

Applying Bold Action in Talent Management: Lecturette and Case Study

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Center on
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NORTHEAST COMPREHENSIVE CENTER



Session Goals

- Review the T4TLA Boldness Benchmarks.
- Look for boldness in a case study.
- Reflect on how your team could use these ideas.

Why Is Boldness Important for Turnaround?

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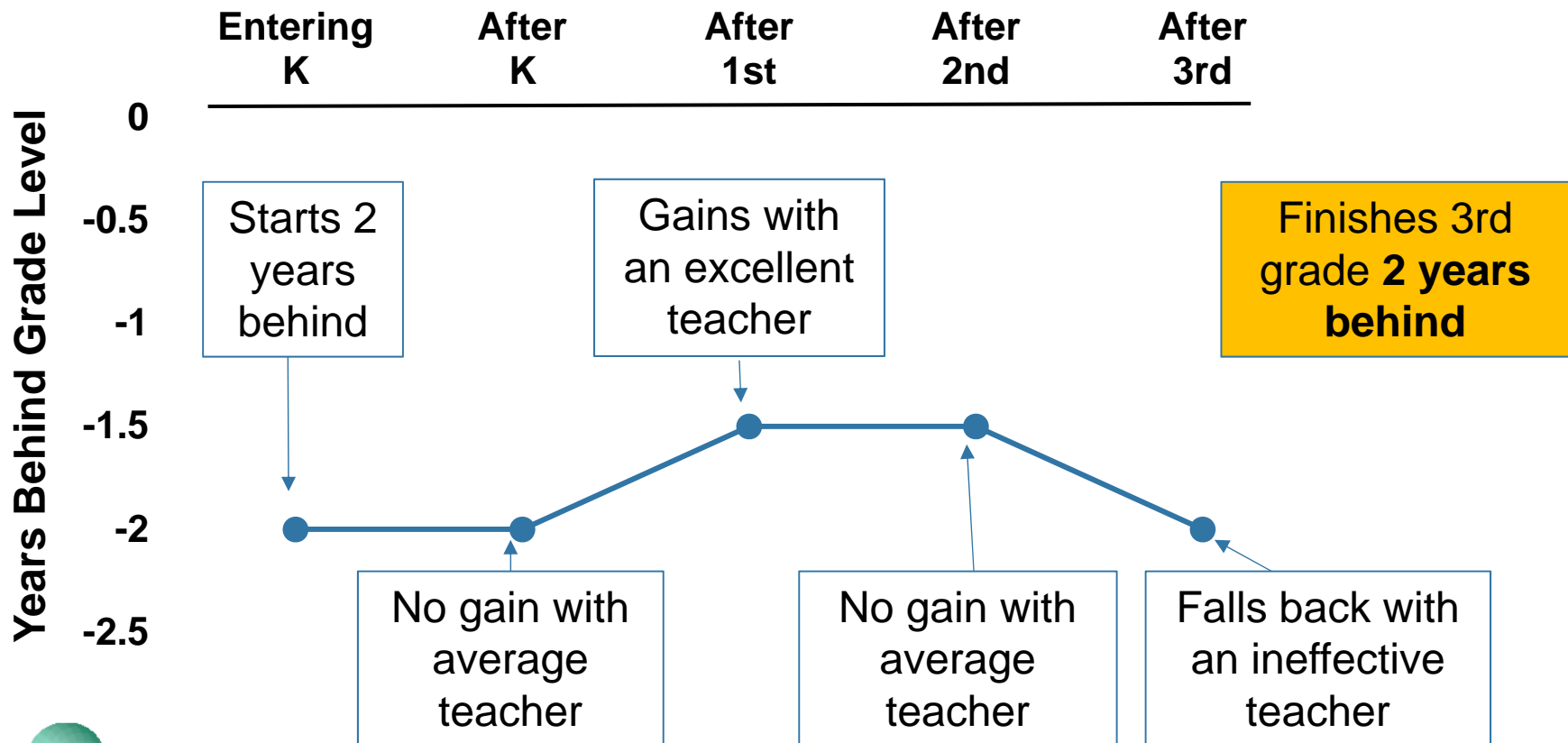
Why Is Boldness Important for Turnaround?

Why Is Boldness Important for Talent?

- What it takes to close learning gaps
- Size of the teaching workforce

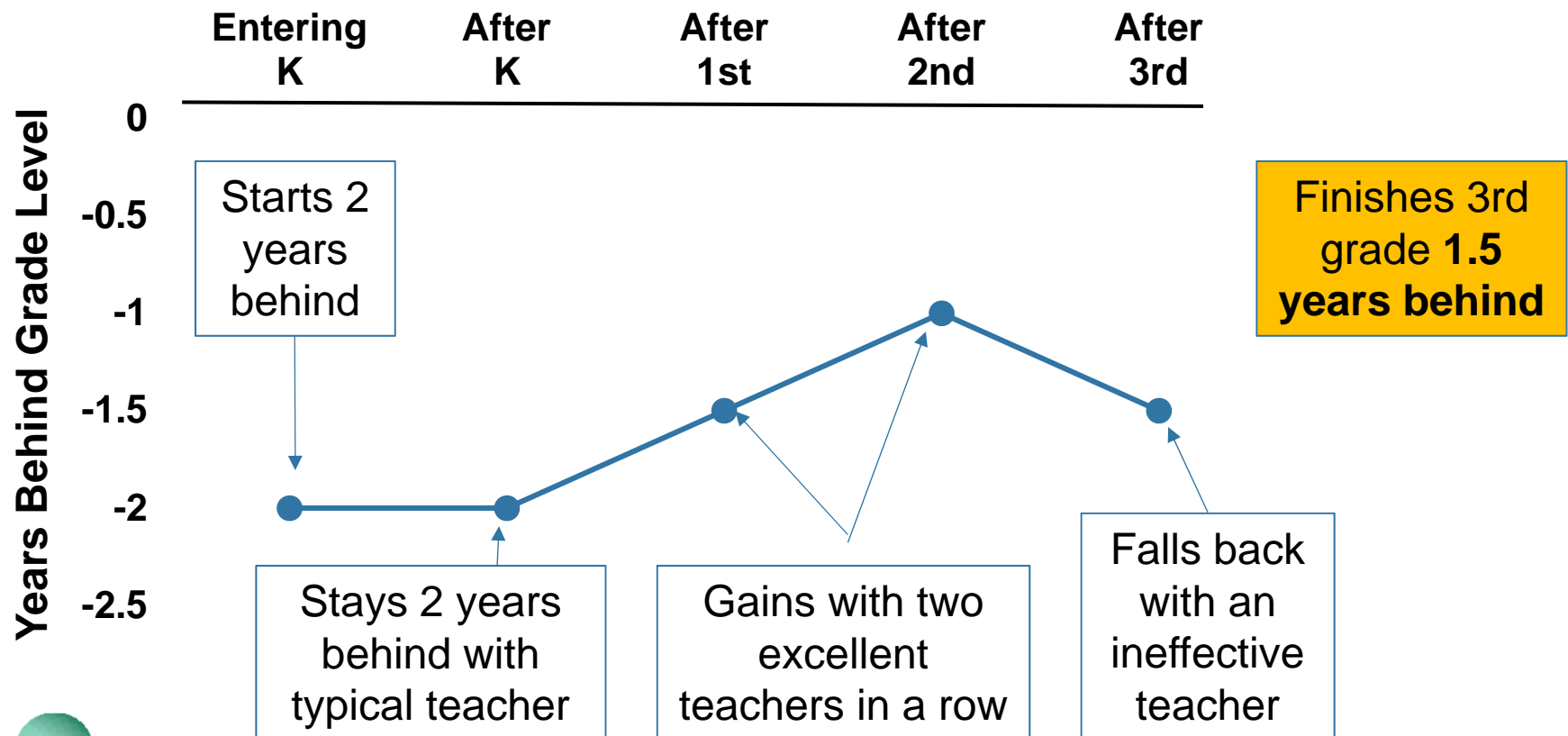
25% Excellent Teachers = Flat Growth

With 25% excellent teachers—the average percentage for schools—a student starting 2 years behind will remain **2 years behind after 4 years.**



50% Excellent Teachers = Still Not Enough

With 50% excellent teachers—an *extremely* high proportion even in low-poverty schools—a student starting 2 years behind will gain some ground **but still be 1.5 years behind after 4 years.**



Magnitude of the Workforce

156,000
teachers in
bottom 5% of
schools



Architects
Human resource
managers
Family and general
practitioner doctors
General dentists
Web developers
Photographers
Chefs
Nurse practitioners
Writers and authors

Boldness Benchmarks



Ambition



Large-Scale Impact



Change the Fundamentals



Financially Focused



Sustainable



Systemic

What Makes These Benchmarks Bold?

- They test whether our strategies are likely to move the needle **far enough** for **all students**.
- They challenge us to make **maximum change** from **limited resources**.
- They challenge us to assume **nothing is a given**.

Case Study: Project L.I.F.T. in Charlotte-Mecklenburg Schools

Read the case study; then discuss with your table:

- How does this example stack up against each of the Boldness Benchmarks?

What to Expect, Pitfalls to Avoid

EXPECT THESE THINGS	AVOID THESE PITFALLS
Improvements in student learning	Too many efforts, spread too thin
Discomfort among adults	Spending temporary dollars on teacher pay
Iteration	Being satisfied with small-scale success

Discussion

Quick Reflective Writing Activity

- How might your team incorporate the ideas presented here into your T4TLA challenge?

Action Planning

T4TLA Action Plan

Directions: Work with your T4TLA district team to complete an action plan for each of the strategies you plan to implement as part of your T4TLA work. Each strategy should have its own action plan table. You may add extra tables for additional strategies as needed. The space in each field will expand as you type. Please upload draft action plans to [GroupSite](#) at the end of each day of the national meeting, to enable by your full T4TLA team.

State:	LEA:	Date:	SEA Lead(s):
LEA Team Members/Positions:			RC Facilitator(s):

Area(s) of Focus: (check one)	Identified Challenge (based on your talent data review during and after national meeting 1)	How do you know? (e.g. quantitative and qualitative data, other information sources)	Why does this challenge(s) exist? (e.g. 5 whys)
<input type="checkbox"/> ATTRACT <input type="checkbox"/> SUPPORT <input type="checkbox"/> RETAIN			
Your Team's Long-Term Goal(s) for Addressing the Identified T4TLA Challenge: <i>Note: This long-term goal should be pulled from your team's monitoring plan (developed during the monitoring breakout session) and reflect your selected "lagging indicators" for success.</i>			
Connections Between Your T4TLA Goals and Other Strategic Planning in Your District:			

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