

CREATING SUSTAINABLE TEACHER CAREER PATHWAYS: A 21ST CENTURY IMPERATIVE



National Network of State Teachers of the Year

In 2015 the National Network of State Teachers of the Year (NNSTOY) released a report entitled **Creating Sustainable Teacher Career Pathways: A 21st Century Imperative**. The report highlights the need for new pathways for teachers to advance professionally and play new roles in distributed leadership teams and in building collaborative teams of teachers. NNSTOY interviewed leaders at NIET about the lessons learned through NIET's work with schools, districts and states.

The report calls for a new teacher career structure that promotes high levels of teacher collaboration and strong professional communities. Further, the report explains these structures are critical to address the challenges of educating all students at high levels to meet the needs of an increasingly globalized economy. The report also states, "We need people who have expertise beyond manipulating information and data, but who can also think creatively and conceptually,

recognize patterns and make meaning as well as interact with symbols like data, words and visual representations. In that new world, employers will value the ability to collaborate, think critically and creatively, and work in teams."

The TAP System is highlighted within the report as an exemplary initiative empowering teachers to develop creative solutions with their colleagues, facilitating teachers working together to problem solve, making meaning from a wide array of student learning data, and developing creative solutions to address our most critical educational challenges.

As noted within the report, "**TAP System schools show consistently high rates of student achievement growth,**" teachers show growth over time in the quality of their instruction, and the TAP System increases the recruitment and retention of highly effective teachers. ■

