

# MAKING THE GRADE



EFFECTIVE TEACHING IN  
EVERY CLASSROOM

## More Effective Feedback Makes For More Effective Teachers

If you need directions for a journey, which would be more useful: An arrow that points you in the general direction, or a roadmap that helps you navigate to your exact destination?

When it comes to helping our teachers be more effective in the classroom, Pennsylvania has been settling for the arrow approach. A typical teacher evaluation offers a “satisfactory” or “unsatisfactory” label, with no meaningful direction on how a teacher can improve. We can do better.

Pennsylvania can use meaningful information – including student performance, teacher-specific data and classroom observation – to help draft a roadmap for each teacher to become a truly effective teacher. Improved teacher evaluations would go beyond satisfactory/unsatisfactory and help teachers identify strengths, weaknesses and ways to reach their full potential so they can help every student achieve academic success.

An estimated 7,000 Pennsylvania public school teachers and 550 of their supervisors could be taking part in a state Department of Education pilot program this school year to improve professional educator evaluations, according to PDE estimates. Results of this pilot will help the department create more robust, meaningful evaluation methods so teachers know the steps they need to take to become truly effective teachers. The goal is not to simply label teachers based on their skills, but to help them build the skills needed to help their students.

Improved teacher evaluations can give every educator an individualized roadmap that will bring them all to the same destination: effective teaching that results in greater student achievement.

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Grade” ...](#)

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*Making the Grade:  
Effective Teaching in  
Every Classroom* is  
Pennsylvania Partnerships  
for Children’s project  
designed to create  
awareness about the  
importance of an effective  
teacher in every classroom  
and advance the public  
policies required to assure  
every child benefits from  
effective teaching every  
school day.

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