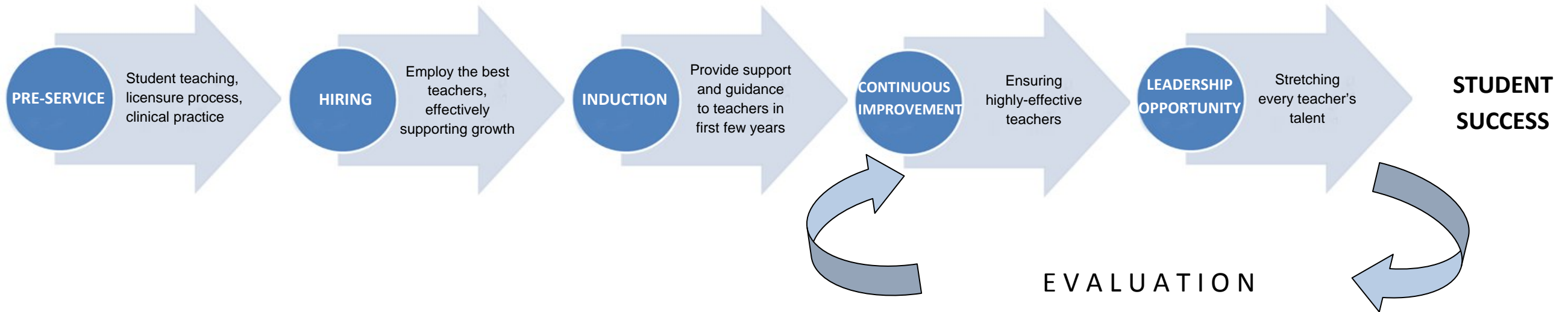


# A Systemic Approach for Teacher Success to Ensure Student Success



## PRE-SERVICE

- ⇒ Implement a cohort model that creates culture of success among teachers in training.
- ⇒ Create powerful relationships with university faculty and teachers.
- ⇒ Identify and counsel out individuals lacking the necessary skills to become an effective teacher.
- ⇒ Ensure that university programs have implemented best practices in teacher effectiveness as the core of their program.

## HIRING

- ⇒ Hire highly-effective teachers.
- ⇒ Identify steps in the process that will ensure implementation of best practices and ensure that the teachers that are hired have the highest qualifications. This would include recruitment process, file review process, interview process and reference check process.

## INDUCTION

- ⇒ Provide effective mentorship programs to ensure teacher success.
- ⇒ Building support features for new teachers.
- ⇒ Administrators trained to provide differentiated support for new staff.
- ⇒ Make support of new teachers a priority for principals and districts.

## CONTINUOUS IMPROVEMENT

- ⇒ Ongoing evaluation system to improve knowledge, skills and practice of teachers to enhance student learning.
- ⇒ There should be clear standards for success.
- ⇒ Prepare administrators to be effective evaluators who prioritize time for the evaluation process.
- ⇒ Integrate student & parent partnerships to support effective learning practices

## LEADERSHIP OPPORTUNITY

- ⇒ Growth opportunities such as:
  - Peer mentoring
  - Observing/being observed by peers
  - Reflective Journal
  - Critical Friends Group
  - Professional Learning Community
  - Portfolios
  - Graduate coursework
  - Professional Development Activities & Workshops
  - Independent Study
  - Videotape Analysis
  - Curriculum Audit
  - Action Research
  - Collaboration