

TNTP Executive Summary

Background:

The Florida Department of Education (DOE) has offered Pinellas County Schools an opportunity to collaborate with TNTP (formerly The New Teacher Project) to implement a new teacher support program. The program is funded by the DOE and will foster the development of approximately 50 to 60 new Exceptional Student Education (ESE) teachers during the summer 2014. The project will continue for two additional years.

Purpose:

Support the effectiveness and retention of new ESE teachers.

Vision:

Our charge is to ensure new ESE teachers in Pinellas County have the confidence and competence to achieve immediate, measurable success with their students by implementing a summer pre-service training program.

Goals:

- Increase student achievement through the development of teacher practice
- Retain quality teachers to serve our ESE students through support and professional development prior to beginning teaching

Overview:

Approximately 50 to 60 newly hired ESE teachers will participate in a four-week intense new teacher professional development program. The program will allow participating teachers to hone their teaching skills in an authentic setting during Summer Bridge.

The program is designed to cultivate highly effective teaching by establishing a foundation of high-leverage essential teaching skills that are pre-requisites for success. New teachers will learn specific instructional strategies, practice these strategies, and implement them in Summer Bridge. The program involves skill-building sessions, field experience and coaching with differentiated support.

Timeline:

May

- Recruitment and hiring of coaches and trainers
- Finalize plans
- Identify new teacher participants

June

- TNTP trainer and instructional coach staff training
- Program begins for new teachers (June 30)

July

- Field experience portion begins
- Final day of program (July 25)

August/September

- Observation and follow up with new teachers

Pinellas - TNTP Project

School Board Workshop

May 13, 2014



Background

- Florida DOE funded grant opportunity to implement a new teacher support program for ESE teachers
- TNTP is a national nonprofit that works with public schools, districts and states to advance great teaching
- Collaboration with TNTP aligns with our district vision of 100% student success
- Research indicates that when teachers master a small number of specific skills, they are more likely to be successful in their first year

**A teacher's most important year is the
first year.**

“It is not a warm-up lap, but an opportunity to
cultivate strengths and make careful
assessments.”



Purpose

Support the effectiveness and retention of new ESE teachers



Vision

Our charge is to ensure new ESE teachers in Pinellas County have the confidence and competence to achieve immediate, measurable success with their students by implementing a summer pre-service training program.

Goals

- Increase student achievement through the development of teacher practice
- Retain quality teachers to serve our ESE students through support and professional development prior to beginning teaching

The Program

- New ESE teacher induction program
- Approximately 50 – 60 new ESE teachers
- Four week training program
 - Focus
 - Narrow curriculum focusing on four key teaching skills
 - Practice
 - Specific practice at Summer Bridge of teaching skills learned
 - Feedback
 - Intensive coaching providing specific feedback

The Program

- Components
 - Training seminars
 - Learning key skills
 - Practice teaching at Summer Bridge
 - Practice of skills learned with support
 - Coaching
 - Specific and differentiated coaching support and feedback

Why ESE Teachers?

- Critical shortage area
- We need to hire and retain the most effective teachers to serve our students with disabilities
- Special Education teachers need to be trained in the same early teaching skills and content skills as general education teachers, along with specific ESE foci
- All ESE teachers need to believe that our special education students can and will succeed. Proper training and support will give ESE teachers the competence and confidence to ensure students achieve

Timeline

- **May** Hire coaches and instructors
- **June** Program begins
- **July** Program ends
- **August/Sept** Follow up observation & feedback



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PCS offers new ESE teachers a jumpstart on their careers

This summer, new and novice Exceptional Student Education teachers will have the opportunity to participate in an exclusive training program.

Pinellas County Schools is partnering with a national nonprofit called TNTP to offer a rigorous four-week boot camp to ESE teachers who have recently been hired by the district or are now being hired to work for the district in the fall. The opportunity is open to elementary, middle or high school ESE teachers.

The boot camp runs June 30 to July 25. Participants will earn a stipend of \$20 per hour. Interested teachers can register [here](#).

Teachers will learn proven teaching techniques that will prepare them to develop quickly into great teachers. The program will focus on Fast Start Skills, essential skills closely linked to early success:

- Communicating academic material clearly
- Maintaining high expectations and ensuring student engagement at all times
- Maintaining a classroom where behavior is positive, respectful and productive
- Maximizing instructional time

New ESE teachers will learn and rehearse critical skills with other new teachers, practice those skills with students in Summer Bridge classrooms and receive expert guidance from coaches who are also district employees.


Seats are limited. For more information, contact Lisa Grant, Executive Director of Exceptional Student Education, at grantli@pcsb.org.

Mission: 100% Student Success

Vision: Educate and Prepare Each Student for College, Career and Life

301 4TH ST. SW, LARGO, FL 33770 (727) 588-6000

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Florida Department of Education
1901 E. Bay Street, Tallahassee, FL 32304
Phone: 904.200.0000



Pinellas County Schools in partnership with TNTP is currently seeking Instructors and Teacher Development Coaches for 2014 Early Teacher Training this summer. These positions will be based in Pinellas County and are available for the summer of 2014.

TNTP is working in partnership with Pinellas County Schools to provide an innovative training program for novice ESE teachers. Pinellas County Schools serves approximately 13,643 students with disabilities and 6,201 students who are gifted. The mission of Exceptional Student Education (ESE) is to provide quality services that support effective learning opportunities for all exceptional children.

Through our partnership, TNTP and Pinellas County Schools will prepare new and novice ESE teachers to achieve immediate, measurable success with their students in the fall. The training approach, called Fast Start, focuses on foundational skills that we believe teachers must have to ensure a strong start to the school year as a new teacher. During their training, participants will rehearse the foundational skills, receive coaching, and practice them with students all through the lens of what it takes to become a highly effective ESE teacher.

Instructors

The Instructor plays an integral role in the success of the training by planning and facilitating skill-building cycles, in which teachers see specific teaching skills modeled, then practice and receive feedback on their performance before using the skills with students in the summer school classroom. Instructors must be effective teachers with deep content knowledge and the ability to model content-specific skills for participants in skill-building sessions.

Teacher Development Coach

The Teacher Development Coach observes and provides feedback to a group of about 12 teachers on their instruction and ability to demonstrate mastery of key launch skills in their Field Experience classrooms. The Field Experience is set in a district summer bridge classroom where teachers are paired with a peer and a Cooperating Teacher and take the lead instruction. The Teacher Development Coach must be able to provide specific, actionable, on-the-spot feedback to teachers in addition to being able to plan and execute daily, one-hour, responsive skill-building coaching experiences for teachers that are based on performance data.

Pinellas County Schools and TNTP are seeking candidates who have, in addition to strong critical thinking and communication skills and a results-oriented approach, a minimum two years of successful teaching experience with students from diverse backgrounds (Exceptional Students Education experience highly preferred) and previous experience developing and leading teachers' professional development. The positions will require a full-time commitment from June 16th through July 25th.

Detailed descriptions of the positions be found here for Coach and here for Instructors, including application deadlines and instructions for applying. **The deadline for applications is Friday, June 6th.** Candidates can contact Casey Koehler at casey.koehler@tntp.org.

TNTP/Pinellas County Schools staff email to Principals

Good Morning Principal _____.

Pinellas County Schools in partnership with TNTP is currently seeking Instructors and Teacher Development Coaches for 2014 Early Teacher Training this summer. These positions will be based in Pinellas County and are available for the summer of 2014. We are reaching out to you because you have set a high bar for your staff, and you have the caliber of teachers that would make a strong training team. We are seeking both excellent ESE teachers and excellent Elementary teachers to coach and instruct the next group of teachers who will be working in Pinellas County Schools.

We encourage you to connect with your staff and encourage them to apply to the exciting opportunities below. We are hoping that you can help us to identify candidates for this opportunity by Monday, June 2nd.

Through our partnership, TNTP and Pinellas County Schools will prepare new and novice ESE teachers to achieve immediate, measurable success with their students in the fall. The training approach, called Fast Start, focuses on foundational skills that we believe teachers must have to ensure a strong start to the school year as a new teacher. During their training, participants will rehearse the foundational skills, receive coaching, and practice them with students all through the lens of what it takes to become a highly effective ESE teacher.

This is a great development opportunity for excellent teachers who are ready to take on additional responsibility and grow in their own practice. As a staff member this summer, instructors and coaches will gain critical leadership skills and grow professionally while developing new and novice teachers. Leaving the summer, our staff members are poised to take on additional roles at their schools and in their district because of their experience with the program.

Below you will find short descriptions of the summer roles and a description of an ideal candidate. More detailed descriptions of the positions be found here for Coach and here for Instructors, including application deadlines and instructions for applying. **The deadline for applications is Friday, June 6th**. Candidates can contact Casey Koehler at casey.koehler@tntp.org. If you have any questions or would like to share referrals, you can also reach out to Casey directly.

Instructors

The ideal Instructor is an effective teacher with deep content knowledge and the ability to clearly communicate and model content-specific skills for others. In skill-building sessions this summer, the instructor plays an integral role in the success of the training by planning and facilitating skill-building cycles, in which teachers see specific teaching skills modeled, then practice and receive feedback on their performance before using the skills with students in the summer school classroom.

Teacher Development Coach

Staff

Casey Koehler, Training Director

- Manages Coaches
- Oversees and manages design and execution of training

Janet King, Operations Manager

- Manages Operations
- Coordinates with Cassandra to execute operations

Cassandra Atkins, Lead Instructor

- Acts as lead instructor, Facilitates *Teach Like a Champion* Sessions, Special Education & Instructional Sessions
- Conducts Technique Assessments
- Works in partnership with coaches to develop teachers
- Executes operations with Janet's lead

Andrea Williams, Instructor

- Facilitates *Teach Like a Champion* Sessions
- Conducts Technique Assessments

Teacher Development Coaches (2 school based, 5 coaches identified by Lisa & Sandy)

- Develops a group of teachers through coaching and feedback
- Caseload of teachers (# dependent on enrollees)

# of Participants	Coaching Groups	Field Experience & Sessions	Other Considerations
15	<ul style="list-style-type: none"> • Each group has 1-2 participants, coaches are in coaching group pairs 	<ul style="list-style-type: none"> • 1 teacher per classroom & Alternate teaching morning and afternoon – Week 1, teach morning, Week 2, teach afternoon, Week 3 teach morning • 2 teachers per classroom: Concentrate teachers in specific grade levels – based on the easiest to work with scheduling (maximizing time in literacy) 	<ul style="list-style-type: none"> • Condensed Lesson Rehearsal (Led/managed by Cassandra, potentially a coach/coaches after week 1 of teaching) • Group size will be small – could use a smaller space for sessions
30	<ul style="list-style-type: none"> • Each group has 4-6 participants • Coaches are assigned by grade levels 	<ul style="list-style-type: none"> • 2 teachers per room, alternating by weeks (flip flop teaching schedule) 	<ul style="list-style-type: none"> • Grade Level Lesson Rehearsal (facilitated by coaches, monitored by Cassandra)
50	<ul style="list-style-type: none"> • Each group has 6-8 participants 	<ul style="list-style-type: none"> • 2 teachers per room, alternating by weeks (flip flop teaching schedule) 	<ul style="list-style-type: none"> • Coaching Group Lesson Rehearsal (facilitated by coaches, monitored by Cassandra)

Monday	Tuesday	Wednesday	Thursday	Friday
		1	2	3
6	7	8	9	10 Send Pre-Work For Training
13	14	15	16	17
20 7:15-8:00 Site Set Up 8:00-9:00 Overview 9:00-10:00 Module 1 10:00-10:15 Break 10:15-11:15 Module 2 11:15-12:15 Lunch 12:15-2:15 Module 3 2:15-2:30 Break 2:30-4:00 Module 4, Part I	21 8:00-9:30 Module 4, Part II 9:45-11:15 Module 5 <i>(Opening & What to Do)</i> 11:15-12:15 Lunch 12:15-4:00 Module 5 12:15-1:30 <i>100%</i> 1:30-2:45 <i>Strong Voice</i> 3:00-4:00 <i>Positive Framing</i>	22 8:00-11:00 Module 5 (break during) 11:00-12:00 Lunch 12:00-1:00 Module 6A 1:00-4:00 Module 6B & 6C	23 Coaches in all day meeting (w/74 th St.) Fast Start Academy Social 5:00-8:00 PM Location TBD	24 8:00- 9:45 Module 6C, cont. 9:45-10:55 Classroom Observations 11:00-12:00 Lunch & Debrief Observations 12:00-2:00 Module 6D 2:00-3:00 Module 6E (Coach Conversation Prep & Practice) 3:00-4:00 Conduct Coach Conversations
27 8:00-11:00 6E continued 11:00-12:00 Lunch & Coaching Conversation Follow Up Prep 12:00-4:00 Preparing for Day One (Materials & Site Prep) / Conduct Follow Up Coach Conversation	28	29	30	1

Fast Start Academy Calendar – Master

Spring 2015

May

Monday		Tuesday		Wednesday		Thursday	
4 7:35-8:30: Registration 8:30-9:30: Fast Start Academy Welcome & Overview 9:45-10:45: Principles of Practice 10:55-11:55: Field Experience 11:55-12:55: Lunch 1:00 – 2:00: Fast Start Training Evaluation 2:00-3:35: Opening Ceremonies		5 7:35 – Arrival 7:45-9:15: Session 1 Vision Building: Common Core & Rigorous Instruction in Literacy 9:25-10:55 Session 2 Vision Building: Common Core & Rigorous Instruction in Mathematics 11:00-11:30 Lunch 11:00-11:30: Staff Meeting (ALL) 11:35-12:35 Introduction to the Behavior Management Cycle 12:45- 2:50 What to Do with SLANT 3:00-3:35 Best Practices for Observing your Classroom & Classroom Assignments		6 7:35-Arrival 7:45 – 9:10 Meet your teacher, Observe Morning Routine 9:25 – 10:55: Positive Framing, Part I 11:00-11:30 Lunch 11:35-1:00 Strong Start 1:10-3:35 Session 3 Instructional Skill Building: Executing a Highly Effective Literacy Block Part I Humpday Treat		7 7:35 – Arrival 7:45-10:00: Strong Voice 10:10-11:10 Session 4 Instructional Skill Building: Preparing for Day One 11:15-11:45 Lunch 11:45-2:00: Engineer Efficiency 2:10-3:35 Classroom Observations & Planning for Structures in Collaborative Pairs 2:10-3:35 All Staff Meeting	
11 Group A 7:45-8:15 Lesson Rehearsal 8:15-8:25 Coaches Meeting 8:30-12:00 Lead Teaching 12:10 – 1:40 Executing Effective Reward Systems	Group B 7:45-8:15 Lesson Rehearsal 8:15-8:25 Coaches Meeting 8:30-9:40 Building Relationships with Students 9:50-11:20	12 Group A 7:45-8:15 Lesson Rehearsal 8:15-8:25 Coaches Meeting 8:30-12:00 Lead Teaching 12:10-2:35 100%, Part III 2:45-3:35 Technique Assessment #1	Group B 7:45-8:15 Lesson Rehearsal 8:15-8:25 Coaches Meeting 8:30-10:55 100%, Part III 11:05-11:55 Technique Assessment #1 12:05-3:35 Lead Teaching	13 Group A 7:45-8:15 Lesson Rehearsal 8:15-8:25 Coaches Meeting 8:30-12:00 Lead Teaching 12:10-2:40 100%, Part IV 2:50 -3:35	Group B 7:45-8:15 Lesson Rehearsal 8:15-8:25 Coaches Meeting 8:30-11:00 100%, Part IV 11:10-11:55 Cohort Meeting/Diversity Session 12:05-3:35	14 Group A 7:45-8:15 Lesson Rehearsal 8:15-8:25 Coaches Meeting 8:30-12:00 Lead Teaching 12:10-2:10 Positive Framing, Part II 2:20-3:00	Group B 7:45-8:15 Lesson Rehearsal 8:15-8:25 Coaches Meeting 8:30-9:10 The BMC: Practice, Part 9:20-11:20 Positive Framing, Part 11:30-11:55

<p>1:50-3:00 Building Relationships with Students 3:10-3:35 Field Development Time 3:35-5:00 All Staff Meeting</p> <p>Staff Joy Week</p>	<p>Executing Effective Reward Systems 11:30-11:55 Field Development Time 12:05-3:35 Lead Teaching 3:35-5:00 All Staff Meeting Staff Joy Week</p>	<p>Staff Joy Week</p>	<p>Staff Joy Week</p>	<p>Cohort Meeting/Diversity Session</p> <p>Humpday Treat Staff Joy Week</p>	<p>Lead Teaching</p> <p>Humpday Treat Staff Joy Week</p>	<p>The BMC: Practice, Part I 3:10-3:35 Field Development Time 3:35-5:00 All Staff Meeting</p> <p>Staff Joy Week</p>	<p>Field Development Time 12:05-3:35 Lead Teaching 3:35-5:00 All Staff Meeting</p> <p>Staff Joy Week</p>
<p>18 Group B 7:45-8:15 Lesson Rehearsal 8:15-8:25 Coaches Meeting 8:30-12:00 Lead Teaching 12:10-2:35 100%, Part V 2:45-3:35 Cohort Meeting/Diversity Session 3:35-5:00 All Staff Meeting</p>	<p>Group A 7:45-8:15 Lesson Rehearsal 8:15-8:25 Coaches Meeting 8:30-10:55 100%, Part V 11:05-11:55 Cohort Meeting/Diversity Session 12:05-3:35 Lead Teaching 3:35-5:00 All Staff Meeting</p>	<p>19 Group B 7:45-8:15 Lesson Rehearsal 8:15-8:25 Coaches Meeting 8:30-12:00 Lead Teaching 12:10-1:30 Everybody Writes 1:40-3:10 Building Relationships with Students 3:10-3:35 Field Development time</p>	<p>Group A 7:45-8:15 Lesson Rehearsal 8:15-8:25 Coaches Meeting 8:30-10:00 Building Relationships with Students 10:10-11:30 Everybody Writes 11:30-11:55 Field Development Time 12:05-3:35 Lead Teaching</p>	<p>20 Group B 7:45-8:15 Lesson Rehearsal 8:15-8:25 Coaches Meeting 8:30-12:00 Lead Teaching 12:10-2:00 Engaging CFUs 2:10-3:00 The BMC: Practice, Part II 3:05-3:35 Field Development Time</p>	<p>Group A 7:45-8:15 Lesson Rehearsal 8:15-8:25 Coaches Meeting 8:30-9:20 The BMC: Practice, Part II 9:30-11:20 Engaging CFUs 11:30-11:55 Field Development Time 12:05-3:35 Lead Teaching</p>	<p>21 Group B 7:45-8:15 Lesson Rehearsal 8:15-8:25 Coaches Meeting 8:30-12:00 Lead Teaching 12:10-2:25 No Opt Out 2:35-3:35 Supporting Students with Challenging Behaviors 3:35-5:00 All Staff Meeting</p>	<p>Group A 7:45-8:15 Lesson Rehearsal 8:15-8:25 Coaches Meeting 8:30-9:30 Supporting Students with Challenging Behaviors 9:40-11:55 No Opt Out 12:05-3:35 Lead Teaching 3:35-5:00 All Staff Meeting</p>