



# Teacher Quality and Improvement

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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 [cindy@ccsso.org](mailto:cindy@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/TQINewsletter23Nov05.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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## SOME OF THE TOP STORIES

### **Study concludes seniority and transfer rules in urban teacher contracts often force schools to accept teachers they do not want**

- [\*Unintended Consequences: The Case for Reforming the Staffing Rules in Urban Teachers Union Contracts\*](#)  
Levin, J., Mulhern, J., & Schunck, J., The New Teacher Project, November 2005, 53 pp.
  - [Overview \(slides\)](#), 20 pp.
- Gewertz, C. ["Union contract rules prevent hiring best teachers, study says."](#) *Education Week*, November 16, 2005.
- Brandt, S. ["Teacher seniority rules challenged."](#) *The (Minneapolis) Star Tribune*, November 16, 2005.
  - [Key findings of report on teachers](#)
- Feller, B. ["Schools may hire teachers they don't want."](#) *Washington Post/Associated Press*, November 16, 2005.

#### **Also:**

- Feller, B. ["Union rules force city schools to hire unwanted teachers, study says."](#) *The (Santa Fe) New Mexican/Associated Press*, November 16, 2005.
- Feller, B. ["Schools may hire teachers they don't want."](#) *The (San Jose) Mercury News/Associated Press*, November 16, 2005.

- Feller, B. "[Unions force unwanted teachers on urban schools, study finds.](#)" *Seattle Times/Associated Press*, November 17, 2005.
- Associated Press. "[Urban teachers often not welcome.](#)" *Washington Times*, November 17, 2005.
- Feller, B. "[School principals often have little say in hiring, study says.](#)" *St. Louis Post-Dispatch/Associated Press*, November 20, 2005.
- Mathews, J. "[Teacher transfer rules hurt schools, study says.](#)" *Washington Post*, November 17, 2005, A10.
- Helfand, D. "[Report says teacher union contracts are holding schools back.](#)" *Los Angeles Times*, November 17, 2005.
- Gao, H. "[Report: Contracts hold back schools.](#)" *San Diego Union-Tribune*, November 17, 2005.
- *Washington Post* staff. "[Unfit teachers forced on schools, study says.](#)" *Miami Herald*, November 17, 2005.
- Stephens, S. "[Principals need more say in hiring, group says.](#)" *The (Cleveland) Plain Dealer*, November 17, 2005.
- *Cincinnati Enquirer* editorial staff. "[OPINION: Widen the pool of superb teachers.](#)" *Cincinnati Enquirer*, November 21, 2005.

#### **Oregon Gov. Ted Kulongoski announces new incentive programs for teachers and nurses**

- Office of the Governor of Oregon. "[Governor launches new loan program to help keep quality teachers and nurses in Oregon.](#)" Press release, November 15, 2005.
- *Portland Business Journal* staff. "[Loan aid offered for future teachers, nurses.](#)" *Portland Business Journal*, November 15, 2005.
- Office of Governor Kulongoski. "[Governor launches new loan program to help keep quality teachers and nurses in Oregon.](#)" *The Medford (OR) News*, November 16, 2005.

#### **SC Gov. Mark Sanford calls for restrictions on stipends for National Board Certified Teachers; new NBCTs would have to work in low-performing schools to collect bonuses**

- Robinson, B. "[Teacher transfers urged.](#)" *The (Columbia, SC) State*, November 11, 2005.

#### **School crime rate declines, but teachers still victims of 65,000 violent crimes at school between 1999 and 2003**

- [Indicators of School Crime and Safety: 2005](#)  
DeVoe, J., Peter, K., Noonan, M., Snyder, T., & Baum, K., National Center for Education Statistics and Bureau of Justice Statistics, U.S. Departments of Education and Justice, November 2005, 206 pp.
- U.S. Department of Education. "[School safety report released.](#)" Press release, November 20, 2005.
- Leiser, K. "[Violent crime rate drops in U.S. schools.](#)" *St. Louis Post-Dispatch*, November 21, 2005.

- Sherman, M. [“School crimes decline, US report says.”](#) *Boston Globe/Associated Press*, November 21, 2005.

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- Sherman, M. [“Crime rate in schools cut in half over 10 years.”](#) *Chicago Sun-Times*, November 21, 2005.
- Sherman, M. [“Report: School crime halved over 10 years.”](#) *Lexington (KY) Herald-Leader/Associated Press*, November 21, 2005.
- Sherman, M. [“Report: School crime halved over 10 years.”](#) *The (Richmond, VA) Times Dispatch/Associated Press*, November 21, 2005.
- Associated Press. [“1 in 20 students a crime victim.”](#) *Washington Post*, November 21, 2005, A02.
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- Associated Press. [“School crime rate holds steady.”](#) *Baltimore Sun*, November 21, 2005.
- Associated Press. [“School crime rate cut in half over 10 years.”](#) *CNN.com*, November 21, 2005.

**Increased professional development, principal training, coaches in every school, and curricular changes are critical parts of plan to boost student achievement in Denver**

- Mitchell, N. [“DPS chief releases strategic plan for district.”](#) *Rocky Mountain News*, November 16, 2005.
- Sherry, A. [“New strategy unveiled for DPS.”](#) *Denver Post*, November 16, 2005.
- Alejo, A. [“Bennet unveils new plan for Denver Public Schools.”](#) *CBS4 News (Denver)*, November 16 2005.
- Griego, T. [“OPINION: DPS draft offers hope for future.”](#) *Rocky Mountain News*, November 17, 2005.
- Sanchez, R. [“‘Ambitious’ changes dictate time to be spent on R’s.”](#) *Denver Post*, November 17, 2005.
- *Denver Post* editorial staff. [“OPINION: DPS strategic plan ambitious.”](#) *Denver Post*, November 17, 2005.
- Rouse, K. [“Bennet dramatizes DPS reform pitch.”](#) *Denver Post*, November 18, 2005.
- Sherry, A. [“Principal is motivating factor.”](#) *Denver Post*, November 18, 2005.
- Mitchell, N. [“DPS plan applauded.”](#) *Rocky Mountain News*, November 19, 2005.

**Gaynor McCown, executive director of The Teaching Commission, passes away**

- The Teaching Commission. [“Teaching Commission mourns loss of executive director.”](#) News release, November 14, 2005.

- Saxon, W. "[R. Gaynor McCown, 45, who led education panel, dies.](#)" *New York Times*, November 18, 2005.

### **Update on teachers displaced by Hurricanes Katrina and Rita**

- Barbier, S. "[Displaced teachers finally get FEMA-supplied trailers.](#)" *The (New Orleans) Times-Picayune*, November 12, 2005.
- Sack, J. "[Teachers' jobs in hurricane-ravaged areas in limbo.](#)" *Education Week*, November 16, 2005.
- Domingue, S. "[Displaced teachers seek stability.](#)" *The (Lafayette, LA) Daily Advertiser*, November 21, 2005.

### **FEDERAL UPDATE**

#### **USDE allows two more urban districts to use own teachers to provide NCLB tutoring**

- Gewertz, C. "[Ed. Dept. grants N.Y.C., Boston waivers on NCLB tutoring.](#)" *Education Week*, November 16, 2005.
- Anderson, N. "[Bush administration grants leeway on 'No Child' rules.](#)" *Washington Post*, November 22, 2005, A01.

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#### **Teacher preparation, higher ed**

- *Business Wire*. "[Teachers: Don't put off master's degree, national student survey says.](#)" *Blackenterprise*, November 14, 2005.
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#### **Teacher testing**

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- *Newswise* staff. "[Testing teachers won't determine whether they are highly qualified.](#)" *Newswise (University of Virginia)*, November 18, 2005.
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- United Press International. [“All U.S. teachers to be assessed.”](#) *Washington Times*, November 19, 2005.
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**Teacher certification and licensure**

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- Associated Press. [“Ex-teacher who ran ‘diploma mill’ scam gets prison.”](#) *The (Cleveland) Plain Dealer*, November 20, 2005.

**Alternative routes to teaching**

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- Joyce III, J. [“Experience fills a need for teachers.”](#) *Yakima (WA) Herald-Republic*, November 19, 2005.
- Wong, H., & Wong, R. [“The emergency teacher.”](#) *Teachers.net*, November 2005.

**Teacher recruitment, hiring**

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- Meola, O. "[Visiting teachers lend diversity to Va. schools.](#)" *Richmond Times-Dispatch*, November 20, 2005.

### **Teacher retention**

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- Alston, J. "[In Warren County, teacher retention equals success.](#)" *The (Henderson, NC) Daily Dispatch*, November 22, 2005.

### **Teacher assignment, distribution**

- Boghossian, N. "[Struggling to land teaching jobs.](#)" *Los Angeles Daily News*, November 12, 2005.

### **Professional development**

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- Associated Press. "[Educators explore ways to teach math, science.](#)" *Indianapolis Star*, November 18, 2005.
- Butler, A. "[Symposium shows teachers how art and math intersect.](#)" *Baltimore Sun*, November 18, 2005.
- *WebWire News* staff. "[New York state to roll out MarcoPolo in every classroom.](#)" *WebWire News (Atlanta)*, November 21, 2005.

### **Working conditions**

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- *Star Tribune* editorial staff. "[OPINION: Class size matters, and they're too big.](#)" *The (Minneapolis) Star Tribune*, November 22, 2005.

## Teacher compensation, incentives

### ☆ Colorado

- Howell, D. "[OPINION: Base teachers' pay upon performance.](#)" *Arizona Republic*, November 18, 2005.

### ☆ Florida

- Baker, R. "[OPINION: Here's why schools have improved.](#)" *St. Petersburg, FL) Times*, November 9, 2005.
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- *Des Moines Register* editorial staff. "[OPINION: Vilsack is right about teacher pay.](#)" *Des Moines Register*, November 19, 2005.

### ☆ New Mexico

- Fonseca, F. "[Richardson proposes six percent raise for teachers.](#)" *The (Santa Fe) New Mexican/Associated Press*, November 16, 2005.

### ☆ Texas

- Edwards, W. "[Not all teachers agree with HISD's incentive plan.](#)" *KHOU News (Houston)*, November 17, 2005.
- Spencer, J. "[HISD chief pitches bonus plan.](#)" *Houston Chronicle*, November 18, 2005.

### ☆ Wisconsin

- Killackey, B. "[Debatable – Should Wisconsin's teachers receive merit pay?](#)" *The (Racine, WI) Journal Times*, November 3, 2005.
- Frake, D. "[Pilot program offers incentives to new teachers.](#)" *The Oconomowoc (WI) Focus*, November 17, 2005.

## Teacher turnover, mobility

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- DeMao, A. "[Teacher turnover rate holds steady.](#)" *The Athens (GA) Banner-Herald*, November 10, 2005.
- Associated Press. "[Cleveland schools offer veteran teachers \\$25,000 to retire early.](#)" *The Akron (OH) Beacon Journal*, November 11, 2005.
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- Spaulding, C. "[Fewer students might mean fewer teachers.](#)" *The Muskogee (OK) Daily Phoenix*, November 20, 2005.

## Teacher tenure, dismissal

- Hanley, P. [“OPINION: Teachers still key to improving schools.”](#) *San Francisco Chronicle*, November 21, 2005.

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

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- Associated Press. [“State board chairman questions response to teacher shortage.”](#) *The (Bradenton, FL) Herald/The (Jacksonville) Florida Times-Union*, November 16, 2005.

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- Associated Press. [“Cures for teacher shortage proposed.”](#) *Tampa Bay Online*, November 20, 2005.
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## ☆ Math and science

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- Petrillo, L. [“Turning students into tech teachers.”](#) *San Diego Union-Tribune*, November 20, 2005.
- Cowen, C. [“OPINION: Quality science education begins with finding, retaining teachers.”](#) *Indianapolis Star*, November 20, 2005.

## Paraprofessionals

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## Substitute teachers

- Chabot, H. [“Substitute teachers hard to come by in Greater Lowell.”](#) *The Lowell (MA) Sun*, November 15, 2005.
- Samuels, H. [“Substitute teacher shortage affects schools.”](#) *NewsLink Indiana (Ball State University)*, November 17, 2005.

## Rehiring retired teachers and principals

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- Conner Lambeck, L. [“For retired teachers, coming back adds up.”](#) *Connecticut Post*, November 20, 2005.

## Teacher quality

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## State and district progress toward the goal that all teachers will be highly qualified

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- Fahey, T. [“How to help NH teachers make the grade?”](#) *New Hampshire Union Leader*, November 10, 2005.
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## RECENT BOOKS, ARTICLES, AND REPORTS

### Alternative routes to teaching

- [A Difficult Balance: Incentives and Quality Control in Alternative Certification Programs](#)  
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  - Viadero, D. [“Advice offered on designing alternative-certification plans.”](#) *Education Week*, November 15, 2005.
- [Equity Within Reach: Insights from the Front Lines of America’s Achievement Gap](#)  
Smith, A., Teach for America, November 2005, 22 pp.
  - Bushweller, K. [“Teachers see solutions to the academic-achievement gap.”](#) *Education Week*, November 11, 2005.

## Teacher recruitment and retention

- [\*Eight Questions on Teacher Recruitment and Retention: What Does the Research Say?\*](#)  
Allen, M., Education Commission of the States, September 2005, 158 pp.
- Viadero, D. [\*“Teacher recruitment and retention report distills 91 studies.”\*](#) *Education Week*, November 17, 2005.

## State progress toward the goal that all teachers will be highly qualified

- [\*No Child Left Behind Act: Improved Accessibility to Education’s Information Could Help States Further Implement Teacher Qualification Requirements\*](#)  
U.S. Government Accountability Office, November 2005, 62 pp.
- Keller, B. [\*“Districts show progress on teacher qualifications.”\*](#) *Education Week*, November 22, 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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