

Educator Effectiveness Update



Transylvania County Schools
October 15, 2012

A little background...



- ❧ **American Recovery and Reinvestment Act and State Fiscal Stabilization Funds (2009):** \$48.6 billion to states with certain conditions including “ increasing teacher effectiveness”
- ❧ **Race to the Top (2010):** \$4 billion to states for...” recruiting, developing, rewarding, and retaining effective teachers and principles...”
- ❧ **ESEA (No Child Left Behind) Flexibility (2012):** state flexibility in exchange for “ ...evaluating and supporting teacher and principal effectiveness...”

❧ <http://www2.ed.gov/policy/gen/leg/recovery/factsheet/stabilization-fund.html>

❧ <http://www.serve.org/ARRA-Questions.aspx>

❧ <http://www.ncpublicschools.org/program-monitoring/esea/>

A little more background...



- ✧ NC Professional Teaching Standards implemented in 2007
- ✧ NC Educator Evaluation System piloted in TCS during 2007-08, implemented locally in 2010-11
- ✧ Standards 6 for teachers (Contribute to Academic Success) and 8 for principals (Academic Achievement Leadership) introduced in the 2011-12 school year
- ✧ Student performance tied to teacher evaluation requires the development of additional assessments

Three major dimensions of the work:



- ∞ Calculating Student Growth
- ∞ Student – teacher linkages
- ∞ The evaluation process

Calculating Student Growth



- ❧ EOCs
- ❧ EOGs
- ❧ CTE Post Assessments
- ❧ Common Exams
- ❧ Pre-tests and post-tests
- ❧ Analysis of student work products

Student-teacher linkages



- Work to be done in NC WISE and the Education Value Added Assessment System (SAS) to ensure the correct students are linked with the correct teachers.
- Roster verification process

The evaluation process



Standard 6 for teachers

Standard 8 for principals

Questions and decision points



- ❧ What new exams will be given?
- ❧ Who administers the exams?
- ❧ When will exams be administered?
- ❧ How will exams be delivered/administered?
- ❧ How will test rosters be validated?
- ❧ What is the constructed response portion of each exam and how will it be scored?
- ❧ How will exam scores count in students' grades?

Communication and input



- ca **October:** information for BOE, principals , and DLT
- ca **November - December:** School by school presentations on Educator Effectiveness (provide general information to staff members, invite open dialogue, field questions and provide answers to answerable questions, and to inform our work and decisions moving forward).
- ca **November to January:** convene a representative Educator Effectiveness Work Group to make recommendations on local implementation by Spring 2013.

Educator Effectiveness Work Group



- ❧ Recommendations on key decisions from a **representative stakeholder group**, including:
 - ❧ Central office leaders
 - ❧ School based leaders
 - ❧ Teacher representatives from elementary, middle, and high schools
 - ❧ Regular education and special education
 - ❧ Career and Technical Education

More information



ncpublicschools.org/educatoreffectiveness

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