

Rhode Island Special Senate Legislative Commission to Study Providence Public Schools

11/7/2023



Heather Peske, President National Council on Teacher Quality

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



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

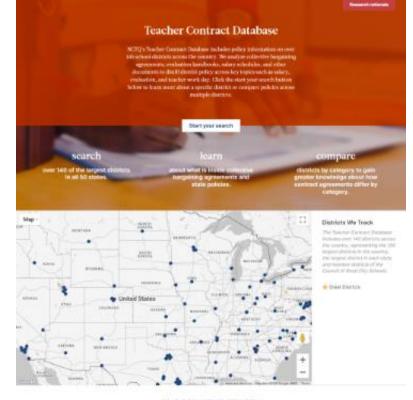
NCTQ's Teacher Contract Database

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.



CHOOSE YOUR SEARCE



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:

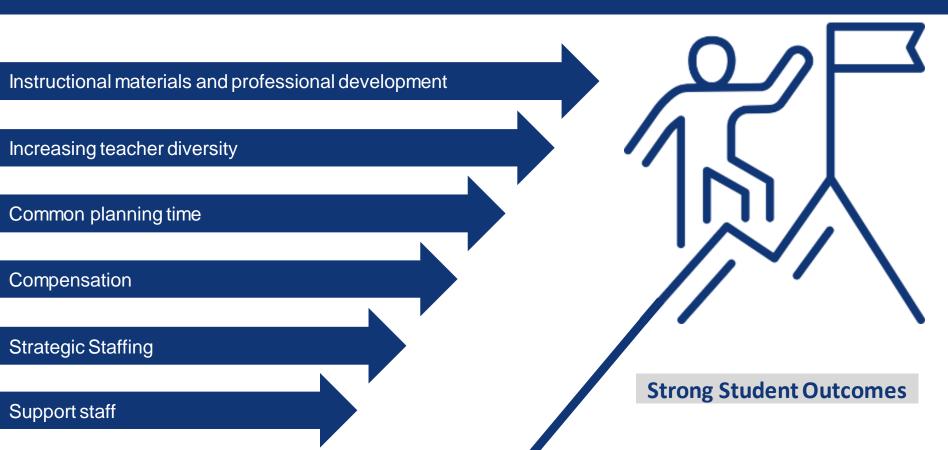
- Maintaining a deep focus on students and student learning.
- Recognizing the needs of and work to elevate our lowest-compensated employees.
- Communicating accurate information openly and transparently.
- Learning union priorities and identifying areas of common interest and opportunities to build 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





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 data sets

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

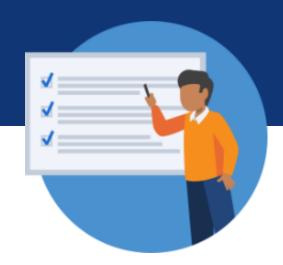
THEN:

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.