

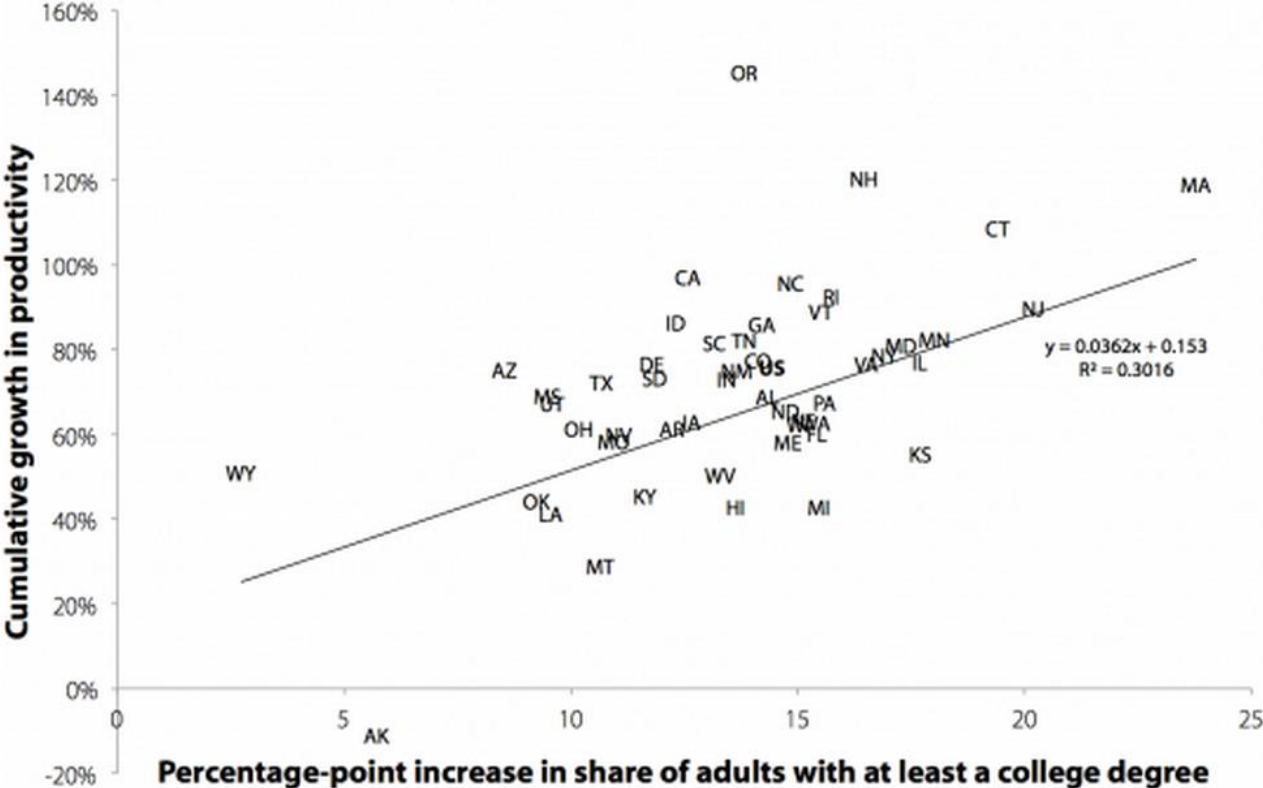
Winning the Race in Education and Economic Development:  
A Coherent Strategy for States

Governors Education Symposium Presentation  
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# Productivity has grown more in states with greater growth in the educational attainment of their workforce

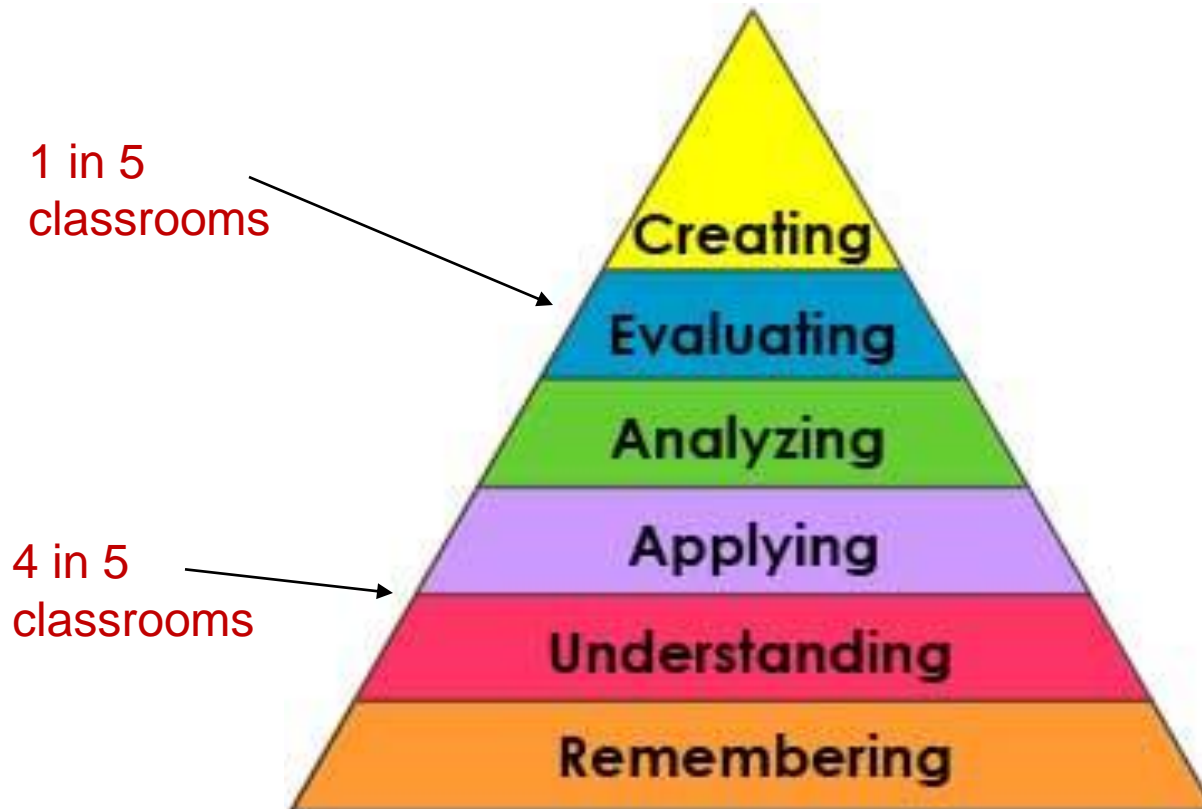
Relationship between state productivity growth and increase in college attainment from 1979 to 2012



Source: EPI analysis of unpublished total economy productivity data from the Bureau of Labor Statistics (BLS) Labor Productivity and Costs program, state employment data from BLS Local Area Unemployment Statistics, and college attainment data from the Current Population Survey basic monthly microdata

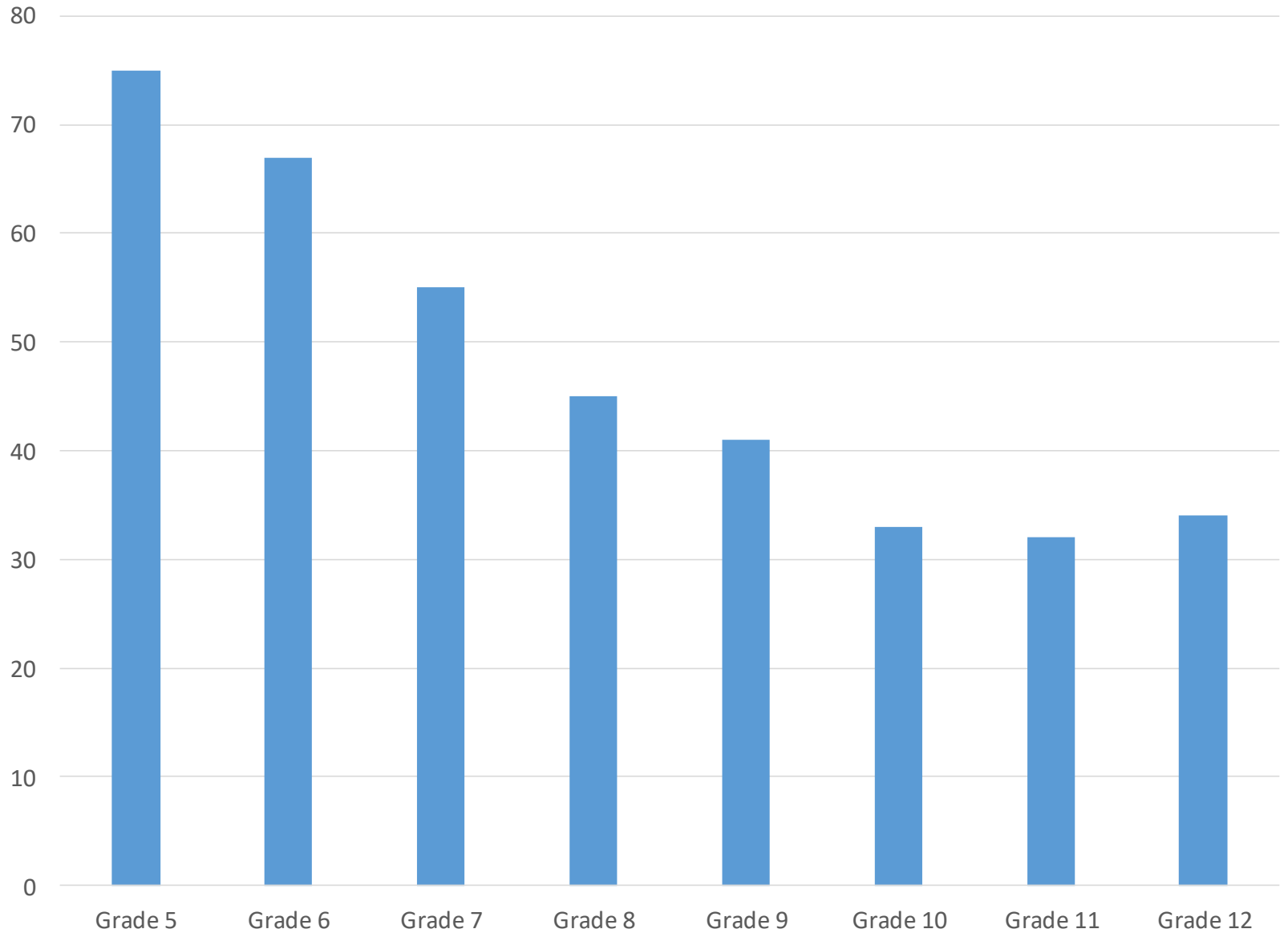
# Insufficient Challenge

## Bloom's Revised Taxonomy



Source: Measures of Effective Teaching Study, 2012

# Level of Engagement in School, by Grade



Source: Student Gallup Poll

So teaching matters most, but teaching varies heavily across classrooms.

What can be done?

# Teaching Not a Full Profession

Professions like medicine, law, engineering, etc, have:

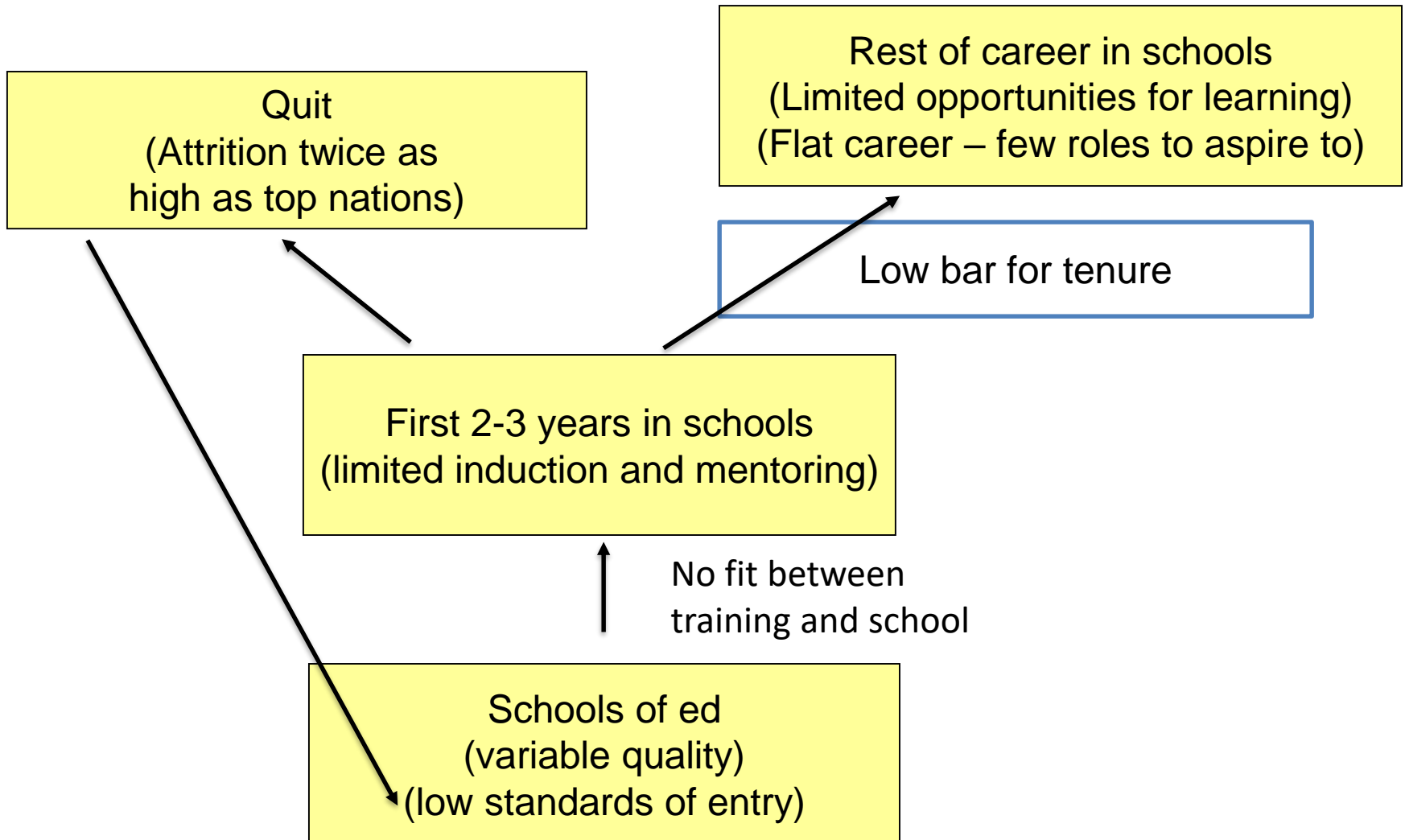
- Shared knowledge base
- Social closure (only those who have mastered the knowledge can practice)
- Significant periods of training
- Ongoing standards of practice; ongoing learning (CMEs, etc.)
- Differentiated roles (attending, resident, etc.)
- Competitive pay

Teaching has:

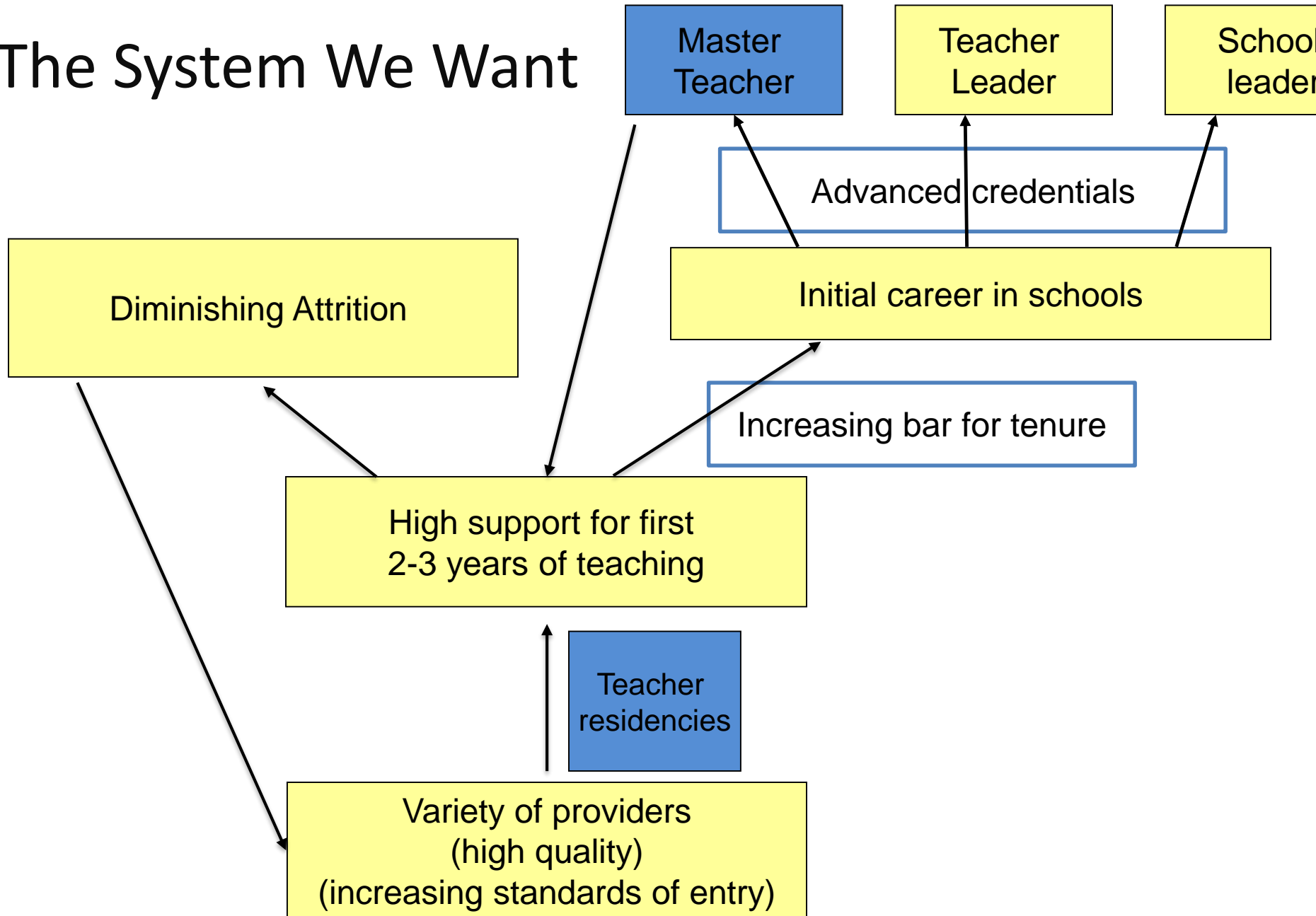
- Contested knowledge base
- Low/no standards of entry
- Short training
- Little ongoing guidance or standards of practice
- Flat roles
- Comparatively low pay

Result is wide variance, from classroom to classroom, in quality of teaching.

# Our Current System



# The System We Want





# Build a Coherent System to Support Teacher Learning

## Teacher Preparation + Induction

- Fund high quality teacher residencies/create vertically integrated pipeline
- Forgive loans for students, particularly those who will teach in high need areas and in high need subjects
- Pay for post-bac teacher training in return for commitment to teach in state for up to 5 years
- Help quality teacher prep providers form collectives to train other providers
- Create opportunities for co-teaching in first several years in the profession
- Gradually raise standards for entrance to teacher prep
- Gradually raise performance standards for “tenure”

## Support ongoing teacher learning in schools

- U.S. teachers (3-5 hours common planning/week), Japan/Korea (15-20 hours per week).
- Build principals’ academies to train principals in instructional leadership
- Create opportunities for teacher leadership in schools and with respect to policy

# Build a Coherent System to Support Teacher Learning

## Career ladders + Differentiated Pay

- Create standards or use National Board standards for “master teachers”
- Top 10%, pay \$100k - \$140k
- Responsibilities
  - Train new teachers
  - Lead shift to new standards
  - Develop curriculum
  - Serve as role models for entering professionals
  - Work year round

## Equity

- Higher pay in hard to staff schools and higher need subjects
- Support students after school to make schools’ job easier
- Build intentional pipeline of teachers of color

# Split Screen: Innovation as Well as Improvement

## Innovation agenda

- Create opportunities for high schools to create more themed schools (performing arts academies, STEM, etc.)
- Enable innovation around “grammar” of schooling
  - Longer blocks
  - Fewer and more interdisciplinary subjects
- Create more opportunities for real-world connected learning
  - High quality apprenticeships
  - Design thinking
  - Develop new Carnegie units for these “extended learning opportunities”
- Support platforms for high quality online learning
- Showcase innovative schools publicly, build political support for new models of schooling

# A Closing Thought

- ❖ Governor leadership is key
- ❖ This is an economic as well as an educational issue
- ❖ Mobilize the business community
- ❖ Most successful states have stayed the course with long-serving governors and state chiefs
- ❖ Game goes to those willing to see it through in long run