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Infrastructure and Data

Coalition Leadership Meetings

Continue Coalition Steering Committee convenings and Working Group meetings to drive implementation of priorities

Metrics Update

Conduct updated analysis and present main findings according to Talent Coalition metrics

Equity Research

Commission research based on gaps identified in BIPOC teacher experience Lit. Review (more research on experiences of non-Black teachers of color)

2



Recruitment

(Communications and Redefine the Narrative and Early Pipeline)

Recruit & Engage

Continue citywide teacher recruitment campaign with enhanced customer service and engagement functionality (proactive communication via email/text and “hot topic” webinars)

Fund & Sustain

Exploring additional funding sources to sustain citywide recruitment campaign and TeachPHL hub

Convene & Grow

Host additional regional conference to engage with and raise awareness among students about programming and to support new program development

Align & Coordinate

Identify and implementing backbone supports to develop citywide vision and goals and to coordinate Early Pipeline initiatives

3



Development

(Decrease Financial Burden while maintaining Quality)

Workforce Funding

Secure at least \$500K in workforce funds to reimburse employers for teacher certification and training costs

Apprenticeship Pathways

Support local applications to the PA Apprenticeship and Training Office for Registered Apprenticeship in Teaching

Certification Expansion

Expand opportunities for and/or launch new low-cost, high-quality certification pathways for paraprofessionals and other staff working in schools (BA+Cert; AA to BA+Cert)

→ Intern Pathways

Expanding opportunities for and/or launch new low-cost, high-quality certification pathways via the Intern route for current

→ Teacher Pipeline

Emergency-permitted teachers and aspiring teachers w/ BAs

4



Retention

(Teacher Retention and Support)

Affinity Network

Sustain Philadelphia Affinity Group Network

Principal Leadership

Expand initiatives to build principal capacity to manage talent and foster cultures to increase teacher diversity

Landscape Assessment

Conduct citywide landscape assessment and workforce scan on school leadership across District and charter schools

Regional Engagement

Pilot team-based strategic staffing initiatives (such as Opportunity Culture model)

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Policy and Advocacy

State Advocacy

Continue to represent Philadelphia in statewide advocacy efforts via PEDC, PA Needs Teachers, and Teach Plus, with an emphasis on employer engagement

Local Policy Engagement

Engage City, City Council, and School Board around Coalition efforts, particularly financial incentives to enter and sustain teaching

Teacher Retention

Continue promoting and fostering utilization of practices in Teacher Retention Toolbox among schools and school systems