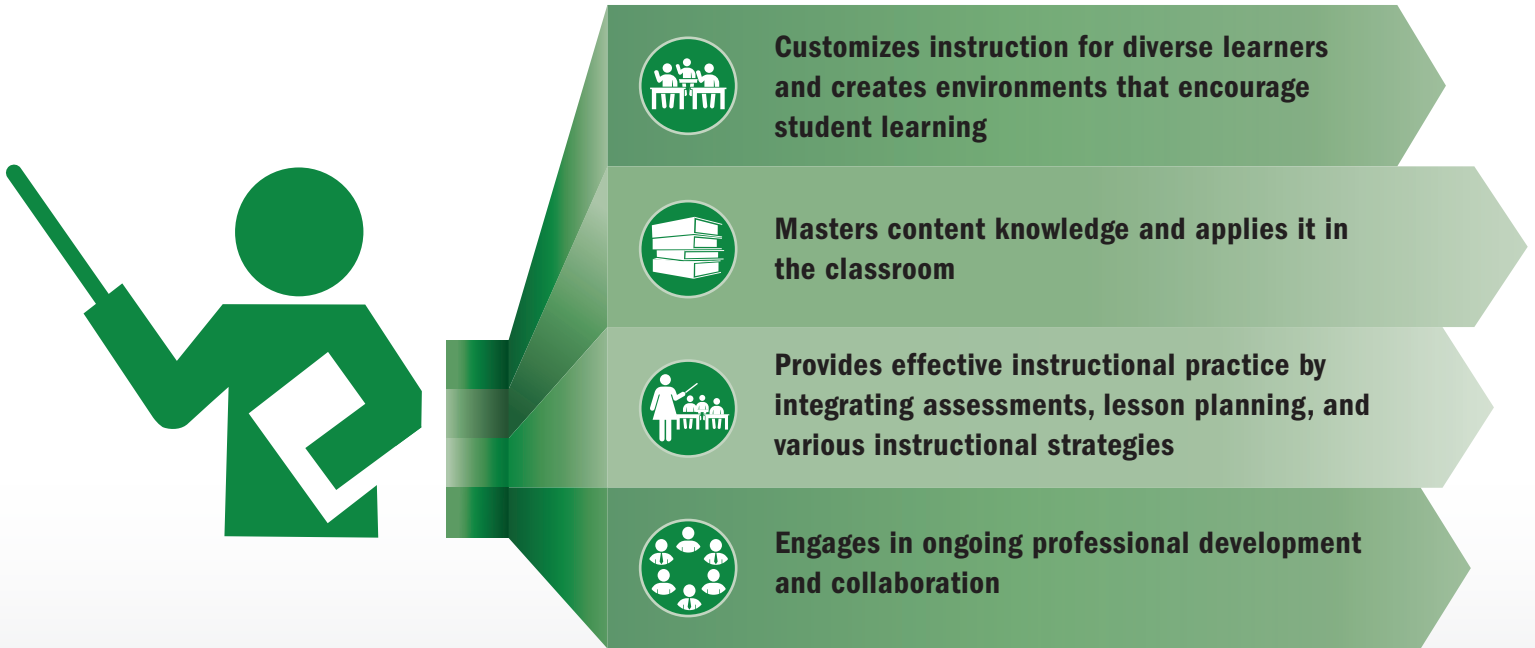


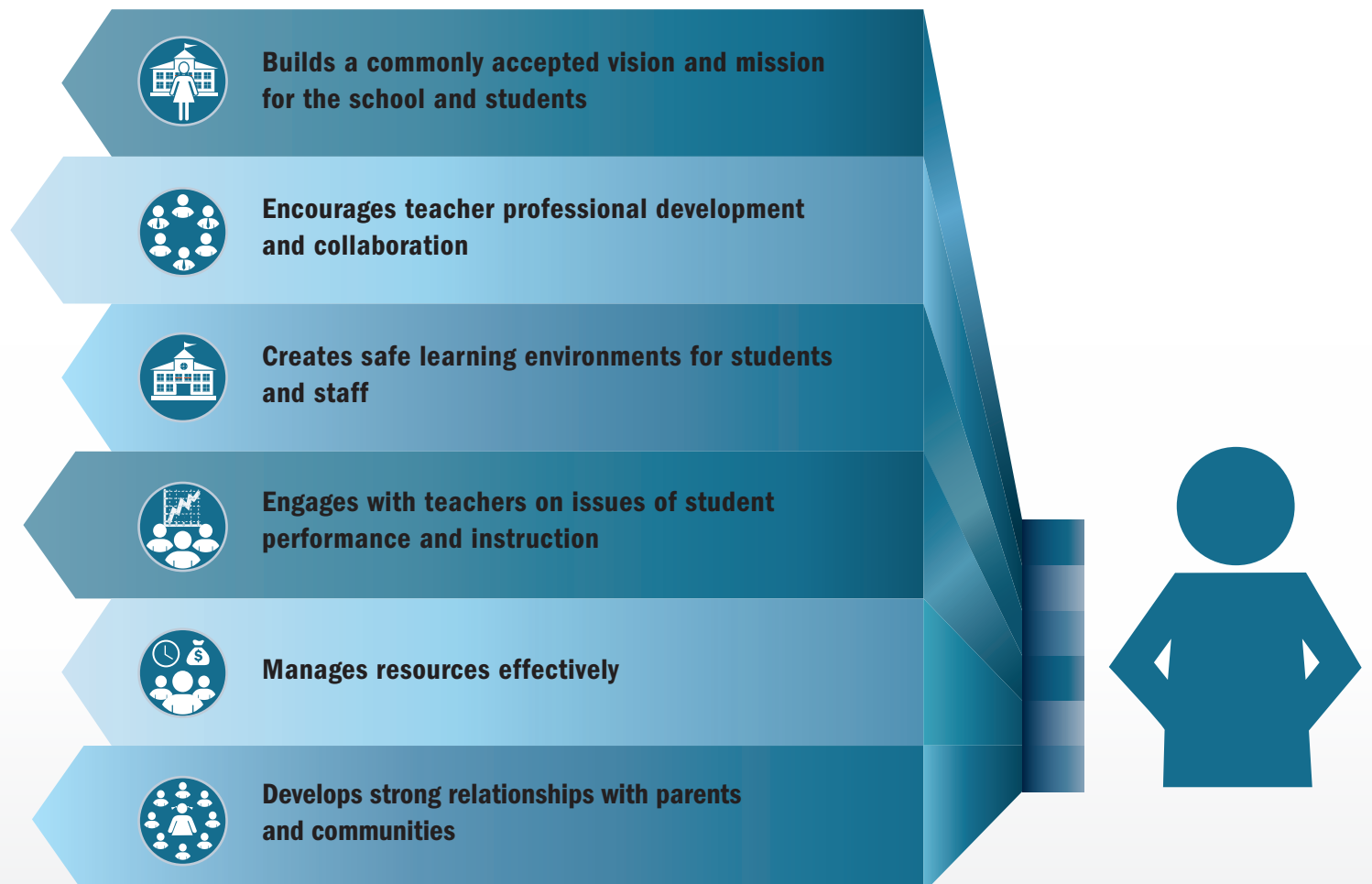
# Educator Effectiveness

**Educator effectiveness is one the most important school-based factors affecting student achievement.<sup>1</sup>**

## Expert thinking on effective teacher practices:<sup>2</sup>

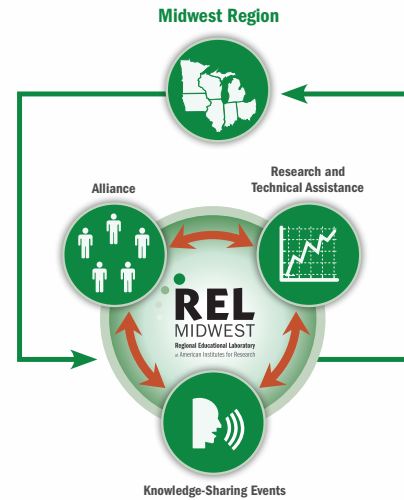


## Expert thinking on effective principal practices:<sup>3</sup>



## REL Midwest is addressing educator effectiveness through researcher-practitioner partnerships.

The Educator Effectiveness Research Alliance, a researcher-practitioner partnership, provides the Midwest with research and technical assistance to identify and retain effective educators and to support state efforts to provide an excellent educator for every student. Contact REL Midwest at [relmidwest@air.org](mailto:relmidwest@air.org) for more information on the Educator Effectiveness Research Alliance.



## Designing, Evaluating, and Using Teacher and Principal Evaluation Systems

### RESEARCH AND TECHNICAL ASSISTANCE



REL Midwest conducted a study examining whether adding student and teacher survey measures to an existing principal evaluation model helps explain variations in school performance ratings.<sup>4</sup>



REL Midwest is helping the Minnesota Department of Education develop tools that districts can use to systematically collect teachers', principals', and district administrators' perspectives on the implementation of teacher evaluation systems in order to evaluate implementation and continuously improve these systems.



REL Midwest is helping the Minnesota Department of Education analyze the suitability (i.e., psychometric properties) of a pilot student engagement survey designed to evaluate teacher effectiveness. REL Midwest is also helping the Minnesota Department of Education develop a teacher survey that districts can use to help evaluate principal effectiveness.

### RESOURCES



REL Midwest hosted a webinar detailing research-based approaches for evaluating teachers of untested subjects.<sup>5</sup>



REL Midwest and the Indiana University School Administrators Association cohosted a half-day event highlighting research and recommendations for the development and implementation of principal and teacher evaluation systems.<sup>6</sup>



REL Midwest hosted an interactive webinar that provided examples of how data from educator evaluation systems can inform teacher and district practice.<sup>7</sup>

## Exploring Teacher Workforce Shortages and Equitable Access



REL Midwest provided recommendations on how the Minnesota Department of Education could revise the design of its teacher supply-and-demand study.<sup>8</sup>



REL Midwest is examining patterns of educator mobility (changing positions from one school to another) to see whether patterns suggest equitable access to effective teachers.

## Learning from Research to Improve Educator Effectiveness



REL Midwest hosted an interactive webinar designed to increase educator awareness of how school climate data can be used to enhance student performance and teacher performance.<sup>9</sup>



REL Midwest and Iowa's professional learning providers cohosted a working conference to increase administrator capacity to support collaborative efforts among their staff.<sup>10</sup>

## Endnotes

- <sup>1</sup> Rivkin, S. G., Hanushek, E. A., & Kain, J. F. (2005). Teachers, schools, and academic achievement. *Econometrica*, 73(2), 417–458.
- <sup>2</sup> Interstate Teacher Assessment and Support Consortium. (2011). *InTASC model core teaching standards: A resource for state dialogue*. Washington, DC: Council of Chief State School Officers. Retrieved from [http://www.ccsso.org/Documents/2011/InTASC\\_Model\\_Core\\_Teaching\\_Standards\\_2011.pdf](http://www.ccsso.org/Documents/2011/InTASC_Model_Core_Teaching_Standards_2011.pdf)
- <sup>3</sup> National Association of Elementary School Principals. (2013). *Recruiting, preparing and building the capacity of effective principals: Eight evidence-based recommendations for federal policymaking*. Retrieved from [http://www.naesp.org/sites/default/files/NAESP\\_8\\_POLICY%20BRIEF%20022113.pdf](http://www.naesp.org/sites/default/files/NAESP_8_POLICY%20BRIEF%20022113.pdf)
- <sup>4</sup> Liu, K., Springer, J., Stuit, D., Lindsay, J., & Wan, Y. (2014). *The utility of teacher and student surveys in principal evaluations: An empirical investigation* (REL 2015–047). Washington, DC: U.S. Department of Education, Institute of Education Sciences, National Center for Education Evaluation and Regional Assistance, Regional Educational Laboratory Midwest. Retrieved from <http://ies.ed.gov/pubsearch/pubsinfo.asp?pubid=REL2015047>
- <sup>5</sup> **Link:** <http://www.relmidwest.org/events/evaluating-teachers-untested-subjects-and-grades>
- <sup>6</sup> **Link:** <http://www.relmidwest.org/events/getting-most-principal-and-teacher-evaluation-systems>
- <sup>7</sup> **Link:** <http://www.relmidwest.org/events/educator-evaluation-system-data-what-exists-and-how-do-we-use-it>
- <sup>8</sup> Minnesota Department of Education. (2015). *Teacher supply and demand: Fiscal year 2015 report to the legislature*. Roseville, MN: Author. Retrieved from [http://education.state.mn.us/mdeprod/idcplg?IdcService=GET\\_FILE&dDocName=059257&RevisionSelectionMethod=latestReleased&Rendition=primary](http://education.state.mn.us/mdeprod/idcplg?IdcService=GET_FILE&dDocName=059257&RevisionSelectionMethod=latestReleased&Rendition=primary)
- <sup>9</sup> **Link:** <http://www.relmidwest.org/events/strategies-using-school-climate-data-webinar>
- <sup>10</sup> **Link:** <http://www.relmidwest.org/events/building-principals-capacity-coach-professional-learning-teams>

## Additional information

For more information about this infographic, contact REL Midwest by e-mail ([relmidwest@air.org](mailto:relmidwest@air.org)) or by phone (866-730-6735).