



Equipping Teachers and Teacher Leaders for Excellence

Supporting more than **35,000 teacher leaders** across more than 20 states to strengthen instruction and provide educators with opportunities to grow

Providing high-quality instruction is at the foundation of every education system. For 20 years, NIET has designed evidence-based professional learning that grounds educators in the most important elements of effective teaching, resulting in strengthened instructional practices. No matter their context or setting, all schools improve outcomes for students and narrow equity gaps when they focus on equipping and supporting their teachers.

That work goes to the next level when teachers are part of instructional

“I am convinced that investing in teacher leadership is the answer to supporting student growth.”

— **Liz Martin**, *Master Teacher, Goshen Middle School, Goshen Community Schools, Indiana*

leadership. Many teachers want to grow and make an impact beyond their classroom while staying rooted in their school building, but there are often few avenues to do so. NIET’s teacher leadership system restructures leadership opportunities to help schools identify teachers who could take on formal teacher leadership roles and responsibilities with commensurate

pay — but stay connected to the classroom. These teacher leaders provide support to colleagues and administrators and increase instructional capacity in their school communities.

When teacher leaders are given the training, accountability, and authority to drive instruction, schools improve teacher retention and accelerate learning.

How NIET strengthens teacher effectiveness and increases instructional leadership capacity through teacher leaders:

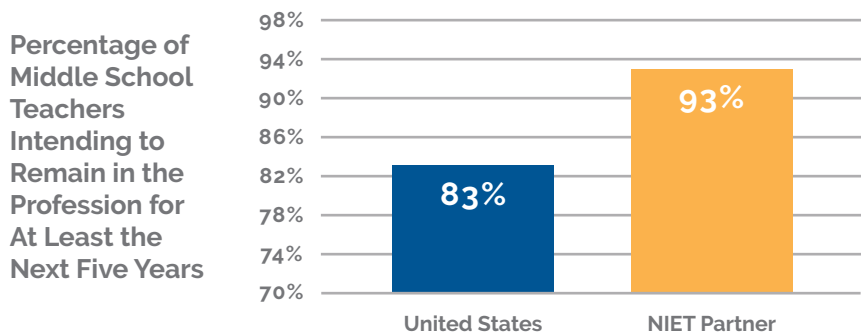
NIET designs a tailored plan based on the strengths, needs, and goals of each partner. We use our 20 years of experience and evidence-based professional learning content to provide what educators need. **Here are some of the key ways we support teachers and leadership development:**

- NIET Teaching and Learning Standards Rubric and high-quality instructional strategies
- Educator observation, evaluation, and support systems
- EE PASS, an online platform with videos and resources to improve instruction and leadership, as well as evaluation certification and data management
- The TAP System for Teacher and Student Advancement
- Teacher Leadership Series
- Virtual and hybrid instruction training and support
- Additional support focused on improving the effectiveness of instruction (e.g., eliminating equity gaps, addressing learning loss, implementing new curriculum and high-quality instructional materials)

“I belong to a district who saw great potential in its people and invested a lot of training and support in us. Over the years, I have been able to embrace and benefit from the multiple career paths laid out by the NIET process. I have been able to grow as a teacher and as a leader to have a greater impact on our students, our school, our district, our community, and our great Navajo Nation.”

— **Melissa Martin**, Academic Coach, Chinle Elementary School, Chinle Unified School District, Arizona

Nationally, Middle School Teachers in NIET Partner Schools Intend to Stay Longer in the Profession

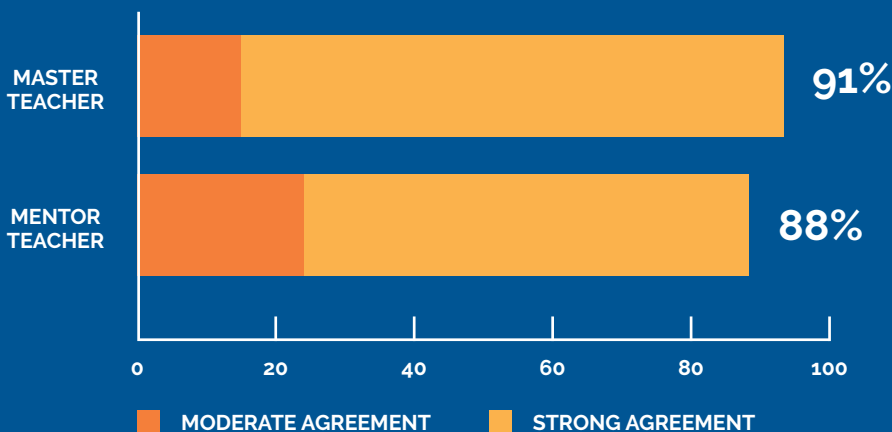


Source: NIET Department of Research and Evaluation, 2020

This is a Proven Approach

Teacher leaders say increased leadership opportunities impact retention

“With the addition of multiple career paths, I am more likely to remain in the teaching profession longer.”



“Teacher leadership gives people the opportunity to feel appreciated and valued and gives them that affirmation that you’re doing a good job, that you have strengths and can share those. Whenever you can give people that affirmation of ‘you’re doing a good job’ and ‘keep it up,’ and that what you’re doing is working, it is definitely going to attract people and keep them in the profession longer.”

Source: NIET Research and Evaluation Department, 2019