

# 2009

## WHAT WORKS CONFERENCE

**BEYOND HIGHLY QUALIFIED:  
THE DEVELOPMENT AND DISTRIBUTION OF  
HIGHLY EFFECTIVE TEACHERS AND LEADERS**

## **Agenda**

October 28–30, 2009  
Washington, D.C.

# Wednesday, October 28

7:30 a.m.

## **Conference Registration Opens**

*Ballroom Foyer*

8:00–9:00 a.m.

## **Preconference Session: Regional Comprehensive Center Teacher Quality Liaisons**

*Eleanor Roosevelt Room*

During this preconference meeting, regional comprehensive center (RCC) teacher quality liaisons will meet with National Comprehensive Center for Teacher Quality (TQ Center) staff to become oriented to their role at the What Works Conference and new TQ Center resources. This session also will provide opportunities for collaboration across RCCs. *This is a closed session for RCC teacher quality liaisons only.*

9:30–11:00 a.m.

## **Welcome and Introduction to the Conference**

*Grand Ballroom*

The welcome presentation of the 2009 What Works Conference will launch the conference theme—the development and distribution of highly effective teachers—by unveiling and highlighting the TQ Center’s 2009 biennial report, *America’s Opportunity: Teacher Effectiveness and Equity in K–12 Classrooms*. This presentation will focus on the TQ Center’s impact on states during the last five years as it has worked to implement the current highly qualified teacher provisions of the Elementary and Secondary Education Act (ESEA). Participants also will have the opportunity to hear about key federal teacher quality priorities, especially the focus on teacher effectiveness and equitable distribution.

### **Presenters**

Sabrina Laine, Director, TQ Center;  
Chief Program Officer, Learning Point Associates

Anthony Wilder Miller, Deputy Secretary of  
Education, U.S. Department of Education

## **Opening Keynote Presentation: “Seize the Moment”**

This is a time of tremendous opportunity for American public education. The investment of unprecedented financial resources as well as political will for improving America’s education system can yield positive change for generations of students if leaders are able to take advantage of this moment in history. This keynote address will emphasize the crucial role of teachers in making

the most of this historical opportunity, drawing attention to what can be learned from other forward-looking countries about effective approaches for improving teacher quality in America.

### **Presenter**

Sir Michael Barber, Partner, McKinsey & Company

### **Moderator**

Paul Kimmelman, TQ Center and Learning Point  
Associates

11:00–11:15 a.m.

## **Break**

11:15 a.m.–12:15 p.m.

## **Regional Team Working Session 1: “Adding Value to Your Conference”**

*Breakout Rooms*

Because the primary goal of the annual TQ Center What Works Conference is to build the capacity of participants, state and regional teams will use this time to determine how they can add value to their conference experience through conference session attendance and the use of working sessions materials, including the newly created Regional Data Reports, provided by the TQ Center.

11:15 a.m.–12:15 p.m.

## **Special Topic Session: “Research and Policy Tools You Can Use”**

*Executive Forum*

Given the current emphasis on educator quality and effectiveness, many researchers, policymakers, practitioners, and those who support them are inundated with requests for data, information, and resources on a variety of educator quality topics. From educator preparation to professional development to comprehensive evaluation, the TQ Center’s tools and resources span the spectrum of these topics and everything in between. This session will highlight the Technical Assistance Toolbox; the TQ Tips & Tools Key Issues; the Interactive Data Tools; and the Interactive Mapping Tool, which is designed to support the use of ARRA funds to improve teacher effectiveness and equitable distribution.

### **Presenter**

Tricia Coulter, TQ Center and Learning Point  
Associates

12:15–12:30 p.m.

### **Break**

12:30–2:00 p.m.

### **The TQ Center Cyber Café**

#### *Ballroom Foyer*

Are you familiar with the TQ Center’s Technical Assistance Toolbox, the TQ Tips & Tools Key Issues, the Interactive Data Tools, and the ARRA Interactive Mapping Tool? Stop by the TQ Center Cyber Café for personal tutorials and demonstrations of these online tools.

12:30–1:30 p.m.

### **Luncheon Buffet and Roundtable Discussions: “Test Your EQ IQ”**

#### *Grand Ballroom*

How much do you know about educator quality? This session will give participants a chance to interact with their colleagues and participate in an entertaining quiz of their collective knowledge about educator quality. After leaving this luncheon with higher EQ IQs, participants will be ready to engage in the compelling workshop sessions.

#### **Facilitators**

Gretchen Weber, TQ Center and Learning Point Associates

Eric Hirsch, New Teacher Center

1:30–4:30 p.m.

### **Concurrent Workshop Sessions I**

#### **Session 1: “Implementation of Response to Intervention: The Preparation and Professional Development of Educators”**

##### *Executive Forum*

Quality implementation of response to intervention (RTI) is essential for the process to adequately address student needs and achieve its goals. One challenge to successful RTI implementation is inadequate preservice and inservice preparation of teachers and administrators. Addressing this challenge requires state education agencies (SEAs), institutions of higher education, and local education agencies working collaboratively to meet educator preparation and student achievement goals. This workshop is designed to assist states in meeting these goals through activities that build knowledge,

skills, and applications designed to improve the success of RTI tiers in general (prevention), remedial (early identification/treatment), and special education (long-term and sustained intervention). Tools and resources for teacher preparation and continuing professional development in key areas including reading, mathematics, learning strategies, inclusion, English language learners, and behavior will be presented; followed by skills development in using the tools; and culminating in participant applications to regional comprehensive center and SEA programs.

#### **Presenters**

Dan Reschly, TQ Center and Vanderbilt University

David Prasse, Loyola University Chicago

Ann Casey, Minneapolis Public Schools

Darren Woodruff, National RTI Center

Kathleen Whitmire, RTI Action Network

Linda Miller, Great Lakes West Regional Comprehensive Center at Learning Point Associates

Susan Smartt, TQ Center and Vanderbilt University

Martha Hougen, Texas Reading First Higher Education Collaborative, College of Education, The University of Texas at Austin

Lynn Holdheide, TQ Center and Vanderbilt University

#### **Session 2: “Systemic Approaches to Maximizing Teacher Effectiveness”**

##### *Eleanor Roosevelt Room*

There is emerging consensus that teacher effectiveness, rather than teacher qualifications, is what ultimately matters in our schools. This consensus is further reflected in the American Recovery and Reinvestment Act and its focus on effectiveness. In this workshop, participants will be asked to grapple with the following question: How do states ensure that all students have access to effective teaching as opposed to simply effective teachers? Participants will examine the role of professional teaching standards in the development of systems designed to support teacher performance and effectiveness throughout teachers’ career continua. Participants also will learn how to support districts in their efforts to use teacher evaluation systems to differentiate professional development, support teacher teams, and identify career advancement opportunities. Finally, participants will discuss ways to move beyond ensuring highly qualified teachers to ensuring effective teaching for all students.

## Presenters

Tabitha Grossman, National Governors Association  
Center for Best Practices

Peter McWalters, Council of Chief State School  
Officers

Sarah Kirby Terpera, Teach For America

Ellen Cushing, TQ Center and Learning Point  
Associates

Monica Bhatt, REL Midwest and Learning Point  
Associates

Daniel Weisberg, The New Teacher Project

Angela Minnici, American Federation of Teachers

Rob Weil, American Federation of Teachers

Jane Coggsall, TQ Center and Learning Point  
Associates

Tricia Coulter, TQ Center and Learning Point  
Associates

## Session 3: "Unpacking the Equitable Distribution of Teachers"

### *Sulgrave Room*

It is a goal of the Elementary and Secondary Education Act, as reauthorized by the No Child Left Behind Act, and a moral and legal responsibility of the education community to ensure that all children have access to high-quality, effective teachers who will help them reach their potential and maintain our country's commitment to the ideal of equal opportunity for all. Participants in this workshop will discuss challenges and opportunities at all levels of the system that impact the inequitable distribution of teachers. Participants also will engage in discussions regarding strategies and examples for how to specifically address distribution problems within specific contexts and for specific student populations, such as English language learners and students with disabilities.

## Presenters

Laura Goe, TQ Center and ETS

Eric Hirsch, New Teacher Center

Mike Heffner, New Teacher Center

Ann Maddock, New Teacher Center

Phoebe Gillespie, National Center to Improve  
Recruitment and Retention of Qualified Personnel  
for Children with Disabilities

Patricia Gándara, The Civil Rights Project/Proyecto  
Derechos Civiles, Graduate School of Education  
and Information Sciences, University of California–  
Los Angeles

Melody Schopp, South Dakota Department  
of Education

Lisa Johnson, TQ Center and Learning Point  
Associates

## Session 4: "Leveraging School and Teacher Leadership to Recruit, Develop, and Retain the Best Talent in the System"

### *Dumbarton Room*

As a strategy for recruitment, retention, and overall capacity-building within our schools, developing pathways for differentiated career options and opportunities for meaningful professional growth is essential to get and keep the best talent within the system. Policymakers, researchers, and practitioners have begun to think creatively about widening the range of professional options for teachers who want to take on leadership roles within their schools through enhanced professional development, the creation of teacher leader standards, and alternative leadership options besides the principalship. In this session, participants will have the chance to discuss the development of teacher leadership options with an expert panel, synthesize that information within state contexts, and engage in design activities for what comprehensive teacher leadership could look like as an essential component to every state and district education system.

## Presenters

Katherine Bassett, TQ Center and ETS

Charlotte Danielson, Consultant

Joellen Killion, National Staff Development Council

Mark Smylie, University of Illinois at Chicago

Nathan Estel, West Virginia Department of Education

Brad Jupp, U.S. Department of Education

Marguerite Izzo, New York State Teacher of the Year  
2007; Howard T. Herber Middle School, Long Island,  
New York

Patricia Park, Office of the Superintendent of the  
North Central Complex, Hawaii State Department  
of Education

Molly Lasagna, TQ Center and Learning Point  
Associates

4:30–4:45 p.m.

## Break

4:45–6:30 p.m.

## The TQ Center Cyber Café

### *Ballroom Foyer*

Are you familiar with the TQ Center's Technical Assistance Toolbox, the TQ Tips & Tools Key Issues, the Interactive Data Tools, and the ARRA Interactive Mapping Tool? Stop by the TQ Center Cyber Café for personal tutorials and demonstrations of these online tools.

4:45–5:45 p.m.

**Regional Team Working Session 2:  
“Connecting and Applying Research and  
Resources to Regional and State Challenges”**

*Breakout Rooms*

Regional and state teams will meet in designated breakout rooms to discuss what they have learned during conference sessions and in what ways they can apply this information to the challenges in their states. Working session materials will support the teams in this discussion and help them identify the types of policy and data needed to further their teacher quality efforts.

6:00–7:00 p.m.

**Reception and Networking**

*Ballroom Foyer*

7:00–9:00 p.m.

**Dinner and Keynote Session:  
“Straight From the Classroom: Defining  
an Effective Teacher”**

*Grand Ballroom*

Definitions of an effective teacher have been created by researchers, policymakers, and education leaders. Yet, when it comes to the daily life in a classroom, do those definitions hold up from a student perspective? A panel of students from the Washington D.C. Public Schools will share their perspective on what it means to be an effective teacher and the lessons we all can learn straight from the classroom. Special film clips from the documentary work in progress, *The Teacher Salary Project*, will add to the discussion.

**Presenters**

Washington D.C. Public Schools Student Panel  
Vanessa Roth, Producer/Director, *The Teacher Salary Project*

**Moderator**

Nínive Calegari, Cofounder, 826 National

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## Thursday, October 29

7:30–9:15 a.m.

**Special Topic Concurrent Sessions  
Session 1: “Preparing and Supporting  
the Next Generation of Educators”**

*Executive Forum*

Four distinct generations of educators now staff our nation’s classrooms for the first time in history: the Veteran Generation, the Baby Boomers, Generation X, and Generation Y. Each generation brings a different set of characteristics, workplace expectations, and career perspectives to our schools that must be fully understood if we are to successfully recruit and retain effective teachers for all students. This session will highlight these differences and showcase research about the different generations of educators in our schools.

The perspectives of Gen Y teachers will be included, and the session will conclude with actionable approaches to managing talent across all four generations so that forward-looking leaders can strategize in order to ensure a current and future world-class teaching profession.

**Presenters**

Ellen Behrstock, TQ Center and Learning Point Associates  
Jean Johnson, Public Agenda  
Elizabeth Foster, National Commission on Teaching and America’s Future  
Anne Weisberg, Deloitte Consulting

**Moderator**

Lynn Olson, The Bill and Melinda Gates Foundation

## Session 2: "Strategies and Resources for Supporting Rural Educator Quality"

*Latrobe Room*

Rural areas of our nation face overwhelming odds in their efforts to recruit, develop, and retain highly effective teachers, and specific strategies and resources are called for to help address this issue. This session will present an overview of promising practices currently being implemented by states and school districts as well as strategies and resources that can support implementation of effective policies and practices focused on rural educator quality. This session also includes a special discussion with representatives from the U.S. Department of Education and the U.S. Congress about rural educator quality issues.

### Presenters

Mark Bounds, South Carolina Department of Education

Doris Williams, Rural School and Community Trust

Tammy Tiong, New Mexico State Teacher of the Year 2007; Dulce Elementary School, Dulce, New Mexico

### Moderator

Lisa Johnson, TQ Center and Learning Point Associates

## Session 3: "Addressing Educator Quality for English Language Learners"

*Decatur Room*

The forecasts of continued growth in U.S. schools of English language learners (ELLs) and data about highly qualified teachers of ELLs, support a deep examination of educator quality for this specific population of students. During this panel presentation, presenters will offer insight about how institutions of higher education and other organizations committed to educator quality for specific populations can take proactive steps to address preparation and professional development for teachers of ELLs. This session will showcase strategies and resources from the TQ Center about ELL policies and practices.

### Presenters

Michael Guerrero, University of Texas—Pan American

Gary Appel, Great Lakes East Comprehensive Center at Learning Point Associates

Linda Forward, Michigan Department of Education  
Dennis Terdy, Center for Applied Linguistics

### Moderator

Amy Potemski, TQ Center and Learning Point Associates

## Session 4: "The Past, Present, and Future of the Teaching Profession"

*Longworth Room*

To mark the 25th anniversary of the MetLife Survey of The American Teacher, this session will focus on the key findings from the 2008 survey "The American Teacher: Past, Present, and Future." These key findings set the stage for a new kind of thinking about staffing within education and overview a newly released thought paper: *Toward the Structural Transformation of Schools: Innovations in Staffing*. Session participants will see a new hypothetical model of staffing within schools and will be able to make the connections between this new model, survey data, and their current contexts.

### Presenters

Dana Markow, Youth & Education Research, Harris Interactive

Joellen Killion, National Staff Development Council

Molly Lasagna, TQ Center and Learning Point Associates

### Moderator

Elena Silva, Education Sector

9:15 a.m.–12:15 p.m.

## Concurrent Workshop Sessions II (repeated)

### Session 1. "Implementation of Response to Intervention: The Preparation and Professional Development of Educators"

*Culpeper Room*

### Session 2. "Systemic Approaches to Maximizing Teacher Effectiveness"

*Eleanor Roosevelt Room*

### Session 3. "Unpacking the Equitable Distribution of Teachers"

*Sulgrave Room*

### Session 4. "Leveraging School and Teacher Leadership to Recruit, Develop, and Retain the Best Talent in the System"

*Dumbarton Room*

12:15–12:30 p.m.

**Break**

12:30–2:30 p.m.

**Luncheon and Keynote Presentation:**  
**“Changing the Course of America’s Teachers and Leaders: The Impact of ARRA and ESEA Reauthorization”**

*Grand Ballroom*

The current provisions of ESEA require that all teachers be highly qualified, which has heightened the understanding that teacher quality in classrooms, schools, and states matters—and matters a great deal to ensuring that all students achieve their maximum academic potential. Now through ARRA, the national spotlight has shifted from highly qualified teachers to highly effective teachers. Navigating this shift will require policymakers, researchers, state leaders, and practitioners to continue and strengthen the nationwide conversation on what it means to identify, support, and develop all educators. The discussion will focus on the fundamental principles of specific federal legislation, such as ARRA and future ESEA reauthorization, which will change the course for America’s teachers and their leaders.

**Presenter**

Arne Duncan, Secretary of Education,  
U.S. Department of Education

**Moderator**

Larry Shumway, State Superintendent of Public  
Instruction, Utah State Office of Education

**Conference Conclusion Remarks**

Sabrina Laine, Director, TQ Center;  
Chief Program Officer, Learning Point Associates

2:30–2:45 p.m.

**Break**

2:45–4:30 p.m.

**Regional Team Working Session 3:**  
**“Using Research, Policy, and Data for Systemic Action”**

*Breakout Rooms*

Regional and state teams will meet in designated breakout rooms to discuss how to translate what they have learned during the conference to inform systemic action in their regions and states. Working session materials can be used to help team members prioritize goals and identify action steps they can take to reach these goals.

4:30 p.m.

**Conference Adjourns**

4:00–8:00 p.m.

**TQ Center Advisory Board Meeting and Dinner**

*Imperial I*

*This is a closed meeting for Advisory Board Members only.*

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## Friday, October 30

8:00 a.m.–12:00 p.m.

**Advisory Council Meetings and Breakfast**

**Communication Coordination Council Meeting**

*Imperial I*

*This is a closed meeting for Communication Coordination Council Members only.*

**Higher Education Council Meeting**

*Imperial II*

*This is a closed meeting for Higher Education Council Members only.*





NATIONAL COMPREHENSIVE CENTER  
FOR **TEACHER QUALITY**

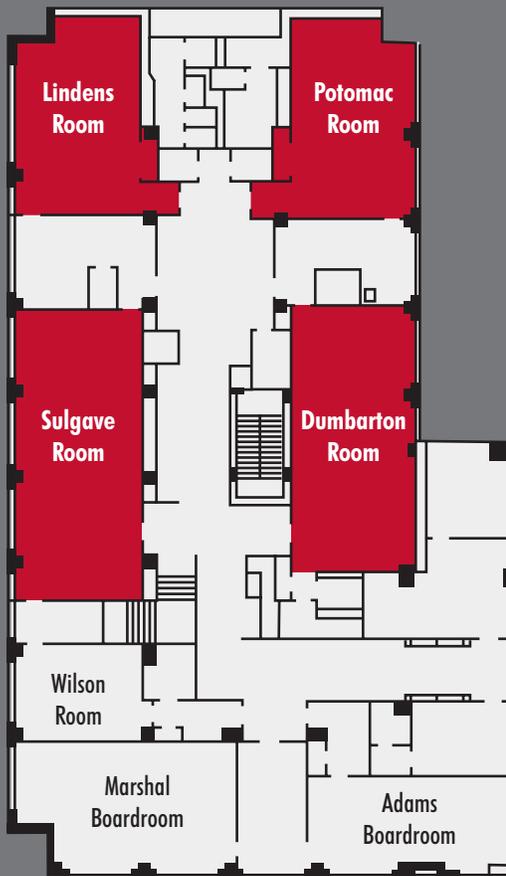
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Ballroom Floor

