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Our Students. Their Moment.

# NYSATE/NYACTE Conference

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# Educator Workforce Trends

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## **Shrinking Job Market** –

- More than 7,000 of the state's teachers laid off this year (almost 3% of teachers)
- 20,000 teaching positions lost over the past 3 years (almost 10%)

**Persistent Shortages** – In some certificate areas (e.g., Special Education, Bilingual Education, ESL, Science, Math) and in highest poverty locations

**New Teaching Certificates Issued** – In 2010-11, NYSED issued 62,000 new classroom teaching certificates

- 13,500 in Childhood Education (Grades 1-6)
- 5,850 in Early Childhood Education (Birth-Grade 2)

# Educator Workforce Trends

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## Attrition and Retention

- Attracting and retaining principals, especially in high-need schools, is problematic. Leadership is critical to teacher retention.
- Schools serving poor and minority students have higher attrition rates than others.
- Teacher attrition does not vary by effectiveness. However:
  - Among those leaving low-performing schools, teachers who are more effective tend to transfer to higher-achieving schools with fewer poor, Black, and Hispanic students
  - Less-effective teachers tend to transfer to other low-performing schools.

# Educator Workforce Trends

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**Diversity** – Attracting and maintaining a diverse corps of effective educators remains challenging.

- 15% of NYS educators are Black and Hispanic, compared with 40% of students.

**Inequitable Distribution** – 1<sup>st</sup>-year elementary and middle school teachers tend to get students who are less prepared academically than teachers with 4+ years of teaching experience.

# Great Teachers and Leaders

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*Frameworks for managing human capital in schools: see for example: Rachel E. Curtis, Teaching Talent: A visionary Framework for Human Capital in Education, Harvard Education Press, Chapter 9; Herbert Heneman and Anthony Milanowski, Assessing Human Resource Alignment: The Foundation for Building Total Teacher Quality Improvement.*

# Clinically-Rich Preparation Programs

## Graduate Teacher

**\$20 MM Total**

**Awards: July 2011 – September 2014**

38 proposals, 11 funded, with awards to CUNY, SUNY, Independent, and Non-IHE institutions from NYC, Big 4, Long Island, and Rest of State

Will train over 460 candidates

## Undergraduate Teacher

**\$10 MM Total**

**RFP to be issued: Fall 2011**

Programs partner with districts and their high needs schools

Emphasis on: NYS Common Core learning standards, data-driven instruction, teacher/leader practice rubrics, STEM subjects, techniques to advance learning of students with disabilities, ELLs, recruitment of diverse candidates and mentors

Special Emphasis: Attracting teachers of students with disabilities, ELLs, STEM subjects or STEM-rich common branch either from other teaching areas, or into teaching from non-teaching programs

## Principal

**\$10 MM Total**

**RFP to be issued: October 2011**

Programs partner with districts and their high needs schools

Emphasis on: NYS Common Core learning standards, data-driven instruction, teacher/leader practice rubrics, STEM subjects, techniques to advance learning of students with disabilities, ELLs, recruitment of diverse candidates and mentors

Special Emphasis: Developing/managing effective teaching staff, with goal to place candidates in high-need schools

## Federal policy direction reinforces New York's educator preparation initiatives

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*Our Future, Our Teachers: The Obama Administration's Plan for Teacher Education Reform and Improvement.* U.S. Dept of Education, Sept. 2011

- Focus on student results and educator effectiveness
  - Learning growth of students taught by program graduates
  - Job placement and retention rates, to gauge program effectiveness in preparing, placing, and supporting educators in alignment with district needs
  - Surveys of program graduates and their principals, to gather data for informing program improvements

## Federal policy direction reinforces New York's educator preparation initiatives (cont'd)

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- Performance-based certification requirements, in addition to improved written tests
- Support for clinically-based programs
  - Residency model
  - Training in data-driven instruction
  - Partnerships with school districts
- Strengthened state standards for preparation programs, based on outcome data
- Diversity of educator workforce

See *Our Future, Our Teachers; The Obama Administration's Plan for Teacher Education Reform and Improvement*. US Dept of Education, September, 2011



# Teacher and Principal Evaluation Design Principles

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Annual evaluations with  
regular feedback

- Required for all teachers and principals

Clear Rigorous  
Expectations

- NY State Teaching Standards
- ISLLC for principals

Multiple Measures

- 40% Student Achievement ( growth and locally-selected measures )
- 60% Other (observations, school visits, surveys, etc)

Multiple Rating Levels

- Highly Effective; Effective; Developing; Ineffective

Regular Feedback

- Frequent, ongoing and linked to development opportunities

Significant

- Factors into employment decisions, supplemental compensation

# Future: Teacher Career Ladder

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## Teacher Leader and Master Teacher titles

- State-provided advanced designation based on coaching skill and teaching mastery
- District-determined designations of leader and/or master teachers with additional responsibilities and compensation
- Piloting now under Teacher Incentive Fund grants in 3 districts

# Discussion

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- How can higher education community help with workforce trends we face?
- Thoughts on evaluation system and impact on education schools?

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Thank You.



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