

Preparing Teachers for Transformative Education

A Global Conversation



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Rethinking Teacher Education

Preparing Teachers for an Era of Massive Change

Linda Darling-Hammond



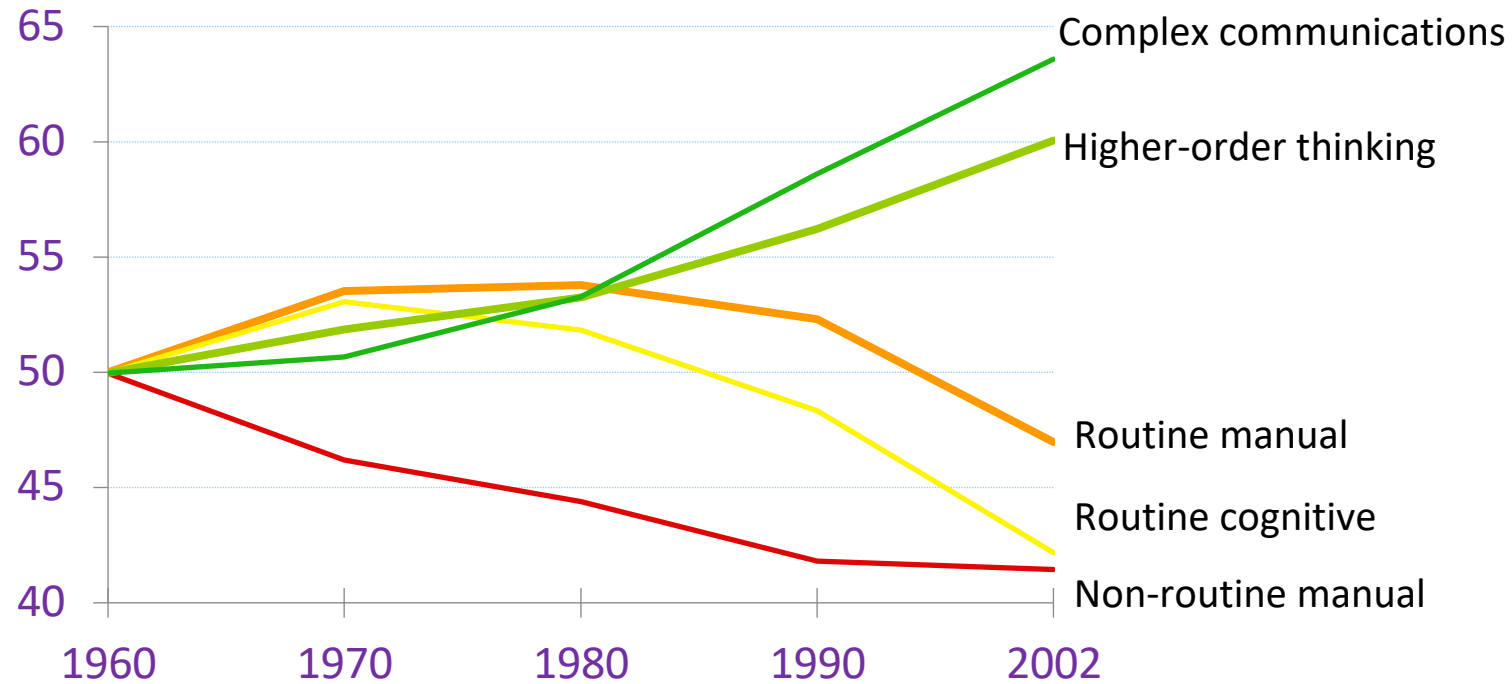
Around the world, we have faced
A public health crisis
An economic crisis
A climate crisis
A civil rights crisis

All of which manifest in ways that
reflect deep fractures and inequalities
in our education systems

Such Moments Often Lead to Generational Social Changes

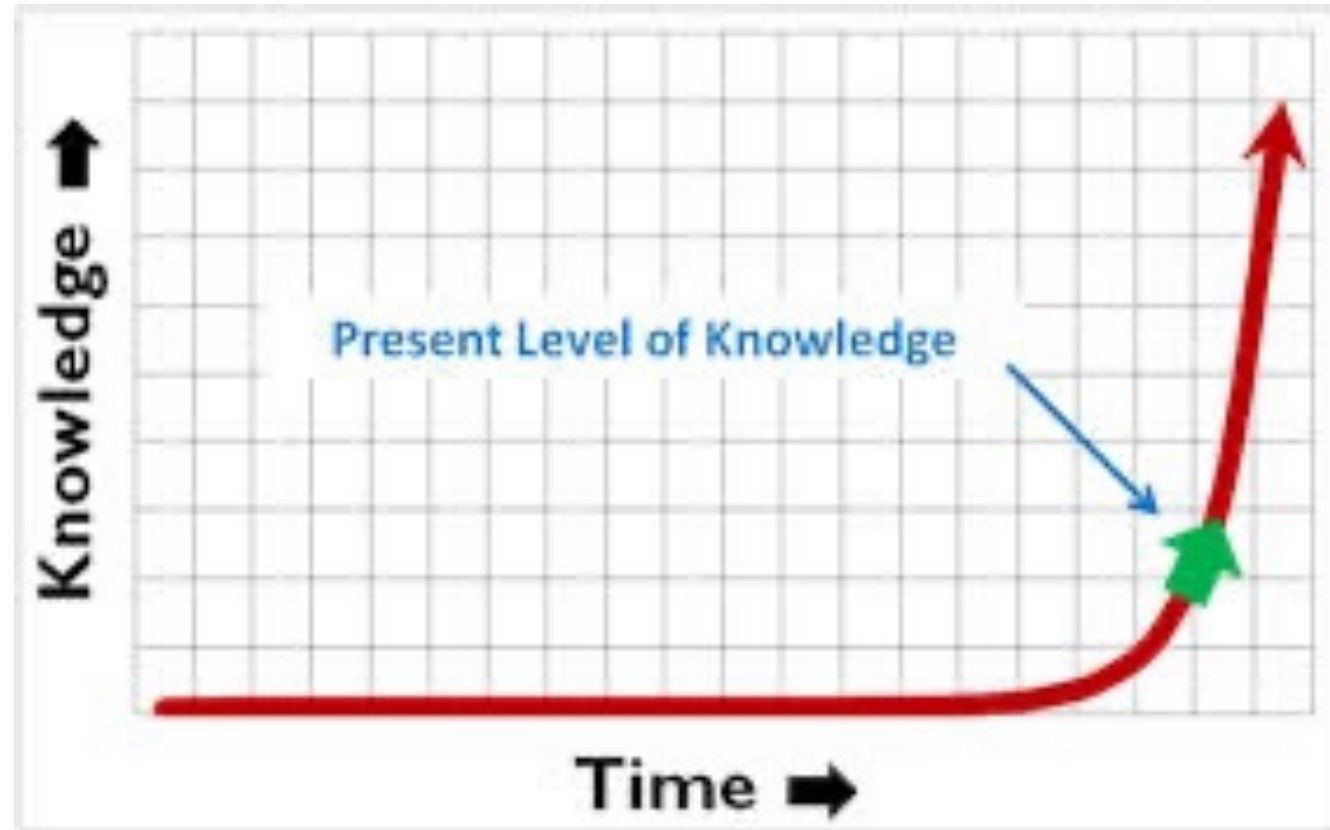


Demand for Skills is Changing



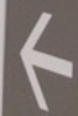
The dilemma of schools:
The skills that are easiest to teach and test are also the ones that are easiest to digitize, automate, and outsource

Knowledge is Growing Exponentially





Google



B44

Lobby

Teaching for Learning Ability

The abilities to

- Transfer and apply knowledge
- Analyze, evaluate, weigh and balance
- Communicate and collaborate
- Empathize, interact across cultures and contexts, and engage
- Take initiative
- Find and use resources
- Plan and implement
- Problem solve with strategic thinking and resilience
- Learn to learn

What We Know from the Science of Learning and Development



- The brain and the development of intelligences and capacities are **malleable** across the entire lifespan.
- Human capacities grow across the developmental spectrum (physical, cognitive, affective) in **interactive** ways.
- What happens in one domain influences what happens in others. **Emotions have physical consequences that can trigger or block learning.**
- The brain develops as a function of relationships & experiences that activate neural pathways which permit new kinds of thinking. **The kinds of experience matter greatly.**
- Learning relies both on emotional safety and **connections** – across neurons & with experiences and cultural contexts.
- **Variability is the norm not the exception.**



Restarting and Reinventing School

Learning in the Time of COVID and Beyond

[Implications for educational practice of the science of learning and development](#)

“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.”

Effective Teachers...

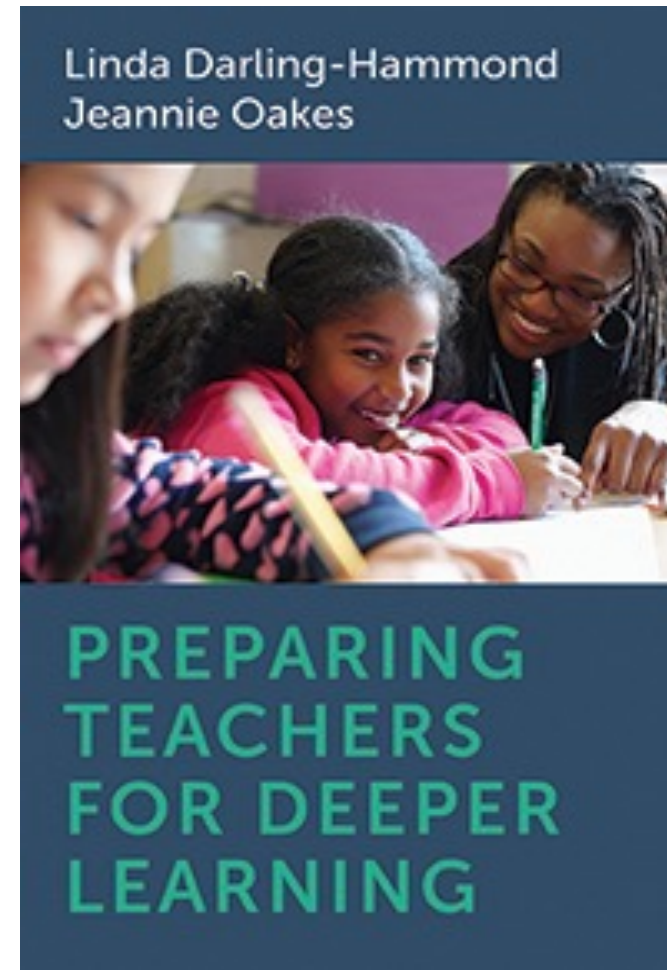
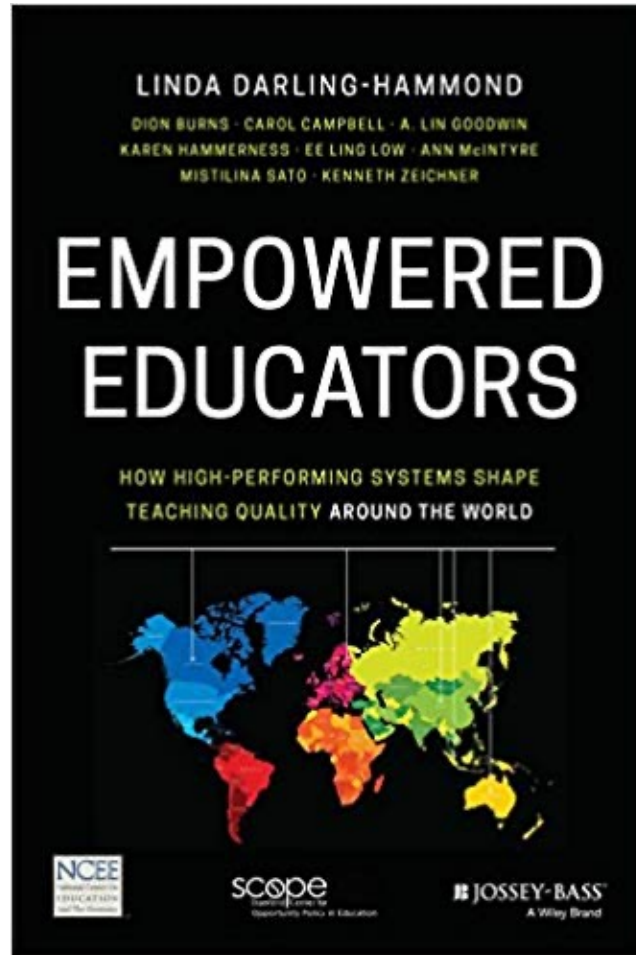
- Must be able to teach more sophisticated thinking and performance skills
- To more diverse students with a greater range of needs
- While redesigning schools to meet 21st century demands



The more complex the practice
– and the greater the expectations
for effectiveness –
the more professional knowledge
and skill are needed.



What Kind of Teacher Education Can Develop the Teaching We Need?

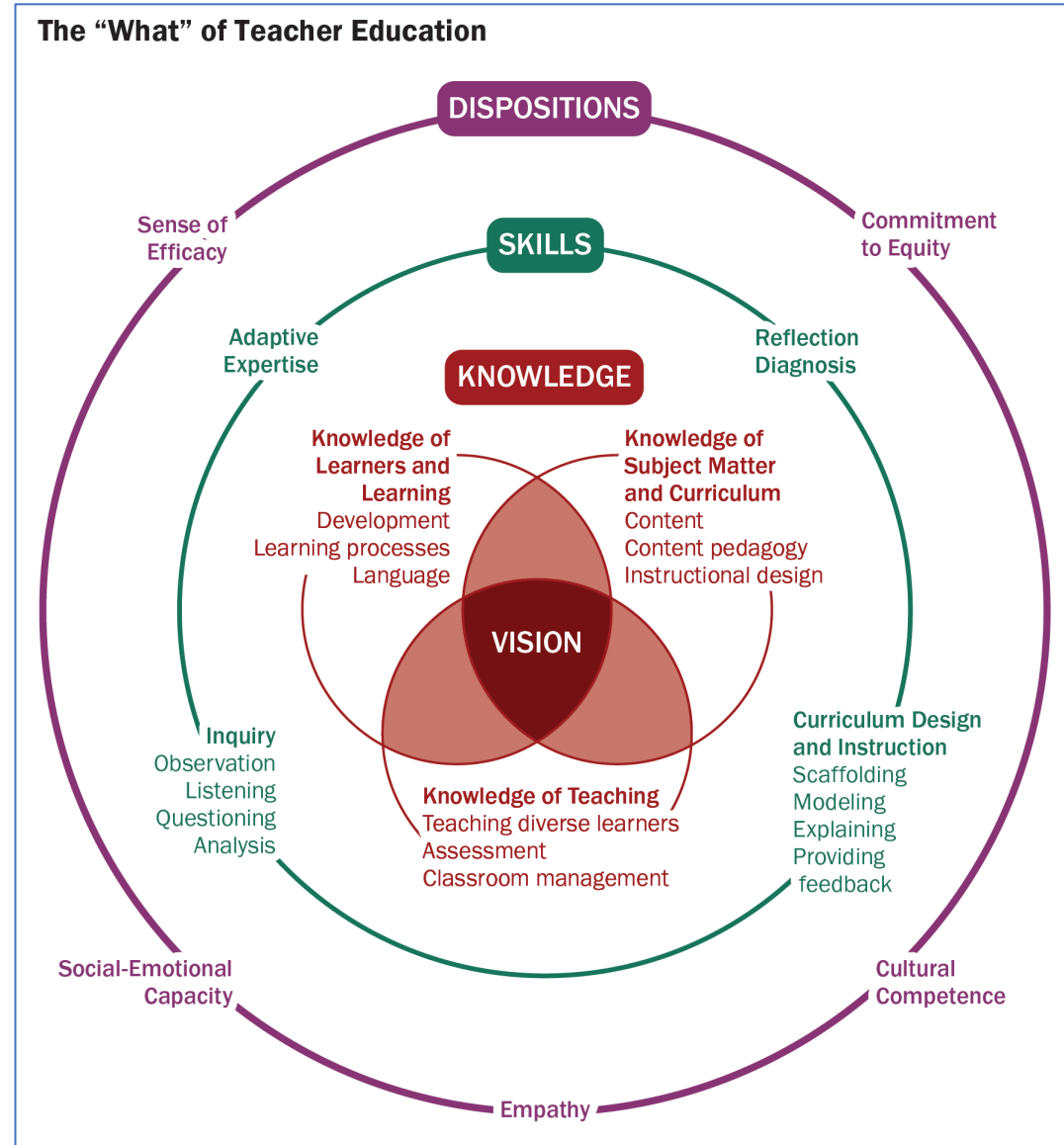


The “What” of Teacher Education:

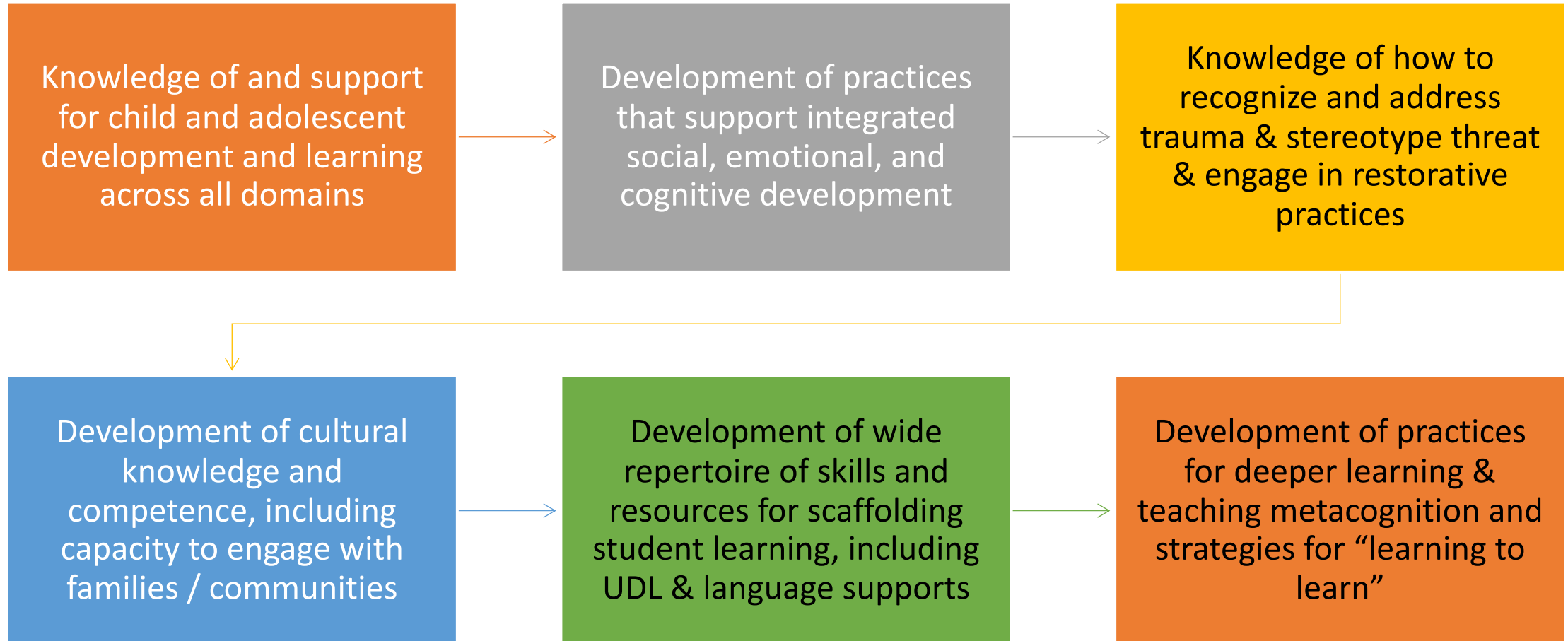
Knowledge

Skills

Dispositions



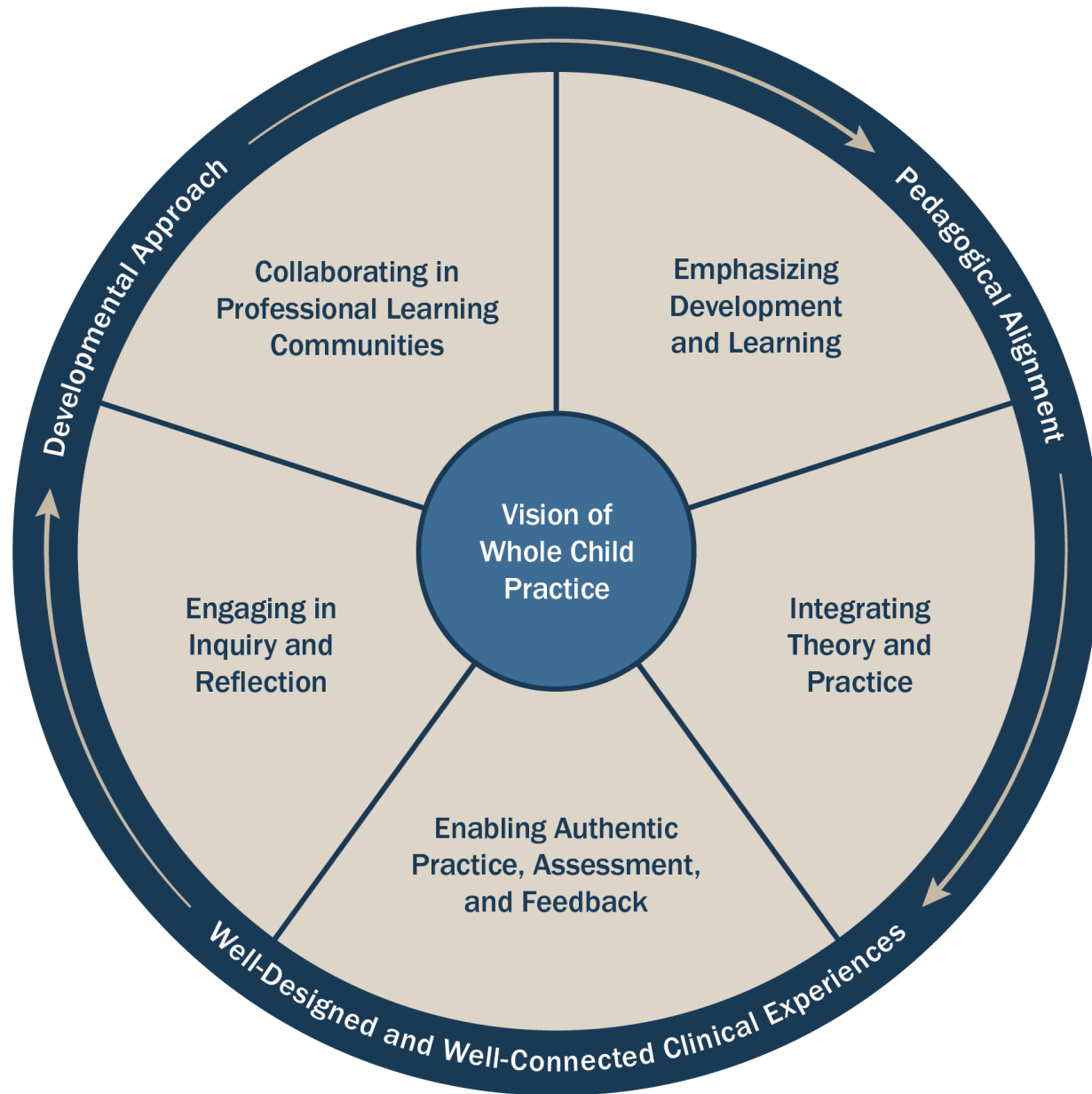
Educator Development Should Emphasize Both “Learner Pedagogy” and “Content Pedagogy”



The “How” of Teacher Education

The “How”
of Teacher
Education:

Focus and
Strategies



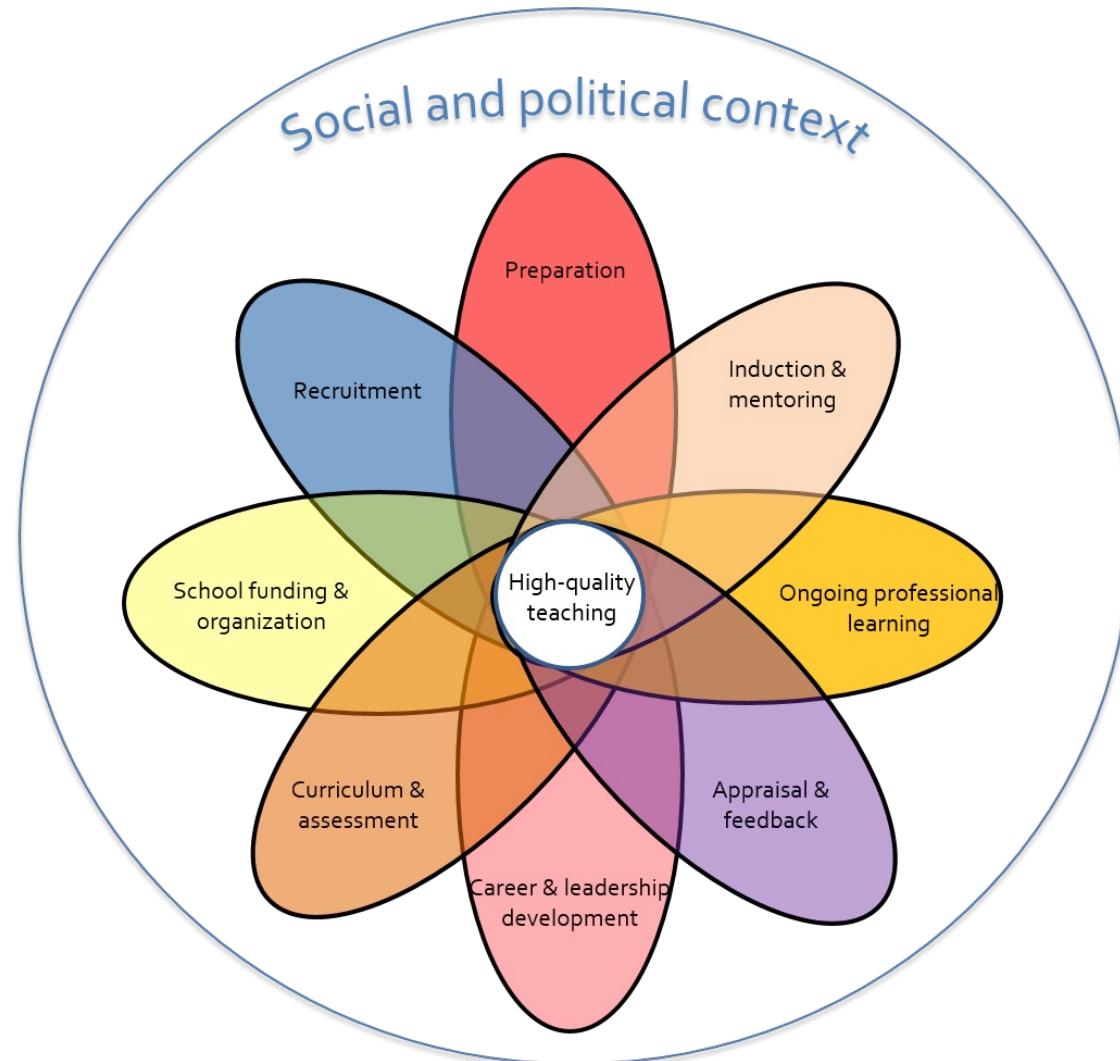


| The Clinical Curriculum is Key

The Importance of Professional Teaching Schools

- As in medicine and other professions, teachers need to see and enact good practice while learning research and theory
- Professional teaching schools support learning from expert veterans while candidates are taking tightly linked coursework. They can model state-of-the-art education for students and teachers as well as opportunities for developing curriculum, new practices, and research.

Coherent Policies are Needed to Create a Teaching and Learning System



Competitive compensation:

- Competitive, equitable salaries
- Financial incentives
 - ✓ Forgivable loans, service scholarships
 - ✓ Housing
 - ✓ Child care

Levers for High Quality Practice:

- Strengthen standards
- Adopt performance assessments
- Establish performance-based accreditation
- Develop thoughtful evaluation systems

Policy Needs

Preparation for lasting supply:

- High-retention preparation pathways
 - ✓ Strong clinical preparation
 - ✓ Professional teaching schools
 - ✓ Teacher and Leader Residencies

Strategies for retention:

- High-quality mentoring & PD
- Collegial, supportive work environments
- Distributed leadership

A goal for 21st century nations:

- “Those who can, do. Those who understand, teach.”



- “Those who can, teach.

Those who can't go into a less significant line of work.”

Panel Discussion



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Panel Discussion



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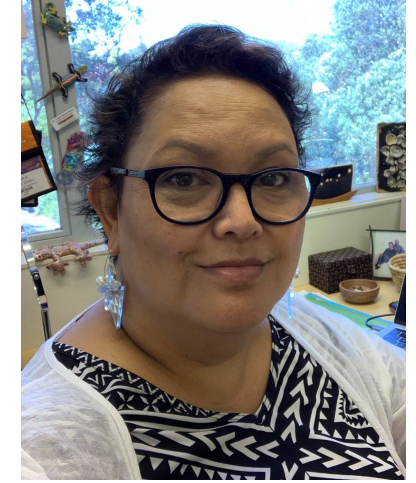
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Thank You

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