

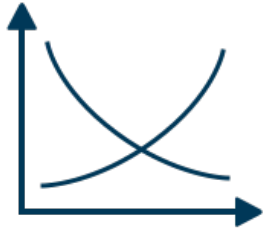


An Educator Workforce for the 21st Century

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An issue of supply and demand

Demand



We have persistent shortages in the most **economically challenged** urban and rural communities, and in subjects that will enable every student to succeed in **21st century careers**. And the demand for a more diverse teaching force is growing.

Supply



- **Generational expectations and interests** demand us to evolve.
- Alternative certification programs have proved effective and critical at recruiting **successful educators**.
- **Black and Latino teachers** enter the profession at higher rates via alternative vs. traditional programs.

The power and potential of an educator force as diverse as our country



What states can do:

- Focus on recruiting as well as retaining
- Remove licensure barriers not predictive of student impact
- Reduce affordability barriers

Creating the context and conditions to win

State policies that maximize impact

Teacher licensure:

- *Multiple high-quality pathways*
- *Definition of quality based on student outcomes*
- *Licensure reciprocity*

Affordability

Incentivize highest-need placement and subject areas

Evolve criteria for entry

Track the effectiveness of teacher preparations programs

One day, all children in this nation will have the opportunity to attain an excellent education.