

SREB Spotlights

What's working in teacher evaluation practices



Visible Leadership Goes Far in Supporting Arkansas Teacher Growth

At an elementary school in rural Arkansas, principal Rocci Malone works closely with her teachers to set yearlong goals and monitor their progress in improving aspects of their teaching.

Malone is a visible leader who wants to be “on the front lines” with her colleagues who spend every day in the classroom. She has an open-door policy and uses observations and the post-observation conferences as opportunities to build a supportive relationship.

As the school continues to implement a new process for evaluation and feedback, Malone makes sure her staff has the individualized feedback and resources they need to grow.



Principal Rocci Malone observes a teacher engaging with students.



Watch: [SREB.org/ee#spotlight](https://www.sreb.org/ee#spotlight)

Charting New Territory to Improve Teaching and Learning in Kentucky

A technology aficionado, Shelee Clark started a blog that served as a repository for guides and templates on Kentucky's new evaluation system, the Professional Growth and Effectiveness System (PGES). This was part of Clark's work last year blazing a path forward in uncharted territory as the first and only director of implementation for the new evaluation system in her district.

In 2013, while principal at an elementary school, she volunteered to lead five of her staff members in a pilot of the system. During the pilot she immersed herself in learning the systems ins and outs and soon found herself fielding questions from colleagues on its various components. The district took notice of her leadership and asked her to work directly with teachers and principals.

She co-moderated a weekly Twitter chat and worked on-site with principals from 22 schools to dig into what good teaching looks like and how to give constructive feedback. Her online audience soon grew beyond the district, and she now fields questions from across the state.



“This is the most important thing we do as school leaders, other than hiring.”

— Shelee Clark



Listen: [SREB.org/ee#kyspotlight](https://www.sreb.org/ee#kyspotlight)

About the Spotlight Series

SREB is creating a collection of multimedia stories and studies to share what's working in our states.

We hope to inspire policy leaders and educators across the region to learn from one another and reflect deeply on the policies and practices we use to promote effective teaching.

Contact Danielle Douez for more information at Danielle.Douez@sreb.org.

Our Team

SREB's educator effectiveness team works with states on policies that promote effective teaching. The team engages and convenes policymakers on these issues, provides technical assistance and shares cross-state findings in reports and online tools. They have also conducted focus groups in five SREB states on the implementation of new teacher evaluation systems.

To learn more, contact Andy Baxter at Andy.Baxter@sreb.org.



SREB's educator effectiveness team, from left to right: Megan Boren, Paul Pinsky, Shalanda Childers, Matt Smith, Danielle Douez, Andy Baxter, Tysza Gandha.