

Topical Brief

EDUCATOR EFFECTIVENESS

One factor that has been positively linked to student achievement is educator quality. This topical brief provides information on several policies instituted in Kentucky, Tennessee, Virginia, and West Virginia related to educator quality. It also highlights activities in which R5CC and state leaders in Region 5 have partnered to address challenges related to educator effectiveness.

Selected State Policies

	KY	TN	VA	WV
Teacher evaluations include student growth data		✓		✓
Principal evaluations include student growth data		✓	✓	✓
New teachers are observed or receive feedback within the first half of the school year		✓	✓	✓
Principal observations are required		✓		
Evaluations occur annually for ALL principals		✓		✓
Teacher effectiveness data are reported publicly	✓			

State Support in Tennessee and West Virginia

State	Challenge	Strategies
TN	Inconsistent alternative growth measure (AGM) use and implementation	<p>R5CC supported the Tennessee Department of Education by:</p> <ul style="list-style-type: none"> Analyzing AGMs used for preschool (PK) and kindergarten (K) teachers and mapping usage across TN. Recommending refinements to an AGM survey to collect more extensive data on assessment implementation burden. Conducting a baseline comparison of PK/K assessments selected by districts for AGMs and TN universal screeners. Co-developing a matrix for off-the-shelf assessment reviews.
WV	Teacher shortages	<p>R5CC and the West Virginia Department of Education (WVDE) facilitated the Educator Preparation Taskforce, which:</p> <ul style="list-style-type: none"> Identified root causes of teacher shortages and encouraged actionable solution development. Provided coaching supports to WVDE taskforce facilitators; and Facilitated development of a taskforce brief delineating how to address root causes.
	Emerging teacher leadership (TL) development needs	<p>R5CC supported WVDE by:</p> <ul style="list-style-type: none"> Conducting a literature scan on teacher leadership programs and authoring related blogs (Identifying Competencies for Teacher Leader Roles, Designing Teacher Leadership Roles, Aligning Teacher Leadership Initiatives). WVDE: <ul style="list-style-type: none"> Developed a planning document with options counties can include in their TL framework. Shared scan findings with the WV Legislative Oversight Committee on Education and offered assistance to counties on TL framework design and implementation. Developing a resource with training modules to increase awareness and understanding of teacher leadership program design, implementation, and evaluation.