

# Logic Model: DC Teacher Leadership Summit (renaming suggestion: Harrison Professional Institute for Teachers)



**Problem Statement:** The teacher retention rate at HSD2 adversely impacts the whole child.

OS

**Goal:** To revisit and enhance the current New Staff Institute in order to systematically foster and sustain teacher growth and leadership.

<b>Rationale:</b>	<b>Inputs:</b>	<b>Activities:</b>	<b>District/School</b>	<b>Outputs:</b>	<b>Outcomes:</b>
<ul style="list-style-type: none"> <li>How do you sell your idea? How do you create buy-in?</li> </ul> <p>If Harrison Instructional Leaders extend and enhance the professional Institute by providing tiered approaches and strategies to develop, support and advance teacher</p>	<p>Who are participants and how will you invest them?</p> <p>New Teachers</p> <p>Mentor Teachers</p> <p>Instructional Coordinators</p> <p>Principals (exemplar models)</p> <p>VIPs</p>	<p>Align structures and policies</p> <ul style="list-style-type: none"> <li>Have a launch meeting about NSI before end of February</li> <li>Create timeline first week of March</li> <li>Align structures and policies (team in charge of timeline, calendar, secure mentors, etc)</li> <li>Secure locations</li> </ul>	<p><b>Activities:</b></p> <ul style="list-style-type: none"> <li>Survey last year's new staff for what works and what changes should be made</li> <li>Exit survey</li> <li>Celebrate mentors &amp; mentees at key times during the year</li> <li><del>create criteria for selections</del></li> </ul>	<p>What are the concrete tangible products of program activities and strategies?</p> <p><b>1 month:</b></p> <p><b>Develop Sub-Committees</b></p> <p>Team for Organizing &amp; enhancing current July NSI model</p> <p>Timeline for NSI</p> <p>Communication (recruiting)</p>	<p><b>Short Term: 1 year</b></p> <ul style="list-style-type: none"> <li>NSI participants express feelings supported <u>throughout the year</u> as measured by surveys</li> <li>PD and teacher celebrations presented throughout the school year with maximum new staff participation</li> <li>All staff members provided with opportunities to grow and lead as measured by staff that serve as NSI mentors or those that attend or facilitate at NSI</li> </ul>

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leadership, then teachers will be incentivised and committed to remain in the Harrison school district and student learning will improve.

Higher Ed Partner (in person and virtual)  
 Students?  
 National Board Certifications.  
 Future teacher? Ed rising  
 Community (retired teachers)  
 Retired Teachers  
 What resources will be invested to make your idea a success?  
 Time  
 Money to pay mentors/mentees  
 Planning Team

- Laptop distribution
- Allocate resources
- Provide each new-hire with at tiered mentoring (content, building, community)
- Provide a sub for all new-hires to observe classes once/semester
- Disseminate best practices (tool kit: develop or acquire exemplars of dols, objs, lesson plan, mission statements, lesson templates, tasks.

Long Term:

- identify core roles for the mentors
- creating meeting/convening schedule
- collect student feedback
- create pathway for NBCT
- Develop plan for principal involvement in NSI
- Develop a plan for ways to involve the VIPs in NSI
- Start-up Kit for New Teachers

Develop/enhance recruitment and training materials for mentor teachers

**3 months:**

Develop a bank of potential July and year round mentors to include staff and stakeholders

Develop a strand for NBCT for systemic PD to foster growth for experienced teachers

Develop systemic support and celebrations of mentors and mentees throughout the school year

At the principal meet and greet, ... include the VIP

New Principals and APs attend to key NSI trainings

Create Start-up kit for New Teachers

- New staff retention percentage increase compared to previous years
  - Teacher leaders included in NSI planning and implementation
  - Evidence of stakeholder involvement through systematic support
- Medium Term: 2 years**
- Teacher retention and satisfaction rate higher than previous years
  - Teacher growth improved as measured by spot observation data
  - Increase the number of teachers that apply for DTE and National Board Certification

**Long Term: Beyond 2 years**

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Summer school Partnerships (summer school calendar conducive to institute needs/logistics)

- Explore options for teacher recognition and incentives (badge program)

**6 months:**

**launch the year of support for mentors and mentees**

**begin student to teacher pipeline**

- Teacher triangulated support/mentorship members from each of the stakeholder groups
- Student achievement increase compared to previous years
- Equity amongst schools with percentage of effective teacher leaders
- Decreased gap between schools

**Student Impact: (If...Then) If retention of effectively developed and supported teachers occurs through a continuous, coherent system of professional development services, strategies, activities and experiences, teachers will gain and implement knowledge, skills and dispositions that will move them successfully forward on a teacher leadership continuum aimed to provide evidence of daily student learning gains and well being.**