

Transforming Talent Management Session Overview

Great teachers are absolutely essential to delivering an excellent education to students—and talent management is a key consideration for organizations that want to ensure excellence at all levels, whether in or outside of the classroom. Attendees had the opportunity to learn from CMOs such as Achievement First and Mastery Charter Schools, organizations specifically focused on teacher development such as The New Teacher Project, as well as companies outside of the education sphere such as Google. At each table an organization representative detailed their approach to recruitment, development and other aspects of talent management, and participants had the opportunity to ask them questions. Speakers in this session shared how their organizations approach talent management.

Some thoughts from table discussions:

- Assessment needs to happen continuously, to provide staff with real-time feedback and to allow for adjustments and coaching toward improvement
- Criteria on teacher evaluation should be very clear and teachers should know what to expect
- Put student achievement over everything else in teacher evaluation, but make sure other factors are considered (eg student character development; constituent relationships; alignment with the school's core values)
- If you're piloting a new way to evaluate staff, wait until you've tested to invest in tracking systems and databases



Jeff Pestrak, of Mastery Charter Schools, discusses his organization's teacher evaluation process and plans for the future.