

National Comprehensive Center for Teacher Quality
National Issue Forum
*From Planning to Action: Effectively Using Your
Professional Development Resources*

Session III: Technical Assistance Workshop
**Unpacking the Factors That Contribute to the
Distribution of Highly Qualified and Experienced Teachers**

- *What are the local barriers—perceived and real—that inhibit the equitable distribution of highly qualified and experienced teachers among schools and districts?*
- *And what can a state education agency do about it?*

Comprehensive answers to these questions can be elusive and are sure to vary from district to district and state to state. In an effort to help states seek these answers, the National Comprehensive Center for Teacher Quality, in collaboration with the Mid-Atlantic Comprehensive Center (MACC), REL Mid-Atlantic, and the Delaware Department of Education, has designed interview and survey protocols of teachers and local school leaders. These flexible and adaptable instruments were developed for states to use to understand the dynamics of teacher distribution specific to their state and local contexts. We will share drafts of these protocols and describe how they may be used.

The set of instruments—which include a piloted teacher survey, a principal survey and interview schedule, and a semistructured interview schedule for district human resources officials—was designed to unearth perceptions of the policies and practices surrounding teacher hiring, teacher assignment to classrooms, and teacher transfer rules as well as related issues such as teacher working conditions and school leadership. These instruments will help state education agencies (SEAs) and others examine the actual and perceived barriers and facilitators to assigning highly qualified and experienced teachers to at-risk schools and students. The knowledge gained from states' investigations using these tools, in turn, can be used to better support local education agency (LEA) efforts to improve the distribution of highly qualified and experienced teachers as well as determine whether the policies they outlined in their equity plan are having an impact.

In this workshop, participants will engage with these protocols and brainstorm ways to use them in their states.

Workshop Outcomes

- Participants will become familiar with tools developed by the National Comprehensive Center for Teacher Quality that they can use to better understand the dynamics of equitable distribution in their states.
- Participants will generate ideas for how they can implement these tools in their states.

- Participants will build relationships with National Comprehensive Center for Teacher Quality staff as well as their peers in other regions and states so that they can be more effective in supporting teacher quality.
- National Comprehensive Center for Teacher Quality staff will learn how our tools and services can become more relevant, useful, and effective.

Workshop Presenters

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