



# Transforming Teacher Education

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## Recent National and International Studies and Analyses on Teacher Education

- ✓ *How the World's Best Performing School Systems Come Out on Top* (McKinsey and Company, 2007)
- ✓ *Closing the Talent Gap: Attracting and Retaining Top-Third Graduates to Careers in Teaching* (McKinsey and Company, 2010)
- ✓ *Strong Performers and Successful Reformers: Lessons from International Benchmarking* (Andreas Schleicher, OECD, 2012)
- ✓ *Educating School Teachers* (Arthur Levine, 2006)

## *The Word's Best Performing School Systems*

Three things that matter the most:

- ✓ Getting the right people to become teachers
- ✓ Developing them into effective instructors
- ✓ Ensuring that the system is able to deliver the best possible instruction for every child



## Getting the Right People to Become Teachers

Question	Best in World
<ul style="list-style-type: none"><li>• What is the average academic caliber of people who become teachers?</li><li>• How is the teaching profession viewed by university students and recent graduates?</li><li>• How rigorous are selection processes into teacher training?</li><li>• How does starting compensation for teachers compare to other graduate salaries?</li></ul>	<ul style="list-style-type: none"><li>• Among the top 10% of each cohort</li><li>• One of the top 3 career choices</li><li>• Rigorous checks designed to assess teaching potential; e.g. teaching practice, literacy and numeracy tests</li><li>• In-line with other graduate salaries</li></ul>



## Developing the Right People into Effective Instructors

Question	Best in World
<ul style="list-style-type: none"><li>• What is the total amount of coaching new teachers receive in schools?</li><li>• What role do school leaders play in developing effective instructors?</li><li>• Can teachers observe and understand better teaching practice in a school setting?</li></ul>	<ul style="list-style-type: none"><li>• &gt;20 weeks</li><li>• The best coaches and instructors are selected as leaders</li><li>• Yes, teachers regularly invite each other into each other's classrooms to observe and coach</li></ul>



## Ensuring that the System is able to Deliver the Best Possible Instruction for Every Child

Question	Best in World
<ul style="list-style-type: none"><li>• What standards exist for what students should know, understand and be able to do?</li><li>• What system-wide checks exist on the quality of school performance?</li><li>• What action is taken to tackle underperformance?</li><li>• How is funding and support organized?</li></ul>	<ul style="list-style-type: none"><li>• Clear standards appropriate to system performance</li><li>• All schools are aware of their strengths and weaknesses</li><li>• Effective mechanisms to support all failing students; minimal performance variation between schools</li><li>• Funding and support are focused where it can have most impact</li></ul>



## *Closing the Talent Gap*

Policies to attract/retain top teachers	Singapore	Finland	S. Korea	U.S.
Selective admissions to teacher training	√	√	√	Most programs not selective
Government paid teacher training	√	√		Most students finance own education
Government regulates supply of teachers to match demand	√	√	√	Oversupply of teachers
Professional working environment	√	√	√	Variable working conditions
Competitive compensation	√		√	Compensation not attractive to many students
Cultural respect accorded to teaching	√	√	√	Respect not comparable to other nations
Teaching considered as a career	√	√	√	Relatively high attrition in early years
Robust opportunities for career advancement	√			Limited opportunities for advancement
Performance pay for teachers	√		√	Limited performance pay

## *Strong performers and successful reformers: Lessons from International Benchmarking*

- The highest performing education systems often **prioritize the quality of instruction** over class size
  - ✓ They pay higher teacher salaries
  - ✓ Class sizes are typically larger
  - ✓ Class days and years are typically longer
  - ✓ Teachers have more time to collaborate and engage in professional development
- In contrast, Texas spends a lot of time debating class size and the importance of keeping student to teacher ratios low





## *Educating School Teachers*

### Shared Characteristics of Exemplary Teacher Education Programs

- ✓ Committed to preparing excellent teachers
- ✓ A clear definition of what an excellent teacher needs to know and be able to do
- ✓ A coherent, integrated, comprehensive, and up-to-date curriculum that reflects the definition
- ✓ Field experience that is sustained, begins early, and provides immediate application of theory to real classroom situations
- ✓ A close connection between the teacher education program and the schools in which students teach and regular collaboration between academic and clinical faculties
- ✓ High graduation standards
- ✓ Top university administrators support the teacher education program



## Emphasize and value teacher education in Texas

- ✓ Develop a **comprehensive approach** to **identifying** and **nurturing** teaching talent
- ✓ Develop a **culture of social prestige** and respect for the teaching profession
- ✓ Ensure **top campus administrators support** the teacher education program
- ✓ Make **admissions** standards to quality teacher training programs more rigorous

## Ensure teacher education programs have key characteristics

- ✓ Begin field experience **early** that provides immediate application of theory to real classroom situations
- ✓ Develop a process for which teachers are certified to teach up to the rigor of the **College and Career Readiness Standards**
- ✓ Have rigorous standards **to graduate** from teacher education programs
- ✓ Require a **continuing connection** between the teacher education program and the schools in which students teach

## Ensure that Texas schools are able to deliver the best possible instruction

- ✓ The quality of an education system cannot exceed the quality of its teachers
- ✓ The only way to improve outcomes is to improve instruction
- ✓ Achieving universally high outcomes is only possible by putting in place mechanisms to ensure that schools deliver high-quality instruction to every child

