

# Support & Retain High Quality Teachers-Jasmine Winslow

## Logic Model: Teacher Leadership Summit 9-2015



**Problem Statement:** Staff in all areas of our district are frustrated, sometimes leaving, due to lack of investment and evaluation measures that optimize our limited resources.

**Goal:** Attract, support and retain high quality employees.

### Rationale:

We want to develop highly invested staff and students to build a foundation for maintaining a positive district and community culture.

| <u>Inputs:</u>   | <u>Activities:</u>   | <u>Outputs:</u>   | <u>Outcomes:</u>   |
|--|--|---|--|
| <p>New Employees</p> <p>Current Employees</p> <p>School Board</p> <p>Mt. Angel Teacher's Association</p> <p>Collaboration Grant (\$)</p> <p>Collaboration Grant Governing Board</p> <p>High School Climate Committee</p> <p>Effective Strategies Committee</p> | <p>Form a TAC (Teacher Advisory Council)</p> <p>Survey Staff on Culture/Conditions/Needs and use TELL Survey data for analysis</p> <p>Identify/Investigate opportunities for career pathways within our district</p> <p>Research options/opportunities for creative compensation, including salary scale</p> | <p><b>1 month:</b></p> <ul style="list-style-type: none"> <li>*Present problem and goals to the administrative team</li> <li>*Form the Teacher Advisory Council</li> </ul> <p><b>3 month:</b></p> <ul style="list-style-type: none"> <li>*Share problem and goals with all staff and School Board</li> <li>*Summarize key findings from surveys</li> <li>*Find/Make &amp; Conduct needs assessment for each school</li> <li>*Define leadership roles to be developed</li> </ul> <p><b>6 month:</b></p> <ul style="list-style-type: none"> <li>*Identify top needs in each building and candidates for filling those needs.</li> <li>*Plan training/supports for new positions</li> <li>*Investigate and explore successful models</li> <li>*Assess/Evaluate progress</li> </ul> | <p><b>Short Term: 1 year</b></p> <ul style="list-style-type: none"> <li>*3 new clearly defined teacher leader roles</li> <li>*Summarize TELL Survey results change (2014-16) looking for increased teacher job satisfaction</li> <li>*TAC-a continuous improvement model</li> </ul> <p><b>Medium Term: 2 years</b></p> <ul style="list-style-type: none"> <li>*Sustainable funding for new teacher leader roles</li> <li>*Decision about salary schedule--direction of change.</li> <li>*Expand teacher leadership opportunities</li> </ul> <p><b>Long Term: Beyond 2 years</b></p> <ul style="list-style-type: none"> <li>*Teacher turnover rates (particularly at the HS) improve</li> <li>*TAC-continues to inform the direction of the district with commitment</li> <li>*Implementation of Salary Schedule</li> </ul> |

**Student Impact:** If teachers are given the opportunity for support leadership roles, then staff will be invested in, and build, strong, sustainable programw which produce a positive school culture centered around student learning.

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