BUILDING A STRONG TEACHING PROFESSION

Policy Needs and Possibilities
Key Issues

• Solving shortages associated with
  - Compensation
  - Working conditions
  - Status of the profession
  - Entry pathways

• Improving the quality of preparation to meet 21st century demands
  - Teaching for deeper understanding
  - Teaching for greater diversity
What do high-achieving nations do?

- Competitive, equitable salaries
- Strong universal preparation at little or no cost, with extensive training in partner schools
- Quality mentoring
- 15-20 hours per week for collaborative planning
- Sustained, practice-based collegial learning opportunities
- Teaching careers that reward, develop, and share expertise
- Sharing of best practices across classrooms & schools
Addressing Teacher Shortages

BARTOW, Fla. - Only the still looking for
teachers shortages affecting
every state as 2017-18 school
year begins

Teacher shortage is

a crisis in rural towns

and Bay Area districts still seeking teachers

Administrators of

the Oklahoma Teacher Shortage

on previous

Metro Students Have To Take

Online Courses Due To Teacher Shortage

Teacher shortage looms over Detroit
National Supply and Demand Imbalance

Teacher Preparation Enrollments Down

Source: LPI analysis of the Title II Data Collection, 2004-14, U.S. Department of Education.
Major Shortage Fields

<table>
<thead>
<tr>
<th>Field</th>
<th>Reported Shortages</th>
<th>No Shortages</th>
</tr>
</thead>
<tbody>
<tr>
<td>Special Education</td>
<td>48+DC</td>
<td></td>
</tr>
<tr>
<td>Mathematics</td>
<td>42+DC</td>
<td></td>
</tr>
<tr>
<td>English Learners</td>
<td>31+DC</td>
<td></td>
</tr>
<tr>
<td>Science</td>
<td>40+DC</td>
<td></td>
</tr>
</tbody>
</table>

Equity Concerns: Uncertified Teachers

Underpreparation Exacerbates Shortages

Higher attrition (2-3 times greater than those who are well-prepared)

Lower student outcomes

Teachers with little/no preparation
Preparation and Mentoring

• Preparation and early mentoring strongly influence teacher effectiveness and retention

• Funding for both has declined:
  - The debt load for preparation has increased
  - Only about 2/3 of teachers receive comprehensive preparation before entering
  - Fewer teachers receive mentoring + principal support (down from 75% in 2008 to 59% by 2012)
The costs of college

2008 Graduates

$ 24,720 difference

2004 Graduates

$ 43,372 difference

Effects of Entry Costs

- 1 in 4 teachers of color enter through alternative certification pathways

- Alternative certification is associated with 25% higher turnover rates, even after other school and teacher factors are controlled
Students Benefit from a Racially Diverse Teacher Workforce

Teachers of color:

- Often fill hard-to-staff positions in high-need schools
- Offer benefits to all students, and especially to students of color
- Contribute to a culturally responsive learning environment
- Boost academic performance, attendance rates, and school climate
Increase access to high-retention pathways into teaching

- Service scholarships & loan forgiveness
- Teacher residencies / Grow Your Own programs
- Ongoing mentorship & support
21st Century Expectations for Learning

- Communication
- Analysis
- Problem Solving
- Valuing
- Social Interaction
- Developing a Global Perspective
- Effective Citizenship
- Aesthetic Engagement
21st Century Teachers:

Use expert knowledge of content and pedagogy to teach subject matter in ways that develop higher order thinking skills.

Integrate knowledge of learners, disciplinary content, pedagogy, and assessment to teach diverse learners effectively.

Engage in culturally responsive practices that respect and build on students’ experiences.

Understand and support students’ academic, social, and emotional development.

Create collaborative partnerships with school colleagues, families, and agencies in the community to support students' learning and well-being.
Core Learning Experiences

1. Theory and practice are integrated: coursework combined with fieldwork and reflection

2. Faculty model deeper learning strategies and use action research and inquiry methods

3. Clinical placements offer expert mentors in deeper learning environments

4. Equity and support for diverse learners are emphasized
School-University Partnerships

Professional Development School Network:
Partnering with a Common Purpose

Flexible, Differentiated Professional Learning for all Educators

Research & Innovation directed at the improvement of equitable learning opportunities, & educator practices

High Quality Equity-Focused Teacher Preparation in Diverse Schools & Communities

Simultaneous renewal of university, school, & community practices and systems

P-12 Student Success

Community