

LEADING FOR CHANGE PROTOCOL

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<p style="text-align: center;"><u>ACTIVIST</u></p> <ul style="list-style-type: none"> • Teach Kentucky veteran teachers • Current supporters in the community and the district 	<p style="text-align: center;"><u>PLAN</u></p> <ul style="list-style-type: none"> • Highly selective teacher recruitment • Pre-service summer school • Innovative 80% teaching schedule first semester • Full class load with intensive mentoring for three semesters • 50% staff of master teachers, 25% first year teachers, 25% second year teachers • Teacher graduation to assignment at another low performing school 	<p style="text-align: center;"><u>BENEFITS</u></p> <ul style="list-style-type: none"> • Builds support and improves retention for new teachers • Helps to attract master teachers and innovative rookies to low achieving schools • Transforms Middle School Culture • Master teachers and rookie teachers share expertise • Expected student performance increases • Professionalizes teaching • Enhances competitiveness and selectivity of recruitment 	<p style="text-align: center;"><u>CAPITAL</u></p> <ul style="list-style-type: none"> • Change of policy in collective bargaining agreement • Cost associated with changing to 80% salary and schedule • Cost of mentoring • Creation and staffing of a summer school • Ability to study and adapt schedule as needed
<p><u>PROBLEM</u></p> <p>Teachers in alternate certification programs are placed in the lowest performing schools without adequate preparation, mentorship, and exposure the student population; therefore, teacher retention is low and students are not given the opportunity to reach proficiency. This creates schools with perpetually high turn-over and an inexperienced workforce. Many of these schools have been deemed “Persistently Low Achieving” by the Kentucky Department of Education.</p>			
<p style="text-align: center;"><u>CHAMPIONS</u> INFLUENCERS RESOURCE PROVIDERS</p> <ul style="list-style-type: none"> • Superintendent and Jefferson County Board of Education • University of Louisville • Local foundations 	<p style="text-align: center;"><u>TARGET</u></p> <ul style="list-style-type: none"> • School board • Principal and Site Based Leadership team • School willing to take on the proposed structure 	<p style="text-align: center;"><u>PAYBACK</u></p> <ul style="list-style-type: none"> • Higher student performance • Higher teacher retention • Teacher leadership opportunities for master teachers and rookie teachers • System of induction creates positive and innovative sustainable district infrastructure 	<p style="text-align: center;"><u>MOMENTUM</u></p> <ul style="list-style-type: none"> • Builds on 12 years of a proven Teach Kentucky track record and ties to community • Builds on partnerships with district and University of Louisville • Could serve as a local and national model for school improvement and teacher retention