

Integrating PBCS with Strategies for Strengthening the Educator Workforce

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Teacher
Incentive
Fund



Leverage Points for Improving the Workforce

- Recruitment & Selection
- Induction/Mentoring
- Tenure Decision
- Development
- Evaluation (Performance Management)
- Retention

Use of Effectiveness Measures

- Recruitment/Selection
 - Target recruitment to preparation programs with evidence of the effectiveness of graduates based on student achievement gains
 - Use effectiveness measures in the selection process for experienced teachers
- Induction/Mentoring
 - Provide feedback on effectiveness using interim or benchmark assessments
 - Choose effective teachers as mentors

Use of Effectiveness Measures, continued

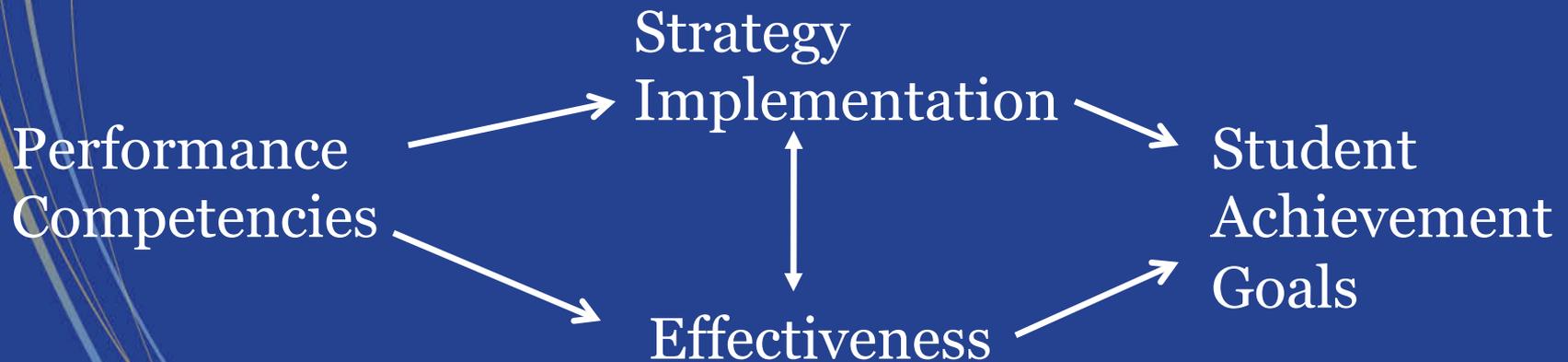
- Tenure Decisions
 - Use student growth or gains as a criterion for granting tenure
 - Evaluate administrators' tenure decisions using student achievement growth or gains
- Retention
 - Effectiveness measures as a criterion for retention

Use of Effectiveness Measures, continued

- Evaluation
 - Include effectiveness measures in evaluation
 - Set effectiveness goals, provide support for improving effectiveness, and provide feedback using interim assessments (performance management)
- Development
 - Assess educator development needs based on effectiveness measures
 - Design & provide PD to improve effectiveness
 - Evaluate development programs based on improvements in effectiveness

Educator Performance Competencies

- What educators need to know and be able to do to improve effectiveness and effectuate the strategies that lead to meeting school/LEA/ state student achievement goals



Human Resource Alignment

