The NEA Commission on Effective Teachers and Teaching: Its influence on teacher leadership and the future of education policy

Doug Lea, NBCT

LOP335
Leading Our Professions

• Competency progression levels
  – Level 2: Mobilizing & Power Building
  – Level 3: Agenda Driving

• Competency themes
  – Builds capacity for continual improvement and learning
  – Shows educational leadership and understands union’s role in student learning and leading our professions
  – Advocates for policies and strategies that positively impact our professions and student learning
  – Analyzes and applies research, policies and trends to determine potential impact on our professions and student learning
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- DRIVES COLLABORATIVE DECISION MAKING AND POLICY ON OUR KEY PROFESSIONAL ISSUES
The Commission

- 21 Accomplished educators and leaders
- Majority of CETT were practicing teachers
- Research team, Facilitator, NEA staff
- Met over the course of a year
- Advisory Committee and other critical friends:
  - Charlotte Danielson, Linda Darling-Hammond, Rick Hess, Arne Duncan, Sharon Robinson, Susan Moore-Johnson, Barnett Barry, Yong Zhao, NEA student leaders
- Members: Hearings at NEA Leadership Summits
Meet The Commissioners

• Ronarae Adams, NBCT
  – Director of National University’s NBCT Leadership Center

• Andy Coons, NBCT
  – Former COO, National Board for Professional Teaching Standards
  – Senior Director, NEA Great Public Schools

• Maddie Fennell, NBCT
  – US Department of Education Teacher Leader in Residence

• Bob Goodman
  – Executive Director, New Jersey Center for Teaching and Learning
Meet The Commissioners

• Shelly Moore Krajacic, NBCT
  – NEA Executive Committee

• Kathy Weibke, NBCT
  – Executive Director, Arizona K-12 Center

• Moderator:

• Doug Lea, NBCT
  – Chair, NEA Professional Standards & Practice Committee
The Charges

• Analyze existing elements of effective teaching and craft a teachers’ definition of effective teaching

• Create a vision of a new teaching profession led by teachers and focused on effective teaching

• Provide recommendations to NEA

• Provide recommendations to education leaders and policy makers
Magic Wand

• If you could wave a magic wand and change something, what would it be?
  – About the teaching profession
  – About the education system in America

• What is one step toward that goal that is realistic and meaningful within your teaching context?

• How can NEA or its affiliates help you?
The Vision

• A vision for the teaching profession based on three guiding principles:
  – Student learning is at the center of everything a teacher does
  – Teachers take primary responsibility for student learning
  – Effective teachers share in the responsibility for teacher selection, evaluation, and dismissal

• A teaching profession that embraces collective accountability for student learning and is balanced with collaborative autonomy that allows educators to do what is best for students
Strategies for Change

• Change the culture of teaching
• Embrace National Teaching Standards
• Build a Professional Career Continuum
• Develop new forms of evaluation based on Peer Assistance & Review
• Design professional and progressive compensation systems based on quality of practice, roles and responsibilities, teaching assignments, and extended working time
Obstacles

• Teachers have little or no authority over any significant elements of the profession

• Too many of those with authority have no idea about the complexities, challenges, and rewards of teaching

• Teachers and the organizations that represent them have not demanded the leadership and responsibility for transforming the profession
NEA Response

• Priority Schools
• Policy Statement on Teacher Evaluation and Accountability
• Joint Committee on Leading the Profession
• International Summit on the Teaching Profession
• Three-Point Plan for Reform
  – Raising the bar for entry
  – Teachers ensuring great teaching
  – Providing union leadership to transform our profession
More Recently

- Great Public School Grants
- Accountability Task Force
- Teacher Leadership Initiative
- Institutional Racism
- College Affordability
- Empowered Educators

- Common Core & Standardized Testing
- Revision of National Board Certification
- ESSA
Overarching Topics

• Standards
• Evaluation/ Compensation
• Teacher Leadership Roles
• Teacher Voice in Policy and Practice
• Parent & Community Partnerships
• Equity & Access
• Accountability
• Conditions for Success
What’s YOUR Plan?

• Magic Wand Question

• How can we help?

• How can NEA or its affiliates help?
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Session Outcomes

- The content from this session can be used in the following ways in your current position/role:
  - Create a teacher-led professional learning community
  - Collaborate with district administration to create a Peer Assistance & Review Program
  - Work with legislators to reform standardized testing policy
Please complete the evaluation for this breakout session!

Thank you!

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