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HOW IS TEACHER QUALITY MEASURED?

Defining **QUALITY**

Teachers are the single most important school-based factor for student achievement.¹ That is why we need high quality teachers in front of our children who are prepared to deliver high quality instruction and support. Implementing a multi-measure evaluation system that includes the appropriate evidence-based components with fidelity is the best way to get a more accurate picture of quality and the impact that teachers are having in the classroom. The Measures of Effective Teaching (MET) study found that student learning growth and classroom observations are two of the most critical components. Student surveys were endorsed as a strong third component for teacher evaluations, because students are with teachers more often than parents, peers and even principals.

CURRENT

Duval County, Florida's **CURRENT APPROACH**

Florida currently requires student academic growth, calculated using the Value-Added Model (VAM), and instructional observations each be at least one-third of teachers' summative evaluations.² The remainder may include, but is not limited to:

- Professional and job responsibilities identified by the district school board
- Peer reviews
- Survey information from students and parents
- Other valid measures of instructional practice

Duval County Public Schools (DCPS) evaluations are currently calculated in the following way:³



- **50%** student growth scores
- **45%** instructional observation
- **5%** individualized professional development plan





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Many national education organizations and researchers support student growth as the most important component of a teacher's summative evaluation, because ultimately, students should demonstrate annual gains as a result of their teachers' instruction. The current student growth calculation, VAM, attempts to isolate the impact a teacher has on student achievement over and above his/her expected achievement.

In Duval County all formal observations are announced. New teachers (new to the classroom or the district with one to three years of experience) receive two formal observations every school year. Teachers with four or more years of experience are observed at least once per year. Teachers who earned a summative performance evaluation rating of *Developing* or *Needs Improvement* are observed twice per year. Teachers who have earned an *Unsatisfactory* rating are formally observed three times in a school year.⁴



FUTURE

Opportunities for IMPROVEMENT

As they currently exist, summative performance evaluations in Duval County and Florida may not fully or accurately capture quality and impact teachers have in the classroom. Based on the Jacksonville Public Education Fund's learning to-date, opportunities to potentially strengthen teacher evaluation policy and practice across the state and at the local level include:

- 1. Incorporate student and/or parent surveys into teacher evaluations;**
- 2. Increase observer training (generally for principals and assistant principals) and require frequent calibration and norming to ensure consistent scores across different observers; and**
- 3. Incorporate more frequent observations by multiple observers (such as teacher leaders) into teacher evaluations.**

At the Jacksonville Public Education Fund, we believe that high-quality teachers are most important for student success. How we measure that quality is paramount for determining who should be in front of our children, because they lay the foundation for what a society is and what it has the potential to be. For more information, please email info@jaxpef.org.

TEACHER LEVEL	OBSERVATIONS
New/1-3 years experience	→ 2 per year
4+ years experience	→ 1 per year
PERFORMANCE RATING	OBSERVATIONS
Needs improvement	→ 2 per year
Unsatisfactory	→ 3 per year

ENDNOTES

1 – Hamilton, L. S. (2012). Teachers matter: Understanding teachers' impact on student achievement. <https://www.rand.org/education/projects/measuring-teacher-effectiveness/teachers-matter.html>

2 – Florida Department of Education (FLDOE). Retrieved July 20, 2017 from <http://www.fl DOE.org/teaching/performance-evaluation/>

3 – Duval County Public Schools. (2016). Instructional evaluation system template. <https://dcps.duvalschools.org/site/handlers/filedownload.ashx?moduleinstanceid=6129&dataid=34491&FileName=Duval%20Instructional%20Evaluation%20Template%202016-2017.pdf>

4 – Duval County Public Schools. (2014). 2014-2015 employee evaluations. <https://dcps.duvalschools.org/site/handlers/filedownload.ashx?moduleinstanceid=19000&dataid=17625&FileName=CAST%2014-15%20FLDOE%20Approved.pdf>

