



Choosing Excellence™ Training Results

Lee County, FL, was one of seven districts across the nation to receive a Closing the Gaps initiative grant from the National Education Association Foundation. This grant has provided \$250,000 annually for the past five years to provide support to Lee County's project, *Closing the Gaps through Choosing Excellence*. As the grant period comes to an end, participating schools have shown an overall increase in learning and a decrease in achievement gaps as compared to other District schools.

The initiative had five major objectives, which if met, would contribute to increased student achievement across all student subgroups. This article will address the first objective relating to teacher training.

NEAF Grant Objectives

1. *All teachers in project schools will earn a rating of Effective or Highly Effective* on applicable indicators of the Teacher Evaluation tool within the 5-year project period.

The excerpt below examines the satisfaction with the professional development provided by the grant and the impact on teacher effectiveness.

Project Outputs and Outcomes: Referring to *Proposed Project Interventions: Response to Described Need in Target Schools* in your proposal please provide:

- a) ***Strategies and Activities:*** Provide a detailed summary of your progress, based on the grant's core strategies and activities and annual goals, with a focus on activities accomplished *and* outcome measures. (For example, How many teachers participated in NEA Foundation-funded professional development? What were teachers' reported perceptions of the value and relevance of the professional development? How did the professional development affect teacher ratings or other indicators of teacher effectiveness measured in the schools?)

Choosing Excellence™ Training

This year 421 educators participated in *Choosing Excellence™* training, including 30 who were part of the Collegium for the Advancement of Teaching. These trainings were broken down as follows: seven elementary school, two middle school, and two high school, and one Training of Trainers. One middle school and one high school training were postponed until fall due to a severe teacher shortage which required us to limit the number of teachers out of classrooms for professional development. There were more elementary trainings due to the higher percentage of elementary schools participating in the grant.

Customer feedback has continued to be very positive, as shown in the tables below. Our goal was for all areas to maintain a satisfaction rating of 90% or higher. Success was defined as a rating of 4 or 5 out of a possible 5.

15-16 School Year	5	4	3	2	1	4's / 5's	% Success (4s & 5s)	# of Scores
Content/Information	316	77	20	6	2	393	93%	421
Handouts/Materials	313	76	22	9	1	389	92%	421
Presenters	335	59	21	3	3	394	94%	421
Overall Quality	313	81	20	5	2	394	94%	421

5 Year Totals	5	4	3	2	1	4's / 5's	% Success (4s & 5s)	# of Scores
Content/Information	1427	367	91	12	4	1794	94%	1901
Handouts/Materials	1367	399	117	19	1	1766	93%	1903
Presenters	1559	265	73	3	4	1824	96%	1904
Overall Quality	1458	348	85	8	4	1806	95%	1903

