TEACHER EVALUATION | P-3

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Differentiating P-3rd and 4th-12th

- Definitions:
  - Non-tested
  - (T-E-A-C-H-E-R)observation
  - Child Growth Measures
  - Student Learning Objectives
Emerging Trends in Measuring Child Growth for Teacher Evaluation

- SLO Model
  - Measurement tools
  - Goal setting
  - Growth model
- Shared Assessment Model
  - Measurement tools
  - Goal setting
  - Growth model
- “Share Attribution” Model
Differing State Roles in Teacher Evaluation Systems

- **LOW**—District Evaluation System with Required Parameters
- **MODERATE**—Elective State-Level Evaluation System
- **HIGH**—Statewide-Mandatory Evaluation System
Key Policies – Academy States

- Status of Implementation
- What Early Childhood Education Teachers Are Included
- Policy Driver
- State Role
- Components
- Measures
- Methods
Zooming In | One State Story
## Connecticut

<table>
<thead>
<tr>
<th>Status</th>
<th>ECE teachers</th>
<th>Policy driver</th>
<th>State role</th>
<th>Component(s)</th>
<th>Measures</th>
<th>Methods</th>
</tr>
</thead>
<tbody>
<tr>
<td>Piloting And Field Testing</td>
<td>Prek 1st 2nd 3rd</td>
<td>State Statute</td>
<td>Moderate</td>
<td>40% Teacher practice, 45% Student Growth, 5% Parent Feedback</td>
<td>State mandates measures of student learning and achievement and student growth, state gives districts several models to choose from</td>
<td>2013-2014 anticipated statewide rollout for TE system, use Charlotte Danielson measure and locally developed state standards</td>
</tr>
</tbody>
</table>
A Few Starter Questions

- How do we accommodate the unique features of early learning within teacher evaluation systems?
- How can we account for the different delivery models and teacher qualifications in evaluation systems?
- What are the main challenges your state faces in the 3 child measure categories?
Eight Critical Components

1. Evaluation System Goals
2. Communication & Stakeholder Involvement
3. Selecting Measures
4. Determining System Structure
5. Selecting & Training Evaluators
6. Data Integrity & Transparency
7. Using Teacher Evaluation Results
8. Evaluating the System
## RTT-SLO Library

<table>
<thead>
<tr>
<th>State</th>
<th>District</th>
<th>Subject</th>
<th>Grades</th>
</tr>
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<tbody>
<tr>
<td>Georgia</td>
<td></td>
<td>Art</td>
<td>2</td>
</tr>
<tr>
<td>Louisiana</td>
<td></td>
<td>Literacy - Significant Disabilities</td>
<td>2, 3, 4</td>
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<tr>
<td>Maryland</td>
<td></td>
<td>Standards for Writing</td>
<td>Pre-K</td>
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<tr>
<td>Ohio</td>
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<td>ELA - Phonics/Word Recognition</td>
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<td>Ohio</td>
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<td>Reading</td>
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<td>Pennsylvania</td>
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<td>Mathematics</td>
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<tr>
<td>Rhode Island</td>
<td></td>
<td>English Language Arts - Special Education</td>
<td>1, 2</td>
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</tbody>
</table>
An Ocean of Unknowns in Using Student Achievement Data to Evaluate Early Grade Teachers by Laura Bornfreund from the New America Foundation

The Practical Guide to Teacher Evaluation – Online and PDF Versions from the Center on Great Teachers and Leaders

Delaware’s General Evaluation Information using Student Measures: http://www.doe.k12.de.us/csa/dpasii/component_v_aug.shtml


Guide to Evaluation Products database from the Center on Great Teachers and Leaders

State by State Database on Evaluation Policies: State Teacher and Principal Evaluation Policy Database

Coursera: offers PD online through MOOC (Massive Open Online Course). UVA offers Effective Classroom Interactions: Supporting Young Children’s Development class online with a research base on its effectiveness.

Measures of Effective Teaching Project: Ensuring Fair and Reliable Measures of Effective Teaching Culminating Findings from the MET Project’s Three-Year Study.

Charlotte Danielson Framework for Teaching.

Teaching Children Well: New Evidence-Based Approaches to Teacher Professional Development and Training. From the Center for American Progress.
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