

Cambridge Education, LLC. – Teacher/Principal Evaluation with Student Growth Component

Cambridge Education has extensive experience and expertise in supporting states, districts and schools to design and implement highly effective teacher and principal evaluation systems, which include student growth components. In addition to our SIG work, we were partners in the Bill and Melinda Gates Foundation’s **Measures of Effective Teaching Project**. We have applied the findings of this project to our work with SIG schools and other districts across the U.S., most notably Hillsborough County where we have trained over 900 district and school administrators and peer evaluators with a focus on ensuring inter-rater reliability (IRR), which has led to IRR of over 97% between evaluators. In addition to our work in the U.S., between 2000 and 2005 we also led, on behalf of the UK Government, the implementation of Teacher and Principal Evaluation in all 26,000 schools in England and Wales.

In supporting SIG and Priority schools, our services are closely aligned to a range of teaching and learning frameworks, and support teacher and principal effectiveness, leading to increased student performance.

<p>1. Preparation and Planning</p> <ul style="list-style-type: none"> ■ Demonstrating knowledge of content and pedagogy ■ Demonstrating knowledge of students ■ Setting instructional outcomes ■ Demonstrating knowledge of resources ■ Designing coherent instruction ■ Designing student assessments 	<p>Common Priorities Approach</p> <p>Building the capacity of teacher teams to:</p> <ul style="list-style-type: none"> ■ Analyze multiple sources of data ■ Unpack and prioritize learning standards ■ Design units based on UBD approaches ■ Design formative assessments ■ Set instructional outcomes and design lessons utilizing effective instructional strategies 	<p>The Common Priorities Approach builds the capacity of teacher teams to improve curriculum, assessment, and lessons</p>
<p>2. Classroom Environment</p> <ul style="list-style-type: none"> ■ Creating an environment of respect and rapport ■ Establishing a culture for learning ■ Managing classroom procedures ■ Managing student behavior ■ Organizing physical space 	<p>The Motivated Classroom</p> <p>Building the capacity of teachers to:</p> <ul style="list-style-type: none"> ■ Engage their students (showing that they care) ■ Build structure (establishing expectations) ■ Stimulate their students (empowering them to learn) ■ Give support (giving effective feedback) 	<p>The Motivated Classroom gives teachers a wide range of practical strategies to establish a classroom environment that promotes student engagement and self-motivation</p>
<p>3. Instruction</p> <ul style="list-style-type: none"> ■ Communicating with students ■ Using questioning and discussion techniques ■ Engaging students in learning ■ Using assessment in instruction ■ Demonstrating flexibility and responsiveness 	<p>Assessment for Learning</p> <p>Building the capacity of teachers to:</p> <ul style="list-style-type: none"> ■ Share learning outcomes in ways that build students’ ownership of learning ■ Ask better questions that cause students to think and give them support to answer them ■ Provide feedback in ways that help students improve their performance ■ Promote assessment by students for peers and self 	<p>Assessment for Learning helps teachers promote student ownership of learning while assessing and responding to their learning</p>
<p>4. Professional Responsibility</p> <ul style="list-style-type: none"> ■ Reflecting on teaching ■ Maintaining accurate records ■ Communicating with families ■ Participating in the professional community ■ Growing and developing professionally 	<p>Targeted Job-embedded Support</p> <ul style="list-style-type: none"> ■ Building reflective practice individually and in teams ■ Building systems for maintaining records ■ Supporting systems of communication ■ Building and supporting professional learning systems and learning communities 	<p>Targeted Job-embedded Support helps develop a culture of professionalism that supports effective teaching and learning</p>

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