

EdPrepLab Policy Summit: The Landscape of Educator Preparation

January 26, 2021

Moderator



Steve Wojcikiewicz

Senior Researcher and Policy Advisor

Learning Policy Institute

Agenda

- Welcome and Introduction
- Presentation
- Panel Discussion
- Summary Remarks
- Q & A
- Upcoming Events and Closing

EdPrepLab Directors



Maria E. Hyler

Director, EdPrepLab

*Deputy Director, Washington DC Office &
Senior Researcher, Learning Policy Institute*

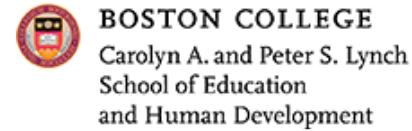


Jessica Charles

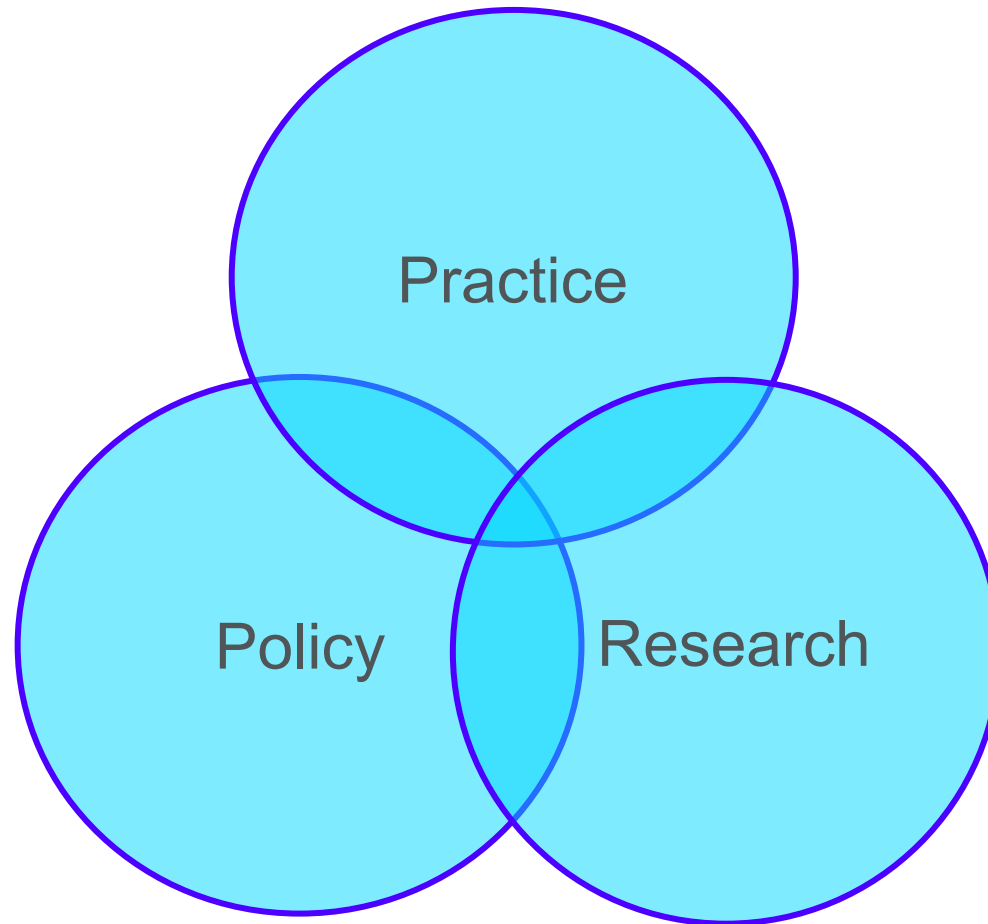
*Director, Educator Preparation Network,
EdPrepLab*

*Director of Scholarship on Educator Practice,
Bank Street Graduate School of Education*

EDPREPLAB NETWORK



EdPrepLab Strategic Priorities



The Work of EdPrepLab



Policy for Professional Preparation



Linda Darling-Hammond

President and CEO

Learning Policy Institute

Educator Preparation as a Path to Social Justice



Linda Darling-Hammond




We face
A public health crisis
An economic crisis
A civil rights crisis
A climate crisis

Such Moments often Lead to Generational Social Changes




Restarting & Reinventing School

*RESTARTING AND REINVENTING SCHOOL:
LEARNING IN THE TIME OF COVID AND BEYOND*



“Reinventing school means focusing on authentic learning and equity and harnessing the knowledge of human development, learning, and effective teaching accumulated over the last century and needed for the next.”



Principles from the Science of Learning & Development

- ▶ *Relationships are the essential ingredient that catalyzes healthy development and learning.*
- ▶ *Children actively construct knowledge by connecting what they know to what they are learning within their cultural contexts.*
- ▶ *Learning is social, emotional, and academic.*
- ▶ *Students' perceptions of their own ability influence learning*
- ▶ *Adversity affects learning: Effective schools must be trauma-informed and healing-focused.*

The Context

- Yawning equity chasms that threaten major segments of society ... and draw attention to systemic racism
- The largest economic disparities since 1929
- “Aggressive neglect” of our children: Poverty, homelessness, food insecurity
- Schools as one of the few safety nets in many hard-hit communities
- Inequitable school resources



The Effects of Inequality



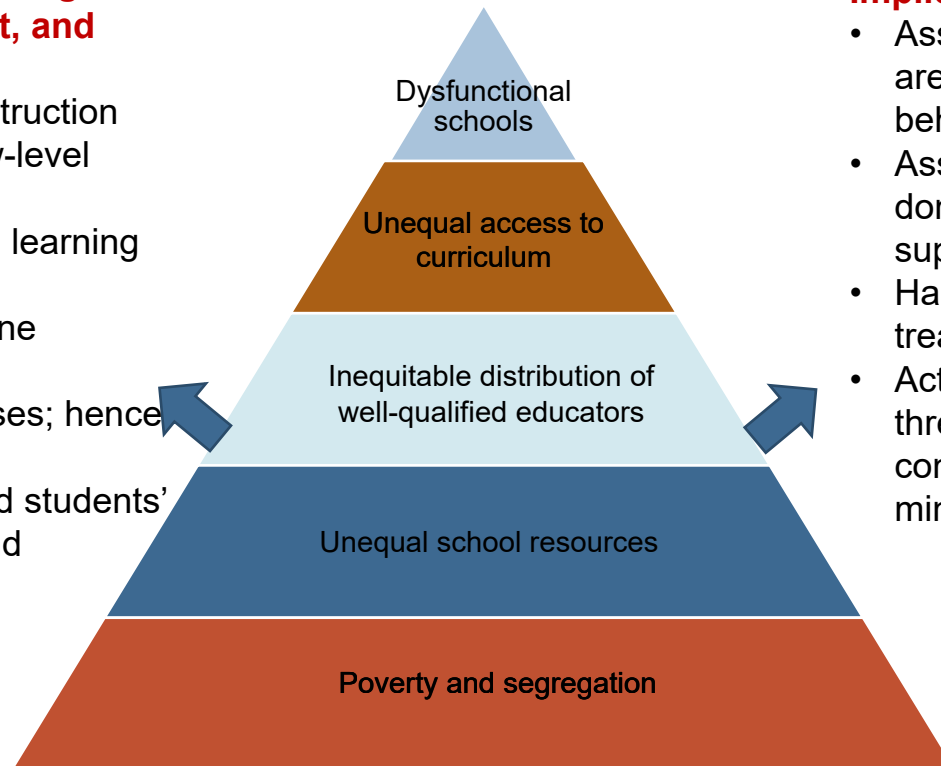
I'm concerned about food, jobs, money, my education. Racism toward Asian Pacific Islander folks is a big concern for us too. I miss being around my friends, and I'm feeling really, really depressed, but I can't really tell my family.

—Oakland Student

The Anatomy of Inequality

Inadequate understanding of learning, development, and pedagogy leads to:

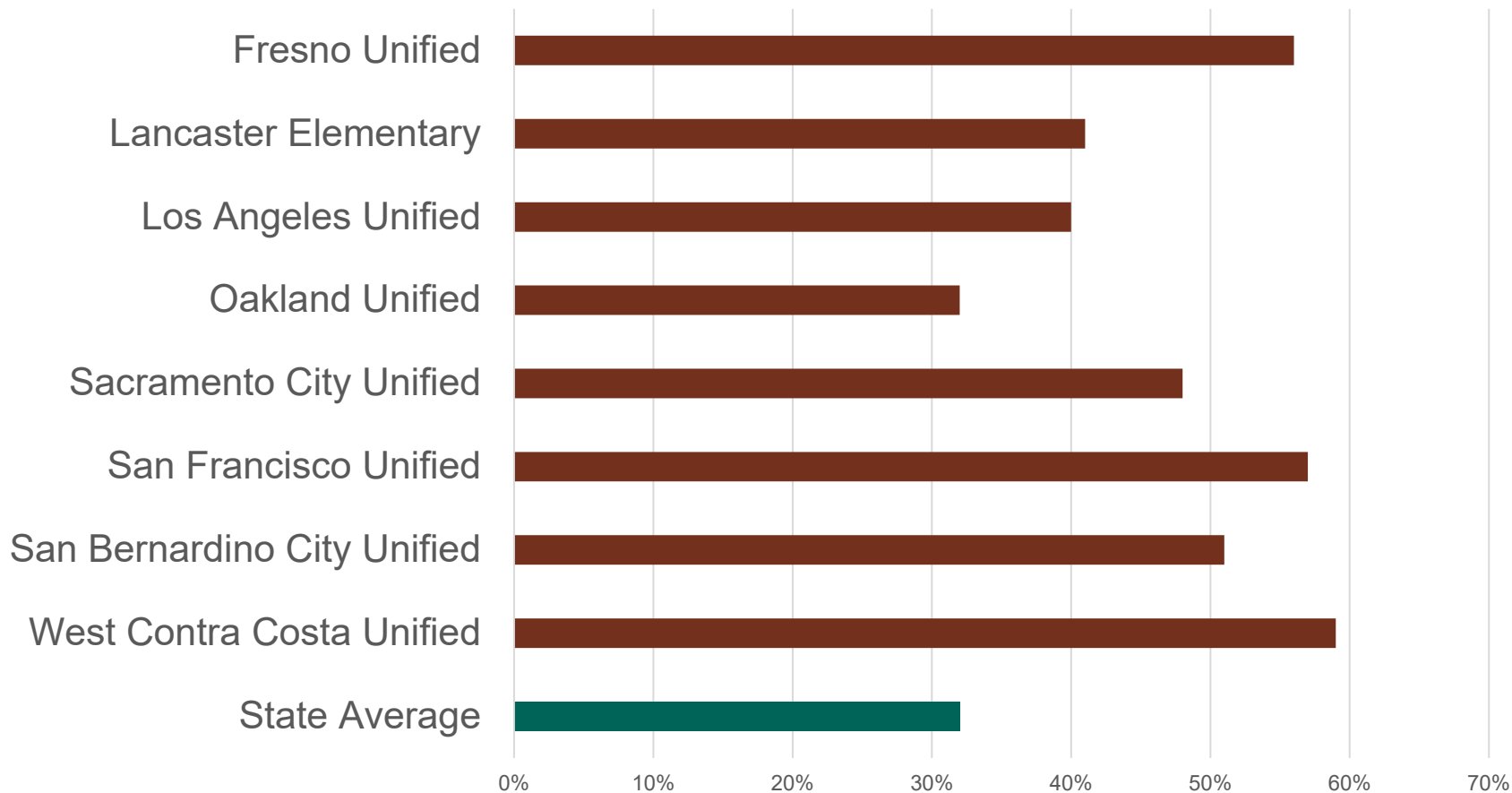
- Poorly organized instruction often focused on low-level skills
- Few tools to scaffold learning or respond to needs
- Exclusionary discipline
- Inability to teach heterogeneous classes; hence tracking follows
- Failure to understand students' social, emotional, and academic needs



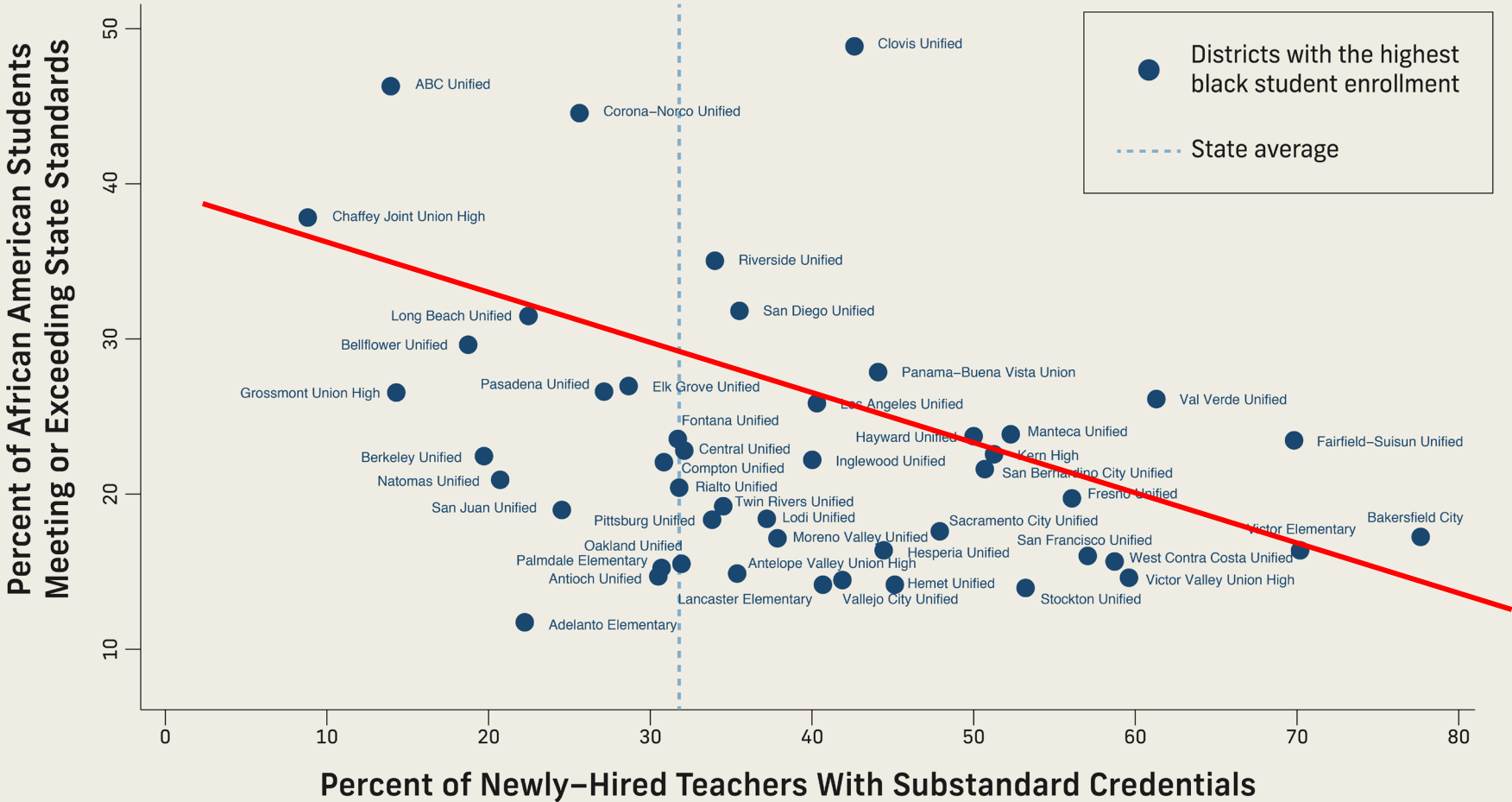
Implicit bias adds:

- Assumptions that students are incapable and poorly behaved
- Assumptions that families don't care and will not support their children
- Harsh, discriminatory treatment
- Activation of stereotype threat, undermining confidence, growth mindset, & performance

% of Newly Hired Teachers on Substandard Credentials in Districts w/ the Most Low-Achieving African American Students



African American Student Performance is Strongly Related to Teacher Qualification



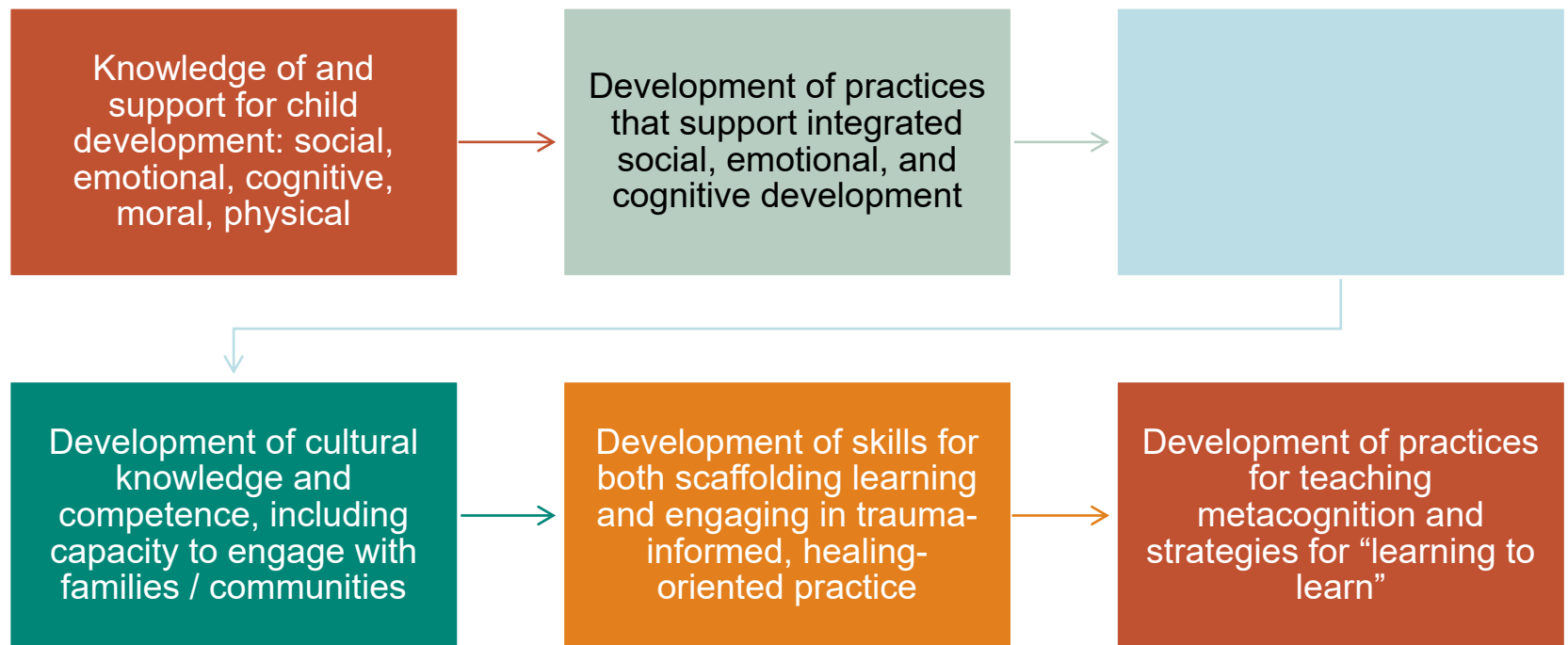
What Boosts Achievement for African American Students?

- **Having fully prepared, experienced, and Board Certified teachers predicts achievement gains more than race and parent education combined. [Clotfelter, Ladd, & Vigdor]**
- **Having a black teacher for even one year significantly increases achievement, graduation rates, and college going for black students [Dee; Grissom & Egalite]**
- **Being in a school with wraparound services & supports improves achievement & graduation rates [Meier, Oakes, & Daniel, 2017]**



Racial Justice demands fully-prepared and well-supported teachers in every school, especially for children who are furthest from opportunity

Educators Need:



How Educator Learning Happens



CREATE EXPERIENCES
THAT MODEL EQUITABLE
AND EMPOWERING
PRACTICES



DEVELOP
RELATIONSHIPS THAT
SUPPORT CHANGE



SUSTAIN THESE
THROUGH
COMMUNITIES OF
PRACTICE

EVERYTHING STUDENTS NEED FOR THEIR LEARNING,
EDUCATORS NEED AS WELL

Alternatives to lowering the bar

Illinois education
Plan would lower teacher standards to
**Wis. Proposal to Ease Teacher-Licensing
Rules Draws Fire**

nd Arizona
**States Loosen Teacher-Licensure Rules
Amid Shortage Fears**

Thousands of
public-school class
New licens
**Despite Public Outcry, Utah Schools Can
Now Hire Teachers With No Training**

Teachers fast track to teacher
**Teacher shortage: Oklahoma nearing
2,900 nonaccredited teachers working
with emergency certification**

Residencies in High-Need Communities

- 1** | **Strong district/university partnerships**
- 2** | **Coursework about teaching and learning tightly integrated with clinical practice**
- 3** | **A full-year residency teaching alongside an expert mentor teacher**
- 4** | **High-ability, diverse candidates recruited to meet specific district hiring needs, typically in fields with shortages**
- 5** | **Financial support for residents in exchange for a 3- to 5-year teaching commitment**
- 6** | **Cohorts of residents placed in “teaching schools” that model good practices with diverse learners and are designed to help novices learn to teach**
- 7** | **Expert mentor teachers who co-teach with residents**
- 8** | **Ongoing mentoring and support for graduates**

Source: Learning Policy Institute, *The Teacher Residency: An Innovative Model for Preparing Teachers* <https://learningpolicyinstitute.org/product/teacher-residency>

Policy Strategies

Leverage High Quality Practice

- Strengthen standards to include culturally responsive, restorative, SOLD-aligned practices
- Improve program quality
 - performance-based accreditation
 - performance assessments for licensure

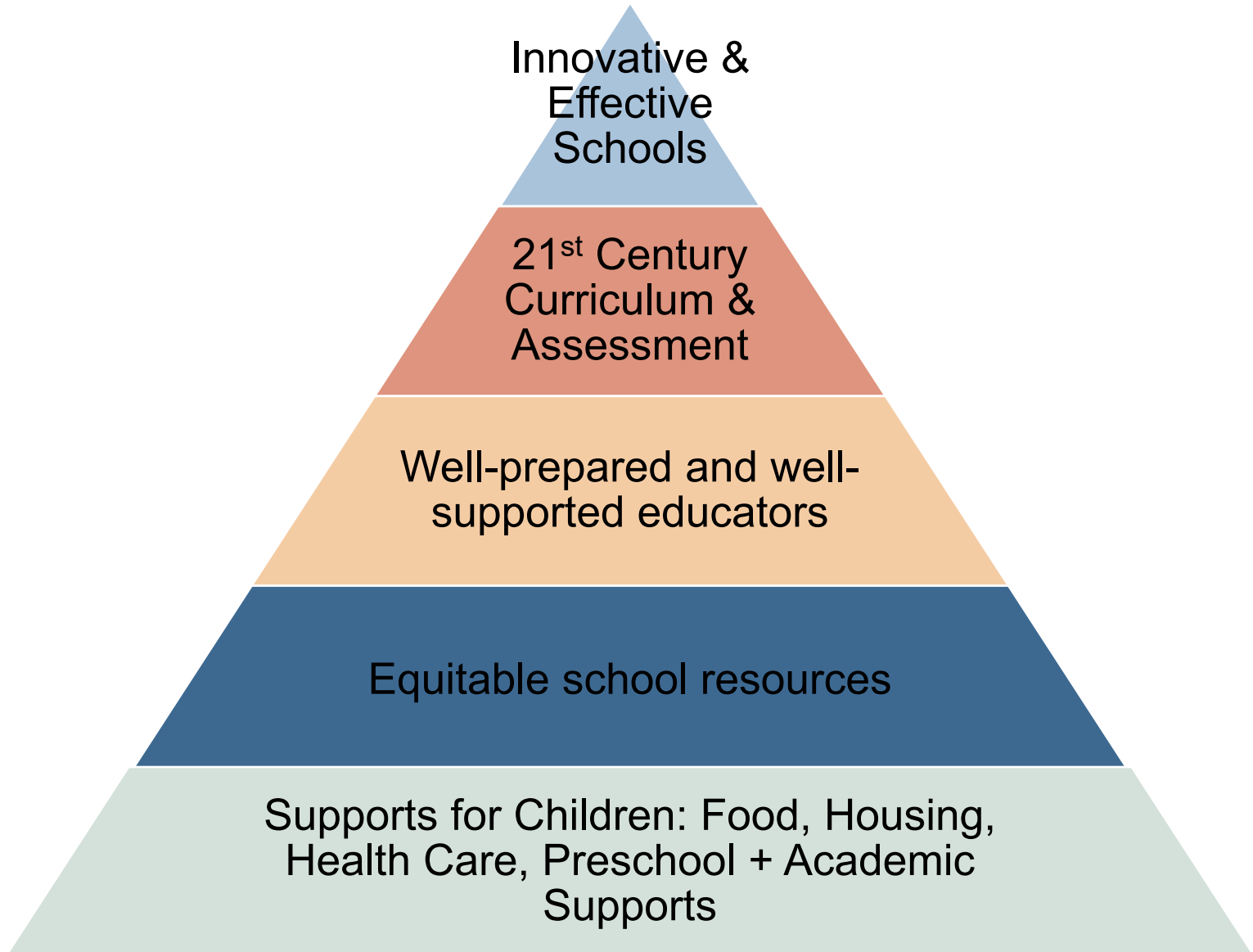
Enable Quality Learning

- Support clinical partnerships and residencies for *all* candidates
- Invest in mentoring, professional learning, and feedback for teachers and principals
- Redesign schools for strong relationships & collaboration

Strengthen Attractions to the Profession

- Underwrite educator training
- Adequately fund teacher & leader education as a clinical practice profession
- Create career ladders

The Anatomy of Equity





“It is from numberless diverse acts of courage and belief that human history is shaped. Each time someone stands up for an ideal, or acts to improve the lot of others, or strikes out against injustice, s/he sends forth a tiny ripple of hope, and crossing each other from a million different centers of energy and daring, those ripples build a current which can sweep down the mightiest walls of oppression and resistance.”

Robert F. Kennedy

Panel Discussion and Q&A



Steve Wojcikiewicz

*Senior Researcher and
Policy Advisor*
Learning Policy Institute

@LPI_Learning



**Mónica
Byrne-Jiménez**

Executive Director
University Council for
Education Administration

@DrMoniByrne | @UCEA



Lynn M. Gangone

President and CEO
American Association of
Colleges for Teacher
Education (AACTE)

@LynnMGangone | @AACTE



Noe Ortega

Acting Secretary
Pennsylvania Department
of Education

@PDESecretary | @PADeptofEd

Continuing our Discussion

- Policy and Practice Conversations -

**Friday, January 29, 2021
1:00 p.m. – 2:00 p.m. ET**

**Tuesday, February 2, 2021
3:00 p.m. – 4:00 p.m. ET**

**Thursday, February 4, 2021
1:00 p.m. – 2:00 p.m. ET**

Check your email for a registration link

Upcoming Events

- Learning Café Series -

Simulations for Deeper Learning

Friday, February 19, 2021

3:00 p.m. – 4:00 p.m. ET

Social Emotional Learning in a Virtual Environment

Friday, March 12, 2021

3:00 p.m. – 4:00 p.m. ET

*Sessions are also scheduled for March, April, and May.
Check your email for invitations and registration links*

Thank You

EdPrepLab

edpreplab.org

Learning Policy Institute

learningpolicyinstitute.org

Bank Street Graduate School of Education

graduate.bankstreet.edu

Stay Informed

Twitter

@LPI_Learning

@bankstreetedu

Email

bit.ly/LPIupdates

The Educator Preparation Laboratory is supported by the Carnegie Corporation of New York, the William & Flora Hewlett Foundation, and the W. Clement and Jessie V. Stone Foundation.