Educator Effectiveness
Theory of Action

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

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**Do you believe...?**

<table>
<thead>
<tr>
<th>Statement</th>
<th>YES</th>
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</thead>
<tbody>
<tr>
<td><strong>Every child</strong> deserves to have an effective teacher every year.</td>
<td>✓</td>
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<td><strong>Every teacher</strong> deserves to have a team of effective leaders throughout his/her career.</td>
<td>✓</td>
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<tr>
<td><strong>Effectiveness</strong> can be developed.</td>
<td>✓</td>
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<td><strong>Educator growth</strong> is best achieved through deliberate practice on specific knowledge and skills.</td>
<td>✓</td>
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**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;
- 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

- Self-Assessment
- Reflection, Goal Setting, and Plan Development
- Gathering Student and Teacher Evidence of Effective Practice
- Formative Evaluation
- Summative Evaluation
- Continuous Learning through Feedback, Coaching, and Professional Development

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

Linking Educator Evaluation and High-Quality Professional Learning