



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">• What is the average academic caliber of people who become teachers?• 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">• Among the top 10% of each cohort• 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 |



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 |



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



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

