

**Improving Recruitment, Development &
Retention Through Effective Pedagogy**

Welcome Remarks

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Good morning,

On behalf of the Graduate School of Education at the University of California, Berkeley, it is my pleasure to welcome you to the 2009 conference hosted by the Center for Research on Education, Diversity, and Excellence (better known as CREDE). For more than a decade, the dedicated staff who make up CREDE have contributed to our knowledge base on the intersection of diversity and academic success in areas from science and mathematics to professional development for preservice and inservice teachers.

While many individuals talk about the importance of relevance, rigor, and relationship—the new three Rs—in discussing how to develop students' skills in reading, 'riting, and 'rithmetic, CREDE recognizes that the success of both the old and the new three Rs is in the hands of the educators who work with students in the classroom.

In other words, without effective teaching, there is little if any learning. Thus, CREDE has focused on effective pedagogy operationalized through five standards, which you will hear more about this morning. Grounded in the right constructivist paradigm, CREDE recognizes the importance of teacher and students engaging in joint productive activities.

Using conversations as a primary instructional tool allows teachers to develop students' language and contextualize their learning experiences while promoting complex thinking and developing an academic identity.

This year's conference—Improving Recruitment, Development, & Retention Through Effective Pedagogy—continues CREDE's concern with effective teaching supported by rigorous scholarship. In the next two days, you will participate in discussions of evaluations of the CREDE coaching model and standards, and discuss how CREDE principles play a role in developing, recruiting, and retaining the best teachers—teachers who are effective with students from groups that are traditionally left behind by educational reforms.

It is perhaps instructive that much has been made this week about the education received by President Obama's nominee to the Supreme Court, Judge Sonia Sotomayor. Judge Sotomayor received her outstanding education in Catholic schools. CREDE's intention is to ensure that all schools, and especially public schools, have outstanding and effective educators. Enjoy the next two days, and always remember, that although many people do well, the one who chooses the noble profession of teaching does better than the rest.

Welcome again and may the conference be filled with wonderful learning opportunities for you to enjoy and take back to your respective institutions. Thanks.