

Measures of Effective Teaching (MET)

The logo of the Bill & Melinda Gates Foundation, featuring the text "BILL & MELINDA GATES foundation" in white on a red square background.

BILL & MELINDA
GATES foundation

Vicki Phillips

Director, College Ready
@drvickip

Teaching ☒

Learning ☒

Underpinned by:

Evidence ☒

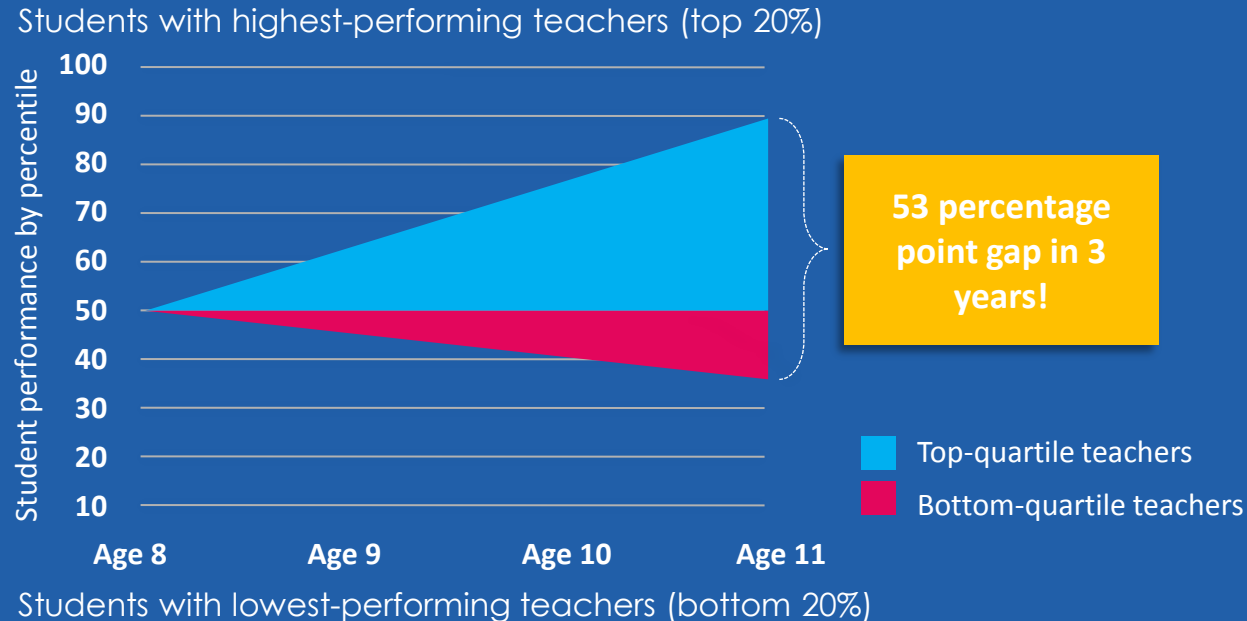
Advocacy ☒

Partnerships ☒

Why did we
choose to focus on
teaching?



The **impact** of teachers is undeniable.



What gets in the way?

- **Teacher isolation** impedes skill and strategy development
- Teachers need far more **opportunities to engage in collaborative analysis** of teaching
- Teachers need far more **growth-oriented feedback** than they receive
- Our **proxies for effectiveness** are outdated

Why start with measurement?

Elevated teaching
profession

Improved student
outcomes

Targeted
support & PD

Meaningful
retention

Strategic
placement of
teachers

Useful and actionable feedback

Differentiated
roles

Multiple measures of effectiveness

What we *knew*...(U.S.)

Master's degrees are NOT related to student learning



Certifications DON'T make a difference

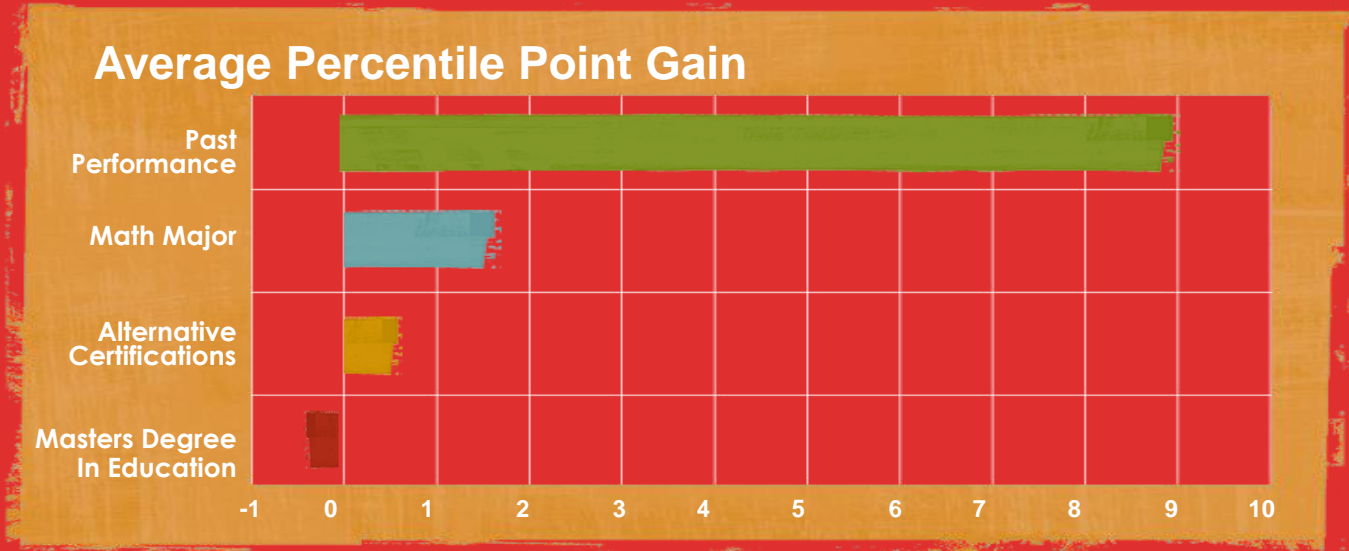


After three years seniority DOESN'T really matter



Past performance has HUGE value

...and is the best predictor.





Teaching is both an art and a science.

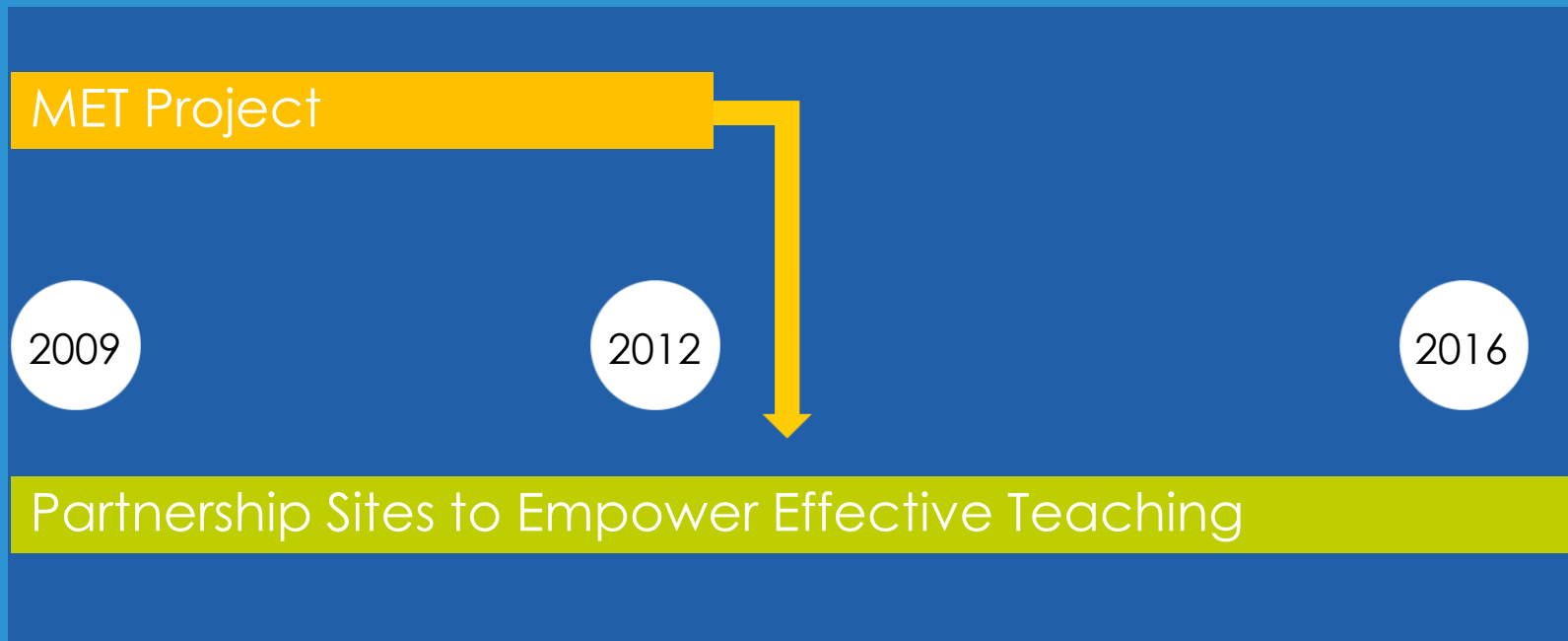


A grayscale photograph of a male teacher leaning over a desk, interacting with two young students. The teacher is on the left, looking down at the students. One student is in the foreground, looking down, and another is slightly behind, looking up. The background shows a classroom setting with posters on the wall, including one with the word 'MEAN' and another with a plant illustration.

Fair, respectful

*development
and evaluation
systems that
teachers could
trust.*

We invested in two simultaneous approaches.



The MET Project is unique...



in the **variety of indicators** tested,

- **5 instruments** for classroom observations
- **Student surveys** (Tripod Survey)
- **Student growth** on state tests
- **Teacher content knowledge**
- **Classroom conditions**



in its **scale**,

- **3,000** teachers
- **22,500** observations scores (7,500 lesson videos x 3 scores)
- **900+** trained observers
- **44,500** students completing surveys and supplemental assessments
- **3,120** additional observations by principals/peer observers in Florida



in the **variety of student outcomes** studied,

- Gains on **state math** and **ELA tests**
- Gains on **supplemental tests** (BAM & SAT9 OE)
- **Student-reported outcomes** (effort and enjoyment in class)

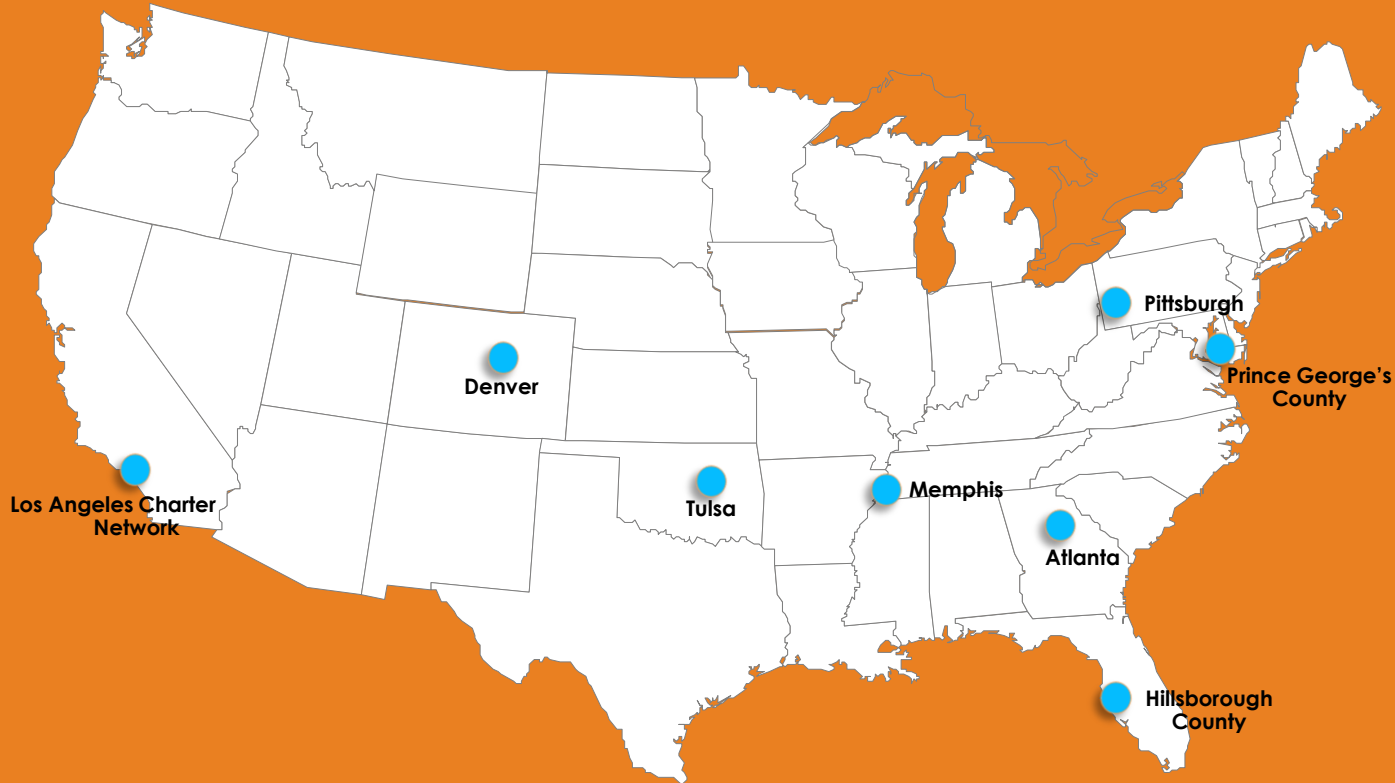


and, in the **random assignment** of teachers.

Table 1. Weekly Alcohol Consumption Requirements: Week Ending April 11

Reporting Institution	1-75	76-150	151-225	226-300	301-375	376-450	451-525	526-600	601-675	676-750	751-825	826-900	901-975	976-1050	1051-1125	1126-1200	1201-1275	1276-1350	1351-1425	1426-1500	1501-1575	1576-1650	1651-1725	1726-1800	1801-1875	1876-1950	1951-2025	2026-2100	2101-2175	2176-2250	2251-2325	2326-2400	2401-2475	2476-2550	2551-2625	2626-2700	2701-2775	2776-2850	2851-2925	2926-3000	3001-3075	3076-3150	3151-3225	3226-3300	3301-3375	3376-3450	3451-3525	3526-3600	3601-3675	3676-3750	3751-3825	3826-3900	3901-3975	3976-4050	4051-4125	4126-4200	4201-4275	4276-4350	4351-4425	4426-4500	4501-4575	4576-4650	4651-4725	4726-4800	4801-4875	4876-4950	4951-5025	5026-5100	5101-5175	5176-5250	5251-5325	5326-5400	5401-5475	5476-5550	5551-5625	5626-5700	5701-5775	5776-5850	5851-5925	5926-6000	6001-6075	6076-6150	6151-6225	6226-6300	6301-6375	6376-6450	6451-6525	6526-6600	6601-6675	6676-6750	6751-6825	6826-6900	6901-6975	6976-7050	7051-7125	7126-7200	7201-7275	7276-7350	7351-7425	7426-7500	7501-7575	7576-7650	7651-7725	7726-7800	7801-7875	7876-7950	7951-8025	8026-8100	8101-8175	8176-8250	8251-8325	8326-8400	8401-8475	8476-8550	8551-8625	8626-8700	8701-8775	8776-8850	8851-8925	8926-9000	9001-9075	9076-9150	9151-9225	9226-9300	9301-9375	9376-9450	9451-9525	9526-9600	9601-9675	9676-9750	9751-9825	9826-9900	9901-9975	9976-10050	10051-10125	10126-10200	10201-10275	10276-10350	10351-10425	10426-10500	10501-10575	10576-10650	10651-10725	10726-10800	10801-10875	10876-10950	10951-11025	11026-11100	11101-11175	11176-11250	11251-11325	11326-11400	11401-11475	11476-11550	11551-11625	11626-11700	11701-11775	11776-11850	11851-11925	11926-12000	12001-12075	12076-12150	12151-12225	12226-12300	12301-12375	12376-12450	12451-12525	12526-12600	12601-12675	12676-12750	12751-12825	12826-12900	12901-12975	12976-13050	13051-13125	13126-13200	13201-13275	13276-13350	13351-13425	13426-13500	13501-13575	13576-13650	13651-13725	13726-13800	13801-13875	13876-13950	13951-14025	14026-14100	14101-14175	14176-14250	14251-14325	14326-14400	14401-14475	14476-14550	14551-14625	14626-14700	14701-14775	14776-14850	14851-14925	14926-15000	15001-15075	15076-15150	15151-15225	15226-15300	15301-15375	15376-15450	15451-15525	15526-15600	15601-15675	15676-15750	15751-15825	15826-15900	15901-15975	15976-16050	16051-16125	16126-16200	16201-16275	16276-16350	16351-16425	16426-16500	16501-16575	16576-16650	16651-16725	16726-16800	16801-16875	16876-16950	16951-17025	17026-17100	17101-17175	17176-17250	17251-17325	17326-17400	17401-17475	17476-17550	17551-17625	17626-17700	17701-17775	17776-17850	17851-17925	17926-18000	18001-18075	18076-18150	18151-18225	18226-18300	18301-18375	18376-18450	18451-18525	18526-18600	18601-18675	18676-18750	18751-18825	18826-18900	18901-18975	18976-19050	19051-19125	19126-19200	19201-19275	19276-19350	19351-19425	19426-19500	19501-19575	19576-19650	19651-19725	19726-19800	19801-19875	19876-19950	19951-20025	20026-20100	20101-20175	20176-20250	20251-20325	20326-20400	20401-20475	20476-20550	20551-20625	20626-20700	20701-20775	20776-20850	20851-20925	20926-21000	21001-21075	21076-21150	21151-21225	21226-21300	21301-21375	21376-21450	21451-21525	21526-21600	21601-21675	21676-21750	21751-21825	21826-21900	21901-21975	21976-22050	22051-22125	22126-22200	22201-22275	22276-22350	22351-22425	22426-22500	22501-22575	22576-22650	22651-22725	22726-22800	22801-22875	22876-22950	22951-23025	23026-23100	23101-23175	23176-23250	23251-23325	23326-23400	23401-23475	23476-23550	23551-23625	23626-23700	23701-23775	23776-23850	23851-23925	23926-24000	24001-24075	24076-24150	24151-24225	24226-24300	24301-24375	24376-24450	24451-24525	24526-24600	24601-24675	24676-24750	24751-24825	24826-24900	24901-24975	24976-25050	25051-25125	25126-25200	25201-25275	25276-25350	25351-25425	25426-25500	25501-25575	25576-25650	25651-25725	25726-25800	25801-25875	25876-25950	25951-26025	26026-26100	26101-26175	26176-26250	26251-26325	26326-26400	26401-26475	26476-26550	26551-26625	26626-26700	26701-26775	26776-26850	26851-26925	26926-27000	27001-27075	27076-27150	27151-27225	27226-27300	27301-27375	27376-27450	27451-27525	27526-27600	27601-27675	27676-27750	27751-27825	27826-27900	27901-27975	27976-28050	28051-28125	28126-28200	28201-28275	28276-28350	28351-28425	28426-28500	28501-28575	28576-28650	28651-28725	28726-28800	28801-28875	28876-28950	28951-29025	29026-29100	29101-29175	29176-29250	29251-29325	29326-29400	29401-29475	29476-29550	29551-29625	29626-29700	29701-29775	29776-29850	29851-29925	29926-30000	30001-30075	30076-30150	30151-30225	30226-30300	30301-30375	30376-30450	30451-30525	30526-30600	30601-30675	30676-30750	30751-30825	30826-30900	30901-30975	30976-31050	31051-31125	31126-31200	31201-31275	31276-31350	31351-31425	31426-31500	31501-31575	31576-31650	31651-31725	31726-31800	31801-31875	31876-31950	31951-32025	32026-32100	32101-32175	32176-32250	32251-32325	32326-32400	32401-32475	32476-32550	32551-32625	32626-32700	32701-32775	32776-32850	32851-32925	32926-33000	33001-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A set of school districts led the way.



Improving
teacher
evaluation
systems

Strengthening
teacher
supports

Strategic
staffing for
student
success

Recognizing
and rewarding
effective
teaching

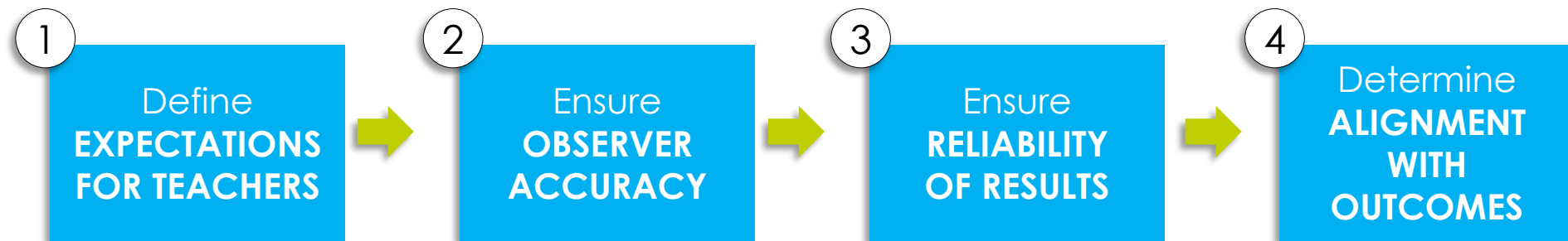
Results

We can clearly & fairly identify effective teachers.

Key Findings:

- ☑ The teachers who demonstrated greater measured effectiveness in Year 1 and were randomly assigned in Year 2 **did produce higher student achievement.**
- ☑ The **magnitude** of the impacts were consistent with predictions.
- ☑ They also produced higher achievement on **supplemental** (more performance and conceptually based) **assessments** as well as state tests.

There is a clear path to high-quality classroom observations.



Tools:

- Validation engine
- Certification tool for observers

Some assumptions were validated; some proved wrong.

- ✓ Adding an observation by a **second observer** increases reliability twice as much as having the same observer score an additional lesson.
- ✓ **Short observations** provide a time-efficient way to incorporate more than one observer per teacher.
- ✓ **School leaders rate their own teachers higher** than do outside observers. However, (1) their ratings are highly correlated with others and (2) administrators discern bigger differences between teachers than peers do (which increases reliability).
- ✓ Letting **teachers choose** which lessons are observed **does not make it harder to identify the teachers who are struggling**. In fact, it is easier.
- ✓ **Assessments of teacher knowledge** as currently configured **are not predictive** of performance

Student perceptions **matter**.

Sample survey questions:

The Student Survey

Students in this class treat the teacher with respect.

Totally Untrue	Mostly Untrue	Somewhat True	Mostly True	Totally True
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Our class stays busy and doesn't waste time.

Totally Untrue	Mostly Untrue	Somewhat True	Mostly True	Totally True
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

In this class, we learn a lot almost every day.

Totally Untrue	Mostly Untrue	Somewhat True	Mostly True	Totally True
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

In this class, we learn to correct our mistakes.

Totally Untrue	Mostly Untrue	Somewhat True	Mostly True	Totally True
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

NEXT

There is power in the combination.

Measure	Predictive Power	Reliability	Potential for Diagnostic Insight
Measures of Student Growth	H	M	L
Student survey	M	H	M
Observation	L	M/H	H

Impact

Major policy shifts have occurred.

37

Number of states that have made teacher evaluation policy changes since 2009.

39

Number of states that require observations as part of teacher evaluations.

43

Number of states that require annual evaluations of all new teachers.

25

Number of states that require teacher evaluation systems to include multiple categories of rating teacher performance.

30

Number of states that require teacher evaluations to include objective evidence of student learning.

Evaluation systems are becoming more improvement-focused.



Measure Effective Teaching

- ☐ Set expectations
- ☐ Use multiple measures
- ☐ Balance weights



Invest in Improvement

- ☐ Make meaningful distinctions
- ☐ Prioritize support and feedback
- ☐ Use data for decisions at all levels



Ensure High-Quality Data

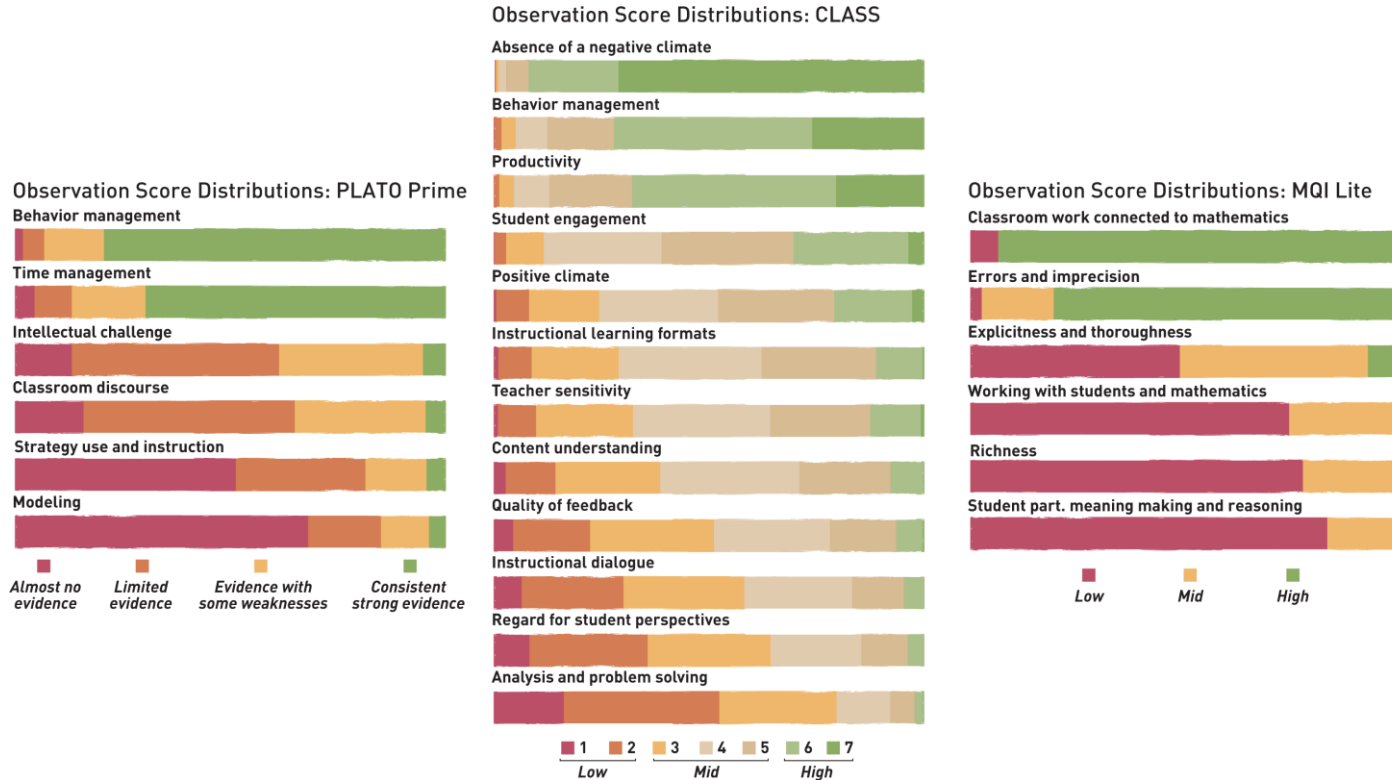
- ☐ Monitor validity
- ☐ Ensure reliability
- ☐ Assure accuracy



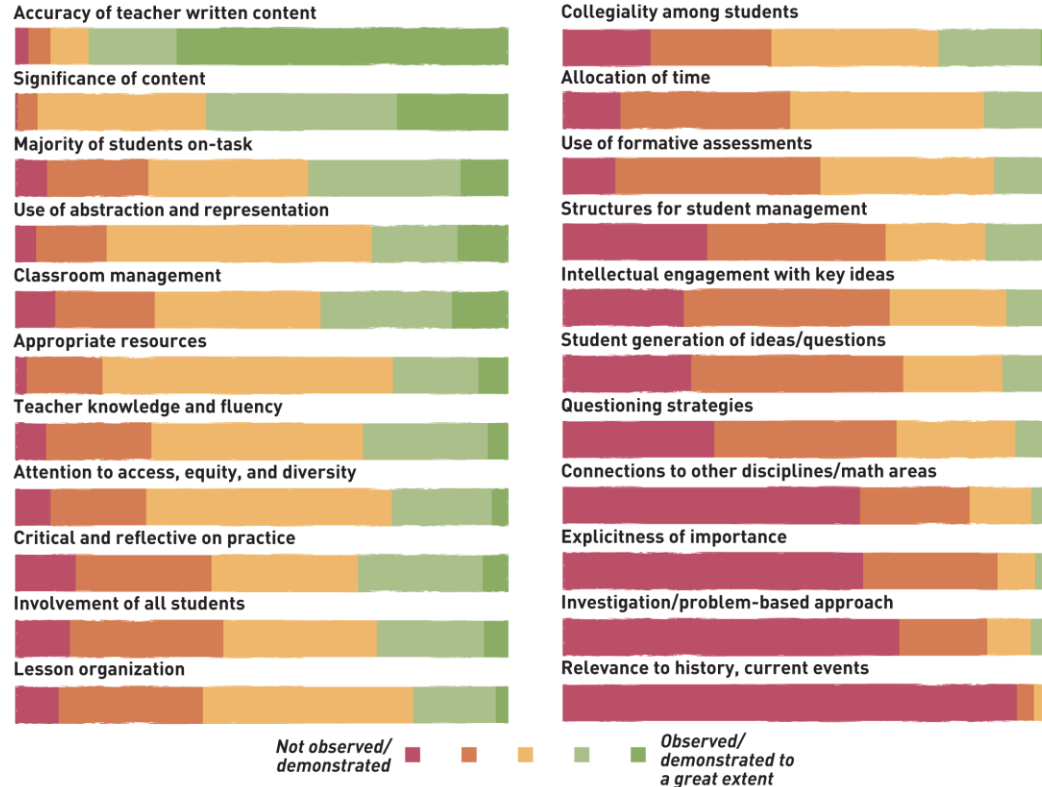
Professional Development is becoming more
focused and innovative.

- **Focus**
- **Models**
- **Tools**
- **Networks**

The research gave us clues.



Observation Score Distributions: UTOP



Seeing what others do is **growth producing**.



MET camera


New technologies can aid in conducting multiple observations and can help make isolation a thing of the past.....

- ✓ Video taping one's practice
- ✓ Forming video clubs for collaborative analysis
- ✓ Annotating video for collaborative discussion
- ✓ Social networks expand the capacity for wide ranging, growth oriented feedback.

New models and tools are emerging.

Tch TeachingChannel
Great Teaching. Inspiring Classrooms.

VIDEOS TEACHERS Q&A



Teaching Practice
Choreograph Your Classroom
2 min ▶

All Grades
All Subjects
Management

Q&A
Get answers from your colleagues and the overall Tch community.
[Ask anything](#)

What book do you start the year with?
30

Quality online textbooks
6

How to deal with very rowdy children?
4

[See More Questions](#)

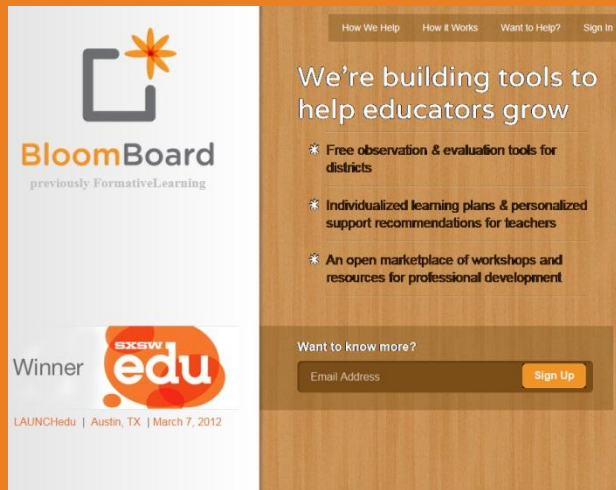
Teaching Channel

New models and tools are emerging.



The Teachscape website features a navigation bar with links for Products, Solutions, Services, Resources, and About. A search bar and Customer Login link are also present. The main content area highlights "OVER 40,000 OBSERVERS TRAINED BY TEACHSCAPE" with a "Teachscape Focus" button. Below this, there are sections for Customer Stories (Syracuse City School District, Memphis City Schools, Escambia County School District, Gwynedd Mercy College) and a "Request Information" button. The bottom section describes the platform's capabilities: "Establish a common language for teaching effectiveness with an online training and assessment system and use innovative software tools for classroom walkthroughs and evaluation management," "Develop mastery and lasting skills with Teachscape Learn, featuring a research-based preK-12 content library, online learning communities, video capture and sharing tools, an LMS, and personalized learning plans," and "Build organizational effectiveness with Teachscape Advance which helps leading districts cascade their strategic goals throughout their district and develop employee skills and careers to best meet student needs."

TeachScape



The BloomBoard website features a navigation bar with links for How We Help, How It Works, Want to Help?, and Sign In. The main content area has the heading "We're building tools to help educators grow" and lists three bullet points: "Free observation & evaluation tools for districts," "Individualized learning plans & personalized support recommendations for teachers," and "An open marketplace of workshops and resources for professional development." Below this is a "Want to know more?" section with an "Email Address" input field and a "Sign Up" button. The bottom section features the "Winner" logo for "eduw" and the text "LAUNCHedu | Austin, TX | March 7, 2012".

BloomBoard



The PD 360 website features a navigation bar with links for How We Help, How It Works, Want to Help?, and Sign In. The main content area has the heading "We're building tools to help educators grow" and lists three bullet points: "Free observation & evaluation tools for districts," "Individualized learning plans & personalized support recommendations for teachers," and "An open marketplace of workshops and resources for professional development." Below this is a "Want to know more?" section with an "Email Address" input field and a "Sign Up" button. The bottom section features the "Winner" logo for "eduw" and the text "LAUNCHedu | Austin, TX | March 7, 2012".

PD 360°

New models and tools are emerging.



Ear Bud Coaching



TeachLive

MYLIVEPD

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Forgot Password? Sign In: Email Password Sign In

Talk to a Coach. Get Fresh Ideas.

Talk to a MyLivePD® coach to get fresh ideas on lesson plans, activities and specific planning needs in your classroom right now. You'll get timely, relevant and practical support from our coaches in a safe, private environment.

Don't know what to ask a coach? Here's what other teachers are asking about:

- "We're a week into graph systems, but my students aren't grasping the concept. What else can I do?"
- "We're reviewing volume in class and I need a new review technique to keep students engaged."
- "I need help rounding out a lesson on systems and equations. What activity would help?"

Hear from a teacher using MyLivePD

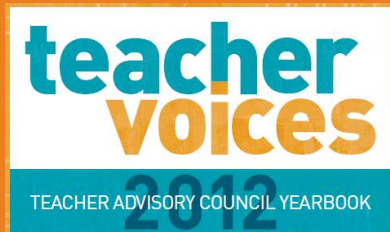
Coaches are available Sunday through Thursday from 2pm ET to midnight.

No account through your school?
[Create a free link.](#)

School administrators:
[Learn More](#) at Tutor.com.

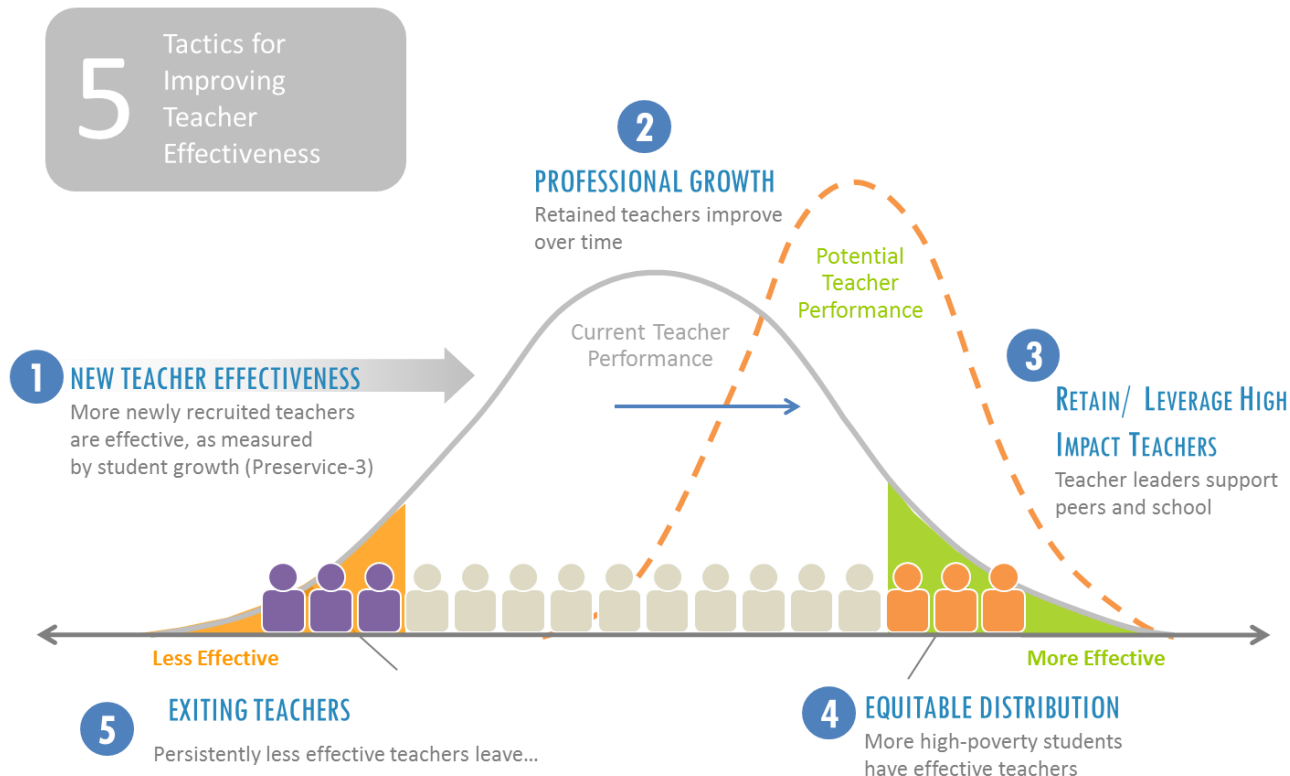
MyLivePD

New networks are forming
and teachers are leading the way.



Change the game!

Work the curve!





What we choose
to focus on
matters.

Thank you!
@drvickip