

Wisconsin Educator Effectiveness

The Wisconsin Educator Effectiveness Design Team is developing a performance-based evaluation system for teachers and principals that will serve as the foundation for the state model. The primary purpose of the educator effectiveness framework is to support a system of continuous improvement of educator practice –from pre-service through in-service – that leads to improved student learning. The system will be designed to evaluate teachers and principals through a fair, valid, and reliable process using multiple measures across two areas: educator practice and student outcomes.

Measures of educator practice will be based on the 2011 Interstate Teacher Assessment and Support Consortium (InTASC) Model Core Teaching Standards. In order to provide definition and specificity to the InTASC standards the state will utilize the domains and components of Charlotte Danielson's *A Framework for Teaching*.

Charlotte Danielson's framework identifies four domains of teaching responsibility:

1. Planning and Preparation
 - Demonstrating Knowledge of Content and Pedagogy
 - Demonstrating Knowledge of Students
 - Setting Instructional Outcomes
 - Demonstrating Knowledge of Resources
 - Designing Coherent Instruction
 - Designing Student Assessments
2. Classroom Environment
 - Creating an Environment of Respect and Rapport
 - Establishing a Culture for Learning
 - Managing Classroom Procedures
 - Managing Student Behavior
 - Organizing Physical Space
3. Instruction
 - Communicating with Students
 - Using Questioning and Discussion Techniques
 - Engaging Students in Learning
 - Using Assessment in Instruction
 - Demonstrating Flexibility and Responsiveness
4. Professional Responsibilities
 - Reflecting on Teaching
 - Maintaining Accurate Records
 - Communicating with Families
 - Participating in a Professional Learning Community
 - Growing and Developing Professionally
 - Showing Professionalism