

Logic Model: Teacher Leadership Summit

Induction and Retention Plan for Student Success



Problem Statement: Teacher retention is important to student success. Our district has an abnormally high teacher turnover rate.

Goal: Increase teacher retention by creating a positive culture and increased supports for new teachers

<u>Rationale:</u>	<u>Inputs:</u>	<u>Activities:</u>	<u>Outputs:</u>	<u>Outcomes:</u>
<p>13 out of the 35 teachers are new to the district.</p> <p>Veteran teachers are typically better teachers.</p> <p>Educator culture impacts student outcomes.</p>	<p>Holly and the NBCT network</p> <p>Veteran teachers: Geneva Storey; Jennifer Caldwell, Sherri Mercer</p> <p>Retired teachers: Myra Bass, Ginger Bard</p> <p>Mentor teachers</p> <p>Superintendent</p> <p>Administrators</p> <p>Union</p> <p>Maddie Fennell (KEA Connection)</p> <p>Similar Type District</p>	<p>Create a Culture Club (CC)</p> <p>Create a culture survey: student, teacher, parent</p> <p>Analyze surveys</p> <p>CC create an action plan</p> <p>Schedule monthly meetings for new teachers: provide feedback on surveys (new teacher survey already completed)</p> <p>Give TELL Survey (already complete)</p> <p>Recruit mentor teachers</p> <p>Mentor teacher conduct peer observations 2 times per semester (prep period)</p>	<p>1 month:</p> <p>Culture Club (CC) will create 9 activities that will be implemented throughout the school year 1 time per month</p> <p>Data from surveys (CC)</p> <p>CC Action plan based on survey analysis</p> <p>New teacher meetings exit slips: Recommendations for next meeting, support check-in sur</p> <p>TELL survey results that identify lowest 5.</p> <p>Matchup new teachers with mentors</p>	<p>Short Term: 1 year</p> <p>Create better moral for students and teachers</p> <p>Increased community support for district educators</p> <p>Increased retention rates</p> <p>Educators enjoying coming to work</p> <p>Medium Term: 2 years</p> <p>Quality applicants for open positions</p>

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	<p>Social Media Supports?</p> <p>Supervisors of Instruction: Beth Sumnet; Tonya Driver</p> <p>Murray State University</p> <p>@TchrsUntdWa</p> <p>Intentionality Report</p> <p>TELL Survey</p>	<p>New teacher conduct peer observation of mentor 2 times per semester (prep period)</p> <p>Create incentives for mentors (money for class supplies, personal day, food, award ceremony...)</p> <p>Create PD based on initial teacher survey</p> <p>Collect feedback form after new teacher meeting</p> <p>Create a Lunch Bunch: Once a semester</p> <p>Create a media campaign to promote positive school perspective</p> <ul style="list-style-type: none"> ● The Leader ● The View ● Education Post ● Education Week ● Kentucky Teacher ● Huffington Post ● School Blog 	<p>Completed walkthrough forms (for their eyes only) from peer observation</p> <p>3 month:</p> <p>Incentives: 100% matching of mentors to mentees</p> <p>PD provided for new teachers</p> <p>Culture/support lunch group 1 time per semester</p> <p>Op-eds written by teachers</p> <p>Published articles & op-eds in local/national publications</p> <p>Tweets & FB posts of positive school activities</p> <p>6 month:</p>	<p>Long Term: Beyond 2 years</p> <p>Increased student enrollment</p> <p>Increased student achievement</p>
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Student Impact: (If..., then...)

If districts can retain quality educators, student outcomes will improve.