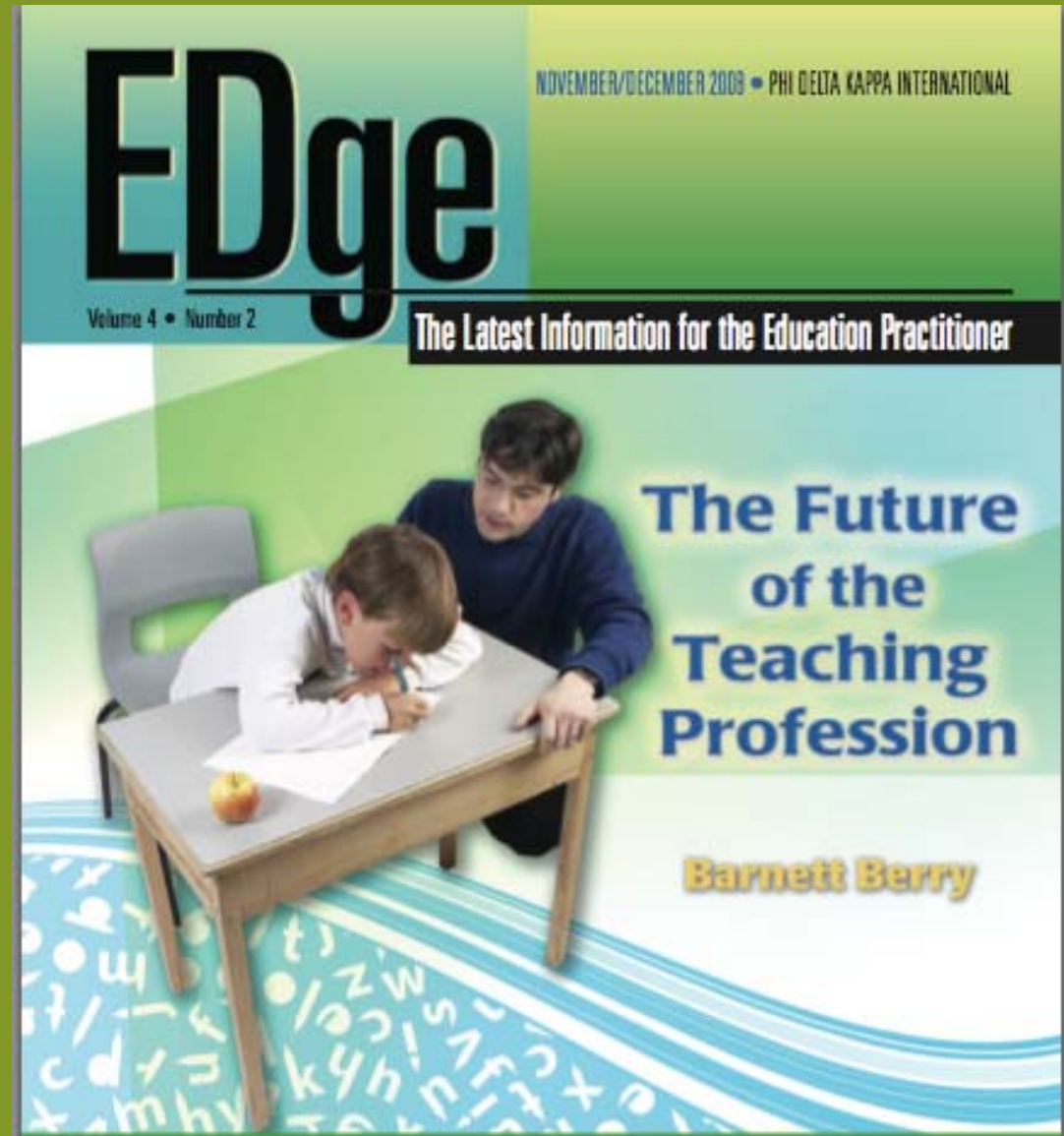


The Future of the Teaching Profession

Keynote Address
Colorado School Boards Association
Annual Meeting
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Barnett Berry



Teacher Rules of the Late 19th Century

- **Teachers each day will fill lamps and clean chimneys.**
- **Each teacher will bring a bucket of water and a scuttle of coal for the day's lesson.**
- **Make your pens carefully. You may whittle nubs to the individual taste of the pupils.**

Teacher Rules of the Late 19th Century

- **Men teachers may take one evening each week for courting purposes, or two evenings a week if they go to church regularly.**
- **After ten hours in school, the teacher may spend the remaining time reading the Bible or other good books.**
- **Women teachers who marry or engage in unseemly conduct will be dismissed.**

Teacher Rules of the Late 19th Century

- **The teacher who performs his labor faithfully and without fault for five years will be given an increase of 25 cents per week in his pay, providing the Board of Education approves.**

Imagine a Future of Teaching Where:

- **All students have access to caring, well-prepared, and well-supported teacher teams**
- **New teachers have “partial” teaching loads in their first 3 years**
- **The best teachers are the new “professors of education”**

*Imagine a Future of Teaching
Where:*

- **The Highest Paid Anybody
in a School District is a
Teacher**

But what is our prevailing image of teaching and learning?

- **Teaching as Telling and Learning as Listening**
- **Students as Passive, Standardized Learners**

The world is flat

Smart mob

VoiceThread

Global economy

Blog

Digital literacy

Wii

Ipod

YouTube

Virtual reality

Twitter

Web 2.0

Borderless

New technologies

Google

Facebook

Web-based

Nanotechnology

Information age

Skype

MySpace

Mobile

Diigo

Del.icious

Wiki

Blog

Wikipedia

Social networking

Smart mob

Globalization

Smartboard

With well over 100 million registered users, MySpace -- if it were a nation -- would be the 11th-largest in the world, positioned somewhere between Japan and Mexico.

Currently, there are almost 3 billion Google searches each month.

--Shift Happens

What 21st century students need to know & do!

- **They need to know the 3Rs -- but also the 3Cs -- communicate, create, and collaborate in a “flat world”**
- **Digital literacy as well as how to apply and connect knowledge bases that are exploding**
- **How to participate more in our democracy and to learn from others in a multi-cultural world**

What 21st century teachers need to know & be!

- **Creator of engaging lesson resources for diverse learners -- many who do not speak English as a first language**
- **Information maven and “filterer” for Googled learner**
- **Student data and assessment guru**

What 21st century teachers need to know & do!

- **Teacher coach, mentor, and peer reviewer**
- **Community and global “connector” and organizer**
- **Policy analyst and action researcher and public “engager”**

Where are we?

We still recruit as if there is a captive pool of talented teachers who are willing to teach as they are told, who will work for modest wages and in isolation from each other annually.

We are willing to fill empty classrooms with teachers with little or no preparation -- because of the lack of consensus about what teachers need to know and ...

We still starkly define and divide the work of administrators and teachers. Administrators lead and teachers teach -- period.

Teachers are paid as if they are all alike and perform the same; new teachers are given the most challenging assignments.

Almost 16% of teachers leave the classroom every year, costing the nation almost \$7 billion annually ...

Good teachers leave the classroom because of poor salaries, but also because of poor principals ... and few opportunities to lead and the expectation to teach a scripted curriculum.

*The teaching quality
debate*

**Does teaching require smart
workers who can work hard, teach
the curriculum, and have
high expectations?**

one side of the debate

**Is teaching smart work that
requires a great deal of
preparation, support, and
experience?**

the other side of the debate

Transcend

the debate

Imagine a
profession...

Paid residency programs, where promising teachers demonstrate readiness-to-teach through National Board-like performance assessments and earn incentives that will promote high rates of teacher retention

376,000 of the most accomplished, experienced, and well-paid teachers are in hybrid roles -- supporting adjunct and novice teachers and organizing change -- they make at least \$150,000 a year

Teachers **teams** work with Web 3.0 tools, wireless student handheld computers, and **virtual** spaces -- and are held accountable as a team

Teachers collaborate to create and assess personalized learning plans for all students -- at least 8 hours a week

Communities of teachers work in school buildings (and virtual spaces) open 24/7, with flexible time and resources -- led by community organizers

Working conditions: Supportive administrators, time to learn from colleagues, opportunities to lead -- and policymakers are held accountable for creating conditions that allow teachers to be effective ...

Schools and universities funded together
to prepare and induct new teachers

Beyond merit pay: Teachers rewarded for advancing student learning, spreading expertise, and leading changes in policy and practice. The most highly paid educator is a practicing teacher.

Administrators must focus on organizing schools so teachers can learn 21st century pedagogy and spread their teaching expertise

Teacher educators must
prepare teacher leaders
fluent in twenty-first century
pedagogy

Teacher Unions must
promote a bold vision of
professional teaching that
the public is willing to
embrace

School Boards must
embrace the work of
teachers as hospital boards
embrace the work of doctors

How do we get there?

The Good News

- 72,000 National Board Certified Teachers
- 10% of all school districts have some form of performance pay
- The Urban Teacher Residency “movement” is beginning to take root
- Generation Y teachers want to start their own schools

The Good News

- NBCTs virtually mentoring new and out-of-field teachers in NC (CTQ) and South Dakota
- Chattanooga (TN) leverages Title II and foundation funding to staff high-needs schools with effective teachers
- Urban Teacher Residencies retain 95% of their well-prepared teachers (with new federal support on the way)
- Lori Nazareno, Denver NBCT, now has created and leads a charter school -- the Math and Science Learning Academy

The Good News in Colorado

- Incentives for NBCTS (\$1600) and more for teaching in high-needs schools (\$3200)
- New state pilot to develop new teacher compensation models
- New data system to track and link teachers and students
- The Boettcher Teacher Residency model expands to Denver
- Southern Colorado Teacher in Residency Program

Future Imagine Future
Imagine Future
Imagine Future Imagine
Future Imagine Future
Imagine Future Imagine
Imagine Future Future
Future Future

***The Future is here - it is just not
evenly distributed***

But remember, teachers are not just 21st century mavens of information and pedagogical experts ... they are teachers of everybody's children



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