



Rhode Island Special Senate Legislative Commission to Study Providence Public Schools

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Teachers matter most to student success.

Students with effective teachers are more likely to...



Graduate high school



Go to college



Receive higher incomes



Experience greater well-being



National Council
on Teacher Quality



Our Mission

Every child has
an effective
teacher and every
teacher has the
opportunity to
become effective.

We focus on strategies that accelerate outcomes for students.



Advocate for strong teacher content knowledge



Examine innovative practices to promote job-embedded growth and retention



Promote transparency & accountability for states, districts, and teacher prep



Build a movement for policy and practice change

NCTQ's Teacher Contract Database

145

District contracts, evaluation handbooks,
salary schedules, & other documents

What we see:

Parameters about *what* topics and *when* to negotiate, but few examples of guidelines about *how* to negotiate or engage collaboratively.

The screenshot shows the top portion of the NCTQ Teacher Contract Database website. At the top right, there is a "Research options" link. The main heading is "Teacher Contract Database". Below this, a paragraph explains that the database includes policy information for over 145 school districts across the country, such as collective bargaining agreements, evaluation handbooks, salary schedules, and other documents. A "Start your search" button is prominently displayed. Below the button are three columns of text: "search" (over 140 of the largest districts in all 50 states), "learn" (about what is inside collective bargaining agreements and state policies), and "compare" (districts by category to gain greater knowledge about how contract agreements differ by category). A map of the United States is shown with blue dots representing tracked districts. To the right of the map is a "Districts We Track" section, which notes that the database includes over 140 districts across the country, representing the 100 largest districts in the country, the largest district in each state, and member districts of the Council of Great City Schools. A legend indicates "Over Districts" with a blue dot.

This screenshot shows the "CHOOSE YOUR SEARCH" section of the website. It is divided into two main options: "View One District" and "Compare Multiple Districts or States". The "View One District" option includes a sub-heading "Select a district to view current and past teacher contracts and policies, including academic operations, salary schedules and evaluation handbooks. Also find the district's current demographic data, labor contract, and quick facts about the district's teacher policies." Below this is a search box with a dropdown arrow and a "Go" button. The "Compare Multiple Districts or States" option includes a sub-heading "Compare two the NCTQ Teacher Contract Database and find out what is inside collective bargaining agreements and state policies for more than 145 of the largest school districts from all 50 states." Below this is a "Compare by state or state" section with a "District" button and a "State" button.

Collaboration in Negotiation:

Minneapolis Public Schools & Minneapolis Federation of Teachers



Relationships,
Trust &
Communication

Shared Decision-
Making and Voice

Transparency &
Accountability

Evidence-Based
Strategies

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Approach:

- Maintaining a deep focus on **students** and **student learning**.
- Recognizing the needs of and work to elevate our **lowest-compensated employees**.
- Communicating accurate information openly and **transparently**.
- Learning union priorities and identifying areas of **common interest** and opportunities to build and sustain lasting **partnerships**.
- Establishing and maintaining financial expenditure parameters that support Minneapolis Public Schools' financial solvency and that align to the **strategic plan**.
- Preparing and planning for timely negotiations so that all employees are working under a **current** contract.

To support a culture of collaboration for strong student outcomes, **prioritize what is best for students.**

Ask:

What will be the best approach and policies to attract, support, and retain the **most effective teachers** for Providence's **students**?

Levers of collaboration for **strong student outcomes** between Unions & Management

Instructional materials and professional development

Increasing teacher diversity

Common planning time

Compensation

Strategic Staffing

Support staff



Strong Student Outcomes



**Every child
can have effective,
diverse educators –
especially if the
union and the
district collaborate.**

Extra Slides

NCTQ's Overarching Priorities



Encourage strong policies and practices that attract, prepare, develop, support, and ultimately retain a highly-skilled, diverse teacher workforce.



Increase teachers' capacity to improve elementary student reading and math outcomes.



Spur states to action in building robust, real-time teacher supply and demand datasets to inform strategic, evidence-driven policy.

NCTQ's Theory of Action

If NCTQ:

Collaborates with stakeholders

to identify needed teacher workforce policy and practice changes and align on clear standards for effective policy and practice

Leverages our unparalleled datasets

to analyze current performance, identify important trends, and provide data-driven recommendations



Shares promising practices

to help the entire field advance by learning from and, where possible, replicating the good work of others

Engages partners

to build on-the-ground momentum and influence the actors with the most influence on teacher quality



THEN:

States, districts, and teacher preparation programs will enact policy and practice to ensure all students have an effective teacher - and all teachers have the opportunity to be effective.

We are making a positive impact.



In 2021-2022, NCTQ spurred 5 states to adopt stronger policies to support effective reading instruction.



We have called attention to weak teacher prep programs and seen states hold them more accountable.



We worked with advocates on changing laws to improve reading instruction.