



 Claremont Graduate University

Strengthening Teacher Evaluation Systems in K-12 Public Education

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Robust and consistent teacher evaluation systems in America do not exist...

Context

- 46% of teachers report they never receive any feedback from their school leader, and less than a third (31%) believe that a consistently underperforming colleague would/could be dismissed (taken from a national survey).
- Research names teachers as the essential factor that determines student achievement (within school control). Yet student results or achievement scores are rarely factored into teacher evaluations.

Research Questions

- How can school districts effectively involve student achievement data in teacher evaluations?
- How can district leaders involve key stakeholders in leading this shift towards a more robust evaluation system?

Research Goal

Create a data-driven teacher evaluation system that can be piloted by a small district. Tools such as spatial bargaining models, game theory maps and risk analysis will help drive the planning by helping to predict resistance and garner stakeholder buy-in.