

Teaching the Teachers

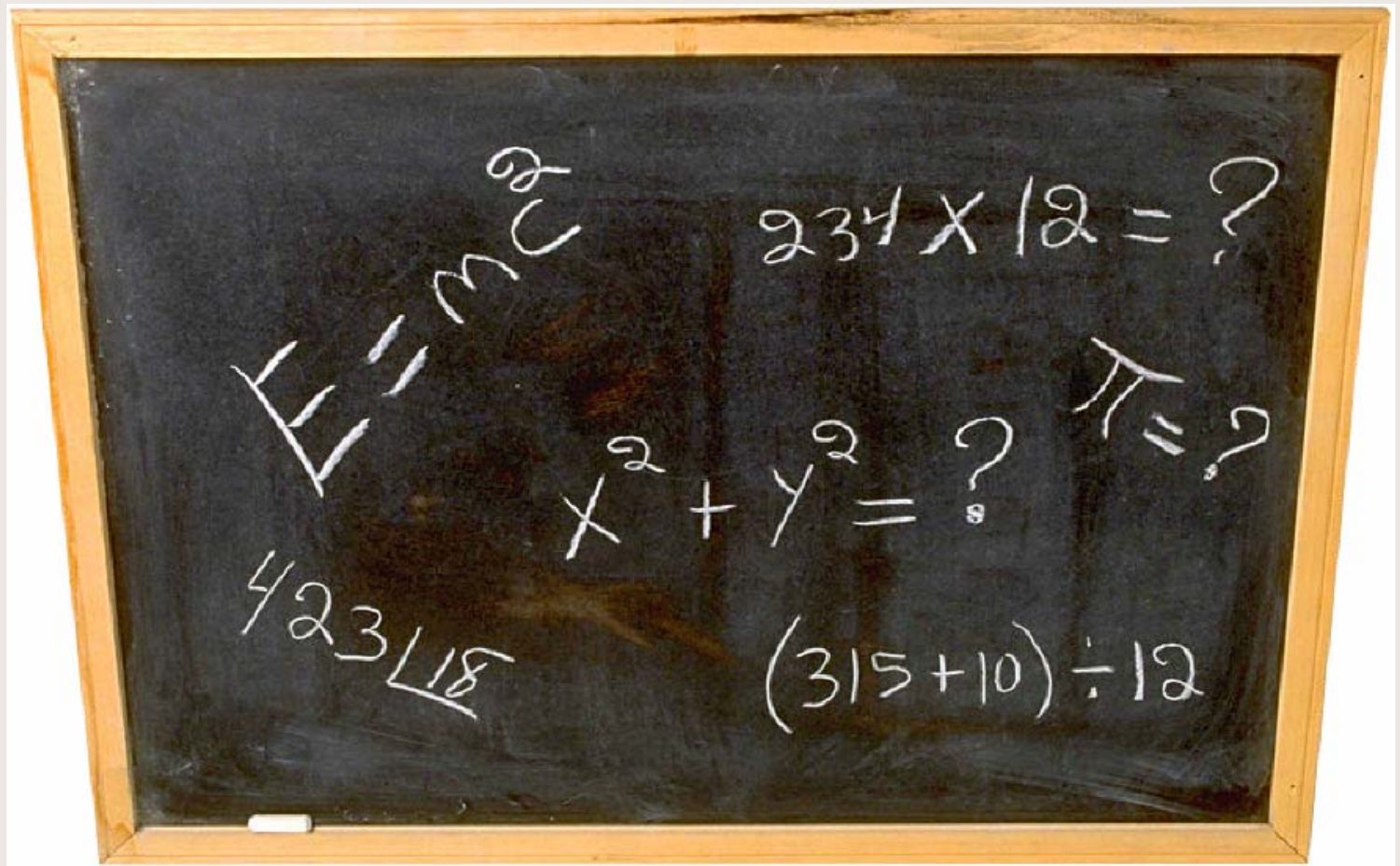
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Teachers Teach What They Were Taught



Educating Educators

- “The world of knowledge takes a crazy turn when teachers themselves are taught to learn.” – *Bertolt Brecht*



Continuing Education

- “In times of change... learners will inherit the earth, while the learned will find themselves beautifully equipped to deal with a world that no longer exists.”
– *Eric Hoffer.*
- “It’s what you learn after you know it all that counts.”
– *John Wooden.*
- “Who dares to teach must never cease to learn.”
– *John Cotton Dana.*
- “Those who go to college and never get out are called professors.”
– *George Givot.*

Teacher Dropouts

- 30% of teachers new to Chicago public schools leave within the first 5 years.
 - More than 50% of teachers in Los Angeles give up teaching within 3 years.
 - Nationwide, 22% of all new teachers leave within 3 years because of lack of support.
- About twice as many teachers resign each year as retire.
 - *National Center for Education Statistics (NCES)*
 - “The solution is not to recruit new people; the solution is to find out why so many are prematurely leaving.”
 - *Richard Ingersoll, University of Georgia*

Why Teachers Drop Out

- Isolation
 - “Sink or swim”
 - Little contact with fellow teachers
- Lack of preparation time
 - Poorly prepared to enter “real-world” teaching
- Insufficient instructional supplies
- Poor working conditions
- Lack of administrative & parental support

Saving & Supporting Teachers

- Mentoring
 - Working with veteran teachers
- Connecting with parents
 - Make them allies and helpers
- Working with principals
 - “Professional development” days
 - Teachers as “learners”
 - Set an example for their students
- Partnering with local institutions
 - Gaining real-world insights

Teaching Makes a Difference

- “Education is not the filling of a pail, but the lighting of a fire.”
 - *William Butler Yeats, Poet*
- “Whenever I’m asked why I became a teacher, that’s always the first and best thing that comes to mind. The sparks.”
 - *Irasema Ortega-Crawford, Biology Teacher*



Sources for “New” Teachers

- High school & college students
- Early retirees
 - From business world
 - From the military
- Former teachers
- “Empty nesters”
 - Explore “alternative certification”
- Home-schoolers
- Other countries



Opportunity Knocks

- “There is a tide in the affairs of men which, when taken at the flood, leads on to fortune. Omitted, all the voyage of their life is bound in shallows and in miseries.”
 - *William Shakespeare*
- “It still holds true that man is most uniquely human when he turns obstacles into opportunities.”
 - *Eric Hoffer*



Quick Tip



- Look to the Internet for resources.
 - www.ed.gov/pubs/teachersguide


Music Merchants as Mentors

- Connect new teachers with the best teachers.
 - Retired teachers are a wonderful resource.
- Teach teachers how to work the system.
 - Submit budgets; complete purchase orders; request materials
 - Start this as a “guest expert” in college classes.
 - Partner with teachers and districts in requesting grants & funds.
- Establish an atmosphere of collegial respect.
- Be known to your teachers as the “go to” resource.

Guidelines for Mentoring

- “The mediocre teacher tells.
- The good teacher explains.
- The superior teacher demonstrates.
- The great teacher inspires!”
– *William A. Ward*



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“Nothing will work unless you
do.” – *John Wooden*