

Success For All Foundation, Inc. – Recruitment, Hiring, and Retention Incentives and Strategies

The Success for All whole-school turn around model provides intensive, ongoing professional development to help teachers master the use of the Cycle of Effective Instruction and the Slavin cooperative learning model. One of the most researched and proven instructional models and highly sought after instructional skill set.

The training and support provided by the Success for All Foundation (SFAF) is designed so that teachers can begin as novices or as master teachers and have the coaching support differentiated to meet their individual needs. Master teachers serve as members of the leadership team and facilitate Professional Learning Communities (PLCs) allowing them to seamlessly serve as mentors to novice teachers.

Teachers new to the school are provided with an intensive initial training and then provided ongoing coaching and support from the SFA facilitator and other members of the school leadership team. The structure of a leadership team and PLCs provides for distributed leadership, empowering teachers to take ownership of their school's outcomes. This robust support is crucial for staff retention.

Upon start of the turnaround school, the quick identification of a school principal and leadership team that is empowered becomes the recruiting tool for ensuring all teaching positions are filled with highly qualified and effective teachers.

All teachers working a longer day and longer school year would receive supplemental pay as facilitated by waivers developed in collaboration with the collective bargaining organizations. In addition, teachers whose students demonstrated the most growth as identified by the IL accountability measures and formative assessments would be asked to be part of the leadership team.

Leadership team members would receive an additional stipend in recognition of the accomplishments and additional responsibilities related to the school's success. The additional teacher pay and stipends would be part of the budget plan done in collaboration with the district during the planning stage or the reallocation of school and district resources.

SFAF programs have been used in over 1,800 schools over the past 20 years, improving the achievement of more than two million children. Over 52 studies of the effectiveness of Success for All in increasing student achievement have been conducted by over 30 researchers. Independent reviews of the research on Success for All have consistently found that implementation of Success for All resulted in significant increases in student achievement in a variety of settings. For a detailed Success for All research summary see- http://www.isbe.net/apl/pdf/ipz/proposals/success_for_all_lead.pdf.