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## Special Education Teacher Evaluation in an Era of Accountability: Challenges and Solutions

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Council for Exceptional Children, Teacher Education Division

# Four Corners

SA

SD

In our state, there is a shared belief that teacher and leadership preparation play a major role in teacher and leader quality and are an essential element to the recruitment, support, and retention of highly effective teachers and leaders.

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# Four Corners

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In our state, teacher and leadership preparation programs have been extensively involved in the retooling of teacher and leader evaluation.

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# Four Corners

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Evidence of student learning should be an accountability measure for preparation programs just as it is for schools, districts, and teachers.

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# Four Corners

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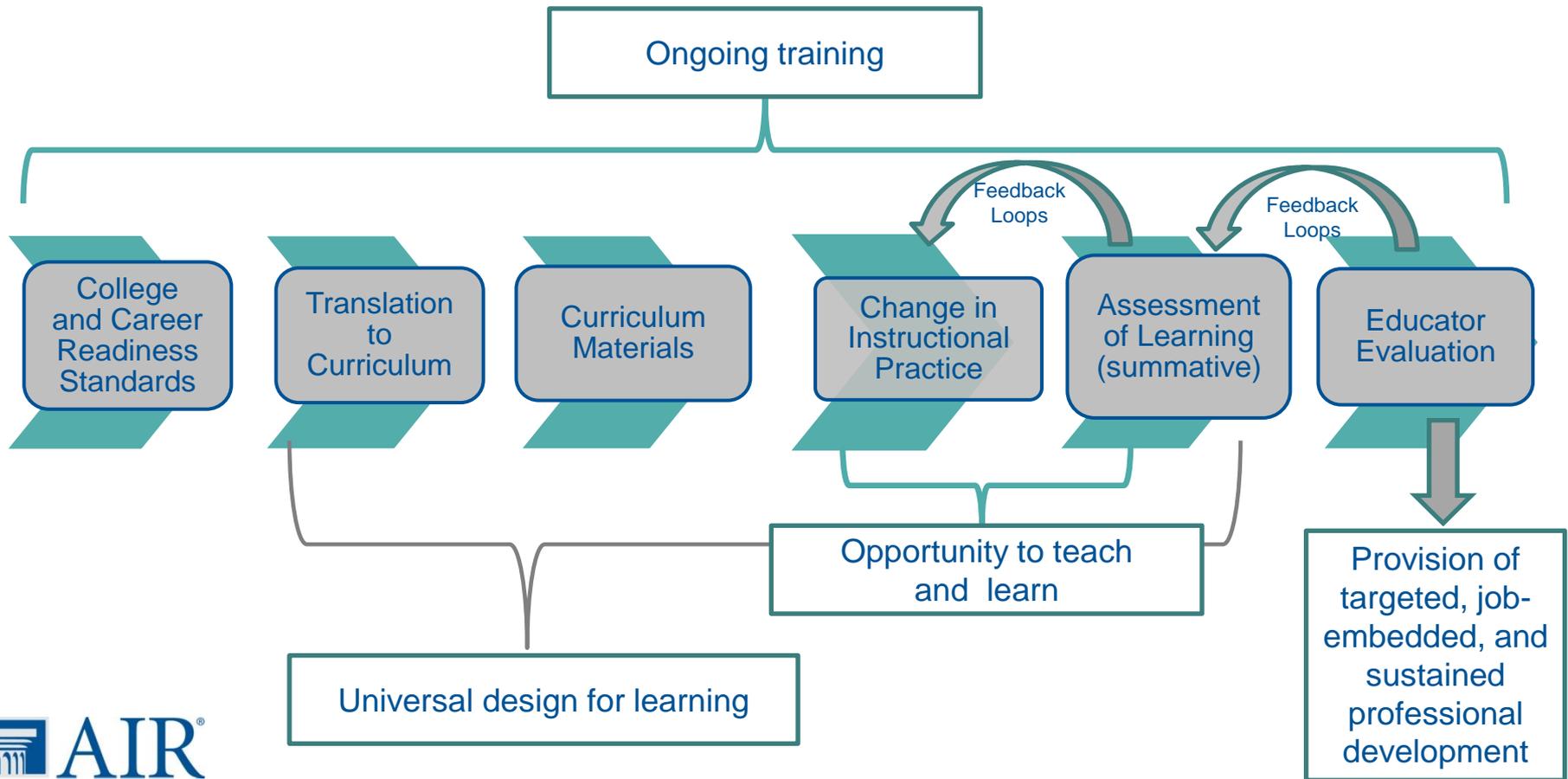
SD

In our state, there is a common understanding of the role that teacher and leadership preparation programs need to play in teacher and leader performance evaluation.

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# Impact of Common Core on Teacher Preparation: Making the Connections



# Foundation to Teacher Preparation Standards, Curriculum, Certification/Licensure, Teacher Quality, and Retention

Student  
College and  
Career  
Ready  
Standards

Teacher &  
Leader  
Standards

Effective  
Teacher &  
Leader  
Preparation  
Program &  
Curriculum

Aligned  
Certification  
& Licensure

Aligned  
Human Capital  
Management

Student's  
College and  
Career  
Readiness

# Guiding Principles

Educator evaluator models based on:

- The student learner
- What educators and administrators need to know and do to support the academic and social growth of students with disabilities
- Demonstrated student growth
- Roles and responsibilities
- The type of feedback and support needed to improve educator practice across the career continuum



# Impact of Preparation Programs on Teacher and Leader Evaluation

Preparation programs can impact evaluations in two broad areas:

- Teacher and leader evaluation design
- Curriculum, field experiences, and support

# Impact of Teacher and Leader Evaluation on Preparation Programs

Evaluation can impact preparation programs in:

- Curriculum and reform guidance
- Evaluation and feedback

# The Student Learner

Instruction is focused on student needs and is differentiated based on the student learner.

## *Examples:*

- Rubric remains constant; however, explicit examples of how the standard would be demonstrated according to student ability and need (e.g., Pennsylvania & Massachusetts)
- Guided pre-observation conference with educator reviewing student needs and research behind instructional approach (e.g., Nevada & Pennsylvania)



# Evidenced-Based Instructional Practices

Use of empirical evidence to build evaluation models

## *Examples:*

- Focus on instruction, narrow scope, and ensure fidelity (e.g., Nevada and, potentially, Iowa).
- Focus on high-level instructional principles (e.g., Nevada and Iowa Core Highly Effective Instructional Principles).



## Demonstrated Student Growth

Ensure that the measures used are a fair and accurate representation of both student growth and teacher contribution to that growth.

### *Example:*

- Student learning objective development requires accountability for the growth of all students, collaboration of both general and special education teachers in development, and differentiated targets (e.g., Rhode Island).



# Roles and Responsibilities

Procedures specific to roles and responsibilities

***Examples:***

- Modify rubric according to role (e.g., Massachusetts, Pennsylvania, Illinois, and Nevada).
- Add indicators specific to the professional association standards (e.g., DC Impact, Pennsylvania, and Nevada).



# Preparation Impact on Teacher Evaluation: *Teacher and Leader Evaluation Design*

## Evidenced-Based Instructional Practices

(Differentiated Instruction)

- Assessment for learning
- Learning strategy instruction
- Scientifically based reading instruction
- Classroom organization and behavior management

## Teacher & Leadership Standards

(Knowledge, Skills, and Motivation)

- Needs and interests of PK–12 students included
- Involvement of district PK–12 teachers and leaders
- Evidenced-based instructional strategies and intensive services
- Integration of general and special education

## Teacher Evaluation

- Definition of effective teaching
- Foundation of what practices should be measured

# Preparation Impact on Teacher Evaluation: *Curriculum, Field Experiences, Supports*

## Teacher and Leader Preparation Curriculum

- Integrated general and special education teacher and leadership curriculum
- Intensive clinical experiences with feedback
- Induction and ongoing feedback

## Teacher Quality

- Solid foundation of competencies
- Multiple opportunities for application

# Professional Learning Opportunities, Feedback, and Support

Alignment and coherence in training and professional development across the career continuum

## *Examples:*

- Instructional strategies taught, monitored, and supported throughout teacher preparation, induction/mentoring, and professional development (e.g., Colorado).
- Teacher performance attributed to preparation program and used to evaluate professional learning activities (e.g., Texas).



# Teacher Evaluation Impact on Teacher Preparation:

## *Curriculum and Reform Guidance*

### Teacher & Leadership Standards

(Knowledge, Skills, and Motivation)

- Needs and interests of PK–12 students included
- Involvement of district PK–12 teachers and leaders
- Evidenced-based instructional strategies and intensive services
- Integration of general and special education

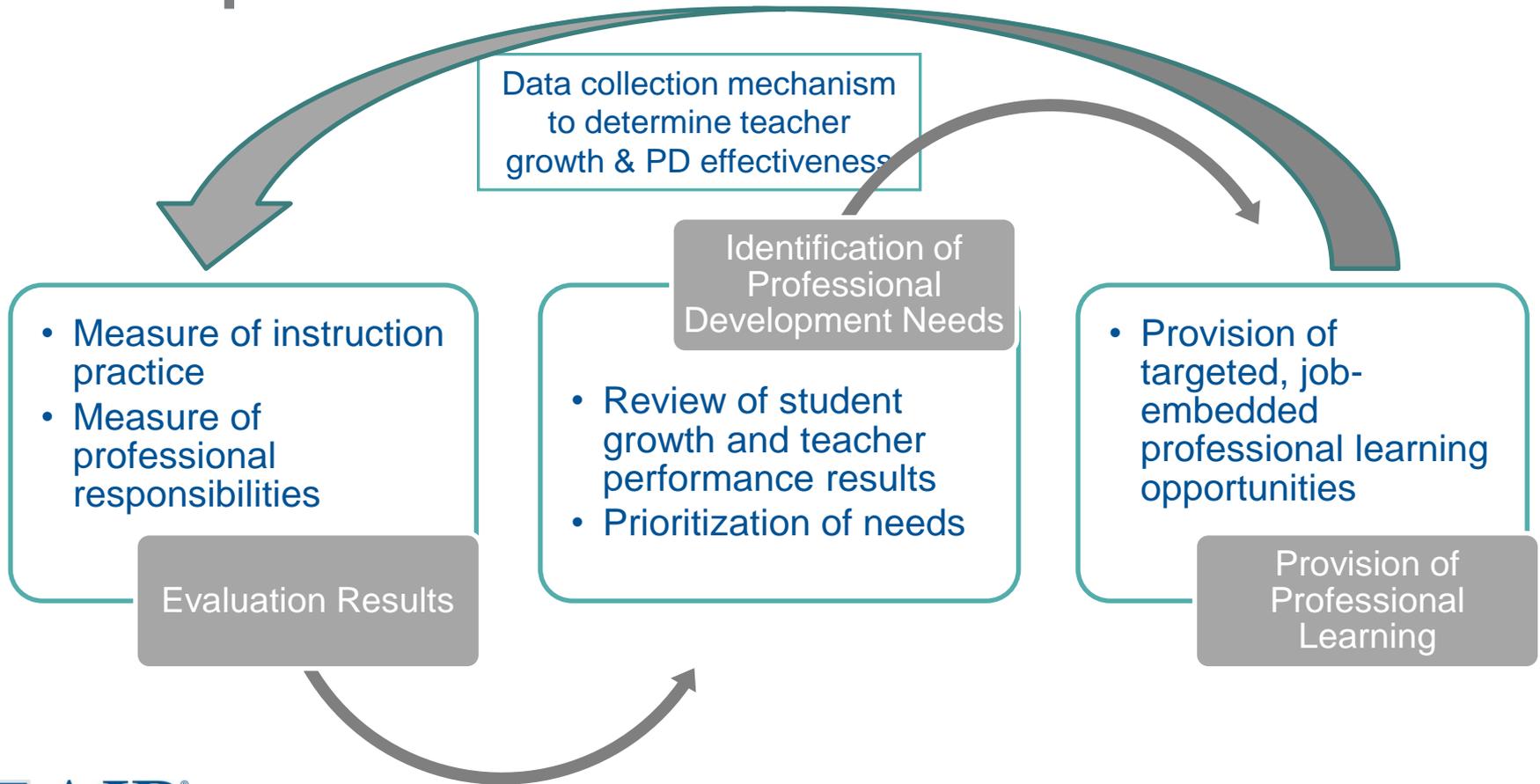
### Review & Modify Curriculum

- Review of curriculum requirements and content
- Intensive clinical experiences—early and often—with quality feedback
- Ongoing collaboration with arts and sciences faculty
- Establishment of mentoring, induction, or teacher-residency program

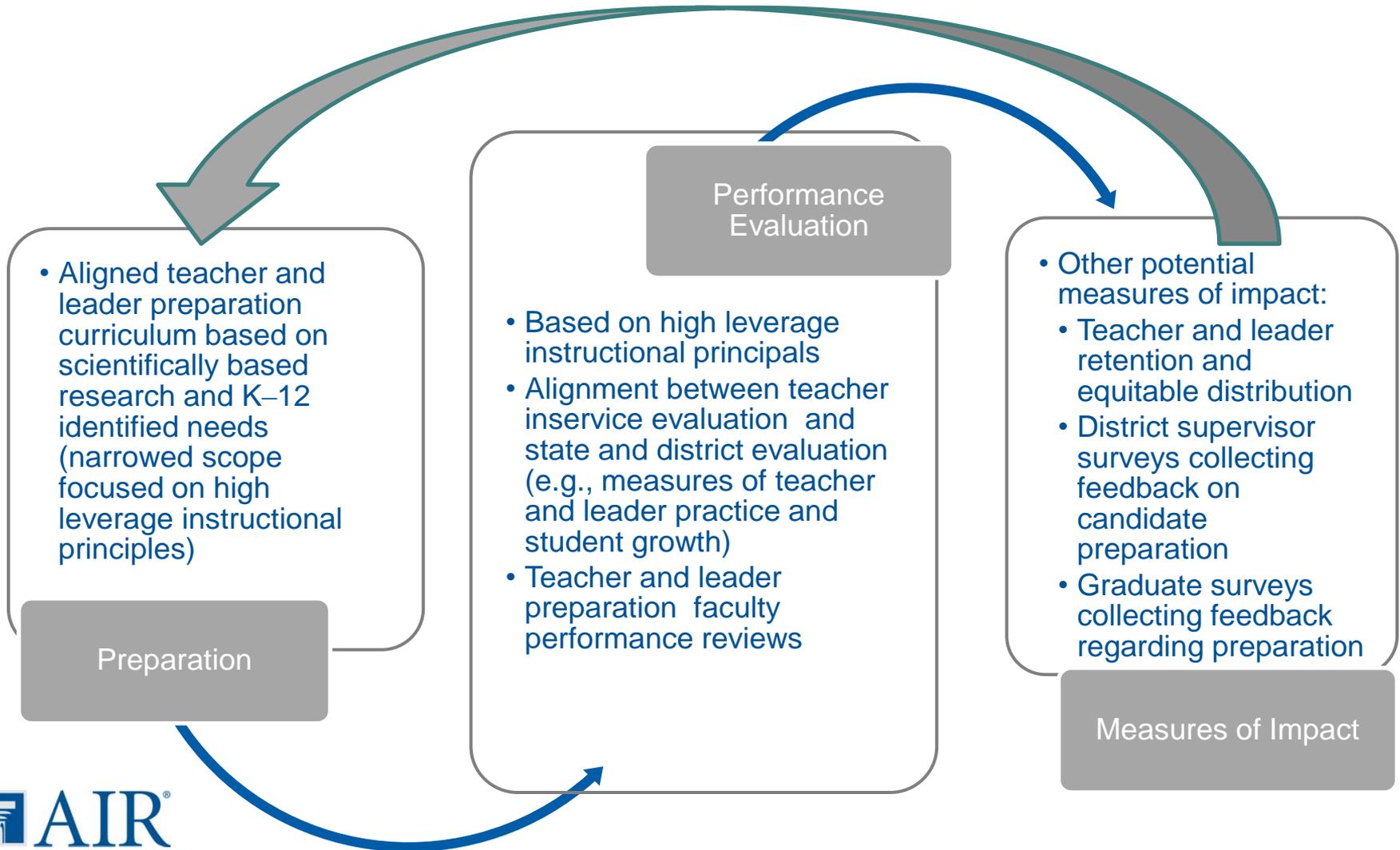
### Teacher Quality

- Teacher preparation for today's challenges and classrooms
- Increased collaboration for increased clinical experiences and research

# Making the Connection to Professional Development



# Measuring Impact





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