

Educator Effectiveness Theory of Action

Educators and researchers agree that **Teacher Effectiveness** is the single most important factor in student academic achievement.

Do you believe...?

Every child deserves to have an effective teacher every year. YES

Every teacher deserves to have a team of effective leaders throughout his/her career. YES

Effectiveness can be developed. YES

Educator growth is best achieved through deliberate practice on specific knowledge and skills. YES

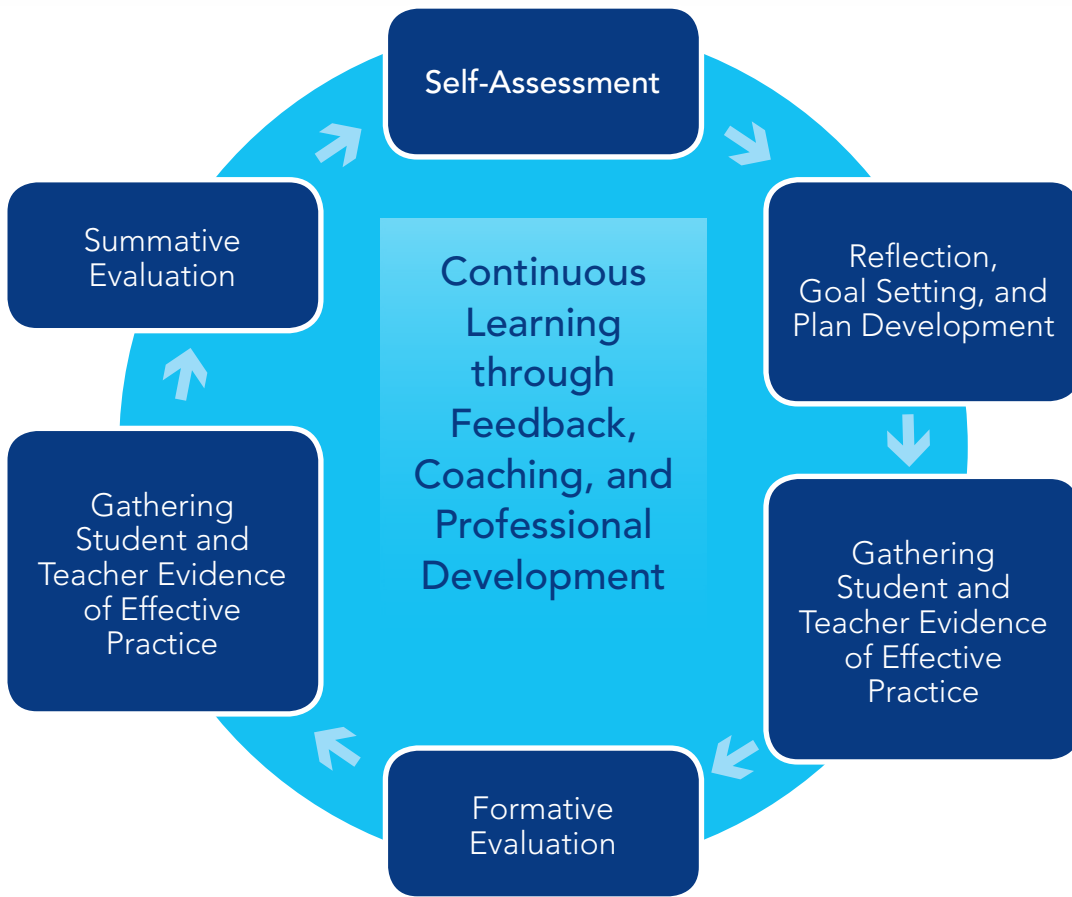
We do, too!

This is why the Oklahoma State Department of Education will provide leadership for **Educator Effectiveness** by:

- Developing a system to assess educator strengths and weaknesses;
- Providing access to high-quality professional development; and
- Guiding districts through a framework of offering individualized professional learning opportunities (including – but not limited to – best practices videos, peer collaboration, coaching, hands-on workshops, and professional reading); and
- Seeking ongoing feedback to improve the system and professional development opportunities provided.



A Targeted Evaluation Cycle with Focused, Active, and Collaborative Professional Learning



Oklahoma Academic Standards



Standards for Effective Teaching



Standards for High-Quality Professional Development



An Integrated System of Improving Student and Educator Learning

Linking Educator Evaluation and High-Quality Professional Learning

It's Not Just About...	It's Really About...
Conducting frequent, reliable observations	Meaningful, actionable feedback and conversations about how to grow
Including student data in the evaluation system	Analyzing the results in relation to specific teaching and leadership practices
Rating teachers with a summative rating label	Linking evaluation results to career paths, opportunities, and systems of support
Getting information about teacher performance	Providing focused, active, and collaborative professional learning opportunities and applying new knowledge to the classroom