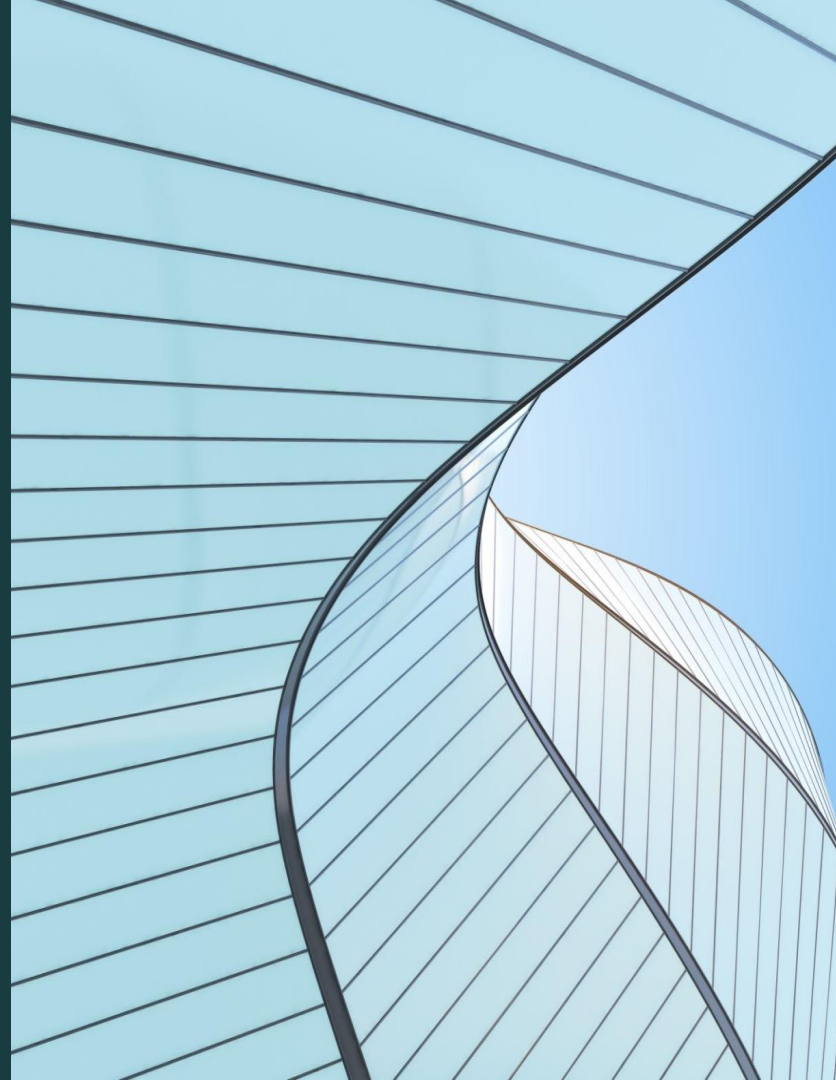


Changemakers Challenge: Tackling the Global Teaching Crisis

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Why Education Matters

High-quality education: High-quality education is generally defined by several pillars, including critical thinking, relevance and adaptability, equity and inclusivity, and qualified mentoring.

Why it matters: High-quality education is a great equalizer in society, as it provides the individual with economic flexibility, empowerment, and improved health/well-being.

The Threat

What is the threat?

- Worldwide, there is a deficit of about 44 million teachers required to meet global education goals this decade. In regions such as North America and Europe, nearly 90% of this shortage is driven by high-quality educators leaving the profession before retirement.

Why does it matter?

- This threat undermines the core pillars of effective learning, as teachers are required to carry a greater burden and the shortage is unevenly distributed across communities

Who does it affect?

- This threat disproportionately affects rural communities, as they face the highest vacancy rates

Systems Analysis

Root causes:

- Low teacher salaries are not keeping pace with inflation or potential earning in other fields
- Decreased autonomy for teachers
- Political polarization
- Increased digital burden of teaching

Key stakeholders:

- Governments/policy makers: focused on measurable outcomes rather than teacher retention
- School administrators: forced to balance need for retention with institutional costs
- Teachers' Unions: fighting budget costs, low salaries, etc.

Leadership Lens

What leadership theory applies?

- The theory of Transformational Leadership applies to this problem, stating that leaders work with teams to identify needed change and create a vision to guide the change

How does leadership shape this problem?

- Leadership is the biggest factor that determines whether teachers are successfully retained, or if a school is a revolving door for staff

My Solution

My solution to this problem is to treat teaching as a high-status profession, similar to medicine, rather than simply a clerical job through 3 main pillars:

1. **Teacher residency:** New teachers spend first two years as residents and are mentored by veteran teachers to increase support
2. **60/40 workday:** Teachers spend 60% of their time in front of students, and use the other 40% for planning, collaboration, and rest
3. **AI:** Increase the usage of AI for simple, monotonous tasks such as grading multiple choice and tracking attendance. This will increase motivation and focus.

Innovation

What makes this solution new & different?

- Instead of focusing on curriculum or standardization like most education reforms, this proposal focuses on the operator, which in this case is the teacher.

Cross-Industry Inspiration:

- This proposal uses the residency concept from medical professions.



Implementation Plan

Phase 1:

- Aligning university coursework with residency experience
- Identify top teachers to be residency mentors

Phase 2:

- Select schools to pilot the new 60/40 schedule
- Implement first cohort of resident placement

Phase 3:

- District-wide expansion



Impact

How it mitigates the threat:

- This solution targets the root causes of the teaching shortage by altering the reality of the job

How it improves education:

- High-quality education is increased with personalized mentorship and more cognitive depth

Who benefits:

- Students
- Young teachers
- Veteran teachers

Feasibility & Risks

What could go wrong:

- Teachers have a difficult time adjusting to the 60/40 schedule model
- Veteran teachers don't feel incentivized to be mentors
- Equity gaps in funding

Why it's still realistic:

- Significant existing education infrastructure
- Very few alternatives
- There is still motivation amongst youth to become teachers, especially as activism increases

Metrics of Success

How would success be measured?

- Teacher retention rate
- Anonymous teacher surveys
- Measuring how quickly new teacher's students improve
- Mentor teacher evaluations
- Student engagement



Closing

Takeaway:

- The quality of an education system can only be as high as the quality of its teachers

Call to action:

- Reallocate funding into residency programs
- Shift the narrative
- Prioritize teacher retention

