



Recruiting and retaining great school leaders and teachers is a crucial factor for improving student achievement. With some districts challenged by high rates of teacher turnover and shortages, states are looking to support districts and equip teachers and principals with the best preparation and licensure.

Members of CCSSO's Diverse and Learner-Ready Teachers Initiative are meeting in Chicago this week to discuss how states can diversify the education workforce and support educators in effectively teaching students of different cultural backgrounds. You can learn more about this initiative [here](#).

This newsletter highlights how states are supporting teachers and leaders to make students' academic experiences successful.

Visit StatesLeading.org and follow #StatesLeading on social media to learn more and join the conversation.

State Spotlights

WYOMING
DEPARTMENT OF EDUCATION



Wyoming is transforming educator preparation through the [Trustees Education Initiative at the University of Wyoming](#) (UW). Roughly 45% of the state's teachers are UW graduates, creating a unique opportunity to greatly influence and improve teacher quality by elevating the College of Education through extensive evaluation and adaptation of national best practices.

The Enterprise for Elevating Educational Excellence model has been adopted to prepare pre-eminent educators. The student journey will include exploration, experiential learning, embedded practice, and entry into the profession.

At each milestone of the model Fellows are evaluated to assure that they are committed to a career as a professional educator and that they have the character, knowledge, and skills needed to support the success of all learners. In addition, selectivity requirements will apply to Wyoming teachers chosen to mentor Fellows at each stage of the model.

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The **Iowa** Department of Education's Teacher Leadership and Compensation system has been strengthening the teaching profession and improving classroom instruction with a significant increase in school districts reporting they met local goals for student achievement and attracting and retaining teachers in the 2017-18 school year.

"Iowa is a trailblazer in teacher leadership, which is about supporting and empowering teachers to do their best work so that students can do their best work," said Iowa Department of Education Director Ryan Wise. "We've known for some time that Iowa's teacher leadership system is elevating the teaching profession, and we're seeing a positive impact on student achievement as well."

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The **Arkansas** Department of Education recently reported strong, consistent gains in special education licensure and educator preparation programs to address shortages in this area.

The state's Special Education (K-12) licenses increased by 66 percent and Early Childhood/Special Ed Integrated (B-K) licenses more than doubled in 2018. These increases can largely be attributed to the changes in the state's educator licensure rules.

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New York State
EDUCATION DEPARTMENT
Knowledge > Skill > Opportunity

To improve the quality of school building leadership, the **New York** State Education Department (NYSED) created the Principal Preparation Project, and State Education Commissioner MaryEllen Elia assembled a Principal Project Advisory Team.

The work of the Advisory Team culminated in 11 recommendations for improving state support for the preparation of future principals and the development of current principals.

NYSED also created a grant program to establish pilot partnerships between eligible public school districts, institutions of higher education, and other organizations to improve the preparation of school building leaders. The funded partnerships will develop and implement a program leading to New York State school building leader certification.

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The **New Mexico** Public Education Department welcomed 50 additional school leaders into the Principals Pursuing Excellence (PPE) program, a state-designed and -directed leadership development initiative for administrators in historically struggling schools.

Part of the state's broader school turnaround efforts under ESSA, PPE schools have increased academic growth rates while serving more students living in poverty, English learners, Native students, and students with disabilities.

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To expand career advancement opportunities for aspiring teachers, the **Louisiana** Board of Elementary and Secondary Education established new state credentials for classroom teachers who serve as mentors and curriculum experts.

These Mentor Teacher and Content Leader certificates count toward requirements needed to become an assistant principal or principal.

In addition to this certificate, the Louisiana Department of Education created the Louisiana Believe and Prepare Impact Collaborative to identify data-driven ways to ready aspiring public school teachers, particularly those focused on English language arts and math.

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Must Read



How can states, districts and universities work together to improve principal preparation?

On October 30, the RAND Corporation will release a new study that offers early lessons from The Wallace Foundation's \$48.5 million University Principal Preparation Initiative to support seven universities, their district and state partners, and mentors to redesign principal preparation programs.

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Tools & Resources



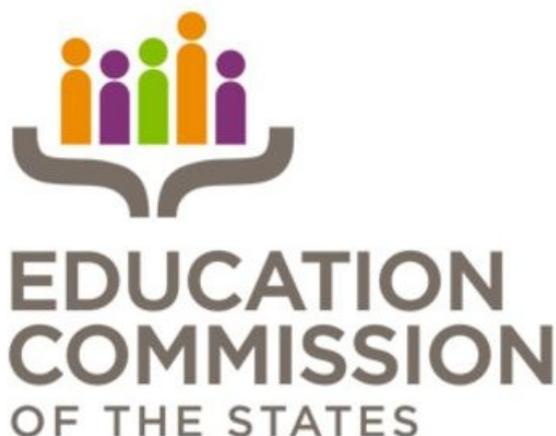
CCSSO's *Transforming Educator Preparation: Lessons Learned from Leading States* identifies actions to improve educator preparation, based on insights from CCSSO's Network for Transforming Educator Preparation.

Network members partnered with teachers, district administrators, and institutions of higher education to improve how teachers are prepared and licensed and how data is collected and used to inform decisions.

States that participated in this network include **California, Connecticut, Delaware, Georgia, Idaho, Kentucky, Louisiana, Massachusetts, Missouri, New Hampshire, Oklahoma, South Carolina, Tennessee, Utah** and **Washington**.

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Education Commission of the States' *50-State Comparison: School Leader Certification and Preparation Programs* provides a comprehensive look at the school leader certification and preparation policies in all 50 states. This resource analyzes leadership standards, school leader certification requirements, and alternative routes to initial certifications.

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We want to hear from you!

Send your state's stories or organization's resources to communications@ccsso.org



The States Leading campaign celebrates the progress states are making toward providing equitable education for all students through the Every Student Succeeds Act (ESSA) and innovative policies in other key areas of education, such as early childhood education, teacher preparation, and career readiness, among others.

Thank you to our proud partners:

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