

The Obama Administration Education Strategy

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U.S. Public Education System

Size and Complexity

50 million students

3.2 million teachers

95,000 schools

14,000 School Districts

50 States

1 Federal Government

U.S. Public Education System

Current Results

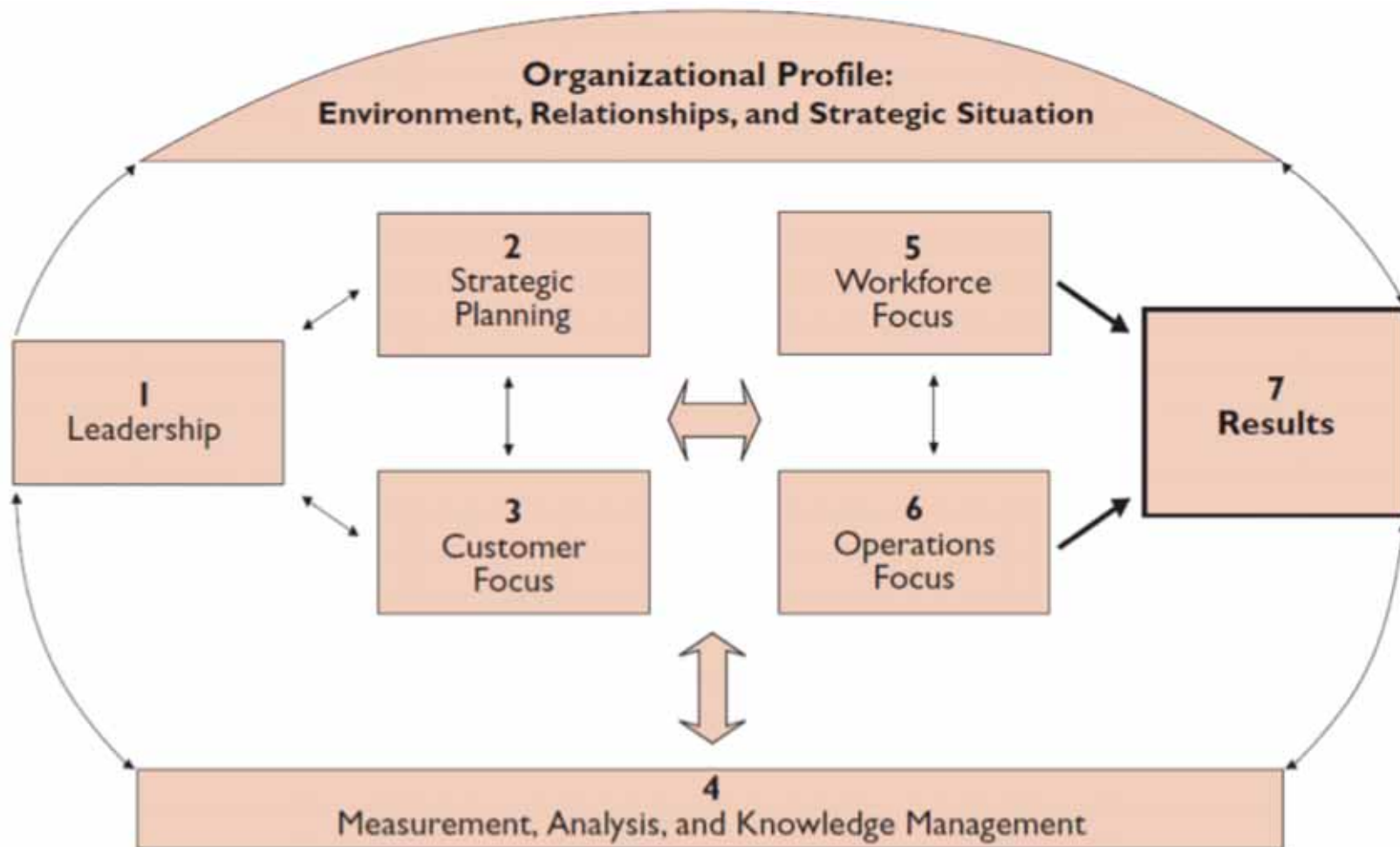
16th in world in proportion of population
who are college graduates (42%)

17th in Reading (PISA)

23rd in Science (PISA)

31st in Math (PISA)

Baldrige Education Criteria for Performance Excellence Framework: A Systems Perspective

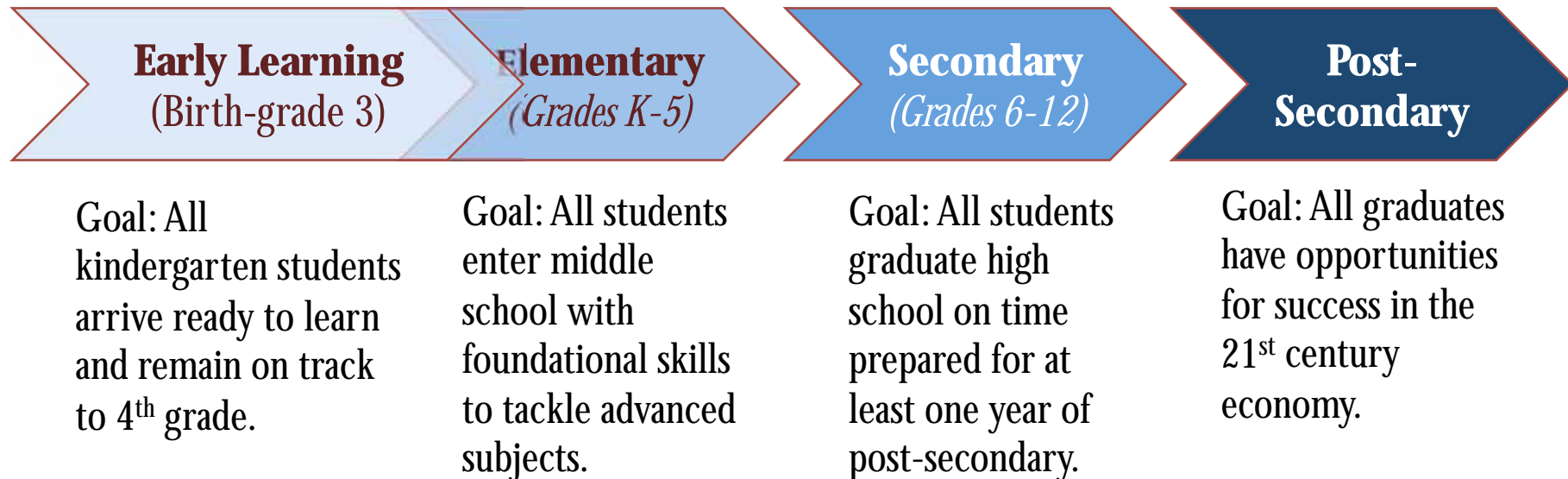


Leadership: Setting Direction

Overarching Goal

“By 2020, America will once again have the highest proportion of college graduates in the world.”

President Barack Obama,
February 24, 2009

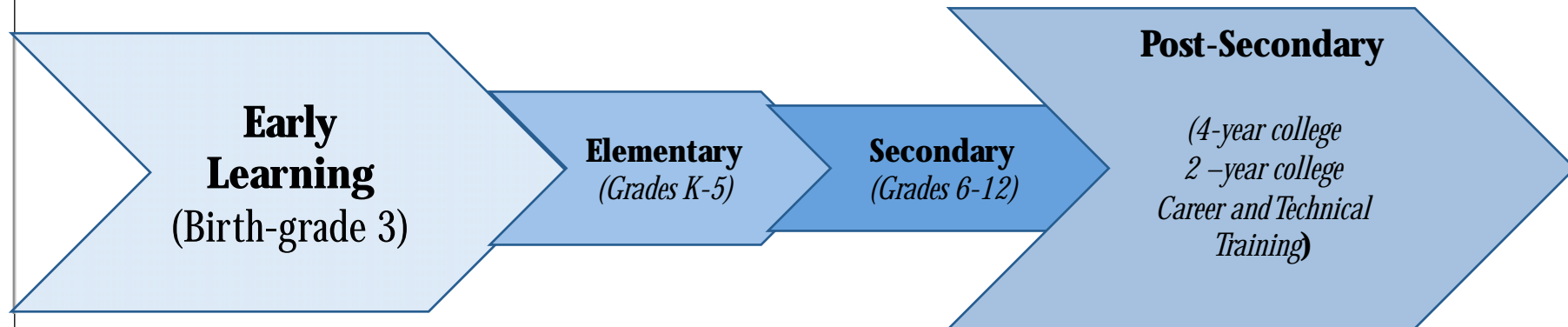


Leadership: Secretary Arne Duncan

“The Bully Pulpit”

- Challenges the system with Data and Stories
- Highlights Successes
- Champions Reformers, Celebrates Courage
- Accepts Responsibility for Federal Role – Acknowledges Shortcomings
- Commits to Get Better
- Challenges and Supports Everyone to Get Better

Strategic Plan: Early Learning and Post-Secondary Bookends for K-12 Agenda



Early Learning Goals:

- ✓ **Increase Access**
- ✓ **Improve Quality**

Post-Secondary Goals:

- ✓ **Improve Readiness**
- ✓ **Increase Access and Affordability**
- ✓ **Improve Completion Rates**

Strategic Plan: K – 12

Our Theory of Action for K-12 Reform

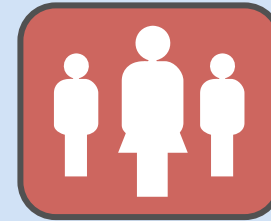


Strategic Plan: K-12

Strategic Objectives



Raise **standards**
and improve
assessments.



Recruit, retain & support
effective educators, and
ensure equitable distribution.



Build robust **data systems**
that track student progress
and improve practice.



Turn around **low-performing**
schools, focusing on dropout
factories and their feeder schools.

Customer Focus:

- A Student-Centered System (vs. an Adult Centered System)
- Particular Focus on Students in Poverty, Students of Color
- Needs of the Country: Global Competitiveness
An Economic Frame

Criticisms: Missing the Whole Child
Supply Drivers vs. Demand Drivers

Measurement & Analysis

Current Situation:

- Lowering Standards
- Poor Measures/Tests
- Narrowing of Curriculum
- Teaching to the Test

Measurement & Analysis

New Direction:

- Higher Standards – Common Core Standards
- Much Better, Aligned Assessments – 2 Assessment Consortia
- Value-Added Measures (VAM) – Tracking Growth
- Much More Powerful Data Systems
 - Tracking Students from Birth through Career
 - Linking Students to Teachers
 - Linking Teachers to Preparation Programs

Workforce Focus – Great Teachers and Leaders

Current Situation:

- 1400 Teacher Preparation Institutions
- Regulated by 50 States
- Not Selective
- Not Strong Clinical Components

Workforce Focus – Great Teachers and Leaders

Current Situation:

Teacher Evaluation and Feedback and Professional Development

- **Evaluation Systems** – no differentiation, poorly trained evaluators, not driving professional development, not valued by teachers, limited accountability
- **Professional Development** – Poor, Episodic, External, Very Little Coaching, not valued by teachers.

Workforce Focus – Great Teachers and Leaders

Current Situation:

Principals – All of the above

- Poor Preparation
- Poor Evaluation System
- Poor Professional Development

Leadership Opportunities for Teachers

- Very Limited
- Very Flat System

Workforce Focus – Great Teachers and Leaders

New Direction:

Transform Teacher Preparation Programs

- Higher Standards, More Accountability
- More Selective
- More Clinically Based
- More Connected with Schools

Workforce Focus – Great Teachers and Leaders

New Direction:

Transform Teacher Evaluation Systems

- Multiple Measures including evidence of Student Growth
- Differentiate Performance
- Trained Evaluators
- Supports Professional Development
- Supports Accountability

Workforce Focus – Great Teachers and Leaders

New Direction:

Transform Professional Development

- Much More informed by Data
- Embedded in Professional Learning Communities

Workforce Focus – Great Teachers and Leaders

New Direction:

Principals – All of the Above

- Better Preparation
- Better Evaluation System
- Better Professional Development

Leadership Opportunities for Teachers

- Transform the Profession

Workforce Focus – Great Teachers and Leaders

Criticism – Wrong Drivers (Michael Fullan)

- Leading with Accountability vs. Capacity Building
- Focusing on individual teachers vs. Community of Teachers
- Focusing on Parts vs. the Whole System

Lot of Controversy around Value-Added Measures

Operations Focus: How are we doing this?

New Federal Programs/Grants

- Race to the Top
 - Disrupting the Status Quo
- School Improvement Grants
- Promise Neighborhoods
- Invest in Innovation

Operations Focus: How are we doing this?

New Federal Role – Capacity Building

- At All Levels:
 - Federal
 - State
 - District
 - School
 - Classroom
- Developing a Culture of Continuous Improvement – Plan, Do, Study, Act (PDSA)

Operations Focus: How are we doing this?

Labor-Management Collaboration

- Doing *with* teachers and their unions, not *to* them
- Labor-Management Collaboration Conference
- International Summit on the Teaching Profession
- Highlight Breakthroughs
- New Frame: Transform the Profession

Operations Focus: How are we
doing this?

Labor-Management Collaboration

Pushback and Controversy

50 States, 50 Stories

Results

Short-Term: Some Indicators

- 45 States have adopted Common Core Standards
- 2 Consortia of States Working on New Assessments
- Work going on across the country on Transforming Teacher Evaluation Systems
- More than 30 states have changed laws on teacher policy, other issues.
- Beginning National Conversation around Transforming the Teaching Profession

Results

Long-Term

Time will tell