



Teacher and School Leader (TSL) Bronx

HUMAN CAPITAL INITIATIVE

Build, Retain, Sustain: A Pipeline Approach to Cultivating an Effective Teaching Force in the Bronx



What is TSL Bronx?

The Office of Teacher Recruitment and Quality (TRQ) has been awarded a five-year federal Teacher and School Leader (TSL) investment to expand its current Bronx Human Capital Initiative to 230,000 historically underserved Bronx students, continuing efforts to:

- **build** a highly prepared, committed, and diverse teaching pipeline,
- **retain** Effective and Highly Effective teachers where our students need them most, and
- **sustain** best human capital practices through comprehensive and strategic supports at the district-level.

How does it work?

TSL Bronx works closely with Superintendent teams to address the human capital needs of each Bronx district. It expands existing programs proven to have impact on retention and teacher practice, and establishes new programs designed to increase the pool of qualified and committed candidates:

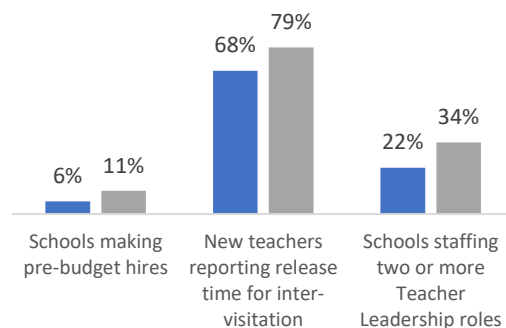
	Teaching Academies prepare pre-service teachers in residency alongside strong Bronx educators.
	Pre-Budget Hiring connects teacher candidates and Bronx schools earlier than the rest of the city.
	Bronx Talent Initiative supports non-certified school staff members on their path to certification.
	Formal Teacher Leadership empowers influential teachers to foster effective practices and promote school-wide collaboration.
	New Teacher Support creates district-based early career development opportunities for new teachers.
	Principals' Talent Academy provides a framework to for school leaders to build quality human capital and sustain best recruitment and retention practices.
	Teacher Team Leaders (TTLs) address district-based needs through coaching and talent development strategies

Our impact so far

Early evidence of success shows a significant decrease in the percentage of unfilled vacancies, an increase in the retention of effective teachers in high-needs districts, improvement in measures of rigorous instruction and teacher collaboration, and significant increases in student proficiency on state ELA and Math exams. Specifically, in its first year of implementation:

- ▶ More Bronx schools made **pre-budget hires** (6% to 11%), more Bronx new teachers reported receiving **release time for inter-visitation** (68% to 79%), and more Bronx schools staffed two or more **Teacher Leadership roles** (22% to 34%)
- ▶ The **rate of unfilled vacancies** as of August 15th decreased significantly in the Bronx from 3.0% of a typical school's teaching positions on average in 2017 to 2.2% in 2018, **nearly closing the gap** with schools in other boroughs.
- ▶ The percent of schools meeting or exceeding the target for **Collaborative Teachers rose from 75% to 81%** in the Bronx, compared to 87% to 88% in other boroughs.
- ▶ Working at a school with 2 or more Teachers Leaders was associated with a **23.6% increase in the likelihood of being retained** in the same school into 2018-19, holding constant factors like student achievement index, principal years in the school, percent of teachers with 3 or more years' experience, and other factors.

Significant Increases in Program Implementation





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Teaching Academies
Preparing pre-service teachers in a residency model alongside strong Bronx educators

Pre-Budget Hiring
Connecting teacher candidates and Bronx schools earlier than the rest of the city

Bronx Talent Initiative
Supporting non-certified school staff members on their path to certification

Build the Pipeline

- > **73** Teaching Academy sites clinically prepare teachers to meet Bronx-specific needs
- > **600** Bronx-committed teacher candidates are annually available for hire by June 1st

Formal Teacher Leadership
Empowering influential teachers to foster effective practices and promote school-wide collaboration

New Teacher Support
Creating district-based early career development opportunities for new teachers

Retain Effective Teachers

- > **60%** of new teachers will engage in at least one developmental activity
- > **250** Bronx schools staff two or more formal Teacher Leaders

Principals' Talent Academy
Providing a framework for school leaders to build quality human capital and sustain best recruitment and retention practices

Teacher Team Leaders (TTLs)
Addressing district-based needs through coaching and talent development strategies

Sustain Human Capital

- > **56%** of principals participate in at least two Talent Academy sessions
- > **10** TTLs support 13 Bronx Superintendent teams

Bronx schools will improve...

- > **Hiring Capacity:** Decrease the number of late-summer unfilled vacancies by 50%
- > **Instructional Practice:** Increase to 80% the number of schools meeting expectations on Rigorous Instruction and Collaborative Teachers
- > **Teacher Retention:** Increase one-year and five-year within-school retention to 86% and 53% respectively

Bronx students will improve...

- > **State Exam Proficiency:** **19%** more Bronx students will achieve levels 3- and 4- in ELA and math
- > **College Readiness:** **18%** more Bronx students will meet standards for College Readiness

