

# The Teachers and Administrators of Tomorrow

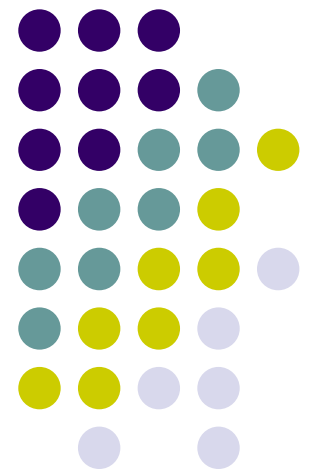
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EdNet Conference 2000

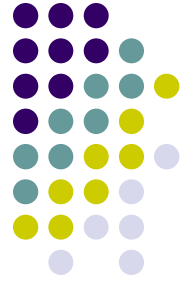
Boston, MA

Segun Eubanks

National Education Association

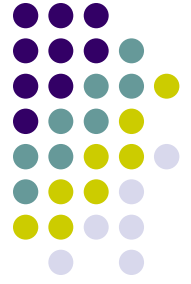


# Who Are the Teachers we Need?



- Teacher Quality Matters
  - Qualifications
  - Characteristics
  - Practices
  - Effectiveness

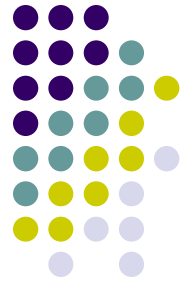
# NEA's Principles of Professional Practice



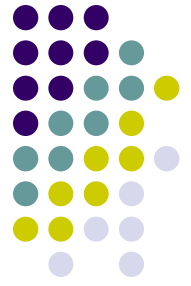
- Designs and facilitates student-centered instruction;
- Develops collaborative relationships;
- Provides leadership and advocacy;
- Demonstrates in-depth content knowledge;
- Participates in on-going professional learning;
- Utilizes varied forms of assessment
- Establishes environments conducive to effective teaching and learning

# NEA's Principles of Professional Practice

- Integrates cultural competence;
- Recognizes value of public education;
- Strives to overcome internal and external barriers.

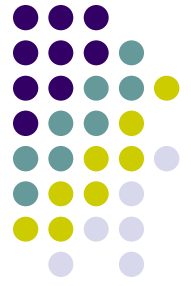


# Teacher Turnover and Shortages

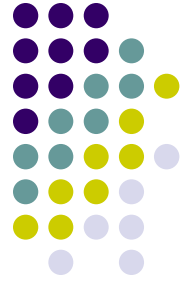


- Teacher turnover has reached crisis proportions;
  - 50% of all new teachers leave the profession within five years;
  - Turnover costs 7.3 billion dollars per year.
- Teacher “Shortage” misnomer
  - 195,000 new teachers hired each year;
  - Almost 250,000 education graduates and teacher certificates awarded each year.
- Teacher Distribution is the Challenge

# Teacher Distribution Solutions



- Transform the teaching and learning conditions in high-needs schools;
- Prepare and support teachers for specific challenges posed by working in high-needs schools.
- Recruit administrators who can draw on the expertise of teacher leaders;
- Create incentives for recruitment but focus on growing teaching expertise within high-needs schools.



# Policy Recommendations

- Protect and promote high standards for entry into the profession;
- Support and measure new teacher performance;
- Improve teaching and learning conditions;
- Strengthen standards-based teacher evaluation systems;
- Recognize and reward teacher skill and knowledge;