

Improving Teacher Education

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TEXAS HIGHER EDUCATION
COORDINATING BOARD

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 World's Best Performing School Systems

Four 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
- ✓ Effective principals matter



Source: McKinsey research and OECD study

Top performing school systems have **more effective mechanisms** for selecting people for teacher training

Getting the Right People to Become Teachers

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

Source: McKinsey research

High performing systems use broad approaches to improve teacher instruction and preparedness

Developing the Right People into Effective Instructors

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

Source: McKinsey research

Top performing systems are designed to ensure **every child** has the **best possible instruction**

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

Source: McKinsey research

Closing the Talent Gap: World's top performing school systems recruit 100% new teachers from **top third**

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**
 - ✓ They **pay** higher teacher salaries and even more for effective teachers
 - ✓ Class days and school years are typically **longer**
 - ✓ Teachers have **more time to collaborate** and **engage** in **professional development**



Source: Presentation to Council for Continuous Improvement and Innovation, Andres Schleicher, OECD, April 2012

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

Source: Arthur Levine

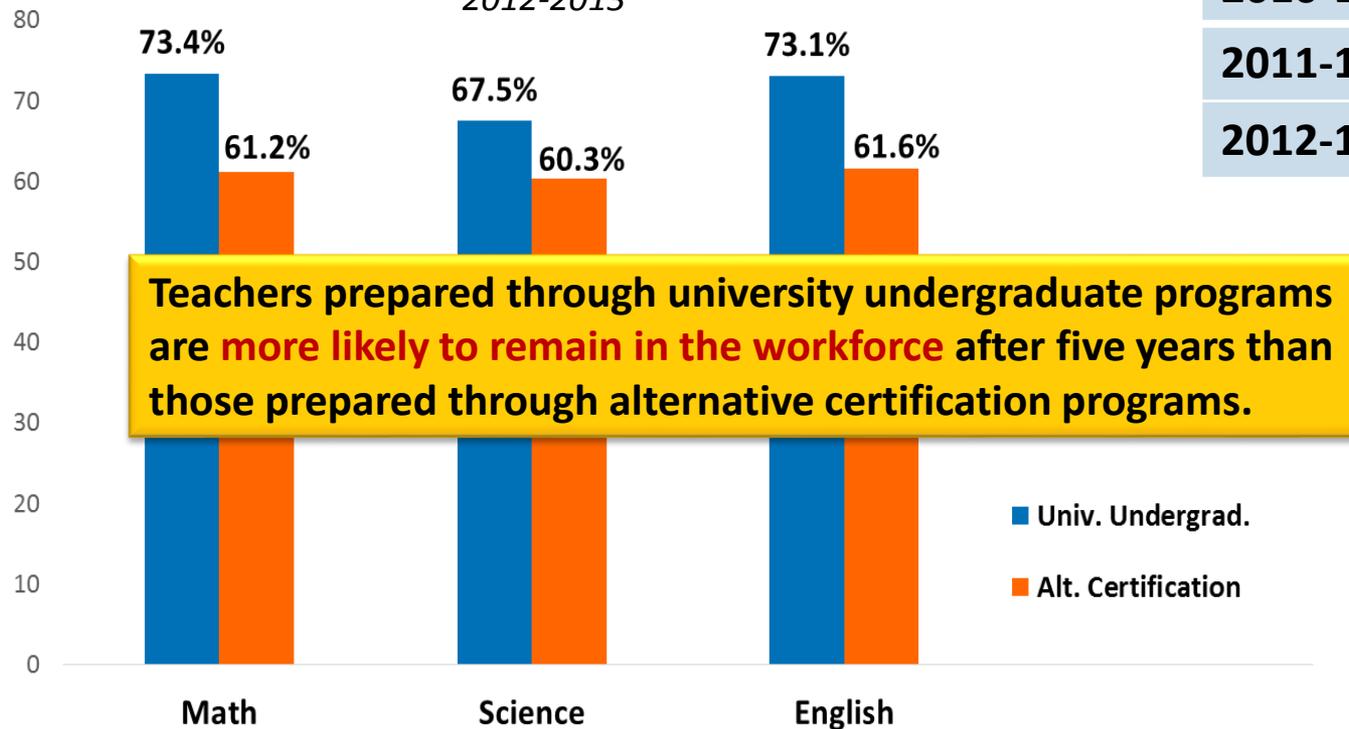
Retention rates for teachers prepared through university programs are higher than those prepared through alternative programs

Texas Teacher Retention Rates After Five Years by Program & Subject – Grades 8-12

2012-2013

Alternatively Certified Teachers

2010-11	52.3%
2011-12	39.5%
2012-13	40.7%



Source: Texas Education Agency

Texas must ensure teacher education programs have **key characteristics** that improve educator quality

- ✓ 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
- ✓ Provide **innovative teacher-preparation** approaches that focus on ways to explicitly support and retain educators who can be successful in schools with high percentages of poor children from diverse cultural, racial and ethnic backgrounds

The Texas Teacher Residency Program is supporting improvements in educator excellence

- ✓ \$1.29M awarded to Texas A&M Commerce in partnership with UT Tyler to implement the **Texas Teacher Residency Program** per HB 1752, 83rd Texas Legislature
- ✓ Designed to award teaching residents a **livable stipend** and a **master's degree leading to certification** in a **STEM field**
- ✓ Institution must commit to **cost-sharing** or **matching funds** for at least 25% of award
- ✓ THECB providing additional funding for technical assistance from the **Urban Teacher Residency Program**



Ongoing and effective professional development is critical to ensure high-quality instruction

- ✓ Professional development decisions should be **driven by data** to determine the needs of teachers and determine the effects of the training on student learning
- ✓ Gather and use student achievement data to **assess the effectiveness** of professional development providers
- ✓ Establish research-based **state standards** for providers to create a vision for high-quality professional development

Texas must take a **comprehensive approach** to recruiting and training students for teaching

Emphasize and value teacher education in Texas

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