



Logic Model: FEA LEADS Fall Conference

Project Title: BEA F - R - I - E - N - D - S

Team: Hopkins, Hopkins, C. Johnson, Eagle, Jackson

Problem Statement:

Goal:

Problem Statement: Although the district provides mentoring services, more support is needed to help retain new teachers.

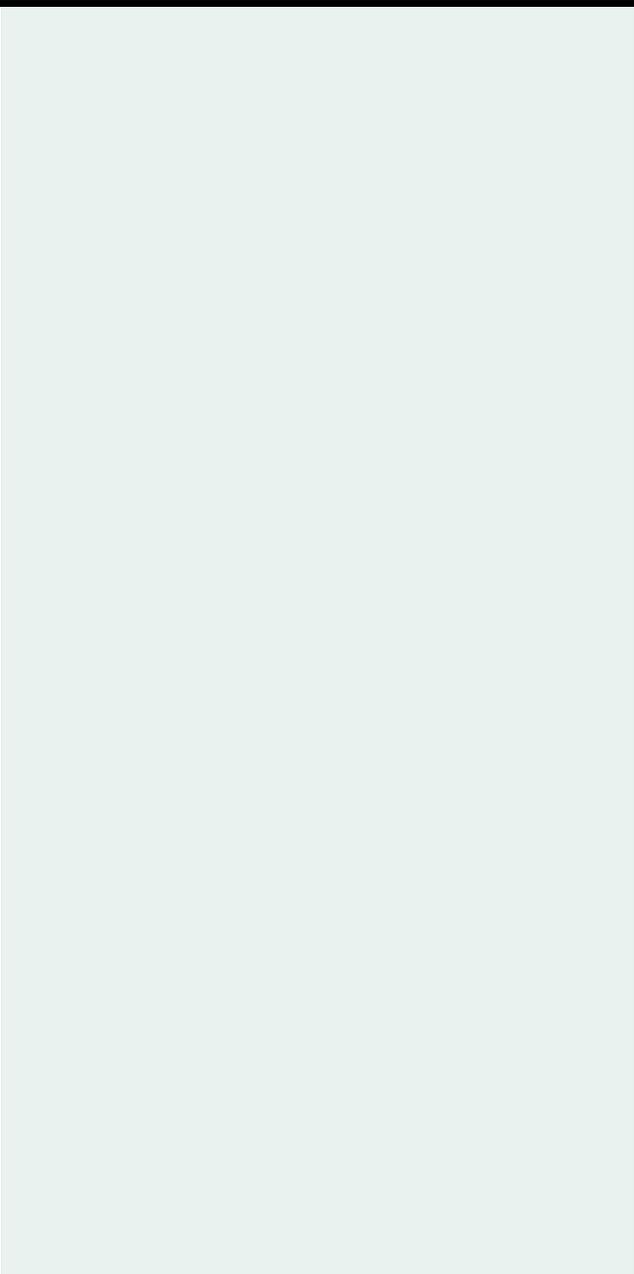
Goal: To use this supplemental support system, along with the current mentoring system, to increase ew teacher retention by 50%, with continued support through the first four years of their career

Rationale:	Inputs:	Activities:	Deliverables (outputs):	Outcomes:
<p>Bradford County schools has a high teacher attrition rate. The students are the ones who suffer most from this: the lack of academic consistency, and the social-emotional effects of not feeling like their teachers care about them. New teachers do not receive positive evaluations, which discourages them. New teachers have sought help, but the district has</p>	<p>Experienced member teachers who are good at stuff!</p> <p>Exit interviews (data from the district and members reaching out to friends)</p> <p>Last year's student survey</p>	<p>Needs assessment: Rank 1-5 on how much you're stressed by 7-10 areas. Plus time spent planning - send to ALL members to ID needs and buddies</p> <p>Create PD based on NA</p> <p>Buddy/coaching expectations</p> <p>PD facilitator follows up with participants</p> <p>New teachers choose union buddies</p> <p>Climate survey (same as needs assessment) to see</p>	<p>1 month: Analyze needs assessment</p> <p>Create PD calendar</p> <p>Execute first PD to create trust (Audrey) - distribute PD calendar at that first session</p> <p>3 month: Database for "union buddies" based on needs assessment feedback Put materials on FB page</p> <p>New Member Info Sheet (that we can also put on the FB group): -Accessing benefits -FB page info -FAQ (Angie will base this on what people ask most)</p> <p>6 month: Website? Or are we just putting everything on the FB page?</p> <p>Report to district teacher feedback based on climate surveys 1 and 2</p>	<p>1 year: New teachers have resources and know how to access them</p> <p>75% of new teachers attend 1 PD; 50% contain multiple PD</p> <p>1.5 years: Majority of Highly Effective teachers are union members</p> <p>2 years: Retain 75% teachers in each grade level/department</p> <p>Majority of new teachers connected to union buddy</p> <p>Long term Create autonomy of BEA teachers to lead others in their departments to higher student achievement through understanding instructional design, curriculum, teaching strategies, and Marzano evaluation tools.</p>

limited personnel resources to meet the demand of mentoring and coaching. According to Learning Policy Institute, teachers who do not receive mentoring and **other support** leave at more than twice the rate of teachers who do. In order to increase teacher retention and student success, we will implement this supplementary program to provide that **other support**. New teachers and education professionals may be more

Student attendance (increased attendance isn't project focus, but may be side effect)

change in new teacher stress levels
Create 6-week plan for low evaluations (union helps new teachers create growth plans)
Send self-ID'd union buddies to summer academy



50% of new teachers make it to 4 years

likely to reach out to peers for support.

Student Impact: (If..., then...)

If you successfully implement the multi-tiered teacher support system, then students will be consistently engaged with a caring and collaborative school staff leading to greater student achievement and a positive school culture

New Teacher = within years 1-3

Angie: Meet with Stacey in next few weeks; get her on our side then follow her guidance with how we approach Simpson

Audrey: Send email draft to Angie about who needs GK prep; follow up with that and send ppl who say "me!" a google form with 2 questions: Best time to meet (MC) and which area need most (reading, grammar, writing)

Oct: Meet and greet: Sheila, Dupree, Bland, Milligan, Ames, Cook, Bagley, Eyster, Fares, Waters, Edwards

Oct: Audrey: lead "Time Saving" PD