

*National Conference of
State Legislatures
Fall Forum*

December 11, 2009



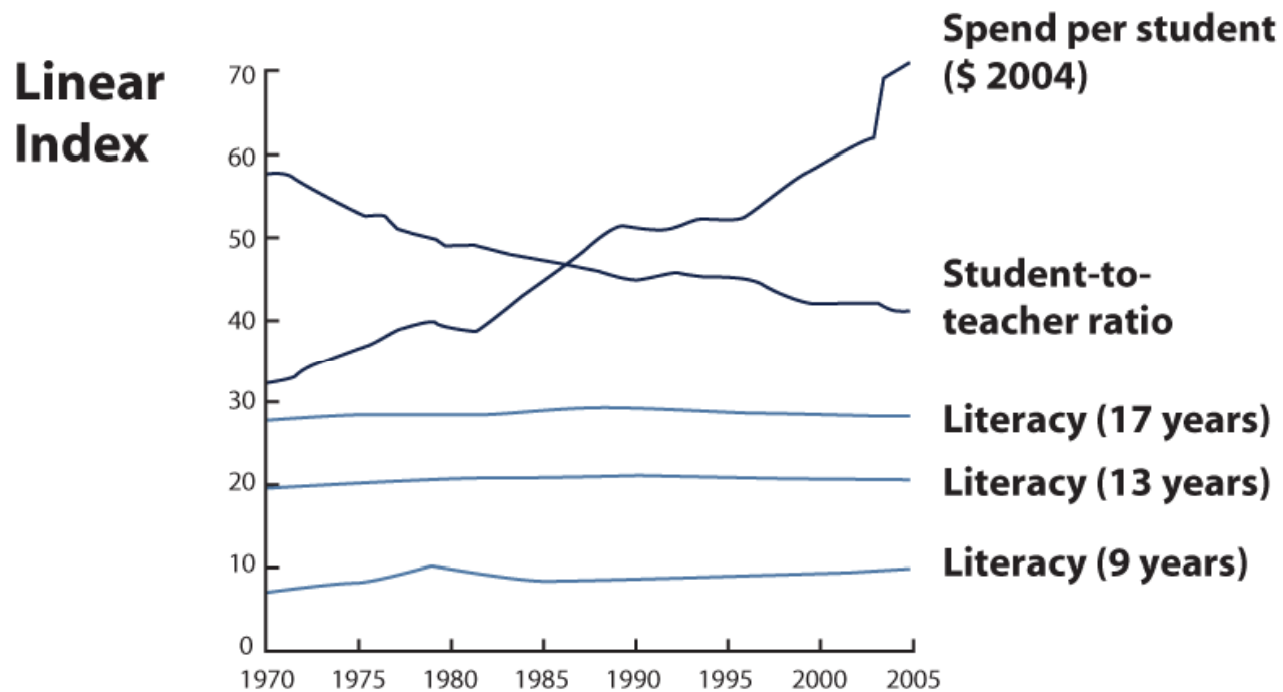
National Council on Teacher Quality

National Council on Teacher Quality

- Non-partisan, non-profit research and advocacy group
- Committed to increasing the accountability and transparency of the institutions having the greatest impact on teacher quality:
 - States
 - Teacher preparation programs
 - Teacher unions
 - School districts



Student Achievement in the United States



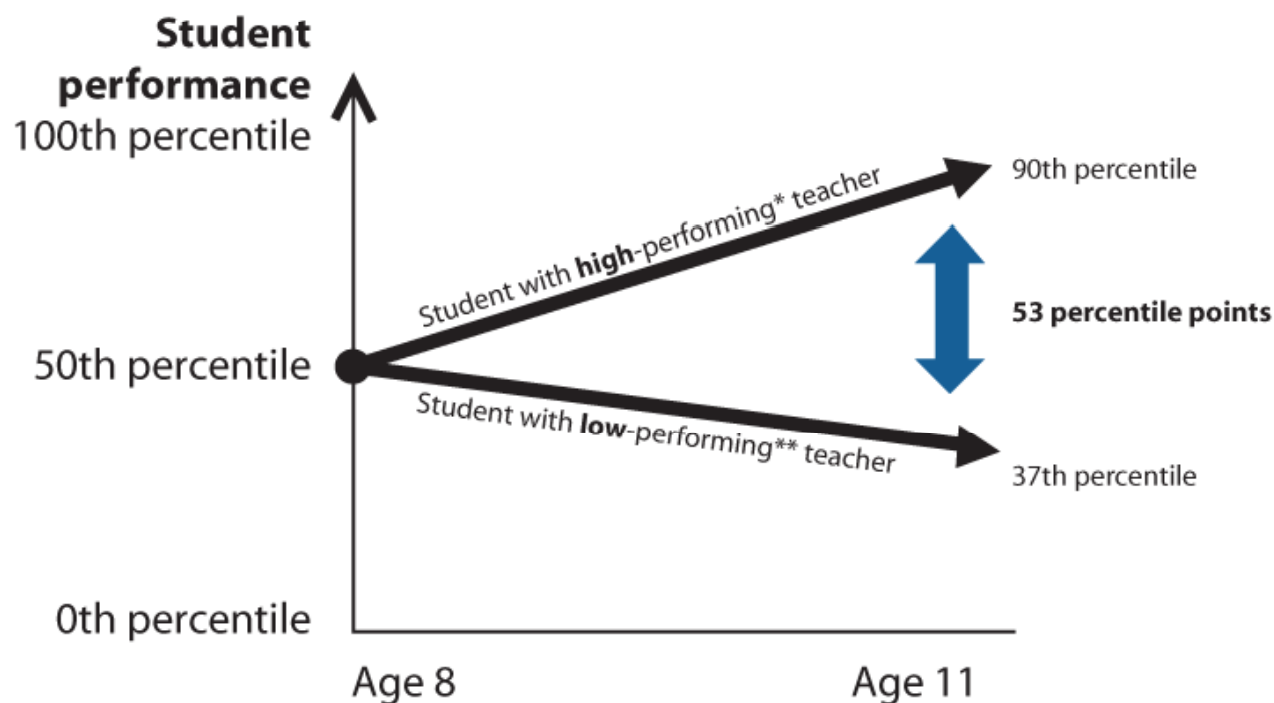
Source: National Centre for Education Statistics, NEAP, Hanushek (1998)

(McKinsey & Company: How the World's Best Performing School Systems Come Out on Top)

New Focus on Teacher Quality

- Teacher quality is the most important school-level variable in student achievement.
- Recognition that increasing teacher quality is key to raising student achievement.

The Effect of Teacher Quality



*Among the top 20% of teachers; **Among the bottom 20% of teachers

Analysis of test data from Tennessee showed that teacher quality effected student performance more than any other variable; on average, two students with average performance (50th percentile) would diverge by more than 50 percentile points over a three year period depending on the teacher they were assigned

(Sander and Rivers (1996): Cumulative and Residual Effects of Teachers on Future Student Achievement

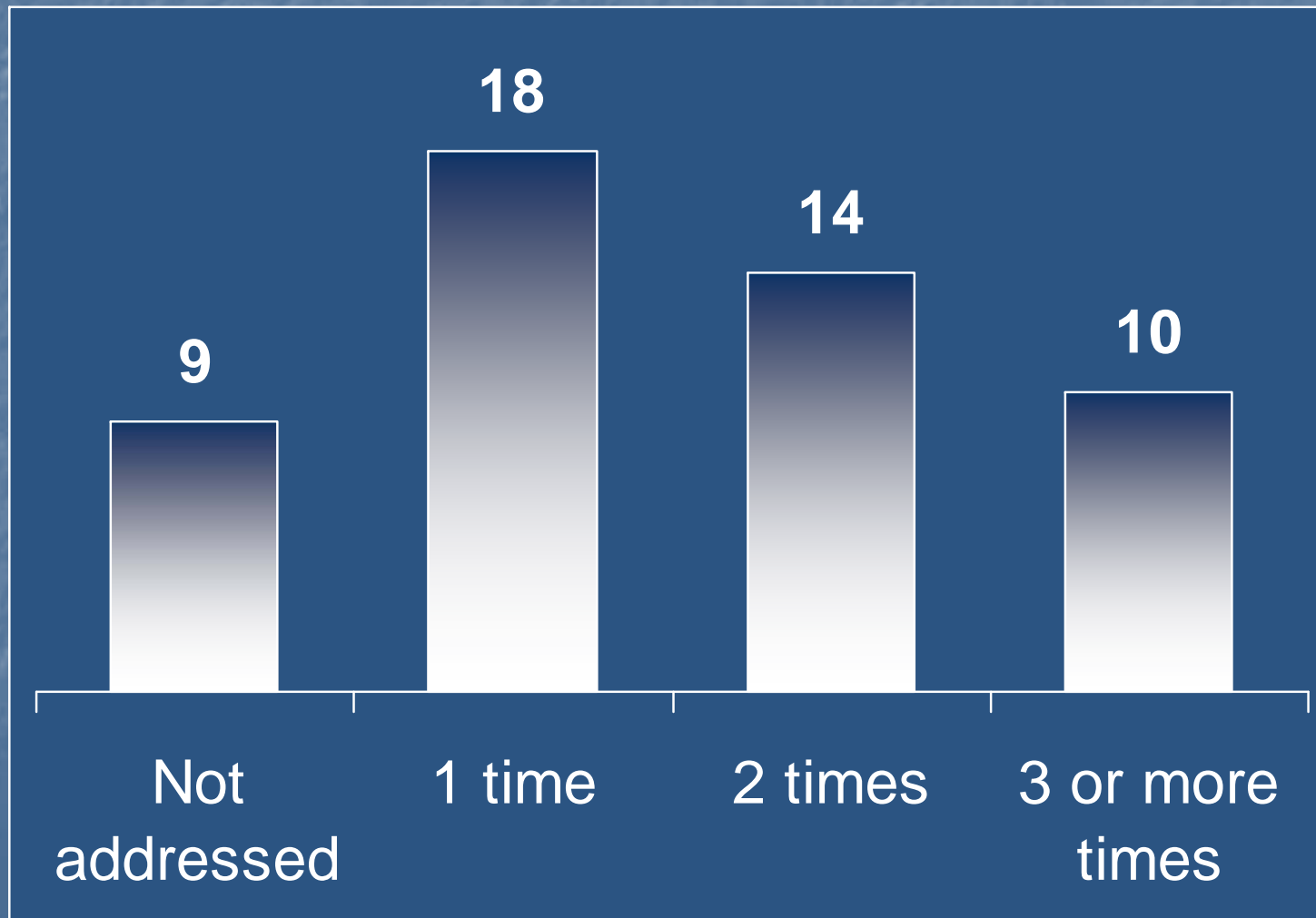
Performance Management

- Key elements of an effective performance management system:
 - Teacher Evaluation
 - Tenure
 - Retention strategies for effective teachers (particularly compensation)
 - Dismissal/exiting strategies for ineffective teachers
- Fundamental policy in nearly all of these critical areas is established at the **state** level.

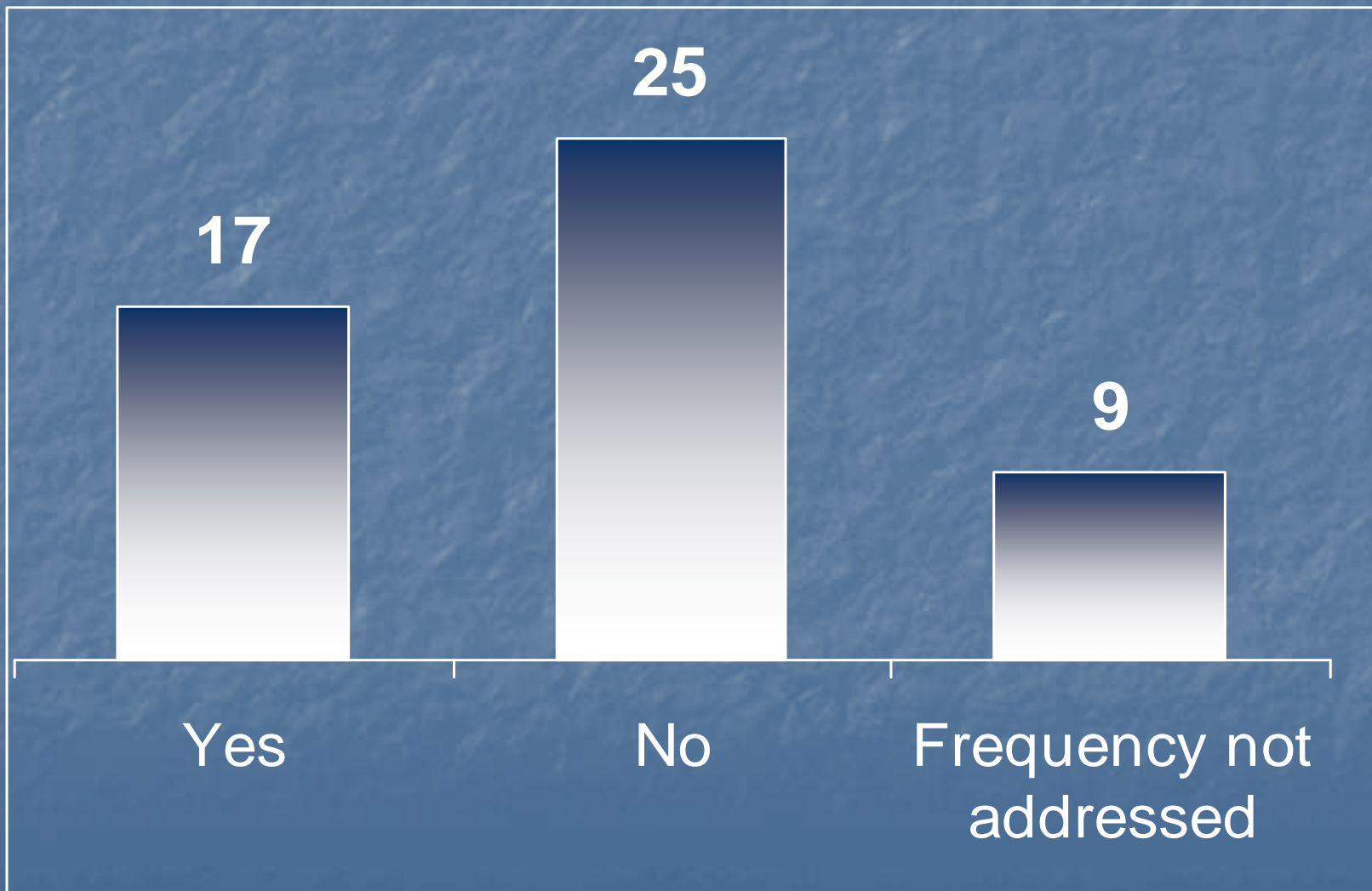
State Teacher Policy Yearbook

- Annual review of each state's teacher policies
- Average grades in 2008 report:
 - Identifying effective teachers D-
 - Retaining effective teachers D+
 - Exiting ineffective teachers C-
- Recommendations can support Race to the Top proposals.

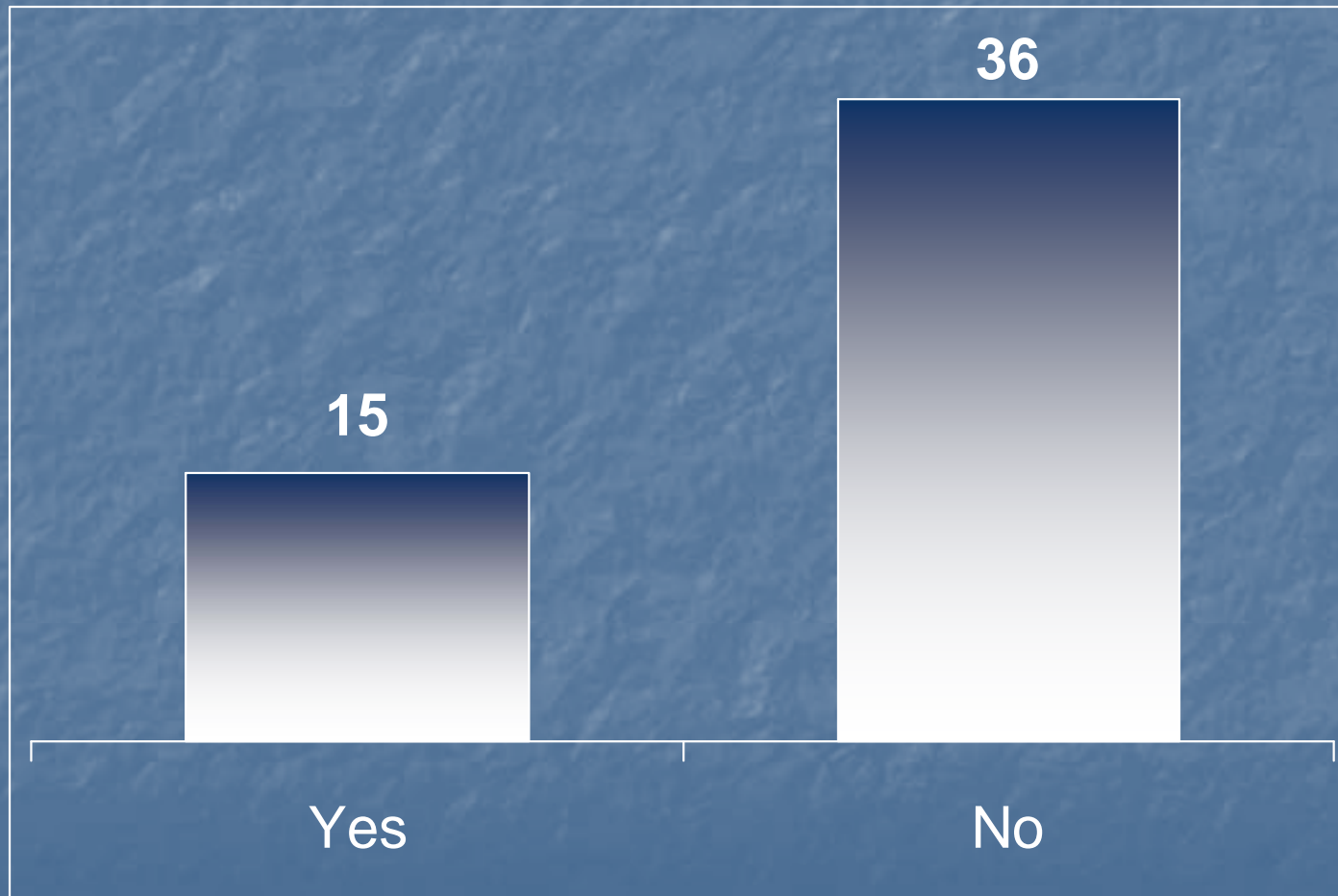
How many times do states require districts to evaluate a new teacher during a school year?



Do states require districts to evaluate new teachers early in the school year?



Do states require annual evaluations of all veteran teachers?



State efforts to consider classroom effectiveness

Requires evidence of student learning to be the preponderant criterion for teacher evaluation

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Requires evaluation to include any objective measures of student learning

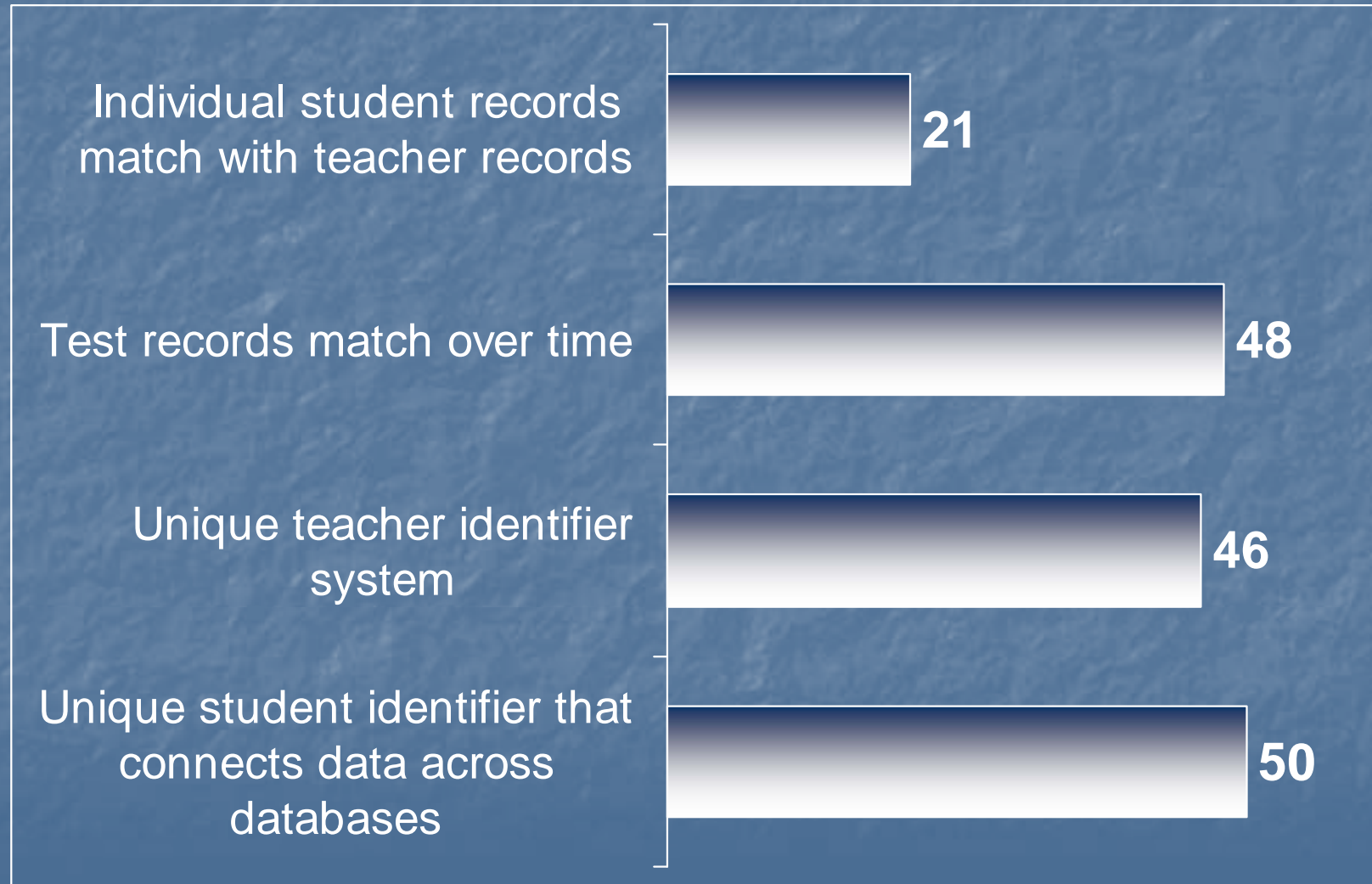
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Requires evaluation to include classroom observation

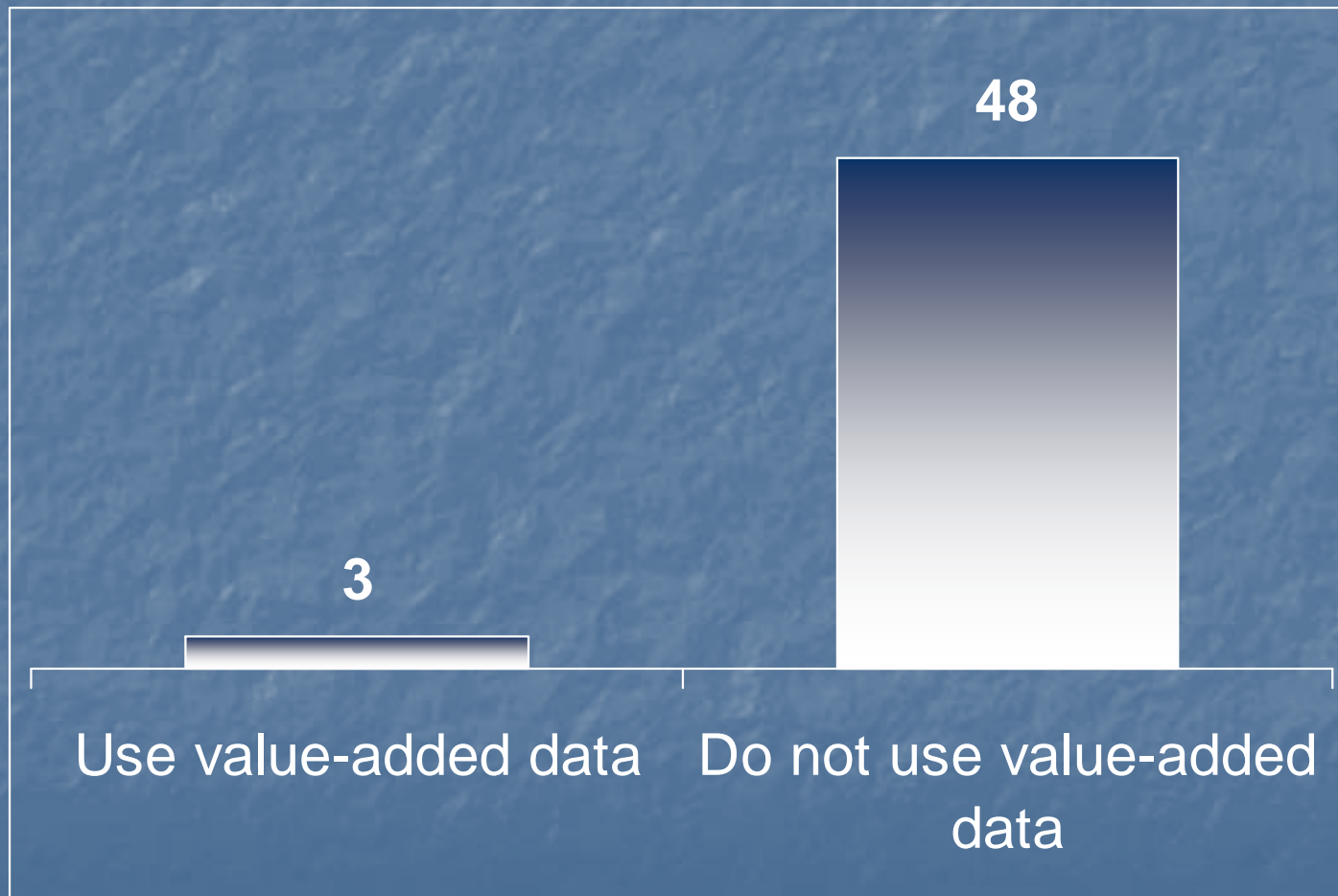
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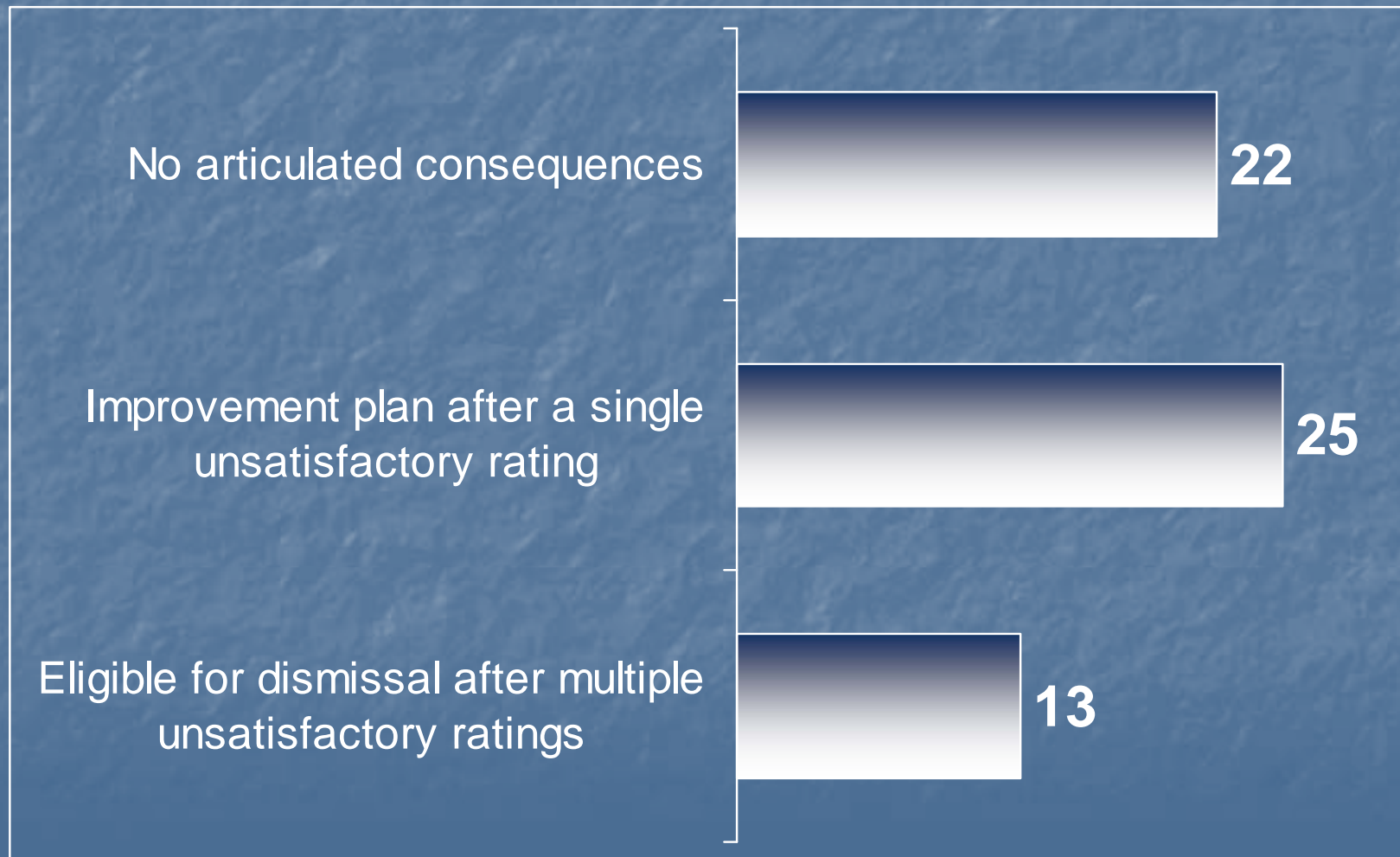
Do state data systems have the capacity to reliably assess teacher effectiveness?



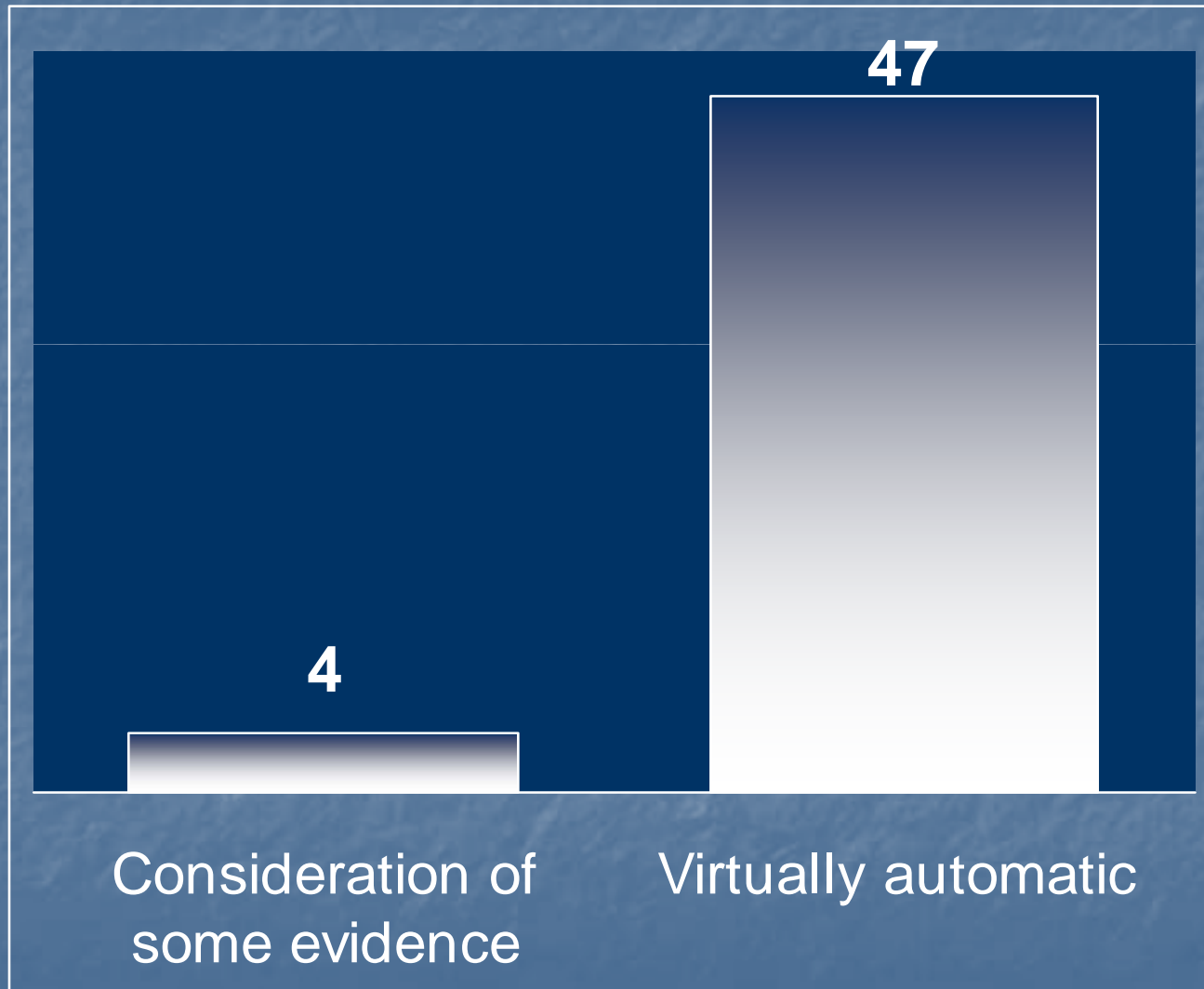
Do states use value-added data as a criterion for assessing teacher effectiveness?



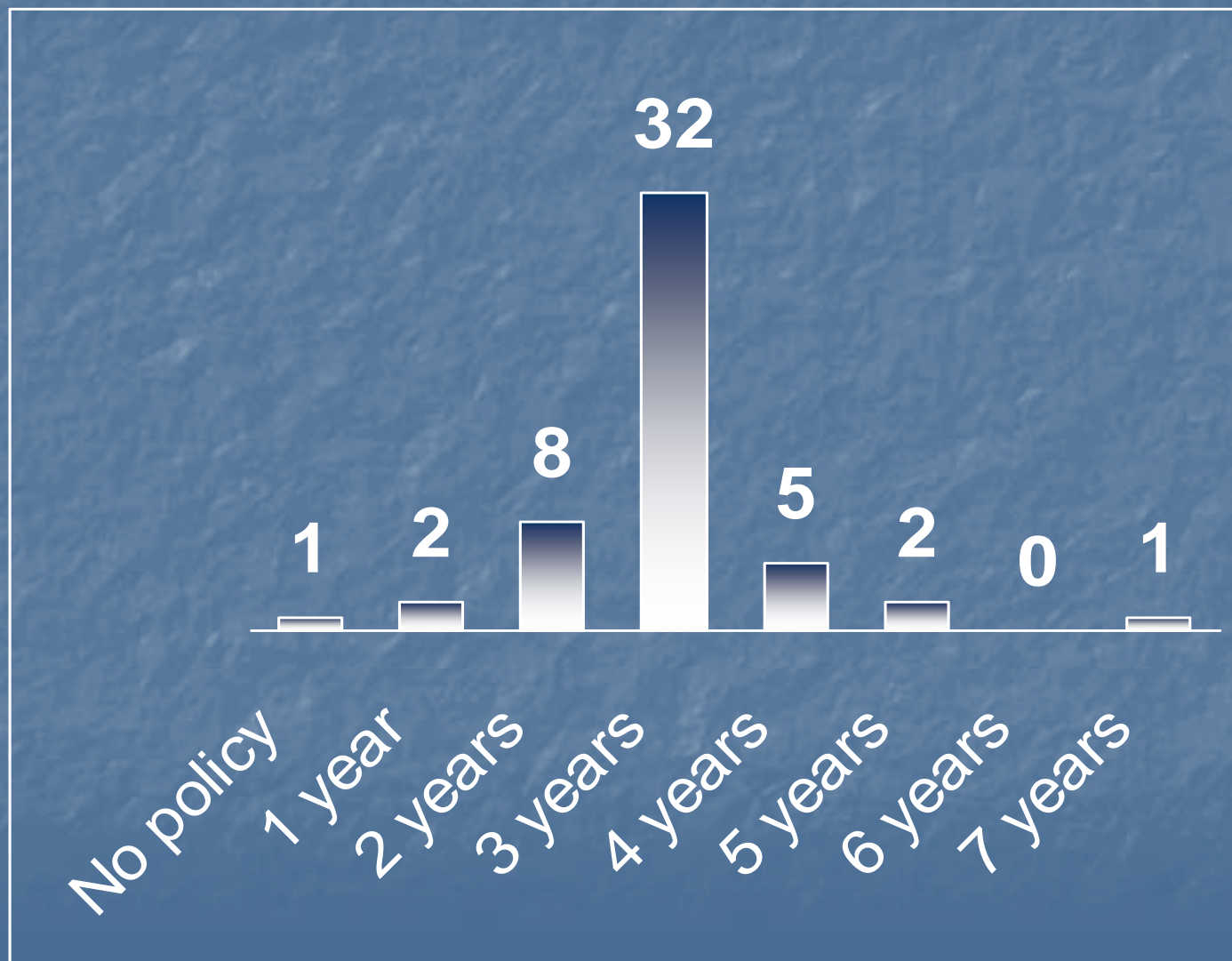
What are the consequences for teachers who receive unsatisfactory evaluations?



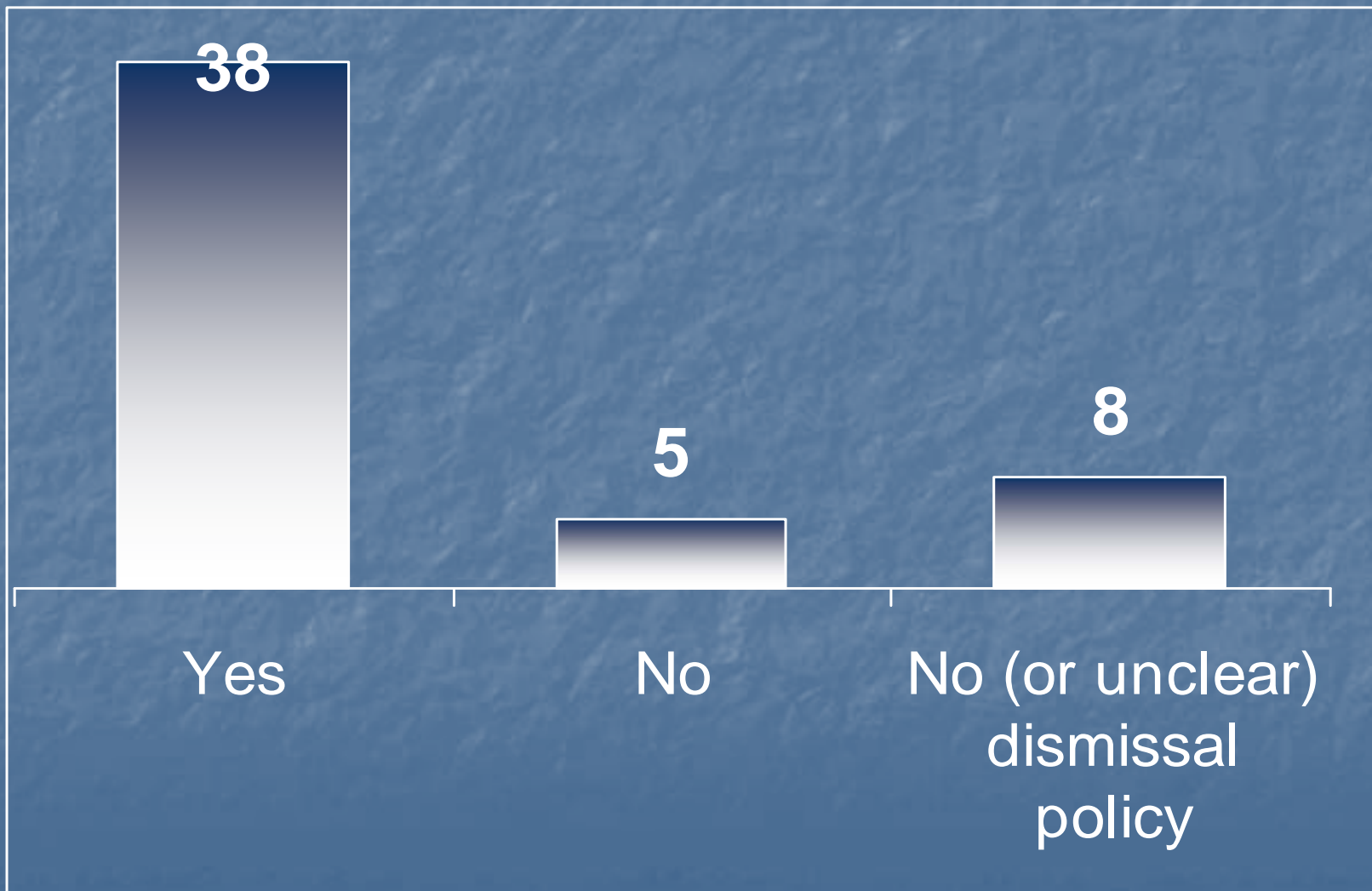
How are tenure decisions made?



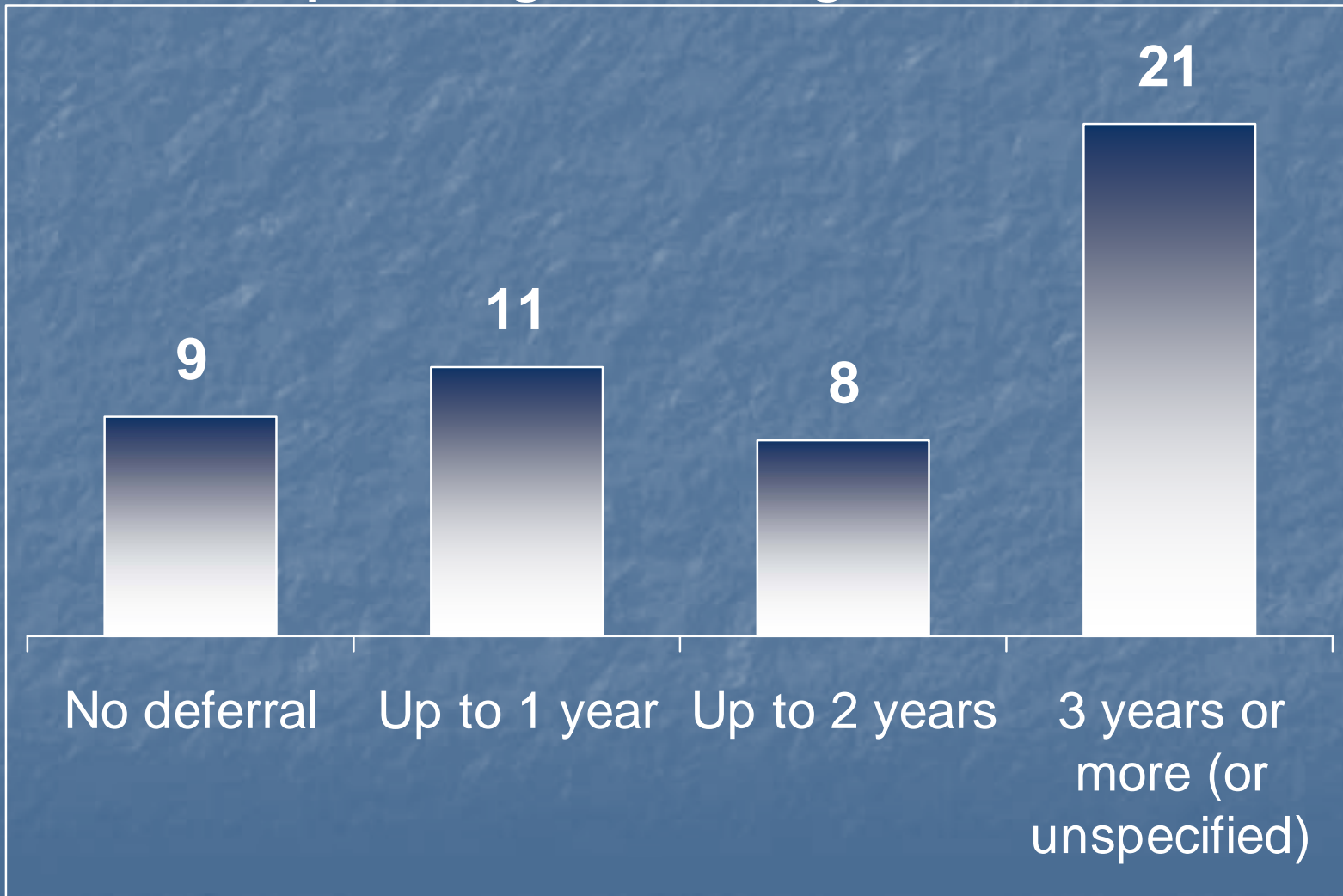
How long before a teacher earns tenure?



Do states allow multiple appeals of teacher dismissals?



How long can new teachers practice without passing licensing tests?



National Council on Teacher Quality
1420 New York Avenue NW
Washington, DC 20005

www.nctq.org

202-393-0020

