

Commission on Youth Comparison of Academic Achievement in Virginia to Leading Industrialized Nations: Teacher Quality Focus

January 10, 2013

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Presentation Outline

- ▶ Study Mandate
- ▶ Methodology
- ▶ Findings and Recommendations related to teacher quality



Study Mandate

- ▶ Senate Joint Resolution 320 – did not pass however;
- ▶ COY adopted two–year work plan
 - Compare academic achievement for past 5 years, especially in reading, math, and science
 - Identify features in education systems ranking higher than the U.S. on international assessments
 - Determine potential applicability of features to Virginia
 - Consider other issues and recommend options

Year I Methodology

- ▶ Nine countries consistently ranked high on international assessments
- ▶ Five were selected for in-depth analysis; sixth added based on request
 - Geographic diversity
 - Data availability
- ▶ Descriptive statistics and qualitative case study approach



Targeted Nations

- ▶ Canada
- ▶ Finland
- ▶ Singapore
- ▶ South Korea
- ▶ China – Shanghai, specifically
- ▶ United States, specifically Virginia
- ▶ Added: The Netherlands



Cautions and Challenges

- ▶ Difficulty in ensuring alignment of data
- ▶ Other measures of success and competitiveness

- ▶ Houston: The U.S. should “rediscover its competitive edge, not by becoming more like the Asians, but by becoming more like Americans.”



Year 2

- ▶ Continue to analyze comparability of data and seek additional data points (ongoing)
- ▶ June & September Advisory Group
 - Identify further questions for analysis (i.e., What additional questions do the current data suggest?)
 - Identify features would be appropriate for Virginia to explore
 - Develop a menu of actions for consideration

Sampling of Findings

- ▶ Policies with detailed implementation plans that include capacity building and time to learn new behaviors
- ▶ Teacher quality – training, competitive pay, time for professional learning
- ▶ Principal quality
- ▶ Equal allocation of educational resources



Findings and Recommendations



Teacher Recruitment

- ▶ High level of selectivity
- ▶ Competitive compensation
- ▶ Raise value of teaching as a profession
- ▶ Develop/implement rigorous teacher recruitment
- ▶ Provide incentives for early id of high performing candidates

Quality of Teacher Preparation

- ▶ (Example Finland)
- ▶ Intensive investment in teacher preparation
- ▶ Masters requirement
- ▶ Raise rigor of teacher preparation programs

Teacher Support and Development

- ▶ Rigorous systems to connect professional development and classroom teaching
- ▶ Improve teacher development process and programs
 - *Appropriate*
 - *Rewarding*
 - *Interactive*

Teacher Evaluation

- ▶ Most countries include student achievement
- ▶ Supplemented with qualitative information
- ▶ Encourage educational excellence and professional accountability

Teacher Compensation

- ▶ Aligned with highly-regarded professions
- ▶ Extra pay/promotions for student achievement
- ▶ Strategic compensation
- ▶ Study/revise Virginia's teacher compensation system; funding for:
 - Salary increases
 - Strategic compensation
 - Differentiated compensation based on performance

“The quality of an education system cannot exceed the quality of its teachers”

▶ 2007 McKinsey Report