



Human Capital Forum

Opportunities for Charter Schools through RTTT

- Data & Development Coaches
- Talent Recruitment and Development Pipelines
- Additional Opportunities

Great Teachers and Leaders: Human Capital Strategy



Operations & Program Evaluation

- | | | | | | |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> • Build talent pipelines at the state and local levels • Use vacancy and attrition data to drive recruitment • Integrate lessons learned at school-level into targeted recruitment strategies • Deliver clear and early messaging to applicants | <ul style="list-style-type: none"> • Create systems for screening and selection of applicants • Employ rigorous, competency-based process to select talent • Tie DPAS II evaluation findings to selection criteria for future years | <ul style="list-style-type: none"> • Develop programs and partnerships that ensure new talent is properly prepared for service • Engage with talent pipelines in teacher & leader preparation • Set clear expectations about measures and evaluation | <ul style="list-style-type: none"> • Ensure an equitable distribution of talent • Allow for school autonomy in hiring while creating district-wide parameters for talent distribution • Analyze historical data and account for labor economics in distributing talent | <ul style="list-style-type: none"> • Maximize use of statewide evaluation tool—build “skill” and “will” amongst assessors • Tailor PD to school and individual needs; tie to evaluation • Analyze all PD efforts to ensure alignment and impact on students | <ul style="list-style-type: none"> • Conduct multi-measure exit survey to determine reasons for separation • Use evaluation and attrition data to identify/target positions and individuals • Implement monetary and non-monetary retention incentives |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

Great Teachers and Leaders: Data Coaches



Description

- *Data Coaches* provide school-site facilitation of PLCs and enhanced state and district capability and capacity in assisting schools in their data-analysis and collaborative planning processes.
- ~29 Dev coaches for ~200 schools: Differentiated Support as determined by DOE/LEAs/Vendor
- *Implementation Timeline:*
 - April 2011 – May 2011: Data Coach Pilot Process (~3-5 Data Coaches in small subset of schools)
 - Summer 2011: LEAs finalize PLC schedules and processes and submit to DOE
 - August 2011—June 2013: Deployment--Vendor/DOE/LEA Ongoing Collaboration

Required DOE \$

- ~ \$6.3 Million

Required LEA \$

- Part of pre-determined HN School Formula
- ~\$1.1 Million

LEA Optional Contribution

- N/A: Option to purchase additional Data Coaches not currently available

Additional Considerations

- LEAs to identify schools for deepest support in formal TLEU Survey
- LEAs to identify point-of-contact for assigned Coach
- DOE, with LEAs, to deploy based on allocation

Great Teachers and Leaders: Development Coaches



Description
<ul style="list-style-type: none"> • Alignment to Objective 4: Required Activity under Required Strategy (SOW 5) • <i>Development Coaches</i> provide school-site coaching and district-wide training for school-based administrators (assessors) in implementing the DPAS-II process with our teachers. This service is designed to ensure fidelity of DPAS-II implementation statewide, with coaches helping to ensure inter-rater reliability, eliminate observation “drift” and assist in completion of necessary forms and conferences. • ~12 Development Coaches for ~70 schools: Deep-support for LEA-identified school-based administrators. • <i>Implementation Timeline:</i> <ul style="list-style-type: none"> • July 2011 – June 2013: Deployment--Vendor/DOE/LEA Ongoing Collaboration

Required DOE \$	Required LEA \$	LEA Optional Contribution	Additional Considerations
<ul style="list-style-type: none"> • ~ \$2.8 million 	<ul style="list-style-type: none"> • Part of pre-determined HN School Formula • ~\$500K 	<ul style="list-style-type: none"> • N/A: Option to purchase additional Development Coaches not currently available 	<ul style="list-style-type: none"> • LEAs to identify schools requiring deepest support in formal TLEU Survey • LEAs to identify point-of-contact for assigned Coach • DOE, with LEAs, to deploy based on allocation

Great Teachers and Leaders: STEM Residency



Description

- Alignment to Objective 6: Activity opportunity under Required Strategy (SOW 9)
- This DOE is contracting the University of Delaware as a state partner with a proven track-record of training, placing, evaluating, and credentialing a cohort of beginning teachers for critical-need subject areas through a Masters degree and residency program. The curriculum and training for this program will draw from other universities with STEM programs as well as DOE recommendations on STEM methodology.
- ~10-30 new teachers for Delaware each year: *LEA contribution not currently required for placement*
- *Implementation Timeline:*
 - February-April 2011: Second Cohort selected (*2010 Cohort currently completing residency*)
 - May-August 2011: First Cohort Hired; Second Cohort Intensively Trained, Residency-placed

Required DOE \$

- ~ \$1.65 Million RTTT funds budgeted to develop new STEM talent pipelines

Required LEA \$

- N/A

LEA Contribution

- Flat annual rate for participation to be considered after looking at two years of data

Additional Considerations

- Residents complete full-year residency inside a Delaware school where STEM Methodology is being employed
- “Field Instructors” (DE Teachers) receive stipend for hosting Residents

Great Teachers and Leaders: Teach For America



Description

- *Teach For America* recruits and selects the nation's top college graduates to teach all subjects in Delaware's highest-need schools. DOE is considering supporting TFA's growth to additional districts through RTTT. The organization launched nationally in 1990 and in Delaware in 2008. It has placed ~40 new teachers in New Castle County since program inception locally.
- ~25-30 new teachers for Delaware each year: *LEA contribution required for placement*
- *Implementation Timeline:*
 - Spring 2011: Teach For America RTTT Strategy Determined
 - Summer 2011: Third Cohort intensively trained and available for hire
 - August 2011: Two-year minimum commitment of 2011 corps begins

Required DOE \$

- Portion of ~ \$3 Million RTTT funds allocated to develop new talent pipelines

Required LEA \$

- N/A

LEA Optional Contribution

- \$5,000 per corps member, per year (up to two years), for a 10K total unit cost
- Minimum 2, maximum 8 corps members per LEA per year at this time

Additional Considerations

- Teachers trained to serve highest-need schools
- Organization will consider expanding beyond New Castle County if there is increased demand
- Previous Cost: 20K
- Role of TFA Alumni

Great Teachers and Leaders: Delaware Leadership Project



Description
<ul style="list-style-type: none"> This DOE is in the process of contracting Innovative Schools, in partnership with the New York City Leadership Academy, as a state partner in recruiting, selecting, training, placing, evaluating, and supporting a cohort of aspiring principals and assistant principals to serve the state's highest-need schools. The program will be highly-selective and cost-free to the applicant. Participants undergo two intensive summers of training with a full-year school-based residency in-between. ~8-12 school leaders for Delaware each year for four years: <i>LEA contribution required for placement</i> <i>Implementation Timeline:</i> <ul style="list-style-type: none"> December 2010-April 2011: Program Recruitment Launch & PSB/SBE Approval March-August 2011: First Cohort Selected, Intensively Trained, and Placed in Residencies

Required DOE \$	Required LEA \$	LEA Optional Contribution	Additional Considerations
<ul style="list-style-type: none"> Portion of ~ \$3 Million RTTT funds allocated to develop new talent pipelines 	<ul style="list-style-type: none"> N/A 	<ul style="list-style-type: none"> \$50,000 investment in each new school leader (Flat rate with state cost-share, which includes training and residency stipend) 	<ul style="list-style-type: none"> Pipeline designed to serve high-need schools in all three counties Residents work full-time alongside existing LEA school leadership for one full year

Great Teachers and Leaders: Delaware Teaching Fellows



Description

- This DOE is contracting The New Teacher Project as a state partner with a proven track-record of recruiting, selecting, training, placing, evaluating, and supporting a cohort of alternative-route teachers to serve schools in low-income communities in their hardest-to-staff subjects. This pipeline will be tailored to meet statewide subject area needs and work closely on strategy with DOE and LEA staff. *(examples include Baltimore City Teacher Residency, Philadelphia Teaching Fellows, Boston's Urban Teacher Residency)*
- ~20-40 new teachers for Delaware each year: *LEA contribution required for placement*
- *Implementation Timeline:*
 - January-March 2011: Contract signed and Program Recruitment Launch
 - March-August 2011: First Cohort Selected, Intensively Trained, and Placed

Required DOE \$

- Portion of ~ \$3 Million RTTT funds allocated to develop new talent pipelines

Required LEA \$

- N/A

LEA Contribution

- \$5,500 per new teacher (Flat rate--program designed to develop lifelong teachers)
- Flat contract rate to be considered after looking at two years of data

Additional Considerations

- Will serve all three counties and recruit for math, science, English and special education candidates
- Teachers trained within Delaware's summer schools

Great Teachers and Leaders: RTTT Initiatives, cont.



Description

- Model Staffing Initiative: Human Resource support for network for charter and other schools to alleviate and improve talent identification practices
- School Leadership Coaches: Intensive embedded professional development for novice and high-need school Principals
- Teacher-Leader Ladders: DOE has crafted parameters/suggested approaches consistent with original MOU and RTTT
- Talent-Transfer Initiative: DOE and LEAs to build systems for equitable distribution of great teachers
- Teacher-Leader Preparation Grants: Part of broader effort to assess and evaluate talent pipelines



Description

Contact Information at the TLEU

Peter Shulman, Chief Officer
pshulman@doe.k12.de.us

Donna Mitchell, Deputy Officer
dmitchell@doe.k12.de.us

Eric Niebrzydowski, Deputy Officer
eniebrzydowski@doe.k12.de.us

Christopher Ruszkowski, Deputy Officer
cruszkowski@doe.k12.de.us