

Southern Regional Education Board – High Schools That Work:

Teacher/Principal Evaluation with Student Growth Component

The SREB framework for support is designed to provide research-based tools and strategies for continuous improvement based on the expertise and data from best practices in the HSTW network. Because SREB works in so many districts and states, we work with districts and states to implement the local or state model for teacher and principal evaluation. SREB Leadership Coaches work with schools to support the use of multiple models. The focus of the SREB work is improving instruction and student achievement.

If a school's evaluation model is not already developed, SREB is prepared to work with the LEA to develop valid and reliable principal and teacher evaluation systems in compliance with Illinois' Performance Evaluation Reform Act of 2010 (Public Act 096-0861). The systems would incorporate multiple measures of data, including student growth. The teacher evaluation system includes measures of student learning, based on a variety of types of summative assessments, aligned to standards, and a growth model based on student progress. SREB works collaboratively with the LEA to incorporate into the evaluation system measures of teachers' instructional practices, professional responsibilities and contributions to building a positive culture of high expectations. Multiple measures of data to determine the extent to which students have mastered standards and made progress include standardized achievement measures, including state assessments and ACT and school-based data, such as SREB-facilitated ongoing reviews of student work using rubrics.

SREB has been involved in the development and advancement of the Bill and Melinda Gates Foundation's efforts to Measure Effective Teaching (MET) and is viewed as a national leader through our Educator Effectiveness Program. SREB supports this multi-pronged approach to teacher evaluation that includes observations, student performance and student perceptions. Hence, we believe any teacher evaluation system should include multiple measures of student learning, based on a variety of summative assessments, aligned to standards, and including other aspects such as perceptions and observations. SREB works collaboratively with the LEA to incorporate into the evaluation system measures of teachers' instructional practices, professional responsibilities and contributions to building a positive culture of high expectations. Multiple measures of data to determine the extent to which students have mastered standards and made progress include standardized achievement measures, including state assessments and ACT and school-based data, such as SREB-facilitated ongoing reviews of student work using rubrics.

SREB also facilitates the district's development of a principal evaluation system which has as its foundation the Illinois Performance Standards for School Leaders and their related Indicators and rubrics. SREB works with the LEA to implement the Illinois Principal Performance Review, based on the particular district and school needs and following statutory requirements. SREB consultants, working collaboratively with the principal, develop a systematic, ongoing and job-embedded professional development plan, to build the principal's capacity to achieve school improvement goals and the principal/s specific evaluation plan goals.