

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 &
comprehensive 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 for Education
- MA Business Roundtable
- MA Elementary School Principals Association
- MA Foreign Language Association
- MA Organization of Educational Collaboratives
- MA Parent Teacher Association
- MA Reading Association
- MA School Library 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

The Problem...

- Currently in MA, education stakeholders* do not work systematically to promote stronger teaching & leadership
- Stakeholders do not have guidelines/protocols for strengthening teaching & leadership
- Stakeholders have varied understanding of key reform levers & nature & complexity of professional knowledge

* *professional associations, business groups, K-12 educators, higher education teacher preparation faculty, & DESE*

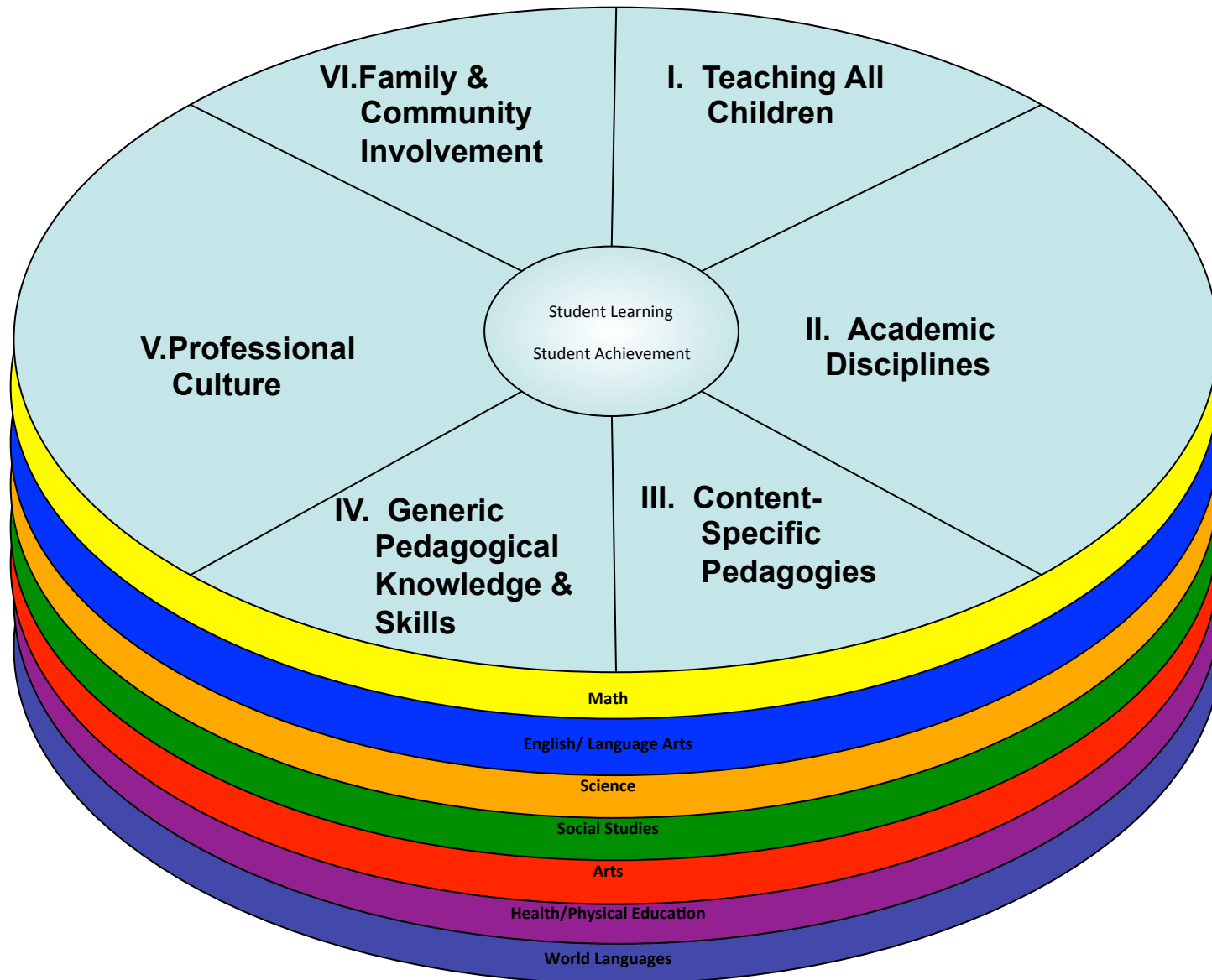
The Problem...

- Stakeholders need greater clarity & shared understanding about what constitutes:
 - ⇒ effective teaching
 - ⇒ effective educational leadership

Proposed Solutions: *Clarify knowledge base*

- Develop & codify the knowledge base of professional teaching
- Align MA professional teaching standards with the codified knowledge base

Knowledge & Skills for Professional Teaching



Proposed Solutions: *Align Key Levers/ Processes with Professional Knowledge & Skills*

- Align teacher preparation & licensure
 - Educator Preparation
 - Licensure
 - Re-licensure
- Align levers in districts, drawing on lessons from 3 pilot districts
 - Recruitment, hiring, & placement
 - Comprehensive induction
 - Professional development
 - Supervision & evaluation
 - Teacher leadership
 - Organizational structure
 - Adult professional culture

What does alignment look like?

Professional Teaching Standard: *General Pedagogic Knowledge & Skills*
Performance Indicator: *Belief in effort-based ability*

Three levers in action :

- **Recruitment & Hiring:** Interview protocols include questions regarding candidates' beliefs about effort-based ability
- **Induction:** Induction sessions engage teachers in reflecting on their beliefs about their own effort-based ability & help to connect with their beliefs about students' effort-based abilities
- **Supervision & Evaluation:** Evaluation protocols include examining evidence of teachers' messages to students about effort-based ability

What does alignment look like?

Professional Teaching Standard: *Professional Culture*

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

Three levers in action:

- **Teacher Leadership:** Mentor/lead teachers are trained to promote non-defensive examination of student performance data during team meetings
- **Organizational Structure:** Administrators create systems, protocols, & incentives for non-defensive examination of student results
- **Adult Professional Culture:** Staff meetings & mentoring sessions model protocol use & non-defensive analysis of school performance data

Proposed Solutions: *Strengthen Leadership*

- Codify the knowledge base of administrative leadership
- Align MA administrative leadership performance standards with the codified knowledge bases of teaching & leading
- Provide guidelines/protocols for continuous quality improvement

Anticipated Results...

- Greater efficiencies in how resources are used
- More effective instruction for all students
- Improved student performance across all MA schools

Current WGEE Projects

- **High Expertise Teaching (HET)** to create detailed & specific inventory of range of professional knowledge & skills & teacher repertoires
- **Pilot Schools** to demonstrate the validity & utility of WGEE proposals: Attleboro, Brockton, Revere
- **H 1054 Legislation** to institute a comprehensive, systematic plan that impacts all key levers of influence on educator capacity, quality, & expertise in a coordinated & sustainable manner;
requesting phase I at this time
- **Public Information** to educate stakeholders & the general population

The phases of H1054 as projected in the
next two slides
correspond to the order defined
in the updated version of the bill

The bill does not request any funding. It seeks
to secure legislative approval

H 1054 Timeline

Attleboro, Brockton
and Revere –
Currently piloting
parts of Phases II
and III

Phase
I

- Define knowledge & skills of effective teaching across grade levels & content areas in deep & detailed way (half completed)

Phase
II

- Align performance-based teaching standards with codified professional knowledge base
- Align higher education systems for educator preparation with state systems for licensure

Phase
III

- Align district systems (recruitment, induction, professional development & teacher leadership) for human resource development
- Define knowledge & skills of effective administrative leadership

Phase IV: After the three prior phases are completed

- Update formula for public school funding, MGL Chapter 70 *Bold action urgently needed*
- Provide for long-term sustainability of reforms in Phases I-III *Essential for the future*

An Optimistic Future

- WGEE fosters **communication, consensus-building, coordination, & commitments** across multiple stakeholders
- H 1054 legislation **specifies & supports comprehensive reform**
- Comprehensive reform represents the greatest **hope for transforming learning for all students** in Massachusetts, especially those most in need

Get Involved!

Educate others:

- ✓ Your colleagues
- ✓ The school community
- ✓ The parent community
- ✓ The business community
- ✓ Other educational stakeholders

Get Involved!

Contact your state Senator or Representative:

- ✓ Move the bill out of committee for voting by the MA House & Senate during the 2012 spring legislative session
- ✓ Go to www.malegislature.gov/

To read the bill go to:

<http://www.malegislature.gov/Bills/187/House/H01054> (updated version in Committee)

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