CREATE A TEACHER CARE MODEL THAT PROMOTES GROWTH AND SUPPORT

STEM SCHOOL HIGHLANDS RANCH STRATEGIC GOAL

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TEACHER CARE MODEL

GOAL OVERVIEW

<table>
<thead>
<tr>
<th>Practice</th>
<th>Name</th>
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<tbody>
<tr>
<td><strong>Name of Goal:</strong></td>
<td>Building a Teacher Care Model</td>
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<td><strong>Responsible Party:</strong></td>
<td>Stephanie Mendrala</td>
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<td><strong>Committee Members:</strong></td>
<td>Stephanie Mendrala, Erik Jacobson, Mandy Martinez, Jason Gillet, Karen Johnson, Tara Broyd, Tom Wendling, Abbi Kaplan, Simi Basu</td>
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OBJECTIVE

- To create a teacher care model that promotes growth and support.
- To increase teacher retention
- To provide training and support for new to STEM teachers
- To develop a STEM Teacher Institute

AREAS OF FOCUS

1. Ongoing Teacher Support
   - Increase # of instructional coaches on staff.
   - Release time for teacher mentors
2. Teacher Training
   - Additional training time added to the beginning of the year for new teachers, mentors and Instructional Coaches.
   - New STEM teacher curriculum
3. Teacher compensation
   - Stipends, competitive salary and higher ed opportunities
   - Work with Teacher Compensation Committee
4. STEM Teacher Institute
   - Prototype with our teachers 2019-20
METRICS

ONE YEAR METRIC
Curriculum developed for STEM Teacher Institute

THREE YEAR METRIC
Increase number of coaches, 1:7 and increase release time to 25 hours/month per coach.

GOAL OF METRICS
STEM will be a community in which staff feel supported and inspired to Never Stop Innovating. Teachers nationwide will participate in our STEM Teacher Institute as a certified induction process or as an alternative licensure program.