

## **Transformers' Dialogue – Guidance Document**

An essential part of this year's conference is a three-hour "Transformers' Dialogue" that will provide time and space for teams of leaders to share their visions, strategies, and plans for increasing student achievement by transforming teaching into a 21<sup>st</sup>-century profession. For some teams, this may mean sharing a plan that you have already created; for others it may mean generating something new to receive feedback on at the conference. Your team might find the following guidance useful as you prepare to showcase your ideas during the exhibition.

### **Guiding Questions:**

There are no set elements for what must be included, but the following questions are intended to provide further guidance on the kind of work with which we hope districts and States will share their best thinking and practices.

- What are your team's plans for improving the way your district or State attracts, supports, advances, rewards, and compensates teachers? This might include development or enhancement of policies that address:
  - Innovative ways to create meaningful career ladders
  - Progressive, performance-based compensation systems
  - Shared accountability for student outcomes
  - Peer assistance and review
  - Changing school culture (i.e., moving from an industrial model to a 21<sup>st</sup>-century culture that embraces innovation, flexibility, and empowerment)
  - Raising the bar for earning tenure
  - Lifting the voices of accomplished and effective teachers
  - Teacher roles and responsibility for school administration and planning
  - Teacher evaluation systems based on multiple measures of student outcomes
  - Alternative staffing patterns and work schedules (e.g., longer school year or school day)
  - More time for collaboration and more opportunities for job-embedded professional development during the school year
  - Redesigning shared decision making and bargaining processes
- How have you defined collaboration in your State or district?
- What is the role of collaboration in your current plan? What role has it played to date and how do you envision sustaining it in the future?
- What are your student achievement results over time? Are there leading or lagging indicators that demonstrate that a given policy or initiative connected to transforming the teaching profession impacted student outcomes?

### **Suggested Plan Elements:**

The following are some suggested elements that might be useful to others as you share your plan.

- Goals
- Strategies for Reaching Goals
- Role of Collaboration
- Measures of Success
- Progress: Results or Milestones Reached
- Challenges and Solutions

### **Presentation Elements (Required):**

In addition to your written plan, several elements are *required* to ensure that plans are effectively shared in the poster session forum provided at the conference.

- Poster
  - We will provide each team with a foam poster board approximately 40” by 60” (with a stand) on which to present its plan.
  - Suggested use of board space might include pinning six or seven 8”x10” pages onto the board (Microsoft Word or PowerPoint might be useful in creating these) or printing a large poster (again using PowerPoint) that will cover the surface of the foam board provided.
- Handouts
  - We ask that all teams provide a one-page handout that summarizes key elements of the plan and can act as a takeaway document for other attendees. This will help attendees to share, reflect, and act on the ideas that your team has proposed.
  - Please be sure to include your team’s contact information on the handout. This is an opportunity to share ideas, network, and collaborate!