

Strategic Staffing: Bringing High-Performing Teachers to Low-Performing Schools



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Our Solution:

The Teacher Leader Cohort (TLC)


- Implemented with RttT Funding
- Initially provided a \$3000 bonus to incent high-performing teachers **to move** to low-performing schools
- Teachers will given **technology incentives**, extensive **PD** experiences, and **leadership roles** at the schools
- Opportunities to earn up to an **\$8000 stipend**



Initial Results

- Student achievement improved (80% of participating schools experienced growth or high growth in 2012)
- Highlighted in the national journal *Educational Leadership* in October 2013
- Has included 29 teachers over the past four years in 9 schools





BUT....
**The devil is in
the details!**



Goal: Incent High Performing Teachers to Move to Low Performing Schools

- 31% of teachers have **voluntarily left the program** even though it meant making **less money**
- 45% of the original teachers **have left the program**
- Only 17% of participating teachers **actually moved to a new school**



Results & Conclusion:

High turn-over in the program

Mistrust between colleagues

Hurt team performance

Even though some students' achievement **improved**, the goal of the program was **not met**.



Moving Forward

TLC will be abandoned and a **new framework** is being developed.

Bonuses will be examined more **holistically** to include **more teachers**



Question & Answer



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