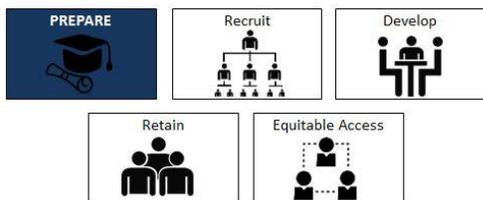


Career Ladder Pathways Tools and Resources: Preparation



The following tools and resources are intended to help address the talent management challenge of preparing educators as part of a comprehensive talent management system. The toolkit will continuously grow as new resources are developed and become available.

1. [Fast Start: Training Better Teachers Faster, with Focus, Practice and Feedback](#)
This paper provides an overview of TNTP's Fast Start pre-service program and provides concrete tips and recommendations for how to train teachers faster with a focused curriculum, practice, and targeted feedback. It also includes a typical day-in-the-life of a program participant.
2. [Building Effective Teacher Residencies](#)
This brief provides an overview of four effective teacher residency programs and their key components, which can be used to inform the development of effective residency programs. The appendix includes in-depth summaries of each programs' adaptable framework, as well as evidence of program effectiveness.
3. [Principal Preparation Program Self-Assessment Toolkit](#)
This toolkit is designed to assist in the self-assessment of principal preparation programs. The accompanying rubric is intended to provide a focus for discussions and analysis of evidence of core preparation program components by school districts and their principal preparation program providers.
4. [Taking Charge of Principal Preparation: A Guide to NYC Leadership Academy's Aspiring Principals Program](#)
This report outlines the research-based elements of the NYC Leadership Academy's Aspiring Principals Program and why they are critical to preparing effective principals. It includes concrete action steps, implementation examples, roles for participating staff, sample cost drivers, and a sample scope and sequence.
5. [A New Approach to Principal Preparation: Innovative Programs Share Their Practices and Lessons Learned](#)
This report outlines effective practices and concrete recommendations for the design of district-based, university-based, and non-profit principal preparation programs. In addition, it includes guiding questions for a preparation program design team, as well as sample selection criteria, interview questions, meeting plans, frameworks, protocols, fact sheets, and more.

This list of tools and resources was culminated by the New York State Education Department to support the design and implementation of robust career ladder pathways as part of the systemic use of the [TLE Continuum](#). Additional resources can be found in the [New York State Career Ladder Pathways Toolkit](#).