

Recruiting and Keeping Good Teachers

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The Council of State Governments



NATIONAL BOARD
for Professional Teaching Standards®

NATIONAL
BOARD

*for Professional
Teaching Standards®*

Founded in 1987

Founding Mission

- **To maintain high and rigorous standards** for what accomplished teachers should know and be able to do
- **To provide a national voluntary system for certifying teachers** who meet these standards
- **To advocate related education reforms** to integrate National Board Certification in American education and to capitalize on the expertise of National Board Certified Teachers (NBCTs).

112,000 Board-certified
teachers nationally

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A Professional Career Continuum

- We envision a professional career continuum for teaching whereby:
 - Board certification as the norm, not the exception
 - There is an accomplished teacher for EVERY student

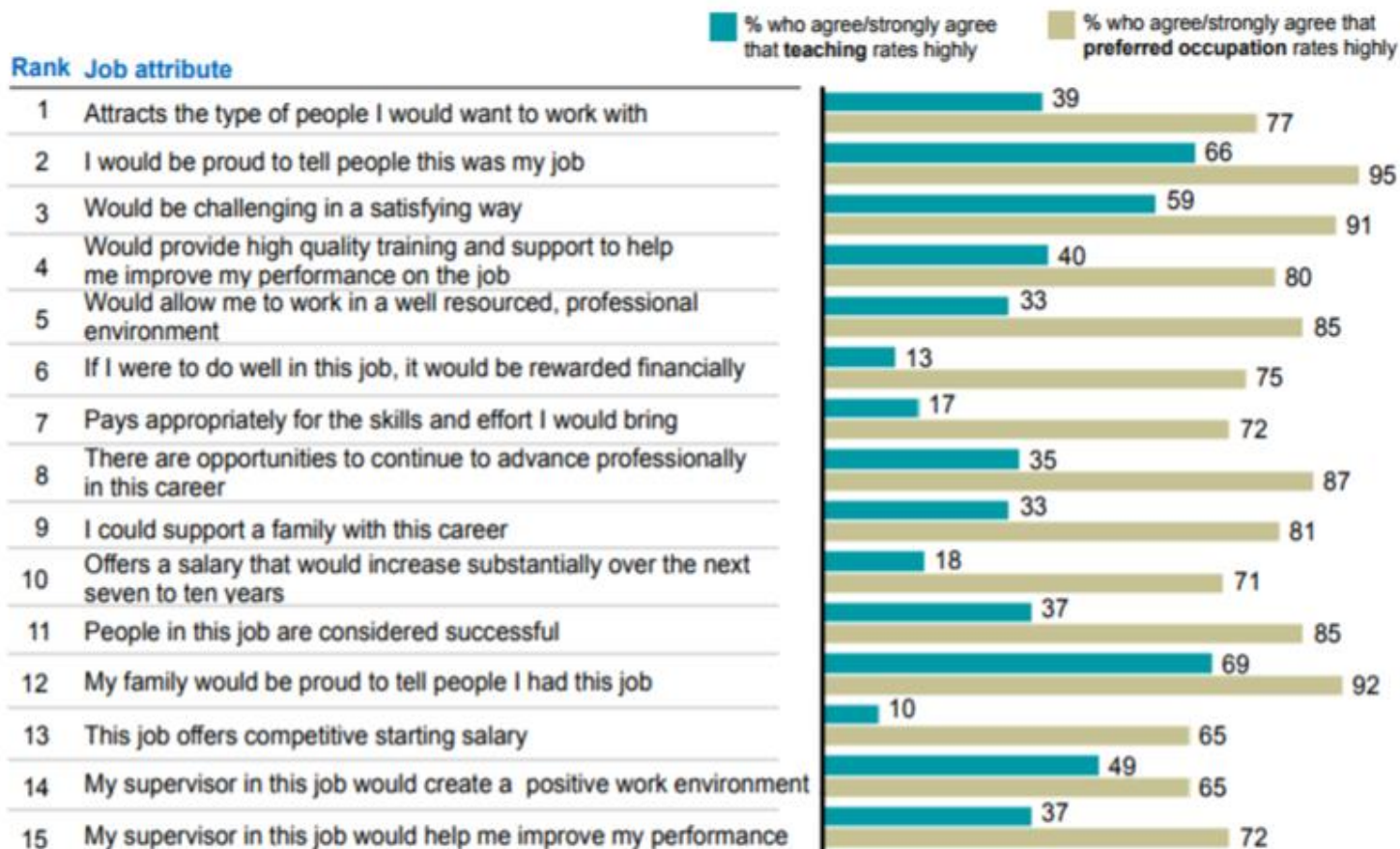


The Root Causes of Teacher Shortages

- An incoherent teacher shortage policy dialogue
 - See <http://www.air.org/sites/default/files/downloads/report/Creating-Coherence-Teacher-Shortage-Debate-June-2016.pdf>
- Teacher recruitment practices that are reactive and short-term focused rather than proactive and forward-looking
- Poor teacher retention due to:
 - Inadequate leadership
 - Working conditions (especially time for collaboration)
 - Resources (instructional resources and salaries)
- A negative (or not entirely positive) image of the teaching profession

Exhibit 5: Perceptions of teaching vs. preferred occupation for top third students not planning to teach

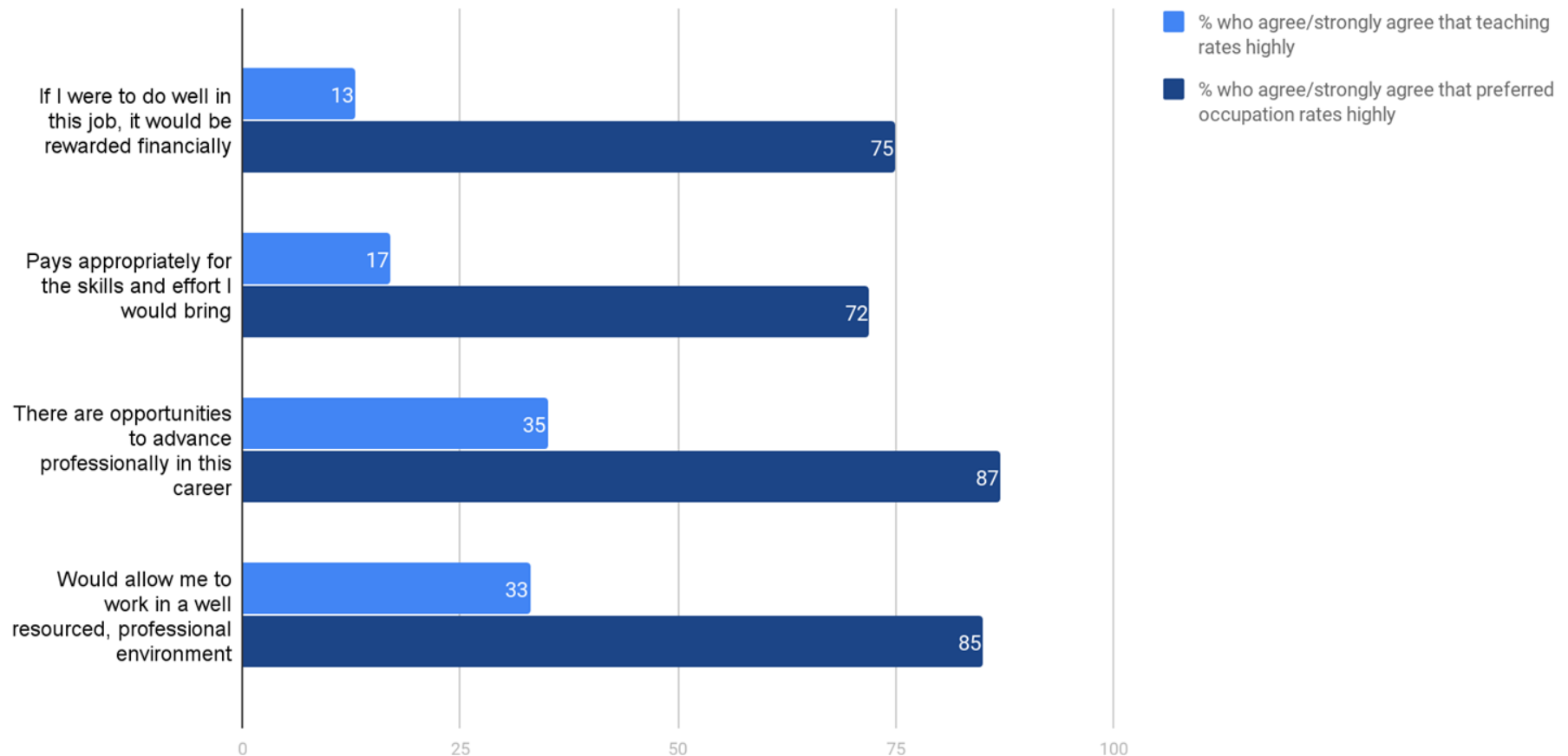
Top third students not planning to teach: perceptions of teaching vs. their preferred occupation
(ranked by importance of attribute)
Percent of respondents who agree or strongly agree with statement



SOURCE: Market research; McKinsey analysis

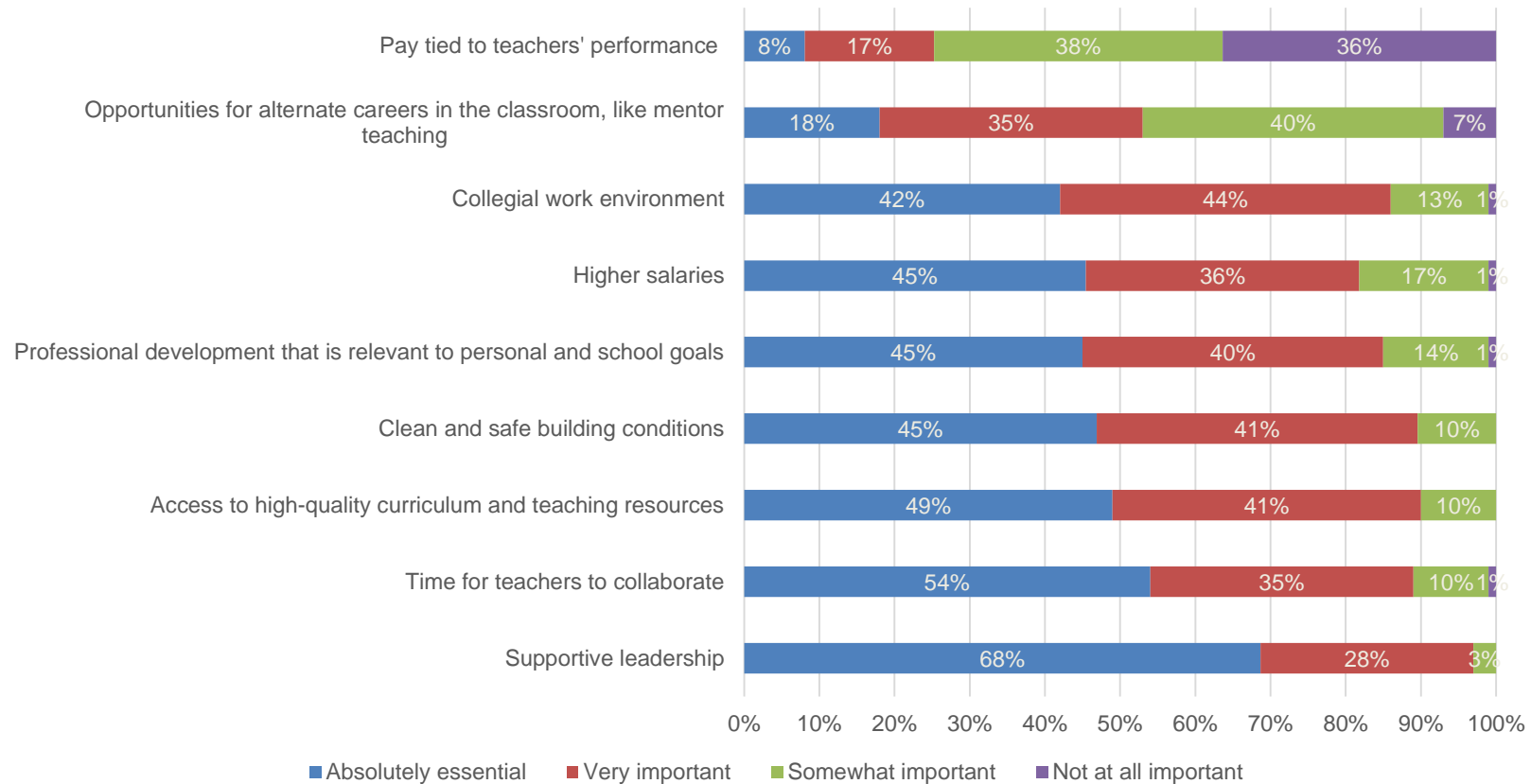
Perceptions of where teaching falls short by “top-third” college students

Top third students not planning to teach: perceptions of teaching vs. their preferred occupation



Why do teachers leave?:

Teachers' Views on Factors Impacting Teacher Retention

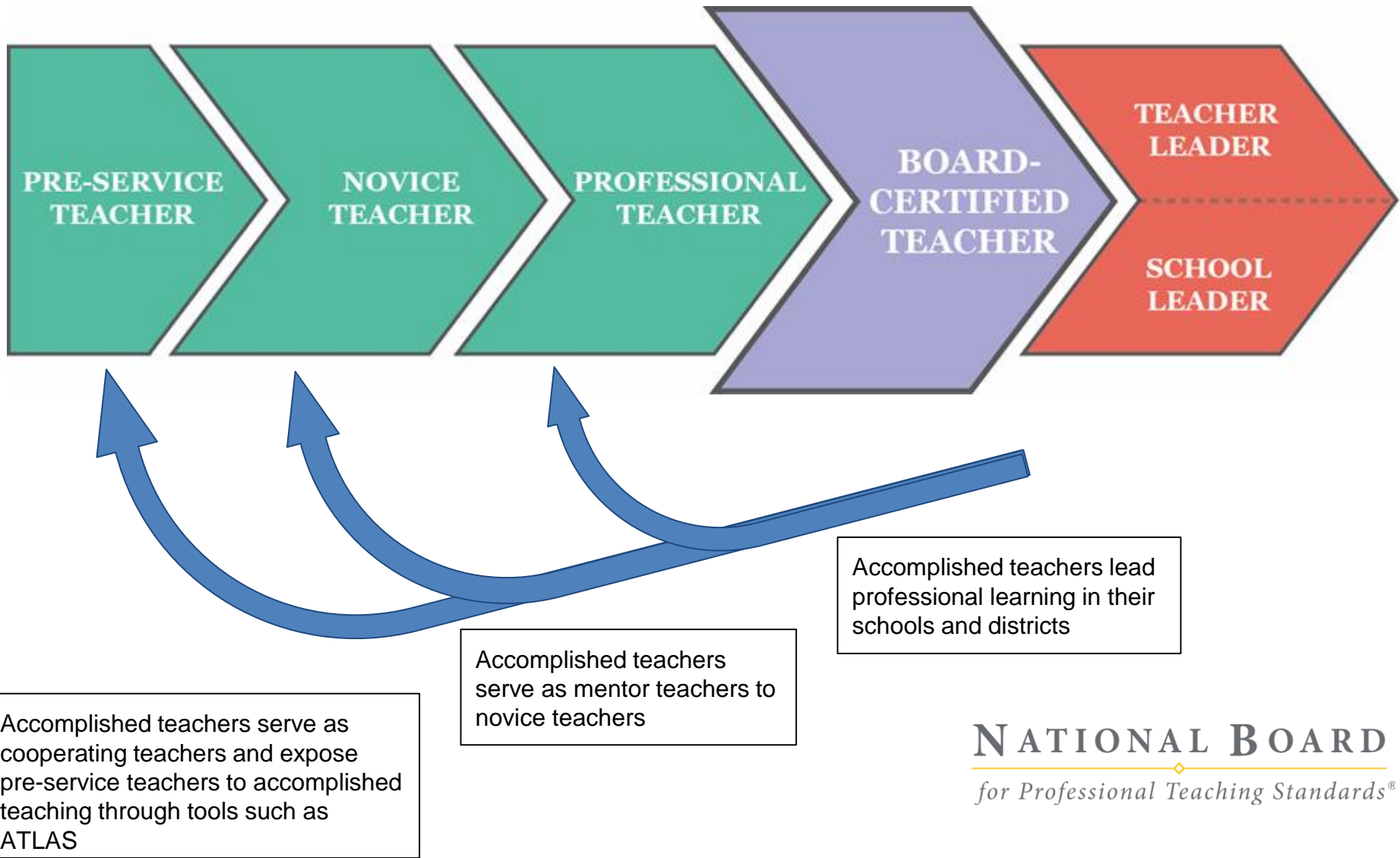


Primary Sources: *America's Teachers on America's Schools*, Bill & Melinda Gates Foundation, 2010.

http://www.scholastic.com/primarysources/pdfs/100646_ScholasticGates.pdf

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Teacher Leadership Across the Career Continuum



State Examples

Retired teachers

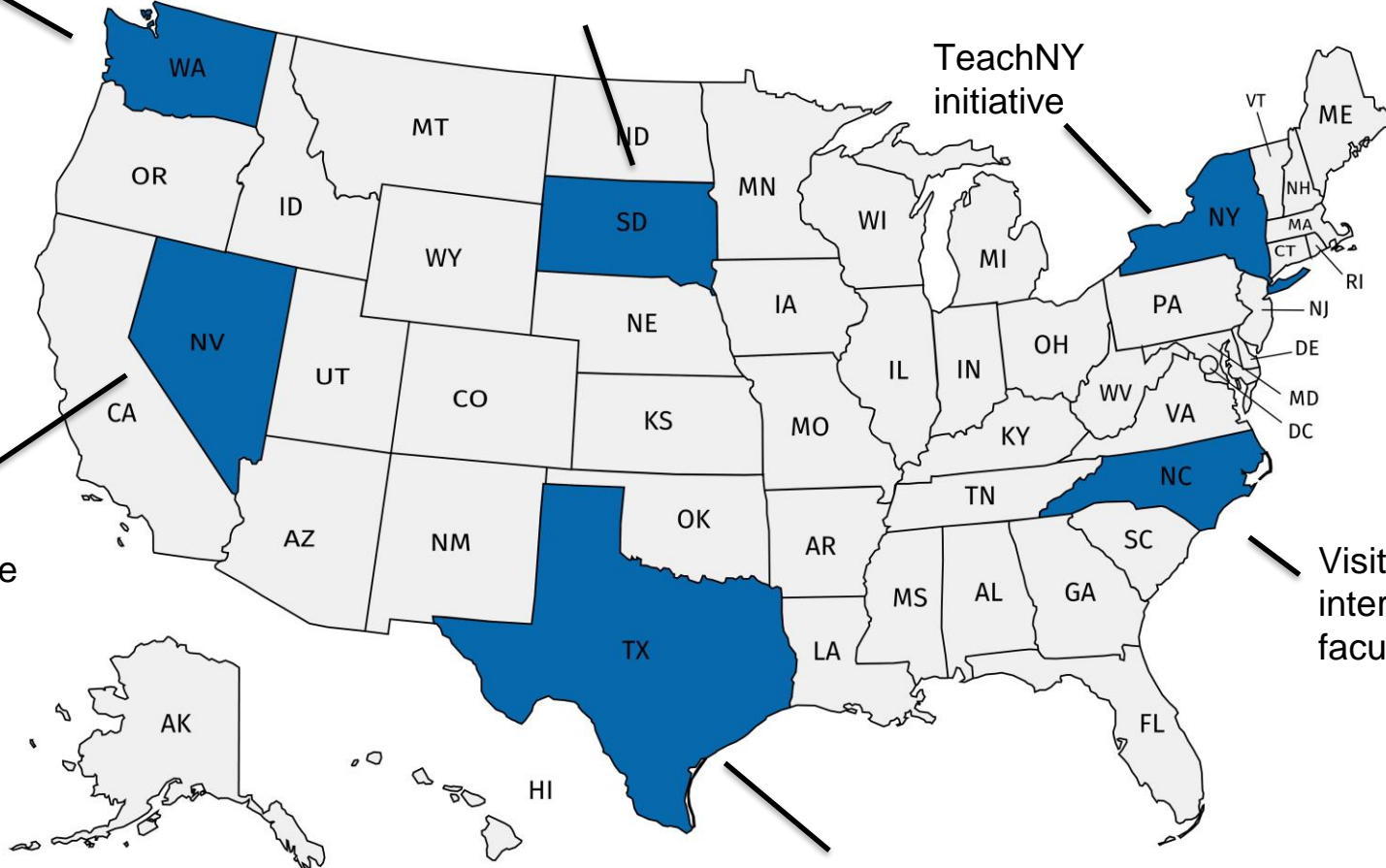
2016 legislative package

TeachNY
initiative

Visiting
international
faculty

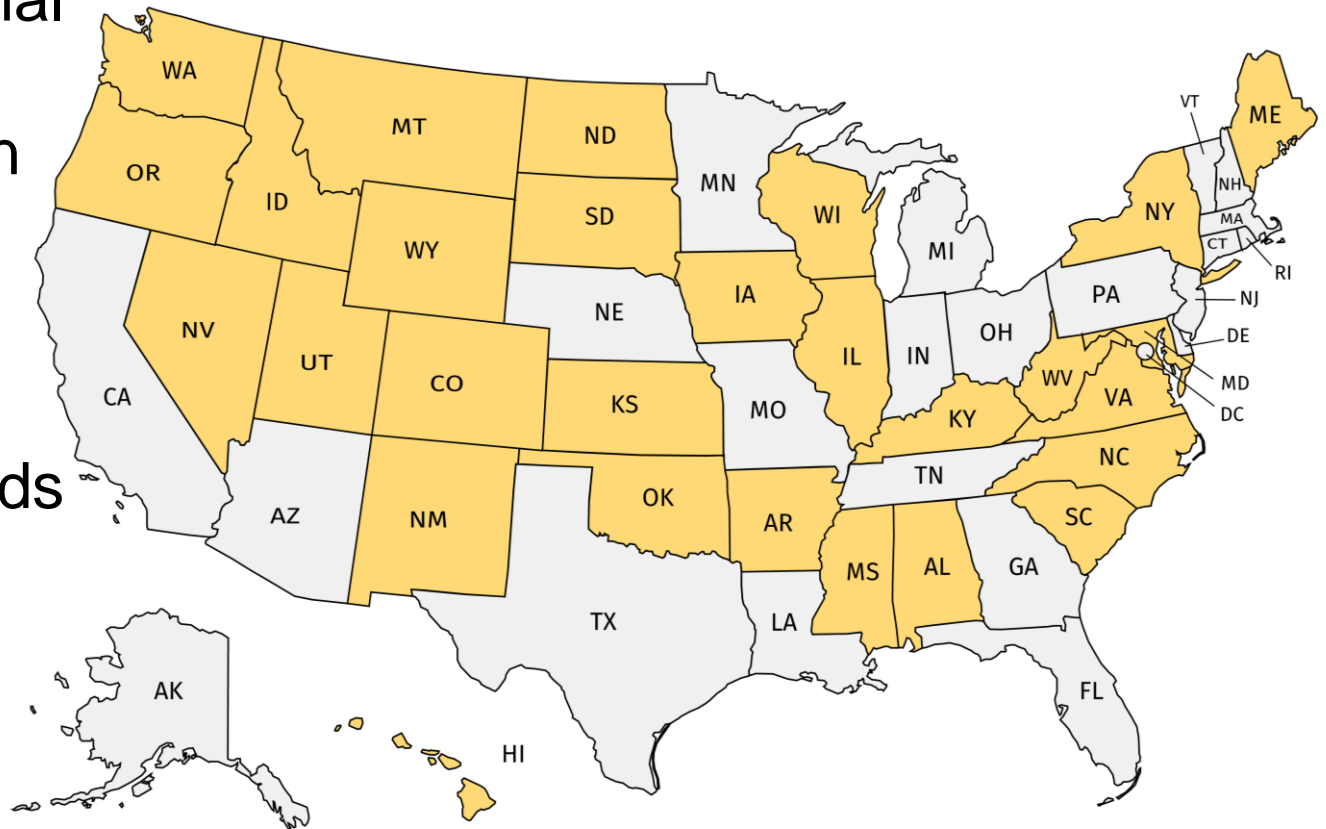
Teach.org and social
media campaign

Faculty from the
Philippines



Policy Support for National Board

- At least 25 states recognize National Board Certified Teachers with an annual stipend
- 10 states award additional stipends NBCTs in high-need schools



Teacher Shortages Strategies in the First State ESSA Plans

1. Strengthening the pre-college teacher pipeline

Nurture early interest in teaching with programs like Educators Rising

2. Supporting strategic, purposeful teacher recruitment

Increase the availability and use of teacher recruitment data and strategies

3. Supporting new teachers

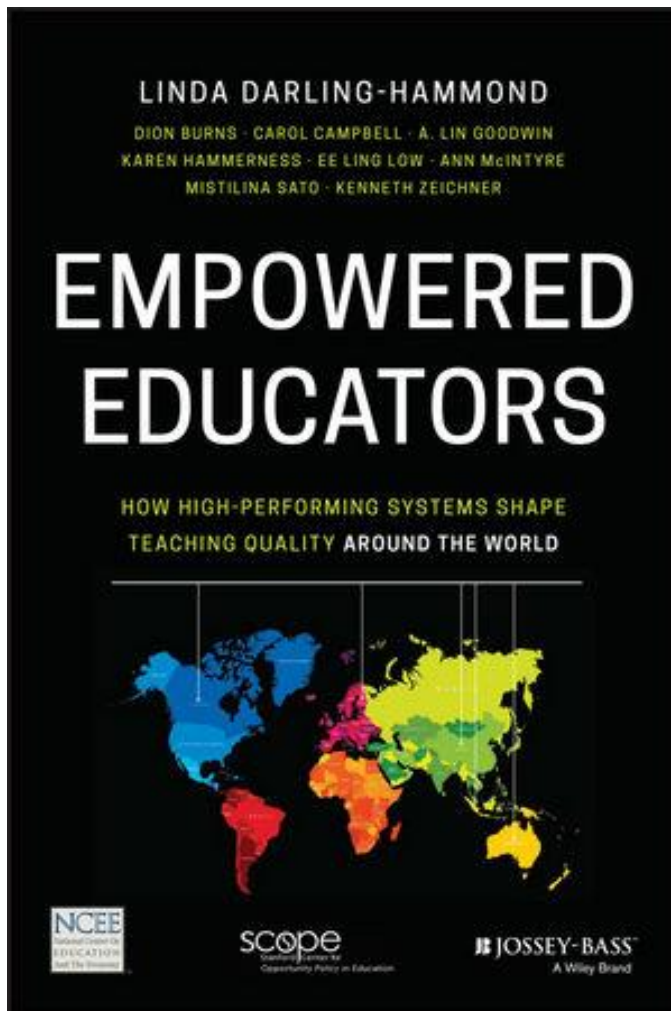
Find better ways of onboarding the newest members of the workforce to reduce attrition

4. Increasing teacher compensation

Invest in teacher pay that is sufficiently attractive to recruit enough high-quality teachers

5. Promoting teacher leadership

Offer teacher leader models and pilot programs to districts and provide space for teacher leaders to network with one another



“Some countries work to recruit, prepare, retain, and support empowered educators. We can learn from them!”

– Linda Darling-Hammond

Key Takeaways

- Policies that build a coherent career continuum that moves every teacher toward accomplished practice every year will elevate the profession and help rectify teacher shortages
- Engaging accomplished teachers across the country as teacher leaders *within* and *outside* of their schools will create short-term and long-term solutions to teacher shortages that do not require lowering standards for teachers and students

Thank You

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