



# PUBLIC SCHOOLS OF NORTH CAROLINA

DEPARTMENT OF PUBLIC INSTRUCTION | June St. Clair Atkinson, Ed.D., *State Superintendent*

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TO Human Resource Directors

FROM Rebecca B. Garland 

## Implementation of New Evaluation Standards in the 2011-12 School Year

In July 2011, the State Board of Education (SBE) added new standards to the Teacher and Principal Evaluation Instruments. Standard Six for teachers and Standard Eight for school administrators focus on the impact that these educators have on student learning. These new standards are in effect for the 2011-12 school year.

Teachers and administrators will receive a sixth or eighth standard rating each year, but the determination of an educator's effectiveness does not take place until there are three years of valid student growth data to attribute to the educator. As a result, the roll-out of educator effectiveness determinations will be phased in between the 2011-12 and 2014-15 school years.

### Sixth Standard Ratings in 2011-12:

The only teachers who will receive individual sixth standard ratings are those who are currently teaching a subject area or grade assessed with End-of-Course, End-of-Grade, or VoCATS exams. For the remainder of the teachers, school-wide growth will determine the sixth standard rating.

### Eighth Standard Ratings in 2011-12:

All principals will receive eighth standard ratings (when school-wide growth data are available, for example, not at a K-2 school). Any available years of school-wide data will be displayed on that administrator's evaluation, but do not result in an effectiveness determination until three years of data have been accumulated.

### Decision Points for the SBE:

- Rating Categories: In February and March, the SBE will consider the following three rating categories for the sixth and eighth standards:
  - Does not meet expected growth
  - Meets expected growth
  - Exceeds expected growth

The sixth and eighth standards are populated annually with student growth data.

- Determinations of Effectiveness: At that time, the SBE will also consider the following definitions of effectiveness for educators:
  - Needs improvement: the teacher or principal does not receive a rating of at least proficient on each standard of his evaluation instrument and does not meet expected growth
  - Effective: the teacher or principal receives a rating of at least proficient on each standard of his evaluation instrument and meets expected growth

### ACADEMIC SERVICES AND INSTRUCTIONAL SUPPORT

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- Highly effective: the teacher or principal receives a rating of at least accomplished on each standard of his evaluation instrument and exceeds expected growth

Effectiveness determinations are based on a three-year rolling average of student growth data.

- Growth Measure: The SBE will also adopt a statewide growth model for use in sixth and eighth standard ratings.
- Required Growth Plans: Later in the spring, the SBE will consider minimum required steps for improvement for educators who are determined to be “in need of improvement.” LEAs will retain the ability to mandate more aggressive requirements for educators. Principals will retain the authority to dismiss teachers based on unsatisfactory performance.
- Calculation Rules: The SBE will also consider rules for the accumulation of three years of data, deciding on whether the three years must be, for example,
  - Consecutive
  - In the same school/LEA
  - In the same subject or grade (for teachers)

If you have any questions about the implementation of these educator effectiveness policies, please contact Jennifer Preston at (919) 807-4187 or [Jennifer.Preston@dpi.nc.gov](mailto:Jennifer.Preston@dpi.nc.gov).

RBG/jp