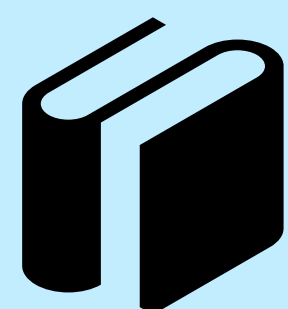


PLAYBOOK

How to Empower Educator Growth



**Crafting a Roadmap for
Professional Advancement**



Setting an Effective Growth Path for Educators

In the midst of tight budgets and a challenging labor market, it's critical that school districts develop effective, adult-learning opportunities to maximize growth and, ultimately, improve student achievement.

Still, U.S. schools spend \$18 billion a year on professional development. How do they know these programs are working? How can they track their ROI?

Developing a successful educator-growth program involves proper funding, the establishment of adult-learning best practices, and the adoption of the right technological solution. But it all starts with leaders who are focused and committed to setting an effective growth path for educators.

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"We asked numerous groups of administrators when new teachers would like them to informally visit their classrooms. The number one answer from principals was 'never.' The number two answer was 'four to six weeks after the new teacher settles in.' In actuality, when asked, new teachers say they want principals in their room immediately."

*How Principals Can Support New Teachers,
ASCD*

The Role of Leaders in Fostering Educator Growth

Superintendents, principals, and other school leaders play a pivotal role in creating a positive and productive adult-learning environment—one in which teachers can thrive and grow.

Here are actions leaders can take to develop programs that connect with educators to enhance their learning opportunities.

Setting the vision: Establish a clear vision for teacher growth. They should express high expectations and demonstrate a strong commitment to ongoing learning.

Offering opportunities that resonate: Design and lead professional learning programs that cater to the unique needs and goals of teachers and include topics that educators can connect with.

Allocating resources: Ensure that resources are available to support teacher growth. Teachers should have access to instructional materials, technology tools, professional literature, and conferences and workshops. Leaders should advocate for funding for professional development.

Creating collaborative communities: Collaborate with educators to identify areas for growth and create professional learning communities (PLCs) that provide spaces for teachers to solve problems, engage in reflection, and share effective teaching strategies.

Providing feedback and reflection: Regular feedback and time for reflection are effective ways to foster teacher growth, set goals, and monitor progress.

Celebrating success: Find ways to recognize their educators' achievements and growth, showcase exemplary practices, provide platforms to share expertise, and create opportunities to celebrate accomplishments of the school or district.

A Checklist for Setting a Path Toward Educator Growth

✓ Step 1: Understand the Data and Identify Needs

- Take a close look at student achievement data, attendance data, teacher evaluations, surveys, and other relevant information.
- Find out where teachers might need extra support or specific professional learning opportunities.

✓ Step 2: Set Clear Goals and Priorities

- Establish goals and priorities that align with the district's vision and objectives.
- Consider the identified needs, instructional priorities, and any special initiatives or changes happening.

✓ Step 3: Create Meaningful Learning Opportunities

- Choose effective strategies and approaches for professional learning activities.
- Think about workshops, online courses, coaching, collaborative communities, and self-paced modules.
- Look into external resources and expertise that could be helpful.

✓ Step 4: Allocate Resources and Set a Timeline

- Figure out the budget you will need for professional development.
- Secure funding and allocate resources like time, materials, and personnel.
- Create a realistic timeline with key milestones for planning, implementation, and ongoing support.

✓ Step 5: Communicate the Plan

- Develop a communication strategy to inform teachers, staff, and stakeholders about the plan.
- Clearly share the goals, objectives, and expected outcomes.
- Give opportunities for input, feedback, and collaboration.

Reflect and self-assess: Encourage teachers to reflect on their practices and assess their effectiveness. Help them analyze student data, critically evaluate their teaching methods, and identify areas where they can make improvements. Empowering teachers to take ownership of their growth promotes a culture of continuous improvement.

Offer many learning opportunities: Integrate professional development opportunities into your plan. Offer targeted workshops, conferences, online courses, and resources that align with areas for growth. Provide ongoing support to ensure teachers have the knowledge and skills they need to meet expectations.

Engage in growth-oriented conversations: Foster open and collaborative conversations between teachers and evaluators. Create a safe space for teachers to discuss their progress, ask questions, seek guidance, and work together to solve problems. Make these conversations about supporting growth, not just evaluation.

By incorporating these components into your observation and evaluation plan, you empower teachers to continuously improve and positively impact student learning. It's all about creating a culture of growth and support where teachers can thrive and make a real difference in their classrooms.

“Maybe you can recall being in a PD session where you felt like your colleagues weren’t really listening to you, or someone else talked over you, or you felt like other people judged you for your ideas. And maybe you kind of started checking out, and you felt like This PD is not really helpful.

In order to create psychological safety, we need to have effective communication between people.”

Elena Aguilar, [Cult of Pedagogy Interview](#)

Empowering Educator Growth with SchoolStatus Boost

The backbone of a successful educator growth program is a data-driven solution that's tailor-made for teacher empowerment.

SchoolStatus Boost supports your faculty at every stage of their professional journey. **It enables teachers to achieve short and long-term milestones and foster a growth-positive learning environment throughout your district.**

SchoolStatus is a unified K-12 platform for centralized school-home communication, data-driven attendance management, and streamlined educator growth. We enable an integrated and impactful educational experience, from district leadership to families at home. With more than two hundred million successful school-home interactions and millions of users, SchoolStatus drives meaningful results for districts and schools across the US.



Learn how SchoolStatus Boost can ensure your educators are set up for success while fostering a growth-positive culture.

[Schedule a Meeting](#)