TEACHER QUALITY has the highest impact on student success compared to all other school-related factors. RURAL SCHOOLS struggle to recruit, retain, and train teachers in highly engaging and effective strategies.

**INPUTS**

**PROGRAMS**
- TU Leading for Impact: Administrators
- TU Coaching for Impact: Teachers
- TU Early Career Educators: Coaching Program

**MATERIALS**
- Professional Development: Training + Coaching Model
- Course Content: Mindsets for Success, Authentic Engagement, Personalization for Growth, and Meaningful Data
- Instructional Coaching Cycle
- Evaluation Surveys
- Academic Assessment Data Representation

**EVENTS**
- Virtual synchronous training sessions
- Asynchronous accessible content
- Webinars for content overview
- Ongoing 1:1 coaching (virtual)
- Regular, ongoing feedback through peer learning community
- On demand focus topics

**Outputs**

**Participants**
- 1-2 administrators and 3-6 teachers trained/school

**TeachUNİTED**
- Teacher perception & engagement surveys
- Observation & measurement of teaching practice
- Participation & progress through training program
- Instructional coaching cycle feedback & notes
- Student engagement surveys
- Student academic performance & attendance data

**Outcomes | Impact**

**Short Term (6-12 months)**
- STUDENTS Increase
  1. Engagement
  2. Attendance
  3. Critical thinking skills
- TEACHERS Increase
  1. Engagement
  2. Job Satisfaction
  3. Confidence in implementing new strategies
  4. PD credit hours

**Mid Term (1-5 years)**
- STUDENTS Increase
  1. Academic growth
  2. Academic achievement (pass rate)
- TEACHERS Increase
  1. Completion rate of SMART goal cycles
  2. Performance on Teacher Quality scale

**Long Term (5-10 years)**
- STUDENTS Increase
  1. Enrollment & persistence in continuing education
- TEACHERS Increase
  1. Retention rates due to mentoring new teachers & gaining leadership opportunities in school and district

Course content and research influencers: Carol Dweck; John Hattie; Phillip Schlechty; Allison Zmuda; ISTE; INACOL; Tom Vanderark & more. A full bibliography is available here for teachers and here for administrators.