

Team Leader: Blandine LiGuidi

Problem Statement: Arlington Public Schools does not have a teacher leadership career continuum or an established NBCT network designed to engage NBCT's throughout the district.

Goal: To establish a NBCT network and a district-wide model for leadership training, a career continuum, and capacity building throughout the district.

| <u>Rationale:</u> | <u>Inputs:</u> | <u>Activities:</u> | <u>Outputs: What you produce</u> | <u>Outcomes: The impact</u> |
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| <p>Losing National Board Certified Teachers to other districts because of a lack of leadership opportunities in the district.</p> | <p>NBCT's (APS)</p> <p>Blandine- developing the model</p> <p>Renee- developing the model</p> <p>Kerri- Coordinator for NB Candidacy (help develop survey)</p> <p>Sue- Supervisor of PD office</p> <p>Cintia- Assistant Superintendent of Administrative Services</p> <p>Critical Friends:</p> | <p>Meeting with Kerri to discuss, design, and develop a survey for NBCT's</p> <p>Kerri distributes and collects survey data</p> <p>Research different resources, models, effective networks, people, information, systems and models that are doing it well</p> <p>Plan activities based on the data we receive</p> | <p>1 month: The survey has been created.</p> <p>An initial data set/results (baseline data)</p> <p>Met with Kerri, Kisha, and Beth to look at research</p> <p>Blandine and Renee share 3 to 5 workable models for NBCT networks, leadership training, and capacity building</p> <p>3 month: Established a NBCT Leadership Council</p> | <p>Short Term: 1 year</p> <p>A better sense of the pulse of teacher leadership in APS</p> <p>We can better plan activities to address the needs of the district</p> <p>We are better informed to create our own model that will support APS</p> <p>We have identified a core group of NBCT's who have expressed interest in teacher leadership</p> <p>We have developed a NBCT Leadership Council</p> |

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| | <p>Kisha-Teach to Lead Critical Friend</p> <p>Beth Edwards- Networking</p> <p>Micheala Miller- Washington State</p> | <p>Convene with NBCT's who have expressed interest in teacher leadership</p> | <p>6 month:</p> | <p>Medium Term: 2 years</p> <p>Long Term: Beyond 2 years</p> |
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Student Impact: (If..., then...) If APS establishes leadership opportunities for NBCT's, they will retain high quality teachers who will improve instructional practices across the district and have a positive impact on student learning.