

# Logic Model: DC Teacher Leadership Summit

**Problem Statement:** Our pay scale and job advancement opportunities are very similar to surrounding districts, which does not give us a competitive edge in teacher recruitment and retention. We need flexibility to differ from other districts granted (encouraged) by the Southern Oregon Bargaining Council, which represents most bargaining associations in Southern Oregon. By creating an alternative pay scale and teacher leadership positions, we separate from the mold to attract and retain the most qualified and effective educators.

**Goal:** JCSD#9 will increase teacher retention from 80% to 95% (excluding retirements) by 2018.

<u>Rationale:</u>	<u>Inputs:</u>	<u>Activities:</u>	<u>Outputs:</u>	<u>Outcomes:</u>
<p>Student achievement will increase if we retain effective teachers by providing teacher leader opportunities and an alternative pay schedule.</p>	<p>School Board- Cabinet- Administrators- Certified Staff- Classified Staff- Collaboration Grant General Budget</p>	<p>Create a clear communication plan facilitated by teacher leaders that outlines the Progressive Certified Salary schedule. Communication plan should include the following steps:</p> <p>Create a power map of district players (who holds informal power? from whom do we need to gain buy-in?).</p> <p>Determine which staff members can have conversations with informal power players about initiatives.</p> <p>Hold conversations with informal power players; allow room for feedback and changes, then present.</p> <p>After conversations, determine what changes need to be made and re-shared with informal power players.</p>	<p><b>1 month:</b> Have dates, times, and locations scheduled to meet with Local Union Executive Council, SOBC and OEA president &amp; Laila Hischfield OEA PR</p> <p>Communication plan</p> <p><b>3 month:</b></p> <p>Emails, survey and present communication plan designed by grant team.</p> <p><b>6 month:</b></p> <p>Post Teacher Leader Positions</p>	<p><b>Short Term:</b> 1 year</p> <p>Teachers volunteer to pilot progressive pay scale</p> <p>New Teacher leader positions ( Studio Classroom Teachers)</p> <p>Teacher retention has increased to 85%</p> <p><b>Medium Term:</b> 2 years</p> <p>A culture of trust will be built through teacher leaders working as mentors and instructional leaders in all JCSD buildings.</p> <p>Teacher retention has increased to 90%</p>

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	<p>Determine how the initiative can be more widely shared/rolled-out.</p> <p>Add additional Bargaining Union lead teachers to the Collaboration Grant team</p> <p>Meet with Union Executive council to get feedback on Alternative compensation and Career pathways initiatives.</p> <p>Survey teachers on initiatives with the purpose of responding to concerns and better targeting informal power players, negative staff members.</p> <p>Publicly recognize and celebrate teachers (via school meetings and local media) at end of year one who have been successful within the new salary schedule. Get specific on how much \$ they made, new roles they are taking on; invite them to speak publicly/write newsletters as a testament to the benefits of the initiatives.</p> <p>Create application and selection process for teacher leader roles.</p> <p><b>**Include additional ACTIVITIES regarding Teacher Leadership roles**</b></p>		<p><b>Long Term:</b> Beyond 2 years</p> <p>Proficient teachers will remain in the District satisfied by the leadership opportunities and stipends included in the Salary schedule.</p> <p>Promising new teachers will be easily recruited due to the Progressive Salary schedule opportunity to arrive a high level on the pay scale in a short amount of time.</p> <p>Teacher retention has increased to 95%</p>
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**Student Impact: (If..., then...)** If JCSD#9 retains effective teachers by providing teacher leader opportunities and an alternative pay scale, we improve teaching and learning for both students and educators.