

# Strategy Planner

The *Strategy Planner* will help you align the issues you have identified with the data you have collected and then help you select relevant action strategies. Brainstorm with your TQI team to identify potential improvement strategies for each factor you have identified. Make sure the improvement strategies you select meet the following criteria:

- Have a direct, sustainable impact on the identified priority area
- Have a targeted impact on the population of focus
- Have a sizable impact in terms of total numbers/number of schools within the population of focus
- Have a positive spillover effect on other areas of teacher quality
- Have a good chance of success in view of the identified factors/conditions
- Have a good chance of success in view of the viewpoints/receptivity/effectiveness of relevant decision makers and influencers

**Who:** The TQI team

**Time to complete:** 1.5 hours

**Resources needed:**

- Quiet place to work
- Copies of *External Factors Framework*
- Collected data to date (surveys, interviews, focus group results, etc.)

TEACHER QUALITY ISSUE	FACTORS/CONDITIONS AFFECTING THE ISSUE	SUPPORTING DATA	EXTERNAL FACTOR SELECTED FOR ACTION	IMPROVEMENT STRATEGIES
<b>The least-qualified teachers are placed in the highest-needs schools.</b>	Working conditions in high-needs schools	Teacher survey finding: Teachers feel unsupported by school administrators and parents.	Induction/early professional development  Work environment	Develop incentive program to attract teachers to high-needs schools  Support ongoing professional development where teachers work together to update skills/knowledge and build a support network
	Teacher preparation	Teacher survey finding: Teachers are not prepared/trained to work with high-needs students.	Teacher preparation and induction programs	Create an induction program based on recent research and best practices

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<p><b>The least-qualified teachers are placed in the highest-needs schools.</b></p>	<p>District compensation system</p>	<p>Teacher survey finding: Teacher pay is based on seniority; there is no additional compensation or incentive for highly qualified teachers to work in neediest schools.</p> <p>Focus group finding: Teacher salaries are too low.</p>	<p>Compensation</p>	<p>Advocate for a pay scale based on a pay-for-performance model</p>