Recruiting and Preparing World-Class Educators: Effective Teachers and Principals

International Education Study Group Meeting 3

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The Importance of Recruitment and Preparation Systems

How do we get the educator workforce we need into the system and prepare them to teach in a high-performing work environment?
Characteristics of the Educator Workforce in High-Performing Systems

- Strong content knowledge
- Demonstrated skill in the craft of teaching
- Ability to relate to young people and their experiences and challenges
Characteristics of the Educator Workforce in High-Performing Systems

- **Growth mindset** and willingness to improve
- **Take responsibility** for learning outcomes in their classroom and beyond it
- Reflect the **diversity** of the students they teach
Recruitment Systems: Principles for Policy

State-level tracking systems of workforce needs

Implement meaningful assessments of content knowledge, dispositions, and craft
Preparation Systems: Principles for Policy

- Promote action research
- Intentionally recruit with an eye to diversity
- Give substantial clinical experiences
- Are competency based
- Align content to state learning standards
Breakout Discussion Prompts

• How can your state recruit candidates with the dispositions and disciplinary knowledge necessary to thrive in the school environment described the first session?
• How can your state ensure that teachers are prepared to enter this type of professional working environment?