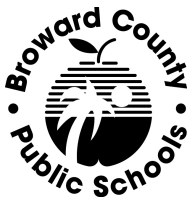


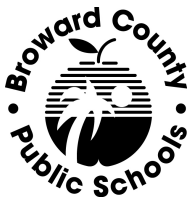
## Broward County Public Schools

- ▶ **Located in south Florida (just north of Miami)**
- ▶ **6<sup>th</sup> largest school district in the country**
- ▶ **268,836 students**
  - ▶ **31 percent White**
  - ▶ **30 percent African American**
  - ▶ **31 percent Hispanic**
  - ▶ **10 percent Asian, Native American, Multi-racial**
- ▶ **14,088 teachers**



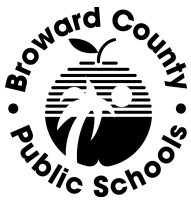
## Investing in Innovation Study

- ▶ **45 Treatment schools**
  - ▶ **330 teachers**
- ▶ **42 Control schools**
  - ▶ **240 teachers**
- ▶ **Early results of treatment teachers show:**
  - ▶ **Higher retention rates of new teachers**
  - ▶ **New teachers moving into teacher leadership roles in their schools**



## Supporting Principals

- ▶ **Role of the Site Leader sessions yearly**
- ▶ **Meet with principals at least once a year to provide support**
- ▶ **Participate in induction coaching/ administrator meetings whenever necessary**
- ▶ **Be available by email or phone for principal's questions/concerns**



## Integration of District Priorities

- ▶ All Induction Coaches trained in *Marzano Evaluation System*
- ▶ As a response to TNTP study recommendations, Induction Coaches are working with school teams in the use of *Analysis of Student Work* through inquiry in school professional learning communities