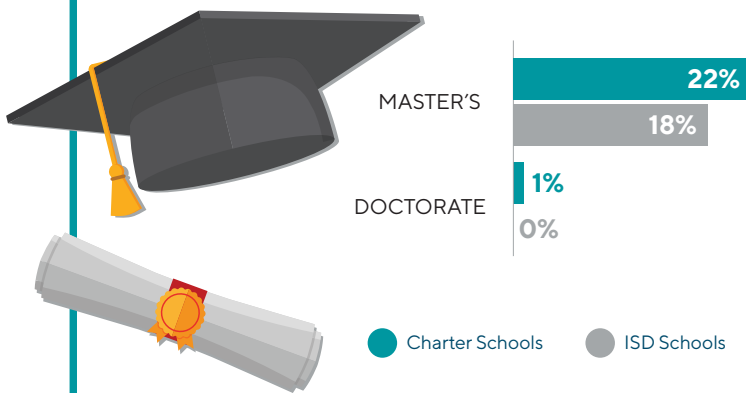


Four Reasons Public Charter School Teachers are Helping Students Succeed

Public charter schools are achieving life-changing outcomes for students—and that doesn't happen without passionate, dedicated teachers who are positioned to succeed. Here are four reasons the educators at Texas public charters are delivering for families:

#1 Public charter teachers are more likely than their ISD peers to hold advanced degrees.

Research shows teachers with these credentials¹ boost student learning² and are better-versed in their subject areas³. Studies also show content knowledge has a strong relationship with student achievement—even more than teaching technique.⁴



#2 Public charter schools invest twice as much in teacher professional development

The average public charter school spends **double** on professional development for teachers, compared to ISDs: \$208 per student (or 2% of the budget) vs. \$118 per student (or 1% of the budget).

Put another way: On average, a charter with 700 students invests **\$63,000 more each year** than an ISD campus with the same enrollment.

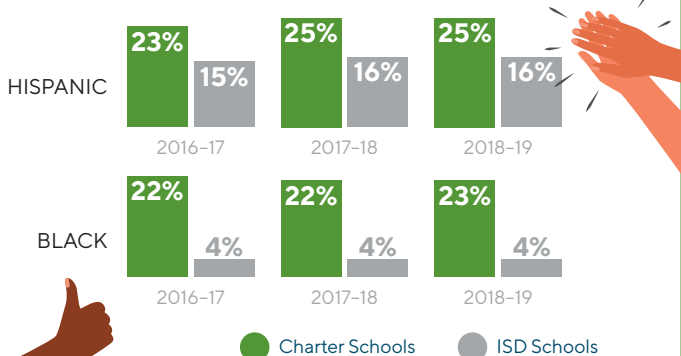
Studies show this kind of investment pays off—more frequent training, stretched over more time, helps students learn more.⁵ And research also shows that professional development, when executed well, helps create communities of learning where teachers lift the achievement of their peers.⁶



#3 Charter teachers are dramatically more diverse than ISD teachers

Public charter schools employ nearly **six times as many** Black teachers as ISDs. There are also **50% more** Hispanic teachers at charters.

This representation matters. Public charters serve more children of color than traditional districts—and research consistently finds that students benefit when their teachers and mentors can authentically connect with their experiences and culture.



#4 Charter teachers are trained so well that when ISDs hire them, district students achieve at a higher level

Traditional districts with charter schools in their borders are improving more, and faster, than districts without charters.⁷ There are many reasons for this—including that ISDs are hiring teachers who were incredibly well-trained at charters.

Here are two examples:

- Dallas ISD hired teachers from 73 different charters between 2017 and 2019, mostly at the elementary level. By themselves, they raised the rate of Dallas ISD fifth graders meeting state math standards **by 2%**.
- During the same period, Houston ISD hired teachers from 77 different charters. Their migration to Houston ISD campuses—all by itself—raised fifth-grade math achievement **by 2%**.



1. We refer only to advanced degrees, and not state certification, because researchers so consistently find no relationship between certification and student achievement. See for example: Hanushek & Rivkin (2006); Goldhaber & Anthony (2007) 2. Seebruck, 2015 3. Croninger et al., 2007 4. Telese, 2012 5. Blank & De las Alas, 2009 6. Ratts et al., 2015 7. See our report: 25 Years of Public Charter Schools: A Rising Tide is Lifting All Boats, available at: https://txcharterschools.org/wp-content/uploads/2020/06/25thAnniversary_Final.pdf.