

Newark Public Schools: The Talent Office and Teacher Quality Initiatives

Tuesday, March 6, 2013



We need to ensure all students graduate college-ready

All students master academic, social, and emotional skills to succeed in college

We will get there
by dramatically
transforming
teaching and
learning...



Cultivate transformational school leaders

Principals maintain laser focus on college readiness for all students and have decision-making flexibility and accountability to drive results

Develop effective professionals in every classroom

All teachers are professionals who focus on what students learn rather than what they are taught

...and by creating
the conditions for
this
transformation to
occur



Re-imagine NPS as a service-oriented team

Central office exists to serve and support schools as the primary unit of change

Provide top-tier school options for all students

Every Newark school ensures that all students are on track to graduate college-ready

Engage and involve stakeholders to contribute to college readiness

Families and communities recognize and advocate for great teaching and schools; families actively partner with schools to ensure their students are on the path to college readiness

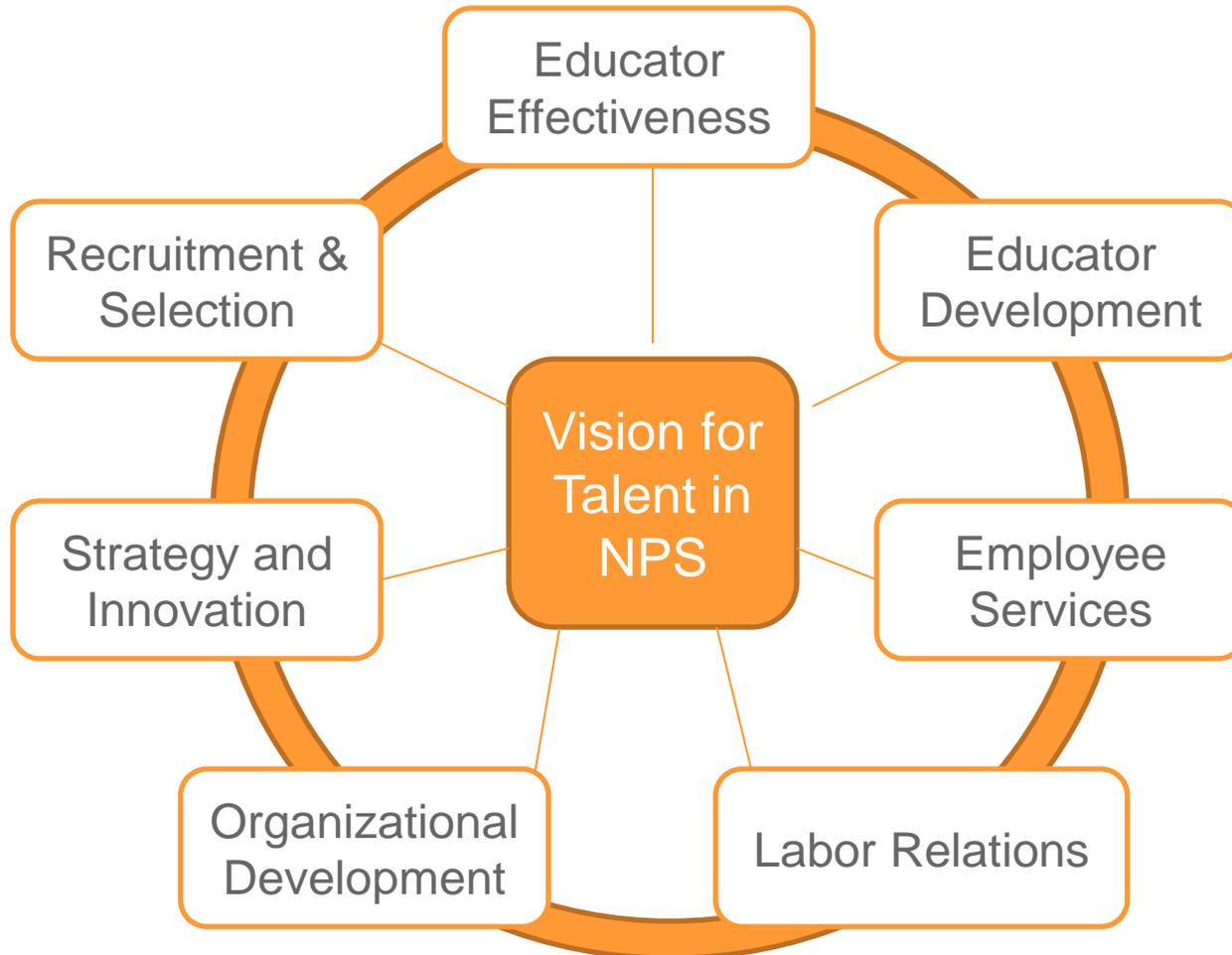


Vision for Talent in NPS

100% of Newark Public School Educators are effective or highly effective. All students, parents, staff (central/schools) and partners experience a culture of efficiency, customer service and responsiveness.



To meet this vision, the Talent Office has 7 areas of focus.



Recent strides have been made in each focus area

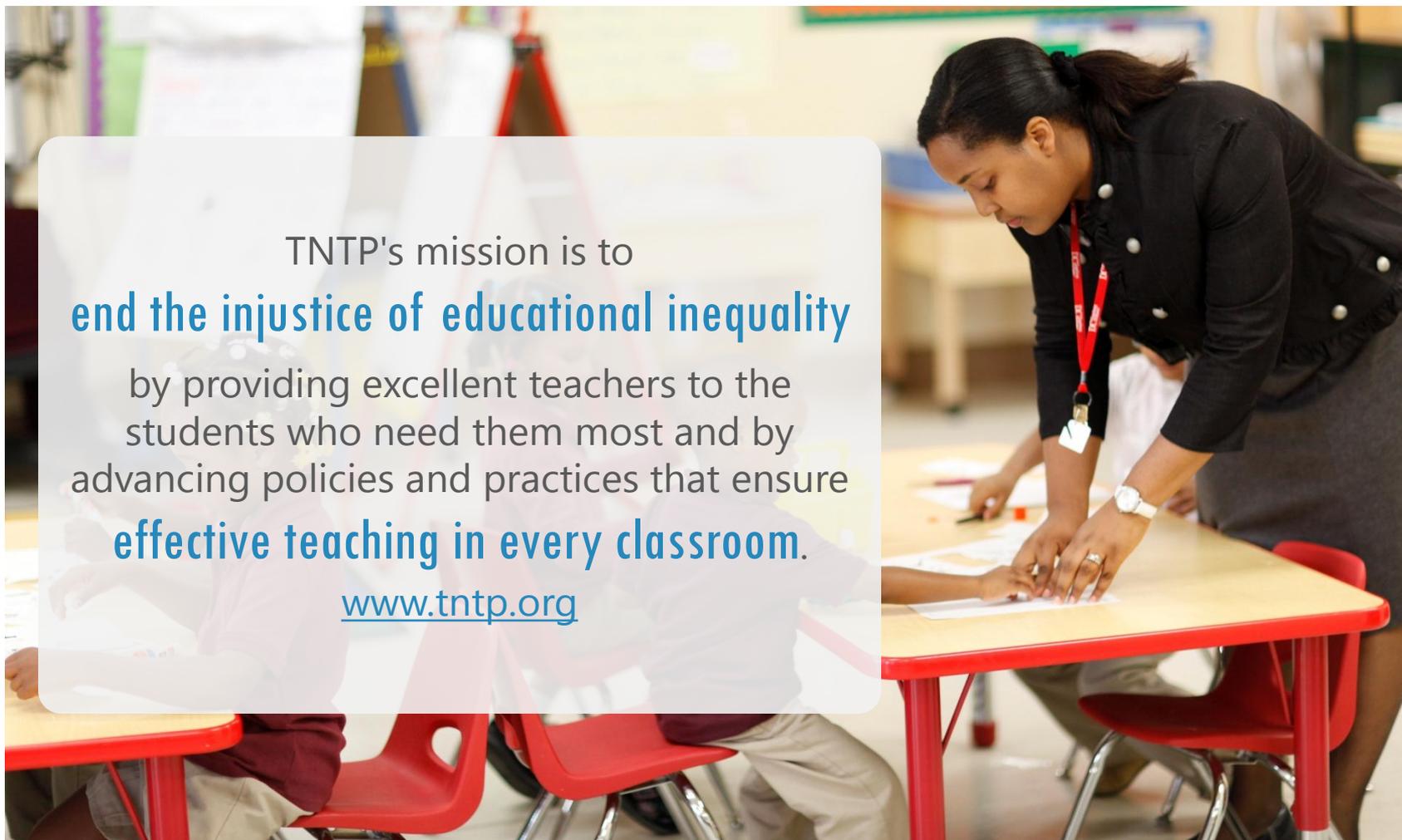
Focus Area	Progress
Educator Effectiveness	Implementing a new, CCSS aligned, NPS specific Framework for Effective Teaching, setting fewer, higher and clearer standards for excellent teaching, with systems to provide real time data access and regular reporting
Educator Development	Diverse evaluation data points to inform priorities for teacher, evaluator and school leader development
Employee Services	Rethinking department structure and goals to improve customer experience and increase efficiency
Organizational Development	Applying consistent job titles, structures and expectations across central departments
Labor Relations	Breakthrough contract: pay for performance, school empowerment and flexibility, turnaround schools
Recruitment and Selection	Revised online presence (www.teachnewark.com), more rigorous central screening process to build a high quality pool, improved data access for all stakeholders
Strategy and Innovation	Revising central leadership structures and goals



TNTP is supporting NPS and the Talent Office in meeting their goals

TNTP's mission is to
end the injustice of educational inequality
by providing excellent teachers to the
students who need them most and by
advancing policies and practices that ensure
effective teaching in every classroom.

www.tntp.org



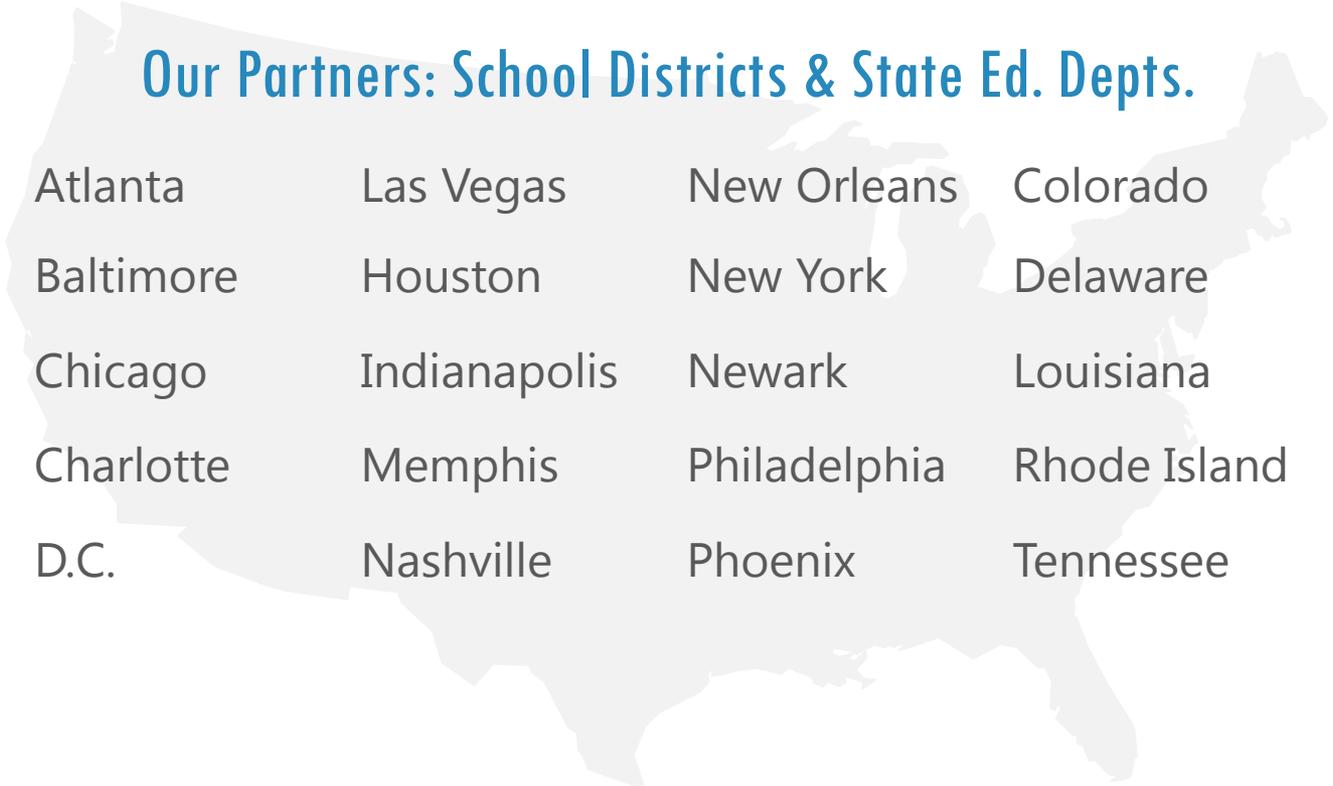
TNTP takes a comprehensive approach to ensuring that all students have access to great teachers.



TNTP helps clients develop people, systems and policies to **advance effective teaching.**

For 15 years, TNTP has worked alongside our partners in school districts and states nationwide, helping them reimagine teaching.

Our Partners: School Districts & State Ed. Depts.

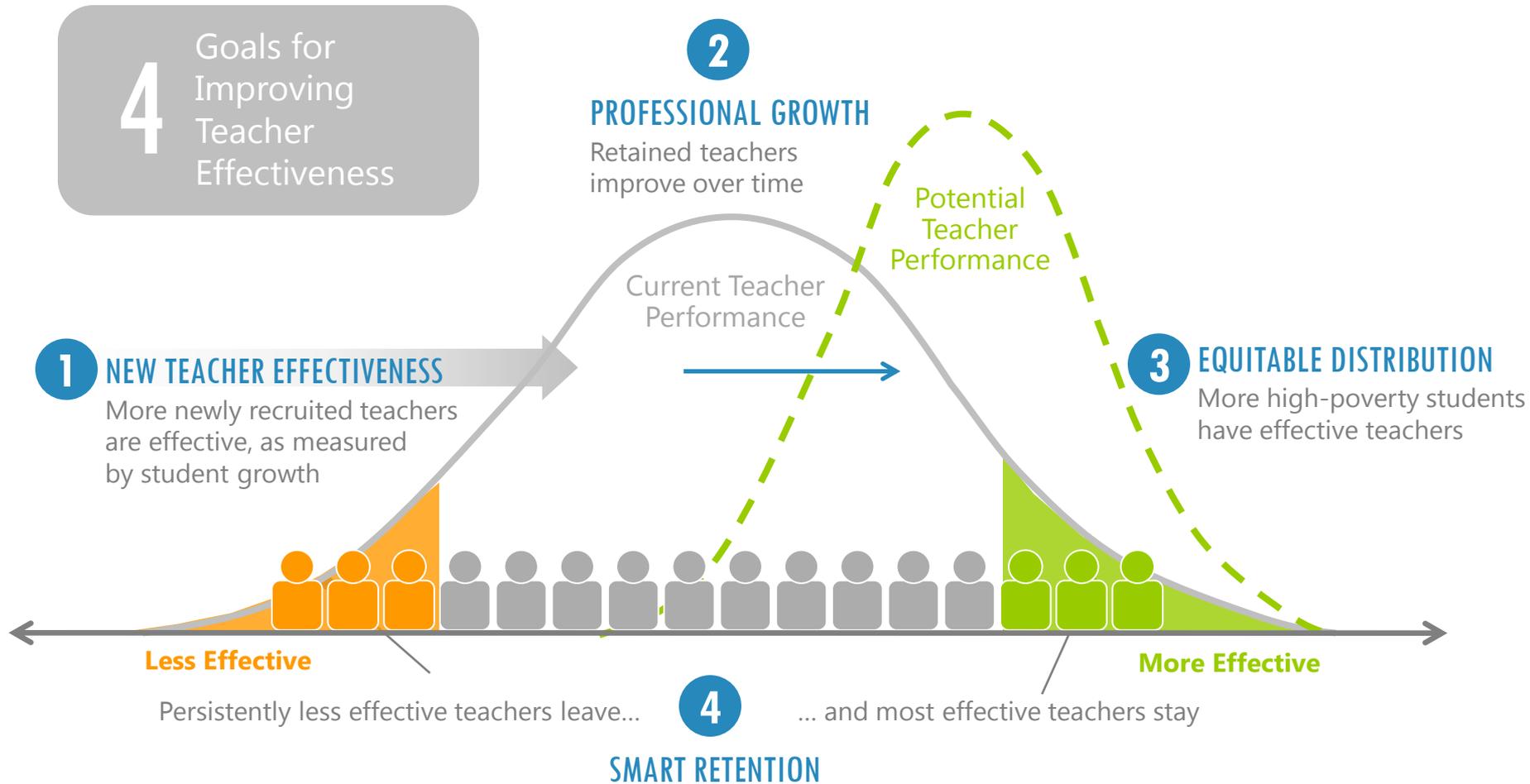


Atlanta	Las Vegas	New Orleans	Colorado
Baltimore	Houston	New York	Delaware
Chicago	Indianapolis	Newark	Louisiana
Charlotte	Memphis	Philadelphia	Rhode Island
D.C.	Nashville	Phoenix	Tennessee

“TNTP approached the work with an understanding of both the big picture...and of districts’ unique needs and challenges.”

Louisiana Department of Education, 2012

TNTP focuses on four key areas to improve the effectiveness of the teacher workforce – the key to improving education for students.



TNTP's flexible services help partners address the four teacher effectiveness goals in the way that works for them. One size does not fit all.



We grow great teachers	We help education leaders manage teacher talent	We build systems that support effective teaching	We make information actionable
Recruitment Training Student surveys Online feedback	School culture Evaluator training Principal support	Licensure Evaluation Career pathways Compensation	Data analysis Communications Technology Software

“TNTP’s flexibility to work with us to understand the needs of our schools and adapt their services to those needs is incredibly valuable.”

TNTP Client, 2012

NPS is improving and streamlining supports and services to schools, increasing the focus on teacher quality



Panel Discussion: Teacher Quality Initiatives in NPS

- Jennifer Baccellieri – 5th grade teacher, Camden
- Dana Morrison – 1st grade teacher, Speedway
- Atiba Buckman – Principal, Speedway
- Sam Garrison – Principal, Camden
- Mitchell Center – Assistant Superintendent, NPS

