



BranchED



Innovative Staffing: Reimagining the Pathway into Teaching

2026 Spring Summit

Day 3



Agenda



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Day 3

- Welcome and Mentimeter Results
- Remix Room Presentations
- Who's at the Table?
- Are we ready?
- Making It Stick
- Closing Circle



Designed by www.flaticon.com



DAY 2 RESULTS - Pulse Check





Pulse Check Results



What three words describe your experience of today's session together?





Pulse Check Results



What feedback can you give us to help us improve tomorrow's sessions?

Great overall

Add a designation to the slide for the different roles so it is explicit.

None

Clearer directions for task

I am excited about tomorrow

None

I have no suggestions, today was a meaningful learning experience.

This was obviously intentionally planned. Thank you for leaning into adult learning principles. It's hard to engage educators, but I think you all did a great job.

Nothing

So many great conversations!

Clearer flow of activities and consistent verbiage when transitioning activities



Pulse Check Results



What feedback can you give us to help us improve tomorrow's sessions?

I really enjoyed the group discussions and team work. I got a bit confused with too many directions that were sometimes given to us all at once.

I enjoyed collaborating with different groups. Room was very cold. A different unch option.

Give more time to write our reflections.

The facilitators are warm and approachable. Good conversation throughout the session. I really enjoyed the effort to get us think deeply. At times, the instructions at times were unclear.

No cell phone use unless related to this work

Good day of conversation and discussions. Found the critical moves sheet most helpful in addition to the funding stream conversation.

Not sure

Talking through the innovative pathways I'm multiple groups seemed rather redundant.

No notes

All is good



Pulse Check Results



What feedback can you give us to help us improve tomorrow's sessions?

approachable. Good conversation throughout the session. I really enjoyed the effort to get us think deeply. At times, the instructions at times were unclear.

No notes

We needed more time during day 2 to work on our remix presentations. Sharing at the end that presentations will being 1st thing and then needing to work in a rushed fashion felt overwhelming.

Not sure

All is good

Even though there were a lot of more challenging questions and topics discussed today, it was the cognitive demand and stretching that I think we all needed.

Talking through the innovative pathways I'm multiple groups seemed rather redundant.



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Chapter 2





Day 1



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Staffing shortage areas in my partner districts

3.1

Innovative staffing models

2.4

Staffing models that best align with my context and partner district needs

2.4

Sustainable funding models to support innovative staffing

1.7

Roles/responsibilities of clinical faculty (e.g., mentor teachers, university supervisors) in supporting individuals across various teacher pathways

2.8

No knowledge

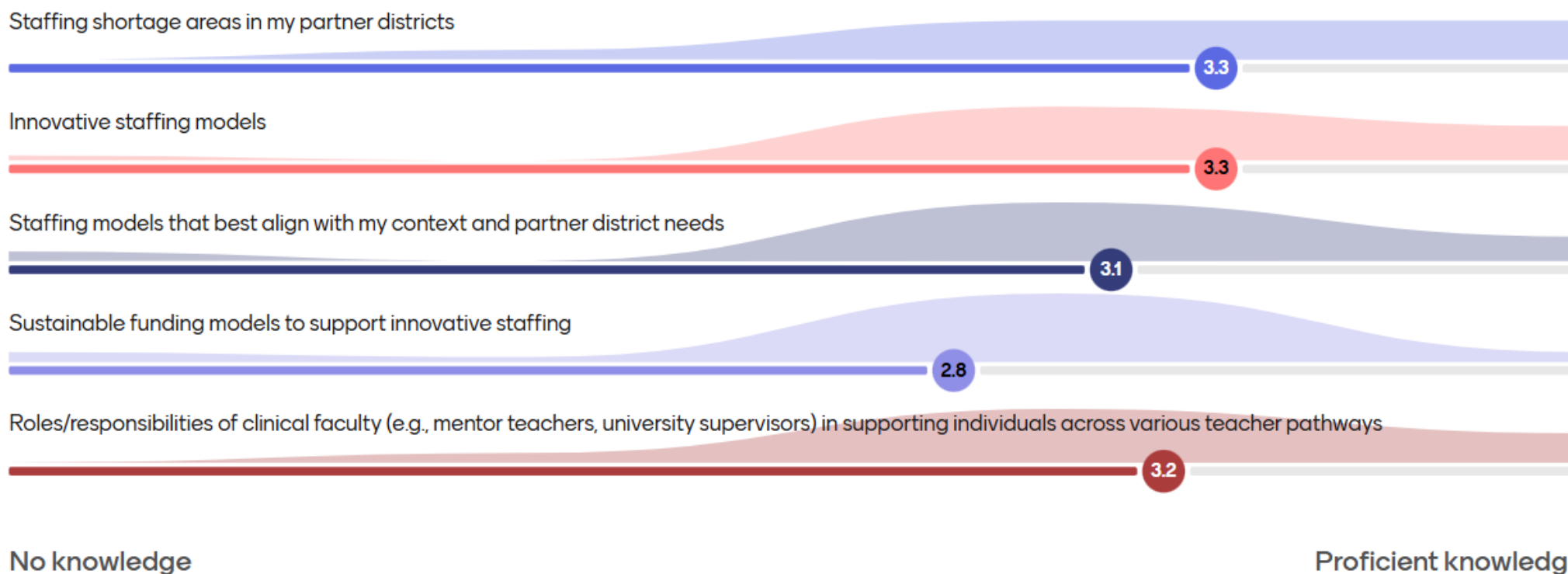
Proficient knowledge



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Your Feedback



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Your feedback is important to us!

Remember we need your survey completed as a requirement for reimbursement.



Remix Room



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Presentation Order

1. Reality TV
2. Shark Tank
3. Girl Band
4. ESPN
5. Movie Trailer





Learning Objectives



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1

Analyze current educator workforce landscape to identify critical staffing challenges and gaps.



2

Apply data- and evidence-based tools to forecast workforce needs and monitor long-term sustainability.



3

Explore innovative staffing models and determine which align best with district-EPP needs.



4

Identify sustainable funding sources to support innovative staffing models and reduce reliance on short-term grants.



5

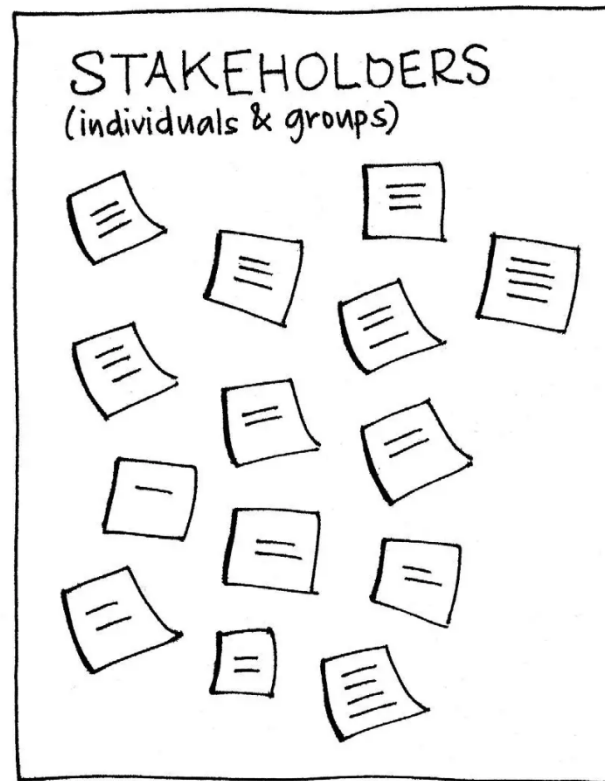
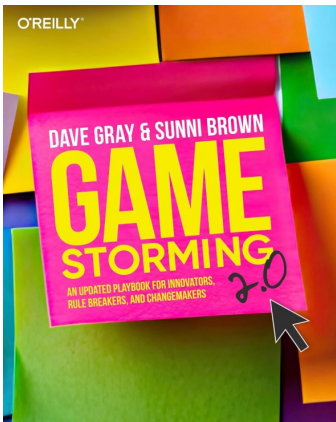
Identify essential partners and stakeholders and assess system readiness for innovative staffing approaches.



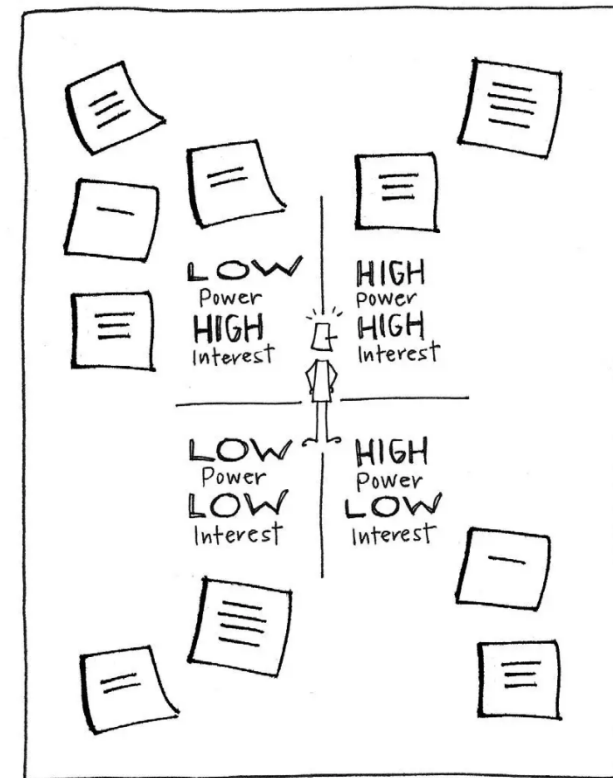
Essential Partners and Stakeholders



Who should be at the table?



1. Create a List of Stakeholders



2. Map them on the Grid



Essential Partners and Stakeholders



Be Purposeful!

3. Develop a strategy for engaging the stakeholders and...

adhere to it!

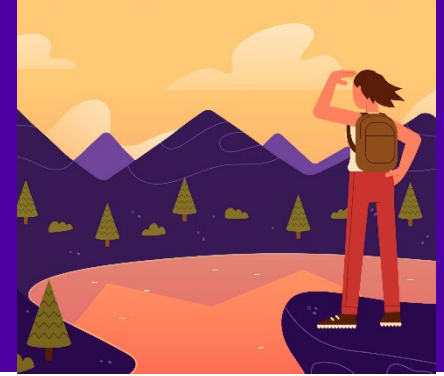
- Who needs to be informed of what, and when?
- Who needs to be consulted about what, and when?
- Who is responsible for engaging each stakeholder, and when and how will they do it?

4. Evaluate your partnership annually





Coming Full Circle
Bringing it All
Together



Are WE Ready?



Readiness Assessment



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Self-Reflection

- Complete the self-assessment for your real-world context
- Reflect honestly
- Share out a strength and an area for growth





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Consider...



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Wisdom without
Application is
worthless!



Innovative Staffing Implementation Learning Journey

Name:

Institution:

Purpose:

The Learning Journey is a living document designed to support your exploration and implementation of innovative staffing practices in your institutional context. It is intended to guide learning, reflection, and early action, not to represent a finalized or comprehensive plan.

Expectations

Participants are expected to:

- Complete and submit the Implementation Learning Journey document (submit the plan by **April 2, 2026**).
- Submit materials to spatterson@educatorexcellence.org.
- Begin implementing actions identified in your Learning Journey.
- Revisit and update your Implementation Learning Journey as learning occurs.
- Submit your revised Learning Journey document and Implementation Reflection by **April 2, 2027**.
- Participate in 2 Community of Practice virtual meetings.
 - Friday, **October 2, 2026** (progress update)
 - Friday, **April 9, 2027** (closing the loop).

Meeting these expectations helps ensure continued eligibility for future sponsorship opportunities in BranchED learning events. More importantly, your engagement contributes to a shared learning community focused on meaningful, sustainable change.

Our Starting Point: What we're bringing back with us.

| Guiding Question | Response |
|--|----------|
| Priority staffing challenge we are addressing: | |
| Why this challenge matters in our institution now: | |
| Who is most affected by this challenge: | |

What We Know So Far: Current understanding, not assumptions.

| Guiding Question | Response |
|---|----------|
| Key insights from the workshop: | |
| Constraints or realities we must design within: | |
| Open questions we need to explore further: | |

Initial Direction (Not Final Decisions): What we're leaning toward testing.

| Guiding Question | Response |
|---|----------|
| Pathway(s) we want to explore <i>or</i> pilot: | |
| Why these pathways make sense for us: | |
| What success <i>might</i> look like (early indicators): | |



Readiness & Conditions for Success: What needs to be true for this to work.

| Guiding Question | Response |
|--|----------|
| Assets and strengths we can leverage: | |
| Gaps or barriers we need to address: | |
| Policies, practices, or mindsets that may need to shift: | |

Stakeholders & Partners: Who must be involved and why.

| Guiding Question | Response |
|--|----------|
| Internal stakeholders: | |
| External partners: | |
| Who needs to be engaged early vs. later: | |

First Tests of Change: Small, low-risk actions.

| Guiding Question | Response |
|---------------------------------------|----------|
| What we will try first: | |
| Where and with whom: | |
| What we want to learn from this test: | |

Learning, Data & Adjustment: How we'll know and adapt.

| Guiding Question | Response |
|--|----------|
| What data or feedback we will gather: | |
| How often we will review and reflect: | |
| How we will adjust based on what we learn: | |

90-Day Focus: What happens next

| Guiding Question | Response |
|---|----------|
| One concrete step we will take in the next 30 days: | |
| One decision or milestone within 90 days: | |

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Making It Stick



Innovative Staffing Implementation Reflection Template

To be submitted with revised Learning Journey – April 2, 2027

Name:

Institution:

What did you try?

Actions taken since the workshop:

| Guiding Question | Response |
|---|----------|
| What staffing approach, pathway, or strategy did you begin to explore or implement? | |
| Who was involved? | |

What did you learn?

Reflect on what you observed.

| Guiding Question | Response |
|--|----------|
| What worked better than expected? | |
| What was more challenging than anticipated? | |
| What assumptions were confirmed or challenged? | |

How did your context matter?

Consider how local conditions influenced implementation.

| Guiding Question | Response |
|--|----------|
| What institutional factors supported your efforts? | |
| What barriers or constraints surfaced? | |

What changed in your thinking or approach?

| Guiding Question | Response |
|--|----------|
| How has your understanding of innovative staffing shifted? | |
| What would you do differently if you started again? | |

What's next?

Looking ahead.

| Guiding Question | Response |
|---|----------|
| One adjustment you plan to make. | |
| One question you still need to explore. | |



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Making It Stick



Next Steps



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Applying our Learning

- Implementation Journey
- COP
 - Progress Update
 - October 2, 2026; 1:00-2:00 EST
 - Closing the Loop
 - April 9, 2027; 1:00-2:00 EST





BranchED Closing Circle



The Power of Circles

- Promotes unity
- Underscores interconnectedness
- Demonstrates the continuity of our work






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A Higher Standard

Thank you for your time



 info@educatordiversity.org

 (800) 519-0249

 www.educatordiversity.org