



Delaware's Teacher Effectiveness Measures

Maryland Council for Educator Effectiveness
September 22, 2010

Peter Shulman, Chief Officer, Teacher & Leader Effectiveness Unit
Lisa Bishop, Special Assistant to the Secretary



Key Dates in DE. Education Story*

1983: Data System with unique student identifier established

1988: State wide teacher evaluation system implemented

1995: Robust charter and state wide school choice laws passed
State wide standards implemented

1997: Delaware Student Testing Program implemented
Longitudinal tracking of state test scores begins

2002: Funding for Reading Resource Teachers begins at state level

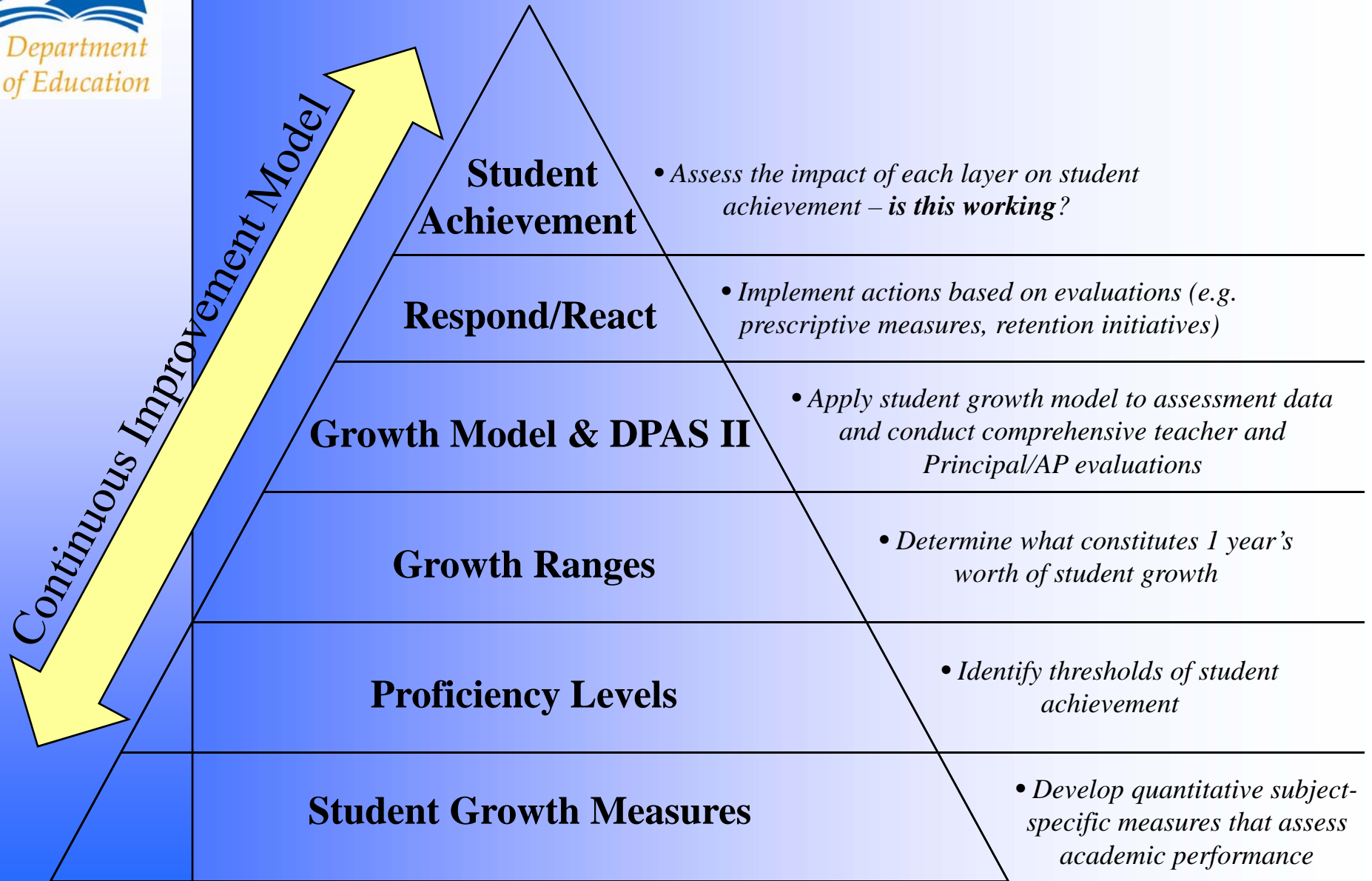
2005: Curriculum aligned to standards. Teacher evaluations revised based on Danielson principles. Rodel Foundation publishes *Opportunity Knocks* and launches state wide reform efforts

2006: High school graduation requirements aligned with university entrance requirements

2007: Delaware STARS rating system for early childhood education centers begins

2009: New regulations provide a framework for turning around low-achieving schools and link teacher evaluation to student growth

Student Growth: Plan of Action

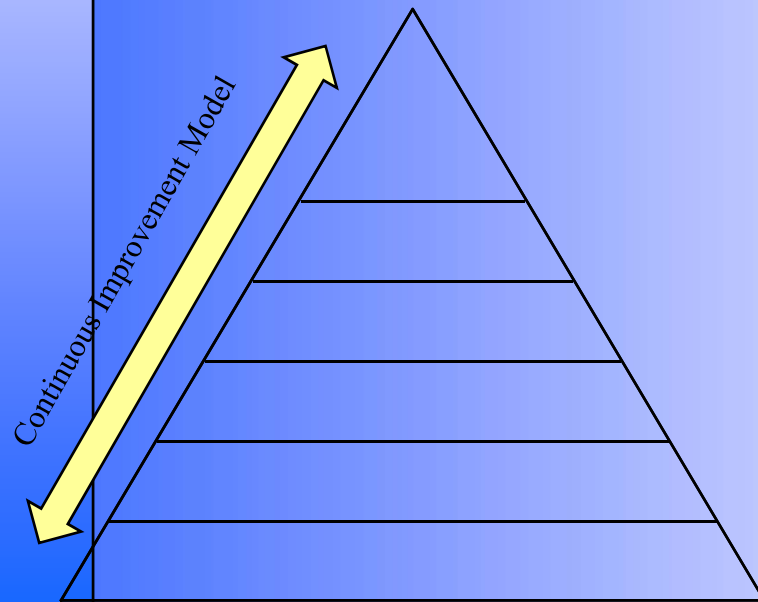


Student Growth: Culture Change and Implementation

Developing an effective accountability system

Success predicated upon:

- Defining accurate growth measures proficiency thresholds, & evaluation tool(s)
- Fidelity of implementation
- Must assess and shape over time



Embarking on a culture change

Success predicated upon:

- Teacher & Leader engagement and support
- Communication in parallel with a multitude of other new initiatives (e.g. DCAS, Common Core, PZ, SIG etc.)
- Redefining Teacher roles (e.g. peer review)
- Do not lose sight of other evaluation components
- Only one opportunity to “get it right”

