



*The Every Student Succeeds Act (ESSA) makes major changes to education policy. If the new law is carried out well by states, it has the potential to be a big win for students, teachers, and schools. ESSA allows states to use their federal funds to elevate and modernize the teaching profession, including by investing in teacher leadership.*

## OPPORTUNITY: TITLE II

Title II provides states with \$2.5 billion each year to support teacher quality, and there are many options for how these dollars can be spent. With input from teachers, some states could take this opportunity to invest in teacher leadership. Some options (many of them new to ESSA) for how states can spend Title II dollars are:

### Multiple Pathways to Teaching and Leading

- Professional growth that allows teachers to lead and remain in the classroom
- Teacher-led induction and mentoring programs
- Support for teachers and principals who lead instructional teams
- Teacher compensation for their planning and leadership time

### Equitable Access to Excellent Educators

- State-level programs and practices to improve student achievement, teacher, and principal quality, and access to effective teachers and principals for all students
- Incentives (i.e. pay) to recruit and retain teachers in high-demand subjects and in low-income schools and districts
- Teacher and/or principal preparation academies or residency programs

### Positive PD and Strong Teacher Leadership

- Data-driven, classroom-focused, ongoing teacher-led PD
- Training on data and tech integration into curricula and instruction
- Evaluation systems to improve instruction with ongoing feedback loops
- Programs that support student transitions (i.e. from early ed to elementary school)

## HOW WOULD IT IMPACT YOUR CLASSROOM?

The U.S. Department of Education's guidance encourages collaboration to recruit and retain teachers in the most high-need schools. If done correctly, gone are the days of siloed decision-making and less-than-useful PD. But teachers need to be at the table in order to make this a sustained reality!

## WHAT ARE TEACH PLUS TEACHERS SAYING?

Teach Plus strongly supports the teacher leadership provisions in ESSA — we provided feedback on teacher-led professional development and teacher leadership as the law was being reauthorized. Read Massachusetts teachers' policy brief on [Leveraging ESSA to Support Teacher Leadership](#).



## GET INVOLVED:

- Take Teach Plus' [online course](#) about policy and advocacy.
- Read the ESSA [frameworks](#) to better understand the full requirements and opportunities to get involved.
- At the school or district level: talk to your professional development and/or Title II coordinator.
- Determine your state's progress in the ESSA implementation process with this [tracker](#).
- At the state level, [contact](#) (CA, [here](#)) your state representatives and state board and make sure they know the importance of teacher voice and leadership as they work to implement the law to serve all students.

## REMEMBER:

Under ESSA, teacher leadership is an **allowable** but not a **required** use of funds. States could put millions of ESSA dollars into this or zero dollars. It's up to them. Realistically, the only states that will make this investment are states where teachers speak up and make the case for it. If ever there was a time for teacher voice. it is now!

## JOIN THE CONVERSATION

This law will continue to impact schools for at least another five years. Share your thoughts and opinions with us! Contact Teach Plus at [TeachPlusPolicy@teachplus.org](mailto:TeachPlusPolicy@teachplus.org).

