THE CONTEXT

8 States and 14 District teams say their top talent challenge is:

KEEPIING OUR BEST TEACHERS

Many T4TLA districts lose 50% or more of their teachers in their first 2-3 years in the classroom.

Reasons Why Teachers Leave

- Graduates of teacher preparation programs are under-prepared to teach
- New teachers lack needed supports to teach in high-need schools
- Principals lack quality professional learning opportunities needed to support teachers
- Poor teaching and learning conditions lead to burnout
- Districts struggle to attract quality candidates

THE PROJECT

Talent for Turnaround Leadership Academy (T4TLA)

First national meeting focused on:
- Reviewing talent data
- Understanding root causes
- Examining existing and new strategies

Second national meeting focused on:
- Planning for implementation
- Launching new programs and policies

Data Review & Root Causes

Stakeholders & Strategies

Implementation and Launch

Sharing and Design

Data Systems for Better Talent Strategies in Mississippi

Holmes and Yazoo County school districts completed a comprehensive audit of educator talent data, resulting in:
- Better data collection and sharing to inform Mississippi's ESSA planning
- New district talent strategies that the state aims to scale statewide, including:
  - "Grow Your Own" teacher preparation academies
  - Partnerships with local teacher preparation programs
  - Strengthened recruitment of paraprofessionals and classified staff

THE THEORY

Data Driven Decision-Making

T4TLA teams analyze educator data to identify and understand key talent challenges

Evidence-based Strategy Design

Centers support teams in designing and launching evidence-based strategies to improve educator retention

Integrating School Improvement

Districts integrate best practices in school improvement to ensure strategies succeed in the highest need schools

Improved Sustainability

Better educator supports make the job more sustainable for teachers and leaders

Increased Student Achievement

More experienced educators drive increased student achievement

Expanded Reach

States leverage lessons learned to scale strategies to other districts

THE WORK IN PROGRESS

Better Start: Mentoring and Induction in Indiana

To date, Kokomo has trained:
- 4 Instructional Coaches
- 8 Mentors
- 8 Teachers
- 380 Serving: Students

Leadership Support for Principals in Arizona

Chinle Unified School District, located in the heart of the Navajo Nation, created a comprehensive leadership coaching program that promises to build the turnaround leadership capacity of their principals.

Playbook for Finding Great Educators in Colorado

Adams 12 school district developed a "Recruitment and Hiring Playbook" outlining key strategies for supporting their highest need schools in attracting and hiring the most qualified teacher and leader candidates.

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