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STATE POLICIES TO IMPROVE THE TEACHER WORKFORCE

Shaping the Profession That Shapes America's Future

October, 1993

Dear Colleague:

Wherever the subject of school reform comes up these days, voices from very different sectors of American society—education, business, state and local government, parent and citizen groups, foundations, the media, and so on—express a common concern: How are we going to move from the rhetoric to the reality of school renewal?

The enclosed report, *State Policies to Improve the Teacher Workforce: Shaping the Profession that Shapes America's Future*, makes a compelling case for developing the capacity of education's human resources, especially teachers, as a cost-effective means for meeting the nation's education goals. It provides an initial framework for thinking about systemic teacher development policies at the state level—certainly the key opportunities-to-learn integer in the school reform equation.

We are very pleased to share with you the product of our recent collaboration and hope that it will stimulate your own thinking and conversations on these essential issues. We welcome your comments and/or inquiries regarding information contained in this document and encourage you to contact us by using the Reader Response Form on pages 43-44.

Cordially,

David Rockefeller, Jr.
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Shaping the Profession

That Shapes America's Future

A Working Conference Co-sponsored by Recruiting New Teachers, Inc.
and The National Conference of State Legislatures

