

Teacher/Principal Evaluation With Student Growth Component

District and School Improvement at American Institutes for Research (AIR)

AIR's District and School Improvement Center (<http://revivingschools.org/>) provides a smart, real-world, hands-on approach to school improvement that is based on a framework grounded in research and refined by practice. Instead of implementing a one-size-fits-all program, we identify the needs specific to districts and schools and provide guidance for modifying existing programming or starting fresh. District and School Improvement Center staff believe that sustained district and school turnaround and transformation can be achieved through building capacity at all levels of the educational system and developing a strong collaborative partnership among teachers, leaders, families, and communities.

Background

Research demonstrates that teachers and principals play a fundamental role in improving student performance (Barber & Mourshed, 2007; Kane, McCaffrey, Miller, & Staiger, 2013; Louis, Leithwood, Wahlstrom, & Anderson, 2010; Rivkin, Hanushek, & Kain, 2005; Rockoff, 2004) and that evaluation systems can provide useful information to inform efforts aimed at raising overall performance, closing achievement gaps, and creating cultures of continuous improvement in schools and districts. However, research also has demonstrated that traditional teacher evaluations are often sporadic and poorly designed and provide little useful information on teacher effectiveness (Brandt, Thomas, & Burke, 2008; Weisberg, Sexton, Mulhern, & Keeling, 2009).

Service Description

Our team provides supports to schools in redesigning educator evaluation systems using the strongest available measures of student growth and professional practice that best fit your school's needs. AIR can support your school to lead the design, development, and implementation of comprehensive teacher and leader performance management systems that include measures of student growth, such as value-added or growth models and student learning objectives. We accomplish this through an emphasis on the following:

- Strong investments in leadership and continuous stakeholder engagement
- Well-articulated vision and strategic plans
- Culture shifts that get results
- Tools, training, and infrastructure
- Talent management systems connected to recruitment, development, and retention strategies

Learn more at http://educatoralent.org/whatWeDo_evaluation_services.html.

Value We Bring

By partnering with AIR, you can expect an intense focus on a system of professional growth that honors the expertise of educators and the craft of teaching and leading in order to provide more support, feedback, and continuous cycles of development.

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