



TeachReady TN

GUIDEBOOK

Strong Districts. Strong Educators. Strong Tennessee.



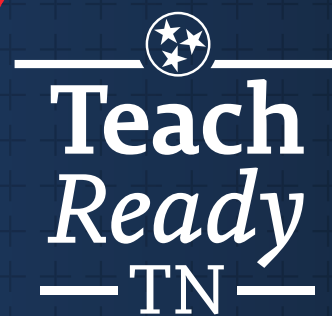
Department of
Education

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Executive Summary

This guidebook provides an overview of the vision, mission, and goals of TeachReadyTN, as well as a preview of supports, resources, and opportunities that districts will be able to access as part of this new statewide district human capital initiative.

This document is intended for district leaders, educator preparation providers (EPPs), and other partners seeking to understand how TeachReadyTN will be designed to help solve today's human capital challenges while building towards a strong future for Tennessee.



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What is TeachReadyTN?

TeachReadyTN is Tennessee's statewide human capital initiative, providing school districts with access to timely resources, actionable tools, and high-quality supports to meet their local educator workforce needs.

TeachReadyTN: Vision

We envision a Tennessee where every district is equipped to build, grow, and retain a talented workforce—ensuring every child has access to a high-quality education.

TeachReadyTN: Mission and Foundational Approach

TeachReadyTN's mission is to equip districts with human capital tools that work—when they're needed most. In alignment with other statewide initiatives, TeachReadyTN strengthens the educators, schools, and districts that create the conditions for lasting academic and workforce readiness in Tennessee.

In service of TeachReadyTN's mission, we will anchor every decision, resource, and partnership in what best supports students' learning and growth—advancing high standards and seeking measurable outcomes so that all districts and students in Tennessee can benefit from expanded access to high-quality educators.

Human Capital Strategy for School Districts

A Comprehensive Approach

TeachReadyTN offers districts no-cost access to resources, support services, and programming opportunities that are differentiated, timely, and tailored to assist with a broad spectrum of local needs and opportunities related to human capital management.

With actionable resources and technical assistance aligned to district needs and annual human capital cycles, TeachReadyTN is designed to strengthen the educator pipeline at every stage, from recruitment through retention.

Based on district feedback, TeachReadyTN's resources, support services, and programming will be primarily focused on the key priority areas highlighted below:



Strategic Staffing

Strategic Staffing: Designing talent systems that align educator expertise with student needs.



EPP Partnerships & Support

EPP Partnerships & Support: Building and sustaining strong collaborations between EPPs and districts.



Mentorship

Mentorship: Ensuring that every aspiring and early-career educator has access to structured, high-quality guidance, coaching, and support.



Educator Recruitment

Educator Recruitment: Building proactive, data-driven, and strategic systems to attract and hire high-quality educators.



Educator Pipeline

Educator Pipeline: Creating coherent, data-informed, employer-driven systems and pathways that allow for multiple, affordable routes into teaching and long-term development.



Educator Retention

Educator Retention: Sustaining educators through professional growth, recognition, and stability.



Differentiated Compensation

Differentiated Compensation: Recognizing educator excellence, leadership, and service in high-need(s) settings.

By focusing on these key priority areas, TeachReadyTN will deliver clear, actionable support to districts, helping Tennessee grow, support, and retain exceptional educators.

Differentiated, Timely, and Meaningful Supports

TeachReadyTN is designed to support Tennessee districts by providing access to timely, practical, human-capital tools, to ensure every student learns from a well-prepared, well-supported educator.

TeachReadyTN offers a flexible support model that allows districts to engage in ways that align with their goals, capacity, and readiness. Districts may begin with accessing broad, on-demand resources, or choose to pursue more customized and collaborative support as their needs evolve.

Districts in Tennessee will be able to access the following supports and resources as part of the TeachReadyTN initiative:

- **Open-access virtual resources** (e.g., one-pagers, guidance documents, webinars, learning series) covering key human capital priorities and topics.
 - All Tennessee districts, substitute teachers, and other key employees now have **free** access to **SubSchool**, an on-demand virtual learning platform that strengthens instructional and classroom management skills. For details on how to access SubSchool, please contact teachready@tn.gov.
- **Regional and topic-based supports** (e.g., professional learning and district planning cohorts) tailored to district leaders' shared locations, interests, opportunities, and needs.
- **Individualized coaching and technical assistance** for district leaders, with higher-touch support aligned to local context, opportunities, and human capital priorities.

Together, these supports will ensure that every district in Tennessee—regardless of size, location, or existing capacity—has access to meaningful, responsive assistance to advance its educator workforce goals.



Supporting District Leadership and Effective Implementation

Successful implementation of any strategy ultimately depends on effective local leadership and alignment with local needs.

TeachReadyTN will therefore emphasize a district-centered change management approach that will look to build on existing local systems and priorities, rather than replace them. We will work alongside district leaders and their local teams to establish a shared vision for success, improve systems-level coordination, encourage knowledge sharing at both a regional and statewide level, and highlight best practices that are having measurable impacts on educator vacancies, retention, and effectiveness.

By promoting clear communication, collaborative leadership, and data-informed decision-making, TeachReadyTN will assist districts in building internal capacity and sustaining progress over time.

Next Steps & Continued Engagement

As Tennessee continues to advance innovative educator pathways and address local workforce needs, TeachReadyTN will serve as a centralized initiative supporting statewide coordination, collaboration, and knowledge sharing. Additional information regarding TeachReadyTN will be shared with districts, EPPs, and other key stakeholders.

District Superintendents and Human Resources (HR) directors who would like to learn more about TeachReadyTN, including how to access SubSchool and other available supports and resources should contact teachready@tn.gov.

For more information, visit the [TeachReadyTN website \(tn.gov/education/teachreadytn\)](https://tn.gov/education/teachreadytn).

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