

Teacher Retention and Induction Network: Expansion Logic Model for

Problem Statement: A one year induction program does not adequately support our inductees.

Goal: To expand our current one year induction program to include a second and third year of support for new teachers.

Inputs:

- What are the resources that will be invested to make your idea a success?
 - Nkoli and Maribeth will be the liaison to the Exec. Cabinet/Superintendent
- How to invest our stakeholders?
 - Provide;
 - Data
 - Research
 - logic retention

Current Champions :

- Exited PTs
- Current PTs
- Nkoli Onye
- Maribeth Calabro
- Susan Lusi
- RIDE / NTC

Stakeholders:

- Teachers
- Union
- PPSD - leadership
- consulting - teachers
- Building Admin
- RIDE / NTC
- Nkoli Onye
- School Board
- Mayor
- Human Resources

Rationale:

- A two to three induction program would increase student achievement
- Building leaders
- Investment in our teachers in high need academic areas
- Increase test scores
- Teacher retention that improves the quality of instruction
- PTs will increase effectiveness and confidence

Outputs:

- Effective teacher in front of every classroom
- Increase programmatic capacity through the addition of a 2nd and 3rd year of induction
- Increase PT2 pedagogy and facilitate critical friends groups
- Cultivate PT3 Teachers as leaders/self-sustained critical friends group
- Establish professional learning comm.

Activities:

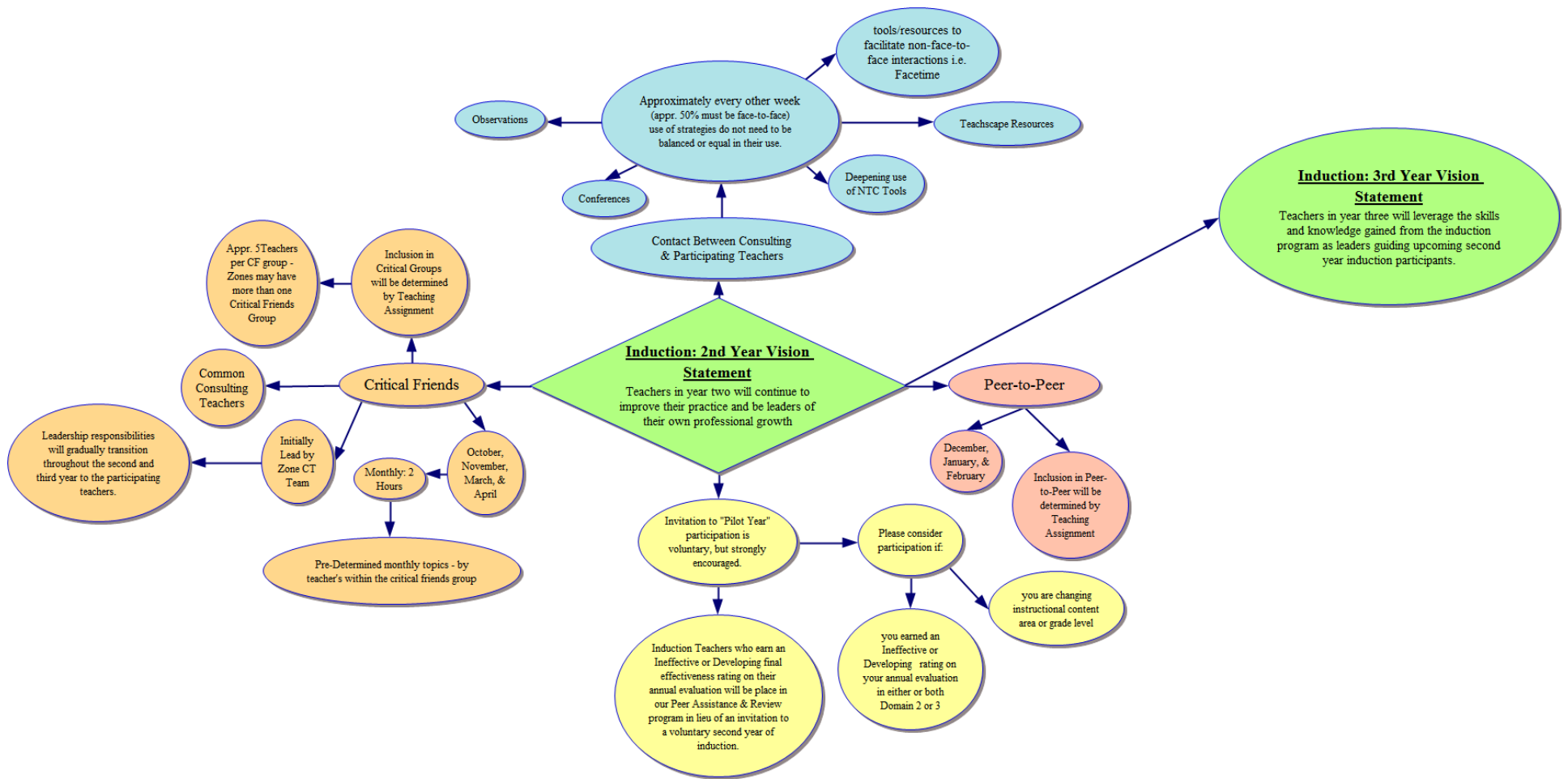
- **Recruit Future Champions**
 - Human Resources
 - Building Admin
 - Exited and current Participating Teachers(to find out what their thoughts are regarding a second year of induction)
 - Strategically meet with union reps and building reps

- **Review texts /themes recommended by other induction models**
 - 7 Habits of Highly Effective People
 - Cooperative Discipline
 - Mindset
 - Who Moved My Cheese?
 - Leading for Powerful Learning (CT)
- Apply for grant at NEAFoundation.org by May 15th - Money for Summer Institute
- Conversation with RIDE and Hilda about proposing a bill to make Induction Mandatory
- Review:
 - Chicago Public Schools
 - Teaching Channel
- ✓ Meet with NTC and Davin table 11
- ✓ Meet with NEA Contact Linda Davin and Lori at table 6
- Contact Jean Gentry
- Develop an incentive model for teacher of month
- Consider measures of success for PTs
- Partnership with Salve Regina - NTC - speak at teacher preparation program at a local university to tell them about our great induction program - student teacher

External Environment

	Action Steps	Focus/Task	Resources	Responsibilities	Timeline	
Short Term Goals: 30 Day	7 Second Pitch	Send Pete your 7 Second Pitch		Summit Team	02.11.2015	
	Share w/ Team	'Gallery Walk' – Post-It Comment Stems <ul style="list-style-type: none"> I wonder... I noticed... What if ... Check out ... 	Blackboard? Enlarged Proposal Action Plan	Who: Pete TRAIN Team	02.11.2015 (end of day)	
	Share w/ Nkoli & Maribeth	Discussion/presentation		Summit Team	Week of 02.23.2015	
	Critical Friends	Task: Find a partnership/organization to get the Consulting Teachers certified in Critical Friends Protocol.	Nkoli Gene – SRI	Who: Pete	02.28.2015	
	Create KISS outline of current year one program and then proposed year two and three	Create 3 page document <ul style="list-style-type: none"> Page One: this is what we currently do Page Two: this is what we propose for year two Page Three: this is what we propose for year three Consider including option/alternative 'buffet menu' CT Recommended Book List – PT Choice <u>ideas captured from summit</u> Year 1: (Evaluation/Mgmt.) Help them Survive <ul style="list-style-type: none"> Management Organization Evaluation support Differentiate for PT1 new to PPSD v. PT1 new to profession Continue with PD schedule that currently exists Year 2: (Instructional Practice) Help them to Grow <ul style="list-style-type: none"> Instructional teaching practice Bi-weekly basis Visit w/ PT2 bi-weekly Teachscape videos selected by CT & PT- identified need required every other month CT lead Critical Friends every other month (alternate Teachscape/critical friends) 8 Obs. + 8 Conf. Peer-to-Peer Classroom Visits Will there be a different, specific coaching model to be used? i.e. Cognitive Coaching Year 3: (Building Capacity) Help them to Lead <ul style="list-style-type: none"> Gradually release responsibility Critical Friends PT3 facilitates Critical Friends every other month (alternate Teachscape/Critical Friends) 5 Obs. + 5 Conf. Teacher Leader Program? – PPSD Program – Ed Miley & John Short Action Research (Leadership Based) Counts as PGG <u>Recommended Texts</u> <u>7 Habits of Highly Effective People</u> <u>Cooperative Discipline</u> <u>Mindset</u> <u>Who Moved My Cheese?</u>	Hilda: <i>What does RIDE know/feel about 2nd and 3rd year?</i> Ed Miley & John Short	Who: Christine Kim Task: Draft doc. Task: Review w/ team after doc. creation Who: Ana Task: Research & Identify different, specific coaching models to consider using	Due: 02.23.2015	
	Research other models/ideas	Review texts /themes recommended by other induction models Task: Review texts /themes recommended by other induction models Task: Communicate w/ Kat	Craig Bickley Fred Williams Hilda Potrzeba Davin	Who: Melissa		
	Explore Grant Opps.	Find available grants Develop list of possible community funding sources	NEA AFT Teacher Incentive Fund	Who: Ana Pete		
	Critical Friends	Contact Gene Gentry		Who: Pete		
	Medium	Recruit Future Champions	Human Resources Task: Increase awareness of TIP and expansion proposal for 2 nd & 3 rd year.	Nkoli – set up a meeting	Who: TRAIN Team?	w/i 60 days
		Recruit Future Champions	Building Admin Task: Present to building administration during monthly meeting time. Re-emphasize role/services provided by teacher induction program during PIP meeting.		Who: TRAIN Team	

		<p>Exited & Current Participating Teachers</p> <p>Task: Find out their thoughts re: second year of induction</p>	Survey	Who: Pete	
		<p>Strategically Meet with union reps, building reps, and membership</p> <p>Task: Better familiarize all teachers with the Teacher Induction Program.</p>	<p>Survey</p> <p>Building Delegate Meeting</p> <p>Schools CPT</p>	Who: TRAIN Team	
		<p>Task: university and college partnerships/recruitment.</p>		Who: Melissa	



Induction: 2nd Year Vision Statement

Teachers in year two will continue to improve their practice and be leaders of their own professional growth

I. Contact Between Consulting & Participating Teachers

A. Approximately every other week (approx. 50% must be face-to-face) use of strategies do not need to be balanced or equal in their use.

1. Deepening use of NTC Tools
2. tools/resources to facilitate non-face-to-face interactions i.e. Facetime
3. Teachscape Resources
4. Conferences
5. Observations

II. Critical Friends

A. Common Consulting Teachers

B. Initially Lead by Zone CT Team

1. Leadership responsibilities will gradually transition throughout the second and third year to the participating teachers.

C. Inclusion in Critical Groups will be determined by Teaching Assignment

1. Appr. 5 Teachers per CF group - Zones may have more than one Critical Friends Group

D. October, November, March, & April

1. Monthly: 2 Hours

a. Pre-Determined monthly topics - by teacher's within the critical friends group

III. Peer-to-Peer

A. December, January, & February

B. Inclusion in Peer-to-Peer will be determined by Teaching Assignment

IV. Induction: 3rd Year Vision Statement

Teachers in year three will leverage the skills and knowledge gained from the induction program as leaders guiding upcoming second year induction participants.

V. Invitation to "Pilot Year" participation is voluntary, but strongly encouraged.

A. Induction Teachers who earn an Ineffective or Developing final effectiveness rating on their annual evaluation will be placed in our Peer Assistance & Review program in lieu of an invitation to a voluntary second year of induction.

B. Please consider participation if:

1. you earned an Ineffective or Developing rating on your evaluation in either or both Domain 2 or 3
2. you are changing instructional content area or grade level