



PUBLIC SCHOOLS OF NORTH CAROLINA

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

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TO Superintendents
Finance Officers
Human Resource Directors
Associate Superintendents for Curriculum and Instruction

FROM Philip W. Price

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Rebecca B. Garland

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NORTH CAROLINA EDUCATOR EVALUATION SYSTEM UPDATE

This update:

- Highlights upcoming deadlines of **June 30, 2011 and July 15, 2011** for required entry of **summative ratings for teacher, assistant principals, and principals** into the online Education Evaluation System tool.
- Explains the process for **aggregating summative ratings on standards into one rating per teacher, assistant principal, or principal**, as required by the United States Department of Education.
- Provides a timeline for **the addition of the sixth and eighth standards** to the teacher and leader evaluation instruments.

Required Reporting for Teacher, Assistant Principal, and Principal Evaluations:

The North Carolina Educator Evaluation System provides local education agencies and the North Carolina Department of Public Instruction (NCDPI) with a centralized database of information on teachers and leaders. Districts and the NCDPI use these data to ensure that quality teaching and effective leadership are provided for each student in the state. To this end, all local education agencies must enter the summative ratings for teachers, assistant principals, and principals into the electronic tool. School districts must enter data for teachers by June 30, 2011, and for assistant principals and principals by July 15, 2011. The NCDPI has provided notice of this requirement through a series of superintendent's memos. We extend our thanks to the districts that have made significant progress toward entering summative data.

In accordance with local policies, some districts may not have evaluated all personnel during the current school year. However, summary ratings should be entered for all teachers, assistant principals, and principals who received evaluations during the 2010 - 2011 school year. If you have questions about these requirements, please contact Dr. Eliz Colbert, Lead Professional Development Consultant, at (919) 807-4187 or ecolbert@dpi.state.nc.us.

ACADEMIC SERVICES AND INSTRUCTIONAL SUPPORT

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Aggregation of Data from the Evaluation System:

Due to the State's acceptance of funding from the American Recovery and Reinvestment Act (ARRA), the NCDPI must report information on teacher quality to the United States Department of Education. This information must also be made available to the public. After data submissions on June 30 and July 15, the NCDPI will aggregate the ratings on the five standards for teachers and seven standards for leaders to produce one evaluation rating per individual educator or administrator. The median of each individual's ratings will become his or her one aggregate rating on the evaluation instrument. The NCDPI completed numerous analyses and found that the use of the median is the most fair and reliable as it prevents one high or low rating from skewing the aggregate rating. The NCDPI will then compile individual ratings by school and report them to the United States Department of Education. These school-level data will also be linked to school report cards; for example, the report card will show that 80 percent of the teachers at School X were proficient and 20 percent were accomplished. The State will report data for assistant principals and principals at the district-level. The NCDPI will not release any ratings for individuals. For further explanation of this reporting process, please contact Jennifer Preston, Race to the Top Project Coordinator for Teacher and Leader Effectiveness, at (919) 807-3377 or jpreston@dpi.state.nc.us.

Addition of Sixth and Eighth Standards to the Teacher and Principal Evaluation Instruments:

Over the next months, the State will add a sixth (for teachers) and eighth (for principals) standard to the evaluation instrument. These standards will reflect the amount of student growth made over the course of the academic year. Teachers and leaders have a great amount of influence on the learning of their students, and these standards reflect the critical role they play in students' development. The NCDPI recognizes that the adding and evaluating teachers and administrators on the new standards will not be a simple process; the State intends to move cautiously while hearing from all stakeholders as it considers new standards.

The State's Teacher Effectiveness Work Group brings together teachers, principals, human resource directors, superintendents, research scholars, leaders in the North Carolina Association of Educators (NCAE), representatives from not-for-profit organizations, faculty members at institutions of higher education, and NCDPI staff to consider issues related to measuring teacher and leader effectiveness. This week, the Work Group will approve language for additional standards for the teacher and principal evaluation instruments. The Work Group will make a recommendation to the State Board of Education, and the Board will consider the standards at its June meeting. In the coming months, the Work Group will engage with questions related to these new standards, including the methodology used to measure student growth and appropriate indicators of growth. No teacher or leader will be evaluated on the new standard until he or she has three years of student growth data that can be used to inform the rating. If you have additional questions about the sixth and eighth standards, please contact Jennifer Preston, Race to the Top Project Coordinator for Teacher and Leader Effectiveness, at (919) 807-3377 or jpreston@dpi.state.nc.us.