Teachers Matter

Research confirms the importance of giving students effective teachers. Research also shows that the best predictor of a teacher's effectiveness is his or her past success in the classroom. It is clear that to ensure every child learns from the most effective teachers as possible, schools must be able to gauge their teachers' performance fairly and accurately.

Teacher Evaluation

School districts, states and teachers' unions are advancing evaluation reform through legislation and by negotiating changes to collective bargaining agreements. This has compelled education leaders and policymakers to struggle with difficult issues. Some of the issues include how to help all teachers reach their full potential in the classroom, how to ensure teachers love their jobs, and how to address consistently ineffective teaching fairly by decisively. Evaluations should provide all teachers with regular feedback that helps them grow as professionals, no matter how long they have been in the classroom. Evaluations should give schools the information they need to build the strongest possible instructional teams, and help districts hold school leaders accountable for supporting each teacher's development. Most importantly, they should focus everyone in a school system, from teachers to the superintendent, on what matters most: *keeping every student on track to graduate from high school ready for success in college or a career.*

Guiding Principles

A meaningful teacher evaluation system should reflect a set of core convictions about good instruction. The standards proposed for Teacher Evaluation 2.0 include that, all children can master academically rigorous material, regardless of their socioeconomic status; a teacher's primary professional responsibility is to ensure that students learn; teachers contribute to student learning in ways that can largely be observed and measured; evaluation results should form the foundation of teacher development; evaluations should play a major role in important employment decisions; and no evaluation system can be perfect- in teaching or in any other profession.

Design Standards

This paper proposed six design standards that any teacher evaluation system must meet in order to be effective. These design standards include:
1. Annual Process
2. Clear, Rigorous Expectations
3. Multiple Measures
4. Multiple Ratings
5. Regular Feedback
6. Significance

Implementation

Successful evaluation systems depend on how well it is implemented. This includes being aware of ongoing training and support, performance management issues, suggested improvements, and the establishment of specific metrics to track whether its evaluation system is functioning correctly.

The New Teacher Project (2010). *Teacher evaluation 2.0.* Retrieved from http://www.tntp.org