

Learning About Teaching ... From Teachers

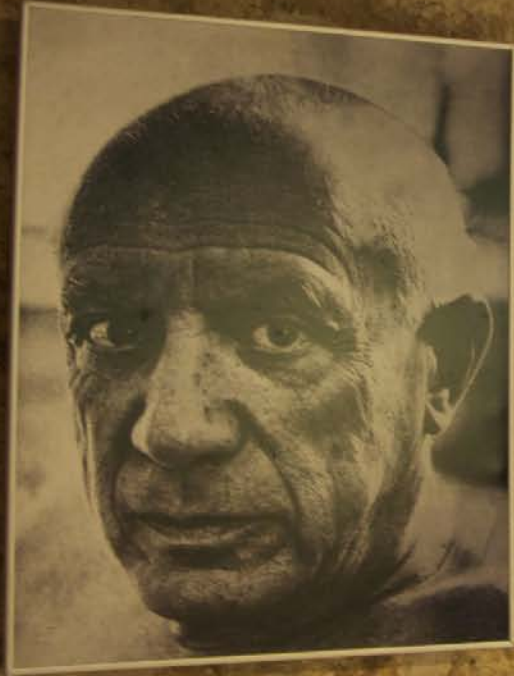
Fundació Jaume Bofill, Barcelona

Doug Lemov

April 30, 2015

Uncommon Impact

First: A Short Reading*



A Story







Los Angeles Times

Caution: This is a Scary Story



LA Unified School District has hundreds of teachers who preside over remarkable successes, year after year, often against incredible odds. But...most are like Zenaida Tan, working in obscurity. No one asks them their secrets. Most of the time, no one even says, "Good job." Often even their own colleagues and principals don't know who they are.

Tan brims with effective ways to reach limited-English students, handle discipline problems and keep the kids engaged. "I do a lot of singing, games," she said. "It doesn't look like a lesson."

But no one asks for her advice. She says her fellow teachers at Morningside consider her strict, even mean. She tends to keep to herself. "Nobody tells me that I'm a strong teacher," she says.

That's OK by her, she adds. Year after year, she watches her students make enormous progress and feels a quiet sense of satisfaction.

By LAUSD's measure, Tan "meets standard performance," as virtually all district teachers do -- evaluators' only other option is "below standard performance."

On a recent evaluation, her principal checked off all the appropriate boxes, Tan said -- then noted that she had been late to pick up her students from recess three times.

"I threw it away because I got upset," Tan said.

"Why don't you focus on my teaching?! Why don't you focus on where my students are?"

What's So Scary?





SYSTEM FAILURE

A silhouette of a person walking away from the camera in a brightly lit hallway. The person is centered in the frame, and the background is a bright, out-of-focus area with a window or glass door. The overall mood is somber and contemplative.

50% Failure Rate

The Power of Bright Spots



SWITCH

HOW TO CHANGE THINGS

WHEN CHANGE IS HARD



CHIP HEATH & DAN HEATH

THE BESTSELLING AUTHORS OF **MADE TO STICK**

The Power of Bright Spots: Here, too



Achievement Gaps



There is no achievement gap that some teacher, somewhere has not closed. We just need to find her and study her.



We Don't Know the Cure from the Placebo



Does it Matter? Yes, It Matters!

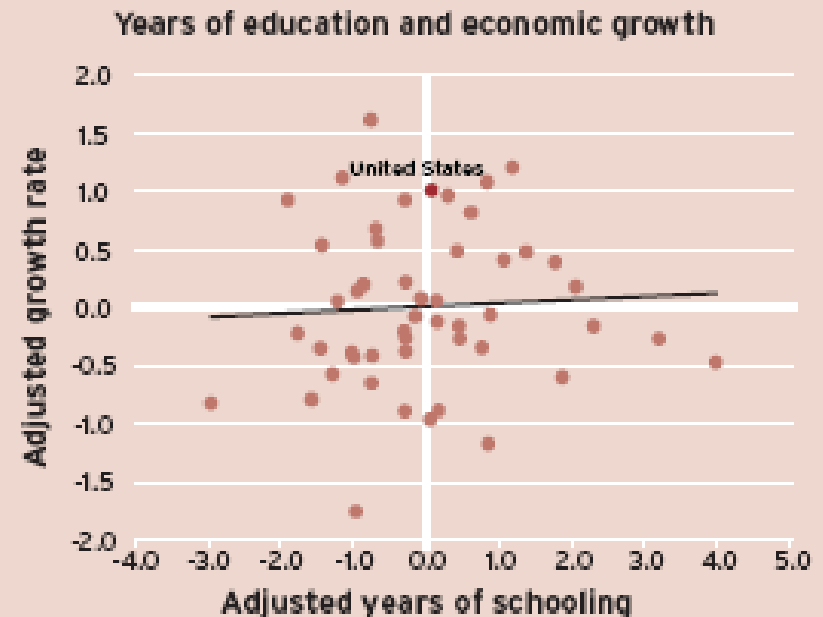
Explaining Economic Growth (Figure 3)

How much students learn, not how long they stay in school, is the key to economic growth. The United States, however, has had a higher growth rate during this period than would be expected given its test scores and levels of school attainment.



Note: The y-axis indicates growth rates from 1960 and 2000, adjusted for GDP in 1960 and school attainment. The x-axis shows test scores adjusted for school attainment. The solid line plots the relationship between the two variables among the 50 countries with available test score information, each of which is represented by a dot.

SOURCE: Author

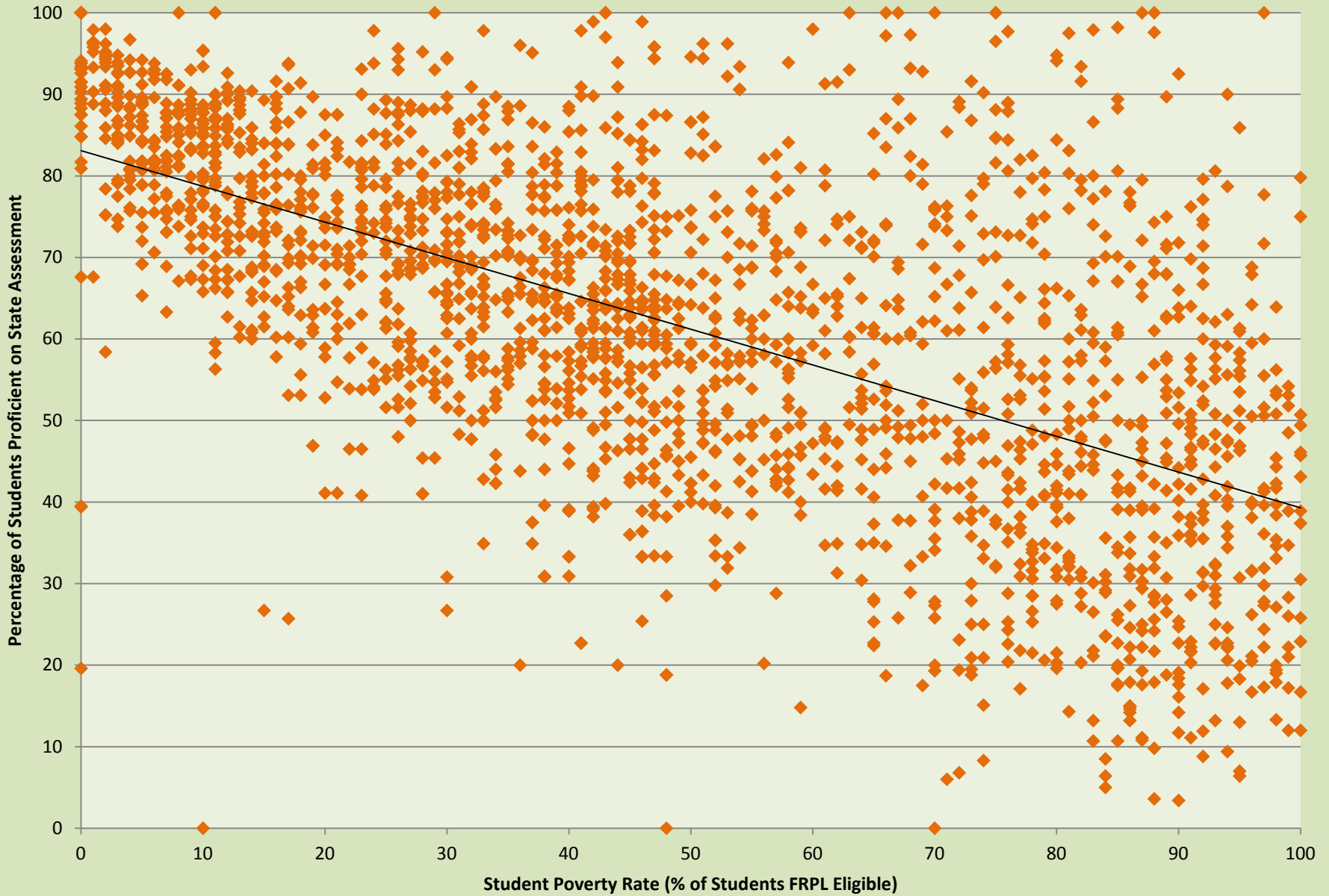


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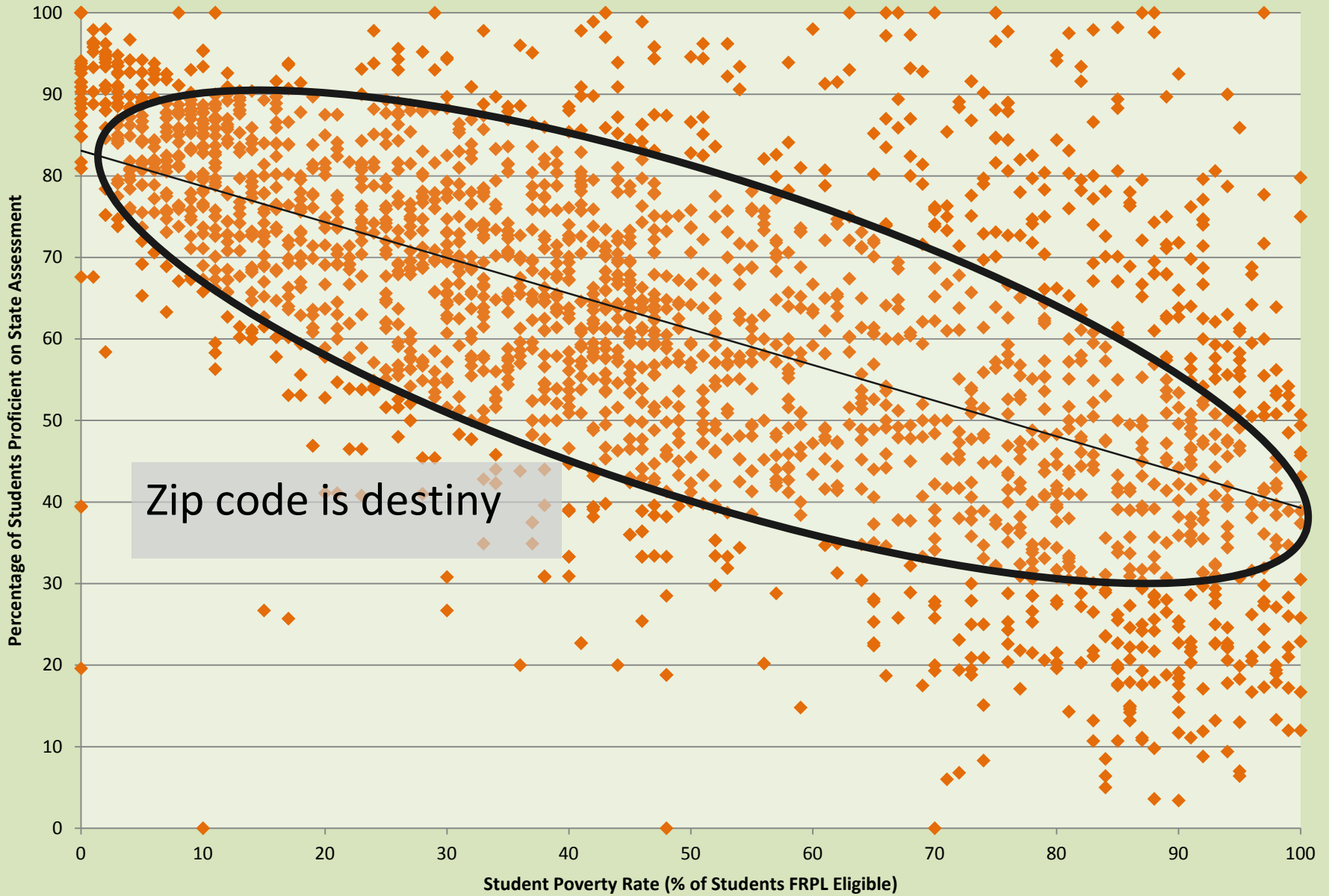
We Set Out to Study Teachers



2011 6th Grade Math Results -- All NYS School Systems

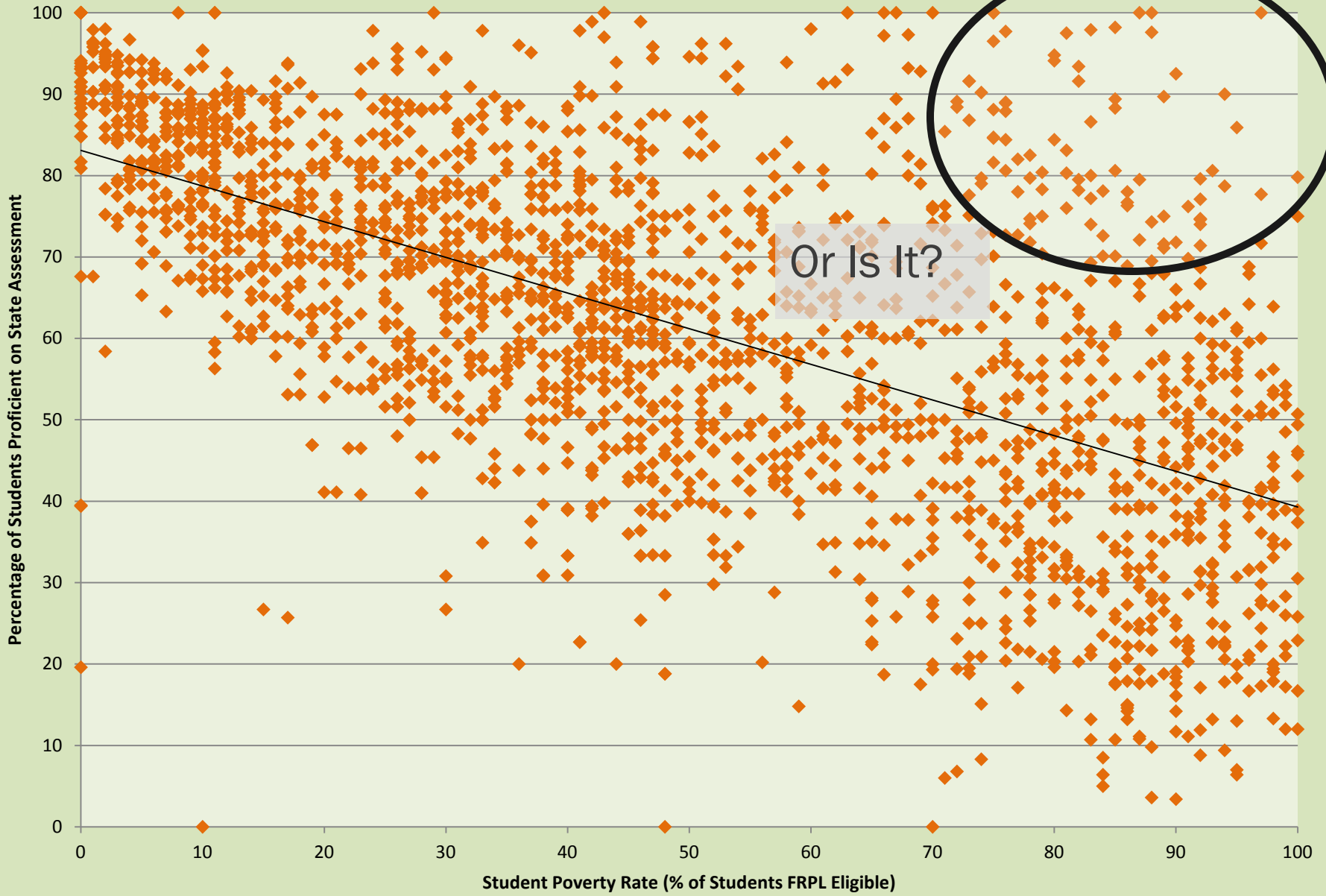


2011 6th Grade Math Results -- All NYS School Systems



Zip code is destiny

2011 6th Grade Math Results -- All NYS School Systems



Or Is It?



The Sublime and the Mundane



Some Examples of What We Learned



What Stood Out



1. Efficiency Matters

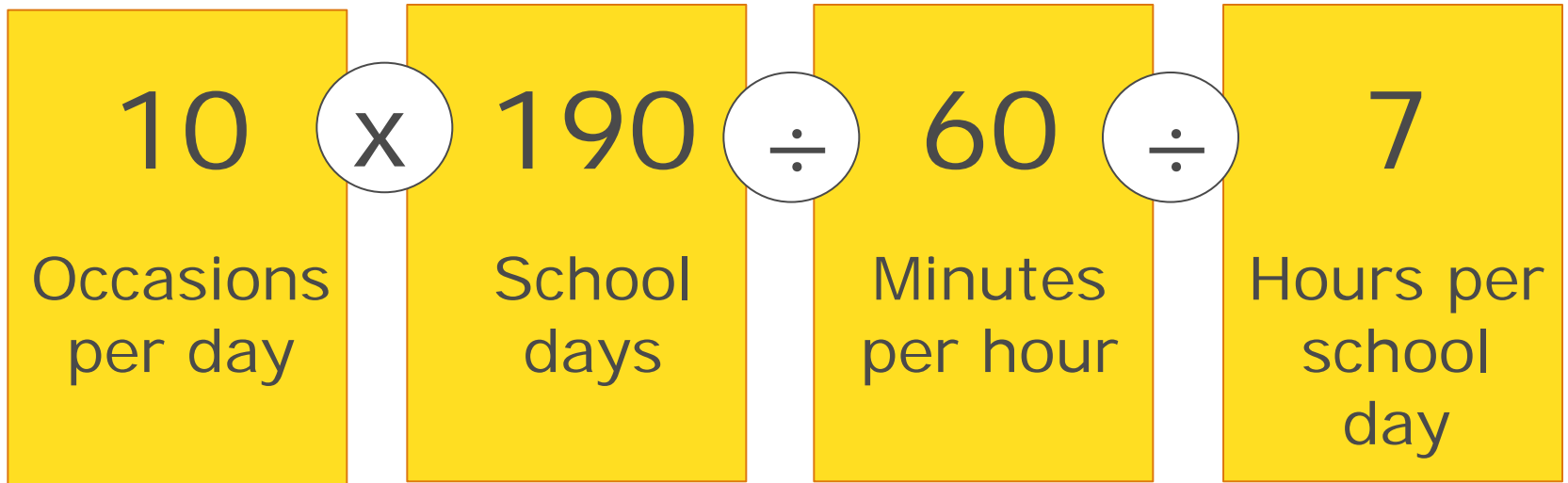
Doug McCurry



Doing the Math on Doug's Class



If 1 Minute Saved Per Time Passing or Collecting...



It Would Save...

10 minutes per day

1900 minutes per school year

32 hours per year

4.5 *days* of additional instruction



2. 'I Taught It' is not 'They Learned It'

Shadell Purefoy



Uncommon Schools

Katie Bellucci





3. Engaged & Accountable Students

Paul Powell



Bryan Belanger



What Also Happens When You Study Teachers



Cultural Capital



Any non-financial social asset that promotes an individual's status beyond their economic means.

When you have it, you are important

Cultural Capital



When we study teachers and honor them, when we ask teachers to participate in building the knowledge base of the profession, we increase their cultural capital and make the profession higher status.

The Power of Shared Vocabulary



It Starts with Data



An abstract image featuring glowing orange and yellow light trails that form complex, overlapping loops and curves against a dark background. The trails vary in thickness and brightness, creating a sense of motion and energy. A semi-transparent dark grey banner is positioned at the bottom of the image, containing the text "Measurement Precedes Innovation" in a bold, yellow, sans-serif font.

Measurement Precedes Innovation

It Starts with Data



- People will resist data at first.
- That won't last if you use it well.
- Data is a management tool.
- Accountability and autonomy live together

People Worry About Buckets



The Top Matters Most



Preguntas?!





One More Step for Champions

Teachers Are Performers Too



More Effective Professional Development

- Embedded in school culture/operating systems
- By teachers more than “at” them.
- Sustained vs. “One-and-Done”
- Based on what high performing teachers do
- Solves “Real World” challenges for teachers
- For teachers at all skill levels, *especially* high performers
- Supported by subject-specific guidance
- *Practice* + Planning + Content Knowledge
- Safe to struggle and learn

Questions?!

