



# Teacher Quality and Improvement

*e-Newsletter of the CCSSO Teacher Quality Network*

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The Teacher Quality and Improvement e-newsletter is a free 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/TQINewsletter08July05.pdf>. All previous issues are posted on the CCSSO website at [http://www.ccsso.org/whats\\_new/newsletters/teacher\\_quality\\_and\\_improvement/index.cfm](http://www.ccsso.org/whats_new/newsletters/teacher_quality_and_improvement/index.cfm).

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## WHAT'S WRONG WITH THIS PICTURE?

"Low teacher expectations have been a problem at Coles Elementary School on Chicago's South Side, where nearly 80 percent of the students are low-income, Principal Larry Thomas said. Its middle-class students perform just as poorly as their low-income peers, with only about 37 percent passing last year's reading tests.

Thomas said he pairs weaker teachers with "low-motivated" students, those who appear uninterested in learning, don't participate in extracurricular activities and tend to bully students with better grades.

Thomas defended his practice. "You wouldn't want to put an unmotivated teacher with a highly motivated group. They would regress," he said."

- Cohen, J., & Little, D. "[Test scores, poverty are entwined.](#)" *Chicago Tribune*, July 4, 2005.

## COMING ATTRACTIONS

- [Measuring Teacher Success: Innovative Developments in Assessing Teacher Performance](#)  
Online web-conference sponsored by Harvard University's Government Innovators Network and the U.S. Department of Education's Office of Innovation and Improvement  
**July 20, 2005, 1:00 – 3:00 pm EDT**  
Research related to the discussion, conference call information, and LiveMeeting access information are available [here](#).

## SOME OF THE TOP STORIES

### Staff cuts at California Commission on Teacher Credentialing + switch to new computer system = backlog of 63,000 teacher applications

- Benson, C. [“Teacher credential processing is swamped,”](#) *Sacramento Bee*, June 26, 2005.

#### Also:

- Benson, C. [“Credentialing commission for teachers is way behind,”](#) *San Diego Union-Tribune/Sacramento Bee*, June 27, 2005.

### North Carolina State Board of Ed considers restricting amount of funds districts can use for teacher bonuses to reduce turnover

- Associated Press. [“NC education board wants to limit money spent on keeping teachers,”](#) *The (Raleigh, N.C.) News & Observer*, June 30, 2005.
- Silberman, T. [“Rule probably will limit extra pay poor district gives teachers,”](#) *The (Raleigh, N.C.) News & Observer*, June 30, 2005.

### State officials take steps to enforce Florida state law that requires every school district to offer teachers some form of performance pay

- Pinzur, M. [“Teacher pay may hinge on test scores,”](#) *Miami Herald*, June 27, 2005.
- *Miami Herald* staff. [“How raises are earned,”](#) *Miami Herald*, June 27, 2005.
- [Online poll: Do you think teachers’ salaries should be tied to their performance in the classroom, instead of just their education and years of experience?](#)
- Matus, R. [“State forcing teacher bonuses,”](#) *St. Petersburg Times*, July 6, 2005.

### Additional teacher training part of Supt. Rudy Crew’s plan to boost the numbers of Advanced Placement courses offered at high-poverty high schools in Miami-Dade

- Pinzur, M. [“AP class totals to rise at all schools,”](#) *Miami Herald*, June 28, 2005.

## FEDERAL UPDATE

- Robelen, E. [“Democrats in House offer their own agenda on education,”](#) *Education Week*, June 22, 2005.
- The Teaching Commission. [“Teaching Commission founder Gerstner makes case for TEACH act.”](#) Press Release, June 15, 2005.

## IN THE NEWS

### Teacher preparation, higher ed

- Havner, R. [“SHC’s teaching college turnaround,”](#) *Mobile (Ala.) Register*, May 27, 2005.

- Yeager, M. [“State approval ensures safety of 11 education programs.”](#) *Tallahassee Democrat*, June 27, 2005.
- Ross, J. [“Teacher training under gun.”](#) *The (Raleigh, N.C.) News & Observer*, June 28, 2005.

### **Teacher certification and licensure**

- Perry, N. [“State’s new education board has seats to fill, profile to lift.”](#) *Seattle Times*, June 27, 2005.
- *Indianapolis Star* staff. [“Teacher licensing official to head state division.”](#) *Indianapolis Star*, July 2, 2005.

### **Alternative routes to teaching**

- *Rapid City Journal* staff. [“First graduates of Project SELECT ready to teach.”](#) *Rapid City (S.D.) Journal*, June 27, 2005.
- Hupp, S. [“Effort to ease teacher shortage falling short.”](#) *Indianapolis Star*, July 4, 2005.
- Gergen, D. [“OPINION: A teacher success story.”](#) *US News & World Report*, July 4, 2005.
- Kim, S.M. [“Class act: making a career switch to teaching.”](#) *St. Petersburg Times*, July 5, 2005.
- Radcliffe, J. [“Teaching is a learning experience: Summer classes allow recruits from Teach for America to hone their skills.”](#) *Houston Chronicle*, July 5, 2005.

### **Teacher testing**

- Hecht, P. [“Dump outdated teacher competency test, Assembly panel urges.”](#) *Sacramento Bee*, July 7, 2005.

### **Teacher recruitment, hiring**

- Hawkins, M. [“W.D.M. schools respond to low mark for minority hiring.”](#) *Des Moines Register*, July 5, 2005.

### **Teacher assignment, distribution**

- Brandt, S. [“For teachers, it’s time to bid on jobs.”](#) *The (Minneapolis) Star Tribune*, June 27, 2005.
- Brandt, S. [“How Minneapolis schools fill positions.”](#) *The (Minneapolis) Star Tribune*, June 27, 2005.
- Neufeld, S. [“City teachers being replaced.”](#) *Baltimore Sun*, June 30, 2005.
- Rosen, J. [“After a year of work, pondering what went wrong.”](#) *Baltimore Sun*, June 30, 2005.
- Ovalle, D. [“Staffing shift may avert tax increase.”](#) *Miami Herald*, July 7, 2005.

### **Principal recruitment, hiring, and training**

- Reid, B. [“New principal must erase failing school’s problems.”](#) *Arizona Republic*, July 6, 2005.
- Herszenhorn, D. [“Chancellor vows to keep training program for principals.”](#) *New York Times*, July 6, 2005.
- Kastner, L. [“City schools are assigned new leaders.”](#) *Richmond Times-Dispatch*, July 7, 2005.

## Teacher mentoring, induction, support, coaching

- Hannah-Jones, N. [“New teachers to get veteran help.”](#) *The (Raleigh, N.C.) News & Observer*, June 28, 2005.
- Hagen, M. [“Mentor program aims to improve teacher retention.”](#) *The (Durham, N.C.) Herald-Sun*, June 28, 2005.
- Smulevitz, H. [“District hires 2 reading teachers to help at-risk kids.”](#) *Indianapolis Star*, June 30, 2005.

## Professional development

- *The Oregonian* staff. [“Clark County schools win reading grants.”](#) *The Oregonian*, June 28, 2005.
- Tresaugue, M. [“Teachers become summer students.”](#) *Houston Chronicle*, June 28, 2005.
- Evans, W. [“Pair train teachers to instill love of art.”](#) *Sacramento Bee*, July 4, 2005.
- Anthony, S. [“Teachers gear up to tackle internships.”](#) *St. Louis Post-Dispatch*, July 5, 2005.
- Kussoy, H. [“Online courses help math instructors.”](#) *eSchool News*, July 5, 2005.
- Caruso, D. [“Teachers learn how to teach the Holocaust.”](#) *New York Times*, July 8, 2005.

### Also:

- Caruso, D. [“Teachers learn how to teach the Holocaust.”](#) *Atlanta Journal-Constitution/Associated Press*, July 8, 2005.
- Caruso, D. [“Teachers learn how to teach the Holocaust.”](#) *Boston Globe/Associated Press*, July 8, 2005.
- Associated Press. [“Jewish foundation helps teachers learn how to teach the Holocaust.”](#) *Boston Herald*, July 8, 2005.
- Caruso, D. [“Teachers learn how to teach the Holocaust.”](#) *Richmond Times-Dispatch/Associated Press*, July 8, 2005.
- Caruso, D. [“Teachers learn how to teach the Holocaust.”](#) *Washington Post/Associated Press*, July 8, 2005.

## Teacher compensation, incentives

- Eggers, D., Calegari, N., & Moulthrop, D. [“OPINION: Reading, Writing, and Retailing.”](#) *New York Times*, June 27, 2005.

### Also:

- Eggers, D., Calegari, N., & Moulthrop, D. [“Let’s enact No Teachers Left Behind \(in salaries\).”](#) *Long Beach (Cal.) Press-Telegram*, July 2, 2005.

### ☆ Alabama

- Havner, R. [“Last day of school, first year of change.”](#) *Mobile (Ala.) Register*, May 24, 2005.

### ☆ Alaska (housing incentives)

- Associated Press. [“Tyonek teachers to get more modern housing.”](#) *Fairbanks Daily News-Miner*, June 20, 2005.

### Also:

- Associated Press. [“Tyonek to build teacher housing.”](#) *Anchorage Daily News*, June 21, 2005.

☆ **Arizona**

- Sparks, C. [“Teacher pay changing.”](#) *Arizona Republic*, June 28, 2005.

☆ **Maryland**

- *Baltimore Sun* editorial staff. [“OPINION: Paying teachers.”](#) *Baltimore Sun*, July 6, 2005.

☆ **Massachusetts**

- Sacchetti, M. [“Teacher raises surpass US rate.”](#) *Boston Globe*, July 3, 2005.

☆ **Minnesota**

- Locke, D. [“OPINION: Public shouldn’t blame teachers for the cost of education.”](#) *St. Paul Pioneer Press*, June 30, 2005.

☆ **Montana**

- Farrell, A. [“Prof’s to analyze teachers’ salaries.”](#) *Billings (Mt.) Gazette*, June 29, 2005.

☆ **Texas**

- Grusendorf, K., & Russell, D. [“OPINION: Teacher pay – Incentive program best way to reward educators.”](#) *Waco Tribune-Herald*, June 24, 2005.
- Associated Press. [“Texas House OKs education overhaul.”](#) *Dallas Morning News*, June 29, 2005.

**Working conditions**

☆ **Resources, facilities**

- Associated Press. [“Infrastructure repairs targeted in D.C. schools.”](#) *Washington Times*, July 7, 2005.
- Putnam, J. [“Teachers dig deep for supplies.”](#) *The Saginaw (Mich.) News*, June 20, 2005.

☆ **School safety and discipline**

- Chandler, L., Bell, A., Manware, M., & Smolowitz, P. [“School suspensions soar.”](#) *Charlotte Observer*, June 12, 2005.
- Smolowitz, P., Chandler, L., & Manware, M. [“CMS-discipline change sought.”](#) *Charlotte Observer*, June 14, 2005.

☆ **Class size**

- Associated Press. [“Union eyes ballot initiative to cut class size.”](#) *Fairbanks Daily News-Miner*, June 21, 2005.
- Peck, C. [“OPINION: Classroom size is vital to quality education.”](#) *Arizona Republic*, July 7, 2005.

**Teacher turnover, mobility**

- Stephens, S. [“Teachers leaving charter schools: From 2000 to 2003, half quit each year.”](#) *The (Cleveland) Plain Dealer*, July 1, 2005.

**Teachers of hard-to-fill subjects and specializations**

- Hupp, S. [“Effort to ease teacher shortage falling short.”](#) *Indianapolis Star*, July 4, 2005.

- Hupp, S. [“Number of special ed teachers not keeping pace with need.”](#) *Indianapolis Star*, July 4, 2005.
- Sykes, S. [“U. will get \\$300K to train American Indian teachers.”](#) *Salt Lake Tribune*, July 4, 2005.

### **Rehiring retired teachers and principals**

- Bethea, A., & Cimino, K. [“State debates ‘double dip’ rules.”](#) *Charlotte Observer*, July 2, 2005.

### **Paraprofessionals**

- LaCoste-Caputo, J. [“Teachers’ aides have more time.”](#) *San Antonio Express-News*, July 3, 2005.
- Feller, B. [“Teacher aides win extra training time.”](#) *Arizona Republic/Associated Press*, June 15, 2005.

#### **Also:**

- Associated Press. [“Teacher aides get extension of deadline.”](#) *Honolulu Advertiser*, June 16, 2005.
- Associated Press. [“Deadline extended for teacher aides.”](#) *CNN.com*, June 18, 2005.
- Radcliffe, J. [“Teachers’ aides hit the books to keep their jobs.”](#) *Houston Chronicle*, July 6, 2005.

### **Highly-qualified preschool teachers**

- Hamilton, P. [“S.C. ahead on training preschool teachers.”](#) *Charlotte Observer/Associated Press*, June 28, 2005.
- De Jesus, J. [“Program teaches child care skills.”](#) *Des Moines Register*, July 8, 2005.

### **NCLB’s highly-qualified teacher requirements**

- Havner, R. [“Schools boss wants letter sent to parents, after all: New letters would be more mildly worded than earlier ones, which were criticized as branding teachers incompetent.”](#) *(AL.) Mobile (Ala.) Register*, June 28, 2005.
- *Washington Times* staff. [“OPINION: Politics and public education.”](#) *Washington Times*, July 6, 2005.

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

### **Teacher recruitment**

- [Urban Teacher Academy Project: Growing Our Own Teachers](#)  
Parks, R., *Teachers College Record*, ID Number: 11875, May 16, 2005

### **Teacher compensation, incentives**

- [Cheating Great Teachers](#)  
Gelinas, N., *City Journal*, 15(2), Spring 2005

- [Rankings & Estimates: Rankings of the States 2004 and Estimates of School Statistics 2005](#)  
National Education Association, June 2005, 129 pp.
  - Trotter, A. ["NEA salary analysis says teacher pay flat."](#) *Education Week*, June 24, 2005.
  - Feller, B. ["Teachers paid an average salary of \\$46,752, survey finds."](#) *Boston Globe/Associated Press*, June 24, 2005.
  - Associated Press. ["Teachers paid an average salary of \\$46,752, survey finds."](#) *USA Today*, June 25, 2005.
  - Wade Schmidt, B. ["South Dakota remains last in teacher pay."](#) *The (Sioux Falls, S.D.) Argus Leader*, June 25, 2005.
  - *Argus Leader* editorial staff. ["OPINION: Low teacher pay doesn't come cheap."](#) *The (Sioux Falls, S.D.) Argus Leader*, July 3, 2005.
  - Feller, B. ["Teachers union eyes \\$40G starting salary."](#) *San Francisco Chronicle*, July 3, 2005.
  - Associated Press. ["Teachers union leaders want starting salaries to average \\$40,000 a year."](#) *Kansas City Star*, July 4, 2005.
  - Toppo, G. ["Teachers union asks for higher salaries."](#) *USA Today*, July 4, 2005.
  - Feller, B. ["Teachers union leader pledges to raise salaries for starting teachers, veterans, and aides."](#) *San Diego Union-Tribune/Associated Press*, July 4, 2005.
  - Associated Press. ["Teachers union leader pledges to raise salaries for starting teachers, veterans and aides."](#) *Boston Herald*, July 4, 2005.
  - Associated Press. ["Raise teacher starting pay, union chief says."](#) *CNN.com*, July 4, 2005.
- [Understanding Alternative Teacher Compensation: Expert Insights from USC California Policy Institute's California K-12 School Finance Policy Symposium](#)  
USC California Policy Institute, in cooperation with and support from The Teaching Commission, June 2005, 16 pp.
  - The Teaching Commission. ["Teaching Commission, USC Policy Institute release primer on teacher compensation."](#) Press release, June 6, 2005.

The Council of Chief State School Officers (CCSSO) is a nonpartisan, 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.

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