



# UNDERSTANDING TEACHER TURNOVER: WHY IT MATTERS AND WHAT WE CAN DO ABOUT IT

Tuesday, September 19, 2017  
9:00 a.m.–11:00 a.m. ET

Carnegie Endowment for  
International Peace Conference  
Center, Root Room

1779 Massachusetts Avenue, NW  
Washington, DC 20036

[#KeepOurTeachers](#)



## AGENDA

### 9:00 **Welcome and Framing the Issue**

Linda Darling-Hammond  
*President*  
Learning Policy Institute

### 9:10 **Research Findings**

Desiree Carver-Thomas  
*Research and Policy Associate*  
Learning Policy Institute

### 9:25 **Panel One: The Impact of Teacher Turnover**

#### **Moderator:**

Jessica Cardichon  
*Director of Federal Policy and Director, Washington DC Office*  
Learning Policy Institute

#### **Panelists:**

- Desiree Carver-Thomas  
*Research and Policy Associate*  
Learning Policy Institute
- Segun Eubanks  
*Chair, Board of Education*  
Prince George's County, MD
- Antonio Iglesias  
*Newark Public School Science Teacher*  
Newark, NJ
- Nailiah Williams  
*Student Leader and Board Member*  
Californians for Justice

### 10:15 **Panel Two: Policies to Address Teacher Turnover**

#### **Moderator:**

Linda Darling-Hammond  
*President*  
Learning Policy Institute

#### **Panelists:**

- Seth Gerson  
*Program Director, Education Division*  
National Governors Association
- Representative Sharon Tomiko Santos  
37th District (King County), WA
- Superintendent Steven R. Staples  
Virginia Department of Education

### 11:00 **Adjourn**

## SPEAKER BIOS

### Jessica Cardichon

Jessica Cardichon is LPI's Director of Federal Policy and Director, Washington DC Office. Her work focuses on developing federal legislative and regulatory strategy and policy. She began her career in education teaching in New York City and worked as a Program Evaluation Manager of early career educator induction programs at Teachers College, Columbia University. She served as Education Counsel to Senator Bernard Sanders, focusing on early care and education and k-12 and higher education issues, and as Senior Director for Federal Policy and Advocacy at the Alliance for Excellent Education.

### Desiree Carver-Thomas

Desiree Carver-Thomas is a Research and Policy Associate at LPI, lead author of *Teacher Turnover: Why It Matters and What We Can Do About It*, and co-author of the LPI report *A Coming Crisis in Teaching? Teacher Supply, Demand, and Shortages in the U.S.* Before joining LPI, Carver-Thomas was an elementary teacher in New York City public schools. As a graduate student, she consulted with the San Francisco Juvenile Probation Department on strategies for diverting recidivism and with West Contra Costa Unified School District on implementing a full-service community schools' initiative.

### Linda Darling-Hammond

Linda Darling-Hammond is the Charles E. Ducommun Professor of Education Emeritus at Stanford University and President of the Learning Policy Institute. She has conducted extensive research on issues of educator supply, demand, and quality. Among her award-winning publications in this area are *What Matters Most: Teaching for America's Future*; *Teaching as the Learning Profession*; and *Preparing Teachers for a Changing World: What Teachers Should Learn and Be Able to Do*. She was Executive Director of the National Commission on Teaching and America's Future and Director of RAND Corporation's education program. Darling-Hammond began her career as a public school teacher.

### Segun Eubanks

Dr. Segun Eubanks is the Director of the Center for Education Innovation and Improvement and Visiting Professor at the University of Maryland, College Park (UMD). Dr. Eubanks also serves as the Chair of the Board of Education for Prince George's County Public Schools (PGCPS), a 132,000-student school district bordering Washington, DC. Prior to joining UMD, Dr. Eubanks worked in various leadership roles at the National Education Association, including as Director of Teacher Quality and Director of Professional Educator Support.

### Seth Gerson

Seth Gerson serves as Program Director in the Education Division of the National Governors Association (NGA) Center on Best Practices, where he works on early childhood and k-12 education issues. Prior to joining NGA, Gerson was Director of Government Relations for the National Board for Professional Teaching Standards. Gerson also served as co-chair of the Coalition for Teaching Quality from May 2015 to October 2016. Previously, Gerson served as a Senior Education Policy Advisor for U.S. Senator Jack Reed of Rhode Island from 2006 to 2010.

### Antonio Iglesias

Antonio Iglesias is an Earth Science teacher at East Side High School in Newark, NJ, where he has taught for the past six years. He was a graduate of the second cohort of the Newark-Montclair Urban Teach Residency at Montclair State University in 2012, and he works with recent graduates of the residency as induction support.

### Representative Sharon Tomiko Santos

Elected to the Washington State House of Representatives in 1998, Sharon Tomiko Santos serves as chair of the House Education committee and on the Washington State Educational Opportunity Gap Oversight and Accountability committee. She is a lifelong advocate of quality public education for all students, of the profession of education, and of closing the educational opportunity gap. In addition to education, her policy interests include civil rights, women's rights, economic and environmental justice, and affordable housing. She is former Vice Chair of the National Conference of State Legislatures Education Committee, on which she still serves.

### Superintendent Steven R. Staples

Dr. Steven R. Staples was appointed Virginia's 24th Superintendent of Public Instruction by Governor Terry McAuliffe. As Superintendent, he serves as the executive officer of the Virginia Department of Education, which is the administrative agency for the commonwealth's public schools. Prior to his appointment as the commonwealth's chief school officer, Dr. Staples served for nearly two years as the Executive Director of the Virginia Association of School Superintendents and was a faculty member at the College of William & Mary.

### Nailiah Williams

Nailiah Williams is a student leader and board member with Californians for Justice (CFJ) in Oakland, CA. She is currently pursuing her high school diploma through Gateway to College at Laney College and plans to become a teacher. Says Nailiah, "I really care about CFJ because I have been with them for a long time and share many experiences with the people who work there. CFJ helped me understand that education means a lot to me, as well as many other students across the state."