

# Early Childhood Teacher Evaluation

## Challenges and Opportunities in Using Observational Measures

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# Opportunities & Challenges

- Paying attention to what matters
- Measuring effectiveness well
- Improving practice

# Defining Effectiveness

- Do observational systems reflect the unique features of early childhood classrooms?



# DC IMPACT Evolution

## Year 1 (Pre-k -12 version only)

Students understand the importance of the objective.

Students also can authentically explain why what they are learning and doing is important, beyond simply repeating the teachers explanation.

## Current (pre-k and K version)

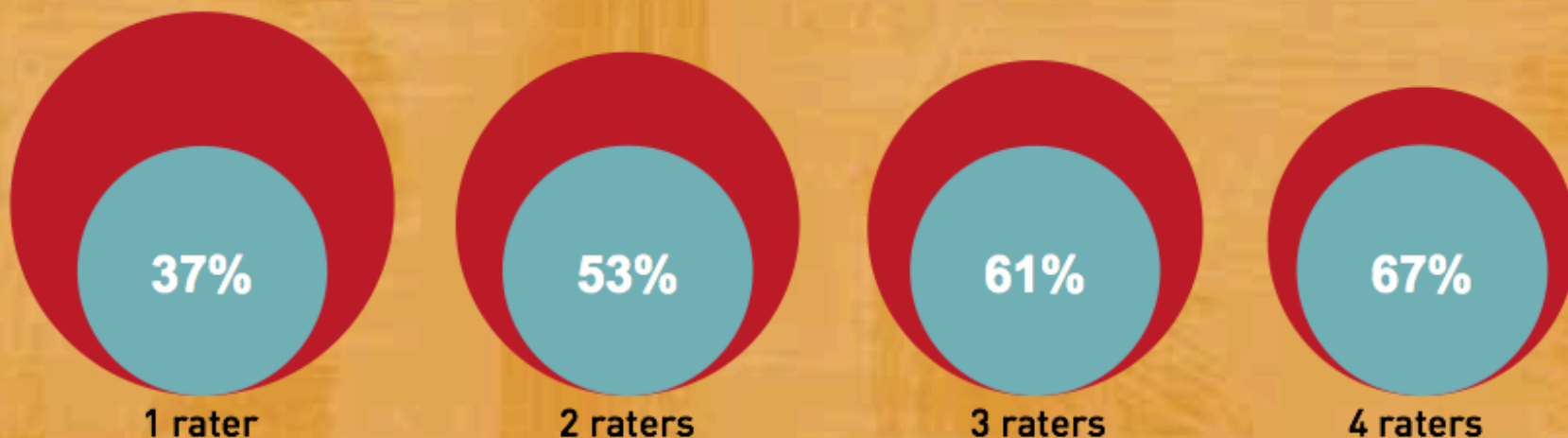
All or almost all students demonstrate through their attention to or excitement about the lesson activities that the lesson is important to them.

Older students, including kindergarten students, may authentically explain why what they are learning is important.

## Multiple Observations Led to Higher Reliability

Variation Due to Consistent  
Teaching Practice

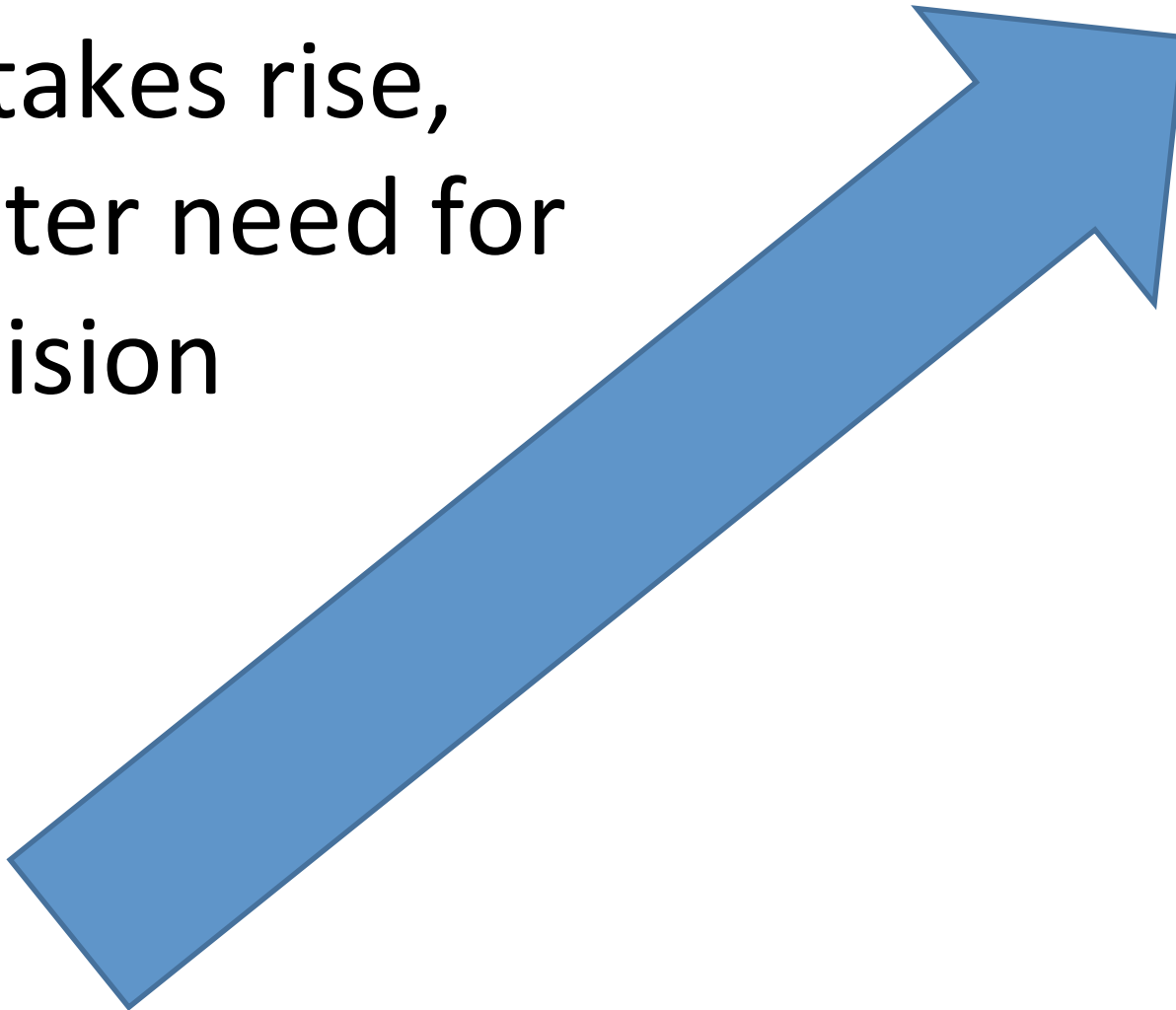
Variation Due to Other Factors  
(Lesson, Rater, Section, Unexplained)



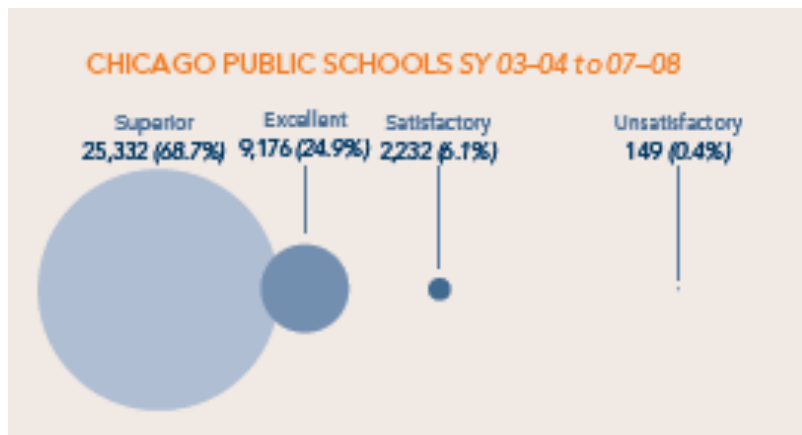
*Each rater is observing a different lesson*

From MET Report, 2012

As stakes rise,  
greater need for  
precision



# Do these systems discriminate?



From The Widget Effect

- **Curious Grade for Teachers: Nearly All Pass** – New York Times, March 30 2013
  - Florida, 97 percent of teachers were deemed effective or highly effective
  - In Tennessee, 98 percent of teachers were judged to be “at expectations.”
  - Michigan, 98 percent of teachers were rated effective or better.

# Improving Practice

Will this lead to  
changes in  
practice?





# Innovations in Teacher Development

## Coursera



### Success from the Start

Starts in 2 months

New Teacher Center



You are enrolled!

[View course info](#) | [Un-enroll](#)



### Effective Classroom Interactions: Supporting Young Children's Development

Starts in 4 months

University of Virginia

Oct 13 (6 weeks long)



You are enrolled!

[View course info](#) | [Un-enroll](#)



### Common Core in Action: Literacy Across Content Areas

Starts in 4 months

New Teacher Center

Oct 7th (6 weeks long)



You are enrolled!

[View course info](#) | [Un-enroll](#)



### Coaching Teachers: Promoting Changes that Stick

Starts in 7 months

Jan 14 (5 weeks long)



You are enrolled!



- **From the MET Study** ([www.metproject.org/reports.php](http://www.metproject.org/reports.php))
  - *Ensuring Fair and Reliable Measures of Effective Teaching: Culminating Findings from the MET Project's Three-Year Study: Brief*
  - *Feedback for Better Teaching: Nine Principles for Using Measures of Effective Teaching*
  - *The Reliability of Classroom Observations by School Personnel: Research Paper*
  - *Gathering Feedback for Teaching: Policy and Practice Brief*
- **Teaching Children Well: New Evidence-Based Approaches to Teacher Professional Development and Training** – *Robert Pianta, Center for American Progress*  
(<http://www.americanprogress.org/issues/education/report/2011/11/29/10663/teaching-children-well/>)