

Looking to the Future: Neo-Differentiated Staffing for the Teaching Profession

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Learning Point Associates

Our Vision

We envision an education system that works for all learners.

Our Mission

We deliver knowledge, strategies, and results so educators will make research-based decisions that produce sustained improvements throughout the education system.

The Call to Innovation

- In recent months, President Obama and Secretary Duncan have done much to promote innovative thinking in education reform.
 - Investing in Innovation Fund
 - Race to the Top Fund
 - Teacher Incentive Fund

The Call to Innovation

- With the release of these funds come some commitments for states.
 - The Four Assurances
 - #3: Making improvements in teacher effectiveness and in the equitable distribution of qualified teachers for all students, particularly students who need it most.
 - This pillar of The American Recovery and Reinvestment Act requires states to have a renewed focus on issues of teacher and teaching quality as well as methods to measure that quality.

Why the Need for Innovation?

➤ Drivers of Reform

- The Internet
- Global competition
- Data systems
- The economy

➤ Results of Drivers

- Rethink traditional instructional delivery.
- Rethink standards and accountability.
- Rethink effectiveness.
- Rethink school and schooling.

Unbundled Education

- Learning moves away from the classroom and out into the community
 - Community approach
 - Competency-based acquisition of skills and knowledge
 - Facilitators of learning
 - Performance-based assessments
 - Real-world experience

So if we're going to rethink...



What are we going to do about...



Unbundled Teaching?

How can policymakers and other education stakeholders respond to the oncoming drivers in a way that is innovative and that satisfies the requirements of the U.S. Department of Education's assurances?

Structural Transformation

- Recent research has shown that teachers want more:
 - Of a voice in policy reform.
 - Options regarding career directions.
 - Bifurcated roles as teachers.
- And less:
 - Isolation within the teaching field.
 - Of a glass ceiling within their profession.

Differentiated Staffing

- A little history:
 - Temple City, California
 - School reform implemented in the late 1960s
 - Four tiers of teaching
 1. Associate Teachers
 2. Staff Teachers
 3. Senior Teachers
 4. Master Teachers

Transformers Today

- Extended learning opportunities in New Hampshire
 - Partnership between New Hampshire Department of Education, Capital Area Center for Educational Support, and the QED Foundation
 - Incorporates community-based learning into public education; teachers as facilitators
- The School of One
 - New York City pilot featuring individualized learning plans

What States Can Do

1. Collaborate on a common set of performance competencies.
2. Redesign teacher preparation programs.
3. Introduce qualifications-based teaching certificates with reciprocity.
4. Provide innovation grants.
5. Design compensation models that hold performance competency teams accountable.

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