center on reinventing public education

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Title I's comparability provision should be enforced so that every school with a district has the same amount of state and local money to spend on teacher salaries, and districts are required to account for real-dollar salaries, not just averages. This would supersede teacher collective bargaining agreements that allow senior teachers to cluster in higher-income schools.

Districts should be required to identify schools that are low- performing for three years and 1) have above average rates of teacher turnover or 2) receive less than half the average districtwide number of applicants for their teacher vacancies. For those schools the district must show, in its Title I application, how they will create incentives to attract and keep teachers in those schools. Districts should be allowed to use Title I funds for extraordinary teacher hiring and retention incentives in these schools.

States should publish analyses of the quality of teachers hired in each district every year, comparing, for districts in any metropolitan labor market, the numbers of teachers who applied for vacancies, and the time at which hiring offers were made, the percentage of offers made that were accepted. Districts that get half the labor market average numbers of applicants per vacancy, make offers more than two weeks later than then average of other districts in their labor market, or get half or less the number of applications per vacancy, will be identified as low quality employers and must, as part of their Title I application, show how they will become more competitive for the best teachers available.