



COLLEGE OF EDUCATION & HUMAN SCIENCES

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OPENING THE GATE: TEACHER GATEWAYS AND
PATHWAYS THAT LEAD TO IMPROVED EDUCATIONAL
OUTCOMES

Presentation Overview

- Trends and causes of teacher pipeline issues
- Gateways that open rather than close
- Pathways that define careers
- Continued outcomes improvement by keeping teachers on the job

Trends and Causes: Broad view

*Trends: Center for American Progress
(Partolow, 2019)

Nationally, declining enrollment (33%)

Non IHE alt cert programs increase

For profit growth—mostly online (higher failure and default; lower retention)

Greater declines for minorities

Greater declines for males

**Trends: Predicting Teacher Performance
(Agostino, 2009)

Tests are poor predictors of teacher performance—data from 123 studies

- ❖ Damage to profession from past characterizations of teachers from the highest levels
- ❖ Teacher evaluations based on their students' test scores
- ❖ Low teacher pay
- ❖ Pandemic—stress and personal reappraisals
- ❖ Multiple test barriers—financial and the test itself
- ❖ Grow your own confusion
- ❖ Lottery scholarship uncertainty and punitive nature

Trends and Causes At UNM

- Enrollment is down; way down
- Some degrees more than 120 hrs.
 - Key programs, like Special Education, bilingual/TESOL, and STEM require more than 120 hrs or some sort of extra effort
 - Areas of greatest need is where the difficulty is
- Financial burden of student teaching still present
 - Students cannot work during this period. Many who try, drop out in favor of work
 - Residency experiment fixes this, but it's expensive
- It's complicated—
 - Transferring hours can be difficult
 - Tests to get in; tests to get out; hour requirements for scholarships, not allowed to work for student teaching
 - Technology gap; k-12 schools are more advanced than teacher prep

Values

- Get aggressive and creative
- Incentivize rather than punish
- Work the triangle: state, universities, and school districts have to be on the same page
- Completion is the key #1—needed are policies and programs that keep students in our programs
- Professional development is key #2—once in the classroom, support, develop, encourage
- AVOID: Rules, policies, and practices that encourage scarcity, that let students dropout

Gateways that open

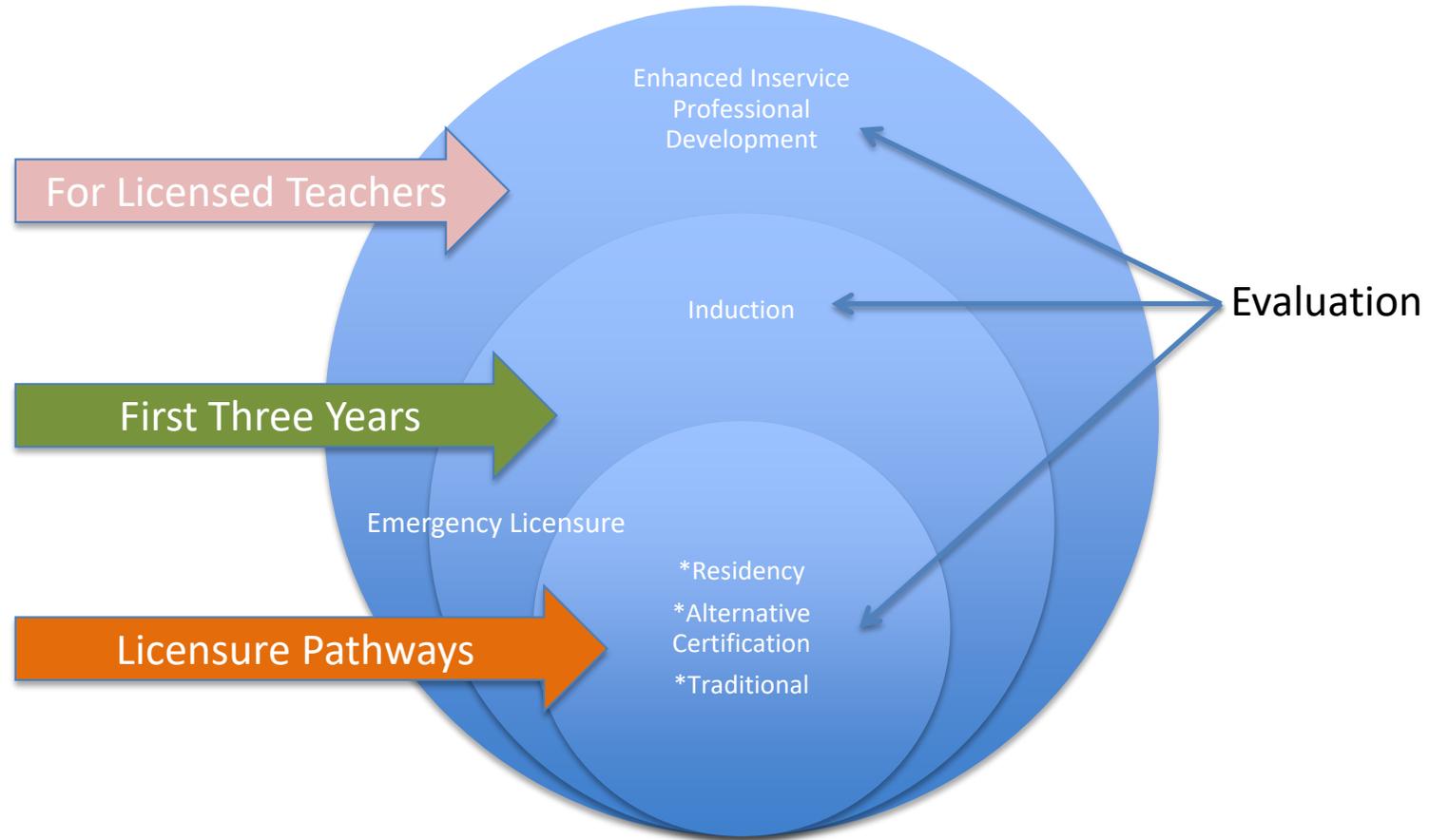
- Recruit future teachers the way we recruit football players
- Build up the profession
- Incentivize articulation
- Incentivize ways to help students finish in 4 years
 - Use Intersessions
 - Create scholarships and tuition remission that continue through summers
 - Limit scholarships that punish
- Shift some focus to graduate certification programs
- Carrots
 - Housing
 - Bonuses
 - Annuities

UNM Pathways: Supporting NM Teachers Across the Professional Lifespan

Professional Class	Program	Annual Cost
For Licensed Teachers	*Enhanced Professional Development	\$250,000
		Self generated funding
First Three Years	*Induction (degree in hand)	\$5000 per student
Licensure Pathways	Residency	\$25,000 per student
	Alternative Certification	Current cost
	Traditional	Current cost

*An Evaluation System dedicated to teacher performance enhancement and disseminating best practice. It functions as a feedback loop for continual program improvement. Evaluation should not be punitive, or it will fail. * is proposed program.

Supporting NM Teachers Across the Professional Lifespan



Summary

- Open the gates
- Remove impediments in the pathways and don't restrict the pipeline
 - Move away from trying to predict performance with tests **to shaping performance in the classroom**
- Monitor and adjust as needed

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Questions?

