

Logic Model

Problem Statement: NHPS does not have a refined, coherent, sustainable career lattice that allows multiple leadership pathways, which is centered on distributive leadership model and collective responsibility.

Goal: To create a sustainable, transparent career lattice aligned to distributive priorities that provide educators the chance to expand their sphere of influence while allowing teachers the opportunity to lead from the classroom.

Rationale:

If we establish a common definition of teacher leadership and if we map our career lattice and if we institutionalize it through district policy and collective bargaining, then NHPS will have a sustainable, transparent career lattice aligned to district priorities that drive collective responsibility among all educators.

Inputs: →

- TiF Grant
- Talent Council
- Career Lattice Committee
- Executive Team
- Expanded roles for teachers
- Expanded roles for admins
- Principals
- Talent Office
- Curriculum Supervisors
- District Priorities and vision
- E3 team
- NAATE teacher cohorts
- NHFT leadership
- SAA leadership

Activities: →

- Organize focus groups to solicit feedback on a common definition of teacher leadership
- Organize focus groups to solicit feedback on a common definition for career lattice
- Meet individually with NHFT and SAA representative on career lattice committee
- Provide opportunities to educate members of the career lattice committee on research models

Outputs: →

- Ratified Vision that is collectively owned.
- Articulated roles for teachers
- Clearly articulated communication plan
- A career lattice that resonates with in each of the district priorities
- Articulate a framework for varied compensation
- Articulated expanded roles for administrators

Outcomes:

Short Term: →
30 Days

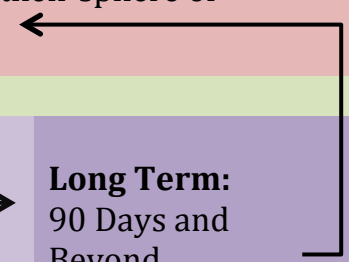
- Bring work plan to career lattice
- ~~Revisit Career Lattice Committee members~~
- Talk to E3 team to ID quick wins for teacher and administrative expanded roles
- Begin outlining ideal expanded roles for teachers

Medium Term: →
60-90 Days

- Meet with focus groups
- Compile research and other district models
- Reaching out and benchmarking with other districts
- Put talent office's thoughts together
- Meet with Garth
- Ratifying teacher leadership vision
- Articulated expanded roles for

Long Term:
90 Days and Beyond

- P & L on Career Lattices
- Articulated framework for varied compensation in relation to Career Lattice
- Logic model on Selection Process



Logic Model



related to career lattices

- Create a communication plan to celebrate quick wins
- Career lattice committee and talent council review and ratify the vision of an NHPS career lattice.
- Collect evidence and communicate out the impact of distributive leadership roles
- Identify feedback loop to the executive team
- Provide opportunities to revisit membership of career trajectory committee.

(SAA)

- Define NHPS leadership competencies

Career Lattice ----->

teachers and administrators

- Defined Leadership Competencies

->Talent Council--->

->P&L, new logic model

External Environment: