

# Center on Great Teachers and Leaders Kickoff Webinar



*Thoughtful Partners, Responsive Support*

May 30, 2013

Center on  
**GREAT TEACHERS & LEADERS**

at American Institutes for Research ■



# Agenda

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- **Who We Are**
  - Our charge and vision
  - Our partners
  - Advisory groups
- **What We Do**
  - Our approach to technical assistance
  - Scope of work (workplan, products, and estimates of release)
- **Website, Tools, and Resources**

# Who We Are

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# Our Vision

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- We at the Center on Great Teachers and Leaders want to be able to look back one day and say ...



# Classroom Effectiveness

- The quality and effectiveness of instruction in America's classrooms have improved dramatically for all students.
- As a result,
  - America's public school students once again perform in the top 10 on international tests.
  - Achievement gaps are a memory.
  - All students graduate *ready*.



# Why Has Instruction Improved?

- Enhanced selectivity
  - Nearly all teachers and leaders are recruited from among the top third of their graduating classes.
- Extended reach
  - Great teachers extend their reach to all students, either directly or by leading their peers.
- Higher pay
  - Great teachers, teaching teams, and leaders who extend their reach are honored and rewarded with financially sustainable higher pay.



# Why Has Instruction Improved?

## ■ Purposeful teamwork

- More teachers work in fully accountable teams led by skilled, trusted, and highly motivated teacher-leaders.

## ■ Effective evaluation

- Evaluations measure great teaching and learning increasingly well and allow leaders to provide fair, useful, evidence-based feedback on teachers' practice.

## ■ Job-embedded learning

- Teachers and leaders receive rigorous, on-the-job development led by outstanding peers, along with time to plan, learn, and collaborate with parents and colleagues during the school day.



# Why Has Instruction Improved?

- **Enhanced careers**
  - Career advancement is possible without leaving teaching.
- **Healthy workplaces**
  - Both educators and students work and learn in schools that are safe, supportive, and productive.
- **Equitable access**
  - *Every* school, from those on the frontier to those in our largest cities, has great teachers and leaders who want to stay.



# Our Mission

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These successes were achieved, in part, because we fulfilled our mission:

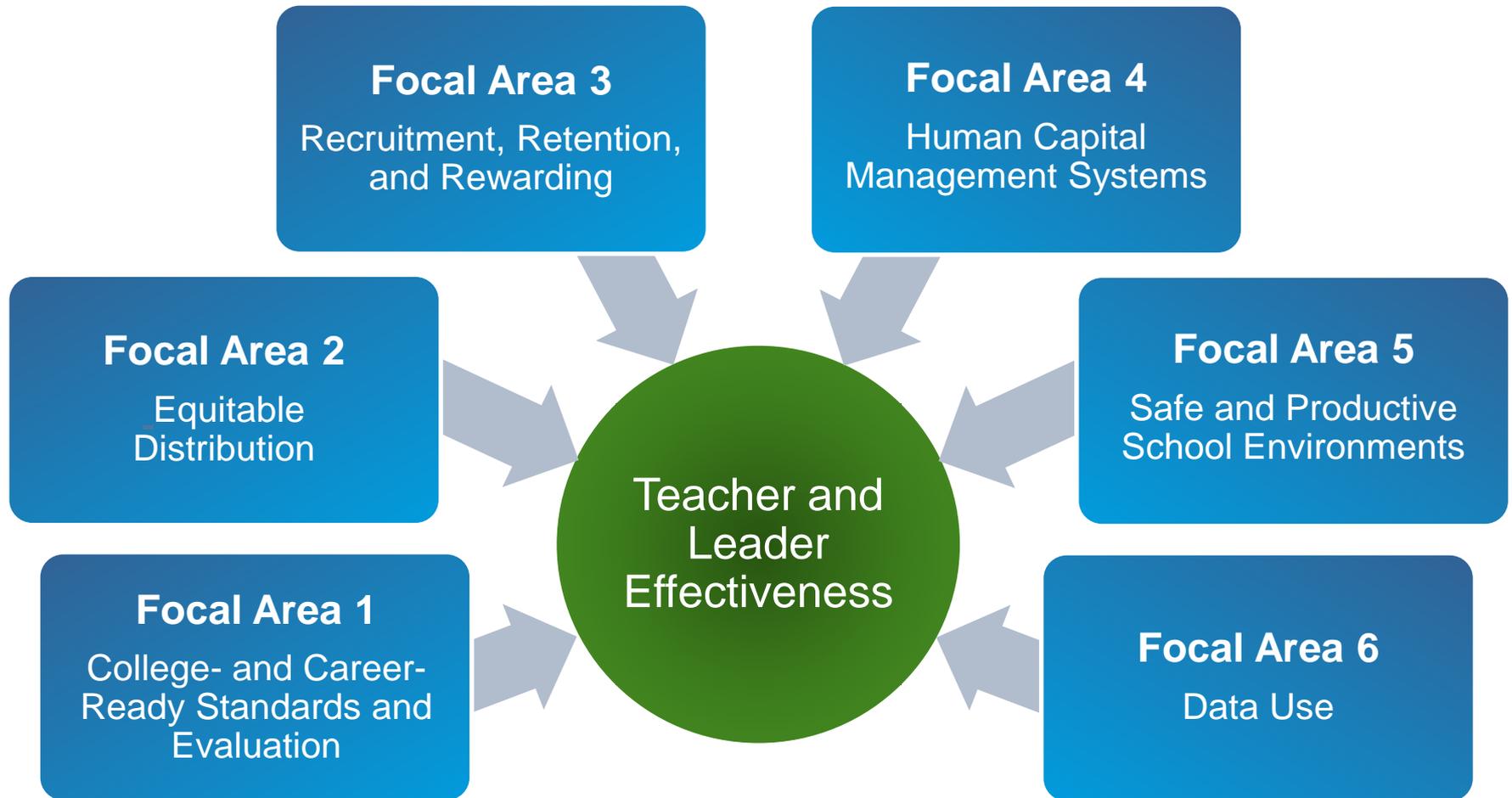
*To foster the capacity of vibrant networks of practitioners, researchers, innovators, and experts to build and sustain a seamless system of support for great teachers and leaders for every school in every state in the nation.*

# GTL Center Partners and Leadership

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- The GTL Center is administered by American Institutes for Research (AIR) and its partners, the Council of Chief State School Officers (CCSSO) and Public Impact.
- Leadership
  - **Director:** Angela Minnici, Ph.D., AIR
  - **Deputy Director:** Lynn Holdheide, AIR
  - **Senior Policy Expert:** Sabrina Laine, Ph.D., AIR
  - **Senior Research and Technical Assistance Expert:** Laura Goe, Ph.D., ETS
  - **Project Lead:** Bryan Hassel, Ph.D., Public Impact
  - **Project Lead:** Janice Poda, Ph.D., CCSSO

# Focal Areas



# What We Do

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# GTL Center Technical Assistance Approach



# Advisory Groups

- Advisory Board
- Communication and Coordination Council
- College- and Career-Readiness Technical Working Group



# Our Workplan

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- Our goal is to work with you to develop tools and resources that will meet the current needs of the field as well as anticipate future ones.
- Today, we will share some products and tools we are developing.



# Following the Roadmap: Professional Learning Modules

- Aligned with the *Practical Guides and the 8 Critical Components*
- Provides key information, examples, and learning activities to facilitate SEA decision making on educator evaluation design.



# Following the Roadmap: Professional Learning Modules

Initial module topics will include:

**3** Selecting Measures

- Student learning objectives (SLOs)

**5** Selecting & Training Evaluators

- Evaluator training

**7** Using Teacher Evaluation Results

- Using evaluation data

# Practical Guide Supplements and Implementation Focus

- **Supplements: Considerations for Specialized Personnel**
  - Early childhood providers
  - Specialized instructional support personnel (e.g., related services providers, pupil services providers, noninstructional staff)
  - Assistant principals
- **Enhanced to Focus on Implementation**
  - Built on the current online practical guides
  - Restructure guiding facilitation:
    - Questions guiding design
    - Questions guiding implementation



# Innovation Station Online Resource

- A central online location for cutting-edge information and tools
- Resources focused on innovative strategies for:
  - Recruiting and retaining great educators
  - Rewarding great educators
  - Extending the reach of great educators to more students
  - Offering new career opportunities



# Communities of Practice (CoP)

- **College and Career Readiness CoP**
  - Address key topics related to the integration of college- and career-readiness standards and teacher evaluation.
  - Develop a policy toolkit based on the needs and conversations generated from the CoP.
- **Leadership Pipeline CoP**
  - Focus on school turnaround leaders.
  - Create resources based on the topics discussed in the forum.



# Human Capital Management Data Alignment Tool

- Focuses on the key human capital management components
  - Educator Environment
  - Preparation
  - Recruitment and Retention
  - Induction and Mentoring
  - Evaluation and Professional Growth
- Identifies key policy actions and the data needed to address those actions



# ASK THE TEAM

- Quick, easy-to-read briefs (10–15 minutes)
- Based on questions received as technical assistance requests from YOU
- Current topics:
  - High Fidelity: Investing in Evaluator Training
  - Leveraging Teacher Talent: Peer Observation in Educator Evaluation
  - Flexibility for Fairness: Crafting Business Rules for SLOs
  - Lacking Capacity? How to Work Smart in Teacher Evaluation
  - Two of a Kind: Are Your Districts' Evaluation Systems Equivalent?



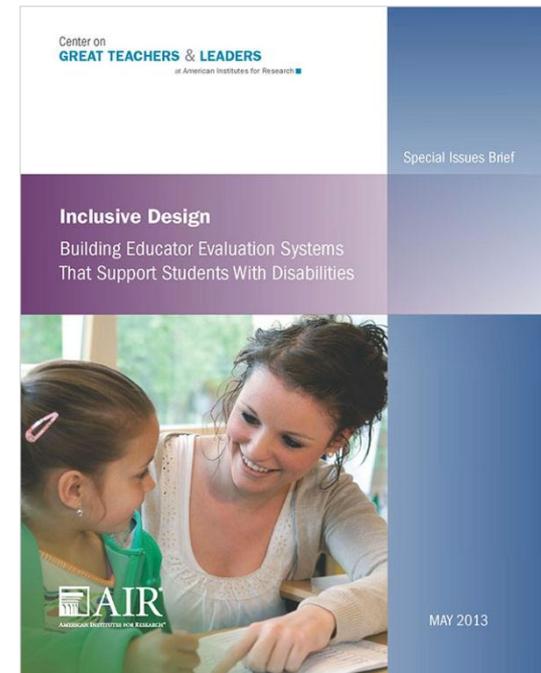
# Career and Technical Education (CTE)

- Update STEP database to include CTE policies
- Develop policy brief on the alignment of CTE teacher policies with general education policies for:
  - Preparation and certification
  - Professional development
  - Evaluation
- Brief will support states in identifying human capital for both CTE and traditional educators.



# Special Education

- Special Issues Brief: *Inclusive Design: Building Teacher Evaluation Systems That Support Students With Disabilities*
- Collaborative webinar with U.S. Department of Education's Office of Elementary and Secondary Education on **Wednesday, June 12, at 2 p.m. ET**
- Direct technical assistance and presentations to national associations, states, and regional centers.





# Website and Online Tools and Resources

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# Redesigned Website

The screenshot displays the homepage of the Center on Great Teachers & Leaders. At the top, the logo and name are prominently featured, along with social media icons and a search bar containing the text "e.g. teacher retention". A navigation menu includes links for "ABOUT US", "TECHNICAL ASSISTANCE", "TOOLS & PUBLICATIONS", "CONVENINGS", and "CONTACT US". Below the navigation, a banner states: "Supporting states in their efforts to ensure that students have access to great teachers and leaders." A featured section titled "Listen to our webinars" includes a calendar icon, a description about measuring student growth for nontested subjects, and a "Read more >>" link. A "2 of 4" indicator and navigation arrows are also present. To the right of the webinar section is a "Select a topic..." dropdown menu with a "GO" button. The main content area is divided into two columns. The left column, titled "Educator Evaluation Resources", features a sub-section "Evaluating Teachers" with a thumbnail for "Teacher Evaluation Practical Guide" and a sub-section "Evaluating Principals" with a thumbnail for "Principal Evaluation Practical Guide". The right column contains four navigation buttons: "Ask The Team", "Online Tools", "Events", and "Blog". Below these buttons are three featured articles: "High Fidelity: Investing in Evaluation Training", "Leveraging Teacher Talent: Peer Observation in Educator Evaluation", and "Flexibility for Fairness: Crafting Business Rules for Student Learning Objectives".

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e.g. teacher retention **SEARCH**

ABOUT US  
TECHNICAL ASSISTANCE  
TOOLS & PUBLICATIONS  
CONVENINGS  
CONTACT US

Supporting states in their efforts to ensure that students have access to great teachers and leaders.

Listen to our webinars.

Challenged to measure student growth for teachers of nontested grades and subjects? Listen to our recorded webinars on this topic.

Read more >>

2 of 4

Select a topic... **GO**

**Educator Evaluation Resources**

**Evaluating Teachers**

Teacher Evaluation Practical Guide

**Evaluating Principals**

Principal Evaluation Practical Guide

Ask The Team  
Online Tools  
Events  
Blog

**High Fidelity: Investing in Evaluation Training**  
Explore how states are providing training to districts, evaluators, and educators on new teacher and principal evaluation systems.

**Leveraging Teacher Talent: Peer Observation in Educator Evaluation**  
Take a look at how districts are using peer observers and peer assistance and review (PAR) programs as part of teacher evaluation.

**Flexibility for Fairness: Crafting Business Rules for Student Learning Objectives**

# Twitter and Facebook

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# Questions?

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▶ *Advancing state efforts to grow, respect, and retain great teachers and leaders for all students*

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