

'The Set': Who are Delaware's Teacher Leaders?

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Monthly Data Briefs from the Delaware Dept. of Education's Teacher and Leader Effectiveness Unit

84 percent of Delaware educators responding to a 2013 [teaching conditions survey](#) reported that “teachers are encouraged to participate in school leadership roles.” This data brief considers the important leadership roles in which educators serve outside of the classroom through an analysis of four statewide teacher leader groups* in Delaware: Teachers of the Year, Lead Mentors, Delaware Talent Co-Op teachers, and the LearnZillion Dream Team.

State of Delaware	Teacher of the Year	Lead Mentors	Delaware Talent Co-Op	LearnZillion Dream Team
<p>Statewide teacher leader programs in DE:</p> <ul style="list-style-type: none"> • Teacher of the Year • Lead Mentors and Mentors • Delaware Talent Cooperative • LearnZillion – Delaware Dream Team • Common Ground for the Common Core • NGSS Teacher Leader Project • Delaware Teachers Institute • Schools That Lead • National Academy for the Advancement of Teacher Education (NAATE) <p>In the school year 2014-15, there are 8,925 teachers in the state of Delaware with the following characteristics:</p> <ul style="list-style-type: none"> • 24% male • 14% minority • 12 years average experience • 35% Math/English teachers • 49% non-Math/English teachers • 16% specialists • 18% teach in a high-need school • Over the last 10 years, 5% moved into school leadership positions 	<p>The Delaware State Teacher of the Year (DSTOY) program began in 1965. Each year districts select one teacher from among district nominees. Teachers must have taught for a minimum of 3 years in Delaware schools. From among the district nominees, a statewide Teacher of the Year is selected who then becomes the state's candidate for the National Teacher of the Year Program.</p> <p>In the school years 2005-06 to 2014-15, there were 193 district and state Teachers of the Year with the following characteristics:</p> <ul style="list-style-type: none"> • 18% male • 5% minority • 13 years average experience • 29% Math/English teachers • 47% non-Math/English teachers • 24% specialists • 9% teach in a high-need school • Over the last 10 years, 8% moved into school leadership positions • 15 Lead Mentors, 4 Co-Op members and 2 Dream Team teachers 	<p>Lead mentors work with novice teachers as part of the state's mentoring and induction program. To be selected, lead mentors must be rated either “effective” or “highly effective”.</p> <p>In the school years 2005-06 to 2014-15, there were 451 teachers serving as lead mentors with the following characteristics:</p> <ul style="list-style-type: none"> • 12% male • 12% minority • 16 years average experience • 28% Math/English teachers • 33% non-Math/English teachers • 39% specialists • 20% teach in a high-need school • Over the last 10 years, 11% moved into school leadership positions • 11 Co-Op members, 3 Dream Team teachers and 15 Teachers of the Year 	<p>Delaware Talent Co-Op (DTC) provides financial incentives, professional development, and leadership opportunities to attract and retain effective teachers in high-need schools. To be eligible, teachers must be “highly effective” and work in or agree to transfer to a high-need school. DTC accepted its first cohort of teachers in 2012-13.</p> <p>In the school years 2012-13 to 2014-15, there were 261 teachers participating in the Talent Co-op with the following characteristics:</p> <ul style="list-style-type: none"> • 24% male • 20% minority • 11 years average experience • 34% Math/English teachers • 39% non-Math/English teachers • 27% specialists • 100% teach in a high-need school • Over the last 3 years, 4% moved into school leadership positions • 4 Teachers of the Year, 11 Lead Mentors and 8 Dream Team teachers 	<p>Delaware Dream Team teachers meet in professional learning communities to develop high-quality Common Core formative assessment items that will be shared with teachers throughout Delaware. Teachers are selected through a rigorous application process. The first cohort of teachers in the state of Delaware began in 2013-14.</p> <p>In the school years 2013-14 to 2014-15, there were 74 Dream Team teachers in the state of Delaware with the following characteristics:</p> <ul style="list-style-type: none"> • 10% male • 10% minority • 9 years average experience • 66% Math/English teachers • 19% non-Math/English teachers • 15% specialists • 18% teach in a high-need school • Over the last 2 years, 1% moved into school leadership positions • 2 Teachers of the Year, 3 Lead Mentors, and 3 Co-Op members

Notes: *For the purposes of this analysis, we have looked at statewide networks of teacher leaders that have a large group of teachers in multiple cohorts.

High-need school designation is based on DDOE specifications for the Delaware Talent Cooperative program.

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