

LAKE HAVASU UNIFIED SCHOOL DISTRICT #1

AGENDA ACTION ITEM

TOPIC: APPROVAL TO SECURE NETWORK TO TRANSFORM TEACHING GRANT THROUGH THE ARIZONA K12 CENTER

SUBMITTED BY: Brad Gardner, Director of Educational Services
Diana M. Asseier, Superintendent

DATE FOR BOARD CONSIDERATION: March 14, 2017

RECOMMENDATION:

It is recommended that the Board approve our request to apply for the Network to Transform Teaching Grant (NT3) through the Arizona K12 Center. Northern Arizona University (NAU) is seeking three districts for the 2017-2018 school year. Because of the content of our Arizona Master Teacher Grant, NAU has invited us to submit the NT3 grant, as it is complimentary and supplemental to the plan we have designed. This application is for one year of funding in the amount of \$50,000. The Network to Transform Teaching is designed as a collaborative effort to address the profession's call to action to increase the number of accomplished teachers. As a participant, teams of diverse stakeholders are brought together to develop and strengthen systems to increase the number of Board certified teachers and capitalize on their professional expertise at the district level.

RATIONALE:

The goal of attracting and retaining a strong diverse cadre of teachers is currently addressed through our district mentor/mentee program and enhanced through our plan developed in our Arizona Master Teacher Grant. The grant would assist our district with developing and supporting our newest members of the teaching profession. By increasing the number of Nationally Board Certified Teachers in our district we will continue to build capacity by providing our new teachers with a highly accomplished mentor for up to three years.

Our district's current practice of encouraging teachers to pursue National Board Certification and Arizona Master Teacher addresses the goal of identifying and growing teacher leaders. As the pool of National Board Certified teachers increases, our goal is to design and implement differentiated cohorts of professional learning communities for beginning teachers based on their assessed instructional and professional needs. The opportunity to increase the number of Nationally Board Certified teachers in our district means we will further leverage the instructional expertise of accomplished teachers to lead professional learning for their colleagues. Furthermore, all teachers, regardless of their years of experience, will be encouraged to adopt a growth mindset, focused on continuous improvement. Funding provided by the NT3 grant will further enhance this work while continuing to support our newest teachers to the profession.

Approved for Transmittal to Governing Board


Superintendent



ARIZONA
K12 CENTER

Network to Transform Teaching

Pilot District Application

The Network to Transform Teaching (NT3) was initiated in 2013 as a collaborative effort working to address the profession's call to action to increase the number of accomplished teachers. As participants in this learning lab, teams of diverse stakeholders are brought together to develop and strengthen systems to increase the numbers of Board-certified teachers and capitalize on their professional expertise.

Early results demonstrate that the foundation for change is being laid, with critical gains in the infrastructure required to make accomplished teaching the norm. The recruitment of teachers seeking Board-certification is steadily growing and NT3 is shifting the professional culture of preK-12 education. The network's core focus on recruitment and support for Board-certification is a start toward the overall goal of making accomplished teaching the norm, and in order to continue making gains, we will expand the number of pilot districts.

The goals are:

- Strengthen the support new teachers receive to develop into accomplished practitioners, ready to pursue and achieve Board-certification.
- Integrate the standards for accomplished practice and the pursuit of Board-certification into teachers' work and school day; and
- Leverage the instructional expertise of accomplished teachers to lead professional learning for their colleagues.

Successful applicants will be asked to identify three schools within their district to participate in this program. They will receive up to \$50,000 to address at least two of the three goals during the 2017-2018 school year. Please note this is a cost-reimbursable grant and payment of candidate fees is not permitted from the \$50,000 award. Successful applicants must commit to having their site lead attend regular meetings which will also include the following:

- Arizona NT3 Planning Meeting in Flagstaff: March 29-30, 2017
- Kick-off Meeting in Tucson: September 7-8, 2017
- NT3 Learning Session 4, *out of state location TBD*: October 23-25, 2017
- NT3 Learning Session 5, *out of state location TBD*: February 26-28, 2018
- Final Meeting – Culmination event: May 31, 2018

Each pilot site will be asked to create an 8-member team lead by the site lead to advance this work in your district. Members of the 8-member team will need to attend a kick-off meeting in Tucson on September 7-8, 2017 as well as a final meeting the evening of May 31, 2018.

The Arizona K12 Center at Northern Arizona University is seeking three additional pilot districts for the 2017-2018 school year. Please complete the information below in order to be considered for this opportunity. Applications should be submitted to info@azk12.org by February 20, 2017 at 11:59PM. Applicants will be notified of the status of their application no later than March 6, 2017.



School District Information

Name of Person Completing Application:

Christie Olsen

Position:

Instructional Interventionist

Email Address:

colsen@havasus.k12.az.us

Phone:

928-505-6060

District:

Lake Havasu Unified School District

Number of schools:

8

Number of certified teachers in the district:

226

Average years of teacher experience:

9

Percentage of National Board Certified Teachers (NBCTs) in your district:

5%

Number of teachers currently seeking National Board Certification:

8

Percentage of students receiving free and reduced lunch.

49%

Does your district provide compensation for achieving National Board Certification? If so, please briefly describe.

The Lake Havasu Unified School District provides a stipend of \$1,500 per year for three years to each teacher who achieves National Board Certification.

Please provide a brief description of your district (1500 characters or less).

Lake Havasu Unified School District is a rural district comprised of six elementary schools, one middle school and one high school. There are 226 certified teachers who serve 5,518 students in grades K-12 who serve a population where nearly half live in poverty. During the 2016-17 school year, our district faced a 23% teacher turn-over rate. Currently, 38% of our teachers have 0-2 years of teaching experience. 11% of our classrooms are being taught by long-term substitutes and teacher interns. As of December, 2016, our district has 18 unfilled positions.

Lake Havasu Unified School District has recently been awarded the Master Teacher Grant. We plan to further develop our already established mentor/mentee program. Teachers in our district will continue to have a mentor for two years. During the third year of induction, teachers will be encouraged to participate in Pre-Candidacy for National Board Certification. Additionally, mentors will be paid a stipend to take Pre-Candidacy for National Board Certification. It is our vision that mentors will then pursue National Board Certification and Arizona Master Teacher.

Answer the following questions in the space provided. Please limit each response to 1500 characters or less.

1. What is your vision for accomplished teaching in your district?

It is the vision of the Lake Havasu Unified School District to develop a trajectory of teacher leadership through the pathway of National Board Certification. This well-defined pathway of teacher leadership will enable our district to attract, support, and retain a strong diverse cadre of teachers. National Board Certification will build teacher capacity toward a clear standard of excellence. By embedding the National Board's Five Core Propositions into our induction and mentoring programs, beginning teachers will develop a greater understanding of what accomplished teaching looks like and how they can deepen their practice to meet that target. Most importantly, we will provide equitable access to high quality teaching for all students in our district.

National Board Certification provides job-embedded professional learning, providing the opportunity for teachers to work in cohorts to improve their teaching practice and address student needs. This collaboration is aligned to our already established Professional Learning Communities. Furthermore, job-embedded professional learning improves school culture as teachers are encouraged to share their teaching practices, take risks, ask questions, look for evidence of effectiveness, and build trust with colleagues. Finally, it is our belief that professionally engaged teachers are more likely to be effective and stay in the teaching profession.

2. What issues do you feel will be addressed in your district by increasing the number of teachers pursuing Board-certification?

The issue of teacher attrition will be addressed by increasing the number of teachers pursuing National Board Certification. The pathway of National Board Certification will promote healthy and collaborative working environments. This job-embedded professional learning will help all teachers feel supported as they work toward a common goal of improved teaching and learning. Professionally engaged teachers are more likely to be effective and remain in the teaching profession.

The success of our district's mentoring program is contingent upon developing a pool of National Board Certified Teachers and Arizona Master Teachers to serve as mentors. There are 71 potential teachers who could start Pre-Candidacy during the 2017-18 school year: 44 district mentors and 27 year two teachers. Within three to five years, our district could exponentially increase the number of National Board Certified Teachers and Arizona Master Teachers. An increase of National Board Certified Teachers will directly impact student achievement, as we will have the ability to pair beginning teachers with highly qualified mentors. We will also use the expertise of the National Board Certified Teachers to differentiate the professional learning communities and professional development experiences for beginning teachers.

3. Describe the leadership roles (formal and informal) that NBCTs currently hold in your district.

National Board Certified Teachers hold a multitude of leadership roles: CTE coordinator, LHCEA V. P., assistant principal, instructional interventionist, department/grade level/team leads, mentors, National Board Candidate Support Providers, Arizona Master Teachers, Arizona Teacher Solutions Team Members, facilitators of professional development, student club advisors (Operation Smile, Health Occupations Students of America, DECA, Renaissance, S.W.A.T., Voices of Youth, TedED Club, National Honor Societies, high school student council, elementary student council, STEM, science fair coordinator), athletic coaches (high school cheer, club volleyball), district committee members (301, district marketing, technology, insurance), and site-based committee members (student intervention team, Title I parent liaison, Title I coordinator, PBIS, school improvement, professional learning community chair).

4. Describe your current candidate recruitment and support activities in your district.

Our current candidate recruitment includes an Information Rally held in early to mid December. We also recruit candidates through "shoulder tapping" and district-wide emails. Potential National Board candidates can participate in Pre-Candidacy free of charge in January/February. Candidate support continues with monthly small group meetings. Lake Havasu Unified School District boasts an exceptionally high National Board achievement rate of 90%.

The NT3 grant strengthens the supports new teachers receive. NT3 grant funding, in conjunction with Master Teacher funding, will allow our district to increase the number of NBCTs and Arizona Master Teachers who serve as mentors for the newest members of our profession.

5. If selected, as a pilot site your district will need a site lead to oversee this work. It is helpful if this person is a Board-certified teacher. Do you have an individual in mind to lead the NT3 work? If so, please provide a brief description of their current job responsibilities.

Christie Olsen serves as an instructional interventionist at Nautilus Elementary School, a Title I school. Current job responsibilities include: providing differentiated instruction for diverse students, assisting teachers in the interpretation and analysis of diagnostic assessments as they relate to interventions needed, and providing coaching support and professional learning opportunities to teachers. Additionally, Mrs. Olsen facilitates professional learning for first and second year teachers as well as mentor teachers. Next year, Mrs. Olsen's responsibilities and influence will widen; she will serve Nautilus Elementary School as an instructional interventionist 50% of the time and will serve as an Arizona Master Teacher at the other five elementary schools 50% of the time. Responsibilities will include supporting and coaching the newest members of our profession and their mentors.

6. If selected, as a pilot district you will select three schools to participate in this work. Do you have schools in mind for this work? Describe the commitment of the building leadership toward the goals of this grant as well as the number of Board-certified teachers in each building.

LHUSD has identified Lake Havasu High School as a participating school site. LHHS has 5 NBCTs and 2 NB candidates. Currently, two NBCTs are mentors. Building leadership is committed to leveraging the instructional expertise of accomplished teachers leading professional learning for their colleagues. Instructional leaders at LHHS have recently attended the Adaptive School Foundation Seminar and are currently implementing Professional Learning Communities. Funding provided by the NT3 grant will continue to move the LHHS leadership team forward in their implementation of professional learning communities.

Jamaica Elementary and Smoketree Elementary have also been identified as participating sites. Building leadership at both sites are committed to growing the number of NBCTs. Currently, Jamaica has one NBCT and Smoketree has none. The NBCT at Jamaica does not serve as a mentor.

7. Describe your district's current commitment to candidate fees and support?

Funding provided by the Arizona Master Teacher grant has enabled Lake Havasu Unified School District to provide every National Board Candidate two professional days for professional learning related to National Board Certification. Additionally, Master Teacher funding allows Lake Havasu Unified School District to pay Pre-Candidacy participants a one hundred dollar stipend.

In no more than 6000 characters, respond to these two prompts:

- 1) Describe how your district's current practices connect to the goals listed on page one of this application.
- 2) Share how this opportunity might enhance the current work and achieve your vision for accomplished teaching in your district.

The goal of attracting, supporting, and retaining a strong diverse cadre of teachers is currently being addressed through our mentor/mentee program. With full funding awarded through the Arizona Master Teacher program, we plan to further develop our already established mentor/mentee program. Teachers in our district may continue to have a mentor for three years. By embedding the National Board's Five Core Propositions into our induction and mentoring programs, beginning teachers will develop a greater understanding of what accomplished teaching looks like and how they can deepen their practice to meet that target. By increasing the number of National Board Certified Teachers in our district, we will have the capacity to provide new teachers with a highly accomplished mentor; this will further strengthen the support we provide beginning teachers. Funding provided by the NT3 grant will afford us the ability to financially support National Board Candidates. We will have the capacity to provide financial assistance for National Board candidates to attend Coaching Saturdays, Institutes, and Workshops.

The district's current practice of encouraging teachers to pursue National Board Certification and Arizona Master Teacher addresses the goal of identifying and growing teacher leaders. As the pool of National Board Certified Teachers increases, our goal is to design and implement differentiated cohorts of professional learning communities for beginning teachers based on their assessed instructional and professional needs. The opportunity to increase the number of National Board Certified Teachers in our district means we will further leverage the instructional expertise of accomplished teachers to lead professional learning for their colleagues. Furthermore, all teachers, regardless of their years of experience, will be encouraged to adopt a growth mindset, focused on continuous improvement. Funding provided by the NT3 grant will further enhance this work. We will have the ability to train our teacher leaders in Professional Learning Communities.

Teachers in their second year of teaching continue to be supported by their mentor as well as a Master Teacher Mentor. Currently, professional development for year two teachers centers on the Professional Learning Plan. The Professional Learning Plan accelerates a new teacher's ability to assess and reflect upon their professional practice in relation to professional teaching standards. This current practice enables us to integrate standards for accomplished practice into job-embedded professional learning. In year three, teachers continue on the path to teacher leadership as they engage in Pre-Candidacy for National Board Certification. In establishing Pre-Candidacy for National Board Certification as the expectation of year three professional learning, we address the goals of building teacher capacity toward a clear standard of excellence, and provide equitable access to high quality teaching for all students. Funding provided by the NT3 grant will ensure we achieve our vision for accomplished teaching by providing financial support to teachers who pursue National Board Certification.

Funding provided by the NT3 grant will allow Lake Havasu Unified School District to exponentially increase the number of National Board Certified Teachers. It is the vision of LHUSD, that NBCTs will continue on their path of educational leadership to become Arizona Master Teachers and mentor the newest members of the teaching profession.

**AZ K12 CENTER NT3 GRANT
Proposed Budget Application for
July 1, 2017 - June 30, 2018
Lake Havasu Unified School District #1**

		TOTAL
TOTAL BUDGET		\$ 70,000.00
		YEAR
BUDGET EXPENSE DESCRIPTIONS		2017-2018
SUPPLIES		
Technology		
XXX 100 2200 6644 500	Professional Development Books & Resources	\$ 1,600.00
PERSONNEL STIPENDS & BENEFITS		
XXX 100 2213 6117 500	Certified Stipends for Action Research Projects	\$ 17,000.00
XXX 100 2213 6117 500	Certified Stipends for PLC Trainings	\$ 3,000.00
XXX 100 2213 6221 500	Certified Benefits OASDI	\$ 1,248.00
XXX 100 2213 6222 500	Certified Benefits Medicare	\$ 294.00
XXX 100 2213 6231 500	Certified Benefits Retirement	\$ 2,274.00
XXX 100 2213 6232 500	Certified Benefits Retirement LTD	\$ 28.00
XXX 100 2213 6250 500	Certified Benefits UI	\$ 22.00
XXX 100 2213 6260 500	Certified Benefits WC	\$ 134.00
XXX 100 2213 6235 500	Benefits ACR	\$ 300.00
PROFESSIONAL DEVELOPMENT/TRAVEL/CONTRACT SERVICES		
XXX 100 2213 6330 500	Substitutes for Certified Staff to attend Professional Development (includes benefits)	\$ 2,400.00
XXX 100 2213 6360 500	PD Registrations for Certified ~ Up to 40 participants to attend the following professional development trainings: •National Board Coaching Saturdays •National Board Workshops •National Board Renewal Support •National Board Certified Pre-Candidacy Class (Online Hybrid) •Annual Arizona NBCT Network Convening •National Board Institute •NT3 Learning Sessions (out of state location TBD ~ Olsen/Sautner/Esmay)	\$ 10,000.00
XXX 100 2213 6580 500	Travel Hotel & Meals for Certified ~ Up to 40 participants to attend the above professional development trainings	\$ 18,200.00
XXX 100 2213 6582 500	Travel Fleet for Certified ~ Up up 40 participants to attend the above professional development trainings	\$ 13,000.00
Total Expenses		\$ 70,000.00
REMAINING BALANCE		\$ -