

Study of Model Teacher and Administrator Evaluation Systems

Senate Finance Committee
Education Subcommittee

Department of Education Workgroup

- The Virginia Department of Education has established a workgroup to conduct a comprehensive study of model teacher and administrator evaluation systems.
- The initiative will be completed in two phases:
 - Phase I: July 2010 through January 2011
 - Phase II: January 2011 through June 2012

Evaluation Workgroup

- **Department of Education Staff Members**

Dr. James Lanham, Director of Teacher Licensure and School Leadership,
Project Coordinator

Representatives from:

- **Virginia Association of Elementary School Principals**
- **Virginia Association of Secondary School Principals**
- **Virginia Association of School Superintendents**
- **Virginia Education Association**
- **Virginia School Boards Association**
- **School Division Human Resources**
- **Higher Education**
- **Virginia Parent Teacher Association**
- **Appalachian Regional Comprehensive Center**

PHASE I: Teacher Evaluation

PHASE I:

- Compile and synthesize current research on comprehensive teacher evaluation.
- Examine selected research being conducted by faculty at Virginia colleges and universities involving teacher evaluation as well as differentiated and performance-based compensation.

PHASE I: Teacher Evaluation

- Examine existing state law, policies, and procedures relating to teacher evaluation.
- Review selected teacher evaluation systems currently in use across Virginia.
- Develop and recommend policy revisions related to teacher evaluation as appropriate.

PHASE I: Teacher Evaluation

- Revise existing documents developed to support teacher evaluation across Virginia, including:
 - * *The Guidelines for Uniform Performance Standards and Evaluation Criteria for Teachers, Administrators, and Superintendents* (January 2000); and
 - * *The Virginia Standards for the Professional Practice of Teachers* (May 2008).

PHASE I: Teacher Evaluation

- Examine the use of teacher evaluation to improve student achievement with particular focus on high-poverty and/or persistently low-performing schools in Virginia.
- Develop models of evaluation that include measures of student growth.

PHASE I: Teacher Evaluation

- Examine the use of teacher evaluation as a component of differentiated compensation or performance-based compensation both in Virginia and nationally.

Phase II: Field Testing and Administrator Evaluation

PHASE II:

- Select pilot sites and conduct field testing of the teacher evaluation models.
- Provide technical support to selected school divisions field testing new models.
- Revise Department of Education documents related to administrative standards and evaluation.
- Develop evaluation and differentiated compensation models for administrators.

Reporting Requirements

(Required by the State Fiscal Stabilization Fund Grant)

- Public reports will include:
 - * Highly qualified teachers in high- and low-poverty schools.
 - * The methods used to evaluate teachers and principals.
 - * Whether or not the evaluation includes student achievement outcomes.
 - * The distribution of performance ratings or levels among teachers and principals.

