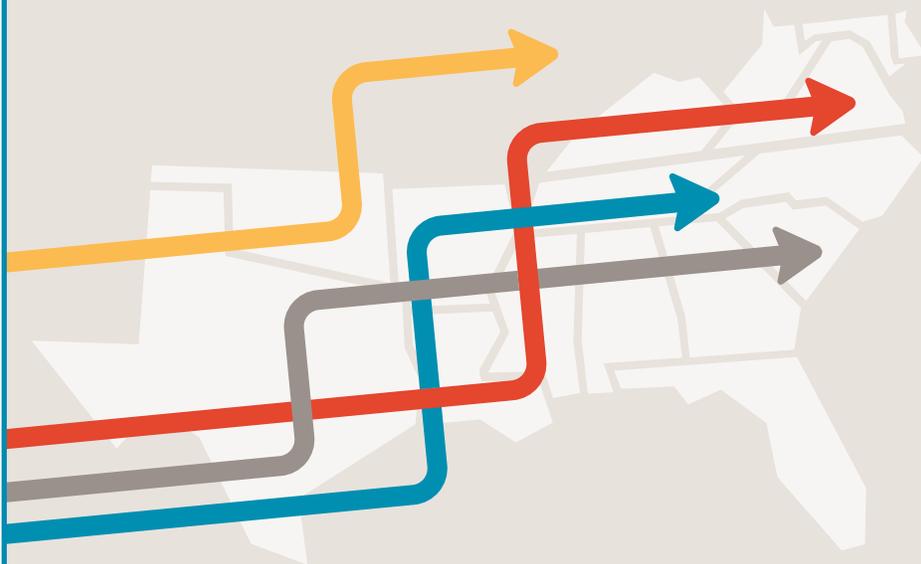


Taking action to share ownership and sustain teacher evaluation implementation



Every SREB state education agency has taken foundational steps to strengthen evaluation and feedback for educators. Many educators agree that new teacher evaluations are better than the yes-no checklists that were previously in place. State agency leaders across the SREB region share a promising commitment to continue with teacher evaluation, regardless of federal policies — and SREB is here to help.

As states gain flexibility with the passage of the [Every Student Succeeds Act](#), now is an opportune time for them to improve evaluation's impact on teaching, and minimize the burden on educators. The accuracy of observation ratings and quality of feedback still vary widely across districts and within schools. Evaluators and teachers need more training to give and receive feedback and use evaluation data to accelerate improvements in teaching. States must focus and sustain their efforts to impact teaching through evaluation and feedback, even in states that have been at it for several years.

This report draws on research and ongoing work within SREB states to identify action areas for state leaders facing this complex task within diverse local contexts. SREB offers 10 suggestions on evaluation system design, support and monitoring for continuous improvement that states should consider in taking action moving forward. The suggestions reflect our current best thinking on how state agencies can make the smartest use of funds, time and partners for refining and sustaining teacher evaluation and feedback systems.



Design teacher evaluation primarily as a system for growing teachers.



1. Focus on accurate, practical and timely feedback.
2. Clarify the role of student growth measures.
3. Facilitate educators' use of evaluation data for professional growth.

Continue supporting **implementation**, while increasing local ownership for professional growth.



4. Develop a long-term strategy to sustain and improve evaluator training and certification.
5. Strengthen partnerships to build a culture of professional growth in schools.
6. Increase flexibility for districts, while maintaining comparability across the state.
7. Direct technical assistance to schools with the least resources and greatest challenges to implementation.

Monitor system implementation and model the **continuous improvement** expected of educators.



8. Prioritize monitoring to improve implementation and to hold schools accountable.
9. Develop a monitoring system that works within state regulations and available resources.
10. Learn where and under what conditions a teacher evaluation system works.