

Grow Your Own: A Systemic Approach to Securing an Effective Educator Talent Pool

Developing a Grow Your Own Strategic Action Plan

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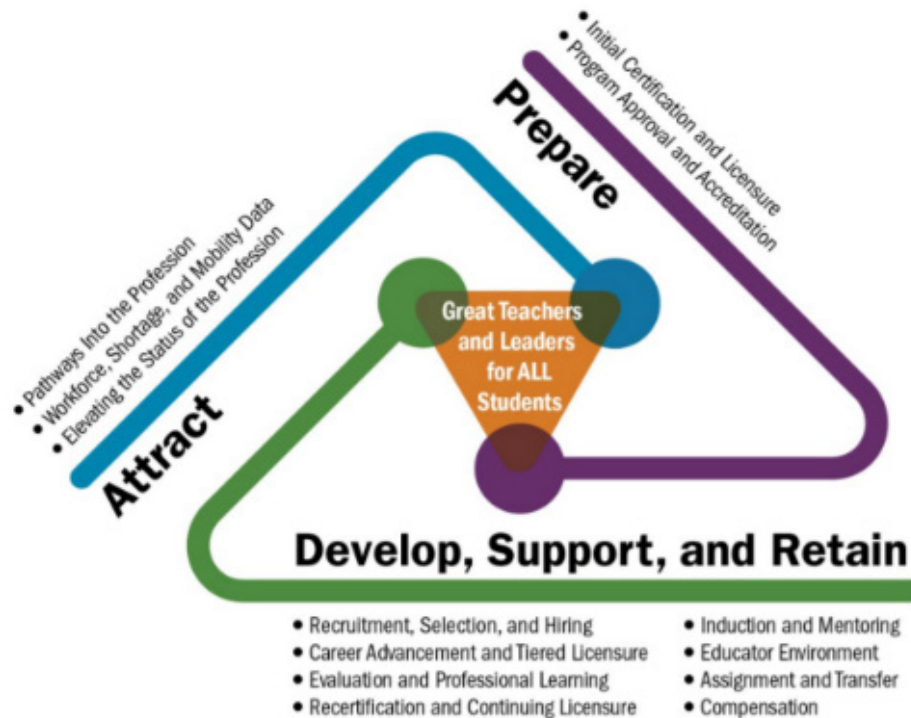
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Module 3: Developing a Grow Your Own Strategic Action Plan Objectives

- Review the importance of goals.
- Assess your current Grow Your Own (GYO) goal(s).
- Develop a common understanding of a strategic action plan and its key components.
- Determine steps to monitor your progress toward your goals.

Review of Educator Talent Goals

Talent Development Framework



Source: The Center on Great Teachers and Leaders. (2014). *Talent development framework for 21st century educators: Moving toward state policy alignment and coherence*. Washington, DC: American Institutes for Research.

Assessing Your Educator Talent Goals

Goal and Condition

Where are you
headed?
Goal

What is true when
you get there?
Condition



SMART Goal

S

Specific

M

Measurable

A

Actionable

R

Relevant

T

Time-bound

Strategic Action Plan

A rose by any other name...

High Level Strategic Plan

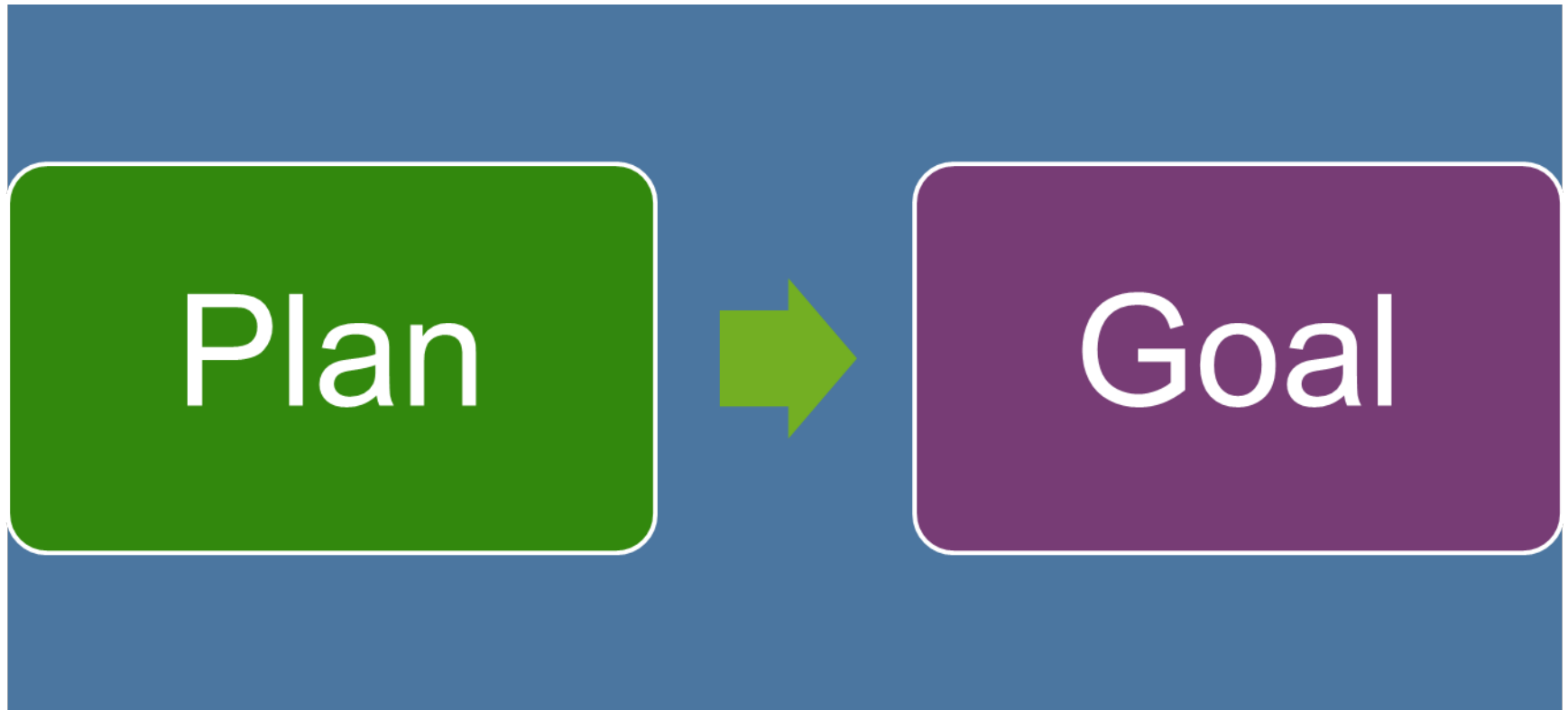
Logic Model

Plan

Theory of Change
ToC

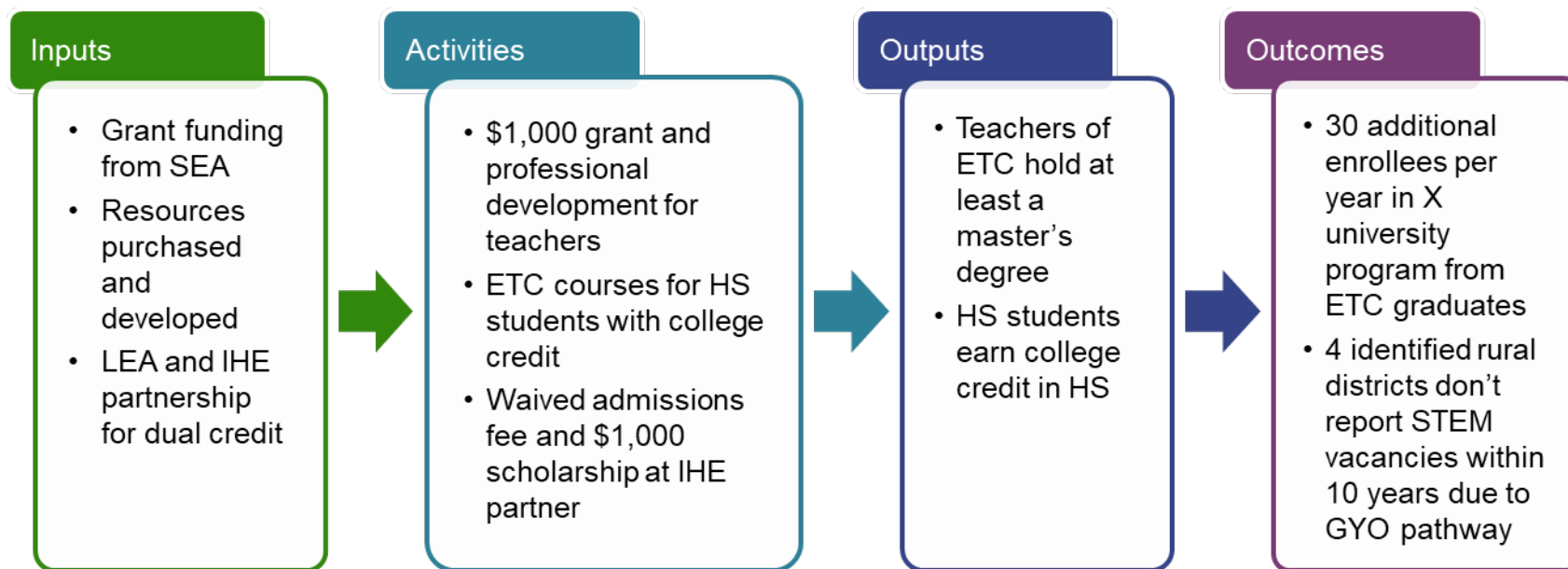
Theory of Action
(ToA)

A rose by any other name...



Your Strategic Action Plan: The Buckets

Pathway: GYO High School Pathway for Dual Credit



GOAL: Increase number of STEM teachers by 200% by 2025.

Example: Texas GYO Logic Model

Project Goals

Recruitment:

1. To provide opportunities for students to be exposed to teaching early in their career trajectory and offer dual credits to students.
2. To improve perceptions of the teaching profession.
3. To increase the number of qualified, diverse candidates for teaching positions, particularly in hard-to-staff and rural school settings.

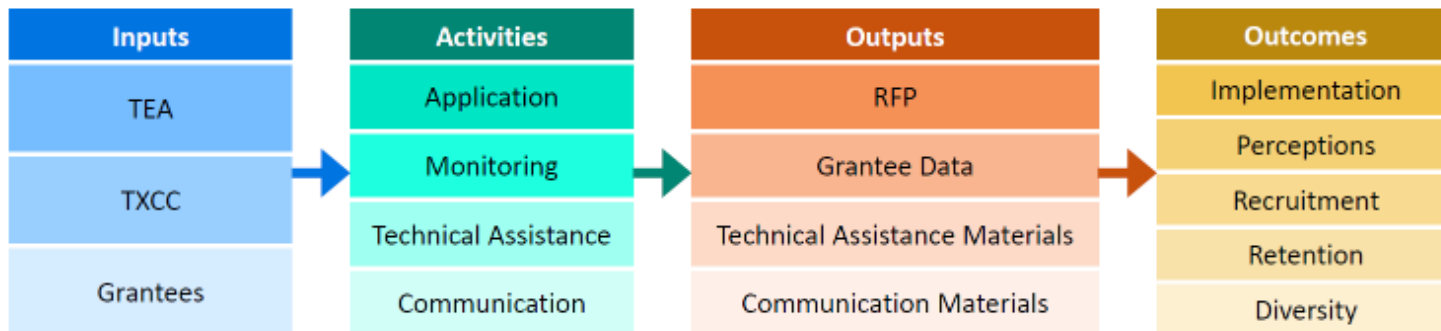
Retention:

1. To better support and prepare teachers who have stated a desire to serve in rural schools and/or hard-to-staff roles long-term through expanded access to full-time, high-quality, year-long clinical teaching opportunities.
2. To promote better long-term retention by targeting already proven and dedicated nonteaching staff who desire opportunities for advancement.

Assumptions

1. Texas schools and districts are invested in using GYO programs to solve long-term workforce challenges.
2. GYO grant funds and TEA support are sufficient to facilitate planned activities and produce intended outcomes.
3. TEA has an opportunity to lead the country in understanding the impact of effective GYO programs, as none have never been rigorously evaluated to date.

Source: Texas Comprehensive Center. (2018). *Grow Your Own teachers initiatives logic model*. (Unpublished working document). Austin, TX: American Institutes for Research.



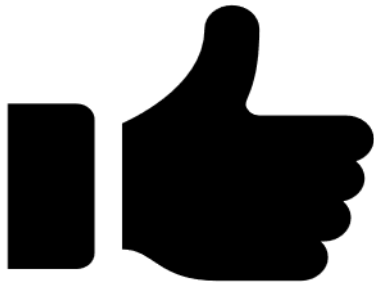
Example: CCSSO GYO State Planning Template

fx State :								
	A	B	C	D	E	F	G	H
1	State :							
2	State Lead:							
3								
4	State Team members:							
5	Theory of Action:							
6								
7								
8				Strategies/ Key Activities (how are we going to do it?)			Indicators of Progress (How will we know if we are on track for success?)	Resources Required (What people, time, money and technology will be needed?)
9		State Goal (what is it we are trying to do?)	Who manages the goal? (name and position)	What?	Who owns this?	By when?		
10		Rural GYO		1. Which strategy(ies)?				
11	2. What data is needed to inform the strategy?							
12	3. Who are the stakeholders?							
13	4. What communications need to take place?							

Source: Council of the Chief State School Officers. (2018). *Grow Your Own state planning template*. (Unpublished working document). Washington, DC: Author.

Monitoring Progress

Evaluating Along the Way



Next Steps

So... now what?



References

Center on Great Teachers and Leaders. (2014). *Talent development framework for 21st century educators: Moving toward state policy alignment and coherence*. Washington, DC: American Institutes for Research. Retrieved from https://gtlcenter.org/sites/default/files/14-2591_GTL_Talent_Dev_Framework-ed_110714.pdf

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