



# Teacher Quality and Improvement

## *e-Newsletter of the CCSSO Teacher Quality Network*

April 8, 2004, Vol. 1, No. 4

The Teacher Quality and Improvement e-newsletter is a free, bi-weekly publication from CCSSO focusing on efforts at the state and district level to strengthen teacher quality and school leadership, particularly in high-poverty, low-performing schools. The purpose of this newsletter is to provide links to recent reports, studies, legislative action, and news articles related to teacher quality and improvement efforts.

To submit a news item relevant to teacher quality and improvement at the state or district level, provide feedback, or subscribe/unsubscribe, contact Cindy Prince at [cindyp@ccsso.org](mailto:cindyp@ccsso.org). If you are having problems reading this file, the PDF version of this newsletter is available at <http://www.ccsso.org/content/pdfs/TQINewsletter08Apr04.pdf>. The PDF version of the previous issue is available at <http://www.ccsso.org/content/pdfs/TQINewsletter24Mar04.pdf>.

### **DON'T MISS ED WEEK'S ONLINE CHAT: WORKING CONDITIONS FOR TEACHERS**

*Education Week* is hosting an online chat about the North Carolina Teacher Working Conditions project on:

**Wednesday, April 14, 2004**

**3:00 – 4:00 pm (Eastern time)**

Four panelists will discuss the results of a survey of more than 42,000 teachers conducted for this project and will answer questions from the audience. The panelists are: North Carolina Governor Mike Easley; Barnett Berry and Eric Hirsch of the Southeast Center for Teaching Quality; and North Carolina's 2002-2003 Teacher of the Year, Melissa Bartlett.

Ed Week encourages you to submit questions ahead of time to:

<http://www.edweek-chat.org/question.php3>

For more information, go to:

<http://www.you-click.net/GoNow/a15864a100748a177346279a30>

### **TEACHER PAY-FOR-PERFORMANCE IN DENVER**

The transcript of *Education Week's* March 24<sup>th</sup> online chat about Denver's pay-for-performance plan is now available at:

[http://www.edweek.org/ew/tb/tblive/transcript\\_03-24-2004.htm](http://www.edweek.org/ew/tb/tblive/transcript_03-24-2004.htm)

For more details about the Denver plan, see the website of the [Joint Task Force on Teacher Compensation](#), from the Denver Public Schools and the Denver Classroom Teachers Association.

## IN THE NEWS

### Higher education, teacher preparation

- Potes-Fellow, C. [“More CSU graduates answer the call for teaching and meet training standards.”](#) Press release, March 12, 2004. California State University.
- Jacobson, L. [“Report roundup: Preparing teachers.”](#) *Education Week*, April 7, 2004. (scroll down)

### Teacher certification and licensure, alternative routes to teaching

- Mitchell, N. [“Alternative teachers’ training ‘alarming.’”](#) *Rocky Mountain News*, March 24, 2004.
- Barnes, R. [“OPINION: National board certification works for teachers, students.”](#) *Atlanta Journal-Constitution*, March 26, 2004.
- Burney, M. [“Program aids Camden’s bid for teachers.”](#) *Philadelphia Inquirer*, March 31, 2004.
- Letters to the Editor. [“Nurture, training, and alternative routes.”](#) *Education Week*, March 31, 2004. (scroll down)
- Gormley, M. [“Teachers candidates rush to avoid new, higher certification standards.”](#) *Boston Globe/Associated Press*, April 6, 2004.
- Pratt, C. [“Teacher layoffs: Idealists the first to go.”](#) *Detroit Free Press*, April 6, 2004.
- [“NJ toughens teacher licensing requirements.”](#) *1010wins.com*, April 8, 2004.

### Teacher testing

- Snyder, S. [“District to help teachers pass test.”](#) *Philadelphia Inquirer*, March 24, 2004.
- Snyder, S. [“Pa. won’t release teacher test data.”](#) *Philadelphia Inquirer*, March 31, 2004.
- Snyder, S. [“Education chief stands by decision on test data.”](#) *Philadelphia Inquirer*, April 2, 2004.
- Keller, B. [“Phila. middle school teachers fail ‘highly qualified’ tests.”](#) *Education Week*, April 7, 2004.
- Jacobson, L. [“Aspiring teachers can substitute SAT scores for PRAXIS in Virginia.”](#) *Education Week*, April 7, 2004.

### Teacher and principal recruitment, hiring

- Wermers, J. [“Fair set for potential teachers.”](#) *Richmond Times-Dispatch*, March 26, 2004.
- Davis, F.E. [“OPINION: We look all over for good teachers.”](#) *Atlanta Journal-Constitution*, March 28, 2004.
- Gootman, E. [“City gets help in recruiting 40 principals.”](#) *New York Times*, March 31, 2004.
- Rockoff, J. [“Survey reveals misuse of teacher rehiring.”](#) *Baltimore Sun*, April 4, 2004.
- Elliott, J. [“Job fair teems with teachers.”](#) *Dallas Morning News*, April 6, 2004.

### Teacher retention

- Reborá, A. [“Principals & teacher retention.”](#) *Education Week*, March 2004.

## Teacher supply and demand

- Jerousek, M. [“Shaky outlook on jobs worries teachers.”](#) *DesMoines Register*, March 30, 2004.

## Teacher and principal assignment, distribution

- Keller, B. [“Boston teachers reach contract settlement.”](#) *Education Week*, March 31, 2004.

## Teacher compensation, financial incentives and disincentives

- Liberto, J. [“2 legislative panels back tax breaks for teachers.”](#) *St. Petersburg Times*, March 24, 2004.
- Postrel, V. [“Getting the most out of the nation’s teachers.”](#) *New York Times*, March 25, 2004.
- Bormann, D. [“‘Smart Start’ topples turnover.”](#) *Kansas City Star*, March 26, 2004.
- Recio, M. [“Teachers want to end social security penalty.”](#) *Fort Worth Star-Telegram*, March 26, 2004.
- Waldman, A. [“Paid on a curve.”](#) *Christian Science Monitor*, March 30, 2004.
- Usdan, M. [“Teaching commissions, then and now.”](#) *Education Week*, March 31, 2004.
- Keller, B. [“Next pay-plan decision up to Denver voters.”](#) *Education Week*, March 31, 2004.
- Letters to the Editor. [“Teachers’ merit pay: Too many variables, too little input.”](#) *Education Week*, March 31, 2004. (scroll down)
- Solochek, J. [“Schools await fate on pay plan.”](#) *St. Petersburg Times*, April 5, 2004.
- *The (Cleveland) Plain Dealer* staff. [“OPINION: Teacher merit pay works.”](#) *The (Cleveland) Plain Dealer*, April 7, 2004.
- Cavanagh, S. [“State journal: On hold.”](#) *Education Week*, April 7, 2004.

## Non-monetary incentives

- Knight, H. [“Teachers seek rare family perk: They want their kids to attend their schools.”](#) *San Francisco Chronicle*, March 29, 2004.

## Professional development and support

- Keller, B., Manzo, K.K., Jacobson, L., & Galley, M. [“Teaching & learning update: Is staff training being neglected?”](#) *Education Week*, March 10, 2004.
- Straziuso, J. [“Teacher coaches helping rookie teachers.”](#) *Boston Globe/Associated Press*, March 25, 2004.

Also:

- Associated Press. [“Schools stepping up efforts to reduce teacher turnover.”](#) *CNN.com*, March 25, 2004.
- Snyder, S. [“Academy to help boost teachers’ knowledge.”](#) *Philadelphia Inquirer*, April 1, 2004.
- Dean, M. [“Aid for middle-school teachers.”](#) *Philadelphia Daily News*, April 1, 2004.
- Galley, M. [“Teachers get heavy doses of advanced mathematics.”](#) *Education Week*, April 7, 2004.

- Cholo, A.B. [“Retired teachers pass along lessons.”](#) *Chicago Tribune*, April 8, 2004.

### **Working conditions**

- Gottlieb, R. [“Teachers pressed by violence.”](#) *Hartford Courant*, March 26, 2004.

### **Teacher evaluation, effectiveness**

- Hobbs, T. [“Trustees not ready to link evaluations, scores.”](#) *Dallas Morning News*, March 24, 2004.

### **Substitute teacher standards, preparation, support**

- Shanklin, M., & Balona, D. [“Fill-in teachers face training.”](#) *Hartford Courant/Orlando Sentinel*, March 27, 2004.
- Grove, S. [“There’s no substitute for experience.”](#) *Boston Globe*, March 28, 2004.

### **State progress toward the requirement that all teachers must be highly qualified**

- Mitchell, N., & Sanchez, R. [“State’s teachers working to make the grade by ’06.”](#) *Rocky Mountain News*, April 5, 2004.

### **International teacher quality**

- Baker, M. [“Is teaching the most stressful job?”](#) *BBC News*, March 27, 2004.
- Maiden, S. [“Bar raised for teacher standards.”](#) *The Australian*, April 1, 2004.

## **RECENT BOOKS, ARTICLES, AND REPORTS**

### **Teacher certification and licensure, alternative routes to teaching**

- [Alternative Teacher Preparation in Colorado: Moving from Experimental to Established](#)  
Bassett, M., Campbell, G., Hirsch, E., Hupfeld, K., & Reichardt, R., with Foster, A., & Jachman, A., Alliance for Quality Teaching, 77 pp., February 2004
- [Executive Summary](#), 13 pp., February 2004
- [Opportunity and Responsibility for National Board Certified Teachers](#)  
Rotherham, A., Progressive Policy Institute, 6 pp., March 2004

### **Alternative certification for principals**

- [Administrator License Requirements, Portability, Waivers and Alternative Certification](#)  
Compiled by Anthes, K., Education Commission of the States, 18 pp., March 2004

### **Teacher and principal recruitment, hiring**

- [Help Wanted](#)  
Rotherham, A., & Levin, J., Democratic Leadership Council, *Blueprint* magazine, March 23, 2004

### **Teacher compensation, incentives**

- [An Exploration of the Pay Levels Needed to Attract Students with Mathematics, Science, and Technology Skills to a Career in K-12 Teaching](#)  
Milanowski, A., *Education Policy Analysis Archives*, 11(50), December 27, 2003  
(Reviewed in [Research Matters](#), 10, April 2004, Southeast Center on Teaching Quality)

- [\*Pulled Away or Pushed Out? Explaining the Decline of Teacher Aptitude in the United States\*](#)  
Hoxby, C., & Leigh, A., 12 pp., December 2003  
(Cited in Postrel's article in the *New York Times*, 3/25/04)
- [\*Women, the Labor Market, and the Declining Relative Quality of Teachers\*](#)  
Corcoran, S., Evans, W., & Schwab, R., 40 pp., March 7, 2004  
(To appear in *Journal of Public Policy and Management*; cited in Postrel's article in the *New York Times*, 3/25/04)

#### **Teacher evaluation, effectiveness**

- [\*Evaluating Value-Added Models for Teacher Accountability\*](#)  
McCaffrey, D.F., Lockwood, J.R., Koretz, D.M., & Hamilton, L.S., RAND, 191 pp., 2003  
(Reviewed in [\*Research Matters\*, 10, April 2004](#), Southeast Center on Teaching Quality)

#### **Teacher and principal assignment, distribution**

- [\*Kindergarten Teachers: Public and Private School Teachers of the Kindergarten Class of 1998-99\*](#)  
Germino-Hausken, E., Walston, J., & Rathbun, A., National Center for Education Statistics, NCES 2004-060, 73 pp., March 2004

#### *Selected findings from the report:*

##### **Certification**

- “A smaller percentage of kindergarten teachers in classrooms with 75 percent or higher minority children were fully certified (77 percent) compared with teachers in classrooms with less than 50 percent minority enrollments (86 to 87 percent).” (p. vii)
- “A smaller percentage of kindergarten teachers in large city schools were fully certified (75 percent) compared with teachers in other schools in other locations (86 to 88 percent).” (p. vii)

##### **Experience**

- “Teachers in classrooms with 75 percent or higher minority enrollment had an average of 6.8 years of experience teaching kindergarten, fewer years of experience than those teaching in classrooms with less than 10 percent minority classroom enrollment (9.0 years), or between 10 and 24 percent minority classroom enrollment (8.6 years), or between 25 and 49 percent minority classroom enrollment (8.7 years).” (p. viii)
- “Kindergarten teachers in higher poverty public schools were more likely to have less than 3 years of experience teaching kindergarten (31 percent) than were those in lower poverty public schools (24 percent). Twenty-two percent of teachers in higher poverty schools had 10 to 19 years of experience teaching kindergarten compared with 27 percent of teachers in lower poverty schools.” (p. viii)

The Council of Chief State School Officers (CCSSO) is a bipartisan, nationwide, nonprofit organization of public officials who head departments of elementary and secondary education in the states, the District of Columbia, the Department of Defense Education Activity, and five U.S. extra-state jurisdictions. CCSSO provides leadership, advocacy, and technical assistance on the major educational issues. The Council seeks member consensus on major educational issues and expresses their views to civic and professional organizations, federal agencies, Congress, and the public.

Our mission statement: The Council of Chief State School Officers, through Leadership, Advocacy, and Service, assists chief state school officers and their organizations in achieving the vision of an American education system that enables all children to succeed in school, work, and life.

Council of Chief State School Officers  
One Massachusetts Avenue, NW, Suite 700  
Washington, DC 20001-1431  
Voice: 202.336.7000 fax: 202.408.8072  
[www.ccsso.org](http://www.ccsso.org)