## Why Change? Because We Have To!

*New State and Federal Requirements*
- Research-based performance targets
- Minimum of 3 performance levels
- Probationary period for non-tenured teachers
- Evidence of student learning & performance
- Regular, ongoing meaningful feedback
- Ongoing training for evaluators
- Data informs evaluation decisions

## The Purpose
- Provide a realistic picture of classroom instruction through more frequent, systematic, classroom observation, not one or two “dog and pony show” observations.
- Ensure every student has an effective teacher by promoting teacher growth

## Network for Educator Effectiveness
- University of Missouri - College of Education
- Designed from research-based best practices
- Built to help districts meet the requirements
- Growing teachers – *coaching, not catching*
- Growing principals as instructional leaders
- Aligned professional learning school-wide

## Multiple Measures
- Student Achievement
- Classroom Observation –  
  - Eight 10-minute mini-observations
  - A few full-period observations
- Unit of Instruction
- Professional Development Plan
- Student Survey

## What Teachers Get from NEE
- Frequent relevant classroom observation on focused indicators with specific feedback
- Credit for effective teaching
- Credit for improvement
- Targeted professional development
- Timely, easy to interpret formative and summative evaluations
- Evaluators are held accountable

## The Future – Professional Growth

**Authentic Distribution**

nee.missouri.edu
Evaluate the teacher on the video clip using the old way:

_____ Does not meet standards

_____ Meets standards

_____ Exceeds standards

Evaluate the teacher on the video clip using the new way:

Indicator 5.1: Motivating and (affectively) engaging students

_____ 0 — The teacher does not use motivation strategies

_____ 1 — The teacher seldom uses motivation strategies

_____ 3 — The teacher uses motivation strategies less than half the time

_____ 5 — The teacher uses motivation strategies more than half the time

_____ 7 — The teacher almost always uses motivation strategies