# Talent for Turnaround Leadership Academy National Meeting 3: Agenda

**Hilton DoubleTree Crystal City | November 15-16, 2018**

## Meeting Wifi & Groupsite

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| **Wifi Network Name:** | Doubletree-Meetings |
| **Wifi Password:** | air18 |
| **Groupsite Link** | http://t4tla.groupsite.com |

### Participant Outcomes. State and district leaders will…

* build community and learn with and from one another;
* orient and support new T4TLA cohort members;
* examine data and engage in continuous improvement planning around talent management and school improvement priorities;
* prepare to bring implementation to the next level; and
* identify ways to build capacity for sustainability and scale-up.

#### Day 1: Thursday, November 15, 2018

| Time | Session Title | Presenter(s) and Location | | | Location |
| --- | --- | --- | --- | --- | --- |
| 7:00 a.m. | **Registration Opens** | | | | |
| 7:30–8:30 a.m. | Welcome and Opening Announcements  Working Breakfast  Overview  Framing the Session | *Lynn Holdheide, GTL Center*  *Carlas McCauley, CST*  *Mary Peterson, CST/WCC*  *Carol Keirstead, NCC* | | | Washington Ballroom |
| 8:30–9:30 a.m. | T4TLA Roundtable: Reflecting on T4TLA Strategy Implementation to Date | *Moderator: Kathy Dunne, NCC* | | | Washington Ballroom |
| 9:30–9:45 a.m. | Sponsored Morning Snack Break | | | | |
| 9:45–10:25 a.m. | Plenary Session 1—Educator Retention in High-Need Schools and Districts: A Deeper Dive | *Speaker: Richard Ingersoll* | | | Washington Ballroom |
| 10:25–10:40 a.m. | Q&A with Richard Ingersoll | *Moderator:  Carol Keirstead, NCC*  *Speaker: Richard Ingersoll* | | | Washington Ballroom |
| 10:40–11:20 a.m. | Plenary Session 2—Reflecting on Our Progress: Using Data to Drive Continuous Improvement | *Presenter: Etai Mizrav,  GTL Center* | | | Washington Ballroom |
| 11:20–11:35 a.m. | *Transition to breakout spaces for team time Transition announcement: Etai Mizrav, CST/WCC* | | | | |
| 11:35 a.m.– 12:45 p.m. | Working Lunch and Team Time 1—Applying Knowledge from Data and Continuous Improvement Session | ***Team Time Locations:***  ***AZ & CO: Van Buren***  ***DC: Harrison*** | ***GA & MS: Wilson***  ***IN: Jackson***  ***RI: Madison*** | | |
| 12:45–1:00 p.m. | *Transition to breakout spaces for concurrent breakout sessions*  *Regional Center Facilitators support transition* | | | | |
| 1:00–2:30 p.m. | **Concurrent Breakout Sessions:** | | | | |
| OPTION 1:  Mentoring and Induction for Instructional Transformation  *.* | *Lisa Lachlan & Lindsey Hayes, GTL Center*  *Natalie Smith, Turnaround for Children* | | | Van Buren Breakout Room |
| OPTION 2:  Building Equity Leadership: Policies and Practices to Empower All Learners | *Catherine Barbour, AIR*  *Julie Nariman, NYC Principal* | | | Harrison Breakout Room |
| OPTION 3: Talent Development for Rapid School Improvement | *Caitlin Beatson, MACC* | | | Wilson Breakout Room |
| OPTION 4: Grow Your Own Teacher Pipeline Programs to Attract Talent in the Highest Need Schools and Districts—Learning from Work in Texas | *Liz Nelson, TXCC*  *Dan Brown,  Consultant/Practitioner* | | | Jackson Breakout Room |
| OPTION 5: Leveraging Teacher Leadership to Improve Retention in the Highest Need Schools and Districts | *Catherine Jacques, GTL Center*  *Andrew Morrill, CST*  *Meghan Archuleta, Huerfano School District* | | | Madison Breakout Room |
| 2:30–2:45 p.m. | Sponsored Afternoon Snack Break  *Transition to breakout rooms for team time sessions*  *Regional Center Facilitators support transition* | | | | |
| 2:45–4:15 p.m. | Team Time 2—Applying Knowledge from Breakout Sessions  *\*\*Optional Consultancies During  Team Time Session\*\** | ***Team Time Locations:***  ***AZ & CO: Van Buren***  ***DC: Harrison*** | | ***GA & MS: Wilson***  ***IN: Jackson***  ***RI: Madison*** | |
| 4:15–4:25 p.m. | *Transition to ballroom for report-out and closing*  *Regional Center Facilitators support transition* | | | | |
| 4:25–5:00 p.m. | Report-Out and Tomorrow’s Forecast | *Mary Peterson, CST/WCC*  *Carol Keirstead, NCC* | | | Washington Ballroom |
| 5:00 p.m. | **Adjourn** | | | | |

#### Day 2: Friday, November 16, 2018

| Time | Session Title | Presenter(s) | | Location |
| --- | --- | --- | --- | --- |
| 7:30–8:15 a.m. | Welcome Back/Framing the Day  Working Breakfast | *Dana Chambers, GTL Center* | | Washington Ballroom |
| 8:15–9:10 a.m. | Plenary Session 3—Sustainability and Scale‑Up: How to Take Your Implementation to the Next Level | *Ed Dieterle, Summit Consulting*  *Kokomo Indiana Team* | | Washington Ballroom |
| 9:10–9:20 a.m. | Sponsored Morning Snack Break and Transition to Team Time  *Transition announcement: Mary Peterson, CST/WCC* | | | |
| 9:20–10:20 a.m. | Team Time 3—Applying Knowledge on Sustainability and Scale-Up | ***Team Time Locations:***  ***AZ & CO: Van Buren***  ***DC: Harrison*** | ***GA & MS: Wilson***  ***IN: Jackson***  ***RI: Madison*** | |
| 10:20–10:30 a.m. | *Transition to breakout spaces for concurrent sessions*  *Regional Center Facilitators support transition* | | | |
| 10:30–12:00 a.m. | **Concurrent Breakout Sessions: Round 2**  *See Day 1 agenda for session options and session locations* | | | |
| 12:00–12:10 p.m. | *Transition to ballroom for lunch and plenary session*  *Regional Center Facilitators support transition* | | | |
| 12:10–12:30 p.m. (Lunch served) | Working Lunch and Plenary Session | *Dana Chambers, GTL Center* | | Washington Ballroom |
| 12:30–1:00 p.m. (Plenary presentation) | Mini Plenary Session 4—Reflecting on Implementation Status |
| 1:00–1:30 p.m. (Team time) | Team Time 4—Reflecting on Implementation Status: Where are we now, and where do we go from here? |
| 1:30–2:00 p.m. | Looking Forward to 2018–19: Announcements and Final Share-Out | *Dana Chambers, GTL Center*  *Andrew Morrill, WCC/CST*  *Karen Butterfield, WCC* | | Washington Ballroom |
| 2:00 p.m. | **Adjourn** | | | |

## Breakout Session Descriptions & Locations

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| Breakout Session Descriptions | **Presenter** | Location |
| OPTION 1: Mentoring and Induction for Instructional Transformation  This session will focus on using M&I programs to drive the instructional transformation domain of school improvement, with an emphasis on achieving equitable instructional outcomes for the highest-need students, including students with disabilities and English language learners. This session will be designed for teams that participated in the M&I affinity group over the past year. | *Lisa Lachlan & Lindsey Hayes, GTL Center*  *Natalie Smith, Turnaround for Children* | Van Buren Breakout Room |
| OPTION 2: Building Equity Leadership: Policies and Practices to Empower All Learners  High needs schools and districts work to ensure that all students have access to and are provided with a high-quality education experience. T4TLA teams work to achieve this goal by identifying and addressing talent needs. At the heart of this work are issues of equity – equity of access to effective educators and equity of opportunity that lead to equity in student outcomes. Using Doug Fisher’s work Building Equity: Policies and Practices to Empower all Learners, participants will learn to use the Equity Framework, along with many practical tools for assessing and addressing issues of equity within their buildings. Leadership competencies that you would need to leverage to identify and address issues of equity at the building level will also be addressed. | *Catherine Barbour, AIR*  *Julie Nariman, NYC Principal* | Harrison Breakout Room |
| OPTION 3: Talent Development for Rapid School Improvement  Research shows that school turnaround requires competent and committed personnel at every level of the system—especially in the classroom. In this session, participants will learn about the Center on School Turnaround’s multi-part professional learning experience, designed to help state and local education agencies craft comprehensive plans for recruiting, developing, retaining, and sustaining teachers involved in rapid school improvement efforts. Presenters will highlight aspects of the professional learning experience that focus on identifying and prioritizing specific competencies and using them to select and develop teachers for turnaround contexts. | *Caitlin Beatson, MACC* | Wilson Breakout Room |
| OPTION 4: Grow Your Own Teacher Pipeline Programs to Attract Talent in the Highest Need Schools and Districts—Learning from Work in Texas  Given the increased difficulty in recruiting and retaining teachers – particularly in hard-to-staff schools and subjects – many districts and states are turning to Grow Your Own initiatives as one solution to their talent needs. In this session, hear from experts who have directly implemented Grow Your Own programs themselves and are currently supporting the statewide initiative in Texas. You’ll walk away with specific best practices, multiple examples from the field, and the questions to ask your team in order to decide whether Grow Your Own is the right strategy for you. | *Liz Nelson, TXCC*  *Dan Brown, Consultant/ Practitioner* | Jackson Breakout Room |
| OPTION 5: Leveraging Teacher Leadership to Improve Retention in the Highest Need Schools and Districts  This session will provide an overview of how schools and districts can use teacher leader roles to improve retention rates for exemplary teachers, including key needs sensing, design, and implementation considerations. This session will also outline how states can support schools and districts in these efforts. The goals of this session are to build participant understanding of 1) teacher leadership as a strategy to retain effective educators, 2) implementation and support processes for establishing teacher leader roles, and 3) considerations for high-need schools and districts interested in this approach | *Catherine Jacques, GTL Center, Andrew Morrill, CST,*  *Meghan Archuleta, Huerfano School District* | Madison Breakout Room |