



CES Board Presentation 2022 – 2023

"Every child deserves a champion; an adult who will never give up on them, who understands the power of connection and insists they become the best they can possibly be." - Rita Pierson, Educator

Transformational vs. Transactional



Work **in concert** with our partners to solve their
most **complex challenges**.

Education in Crisis

The Teacher and Leader Shortage



The effects of high teacher & leader turnover and shortages:

- Linked to decreased student success and achievement
- High-minority, high poverty school districts have 4x as many uncertified teachers and under qualified teachers
- 42% of principals want to leave their position
- School instability further exacerbates existing educational disparities

ECA AND TLC ARE JOINING FORCES TO BETTER SERVE DISTRICTS



Center for Educator Success

- Designed to transform educator pipelines
- Reimagined recruitment, growth, advancement and leadership
- Customized in partnership with districts
- 100% focused on developing quality teachers

HOW IT WORKS

ENGAGE

Attract and certify teachers to place in schools or partner with districts to create an internal recruitment and certification program

GROW

Ensure the long-term success of early career teachers through our induction program or create customized high-quality induction program for districts

ADVANCE

Provide professional development, coaching and certification for teachers pursuing the roles of principal, AP, instructional coach or mentor

LEAD

Consult with district leadership to design and implement the most effective program through advocacy and policy



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Wildly Important Goals

By 2025, CES will...

- Annually **certify 65+ teacher candidates** who are prepared to teach in schools where students need them the most.
- Annually **retain** 90% of CES certified teachers in partner districts by offering continued and robust professional development and coaching.
- **Recruit** 3x the number of candidates needed for certification targets through an innovative strategy of partnerships, communication and marketing.
- **Prepare 40+ leaders** to better support the development and retention of teachers and positively impact outcomes for children.
- **Partner** with a minimum of 6 districts enacting various aspects of our programming – teacher pipeline, retention and advancement.

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Enhanced Programming

Strategic Recruitment

- Improved responsiveness
- Automated systems
- Expand our reach

Preservice Coursework

- Designed with Learning Cycle methodology
- Opportunities for rehearsal
- More contact with students

New Teachers of Record

- Increased coaching throughout the program
- Placement in partner districts
- Induction for years 1– 3+

Teacher Advancement

- New Principals
- Assistant Principals
- Instructional Coaches
- Mentors

District Partnerships

- District designed programs
- Multiple service options
- Placement

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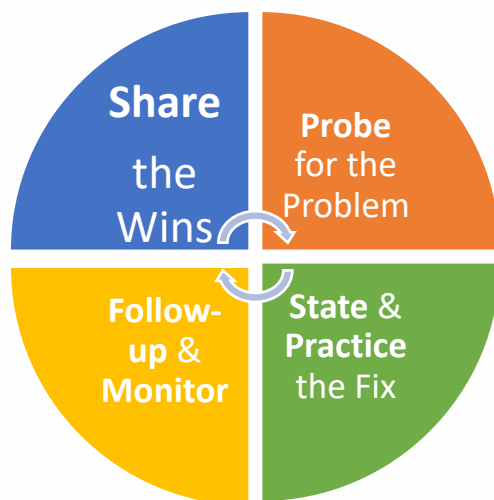
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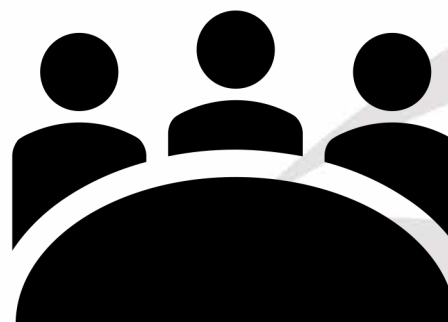
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Through line: Robust Coaching Model

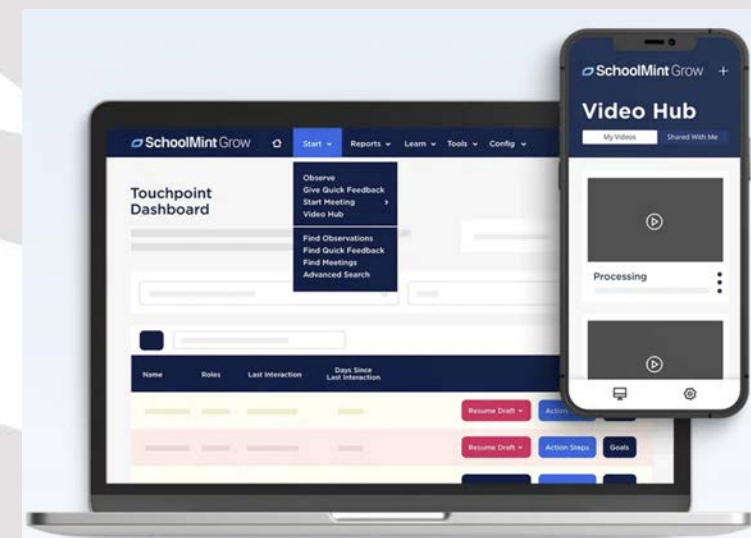
CES Coaching Way PD



Coach Observation & Feedback



Coaching Platform



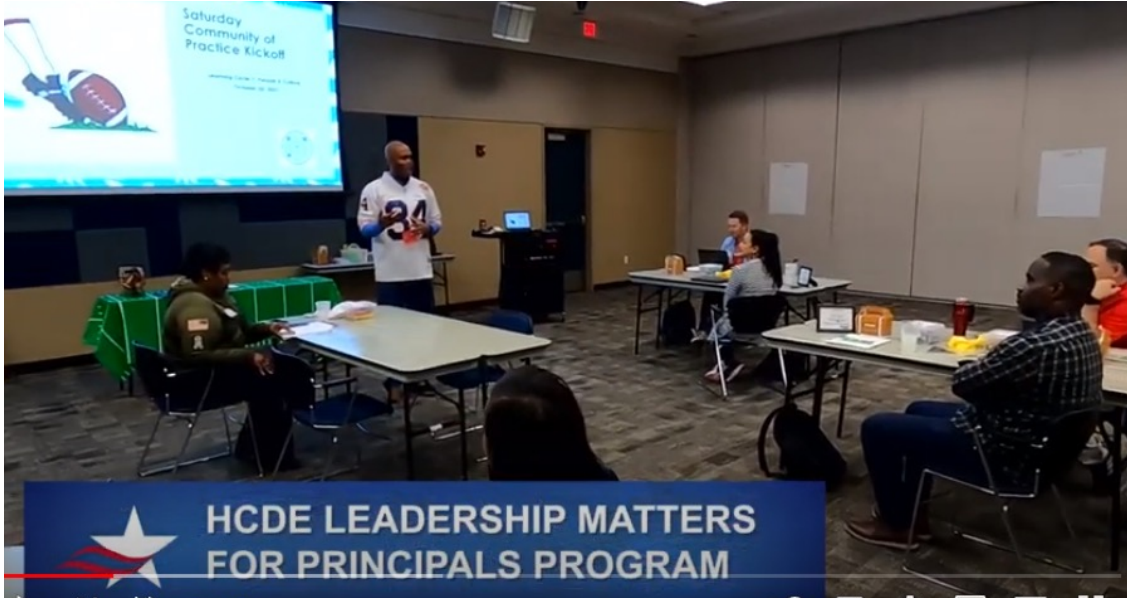
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FLEXIBLE PROGRAMMING

HCDE Teacher Certification Program	District Teacher Certification – Grow Your Own Program	District Teacher Recruitment and Certification Partnership
HCDE New Teacher Institute	District Leadership Development	District Instructional Coach Program Design
HCDE New Principal Institute	District Mentor Professional Development	HCDE Leader Certification
HCDE Instructional Coach Institute	District Induction Program Design	New Possibilities



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Leadership Matters: Supporting First Year Principals

Implementation Timeline

Phase 1

Transition
March 2022 – August 2022
Start, Stop, Revise
No revenue change

Phase 2

Pilot
September 2022–August 2023
Pilot & Build

- Clinical Supervision Model
- New Teacher Induction Model
- Instructional Coach Model
- Automating Systems

Phase 3

Implementation
September 2023–August 2024
Codify & Partner

- Increasing Candidates
- Strong Partnerships
- Improved Recruitment Process
- Teacher Advancement

Phase 4

Scale
August 2024 +
Quality & Impact

- Strategic Placements
- Increase District Partnerships
- Positive Outcomes for Schools and Children



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Thank You!

Dr. Cynthia Brunswick
Sr. Director



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