

Archived Information

The No Child Left Behind Act Of 2001

Strategies for Improving Teacher Quality

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No TEACHER Left Behind

- ❑ A Highly Qualified Teacher in every classroom by 2005-2006
 - ❑ Increased Flexibility in Funding
 - ❑ NCLB provides funding for professional development, innovative compensation strategies, tenure reform, alternative certification, recruitment and retention innovations, and more!
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NCLB – Focus on Four Areas to Attract and Retain Highly Qualified Teachers

Focus:

- Certification Reform
 - Professional Development
 - Compensation Strategies
 - Recruitment Ideas
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Certification Reform



- Reduce Barriers and Increase Standards
 - Current License requirements are different for each State
 - Routes to being licensed
 - Traditional College of Education
 - Alternative
 - Post Bachelors'
 - Career Changers
 - Retirees
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Advantages of Alternative Certification

- ❑ People coming into teaching through alternative routes tend to be older, people of color, more men, have academic degrees other than education, and have experiences in other occupations.
 - ❑ Early data from several states indicate that individuals entering teaching through alternative routes have higher retention rates than those entering from traditional college based programs.
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Different types of Alternative Routes to Certification

- Internship
- College of Education Partnership
- American Board for Certification of Teacher Excellence



What does the American Board offer?

- **Passport Certification** – a credential offered to individuals holding a bachelor's degree or higher, who can pass a background check and a series of rigorous examinations demonstrating subject area mastery and a fundamental knowledge of teaching.
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Professional Development



NCLB : Has some very specific guidelines:

- For example, States can use the funds to improve teacher knowledge in one or more of the subjects they teach, increase skills in methods for improving student behavior, or learn how to teach students with disabilities. Yet, one-day or short-term workshops or conferences are no longer considered acceptable professional development experiences.**
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Eight Key Elements

- ❑ 1) All activities are referenced to student learning;
 - ❑ 2) Schools use data to make decisions about the content and type of activities that constitute professional development;
 - ❑ 3) Professional development activities are based on research-validated practices;
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Eight Key Elements

- ❑ 4) Subject matter mastery for all teachers is a top priority;
 - ❑ 5) There is a long-term plan that provides focused and ongoing professional development with time well allocated;
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Eight Key Elements

- 6) Professional development activities match the content that is being instructed;
 - 7) All professional development activities are fully evaluated;
 - 8) Professional development is aligned with state standards, assessment, and the local school curriculum
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Compensation Strategies



Generally three schools of thought—

1. Time on the job, plus coursework = increase in salary
 2. Knowledge and Skills = increase in salary
 3. Performance = increase in salary
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The Cincinnati Plan

(example of knowledge and skills model)

- *Under Cincinnati's new knowledge- and skills-based pay plan, teachers will advance through five levels of professional achievement, earning salary increases based on performance.*
 - **Apprentice**
 - Salary: \$30,000
 - Teachers who fail to advance to Novice within two years are terminated
 - **Novice**
 - Salary: \$32,000–\$35,750
 - Must be rated 2 or better in all performance and skill categories (on a scale of 1–4)
 - Teachers who fail to advance to Career within five years are terminated
 - **Career**
 - Salary: \$38,750–\$49,250
 - Must be rated 3 or better in all categories
 - **Advanced**
 - Salary: \$52,500–\$55,000
 - Must be rated 4 in two categories
 - **Accomplished**
 - Salary: \$60,000–\$62,000
 - Must be rated 4 in all categories
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 - (Source: Allan Odden, Education Next, Spring, 2001)
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Performance Based

- School wide Bonus Programs-**
Based on overall school growth or whether the school met its targets
 - Individual bonus programs-**
Based on student achievement and administrator rating
 - NBPTS**
 - American Board Master Teacher Certification**
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American Board Offers:

- Master Teacher Certification – a credential of distinguished achievement for teachers with exceptional subject-area proficiency measured by a rigorous examination and a track record of excellence as demonstrated by student achievement.
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Recruiting Ideas



Out of Country

Washington State has been recruiting teachers from Spain to address its need for bilingual teachers

Recruiting Ideas continued...

- Teach for America
 - The New Teacher Project
 - Troops to Teachers
 - Teachers-Teachers.com
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Recruiting Ideas continued...

Housing

The Santa Clara Unified School District recently completed construction of a 40-unit apartment complex called "Casa del Maestro," which provides affordable housing to qualified teachers.

Recruiting Ideas continued...

- ❑ The University of Massachusetts-Boston plans to offer free graduate education for prospective teachers in exchange for a commitment to spend three years in a local urban classroom.
 - ❑ UMass-Boston also plans to participate in a statewide effort to recruit prospective teachers from the ranks of studious high-schoolers.
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Recruiting Ideas continued...

Retired—but not really

- Both the Georgia and Alaska legislatures recently approved measures that would facilitate bringing retired teachers back to the classroom.
 - Thirteen principals in Baltimore County plan to retire, then turn right around and be rehired to continue their role as principals. In doing so, they will draw a full salary as well as collect retirement.
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Recruiting Ideas continued...

□ Industry

In the Arizona desert community of Palo Verde, substitute teachers for the 200-student elementary school were in short supply. Workers from the nearby Palo Verde Nuclear Generating Station have trained and volunteered as substitute teachers in an inspiring example of community investment in teaching.
