



## Teacher, Leader, and Counselor Quality

**Strategic Focus:** The P-16 Department, Office of the University System of Georgia, led development of policies and redesign of teacher, leader, and counselor preparation programs at the institutional level as well as outreach to practicing educators, including Georgia's Leadership Institute for School Improvement.

**History:** In 1998, 2001 and 2002, respectively, spurred by the need to improve the quality of the educators it prepares, the Board of Regents of the University System of Georgia approved the *Regents' Principles and Actions for the Preparation of Educators for the Schools*. These three policies establish higher academic requirements as well as closer partnerships with the public schools in teacher, leader, and counselor preparation programs within the University System of Georgia. Concurrent with more rigorous and targeted curriculum developed for educator preparation programs, the University System provided professional learning to practicing educators through the Reading Consortium, Cross Cultural Initiative, Georgia's Leadership Institute for School Improvement, and the Partnership for Reform in Science and Mathematics.

### Strategies:

- **Redesign Educator Preparation programs**—Educator Preparation programs participated in Continuous Improvement and Accountability to ensure quality, responsiveness, and collaboration.
- **University System of Georgia Reading Consortium**—The Reading Consortium provided opportunities for statewide collaboration among professionals to design and promoted professional development in literacy instruction for classroom teachers.
- **Georgia Framework for Teaching**—This product of the Georgia Committee on Quality Teaching was designed to align the cross-agency work of the Georgia Department of Education, the Professional Standards Commission, and the University System of Georgia on the preparation, progression, development and success of educators.
- **Cross Cultural Teaching Initiative**—This initiative provided professional development in teaching children from a variety of cultures.
- **P-16 Educator Data Mart**—The Educator Data Mart made it possible for the University System teacher preparation institutions to follow longitudinally, their graduates into teaching, leadership and counseling positions in the schools.

### Actions:

- Refined *Regents' Principles* in 2001 and 2002 to improve preparation programs in Counseling and School Leadership and incorporated other quality improvements into Institutional Reporting system.
- Increased academic requirements for teacher, leader, and counselor candidates.
- Coordinated the institutional redesign of the teacher preparation programs to include 900 hours of school-based experiences for all teacher candidates, preparation of candidates in P-12 partner schools, and three-way partnerships among arts and science faculty, education faculty and P-12 schools.
- Redesigned pre-professional courses to better align with P-12 school needs.
- Submitted accepted grant proposal for development of blended online course in cross-cultural teaching for practicing teachers.
- In partnership with Georgia State University, the National Commission on Teaching and America's Future, and four urban school districts, submitted funded grant proposal to develop integrated induction model.
- More than 200 higher education faculty participated in briefing sessions of the new Georgia Performance Standards.

- All USG educator preparation institutions were required to have at least an 80% pass rate on the Praxis II exams (the exam candidates are required to pass prior to certification). In 2002, the overall pass rate across all fifteen educator preparation institutions was 82%; ten of the fifteen institutions had 80% or higher pass rates. By 2005, the overall pass rate across all institutions had risen to 87%, with twelve of the fifteen institutions having 80% or higher pass rates. By 2006, the overall pass rate was 91%, with thirteen institutions having 80% or higher pass rates.
- New standards in student achievement were put in place for school counselors; first graduation class was affected in 2004.
- Pre-professional courses were redesigned to increase enrollment, provide earlier in-school experience, and better prepare candidates for teaching all students. Online materials for courses have been developed, and professional development for faculty conducted.
- The Board of Regents, the Department of Education and the Professional Standards Commission adopted the *Georgia Framework for Teaching*, which provided an integrated set of standards to guide teachers from preparation through first years in the classroom with opportunities for continued growth.
- Revisions to the Regents' Principles were made to align the *Regents' Principles* and assessments for teacher candidates to the *Georgia Framework for Teaching*.
- Data marts were put in place to follow USG prepared teachers, leaders and counselors into their initial assignment in the public schools. This allowed tracking of the numbers hired and future attrition rates.
- The first *Report on the Preparation of New Teachers at University System of Georgia Institutions* was released November 2007.
- The full *2007 Report on Educator Preparation at University System of Georgia Institutions* was released December 2007.
- A blended, online course was developed to give teachers the knowledge and skills to effectively teach children from a variety of cultures. Twenty-eight Gwinnett County teachers from 14 schools completed 100 hours of training and redelivered the course to 198 teachers in their schools. These 28 teachers redelivered the course to 200 additional teachers in the Cross Cultural Initiative.
- The Reading Endorsement Program for current classroom teachers was developed to enable teachers to increase literacy of P-12 students. Since its inception, more than 1,133 completed three courses, making them eligible for the Reading Endorsement, and 4,527 teachers received coursework.
- Teacher Preparation Programs were redesigned in FY 2006 to ensure alignment with Georgia Performance Standards.