

Lee County Logic Model: DC Teacher Leadership Summit

Problem Statement: SDLC loses 15% to 20% of its workforce each year - costing approximately \$12,000 per teacher - resulting in reduced student achievement and inequitable access to experienced, engaged high quality teachers.

Goal: By expanding and sustaining career ladder roles for teacher leaders, the SDLC will develop highly engaged educators, increase teacher retention, strengthen student achievement resulting in closing the opportunity gap.

<p>Rationale:</p> <p>We want to expand our teacher leader model to all schools in the district to support and retain high quality teachers, so we can increase student achievement in all schools for all students.</p>	<p>Inputs:</p> <ul style="list-style-type: none"> Principals and building level leaders (buy-in, fidelity, shared leadership, and coaching) District leadership (reallocation of resources, policy change, accountability, voice) <ul style="list-style-type: none"> School board Dr. Desamour Dr. Adkins Dr. Graham Ms. Ralph Grants department Executive directors 	<p>Activities:</p> <p><u>Funding:</u></p> <ul style="list-style-type: none"> Work with Dr. Desamour to repurpose funding “Tweak” supplements and create a tiered supplement system Create process for principals to “buy” teacher leaders out of school budgets and DRAs <p><u>Communication:</u></p> <ul style="list-style-type: none"> Create teacher leader “speaker’s bureau” Message the purpose of the teacher leader program Provide clarity on the perception of intent of career ladder Market what’s working with Teacher Leaders <p><u>Professional Development:</u></p>	<p>Outputs:</p> <p>1 month:</p> <ul style="list-style-type: none"> Donations from outside organizations Training of instructional leaders group, principals, and teacher leaders <p>3 month:</p> <ul style="list-style-type: none"> Increased Teacher Leader applicant pool More engaged and supportive SACs Increased principal willingness to host teacher leaders in schools through using school based DRAs for teacher leaders in non-TIF and non-Title I schools <p>6 month:</p> <ul style="list-style-type: none"> Reallocated funding Additional teacher leaders in additional schools Increased parent support on surveys 	<p>Outcomes:</p> <p>Short Term: 1 year</p> <p>Strategic plan measures:</p> <ul style="list-style-type: none"> 3% increase in students scoring proficient in reading and math 3% increase of highly effective teachers in “hard to staff” schools 3% increase in employee engagement 3% increase in teacher retention 75% of instructional leaders enter the teacher leader pool __# of additional schools create teacher leader positions
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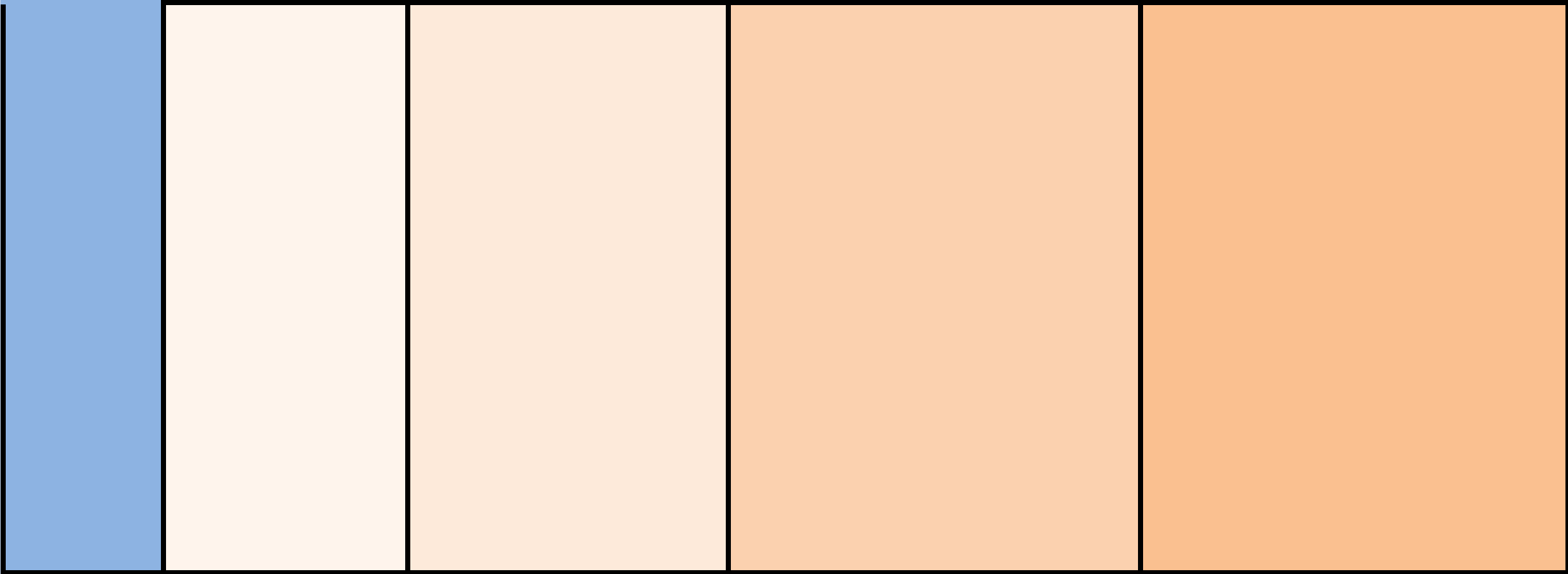
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<ul style="list-style-type: none"> <ul style="list-style-type: none"> ■ Title I ■ Title II • Teachers (development, training, awareness of opportunities, collegial culture) <ul style="list-style-type: none"> ○ PDL Specialists ○ Teacher leaders ○ Instructional leaders ○ Future teacher leaders • TALC (policies, bargaining, support, resources, training) • Foundation (funding, resources, connections) <ul style="list-style-type: none"> ○ Chamber of Commerce (city, county, Hispanic chamber) • FGCU and FSW (training of future 	<ul style="list-style-type: none"> • Professional development on shared leadership with building level leaders • Identify, develop, and train emerging instructional leaders • Expand the size of the teacher leader pool • Provide additional professional development opportunities for TL Pool members (include content and shadowing of current TLs) 		<p>Medium Term: 2 years</p> <ul style="list-style-type: none"> • Increase the strategic plan measures above by 6% • ___# of additional schools create teacher leader positions <p>Long Term: Beyond 2 years</p> <ul style="list-style-type: none"> • Increase the strategic plan measures above by 9% • All schools will have at least one teacher leader in place funded by the district
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<p>teachers, awareness of school needs)</p> <ul style="list-style-type: none">• Professional Organizations (voice, resources, policy)<ul style="list-style-type: none">○ FASD○ FSSA - Stacy and Bob Sera (lobbyists)○ FSBA○ FEA and NEA• Florida TIF grantees (resources and lessons learned)			
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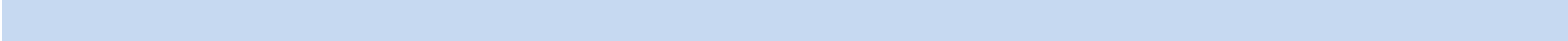
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Student Impact: (If..., then...)

If we bring a teacher leader to every school in Lee County, then teachers will feel more supported, the district will retain teachers, and students will make gains in their learning.

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