

# Teacher Effectiveness Dashboard (TED)

September 23, 2011

# Atlanta Public Schools

- Serves approximately 47,000 students
- In the winter of 2010, the district was awarded a grant from the Bill & Melinda Gates Foundation in the area of teacher effectiveness
- As such, the *Effective Teacher in Every Classroom* initiative was launched

# How does the TED fit into the ETEC Initiative?

## Effective Teacher in Every Classroom (ETEC) Key Components

### Comprehensive Teacher Evaluation System

- APS has adopted a teacher evaluation instrument that measures multiple performance metrics of research based standards assessed over time through collection and assessment of practice and performance evidence with frequent feedback.

### Teacher Effectiveness Dashboard to Maximize Teacher Effectiveness

- The teacher effectiveness dashboard will collect and store critical performance metrics, student achievement data and value add metrics that will enable principals to make clear and consistent human capital decisions.

### Principals as Human Capital Managers

- Administrators will be trained and held accountable for using the teacher evaluation system and teacher dashboard effectively and making critical decisions regarding teacher performance.
- The district plans to fairly remove the bottom rung of low performing teachers.
- The district plans to implement a Teacher Residency focused on Math/Science.

### Pay for Performance Compensation System

- APS will build compensation models focused on performance rather than tenure and certification.

# What is the APS vision for the TED?

The APS vision for the Teacher Effectiveness Dashboard (TED) is:

- The TED is a **Human Capital Management support tool** aligned with APS's goal of developing and maintaining highly-effective teachers in every classroom.
  - The TED supports this goal by providing **district leaders, administrators, principals, and teachers** with key data to **make data-driven, deliberate and transparent human management decisions**.
  - The TED will include **data on student performance, teacher's professional growth, development strategies** for schools, groups, and individual teachers which will be updated as data becomes available.
  - District leaders, administrators, principals, and teachers will use the tool in order to inform decisions that can **support the goal of developing and securing highly effective teachers in every classroom**.
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# What is Human Capital Management?

*“The Strategic and deliberate actions to source, attract, train, develop, retain, and move employees through the organization (hire to retire)”*

“Human Capital Management is the strategic and coherent approach to the management of an organization’s most valued assets –the people working there who individually and collectively contribute to the achievement of the organization”

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# Data assembly and structuring is essential to enabling principal to act as human capital manager

Teacher  
Evaluation  
Data

Tenure  
Status

Job  
Assignment

PRINCIPAL ASSESSMENTS				STUDENT TEST SCORES			
Primary Subject	Teacher Type	Teacher Effectiveness Rating (0-5)	TPE Total Score	TPE Subcategory Rating	CDET Primary Subject	CDET Primary Score	% Meets and Exceeds
Math	Classroom Teacher	4	40	4	Math	85	85%
Math	Classroom Teacher	3	30	3	Math	75	75%
Math	Classroom Teacher	2	20	2	Math	65	65%
Math	Classroom Teacher	1	10	1	Math	55	55%
Math	Classroom Teacher	0	0	0	Math	45	45%
Math	Classroom Teacher	4	40	4	Math	85	85%
Math	Classroom Teacher	3	30	3	Math	75	75%
Math	Classroom Teacher	2	20	2	Math	65	65%
Math	Classroom Teacher	1	10	1	Math	55	55%
Math	Classroom Teacher	0	0	0	Math	45	45%
Math	Classroom Teacher	4	40	4	Math	85	85%
Math	Classroom Teacher	3	30	3	Math	75	75%
Math	Classroom Teacher	2	20	2	Math	65	65%
Math	Classroom Teacher	1	10	1	Math	55	55%
Math	Classroom Teacher	0	0	0	Math	45	45%

CLASS  
Keys™  
Observations

Individual  
Developmental  
Needs

Teacher Self  
Assessments

Attendance

HUMAN  
CAPITAL  
MANAGER

**Performance management/career development:**

Aggressively develop high potential teachers, manage low performers out of the system

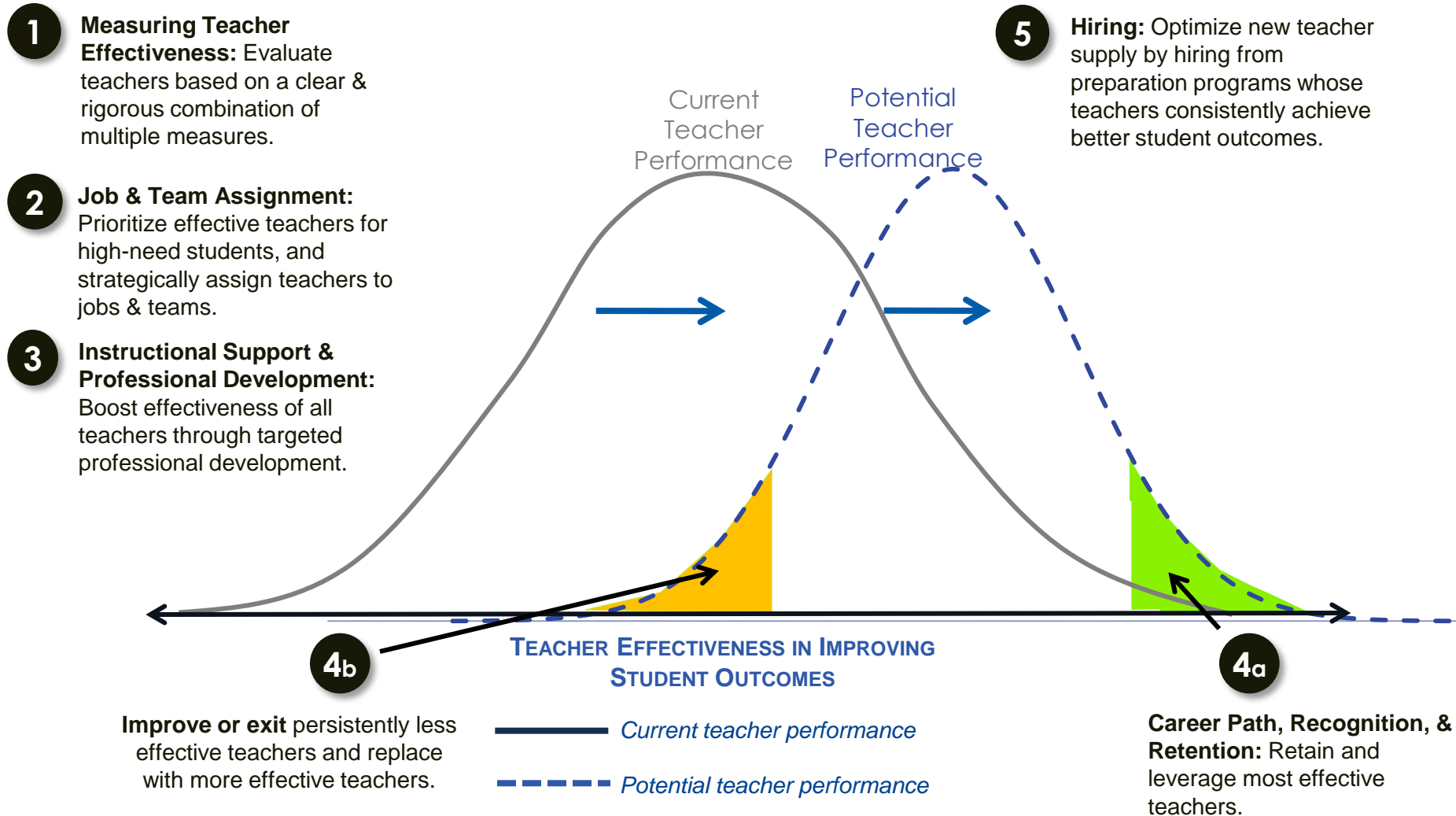
**Target limited PD resources to specific needs:**

Create balanced teacher teams, identify appropriate school wide PD, provide targeted support and accountability for improvement

**Align job assignments:**

Prioritize school academic goals, student needs and teacher developmental needs

# TED Framework Overview: Human capital strategies to ensure that all students have excellent teachers



# TED Framework Components

	USERS (Decision-makers)			
HUMAN CAPITAL AREAS	Teachers	Principals	School Supervisors (EDs)	Central Office Staff
1. Measuring Teaching Effectiveness				
2. Teacher job & team assignment				
3. Instructional Support & PD				
4. Career Path, Recognition & Retention				
5. Hiring				

*The TED Framework lays out what effective teachers, principals, EDs, and central office staff do in each human capital area*

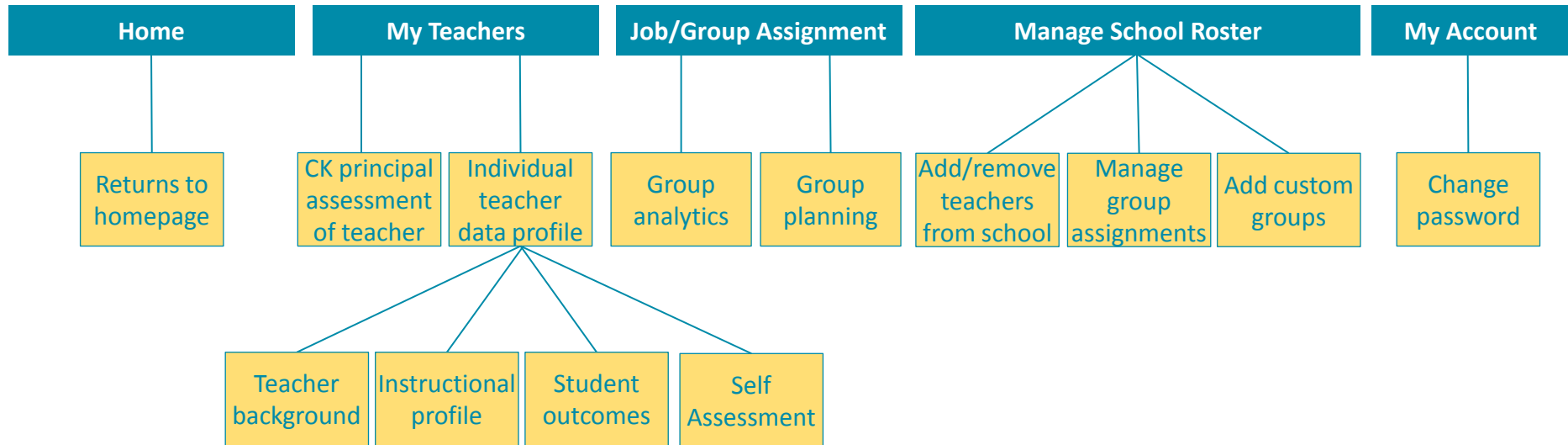


# What is your opinion?

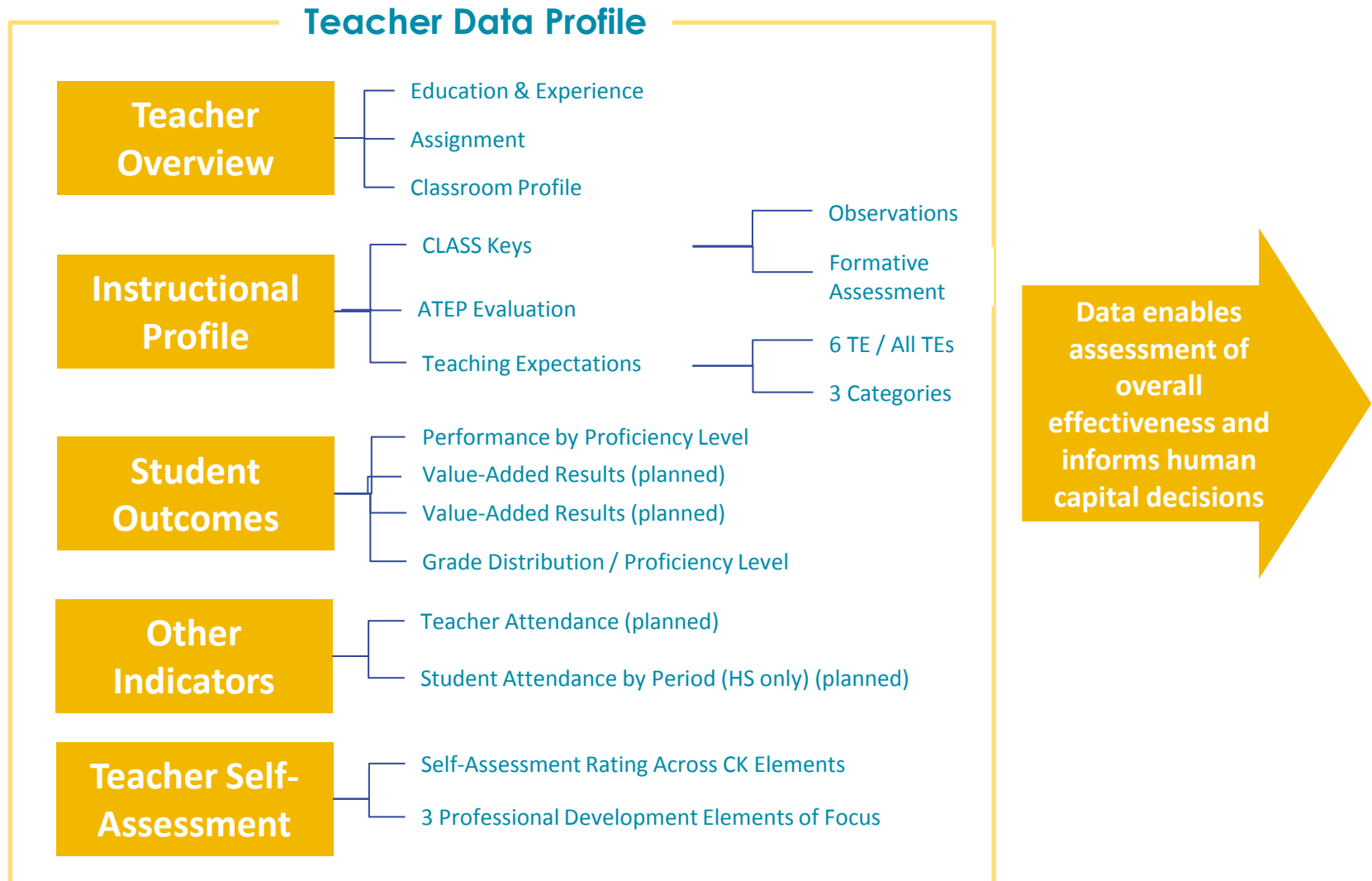
The two most powerful Human Capital Management levers principals have in raising a school's teacher effectiveness are:

1. Measuring Teaching Effectiveness
2. Teacher job & team assignment
3. Instructional Support & PD
4. Career Path, Recognition & Retention
5. Hiring

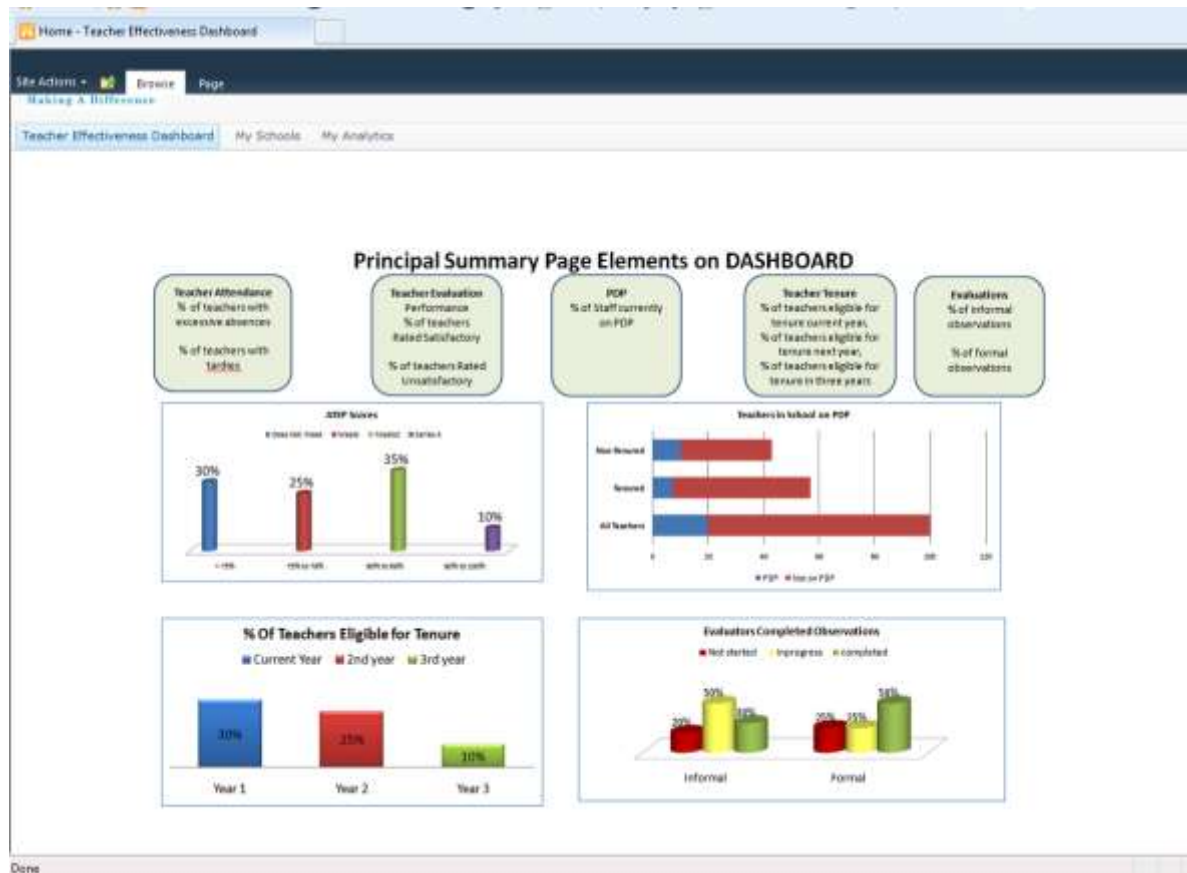
# Site Map



# The teacher data profile includes detailed instructional practice and student outcome data for each teacher



# The TED



# Principal Assessment

Home - Self-Assessment - Windows Internet Explorer

http://ops-edwebqa1/Ed/School2/SelfAssessment/default.aspx?tab=113&id=ad=9

File Edit View Favorites Tools Help

Google Search Sign In

Home - Self-Assessment

Teacher Effectiveness Dashboard My School My Analysis Search this site

Detailed data for Amy Reed

Teacher Overview Instructional Profile Student Outcomes Other Bullets Self-Assessment

Assessment of Teacher

Informal Assessment for each teacher based upon the CLASS Key™ system - developed by the State of Georgia.

How to use the Principal Assessment of Teacher Tool

Using the data provided in the "View Data" links, the CLASS Keys™ standards (click on the to see standards for CLASS Keys™ element), and other data that you have collected on this teacher, assign a level of proficiency for this teacher that best represents the performance for each element.

Once you have assessed all Elements, click "Submit" at the bottom of the page.

Note that the notes fields (included for each Element) are for your own reference and will not be visible to other users/reviewers.

Teacher Name: Amy Reed

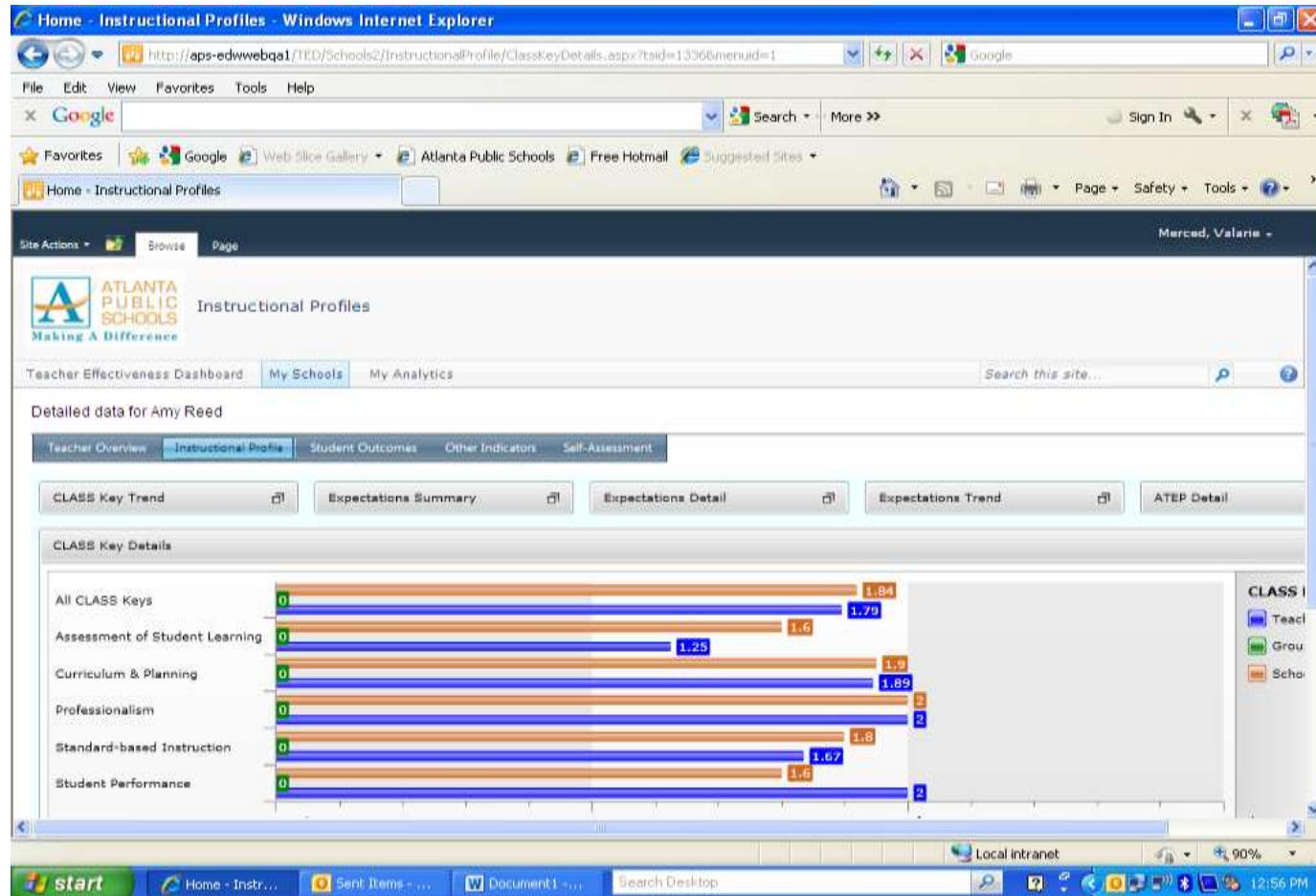
Start New Assessment

CLASS KEY	EVALUATION ELEMENT	PROFICIENCY	VIEW DATA	AREA OF PD FOCUS	TEACHER NOTES
CP 2.1	Plans with deep knowledge of content and delivery techniques.	Proficient	View Data	2.1	
CP 2.2	Demonstrates clear understanding of the curriculum.	Proficient	View Data	2.2	
CP 2.3	Plans interdisciplinary instruction with real world connections.	Proficient	View Data	2.3	
CP 2.4	Uses the required curriculum to plan instruction and assessment.	Proficient	View Data	2.4	

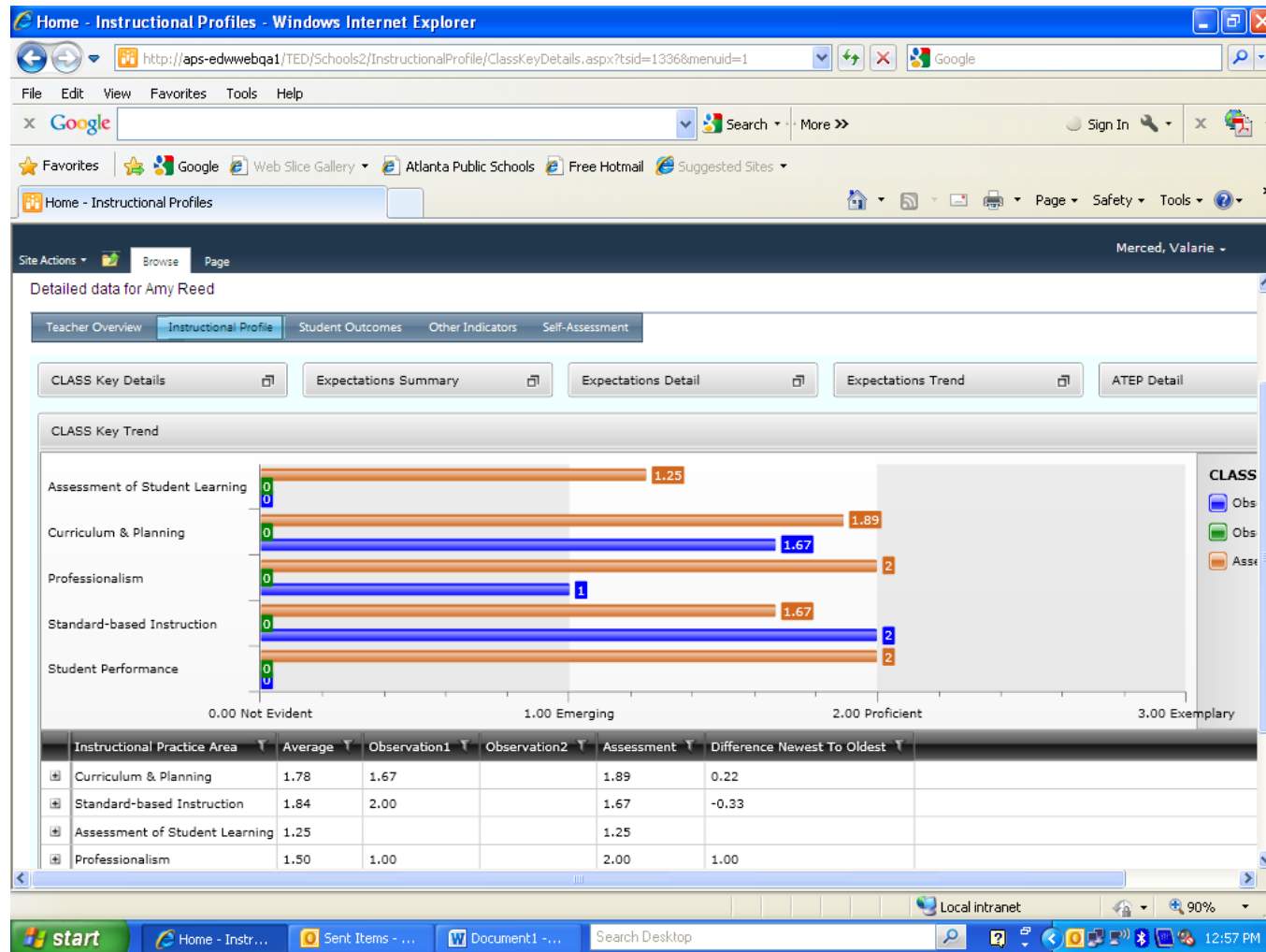
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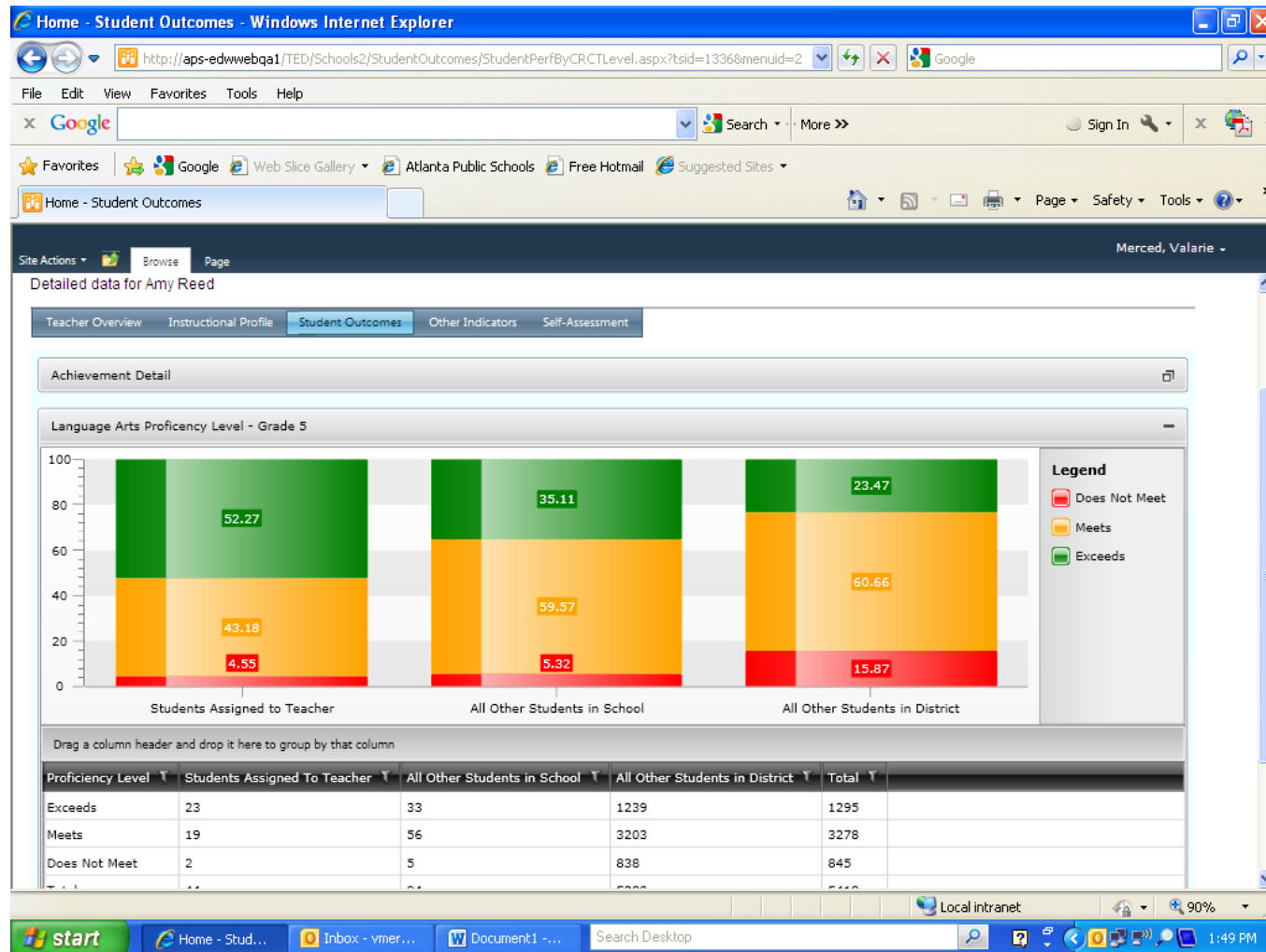
# Instructional Profile



# Instructional Profile, continued



# Student Outcomes





# The future of TED

- TED 2.0 is currently being envisioned with support from Educational Resource Strategies
  - TED 2.0 extends the tool to support Human Capital work in the Human Resources Department as it relates to hiring practices as well as tenure decisions made by principals
  - TED 2.0 includes new data views to support the district's professional learning and curriculum planning work based on areas of need identified for and by teachers
  - TED 2.0 informs decisions that allow for a more equitable distribution of effective teachers across grade levels, schools, and communities
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# What is your opinion?

Do you believe that a similar tool would be beneficial to your work in understanding teacher effectiveness and supporting Human Capital decision-making?

- 1. Absolutely!**
- 2. Yes, but may not be worth the investment.**
- 3. I'm still not sure.**
- 4. Not at all.**