Educator Effectiveness

Educator effectiveness is one of the most important school-based factors affecting student achievement.1

Expert thinking on effective teacher practices:2

- Customizes instruction for diverse learners and creates environments that encourage student learning
- Masters content knowledge and applies it in the classroom
- Provides effective instructional practice by integrating assessments, lesson planning, and various instructional strategies
- Engages in ongoing professional development and collaboration

Expert thinking on effective principal practices:3

- Builds a commonly accepted vision and mission for the school and students
- Encourages teacher professional development and collaboration
- Creates safe learning environments for students and staff
- Engages with teachers on issues of student performance and instruction
- Manages resources effectively
- Develops strong relationships with parents and communities

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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 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.4

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.5

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.6

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

### 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.8

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.9

REL Midwest and Iowa’s professional learning providers cohosted a working conference to increase administrator capacity to support collaborative efforts among their staff.10
Endnotes


5 Link: http://www.relmidwest.org/events/evaluating-teachers-untested-subjects-and-grades

6 Link: http://www.relmidwest.org/events/getting-most-principal-and-teacher-evaluation-systems

7 Link: http://www.relmidwest.org/events/educator-evaluation-system-data-what-exists-and-how-do-we-use-it


9 Link: http://www.relmidwest.org/events/strategies-using-school-climate-data-webinar

10 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) or by phone (866-730-6735).