

New State Charter School Orientation

March 2018

TNTP was founded in 1997 by teachers who believed all students deserve great teaching.

Research shows that students with even one top teacher....

are less likely to have children as teenagers...

are more likely to attend college...

earn a higher salary...

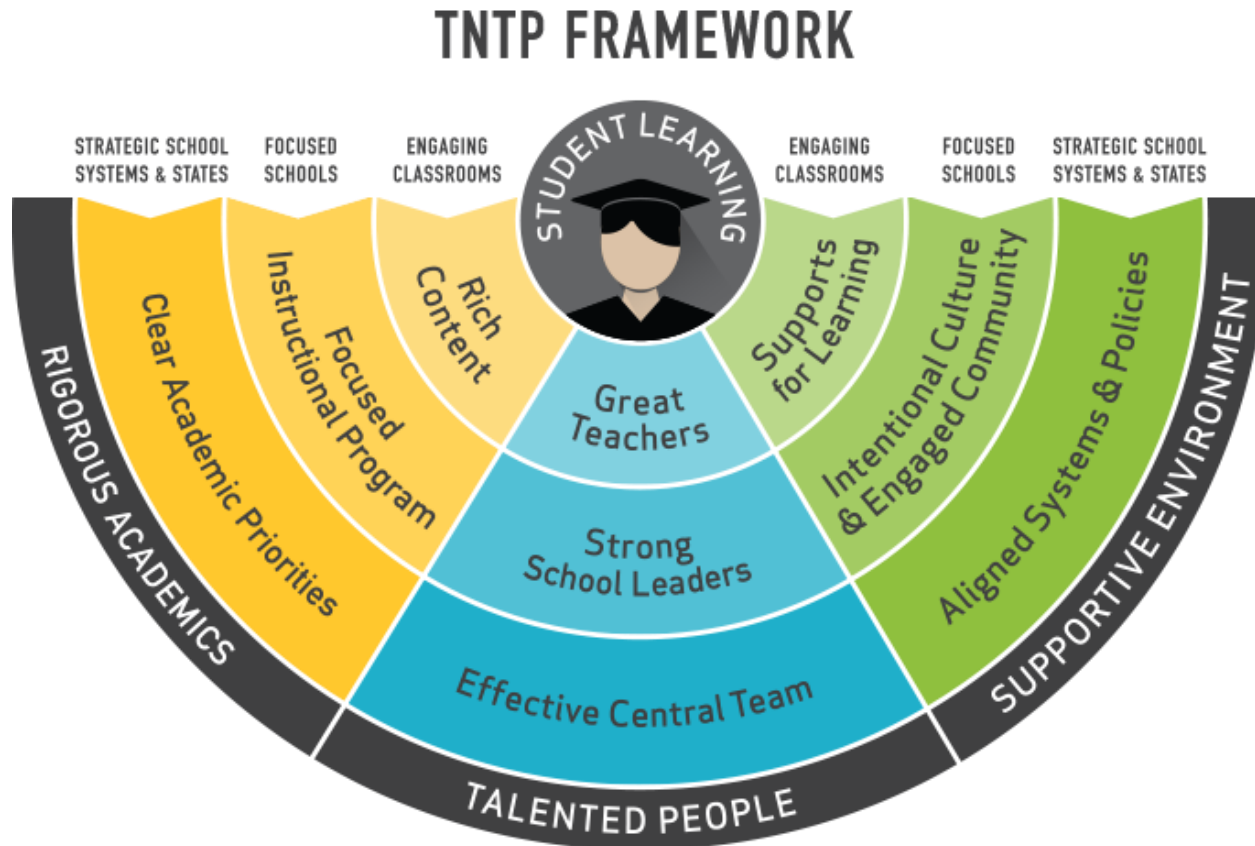
and save more for retirement.



Over the last 20 years, our core mission and theory of action have remained consistent.



And we have continued to diversify our support to schools: that means mixing policy and practice across talent, academics, and environment.



We're always looking for opportunities to influence—either directly or indirectly—across multiple strands.

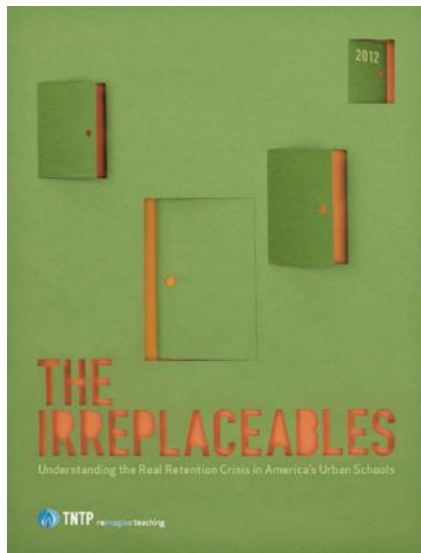
Our national reports have helped us advance the national conversation about education policy and highlighted new ways to support schools.

How do we **identify** great teachers?



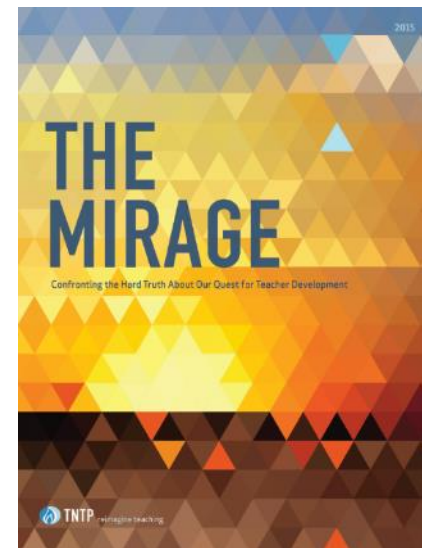
2009

How do we **retain** great teachers?



2012

How do we **support** great teaching?



2015

Deeply informed by the work we do in schools and districts, our research helps education leaders understand fundamental challenges and map a way forward.

In 2018, TNTP will publish a report that explores what students do in school all day—and what effect that has on their long-term success.



**At the heart of this report will be real kids
and their daily experiences in school.**

**It's a fresh angle with the potential to reinvigorate the
education reform movement—and win new allies for
fundamental change.**

A man in a white shirt and a young boy in a dark hoodie are sitting at a table, working on a project. They are using blue strips of paper. The background is blurred, showing colorful blocks.

SCSC Talent Partnership

Our Goal: To help your school **start strong**, by attracting the best instructional talent, and by building the infrastructure to **sustain** future human capital success.

STAFFING TOOLKIT

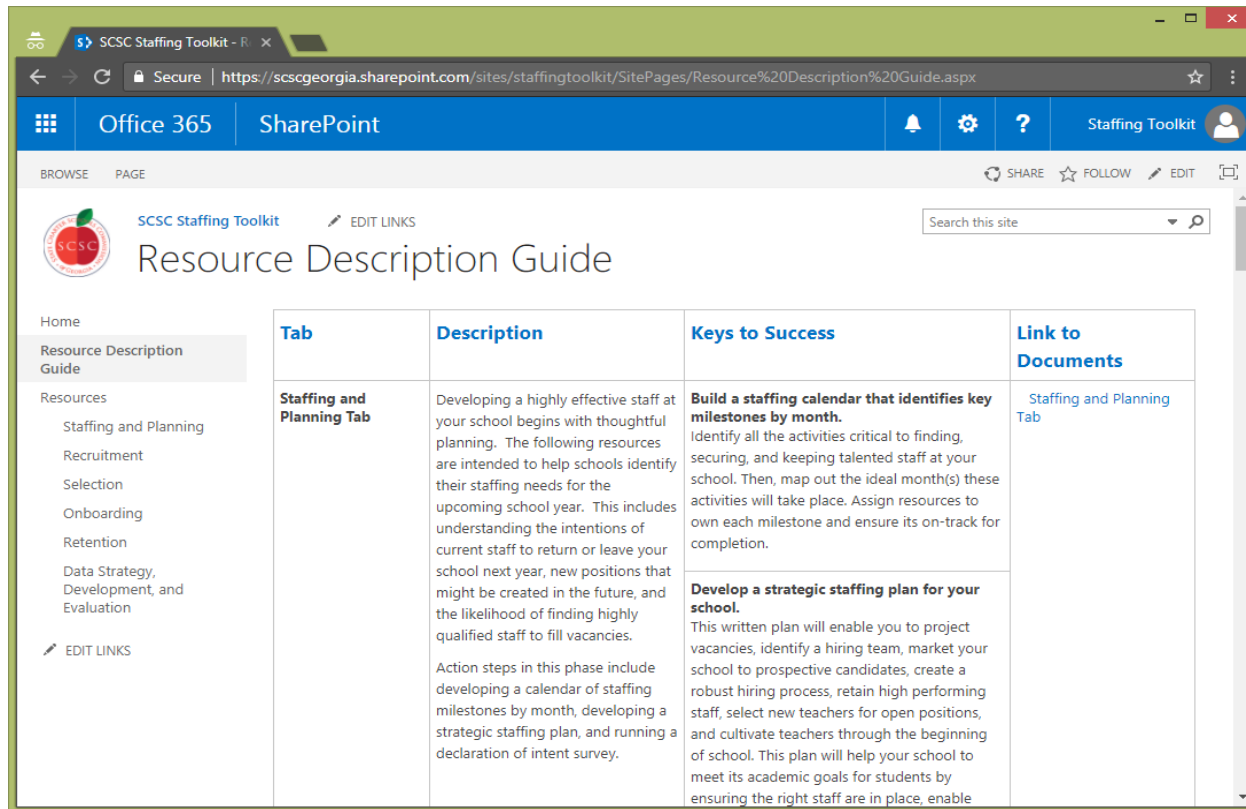
The SCSC Staffing Toolkit is a free resource offering proven tools and innovative strategies for building a high-performing teacher workforce.

School leaders can access downloadable resources collected from over 60 of the nation's most innovative districts, states, and charter schools.



Available For All Schools: SCSC Staffing Toolkit

RESOURCES



The screenshot shows a web browser window displaying the SCSC Staffing Toolkit page. The browser address bar shows the URL: <https://scscgeorgia.sharepoint.com/sites/staffingtoolkit/SitePages/Resource%20Description%20Guide.aspx>. The page title is "Resource Description Guide". The page content includes a navigation menu on the left and a table with four columns: Tab, Description, Keys to Success, and Link to Documents.

Tab	Description	Keys to Success	Link to Documents
Staffing and Planning Tab	<p>Developing a highly effective staff at your school begins with thoughtful planning. The following resources are intended to help schools identify their staffing needs for the upcoming school year. This includes understanding the intentions of current staff to return or leave your school next year, new positions that might be created in the future, and the likelihood of finding highly qualified staff to fill vacancies.</p> <p>Action steps in this phase include developing a calendar of staffing milestones by month, developing a strategic staffing plan, and running a declaration of intent survey.</p>	<p>Build a staffing calendar that identifies key milestones by month. Identify all the activities critical to finding, securing, and keeping talented staff at your school. Then, map out the ideal month(s) these activities will take place. Assign resources to own each milestone and ensure its on-track for completion.</p> <p>Develop a strategic staffing plan for your school. This written plan will enable you to project vacancies, identify a hiring team, market your school to prospective candidates, create a robust hiring process, retain high performing staff, select new teachers for open positions, and cultivate teachers through the beginning of school. This plan will help your school to meet its academic goals for students by ensuring the right staff are in place, enable</p>	Staffing and Planning Tab

TNTP will implement key strategies with tested and successful methods to directly support hiring for new schools from now until June

Hire Early for Maximum Impact

New schools take advantage of early hiring to attract leading teacher applicants

Design a Teacher Recruitment Strategy

Set clear goals and design a targeted recruitment and messaging strategy that helps make each school a magnet for the best and most diverse teaching talent available

Design a Selection Model

Establish a clear process that minimizes the time from an application being submitted to being offered a position

Strategic Advisory

Design basic progress-monitoring systems and through weekly hiring check-ins track progress towards benchmarks and advise on strategies to overcome specific challenges

We provide a customized approach to support the recruitment and selection of top teacher talent by offering direct support and capacity building.



RECRUIT

- Messaging and social media campaign
 - Information sessions
 - Local career fair plan
 - Internet recruitment strategy
 - Stakeholder referral campaign
-

SELECT

- Conduct initial interviews
 - Assign initial ratings to applicants,
 - Prioritize highest-rated candidates
-

SUSTAIN

- Track progress towards benchmarks
 - Redirect recruitment posting/career fair efforts
 - Develop new hire cultivation strategy
 - Lead virtual training sessions for staffing personnel
-



Seeking insatiable teachers

Apply to the Fishman Prize for \$25,000 and a summer residency with TNTP

[Find out more](#)

FEATURED PUBLICATION

Keeping Irreplaceables in D.C. Public Schools



How D.C. Public Schools is keeping more of their best teachers in the classroom.

NEWS & PRESS

Washington Post
DC retains more of its best teachers than its worst.

New York Times
School cultures do not value excellence in teaching.

For: Teachers School Leaders Policymakers

Teachers matter.

Nothing our schools can do to give every child a great education matters more than giving them great teachers. Ending educational inequality starts with providing

FISHMAN PRIZE for SUPERLATIVE CLASSROOM PRACTICE

2013 Fishman Prize

The 2013 Fishman Prize is now accepting applications. Five extraordinary teachers will win

KEEPING IRREPLACEABLES IN D.C. PUBLIC SCHOOLS Lessons in Smart Teacher Retention

DCPS Irreplaceables

District of Columbia Public Schools is the first large school district in the country to



Teaching Fellows

TNTP's Teaching Fellows programs streamline the path to teaching for talented

Please reach out if you have questions:

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