



SYMPOSIUM BREAKOUT SESSION  
MONDAY, OCTOBER 25, 2021 | 2:30-3:30 PM ET

# Upgrading Our Educators' Job Descriptions for Student-Centered Success: Bringing the Portrait of a Future Educator to Life

## PRESENTERS:

- Moderator: Phyllis Lockett, LEAP Innovations
- Peggy Brookins, National Board of Professional Teaching Standards
- Ashley Jarrell, SPEED District 802
- Jilliam Joe, Ph.D., LEAP Innovations
- Katie Speth, Disney II Magnet School



# The Real Solution to Learning Loss: Valuing Teachers and the Teaching Profession

By Torrey Trust and Robert Maloy

Apr 27, 2021



“Even though scholars have repeatedly identified teacher quality as the most influential factor shaping student learning, throughout the COVID-19 pandemic, most schools and districts did not focus on creating better support structures, improving working conditions and increasing professional growth opportunities to motivate teachers to stay.”

# Never has there been more urgency to elevate the future-forward skills, leadership and job satisfaction of our teachers

Existing Teachers



Increase in Demand



Decrease in Supply



National Teaching Shortage

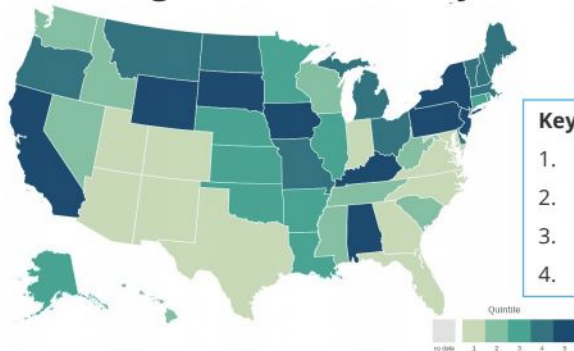
35% drop in teacher education enrollment from '09-'14<sup>13</sup>

16% annual turnover results in a single school building losing on average 3 in 20 teachers annually<sup>14</sup>

110,000 estimated teacher shortage during the '17-'18 school year<sup>15</sup>

**Teaching Shortage Definition:** Inability to staff vacancies at current wages with individuals qualified to teach in the fields needed.<sup>2</sup>

## LPI Teaching Attractiveness by State<sup>16</sup>



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12 | LEAP Innovations Market Assessment

### The teaching shortage does not affect all students equally...

- More acute in **high poverty, high minority schools**
- Higher rates in **urban, public-school districts**
- More turnover in **the south**
- More pronounced for **teachers of color**
- Skewed across **special education and STEM subjects**

**28% of all teachers** and **43% of Black teachers** surveyed in August 2020 said they're **more likely to retire early or leave** the profession.

**Deloitte.**



# Teachers need advanced, future-forward preparation

“The demands in teaching are constantly changing, and teachers need to adapt their knowledge and practice...**We must improve the types and usefulness of the professional supports offered to teachers, to allow them to keep up with advances in research on effective teaching and face the challenges of the job..**”

Emma Garcia (July 2019)

**Economic  
Policy  
Institute**

## What topics do you need more resources or support on?

### ISTE Study

shows that over **65 percent** of novice teachers have **not been prepared to effectively integrate technology** into student learning experiences.

|                           |     |
|---------------------------|-----|
| Online learning           | 77% |
| Blended learning          | 71% |
| Project-based learning    | 63% |
| Digital citizenship       | 61% |
| Equity and inclusion      | 53% |
| Social emotional learning | 52% |
| Empowering learners       | 49% |
| Edtech coaching           | 48% |
| Game-based learning       | 45% |
| Assessment                | 44% |
| Media literacy            | 40% |
| Global collaboration      | 36% |
| Computational thinking    | 35% |
| Student data privacy      | 31% |
| Edtech advocacy           | 27% |
| Interoperability          | 10% |

ISTE November 2020

# The Portrait of a Future Educator™ defines needed attributes to elevate the profession

**LEAP**  
teaching  
framework™  
*for Future Forward Learning*

## Portrait of a Future Educator

*I openly address, champion and infuse **equity, inclusion, and anti-racism** into my practice*

*My practice starts with deep empathy and my commitment to **students as whole human beings***

***My students own** and are excited about their learning, as I facilitate their pathways*

*My teaching **empowers student leadership***

*I use my deep knowledge of data to **equitably understand what my students know and can do***

*My instruction and learning experiences are **powered by exciting new technologies***

*It's my priority to **enable learning experiences everywhere** - that foster new relationships and opportunities for all my students*

# The LEAP Teaching Framework

*Components, Core Principles and Competencies*



## *Establishing Positive Relationships*

### **Core Principles**

Equity Commitment  
Whole-child Commitment



### **Competencies**

Equity Consciousness  
Interpersonal Awareness  
Interpersonal Competence  
Relational Competence



## *Empowering Student Agency*

### **Core Principles**

Students as  
Owners of Learning



### **Competencies**

Agency-orientation  
Self-Awareness  
Self-Management  
Student Directed Learning



## *Enabling Mastery Demonstration*

### **Core Principles**

Assessment & Data Literacy  
Competency-based Learning  
Digital Fluency



### **Competencies**

Assessment Literacy  
Assessment & Feedback  
Coherence  
Instructional Agility  
Relevant & Contextualized Instruction  
Scaffolding  
Student Directed Learning  
Data Literacy  
Tech Literacy  
Tech Fluency



## *Embracing Borderless Learning*

### **Core Principles**

Connected Learning  
Beyond Classrooms



### **Competencies**

Reflection  
Social Capital Development  
Teamwork





<https://vimeo.com/377841543>

The background of the entire image is a collage of various photographs from the Aurora Institute Symposium 2019. The photos show people in various settings: some are speaking at podiums, some are in small group discussions, some are in larger group photos, and some are in video call windows. The collage is overlaid with a semi-transparent blue filter. The Aurora Institute logo, featuring a stylized star and the word 'AURORA', is visible in the top left corner of the collage.

# AURORA INSTITUTE *Symposium*

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OCTOBER 25-27, 2021 | VIRTUAL

*“Leading Competency-Based Education Redesign”*

Thank you for joining us!

**Share Your Thoughts.**

Participate in our one-minute poll (link in chat box).