

No Dream Denied

A Pledge to America's Children

NATIONAL COMMISSION ON
Teaching and
America's
Future

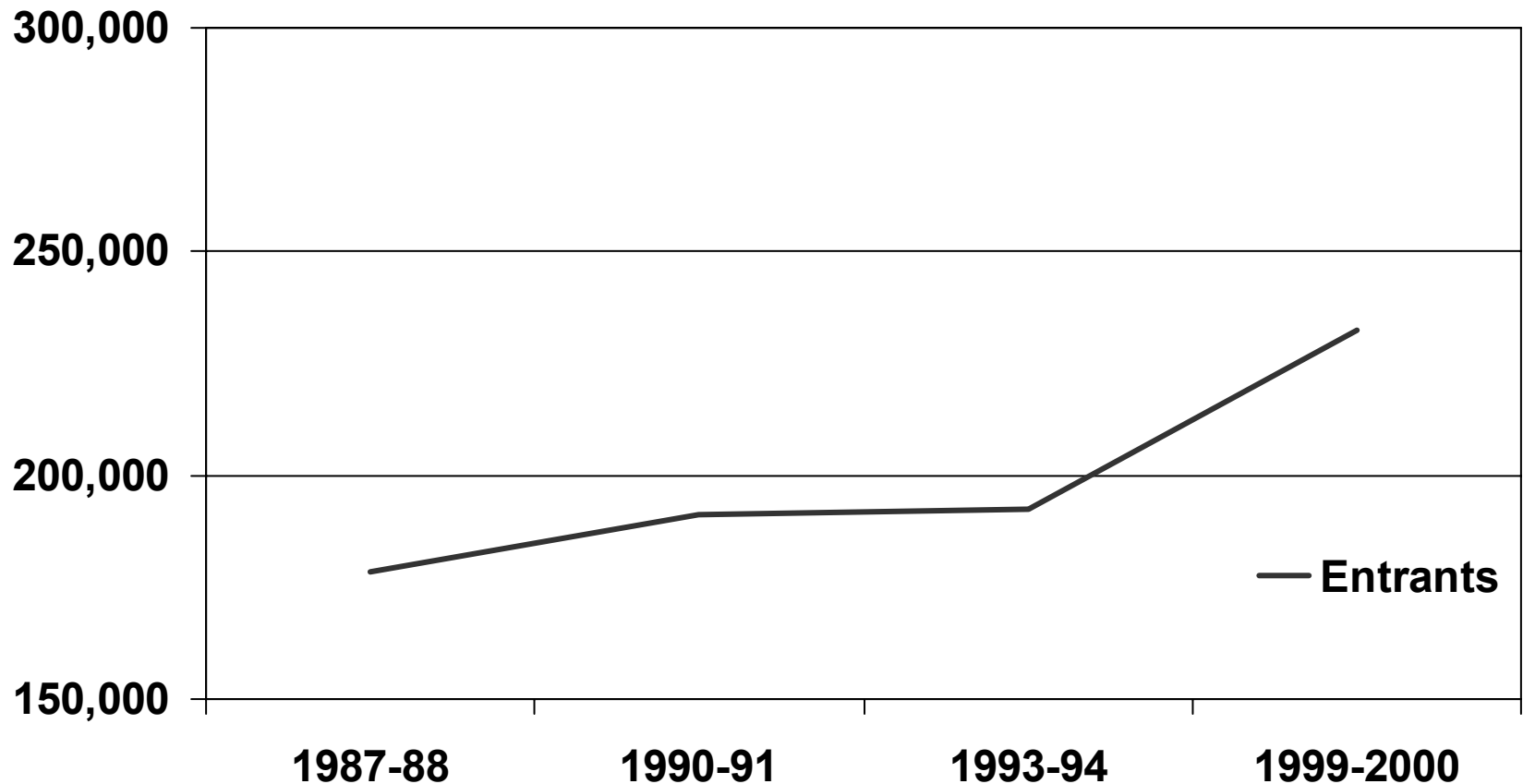
**“By 2006: Every Child Will
Have Competent, Caring,
Qualified Teachers in
Schools Organized for
Success.”**

➤ ***Quantity***

➤ ***Quality***

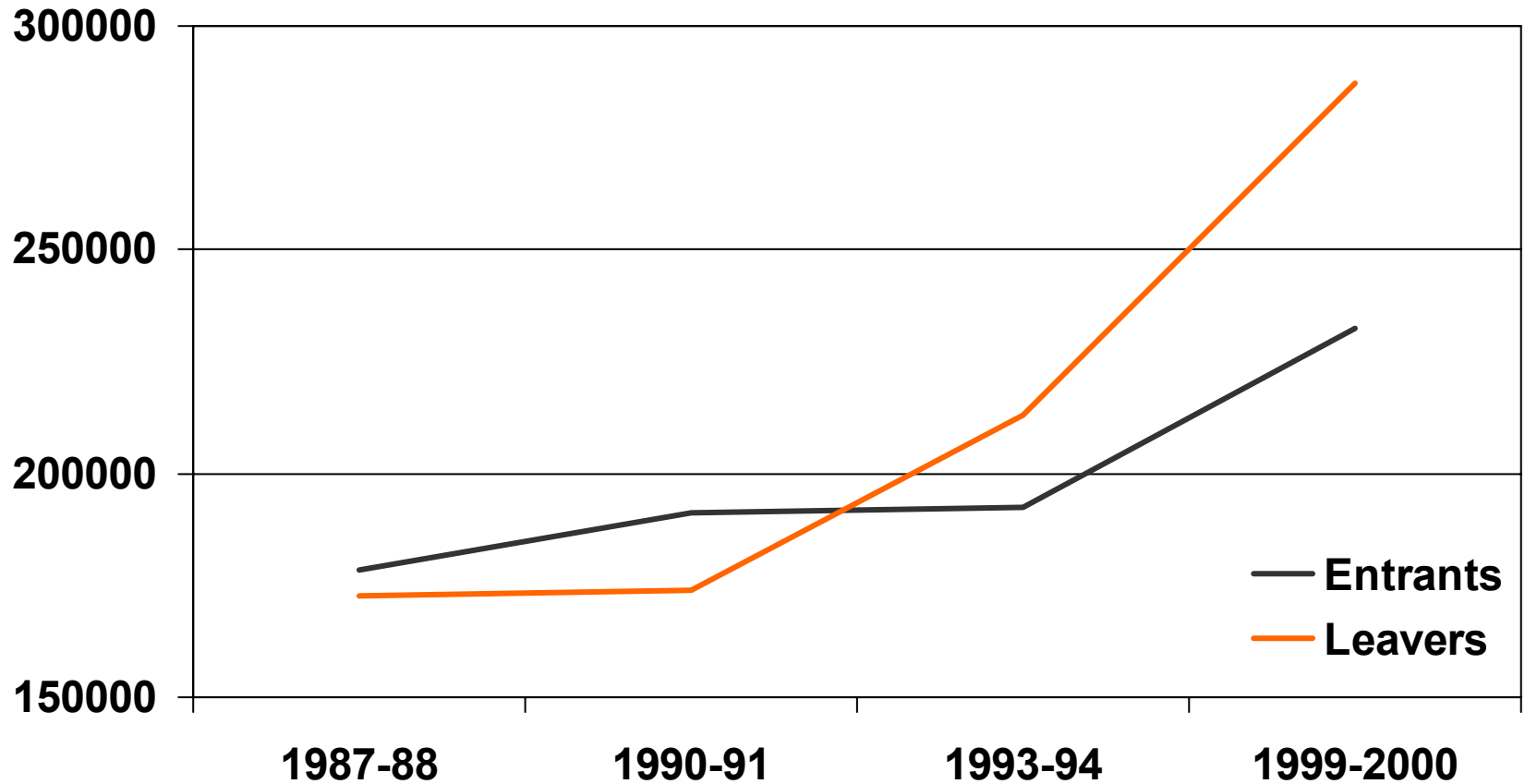
➤ ***Equity***

Teacher Employment And Turnover 1987-2000



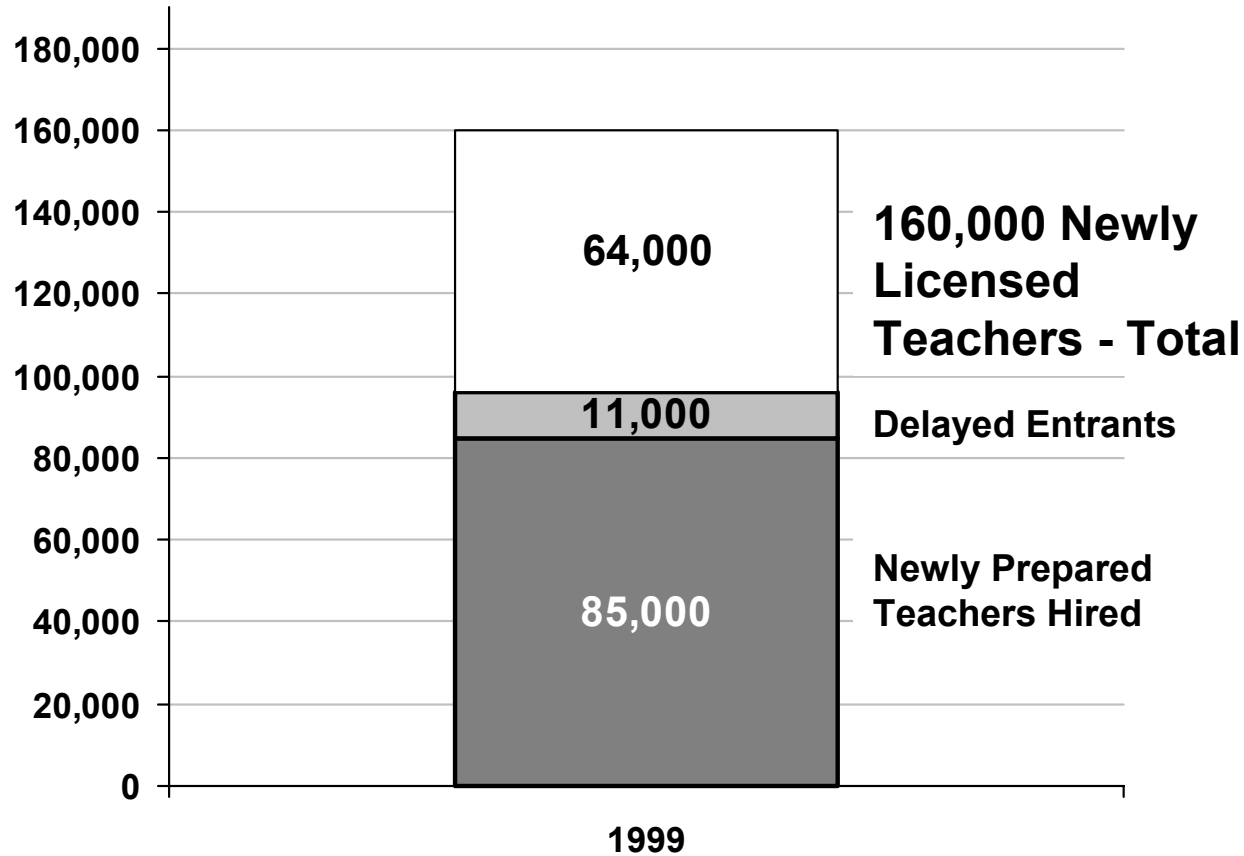
Source: Richard Ingersoll "Teacher Turnover and Teacher Shortages: An Organizational Analysis." *American Educational Research Journal*. 38 (Fall 2000): pp. 499-534.

Trends in Teacher Employment and Turnover 1987-2000

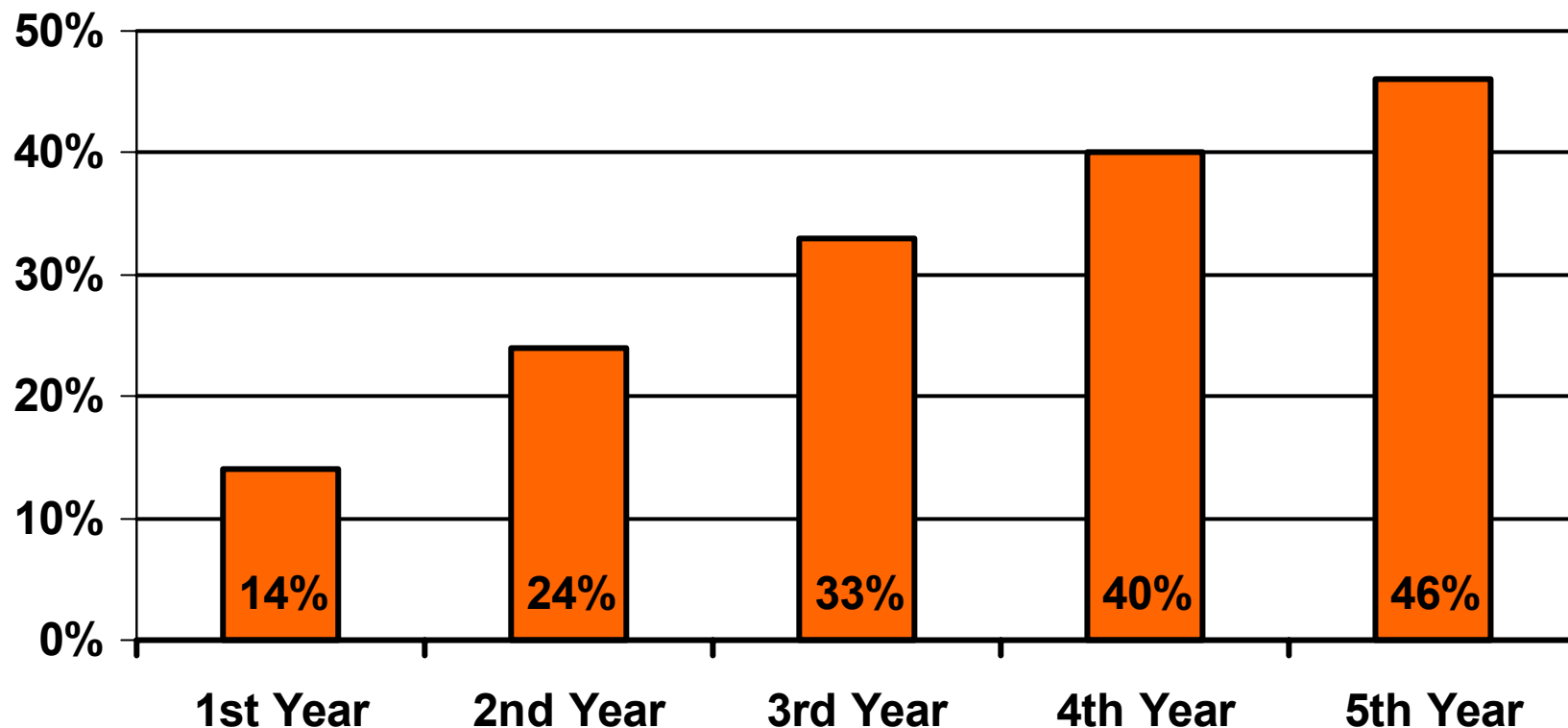


Source: Richard Ingersoll "Teacher Turnover and Teacher Shortages: An Organizational Analysis." *American Educational Research Journal*. 38 (Fall 2000): pp. 499-534.

60% of Newly Licensed Teachers Are Hired

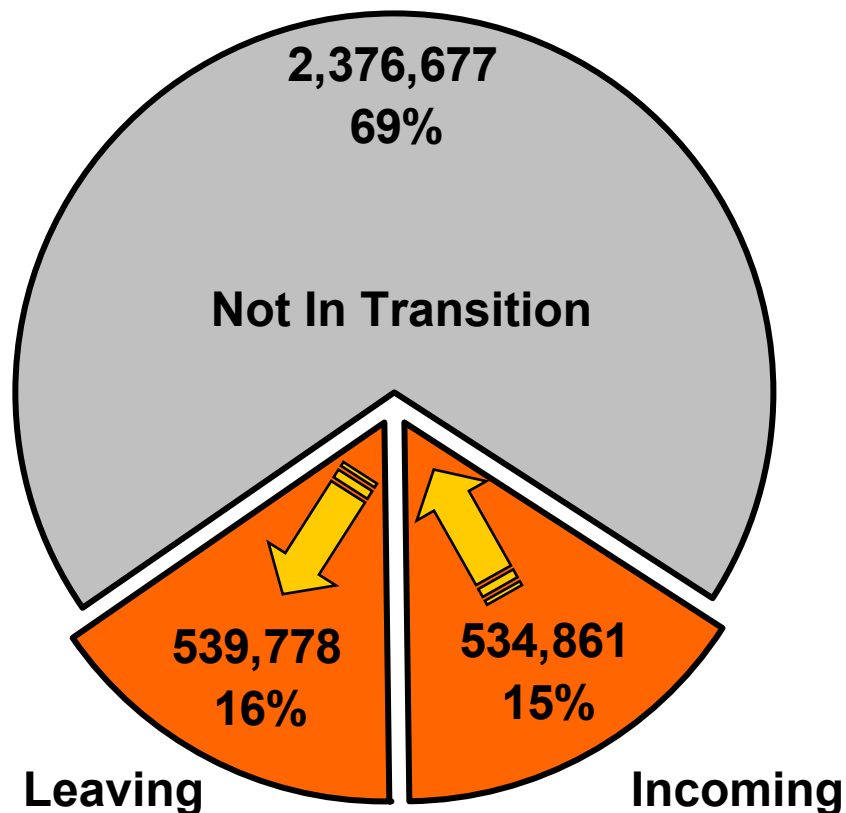


Beginning Teacher Attrition is a Serious Problem



Source: Richard Ingersoll "Teacher Turnover and Teacher Shortages: An Organizational Analysis." *American Educational Research Journal*. 38 (Fall 2000): pp. 499-534.

Teacher Turnover: A Revolving Door



Total Teaching Force, 1999-2000: 3,451,316

Source: Richard Ingersoll "Teacher Turnover and Teacher Shortages: An Organizational Analysis." *American Educational Research Journal*. 38 (Fall 2000): pp. 499-534.

Teachers Tell Us They Leave Because of...

- Unacceptable **conditions** in schools
- Inadequate **preparation** for the challenges they face
- Lack of rewarding **career paths**

Quantity

Quality

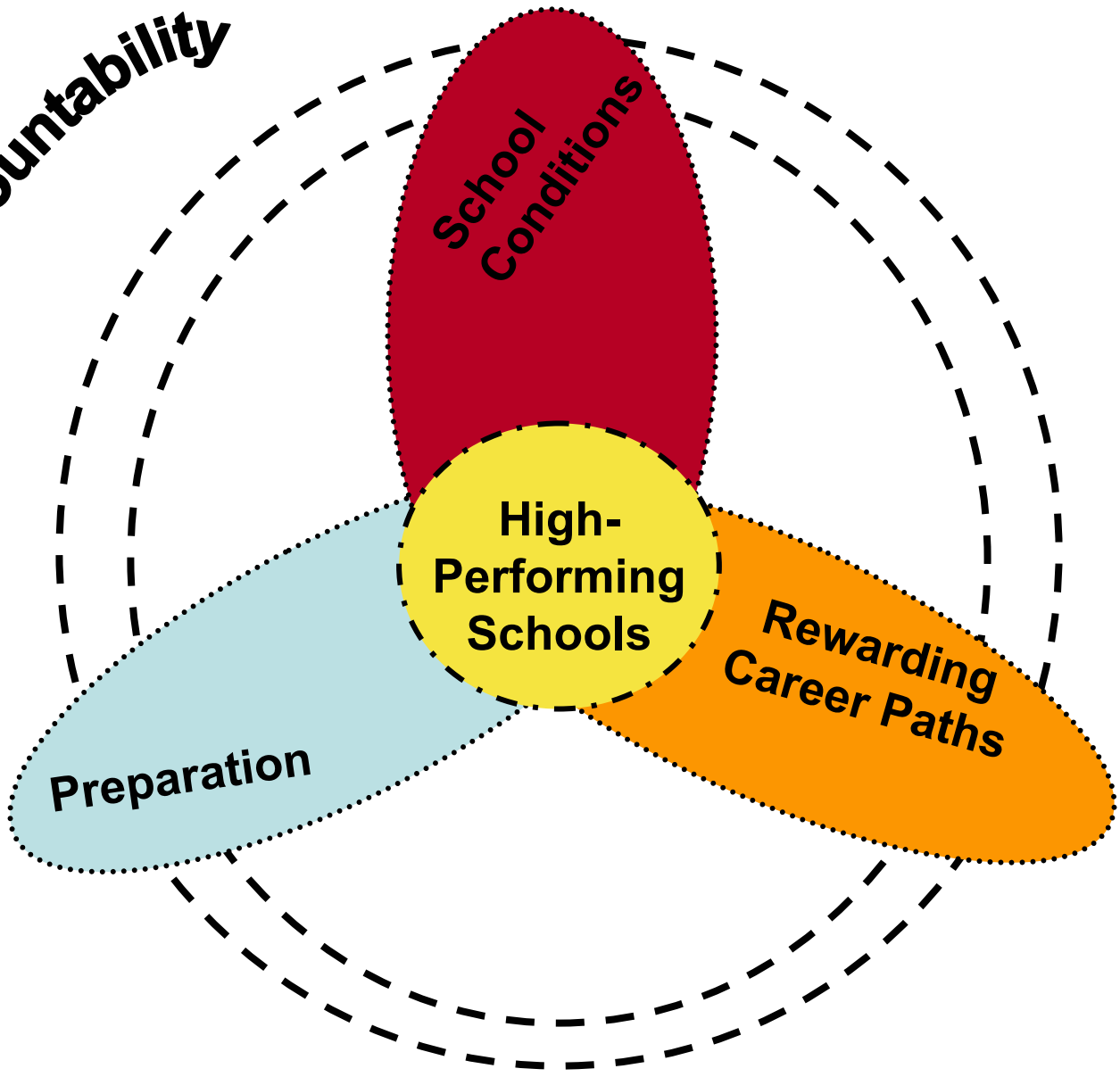
Equity

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Three Strategies for Quality Teaching in High-Performing Schools

1. Supportive Conditions for Teaching and Learning
2. High Quality Teacher Preparation
3. Professionally Rewarding Careers
 - *Tiered Licensure*
 - *Teacher Compensation*

Chains of Accountability



Quality

- Careful recruitment and selection of candidates
- Strong academic preparation
- Extensive clinical practice
- Entry level support
- Modern learning technologies
- Assessment of preparation program

Preparation



- Teacher Empowerment
- Shared Leadership
- How People Learn
- School Facilities and Resources
- Time Allocation
- Professional Development



Rewarding Career Paths

- Quality Leadership
- Quality Teaching
- Quality Learning

- Differentiated Staffing
- Sound Induction/ Mentoring
- Sustained Professional Development
- Better Pay and Pay System

Schools Become Strong Learning Communities

Rewarding Career Paths

- Tiered Licensure Reflects Continuous Professional Growth
- Teacher Compensation is Based on Knowledge and Skills

Rewarding Career Paths

Quality

Differentiated Staffing