

You'll Never Be Better Than Your Teachers

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American Institutes for Research

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Data Sources

Interviews

- District leaders
- School leaders
- Union representatives

Focus groups

- Teachers
- Teachers on Special Assignment

Document Review

Teachers as Lynchpins to Success

Why Teachers?

- Robust research base
- Demands presented by the Common Core
- Policy dialogue

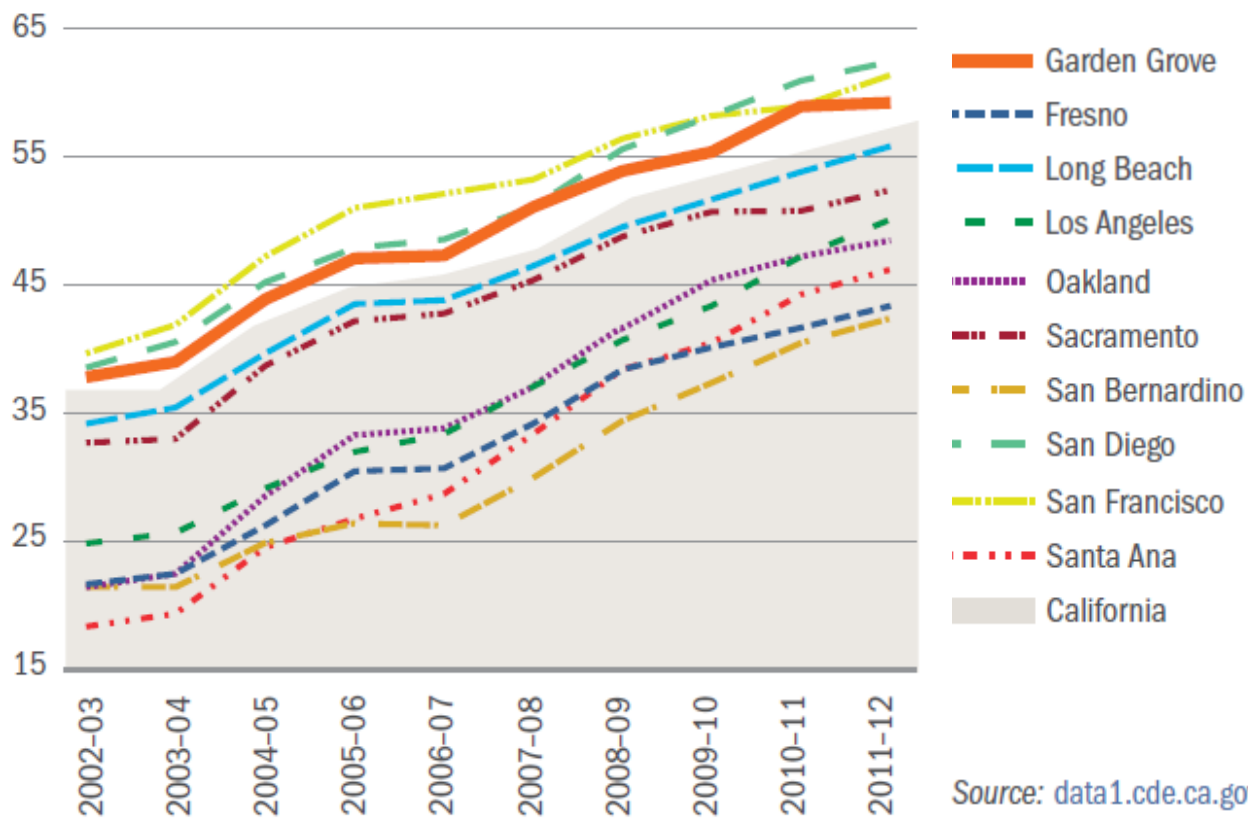
Garden Grove: A Case Study

Why Garden Grove?

- Winner of the 2004 Broad Prize
- History of achievement growth

Garden Grove Student Performance

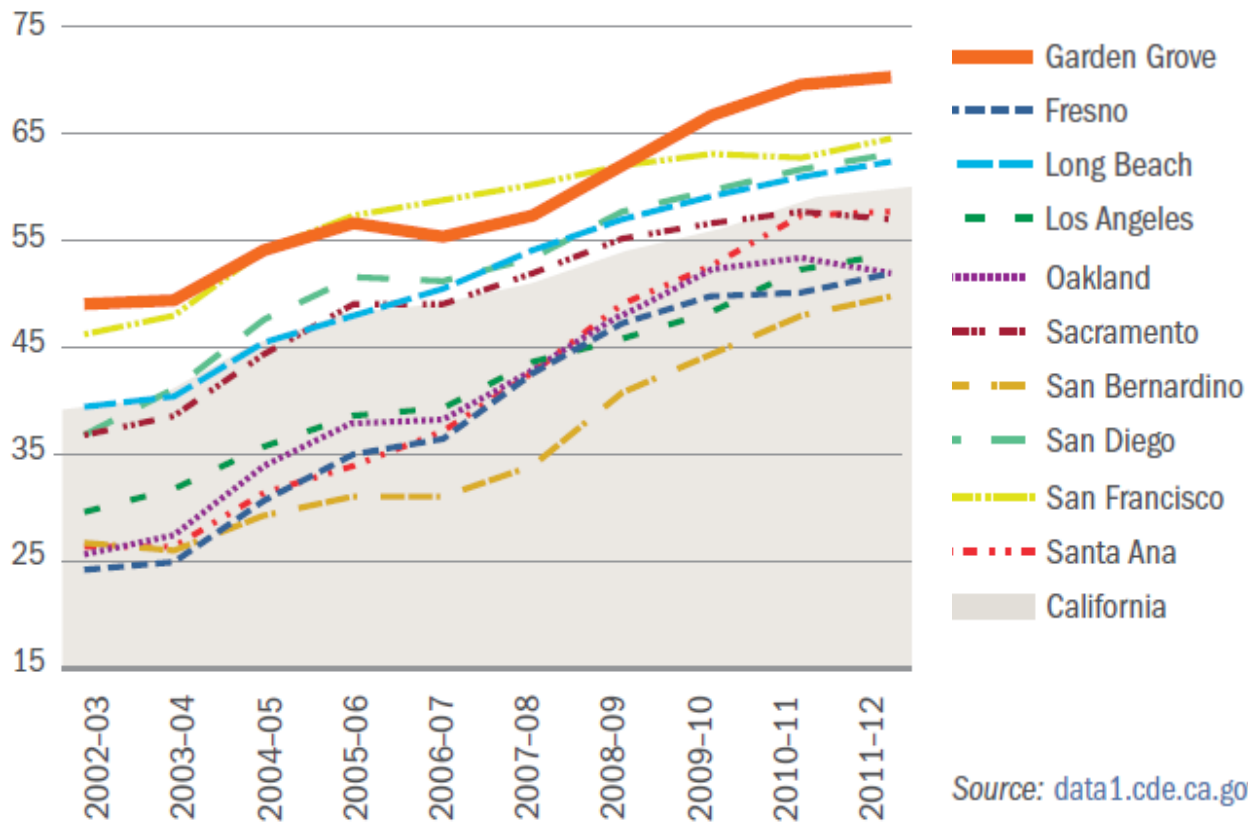
CA District ELA Proficiency Rates



Source: data1.cde.ca.gov

Garden Grove Student Performance

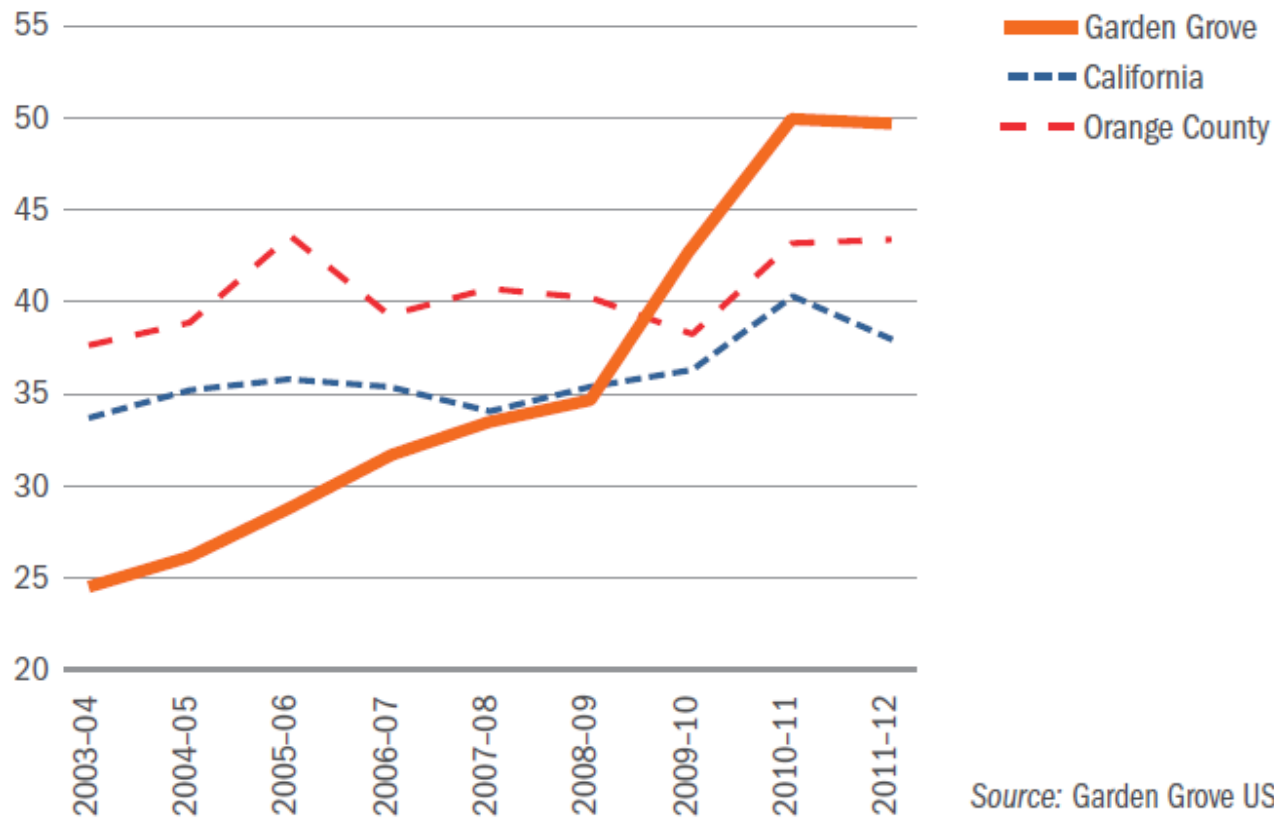
CA District Mathematics Proficiency Rates



Source: data1.cde.ca.gov

Garden Grove Student Performance

District, State, and County A-G Completion Rates



Source: Garden Grove USD

Garden Grove: A Case Study

Why Garden Grove?

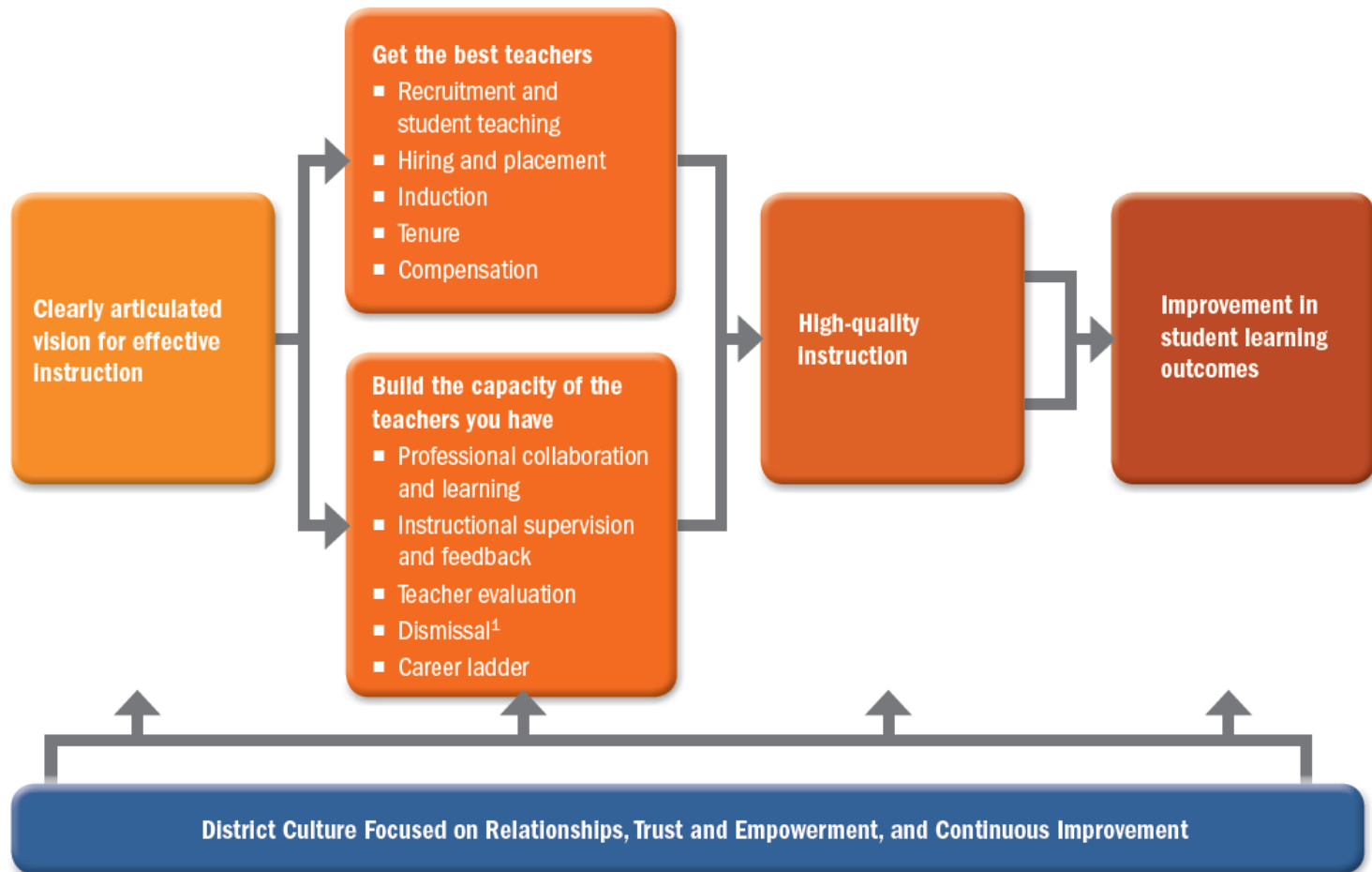
- Winner of the 2004 Broad Prize
- History of achievement growth
- Reputation among peer districts
- All while serving a disadvantaged student population

Garden Grove Demographics

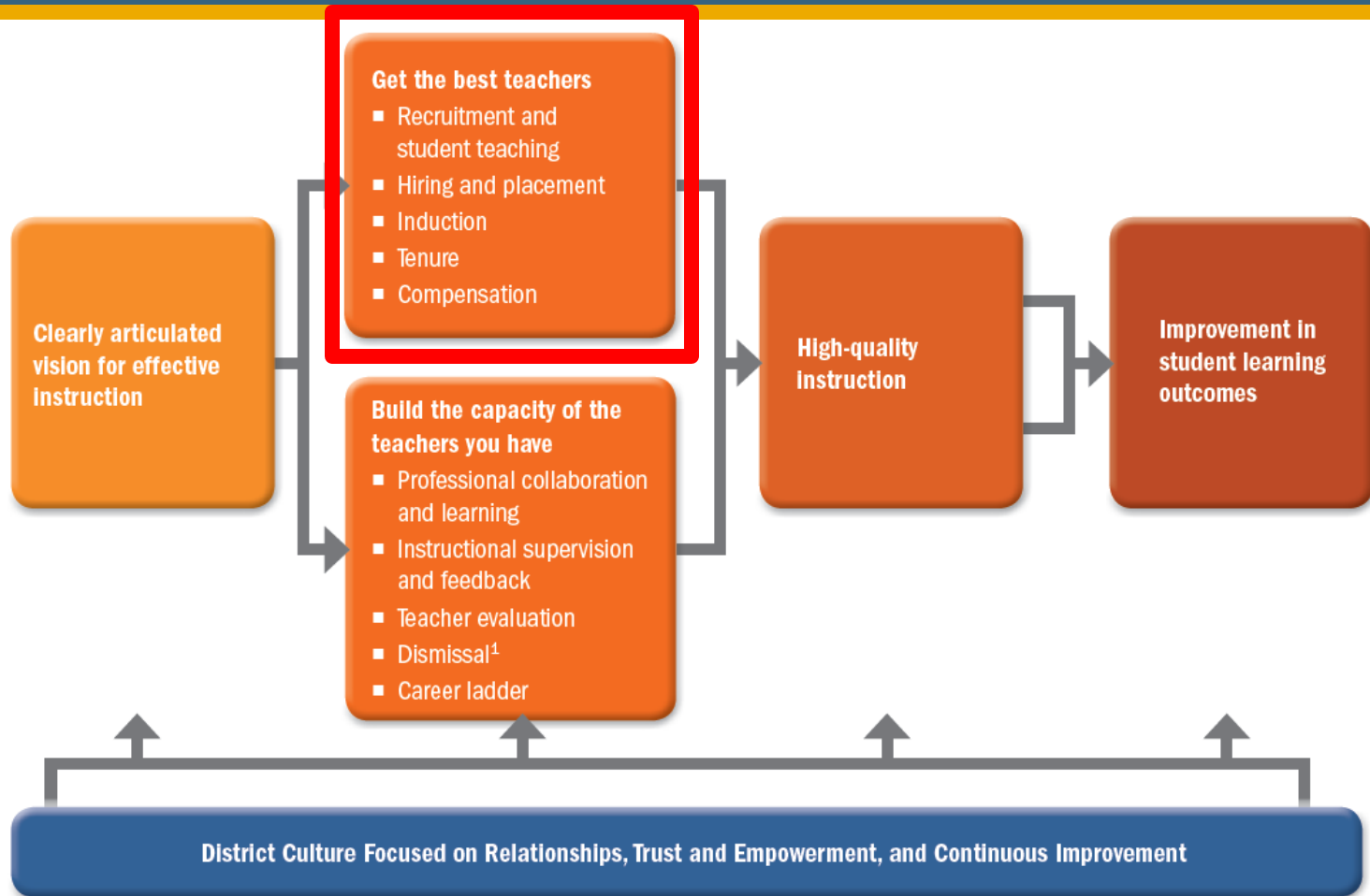
	Garden Grove USD	California
Total Enrollment	47,599	6,226,989
Hispanic or Latino	53.5%	52.7%
Asian	32.9%	8.6%
Filipino	1.2%	2.5%
African American	0.8%	6.3%
White	9.9%	25.5%
Other	1.6%	4.2%
English Learners	39.5%	21.6%
Special Education	10.7%	11.2%
Socioeconomically Disadvantaged	71.5%	55.8%

Source: dq.cde.ca.gov

Two Approaches to Success



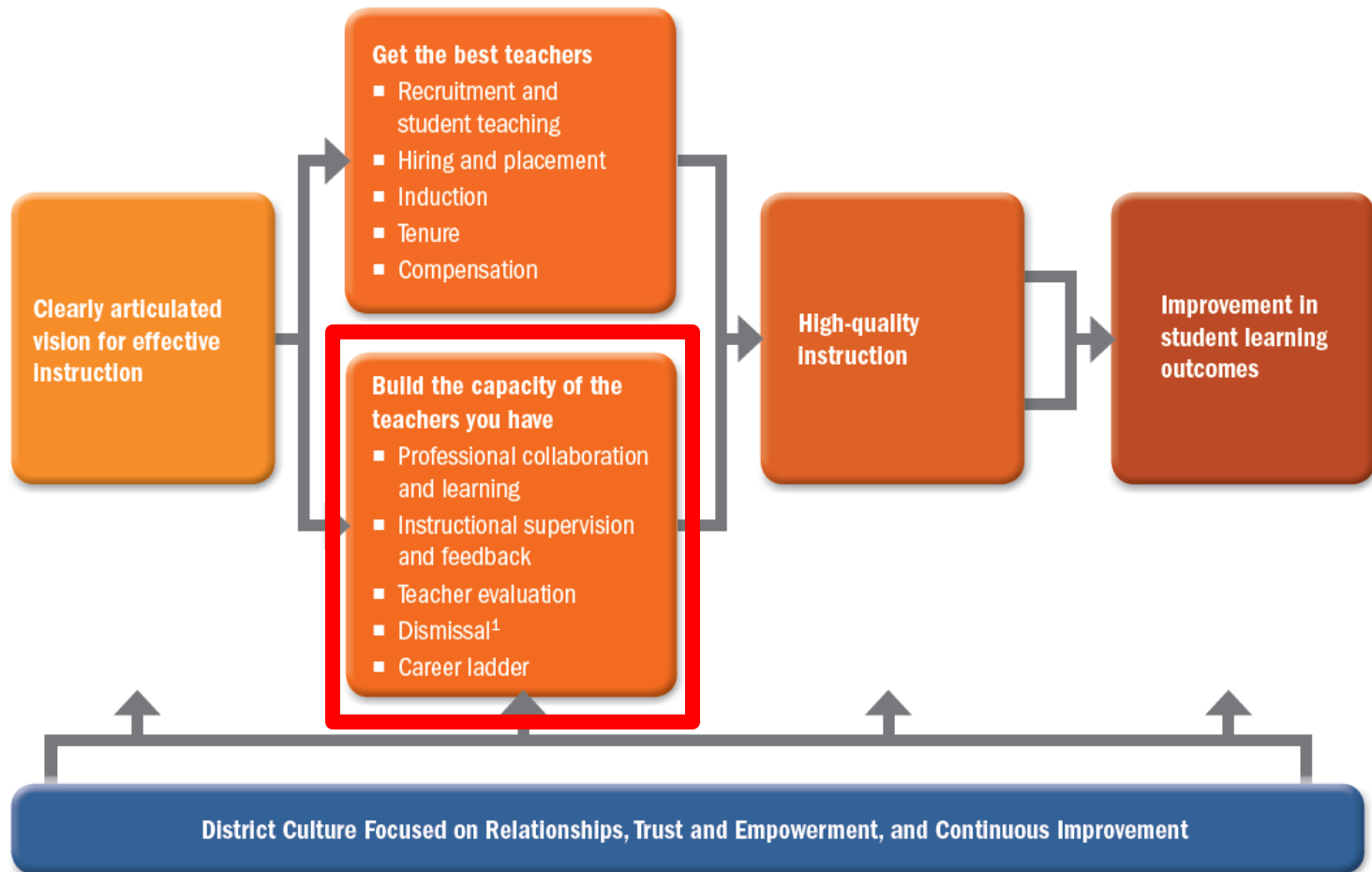
Two Approaches to Success



Approach 1: Get the Best Teachers

- Recruitment and Student Teaching
- Hiring and Placement
- Induction
- Tenure
- Compensation

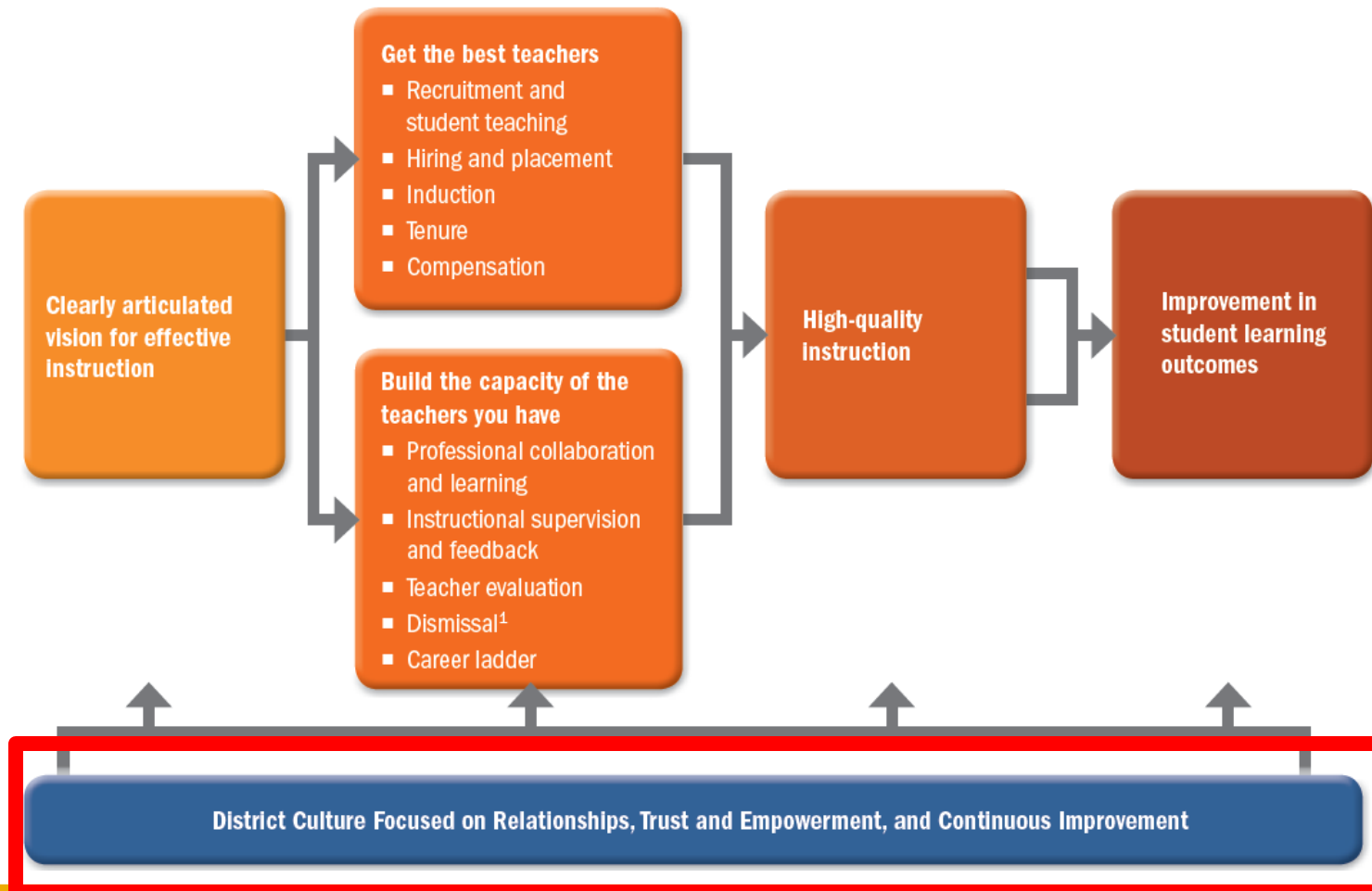
Two Approaches to Success



Approach 2: Build Teacher Capacity

- Professional Collaboration and Learning
- Instructional Supervision and Feedback
- Teacher Evaluation
- Dismissal
- Career Ladder

Two Approaches to Success



Context: District Culture

- Centrality of students and teachers
- Coherence
- Emphasis on relationships
- Central office service mentality
- Trust and empowerment
- Orientation toward continuous improvement

Contact Information

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