

2017

# TENNESSEE SUCCEEDS



District Strategies for  
**State of Tennessee**

## STRATEGIES FOR




# EDUCATOR SUPPORT

The strength of Tennessee’s classrooms is defined by the strength of Tennessee’s educators. Most districts in Tennessee offer a wide variety of formal and informal teacher learning opportunities, but 40 percent of Tennessee teachers still report that they do not participate in useful professional learning activities on a monthly basis. Here are suggestions for improving your human capital system and supporting strong, relevant, and personalized learning to target the specific needs of your teachers and leaders.

## We recommend that your district...

- Develop a comprehensive human capital system to acquire, develop, and sustain highly effective educators.
- Assess, develop, and evaluate your district’s approach to ensure rigorous and aligned professional learning that improves the practices of all educators.

 <b>Analyze and Assess</b>	 <b>Plan and Prepare</b>	 <b>Communicate, Implement, and Monitor</b>
<p><b>...Develop a comprehensive human capital system to acquire, develop, and sustain highly effective educators.</b></p>		
<ul style="list-style-type: none"> <li>▪ Use your <a href="#">Human Capital Data Report</a> to understand historical trends in recruitment, retention and effective teaching gaps.</li> <li>▪ Use data to forecast annual teacher and leader shortage needs over the next several years, taking into account annual turnover, anticipated retirements, strategic staffing needs, and hard to staff positions.</li> <li>▪ Use the <a href="#">Tennessee Educator Survey</a> and <a href="#">Human Capital Data Report</a> to examine the implementation of the evaluation system to ensure that the system is providing accurate and reliable information.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Develop robust partnerships with education preparation providers (EPPs) to address human capital needs.</li> <li>▪ Make adjustments to the evaluation system to improve quality of data and feedback.</li> <li>▪ Review and refine a comprehensive <a href="#">strategic compensation plan</a> to address areas of need and effective teaching gaps.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Discuss data from <a href="#">Human Capital Data Report</a> and <a href="#">Educator Preparation Program (EPP) Reports</a> with primary partner EPPs to develop meaningful and comprehensive partnerships that increase the supply and quality of educators aligned to district needs.</li> <li>▪ Strategically place teachers to close <a href="#">effective teaching gaps</a> that create inequitable access to effective teachers across different student groups.</li> </ul>

 Analyze and Assess	 Plan and Prepare	 Communicate, Implement, and Monitor
<p><b>...Assess, develop, and evaluate your district’s approach to ensure rigorous and aligned professional learning that improves the practices of all educators.</b></p>		
<ul style="list-style-type: none"> <li>▪ Use data from the <a href="#">Tennessee Educator Survey</a> to assess educator perceptions about professional learning in your district.</li> <li>▪ Use evaluation data and data from the <a href="#">Human Capital Data Report</a> to evaluate professional learning needs.</li> <li>▪ Leverage the <a href="#">Professional Learning Rubric and Quick Guide</a> to assess the district’s current professional learning plan.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Develop and/or revise a professional learning plan that includes clear responsibilities, expectations, milestones, and resources.</li> <li>▪ Identify strategies from the <a href="#">Professional Learning Rubric</a> to embed into your new or revised professional learning plan.</li> <li>▪ Consider how existing district and state programs and tools like the <a href="#">Instructional Partnership Initiative</a>, <a href="#">micro-credentials</a>, and professional learning communities, fit into your plan.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Communicate expectations for use of the <a href="#">Professional Learning Rubric and Quick Guide</a>.</li> <li>▪ Use the <a href="#">Professional Learning Rubric</a> to monitor and evaluate the quality and impact of professional learning on educator effectiveness and student outcomes.</li> </ul>



## FUNDING OPTIONS

- In the [Coordinated Spending Guide](#), reference the following **Funding Quick Guides**:
  - Improve Effective Instruction for Literacy & Numeracy
  - Provide Instructional Coaches, Specialists, and Other Supports for Teachers
- **Consider applying for Supplemental Grants including:**
  - [Tennessee Residency Grants](#) (in partnership with primary partner EPPs)