

H. 1054: An Act Relative to Educator Excellence



The Working Group for Educator Excellence (WGEE)

- A coalition of 26 organizations & over 60 individuals supporting educational excellence & reform built on the knowledge base of professional teaching

Organizations in WGEE

- American Federation of Teachers MA
- Associated Industries of MA
- MA Administrators for Special Education
- MA Association for Supervision and Curriculum Development
- MA Association of College and University Reading Educators
- MA Association of Colleges for Teacher Education
- MA Computer Using Educators
- MA Association of School Committees
- MA Association of School Personnel Administrators
- MA Association of School Superintendents
- MA Association of Science Teachers
- MA Business Alliance of Education
- MA Business Roundtable
- MA Elementary School Principals Association
- MA Foreign Language Association
- MA Library and Media Association
- MA Organization of Educational Collaboratives
- MA Parent Teacher Association
- MA Reading Association
- MA Secondary School Administrators' Association
- MA Teachers Association
- Small Business Association of New England
- Strategies for Children, Inc.
- Stand for Children
- *Teachers*²¹
- Urban Superintendents Network

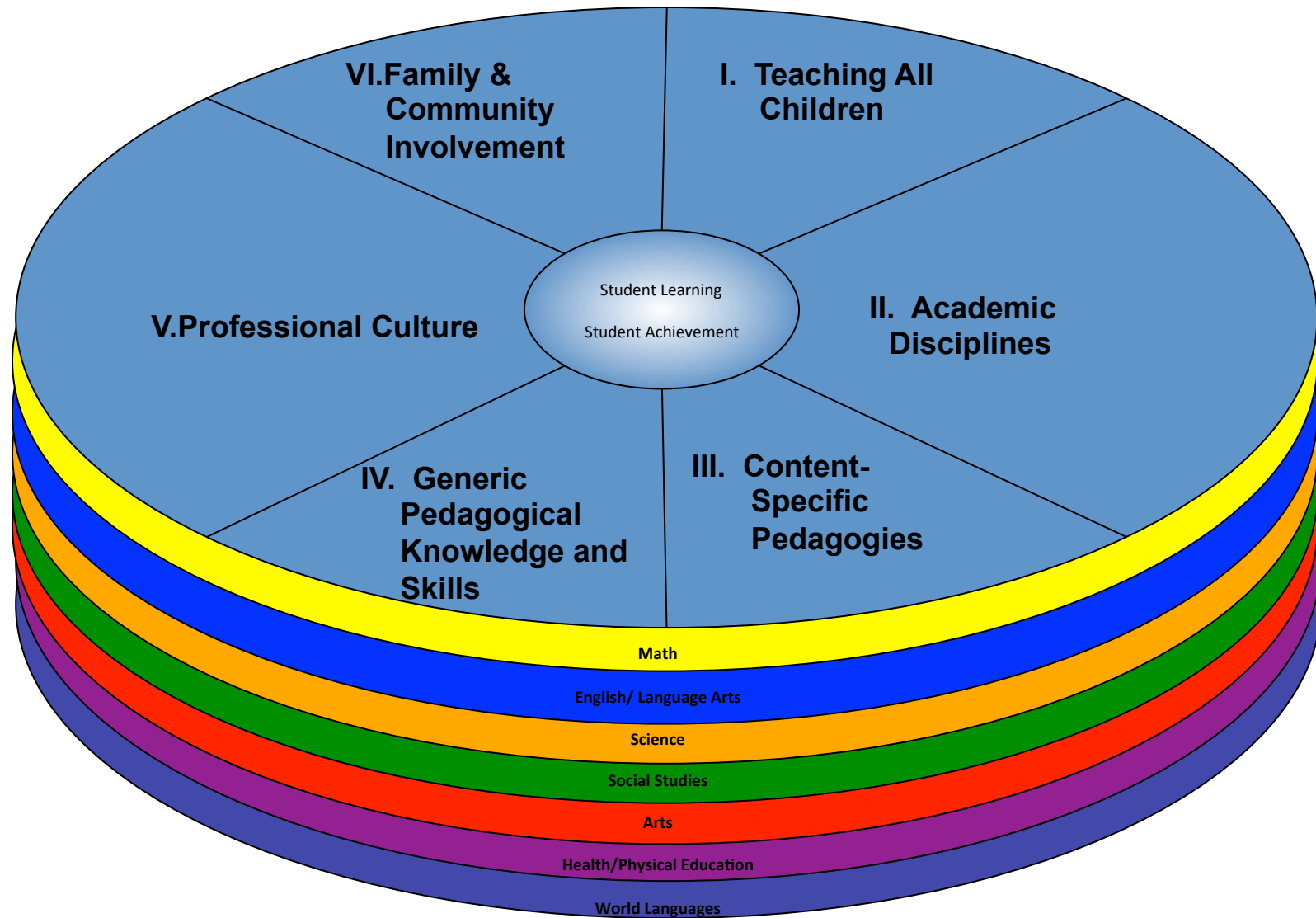
Background.1

- Currently in MA, education stakeholders work independently to promote stronger teaching & leadership
- All stakeholders need communication & coordination across 10 reform levers
- The result will be greater efficiency & effectiveness across MA schools

Background.2

- There is broad consensus that high-quality teaching is the single most important variable affecting student learning.
- There is a need for greater clarity about what constitutes good teaching.

Knowledge & Skills for Professional Teaching

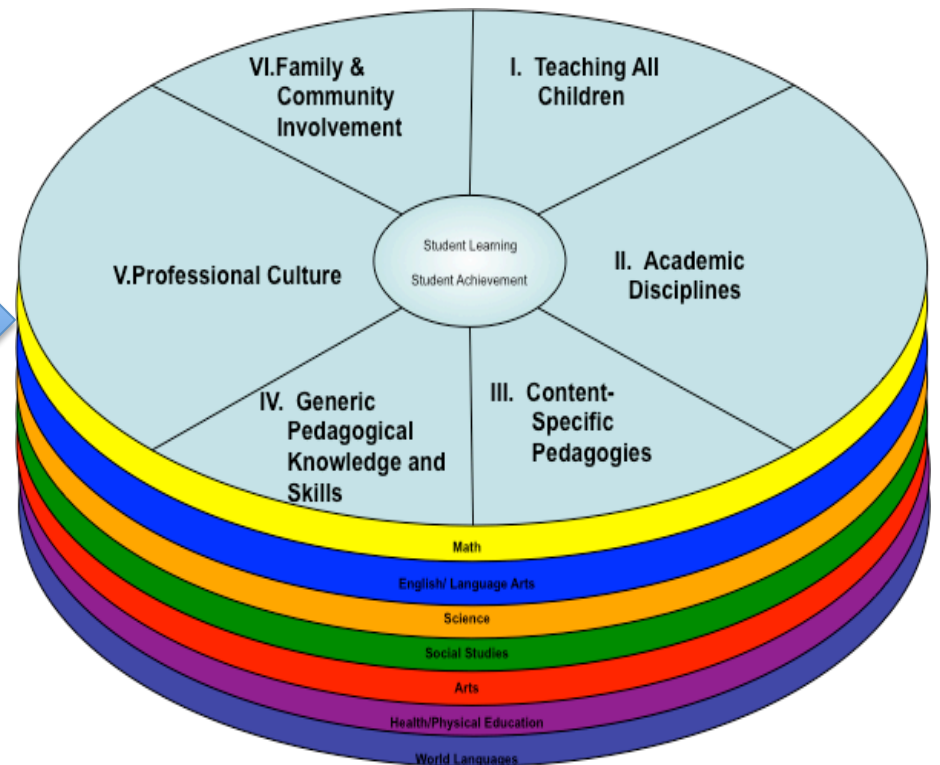


Proposed Solutions

- MA adoption of 10 levers as coherent, comprehensive, coordinated system
- Implementation of articulated knowledge base of professional teaching across all levers
- Passage of H 1054
- Dissemination of lessons learned from 3 pilot school systems

10 Levers of the Human Resources Pipeline

- Educator Preparation
- Licensure
- Recruitment, hiring, & placement
- Comprehensive induction
- Professional development
- Re-licensure
- Supervision & evaluation
- Teacher leadership
- Organizational structure
- Adult professional culture



Example of Lever Alignment.1

Standard: *Teaching All Children*

Three levers in action:

- **Recruitment:** influence the interview protocol used for hiring
- **Induction & Professional Development:** Guiding training for new or veteran teachers

Example of Lever Alignment.2

Standard: *General Pedagogic Knowledge and Skills*

Indicator: *Belief in effort-based ability*

Three levers in action:

- **Recruitment & Hiring:** Interview protocols examine candidates' beliefs re: effort-based ability
- **Induction:** Induction system orients new teachers accordingly
- **Supervision & Evaluation:** Evaluation system looks for evidence of teachers' sending these messages in classroom practice

Example of Lever Alignment.3

Standard: *Professional Culture*

Indicator: *Non-defensive self-examination of student results*

Three levers in action:

- **Teacher Leadership:** Mentor teachers trained to promote non-defensive examination of practice
- **Organizational Structure:** Administrators create systems & incentives for non-defensive reflection
- **Adult Professional Culture:** Staff meetings & mentoring sessions support analysis/reflection

H 1054 Phase I

- **Phase I:** Define knowledge & skills of effective teaching across grade levels & content areas in deep & detailed way
 - ***Completed topics:*** Children & their Differences, Adult Professional Culture, Family & Community Involvement, Generic Pedagogy
 - ***Spring 2012:*** ELA, Math, Science, History, Arts, Health & Phys Ed, Foreign Languages

H 1054 Phase II

- Align systems for educator preparation & performance-based licensure
- Performance-based standards for all teachers to include broad categories:
 - a) Teaching all children*
 - b) Parent & community engagement*
 - c) Professional culture*
 - d) Generic pedagogy*
 - e) Content knowledge & content-specific pedagogy*

H 1054 Phase III

- Align MA systems (recruitment, induction, professional development & teacher leadership)***Districts***
- Codify knowledge base about administrative leadership..***DESE***
- Performance standards for principals to include broad categories: ***DESE***
 - Instructional & Strategic leadership
 - Teacher evaluation skills & methods
 - Professional community building
 - Communication skills
 - Promotion of diversity
 - Parent & community relationships

H 1054 Phase IV

- Update formula for public school funding, MGL Chapter 70

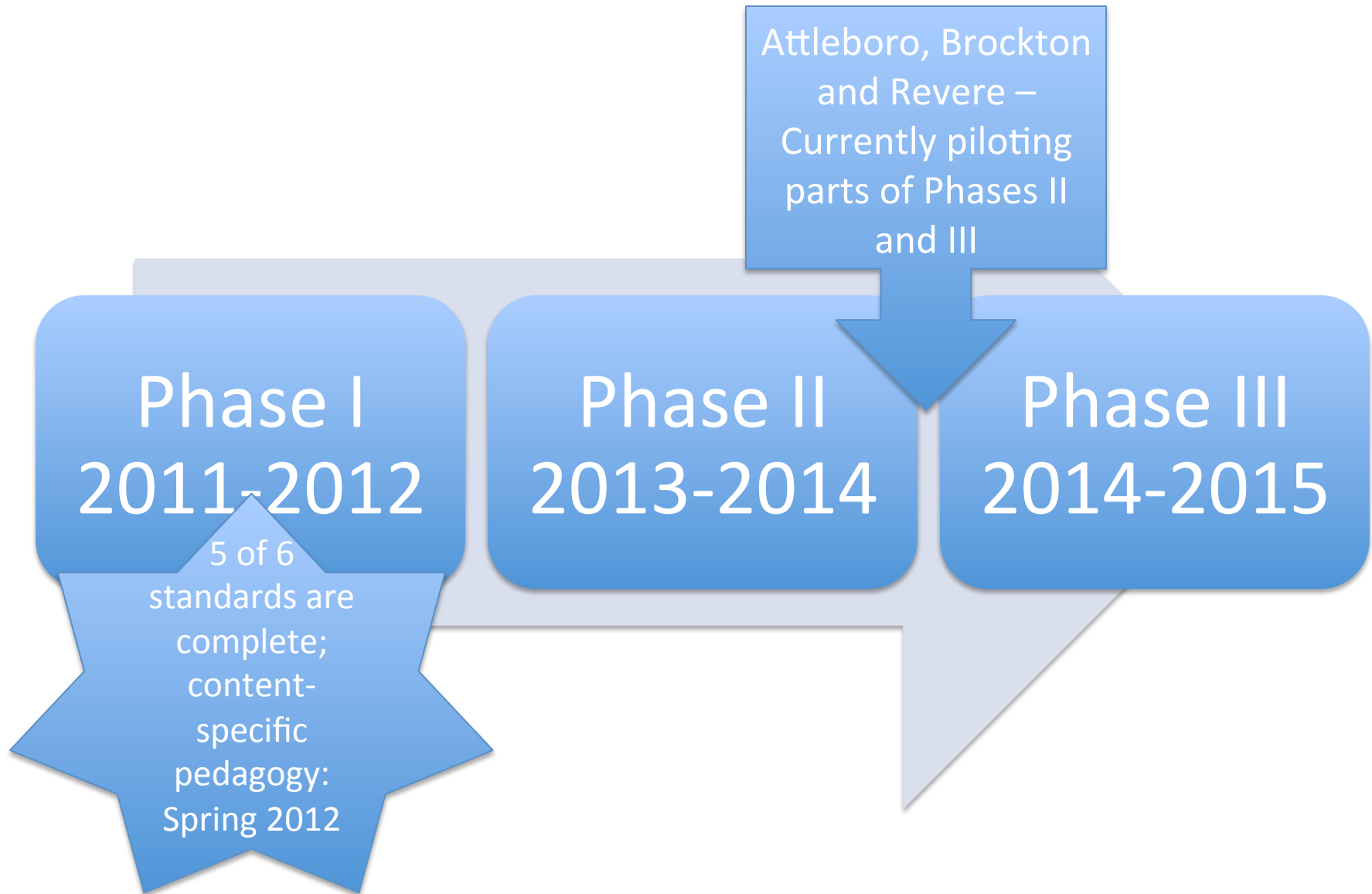
Bold action urgently needed

- Provide for the long-term sustainability of the reforms in Phases I-III

Essential for the future

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H 1054 Timeline



The Desired Future

- Comprehensive reform represents the greatest hope to transform learning for all students in MA, especially those most in need
- H 1054 holds the promise of closing the achievement gap

Get Involved!

Spread the word

EDUCATE

- Other educational stakeholders
- The school community
- Your peers
- The parent community

Contact your state Senator or Representative

- To move the bill out of committee so it can be voted on by the MA House & Senate during 2012 spring legislative session
- Go to www.malegislature.gov/

Contact WGEE:

Peter Piazza

WGEE Education

Policy Coordinator

piazzap@bc.edu