

# NNSTOY Strategic Plan 2021–2023

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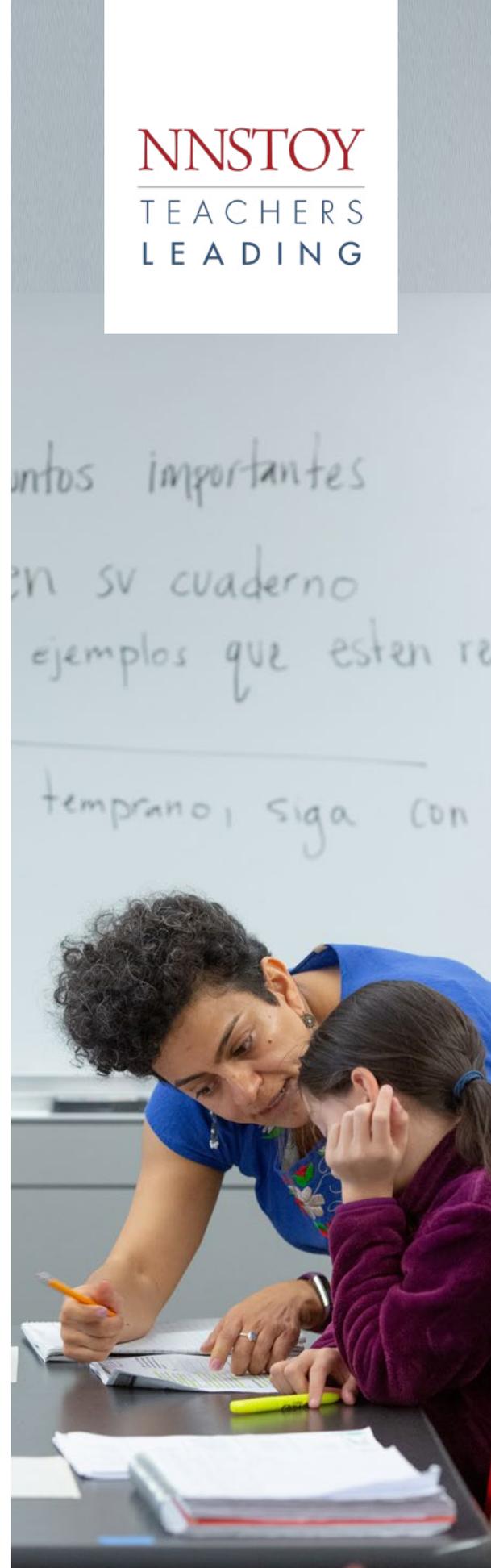


Over the past 40 years, school systems in the United States have experienced massive changes in policy shifting notions of the role of schools, expectations of the teaching profession, and the promise of what public education provides to students. Since 1980, the National Network of State Teachers of the Year (NNSTOY), has brought together exemplary teacher leaders in every state and territory to respond to these changing conditions with policy, practice, and advocacy. At the heart of this movement lies one essential truth: policy is ephemeral, but teachers are permanent and essential drivers of impact.

NNSTOY has focused its strategy over the last decade on the key issue closest to its mission and membership: teacher leadership. NNSTOY utilized the Teacher Leader Model Standards to specify the knowledge, skills, and competencies that teachers need to assume leadership roles in their schools, districts, and the profession. Those standards have been adopted or adapted in a number of districts and states, and professional organizations, serving as a clear articulation of what these systems expect a teacher leader to know and be able to do. Meanwhile, NNSTOY members have advocated for individual and system-wide teacher leadership roles, while also leading professional development to bring that vision to life for individual teachers in schools and districts. As a result, a foundation of teacher leadership has been created and the profession is fundamentally changed.

The NNSTOY 2021-2023 Strategic Framework seeks to empower and engage teacher leaders during a pivotal time in our nation's history. Students, teachers, parents, and school leaders are grappling with the challenges created by the COVID-19 pandemic coupled with a renewed awakening about racial injustice in America. The trauma of these dual challenges is impacting all Americans, and exacerbating inequities most acutely felt by students of color and students from low income communities. Recovery requires a bold vision for the future grounded in equity, powered by teacher leaders, and an unwavering commitment to supporting the emotional, mental, and academic progress of students.

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## Vision

NNSTOY, an organization of teacher leaders, seeks to transform the teaching profession by using our credible voice to support policies and practices that advance teacher leadership, educator effectiveness, and the conditions, capacity, and culture necessary to support great teaching and learning for all students.

## Mission

NNSTOY envisions a transformed teaching profession that provides access to great teaching and learning for all students thereby dramatically improving student outcomes for college, career, and life.

## Core Values



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## Theory of Action

**IF** NNSTOY develops and supports members to inspire and mobilize teacher leaders to improve instruction and advance equity in classrooms and systems...

**...THEN** teachers will design, implement, and lead changes to policy and practice creating greater outcomes for students and educators.

## How We Work



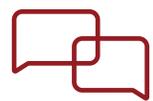
### NETWORKS OF TEACHER LEADERS

Our work is informed, inspired, and powered by NNSTOY's membership, a network of exemplary teacher leaders in every state and territory. We develop the capacity of teachers to lead and draw on the collective wisdom of teacher leaders across the country and activate networks of teachers to solve complex problems and deliver services.



### PARTNERING FOR IMPACT

We partner with education support organizations, associations, institutes of higher education, policymakers, and business and philanthropy to make change and create impact.



### LISTENING, LEARNING, AND LEADING

We seek to understand the perspectives of those closest to problems, focus on continuous learning and improvement, and lead for equity.

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# Core Actions

NNSTOY members work to awaken the power of teacher leadership to make the promise of public education real to all children. To make this vision a reality, NNSTOY is committed to the following areas of work July 2021–June 2023:

## MEMBERSHIP

NNSTOY recruits, supports, and engages a diverse network of members who can advance the mission of NNSTOY while maintaining an inclusive and welcoming community.

### 1. Member Engagement

Ensure that all potential and current members are aware of, and actively engaged in the work of NNSTOY.

### 2. Data and Information

Develop and use the NNSTOY member information system to improve our support of and engagement of members.

### 3. Growing State Chapters

Build the quality, quantity, and capacity of NNSTOY state chapters.

## EQUITY

NNSTOY advances equity by convening a community of learners around issues that impact equity within classrooms and systems; by making them aware of their opportunities to disrupt inequitable practices; and by supporting their effective efforts to enact policies, practices and procedures that establish a legacy of equitable outcomes for all children.

### 1. Teach for Equity

Developing the capacity for teachers to leverage equity literacy, anti-racism and content expertise in the teaching and learning environment.

### 2. Build for Equity

Building the proficiency of educational leaders to recruit, hire, develop and retain quality teaching candidates, building and system leaders from historically marginalized populations.

### 3. Lead for Equity

Partnering with teachers and leaders to advance their skills in leading adults and children to value the transformative potential of equity within the school and beyond.

### 4. Speak for Equity

Collaborating with educators to help them develop their ability to advocate for the policies, practices and procedures that enable high quality teaching to be available to all students.

## TEACHING & LEARNING

NNSTOY builds the capacity of educators to model innovative, exemplary classroom practices and apply teacher leadership skill sets to solve education challenges in classrooms and systems.

### 1. Supporting Teacher Leaders

Work with NNSTOY Members and partners to deliver a year of learning events for teachers to share, model, highlight our member strengths in instruction and teacher leadership activities.

### 2. Member Learning and Growth

Deliver professional development to members to grow as leaders.

### 3. Activating Teacher Leaders

Create a Teaching and Learning database aligned to the teacher leader domains to collect best practices and deploy NNSTOY members to lead innovations in teaching and learning.

## OUR ORGANIZATION

NNSTOY builds a dynamic national organization dedicated to excellence and equity in education that is both mission-driven and sustainable.

### 1. Diversity, Equity, Inclusion

Ensure NNSTOY board and staff advance their knowledge and skills to understand and lead activities related to diversity, equity, and inclusion.

### 2. Operational Systems and Planning

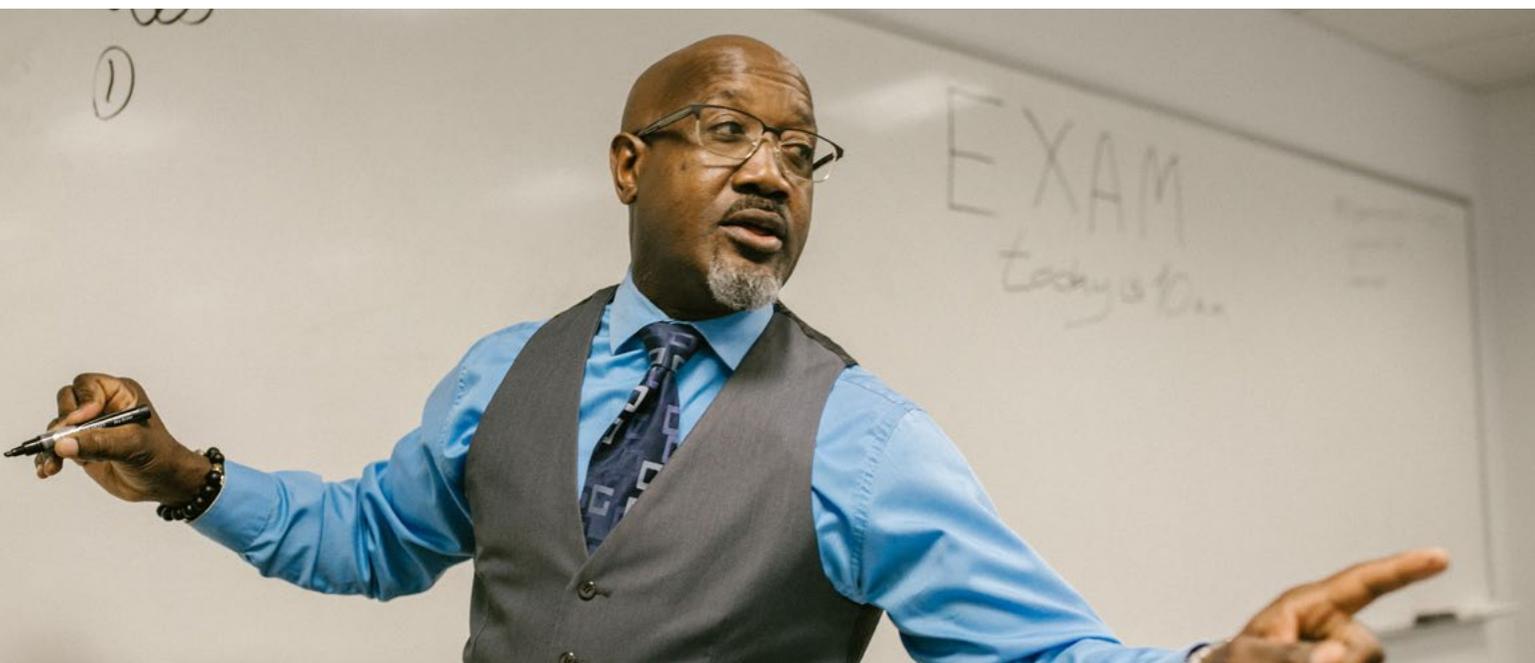
Ensure NNSTOY operational plans in place to support mission, vision, core actions, budgeting, and fundraising.

### 3. Communications and Outreach

Develop a Communication Plan to highlight the strengths of members, chapters, and news being made by our members.

### 4. Board Oversight

Ensure Board is supported with information and systems to provide strategic guidance and governance support to NNSTOY.



# NNSTOY

TEACHERSLEADING

