NCTQ examined publicly available policies of large school districts across the country to find those that have the baseline conditions to be a good place for great teachers to work. On this basis, we selected fewer than half as qualifying districts.

All qualifying districts were asked to submit additional information on their policies and practices relevant to supporting and celebrating great teachers. NCTQ scored each district on over 100 questions to determine the finalist districts.

NCTQ conducted a listening tour to better understand the context and strengths of each finalist district. We learned about teachers’ day-to-day experiences and heard their opinions about working in the district through focus groups and surveys. We also interviewed key district leadership, including superintendents and chief human resource officers, to understand district philosophy and how policies are implemented.