is a movement to uplift the teaching profession and to ensure New York and the nation will have the high-quality teachers needed for the future.

"We have a lot of work to do to make sure that we can provide quality teachers in every classroom in New York State... We need to really elevate the teaching profession and articulate the importance of teachers and what they do every day to support our students."

Commissioner, New York State Education Department

"Ensuring a pipeline of highly qualified high school graduates requires highly qualified teachers...we prepare the teachers who prepare the students who come to college ready or not. We own this challenge!"

Chancellor, The State University of New York

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**CONTINUUM**

**TEACHING FOR TOMORROW**

- Launch a public service campaign to promote the teaching profession
- Improve and disseminate educator labor market data
- Advance innovation in teacher preparation and practice

**RECRUITMENT & SELECTION**

- Recruit a diverse pool of excellent teachers
- Enhance recruitment of teachers to high-needs schools
- Increase clinical experiences

**PREPARATION**

- Cement partnerships between educator preparation programs and PreK-12 schools
- Support maturation of the teaching profession
- Create a continuum of professional development
- Promote professional learning communities around evidence-based best practices

**INDUCTION**

- Professional responsibility requires a commitment to professional development that begins at the pre-service level and continues throughout the trajectory of a teacher’s career
- In an effective induction system, entry into an occupation is marked by distinct stages and statuses, with the successful completion of each stage accompanied by a ceremony, ritual, and symbols.

**PROFESSIONAL DEVELOPMENT**

- The development of Professional Learning Communities (PLCs) across the P-20 education pipeline has the potential to support the simultaneous renewal of individuals, schools, and educator preparation programs.

**TOPIC**

- Teachers face increasing scrutiny and low compensation, as well as limited opportunities for career advancement and professional autonomy. This has contributed to a decline in the prestige of the teaching profession.
- There are educator workforce shortages in distinct certification areas and geographical regions throughout New York State.

**WHY IT MATTERS**

- Excellent teachers are the number one in-school factor in student success.
- Students from high-needs schools - who can most benefit from excellent educators - are more likely to be taught by less experienced teachers and to experience inconsistent staffing from year to year.
- In an effective induction system, entry into an occupation is marked by distinct stages and statuses, with the successful completion of each stage accompanied by a ceremony, ritual, and symbols.
- Professional responsibility requires a commitment to professional development that begins at the pre-service level and continues throughout the trajectory of a teacher’s career.

**DATA DROP**

- Approximately 62% of the current U.S. teacher workforce identifies as white and that figure hasn’t changed significantly in the past 15 years. By 2024, students of color will comprise 56% of the student population.
- The National Commission on Teaching and America’s Future estimates that teacher turnover could be as high as 17.3 billion per year.
- Currently, there are no consistent mechanisms for candidates entering the teaching profession, which is in contrast to other professions such as medicine and law.
- Only 30% of teachers surveyed are highly satisfied with current professional development offerings and only 7% reported that their schools have strong collaboration models.

**POTENTIAL FOR ACTION**

- **NEW 5000!**
  - Launch and sustain a public service campaign to underscore pride in the teaching profession, with a goal of recruiting and retaining the next generation of NY teachers, the “NEW 5000!”
  - Create advisory boards for all educator preparation programs to maintain the flow of information on current and emerging local and regional teacher and leader needs.
  - Create Teacher Recruitment Academies in select Early College High Schools in each of the ten economic development regions to attract highly qualified and diverse high school students into teaching careers.

- Work with selected urban and rural communities to create the NY Urban Rural Teacher Corps, a select cadre of teachers who will serve in high-needs schools with support and guidance from SUNY.

- Promote excellence in the training of professional teachers with local school districts charged and incentivized through funding structures to work in partnership with higher education to receive and supervise teachers-in-training through extended residency programs.

- Create a career lattice for teacher and teacher leaders that provides for key designations and performance indicators, from pre-service milestones, to graduation from educator preparation programs, to early year, internship, induction programs, to master teacher, to teacher leader to teacher-in-residence, with commensurate compensation.

- Support collaborative professional development including PLCs that contribute to repositories of evidence-based practices on teaching and learning.

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Through the many changes and challenges schools face, one thing remains constant:

**TEACHERS ARE THE NUMBER ONE IN-SCHOOL FACTOR FOR STUDENT SUCCESS.**

The United States will need **1.6 MILLION NEW TEACHERS** in the next decade to replace those who are on the verge of retirement.

The demand for—and the demands on—teachers have changed dramatically. The quality and diversity of teacher candidates and the extent of preparation they receive is not sufficient for what our students and communities need today, nor in the future.

**Many Voices Heard...**

American Association of Colleges for Teacher Education
American Federation of Teachers
Arts & Letters Brooklyn
Council for the Accreditation of Educator Preparation
Carnegie Foundation for the Advancement of Teaching
Center for Teaching Quality
Chalkbeat
City University of New York
Columbia University
ConsultEd Strategists
Convergence Center for Policy Resolution
Education Remapped
Great Schools Partnership
KnowledgeWorks
Martinez Education Consulting
National Board of Professional Teaching Standards
National Council on Teacher Quality
New Teacher Center
New Visions for Public Schools
New York Academy of Sciences
New York City Department of Education
New York State Education Department
New York State Executive Chamber
New York State Master Teacher Program
New York State School Boards Association
New York State United Teachers
New York University
School Administrators Association of NYS
SUNY Deans and Directors of Education
SUNY Faculty Council of Community Colleges
SUNY Student Assembly
SUNY University Faculty Senate
Syracuse University
Teach for America-NY
Teacher Preparation Analytics
Tech Valley High School
The New Teacher Center
The NYS Council of School Superintendents
United University Professions
Woodrow Wilson National Fellowship Foundation
...along with many others!

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