

# MAKING THE GRADE

EFFECTIVE TEACHING IN  
EVERY CLASSROOM



## 10 Fast Facts About Pennsylvania's New Teacher Evaluation System

1. It gives teachers meaningful feedback they can use to improve in the classroom – similar to the constructive feedback teachers give their students so they can improve.
2. The new evaluations go beyond merely categorizing teachers as “satisfactory” or “unsatisfactory” by rating performance into four ranges: distinguished, proficient, needs improvement or failing.
3. Professional development targeted to areas where a teacher might need improvement is available from the Pennsylvania Department of Education at no cost to teachers or school districts.
4. Unlike previous evaluation methods, which typically relied solely on classroom observation, the new evaluation system incorporates multiple measures of student achievement to account for half of a teacher's overall evaluation.
5. It allows school districts to incorporate some of their own measures of student achievement to gauge teacher effectiveness.
6. Fifteen percent of a teacher's overall evaluation comes from building-wide measures of student achievement, such as standardized test results, attendance, and graduation and promotion rates.
7. The evaluations will help principals improve their leadership skills by assessing their planning and preparation, professional development efforts and performance of students in their school.
8. The evaluations were fine-tuned through pilot programs with 24,000 teachers in schools districts and charter schools.
9. Results of the evaluations can help match up high-performing teachers with struggling students, so students get the most out of school and taxpayers get the most from their school investments.
10. The ultimate goal is to ensure we have an effective teacher in every Pennsylvania public school.

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About “Making the  
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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