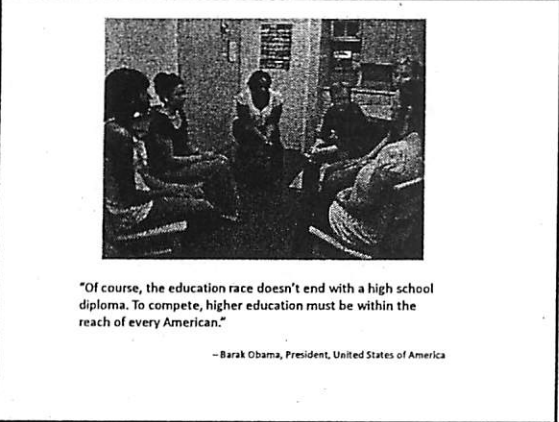


Developing a Strategy for Improving Teacher Effectiveness in Adult Education

EFFECTIVE TEACHERS FOR LEARNERS OF ALL AGES



- FIVE PRIORITY AREAS**
- × Establish high expectations for teachers
 - × Recruit, keep, support and reward effective teachers
 - × Develop and support conditions for ongoing professional learning
 - × Create a culture of innovation and results
 - × Measure what matters

ESTABLISH HIGH EXPECTATIONS FOR TEACHERS

- ✘ Identify what effective adult educators do
- ✘ Identify what effective adult education teachers should know and be able to do
- ✘ Establish minimum expectations for teachers
- ✘ Implement performance management systems that document teachers' effectiveness relative to students' outcomes
- ✘ Hold teachers accountable for student learning

RECRUIT, KEEP, SUPPORT AND REWARD EFFECTIVE TEACHERS

- ✘ Develop strategies to recruit "next generation" adult education teachers
- ✘ Develop strategies to improve "current generation" adult education teachers
- ✘ Identify and scale effective models for teacher preparation and support
- ✘ Develop career pathways for teachers
- ✘ Recognize and reward excellence in teacher performance

DEVELOP AND SUPPORT CONDITIONS FOR ONGOING PROFESSIONAL LEARNING

- ✘ Identify and scale effective models for teacher development
- ✘ Cultivate communities of practice
- ✘ Support professional development that improves student learning
- ✘ Implement effective coaching and mentoring models
- ✘ Support the development of instructional leadership

CREATE A CULTURE OF INNOVATION AND RESULTS

- Invest strategically in teacher preparation and classroom innovations and scale based on evidence of effectiveness
- Establish rigorous college and career ready content standards to guide instruction and assessment in adult education
- Plan today's reforms in light of tomorrow's technology
- Engage adult education program leadership
- Identify opportunities to collaborate and leverage partnerships to achieve reform goals

MEASURE WHAT MATTERS

- ✦ Ensure access to comprehensive, high quality data
- ✦ Collect teacher data
- ✦ Link teacher, student and program data at the local level
- ✦ Analyze the relationship between teacher characteristics/practices and student achievement
- ✦ Use data to drive continuous improvement
- ✦ Instill a culture of professional and program accountability based upon data
- ✦ Collaborate with researchers to identify new directions suggested by data



"It doesn't matter what the academic subject is – or the age of the student. From the moment students enter a school, the most important factor in their success is the teacher."

– Arne Duncan, Secretary, U.S. Department of Education
