

ESSA Talent Plan Success Criteria

This tool is designed to be used by local education agencies (LEAs) as they create Talent Plans.

Ideally, LEAs will demonstrate effectiveness with each of the success criteria. Additionally, ESCs can use this tool to support and guide LEAs in their improvement efforts.

Step 1: Review Current Data and Conduct a Root Cause Analysis (RCA)

- Review and reflect on the current talent plan by using the guiding questions to see which strategies have been successful.
- Provide a problem statement that is aligned to the data analysis and focuses on the challenge of attracting, supporting, or retaining effective teachers.
- Provide root causes that are aligned to the problem statements as they relate to attracting, supporting, and retaining excellent teachers.
- Engage with stakeholders in your district, including teachers, parents/guardians, and students, to gather their perceptions on the successes and challenges of the prior year's plan to inform the development of this year's plan. This feedback could be gathered during PTA meetings, staff meetings, or via surveys sent to stakeholders.
- Complete tab 1 of the Talent Plan template.

Step 2: Select Strategies and Plan for Implementation

- Select strategies that are directly aligned to the root cause analysis.
- Continue implementing strategies that were on track from previous Talent Plan.
- Select strategies that are measurable, evidence-based, and aligned to the district commitments in Lever 1, 2, or 5 of the Effective Schools Framework.
- Select benchmarks that are directly aligned to the selected strategies, viable within district's specific context, and are measurable.
- Share selected strategies with stakeholders in your district, including teachers, parents/guardians, and students, to ensure stakeholder buy-in. These could take place during PTA meetings and staff meetings. You could also consider sending a letter to stakeholders to share the strategies and their intended outcomes.
- Complete tab 2 of the Talent Plan template.

Step 3: Monitor Progress and Fidelity of Implementation

- ❑ Conduct a detailed progress check multiple times throughout the year (at least three) with the progress monitoring team.
- ❑ Use or develop a progress tracking sheet that indicates the benchmarks that are directly aligned to each strategy (see sample in Step 3 guidance document, Progress Monitoring Planning Template).
- ❑ Communicate progress of the plan implementation to stakeholders to continue to keep them informed. This could include sharing updates in district and school newsletters, at school meetings and functions, and as an agenda item at PTA meetings.
- ❑ Complete tab 3 of the Talent Plan template.