



Innovating for a Stronger Education Workforce

NCSL Legislative Summit 2023



Educator Panel



Union High School
Tulsa, OK

Rebecka Peterson
2023 National Teacher
of the Year



Benjamin Bosse High School
Evansville, IN

Aaron Huff
Principal and NASSP
President





Why did you become an educator?





What keeps you in your role?





What makes it difficult to stay in the educator profession?





How do you support the teachers in your building? What makes it difficult to provide the needed supports?





What do you want our audience to take away from this discussion?



Presenters



Educators Thriving

BARR Center

Education Resource Strategies

Laura Andersen

Rob Metz

Tara Anderson

Head of Partnerships

Deputy Director

Director





EDUCATORS
THRIVING

www.educatorsthiving.org



Every educator **experiences well-being** and reaches their full potential – and works in a system that **makes this possible.**

- Increase educator well-being through research-based personal development
- Sustain educator well-being through system measurement & continuous improvement

We know what **burnout** is...

GALLUP BLOG SEPTEMBER 8, 2022

Putting Out Teacher Burnout

BY MERIA CARSTARPHEN

TEACHING & LEARNING

The Mental Health Crisis Causing Teachers to Quit

Teachers are leaving careers they love in a last-ditch effort to save their mental health. How did we get here?

By Stephen Noonoo May 2, 2022

It's Time To Take Teacher Burnout Seriously. Here's How.

'I dread every day': Overworked and under pressure, our teachers are in the midst of a mental health crisis

Businessweek + Equality
America's Broken Education System

Part 1: Why Teachers Are Quitting

Burnout Is Educators' Top Concern. Here Are 4 Ways To Help

Educators say burnout is leading to more staffing shortages

The National Education Association calls the shortages in schools a "five-alarm crisis."

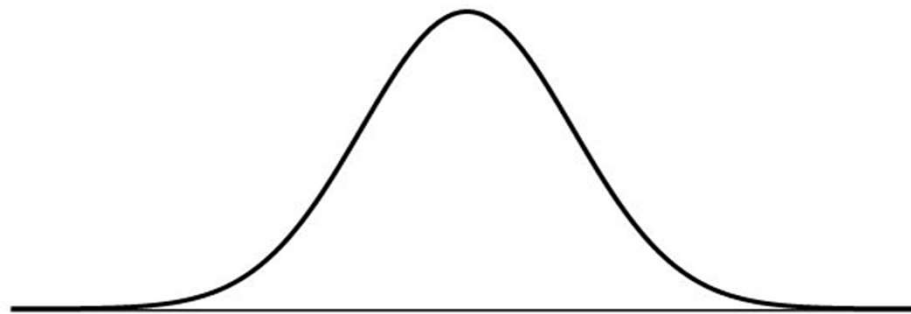
Expert Viewpoint

5 Ways to Reduce Teacher Burnout and Increase Retention

By Becca Hughes | 08/30/22

...but what is educator **well-being**?

Burnout



Well-being

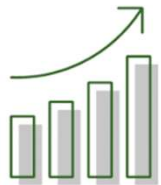
Improving the 6 Predictive Factors of Well-being



RESPONSIVE LEADERSHIP +
SUPPORTIVE CULTURE

- 1 Responsive Leadership & Supportive Culture
- 2 Acceptance
- 3 Growth
- 4 Personal Well-being
- 5 Adaptability
- 6 (Absence of) Depletion

Personal Development Happens Interpersonally



RESEARCH-LED

proven strategies, ongoing
program impact evaluation



RECOGNIZED

stipends, units,
integrated into induction or
ongoing professional
development



RELATIONAL

small group, discussion-
based
in person or on Zoom

Swapping Roadblocks for Roadmaps



CLEAR ROLES, SHARED RESPONSIBILITY

District and school site administrators are reviewing and improving leadership data. The union is providing targeted well-being supports to subgroups of educators.



SITE-BASED COLLABORATION

120 school, district and union leaders gathered to review the data, prioritize items, and action plan for the spring. Workforce well-being is incorporated into their LCAP.



DISTRICT-WIDE IMPROVEMENT

All staff are evaluating the leadership efficacy of school site administrators *and* district office administrators. Each key group is identifying and improving focus items.

Same Research, Many Ways to Apply It



BUILD IT IN: NEW TEACHER INDUCTION

New teacher candidates in Duval County, FL, opt into a 5-session track on educator well-being offered at 3 times during the year. This meets new teacher professional learning requirements.



STIPENDS FOR ONGOING LEARNING

Educators in Columbus, OH were compensated for completing an opt-in 6-session series on well-being offered each semester.



CONTINUING EDUCATION UNITS

For five years, BTU has sponsored opt-in professional learning for members, even covering the cost of CEUs for participants who complete the program.

Higher levels of **educator well-being** have been associated with:

- Higher student **well-being** (Harding et al., 2019)
- Lower student **distress** (Harding et al., 2019)
- Lower student **stress** and morning **cortisol** (Oberle & Schonert-Reichl, 2016)
- Higher **math** scores (McClellan & Connor, 2015)
- Higher **secondary student achievement** (Briner & Dewberry, 2007)



PROMOTING TEACHER WELL-BEING... ENHANCES THE CAPACITY OF SCHOOLS TO MEET THE NEEDS OF DIVERSE POPULATIONS.



Improving the 6 Predictive Factors of Well-being




RESPONSIVE LEADERSHIP +
SUPPORTIVE CULTURE

- 1 Responsive Leadership & Supportive Culture
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Find me here: Laura@educatorsthiving.org

www.educatorsthiving.org



BARR believes that not only
is education a right, but
success in education is a
right.



BARR[®]

Same Students. Same Teachers.
Better Results.

A photograph of a student in a blue and white striped shirt sitting at a desk, holding a pen and writing. The background is blurred, showing other students in a classroom setting. A teal text box is overlaid on the left side of the image.

Students and educators are
incredibly talented

A dark teal rectangular text box with white text, positioned at the bottom of the slide.

A siloed system prevents their talents from
ever being realized



BARR is evidence-based and proven educational system that creates strong schools and communities by empowering students, teachers, staff and family with intentionally deepened relationships and data so that schools can realign existing resources to nurture a unified and personalized culture of support and success for every student, both inside and outside the classroom.

Same Students. Same Teachers. **Better Results.**



Two Pillars

INTENTIONAL
Relationships



Staff-to-Staff
Staff-to-Student
Student-to-Student

REAL-TIME, ACTIONABLE
Data



Quantitative
and Qualitative
Data

Most Researched. Most Proven.

20 years

of research and development

78 schools

Involved in randomized control
trial research
(most rigorous possible)

20 areas

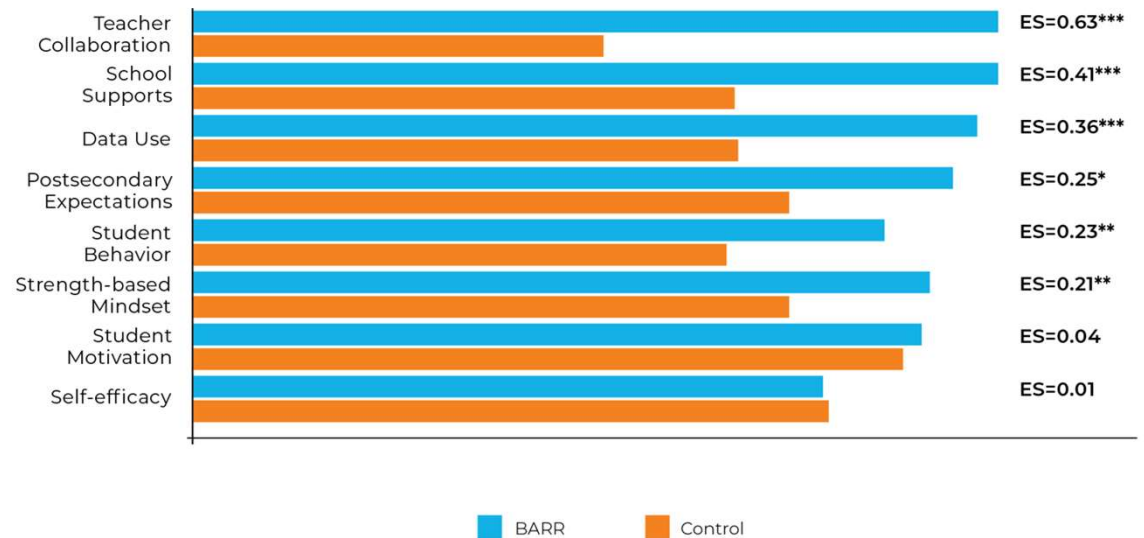
Areas of statistically significant
outcomes

The BARR model is the first and only school-improvement intervention to successfully climb the three tiers of evidence required under the U.S. Department of Education's Investing in Innovation (i3) program.



Teacher Impacts

BARR teachers had significantly more positive views about collaborating with colleagues than teachers at control group schools. BARR teachers also reported greater levels of self efficacy and more positive perceptions of student behavior than did control group teachers. Teacher mindset, attitudes and behaviors are improved because the BARR Model fosters staff-to-staff relationships in an intentional way, nurturing collaboration and a sense of teamness.



Mediation Analysis of 20 Statistically Significant Impacts

Teacher Attitudes

Teachers perceive their administration as more supportive. They have increased confidence that they can affect learning, motivation, and student behavior.

Teacher Behaviors

This leads to enhanced collaboration amongst teachers as they use data to better understand and support students. They are more empowered to create positive, intentional relationships with students.

Student Attitudes

In turn, students feel more supported by their teachers, and when more is expected of them, they have more confidence. They feel more engaged and excited about school.

Student Behaviors

As a result, students have improved attendance, less behavioral issues such as suspensions, and exhibit enhanced social-emotional skills.

Academic Outcomes

All of this leads to increased graduation rates, improved math and reading scores, more core credits earned and higher pass rates in core classes.

“BARR is one of the key elements that has helped change this building. Our culture has improved, teacher collaboration has improved, our relationships have improved.”

Wendy Harvey, Co-Principal, Westbrook High School

Thank you.

Rob Metz

Deputy Director

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Reimagining the Teaching Job

Breaking the Mold Without Breaking the Bank

April 2023

The crisis of the teaching role


The teaching role

- One-size-fits-all, regardless of individual strengths and experiences
- Limited time for meaningful collaboration, with limited support from content experts
- Stagnant pay
- Career advancement requires leaving the classroom

The world

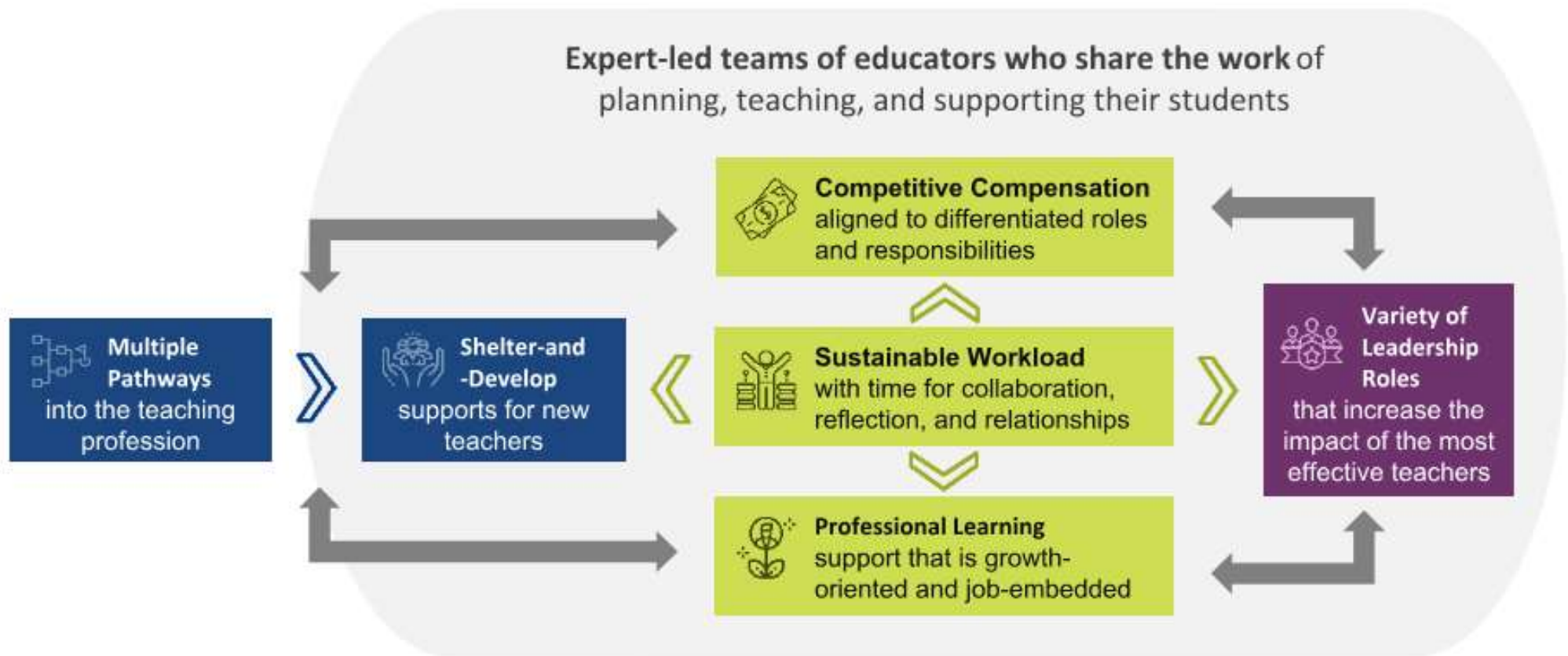
- Increasingly diverse people, experiences, needs and goals
- Higher standards to meet in order to build a career
- Collaborative workplaces
- Rising wages for professionals
- Career pathways that accelerate growth and impact

The result

- Burnout
 - Turnover, especially among early-career teachers and in our highest-need schools
 - Persistent shortages in harder-to-staff roles
 - Strained capacity to sustain the work in a crisis
- 

Most importantly: students lack equitable access to consistent great teaching they need to thrive

A dynamic and sustainable teaching role would support teachers at each stage of their career

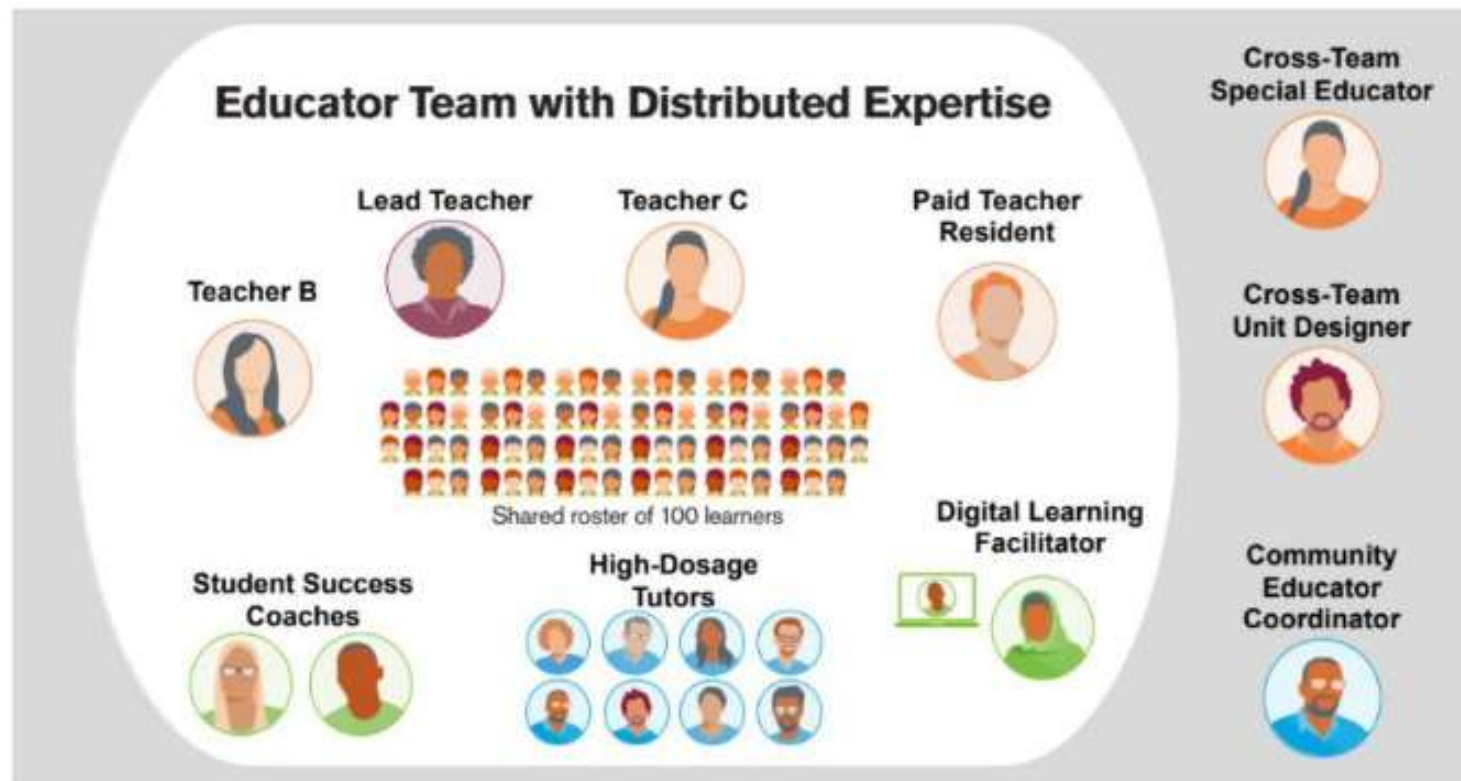


What could this look like in practice?

Instead of...



What could this look like in practice?



State policy makers can create the conditions for school systems to innovate

Do districts in your state have...

- Ability to **schedule without rigid seat time requirements**
- Flexibility to **vary class sizes and staffing ratios** based on grade level, subject, and student need
- **Teacher-of-record policies** that encourage teaming
- Ability to assign **blended teacher-leadership roles**

Promising state examples



Maryland

- Blueprint for Maryland's Future includes funding for districts to create a career ladder model that includes differentiated educator roles and leadership pathways



Texas

- Teacher Incentive Allotment
- Provides additional funding to districts for each high-performing teacher they assign to a high-need school



Tennessee

- Provides technical assistance to districts to implement Grow Your Own teacher residency programs to create no-cost pathways into the profession

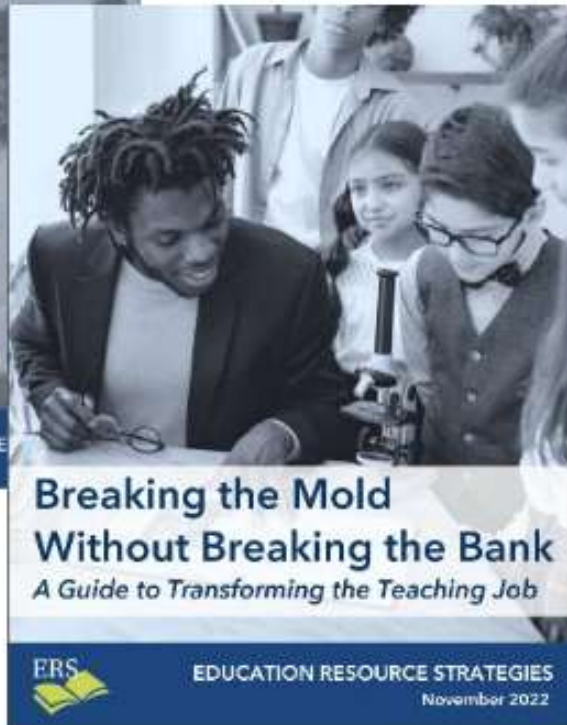
ERStrategies.org



April 2022

A Vision for a Reimagined Teaching Job

ERS EDUCATION RESOURCE STRATEGIES



Breaking the Mold Without Breaking the Bank

A Guide to Transforming the Teaching Job

ERS EDUCATION RESOURCE STRATEGIES
November 2022

Catalytic Entry Points in Action

Improve the Sustainability of the Core Teaching Job

Challenge
At District as many as

Diversify and Expand the Incoming Teaching Force

Challenge
District educators who lack

Drive Instructional Improvement Through Team-Based, Curriculum-Connected Professional Learning and Collaboration

Challenge

Examples from the Field

Learn more about three different approaches to recognizing people, time, and money in order to bring a new vision of the teaching job to life.



Kansas City Teacher Residency offers an affordable and accelerated pathway into teaching, using a cohort model to provide rich mentorship and coaching for aspiring teachers.



DC Public Schools launched a district-wide job-embedded professional learning strategy to support teacher development and pave the way for better student outcomes.



Whitier Elementary School in Mesa, Arizona shifted to a new model that sees teams of educators provide direct, personalized learning for students.

TeachingRoleReimagined.org



It's Time to Reimagine the Teaching Role

Resources From Coalition Members

 <p>Meeting the Challenge</p>	 <p>Resource Database</p>	 <p>Reimagining the Teaching Job</p>
Next Education Workforce	Public Impact	Education Resource Strategies
READ MORE	READ MORE	READ MORE



For too long, teaching has been an isolated, one-size-fits-all job that requires each educator to “do it all.” Teachers and students deserve better.

It's time to reimagine the teaching role.

Teaching should be a dynamic, rewarding, collaborative, sustainable, and diverse profession—one with educators who are set up to have the greatest positive impact on their students' learning and well-being. Reimagining this vision would fundamentally change teacher experiences and student outcomes.

It's going to take bold leadership, authentic collaboration, and a willingness to challenge long held assumptions about how people, time, and money are organized in our schools. Innovative schools and districts are already leading the way, leveraging the skills of outstanding, experienced educators to facilitate teams of educators, shape the vision for their schools, and much more.

Let's invest in our country's educators, reimagine the teaching role, and create better experiences for students and teachers together.

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NCSL Base Camp 2023



Nov. 8-9, 2023





NCSL Forecast '24 - Austin



NCSL FORECAST '24
PREPARING FOR LEGISLATIVE SESSIONS

Dec. 4-6, 2023