Providing Quality Teaching Initiatives

What's happening in New York:

- **Plans for improvement**: new teacher evaluation system is rigorous and incorporates improvement plans for teachers
- **Support for teachers**: State Education Department is in the process of implementing career ladders, induction and mentoring programs.
- **New program**: state has created a new Master Teacher program, which supports veteran teachers to mentor novice teachers and help them perfect their craft.

Benefits of quality teaching initiatives:

1. Teachers improve their set of skills, knowledge, and instruction
2. Student achievement increases
3. Teachers feel supported and motivated
4. Low turnover

Concerns with teacher evaluation based on high stakes testing:

- **Not proven-to-work**: tying high-stakes testing to teacher evaluations has not been proven to increase teacher performance or retention or increased student achievement
- **Teaching to the test**: high-stakes tests have been shown to promote teaching to the tests or other efforts to "game" the system, including fraud in some cases
- **Not yet a priority**: teacher evaluations will provide limited improvement in the quality of teaching unless there is more emphasis on ongoing teacher support, training and mentoring which the state has yet to prioritize.
- **Not enough investment** in mentoring, induction, and career ladder programs are currently small

AQE's position on teaching initiatives:

- State initiatives to improve the quality of teaching should focus more on support and collaboration.
- Teacher mentor, induction programs and career ladders being implemented by the State Education Department, along with the state's new Master Teacher program, may provide models that can be expanded.
- The evaluation system should be monitored and revised as necessary to address issues that arise.
- Adequate funding should be provided for professional development and for the substantial time administrators and master teachers must spend in implementing this program