

# Logic Model 2: Create a Cadre of Teacher Advisors

Developed by: Nichole Pugliese, Nancy Hennessy, Kate O'Reilly, Becky Cummings, and Monica Lewis  
2/14/16

**Problem Statement:** We need an increased number of teachers who are knowledgeable and skilled in effective literacy practices for all students who can provide guidance and serve as advisors to teacher residents who are committed to designing and delivering informed literacy instruction.

**Goal:** To create an exclusive cadre of teacher advisors whose guidance and support will contribute to the success of teacher residents who are capable of implementing informed instruction that results in increased reading proficiency for their students.

<p><b>Rationale:</b></p> <p>The knowledge base of teachers is critical to the design and delivery of effective literacy instruction “you can not teach what you do not know”. Student acquisition of reading skills is directly influenced by their teachers’ ability to differentiate, intervene and/or provide intensive</p>	<p><b>Inputs:</b></p> <p>Teacher Unions</p> <p>Partner Schools</p> <ul style="list-style-type: none"> <li>-Administrators (district and state)</li> <li>-Teachers Advisor Candidates</li> <li>- School Board</li> <li>- Special Education Director</li> <li>- Superintendent</li> <li>-Families of students</li> </ul> <p>AIM Institute Team</p>	<p><b>Activities: (What will you actually do? What are the strategies you will employ?)</b></p> <ol style="list-style-type: none"> <li>1)Define qualifications, roles and responsibilities of the Teacher Advisor</li> <li>2) Recruitment</li> <li>3)Establish application/interview process and timeline</li> <li>4)Conduct Teacher Knowledge Survey of selected applicants</li> <li>5)Conduct Programs and Practice Survey/analyze and integrate results into professional learning plans (professional development)</li> </ol> <ul style="list-style-type: none"> <li>- Baseline assessment of student’s literacy skills</li> </ul>	<p><b>Outputs:</b></p> <p><b>Month 1-3:</b></p> <ul style="list-style-type: none"> <li>- Statement of Teacher Advisor qualifications, roles and responsibilities</li> <li>- Create application protocol</li> <li>- Create model at a glance which established levels of responsibility for school, admin, and advisor</li> <li>- Develop recruitment plan</li> </ul> <p><b>Months 3-6:</b></p> <ul style="list-style-type: none"> <li>- Implement Recruitment Plan</li> <li>- Conduct interviews/selection process             <ul style="list-style-type: none"> <li>- Establish baseline of Teacher Knowledge</li> <li>- Review current programs and practices</li> <li>- assess school system buy in</li> </ul> </li> <li>- Design baseline assessment plan for student literacy skills and teacher growth</li> </ul>	<p><b>Outcomes:</b></p> <p><b>Short Term: 1 year</b></p> <p>Initial Cadre created.</p> <p>Phase 1 of Professional Learning Plan delivered.</p> <p>Analysis of student growth from baseline assessment given at the beginning of the year.</p> <p><b>Medium Term: 2 years</b></p> <p>Teacher Advisor are partnered with Teacher Resident</p> <p>Phase 2 of Professional Learning Plan delivered</p> <p>Coaching and Service Delivery Plan instituted</p>
--	--	--	--	---

## Logic Model 2: Create a Cadre of Teacher Advisors

instruction based  
the evidence.

<ul style="list-style-type: none"> <li>- Dir of Academic and Professional Practices</li> <li>- Coordinator of Educational Outreach and Teacher Development</li> <li>- Implementation Science Consultant</li> <li>- Grant Writer</li> <li>- Director of Ed Outreach</li> <li>- AIM Teacher Advisor Cadre</li> <li>- Director of Partnerships and Engagement</li> <li>- Outside Consultant</li> </ul> <p>Community Partners</p> <p>Funders</p> <p>ILM Instructional Frameworks</p>	<p>6) Create a phased plan for continued professional learning opportunities for Teacher Advisors based on the ILM Instructional Frameworks (coaching, training, video library...)</p> <p>7) Develop Teacher Advisor PLC</p> <p>8) Training and coaching documents - (created)</p> <ul style="list-style-type: none"> <li>- Practice Profiles</li> <li>- AIM Literacy Framework</li> <li>- Teacher Instruction Fidelity Assessment</li> <li>- Coaching Service Delivery Plan</li> </ul> <p>9) Tie to IDA Certification for Teachers of Reading (?)</p> <p>10) Parent and community engagement plan (showing what this looks like in practice inside and outside of the classroom)</p> <p>11) Document Act 48 credits</p> <p>12) Identify/discuss - Funding/stipend (title 1) with principal and administration - (do they get a certificate of completion or entry into the AIM Institute PLC group).</p>	<ul style="list-style-type: none"> <li>- Group/Individual Coaching service delivery plan</li> <li>- Implement a phased plan for teacher advisor development</li> <li>- Measure teachers against baseline and chart growth or areas of intervention</li> <li>- Programs &amp; Practices Survey Analyzed</li> </ul> <p><b>Months 6 -9:</b></p> <ul style="list-style-type: none"> <li>- Establish relationship with Community/Families</li> <li>- Establish observable behavior for the delivery of high quality literacy instruction (TIFA checklist)</li> </ul> <p><b>Months 9 - 12:</b></p> <ul style="list-style-type: none"> <li>- Implement Teacher Advisor protocol &amp; professional growth plans</li> </ul> <p><b>12 month - 20 months</b></p> <ul style="list-style-type: none"> <li>- Analysis of TIFA and CSDP to determine future teacher development opportunities</li> <li>- Collecting</li> </ul>	<p><b>Long Term: Beyond 2 years</b></p> <p>Due to teacher enhanced proficiency in evidence based literacy instruction more students will have fundamental reading skills while, fewer students will be retained and referred for specialized services.</p>
--	---	--	--

## Logic Model 2: Create a Cadre of Teacher Advisors

		<p>Introduction to the model presentation - Administrators</p> <ul style="list-style-type: none"> <li>- Components of teacher residency model</li> <li>- Focus on Literacy for At Risk Students</li> <li>- Terms of Agreement</li> <li>- Continuum of professional learning opportunities for Teacher Advisors &amp; Residents</li> </ul>		
--	--	---	--	--

**Student Impact: (If..., then...)** If we accomplish our goal, teacher advisors' increased knowledge and skill will be demonstrated through post survey results, fidelity to teacher instruction checklists of evidenced based effective practices and increased student literacy as evidenced by multiple data points (e.g. benchmarks, progress monitoring, state level assessments).