

# Teacher and School Leader Grant: Impact At-A-Glance



In October 2017, Lindsay Unified School District (LUSD) received a federal Teacher and School Leader (TSL) grant to design and implement professional learning strategies to improve educator recruitment, capacity, and retention. LUSD seeks to cultivate the same mindset in educators that it spent the past decade fostering in its students —

that we are all learners — and therefore believes that professional growth for teachers should be personalized and data-driven. **LUSD proudly summarizes below the impacts of this work to date and will publicly share new results through 2020, as we discover which strategies lead to long-term teacher and student success.**

## Outcomes & Impacts



### Ensure superior academic achievement for LUSD students.

- Published **three research studies** confirming that efforts to build educator capacity are influencing student achievement.
- Identified **immediate, sustained, and statistically significant reading growth in K-8 students** whose teachers completed Guided Reading training ([report pages 4-5](#)), including instances where SRI reading growth was higher than the national average expected growth ([report page 7](#)).
- Confirmed teacher participation in either BetterLesson or PBLWorks **professional learning was significantly associated with improved student learning in history and math** and increased student reading scores ([report page 5, finding #3](#)).



### Design and implement a customized human capital management system.

- Developed a **digital adult learning portal** that features **26 adult competencies**, with curriculum, mapped to the [California teacher evaluation framework](#).
- Experienced **98% voluntary enrollment** through [the digital portal](#) for educator professional learning opportunities.



### Ensure highly-trained and highly-effective teachers and leaders.

- Awarded **366 learning academy/micro-credential certifications** over two grant years to educators in core district academic initiatives.
- Scored **73 teachers as proficient or distinguished** in formal evaluation rating in 2018-19.
- Developed **teacher leadership teams** at all eight school sites, and awarded **46 certifications** to these educators for internal coherence leadership training.
- Enrolled **40 teachers in master's degrees** for instructional areas including Reading, English as a Second Language, Special Education, and Educational Technology.



### Design and implement an innovative teacher recruitment pipeline.

- Enrolled **95 participants** from the community (LUSD graduates and paraprofessionals) into the teacher pipeline to become LUSD teachers.
- Filled **21% of educator vacancies** in 2018/19 with candidates from LUSD's [teacher pipeline](#).
- Retained **85% of teachers** hired on scaled signing bonuses ([designed to attract qualified, experienced teachers](#)) for a second year of service.
- Hired **63% of new hires** in 2019 through the **signing bonus**.



In sum, there is clear evidence that LUSD's TSL grant-funded work to improve educator recruitment, capacity, and retention over the past two years has succeeded and is gaining momentum. Equally important, LUSD's rigorous research efforts have linked the district's innovative professional learning strategies to improved student outcomes.

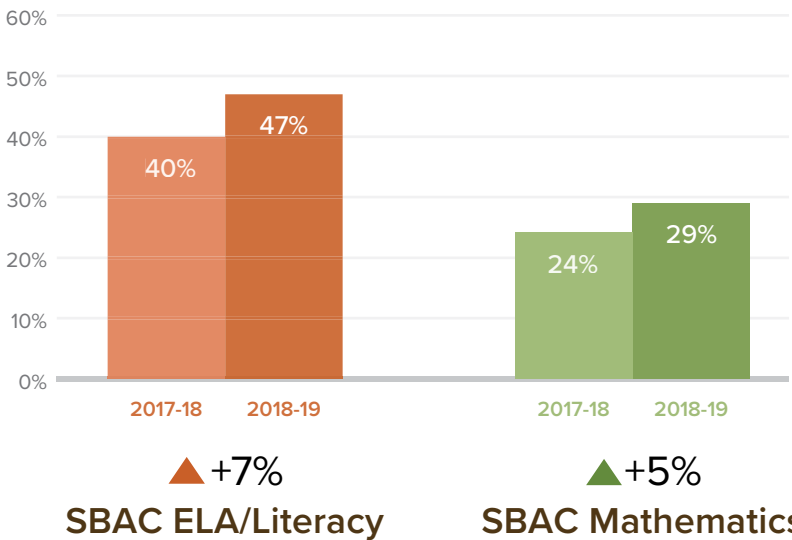


The grant strategies and outcomes represented here offer a roadmap to other districts and organizations across the field seeking to recruit, develop, and retain educators with a lens on student achievement and success.

# Lindsay Unified School District Achievement Highlights

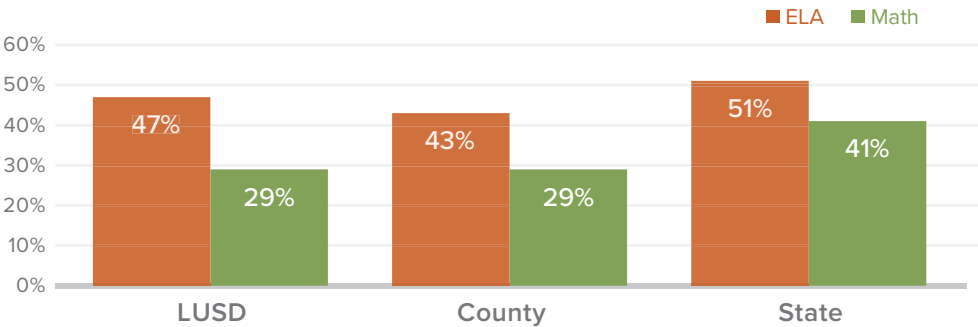
LUSD grew 7% in SBAC\* ELA and 5% in SBAC Math, exceeding county and state growth.

## California State Standardized Assessment Growth



\*California State Standardized Assessment = SBAC

## 2018-2019 SBAC Results Comparison



## LUSD Celebrations

- LUSD performed 4% above the county average in SBAC ELA.
- LUSD improved from the 33rd to the 87th percentile rank in SBAC ELA achievement in the past 3 years when comparing similar school districts in California.
- Compared to 63 similar districts, LUSD ranked first in SBAC ELA growth in 2019.
- LUSD improved from the 15th percentile to the 51st percentile in SBAC ELA and from 14th to the 38th percentile in SBAC Math in the last 3 years when comparing all Unified School Districts in California.
- LUSD High School four-year cohort graduation rate increased by 2 percentage points.

## District Learner Enrollment



## Learner Enrollment Breakdown

