Nebraska’s Educator Effectiveness System

Nebraska Teacher and Principal Performance Framework
Approved, November 2011

Authorized NDE to develop teacher and principal evaluation models for voluntary use by local districts.
Guiding Principles

The primary purpose of the teacher and principal evaluation models is the improvement of instruction and leadership based on the Nebraska Teacher and Principal Performance Framework.

Teacher and principal evaluation should be based on multiple measures of performance with data gathered multiple times, leading to long-term performance improvement.
Phases of the Model Evaluation Project

- Adoption of *Teacher + Principal Performance Framework* (November 2011)
- Framework Leadership Committee (April - October 2012)
- Design/Pilot Committee (October 2012 - August 2013)
- Pilot Phase *(2013-15 school years)*
- (Dissemination Phase *(2015-16 school year and beyond)*
Design/Pilot Districts

- Ashland-Greenwood
- Ainsworth
- Bellevue
- Central City
- Dorchester
- Dundy Co/Stratton
- Falls City
- Hitchcock County
- Lakeview
- Leyton
- McCool Junction
- Nebraska City
- Paxton
- Perkins County
- Scottsbluff
- South Sioux City
- Wisner-Pilger
What Role does Data Play?

- Data has many different definitions and forms

- Data is collected in each of the four components in both the Teacher and Principal Evaluation Models
Nebraska Teacher Evaluation Model

Effective Practices Ratings

- Foundational Knowledge Rating
- Planning & Preparation Rating
- Learning Environment Rating
- Instructional Strategies Rating
- Assessment Rating
- Professionalism Rating
- Vision & Collaboration Rating

Overall Rating of Teacher Performance

Student Achievement Rating

Professional Development Rating

Local Factors Rating (optional)
Components

• **Effective Practices Rating**
  - Uniform Instructional Framework
  - Additional Effective Practices

• **Student Achievement Rating**
  - Student Learning Objectives

• **Professional Development Rating**
  - Individual Professional Development Plan

• **Local Factors Rating**
  - Optional
Nebraska 7 Effective Practices

- Foundational Knowledge
- Planning and Preparation
- Learning Environment
- Instructional Strategies
- Assessment
- Professionalism
- Vision and Collaboration
Student Achievement Measures

- Impact on student achievement/performance is determined through the use of Student Learning Objectives or Specialist Program Objectives.
Student Learning Objectives

A set of goals that measure educator’s progress in achieving student growth targets.

- Establish targets
- Establish time-period
- Monitor student progress
- Examine outcome data
- Determine next steps
Professional Development Rating

- Student Perception Survey
- Professional development efforts shall be evaluated using an annual Individual Professional Development Plan
Nebraska Principal Evaluation Model

Effective Practices Ratings

Impact on Student Learning and School Performance Rating

Professional Development Rating

Overall Rating of Principal Performance

Local Factors Rating (optional)

Vision for Learning Rating
Continuous School Improvement Rating
Instructional Leadership Rating
Culture for Learning Rating
Systems Management Rating
Staff Leadership Rating
Developing Relationships Rating
Professional Ethics & Advocacy Rating
Components

- **Effective Practices Rating**
  8 Effective Practices

- **Impact on Student Achievement/School Performance Rating** –
  Action Plans

- **Professional Development Rating**
  Individual Professional Development Plan

- **Local Factors Rating**
  Optional
Nebraska 8 Effective Practices

- Vision for Learning
- Continuous School Improvement
- Instructional Leadership
- Culture for Learning
- Systems Management
- Staff Leadership
- Developing Relationships
- Professional Ethics and Advocacy
Action Plan

Set of Goals to Measure Principal’s Impact on Teaching and Learning; School Performance

- Represent priorities of building or district
- Based on Student and Staff Needs
- Effective Principal Practices
Impact on Student Learning and School Performance Rating

- Stakeholder Survey

- The impact on student achievement, or other aspects of school performance, will be determined through the use of Action Plans.
Professional Development Rating

- Individual Professional Development Plan is based on areas identified in the administrator’s summative evaluation and are reviewed annually.
Data Collection Points

- Effective Practices – Classroom/Building Observations
- Student Learning Objectives/Action Plans
- Student/Stakeholders Perception Surveys
- Professional Development Plans
- Local Factors (Optional)
THANKS for your interest in this exciting process of improving education in Nebraska!

If you are interested in becoming a pilot site or if you have any additional thoughts please contact:

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