



NATIONAL COMPREHENSIVE CENTER
FOR **TEACHER QUALITY**

Teacher Quality: Professional Development for *Gen Y*

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Why *Gen Y*?

Recruitment & Retention

“An antiquated system competing for talent...” (Dave Saba, 2007)

Teacher Effectiveness:

Improve student achievement by developing *Gen Y* teachers with PD



Who is the *Gen Y* teacher?

Aged under 30

Creative

Output-driven

Confident

Tech-savvy

Optimistic

Socially

Conscious

Achievement-oriented



What *Gen Y* teachers want

Yearning for **support** and positive feedback on a job well-done

Encouragement to **innovate** in order to make a difference

Opportunities to **collaborate** and share with colleagues



Implications for teacher PD

Professional Development for Gen Y

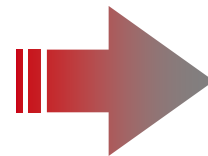
...is needed more than ever

...needs improvement more than ever

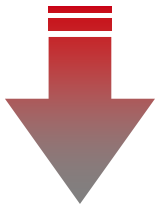


Implications for teacher PD

Innovation



Small group
collaboration



Gen Y'erless



Gen Y as leaders



School leaders for *Gen Y* teachers

**Committed to
success not system**

Willing to allow
experimentation

Encouraging, approachable

Intergenerational humanist preferred

Promotes teacher leadership



Looking ahead

Invest in Professional Development that will attract top *Gen Y* talent; help them grow to HET; and make them want to stay.



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