

JOIN US IN BUILDING THE CONNECTICUT EDUCATOR WORKFORCE OUR STUDENTS NEED AND OUR TEACHERS DESERVE



The CT Innovation Cohort works at all levels of the education system to professionalize teaching and to recruit, support, and sustain the teaching workforce needed to prepare Connecticut's students for thriving lives of choice in our rapidly changing world.

The Cohort consists of:

LOCAL SYSTEM INNOVATORS

District and charter systems eager to implement improvements at the local level, including by taking advantage of new flexibilities in state policy

ADVISORY COUNCIL MEMBERS

Leaders in K-12 and higher education, business, law and community partnerships, collaborating to continue the evolution of CT's educator preparation and certification policy

Working together from Aug. 2024 - Aug. 2026, the Cohort will:

- Achieve demonstrable progress on outcomes related to a more diverse, better prepared, satisfied, and sustainable educator workforce
- Generate proof points on how to solve persistent staffing challenges in ways that modernize the state's educator workforce and support every student's learning and growth
- Support enhancements to the state's educator preparation and certification frameworks that professionalize teaching

IMPACT

In our first cohort, Local System Innovators from 9 school systems collaborated, launching strategies that closed opportunity and outcome gaps for some of CT's highest-need students, including:

- Year-round schooling option
- Implementation of the science of reading curricula
- Leveraging AI in utilizing formative assessment data
- Tailored newcomer support programs
- Mentorship programs for chronically absent students
- Integration of project-based learning

Leaders also helped shape and advance a legislative agenda to strengthen and modernize pathways into the educator workforce.



BENEFITS FOR LOCAL SYSTEM INNOVATORS

- Explore your systems' strengths and opportunities for growth in the area of human capital through a system-specific audit of your educator workforce systems, processes, supports, and routines (conducted by CPRL).
- Solve human capital challenges that yield meaningful outcomes in educator diversity, efficacy, and/or retention through customized direct support from CPRL utilizing evidence-based research and practices.
- Contribute to policy and design innovations related to the educator workforce in areas such as pathway efficacy, evidence-based career progressions, new partnerships and program expansion, and measurement and monitoring for transparency and improvement.
- Build lasting, collaborative relationships with a group of like-minded leaders across the state.

WHAT TO EXPECT

- Site visit and activities to audit your educator workforce systems, processes, supports, and routines during Sept. and Oct. 2024
- Co-design and implementation of a CPRL-supported scope of work, including monthly virtual coaching calls and other work sessions and site visits as needed from Nov. 2024 - Aug. 2026
- Six in-person cohort convenings designed for relationship building, collaboration, knowledge sharing, and problem-solving from Nov. 2024 - Aug. 2026

About CPRL

<https://cprl.law.columbia.edu>

CPRL provides high-quality applied research and consulting support to school districts, state departments of education, foundations, and non-profit school support organizations. Since its founding over a decade ago, CPRL has fostered rapid learning and improvement in more than 200 projects with non-profit and public PK-12 organizations dedicated to creating and sustaining more equitable education systems, while generating and sharing knowledge about effective and innovative governance and implementation practices to support public sector structural reform.

CPRL's disciplined approach to organizational learning and improvement, with its emphasis on broad stakeholder participation and collaborative problem-solving, ensures that research and recommendations leverage diverse perspectives, disciplines, and strengths; are flexibly customizable to local conditions; and promote lasting change. CPRL has helped a wide range of school systems across the country use this approach to address their most difficult challenges, including several districts across the state of Connecticut.

Located at Columbia University, CPRL is governed by the University's Board of Trustees and is a joint creation of the University's Business and Law Schools and Teachers College.



HIGH LEVEL CALENDAR



APPLICATION TIMELINE

- **Step 1: Submission of Interest** (by Jun 30, 2024)
- **Step 2: Interview** (rolling basis in Jun - Jul)
- **Step 3: Acceptance and Commitment** (early Aug)

A select number of systems will be accepted into this two-year program. Program fee of \$10,000 per year may be subsidized or waived to ensure participation is affordable for any committed system regardless of budget.

WE ARE EXCITED TO HEAR FROM YOU AND YOUR TEAM!

Please don't hesitate to reach out to Lisa King Nouri (ldk2108@columbia.edu) or Poorvaja Sundar (ps3144@columbia.edu) if you have any questions.

