

Problem: *What is the problem we are trying to solve?*

Currently there is no local structure in place to support teachers in the NBCT application process and there are limited formalized opportunities for teachers to participate in leadership roles related to mentoring and supporting colleagues applying for National Board Certification.

Goal: *What do we want to accomplish? By when?*

Create and pilot a pre-Candidacy and Candidacy Support Program that leverages the knowledge and expertise of HCPS NBCTs and provides an expansion of our district's Career Lattice for multiple stakeholders.

Measures: *How will we assess improvement and progress toward our goal? How might these be related to the school year or the candidate cycle?*

Short-Term:

- Participants earn in-service points for participation in ASPIRE!
- Development of collegial relationships among teachers at school sites and throughout the district
- Participants engage with session content designed to promote collaboration
- Additional opportunities for teachers as leaders are created through the various support roles

Long-Term:

- Increased number of HCPS teachers who apply for NB Certification, benefitting from the professional learning experience
- Increased number of NBCTs in HCPS
- Improved teaching and student learning gains
- Enhanced career satisfaction and career development through leadership roles as a support provider

Plan: *What changes are we going to implement this year?*

Take the following questions into consideration: What already exists that we want to continue/enhance? What do we want to introduce that is new? What do we want to stop doing or get rid of?

- Design of ASPIRE! Curriculum
- Develop and produce materials for ASPIRE! Academy in July
- Obtain funding for participant registrations
- Information sessions for Site Administrators via Area Clusters
- Targeted teacher invitations
- Registration of teachers
- Recruit NBCTs as facilitators
- Develop and produce materials for ASPIRE! Cadre Camp and Saturday School Writing Camps
- Training for facilitators

Why: *How do these changes articulate a cohesive plan for making an improvement to our 2017 goal?*

Rollout of program to provide personalized professional learning and collaborative dialogue leading to improvements in teaching and student learning.

Networking: *Who is taking on similar challenges and what can we learn from them?*

Coordination with resource sources (NEA Jump Start, Arizona K12 NB Support Training, National Board)

Impact: *Why does this work matter to our students and to the broader community?*

Professional learning enhanced. School sites will retain high-quality teachers who will contribute to a strong and vibrant school culture and have a positive impact on student learning and success. The HCPS Career Lattice will be expanded for teachers seeking professional growth and career enhancement.