



Monterey Bay Educational Consortium in partnership with the Center for the Future of Teaching and Learning

Tri-County Teacher Workforce Initiative December 2004

MBEC's Teacher Workforce Initiative, in partnership with the Center for the Future of Teaching and Learning, continues to make progress establishing data-rich regional strategies and practices to strengthen our teacher workforce. This email update is part of a series of updates that you will receive throughout the year to keep you informed.

New Report Released by the Center for the Future of Teaching and Learning

The Center released its annual report last week that provides the latest available data and analysis of the state's teacher workforce and system of teacher development. If you did not receive a copy of the report, *California's Teaching Force 2004: Key Issues and Trends*, the document, and a video news release summarizing the key findings, are available online at the Center's Web site: <http://www.cftl.org/whatsnew.php>.

The good news is that there are fewer underprepared teachers; from 12% in 2002-03 to approximately 9% in 2003-04. The tri-county rate went from 14% to 10% in the same timeframe. However, the bad news is that California is still far behind in producing enough new teachers to meet the projected demand. As amplified in the tri-county region, an aging teaching workforce is exacerbating this problem. For 2003-04, shortages of fully prepared teachers in the areas of mathematics, science and special education continued to be high. Also, in English and mathematics, the two subjects included on the high school exit exam, about one of every five teachers either are underprepared or do not have training in the subject they are teaching. And those high schools with large portions of students failing the state exit exam also have the largest portions of teachers who are underprepared.

TWI Working Committees

The good news is that the tri-county, through the efforts of the Teacher Workforce Initiative, is taking very proactive steps to address these very issues. As noted in our November email update, the *TWI Research Team*, chaired by Barb Goza, is working with the three county offices to establish a regional data system. This system will allow educational agencies within the three counties to work with robust, accurate and current-year teacher workforce data in guiding strategic decisions. The plan is to pilot the new system in the 2005-06 school year.

The *Teacher Pipeline and Preparation Committee*, chaired by Diane Cordero de Noriega, is focusing on two critical areas this year. First, the number of fully prepared teachers in the shortage areas of mathematics, science and special education needs to be dramatically increased. Soon the TWI Research Team will be able to provide the committee with last year's production numbers for all four regional teacher preparation programs to compare with what we know about the age and number of underprepared teachers by subject area. Second, teacher pipeline programs across the tri-county region need to be rebuilt and expanded in a concerted, cross-county, well-articulated effort. As with the rest of California, regional pipeline programs have experienced a loss or, at very best, severe reductions in funding for such programs due to the state's fiscal crisis.

The *Teacher Recruitment and Retention Committee*, chaired by Alejandro Hogan and Robert Costa, is working on the region-wide use of Ed-Join, an online system supported by the California County Superintendents Educational Services Association for both posting certificated positions and receiving applications. Not only will this provide a paperless process for K-12 personnel offices, but a database of information each year about where our teacher applicants come from and what are their qualifications. The tri-county region is the first entity in California to ask for the Ed-Join database, and the Ed-Join staff has been most helpful.