59% use referrals from current teachers for recruitment
48% seek candidates who are good collaborators
77% involve current teachers in the new teacher hiring process
48% involve current teachers in final hiring decisions
38% use experienced teachers as mentors for new teacher
36% use teacher input for PD decision-making
26% offer beginning salaries above $45,000
8% provide individual stipends for PD
35% use peer observations for evaluation
33% include self-evaluation in ratings
52% use increased teacher voice as a retention strategy
44% offer hybrid teacher-leader positions

The average Illinois charter school from our study used five teacher empowerment practices, and all schools used at least two.

The newest generation of Illinois charter schools uses more teacher empowerment practices than those that opened five or more years ago.

Teacher empowerment practices are associated with higher levels of teacher influence as measured by the Illinois 5Essentials survey.