

# Teacher Evaluation in the States: Trends and Forecasts



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2008 NEI paper available from:

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# Purposes

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- To identify key influences to evaluation
- To review changes in teacher evaluation in the 50 states
- To speculate on whether evaluation is becoming obsolete



# Methods

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- Selected data from an analysis of statutes and regulations of the 50 states (Hazi, H.M. & Arredondo Rucinski, D. 2008, April)
- Examples from state department of education websites



## Why is this important?

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- Once teacher evaluation left to local discretion-- no more!
- Current pay for performance plans and highly qualified teacher initiatives hinge on an effective evaluation systems

# Influences



## Technologies of the Century

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- The checklist
- The unannounced visit
- The pre-conference
- The portfolio
- The walkthrough
- Goal-setting

# Influences

## Tenets of the Century

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- Democratic Principles
- Protections (collective bargaining)
- Fairness (case law)
- Formative vs. summative distinction of purpose
- Reflection



# Results

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- Training
- Changes in frequency
- Definitions of teaching
- New data
- New procedures
- More state involvement



# Training

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- The most frequently adopted strategies
- Varies from general to extensive
  - 36 + 20 hrs in instrument training
  - week-long with certification



# Changes to Frequency of Evaluation for Veteran Teachers

	No. of States
Annual	21
1x in 2 yrs	3
1x in 3 yrs	11
1x in 5 yrs	5
Undefined	10

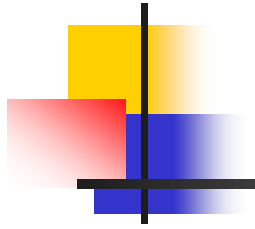


# Definitions of Teaching

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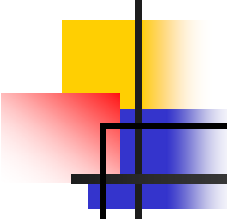
- Lists of traits/behaviors 17 to 93 (NJ & KY)
  - Domains  
“scholarship, instruction effectiveness, management skills, ethics, interpersonal relationships”
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- Locally determined
  - Not specified

# New Data Added to Teacher Evaluation



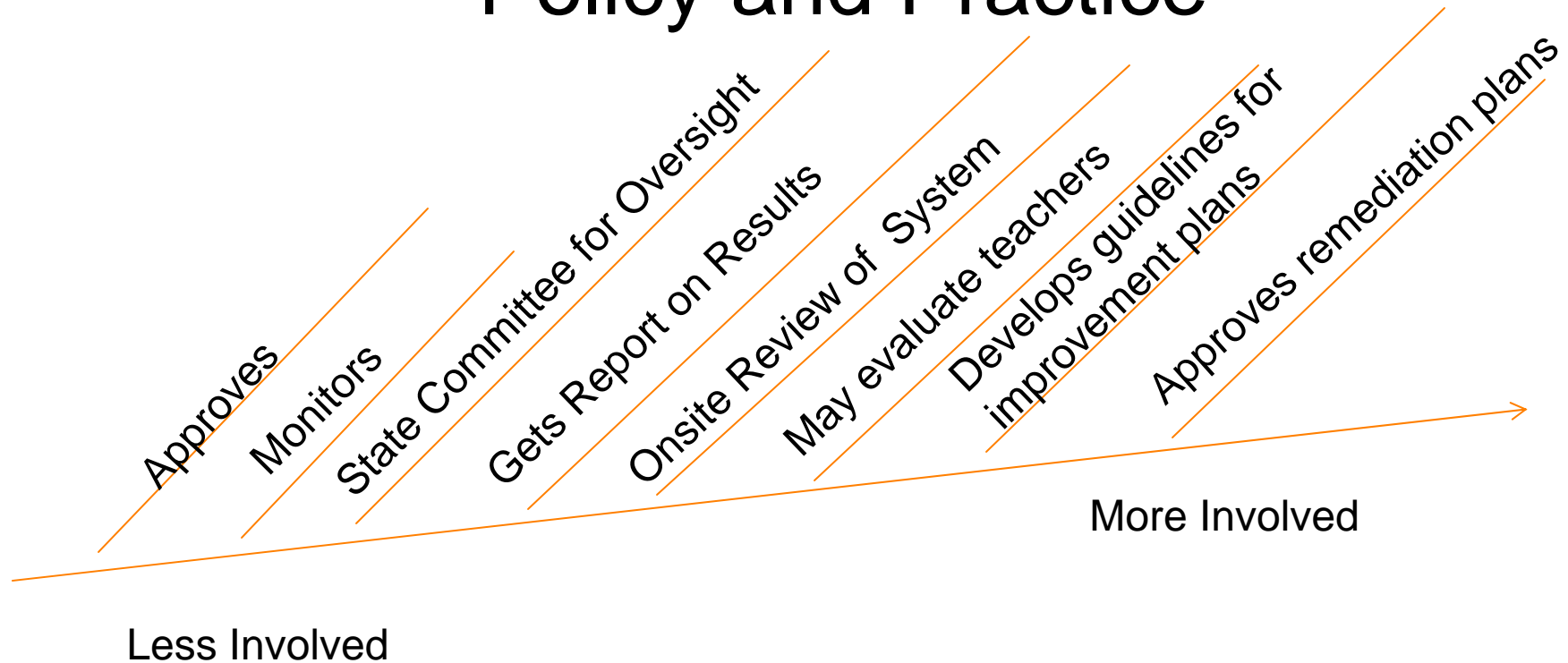
	No. of States (N=16)
Student testing gains	12
Evaluation by teachers, pupils	2
Customer service data	1
Graduation rates	1
National Board Certification	1

# Changes to Teacher Evaluation Procedures



	No. of States (N= 35)
Use of teams and peers	11
Portfolios (& video)	6
Aligned to school improvement	5
Pre-observation conference	3
Classroom walkthrough	1
Goal setting	1
Expert external review when disputes in evaluation	1

# Continuum of State Involvement with Local Teacher Evaluation Policy and Practice





# 12 Student Gains States

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- also with value-added, pay for performance, exit exams, tenure elimination & TAP
- CA, CO, DE, FL, GA, IN, KS, MD, NM, TN, TX, VA



## 2 States to watch

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for teacher dismissal  
due to lack of student progress:

FL, TN



# Conclusions

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Should a state tie reform to teacher evaluation?

Is teacher evaluation dysfunctional?