

# Teacher Effectiveness in NYC

December 2012

# Expect Success in NYC Classrooms

- Provide every student with access to a quality education
- Expect Success from all of our students by setting high expectations, providing support, and continually striving towards excellence
- NYC Public Schools is the nation's largest provider of educational and economic opportunity



# The Impact of Teachers

- **Great teaching is the key to a great education.** Parents and students know this from experience, and decades of research have confirmed that **when teachers succeed, students succeed too.**
- The unlimited potential of our **students** is interconnected with the unlimited potential of our **teachers.**

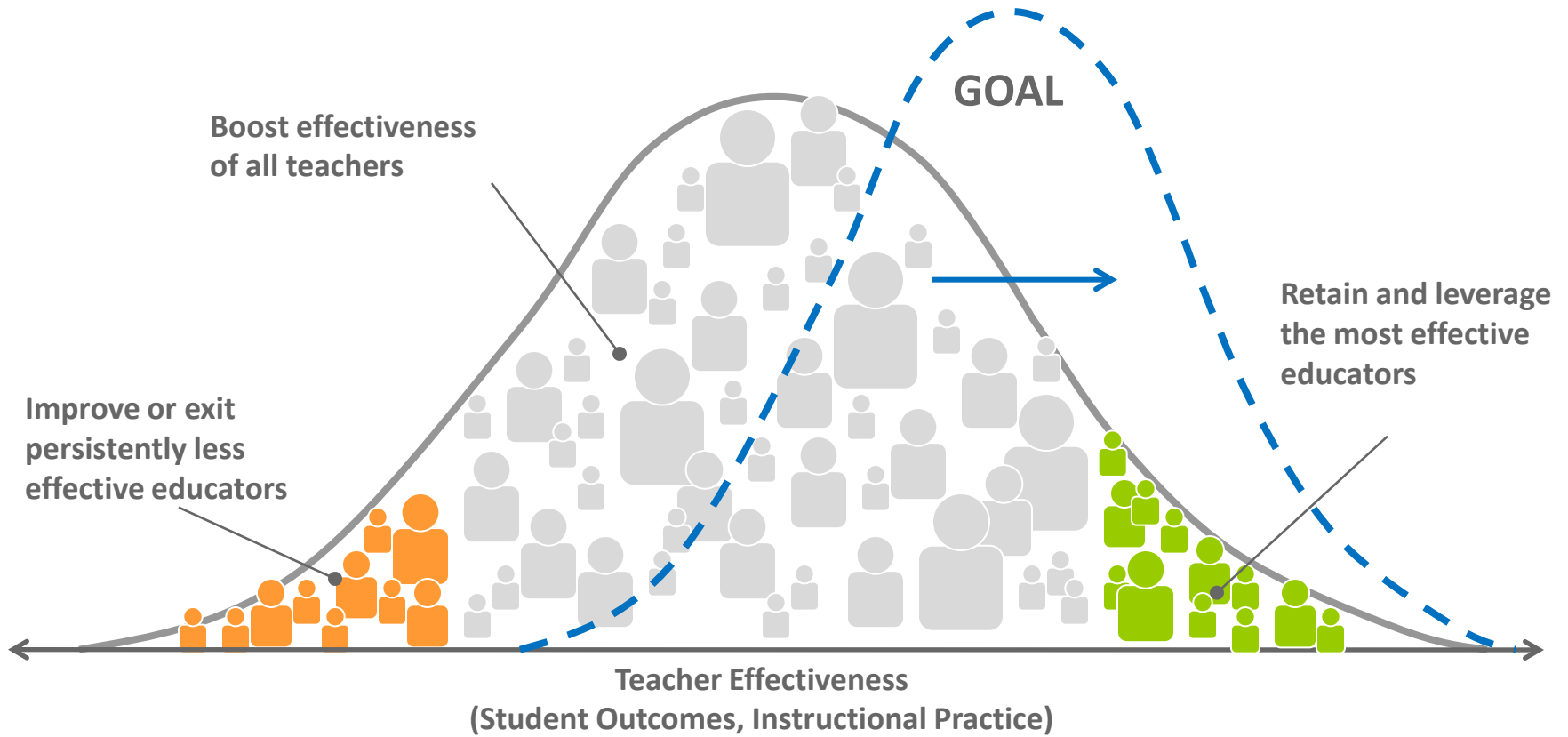


# NYC's Teacher Effectiveness Initiatives Focus on These Practices

- ✓ Frequent classroom observations coupled with timely, useful feedback focused on improving student learning
- ✓ Regular conversations between school leaders and teachers about each teacher's ongoing development and impact on student learning
- ✓ Ongoing professional development to support each teacher's growth
- ✓ Helping school leaders to fairly and accurately assess teachers' practice to make fair, informed decisions as they build effective instructional teams



# Our Vision: An Effective Teacher in Every Classroom for Every Student

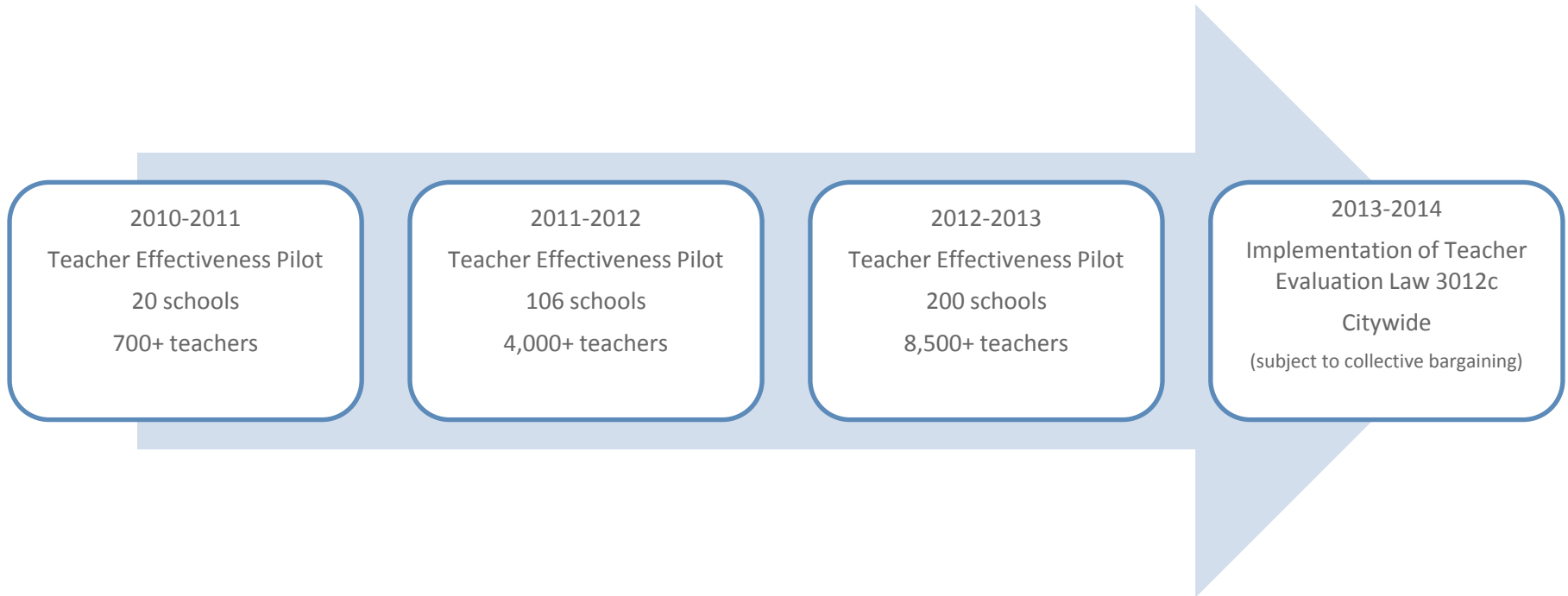


To achieve this vision, we must have an accurate understanding of which teachers are in which performance group.

# The Teacher Effectiveness Program

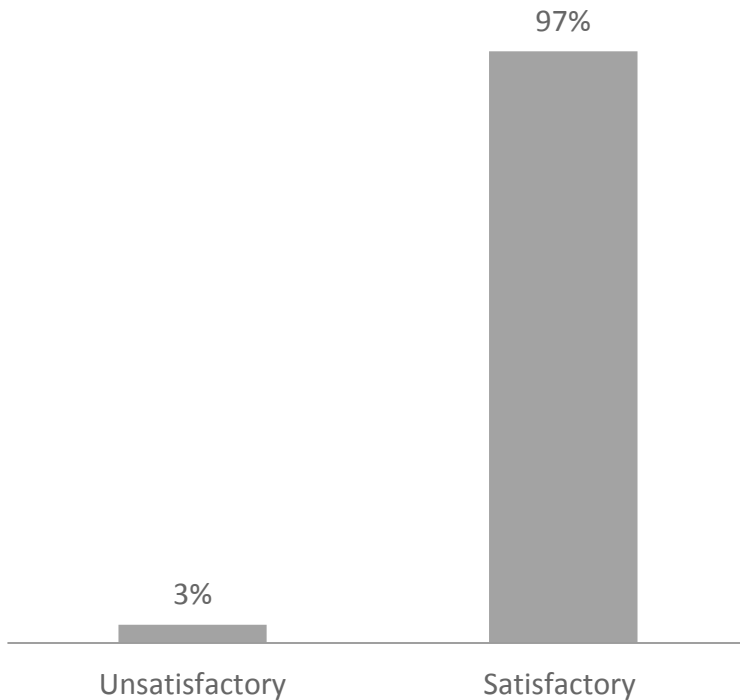
The NYC DOE Teacher Effectiveness Program is designed to support a common goal:

**An effective teacher in every classroom for every student.**

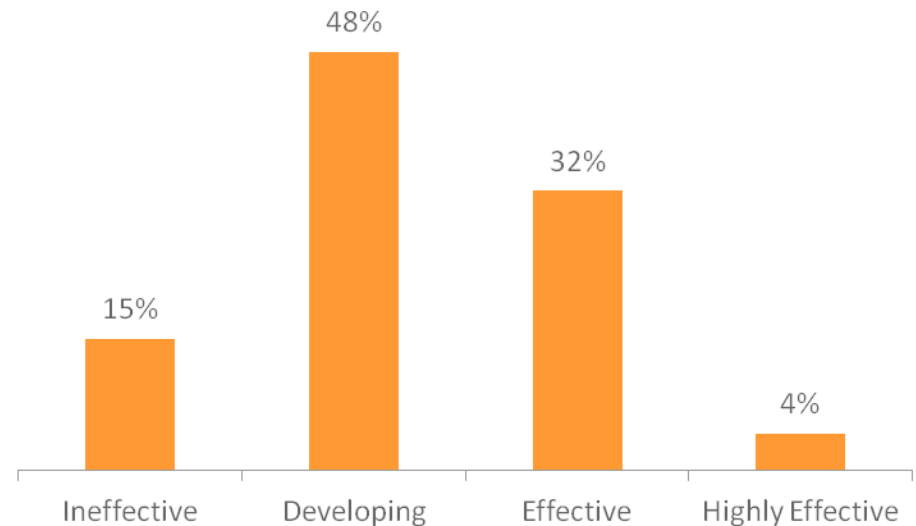


# NYCDOE's pilot work produced a meaningful distribution of teacher ratings – the critical first step to appropriately recognize and develop our teachers.

## 2010-11 Citywide Satisfactory/Unsatisfactory Ratings



## 2010-11 End-of-Year Pilot Ratings



*\*Source: 2010-11 End-of-year Pilot Ratings based on school leader submitted pilot ratings for Measures of Teacher Practice and Measures of Student Learning.*

## Teacher agreement with end-of-year survey questions

- ✓ All teachers should be observed regularly throughout the year
- ✓ All teachers should receive feedback in their teaching throughout the year
- ✓ All teachers should have their own individualized learning/development plans with clearly outlined goals
- ✓ Multiple measures of student learning should be included as a significant part of teacher evaluation and development system

The Result:  
**82%-96%**  
Agreement

\*Source: End-of-year Teacher Effectiveness Pilot teacher survey.



# School leader agreement that the pilot model is better than the existing Satisfactory / Unsatisfactory (S/U) system – for schools, teachers, and students

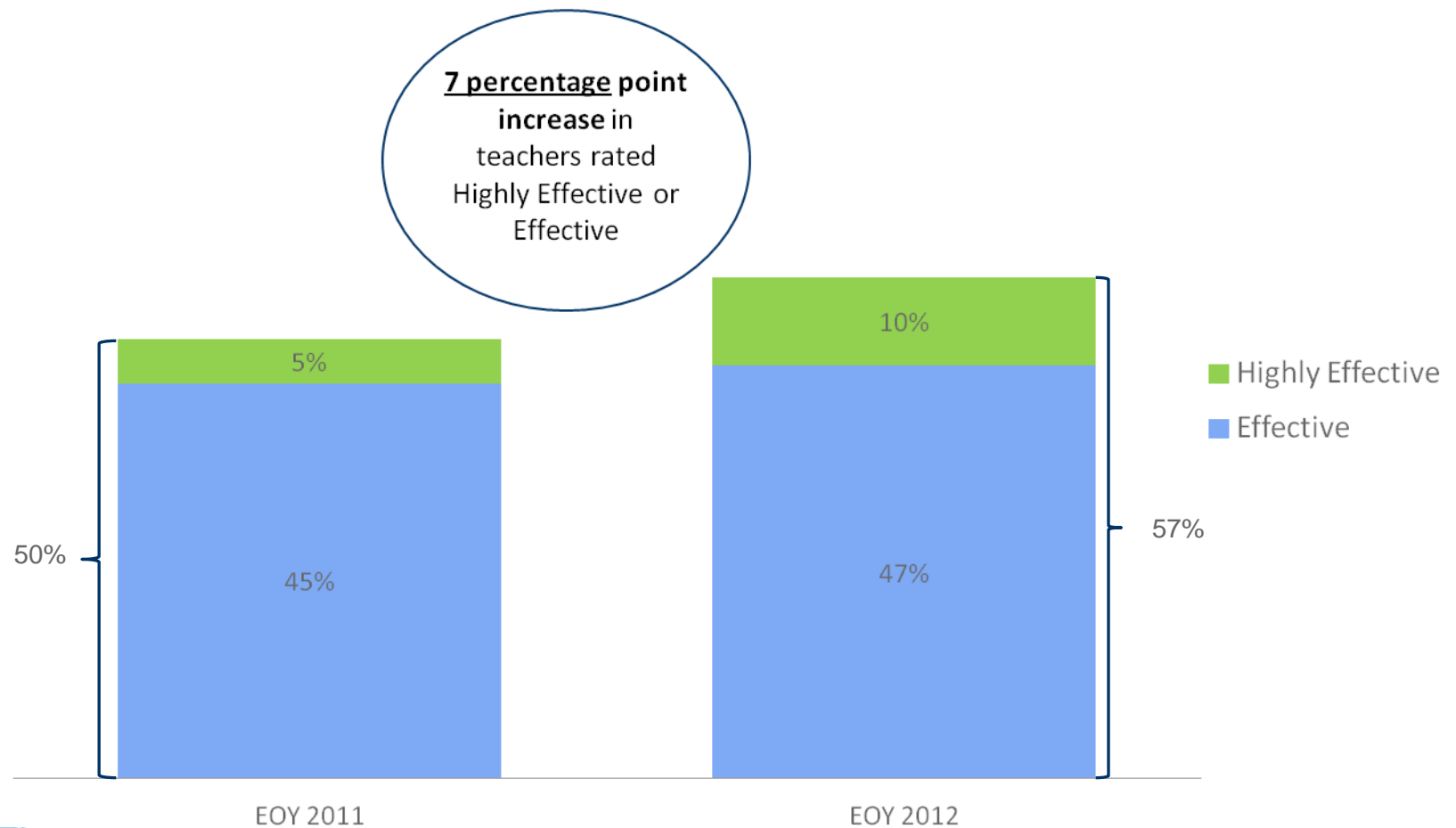
## School Leader Agreement to Pilot Survey Questions

- ✓ Produced results that are aligned with student outcomes
- ✓ Allows me to recognize exemplary performance
- ✓ Helps Teachers improve their instructional performance by providing specific and useful feedback

The Result:  
**92%-96%**  
Agreement

# The pilot has led to improvements in teacher practice.

## End of Year Teacher Practice Ratings, Two-Year Participants



\*Source: Measures of Teacher Practice ratings entered into ARIS Learn by TEP pilot school leaders in June 2011 and June 2012.

# What's Next

- NYCDOE and the United Federation of Teachers (UFT) are currently negotiating the details of a new teacher evaluation and development system, and anticipate that it will be implemented in the 2013-14 school year.
- The DOE will soon launch a public website that includes more information about Teacher Effectiveness initiatives underway. This site will be updated with more information about the new evaluation system after it has been negotiated with the UFT.