

Teacher Evaluation Advisory Committee



July 26, 2010

Overview

- Who is the TEAC?
- Purpose of Evaluation
- TEAC Responsibilities: Criteria and Guidelines
- Outside of TEAC's Responsibilities
- Putting it All Together
- Key Decisions and Timeline
- Narrowing Decisions
- Questions and Answers

Who is the TEAC?

- 2 principals
- 2 elementary teachers
- 2 high school teachers
- 1 superintendent
- 1 school board member
- 2 businessmen
- 3 legislators
- Commissioner of Education
- Executive Director, State Board

What is the purpose of evaluation?

Collaboration

Rewards

Assistance

Improve instruction

Recognition

Dismissal

Communication

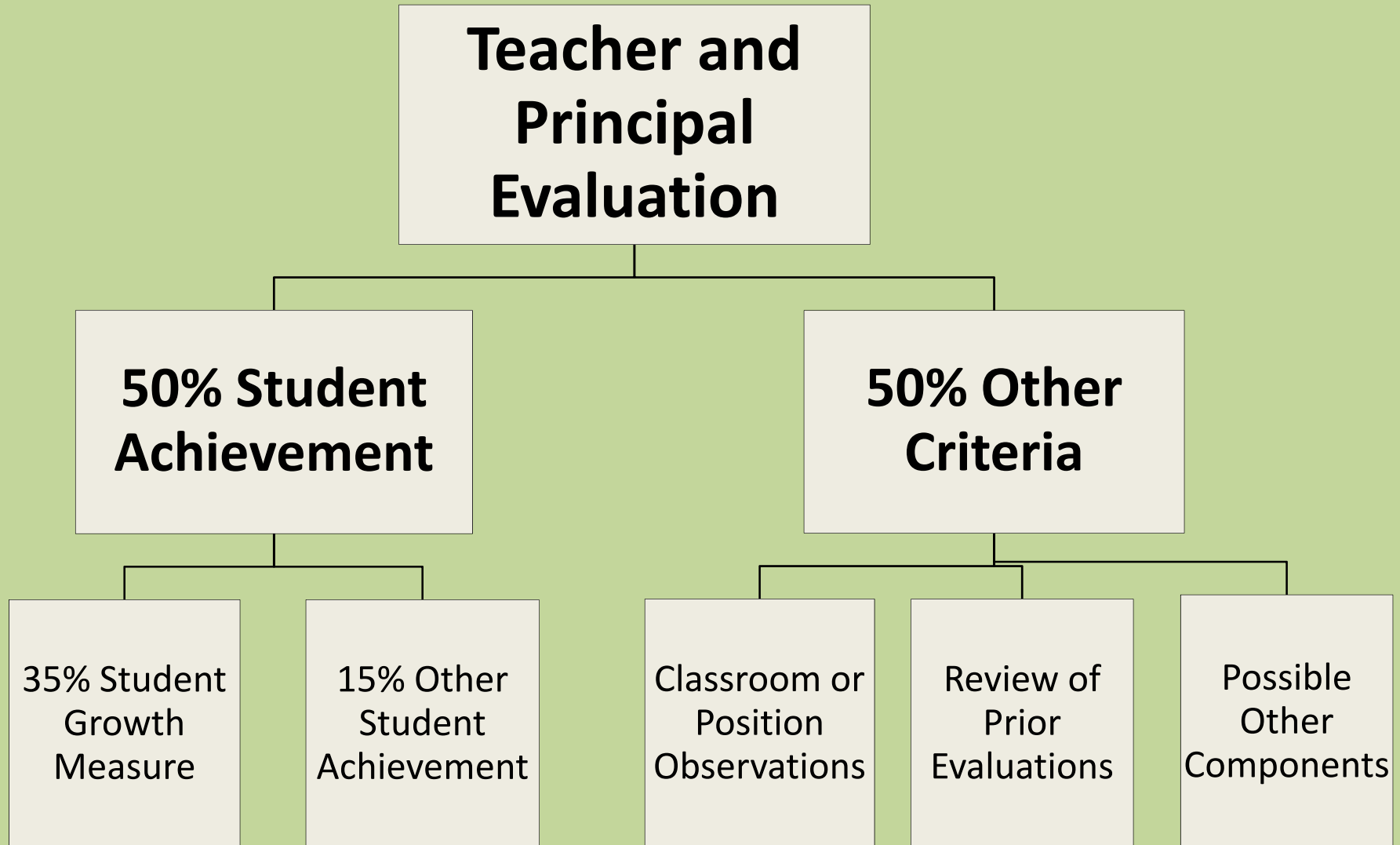
Gauge effectiveness^{Tenure}

States should view evaluation as an informational tool to help administrators identify teachers who need additional or specialized assistance and to help individual teachers improve their instructional practices.

– National Governors Association



First to the Top Law Evaluation Requirements



Categories of Educators for TEAC Work

Teachers with TVAAS data

Teachers without TVAAS data

untested subjects

untested grades

Library Information Specialists

Special Groups

counselors

social workers

Principals

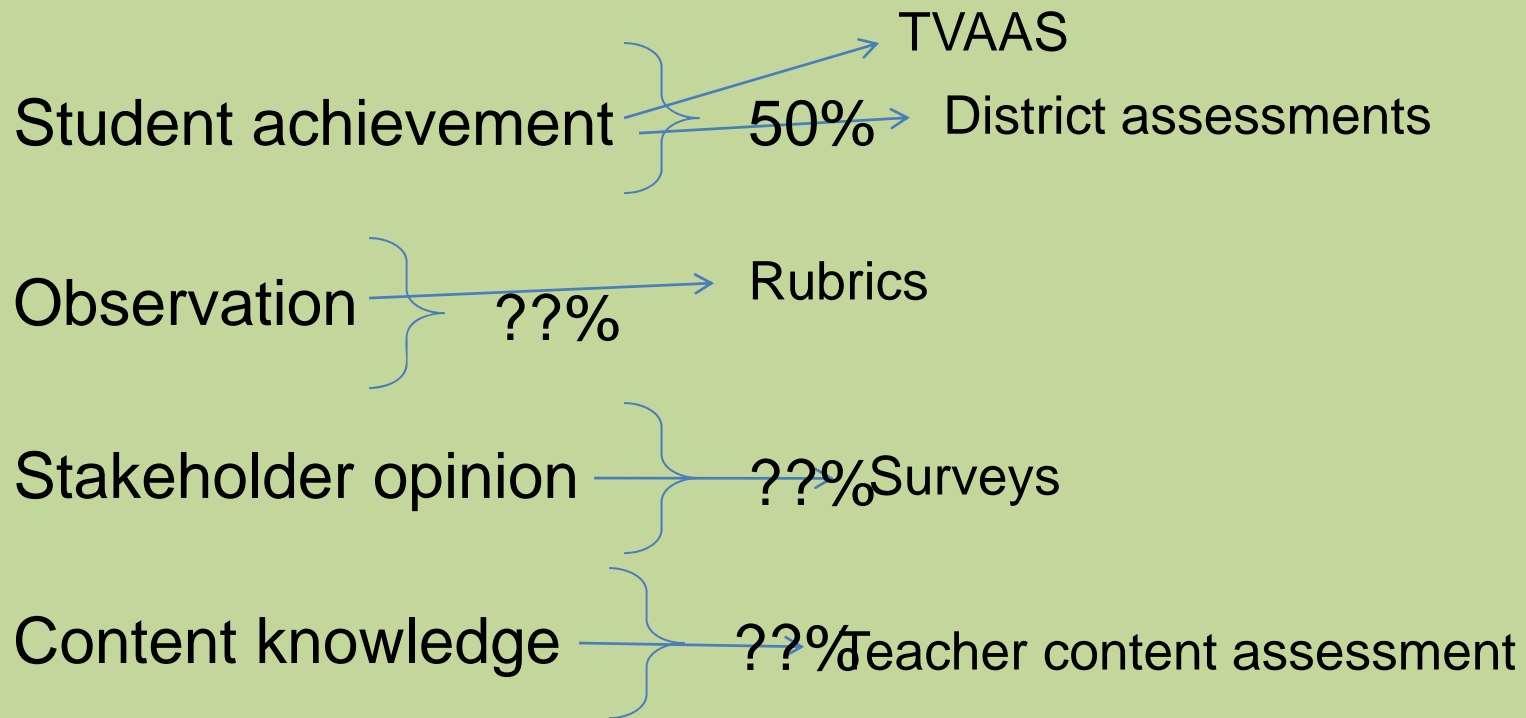
assistant principals
other non-classroom
educators

*Not included in TEAC authority:
central office staff*



Criteria Discussion

The components, acceptable sources and weights that make up effectiveness measures for evaluation purposes



Guidelines Discussion

The processes, policies and tools needed to assure districts can acquire valid and reliable effectiveness measures for evaluation purposes

district

state

How will guidelines keep practitioners from resorting to teacher's without value-added data?

Observation recording devices and
Who performs the observations?
Does the state need to provide TVAAS data to districts in a different way?

How is the observer supposed to record the observation?
How will the state provide waivers to districts who are developing innovative evaluation systems on their own?

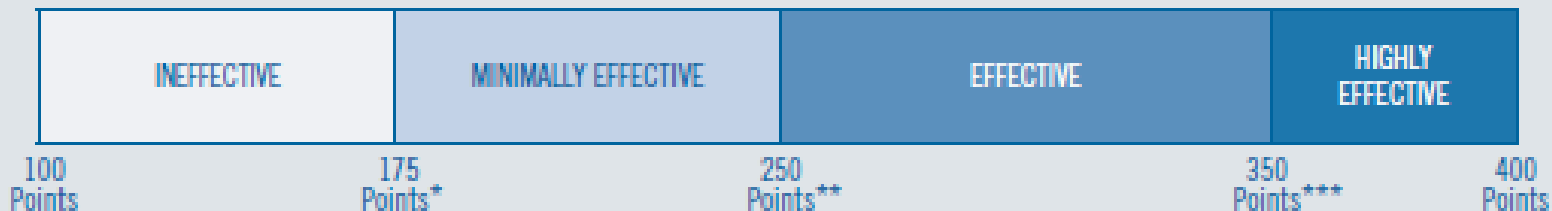
examples

Evaluation Results Discussion

SAMPLE SCORE

COMPONENT	COMPONENT SCORE	PIE CHART PERCENTAGE		WEIGHTED SCORE
Individual Value-Added (IVA)	3.7	x	50	= 185
Teaching and Learning Framework (TLF)	3.6	x	40	= 144
Commitment to the School Community (CSC)	3.4	x	5	= 17
School Value-Added (SVA)	3.6	x	5	= 18
TOTAL				364

OVERALL IMPACT SCALE



**A score of exactly 175 would be classified as Minimally Effective.*

***A score of exactly 250 would be classified as Effective.*

****A score of exactly 350 would be classified as Highly Effective.*

example from DC
Public Schools

Human Capital Decisions Discussion

Outside of TEAC's responsibilities

Professional
growth and development

Retention

Recruitment and assignments

Dismissal

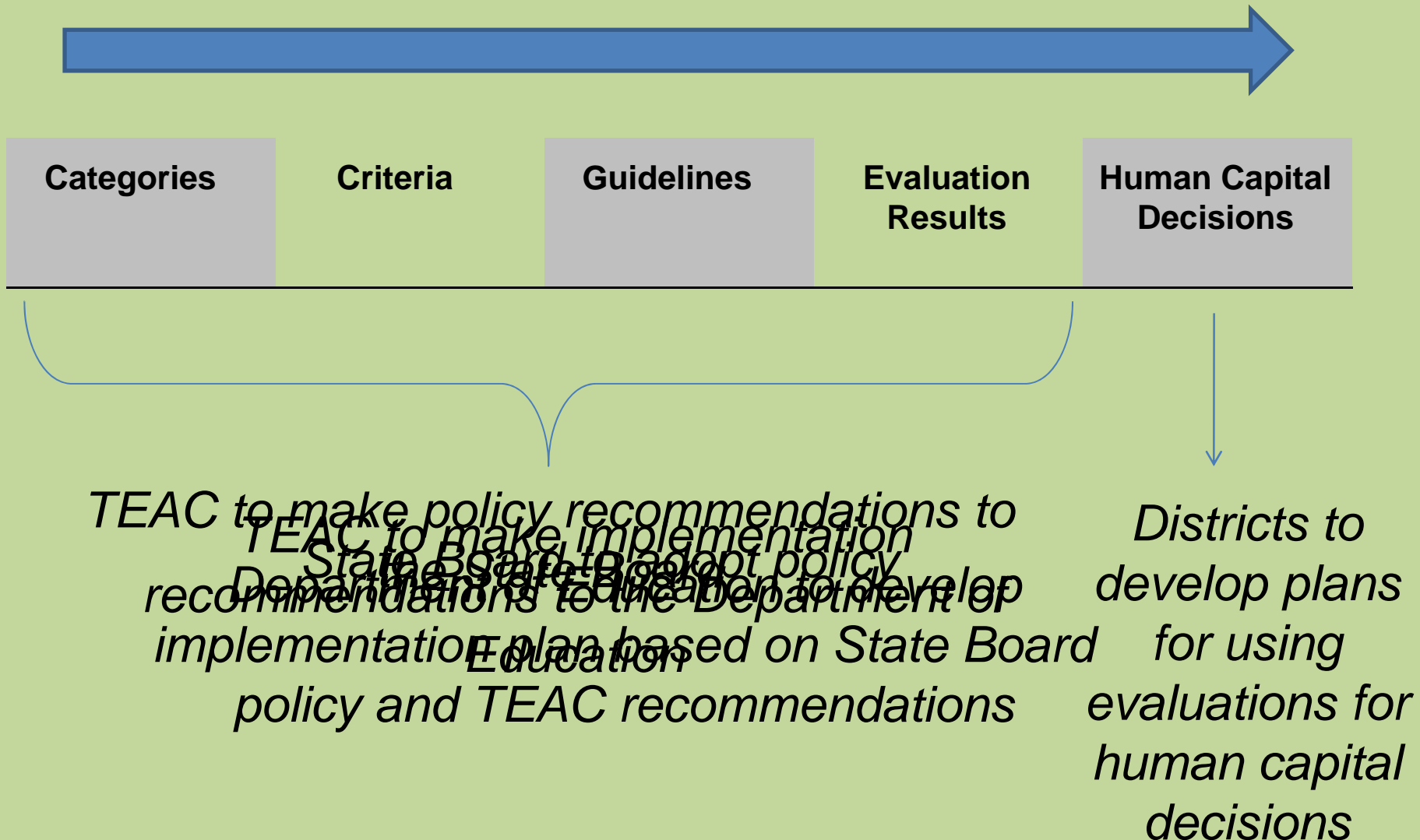
Compensation

Putting It All Together

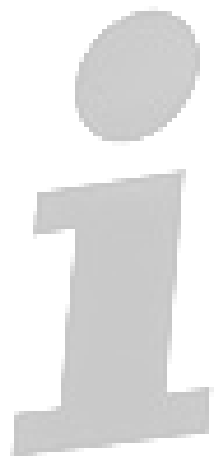


Categories	Criteria	Guidelines	Evaluation Results	Human Capital Decisions
Teachers with TVAAS	Components	Processes	Highly effective	Rewards
Teachers without TVAAS	Acceptable sources	Policies	Effective	Professional growth
Library Information Specialists	Weights	Tools	Minimally effective	Tenure
Special Groups			Ineffective	Dismissal
Principals				

Putting It All Together



Additional Outcomes from TEAC Work



Information

Flexibility language

Training and support decisions

Grievance procedures

Next step recommendations

Key Decisions and Timeline

Key Decision	Target Date
Educator outreach and feedback	Begins June 2010, ongoing through July 2011
Field testing begins	August 2010
TEAC policy recommendations developed	Fall 2010
SBOE First Reading of policy	November 2010
TEAC implementation recommendations developed	Fall 2010 – Winter 2011
DOE implementation plan development	Fall 2010 – Spring 2011
SBOE Final Reading of policy	April 2011
Training and materials development	Spring 2011
New evaluation process launched statewide	July 2011

Narrowing Decisions

- 35% Growth for teachers in untested subjects and grades
 - Menu of options, included School Value-Added
 - Work with educators to develop new measures
- 15% Achievement
 - Menu of options
- 50% Observations
 - Minimum of 4
 - Unannounced
- Putting it all together
 - 4 point scale: Unsatisfactory, Improvement Necessary, Effective, Highly Effective

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Questions and Answers



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