

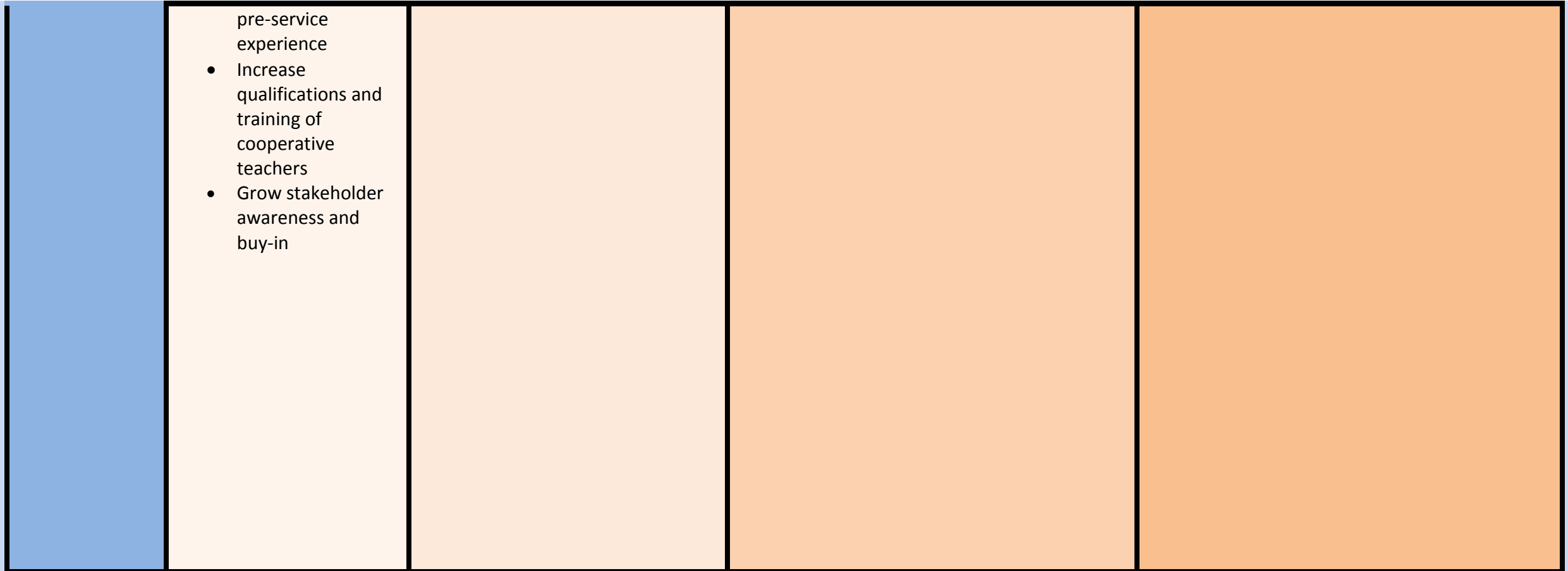
Logic Model: DC Teacher Leadership Summit



Problem Statement: The lack of retention of beginning teachers is negatively impacting our student achievement, budget and overall climate.

Goal: To increase retention of beginning teachers by improving the pre-service experience within our district.

<p><u>Rationale:</u></p>	<p><u>Inputs:</u></p>	<p><u>Activities:</u></p>	<p><u>Outputs:</u></p>	<p><u>Outcomes:</u></p>
<p>We lose 1/3 of our teachers each year costing our district money and impacting student achievement. We want to help you hire and retain effective teachers through mentoring and support pre service and beginning teachers.</p>	<ul style="list-style-type: none"> • Better understand needs of both cooperating and student teachers • Build a reflective community of cooperating and pre-service teachers • Pre-service teachers will participate in our mentoring program • Build relationships with higher ed for placement of student teachers • Increase opportunities for pre-service teachers to build relationships with accomplished teachers • Identify effectiveness of the 	<ol style="list-style-type: none"> 1. Include student teachers in mentoring 2. Survey new teachers, cooperating teachers and current student teachers 3. Research best practices in cooperating teacher practice 4. Develop qualifications for cooperating teachers within MUSD 5. Initiate contact with higher ed about expectations/placement 6. Identify a liaison for higher ed communication 7. Look/apply for grant opportunities 8. Provide training for those interested in being cooperating teachers 9. Share our message/story with board, cabinet, leadership and other stakeholders 	<p>1 month:</p> <ul style="list-style-type: none"> • Develop surveys • Share message with stakeholders • Create 1 page project sheet for varying stakeholder • Create document of people to survey • Include Student teachers in mentoring <p>3 month:</p> <ul style="list-style-type: none"> • Implement surveys • Research best practices and create list • Analyze survey data • Communicate/update stakeholder • Develop qualifications for cooperating teachers • Develop introductory pilot training <p>6 month:</p> <ul style="list-style-type: none"> • Pilot introductory training • Identify/apply for grants 	<p>Short Term: 1 year</p> <ul style="list-style-type: none"> • Evaluate current retention • Follow up survey <p>Medium Term: 2 years</p> <ul style="list-style-type: none"> • Increase pre-service teachers in district • Increase hiring and retention of beginning teachers <p>Long Term: Beyond 2 years</p>



Student Impact: (If..., then...)

If pre-service and beginning teachers participate in early quality mentoring by trained teachers, then more teachers will stay in the field positively impacting student achievement.