



CREATING AND RETAINING  
HIGHLY EFFECTIVE TEACHERS  
ASCD ANNUAL CONFERENCE  
MARCH 27, 2011



# SLIDES AND HANDOUTS

All slides and handouts for this session can be accessed at <http://artofeducating.pbworks.com>

# HOW DO WE CREATE TEACHERS?



# BOTH ROUTES HAVE PROS

## **Traditional**

- ⦿ Young and malleable
- ⦿ Enter with knowledge of pedagogy

## **Alternative**

- ⦿ More maturity and life experience
- ⦿ Enter with knowledge of content

# NO MATTER

No matter how we get there, the destination is the same: our classrooms.

For the students in those classrooms to learn, we must have highly effective teachers.



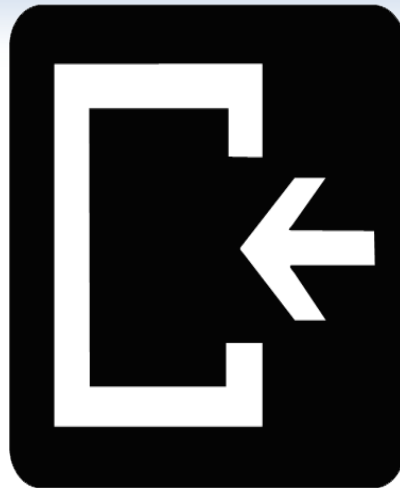


# WHAT DOES IT MEAN TO BE HIGHLY EFFECTIVE?

In 2002, the ESEA (reauthorized as NCLB) required all teachers to be *highly qualified*.

NCLB's definition assumes that, if a teacher knows his/her subject matter, he/she can teach it effectively.

# WHAT INPUTS MAKE A DIFFERENCE?



- ⦿ Advanced degrees?
- ⦿ Credentials?
- ⦿ Professional development?
- ⦿ Experience?
- ⦿ PRAXIS scores?
- ⦿ College?



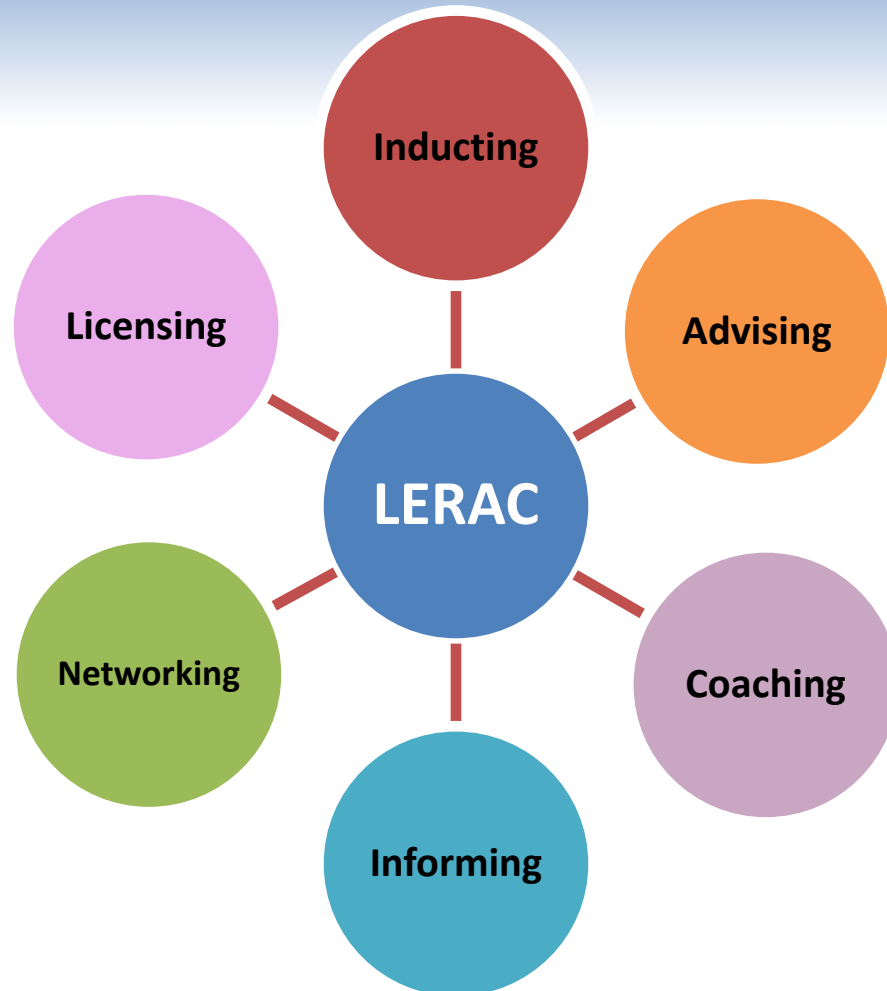
# RETENTION AND EFFECTIVENESS

The thing that helps us retain teachers also has one of the best chances for making teachers more effective.

## **SUPPORT**



# LATERAL ENTRY RESOURCE AND ADVISING CENTER





# STRATEGIC DRIVERS

**1. Provide excellent customer service to all stakeholders.**

Strategies: Advising and Informing

**2. Prepare lateral entry teachers for classroom success.**

Strategies: Inducting and Licensing

**3. Provide customized support to lateral entry teachers.**

Strategies: Coaching and Networking



# LICENSING

- ⦿ Guilford County Schools Alternative Certification Track (GCS-ACT)
- ⦿ Expansion Funding: USDOE Transition to Teaching Grant Award: \$2.2 million
- ⦿ North Carolina Senate Bill 1115
- ⦿ 8 courses, 290+ training hours, 12 months
- ⦿ Aligned to the NC Professional Teaching Standards



# LICENSING

- ⊙ Preparedness Kits and Laptops
- ⊙ Classroom Coaching Visits
- ⊙ Praxis II Support
- ⊙ Professional Portfolios
- ⊙ Leadership Retreat
- ⊙ GCS-ACT Graduation
- ⊙ GCS-ACT Teacher of the Year

# INDUCTING

- ④ 10-day Classroom Training Experience
  - ④ Textbook: *First Year Teacher's Survival Guide*
  - ④ Location: Classroom Laboratory
  - ④ School site experiences including observations, scavenger hunts, planning sessions
- ④ Trainers: Lateral Entry Specialists
  - ④ Featuring presentations from GCS Departments



# ADVISING

- ⦿ Individual advising appointments to help faculty select a ‘best fit’ licensure program
- ⦿ LERAC webpage licensure section
- ⦿ College and university licensure program information sessions



# COACHING

On-site, on-demand, and telephone coaching provide support not limited to:

- Curriculum and instruction
- Lesson planning and unit design
- District resources
- Classroom management
- Performance evaluation



# INFORMING

- ⊙ *LERAC Leader* Newsletter
- ⊙ Lateral Entry Webpage
- ⊙ E-mail Distribution Lists
- ⊙ Licensure Information Sessions
- ⊙ Professional Library
- ⊙ Moodle, Facebook and Twitter





# NETWORKING

- ⦿ Restaurant Takeovers featuring various departments from the organization
- ⦿ Lateral Entry Buddy Program
- ⦿ Teacher Leadership Retreat



# STRATEGIC DRIVER RESULTS

## 2008-2010

- **Licensing:**
  - GCS-ACT Cohort I—**15** teachers
  - Cohort II—**18** teachers
  - Cohort III--**16** teachers
  - Cohort IV and V- **38** teachers
- **Inducting:** **277** teachers; **48** orientation sessions
- **Advising:** **230** teachers with individual sessions



# STRATEGIC DRIVER RESULTS 2008-2010

- **Coaching:**  
466 sessions
- **Informing:**  
211 mass communications  
731 visits to the LERAC
- **Networking:**  
13 professional events serving 204 teachers

# LATERAL ENTRY RETENTION RESULTS



Prior to 2008-2009

Retention Rate: **66%**

2008-2009

Retention Rate: **90.8%**

2009-2010

Retention Rate: **96%**

2010-2011 to date:

Retention Rate: **98.8%**

# VISIT OUR WEBSITE



<http://www.gcsnc.com/HR/lateral/index.htm>



# EVALUATION

## **2011 Annual Conference/ Pre-Conference Evaluations**

<http://www.ascd.org/evaluations>

Thank you for your data.

# GET IN TOUCH

## **Amy Holcombe**

Executive Director of Talent Development  
Guilford County Schools  
holcoma@gcsnc.com  
(336) 451-7046

## **Jennifer Morrison**

Assistant Director  
RETAIN Center of Excellence  
Newberry College  
jennifer.morrison@newberry.edu  
(803) 351-5211