

Great teachers
aren't born

They're taught!

He's a natural



She's a natural



Beginning teaching

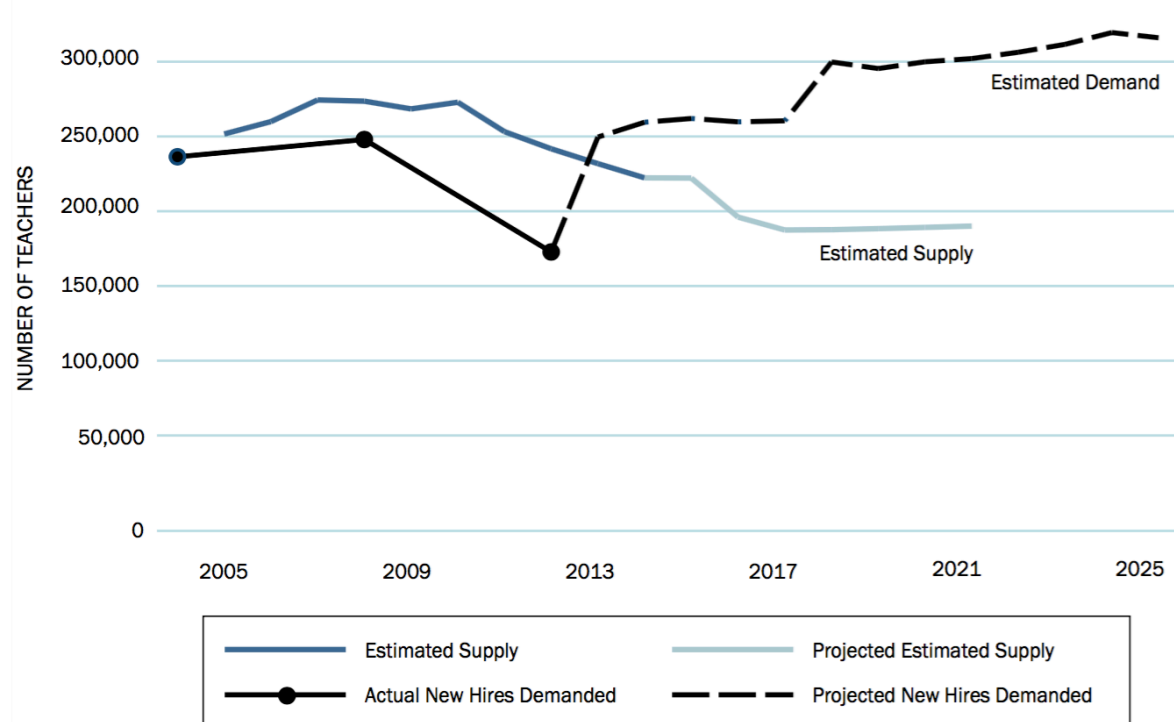


There's no such thing as a
natural teacher



The Projections

Figure 1
Projected Teacher Supply and Demand

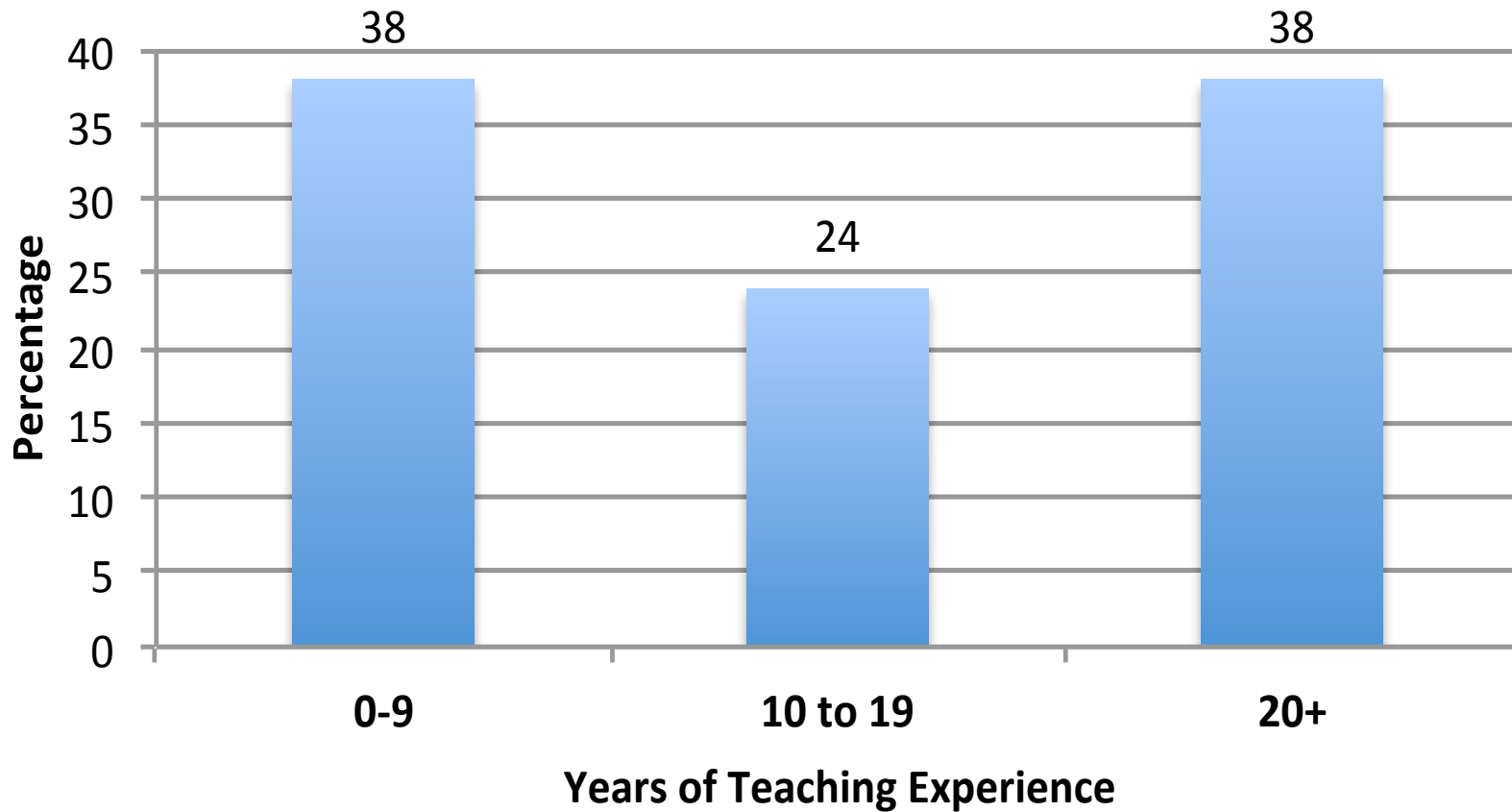


Note: The supply line represents the midpoints of our upper- and lower-bound teacher supply estimates (see Figure 10 for full analysis).

Source: U.S. Department of Education, multiple databases (see Appendix A).

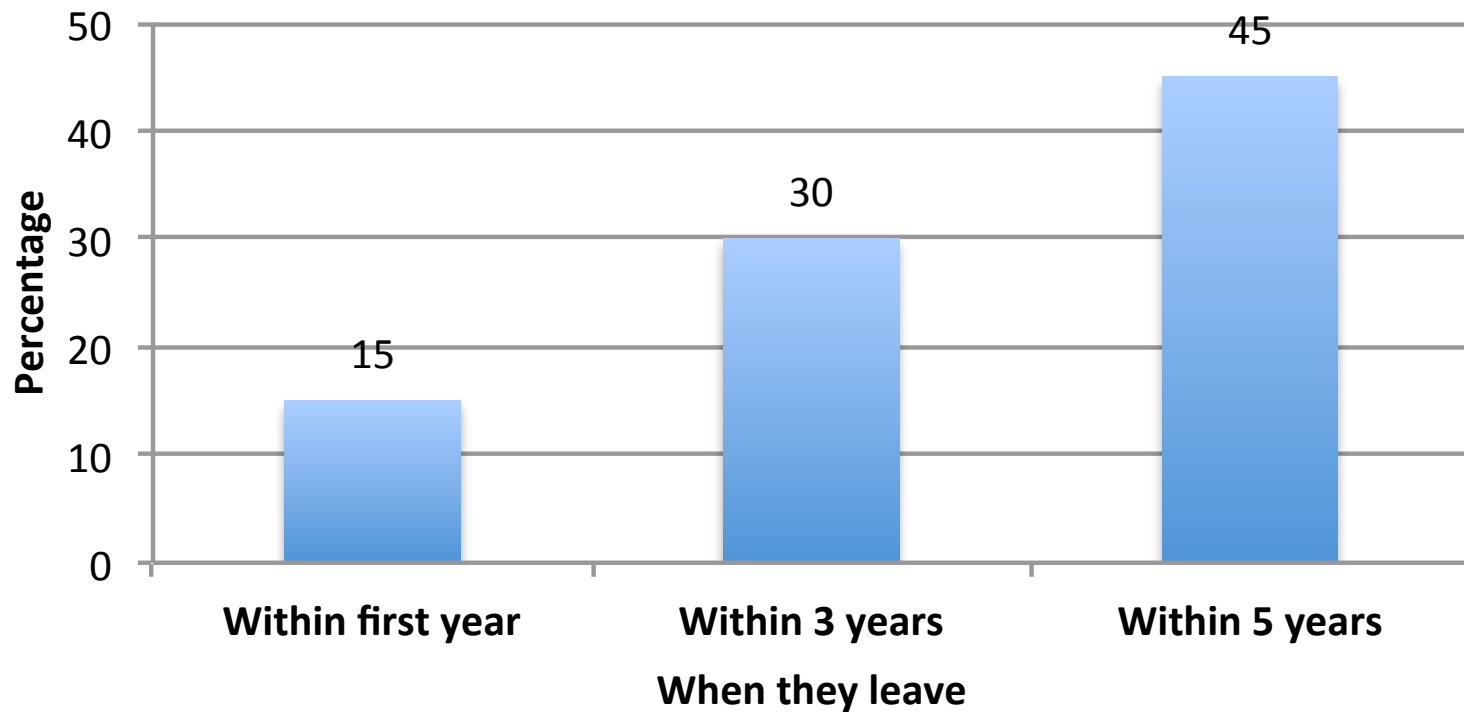
The Challenge

The Generation Gap



Exacerbated by....

High Teacher Turn-over

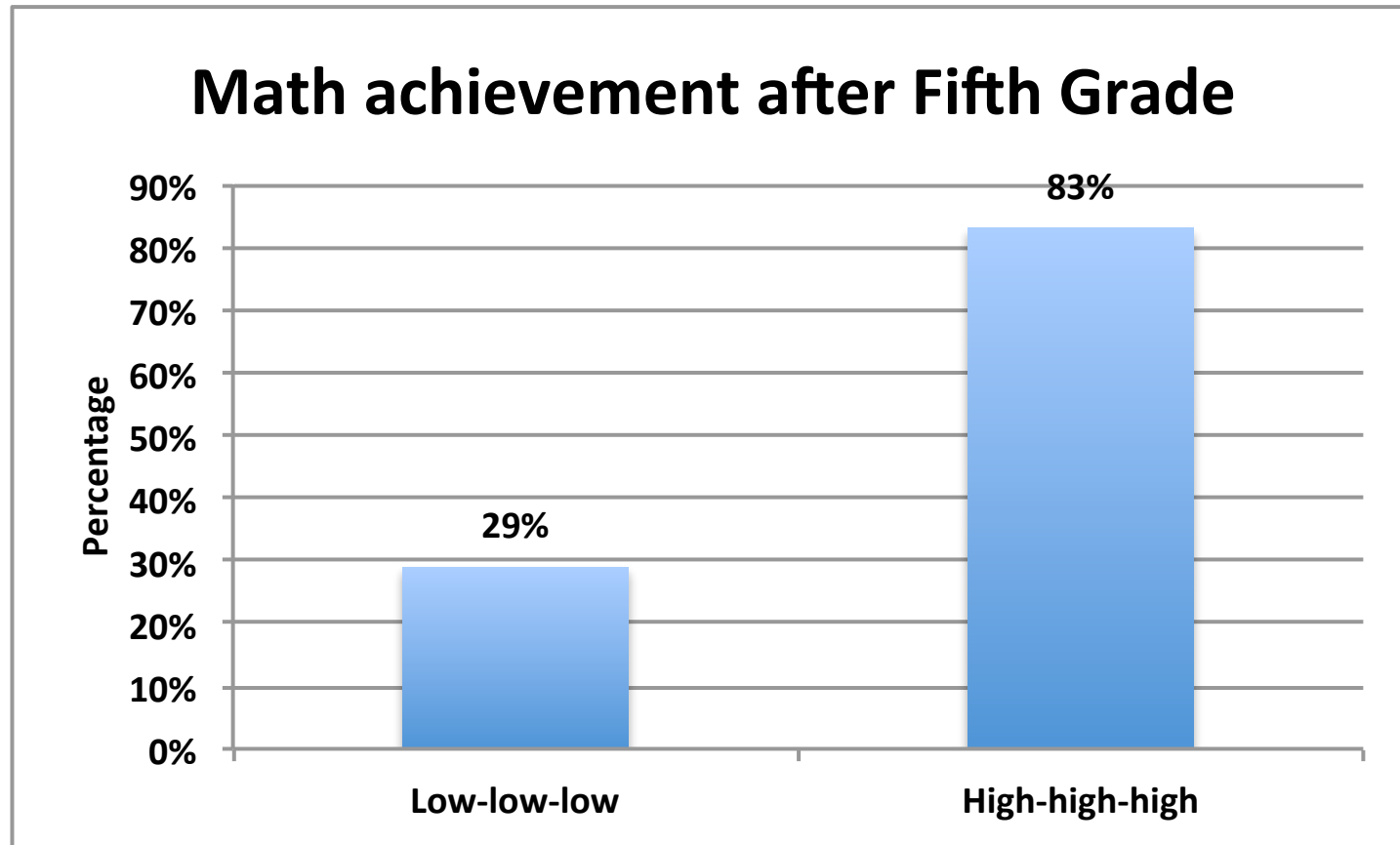


The swinging door



This teacher churn costs us
4.5 billion dollars a year

Achievement after three grades



Current labor market

- Three generational changes in the market:
 - Entering teaching at different stages of their career
 - Taking multiple routes to the classroom
 - Committing for a while, but not a lifetime

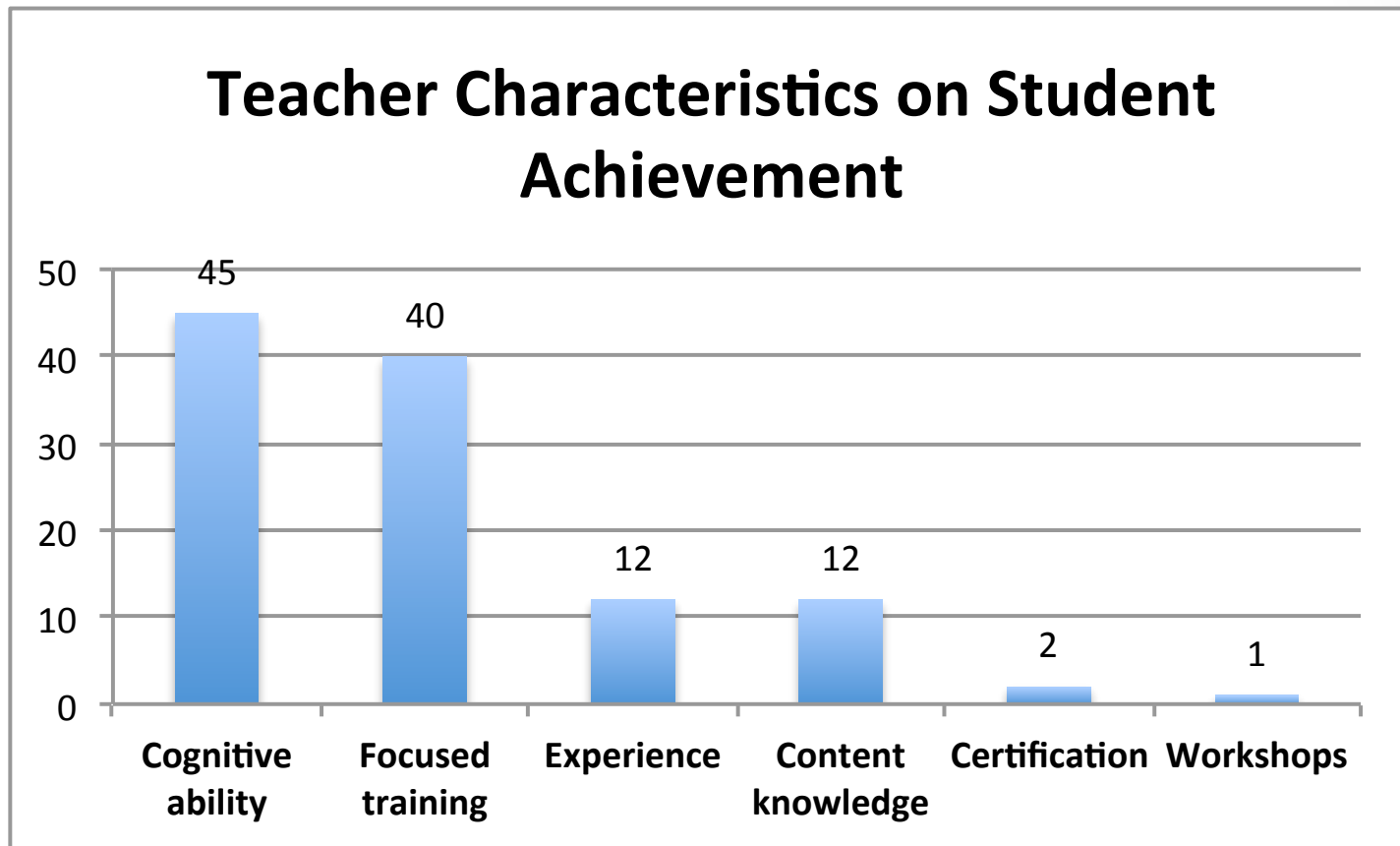
What teachers want— and are often not getting

- How to work well and collaboratively with their principals and administrators
- Problems with teaching assignments
- Problems with lack of supplies
- Problems with student behavior

(continued)

- Problems of isolation
- Problems with the lack of professional growth activities

What makes a difference



Focused training

- High leverage practices
 - How to have a productive discussion
 - Implementing norms and routines for classroom work
 - Setting up and managing small group work
 - Setting up realistic long- and short-term goals

Teachers need:

- Help in acclimating to the unique aspects of the school culture
- Help in solving the everyday complicated dilemmas of classroom teaching
- Meeting the needs of their families
- Learning that continues beyond their teacher preparation

Support breeds success and stability

- There's no such thing as a 'natural teacher': you have got to be taught.

