

The Working Group for Educator Excellence

The Working Group for Educator Excellence (WGEE) is a broad coalition of organizations and individuals united in the belief that the most effective way to provide every child with an excellent education is to take a systemic approach to influencing what teachers and educational leaders know and can do.

Within our current education system the processes that aim to support educator quality are frequently disconnected, undermining their collective ability to support and sustain educator excellence, and bleeding resources from schools. We believe that when key elements of this system are organized to align with one another and with a common, research-based, field-tested core of professional knowledge, however, the cumulative effect will be a more efficient and effective system that supports high quality teaching and educational leadership in all schools, transforming the face of public education today.

To bring about this alignment requires an unprecedented break with the piecemeal education reforms of the past. Single-issue solutions have not achieved the long-term, sustainable gains in student achievement that we have hoped for. We believe these gains can be achieved by working systemically to support the expertise of our educator workforce. This means implementing a coherent system of rigorous standards and performance-based accountability that is sustained by authentic, aligned supports for educators, and it means coordinating the efforts of the many organizations and institutions that share responsibility for providing these supports.

10 Key Elements of a System to Support Educator Expertise

- 1) Preparation
- 2) Licensure
- 3) Recruitment, hiring, and placement
- 4) Induction
- 5) Professional development
- 6) Supervision and evaluation
- 7) Relicensure
- 8) Teacher leadership
- 9) Organizational structure
- 10) Organizational culture

These shared beliefs unite the more than 50 individual members and the 23 supporting organizations of the WGEE. Since its founding in 2004, membership has grown to include two members of the Massachusetts legislature, four major state business groups, the two Massachusetts teachers' unions, the state superintendent's association, both state principals' organizations, representatives from the Massachusetts Department of Elementary and Secondary Education, colleges and universities, educators' professional associations, parent and student advocacy organizations, and working teachers and administrators.

The Working Group for Educator Excellence is proud to bring so many individuals and organizations together under one banner. As wide-ranging in membership as it is unified by the shared mission, we offer what we believe to be the greatest hope for the students, teachers, and educational leaders of Massachusetts.