

Teacher Workforce

Virtual Breakout

Group 1

Opportunities/Challenges

- Challenge: high turnover + new teachers do not have NGSS preparation
- Challenge: Teachers early in the learning curve need a lot of support
- Opportunities: HQ Instructional Materials
- Challenge: Expectations that this can happen quickly.

Goals

- Retention: system that allows early success
- Provide mentoring and support for novice teachers
- Set realistic goals for timeline for change and commit to long-term effort/investment

Actors and Actions

Districts and regional service providers:

- **Use a teacher continuum/progression model to plan & monitor progress across the workforce**
- Provide mentoring and support that addresses both professional and social/emotional issues
- **Use high quality instructional materials as basis for improvement efforts**
- Prepare for long-term, steady improvement rather than seeking quick fixes

State & national players:

- Identify and share resources that support improvements that are affordable for local use

Ideas from Group

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Summary Slide

Opportunities/Challenges	Goals	Actors and Actions
<ul style="list-style-type: none">→ Challenge: high turnover + new teachers do not have NGSS preparation (learning curve from awareness to beginning of implementation is a big deal)→ Opportunity: HQ Instructional Materials (provides vehicle for change)	<ul style="list-style-type: none">→ Retention: system that allows early success (empowerment at every stage)→ Support: Provide mentoring and other supports for novice teachers→ Change: Set realistic timeline/goals for change & commit to long-term effort/investment	<p>Districts and regional service providers:</p> <ul style="list-style-type: none">→ Use a teacher continuum/progression model to plan & monitor progress across the workforce (professional & SEL component from different perspectives)→ Use instructional materials as basis for improvement efforts (supports movement away from quick fixes) <p>State & national players:</p> <ul style="list-style-type: none">→ Identify, create, & share resources that support improvements that are affordable for local use (open source/accessible to all teachers novice/beyond)

Teacher Workforce Pitch

Develop a pitch to national actors and funding agencies. What should they be doing?

Set realistic goals for timelines for change and commitment to long term effort/investment for long term steady improvement toward science literacy in the educational workforce.

1. framework for steady growth over time – use progression of practice to recognize growth
2. mentoring opportunities
3. resource availability as accessible as possible
4. Barrier removal process for obstacles in implementation of high quality science instruction/sensemaking with examples of possible models