

Supporting Teacher Effectiveness

The View from Generation Y

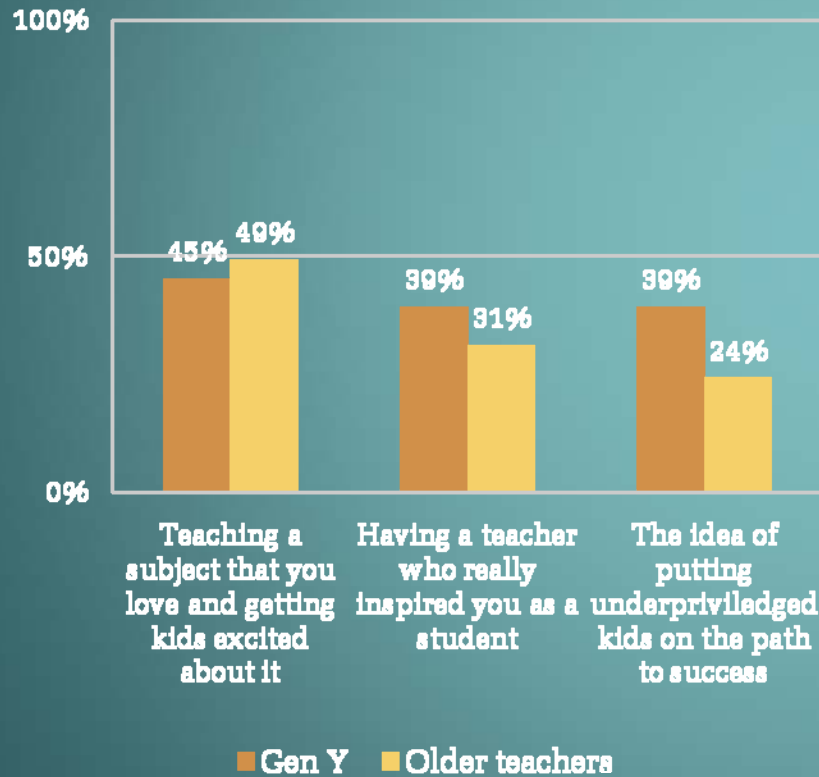
RESEARCH AND ANALYSIS
FROM LEARNING POINT ASSOCIATES AND PUBLIC AGENDA
PREPARED FOR THE WHAT WORKS CONFERENCE
JEAN JOHNSON
OCTOBER 29, 2009

Today's Discussion

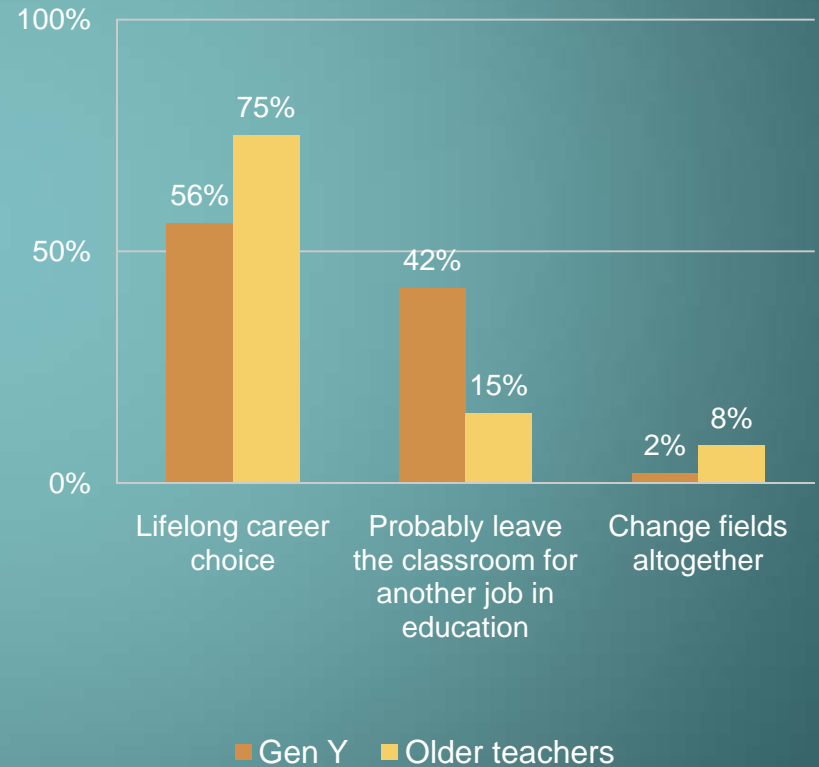
- 890 public school teachers, including 241 aged 32 and under
- For Hamlet: To be or not to be
- For School Leaders:
 - Are Gen Y teachers different from other teachers because they come from a different generation?
OR
 - Are Gen Y teachers different from other young employees because of their values and aspirations that led them to teach for a living?

How Gen Y Teachers See the Field

Percent who say the following are one of the most important factors that led them to teaching:

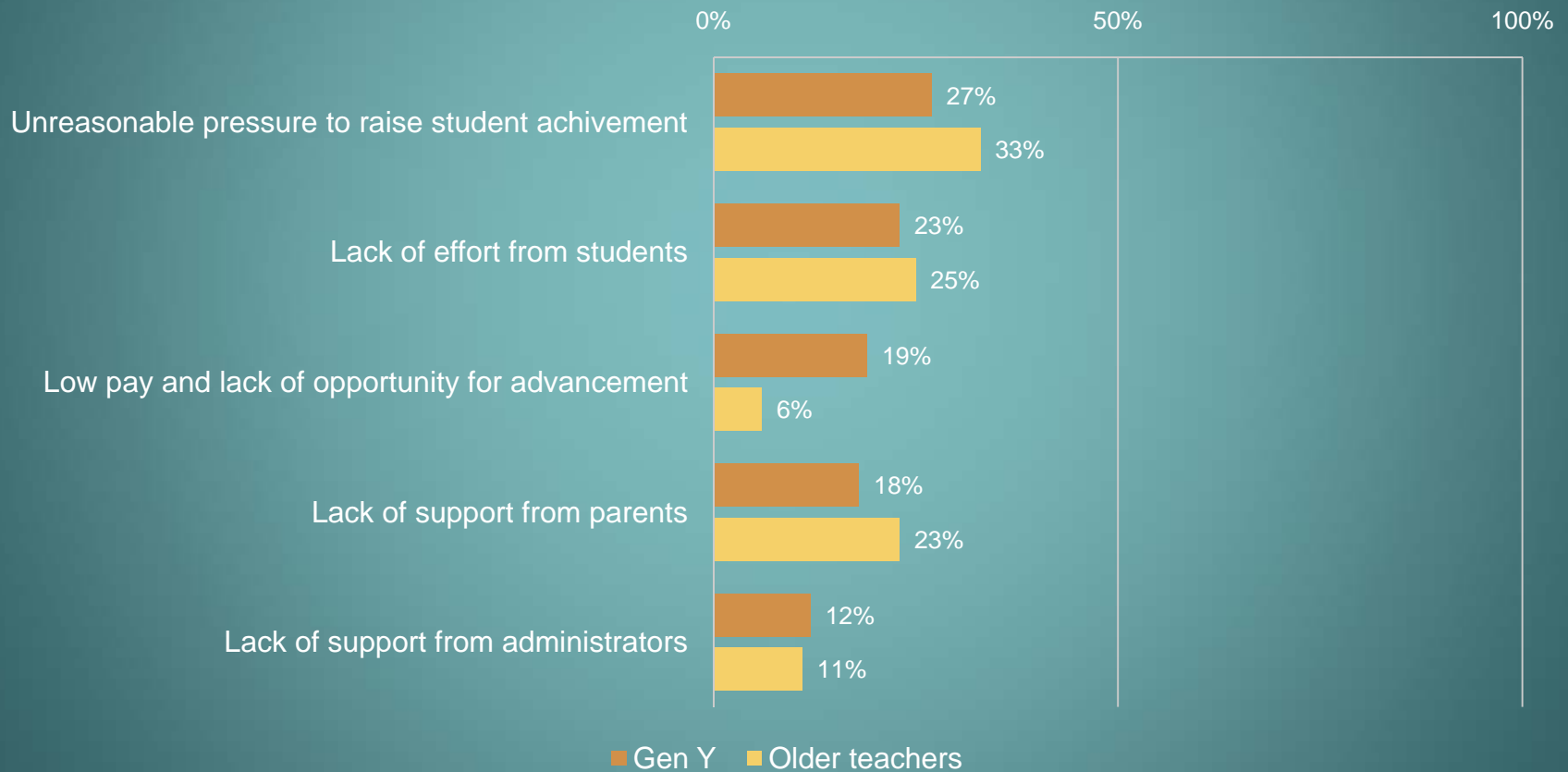


Do you think of teaching as a lifelong career choice, do you think you'll probably leave the classroom for another job in education, or will you change fields altogether?



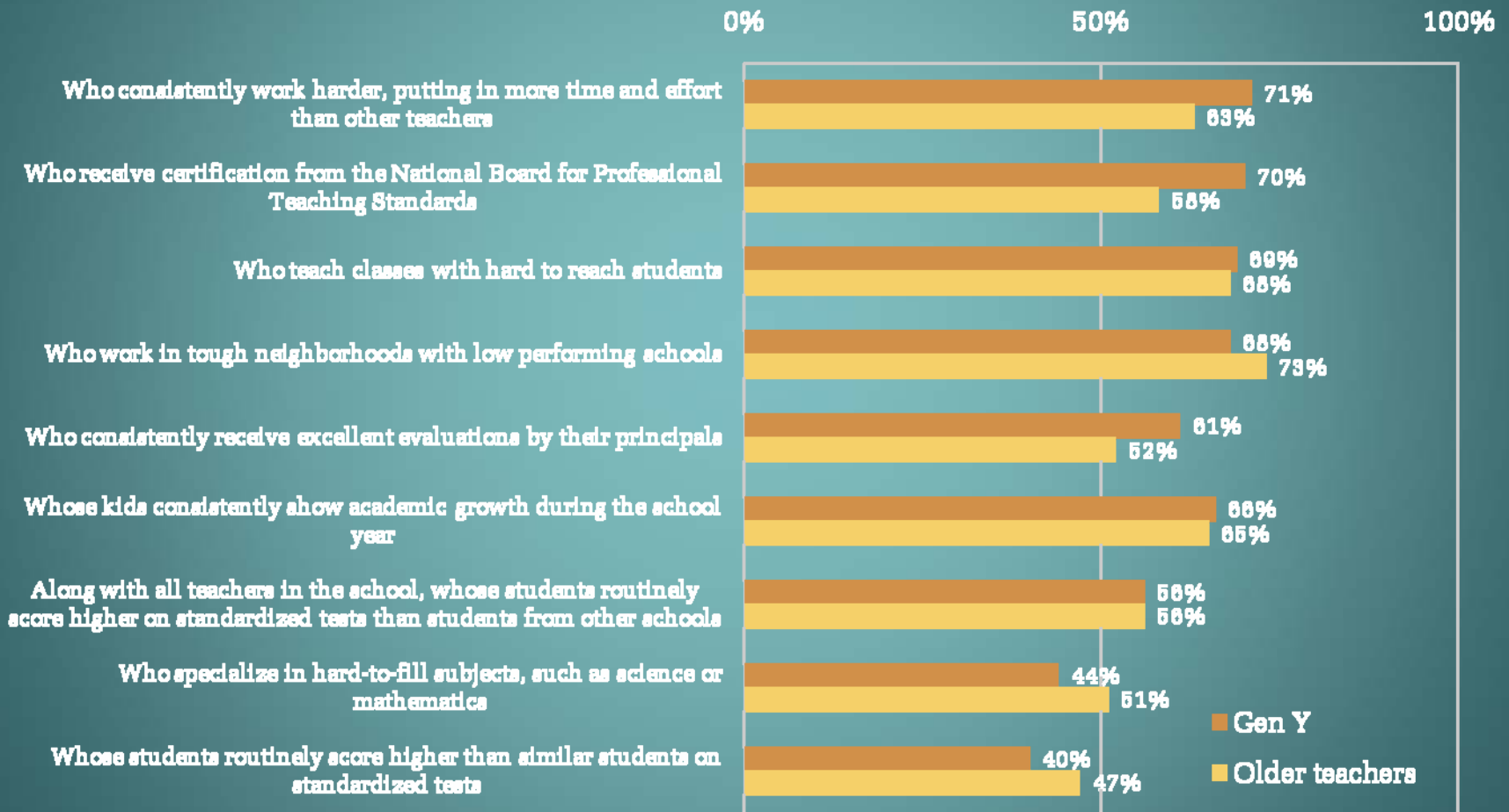
Gen Y Teachers Are More Likely to See Low Pay as a Drawback to the Field

From this list, what is the most difficult thing about being a teacher?



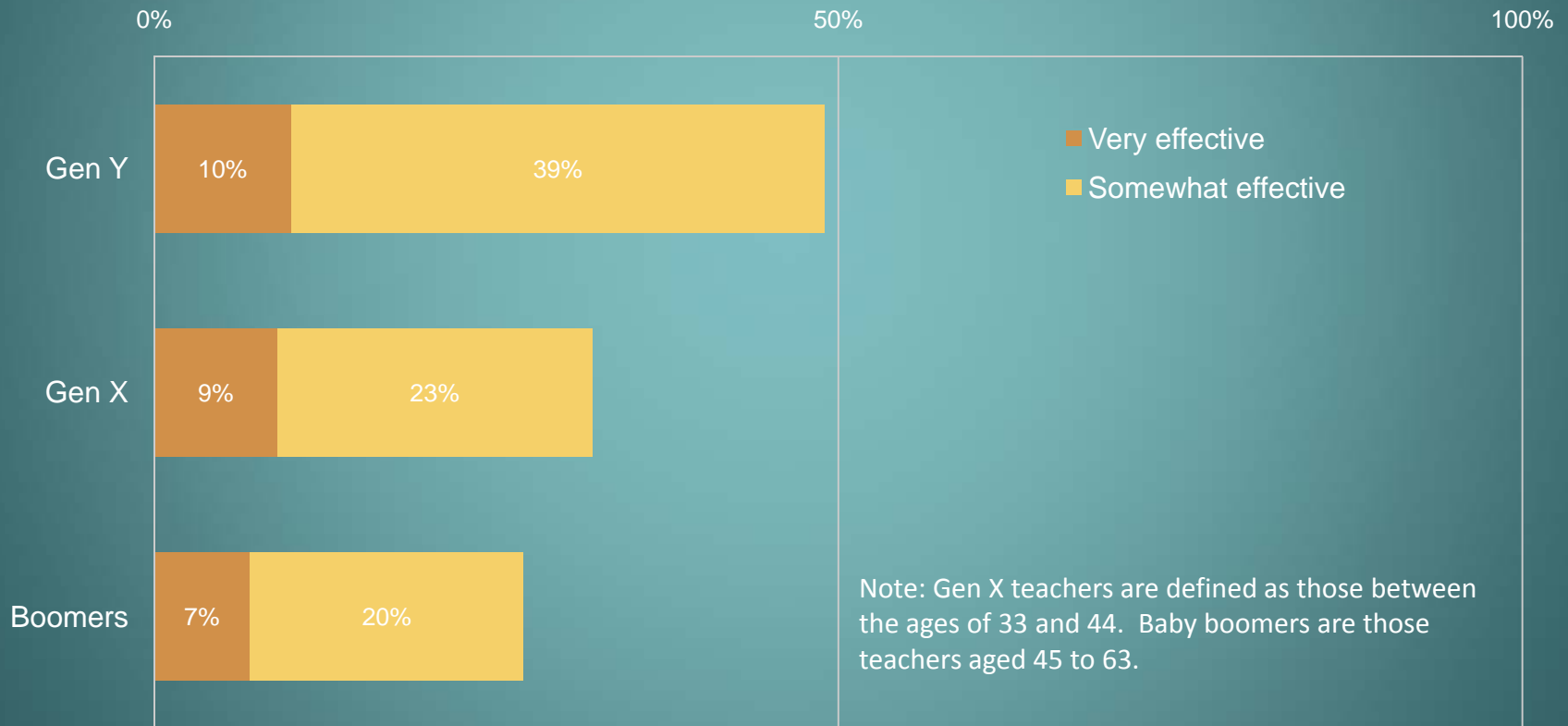
Gen Y Teachers Are More Interested in Incentive Pay

Percent who “strongly” or “somewhat” favor giving financial incentives to teachers who:



Half of Gen Y Teachers Say Performance Pay Would Improve Teacher Effectiveness

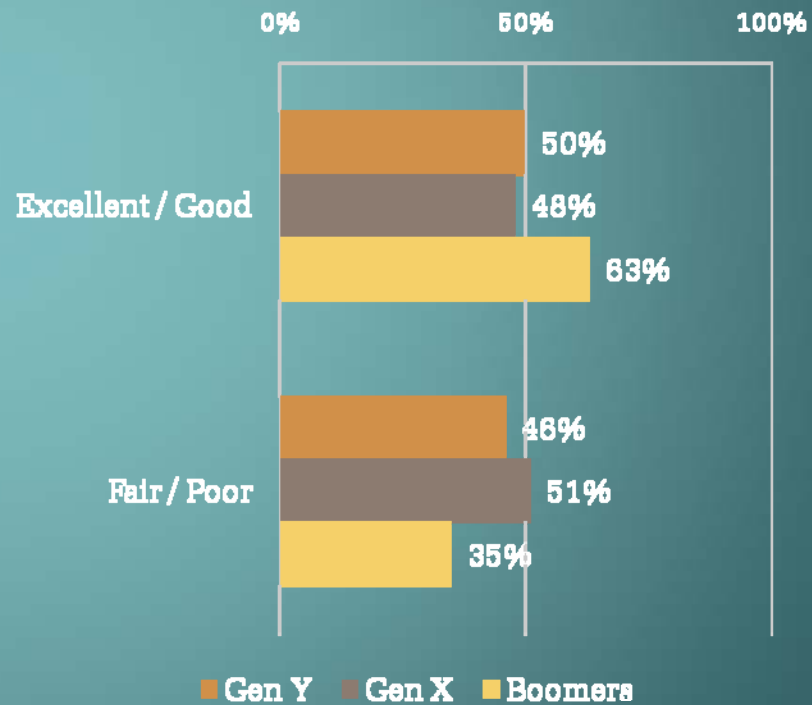
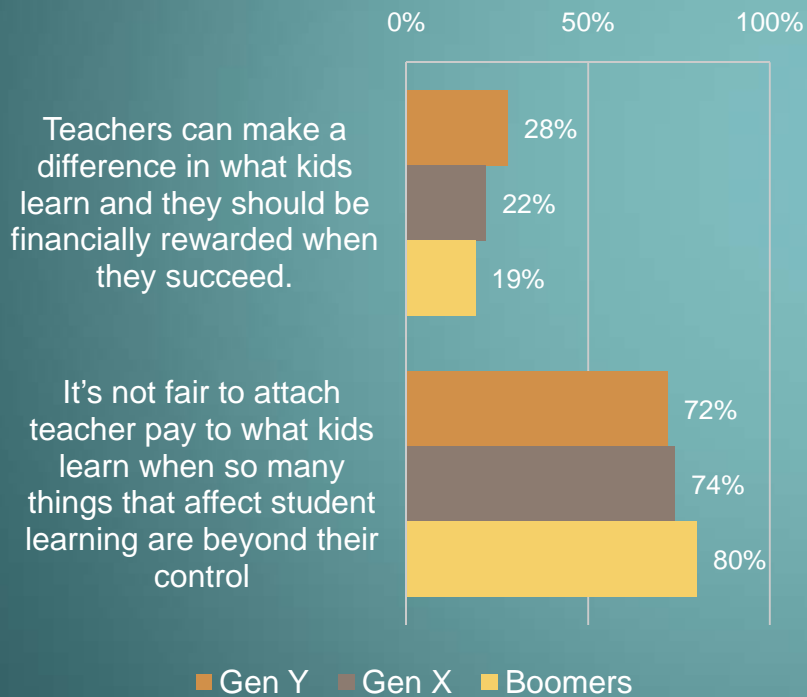
Percent who say tying teacher rewards to their students' performance would be effective in terms of improving teaching:



But Gen Y Teachers Are More Concerned About Basing Pay on Standardized Testing

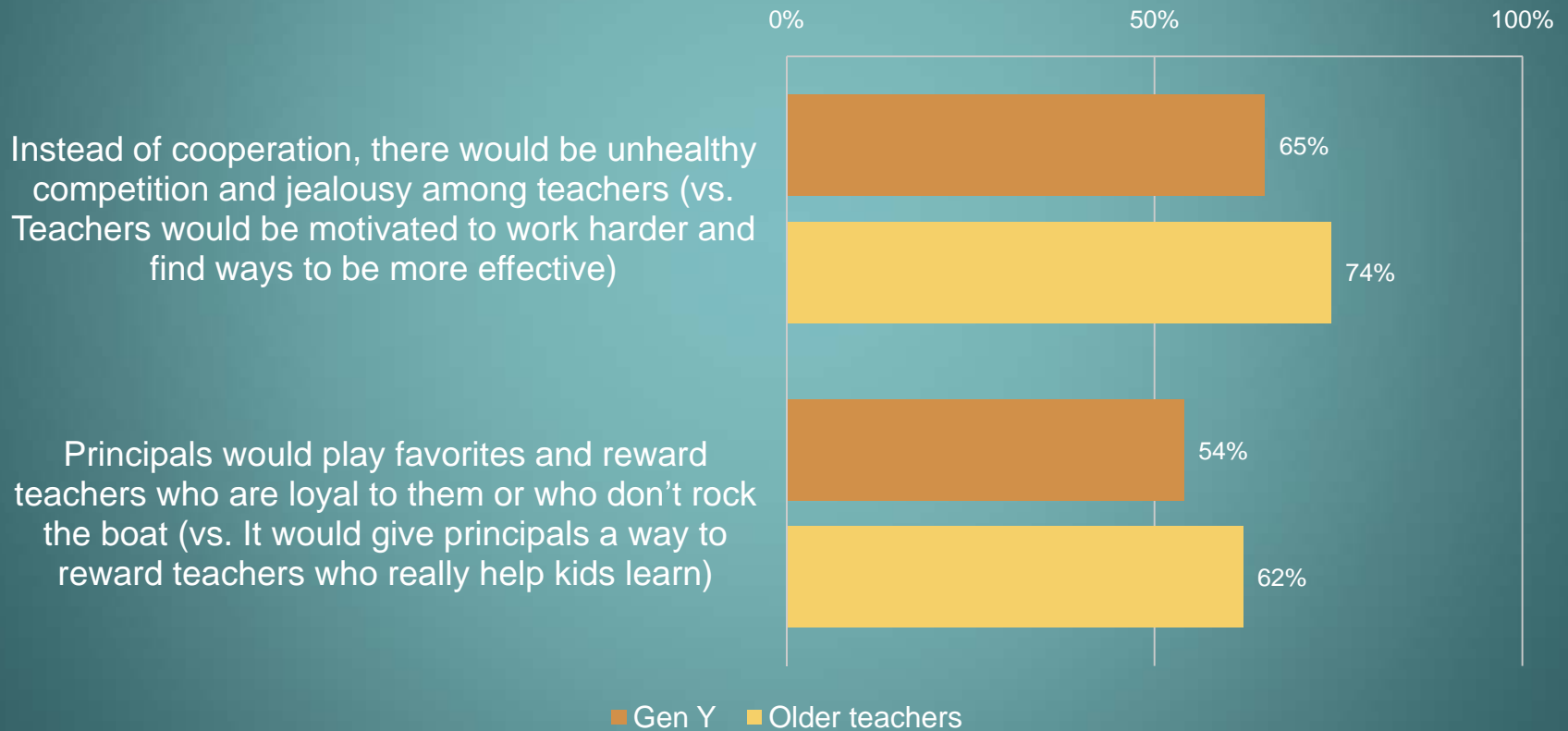
Which comes closer to your view even if neither is exactly right?

Please tell me how well you think students' performance on district standardized tests measures your success as a teacher?



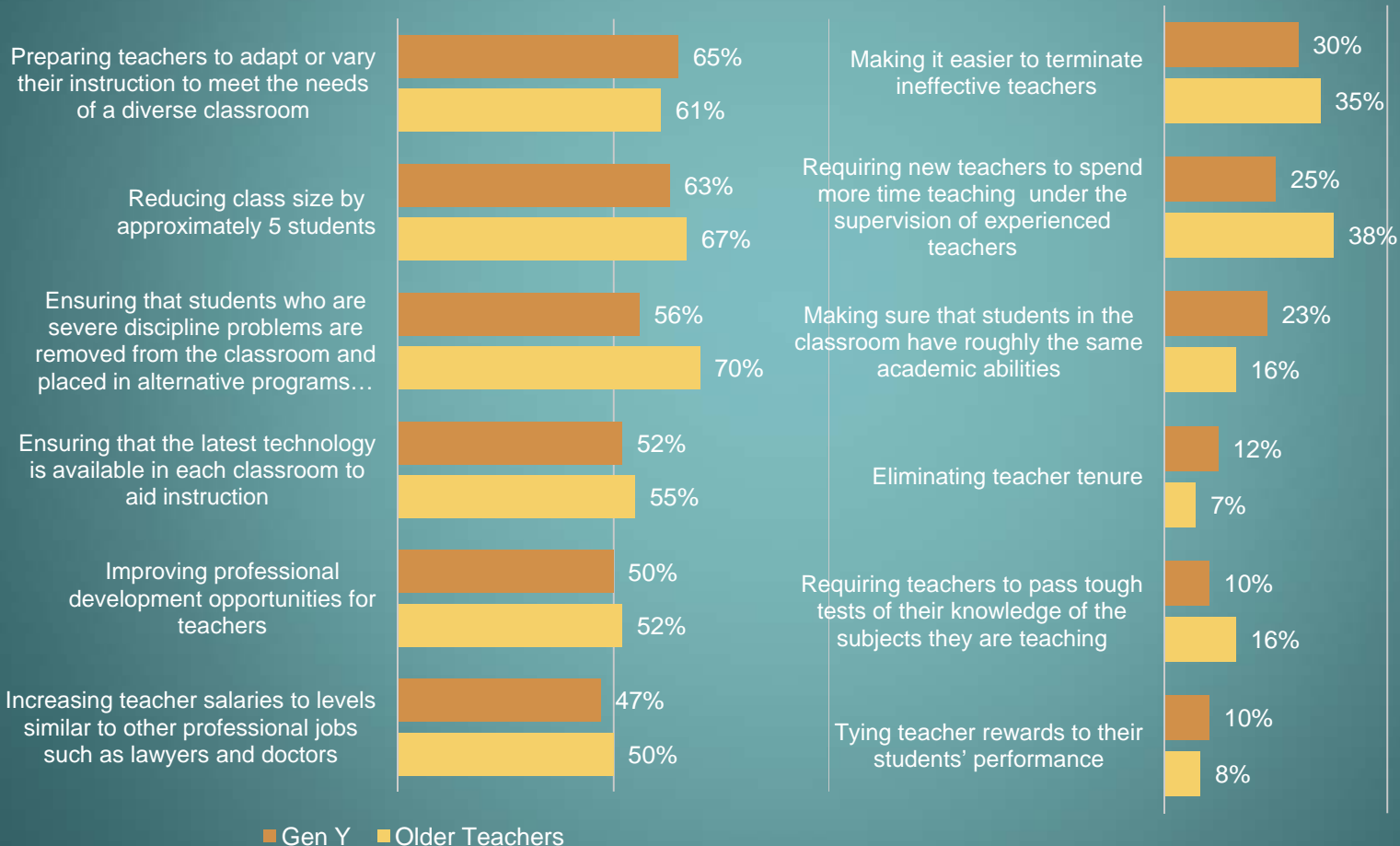
They Also Have Concerns About How it Will Work Out in Their Schools

Percent who say that if performance based compensation was implemented in their school:



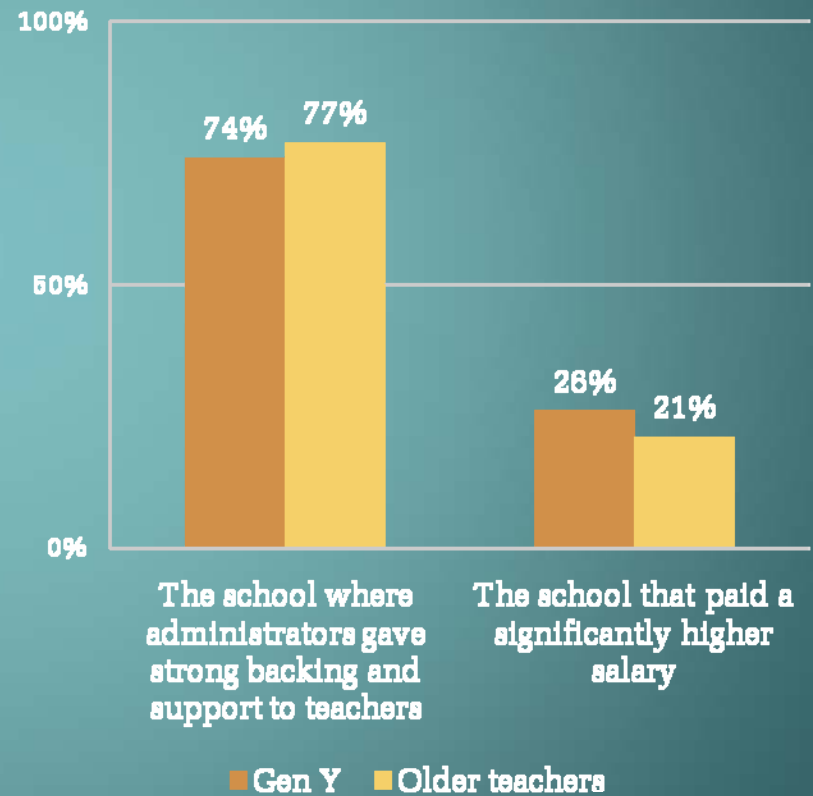
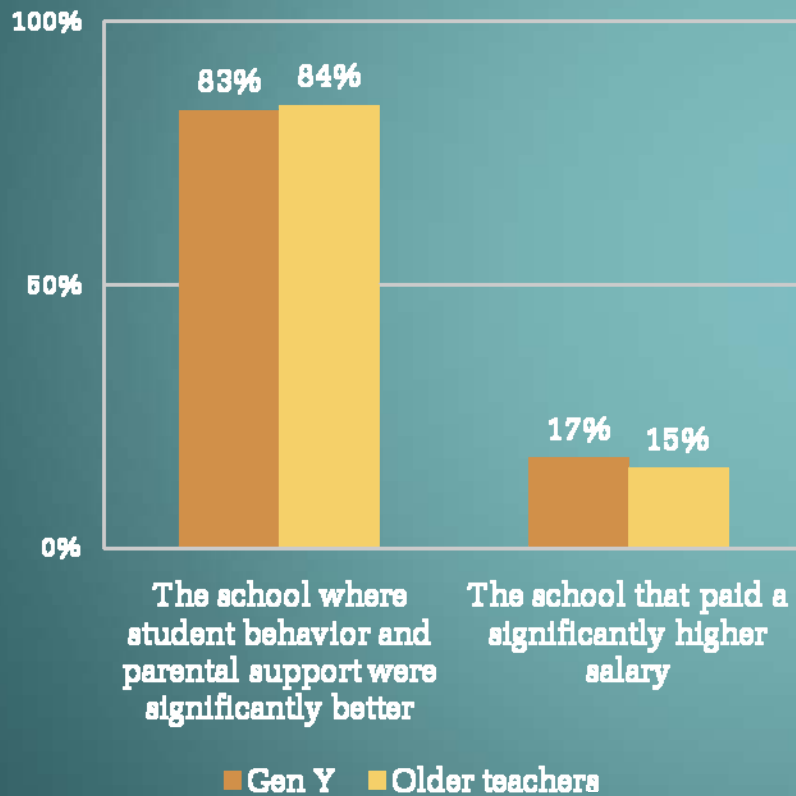
Teachers of All Ages See Other Issues as More Important

Proposals that would be “very effective” to improve teaching:



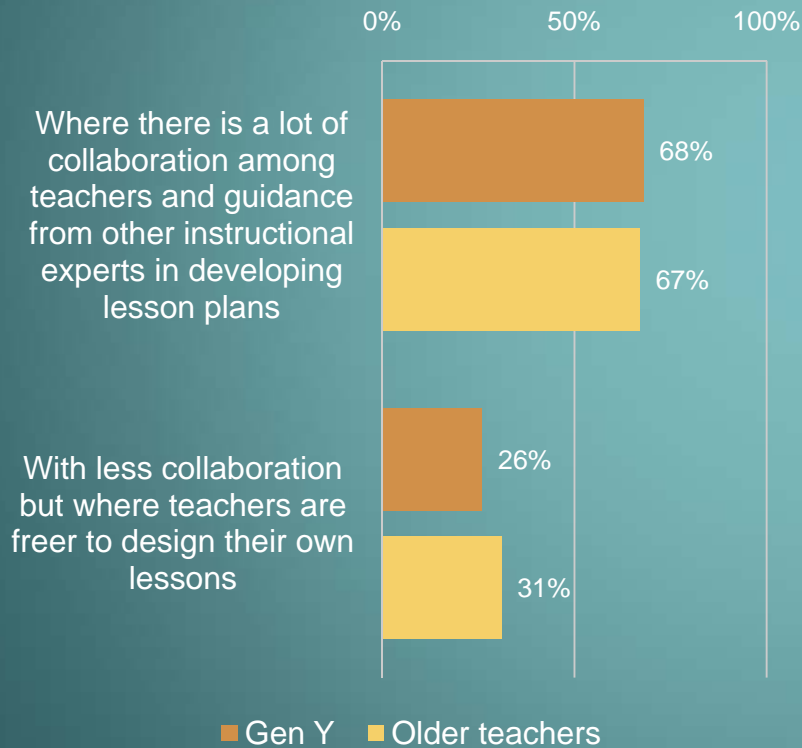
Teachers Value Good Working Conditions More Than Extra Money

Given a choice between two schools in otherwise identical districts, which would you prefer to work in:

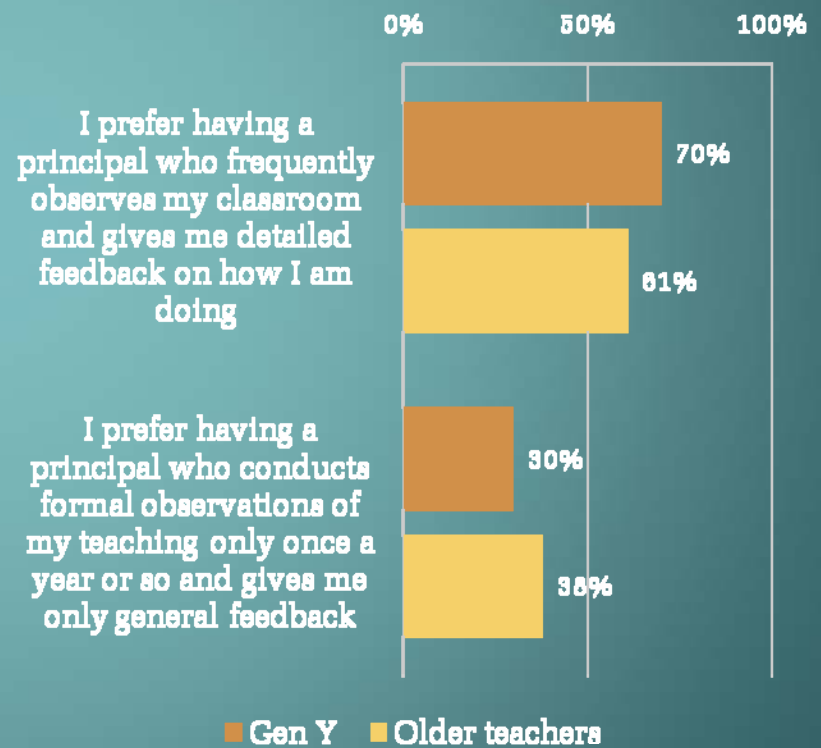


Most Teachers Are Seeking More Collaboration and Feedback

If you were considering transferring to a different school in your district, would you prefer a school:



Which comes closer to your view even if neither is exactly right?



Planning, Communications and Engagement Are Crucial

- Gen Y: Idealistic; many envision a future in education beyond the classroom. Are we ready to build on that?
- Most teachers of all ages are receptive to many forms of incentive pay, but it's not their top priority. Have we engaged teachers in the overall plan?
- Most teachers worry about implementation. Leadership counts!
- For teachers of all ages: One memo won't do it.

PUBLIC AGENDA

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**For complete survey details visit: www.publicagenda.org/pages/teaching-for-a-living.
Contact Amber Ott at aott@publicagenda.org with questions.**