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 |
| ✓ YES |
| **Every teacher** deserves to have a team of effective leaders throughout his/her career. | ✓ YES |
| ✓ YES |
| **Effectiveness** can be developed. | ✓ YES |
| ✓ 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

Continuous Learning through Feedback, Coaching, and Professional Development

Self-Assessment

Reflection, Goal Setting, and Plan Development

Gathering Student and Teacher Evidence of Effective Practice

Formative Evaluation

Gathering Student and Teacher Evidence of Effective Practice

Summative Evaluation

Linking Educator Evaluation and High-Quality Professional Learning

It’s Not Just About…

Conducting frequent, reliable observations

Including student data in the evaluation system

Rating teachers with a summative rating label

Getting information about teacher performance

It’s Really About…

Meaningful, actionable feedback and conversations about how to grow

Analyzing the results in relation to specific teaching and leadership practices

Linking evaluation results to career paths, opportunities, and systems of support

Providing focused, active, and collaborative professional learning opportunities and applying new knowledge to the classroom

Oklahoma Academic Standards

+ Standards for Effective Teaching

+ Standards for High-Quality Professional Development

= An Integrated System of Improving Student and Educator Learning

Continuous Learning through Feedback, Coaching, and Professional Development