ Washington offers big ideas that add up to a bright future—where every student gets what they need to succeed in work and in life. A+ Washington is built on big ideas: making sure every student has a **great teacher**; giving teachers the flexibility and support they need to serve students best; providing families and the community new tools to hold schools accountable; and expanding opportunities for students to reach their full potential. These ideas will help every student be successful in work and life.



+ STRENGTHEN TEACHING AND LEARNING

Teachers and principals deserve to be rewarded for great work and to have their successes celebrated and shared. They also need individual support and training to grow and improve. By providing professional feedback from evaluations based on multiple measures including student improvement, more children will succeed in school. Everyone deserves fair, honest and rigorous performance evaluations, and school leaders must have training and support on how to give feedback that will help a teacher improve his or her performance.

+ GIVE LEADERS FLEXIBILITY

Principals know their schools best, and they need the flexibility and authority to decide who works there. We must give principals and district leaders the freedom to hire, move and place teachers where they will best serve students, and base decisions on performance and skills, not seniority.



STRATEGIC STAFFING

The Charlotte-Mecklenburg Schools' Strategic Staffing Initiative takes a comprehensive approach to hiring teachers, developing their skills and assigning them duties. The district examines student achievement data to identify its most effective teachers and then offers them incentives to take on challenging assignments. Coupled with strong campus-level leadership, schools have the flexibility to use student achievement data to craft individualized programs to help struggling students.

As a result, Charlotte-Mecklenburg's lowest-performing schools are improving, and students are growing and achieving. In fact, six years ago, a North Carolina state judge presiding over an education dispute in the district said the district's failing schools were committing "academic genocide." After a few years of reforms in place, the district's gains outperformed those of 74 high-poverty, high-minority urban school districts across the country and the district won a prestigious national prize for quality.

YOU CAN MAKE A DIFFERENCE

It will take all of us—parents, families, educators, business and community leaders—working together to help every student reach his or her full potential.

It's up to all of us. Join A+ Washington. Go online today: APlusWA.org.

EXCELLENT SCHOOLS NOW

Excellent Schools Now (ESN) is a statewide coalition of 36 organizations committed to improving Washington's education system. ESN developed *A+ Washington: A way forward for all students*.