



Faculty Growth System Executive Summary Winter 2024

What is the Growth System?

The Shefa Faculty Growth System (FGS) is a cohesive and coordinated approach to recognizing and developing exemplary teachers as they progress through their teaching career at Shefa. This system builds on and brings together several existing structures for faculty growth and retention that we have developed and implemented over the last several years. As part of this growth system, teachers who have been teaching for a specified number of years and have demonstrated exemplary performance will have the opportunity to apply for the role of Senior Teacher, which is accompanied by increased compensation, recognition, and PD opportunities.

How does this fit in with our Climate & Culture Strategic Plan?

In Summer 2022, we launched a year-long broad and comprehensive initiative to examine the employee experience at Shefa in the wake of COVID and on the precipice of a period of growth as we transition into our new facility and increase our enrollment. In August 2023, we presented a multi-year strategy focused on three broad areas to promote faculty growth and retention: career growth opportunities, workload and time allocation, and compensation and benefits. We have targeted each of these three overlapping areas through multiple initiatives and pilots, which we continue to evaluate, develop, and refine. This Growth System weaves together many of our existing initiatives into a coherent system-wide model. These ongoing initiatives include: [The Mentor Teacher Program](#), [The Tools for Effective Teaching](#), [The Faculty Evaluation Redesign](#), [Retention Bonuses](#), [the Teacher Residency Redesign](#), [the Lower School Senior Teacher Pilot](#), and [Strengthening and Streamlining Instructional Coaching](#).

Why are we investing in this?

Research shows that the effectiveness of the classroom teacher is the single most important factor in supporting student learning. This system demonstrates that we are investing in what provides the greatest value to our school and the greatest impact on our students' success. We know that teaching – and especially teaching underserved populations – is extremely challenging work, and we want to ensure that excellent teachers who want to stay at Shefa as teachers are able to progress in their careers and have opportunities and compensation commensurate with their increasing effectiveness. As a mission-driven organization, we believe that our approach to compensation should align with our mission – to deliver excellent, research-based instruction to our students.

How can I learn more or provide feedback?

- Click here for the Senior Teacher job descriptions: [Lower School Senior Teacher](#) [Middle School Senior Teacher/SLP](#).
- Join us for a **Q&A on Monday February 12 from 3:45-4:15** to learn more.
- We are compiling a Guidebook that includes more detailed information about the design and implementation, what tools and processes are being piloted for Faculty Evaluation, and an [FAQ](#) which we will continue to update.
- Reach out directly to your supervisor or Rebecca with questions or feedback.