



# 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

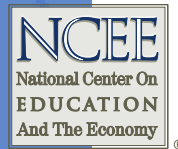


Take **responsibility** for learning outcomes in their classroom and beyond it



Reflect the **diversity** of the students they teach

# Recruitment Systems: Principles for Policy

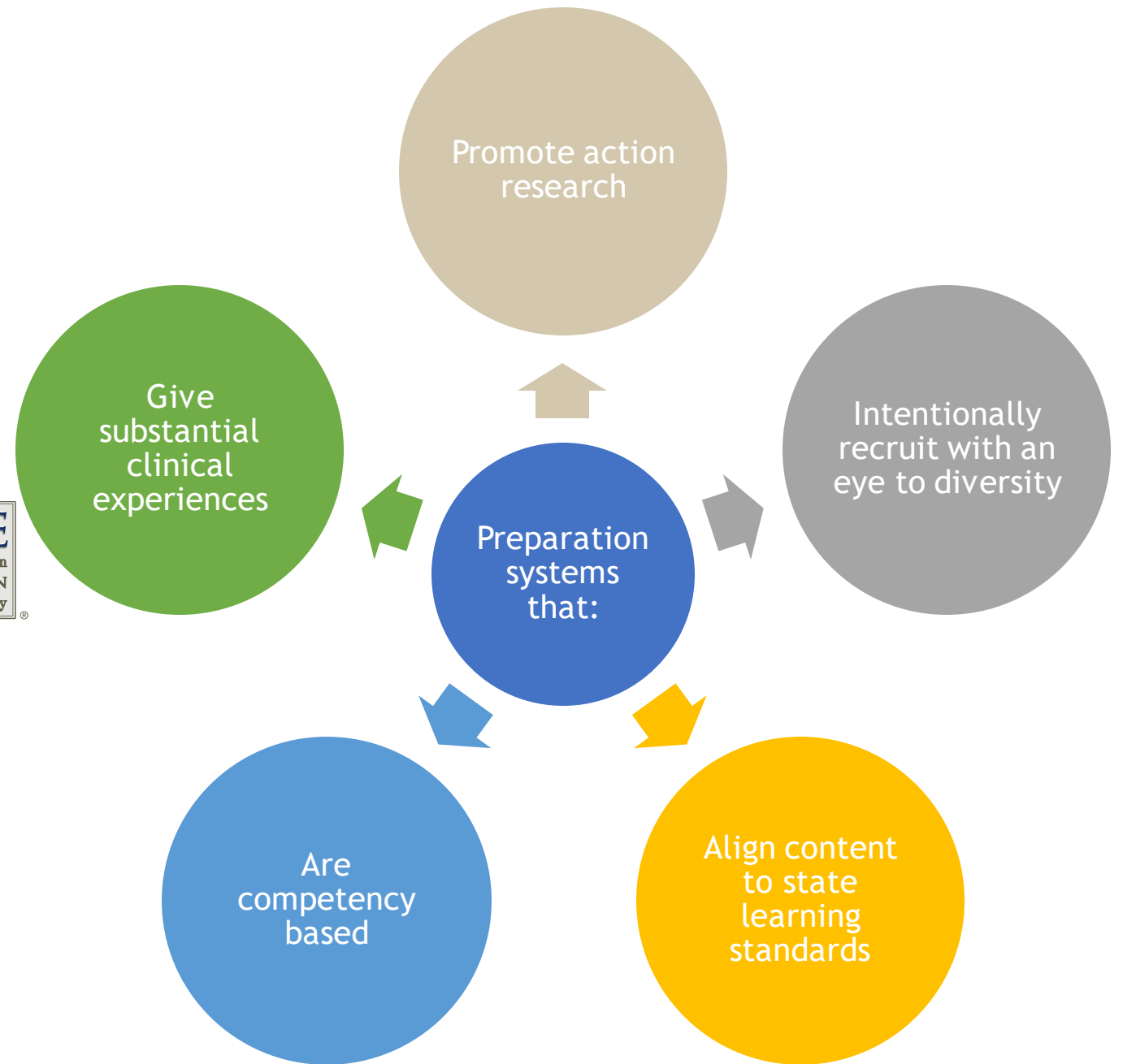
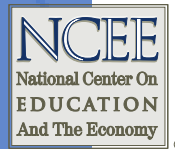


State-level tracking  
systems of workforce  
needs



Implement meaningful  
assessments of content  
knowledge, dispositions,  
and craft

# Preparation Systems: Principles for Policy



# 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?