

Managing Educator TalentSM

The Need Student success depends on attracting the right teachers and leaders with the right skills and retaining them in the right classrooms.

The health of your education system depends on its talent; however, targeting one single strategy to improve educator effectiveness will not make the significant difference you seek.

Like DNA in the human body, key building blocks of educator effectiveness must combine to influence, shape, and affect the makeup of healthy school, district, and state education systems.

The Services METworksSM—Learning Point’s set of Managing Educator Talent solutions—identifies the building blocks, or DNA, responsible for attracting and retaining the most effective teachers and leaders: **preparation, recruitment, hiring, induction, professional development, compensation and incentives, working conditions, and performance management.**

METworksSM provides districts with a coherent action-oriented, collaborative approach to focus on these building blocks systemically and resolve your educator talent management concerns.

We know that educators are your most valuable asset, and we work with you to do the following:

- Analyze and assess your current practices that contribute to and influence teacher effectiveness.
- Re-engineer current practices to more effectively manage and develop your educator talent.
- Establish a comprehensive approach to incorporating the eight building blocks of a healthy education system in your district.

The interaction of the building blocks at the district level determines your overall ability to attract, develop, and retain effective teachers and leaders.



Our METworksSM Framework describes the research undergirding the building blocks of educator effectiveness. The METworksSM Assessment tools allow us to collect district data and compare how your current policies and practices align with the Framework.

The Assessment tools pinpoint where your educator talent policies and practices are working in concert to make a constructive difference and where current practices are ineffective and must be strengthened.

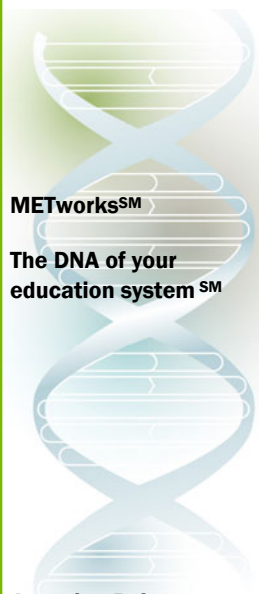
Together with your staff, teachers, and administrators, we determine the next best actions to ensure and harness the talent of your educators and provide hands-on assistance to support implementation of effective educator talent management policies and practices.

About Learning Point Associates

Learning Point Associates is a nonprofit educational consulting organization with 25 years of direct experience applying research, evaluation, policy, and practice to the most pressing issues in education. For more information, contact Gretchen Weber at gretchen.weber@learningpt.org.

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- Quality School Leadership Identification Process and Tools
- Professional Development Planning
- Compensation Consulting



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