



ALBERT SHANKER INSTITUTE
THE GOOD SCHOOLS SEMINARS
II. DEVELOPING THE TEACHING CORPS WE NEED
January 29-30, 2008

PRESENTERS

Eugenia Kemble

Eugenia Kemble is Executive Director of the Albert Shanker Institute. During the course of a long career in the labor movement, Kemble served as special assistant to the late Albert Shanker, a director of the AFT's Educational Issues Department, and Executive Director of the AFL-CIO's Free Trade Union Institute (FTUI), which supported unions struggling for democracy around the world, most notably Solidarity in Poland. Leading up to her service with FTUI, she was AFL-CIO's representative with the Democracy Program, a coalition effort including the Republican Party, Democratic Party, U.S. Chambers of Commerce and the AFL-CIO, that recommended the creation of the National Endowment for Democracy. In 1998-99 she organized the start-up of the Albert Shanker Institute.

Session I: *Teacher Working Conditions and Student Learning*

Eric Hirsch

Eric Hirsch is Director of Special Projects at the New Teacher Center, University of California at Santa Cruz. The Center is a national organization committed to improving student learning by supporting the development of an inspired, dedicated and highly qualified teaching force. Hirsch has also served as Executive Director of the Center for Teaching Quality and of the Colorado-focused, Alliance for Quality Teaching. He was formerly the Education Program Manager at the National Conference of State Legislatures (NCSL). His work is largely focused on better understanding and improving teaching and learning conditions, recruiting and retaining teachers, and alternative compensation. He has worked with and testified before legislatures and policymakers in more than 30 states and presented at numerous conferences on issues of teaching quality and governance. Hirsch has authored more than 50 articles, reports, book chapters and policy briefs published by groups such as NCSL, the National Governors Association, the Association of Supervision and Curriculum Development, and the U.S. Department of Education,

Toni Cortese

Antonia (Toni) Cortese, Executive Vice President of the American Federation of Teachers (AFT), is a former officer of the New York State United Teachers (NYSUT). She was elected NYSUT Second Vice President in 1973, a position she held until 1985, when she was elected First Vice President. Cortese has served on the executive committee and as a member of the National Board for Professional Teaching Standards, which develops and administers assessments leading to the certification of accomplished teachers. She was appointed by the U.S. Department of Education to serve on the National Assessment Governing Board, which is responsible for the National Assessment of Educational Progress (NAEP). A Vice President of the national AFT for many years, she also serves as an AFT representative to the Learning First Alliance, a national coalition of major education organizations

Session II: *Teachers Need To Know What Student Curriculum They Are Expected To Teach*

Edward J. McElroy

Edward J McElroy was elected President of the American Federation of Teachers (AFT) in 2004, having served as the Secretary-Treasurer since 1992 and as an AFT vice president since 1974. As president of the Warwick Teachers Union and later as a state president of the Rhode Island AFL-CIO, he has been a leader in cementing teacher union ties to others within the labor movement. McElroy is also an expert on educational and health care issues, as well as labor organization and finance. He sits on numerous boards, councils and committees, including the AFL-CIO

Executive Council. He also serves as Chairman of the General Board of the Dept. for Professional Employees, AFL-CIO.

William H. Schmidt

William H. Schmidt is University Distinguished Professor at Michigan State University (MSU) and is currently Co-Director of the Education Policy Center, Co-Director of the US-China Center for Research and Co-Director of the NSF PROM/SE project. He holds faculty appointments in the MSU Dept. of Educational Psychology and the Dept. of Statistics. Schmidt has served as National Research Coordinator and Executive Director of the U.S. National Center for Education Statistics, which supervised U.S. participation in the IEA-sponsored Third International Mathematics and Science Study (TIMSS). Dr. Schmidt has published in numerous journals including the *Journal of the American Statistical Association*, *Journal of Educational Statistics*, and the *Journal of Educational Measurement*. He has co-authored seven books including *Why Schools Matter*. His current writing and research focuses on issues of academic content in K-12 schooling, assessment theory and the effects of curriculum on academic achievement. He also studies educational policy related to mathematics and science, and testing in general. Schmidt was awarded the Honorary Doctorate Degree at Concordia University in 1997 and received the 1998 Willard Jacobson Lectureship from The New York Academy of Sciences and was recently elected to the National Academy of Education.

Rudy Crew

Dr. Rudolph F. (Rudy) Crew has been Superintendent of Miami-Dade County Public Schools, the nation's fourth-largest school district, since 2004. Crew's three priorities for Miami-Dade are: eliminating low-performing schools, increasing academic achievement for all students, and bringing cost-efficiency to the district's construction and business practices. Crew is a lifelong educator whose career arc has reached from the classroom to the chancellorship of New York City Public Schools, the nation's largest school district, where he served from 1995-1999. Crew also served as Director of District Reform Initiatives at the Stupski Foundation, a private philanthropic foundation created to support the improvement of public education. He also served as Executive Director of the Institute for K-12 Leadership (a partnership of the University of Washington and WestEd, a national nonprofit research and service agency). Crew serves on numerous boards and is the recipient of many awards, including the NAACP Educational Leadership Award, the Arthur Ashe Leadership Award, and the Association of California School Administrators' 'Administrator of the Year' Award.

Session III: What Does the Research Say About New Teacher Supports?

Susan Moore Johnson

Susan Moore Johnson is Director and Principal Investigator, Project on the Next Generation of Teachers, Harvard Graduate School of Education and Carl H. Pforzheimer, Jr. Professor of Teaching and Learning. Johnson teaches and studies teacher policy, organizational change, and administrative practice. A former high school teacher and administrator, she has a continuing research interest in the work of teachers and the reform of schools. She has studied the leadership of superintendents, the effects of collective bargaining on schools, the use of incentive pay plans for teachers, and the school as a context for adult work. From 1993-1999, Johnson served as Academic Dean of the Harvard Graduate School of Education. She is the author of many published articles and four books: *Teacher Unions in Schools*, *Teachers at Work*, *Leading to Change: The Challenge of the New Superintendency*, and *Finders and Keepers: Helping New Teachers Survive and Thrive in Our Schools*. Johnson is a member of the National Academy of Education.

Randi Weingarten

Randi Weingarten is president of the United Federation of Teachers, representing more than 160,000 active and retired educators in the New York City public school system. She also heads the city Municipal Labor Committee, an umbrella organization for 100-plus city unions. From 1986 to 1998, Weingarten served as counsel to UFT President Sandra Feldman, taking a lead role in contract negotiations and enforcement and in lawsuits in which the union fought for adequate school funding and building conditions. She assumed the UFT presidency in 1998 after Feldman became president of the AFT. She was elected to her first full term the following year and re-elected three times since. Under Weingarten's leadership, salaries of UFT-represented public school employees have increased by 43 percent. Weingarten sees her role as an advocate for students as well as union members. Her passion as

leader of America's largest union local is to make every school a place where parents want to send their children and educators want to work. Weingarten holds degrees from Cornell University and the Cardozo School of Law.

Gary Smuts

Dr. Gary Smuts became the Superintendent of ABC Unified School District in July 2005. Previously he served as the district's Deputy Superintendent, Assistant Superintendent for Fiscal Services, Director of Schools for ABC's thirty schools and Director of Curriculum and Instruction. Smuts began his career in public education as a history teacher, became chair of the dept. of social studies and the American Federation of Teachers' (AFT) secondary representative on the union's bargaining team. He later became an Assistant Principal at Gahr High School and Principal at Cerritos High School where he received the Distinguished High School award.

Session IV: *Peer Assistance and Review: Pitfalls and Promise*

Toks Fashola

Olatokunbo S. (Toks) Fashola, Senior Research Fellow at the Optimal Solutions Group, is former Senior Research Scientist with the American Institutes for Research, and former Research Director of the Comprehensive School Reform Center. Her research interests include reading, language development, emergent literacy, bilingual education, after-school programs, school wide reform, dropout prevention, program evaluation, and educational policy issues. Fashola, who is also an Adjunct Research Scientist with Johns Hopkins University, authored and co-authored numerous articles, chapters, and reports on topics such as *Show Me the Evidence! Proven and Promising Programs for America's Schools*; *Review of Extended-Day and After-School Programs and their Effectiveness*; *Building Effective After-School Programs*; *Effective Programs for Latino Students*; and *Educating African American Males: Voices From the Field*.

Dal Lawrence

Dal Lawrence was President of the Toledo Federation of Teachers (TFT) from 1966-1996. As TFT President, he created the Toledo Plan, the nation's first peer review teacher evaluation system, which was implemented in 1981. The Toledo Plan won the 2001 'Innovations in American' Government competition co-sponsored by the Ford Foundation and Harvard's Kennedy School of Government. Lawrence also served as a Vice President of the American Federation of Teachers from 1988-1996, and was President of the Toledo Area AFL-CIO Council from 1993-1998. Lawrence is currently a consultant to unions and superintendents on teacher quality issues and is a founding member of the Teacher Union Reform Network (TURN).

Dennis Kelly

Dennis Kelly is President of the United Educators of San Francisco, a merged local union affiliated with both the American Federation of Teachers (AFT) and the National Education Association (NEA). He currently teaches high school English, and is the head of the English Department. He is a member of the Executive Committee of the San Francisco Labor Council, a delegate to the California Teachers Association State Council, a Member of the Executive Board of United Educators of San Francisco and sits on the AFT's Program and Policy Council.

Session V: *Grounding Professional Development in the Work of Schools and Specific Student Learning Goals*

Fritz Mosher

Frederic A. (Fritz) Mosher is a retired foundation officer (36 years at Carnegie Corporation of New York) and is currently a Senior Consultant to the Consortium for Policy Research in Education (CPRE), based at Teachers College, Columbia University in New York City. He is a social/cognitive psychologist by training, and, by choice, an advocate for sensible approaches to helping schools learn how to enable their students to succeed.

Dan Valdez

Dan Valdez is the Deputy Superintendent of Hillsborough County Public Schools and its Chief Human Resources Officer. Previously he was Assistant Superintendent for Human Resources, a Social Studies Teacher, an administrator at East Bay, Chamberlain, and Gaither High Schools, and a Director of Adult and Community

Education. Valdez has served as Vice Chairman and Chairman of Florida's Correctional Education School Authority for four years.

Gilda Galassi

Gilda Galassi has been Literacy Coach at P.S. 108K since 2003. She began her teaching career as a second-grade teacher at Our Lady of Fatima in Jackson Heights, NY, but soon accepted a position as a 1st grade teacher at P.S. 108K. From 1983 to 2003, Galassi's experience included stints as a classroom teacher in grades 1-5, as well as in the science cluster and ELA support cluster. Galassi received her undergraduate degree in education and her masters in reading at Queens College, Flushing, New York.

Constance Hahn

Constance Hahn has been the principal of PS 108K, District 19, a K-5 elementary school in the East New York section of Brooklyn, for five years. She began her career as a teacher in District 19 and was an assistant principal for a District 19 'Schools under Registration Review' (SURR) elementary school for four years. Hahn was a staff developer before becoming a District 19 Staff Developer and Facilitator for elementary and middle schools. She earned her bachelor's and master's degrees at Queens College and participated in the New York City Department of Education's 'Aspiring Leaders Program' at Baruch College to earn her Administration license.

Martin Kellerman

Martin Kellerman has been a 1st, 4th, and 5th grade classroom teacher; a Health/Family Living cluster teacher; and a Math Activities cluster teacher, all in the East New York neighborhood of Brooklyn. He has been the UFT Chapter Chair of P.S. 108K since 1999, following four years as the delegate. Kellerman received his B.S. from Fairleigh Dickinson University, Madison, N.J. and his M.Ed. from Boston State College (now University of Massachusetts, Boston).

Wrap-up

Nat LaCour

Nat LaCour is the Secretary-Treasurer of the American Federation of Teachers (AFT). As Secretary-Treasurer, LaCour is responsible for the AFT's financial oversight and operations. He previously served as the union's Executive Vice President. He also serves on the AFL-CIO Executive Council. A former AFT Vice President, LaCour also served as President of the United Teachers of New Orleans (UTNO), an AFT affiliate. Under LaCour's leadership, UTNO membership grew to include more than 90 percent of the teachers, paraprofessionals and clerical staff in the school district. In 1974, with no state public employee collective bargaining law, UTNO nonetheless became the first teachers' union in the Deep South to obtain a collective bargaining agreement with a local school district. LaCour is a founding member of the National Board for Professional Teaching Standards and serves on a number of other boards, including the Amalgamated Bank of Chicago, the Albert Shanker Institute, the National Democratic Institute, the A. Philip Randolph Institute, and the Coalition of Black Trade Unionists. He has served on the Boards of the Learning First Alliance, Education Quality Institute, and the Thurgood Marshall Scholarship Fund. In 2006, LaCour was awarded the prestigious Ellis Island Medal of Honor, which is given to American citizens who have distinguished themselves within their specific ethnic groups.