

Chairman Jones, Vice Chair Manchester, Ranking Member Robinson, and members of the committee, thank you for the opportunity to submit written testimony in opposition to House Bill 322.

My name is Kelly McConnell, and I have over 30 years of classroom experience in Ohio. I feel grateful that I was able to serve our students and I want to see the standards of teaching always moving forward in a method that will improve their progress. RESA elevates teaching by assuring that a license to teach in Ohio is a professional matter that should be taken seriously. I know of no other license when you can pick what you want to demonstrate, when you want to demonstrate (video taping) and then submit it to a governing agent.

From firsthand experience I can tell you that RESA and the mentoring aspects of the Resident Educator Program are vital to the on-going development of teachers that are new to the profession. When I began my career, over thirty years ago, it was assumed that a college degree and another teacher to go to for questions was all that was necessary to be an effective teacher. We now know and it has been demonstrated (through the viewing of the submissions over the past 6 years) that these young professionals need a fresh perspective when it comes to evaluating their practices. When principals and teachers work together in a close environment, they often aren't as objective as they need to be. Also different budgets with regards to the allocation of professional development put some teachers at a disadvantage when it comes to acquiring new skills. With the video format this program offers, the teachers can evaluate themselves by viewing their own video and then get feedback from other experienced professionals (evaluators) throughout the state.

As an assessor, the most lacking skill I find is the inability of candidates to write a clear learning objective. The learning objective is the foundation of the lesson as it determines what you want the students to learn and provides your framework for the assessments to follow. If these are not aligned with standards or are unchallenging for students it just wastes valuable classroom time. The feedback given to the candidates by RESA, can identify areas of improvements to make their time in the classroom more effective.

This process should not be considered a "burden" to new teachers. On the contrary, it demonstrates to new teachers how to streamline the analysis process and aids them in determining the solutions that will most likely be effective for the students they have in their class. Colleges focus on the "how to" practices. But what is a new teacher to do when formative and summative assessments show no progress in student learning? The RESA Program gives teachers a process to determine the best path for improvements. Teaching will always be an extremely dynamic practice. Ever changing demands competing for students' time, more demanding parents, different testing perimeters and societal changes ensure that teachers can no longer teach the same subject the same way year after year. RESA is necessary for the foundation in the thinking process for new teachers to attain the best learning for each Ohio student. Ohio students deserve the best teachers.

Thank you for your time and attention,

Kelly McConnell