

Transforming Education in Rhode Island



EDUCATOR EVALUATION

“The single most important school-based factor in the education of our students is the quality of our classroom teachers. To transform education in Rhode Island, we need great teachers in every classroom and great leaders in every school. Our educator-evaluation system is a key element in our work toward ensuring educator support, growth, and excellence.”

– Deborah A. Gist, Commissioner of Education

GOAL OF EVALUATION

The primary goal of evaluation is to give teachers and school leaders feedback and support in order to improve instruction.

To reach this goal, the R.I. Department of Education (RIDE) worked with a team of educators from across the state to develop a model evaluation system. The R.I. Federation of Teachers and Health Professionals, as well as the Coventry district, have also developed approved models.

For more information about educator evaluation, please visit our website: www.ride.ri.gov/EducatorQuality

HOW IT WORKS

- **Who gets evaluated?** Everyone! This year, teachers and principals in every public school in Rhode Island are being evaluated; in coming years, other staff members will be evaluated, too.
- **How are teachers evaluated?** An evaluator (usually the principal) or team from the teacher’s school looks at 3 criteria: Professional Practice (based on observations and other evidence), Professional Responsibilities (service to the community and profession), and Student Learning.
- **How do we measure student learning?** In consultation with their evaluators, teachers establish “Student Learning Objectives,” which include measures of student *growth* over time, for each school year. Teachers in grades 3-7 who contribute to English and math will receive a *growth* score using NECAP results beginning in 2013-2014.

If you have any questions, please contact RIDE: educator.evaluation@ride.ri.gov

TIMELINE

- At the end of each year, educators receive an evaluation rating of *highly effective*, *effective*, *developing*, or *ineffective*. Educators will receive support to help them improve in any areas where they are struggling.
- For the current year, nearly all districts began *gradual implementation* of one of the approved evaluation models. *Jamestown* and *Warwick* piloted *full implementation*.
- RIDE has been collecting *feedback* from educators about how to improve the evaluation model.
 - We will roll out a *refined* model this summer for *full implementation* statewide in the fall, along with a technology platform to reduce paperwork and streamline the process.