



ISSUE FORUM #4

The 3 R's of Teaching Careers: Recruitment, Retention, and Resources

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Overview of Topic:

Is teaching viewed as a career? The placement and retention of quality teachers in classrooms are essential in preparing our students to be competitive and productive in today's modern, global society. Capable and potentially effective people who can fill that need are not drawn to the profession or may become dissatisfied and leave the profession. This issue extends from pre-service throughout all experience levels. Data from research studies have documented the characteristics of individuals who enter the teaching profession and of those teachers who remain in the profession; external characteristics of schools that affect recruitment and retention; characteristics of pre-service programs and professional development, to name a few.

The focus of this forum is to examine and identify action steps to address the "Three R's" of teaching careers—recruitment, retention, and resource-- in our teaching practices, curriculum, and professional development.

Guiding Questions:

- How do we know that teachers are effective?
- Why do some teachers stay in teaching and others leave the profession? What can teachers do to advance their careers beyond going into administration?
- What impact or influence do teacher preparation strategies and programs and professional development have?
- Should there be special considerations for teachers in STEM fields? If so, please describe.
- *What role do our state and federal law-makers play in science teacher recruitment, retention and resources? How do we help them make better-informed choices?
- *What is the potential role for and the implications of the Science Conceptual Framework on recruiting, retaining and providing resources for science teachers?

Essential Readings:

Guardino, C., Santibenez, L., Daley, G., & Brewerast, D. (2004). Executive summary. A Review of the Literature of Teacher Recruitment and Retention. (p. 11-13). Santa Monica, CA: Rand Corporation. http://www.rand.org/pubs/technical_reports/2005/RAND_TR164.pdf

Allen, M. (2005, September). Eight questions on teacher recruitment and retention: what does the research say? Retrieved from

<http://www.ecs.org/html/educationissues/teachingquality/trrreport/home/TRRreportSummary.pdf>

Additional Suggested References:

Behlmann, Emily. *Teacher Pay at Issue in Report*. <http://www.gctelegram.com/News/Teacher-compensation-9-16-08>

Christian Science Monitor. Change pay, change teaching?
<http://www.csmonitor.com/2009/0318/p01s02-ussc.html>.

Community Resources for Science. www.crsceience.org/pdf/newsletter_spring_05.pdf

Hess, Frederick. Teacher Quality, Teacher Pay.
<http://www.hoover.org/publications/policyreview/3438676.html>

Resources for Teaching Science. National Science Digital Library.
<http://www.leasttern.com/teacher/science.html>

Free Federal Resources for Educational Excellence,
http://free.ed.gov/subjects.cfm?subject_id=41.

Free Stuff for Science Teachers. <http://scienceinquirer.wikispaces.com/freestuff>

Graziano, Claudia. School's Out: Crisis in Teacher Retention. *Edutopia*, Feb. 2005.
<http://www.edutopia.org/schools-out>

Hassel, Brian. *Better Pay for Better Teaching*.
http://www.ppionline.org/ppi_ci.cfm?knlgAreaID=110&subsecID=135&contentID=250543

Philanthropy News Digest, February 28, 2009.
<http://foundationcenter.org/pnd/news/story.jhtml?id=244700012>

US Government grants <http://grants.gov>

NSTA Professional Development pages <http://www.nsta.org/pd/?lid=tnavhp>

NSTA Science Trade Books <http://www.nsta.org/publications/ostb>

Ohio Resource Center website has professional development, standards based lesson plans and more. Are there similar organizations in other states? <http://www.ohiorc.org>

Ingersoll, Richard M. 2003. Turnover and Shortage Among Science and Mathematics Teachers in the United States.

K-12 Science Ed. Resources. <http://www.eskimo.com/~billb/edu.html>

Kim's Korner for Teacher Talk. <http://www.eskimo.com/~billb/edu.html>

NSTA Learning Center. <http://learningcenter.nsta.org/>

Rhoton, J and Bowers, P., Eds. *Science Teacher Retention: Mentoring and Renewal*. (Issues in Science Education) Arlington, VA. National Science Education Leadership Association and NSTA Press. [NSTA Stock Number: PB127X4]

Salzar, James. *Perdue Plan: Merit Pay for Teachers*.

<http://www.ajc.com/services/content/printedition/2009/01/14/legeggs.html>

Teacher Explorer & Guide for Science Teachers & Students, ELibary Curriculum Edition.

www.proquestk12.com/productinfo/pdfs/eLibCE_Sci_Teacher_Explorer.pdf

Teacher Freebies. http://freebies.about.com/od/teacherfreebies/Teacher_Freebies.htm