



CONNECTICUT STATE DEPARTMENT OF EDUCATION

Promising Practices for Managing Educator Talent

October 8, 2015

Session Objectives

- **Introduce** sample **talent management frameworks**;
- **Reflect** on current reality of regional and local commitment to **talent management**;
- **Complete** an **inventory** of your district's approach to talent management; and
- **Identify** talent management **strategies** that can be strengthened/enhanced within your district; begin to **draft** a **plan** that aligns to your district improvement plan and used to inform the Talent portion of the Alliance District application.

Today's Agenda

- | | |
|--|-------------------|
| I. Welcome/Introductions | 10 minutes |
| II. Overview of Talent Management Framework | 20 minutes |
| III. Activity | 30 minutes |
| IV. Discussion | 20 minutes |
| VI. Closing | 10 minutes |

Talent Management Frameworks

Talent Management

What is educator talent management?

Educator talent management is a system built upon the recruitment, preparation, hiring, induction, mentoring, professional growth, compensation, work environment, and performance management of all educators.

Together, these are the building blocks of an educator talent management system that helps to attract, retain, and develop the best educators possible.



- *American Institutes for Research*

Talent Management Framework (General)

Attract	Prepare	Support	Retain/Extend
<ul style="list-style-type: none"> • Aspiration • Prestige • Pathways • Selectivity • Incentives 	<ul style="list-style-type: none"> • Aspiration • Standards for Initial Licensure • Licensure • Program Approval • Data Systems 	<ul style="list-style-type: none"> • Standards for continuing Professional Practice • Assessment of Practice • Continuous instructional improvement 	<ul style="list-style-type: none"> • Aspiration • Recognition of Excellent Practice • Differentiated Roles • Strategic Deployment of Talent (beyond curriculum)

CSDE Talent Office Continuum

Professional Learning



Attract/
Recruit

Prepare &
Hire

Induct

Evaluate &
Support

Retain &
Extend

Certification

Leadership Development

Attract/Recruit

- *What are some attraction/recruitment strategies that your district is currently implementing?*



Attract/Recruit

- Strategies to Increase Diversity in CT's Educator Workforce
- Strategies to Address CT's Designated Shortage Areas
- Explore new Pathway Programs
 - Paraprofessional Initiative
 - STEM (UTeach)
- Collaboration with Higher Education/
Alternative Route to Certification Programs (ARCs)
 - Supply and Demand
 - Designated Shortage Areas
 - Diversity in CT's Educator Workforce



Prepare and Hire

- *What are some preparation program/partnership and/or hiring strategies that your district currently uses?*



Prepare and Hire

- **Approval of CT Educator Preparation Programs**
(currently, n=23)
- **Educator Standards**
- **Educator Assessment**
- **Data Systems and Accountability**
- **Title II Higher Education Act (HEA)**
- **Leadership Development**
 - *LEAD Connecticut*
- **Educator Preparation Advisory Council (EPAC)**
 - *Network for Transforming Educator Preparation (NTEP)*
- **Collaboration with Higher Education/ARCs**
 - *Regional K-12/IHE Collaboratives*
 - *Supply and Demand*
 - *Designated Shortage Areas*
 - *Clinical Practice*



Induct

- *What are some induction strategies, including as part of or beyond TEAM, that your district employs?*



Induct

- CT's Early Career Induction Program: the Teacher Education and Mentoring (TEAM) Program
- Explore School/District Leader Induction Program
- Explore New Models and Expand Existing Early Career Coaching/Mentoring
- Differentiated Levels/Types of Early Career Support



Evaluate and Support

- *What are some evaluation and professional learning strategies being implemented in your district?*



Evaluate and Support

- CT's Statewide System for Educator Evaluation and Support
 - *CT Common Core of Teaching and Associated Rubrics*
- CT Leader Standards and Associated Rubrics
 - *Proficiency*
 - *Collegial Calibrations*
 - *High-quality Feedback*
- CT's System for Professional Learning



Retain and Extend

- *What are some approaches to retention and/or career advancement currently used in your district?*



Retain and Extend

- **Educator Recognition Programs**
 - Celebrating Excellence in Education
 - CT Teacher of the Year
 - Milken Family Foundation
 - Presidential Awards for Excellence in Mathematics and Science Teaching (PAEMST)
- **Leadership Development**
 - LEAD Connecticut
 - Teacher Leadership
 - CT Educator Network



Inventory Activity

District Talent Management Inventory



ATTRACT/PREPARE/HIRE



INDUCT



EVALUATE & SUPPORT



RETAIN & ADVANCE

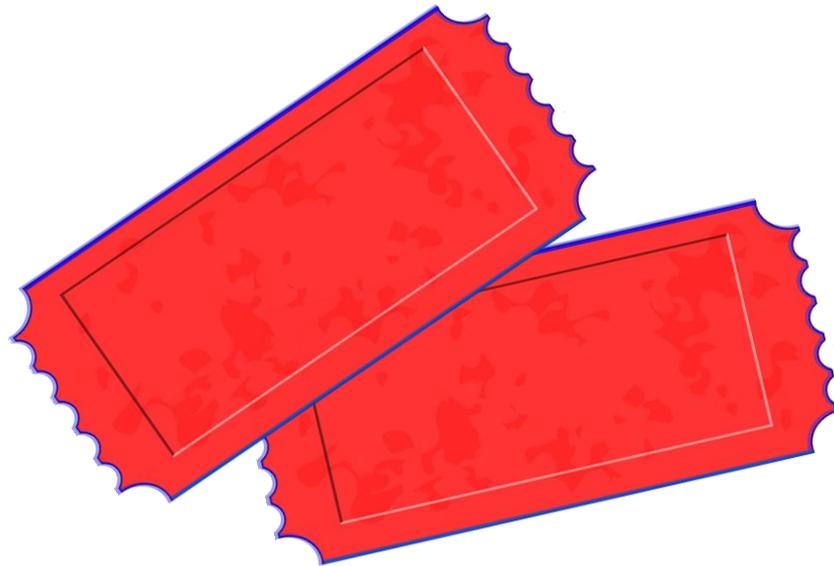
Discussion

Questions for Discussion

- Is there a particular area of the inventory that would really help improve talent management within your district?
- Are there policies or practices in place that serve as a barrier to achieving talent management goals?
- What is the feasibility of addressing the areas of focus you have identified?
 - Who will take the lead?
 - What is a realistic timeline?
 - What resources are needed?

Exit Ticket

- Which component of the Talent Management System Inventory would you be interested in addressing in future sessions?





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