



# 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/TQINewsletter17Feb06.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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## COMING ATTRACTIONS

- [ESEA Title II State Coordinators National Workshop](#)  
Sponsored by the U.S. Department of Education  
March 21-22, 2006  
Alexandria, Virginia  
For further information, email [HQTData@westat.com](mailto:HQTData@westat.com) or call (888) 831-1338.

*A significant block of time during this meeting is devoted to discussion of the plans that all states must develop to ensure that (a) all teachers are highly qualified, and (b) poor and minority students are not taught at higher rates than others by inexperienced, unqualified, or out-of-field teachers.*

## SOME OF THE TOP STORIES

### Florida proposes new statewide teacher pay-for-performance plan

- Associated Press. ["State's merit pay plan draws fire from teachers, school boards,"](#) *WKMG News (Tallahassee, FL)*, February 10, 2006.
- Kaczor, B. ["State's merit pay plan draws fire from teachers, school boards,"](#) *The (Bradenton, FL) Herald/Associated Press*, February 10, 2006.

**Also:**

- Kaczor, B. [“State’s first merit pay plan draws fire from teachers, school boards,”](#) *Sun-Sentinel (Ft. Lauderdale, FL)/Associated Press*, February 10, 2006.
- CBS 4 News staff/Associated Press. [“Plan unveiled to pay Florida teachers on merit,”](#) *CBS 4 News (Tallahassee, FL)/Associated Press*, February 10, 2006.
- Lewis, K. [“Collier teachers slam bonus plan based on FCAT,”](#) *Naples (FL) Daily News*, February 11, 2006.
- Pinzur, M. [“State may tie teacher bonuses to tests,”](#) *Miami Herald*, February 11, 2006.
- Matus, R. [“State may link pay to FCAT,”](#) *St. Petersburg Times*, February 11, 2006.
- Postal, L. [“FCAT scores could pay off for teachers,”](#) *Orlando Sentinel*, February 11, 2006.
- Kaczor, B. [“School boards, teachers union criticize FCAT bonus plan,”](#) *The Sarasota (FL) Herald-Tribune/Associated Press*, February 11, 2006.

**Also:**

- Kaczor, B. [“Merit pay proposal criticized,”](#) *The Bradenton (FL) Herald /Associated Press*, February 11, 2006.
- Kaczor, B. [“Teachers pan merit plan,”](#) *The (Lakeland, FL) Ledger/Associated Press*, February 11, 2006.
- Wermers, J. [“Fla. links bonuses to FCAT,”](#) *The (Fort Myers, FL) News-Press*, February 11, 2006.
- Dunn, A. [“Polk officials mixed on plan,”](#) *The (Lakeland, FL) Ledger*, February 11, 2006.
- Cotterell, B. [“OPINION: At times, merit pay works well,”](#) *Tallahassee Democrat*, February 13, 2006.
- *St. Petersburg Times* editorial staff. [“OPINION: The FCAT and teacher pay,”](#) *St. Petersburg Times*, February 14, 2006.
- *Bradenton Herald* editorial staff. [“OPINION: FCAT-obsessed,”](#) *The Bradenton (FL) Herald*, February 14, 2006.
- Archer, B. [“OPINION: Fuzzy-math logic derails merit-pay plan,”](#) *Orlando Sentinel*, February 14, 2006.
- Ramirez, E. [“Teachers leery of FCAT-linked bonuses,”](#) *St. Petersburg Times*, February 17, 2006.

**Dallas school board member proposes that district could solve shortage of bilingual teachers if federal laws were changed to allow hiring of undocumented immigrants**

- Hobbs, T. [“Illegal educators for hire?”](#) *Dallas Morning News*, February 7, 2006.
- Associated Press. [“Dallas ISD proposes hiring illegal immigrants,”](#) *Houston Chronicle*, February 7, 2006.
- Associated Press. [“Dallas considers hiring illegal immigrants as teachers,”](#) *ABC 13 News (Houston)*, February 7, 2006.
- *KGBT News* staff. [“Hiring illegal immigrants for teachers,”](#) *KGBT News (Harlingen, TX)*, February 7, 2006.

- Glick, J. "[DISD weighs hiring illegal immigrants.](#)" *The Bryan-College Station Eagle* (Bryan, TX)/Associated Press, February 8, 2006.
- Letters to the editor. "[OPINION: Should DISD hire illegal teachers?](#)" *Dallas Morning News*, February 14, 2006.

**New California study concludes that modest pay raises increase the likelihood that new teachers will remain in the profession, but participation in professional development and support programs are even more effective and more cost-efficient**

- *Retention of New Teachers in California*  
Reed, D., Rueben, K., & Barbour, E., Public Policy Institute of California, February 2006
  - [Full report](#), 110 pp.
  - [Research brief](#), 2 pp.
- Williams, J. "[Calif. needs to do more to keep teacher from quitting.](#)" *The (San Jose) Mercury News/Associated Press*, February 15, 2006.

**Also:**

- Williams, J. "[Study: Support program helps retain teachers.](#)" *Orange County (CA) Register*, February 15, 2006.
- Williams, J. "[Report: Calif. needs to do more to keep teachers from quitting.](#)" *San Francisco Chronicle*, February 15, 2006.
- Williams, J. "[New teachers stay for reasons other than just money.](#)" *Los Angeles Daily News/Associated Press*, February 15, 2006.
- Williams, J. "[Report: Calif. needs to do more to keep teachers from quitting.](#)" *The Press Enterprise (Riverside, CA)/Associated Press*, February 15, 2006.
- Williams, J. "[Higher pay no longer enough to make new teachers stay.](#)" *Contra Costa (CA) Times/Associated Press*, February 15, 2006.
- Associated Press. "[Report: Modest pay raise would keep new teachers from quitting.](#)" *NBC News (San Diego)*, February 15, 2006.

**California Supt. of Public Instruction Jack O'Connell advocates state spend \$53M to hire teacher coaches for California's lowest-performing schools and offer financial incentives to encourage teachers to work in them**

- Rosenhall, L. "[O'Connell calls for investment in improving teacher quality.](#)" *Sacramento Bee*, February 7, 2006.
- Williams, J. "[Teacher training key to improving schools, superintendent says.](#)" *San Diego Union-Tribune/Associated Press*, February 8, 2006.

**Also:**

- Williams, J. "[Teacher training key to improving schools, superintendent says.](#)" *The (San Jose) Mercury News/Associated Press*, February 8, 2006.
- Jacobson, L. "[State journal: Wish list for schools.](#)" *Education Week*, February 15, 2006.

### **Model teacher program in Waco, Texas places highly effective teachers in five of its lowest-performing schools**

- Doerr, D. [“WISD has plenty riding on ‘model teachers,’”](#) *The Waco (TX) Tribune-Herald*, February 5, 2006.

### **Connecticut Gov. M. Jodi Rell proposes \$1.5M loan forgiveness program for math and science teachers who pledge to teach in state for at least five years**

- Lucas, F. [“Math, science teachers needed,”](#) *The (Danbury, CT) News-Times*, February 14, 2006.

### **Idaho’s Senate Education Committee approves bill to raise math and science teacher salaries**

- Associated Press. [“Committee approves measure to increase math, science teacher pay,”](#) *KTVB News (Boise, ID)*, February 7, 2006.
- Associated Press. [“Committee approves measure to increase math, science teacher pay,”](#) *Idaho State Journal (Pocatello, ID)*, February 8, 2006.

### **Iowa considers loan forgiveness, annual stipends, tuition assistance and other incentives to recruit and retain high school math and science teachers**

- Beaumont, T. [“Math, science teacher incentives detailed,”](#) *Des Moines Register*, February 9, 2006.

### **Alabama will resume testing teachers’ subject matter knowledge**

- Jafari, S. [“State school board votes to approve mandatory teacher testing,”](#) *The Birmingham (AL) News/Associated Press*, February 9, 2006.
- *Montgomery Advertiser* editorial staff. [“OPINION: Teacher testing finally to return,”](#) *The Montgomery (AL) Advertiser*, February 10, 2006.
- Dean, C. [“Passing scores set on teacher examinations,”](#) *The Birmingham (AL) News*, February 10, 2006.
- Associated Press. [“State school board OKs mandatory teacher testing,”](#) *The Decatur (AL) Daily*, February 10, 2006.
- Barnes, K. [“Future teachers must take test,”](#) *The Montgomery (AL) Advertiser*, February 10, 2006.
- *News Courier* editorial staff. [“OPINION: Teacher testing a bold, necessary step,”](#) *The (Athens, AL) News Courier*, February 11, 2006.

## **FEDERAL UPDATE**

### **More on the President’s proposal to attract and train more math and science teachers**

- Davis, M. [“Bush proposes math and science initiatives,”](#) *Education Week*, February 8, 2006.

- Vergano, D. [“U.S. could fall behind in global ‘brain race,’”](#) *USA Today*, February 8, 2006.
- Martin, E. [“Bush pushes teacher training,”](#) *The (UCLA) Daily Bruin*, February 14, 2006.
- Cavanagh, S. [“White House suggests model used in reading to elevate math skills,”](#) *Education Week*, February 15, 2006.
- Viadero, D. [“Scholars warn of overstating gains from AP classes alone,”](#) *Education Week*, February 15, 2006.
- Jacobson, L. [“Parent satisfaction with school math, science at odds with officials’ concerns, poll finds,”](#) *Education Week*, February 15, 2006.
- Daro, P. [“COMMENTARY: Math warriors, lay down your weapons,”](#) *Education Week*, February 15, 2006.

## IN THE NEWS

### Teacher preparation, higher ed

- Fisher, M. [“Taft signs teacher-training reforms,”](#) *Dayton (OH) Daily News*, January 28, 2006.
- *Amesbury News* staff. [“Lesley University launches math program in Amesbury,”](#) *Amesbury (MA) News*, February 3, 2006.
- Fortin, C. [“Future teachers go back to school,”](#) *Baltimore Sun*, February 5, 2006.
- Peck, C. [“OPINION: Teacher program working,”](#) *Arizona Republic*, February 5, 2006.

### Teacher certification and licensure

- Hall Blobaum, M. [“Kansas weighs looser rules for teachers,”](#) *Kansas City Star*, February 4, 2006.
- Davis, C. [“Cole bill denies benefits to unqualified teachers,”](#) *The (Fredericksburg, VA) Free Lance-Star*, February 9, 2006.
- National Middle School Association. [“NMSA challenges state licensure agencies and universities to better prepare middle level teachers.”](#) Press release, February 14, 2006.

### Alternative routes to teaching

- *NBC 17 News* staff. [“Community colleges look to fill teacher training gap,”](#) *NBC 17 News (Raleigh/Durham/Chapel Hill, NC)*, January 20, 2006.
- *Kingsport Times-News* editorial staff. [“OPINION: Program helps address looming teacher shortage,”](#) *The Kingsport (TN) Times-News*, February 4, 2006.
- Walsh, S. [“USCB program new path for prospective teachers,”](#) *The (Hilton Head Island, SC) Island Packet/The (Beaufort, SC) Gazette*, February 4, 2006.
- Mason, B. [“OPINION: Business Forum: Find teachers in business,”](#) *The (Minneapolis) Star Tribune*, February 5, 2006.
- Creamer, B. [“Hawai’i may gain 50 extra teachers,”](#) *Honolulu Advertiser*, February 9, 2006.
- Associated Press. [“Teach for America program could start in Hawaii,”](#) *KPUA News (Hilo, HI)*, February 9, 2006.
- Hacker, H. [“Education innovator is honored,”](#) *Dallas Morning News*, February 13, 2006.

- Moore Johnson, S., & Birkeland, S. "[COMMENTARY: Fast-track certification.](#)" *Education Week*, February 15, 2006.
- [Talkback](#): Comments from readers

### Teacher testing

- Stewart, M. "[Some North Texas teachers aren't making the grade.](#)" *CBS 11 News (Dallas/Fort Worth)*, February 6, 2006.

### Teacher recruitment, hiring

- Berghom, J. "[Working to recruit minority educators.](#)" *The (Lynchburg, VA) News & Advance*, February 4, 2006.
- Robertson, S. "[PGHS offers course for future teachers.](#)" *The (Petersburg, VA) Progress-Index*, February 5, 2006.
- Skolnik, B. "[D91: Lack of black teachers not a major problem.](#)" *The Forest Park Review (Oak Park, IL)*, February 7, 2006.
- KGBT News staff. "[Young teachers get head start in career.](#)" *KGBT 4 News (Harlingen, TX)*, February 10, 2006.
- Dunn, A. "[Polk County is hot for teachers.](#)" *The (Lakeland, FL) Ledger*, February 12, 2006.

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- Basler, G. "[Education and race: Local schools lag in minority hiring.](#)" *The Press & Sun-Bulletin (Binghamton, NY)*, February 12, 2006.
- Forest, A. "[Training future teachers — today.](#)" *The (Hampton Roads, VA) Daily Press*, February 13, 2006.
- Associated Press. "[School district recruits multicultural teachers.](#)" *KSL News (Salt Lake City)*, February 13, 2006.
- Associated Press. "[Wachovia gift aids teacher recruitment, college access programs at Clemson.](#)" *The (Myrtle Beach, SC) Sun News*, February 14, 2006.
- Transcript of *Education Week's* February 15, 2006 Live Chat: [Innovative strategies in teacher recruitment and retention](#)
- WTKR News staff. "[Hampton recruiting teachers.](#)" *WTKR News (Hampton Roads, VA)*, February 16, 2006.
- Huring, L. "[Male elementary teachers are few.](#)" *The (Sikeston, MO) Standard Democrat*, February 16, 2006.

### Teacher supply and demand

- Associated Press. "[Study says Utah will need 44,000 new teachers by 2014.](#)" *KSL News (Salt Lake City)*, February 4, 2006.
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- Ferchland, W. "[Tough times for young teachers.](#)" *Tahoe Daily Tribune (South Lake Tahoe, CA)*, February 7, 2006.

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- Graphic: [Decline in student teachers](#)

### Professional development

- McMillin Goodale, A. "[School grants focus on professional development for teachers to improve student learning skills.](#)" *Reno Gazette-Journal*, February 3, 2006.
- Brennan, K. "[Teachers get training.](#)" *Florida Today (Melbourne, FL)*, February 6, 2006.
- Parmon, J. "[Teachers shown ways to use newspapers in their classrooms.](#)" *The (Herkimer, NY) Evening Telegram*, February 16, 2006.
- Pinzur, M. "[Teachers may get how-to classes.](#)" *Miami Herald*, February 15, 2006.

### ☆ Math and science

- Radcliffe, J. "[District invests \\$4 million to beef up interest in a subject lagging for years: A crisis in science.](#)" *Houston Chronicle*, February 7, 2006.
- *The Madison Courier* editorial staff. "[OPINION: Good teachers never stop learning.](#)" *The Madison (IN) Courier*, February 16, 2006.
- Leone, D. "[Robotics workshop thrills isle teachers.](#)" *Honolulu Star-Bulletin*, February 17, 2006.
- Ohira, R. "[Dive, robot, dive — let the lesson sink in.](#)" *Honolulu Advertiser*, February 17, 2006.
- *Argus Leader* staff. "[Program gives teachers access to research.](#)" *The (Sioux Falls, SD) Argus Leader*, February 17, 2006.

### ☆ Reading, language arts

- *Winchester Star* staff. "[Teachers attend workshop thanks to WFEE grant.](#)" *The Winchester (MA) Star*, February 9, 2006.

### ☆ Technology

- Sylvester, J. "[Sometimes even teachers need teaching.](#)" *The (Scranton, PA) Times-Tribune*, February 13, 2006.

### ☆ To work with culturally and linguistically diverse students

- *Jackson Sun* staff. "[Workshops to benefit Hispanic students.](#)" *The Jackson (TN) Sun*, February 13, 2006.

### Working conditions

- Associated Press. "[Schools could hire teachers under governor's proposal.](#)" *WQAD News (Moline, IL)*, February 2006.
- Gammill, A. "[Teachers lose prep time suit.](#)" *Indianapolis Star*, February 15, 2006.

### Teacher compensation, incentives

#### ☆ Arizona

- Nicita, L. "[Rural districts using unique incentives to lure teachers.](#)" *Arizona Republic*, February 7, 2006.

**Also:**

- Associated Press. [“Rural districts use unique incentives to lure teachers.”](#) *KVOA News (Tucson)*, February 13, 2006.

☆ **Hawaii**

- Martin, D. [“DOE sued again for back pay.”](#) *Honolulu Star-Bulletin*, February 11, 2006.
- Lum, C. [“State sued by part-time teacher.”](#) *Honolulu Advertiser*, February 11, 2006.

☆ **Illinois**

- *Chicago Tribune* staff. [“Teachers can obtain help with housing.”](#) *Chicago Tribune*, February 11, 2006.

☆ **Iowa**

- Fandel, L. [“OPINION: Pay teachers more? Yes: Attract, keep the best talent.”](#) *Des Moines Register*, February 13, 2006.
- Dominick, A. [“OPINION: Pay teachers more? No: Spend money elsewhere.”](#) *Des Moines Register*, February 13, 2006.

☆ **Maine**

- Peters, M. [“Pay plan would affect veteran teachers, too.”](#) *The Portland (ME) Press Herald*, February 7, 2006.

☆ **Massachusetts**

- Rosinski, J. [“Child care offered to lure more teachers.”](#) *Boston Globe*, February 5, 2006.

☆ **Minnesota**

- Mathur, S. [“Charter gets rare boost from Q-Comp.”](#) *The (Minneapolis) Star Tribune*, February 8, 2006.
- Tweed, J. [“District working on state program for teacher pay.”](#) *The (Brainerd, MN) Dispatch*, February 14, 2006.

☆ **Oklahoma**

- Kennedy, S. [“Legislation would give teachers incentive to get national certification.”](#) *The (Tahlequah, OK) Daily Press*, February 3, 2006.
- Tonn, J. [“State of the states: Teachers targeted for pay raises.”](#) *Education Week*, February 15, 2006.

☆ **South Carolina**

- *The State* editorial staff. [“OPINION: Explore merit pay to attract, keep best teachers.”](#) *The (Columbia, SC) State*, February 14, 2006.

☆ **Texas**

- Pierson, E. [“Valley teachers eye \\$3.2 million bonus.”](#) *The Brownsville (TX) Herald*, February 7, 2006.

☆ **Virginia**

- Nguyen, J. [“Bedford County’s new teacher hires to receive signing bonuses.”](#) *The (Lynchburg, VA) News & Advance*, February 10, 2006.

- Walson, K. [“IW teachers to get money back,”](#) *The (Hampton Roads, VA) Daily Press*, February 11, 2006.

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

### ☆ Math and science

- Chrysler Group. [“Chrysler Group to help ‘close the technology gap’ among Michigan students,”](#) *Forbes.com/PR Newswire*, February 2, 2006.
- University of California Santa Cruz. [“California Teach Program launched to boost numbers of highly qualified math and science teachers.”](#) Press release, February 6, 2006.
- CBS 5 News staff. [“New UCSC program to develop science and math teachers announced,”](#) *CBS 5 News (San Francisco)*, February 7, 2006.
- Associated Press. [“Lawmaker wants schools to share math and science teachers,”](#) *WQAD News (Moline, IL)*, February 11, 2006.

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- Associated Press. [“Lawmaker wants schools to share math and science teachers,”](#) *WHO TV News (Des Moines, IA)*, February 11, 2006.
- Higgins, L. [“High school requirements: Too few teach math, science.”](#) *Detroit Free Press*, February 14, 2006.

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- Connell, S. [“Cal Poly president pushes for more math and science teachers,”](#) *The (San Luis Obispo, CA) Tribune/Blackenterprise*, February 15, 2006.

## International teachers

- Lutton, L. [“Border crossings,”](#) *Education Week*, February 8, 2006.
- Whitley, A. [“Foreign teachers, local schools form mutually helpful compact,”](#) *The (Wilson, NC) Daily Times*, February 11, 2006.
- Rinkenbaugh, J., & Weslander, E. [“Districts turning to foreign teachers,”](#) *The Lawrence (KS) Journal-World*, February 12, 2006.
- Hubbard, J. [“Bibb County schools may get an international flair,”](#) *The Macon (GA) Telegraph*, February 12, 2006.
- Neufeld, S. [“A teacher’s lesson in friendship and faith,”](#) *Baltimore Sun*, February 13, 2006.
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- KVBC News staff. [“CCSD teacher recruitment goes overseas again,”](#) *KVBC News (Las Vegas)*, February 14, 2006.
- WIBW News staff. [“Kansas teachers from overseas,”](#) *WIBW News (Topeka, KS)*, February 2006.

## Rural teacher recruitment and retention

- Nicita, L. [“Rural districts using unique incentives to lure teachers.”](#) *Arizona Republic*, February 7, 2006.

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## Highly-qualified preschool teachers

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## Substitute teachers, teacher absenteeism

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- Letters to the editor. [“OPINION: Teachers take jobs seriously.”](#) *Arizona Republic*, February 1, 2006.
- Letters to the editor. [“OPINION: Respect the job of educators.”](#) *Arizona Republic*, February 6, 2006.
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## State and district progress toward the goal that all teachers will be highly qualified

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## RECENT BOOKS, ARTICLES, AND REPORTS

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

#### ☆ Special education

- [“Highly Qualified” Special Educators and the Provision of a Free Appropriate Public Education to Students with Disabilities](#)  
Jameson, J.M., & Huefner, D., *Journal of Law and Education*, in *Blackenterprise*, February 3, 2006

### Teacher quality

- [Special edition on Teacher Quality](#)  
*Rethinking Schools*, 20(2), Winter 2005/2006

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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