

Avoiding a Rush to Judgment

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Little Value in Evaluation

- 14 states require annual evaluations
- Half of large districts require annual evaluations
- Evaluations are little more than “drive-bys”—
checklists of behavioral characteristics
- Overwhelmingly, teachers are rated “satisfactory”



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Measuring Teacher Performance

- Test scores are problematic—fewer than half of teachers teach in tested grades
- Low-level tests measure teachers' ability to teach low-level content
- Value added measures offer promise to level the playing field
- But measures are imprecise and potentially misleading



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A New Model

- Explicit standards for teacher practice
- Multiple measures of performance
- Multiple evaluations
- Part of system for teacher development



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Challenges

- Cost
- Teacher union opposition
- NCLB sent wrong signals



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Recommendations

- Hybrid model—instruction and achievement
- Train evaluators
- Evaluate the evaluations
- Federal law as incentive



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Thank You.

 **Evaluating**  **Rewarding**
EDUCATOR EFFECTIVENESS
Navigating the Evolving Landscape

NATIONAL CENTER ON
Performance Incentives

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Bringing clarity to school improvement