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## EDUCATION EQUALITY PROJECT ISSUES POLICY RECOMMENDATIONS ON IMPROVING TEACHER QUALITY

### First in a Series of Position Papers Focuses on Transforming the Teaching Profession

NEW YORK, APRIL 15, 2009 – The Education Equality Project (EEP) released today the first in a series of position papers outlining specific policy recommendations aimed at eliminating the racial and ethnic achievement gap in our nation’s public education system. The inaugural position paper focuses on improving teacher quality. A copy of the Education Equality Project Position Paper – “On Improving Teacher Quality” -- can be found at [www.edequality.org/content/pages/positionpaper/](http://www.edequality.org/content/pages/positionpaper/)

The EEP Position Paper asserts that the current system restricts entry into the teaching profession, fails to reward merit, and protects failing teachers from dismissal. The paper recommends policy changes that reward teachers on the basis of their performance in the classroom. The EEP Position Paper calls on lawmakers and policymakers to adopt policy reforms including:

- 1) Recruiting the best candidates for teaching jobs by lowering the entry barriers to the profession and redoubling effective strategies for recruiting promising teachers;
- 2) Give aspiring and veteran teachers the right incentives and training to perform well in the classroom, including on-the-job mentoring and supervision from peer and master teachers;
- 3) Require states and districts to develop longitudinal data systems that would allow school administrators and principals to use value-added data to fairly but rigorously measure and track the impact that teachers have on student growth;
- 4) Encourage states and districts to require tenure candidates to demonstrate they are effectively boosting student learning—a process that should take a minimum of five years. After receiving an opportunity to improve their performance, incompetent instructors should be dismissed; and
- 5) Effective teachers should receive large bonuses for teaching in high-poverty schools and extra compensation for teaching core subjects in shortage areas, like math and science.

“EEP is presenting specific policy proposals that will transform the teaching profession, and help make public education the great equalizer in America—and not an ongoing source of inequity and injustice for low income and minority students,” stated Ellen Winn, Director of the Education Equality Project. “The ultimate goal of transforming the teaching profession is that every classroom will one day be led by an effective instructor, who advances student learning.”

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#### ABOUT EDUCATION EQUALITY PROJECT

The Education Equality Project is leading a civil rights movement to eliminate the racial and ethnic achievement gap in public education by working to create an effective school for every child. [www.edequality.org](http://www.edequality.org)

#### FOR MORE INFORMATION:

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