

Get Real:


Designing Teacher Preparation Programs for the Realities of Teaching

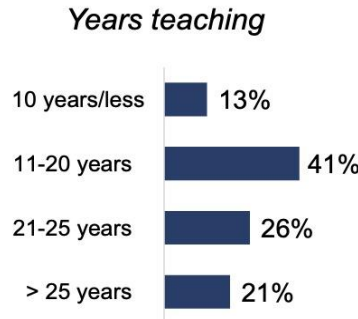
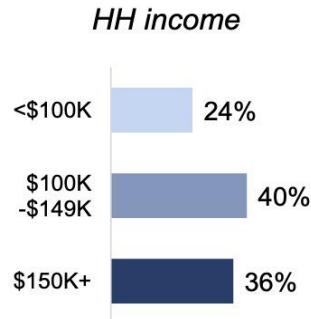
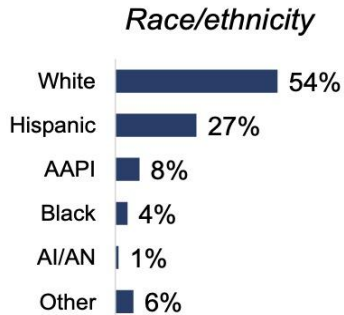
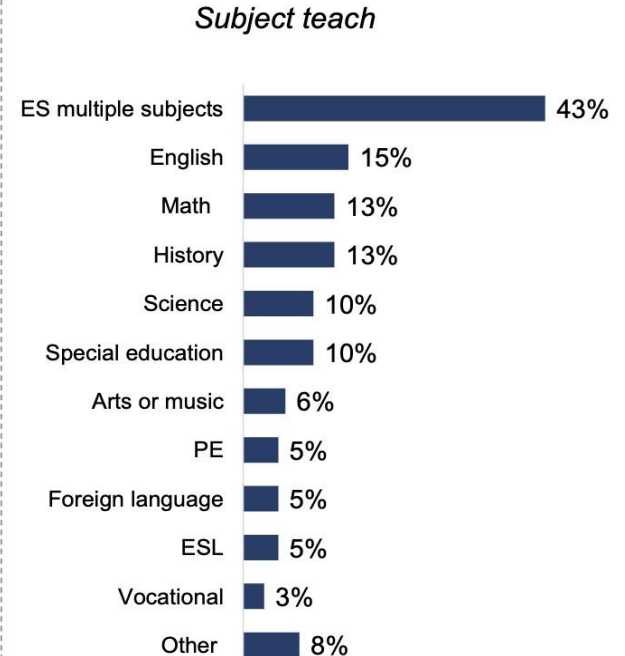
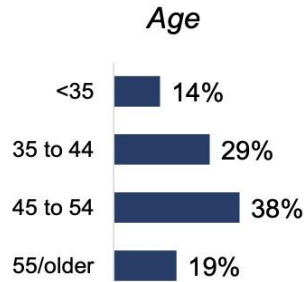
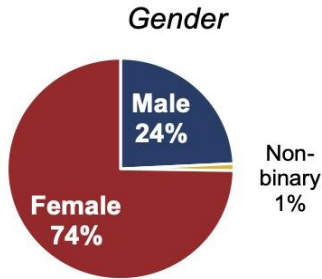


Prepared for
CA
Residency
Lab
Symposium

**Kai
Mathews,
PhD**

Methodology and Profile of Survey Respondents


 Online survey of **4,632 teachers** who are members of the California Teachers Association (credibility interval = +/- 1.5%)
 Conducted May 24 to June 6, 2022





What in your preparation program could have helped better prepare you for your teaching assignment?

Co-Teaching

- ✓ Increased Vetting
- ✓ Teacher Autonomy (ability to choose mentor)
- ✓ More Co-Learning
- ✓ Lack of Flexibility
- ✓ More Relevant Matching (Induction)

“ Master teachers or guiding teachers should be reevaluated often. I was assigned to a teacher who almost broke my spirit for becoming a teacher.”

“ I would like to see better trained mentors continue throughout the induction program. Being mentored by a teacher at your school site can mean that you will be groomed to meet a teaching culture that may not be as up to date and research informed as you would wish.”

“ My mentor teacher was not flexible with changes and I had to teach the way he did and use what he used. I have no saying and I had to endure that for a whole school year.”

“ I would recommend making sure that the mentor teachers are not racist or prejudiced before they are selected to be mentors. This means there should be more teachers with a diverse background as well.”

Classroom Management

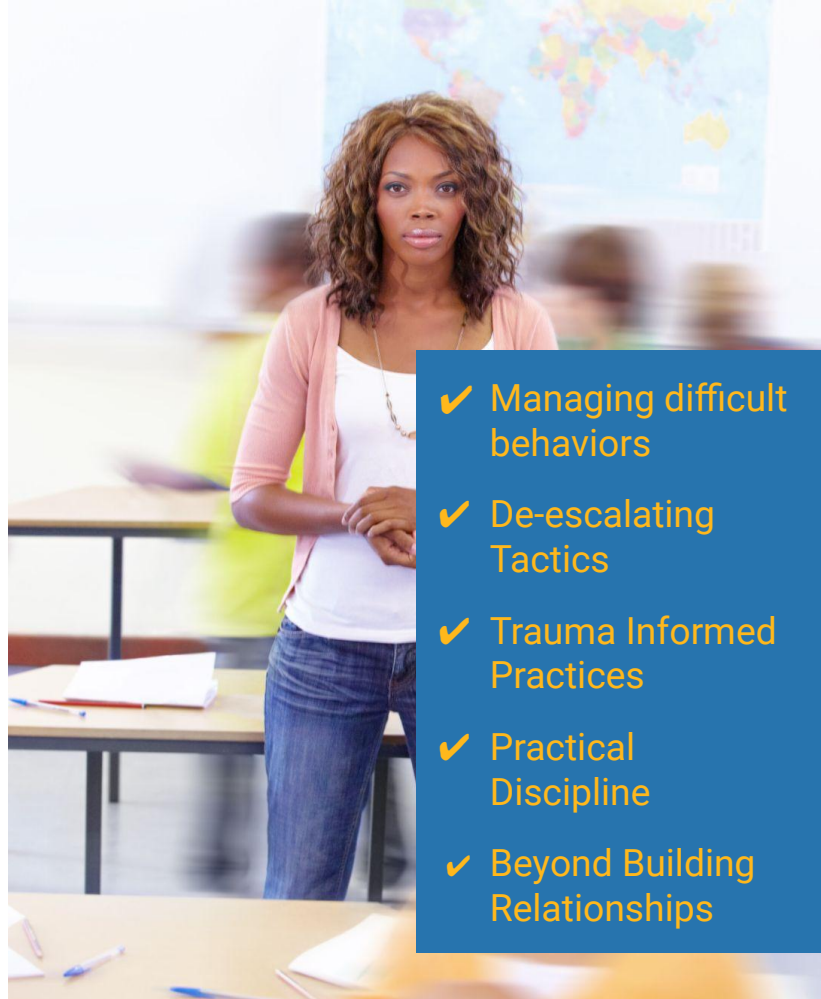
“ How to discipline students and manage behaviors: follow through with consequences, how to handle those conflicts while managing the whole class, how to talk students through conflicts that come up ”

“ More focus on classroom management. Piaget doesn't help when a kid refuses to do anything. ”

“ More support with behavior management - realistic expectations of the behaviors common in schools today. ”

“ How to handle behavior issues (what do you do if a student throws a binder at you? What do you do if a fight breaks out between students in your room?) I know a lot of this is school policy specific, but having some basis would have been immensely helpful. ”

“ I think there should be a whole semester dedicated to this and de-escalating, trauma informed practices ”



- ✓ Managing difficult behaviors
- ✓ De-escalating Tactics
- ✓ Trauma Informed Practices
- ✓ Practical Discipline
- ✓ Beyond Building Relationships

Extra-Curricular Responsibilities

- ✓ Equitable Grading
- ✓ Feedback
- ✓ Phone Calls Home
- ✓ Engaging with Parents
- ✓ Difficult Admin
- ✓ Referrals
- ✓ IEPs
- ✓ Exemplar Paperwork



“ I wish programs had a course of how to learn how to use attendance, use a gradebook, grading categories, class syllabus, how to do phone calls home, write referrals, how a school runs. What to do in our first week of classes, expectations and how they look in the classroom. These are all new coming to the field with no experience other than the theory of practice. ”

“ Teaching us actual real-life information. I.e. grading, communicating with parents, report cards/comments, cumes, etc. ”

“ I never practiced a distrustful parent, or a class of 30+ students. I didn't practice homework creation. It was a complete waste of time. And did not prepare me for my first few years. ”

“ Teach me how to do an IEP, take IEP data, and how to do assessments. ”



Pause. Let's Reflect.

- What areas concerns do you feel your program adequately addresses? **What are you doing well?**
- What areas of concern does your program not adequately address? **Where is there room for growth?**

Teacher as Designer



- ✓ Developing Curriculum
- ✓ Creating Lessons
- ✓ Relevant Assessments
- ✓ Classroom Design
- ✓ Implementation
- ✓ Lesson Exemplars
- ✓ More Practice!!!

“ Actually have us developed a curriculum. A syllabus. Actually teach things that apply to the profession and design the courses so that your first years aren't so tough. ”

“ Unit building and lesson planning in connection with the state standards. ”

“ better curriculum planning support ”

“ Classes that actually teach how to grade, plan lessons, teach, etc. ”

“ Actual practice lesson planning, lesson implementation, and data collecting/analyzing ”

“ Less busy work, more practice. ”

Life - Work Balance

“Tangible strategies to maintain work-life balance [...] more discussions about burn out and teaching long term and how to truly make a 30 year career out of teaching”

“Discussions about how to set boundaries for oneself and leave work at work.”

“A better understanding of how to manage one's time, not just in terms of managing the classroom, but also how to manage the prep time, where to look for resources, and how to properly assess what materials would be most useful to which students.”

“More professors and coaches talking about the reality of the profession, rather than the idealized version. How to balance pushing for change and the idealized version while also learning how to cope with the reality of it day-to-day.”

- ✓ Compassion Fatigue
- ✓ Burnout Prevention
- ✓ Setting Boundaries
- ✓ Organization/Time Management
- ✓ Managing Stress
- ✓ Workload



More Suggestions from the Field



**Course & Classroom
Alignment**
Theory & Practice



Education Law
Students Rights, Teachers
Rights



Special Education
Planning For Neurodiversity



What might we have our students plan, create, practice, model, design, invent, perform or experience to prepare them for the realities of teaching?

Ideating Activity - 10 Mins

- ❖ Go for at least 50 ideas per table
- ❖ One idea per sticky
- ❖ Say idea out loud before sticking it to poster
- ❖ Do not debate or discuss ideas
- ❖ Moonshots Encouraged (Big, bold, ideas)
- ❖ Blend Practice & Theory (i.e. *Mock Equity Centered IEP Meetings, Trauma Informed Self Care Routines*)





Gallery Walk

Let's Debrief

Teachers need preparation that will equip them to handle the realities of the job.

- What ideas do you have for your own program?
- What fierce wonderings are you left with?
- What concerns do you have?
- What hopes do you have?



Thank You For Sharing - Day 2



Please take a moment to share your feedback with us as your feedback is extremely helpful in targeting our supports to meet your needs. Thank you!

<https://bit.ly/TRL-EOY-Day2>