



Update on Educator Effectiveness for Teachers of English Language Learners

Background and Context:

As part of Race to the Top, the State Board of Education has added a new standard to the NC Educator Evaluation System. The new sixth standard focuses on the contribution of a teacher to the learning of his or her students. The State Board has also approved the use of the Education Value-Added Assessment System (EVAAS) to measure that teacher-level impact.

Student results on the state End-of-Course and End-of-Grade assessments, as well as Career and Technical Education Post-Assessments, will be used to generate value-added scores for teachers. In addition, the Department of Public Instruction is providing school districts with a Library of Measures of Student Learning. The Measures of Student Learning are common exams in grades 4 – 12 English Language Arts, Mathematics, Science and Social Studies – in any subject and grade where there is not a state assessment. Results from the common exams will also provide value-added scores for teachers in 2012 - 2013.

There are content areas where it is challenging to build authentic assessments that can be delivered in a standardized way. As a result, K-3 teachers, Healthful Living teachers, Arts teachers, World Language teachers, teachers of the Extended Content Standards, and teachers of English Language Learners will not have individual growth data in 2012 – 2013. Work with teachers is underway to design processes for examining growth in these content areas so that every teacher can have a sixth standard rating based on the growth of his or her own students.

Preparing for 2013 - 2014:

In October 2011, the Department of Public Instruction brought together 800 teachers from across the State to provide input on the blueprints for the Measures of Student Learning. There was at least one English as a Second Language (ESL) teacher in each group to ensure that the blueprints reflect the needs of these students.

These same ESL teachers will be called upon again in 2012 – 2013 to consider two options for measuring the teacher effect of ESL teachers:

1. ESL teachers are responsible for growth demonstrated on the ACCESS.

2. ESL teachers are responsible for a percentage of their students' growth in English Language Arts, Science, Social Studies and Mathematics.

Guided by feedback from ESL teachers and others with expertise in working with English Language Learners, the Department of Public Instruction will make a recommendation to the State Board of Education on how to measure the contribution of an ESL teacher to the growth of his or her students. The policy will go into effect in 2013 – 2014.

Sixth Standard Ratings in 2012 – 2013:

As listed above, there will be teachers who do not have individual student growth data in 2012 – 2013. The State Board of Education will be approving an interim policy for determining the sixth standard rating of these teachers; one option is to use school-wide growth data to determine the sixth standard rating (following the process used in 2011 – 2012).

The State's educator effectiveness policies require three years of student growth data for the sixth standard before a teacher's status is determined to be effective, highly effective, or in need of improvement. These three years of data must be based on the contribution of the teacher to the growth of his or her own students in his or her own content area. Years in which the sixth standard rating is based on school-wide growth data do not count toward the teacher's overall status. As a result, an ESL teacher will not be effective, highly effective, or in need of improvement until 2015 – 2016, at the earliest, when he or she has three years of data on the learning of the students they support with ESL services.

Resources:

If you are interested in being a part of the discussion on measuring growth for ESL teachers, please email educatoreffectiveness@dpi.nc.gov. You can also send any questions related to educator effectiveness to that email address.

Please visit the educator effectiveness website at <http://www.ncpublicschools.org/educatoreffect/> for updates and information.